

DELTA POLICE BOARD

OPEN MEETING AGENDA



Date 2022-09-21
Time 09:00 am
Location North Delta Centre for the Arts
 11425 84th Avenue, Delta, BC

A. CALL MEETING TO ORDER

This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the scə́wəθən (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today.

B. ADOPTION OF THE AGENDA

1. Adoption of the Open Agenda – September 21, 2022

C. APPROVAL OF MINUTES

1. Approval of the Open Meeting Minutes – June 22, 2022

D. DELEGATIONS/PRESENTATIONS

1. Introduction to New Board Members – Sharan Oberoi and Ian Tait ■
2. Presentation to Cst. Joel Thirsk – *CACP/Axon EDI Award Recipient*
3. Introduction to Acting Chief Valerie Cross, Tsawwassen First Nation

E. CONSENT ITEMS

1. Crime Statistics & Crime Maps – June, July, August 2022 ■
2. Financial Reports – June & July 2022 ■
3. Correspondence ■
 - a. BCAPB: Conference Sponsorship Thank You
 - b. Minister Farnworth: Response on Body Worn Camera Program Update
4. For Information ■
 - a. Public Compliments
 - b. Preventing Crime: Highlighting the Delta Police Department's Successful Youth-Focused Programs (Published Article)
 - c. The Answer May Be In Front of Us: Do We Have the Courage To Listen? (Published Article)
 - d. DPD Officers Scoop Up Gold and Silver at World Police and Fire Games (Delta Optimist Article)
 - e. Congratulations Letters to Insp. Parry, Cst. Sahota and Cst. Thirsk
 - f. Delta Police Officer Receives International Policing Award
 - g. Board Agendas Process
 - h. Amended 2022 Board Calendar
 - i. Letters to the Province and the BC Association of Police Boards re: JIBC New Funding Formula Acceleration
 - j. Events Calendar

F. FOLLOW UPS

1. Action Document ■
2. Business Arising Out of Minutes

G. REPORTS & PRIORITY ITEMS

1. Chief's Reports
 - a. Introduction to Superintendent Guy Leeson
 - b. Chief Constable Monthly Activity Report – June, July & August 2022 ■
 - c. Community Safety & Well-Being Plan (CSWP)
 - i. Semi-Annual Report ■
 - ii. Key Performance Indicators (KPI) – 2022 Quarter 2 ■
 - d. 2021 Crime Severity Index (CSI) ■
 - e. Vision for the Future Workshop: January 2023 ■

2. Update on Training Requirements from BC Provincial Policing Standards Coming into Effect ■
3. Proposed 2023 Police Board Calendar ■
4. Greening for DPD
5. Governing in the Public Interest Conference ■
6. British Columbia Association Police Boards (BCAPB) Updates

H. NEW BUSINESS

Items as requested by the Board

I. NEXT MEETING

The next meeting of the Delta Police Board will be held on October 18, 2022.

J. MOTION TO CONTINUE MEETING IN PRIVATE

In accordance with the *Police Act (S.69(2))*, a portion of a meeting may be held in private if any of the following are expected to arise:

- a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;
- b) a matter concerning a person's financial or personal affairs, if the person's interest in the matter outweighs the public's interest in the matter;
- c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
- d) a matter concerning information that a person has requested he or she be allowed to give in private to the board or committee.

K. MOTION TO ADJOURN THE OPEN MEETING

DELTA POLICE BOARD**Open Meeting Minutes**

Date 2022-06-22
Time 09:00 AM
Location North Delta Centre for the Arts

Minutes of the Open Meeting held Wednesday, June 22, 2022, at 9:00 am in the North Delta Centre for the Arts, 11425 84th Avenue, Delta, British Columbia.

Present

Mayor George Harvie, Chair
 Dr. Karen Hossack, Vice-Chair
 Angela Kaiser
 Annette Garm
 Firth Bateman
 Lara Victoria

Neil Dubord, Chief Constable
 Harj Sidhu, Deputy Chief Constable
 Craig New, Superintendent
 Jassie Ram, Corporate Planning Manager
 Volker Helmuth, Legal & Risk Management
 Manager
 Sharon Sparrow, Board Secretary

Regrets

Chief Ken Baird

A. Call Meeting to Order

Meeting called to order at 9:00 am
 The Chair began the meeting with the indigenous land acknowledgement.

B. Adoption of Agenda

1. **Adoption of the Open Agenda of June 22, 2022**

MOVED / SECONDED

THAT the Delta Police Board approve the Open Agenda of June 22, 2022, as presented.

CARRIED UNANIMOUSLY

C. APPROVAL OF MINUTES

1. **Approval of the Minutes – May 18, 2022**

MOVED / SECONDED

THAT the Delta Police Board approve the minutes of the Open Meeting of May 18, 2022.

CARRIED UNANIMOUSLY

D. DELEGATIONS/PRESENTATIONS

1. Public Delegations – *none*
2. Presentation of Certificate of Recognition to Ms. Angela Kaiser
 The Chair thanked Ms. Angela Kaiser for her dedication to the Board and Community for the past six years.

E. CONSENT ITEMS

1. **Crime Statistics & Crime Maps May 2022**
2. **Financial Reports – For period ending April 30, 2022**
3. **Correspondence**
 - a. Public Compliments
4. **For Information**
 - a. Correspondence from Ministry of Public Safety and Solicitor General re: Prolific Offenders and Violent Crime Study
 - b. CAPG: Participation in Research Project – Invitation to Chief Dubord
 - c. ICBC Donation – Volunteer Recognition

- d. Efficiencies in Local Police Support for Criminal Record Checks Initiated by Province's Security Programs Division (SPD)
- e. Delta Police Foundation – New Member
- f. Events Calendar

5. Other

- a. E-Comm Notice of AGM & Proxy Vote

Note: this consent resolution was distributed to the Board via e-mail given the proxy form submission deadline.

Five Board members submitted their votes; Four voted for the recommendation to submit a "for" vote for all four items, and one supported the recommendation to submit a "for" vote for items 1 & 2 and "against" items 3 & 4.

Based on the majority of votes, the final proxy submitted to E-Comm included a "for" vote for all four items.

F. FOLLOW UPS

- 1. Action Document
- 2. Business Arising Out of Minutes

G. REPORTS & PRIORITY ITEMS

1. Chief's Report

- a. Chief Constable Monthly Activity Report – May 2022
- b. Decriminalization of Certain Illicit Drugs in BC
Chief Dubord spoke on the decriminalization of certain illicit drugs in BC.
In response to board inquiries, it was noted that:
 - The decision was made in reference to street level drugs, and doesn't address the issue of safe supply and prescription drugs.
- c. Summary of Meeting with Delta School District and Trustees
 - There is strong support for the Delta Police Department (DPD) School Liaison program from all stakeholders
 - There is room for improvement in the social and public health systems due to the gaps in services and resources for high-risk and at-risk youth.
- d. Times of Canada "Person in Focus" Feature
 - Times of Canada is a Community newsletter featuring Delta Police Staff and would like to extend this to the Board. If interested, please email Ms. Jassie Ram.
- e. Police Community Advocate Position
 - Chief Dubord spoke on the update report on the Community Advocate Position enclosed in the Open Agenda Package.
- f. 2022 Boundary Bay Airshow
 - Chief Dubord spoke on the Boundary Bay Air show noting that DPD will also have recruiters in attendance.
- g. Non-Emergency Call Taking Pilot Project
 - Update on DPD's non-emergency call-taking pilot project's success. The Public Information Representatives (PIR) answer the non-emergency line between 7am and 7pm. The DPD is currently exploring the following options:
 - Extend the hours past 7pm,
 - Go to a 24/7 non-emergency call-taking model,
 - Stay with the pilot project model of 7am to 7pm; or
 - Have Ecomm answer all lines with no in-house non-emergency call taking.
- h. Bill C21 – An Act to Amend certain Acts (Firearms)
 - Chief Dubord spoke on Bill C-21, as enclosed in the Open Agenda Package.

MOVED / SECONDED

THAT the Delta Police Board receive the Chief's Report for information.

CARRIED UNANIMOUSLY

2. Revised Board Governance Manual

For information to advise the Governance manual is on the DPD website.

3. Board Member Ride-alongs and Site/Facility Tours

Board members interested in attending a facility tour or going on a ride-along are requested to express their interest to staff, using the expression of interest (EOI) form, which will be circulated via e-mail.

4. JIBC Police Academy Levy Costs

Chief Dubord spoke on the JIBC academy levy costs, as enclosed in the Open agenda package, advising of the sudden announcement to accelerate the new JIBC funding formula. This would require municipalities to pay \$22,000 per recruit beginning in September of this year.

5. British Columbia Association Police Boards (BCAPB) Updates

Ms. Lara Victoria gave a high level report on the BCAPB Conference held in Surrey in May, noting topics discussed such as JIBC and Ecomm.

MOVED / SECONDED

THAT the Delta Police Board receive the Items G.2 to G.5 for information.

CARRIED UNANIMOUSLY

6. Canadian Association Police Governance (CAPG) Updates

- a. CAPG Conference Sponsorship Opportunity
Board discussion and decision on 2022 CAPG Conference sponsorship pledge.

MOVED / SECONDED

*THAT the Delta Police Board not provide sponsorship at the 2022 CAPG Conference.
Three in favour, two opposed (Firth Bateman and Lara Victoria)*

CARRIED

H. New Business

No new business

I. Next Meeting

The next meeting of the Delta Police Board will be held on September 21, 2022. Mayor will not be attending the meeting in September due to Municipal Election.

J. MOTION TO CONTINUE MEETING IN PRIVATE

In accordance with the *Police Act (S.69(2))*, a portion of a meeting may be held in private if any of the following are expected to arise:

- a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;
- b) a matter concerning a person's financial or personal affairs, if the person's interest in the matter outweighs the public's interest in the matter;
- c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
- d) a matter concerning information that a person has requested he or she be allowed to give in private to the board or committee.

MOVED / SECONDED

THAT the Delta Police Board continue the meeting in Private.

CARRIED UNANIMOUSLY

Delta Police Board Open Meeting adjourned at 9:40am

| | |
|--|---|
| <div data-bbox="196 275 662 344"> <hr/> <p>Mayor George Harvie Board Chair</p> </div> <div data-bbox="196 428 677 464"> <hr/> <p>Date</p> </div> | <div data-bbox="850 275 1333 344"> <hr/> <p>Sharon Sparrow Recording Secretary</p> </div> <div data-bbox="850 428 1333 464"> <hr/> <p>Date</p> </div> |
|--|---|

DRAFT

DELTA POLICE BOARD BOARD MEMORANDUM



| | |
|---|--|
| DATE 2022-09-14 | |
| SUBJECT New Board Member Biographies and Order in Councils (OICs) | |
| ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action | MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee |

SHARAN OBEROI

Sharan Oberoi is a global entrepreneur and visionary and is committed to the success of those around him. He is the CEO and founder of OnActuate, a global information technology and consulting firm that is Great Place to Work® certified and a gold-certified partner for Microsoft as a Cloud Solution Provider and Value-Added Reseller. Sharan is also a published author with his first book focused on Microsoft Technologies.

Sharan started his career as a young engineering graduate in India where he was instrumental in the localization and launch of Microsoft solutions. Since then, Sharan's leadership has spanned multiple countries, languages and cultures including Denmark, India, New Zealand, Singapore, Canada, and the USA.

Sharan believes in a "people first" philosophy for his business, inspiring excellence, and offering support and encouragement to his teams and clients alike. Sharan looks forward to applying the same philosophy for his service on the Delta Police Board.

In 2017, Sharan received the Business in Vancouver Media Group's Top 40 under 40 award. Sharan currently resides in North Delta with his family and is looking forward to contributing to the community and the Delta Police Department (DPD) through his Board service.

IAN TAIT

Ian Tait brings extensive management and leadership experience, having worked with government and crown agencies, for-profit, and not-for profit organizations. Ian has a diverse skillset in strategic planning, Board management and operations, fundraising, sponsorship, marketing, communications, coaching and mentoring. Additionally, Ian has public, government, community, media, and Indigenous relations experience.

Ian served with BC Hydro in a variety of roles for over three decades and during that time created many long-term relationships with Indigenous peoples and communities throughout BC and across Canada. In 1996, in the presence of witnesses in the Xwemelch'stn longhouse, the Charlie Family and the Squamish Nation placed the name stél'mexw siiyá'y – 'the peoples' respected friend' on Ian in recognition of his many contributions to and work with First Nations throughout BC and with the Squamish Nation in particular.

After retiring from BC Hydro, Ian began his own consulting firm (Tait Consulting Ltd). He also works with Indigenous Corporate Training Inc. as director of marketing and sales and, most recently, helped to found the North Delta Business Association.

Ian has a longstanding history of community service with Scouts Canada, North Delta Football Association, Delta Chamber of Commerce, Earthwise Society, Vancouver Chamber Choir, Feed the Bees Campaign, and other community causes.

Ian has called North Delta home for more than 30 years, where he currently resides with his wife, Pat. Ian looks forward to serving on the Board and contributing his diverse skillset to advance the work of the Board and the Department.

PROVINCE OF BRITISH COLUMBIA
ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 313 , Approved and Ordered June 9, 2022


Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that the following appointments are made:

- (a) effective June 30, 2022,
 - (i) Corey William Wood is reappointed as a member of the Central Saanich Police Board for a term ending March 9, 2024, and
 - (ii) Sharandeep Singh Oberoi is appointed as a member of the Delta Police Board for a term ending June 30, 2023;
- (b) effective September 15, 2022, Lindsay Anne MacKay, appointed as a member of the Nelson Police Board by the municipal council of the City of Nelson, holds office for a term ending December 31, 2023.


Minister of Public Safety and Solicitor General and
Deputy Premier


Presiding Member of the Executive Council

(This part is for administrative purposes only and is not part of the Order.)

Authority under which Order is made:

Act and section: Police Act, R.S.B.C. 1996, c. 367, ss. 23 and 24

Other: OIC 403/2020

PROVINCE OF BRITISH COLUMBIA
ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 393

, Approved and Ordered July 11, 2022


Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that Ian William Tait is appointed as a member of the Delta Police Board for a term ending June 30, 2023.


Minister of Public Safety and Solicitor General and
Deputy Premier


Presiding Member of the Executive Council

(This part is for administrative purposes only and is not part of the Order.)

Authority under which Order is made:

Act and section: Police Act, R.S.B.C. 1996, c. 367, ss. 23 and 24

Other: _____

Monthly Police Board Statistics Report

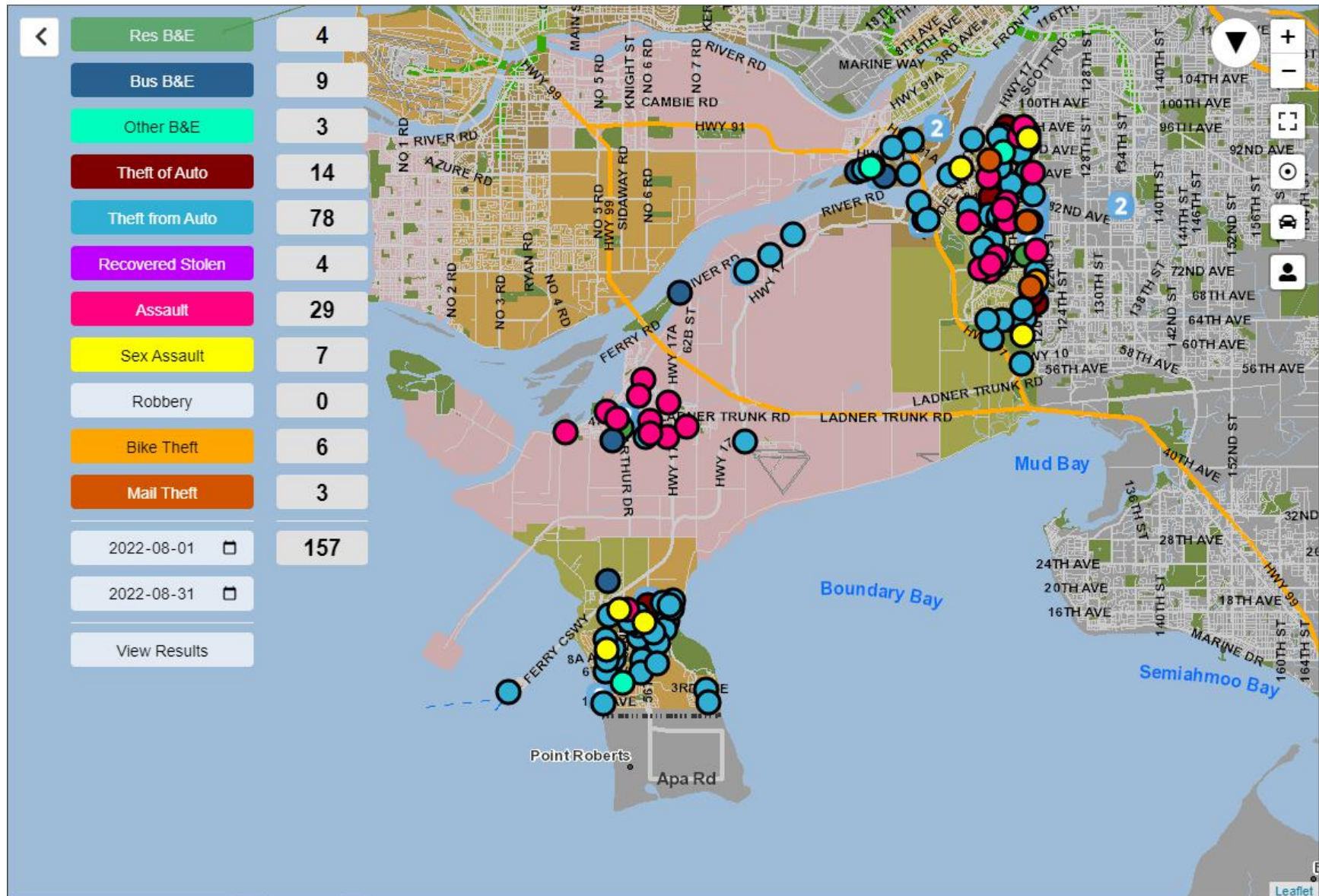
August 2022

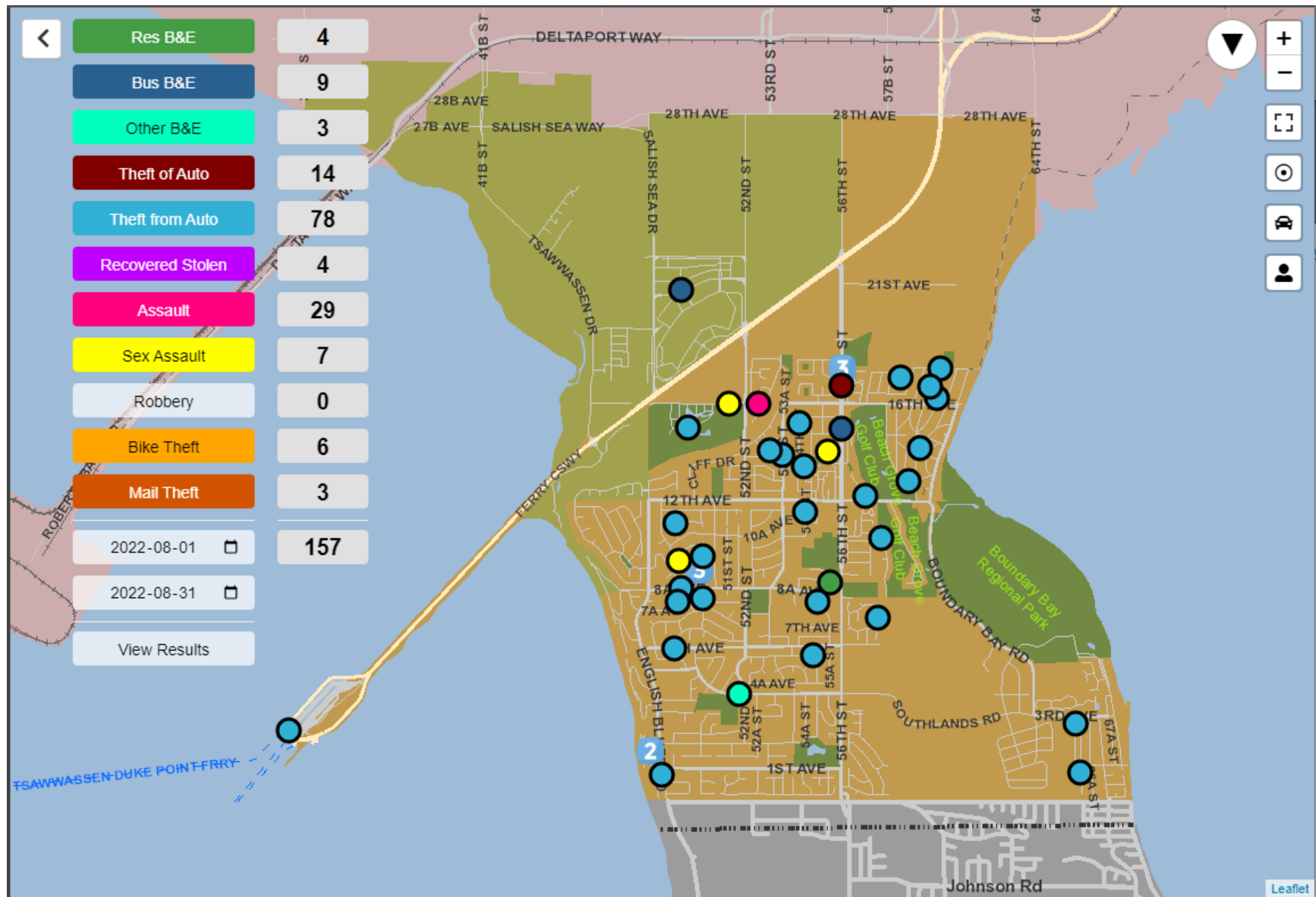
| Crime Type | Jul-22 | Aug-22 | Aug 3YR AVG | YTD 2021 | YTD 2022 | YTD 3YR AVG | Trend | YTD % Change 3YR Avg |
|---|--------------|--------------|-------------------|---------------|---------------|----------------|-------|-------------------------|
| Person Offences | | | | | | | | |
| Homicide | 0 | 0 | 0 | 0 | 1 | 0 | ► | 0% |
| Attempted Homicide | 0 | 0 | 0 | 1 | 0 | 2 | ▼ | -100% |
| Sexual Assault (Level I) | 4 | 4 | 4 | 34 | 44 | 33 | ▲ | 33% |
| Sexual Assault (Level II, Level III) | 1 | 3 | 1 | 9 | 14 | 17 | ▼ | -18% |
| Total Assaults (Common, Weapon, Aggravated) | 28 | 30 | 25 | 214 | 240 | 245 | ▼ | -2% |
| Robbery | 4 | 3 | 2 | 9 | 22 | 17 | ▲ | 29% |
| Violent Offences - Other | 3 | 2 | 2 | 17 | 20 | 21 | ▼ | -5% |
| Person Offences - Other | 24 | 41 | 29 | 203 | 301 | 200 | ▲ | 51% |
| Total Person Offences | 64 | 83 | 63 | 487 | 642 | 535 | ▲ | 20% |
| Property Offences | | | | | | | | |
| Break & Enter - Commercial | 6 | 15 | 10 | 83 | 74 | 88 | ▼ | -16% |
| Break & Enter - Residential | 22 | 11 | 11 | 87 | 86 | 104 | ▼ | -17% |
| Theft of Vehicle | 5 | 10 | 10 | 53 | 70 | 78 | ▼ | -10% |
| Theft from Vehicle | 57 | 43 | 57 | 522 | 449 | 502 | ▼ | -11% |
| Theft Over/Under \$5000 | 87 | 115 | 95 | 590 | 671 | 707 | ▼ | -5% |
| Mischief to Property Over/Under \$5000 | 54 | 57 | 59 | 405 | 398 | 379 | ▲ | 5% |
| Total Property Offences | 263 | 298 | 288 | 2058 | 2091 | 2174 | ▼ | -4% |
| Traffic Offences | | | | | | | | |
| Fatal MVI | 0 | 0 | 0 | 0 | 2 | 2 | ► | 0% |
| Collisions (All) | 124 | 127 | 85 | 705 | 871 | 662 | ▲ | 32% |
| Other Offences | | | | | | | | |
| Intimate Partner Violence | 11 | 12 | 8 | 73 | 81 | 90 | ▼ | -10% |
| Youth (*Excludes Traffic Offences) | 4 | 3 | 7 | 51 | 30 | 52 | ▼ | -42% |
| Weapon Violations | 6 | 4 | 6 | 90 | 42 | 58 | ▼ | -28% |
| Cybercrime | 45 | 62 | 38 | 416 | 437 | 291 | ▲ | 50% |
| False Alarms (Dispatched) | 74 | 51 | 56 | 451 | 379 | 555 | ▼ | -32% |
| TOTAL CALLS FOR SERVICE | 2,700 | 2,868 | 1,005 | 20,474 | 19,624 | 20,193 | ▼ | -3% |

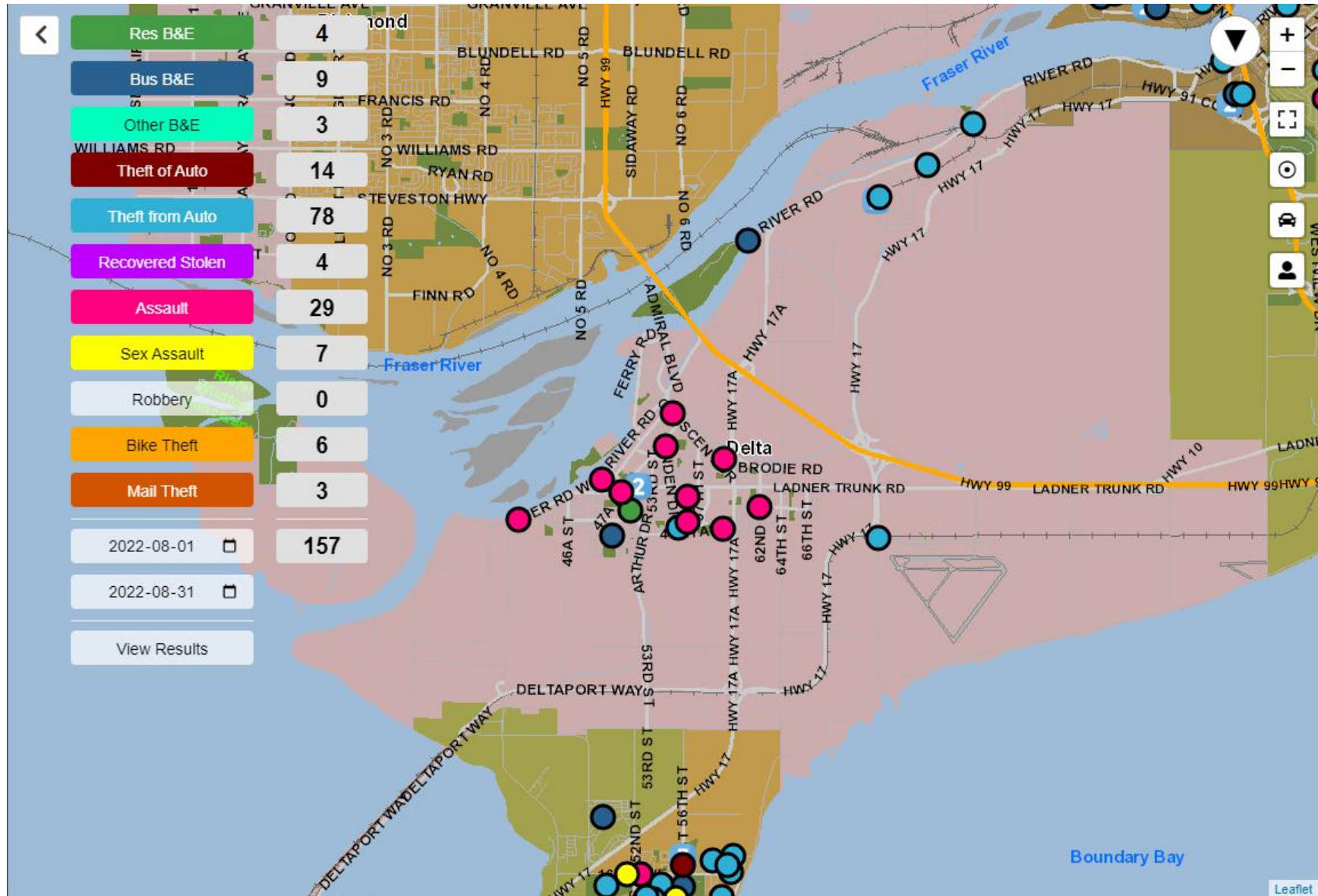
TFN (Zone 3) Statistics Report

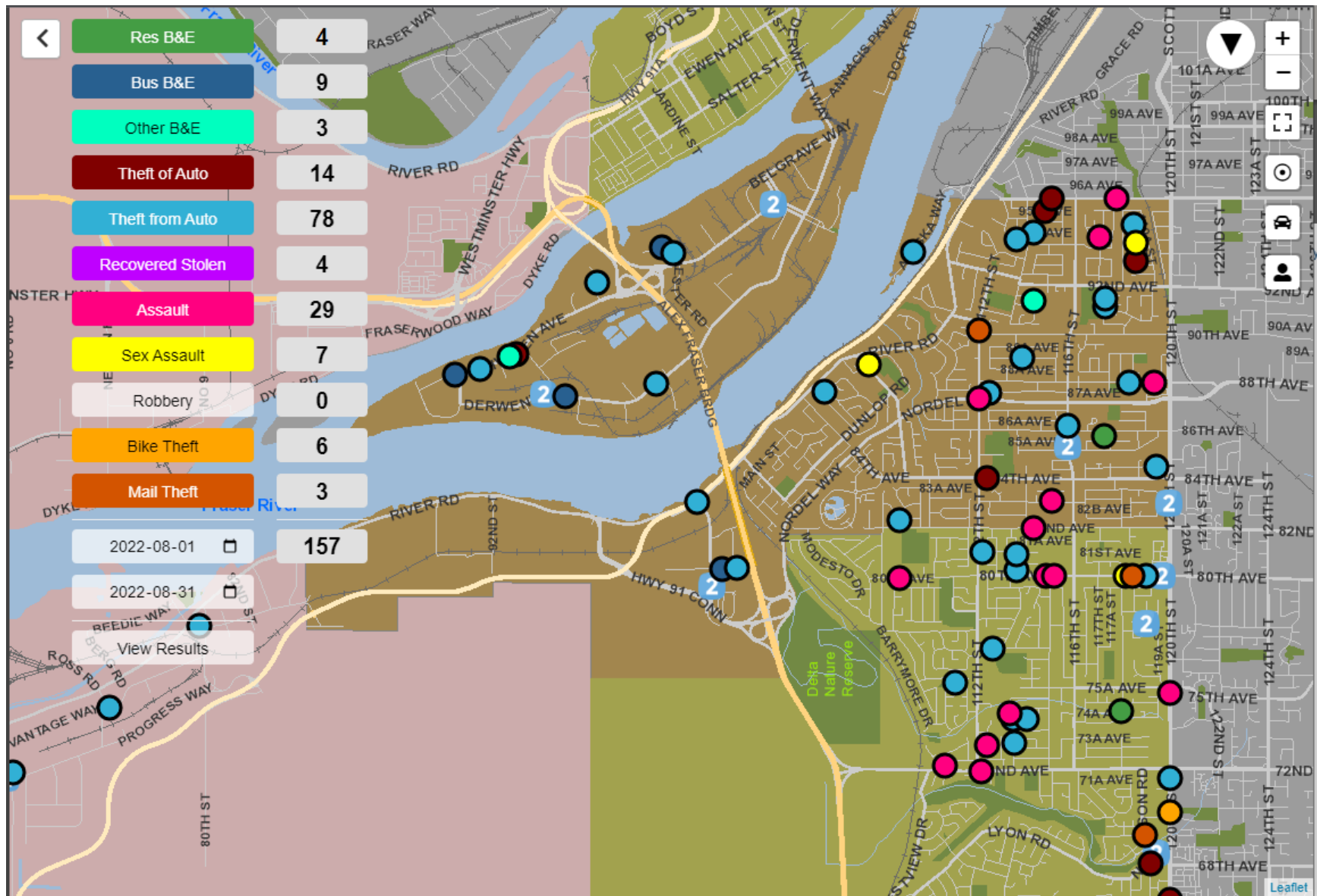
August 2022

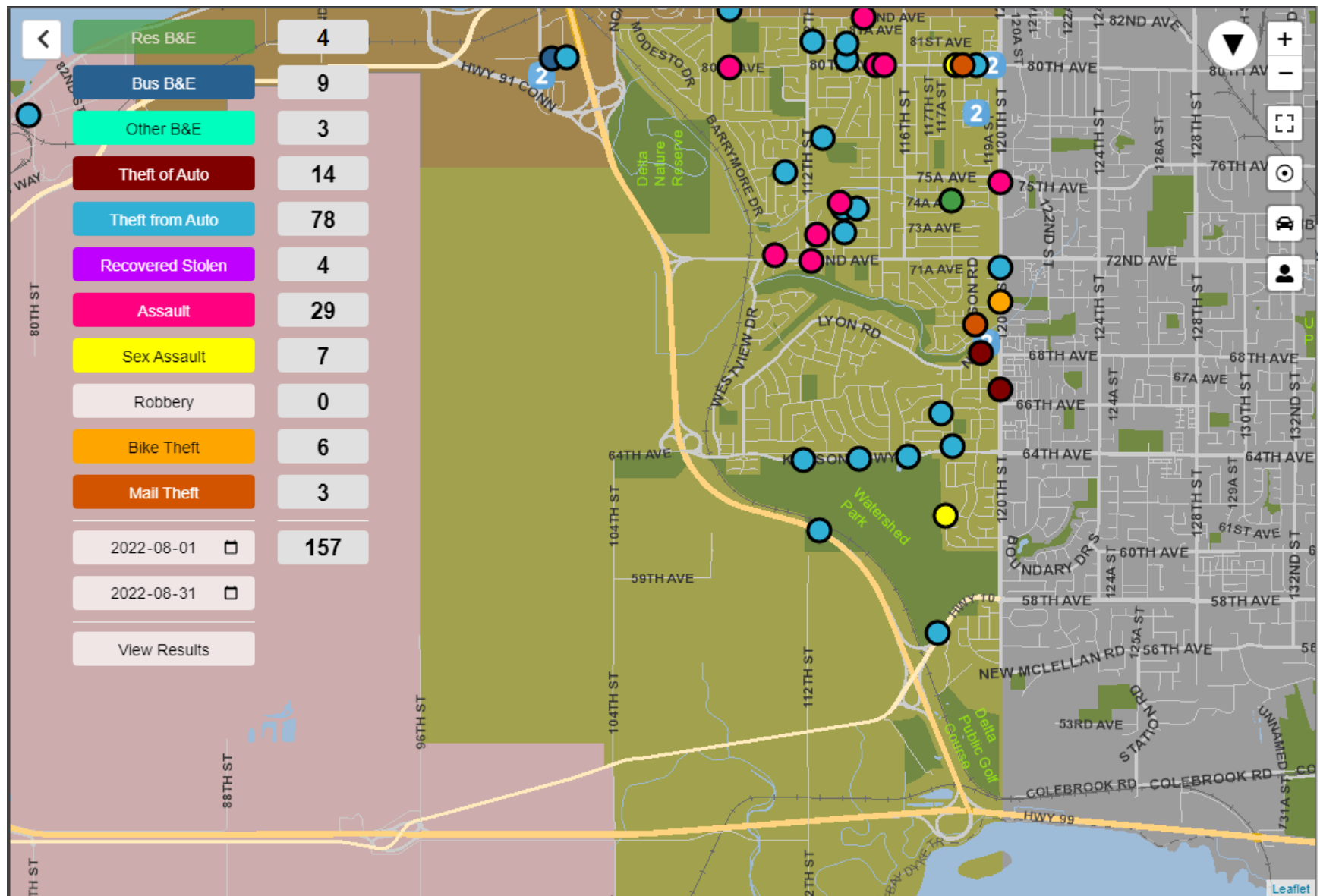
| Crime Type | Jul-22 | Aug-22 | Aug 3YR AVG | YTD 2021 | YTD 2022 | YTD 3YR AVG | Trend | YTD % Change 3YR Avg |
|---|------------|------------|-------------------|-------------|-------------|----------------|-------|-------------------------|
| Person Offences | | | | | | | | |
| Homicide | 0 | 0 | 0 | 0 | 0 | 0 | ▶ | 0% |
| Attempted Homicide | 0 | 0 | 0 | 0 | 0 | 0 | ▶ | 0% |
| Sexual Assault (Level I) | 0 | 0 | 1 | 0 | 2 | 1 | ▲ | 100% |
| Sexual Assault (Level II, Level III) | 1 | 0 | 0 | 0 | 3 | 0 | ▶ | 0% |
| Total Assaults (Common, Weapon, Aggravated) | 3 | 3 | 2 | 9 | 13 | 8 | ▲ | 63% |
| Robbery | 0 | 1 | 0 | 0 | 4 | 0 | ▶ | 0% |
| Violent Offences - Other | 0 | 1 | 0 | 1 | 3 | 1 | ▲ | 200% |
| Person Offences - Other | 0 | 2 | 1 | 11 | 16 | 9 | ▲ | 78% |
| Total Person Offences | 4 | 7 | 4 | 21 | 41 | 19 | ▲ | 116% |
| Property Offences | | | | | | | | |
| Break & Enter - Commercial | 0 | 1 | 0 | 4 | 3 | 3 | ▶ | 0% |
| Break & Enter - Residential | 0 | 1 | 0 | 8 | 4 | 5 | ▼ | -20% |
| Theft of Vehicle | 0 | 1 | 0 | 1 | 2 | 2 | ▶ | 0% |
| Theft from Vehicle | 1 | 1 | 2 | 20 | 8 | 17 | ▼ | -53% |
| Theft Over/Under \$5000 | 17 | 22 | 16 | 90 | 143 | 102 | ▲ | 40% |
| Mischief to Property Over/Under \$5000 | 2 | 4 | 2 | 14 | 26 | 14 | ▲ | 86% |
| Total Property Offences | 21 | 32 | 23 | 146 | 192 | 155 | ▲ | 24% |
| Traffic Offences | | | | | | | | |
| Fatal MVI | 0 | 0 | 0 | 0 | 1 | 0 | ▶ | 0% |
| Collisions (All) | 3 | 9 | 4 | 24 | 32 | 29 | ▲ | 10% |
| Other Offences | | | | | | | | |
| Intimate Partner Violence | 0 | 1 | 0 | 4 | 3 | 2 | ▲ | 50% |
| Youth (*Excludes Traffic Offences) | | 2 | 0 | 4 | 7 | 4 | ▲ | 75% |
| Weapon Violations | 0 | 2 | 0 | 4 | 9 | 2 | ▲ | 350% |
| Cybercrime | 0 | 2 | 0 | 9 | 11 | 10 | ▲ | 10% |
| False Alarms (Dispatched) | 8 | 10 | 5 | 56 | 39 | 62 | ▼ | -37% |
| TOTAL CALLS FOR SERVICE | 123 | 157 | 121 | 900 | 910 | 798 | ▲ | 14% |











Delta Police Department
Financial Report
For the period ending June 30, 2022

| | Year to Date Actuals | Year to Date Budget | Annual 2022 Budget | YTD Variance (Fav)/Unfav (\$) | YTD Variance (Fav)/Unfav (%) |
|------------------------------------|-------------------------|------------------------|-----------------------|--|---------------------------------------|
| OPERATING | | | | | |
| Expenditures | | | | | |
| Department Support Services | 7,482,215 | 7,293,000 | 14,688,500 | 189,215 | 2.6% |
| Investigative Services | 2,767,511 | 2,993,500 | 6,122,500 | (225,989) | -7.5% |
| Community Services | 4,385,628 | 4,477,000 | 9,140,000 | (91,372) | -2.0% |
| Patrol Services | 7,975,343 | 7,644,750 | 15,826,000 | 330,593 | 4.3% |
| Secondments | 1,364,673 | 1,758,000 | 3,566,000 | (393,327) | -22.4% |
| Ecomm | 960,690 | 959,000 | 1,918,000 | 1,690 | 0.2% |
| Wage bank accrual | 220,500 | - | - | 220,500 | |
| Total Expenditures | 25,156,560 | 25,125,250 | 51,261,000 | 31,310 | 0.1% |
| Revenues | | | | | |
| Recovered Services | (4,709,723) | (4,902,500) | (6,884,000) | 192,777 | 3.9% |
| Fines and Fees | (288,474) | (190,000) | (380,000) | (98,474) | -51.8% |
| Grants | (1,794,056) | (1,842,250) | (1,894,500) | 48,194 | 2.6% |
| Other Recoveries and Miscellaneous | (25,507) | (55,000) | (90,000) | 29,493 | 53.6% |
| Transfer to/from Reserve | 99,028 | - | (438,000) | 99,028 | |
| Total Revenues | (6,718,732) | (6,989,750) | (9,686,500) | 271,018 | 3.9% |
| Operating Tax Draw | 18,437,828 | 18,135,500 | 41,574,500 | 302,328 | 1.7% |

| | Year to Date Actuals | Annual 2022 Budget | YTD Variance (Fav)/Unfav (\$) |
|---|-------------------------|-----------------------|--|
| CAPITAL | | | |
| Expenditures | | | |
| Vehicle Purchases - 2022 | - | 602,000 | (602,000) |
| Vehicle Purchases - 2021 c/o | 84,326 | 838,000 | (753,674) |
| Vehicle Purchases - 2021 c/o for new Patrol units | - | 170,000 | (170,000) |
| Protective Equipment, Furniture, IT | 44,607 | 298,000 | (253,393) |
| DPD HQ Gym Enclosure, Drone | 78,931 | 185,000 | (106,069) |
| Other capital funded from operating | 7,636 | - | 7,636 |
| Total Capital Expenditures | 215,500 | 2,093,000 | (1,877,500) |

OP E.2
Delta Police Department
Financial Report - Overtime Data
For the period ending June 30, 2022

19

| | | Current Month | Budget Month | Variance Month | Total YTD | Budget YTD | Variance YTD | % spent YTD | % spent YTD vs Annual Budget | Annual Budget |
|------------------------------------|-------------------------------|----------------|----------------|-----------------|------------------|------------------|-----------------|---------------|------------------------------|------------------|
| Department Support Services | | | | | | | | | | |
| 1307 | Media | 6,225 | 1,042 | 5,183 | 42,493 | 6,250 | 36,243 | 679.9% | 339.9% | 12,500 |
| 1335 | Adminstration | 77 | 1,250 | (1,173) | 6,469 | 7,500 | (1,031) | 86.3% | 43.1% | 15,000 |
| 1339 | Fleet Maintenance | 166 | - | 166 | 229 | - | 229 | | | - |
| 1342 | Port Liaison | - | 42 | (42) | - | 250 | (250) | 0.0% | 0.0% | 500 |
| 1345 | Human Resources | 18,128 | 8,958 | 9,170 | 104,227 | 53,750 | 50,477 | 193.9% | 97.0% | 107,500 |
| 1376 | Support Services | 1,039 | 4,417 | (3,378) | 10,591 | 26,500 | (15,909) | 40.0% | 20.0% | 53,000 |
| 1390 | Professional Standards | 1,029 | 292 | 737 | 1,448 | 1,750 | (302) | 82.7% | 41.4% | 3,500 |
| 1579 | Information Technology | 390 | 583 | (193) | 3,120 | 3,500 | (380) | 89.1% | 44.6% | 7,000 |
| | | 27,054 | 16,583 | 10,471 | 168,577 | 99,500 | 69,077 | 169.4% | 84.7% | 199,000 |
| Investigative Services | | | | | | | | | | |
| 1350 | Identification Section | - | - | - | - | - | - | | | - |
| 1352 | General Investigation | 1,662 | 2,292 | (630) | 33,017 | 13,750 | 19,267 | 240.1% | 120.1% | 27,500 |
| 1353 | Intelligence Section | 386 | 1,125 | (739) | 3,235 | 6,750 | (3,515) | 47.9% | 24.0% | 13,500 |
| 1354 | Drug Investigation Unit | 696 | 4,583 | (3,887) | 4,813 | 27,500 | (22,687) | 17.5% | 8.8% | 55,000 |
| 1356 | Major Crimes Section | 573 | 18,125 | (17,552) | 80,357 | 108,750 | (28,393) | 73.9% | 36.9% | 217,500 |
| 1357 | Vulnerable Sector Unit | 895 | 1,250 | (355) | 6,726 | 7,500 | (774) | 89.7% | 44.8% | 15,000 |
| 1584 | Intelligence Management | - | 42 | (42) | - | 250 | (250) | 0.0% | 0.0% | 500 |
| | | 4,212 | 27,417 | (23,205) | 128,148 | 164,500 | (36,352) | 77.9% | 39.0% | 329,000 |
| Community Services | | | | | | | | | | |
| 1268 | Community Safety Officer | 55 | - | 55 | 1,334 | - | 1,334 | | | - |
| 1305 | Operational Support | 15,878 | 12,417 | 3,461 | 79,385 | 74,500 | 4,885 | 106.6% | 53.3% | 149,000 |
| 1312 | Public Safety Operations | (418) | 208 | (626) | 1,568 | 1,250 | 318 | 125.4% | 62.7% | 2,500 |
| 1331 | TFN Policing | - | 583 | (583) | 3,755 | 3,500 | 255 | 107.3% | 53.6% | 7,000 |
| 1367 | DCPO North Delta | - | 917 | (917) | 652 | 5,500 | (4,848) | 11.9% | 5.9% | 11,000 |
| 1368 | DCPO Ladner | - | 208 | (208) | 341 | 1,250 | (909) | 27.3% | 13.6% | 2,500 |
| 1369 | DCPO Tsawwassen | - | 208 | (208) | 814 | 1,250 | (436) | 65.1% | 32.6% | 2,500 |
| 1370 | School Liaison | 1,265 | 583 | 682 | 7,234 | 3,500 | 3,734 | 206.7% | 103.3% | 7,000 |
| 1371 | Reserve Police | - | 3,583 | (3,583) | 18,009 | 21,500 | (3,491) | 83.8% | 83.8% | 21,500 |
| 1373 | Victim Svces | 137 | 375 | (238) | 1,104 | 2,250 | (1,146) | 49.1% | 24.5% | 4,500 |
| 1381 | Truck Enforcement | - | 333 | (333) | 621 | 2,000 | (1,379) | 31.1% | 15.5% | 4,000 |
| 1383 | Traffic Section | 2,587 | 3,000 | (413) | 23,911 | 18,000 | 5,911 | 132.8% | 66.4% | 36,000 |
| 1398 | Community Health Intervention | - | 167 | (167) | - | 1,000 | (1,000) | 0.0% | 0.0% | 2,000 |
| 1596 | Youth Liaison | 536 | 292 | 244 | 1,830 | 1,750 | 80 | 104.6% | 52.3% | 3,500 |
| 1680 | Public Information Reps | - | 7,708 | (7,708) | 20,233 | 46,250 | (26,017) | 43.7% | 21.9% | 92,500 |
| 1685 | TFN Service Team | 631 | 2,333 | (1,702) | 7,580 | 14,000 | (6,420) | 54.1% | 27.1% | 28,000 |
| 1697 | Traffic Specialty Dog Unit | - | 458 | (458) | - | 2,750 | (2,750) | 0.0% | 0.0% | 5,500 |
| | | 20,671 | 33,375 | (12,704) | 168,371 | 200,250 | (31,879) | 84.1% | 44.4% | 379,000 |
| Patrol Services | | | | | | | | | | |
| 1388 | Police Patrol | 35,318 | 47,250 | (11,932) | 260,165 | 283,500 | (23,335) | 91.8% | 45.9% | 567,000 |
| 1750 | Crime Reduction Unit | 96 | 3,333 | (3,237) | 3,482 | 20,000 | (16,518) | 17.4% | 8.7% | 40,000 |
| 1750 | Patrol Support Team | 177 | 833 | (656) | 952 | 5,000 | (4,048) | 19.0% | 9.5% | 10,000 |
| | | 35,591 | 51,417 | (15,826) | 264,599 | 308,500 | (43,901) | 85.8% | 42.9% | 617,000 |
| | | 87,528 | 128,791 | (41,263) | 729,695 | 772,750 | (43,055) | 94.4% | 47.9% | 1,524,000 |
| Secondments (recoverable) | | | | | | | | | | |
| 1343 | JIBC | - | - | - | - | - | - | | | - |
| 1358 | IMPACT | 388 | 2,625 | (2,237) | 15,516 | 15,750 | (234) | 98.5% | 49.3% | 31,500 |
| 1359 | Prov Traffic Projects | - | - | - | 5,723 | - | 5,723 | | 9.7% | 59,000 |
| 1363 | IRSU | 3,086 | 5,167 | (2,081) | 21,517 | 31,000 | (9,483) | 69.4% | 34.7% | 62,000 |
| 1364 | CFSEU | 14,174 | 11,708 | 2,466 | 55,615 | 70,250 | (14,635) | 79.2% | 39.6% | 140,500 |
| 1524 | LMTT | 12,135 | 4,583 | 7,552 | 86,313 | 27,500 | 58,813 | 313.9% | 156.9% | 55,000 |
| 1540 | BCMUP | 1,393 | - | 1,393 | 6,414 | - | 6,414 | | | - |
| 1681 | LMD PDS | 8,821 | 2,583 | 6,238 | 47,424 | 15,500 | 31,924 | 306.0% | 153.0% | 31,000 |
| 1682 | LMD ERT | 11,964 | 7,125 | 4,839 | 51,626 | 42,750 | 8,876 | 120.8% | 60.4% | 85,500 |
| 1683 | RTIC-BC | - | 542 | (542) | - | 3,250 | (3,250) | 0.0% | 0.0% | 6,500 |
| 1686 | INSET | (100) | 458 | (558) | 15,243 | 2,750 | 12,493 | 554.3% | 277.1% | 5,500 |
| 1687 | LMD FIS | - | 6,125 | (6,125) | 8,548 | 36,750 | (28,202) | 23.3% | 11.6% | 73,500 |
| | | 51,861 | 40,917 | 10,944 | 313,939 | 245,500 | 68,439 | 127.9% | 57.1% | 550,000 |
| Total | | 139,389 | 169,708 | (30,319) | 1,043,634 | 1,018,250 | 25,384 | 102.5% | 50.3% | 2,074,000 |

Delta Police Department
Financial Report
For the period ending July 31, 2022

| | Year to Date Actuals | Year to Date Budget | Annual 2022 Budget | YTD Variance (Fav)/Unfav (\$) | YTD Variance (Fav)/Unfav (%) |
|------------------------------------|-------------------------|------------------------|-----------------------|--|---------------------------------------|
| OPERATING | | | | | |
| Expenditures | | | | | |
| Department Support Services | 8,674,248 | 8,559,958 | 14,688,500 | 114,290 | 1.3% |
| Investigative Services | 3,220,376 | 3,535,417 | 6,122,500 | (315,042) | -8.9% |
| Community Services | 5,218,678 | 5,281,375 | 9,140,000 | (62,697) | -1.2% |
| Patrol Services | 9,652,556 | 9,234,542 | 15,826,000 | 418,014 | 4.5% |
| Secondments | 1,650,247 | 2,069,167 | 3,566,000 | (418,920) | -20.2% |
| Ecomm | 1,411,576 | 1,438,500 | 1,918,000 | (26,924) | -1.9% |
| Wage bank accrual | 215,250 | - | - | 215,250 | |
| Total Expenditures | 30,042,931 | 30,118,959 | 51,261,000 | (76,028) | -0.3% |
| Revenues | | | | | |
| Recovered Services | (4,985,264) | (5,224,542) | (6,884,000) | 239,278 | 4.6% |
| Fines and Fees | (349,203) | (221,667) | (380,000) | (127,536) | -57.5% |
| Grants | (1,785,632) | (1,850,958) | (1,894,500) | 65,326 | 3.5% |
| Other Recoveries and Miscellaneous | (35,146) | (64,167) | (90,000) | 29,021 | 45.2% |
| Transfer to/from Reserve | 121,695 | - | (438,000) | 121,695 | |
| Total Revenues | (7,033,550) | (7,361,334) | (9,686,500) | 327,784 | 4.5% |
| Operating Tax Draw | 23,009,381 | 22,757,625 | 41,574,500 | 251,756 | 1.1% |

| | Year to Date Actuals | Annual 2022 Budget | YTD Variance (Fav)/Unfav (\$) |
|---|-------------------------|-----------------------|--|
| CAPITAL | | | |
| Expenditures | | | |
| Vehicle Purchases - 2022 | - | 602,000 | (602,000) |
| Vehicle Purchases - 2021 c/o | 89,947 | 838,000 | (748,053) |
| Vehicle Purchases - 2021 c/o for new Patrol units | - | 170,000 | (170,000) |
| Protective Equipment, Furniture, IT | 58,365 | 298,000 | (239,635) |
| DPD HQ Gym Enclosure, Drone | 78,931 | 185,000 | (106,069) |
| Other capital funded from operating | 13,791 | - | 13,791 |
| Total Capital Expenditures | 241,034 | 2,093,000 | (1,851,966) |

OP E.2
Delta Police Department
Financial Report - Overtime Data
For the period ending July 31, 2022

21

| | | Current Month | Total YTD | Budget YTD | Variance YTD | % spent YTD | % spent YTD vs Annual Budget | Annual Budget |
|------------------------------------|-------------------------------|----------------|----------------|----------------|-----------------|---------------|------------------------------|------------------|
| Department Support Services | | | | | | | | |
| 1307 | Media | 6,118 | 48,611 | 7,292 | 41,319 | 666.7% | 388.9% | 12,500 |
| 1335 | Adminstration | 1,741 | 8,210 | 8,750 | (540) | 93.8% | 54.7% | 15,000 |
| 1339 | Fleet Maintenance | - | 229 | - | 229 | | | - |
| 1342 | Port Liaison | - | - | 292 | (292) | 0.0% | 0.0% | 500 |
| 1345 | Human Resources | 11,215 | 115,442 | 65,042 | 50,400 | 177.5% | 103.5% | 111,500 |
| 1376 | Support Services | 2,035 | 12,626 | 30,917 | (18,291) | 40.8% | 23.8% | 53,000 |
| 1390 | Professional Standards | 15 | 1,463 | 2,042 | (579) | 71.7% | 41.8% | 3,500 |
| 1579 | Information Technology | 669 | 3,789 | 4,083 | (294) | 92.8% | 54.1% | 7,000 |
| | | 21,793 | 190,370 | 118,417 | 71,953 | 160.8% | 93.8% | 203,000 |
| Investigative Services | | | | | | | | |
| 1350 | Identification Section | - | - | - | - | | | - |
| 1352 | General Investigation | 3,816 | 36,833 | 16,625 | 20,208 | 221.6% | 129.2% | 28,500 |
| 1353 | Intelligence Section | 384 | 3,619 | 8,167 | (4,548) | 44.3% | 25.9% | 14,000 |
| 1354 | Drug Investigation Unit | 408 | 5,221 | 33,250 | (28,029) | 15.7% | 9.2% | 57,000 |
| 1356 | Major Crimes Section | 10,339 | 90,696 | 131,542 | (40,846) | 68.9% | 40.2% | 225,500 |
| 1357 | Vulnerable Sector Unit | 282 | 7,008 | 9,042 | (2,034) | 77.5% | 45.2% | 15,500 |
| 1584 | Intelligence Management | - | - | 292 | (292) | 0.0% | 0.0% | 500 |
| | | 15,229 | 143,377 | 198,917 | (55,540) | 72.1% | 42.0% | 341,000 |
| Community Services | | | | | | | | |
| 1268 | Community Safety Officer | 688 | 2,022 | - | 2,022 | | | - |
| 1305 | Operational Support | 49,543 | 128,928 | 90,125 | 38,803 | 143.1% | 83.4% | 154,500 |
| 1312 | Public Safety Operations | 1,371 | 2,939 | 1,458 | 1,481 | 201.5% | 117.6% | 2,500 |
| 1331 | TFN Policing | 135 | 3,890 | 4,083 | (193) | 95.3% | 55.6% | 7,000 |
| 1367 | DCPO North Delta | 36 | 688 | 6,417 | (5,729) | 10.7% | 6.3% | 11,000 |
| 1368 | DCPO Ladner | - | 341 | 1,458 | (1,117) | 23.4% | 13.6% | 2,500 |
| 1369 | DCPO Tsawwassen | 29 | 843 | 1,458 | (615) | 57.8% | 33.7% | 2,500 |
| 1370 | School Liaison | 194 | 7,428 | 4,083 | 3,345 | 181.9% | 106.1% | 7,000 |
| 1371 | Reserve Police | 648 | 18,657 | 22,500 | (3,843) | 82.9% | 82.9% | 22,500 |
| 1373 | Victim Svces | 137 | 1,241 | 2,625 | (1,384) | 47.3% | 27.6% | 4,500 |
| 1381 | Truck Enforcement | 22 | 643 | 2,333 | (1,690) | 27.6% | 16.1% | 4,000 |
| 1383 | Traffic Section | 1,638 | 25,549 | 21,875 | 3,674 | 116.8% | 68.1% | 37,500 |
| 1398 | Community Health Intervention | - | - | 1,167 | (1,167) | 0.0% | 0.0% | 2,000 |
| 1596 | Youth Liaison | 47 | 1,877 | 2,042 | (165) | 91.9% | 53.6% | 3,500 |
| 1680 | Public Information Reps | 5,983 | 26,216 | 53,958 | (27,742) | 48.6% | 28.3% | 92,500 |
| 1685 | TFN Service Team | 1,335 | 8,915 | 16,917 | (8,002) | 52.7% | 30.7% | 29,000 |
| 1697 | Traffic Specialty Dog Unit | - | - | 3,208 | (3,208) | 0.0% | 0.0% | 5,500 |
| | | 61,806 | 230,177 | 235,708 | (5,531) | 97.7% | 59.3% | 388,000 |
| Patrol Services | | | | | | | | |
| 1388 | Police Patrol | 47,205 | 307,370 | 342,708 | (35,338) | 89.7% | 52.3% | 587,500 |
| 1750 | Crime Reduction Unit | 959 | 4,441 | 24,208 | (19,767) | 18.3% | 10.7% | 41,500 |
| 1750 | Patrol Support Team | 139 | 1,091 | 6,125 | (5,034) | 17.8% | 10.4% | 10,500 |
| | | 48,303 | 312,902 | 373,042 | (60,140) | 83.9% | 48.9% | 639,500 |
| | | 147,131 | 876,826 | 926,083 | (49,257) | 94.7% | 55.8% | 1,571,500 |

| | | Current Month | Total YTD | Budget YTD | Variance YTD | % spent YTD | % spent YTD vs Annual Budget | Annual Budget |
|----------------------------------|-----------------------|----------------|------------------|------------------|----------------|---------------|------------------------------|------------------|
| Secondments (recoverable) | | | | | | | | |
| 1343 | JIBC | - | - | - | - | | | - |
| 1358 | IMPACT | 1,643 | 17,159 | 18,375 | (1,216) | 93.4% | 54.5% | 31,500 |
| 1359 | Prov Traffic Projects | 26,804 | 32,527 | 19,667 | 12,860 | 165.4% | 55.1% | 59,000 |
| 1363 | IRSU | 3,942 | 25,459 | 36,167 | (10,708) | 70.4% | 41.1% | 62,000 |
| 1364 | CFSEU | 10,042 | 65,657 | 81,958 | (16,301) | 80.1% | 46.7% | 140,500 |
| 1524 | LMTT | 40,136 | 126,449 | 33,250 | 93,199 | 380.3% | 221.8% | 57,000 |
| 1540 | BCMUP | 181 | 6,595 | - | 6,595 | | | - |
| 1681 | LMD PDS | 12,034 | 59,458 | 18,083 | 41,375 | 328.8% | 191.8% | 31,000 |
| 1682 | LMD ERT | 12,951 | 64,577 | 49,875 | 14,702 | 129.5% | 75.5% | 85,500 |
| 1683 | RTIC-BC | - | - | 3,792 | (3,792) | 0.0% | 0.0% | 6,500 |
| 1686 | INSET | 1,723 | 16,966 | 3,208 | 13,758 | 528.8% | 308.5% | 5,500 |
| 1687 | LMD FIS | - | 8,548 | 42,875 | (34,327) | 19.9% | 11.6% | 73,500 |
| | | 109,456 | 423,395 | 307,250 | 116,145 | 137.8% | 76.7% | 552,000 |
| Total | | 256,587 | 1,300,221 | 1,233,334 | 66,887 | 105.4% | 61.2% | 2,123,500 |



July 25, 2022

His Worship Mayor George Harvie
Chair, Delta Police Board
4500 Clarence Taylor Crescent
Delta BC V4K 3W3

Dear Mayor Harvie:

Re: BC Association of Police Boards 2022 Conference & AGM – Sponsorship

On behalf of the BC Association of Police Boards Executive and the 2022 Conference Committee, I wish to express our thanks to the Delta Police Board for your generous sponsorship of \$700.00 towards a meal break for the 2022 Conference and AGM.

Your sponsorship and support is appreciated and contributed to the success of this event.

Thank you once again.

Sincerely,

Charla Huber, MA, CIHCM
President, BCAPB

Type text here

pc: Ms. Jassie Padda



VIA EMAIL

Ref. 632534

July 29, 2022

His Worship George V. Harvie
Mayor of the City of Delta
Delta Police Board Chair
4455 Clarence Taylor Crescent
Delta BC V4K3E1
c/o Email: jram@deltapolice.ca

Dear Mayor Harvie:

Thank you for your email of June 28, 2022, regarding Delta Police Department's (DPD) use of body-worn cameras (BWCs). I am pleased to respond.

In your correspondence you offer an update on DPD's deployment of BWC technology. You describe how DPD successfully adopted BWCs for its Criminal Interdiction Team. You also note DPD piloted their use with the Traffic Section over 2021, and you provide an in-camera DPD Board of Directors report on the findings of that initiative.

I am encouraged by the favorable findings outlined in your report. I also commend DPD on its proactive approach in adopting this important technology given the current and emergent pressures amid policing modernization, enhanced police accountability, improved officer safety, and evidence collection. Additionally, I appreciate your acknowledgement of the benefits derived from the supportive provincial funding that was provided for DPD's BWC deployment through the "Police Specialized Training and Equipment" grant from the Civil Forfeiture Office.

I wish DPD continued success as it moves forward with plans to widen its deployment of BWC technologies. Thank you again for writing.

Sincerely,



Mike Farnworth
Minister of Public Safety and Solicitor General
and Deputy Premier

The background of the page features a large, light gray watermark of the Delta Police Department seal. The seal is circular with a crown at the top. Inside the circle, the words "OUR INTEGRITY" are on the left and "COURAGE" is on the right. In the center is a shield with a triangle and a circle. Below the shield is a banner that reads "DELTA POLICE DEPARTMENT".

**Compliments for the DPD Team
from the Public**

No Call too Small

The various pieces of correspondence highlighted in this package have been received either by e-mail to the DPD or through DPD Social Media Channels.

From: webmaster@deltapolice.ca [<mailto:webmaster@deltapolice.ca>]

Sent: August 30, 2022 7:10 AM

To: Media User <media@deltapolice.ca>

Subject: New Message

Your Name

[REDACTED]

Your Email

[REDACTED]

Recipient

Media

Subject

Constable Geoff Young

Message

I want to compliment Constable Geoff Young who dealt with a complaint fairly and with understanding. My colleagues and I were the subject of a complaint due to opposing thoughts. Constable Geoff Young provided us with a feeling of community inclusivity.

.....

----- Original message -----

From: [REDACTED]

Date: 2022-08-11 3:43 PM (GMT-08:00)

To: Craig New <cnew@deltapolice.ca>

Subject: Your reputation...

External Sender: Use caution with links/attachments.

Hello, Craig.

Thought I'd share some positive news. Nothing you probably don't already know but still nice to hear about it being said. I had the opportunity to work with the current police recruits at the Justice Institute last week. Unfortunately, the Delta recruits were part of the first group and I was slated for groups 2 and 3 (Health & Safety, with emphasis on protection from bloodborne pathogens). While there the JI police instructors shared that DPD attracts and produces stellar recruits - more so than all the other police departments. It made me smile. Yay team Delta!

[REDACTED]

.....

Compliments from the Public

From: Kirsten Gaull
Sent: July 25, 2022 3:06 PM
To: Gwyneth Vaughan-Smith <gvaughansmith@deltapolice.ca>
Subject: 22-15608

Hello!

██████████ just came into the PSB and wanted to pass on his sincere thanks and appreciation for all the members that attended the SD for his son, ██████████. He especially was appreciative of Harvey, how he handled the call and made sure the kids were taken care of (and brought them police goodies).

Kirsten



Kirsten Gaull
Public Information Representatives
kigaull@deltapolice.ca

Delta Police Department
Office: 604.946.4411 ext. 4580
4455 Clarence Taylor Crescent
deltapolice.ca

██

████████

From: [REDACTED]
Date: July 15, 2022 at 14:49:45 PDT
To: Neil Dubord <ndubord@deltapolice.ca>
Cc: Harj Sidhu <hsidhu@deltapolice.ca>
Subject: FW: Delta Police Department Professionalism

External Sender: Use caution with links/attachments.

Good afternoon Chief

I hope all is well and you are enjoying your summer. A member of our Burnaby team brought to my attention the interaction that he had with one of your members after a theft from his garage in Delta. [REDACTED] was very impressed with the service provided by both the complaint taker (name unknown) and Cst. Haniff Knight. [REDACTED] has taken the time to provide some feedback. I thought you would want to read how your member had a positive impact on this file during which he would not have known he was dealing with two RCMP employees. I certainly do always enjoy hearing about the good work that is occurring and thought you would enjoy this as well.

Graham

From: [REDACTED]
Sent: July 15, 2022 2:06 PM
To: [REDACTED]
Subject: Delta Police Department Professionalism

Hello [REDACTED]

I just wanted to provide two brief points outlining some excellent policing service provided by personnel at the Delta Police Department. I would like to highlight the complaint taker [and process] that occurred by Delta Police and the professionalism of Constable Haniff Knight.

As you know Sir I am a resident of North Delta and live with my family in a single family dwelling. On Monday, July 11th, 2022, at about 12:30 pm, the garage door was left up and a suspect, pushing a shopping cart, came into the garage and stole my wife's [Rituraj] new Trek bicycle. The suspect was seen by neighbours fleeing the area on the bike leaving behind the shopping cart which contained two car batteries and some empty recyclable bottle containers. Clearly this was a crime of opportunity in a neighbourhood that sees next to no criminal activity.

My wife phoned the Delta PD non-emergency number. In a time when E-Comm is experiencing its own difficulty on service delivery and Burnaby RCMP is looking to establish its own non-emergency process, I would illustrate the excellent service provided by the complaint taker and the DPD. The non-emergency call was answered almost immediately, my wife explained the situation, and was advised a member would be attended the house. The complaint taker was very personable, professional, and put my wife at ease. We received a telephone call from Cst. Knight updating us of his time of arrival. When Cst. Knight did arrive he was sympathetic, professional, and explained the course of action he would take. Cst. Knight seized the items in the shopping cart, contacted the grocery store to get the cart, and

then I watched as he conducted a neighbourhood canvass for video. Cst. Knight also did a follow-up telephone call with Ritu once she sent information on her stolen bicycle.

At no time did [REDACTED] or I identify ourselves as working for the RCMP. The excellent policing service delivery by Cst. Knight was the result of a solid member doing his job well and not because he was extending any form of professional courtesy.

In a time when police in general are not often receiving any form of accolades for doing well in an ever increasing hard job I would appreciate Sir if you could provide this positive interaction to Chief Constable Neil Dubord at your convenience.

Best regards,

[REDACTED]

OIC Management and Administrative Services
Burnaby RCMP
6355 Deer Lake Avenue
Burnaby, B.C. V5G 2J2

[REDACTED]

"This electronic mail message is intended only for the use of the party (ies) to whom it is addressed. This message may contain information that is privileged or confidential. Any use of the information by anyone other than the intended recipient(s) is prohibited. If you receive this message in error, please notify the sender immediately and delete both the original message and all copies. Thank you."



From: [REDACTED]
To: [Sharon Sparrow](#)
Subject: FW: [REDACTED] - LETTER OF COMPLIMENT TO THE DELTA POLICE FORCE
Date: August 24, 2022 1:10:46 PM

External Sender: Use caution with links/attachments.

From: [REDACTED]
Sent: August 24, 2022 1:10 PM
To: 'ndubord@deltapolice.ca' <ndubord@deltapolice.ca>
Subject: [REDACTED] - LETTER OF COMPLIMENT TO THE DELTA POLICE FORCE

Hi Chief Dubord

Good afternoon.

A short note to say thank you to your Police force and officers.
We, like many, have been victims of property crime for 30 years.
It has become so perpetual that we expect it and just shrug our shoulders at what you and other police forces must tolerate as it now happens on every construction project.
We are completing a small project for the City of Delta at Annacis Island – in 2 months we have had three small files.
Although no one has been apprehended, the purpose of this note is to simply say thank you.
First, the online reporting system works well and is user friendly.
Secondly, and most importantly, the officers contacted us immediately within hours or less.
Excellent service.
I can't tell you how great it feels when, as victims of crime, you feel you aren't a number, and the officers reach out.

We now, like many, have very high deductibles given all the crime - \$ 10,000 deductibles for even small tools so every loss is simply cash out and insurance claims cannot proceed.
However, it lessens the sting and anger considerably when your officers do not behave like the crown prosecutors and courts – they act like they care, and they get it.
I thank you very much for simply having people that care – that feels like its 90% of it right there.

I have communicated to the RCMP in other jurisdictions that they need to follow Delta's excellent example for online reporting, following up with police files and making themselves more available to the public. I communicated that last week to the Supt in Kelowna where I respectfully used our experience in Delta as an example. I also feel their pain.

Despite the challenges you face in the media and with a few noisy persons, please remember the vast majority of the public supports the police and recognizes the very difficult job you do. The police are respected, and I hope you will communicate that to your leadership and members.

Thank you to your force for caring as it means a great deal indeed.

Wishing all your officers continued success and safety.

Regards [REDACTED]

[REDACTED]

[REDACTED]

From: webmaster@deltapolice.ca on behalf of [Delta Police Department](#)
To: [Office of the Chief Constable](#)
Subject: New Message
Date: August 18, 2022 10:39:34 AM

Your Name**Your Email****Recipient**

Chief's Office

Subject

commendation

Message

My special thanks to Officer Fenske who was very thoughtful, interested and thorough with a file that lasted 18 months. I felt heard and that perhaps there will be some support available to myself and my children. Wishing safety to you all and thank you for your service. You are appreciated.

From: [REDACTED]
Sent: June 28, 2022 4:54 PM
To: Sharon Sparrow <ssparrow@deltapolice.ca>; [REDACTED]
Subject: RE: Invitation to Deltassist's 50th Anniversary Celebration

External Sender: Use caution with links/attachments.

Sharon,

Please pass along a message of gratitude to Neil for coming to Saturday's event and making such a nice speech.

It means the world to have such great support from him and the Delta Police Department!

THANK YOU.

Lisa, Julie and the rest of Deltassist



She/Her
Manager of Community & Seniors Services



Caring for **50** Years!

Collecting Donations Year Round

Click to donate: <https://www.deltassist.com/contact>



*We acknowledge that we live and work on the traditional,
unceded and occupied territories of the hən̓q̓əmiṇəm speaking
people.*



Ladner P.D.,

Thank you for
your kindness and
patience in helping
me access the mental
health services I
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BLUE LINE



CANADA'S LAW ENFORCEMENT MAGAZINE

www.BlueLine.ca AUGUST/SEPTEMBER 2022**COVER STORY**

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Preventing crime

Highlighting the Delta Police Department's successful youth-focused programs **By Brittani Schroeder**

The role of a Canadian police officer encompasses a wide variety of tasks and responsibilities, and one task that is of vital importance is crime prevention. When looking at how crime rates can be lowered in a community, agencies look at the community's youth and make plans for how children and teens can be kept away from taking a dark path.

Across Canada, federal government agencies have been investing money in crime prevention. In April, the Canadian government committed to investing \$5 million for crime prevention in Montreal. The government also invested in three additional projects, including programs for youth in specific neighbourhoods, and the

Montreal Indigenous youth community.

In May, the federal government invested over \$1.8 million for a crime prevention project in Nova Scotia. In a press statement, the government said their focus was on how "young people spend a lot of time online." These funds from the National Crime Prevention Strategy (NCPS) aim to reduce cyberbullying and cyber violence.

Police departments are working alongside government money to help Canada's youth that may be vulnerable to criminal opportunities. For this edition, *Blue Line* spoke with Deputy Chief Harj Sidhu, Community Policing Bureau, of the Delta Police Department (DPD) in British Columbia, about the success they are having with their youth-focused initiatives.

Community involvement

For a police agency to be successful in fulfilling its mandate, there needs to be a partnership between members of law enforcement and the communities they serve. Many police departments believe that the community is the eyes and ears for officers. The stronger a neighbourhood is together and the more activities they take part in, the more likely that unwanted activity is pushed out.

The DPD proactively builds relationships with the public and partnerships with stakeholders to problem-solve issues collaboratively. "An essential foundation of DPD's community policing model is that all public safety concerns are handled in a problem oriented and data-driven

manner,” said DC Sidhu. This approach is said to focus on connecting law enforcement with the community in ways that effectively respond to and prevent crime before it becomes a crisis. This connection and understanding of community concerns are developed through many pathways, including the DPD’s strategic planning process and various prevention and outreach programs. “The DPD’s principles of crime prevention and outreach are actioned through the pillars of engagement, environment, education and enforcement. The four priorities currently identified through community consultation are youth, community safety, road safety, and vulnerable persons.”

Youth-focused initiatives

The initiatives for youth are vital in identifying at risk and high-risk youth and attempting to provide these youth with connection, “connection to school, connection to other students, connection to educators, connection to coaches, mentors, counsel-

lors and connection with police. It is the type of connections youth form that will determine their future path. The greater the number of positive connections youth have, the greater the chance of avoiding criminal behaviour,” said DC Sidhu.

The DPD currently focuses on two different youth initiatives: DPD Wrestling Program and the Student Police Academy. In January 2022, Cst. Sahota, a Youth Liaison Officer with the DPD, started the Wrestling Program. “Investigation revealed that a number of former students became involved in the regional gang conflict and drug trade. When the program started, it was anticipated that it may draw a dozen youth, however, we were surprised to have 40 youth on the very first day,” said DC Sidhu. The program regularly draws over 50 youth to the weekly sessions from a diverse segment of the student body, including females. The program aims to fulfill several goals, including providing coaching and mentorship opportunities; providing the means for local youth to

connect with other youth, with whom they may not have normally had any interaction with; and providing youth with a healthy outlet and way to spend time while getting physically fit.

“By providing connection, coaching and mentorship, these youth are given a path to steer clear of criminal behaviour. Without this connection to each other and to the coaches, these youth would be targets for exploitation in the drug and gang environment.”

The DPD’s Student Police Academy (SPA) is another initiative focusing on providing youth opportunities. The SPA was started in 2004 and, through annual summer sessions, provides youth with a glimpse of what it’s like for police officers in training. The program requires the cooperation and support of the DPD Youth Team, Training Section, and other members of the department as well as the Delta School District. Everyone involved provides their expertise to teach the participants various aspects of police training,

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including legal studies, de-escalation techniques, note-taking, force options and firearms training. “The SPA is also an early recruiting tool for the DPD as the DPD has been lucky enough to hire a number of former Student Police Academy graduates,” said DC Sidhu.

In addition to these two initiatives, the DPD works with the City of Delta and a number of third-party providers who are contracted to provide crisis counselling to youth in crisis, rather than having the youth languish on waiting lists through the public system.

To bring the youth focused initiatives to fruition, the DPD partnered with both private and government agencies, such as the Delta School District and an organization called the Yo Bro Yo Girl Initiative, which helps to identify at risk and high-risk youth. The Youth Team also participates regularly with a multi-agency panel to conduct Intensive Case Management (ICM) meetings for high-risk youth, discussing ways for multiple agencies to assist each other in providing wrap-around care. “Our School Liaison Officers are routinely called to participate with Delta School District teachers, administrators, counsellors and youth care workers in Violence Threat Risk Assessment (VTRA) meetings in response to violence or threats directed at other students, staff or facilities. In addition, we also work closely with the community run Delta Police Foundation to fund portions of the SPA.”

Challenges in starting youth-focused initiatives

The DPD is well supported by the community, parents, stakeholders and the Delta Police Foundation, but that doesn't mean that they don't still face a host of

challenges. Some of these challenges included ensuring sustainable funding and resources, equitable selection processes and evaluating success. “As an example, the Wrestling Program posed challenges for securing a suitable location—we eventually obtained access to the high school cafeteria—and obtaining wrestling mats. Luckily, the Delta School District was able to provide a set of mats that were already available at one of the local high schools.”

Another critical aspect to consider was having a good succession plan for the team to ensure consistency of service delivery every year. “As our SPA has been operating for 18 years, we had found that when we did not have the right passionate people leading the program, it was not as effective,” said DC Sidhu. The team took steps to make sure ongoing mentorship of police staff occurred within the program.

Financing the programs

Creating and running initiatives like the SPA and the Wrestling Program is not an inexpensive task. The SPA generally costs \$10,000 to run for two weeks in the summer. To cover the costs, the DPD sets a user fee (\$200) for successful applicants. The Delta Police Foundation subsidizes another part of the cost, and the DPD covers the remainder through its standard budgeting process.

The Wrestling Program requires a new set of mats in the near future, costing approximately \$30,000 and the DPD is reviewing options to fund this purchase. “One of our non-government agency partners, the Yo Bro Yo Girl Initiative, generously supplies sandwiches and drinks for our youth participants following each training session and provides additional wrestling coaches/mentors. The DPD funded the purchase of t-shirts (a total cost of

under \$1,000) for regular Wrestling Program participants to foster a sense of pride, belonging and being part of a team.”

Advice for community mobilization officers

Blue Line reached out to several Community Officers across multiple police agencies to get their words of advice to officers who are just starting out in the community mobilization units.

Sergeant Doug Cowell, Community Mobilization Section of the Chatham-Kent Police Service said his best advice would be for the officers to listen. “Sometimes people just want or need to be heard. Treat everyone as human beings, no matter their social or economic status, mental health issues, addictions or criminal past. You don't know how they got into the position they are in, and they need to be treated with dignity.”

Constable Sam Zacharias, the Community and Media Relations Officer for the Port Moody Police Department, said he himself is still learning how to best serve his community. “I think one of the most important things is getting boots on the ground and positively interacting with the community as much as possible—however that may look. Be it planned or impromptu, these interactions in the community certainly go a long way and foster a positive relationship between the police and the public.”

When offering advice to other police agencies, DC Sidhu stressed the importance of having suitable officers as part of the program who are committed and passionate about building community relationships and who are reflective of the youth being served. He suggested that departments need to be mindful of succession planning so the experience and knowledge is passed down to ensure continuity of highly effective service delivery and longevity of the programs. “Form or strengthen partnerships with your local school districts, community stakeholders and non-profit groups that you can collaborate with and obtain support and funding for the youth outreach initiatives,” he said. “When developing your program, consider what it is you are trying to achieve and have some evaluation criteria established to demonstrate the program's efficacy. Finally, I'd just recommend you be patient, allow time for programs to develop and grow, and look for ways for youth to assist in continuously improving the programs by providing their perspectives and experiences.” ■

The answer may be in front of us: Do we have the courage to listen?

Michelle Davey*

Most police officers make significant contributions in their home communities. They dedicate their passion to community safety, and sometimes, their reach extends provincially. On rare occasions, the actions of a single police officer can touch us all—and such is the case with Superintendent Bill Spearn. Bill's work has helped change the conversation about decriminalization of illicit drugs and introduced a new term to Canada—diversion. I want to share with you today why Bill's work is so important, and something we should all continue. We have to do this for Bill—because his fight ended in March, following a terminal cancer diagnosis. We have to do this because the fight to save lives from toxic drug supply is ongoing, and Bill would want us to continue to advocate for change.

Superintendent Bill Spearn was a serving member of the Vancouver Police Department when he was diagnosed with a progressive cancerous brain tumour. He fought valiantly, trying treatment, but ultimately lost his fight a mere 7 months after his diagnosis. He leaves behind his loving wife Vanessa, and two adult-aged daughters.

The reason Bill's passing is worthy of an editorial in an esteemed publication, such as the *Journal of Community Safety and Well-Being*, is because the work Bill was engaged in for most of his 26-year career consisted of fighting for those who could not fight for themselves. He sought to reduce harm to people addicted to illicit drugs, whose lives have been changed forever by addiction and who are at risk of dying with each use. The illicit drug supply is toxic and in need of drastic policy change to interrupt the upward trajectory in the number of people who use street drugs becoming victims of drug poisoning. There is an alternative. Bill advocated for a prescribed dose of safe supply, with a treatment plan and support to address the underlying reasons for the addiction. While Bill came to these realizations in the latter part of his career, he certainly did not start there.

Bill started his career with the Vancouver Police Department (VPD) in 1996, when the HIV rates were at epidemic levels and injection-drug use was rampant in the Downtown Eastside (Campbell et al., 2009). He worked in patrol for several years, arresting people using drugs and enthusiastically pursuing those who trafficked drugs, which led to many criminal convictions. His passion for drug work saw him assigned next to the Combined Forces Special Enforcement Unit – BC,

where he was the lead investigator on a multi-national drug conspiracy investigation that resulted in charges in multiple countries against a number of offenders. He pursued those responsible for bringing drugs in large quantities into Canada, who turned significant profits by selling to marginalized users in the Lower Mainland of British Columbia.

Bill was subsequently promoted and assigned to the VPD's Organized Crime Section, both as a Staff Sergeant and an Inspector. It was here that Bill's perspective on the drug crisis shifted. He listened to the stories about how people became addicted and how it so adversely affected their lives. He spoke to non-profit organizations, such as InSite, North America's first legalized, supervised injection facility. Bill began to understand that this was not a criminal justice issue that the police could fix by arresting people using drugs. He shifted his thinking and recognized that drug use was a health issue, and therefore a change was needed in the way the police were dealing with drug use in Vancouver.

This was also the time when the opioid crisis took root deeply in the streets of Vancouver and quickly spread across Canada. In 2016, the opioid crisis was declared a public health emergency in British Columbia (Ahmad et al., 2016), with politicians and medical experts promising dollars and resources to address this crisis. However, the overdose counts continued to rise, as did the deaths. Public safety warnings became commonplace, with high levels of fentanyl poisoning the heroin drug market and taking over the majority of street drugs. Bill met with experts at the Providence Crosstown Clinic in downtown Vancouver (<https://www.providencehealthcare.org/salome/research.html>) and learned of the Naomi and Salome projects. These projects consisted of clinical trials that offered medical-grade heroin and hydromorphone within a supervised clinical setting to chronic substance use patients in Vancouver—the start of the dialogue on safe supply.

Bill became an expert on the topic of harm reduction and safe supply. He travelled across the world speaking publicly about his experiences in Vancouver, and his understanding of the clear path forward—the path to safe supply. He developed a Naloxone program for the VPD, which saw all front-line members carry life-saving Naloxone on their person to have at the ready in the event they came across someone experiencing an overdose. To date, VPD officers have used Naloxone in the community—and in some cases

Correspondence to: Michelle Davey, 4455 Clarence Taylor Crescent, Delta, BC V4K 3E1, Canada. **E-mail:** mdavey@deltapolice.ca

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on each other after an exposure in the field—countless times since the inception of this program.

In 2019, Bill was selected to attend the Canadian Association of Chiefs of Police (CACP) Executive Global Studies program. The topic for the course was navigating seismic shifts in public safety in the Canadian context. Bill volunteered to travel to Portugal to study that country's experience with decriminalization, and he and his teammates met with police, health representatives, and academics to study the transition from an illegal to a legal drug framework. Bill was invited to join the Pompidou Group (<https://www.coe.int/en/web/pompidou/home?>), which uses an evidence-based approach to establish drug policies. This furthered his work on the CACP Drug Advisory Committee (DAC), of which he was also a member.

Bill and his colleagues' work in Portugal helped inform recommendations made to the CACP by the DAC to examine the feasibility of adopting a diversion program in Canada. Diversion would see a person addicted to drugs diverted into treatment, with accompanying support to address the underlying causes of their addiction. Bill firmly believed that addiction is a health issue that requires a treatment-based approach rather than a criminal justice approach in which police officers arrest those suffering from addiction. In the summer of 2020, the CACP issued its first official position on non-criminal diversion strategies.

Bill would have been among the first to point out that there are many others who are leading us towards better, safer, and more equitable solutions to community safety and well-being outcomes. He spoke with pride and humility about his own journey beyond a singular, crime-based interpretation of the policing mission to one that expanded his own learning, and his and others' impacts upon public health, community, and society. There may be a powerful message in Bill's ability

to blend his ongoing dedication to crime-fighting at the highest levels with the compassion that drove his innovative contributions to collaborative, community-led solutions.

Bill was very upset, shortly before his death, that he would not be able to continue his advocacy for safe supply and further harm reduction. He was not done. There was so much more to do. His wife Vanessa's words, to those in attendance at his funeral, called on the police and health community present to "continue to work together to find a solution to end the opioid crisis and save lives." We have it within our profession to keep this conversation alive; to continue Bill's work. That is the legacy he would have wanted. That is my call to action for you today. Please honour Bill, by continuing his work, his advocacy, and his determination to end the opioid crisis. Thank you.

CONFLICT OF INTEREST DISCLOSURES

The author declares that there are no conflicts of interest.

AUTHOR AFFILIATIONS

*University of the Fraser Valley, Abbotsford, British Columbia, Canada.

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DPD officers scoop up gold and silver at World Police and Fire Games

Local officers have bigger goals and dreams with competition

Phil Melnychuk/Contributing Writer Aug 11, 2022 5:00 PM



Delta Police officers Insp. Mo Parry, left and Const. Jessy Sahota won silver and gold medals at the recent World Police and Fire Games. Photo courtesy Jessy Sahota

Two officers with the Delta Police Department got on to the podium after taking on the toughest competition the world has to offer.

Const. Jessy Sahota and Insp. Mo Parry claimed gold and silver respectively at the World Police and Fire Games held last month in Rotterdam, Netherlands.

Police, firefighters, CBSA officers, paramedics, military police and corrections officers from 70 countries compete in more than 60 sports, every two years.

The games allow workers who face danger and stress daily a chance to socialize and decompress.

"They were fantastic," said Sahota. "I think they had over 10,000 athletes competing. They were very well organized and they were super fun."

"It is very refreshing. It's nice to see good people from all around the world come together."

Sahota claimed gold in the heavyweight category in both freestyle and Greco-Roman wrestling.

Sahota also won gold when the games were last held in 2019 in China.

Parry narrowly missed gold in Brazilian jiu-jitsu, after his competition went into overtime against a tough competitor from Spain.

“It was neck and neck. He could have got the gold,” Sahota said.

Many people were looking forward to the games resuming after a one-year delay due to the pandemic.

“I think a lot of people were looking forward to the games and when they got postponed, it just made it that much more special,” Sahota said.

While he’s got gold, Sahota isn’t slowing down because he wants Olympic gold.

Sahota trains about 24 hours a week, just competed last weekend and this weekend he’s at another meet in Toronto.

The goal is to keep training and competing in dozens of events in order to climb up the rankings and secure a spot on Team Canada for the 2024 Summer Olympics in Paris.

“It’s a huge process,” said Sahota, who’s previously competed for Canada at the Pan American Games.

Parry is now competing recreationally at the master’s level and loves Brazilian jiu-jitsu.

“It’s very much a mental game. It’s a real challenge mentally whether it’s learning it or competing,” he said, adding jiu-jitsu has been tested and proven both competitively and in the area of law enforcement. “Learning Brazilian jiu-jitsu, in my opinion, is like having a super power. It’s incredible. I love it.”

The sport now has more than just an indirect connection with law enforcement which often requires having to control clients or suspects.

Delta, along with Port Moody, New Westminster, West Vancouver and TransLink now are all providing their officers with some training in modified jiu-jitsu. That reflects a movement in policing towards leveraged-based control (using arm locks or holds) and away from strikes as a last resort for controlling suspects, said Parry, who’s one of the training officers.

That approach is less violent and less likely to lead to escalation.

A study in the U.S. has shown that police who have some training in jiu-jitsu have fewer injuries to themselves, fewer injuries to their subjects and fewer complaints from the public about use of excessive force, he added.

“It helps keep them safe,” Parry said.

The training also improves confidence among officers, who are then better able to control themselves in stressful situations, he said.

“A better-trained police officer is also more confident. A clearer thinking, better-trained police officer is a safer police officer and that translates to better community safety,” Parry said. “I find it to be absolutely fantastic.”

August 15, 2022

Inspector Mo Parry
Delta Police Department (DPD)
4455 Clarence Taylor Crescent
Delta, BC V4K 3E1

Dear Mo:

RE: 2022 World Police and Fire Games

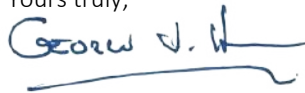
Congratulations on your outstanding performance at the 2022 World Police and Fire Games in Rotterdam, Netherlands. I understand that you won a silver medal in Brazilian jiu-jitsu after your competition went into overtime against a tough competitor from Spain – what an incredible achievement!

Our City is exceptionally fortunate to have inspiring individuals like yourself as part of our community. The level of sports excellence you achieved at these Olympic-style games is to be commended, representing the DPD and the City of Delta at the national level.

I am also very proud to hear that you have carried forward the DPD's tradition of being an innovative and progressive organization by implementing an initiative to provide DPD officers with modified jiu-jitsu training to support officer safety training.

On behalf of the Delta Police Board, congratulations on your tremendous success at the 2022 World Police and Fire Games and best of luck in your future endeavors. And thank you for your service to the citizens of Delta.

Yours truly,

A handwritten signature in blue ink, appearing to read "George V. Harvie", with a horizontal line underneath.

Mayor George V. Harvie
Chair, Delta Police Board

cc: Delta Police Board

August 15, 2022

Constable Jessy Sahota
Delta Police Department
4455 Clarence Taylor Crescent
Delta, BC V4K 3E1

Dear Jessy:

RE: 2022 World Police and Fire Games

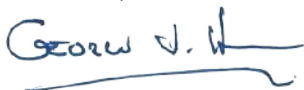
Congratulations on your outstanding performance at the 2022 World Police and Fire Games in Rotterdam, Netherlands. I understand that you won two gold medals in heavyweight freestyle and Greco-Roman wrestling – what an incredible achievement!

Our City is exceptionally fortunate to have inspiring individuals like yourself as part of our community. The level of sports excellence you achieved at these Olympic-style games is to be commended, representing the DPD and the City of Delta at the national level.

I am also very proud to hear that you have carried forward the DPD's tradition of being an innovative and progressive organization by implementing the DPD Wrestling Club to foster trust, positive attitudes and relationships between youth and the police.

On behalf of the Delta Police Board, congratulations on your tremendous success at the 2022 World Police and Fire Games and best of luck in your future endeavors. And thank you for your service to the citizens of Delta.

Yours truly,

A handwritten signature in blue ink, appearing to read "George V. Harvie", with a horizontal line underneath.

Mayor George V. Harvie
Chair, Delta Police Board

cc: Delta Police Board

August 15, 2022

Constable Joel Thirsk
Delta Police Department (DPD)
4455 Clarence Taylor Crescent
Delta, BC V4K 3E1

Dear Joel:

RE: CACP/Axon Equity Diversity and Inclusion Leadership Award

Congratulations on receiving the Canadian Association of Police Chiefs (CACP)/Axon Equity, Diversity and Inclusion Leadership Award. It was with great pleasure to hear that you have received this award.

We are fortunate to have you serving our community. This award is a statement of your leadership and passion for supporting and advancing equity, diversity and inclusion in the workplace and the wider Delta community. The excellent work and initiatives you have undertaken in the DPD's Equity, Diversity and Inclusion Unit (EDIU) to enhance community trust and create a corporate culture that is fair, supportive and inclusive are to be commended.

On behalf of the Delta Police Board, congratulations again on receiving this national distinction and best wishes for continued success. And thank you for your service to the citizens of Delta.

Yours truly,

A handwritten signature in blue ink, appearing to read "George V. Harvie", with a horizontal line underneath.

Mayor George V. Harvie
Chair, Delta Police Board

cc: Delta Police Board

DELTA POLICE BOARD BOARD MEMORANDUM



| | |
|---|--|
| DATE 2022-09-16 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT Delta Police Officer Receives International Policing Award | |
| ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action | MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee |

Delta Police Constable Jaspreet (Jessy) Sahota has been recognized with a prestigious award: the International Association of Chiefs of Police (IACP) Top 40 under 40 Award. The award recognizes police officers from around the globe exemplifying leadership, dedication and service to the law enforcement profession. This year's winners come from the United States, Australia, India, the United Arab Emirates and Canada.

Constable Sahota is being recognized for promoting community safety and well-being through his work with at-risk youth, focusing on cultivating resiliency and empowering youth to avoid the perils of drugs, gangs, crimes and violence.

As a Youth Liaison Officer, Constable Sahota works with at-risk and high-risk youth in the community with the goal of stabilizing the youth by establishing positive connections with police, schools, counsellors and mentors. His dedication to steering youth toward a positive and resilient path is a passion; he incorporates this passion for his on-duty work and off-duty through volunteer coaching, serving as a mentor for countless youth.

Constable Sahota, a three-time Canadian National Champion in wrestling and kabaddi ¹ superstar, believes that team sports are an essential catalyst to connect with, teach skills and empower youth. Earlier this year, he spearheaded the DPD's Youth Wrestling Program, which has been more successful than imagined.

The DPD is honoured to learn that Constable Sahota has been selected as one of the recipients of this esteemed recognition. Through this award, we celebrate his service, achievements and dedication to community safety. Constable Sahota has a steadfast commitment to working with and developing the future of our society: our youth, and we are proud to have him on our team.

¹ Kabbadi in ancient team sport similar to wrestling, originating from South Asia and is one of the most popular sports in the Punjabi community.

DELTA POLICE BOARD BOARD MEMORANDUM



| | |
|---|--|
| DATE 2022-08-12 | |
| SUBMITTED BY Jassie Ram (Padda) Corporate Services Manager/Board Liaison | |
| SUBJECT Board Agendas | |
| ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action | MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee |

Board agendas are the foundation for productive and meaningful meetings. As such, agendas for Delta Police Board meetings are prepared and distributed with relevant supporting material (reports, memorandums etc.) before the scheduled meeting.

Staff prepare draft Board agendas from various sources, including but not limited to follow-up/action items from previous meetings, input from the Board Chair, Vice Chair and members, input from DPD Management Team, regular reporting items from the DPD (e.g. crime statistics, key performance indicators, provincial reporting requirements, financial reports etc.) and regular reporting requirements to the Province (e.g. unauthorized disclosures, police stops etc.).

Draft agendas are then reviewed with the Chair and Vice Chair for further input, consultation and final approval.

Board members may request an item to be added to the subsequent agenda through Staff. The item will be added to the draft agenda and reviewed/approved by the Chair and Vice Chair during the agenda review meeting. Additionally, Board members may also introduce new business with the consent of the majority of Board members present at the meeting under “other/new business.” Whenever possible, however, it is best to give notice of the agenda item(s) prior to the agenda review with the Chair and Vice Chair.

2022 DELTA POLICE BOARD SCHEDULE OF MEETINGS

| January 2022 | | | | | | | February 2022 | | | | | | | March 2022 | | | | | | |
|--------------|-----|-----|-----|-----|-----|-----|---------------|-----|-----|-----|-----|-----|-----|------------|-----|-----|-----|-----|-----|-----|
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| 30 | 31 | | | | | | | | | | | | | | | | | | | |

| April 2022 | | | | | | | May 2022 | | | | | | | June 2022 | | | | | | |
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| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 26 | 27 | 28 | 29 | 30 | | |
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| July 2022 | | | | | | | August 2022 | | | | | | | September 2022 | | | | | | |
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| 3 | 4 | 5 | 6 | 7 | 8 | 9 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 | 28 | 29 | 30 | 31 | | | | 25 | 26 | 27 | 28 | 29 | 30 | |
| 31 | | | | | | | | | | | | | | | | | | | | |

| October 2022 | | | | | | | November 2022 | | | | | | | December 2022 | | | | | | |
|--------------|-----|-----|-----|-----|-----|-----|---------------|-----|-----|-----|-----|-----|-----|---------------|-----|-----|-----|-----|-----|-----|
| Sun | Mon | Tue | Wed | Thu | Fri | Sat | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Sun | Mon | Tue | Wed | Thu | Fri | Sat |
| | | | | | | 1 | | | 1 | 2 | 3 | 4 | 5 | | | | | 1 | 2 | 3 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 | 27 | 28 | 29 | 30 | | | | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| 30 | 31 | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | |
|---|-----------------------------------|--|-------------------------|-----------------------|----------------------------|--------------|---------------------------------|-------------------|
| Board Meeting 9:00 am ND Arts Centre | Board Mtg 9:00am PSB EOC | Board Meeting 9:00am Council Chambers | F&RM Comm 9:00 am | HR Comm 8:00 am | Governance Comm 9:00 am | BCAPB AGM | CAPG Conference Saskatoon | Public Holiday |
|---|-----------------------------------|--|-------------------------|-----------------------|----------------------------|--------------|---------------------------------|-------------------|



CHAIR OF THE POLICE BOARD

FROM THE DESK OF MAYOR GEORGE V. HARVIE

August 30, 2022

The Honourable Mike Farnworth, MLA
Deputy Premier and Minister of Public
Safety and Solicitor General
PO Box 9010
Stn Prov Govt
Victoria, BC V8W 9E2

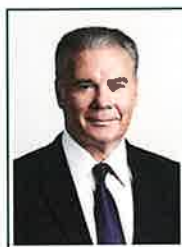
Dear Minister Farnworth:

The Delta Police Board (the Board) is concerned about the ongoing funding shortfall at the Justice Institute of BC (JIBC) Police Academy (PA) which has existed for several years. More specifically, the Board is concerned about the Ministry of Public Safety and Solicitor General's (PSSG) recent decision to accelerate the implementation of an alternate funding formula that downloads costs to municipalities. The JIBC PA is the only training agency in BC for municipal police recruits. While the Delta Police Department (DPD) makes various in-house training initiatives available, focusing on custom and evidence-based advanced training that surpasses the basic recruit training as funded through the DPD's operating budget, the basic recruit training is required to be completed at the JIBC Police Academy as per the Province's standards.

In addition to the tuition fees paid by the recruit, the PSSG holds the responsibility for funding municipal police recruit training and provides an annual grant to the PA in the amount of \$1.995 million; unfortunately, there has not been an increase in the provincial grant for over ten years. The deficit and provincial grant amount have remained constant while the need for advanced and modern police training—including training per the BC Provincial Policing Standards—has changed. The Province has previously advised stakeholders that it does not anticipate new funding to assist the JIBC PA and that the financial shortfall will need to be funded through alternate means.

In 2021, the Policing and Security Branch (PSB) of the Ministry of Public Safety and Solicitor General





CHAIR OF THE POLICE BOARD

FROM THE DESK OF MAYOR GEORGE V. HARVIE

(PSSG), and the Ministry of Advanced Education, Skills and Training (AEST), conducted a comprehensive financial analysis of the PA. The review noted that the PA funding model is not sustainable, with the PA experiencing an ongoing structural deficit rather than a one-time financial pressure.

In May 2021, representatives from the PSSG announced the solution to address the funding shortfall: municipalities would be required to pay a tuition fee of \$19,095 per recruit, beginning in April 2024, in addition to the \$11,575 currently paid by the recruit. This funding formula downloads the fiscal responsibility - which is believed to be a provincial responsibility - for police recruit training to municipalities.

Subsequently, in a letter dated May 19, 2022, PSSG representatives advised municipal Police Chiefs and Police Board Chairs that the new funding model would be implemented sooner than anticipated, beginning this fiscal year 2022.

The Delta Police Board is concerned with the PSSG's decision to change the implementation date from 2024 to 2022. This decision presents significant financial pressures for the Delta Police Department (DPD), the Delta Police Board and the City of Delta, which provides the required annual budget funding for the DPD.

Matters are further confused and complicated by a June 13, 2022 letter from Mike Proud, VP of Finance and Operations, JIBC. Mr. Proud's letter notes the cost per recruit to be \$22,110.00, approximately \$3,000 higher than the amount quoted in the correspondence from the PSSG from May 2021.

The PSSG's announcement to accelerate the implementation of the new funding formula is problematic as it adds unexpected and substantial costs for 2022 that have not been planned or budgeted for. The Board is disappointed – and suggests that the BCAPB should share this disappointment - with the lack of sufficient consultation with municipal Boards in announcing this change. The budget for the current year has been long set. Under the new funding formula, the DPD will incur a cost of approximately \$110,550 for 2022 and an additional \$332,000 for 2023.

Furthermore, the PSSG committed to *superintending* the Surrey Police Service (SPS) transition to ensure that policing did not become destabilized, particularly in the Lower Mainland. The SPS is drawing a significant number of exempt officers from local police agencies, including Delta. These exempt officers





CHAIR OF THE POLICE BOARD

FROM THE DESK OF MAYOR GEORGE V. HARVIE

are replaced with new recruits that require training at the JIBC. The amended funding model, therefore, penalizes municipalities losing fully trained members to the SPS as they are required to pay additional funds per recruit starting in September of 2022, rather than April 2024, when the majority of the staffing for the SPS will have been completed.

We ask that your Ministry reconsiders the funding formula implementation until at least the 2023-24 budget year, which is one year earlier than the commitment made in the original 2021 letter. By doing so, the PSSG will enable the Delta Police Board to work with the City of Delta and the DPD to plan for an adjustment to their operating budgets, as necessitated.

The Delta Police Board is committed to high-quality training standards, whether through DPD's various in-house training programs, including the Regional Municipal Training Center or through recruit training at the JIBC to equip recruits with sufficient knowledge, skills and abilities to be effective in their policing roles. We hope the PSSG will consider our request by taking appropriate and fair action through a decision not to download the JIBC financial shortfall costs to municipalities until 2023.

Sincerely,

A handwritten signature in blue ink that reads "George V. Harvie". The signature is fluid and cursive, with a long horizontal stroke at the end.

Mayor George V. Harvie
Chair, Delta Police Board

cc: British Columbia Association of Police Boards (BCAPB)
Wayne Rideout, Assistant Deputy Minister & Director of Police Services, Policing & Security
Branch, Ministry of Public Safety and Solicitor General
Delta Police Board





CHAIR OF THE POLICE BOARD

FROM THE DESK OF MAYOR GEORGE V. HARVIE

August 30, 2022

British Columbia Association of Police Boards (BCAPB)
Attn: Charla Huber, President
1127 Fort Street
Victoria, BC V8V 3K9

Dear Charla:

As the British Columbia Association of Police Boards (BCAPB) is aware, in May 2022, the Province announced their decision to change the implementation date for the new Justice Institute of BC (JIBC) Police Academy funding formula from April 2024 to 2022. This is very concerning and presents serious financial pressures on the municipal police departments and Police Boards.

We ask that the BCAPB write directly to the Province (Minister Farnworth), highlighting the issue and requesting that the Province hold off on implementing the new funding formula until the 2023-24 budget year, which is still one year earlier than the originally specified date.

Respectfully,

A handwritten signature in blue ink, appearing to read "George V. Harvie", with a horizontal line underneath.

Mayor George V. Harvie
Chair, Delta Police Board

cc: Delta Police Board



Jassie Ram

From: Karen Hossack <khossack@deltapoliceboard.ca>
Sent: August 30, 2022 12:05 PM
To: Jassie Ram
Subject: motions by the DPB

External Sender: Use caution with links/attachments.

Moved by myself and seconded by Firth:

1. DPB send a letter addressed to sg and police services cc'd to BCAPB (final copy to be attached)

Moved by myself and seconded by Firth:

2. DPB send a letter to BCAPB requesting discussion and letter to SG and police services regarding the proposed downloading and advancement of start date for charging municipalities. (final copy to be attached)

votes conducted by email:

In favour of both motions: Firth, Karen, Annette, Ian,Sharan

No response: Lara



Dr. Karen Hossack
Board Member
Pronouns: She/her/hers

Khossack@deltapoliceboard.ca

Delta Police Board
4455 Clarence Taylor Crescent
deltapolice.ca/about/ourteam/policeboard

In acknowledgement of the shared, traditional, ancestral, and unceded territories of the scə́waθən (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples.

September 2022



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|---------------------------------------|-----------------|---|---|---|--|---------------------------------------|
| 28 | 29 | 30 | 31 | 1 | 2 | 3 |
| 4 | 5 LABOUR DAY | 6 | 7 CAPG CONFERENCE SASKATOON | 8 CAPG CONFERENCE SASKATOON | 9 CAPG CONFERENCE SASKATOON | 10 CAPG CONFERENCE SASKATOON |
| 11 CAPG CONFERENCE SASKATOON | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 Police Board Meeting - ND Arts Centre 9am-1pm | 22 CAPG Webinar - Artificial Intelligence & Police Policy | 23 | 24 |
| 25 | 26 | 27 HR Committee MTG Gov Committee Mtg | 28 Cops for Cancer BBQ HQ hosted by Delta Police Foundation | 29 | 30 Truth and Reconciliation Day | 1 |
| 2 | 3 | Notes | | | | |

October 2022



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|--------|--|-----------|----------|--|----------|
| 25 | 26 | 27 | 28 | 29 | 30 | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 POLICE BOARD Mtg. Arts Centre | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 Facility tour for PB HQ/Admin/Tswn & Ladner DCPO | 26 | 27 | 28 Celtic Gala 2022 Delta Police Pipe Band 7:30pm SD Baptist Church Tswn | 29 |
| 30 | 31 | Notes | | | | |

November 2022



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|--------|---|--|----------|--------|----------|
| 30 | 31 | 1 | 2 Facility Tour - RMT/ Simulator for Police Board | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 CAPG Webinar - Excellence in Police Govern in Canada | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 Police Board Meeting ND Arts Centre | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 1 | 2 | 3 |
| 4 | 5 | Notes | | | | |

December 2022



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|--------|---|---|----------|--------|----------|
| 27 | 28 | 29 | 30 | 1 | 2 | 3 |
| 4 | 5 | 6 HR Committee Meeting Governance Committee mta | 7 Finance & RM Meeting HQ Boardroom | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 Police Board Meeting Arts Centre ND | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| 1 | 2 | Notes | | | | |

DELTA POLICE BOARD REGULAR ACTION DOCUMENT



| | |
|-------|---|
| Blue | On hold – (action may or may not have been taken) |
| Gray | Complete (will be removed after one circulation) |
| Green | In progress |

| ACTION ITEM | Meeting Date | Assigned to | Status |
|------------------------------|--------------|-------------|--------|
| No action items are pending. | | | |

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



| | |
|--|------------------------|
| DATE 2022-06-04 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT Chief Constable Monthly Activity Highlights Period: June 2022 | |
| ACTION For information | MEETING Open |

| Date | Activity |
|------------------|---|
| June 1, 2022 | Swore in Reserve Constables |
| June 6, 2022 | Met with City and Partners regarding Westham Island Freshet |
| June 9, 2022 | Tour of Surrey Training Facility |
| June 9, 2022 | BC Women In Law Enforcement (BCLEM) AGEM |
| June 10, 2022 | Met with OPPC Integrated Professional Standards Unit |
| June 13&14, 2022 | BCAMCP meeting in Penticton |
| June 15, 2022 | Police Executive Meeting |
| June 15, 2022 | Delta Police Foundation Meeting |
| June 16, 2022 | Met with Crime Stoppers |
| June 17, 2022 | Presented Awards to Delta Secondary Grade 12 students |
| June 19, 2022 | Attended North Delta Family Day Parade |
| June 21, 2022 | Indigenous Days at TFN |
| June 22, 2022 | Police Board meeting North Delta |
| June 22, 2022 | 1 st Annual Run, Walk and Roll Summer Solstice Run |
| June 24, 2022 | DPD Management Team Planning Session |
| June 25, 2022 | 50 th Anniversary of Delta Assist |
| June 28, 2022 | Attended Police Board HR Committee meeting |
| June 28, 2022 | Attended Police Board Governance Committee meeting |
| June 29, 2022 | Attended Police Board Finance & RM Committee Meeting |

June 30, 2022

Attended Delta Police Staff picnic

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



| | |
|--|------------------------|
| DATE 2022-07-31 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT Chief Constable Monthly Activity Highlights Period: July 2022 | |
| ACTION For information | MEETING Open |

| Date | Activity |
|---------------|---|
| July 1, 2022 | Attended various Canada Day Celebrations throughout the day |
| July 2, 2022 | Attended Cops 4 Cancer Spin a Thon |
| July 3, 2022 | Met with Senior at Delta View (unable to attend Walk, Run, Roll) |
| July 4, 2022 | Opening remarks for Student Police Academy |
| July 7, 2022 | Attended Tsawwassen Rotary Club meeting |
| July 8, 2022 | Attended JIBC Class 166 Graduation |
| July 13, 2022 | Attended Tim Hortons Camp Day |
| July 13, 2022 | International Association Chiefs of Police Meeting |
| July 13, 2022 | Two Pod cast tapings |
| July 14, 2022 | CVSE Truck Check |
| July 14, 2022 | Attended and address grads of Student Police Academy graduation |
| July 15, 2022 | Attended 100 th Birthday celebration for Senior at the Waterford |
| July 16, 2022 | Boundary Bay Air Show |
| July 20, 2022 | BCACP Traffic Safety Executive Meeting |
| July 21, 2022 | Cyber-Crypto Course |
| July 26, 2022 | Senior Leader LMD Gang Conflict meeting |
| July 28, 2022 | Attended Night Shift Briefing |

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



| | |
|--|------------------------|
| DATE 2022-08-31 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT Chief Constable Monthly Activity Highlights Period: August 2022 | |
| ACTION For information | MEETING Open |

| Date | Activity |
|------------------|--|
| August 1, 2022 | Attended and participated Tsawwassen Sun Fest & Parade |
| August 6-8, 2022 | Attended Canadian Association of Chiefs of Police Conference (CACP) in Quebec City |
| August 10, 2022 | International Association Chiefs of Police (IACP) monthly meeting |
| August 12, 2022 | Senior Police LMD Gang Conflict meeting |
| August 21, 2022 | Attended Delta Pride Picnic |
| August 24, 2022 | Police Board Finance & Risk Management Committee Meeting |
| August 25, 2022 | Police Board new member orientation day. |
| August 27, 2022 | Attended Grand Opening of Ladner Covered Lacrosse Box |
| August 27, 2022 | Attended Delta City Concert |
| August 30, 2022 | Launched Media on ICBC Distracted Driving |
| August 31, 2022 | Podcast taping in studio |



SEMI-ANNUAL REPORT

2022-2025 Community Safety & Well-Being Plan

• • •
Aug 2022

Honour

Integrity

Courage

Trust



Mission: Community Safety and Well-Being through Collaboration, Innovation and Diversity.

Vision: Delta, a Safer and Better Community through Excellence in policing.

2022-2025 Community Safety & Well-Being Plan

OP-3.1c

64

Semi-Annual Report Overview

CSWP Overview

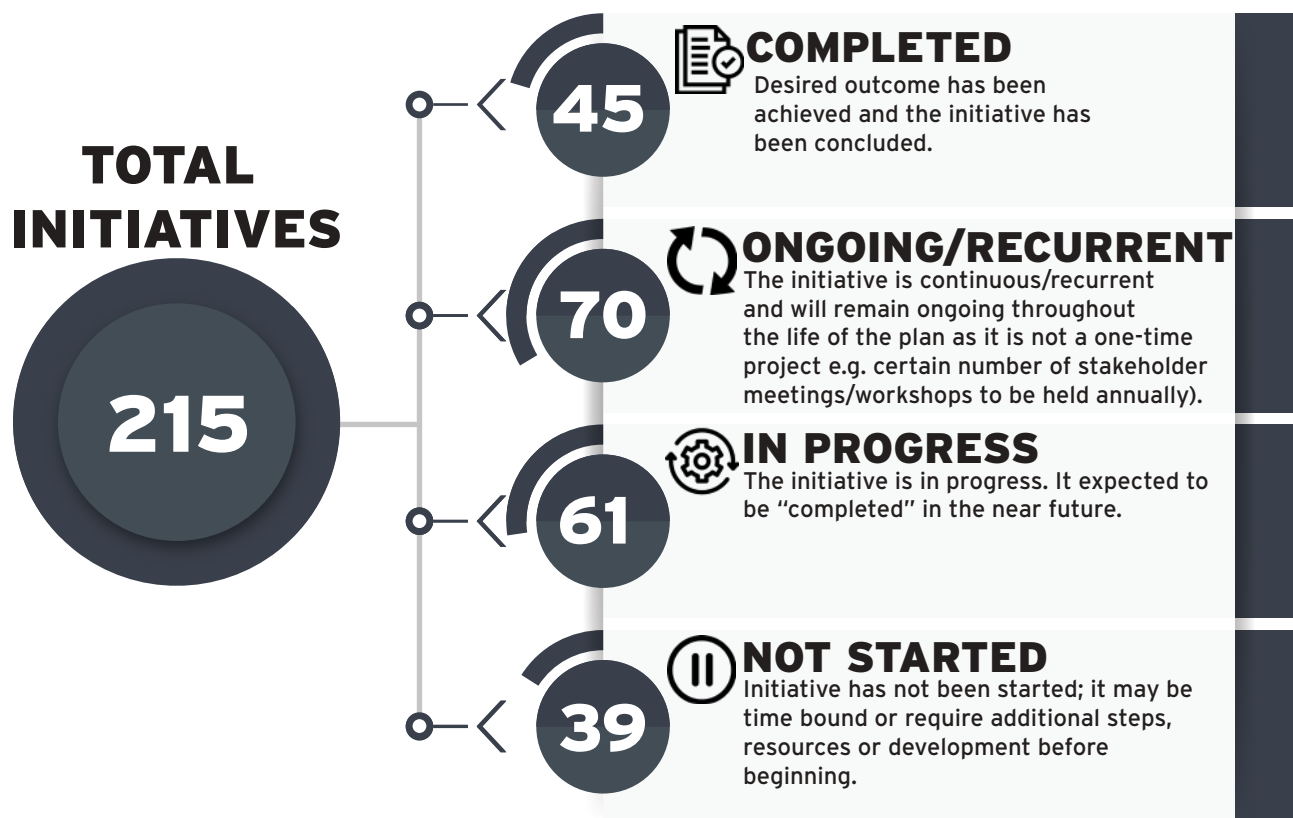
The Community Safety and Well-Being Plan (CSWP) sets the Delta Police Department's (DPD) focus for a transformative future while being responsive to our community's immediate needs and expectations. The CSWP is the foundation for the DPD to build on the great work that has already been done to put the DPD at the forefront of professional and modern policing.

The CSWP embraces collaboration, service, diversity, and innovation and has a renewed emphasis on DPD's mission to ensure community safety and well-being through collaboration, innovation and diversity.

Semi-Annual Report Purpose

The DPD team collaborated to develop numerous initiatives in alignment with the CSWP's priorities and goals. The initiatives, combined with DPD's longstanding commitment to community-first policing and **"No Call too Small"** are necessary to ensure that our community remains one of the safest in BC.

The Semi-Annual Report provides an update on the progress made on the initiatives, by highlighting those which have been completed and those which are ongoing/recurrent. Below is a status overview of the initiatives. This Semi-Annual Report covers the period of January to June 2022 and any statistics provided are for the same period.



Priority 1: Safe communities through increased connection



Milestones/Accomplishments



COMPLETED

- Delivered five (5) School Crossing Guard Training Program sessions.
- Created a satellite District Community Police Office (DCPO) on Tsawwassen First Nation (TFN) lands, which went live on April 1. Volunteers from the North Delta DCPO are currently doing programming at least once a week.
- Developed partnerships with the business community on Tsawwassen First Nation (TFN) lands by creating a Business Watch email group to connect the business community with each other and the DPD. Membership includes the stores from Tsawwassen Mills Mall, Tsawwassen Commons and seven (7) businesses on TFN lands.
- Built relationships, explored future ideas for consideration/improvement and provided networking opportunities between the Delta Police Department Executive, Delta School District Executive, Delta School Trustees and the Delta Police Board via a workshop.
- Implemented the Community Safety Officer (CSO) program; two (2) full-time and two (2) part-time CPOs have been deployed.
- Created a social media page for the Traffic Speciality Dog Unit.
- Transitioned the Public Safety Operations section to E Platoon.
- Identified and assigned two DPD officers as Casino Liaison. Casino Liaisons have met with the BC Lottery Corporation (BCLC) and other stakeholders for relationship building and to set operating procedures. The Liaisons have also met with the Casino Collaborative Working Group three (3) times to establish best practices for necessary first responder response to the Casino.
- Increased capacity in electronic device extraction for cybercrime-related investigations. One hundred (100) extractions were completed, all requiring varying time commitment.
- Collaborated with the City & partner agencies to deliver a harm reduction and awareness campaign in line with the DPD drug strategy to end the stigma associated with illicit drug use. The campaign included: Let's Talk Delta advertisement campaign on bus stations, Let's Talk Delta Personal Stories, End the Stigma Forum and presentations on fentanyl and opioid use by the School Liaison Officers.


Priority 1: Safe communities through increased connection




ONGOING/RECURRENT

- Continued to increase volunteer base at District Community Police Offices (DCPOs). Approximately 210 individuals are volunteering at DPD's DCPOs.
- Re-established the Student Ambassador Program and enrolled five students.
- Enhanced communication and engagement with youth and families through the utilization of School Liaison Officer (SLO) and Youth Liaison Team (YLT) social media channels.
- Promoted bike safety/security through Garage 529 advertisements and five (5) registration/education community events. Community members registered 83 bikes with Garage 529 through the District Community Police Offices (DCPOs).
- Utilized the reader board 22 times to communicate public safety messaging.
- Utilized Block Watch and Business Watch newsletters on eight instances to connect with residential/business communities.
- Initiated and completed one volunteer recruitment campaign highlighting current volunteer profiles and aspirations during Volunteer Appreciation Month.
- Developed and/or updated partnership MOUs, Secondment Agreements, and Information Sharing Agreements for operational initiatives with the Canada Services Border Agency (CBSA), Integrated Emergency Response Team (IERT), Integrated Police Dog Services (IPDS), and the City of Delta's Traffic Camera Access Program.
- Held over 25 TMT (Tactical Management Team) meetings (weekly-basis) to establish priorities/actions relating to prolific offenders, high-risk individuals and community concerns.
Increased awareness of current labour disputes and protest activity in BC through participation in weekly police response coordination meetings with policing partners.
- Continued utilizing the Traffic Speciality Dog Unit (TSDU) for Patrol related calls. TSDU assisted Patrol in 175 assists to June 11, 2022.
- Drug Investigative Support Team continued to assist with drug awareness/information through the End the Stigma program on social media channels, posting over 30 posts/stories on DPD social media accounts.
- Established partnerships with the Boundary Bay Airport through ongoing/regular meetings and Global Shield initiative.
- Connected with and developed relationships with the Delta Port relating to security, holding two (2) meetings to date.
- Maintained capabilities with BC Integrated Child Exploitation (ICE) Team and conducted proactive online enforcement of sex offenders. DPD Sexual Offences Section (SOS) investigated six (6) BC ICE files, and DPD SOS investigators are also attending a training conference hosted by BC ICE.
- Provided confidential informer training sessions to approximately 40% of the membership to ensure best practices are followed.
- Analyzed and managed criminal intelligence through weekly Tactical Management Team (TMT) meetings, representing various sections of the DPD. DPD's Intelligence Section prepared the TMT Week in Review reports to assist with TMT meetings and various intelligence-related bulletins for the frontline.
- Targeted illicit drug producers and dealers operating in the City of Delta through two ongoing projects.

Priority 2: Right response and support for mental health and vulnerable people




Work collaboratively with new and existing stakeholders to contribute to solutions for social and mental health issues




Focus on a harm-reduction approach to connect and divert the vulnerable people with community based social and public health supports



Foster youth-police connections and engagement to encourage positive decision-making and relationship building



Support crime education, awareness and response campaigns for vulnerable people and victims of domestic violence, cybercrime and drug/opioid crisis



Focus on seniors' safety and security measures to prevent victimization, contributing to positive quality of life

Milestones/Accomplishments



COMPLETED

- Explored the development of a Youth Social Committee to build relationships between Tsawwassen First Nation (TFN) Service Team & TFN youth. Consultations with the youth established that one-on-one conversations/engagement are preferred over a Committee.
- Assisted the Community Services Section with the planning/implementing the PCA program by transferring all background material/business plan to the necessary individuals.
- Submitted a grant for Police Community Advocate program to the Civil Forfeiture Office.
- Worked collaboratively with the City to implement an in-house youth/family counselling program for high-risk youth.
- Developed a Delta-specific drug strategy in partnership with the City of Delta following an e-scan and established principles from Health Canada. The four pillars for the strategy have been established, and ownership of three of the pillars has been transferred to the Community Services Section.
- Worked collaboratively with City partners to identify extreme weather shelter locations and plan for vulnerable populations. Emergency weather shelters and cooling-off centers have been established with the City.
- Developed and implemented a youth wrestling program with DSD & YBYG to engage high-risk youth. The program began in January 2022, and a session was held weekly until June and re-started again in September 2022. The program has exceeded expectations, with 30-50 youth in attendance weekly.
- Delivered three (3) anti-gang presentations during school hours to over 3,000 grade 10 Delta students through Zoom. The sessions were delivered collaboratively by the School Liaison Officers (SLOs), Youth Liaison Team (YLT), Yo Bro | Yo Girl, Pacific Community Resources Society and Combined Forces Special Enforcement Unit (CFSEU).
- Worked collaboratively with partners to plan and host the Youth Leadership Conference.
- Proposed and implemented a special edition youth commitment coin to be given to youth for their efforts/achievements.
- Youth Liaison Team coin design and production completed. The coins will be issued to youth in the community for police-youth connections.

Priority 2: Right response and support for mental health and vulnerable people

ONGOING/RECURRENT

- Created and delivered two (2) social media campaigns on domestic violence and cybercrime to build awareness and educate the public on crimes effecting vulnerable populations.
- Assisted the Ministry of Children and Family Development's (MCFD) dedicated youth social worker pilot project by identifying high-risk youth requiring specialized services. We continue to collaborate with MCFD's social worker for high-risk youth as needed.
- Continued to work collaboratively with partner agencies to identify alternative housing options/shelters and openings for at-risk or high-risk youth with unstable/unsuitable housing options.
- Partnered with Tsawwassen First Nation Health and Social Services to continue in-person house visits for the vulnerable population, facilitating referrals for services.
- Delivered eight (8) presentations/open forums to seniors' groups on topics affecting the senior population (cybercrime, and abuse).
- Mental Health Unit continues to work with DPD Zone Owners to create connections and develop relationships between the Zone Owners and high-risk clients facing mental health issues in the Zone Owners' respective geographical areas of responsibility.
- One Patrol officer was assigned to a short term secondment to the Mental Health Unit to gain experience in dealing with community members who may dealing with mental health concerns.
- Patrol members attended various children and youth related community events including Police Day, May Days, North Delta Family Days, Cheers for Children Event, BC Special Olympics Soccer and the Summer Solstice Run-Walk-Roll.
- Domestic Violent Unit continues to provide information/awareness briefings to the frontline membership (Patrol Section) about initiate partner violence.

Priority 3: Improved road safety and mobility for all users



Promote and enforce commercial vehicle safety



Partner with the community to encourage road safety awareness of all road users



Focus on education and enforcement efforts to target distracted, dangerous and impaired driving



Collaborate with the City of Delta to promote road safety for all users

Milestones/Accomplishments



COMPLETED

- Ran Standard Field Sobriety Test (SFST) training for the frontline membership, ensuring that 46% of the frontline uniformed membership is SFST trained.



ONGOING/RECURRENT

- Conducted approximately 250 commercial vehicle inspections of all levels.
- District Community Police Offices (DCPOs) partnered with ICBC Road Safety Section and delivered nine (9) road safety-focused events.
- Partnered with ICBC and Tsawwassen First Nation Bylaws to deliver over 12-speed watch and cell watch events.
- Hosted "Tell Us Where to Go" on social media to invite public feedback on traffic/road safety enforcement locations of concern in June 2022; 68 locations were identified/requested, and a total of 75 locations (including some multiple times) were attended to for education and enforcement. Most of the locations identified included school zones, and some school zones were attended on more than one occasion during one day.
- Worked with partners (ICBC Road Safety Section and School Administration) to promote traffic safety in school zones through traffic blitzes throughout the year as/when needed and through a back-to-school campaign after Spring Break.
- Worked with partners to conduct external educational and enforcement-based campaigns for road safety issues:
 - March Distracted Driving Month: month-long enforcement/education campaign; 298 traffic Violation Tickets (VTs) were served or distracted driving offences; education component covered through social media channels.
 - Canada Road Safety Week: DPD participated in a week-long enforcement campaign, which took place Canada-wide from March 17-23, 2022. The DPD issued 111 VTs for motor vehicle offences.
 - Project Swoop: a one-day education campaign held on June 1, 2022, in collaboration with the District Community Police Office (DCPO) volunteers and ICBC. This campaign focused on high-visibility and education rather than enforcement-based.
 - Summer Counter Attack: eight (8) nights of high-visibility enforcement focusing on impaired driving. The DPD invited ICBC volunteers on two occasions and RCMP Freeway Patrol officers for a joint forces operation (JFO).

Priority 3: Improved road safety and mobility for all users



ONGOING/RECURRENT

- Focused on numerous team enforcement and education initiatives within the Traffic Section for team-building purposes.
- Planning is underway for a road-check-based drug-impaired focused project involving the Drug Recognition Experts (DRE) cadre for skill-building, training, and enforcement purposes. Two (2) sessions are planned for fall/winter.
- Attended monthly Transportation Technical Committee meetings hosted by the City to bring police concerns and receive engineering or other City concerns.
- Delivered four (4) social media awareness/media campaigns relating to road safety: Tell Us Where to Go and Counter Attack x3. Spent over 162 hours conducting roadblocks to target impaired driving.
- Continued with proactive enforcement targeting impaired driving through Immediate Roadside Prohibitions (IRPs), roadside suspensions and impaired investigations.
- Patrol participated in road/traffic safety projects (National Road Safety Week and Summer Counterattacks) with the Traffic Section.

Priority 4: Invest in capabilities to connect with our diverse community



Attract talented and diverse applicants through focused recruiting efforts



Utilize training, resources and coaching to foster equity, diversity and inclusion awareness



Provide developmental opportunities to support diversity

Milestones/Accomplishments



COMPLETED

- Identified and implemented a working group for the Equity, Diversity and Inclusion Unit (EDI) to address EDI Audit recommendations. The Working Group has 8 members (5 sworn, 3 civilian) from cross-sectional areas.
- Completed annual cultural sensitivity training for all members, including Trauma Informed Practice and Cultural Sensitivity Program, relating to South Asian and Indigenous cultural awareness.
- One post-secondary student identified to begin practicum with the Policy Section in September 2022.
- Twenty-three (23) local Delta youth participated in the Student Police Academy; this provided the youth with an opportunity to be exposed to law enforcement career options and foster police-youth connections.
- Successfully hired a new Policy Research Assistant.
- Obtained the Tsawwassen First Nation's (TFN) input/expectations on position posting and candidate selection for the TFN Service Team officer role. A succinct job posting and selection process to identify future TFN Service Team officers has been developed.



ONGOING/RECURRENT

- Delivered three social media/marketing posts relating to recruiting: Lego Video, Meet the Recruiters and Resume Review.
- Standard recruiting, information session and exam posts were translated into Punjabi, Cantonese, Spanish and Tagalog. A campaign is planned to include Spanish, Punjabi and Tagalog-speaking members to promote recruiting and the Reserve Constable Program and ensure that social media material and website content is delivered in diverse languages that represent the community.
- Organized meetings of the Equity, Diversity and Inclusion (EDI) Working Group, which has met monthly since January 2022, moving forward with eight (8) EDI Audit recommendations which are either completed or in progress.

Priority 5: Invest in the growth and wellbeing of the team



Cultivate a whole-person wellness approach



Promote and evolve trauma-informed practices



Maintain staffing levels to ensure sufficient coverage



Provide career progression guidance and professional development opportunities to maximize the potential of employees

Milestones/Accomplishments



COMPLETED

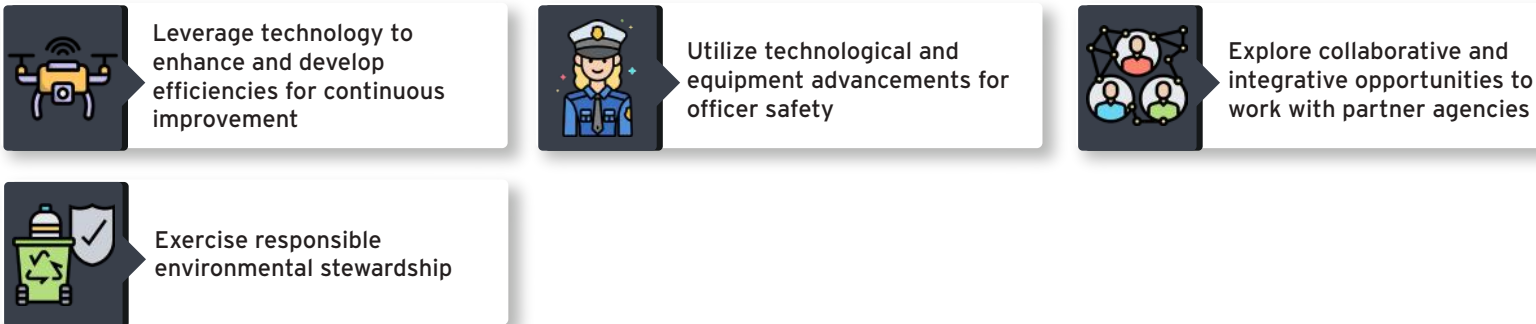
- Developed and implemented the Adverse Childhood Experiences (ACES) checklist for the frontline membership to assess and manage at-risk youth.
- Engaged with all Investigative Services staff on mental health awareness through one-on-one interviews.
- Hired, on-boarded and trained a Junior Business Analyst.
- Developed and implemented NCO (supervisory level) Leadership training through a two-week NCO school program.
- Updated and delivered annual training for Field Training Officers (FTOs) in April 2022 to ensure organizational success.

Priority 5: Invest in the growth and wellbeing of the team

ONGOING/RECURRENT

- Created ten training opportunities for District Community Police Office (DCPO) volunteers.
- Hosted an information session to showcase internal opportunities at the DPD to District Community Police Office (DCPO) volunteers.
- Conducted an internal training campaign focusing on first response in major collisions; the purpose of the training was to provide professional development and best-practice and investigation techniques.
- Utilized the current Investigative Services Section training matrix in combination with emerging needs to request the required training to maintain and/or increase the capacity of the section. Investigative Services members participated in over 68 training seminars/opportunities relating to search warrants, major crime management, child interviewing, cybercrime, disclosure, surveillance and other topics.
- Investigative Fundamental Program (IFP) planned and scheduled for October 2022 to deliver a multi-level investigative skills training program for junior Patrol members with a goal of training 20% of the frontline annually.
- Quarterly discussions with staff about goals, options, opportunities, and accommodated absences if cross-training opportunities are available.
- Identified and participated in six (6) position-specific training/career development opportunities for staff in the Policy and Freedom of Information Section (no cost to participate/register).
- Informally encouraged staff to engage in fitness or personal development during break times (informal assessment confirms varying degrees of engagement).
- Explored and provided over eight (8) opportunities to send Patrol members on short-term secondments to specialty sections.
- HR is establishing annual formalized reviews for 30% of the organization and working on a career development plan to be launched in October 2022.
- Implemented a wellness strategy related to mind, body and soul that is based on survey feedback. The survey had 118 participants, and feedback has been used to develop a four-pillar approach to guide the wellness strategy, including equity, inclusion, fairness and sustainability. A Health and Wellness Committee has been formed with representation from various areas to implement one wellness initiative per month on an ongoing basis. The Committee has met five (5) times and established nine (9) wellness initiatives.
- Delivered two Patrol-specific wellness initiatives (Parry Packs issued to 68% of the frontline and Critical Incident Stress Management (CISM) training course to bolster operational representation and early intervention efforts).
- Eight (8) monthly Equity, Diversity and Inclusion (EDI)/Wellness newsletters have been disseminated. DPD EDI Unit has also collaborated with partner agencies and produced two provincial EDI newsletters for the British Columbia Association of Chiefs of Police (BCACP).
- Conducted monthly reviews to manage adequate staffing coverage and rebalancing as required with the Senior Leadership Team. A weekly review of the staffing deployment and resourcing is done at the HR level.

Priority 6: Invest in professionalization and innovation for continuous improvement



Milestones/Accomplishments



COMPLETED

- Successfully implemented a pilot body worn camera program for the Traffic Section.
- Created a quarterly template/dashboard for the Community Safety and Well-Being Plan (CSWP) Key Performance Indicators (KPIs) to keep the community informed on the success and progress of the CSWP.
- Led the Municipal Police Freedom of Information (FOI) annual conference/meeting.
- Assumed lead of Police Policy Working Group meetings.
- Submitted an Equipment & Training Grant application to Civil Forfeiture Office to support the DPD's pilot body worn camera project. A grant of approximately \$9,000 was received.
- Developed and implemented an electronic cybercrime investigative checklist for frontline membership.
- Replaced the fleet of large printers.
- Configured printer properties for a new fleet of printers to reduce environmental Waste.
- Implemented a martial arts training program to enhance officer safety skills and created standardized lesson plans.
- Implemented a strategy to eliminate plastic use for dry cleaning by using reusable bags donated by the Delta Police Foundation.
- Implemented a strategy to promote the reuse of dry cleaning hangers to promote zero waste initiatives.
- Implemented a switch from plastic to paper bags for member kits to promote zero waste initiatives.

Priority 6: Invest in professionalization and innovation for continuous improvement



ONGOING/RECURRENT

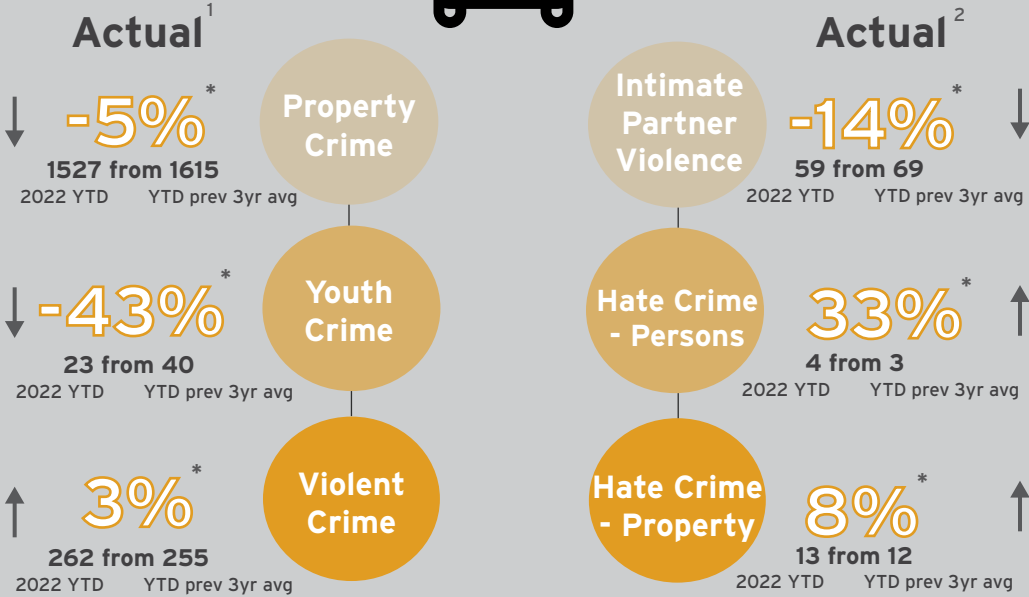
- Developed cannabis impairment training to enhance abilities to investigate drug-impaired driving and delivered one training session.
- Hosted and/or participated in three (3) Commercial Vehicle Joint Force Operations (JFOs).
- Deployed the drone twice in a traffic-related capacity (collision, enforcement, education).
- Deployed the LEICA scanner three times in a traffic-related capacity for scene investigations.
- Deployed bikes on three occasions for patrols by the Traffic Section.
- Deployed the drone on 13 occasions for assistance to Patrol.
- Coordinated quarterly meetings with City staff to deliver two joint social media campaigns (End the Stigma and Domestic Violence) for vulnerable populations.
- Continued progress towards paperless operations in the Freedom of Information section while still providing an option for the public to be provided with paper records if requested.
- The cybercrime Unit attended Patrol shift briefings and utilized cyber bulletins to educate the membership on cybercrime trends.
- Maintained and expanded policing partnerships relating to cybercrime with partners such as the RCMP, VPD, FBI, Secret Service and Europol for investigative strategies through ongoing meetings and communication. A representative(s) from the DPD attended Europol for an international cybercrime investigation.
- Held 24 martial arts training sessions to enhance officer safety skills.
- Continued electronic recycling program for aging IT equipment by recycling large batches of computers, monitors and hard drives following a secure wipe of data/information.
- Continued to recycle old clothing/boots by monitoring disposal locations and ensuring items are recycled.

OP G.1ci

Community Safety & Well-Being Plan

KEY PERFORMANCE INDICATORS (KPIs)
2022 - QUARTER 2

Crime



* Goal: downward trend

^{*1,2} Actual is calculated by comparing the YTD average for the previous 3 years with the YTD average for the current year.

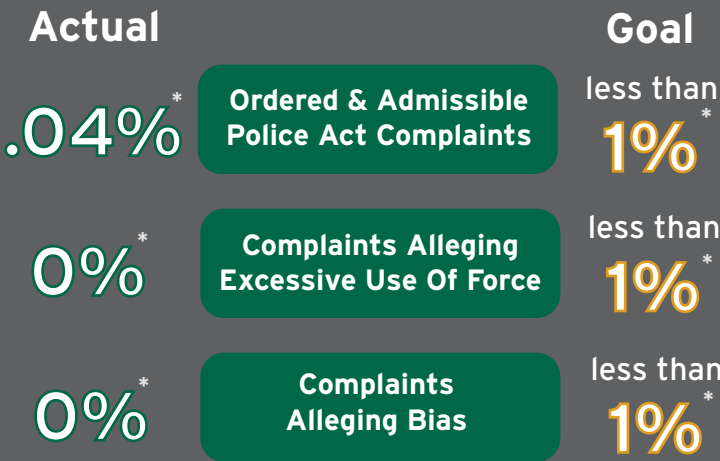
Crime Severity Index (CSI)

The CSI is a measurement of crime based on the amount and seriousness of the offences reported to the police. A low CSI rate is indicative of a relatively safe community. Index scores are compared to a baseline of 100, which is calculated using historical data. The CSI is a method to compare crime consistently across jurisdictions.

Goal: lower than previous years



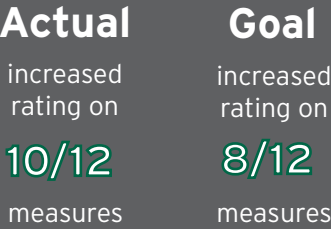
Police Legitimacy



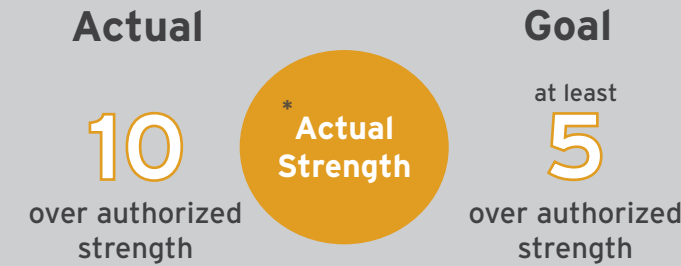
* of all documented interactions

COMMUNITY SURVEY

Every three years, the DPD conducts a community survey, where respondents are asked questions about the importance and performance of 12 key police services/ measures.



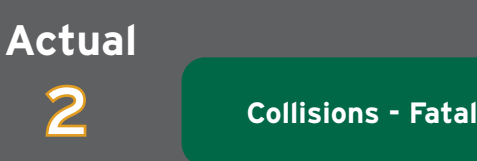
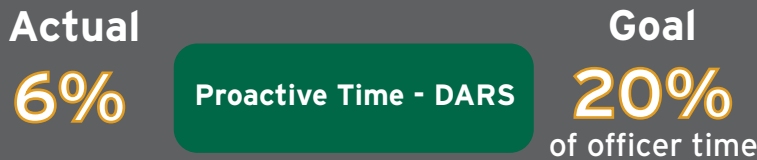
Efficiency



* The DPD strives to be staffed at least 5 over authorized strength to ensure that the DPD can continue providing policing services to the community and accounts for police officers who may be on long-term leave (maternity, sickness, injury, personal etc.). This over strength is managed within approved budget and efficiencies.



Community Safety & Well-Being



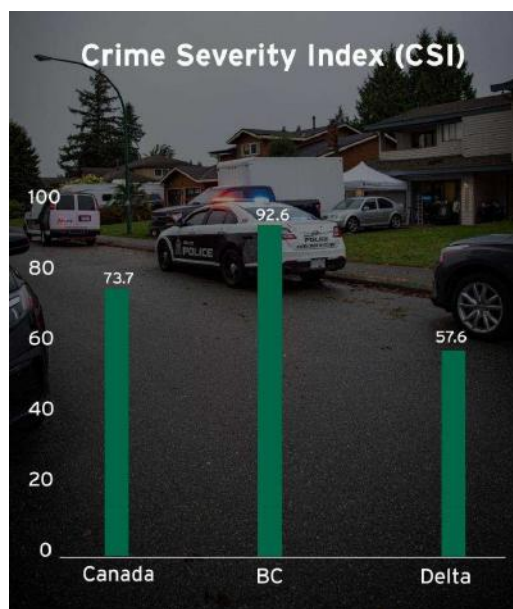
^{*3,4} Actual is calculated by comparing the YTD average for the previous 3 years with the YTD average for the current year.



DELTA POLICE DEPARTMENT BOARD MEMORANDUM



| | |
|---|--|
| DATE 2022-08-03 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT 2021 Crime Severity Index (CSI) | |
| ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action | MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee |



On August 2, 2022, Statistics Canada released the 2021 Crime Severity Index (CSI). The CSI, first introduced in 2009, is a measure of police-reported crime that reflects the relative seriousness of individual offences and tracks changes in crime severity.

It was developed at the request of the policing community to address limitations associated with the traditional police-reported crime rate, to provide a clearer picture of trends in crime.

Delta continues to be one of the safest communities in Canada, with a CSI of 57.6. Delta's CSI:

- is nearly 50% lower than the provincial CSI average
- is 25% lower than the national CSI average
- ranks #3 in the Greater Vancouver/Lower Mainland area municipal jurisdictions for the lowest CSI score

The CSI is also a key performance indicator for the DPD's Community Safety and Well-Being Plan, with the goal of having a CSI that is lower than the previous year. In 2020, during the pandemic, the City of Delta experienced a 12% reduction in the CSI. And, while in 2021, the CSI increased slightly by 1.05% from the historic low level in 2020, Delta was able to maintain the large majority of the CSI decrease experienced in 2020.

I am proud of our dedicated and committed DPD team which works 24/7 to ensure that our community is one of the safest to live, play, visit and work in BC, with a CSI well below the provincial and national average and #3 for Greater Vancouver/I.

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



| | |
|---|--|
| DATE 2022-08-31 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT “Vision for the Future” Workshop | |
| ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action | MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee |

The Delta Police Department (DPD) Executive Management Team (EMT) is planning to hold a “Vision for the Future” workshop with the Delta Police Board in January.

The workshop is an opportunity for EMT to provide an update on what the future of policing looks like in Delta given the ever-so-expanding and complicated role that police officers are expected to fill, including managing the challenges caused by the gaps in the public health and social services systems. The workshop is also an opportunity for the Board to provide their feedback and input on the vision.

Three potential dates/times have been identified for the workshop to be held at the Public Safety Building in North Delta:

- | | |
|-------------------------------|-------------|
| ▪ Thursday, January 5, 2022 | 9am to 12pm |
| ▪ Tuesday, January 10, 2022 | 9am to 12pm |
| ▪ Wednesday, January 11, 2022 | 9am to 12pm |

A Doodle poll will be sent out following the September Board meeting to determine which date works best for the majority of the Board.

DELTA POLICE BOARD BOARD REPORT



| | |
|--|--|
| DATE 2022-09-21 | |
| SUBMITTED BY Volker Helmuth, Manager, Policy & Risk Management | |
| SUBJECT <i>British Columbia Provincial Policing Standards – Training Requirements</i> | |
| ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For approval | MEETING <input type="checkbox"/> Open <input checked="" type="checkbox"/> Private |
| RECOMMENDATION THAT the Delta Police Board receive the following information on the Department's current status on the training requirements in the recently approved BCPPS. | |

PURPOSE

This report is in response to correspondence from Police Services regarding training requirements in recently approved *British Columbia Provincial Policing Standards* ("BCPPS"). The letter reminds Boards and Chief Constables of upcoming dates by which police departments must meet certain training requirements. This report details the Delta Police Department's progress towards meeting the training requirements.

DISCUSSION

Set out below are six police officer training requirements, recently created in BCPPS. Noted after each requirement are the date the requirement becomes effective, and whether or not the required training has been delivered.

1. Standard 3.2.6 (1-5) – Training to Enhance Service Delivery to Vulnerable Communities

Effective Date: July 30th, 2024

Training: *Trauma-Informed Practice Foundations Curriculum for Justice, Public Safety, and Anti-Violence Community Sectors in British Columbia*

Applicable to: All front-line police officers and front-line supervisors

All front-line members and supervisors have received this training. As members return from extended leaves, they are assigned the online course as part of their onboarding/reintegration.

Status of Training: All required training is completed.

2. Use of Force Requalification

Effective Date: May 1st, 2023

Training: Use of force requalification (temporary suspension of several Standards, effective March 21st, 2020, is being lifted 2023)

Applicable to: All officers

The Department remained up to date on Use of Force certifications during the pandemic, 2020-2022, and the certifications required have been completed. Members returning from extended leaves are reintegrated and qualified in all necessary Use of Force requalification before being deemed operational.

Status of Training: All required training is completed.

3. Standard 3.2.6(6) – Training to Enhance Service Delivery to Vulnerable Communities

Effective Date: December 31st, 2022

Training: *Evidence-based, Risk-focused Intimate Partner Violence Investigations*

Applicable to: All front-line police officers and front-line supervisors

This is a newly created course specifically designed to address the new Standard. All required officers have been registered and are scheduled to have it completed by December 31st, 2022.

Status of Training: All required training has not yet been completed, but is expected to be by the required date.

4. Standard 3.2.7 – Major Case Management (MCM) Training for Command Triangle Roles

Effective Date: January 12th, 2023

Training: Provincially-approved training course for the Command Triangle Role for which they are assigned

Applicable to: All officers

Approximately 75% of members who occupy specialized roles in the command triangle for Major Case investigations have the required training certification. As new members are assigned, suitable course certification is sought.

Status of Training: All required training has not yet been completed, but is expected to be by the required date.

5. Standard 3.2.5 (1) – Training to Promote Equitable and Unbiased Policing
Effective Date: July 30th, 2024

Training: *BC Fair and Impartial Policing Training*

Applicable to: All front-line police officers and front-line supervisors

Approximately 80% of members have completed the course. As of 2022, the JIBC ensures all recruits graduate having completed this course. Within the next year, the Department will provide this course to the remaining members who missed the JIBC training before 2022.

Status of Training: All required training has not yet been completed, but is expected to be by the required date.

6. Standard 3.2.6 (1-5) – Training to Enhance Service Delivery to Vulnerable Communities
Effective Date: July 30th, 2024

Training: Course delivered in collaboration with representatives from the local First Nation(s) OR a provincially-approved training course (includes history and legacies of police relations with Indigenous peoples)

Applicable to: All officers

Approximately 50% of members have completed this training. In 2019-2021 the Department provided Indigenous cultural training to the entire Department, through a course entitled “Spirit has No Colour”. In 2022, the Department also provided members with a 2-hour online refresher related to Indigenous cultural sensitivity. The province will need to assess whether these two courses meet the requirement. Subsequently, the province has mandated a new course that meets the requirement.

Status of Training: **All required training has not yet been completed, but is expected to be by the required date.**

CONCLUSION

The Department is well positioned to comply with the training requirements, by their effective dates. For those yet to be completed, members have been registered for the required courses. Specific to the required Indigenous cultural training, the Department is awaiting provincial course curriculum approval. Overall, the Department does not foresee issues in complying with these Standards within the required timeframes.

ATTACHMENTS

A. Letter from Police Services

Attachment A.
Letter from Police Services

August 25, 2022
Ref: 633618

Chairs of Municipal Police Boards
Chair, SCBCTA Police Services Board
Chair, Stl'atl'imx Tribal Police Services Board
Chief Constables of Municipal Police Departments
Chief Officer, SCBCTA Police Service
Chief Officer, Stl'atl'imx Tribal Police Service
Deputy Commissioner, Commanding Officer, RCMP "E" Division

Dear: Sirs/Madams:

Re: Training Requirements in BC Provincial Policing Standards coming into effect

I am writing to bring to your attention various requirements, including training requirements, in recently approved *BC Provincial Policing Standards* (hereafter the Standards) that are coming into effect in the year ahead. Specifically, I would like to highlight the following Standards:

Standard 3.2.6(6) – Training to enhance service delivery to vulnerable communities (Effective date: December 31, 2022)

- All front-line police officers and front-line supervisors have completed *Evidence-based, Risk-focused Intimate Partner Violence Investigations* (BC-IPV).
- Please note that prior to the effective date, your officers must take this refreshed training course which now combines and replaces the requirement to take both the *Domestic Violence I: Evidence-based, Risk Focused Domestic Violence Investigations* and *Domestic Violence II: Assessing Risk and Safety Planning in Domestic Violence* (DVI and DVII) which are no longer available.

Standard 3.2.7 – Major Case Management (MCM) Training for Command Triangle Roles. (Effective date: January 12, 2023)

- Consistent with the requirements in Standard 5.2.2, officers or IIO investigators must have successfully completed a provincially-approved training course for the Command Triangle role for which they are assigned. A list of the provincially-approved training can be located in the Standard. Those who completed MCM training for a Command Triangle Role prior to the effective date of the Standard may still act in a Command Triangle Role in which they were previously trained.

Additionally, the Standards associated with Community Partnerships and Equitable Policing (i.e. Standards 6.1.1., 6.1.2, and 6.1.3) will come into effect July 30, 2023. These Standards require police agencies and police boards to have policies and procedures on specific matters and to take specific actions to ensure that policing services throughout BC are delivered equitably, and in a manner that is

responsive to the needs and realities of racialized or otherwise marginalized persons and communities.

While not in effect until 2024, I also wanted to highlight that the following Standards also have training components so that you may plan accordingly:

Standard 3.2.5 (1) – Training to promote equitable and unbiased policing (Effective July 30, 2024)

- All front-line police officers and front-line supervisors have completed *BC Fair and Impartial Policing Training* or a provincially-approved equivalent.

Standard 3.2.6 (1)-(5) – Training to enhance service delivery to vulnerable communities (Effective July 30, 2024)

- All police officers or IIO investigators: (a) have completed a training course, developed and delivered in collaboration with representatives from, as applicable, the local First Nation(s) and/or Indigenous organizations, which includes at minimum, the history and legacies of police relations with Indigenous peoples in the community; or (b) have completed a provincially-approved training on the history and current status of Indigenous peoples, including the history and legacies of police relations with Indigenous peoples in British Columbia.
- All front-line police officers, front-line supervisors, or IIO investigators have completed *Trauma-Informed Practice Foundations Curriculum for Justice, Public Safety, and Anti-Violence Community Sectors in British Columbia* online training or a provincially-approved equivalent training course.

Finally, I wanted to address the temporary suspension of several Standards pertaining to use of force requalification. The temporary suspension was to support BC police agencies in their operational and business continuity and has been in effect from March 21, 2020. This suspension will lift effective May 1, 2023.

All Standards are posted on the government website for you to review in full.
(<http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>).

If you have any questions about these standards, please contact Lucie Vallieres, Senior Program Manager, Standards and Training, Policing and Security Branch (lucie.vallieres@gov.bc.ca).

Thank you in advance for your attention to these matters.

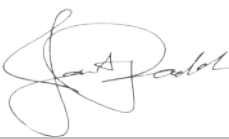
Regards,

Wayne Rideout
Assistant Deputy Minister
And Director of Police Services
Policing and Security Branch

pc: Supt. Deborah Bourne, OIC E Division Training, Pacific Regional Training Centre
Jennifer Keyes, Director of Police Academy, Justice Institute of BC

DELTA POLICE BOARD BOARD MEMORANDUM



| | |
|--|--|
| DATE 2022-09-13 | |
| SUBMITTED BY Jassie Ram (Padda) Corporate Services Manager/Board Liaison | |
|  | |
| SUBJECT 2023 Proposed Board Meetings Calendar | |
| ACTION <input type="checkbox"/> For information <input checked="" type="checkbox"/> For action <u>Recommendation:</u> THAT the Delta Police Board approve the 2023 Police Board meeting calendar as presented in Attachment A. | MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee |

The 2023 draft Police Board calendar (Attachment A) has been prepared and outlines Board and Committee meeting dates.

It is proposed that the Board continue with the standing practice of holding Board meetings during the third week of each month (either Wednesday or Thursday, to accommodate scheduling conflicts for other meetings). This allows staff to prepare the necessary month-end Board reports (e.g. human resources, finance and crime data) for the previous month.

The BC Association of Police Boards (BCAPB) and the Canadian Association of Police Governance (CAPG) Conference have not yet released their respective conference dates. The calendar will be updated and distributed to the Board once the dates are received.

ATTACHMENT

- A – Proposed 2023 Board Meeting Calendar

| January | | | | | | | February | | | | | | | March | | | | | | |
|---------|----|----|----|----|----|----|----------|----|----|----|----|----|----|-------|----|----|----|----|----|----|
| S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | | | | 1 | 2 | 3 | 4 | | | | 1 | 2 | 3 | 4 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 29 | 30 | 31 | | | | | 26 | 27 | 28 | | | | | 26 | 27 | 28 | 29 | 30 | 31 | |

| April | | | | | | | May | | | | | | | June | | | | | | |
|-------|----|----|----|----|----|----|-----|----|----|----|----|----|----|------|----|----|----|----|----|----|
| S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S |
| | | | | | | 1 | | 1 | 2 | 3 | 4 | 5 | 6 | | | | | 1 | 2 | 3 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 | 28 | 29 | 30 | 31 | | | | 25 | 26 | 27 | 28 | 29 | 30 | |
| 30 | | | | | | | | | | | | | | | | | | | | |


| July | | | | | | | August | | | | | | | September | | | | | | |
|------|----|----|----|----|----|----|--------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S |
| | | | | | | 1 | | | 1 | 2 | 3 | 4 | 5 | | | | | | 1 | 2 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 | 27 | 28 | 29 | 30 | 31 | | | 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 30 | 31 | | | | | | | | | | | | | | | | | | | |

| October | | | | | | | November | | | | | | | December | | | | | | |
|---------|----|----|----|----|----|----|----------|----|----|----|----|----|----|----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | | | | 1 | 2 | 3 | 4 | | | | | | 1 | 2 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 29 | 30 | 31 | | | | | 26 | 27 | 28 | 29 | 30 | | | 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| | | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | |
|--------------------------|-----------------------------------|--|-------------------------|-----------------------|------------------------|--------------|--------------|-------------------|
| Board Meeting 9:00 am | Board Mtg 9:00am PSB EOC | Board Meeting 9:00am Council Chambers | F&RM Comm 9:00 am | HR Comm 8:00 am | Gov Comm 9:00 am | BCAPB AGM | CAPG Conf | Public Holiday |
|--------------------------|-----------------------------------|--|-------------------------|-----------------------|------------------------|--------------|--------------|-------------------|

DELTA POLICE BOARD BOARD MEMORANDUM



| | |
|---|--|
| DATE 2022-09-13 | |
| SUBMITTED BY Jassie Ram (Padda) Corporate Services Manager/Board Liaison | |
|  | |
| SUBJECT Governing in the Public Interest Conference | |
| ACTION <input type="checkbox"/> For information <input checked="" type="checkbox"/> For action <i>For Board to decide which two (2) members will be attending the Conference.</i> | MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee |

The Crown Agencies and Board Resourcing Office (CABRO) is responsible for Public Sector Organization (PSO) governance support. CABRO will be hosting a *Governing in the Public Interest Conference* (Conference) on November 10, 2022, from 8:00 am to 6:00 pm.

There is no registration fee/charge to attend the Conference.

Information about the Conference was circulated to Board via e-mail. Two (2) members (Firth Bateman and Lara Victoria) have expressed interest in attending at the time of writing this memo.

Two (2) seats have been allocated for each Board; CABRO needs to be notified by September 23 of the names of the Board members attending.

ATTACHMENT

- A - Correspondence from CABRO

From: "Governing in the Public Interest Training FIN:EX"

<governinginthepublicinterest@gov.bc.ca>

Date: Thursday, September 8, 2022 at 4:19 PM

Subject: FW: Save the Date: Governing in the Public Interest - Nov 10th 2022

Warning: This email came from outside the City of Delta. If the sender is not known, please do not open links or attachments. Contact the Service Desk (3215) if unsure of this email.



Dear Mayors,

We are excited to announce that the Governing in the Public Interest conference is returning in-person at the Vancouver Convention Centre this fall!

It has been three years since we've been able to host this foundational training and networking event for our provincially appointed public sector board members, and we are so thrilled to be able to build upon the previous conference's focus on citizen-centered governance. This year's agenda will include important themes such as Equity and Inclusion, Reconciliation and Decolonization, and Alignment with Government.

The conference will be available to your Police Board members at no cost, but there is a limited number of seats available. We are allocating two spots for each board. **If you would like to register, please reply back to this e-mail with the names and e-mail address of two members who are committed to attend by Friday, September 23rd.** We do encourage that you nominate two new publically-appointed members to maximize the benefit of the trainings. Please note that attendees will be responsible for any travel-related costs.

Please save the date – Thursday, November 10th, 2022 from 8:00 am – 6:00 pm. Stay tuned for updates in the coming weeks. Full agenda details and registration form will be sent to the selected members in early October. We look forward to seeing you!

Save the Date
Thursday, November 10th 2022
8:00am - 6:00pm
Vancouver Convention Centre West

Registration will open in early October 2022.

We also would like to encourage all board members to enroll in the free [Governing in the Public Interest \(GIPI\) online certificate training program](#). This course is designed to provide appointees with the foundational knowledge to succeed in their roles and will be a pre-requisite required for those who plan to attend the conference. If you would like to register, please send a request to Lianna Olson at Lianna.Olson@gov.bc.ca.

If you have any questions, please feel free to reply to this e-mail. Please also let us know if this invitation should be extended to another recipient.

Best Regards,
Crown Agencies Secretariat