

# OP C.1

## OPEN MEETING

### AGENDA

1

November 19, 2025

09:00 am

City of Delta - Council Chamber, 4500 Clarence Taylor Crescent

|                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                    |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| <b>A. CALL TO ORDER</b>                   | <b>Land Acknowledgment:</b> This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the scə́waθən (Tsawwassen), x̣məθkʷə́əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today.                                                                                                                                                                                                              |                                    |
| <b>B. DECLARATION OF CONFLICTS</b>        | Board members are requested to declare any real or perceived conflict(s) of interest pertaining to items on the agenda.                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |
| <b>C. ADOPTIONS</b> ■                     | <ol style="list-style-type: none"> <li>Adoption of the Open Agenda - November 19, 2025</li> <li>Adoption of the Open Minutes - October 15, 2025</li> </ol>                                                                                                                                                                                                                                                                                                                                                                         | <br>A<br>A                         |
| <b>D. PRESENTATIONS &amp; DELEGATIONS</b> | <ol style="list-style-type: none"> <li>No Presentations</li> <li>No Delegations</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                    |
| <b>E. CONSENT ITEMS</b> ■                 | <ol style="list-style-type: none"> <li>Action Document</li> <li>Events Calendar</li> <li>DPD News Releases</li> <li>PRIMECorp 2024-2025 Annual Report</li> <li>E-Comm Partner Update October 2025</li> <li>Report and Message from E-Comm: Independent Review of E-comm Emergency Communications for BC</li> <li>Updated Delta Police Board 2026 Meeting Calendar</li> </ol>                                                                                                                                                       | <br> <br> <br> <br> <br> <br> <br> |
| <b>F. REPORTS &amp; PRIORITY ITEMS</b>    | <ol style="list-style-type: none"> <li>Chief's Reports               <ol style="list-style-type: none"> <li>Chief's Monthly Activity Report - October 2025 ■</li> <li>Community Safety Update: Extortion Threats</li> <li>Promotion Process Results ■</li> <li>BC Association of Chiefs of Police Traffic Safety Awards: Delta Police Recipient, Cst. Andrew St. Arnaud ■</li> <li>Introduction of Bail and Sentencing Reform Act ■</li> <li>Finance Report, 2025 Q3 ■</li> <li>Community Safety Townhall ■</li> </ol> </li> </ol> | <br> <br> <br> <br> <br> <br> <br> |
| <b>G. NEW BUSINESS</b>                    | <ol style="list-style-type: none"> <li>Any additional items as requested</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                    |
| <b>H. CONTINUE MEETING IN PRIVATE</b>     | <p>In accordance with the <i>Police Act</i> (S.69(2)), a portion of a meeting may be held in private if any of the following are expected to arise:</p> <ol style="list-style-type: none"> <li>a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;</li> <li>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;</li> </ol>        |                                    |

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- 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.
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**I. ADJOURNMENT**

Motion to adjourn the Open Meeting.

The next meeting of the Delta Police Board will take place on December 17, 2025.

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OP C.2

# DELTA POLICE BOARD

## OPEN MEETING MINUTES

**Date** 2025-10-15  
**Time** 09:00 AM  
**Location** North Delta Public Safety Building - 11375 84<sup>th</sup> Avenue



*Minutes of the Open Meeting held Wednesday, October 15, 2025 at 9:00am at North Delta Public Safety Building, 11375 84<sup>th</sup> Avenue, Delta, British Columbia.*

### PRESENT

Ian Tait, Chair  
Warren Dean Flandez, Vice-Chair\*  
Nikhil Pandey  
Councillor Daniel Boisvert  
Lori Mayhew  
Michelle Laviolette  
Carla Qualtrough\*

Harj Sidhu, Chief Constable  
Guy Leeson, Deputy Chief  
Ciaran Feenan, Superintendent  
Jassie Ram, Corporate Services Manager  
Kristen Cruise, Legal Counsel  
Tracie Nunes, Board Secretary

*\*Attended virtually*

*Guest(s): Inspector Dave Vaughan-Smith, Sgt Alex Quezada (Item C.1)*

### REGRETS

Sharan Oberoi, Chief Laura Cassidy

### A. CALL TO ORDER

Meeting called to order at 9:06 am.  
The Chair began the meeting with the Indigenous land acknowledgement.

### B. ADOPTIONS

#### 1. Adoption of the Open Agenda of October 15, 2025

##### **MOVED/SECONDED**

THAT the Delta Police Board approve the Open Agenda of October 15, 2025 as presented.

**CARRIED UNANIMOUSLY**

#### 2. Adoption of the Open Minutes of September 17, 2025

##### **MOVED/SECONDED**

THAT the Delta Police Board approve the minutes of the Open Meeting September 17, 2025.

**CARRIED UNANIMOUSLY**

### C. PRESENTATIONS & DELEGATIONS

### 1. DPD Sexual Offences Section Overview

Chief Sidhu introduced Inspector Dave Vaughan-Smith and Sergeant Alex Quezada from the Investigative Services Section, noting the increase in reported sexual offences and the critical, complex work undertaken by the Sexual Offences Section. He highlighted the team's compassionate, specialized approach and collaboration with partner agencies before turning the presentation over to them for an overview of their work and emerging challenges.

***In response to Board inquiries, it was noted that:***

- Recent provincial legislation now provides a civil remedy allowing individuals to sue for damages related to the creation or distribution of deepfake material, representing progress in addressing technology-facilitated sexual offences.
- Legislation continues to evolve, and it is only a matter of time before additional legal measures are introduced to address current gaps and better protect victims of digital exploitation.

***Item C.1 Received for information***

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## D. CONSENT AGENDA

1. Action Document
2. Quarterly Crime Statistics Report 2025 Q3
3. Events Calendar
4. DPD News Releases
5. Compliments for DPD Team
6. Communications Report 2025 Q3
7. Delta Optimist Op-Ed: Delta Police Officers Gear Up for Cops for Cancer
8. Delta Optimist Op-Ed: Reconciliation is Not Only About Remembering
9. Police Information Checks for Volunteers
10. E-Comm September Update for Police and Local Government Partners
11. Remembrance Day Ceremonies 2025

**Item D.11 pulled for discussion**

Jassie Ram clarified that Board members are to coordinate attendance among themselves and designated wreath-laying representatives advise her by email so event organizers can be notified accordingly.

***MOVED/SECONDED***

*THAT the Delta Police Board receive items D.1 through D.11 for information and approve where required.*

***CARRIED UNANIMOUSLY***

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## E. REPORTS & PRIORITY ITEMS

### 1. Chief's Reports

#### a. Chief's Monthly Activity Report - September 2025

#### b. Reserve Constable Program

Chief Sidhu provided an update on the Reserve Constable Program, emphasizing its role in both community engagement and recruitment for future officers. The 2026 class began training in October with 18 recruits, representing the program's most diverse cohort to date. Nearly half of

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past graduates have gone on to join DPD as Police Officers or Community Safety Officers, and current Reserves continue to contribute hundreds of volunteer hours at community events, strengthening connections with the public.

***In response to Board inquiries, it was noted that:***

- All forms of diversity are valued and prioritized within the Reserve Program, including gender, cultural, and experiential diversity. It was acknowledged that physical requirements can still present a barrier for some female applicants in policing.
- DPD continues to support initiatives such as the 30x30 Campaign, which aims to increase the representation of women in policing and identify additional strategies to encourage more women to apply.
- DPD's current representation of women within the organization is above the national average.
- The Wellness, Inclusion, Diversity and Equality (WIDE) Committee is scheduled to present to the Board in the new year to provide a more detailed overview of ongoing equity and inclusion initiatives.

**c. TFN Liaison Officer Position Overview and Impact**

Chief Sidhu provided an overview of the Tsawwassen First Nation Liaison Officer position, noting its role in strengthening trust, cultural understanding, and collaboration between DPD and TFN through a community-based policing model recognized nationally. He highlighted the long-standing partnership, current funding under the First Nations and Inuit Policing Program, and the ongoing work of Constable Chad Bristow in advancing justice partnerships, wellness supports, and youth engagement. Chief Sidhu emphasized that this remains one of DPD's strongest community partnerships and an important part of its commitment to reconciliation and community safety.

**d. 2022-2025 Strategic Plan: Key Performance Indicators 2025 Q3**

Chief Sidhu presented the 2025 Q3 Key Performance Indicators under the Community Safety and Well-Being Plan, highlighting results across the four pillars of Crime and Safety, Community Perception, Police Legitimacy, and Organizational Health and Efficiency. He noted that these metrics support accountability, performance tracking, and continuous improvement, and that work is underway to align future indicators with the priorities of the upcoming Strategic Plan.

**e. Taser 10 Field Trial**

Chief Sidhu reported that DPD was selected to participate in the provincial Taser 10 field trial, demonstrating readiness to meet all training, deployment, and data reporting requirements. He noted that the Taser 10 represents the next generation of conducted energy weapons, offering improved accuracy and performance, and that the Operational Skills Unit is leading the training and evaluation process. This initiative reflects DPD's commitment to modern equipment and enhanced safety for both officers and the public.

***Item E.1 received for information.***

**2. Governance Committee: Board Governance Manual and Rules Update, Municipal Police Board Regulations (Code of Conduct, Training Compliance and Meeting)**

Vice Chair Warren Dean Flandez, Chair of the Governance Committee, updated the Board on revisions to the Governance Manual and Rules to align with new Police Act regulations in B.C. (Regs. 113/2025,

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114/2025, 115/2025), clarifying procedures for Board conduct, meetings, training compliance, and conflict of interest declarations. He noted that the update also streamlines content, aligns practices with provincial standards, and outlines publishing and implementation steps.

***MOVED/SECONDED***

1. *THAT the Delta Police Board approve the proposed amendments to the Governance Manual and Rules, as outlined in Attachment A, to ensure compliance with B.C. Regulations 113/2025, 115/2025, and 114/2025.*

2. *THAT the Delta Police Board approve the procedural updates described below and further in this report, directing staff to implement them:*

- a. publish the updated Manual to the Board webpage and submit a copy to the Province's Police Governance Unit;*
- b. continue the practice that each member, at the start of their term and annually thereafter, reads the Province's Code of Conduct Regulation and signs the updated Conflict of Interest / Code of Conduct Declaration Form;*
- c. add a Conflict of Interest section to both the public and private agendas, providing Board members the opportunity, at every meeting, to declare and excuse themselves from any agenda items for which they may have a conflict;*
- d. revise the Board Meetings webpage and practices to align with B.C. Regulation 115/2025, including:*
  - regular meetings: post the agenda at least one week before the meeting;*
  - special meetings: post the agenda at least 24 hours before the meeting start time, except where the Regulation permits otherwise; and*
- e. continue posting the full open agenda package (agenda and supporting materials) at least two days before each regular meeting, with a social-media announcement linking to the materials.*

***CARRIED UNANIMOUSLY***

**Action:** Staff to update Board agenda templates to include a Conflict of Interest Declaration as a standing item.

**Action:** Staff to circulate the updated Code of Conduct and Conflict of Interest Acknowledgement Form to members for completion.

**Action:** Staff to update the Board Meetings webpage to align with B.C. Regulation 115/2025.

**Action:** Staff to file the updated Governance Manual and Rules with the Police Governance Union.

**Action:** Staff to upload a copy of the updated Governance Manual and Rules to the Board webpage.

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**F. NEW BUSINESS**

**1. No Items.**

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**G. 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**

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**H. ADJOURNMENT**

Delta Police Board Open Meeting adjourned at 10:10 am.

The next meeting of the Delta Police Board will take place on November 19, 2025.

|                                                                         |                                                                                           |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| <hr/> <div>Ian Tait<br/><b>Chair</b></div> <hr/> <div><b>Date</b></div> | <hr/> <div>Tracie Nunes<br/><b>Recording Secretary</b></div> <hr/> <div><b>Date</b></div> |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|

# DELTA POLICE BOARD OPEN MEETING 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    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------|-----------|
| <b>E.2 Governance Committee: Board Governance Manual and Rules Update, Municipal Police Board Regulations (Code of Conduct, Training Compliance and Meeting)</b><br>Update Board and Committee agenda templates to include a Conflict of Interest Declaration as a standing item.  | October 15, 2025 | Staff       | Complete  |
| <b>E.2 Governance Committee: Board Governance Manual and Rules Update, Municipal Police Board Regulations (Code of Conduct, Training Compliance and Meeting)</b><br>Circulate the updated Code of Conduct and Conflict of Interest Acknowledgement Form to members for completion. | October 15, 2025 | Staff       | Complete. |
| <b>E.2 Governance Committee: Board Governance Manual and Rules Update, Municipal Police Board Regulations (Code of Conduct, Training Compliance and Meeting)</b><br>Update the Board Meetings webpage to align with B.C. Regulation 115/2025.                                      | October 15, 2025 | Staff       | Complete. |
| <b>E.2 Governance Committee: Board Governance Manual and Rules Update, Municipal Police Board Regulations (Code of Conduct, Training Compliance and Meeting)</b><br>File the updated Governance Manual and Rules with the Police Governance Union.                                 | October 15, 2025 | Staff       | Complete. |
| <b>E.2 Governance Committee: Board Governance Manual and Rules Update, Municipal Police Board Regulations (Code of Conduct, Training Compliance and Meeting)</b><br>Upload a copy of the updated Governance Manual and Rules to the Board webpage                                  | October 15, 2025 | Staff       | Complete. |



# November 2025



| Sunday | Monday | Tuesday                                                       | Wednesday                                 | Thursday                                                                      | Friday | Saturday |
|--------|--------|---------------------------------------------------------------|-------------------------------------------|-------------------------------------------------------------------------------|--------|----------|
| 26     | 27     | 28                                                            | 29                                        | 30                                                                            | 31     | 1        |
| 2      | 3      | 4                                                             | 5                                         | 6                                                                             | 7      | 8        |
| 9      | 10     | 11<br>Remembrance<br>Day Events in<br>Ladner & North<br>Delta | 12                                        | 13                                                                            | 14     | 15       |
| 16     | 17     | 18                                                            | 19<br>Police Board<br>Meeting - City Hall | 20<br>Community Safety<br>Townhall - North<br>Delta Public<br>Safety Building | 21     | 22       |
| 23     | 24     | 25<br>Finance & RM<br>Committee<br>Meeting                    | 26                                        | 27                                                                            | 28     | 29       |
| 30     | 1      | Notes                                                         |                                           |                                                                               |        |          |

# December 2025



| Sunday | Monday | Tuesday                   | Wednesday                                              | Thursday            | Friday           | Saturday |
|--------|--------|---------------------------|--------------------------------------------------------|---------------------|------------------|----------|
| 30     | 1      | 2<br>HR Committee Meeting | 3<br>Governance Committee Meeting                      | 4                   | 5                | 6        |
| 7      | 8      | 9                         | 10                                                     | 11                  | 12               | 13       |
| 14     | 15     | 16                        | 17<br>Police Board Meeting - ND Public Safety Building | 18                  | 19               | 20       |
| 21     | 22     | 23                        | 24                                                     | 25<br>Christmas Day | 26<br>Boxing Day | 27       |
| 28     | 29     | 30                        | 31                                                     | 1                   | 2                | 3        |
| 4      | 5      | Notes                     |                                                        |                     |                  |          |



# **2025 October News Releases**



## News Release



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4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

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Release October 19<sup>th</sup>, 2025 11:00 am  
date/time:

Incident: Shooting

Date/Time: October 19<sup>th</sup>, 2025

Location: 11300 block 82<sup>nd</sup> Ave, Delta

DPD file: 2025-20006

**Media Contact:**

**S/Sgt. Mike Whiteley**  
Media Relations Officer  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

### **Shooting Incident – 11300 Block 82<sup>nd</sup> Avenue, Delta**

*Delta, BC* – On October 19<sup>th</sup>, at approximately 5:00 am, the Delta Police Department (DPD) responded to a shooting into an unoccupied residential basement suite in the 11300 block of 82<sup>nd</sup> Ave. Preliminary investigation indicates this to be a targeted incident, but it does not appear to be extortion-related.

A suspect wearing a dark hoodie and a facial covering was captured on CCTV along with an associated white sedan.

DPD officers will be conducting door-to-door canvassing in the area. Investigators are seeking any information or video footage around the time of the incident.

Anyone with information, CCTV footage, or dash camera video is asked to contact the Delta Police Department at 604-946-4444 or via email at [tips@deltapolice.ca](mailto:tips@deltapolice.ca).



## Shooting Incident



Read caption for more

## News Release



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4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

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Release October 26<sup>th</sup>, 2025 10:00 am  
date/time:

Incident: Extortion-Related Shooting

Date/Time: October 26<sup>th</sup>, 2025 at 2:43 am

Location: 11200 block 78B Ave, Delta

DPD file: 2025-20472

**Media Contact:**

**S/Sgt. Mike Whiteley**

Media Relations Officer

604.940.5016

[media@deltapolice.ca](mailto:media@deltapolice.ca)

### **Shooting Incident – 11200 Block 78B Avenue, Delta**

*Delta, BC* – On October 26<sup>th</sup>, at approximately 2:43 am, the Delta Police Department (DPD) responded to a report of a possible shots fired into a residence in the 11200 block of 78B Ave. DPD officers arrived on scene and located shell casing and confirmed several shots into the residence. The residence was occupied at the time of the shooting, but no one was injured.

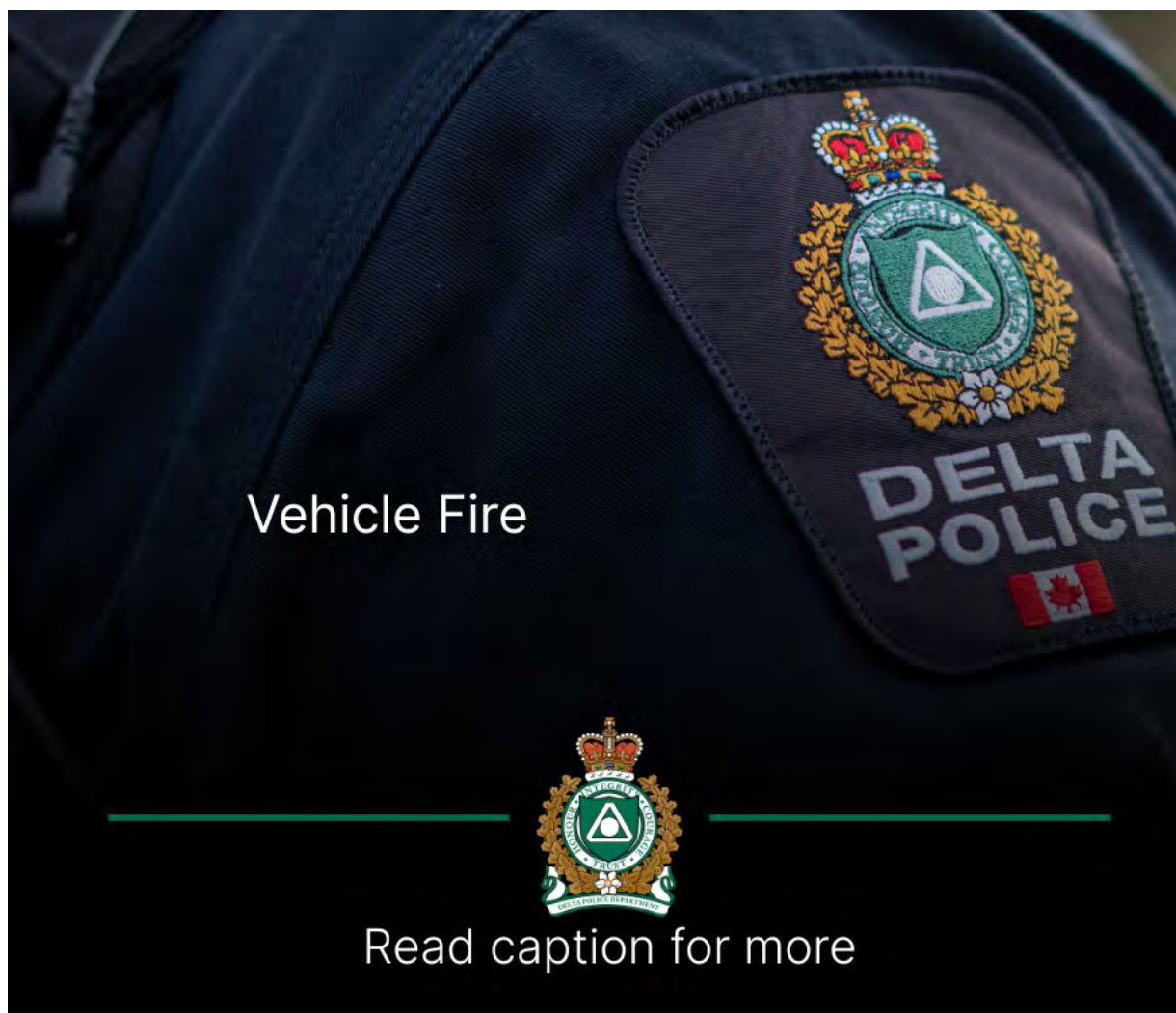
CCTV shows a suspect getting out of a white SUV and fire multiple shots into the residence before fleeing the scene.

Preliminary Investigation indicates this to be a targeted incident and related to an extortion investigation. Investigators will be liaising with police partners and the Provincial Extortion Task Force to determine if there are any links to other files.

DPD officers will be conducting door-to-door canvassing in the area. Investigators are seeking any information or video footage around the time of the incident.

Anyone with information, CCTV footage, or dash camera video is asked to contact the Delta Police Department at 604-946-4444 or via email at [tips@deltapolice.ca](mailto:tips@deltapolice.ca).





## News Release



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4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4444

deltapolice.ca

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Release October 28, 2025, at 3:00 pm  
date/time:

Incident: Vehicle Fire

Date/Time: October 26, 2025, at 11:20 pm

Location: 7000 Block of Highway 17

DPD file: 25-20523

**Media Contact:**

**S/Sgt. Mike Whiteley**

Media Relations Officer

604.940.5016

[media@deltapolice.ca](mailto:media@deltapolice.ca)

### Vehicle Fire

*Delta, BC* – On October 26, 2025, at approximately 11:20 pm, the Delta Police Department responded to a report of a motor vehicle incident and subsequent vehicle fire in the 7000 block of Highway 17.

Despite the efforts of attending emergency personnel, the vehicle's sole female occupant was tragically pronounced deceased at the scene. The Delta Police Department extends sincere condolences to the victim's family during this difficult time.

Together with the BC Coroners Service, the DPD is investigating the circumstances surrounding this incident.

Anyone with information, or who may have been travelling on Highway 17 around the time of the incident and has dash camera footage, is asked to contact the Delta Police Department at **604-946-4444** or email [tips@deltapolice.ca](mailto:tips@deltapolice.ca).



April 1, 2024 – March 31, 2025

# 2024-2025 PRIMECorp Annual Report

## VISION

Safer communities in British Columbia through excellence in police information management.

## MISSION

To help police in their public safety mandates through excellence and innovation in information services delivery and technology.

## VALUES

Our values guide how we carry out our work: Respect, Integrity, Collaboration, Accountability and Service.



## Land Acknowledgement

We respectfully acknowledge that PRIMECorp's office is located on the unceded territories of the xʷməθkʷə́y̓ əm (Musqueam), Skwxwú7mesh (Squamish), sə́lilwə́təł (Tsleil-Waututh), and kʷíkʷə́ləm (Kwkwetlem) Peoples.

PRIMECorp and our staff are grateful to live, work, and be in relation with people from across many traditional and unceded territories, covering all regions of British Columbia. We are honoured to live on this land and are committed to reconciliation, decolonization, and building relationships in our communities.

## About PRIME-BC

PRIME-BC (Police Records Information Management Environment) is the information management system police across British Columbia use to access data and other critical information that helps them prevent and solve crime. It is the only multi-jurisdictional police records management and computer-aided dispatch system covering an entire province in Canada and is described as unique, leading edge and a model for sharing police information in North America. PRIME-BC facilitates the sharing of information between agencies and real-time access to the vital data that supports frontline policing, criminal investigations and crime analysis. The PRIME-BC system supports 14 independent and provincial police agencies and 135 RCMP detachments in British Columbia. More than 10,000 police officers interact with PRIME-BC.

## About PRIMECorp

PRIMECorp is the organization that manages PRIME-BC by providing operational and technical support for the system. In short, PRIMECorp is the custodian of police information and data contained within PRIME-BC. The nine-member Board of Directors, composed of senior police officials and representatives from both municipal and provincial government, oversees PRIMECorp. The Board is responsible for the organization's strategic direction and its financial and operational results.

## Strategic Action Plan

PRIMECorp's Strategic Action Plan has served as a forward-looking framework aligned with the public safety objectives of the policing community and the broader justice system in British Columbia. As PRIMECorp's first long-term comprehensive strategy, it has guided the organization's direction through to 2025. In support of the organization's key commitments, PRIMECorp achieved significant success in delivering on the three key initiatives (service delivery evolution, digital evidence management and CAD and RMS evolution) outlined in the Strategic Action Plan. These achievements underscore the success of the Strategic Action Plan in guiding the organization over the last 5 years.

With the completion of the current plan, PRIMECorp will begin the development of a new strategic plan in 2026 to continue advancing its mission and responding to emerging priorities. The current plan is available at <https://www.primecorpbcc.ca/strategic-plan/>

## Welcome Message from the Chair of the Board

On behalf of the Board of Directors of PRIMECorp, I am pleased to present you with the 2024-25 Annual Report. The report highlights key achievements made by PRIMECorp as well as a look ahead to future direction of the organization.

PRIMECorp is a leader in technology and innovation, and through its strong leadership and corporate culture, maintains a people-first philosophy with its employees and stakeholders.

It is a privilege to serve as Board Chair and to be privy to the changing landscape of police technologies that will enhance public safety throughout our province.

**MATTHEW BROWN,**  
Chair, Board of Directors

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*In 2024–25, PRIMECorp prioritized the successful completion of the Records Management System (RMS) upgrade while strategically strengthening its corporate foundation. These efforts were aimed at enhancing organizational resilience and ensuring the capacity to effectively support the evolving needs of the policing community into the future.*



## Transforming Today, Empowering Tomorrow



*Proudly supporting the British Columbia Policing community through PRIME-BC.*

This past year marked a major milestone for PRIMECorp and the policing community in British Columbia. In 2024–2025, we successfully completed a province-wide upgrade of the Records Management System (RMS), which supports over 10,000 police officers and 4,000 civilian staff. This complex and critical initiative represents one of the most significant technical undertakings in our history and reflects our commitment to delivering reliable and modern information systems to those who serve and protect our communities.

Throughout the year, we continued to build strong partnerships and foster collaboration with our stakeholders. We maintained our engagement with RoadSafetyBC to support the advancement of the e-ticketing program, while also working closely with the BC Prosecution Service to develop an end-to-end electronic disclosure process. These efforts underscore our role as a trusted partner in driving digital transformation within the public safety sector.

Following the successful build-out of our internal corporate services in 2023–2024, we made the strategic decision to bring several essential technology services in-house. This marks a significant evolution in our operational model and reduces our reliance on long-term external providers. By doing so, we are better positioned to enhance service delivery, increase agility, control costs, and strengthen internal capacity.

Looking ahead, 2025–2026 will be another year of transition and opportunity. We will focus on growing and empowering our internal

teams, creating a more flexible and responsive organization that can continue to adapt to the needs of law enforcement across British Columbia.

We remain proud of our strong fiscal stewardship, having successfully managed our operations within projected increases despite ongoing economic pressures. The support of our Board of Directors and our commitment to sound financial management will continue to be central to our approach.

On behalf of PRIMECorp, we extend our heartfelt thanks to Jason Laidman, Deputy Chief Constable of the Victoria Police Department (retired), and to Oliver Grüter-Andrew, President & CEO of E-Comm 9-1-1 for their exceptional leadership and service on the PRIMECorp Board of Directors.

We also warmly welcome Deputy Chief Constable Darrell Underwood from the Saanich Police Department who joined our Board in June 2025.

On a final note, I want to acknowledge the dedication, professionalism, and innovation of our staff, who exemplify our core values—Respect, Integrity, Collaboration, Accountability, and Service. Together, we remain steadfast in our mission to support police in their public safety mandates through excellence in information services and technology delivery.

**WAYNE PLAMONDON,**  
Chief Executive Officer

## Operational and Technical Highlights

*PRIMECorp is the custodian of police information and data contained within PRIME-BC.*

### Records Management System (RMS)

Our main project focus in 2024-25 continued to prepare for the upgrade of the RMS to its latest version. In concert with its police agency partners, PRIMECorp completed the upgrade in the fall of 2024. This has resulted in the modernization of the information technology infrastructure used for the RMS, migration to a modern and supportable database system, in addition to transitioning to the most recent software platform offered by our RMS vendor. The project also included modernizing aspects of the system for data analytics and crime analysis for the agencies.

### Digital Evidence Management System (DEMS)

In 2024-25, PRIMECorp continued work to implement a new cloud-based solution for a provincial system to store, manage, analyze and disclose evidence that has been gathered digitally. The provincial government has made use of this system mandatory for all B.C. police agencies. By the end of the fiscal year over 3,150 users across a number of police agencies are active on the system with the rollout continuing. PRIMECorp also collaborated with our Justice partners on integration between police systems and justice systems for improving the transfer of evidence from the police to the Crown.

### HealthIM

HealthIM software supports first responders during emergency mental health crisis calls. The BC Association of Chiefs of Police (BCACP) is leading a project to deploy this software to all law enforcement agencies. The goal of the system is to drive meaningful changes in British Columbia policing by providing frontline officers with tools to safely de-escalate crises and guide citizens with mental health struggles to the appropriate care pathways. PRIMECorp's role is to develop an integration so that data from the HealthIM application can be stored into the RMS.



## Financial Overview

### Summary Statement of Operations

Year ended March 31, 2025, with comparative information for FY 2023-24.

|                                            | Budget    | 2024-25   | 2023-24   |
|--------------------------------------------|-----------|-----------|-----------|
|                                            | ('000)    | ('000)    | ('000)    |
| Revenues                                   | \$ 16,658 | \$ 18,770 | \$ 17,149 |
| Expenses                                   | 16,568    | 18,080    | 16,606    |
| Annual surplus                             | 90        | 690       | 543       |
| Accumulated surplus, beginning of the year | 8,590     | 8,590     | 8,046     |
| Accumulated surplus, end of the year       | \$ 8,680  | \$ 9,280  | \$ 8,589  |
| Net financial assets                       | \$ 5,222  | \$ 4,606  | \$ 5,527  |

The Summary Statement of Operations has been excerpted from the Audited Financial Statements – Statement of Operations; to obtain copies of PRIMECorp's 2024-2025 Audited Financial Statements, including the Auditor's Report and Notes to the Financial Statements, please visit <https://www.primecorpbcc.ca/>

### 2024-25 Fiscal Year Financial Highlights

During the 2024-25 fiscal year, PRIMECorp continued its focus on building out its corporate structure, advancing and enhancing its technology solution management and oversight, and successfully completing the RMS 8 and Dataviews implementation. Despite elevated technology costs, PRIMECorp ended the 2024-25 fiscal year with an annual net surplus of \$689K, increasing the accumulated surplus to \$9.3M. The accumulated surplus<sup>1</sup> is a key measure of PRIMECorp's financial strength and long-term sustainability. Net of the annual surplus, the outlay of funds for capital expenditures and additional maintenance support contracts resulted in a decrease in net financial assets to \$4.6M.

As revenue sources are relatively stable and fixed, the surplus is mainly attributed to a reduction in operating expenditures; delays and/or postponements of technology projects have resulted in reduced and deferred spending, and uncontrollable timing differences related

to expenditures that were not incurred in the budgeted timeframe further contributed to the operating expense reduction.

PRIMECorp's 2024-25 year-end financial results demonstrate its strong financial health. The organization continued delivering essential services in support of BC policing operations while also investing in technical infrastructure to meet its asset replacement and growth requirements.

### Looking Ahead

Earlier this year, PRIMECorp's Board of Directors approved the termination of technical support operations from the E-Comm technical services Master Services Agreement ("MSA")<sup>2</sup>. The organization has begun transitioning the majority of these services in-house, to be managed and supported directly by PRIMECorp staff. This will position PRIMECorp to be more agile and responsive to the needs of our clients, while providing PRIMECorp with greater control over its technical services delivery and costs. The top priority throughout this transition is to maintain the high level of service delivery our clients and stakeholders expect. Transitioning to self-serve technical services will be best suited to support PRIMECorp's requirements for a secure, reliable, and financially conservative environment that is responsive to evolving stakeholder needs.

<sup>1</sup> Accumulated surplus is the amount by which Financial Assets exceed all liabilities and it is represented by Net Financial Assets of \$4.6M (which is PRIMECorp's reserve funds) and Non-Financial Assets of \$4.7M (comprised of capital assets and prepaid expenses)

<sup>2</sup> PRIMECorp currently holds a contract with E-Comm for the provision of several critical technology services, including corporate IT support, network infrastructure, and initial service desk response. This contract is set to expire on March 31, 2026.



Website: <https://www.primecorpbc.ca/>

## 2025–2026 PRIMECorp Board of Directors\*

### **Matthew Brown**

Board Chair, Executive Director, Municipal Policing Governance and Community Safety Division, Policing and Security Branch, Ministry of Public Safety and Solicitor General

### **Jason Jaschinsky**

Director General, Information Management Technology Branch, RCMP E-Division

### **Gord Klassen**

Councillor, City of Fort St. John (nominated by UBCM)

### **Darrell Underwood**

Deputy Chief Constable, Saanich Police Department

### **Todd Matsumoto**

Deputy Chief Constable, Surrey Police Service

### **Dwayne McDonald**

Deputy Commissioner, RCMP E-Division

### **Tyrone Sideroff**

Superintendent of Information Services, Support Services Division, Vancouver Police Department

### **Kim Singh**

Manager, Police Services, City of Coquitlam (nominated by UBCM)

### **David Stuart**

CAO, District of North Vancouver (nominated by UBCM)

## PRIMECorp Leadership Team\*

### **Wayne Plamondon**

Chief Executive Officer

### **Donna Mah**

Director, Finance

### **Russ Erickson**

Director, Technology

### **Brock Smith**

External Legal Counsel and Corporate Secretary

*\*As of June, 2025*

## E-COMM OCTOBER UPDATE FOR POLICE AND LOCAL GOVERNMENT PARTNERS

As part of our ongoing effort to improve our communication with our partners and stakeholders, we are committed to continuing to provide and improve these monthly progress updates. We welcome your feedback on potential improvements.

Nancy Blair,  
Interim President & CEO

### Service levels and call volumes to September 30, 2025

- **9-1-1 service levels exceed target during busiest quarter:** Despite the usual influx in 9-1-1 call volumes over the summer, year-to-date service levels remained above target in September at 97% of 9-1-1 calls answered within 5 seconds or less (target: 95%).
- **Strong Q3 for police and fire call-taking:** For Q3, police emergency call-taking was at 90% in the Lower Mainland and meeting the 88% target of calls answered within 10 seconds or less on Vancouver Island. Fire emergency call-taking was at 96% (target: 90% calls within 15 seconds).
- **Decrease in YTD 9-1-1 call volumes but more non-emergency (NER) calls:** Year-to-date 9-1-1 call volumes have decreased by 3% from 2024. The number of non-emergency calls E-Comm handles increased in the Lower Mainland (+7.5%) and on Vancouver Island (+3.3%). The return of full-time call-taking for the West Vancouver, New Westminster, and Delta police departments due to key enhancements to E-Comm's service is a factor in the increase.
- **Increased utilization of call-back option for NER calls:** Over 1,000 more callers used the call-back request option to file a non-emergency police report in Q3 2025 compared to Q3 2024. Of those requests, 85% of callers were successfully reached to file their report. E-Comm's new NER platform launched in 2024 offers estimated wait times, SMS text capability and call-backs.
- **Continued reliability of radio service:** 15 million+ radio transmissions were made with the 15,276 radios on E-Comm's network in September with no disruptions. Over 1,000 new generation Motorola radios were recently purchased, offering partners enhanced options such as fail-over capabilities to a cellular network.

### Other updates to note

- **Launch of new self-service dashboard for fire agencies:** As part of modernizing our data and analytics capabilities, a new interactive dashboard is being rolled out to our fire dispatch partners, providing them access to key metrics like service levels and dispatch operations data.
- **Next Generation 9-1-1 (NG9-1-1):** The phased implementation of NG9-1-1 is planned to begin in January 2026 and continue over several months with the transition of our contracted partners to the new network. E-Comm's technology team used a 12-hour planned evacuation of call-taking and dispatch operations to complete key technology work and we continue to learn from agencies who have recently transitioned to NG9-1-1, including Surrey Fire Services.
- **Police training sessions for dispatchers:** E-Comm dispatchers were offered the chance to participate in training sessions offered by specialized units within the Vancouver Police Department, with a focus on shared areas of interest and collaboration such as tactical operations, mental health response, drone capabilities and file management initiatives.
- **FIFA World Cup preparations:** With less than nine months to go, E-Comm's preparations for FIFA are ramping up, with the refinement of staffing plans, participation in partner working groups and tabletop exercises with the Integrated Safety & Security Unit (ISSU).
- **Engagement at UBCM:** E-Comm attended this year's Union of BC Municipalities in Victoria, engaging in conversations around emergency communication services.



## OCTOBER 2025 UPDATE

### LOWER MAINLAND YEAR-TO-SEPT 30

|                      | Target   | 2021 | 2022 | 2023 | 2024 | 2025 |
|----------------------|----------|------|------|------|------|------|
| 9-1-1                | 95%/5s   | 94%  | 98%  | 98%  | 98%  | 97%  |
| Police Emergency     | 88%/10s  | 86%  | 84%  | 88%  | 91%  | 91%  |
| Police Non-Emergency | 80%/180s | 58%  | 43%  | 63%  | 79%  | 81%  |
| Fire Emergency       | 90%/15s  | 91%  | 89%  | 93%  | 94%  | 96%  |

### VANCOUVER ISLAND YEAR-TO-SEPT 30

|                      | Target   | 2021 | 2022 | 2023 | 2024 | 2025 |
|----------------------|----------|------|------|------|------|------|
| 9-1-1                | 95%/5s   | 94%  | 98%  | 98%  | 98%  | 97%  |
| Police Emergency     | 88%/10s  | 90%  | 88%  | 87%  | 90%  | 90%  |
| Police Non-Emergency | 80%/180s | 86%  | 81%  | 80%  | 80%  | 83%  |

### TRANSFORMATION & OPERATIONS UPDATES



518,984 9-1-1 calls in Q3 2025 (July - September)



New self-serve analytics dashboards for fire agencies



More callers to non-emergency using enhanced call-back feature



Phased implementation of NG9-1-1 planned to begin in early 2026

**E-Comm Call Takers  
 Take on Tour de Coast for  
 Childhood Cancer**



*To E-Comm's 9-1-1 call-taking, police and fire communications, and radio partners*

Dear valued local government and agency partner of E-Comm,

The Province this morning has released [the report of its independent review of E-Comm](#) completed by EY, as well as a [second report identifying options for the future state of 9-1-1 in B.C.](#)

We want you to know that we accept the findings of the review, we recognize the urgency of the improvements required, particularly in our governance and financial management, and we are committed to take the steps needed to rebuild your trust as our partners.

In particular, we are committed to work with the Province and you to develop an action plan to prioritize and implement the recommendations as quickly as possible. Our Board has a critical role to play in this process and will be actively involved in setting the direction for E-Comm's strategy, and holding management accountable for progress and results.

We are heartened that the report also acknowledges the operational and service improvements achieved to date, which have been enabled by the extraordinary work of our staff, and we are committed to protect and build on these improvements.

We will be following up with you in the days ahead regarding E-Comm's next steps, once our board and management team have had an opportunity to fully review and consider the report's findings. In the meantime, we welcome your feedback and advice, as we undertake this important work.

Sincerely,

**Nancy Kotani**, Chair, Board of Directors

**Nancy Blair**, Interim President & CEO

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Questions? Reply to this email or email [updates@ecomm911.ca](mailto:updates@ecomm911.ca).



E-Comm is the first point of contact for 9-1-1 callers in 25 regional districts in British Columbia and provides dispatch services for more than 70 police agencies and fire departments across the province. E-Comm also owns and operates the largest multi-jurisdictional, tri-service, wide-area radio network in the province used by police, fire and ambulance personnel throughout Metro Vancouver and parts of the Fraser Valley.





## January

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## May

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## June

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## July

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## September

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## October

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## November

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## December

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| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 |    |    |

Board Mtg  
9:00 am  
Council  
Chambers

Board Mtg  
9:00 am  
ND PSB

F&RM Comm  
10:00 am

HR Comm  
9:00 am

Gov Comm  
9:00 am

Public  
Holiday

BCAPB  
Conference  
Whistler



# DELTA POLICE BOARD

Excellence in Policing

|                                                                                                                                        |                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
| <b>DATE</b><br>2025-11-12                                                                                                              | <b>SUBMITTED BY</b><br>Harj Sidhu, Chief Constable |
| <b>SUBJECT</b><br><b>Chief Constable Monthly Activity Highlights - October 2025</b>                                                    |                                                    |
| <b>ACTION REQUIRED</b><br><input checked="" type="checkbox"/> For Information<br><input type="checkbox"/> For Approval/Action/Decision |                                                    |

| Date             | Activity                                                              |
|------------------|-----------------------------------------------------------------------|
| October 3, 2025  | Attended Times of Canada Diwali Gala                                  |
| October 6, 2025  | Attended VPD Change of Command Ceremony                               |
| October 7, 2025  | Attended Monthly BC Association of Municipal Chiefs of Police Meeting |
| October 9, 2025  | Attended Monthly Senior Leadership Meeting                            |
| October 15, 2025 | Attended Monthly Police Board Meeting                                 |
| October 16, 2025 | Attended DPD Retirement Dinner                                        |
| October 17, 2025 | Attended Provincial Extortion Task Force Meeting                      |
| October 17, 2025 | Attended DIYAFest                                                     |
| October 20, 2025 | Presented DPD Budget Update at City Council Meeting                   |
| October 22, 2025 | Attended TBA Event                                                    |
| October 27, 2025 | Attended Quarterly Port Police Meeting                                |
| October 29, 2025 | Attended Body Worn Camera Committee Meeting                           |
| October 29, 2025 | Attended City Open House and Council Budget Workshop #1               |
| October 30, 2025 | Attended City Open House and Council Budget Workshop #2               |
| October 31, 2025 | Attended Provincial Extortion Task Force Meeting                      |



## DELTA POLICE BOARD

Excellence in Policing

OP F.1c

|                                                                                                                                        |                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| <b>DATE</b><br>2025-11-05                                                                                                              | <b>SUBMITTED BY</b><br>Harj Sidhu, M.O.M.<br>Chief Constable |
| <b>SUBJECT</b><br><b>Promotion Process Results</b>                                                                                     |                                                              |
| <b>ACTION REQUIRED</b><br><input checked="" type="checkbox"/> For Information<br><input type="checkbox"/> For Approval/Action/Decision |                                                              |

### PURPOSE

To update the Delta Police Board on the results of the Community Policing Bureau Superintendent and Inspector Promotion process.

### DISCUSSION

Following the recent promotion process to fill vacancies in the Delta Police Department (DPD) Community Policing Bureau resulting from attrition and reassignments, the process has now concluded. I am pleased to announce the successful candidates and their respective assignments:

- Superintendent Jody Waldron - Community Policing Bureau
- Inspector Jill Long - Patrol, Community Policing Bureau

Both Jody and Jill began their policing careers with the DPD and have progressed through the ranks, consistently demonstrating leadership, professionalism, and a strong commitment to our team and community.

This is a significant milestone not only for Jody and Jill, but for our entire organization. Their success reflects the strength and depth of leadership within the DPD. I am confident they will continue to make a meaningful impact and valuable contributions as they formally take on these roles.

#### Superintendent Jody Waldron



Superintendent Jody Waldron began her career with the Delta Police Department (DPD) in 1993 as a dispatcher and later became a Dispatch Supervisor. Inspired by her experiences supporting frontline operations, she pursued her goal of becoming a police officer and was sworn in as a Constable in 2002. Her early experience in communications shaped her collaborative and service-oriented approach.

Over the years, Jody has served in Patrol, Strike Force, Investigative Services, and the Sexual Offence Section, and has held several key leadership roles, including Watch Commander in Patrol and Patrol Inspector. She helped modernize the DPD's approach to team

development, leading the establishment of the Recruiting and Professional Development Section. She is known for her people-first leadership style, commitment to mentorship, and focus on building strong, engaged teams.

Raised in Tsawwassen and a graduate of South Delta Secondary School, Jody remains connected to the community she serves, where she and her husband continue to raise their sons. Outside of work, Jody enjoys CrossFit, sewing, skiing, and spending time with her family at the cabin. She is also a proud coach of BC Special Olympics athletes.

### **Inspector Jill Long**



Inspector Jill Long has been with the Delta Police Department (DPD) for over two decades, joining in 2004 as a Constable. Throughout her career, she has served in several key roles, including Drug Section Sergeant, Platoon Watch Commander, Staff Sergeant in Investigative Support, and Acting Inspector in the Patrol Division.

Jill is recognized for her operational leadership, investigative expertise, and commitment to team development. She has led several major multi-jurisdictional drug investigations, resulting in precedent-setting convictions and the region's first seizure of a fentanyl processing lab. She is also a qualified drug expert and undercover operator.

Jill holds a Master's degree in Educational Psychology and bring strong commitment to professional development and community engagement. Outside of work, she enjoys fitness, running, soccer, coaching, and travel.

## **25 Traffic Officers Recognized for Excellence at BC Association of Chiefs of Police Traffic Safety Awards Ceremony**

Richmond, BC October 24, 2025

On October 17, 2025, the BC Association of Chiefs of Police (BCACP) Traffic Safety Committee rewarded top performers in making our roads safer at its annual Traffic Safety Awards Luncheon. The awards were presented at the Executive Hotel Vancouver Airport in Richmond, BC as part of the Traffic Safety Committee's 3-day annual meeting.

The BCACP awards ceremony shows the commitment to rewarding excellence in the delivery of traffic safety programs throughout the Province of British Columbia. The committee helps promote road safety by identifying, prioritizing, and addressing issues common to police, their communities, and their partners. Through Canada's Road Safety Strategy 2025, all police are accountable to their communities to develop tactics and deliver initiatives that address the harm that occurs on our roadways.

The awards event honours members of law enforcement agencies across British Columbia for noteworthy performances in five categories: Outstanding Traffic Team Effort, Traffic Safety Education, Criminal Interdiction/Civil Forfeiture, Traffic Law Enforcement, and Collision or Crash Investigation. This year, a special recognition was also given to a recently retired traffic officer for his long-term commitment to the Traffic Safety Committee.

The awards were delivered by members of the Traffic Safety Committee's Administration, Training and Recognition Subcommittee and Traffic Safety Committee co-chair, Chief Superintendent Stephen Cocks, Officer in Charge of BC Highway Patrol. Mr. Toby Louie, Assistant Deputy Minister and Superintendent of Motor Vehicles with RoadSafetyBC (Ministry of Public Safety and Solicitor General) gave a special address.

Traffic Safety Committee co-chair, Inspector Earl Andersen, from Surrey Police Service, said, "The people and teams we recognized this year demonstrate excellence in road safety, an area of policing that affects us all. Their leadership, innovation, and dedication show the commitment we all make each day to getting home safely."

The 2024 award winners are:

Long term Involvement on the Traffic Safety Committee (10 years) - Retired Sergeant Mark Braithwaite, West Vancouver Police Department

Outstanding Traffic Team Effort – Chilliwack RCMP, Joint Forces Operation

Traffic Safety Education – Constable Andrew St. Arnaud, Delta Police Department

Criminal Interdiction/Civil Forfeiture – Traffic Enforcement Unit, Abbotsford Police Department

Traffic Law Enforcement – Constable Jaswinder Diyal, Coquitlam RCMP

Collision or Crash Investigation – Criminal Collision Investigation Team, Surrey RCMP/Provincial Operational Support Unit

Traffic enforcement reduces crashes, protects vulnerable road users, helps solve some specific crimes, and reduces overall harm to people and property in the community being served. The contributions officers are making this year towards road safety and traffic enforcement in British Columbia are eligible for recognition at next year's awards ceremony. Planning is currently underway for the October event. The nomination period will open in early 2026 and conclude at the end of June 2026.



[Canada.ca](#) › [Department of Justice Canada](#)

# Canada introduces sweeping reforms to make bail laws stricter and toughen sentencing laws

From: [Department of Justice Canada](#)

## News release

*Over 80 clauses of targeted changes to bail and sentencing, following extensive consultations*

**October 23, 2025 – Ottawa, ON – Department of Justice Canada**

Canada's new government is introducing sweeping reforms to make bail laws stricter and sentencing laws tougher for repeat and violent offending, to support the front lines, and to invest in long-term prevention.

Today, the Honourable Sean Fraser, Minister of Justice and Attorney General of Canada, announced the introduction of the *Bail and Sentencing Reform Act*. The reforms would introduce over 80 clauses of targeted changes to the bail and sentencing framework in the *Criminal Code*, informed by extensive consultations. They would also make amendments to improve the youth justice system.

### **Stricter bail laws**

The Act would make bail stricter and harder to get, including in cases of repeat and violent offending. It would create new reverse onuses, meaning the starting point is detention and the accused would have to prove why they should be released on bail.

When considering whether to grant bail, the amendments would direct police not to release an accused when it is against the public interest or when detention is needed to protect victims, or witnesses. Courts would be required to consider specific factors, including if the allegations involved random or unprovoked violence and if the accused has any outstanding charges, and to set stricter conditions, including weapons bans. Changes would make clear that in reverse onus cases, courts must closely scrutinize the bail plan of the accused, who would be required to clearly demonstrate that their plan is reliable and credible, in order to be released on bail.

### **Tougher sentencing laws**

The Act would also toughen sentencing laws for repeat and violent crime, including car theft and extortion, meaning those found guilty can spend more time in prison. Proposed amendments would require consecutive sentences for violent auto theft and break and enter, and extortion and arson, and allow them for repeat violent offending. This means serving one sentence after another instead of serving sentences for multiple offences at the same time.

New aggravating factors would apply to crimes against first responders, retail theft, and theft or mischief that harms essential infrastructure. The Act would also end house arrest for certain sexual assault and child sexual offences, restore driving prohibitions for criminal negligence causing bodily harm and death and manslaughter, and strengthen fine enforcement.

These changes to the *Criminal Code* by the federal government will only be effective if provincial and territorial governments do their part in supporting their implementation. This includes properly managing and resourcing the administration of justice, including police and prosecution services under their jurisdiction, bail courts, bail supervision programs, provincial courts, jails and victim services. The federal government looks forward to continuing to work with provincial and territorial governments to ensure the proper functioning of the criminal justice system.

A strong Canada means strong protections for our communities and a *Criminal Code* that responds to emerging threats, protects victims of crime, and keeps our kids safe. This is the latest in a series of reforms to strengthen community safety and Canada's justice system. In the coming months, the Government of Canada will bring forward further changes to address court delays, strengthen victims' rights, better protect people facing sexual and intimate partner violence, and keep children safe from horrific crimes.

# Quotes

"Canada's new government is moving ahead with sweeping reforms to keep Canadians safe. We're proposing over 80 clauses of targeted changes that will make bail harder to get while also toughening sentencing laws for repeat and violent offenders. We are supporting police on the front lines, and we are investing in long-term prevention, like housing, mental health, and youth programs, so communities are safer over time. In the coming months, we will also bring forward additional measures to better protect people facing sexual and intimate partner violence, and to keep children safe from horrific crimes."

*The Honourable Sean Fraser, P.C., K.C., M.P.*

*Minister of Justice and Attorney General of Canada and Minister responsible for the Atlantic Canada Opportunities Agency*

## Quick facts

- While the national police-reported crime rate decreased between 1998 and 2014 (-37%), it has started an upward trend (+12%) between 2014 and 2024. While there has been a 4% decrease in 2024 compared to 2023, everyone in Canada, alongside the Government, are deeply concerned with the overall rise in crime over the past decade.
- Since 2014, police-reported crime rates have increased, particularly for homicide, sexual assault, extortion, child sexual offending, violent firearm offences and various other property crimes. Canada's Violent Crime Severity Index was 41% higher in 2024 than it was in 2014.

- OP F.1e
- Recidivism (i.e., reoffending) rates have generally declined over the past 10 years. However, offenders with 10 or more prior convictions were much more likely to be reconvicted within 3 years than those with 9 or less prior convictions.<sup>41</sup>
- Those released from custody are more likely to reoffend as compared to those who were subject to some form of community supervision. Reoffending frequently involves a breach of conditions associated with previous criminal justice system involvement.
- Canada's criminal justice system is a shared responsibility of the provinces, territories and the federal government. The federal government is responsible for enacting criminal law, while provincial and territorial governments are responsible for the administration of justice. Provinces are responsible for conducting most bail hearings and enforcing bail conditions, as well as operating most remand facilities. Several provinces have recently taken steps to address the issue of repeat violent offenders.

## Related products

- [Backgrounder: Bail and Sentencing Reform Act: Proposed legislation to make bail laws stricter and toughen sentencing laws](#)

## Associated links

- [Infosheet: Federal, Provincial and Territorial Responsibilities in Canada's Criminal Justice System](#)
- [Backgrounder: The Bail Process](#)

- Statement: Joint Statement by Ministers Fraser, Anandasangaree, and Secretary of State Sahota following the Federal-Provincial-Territorial Meeting of Ministers of Justice and Public Safety - Canada.ca
- Video and Photo Gallery

## Contacts

### For more information, media may contact:

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Manager of Media Relations

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Minister responsible for the Atlantic Canada Opportunities Agency

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## Stay Connected

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# Bail and Sentencing Reform Act: Proposed legislation to make bail laws stricter and toughen sentencing laws

## Background

On October 23, 2025, following extensive consultations, the Government of Canada introduced legislation to make bail laws stricter and toughen sentencing laws. The legislation proposes over 80 clauses of targeted changes to the *Criminal Code*, the *Youth Criminal Justice Act* (YCJA) and the *National Defence Act*.

The legislation focuses on two main areas of reform:

- stricter bail laws to address violent and repeat offending, and organized crime
- tougher sentencing laws for serious and violent crimes

The *Bail and Sentencing Reform Act* is the latest in a series of reforms to strengthen community safety and Canada's justice system. In the coming months, the Government of Canada will bring forward further changes to

address court delays, strengthen victims' rights, better protect people facing sexual and intimate partner violence, and keep children safe from crimes.

### Additional Resources

News release: [Canada introduces sweeping reforms to make bail laws stricter and toughen sentencing laws](#)

Infosheet: [Federal, Provincial and Territorial Responsibilities in Canada's Criminal Justice System](#)

Backgrounder: [The Bail Process](#)

These changes to the *Criminal Code* by the federal government will only be effective if provincial and territorial governments do their part in supporting their implementation. This includes properly managing and resourcing the administration of justice, including police and prosecution services under their jurisdiction, bail courts, bail supervision programs, provincial courts, jails and victim services. The federal government looks forward to continuing to work with provincial and territorial governments to ensure the proper functioning of the criminal justice system.

[Learn more about how Canada's bail system works.](#)

## On this page

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- Amendments to the *National Defence Act*

## Plain language glossary of terms

- **Conditional sentence:** sentences served in the community. They are only possible where: the sentence of imprisonment is less than two years; serving the sentence in the community does not pose a risk to public safety; and it would be consistent with the fundamental purpose and principles of sentencing.
- **Consecutive sentences:** separate sentences imposed for two or more offences that are to be served one after the other.
- **Contempt:** when an individual disobeys or disrespects the authority of a court or judge. For example: failing to appear in court.
- **Denunciation and deterrence:** sentencing objectives that reflect society's disapproval of the conduct, and discourage the offender and other persons from committing offences.
- **Fine:** a set amount of money that an offender pays to the Court as a penalty for committing a criminal offence.
- **Ladder principle:** a long-standing principle of bail which has been repeatedly recognized by the courts, including the Supreme Court of Canada. It is a common law principle that has been codified in the *Criminal Code*. It governs the use of financial obligations and supervision—or sureties—at bail. It requires that the accused be released on the least restrictive form of bail (no financial obligations), unless the Crown can establish why more restrictive financial terms (promise to pay an amount, a surety or deposit of money) are necessary.
- **Mental disorder regime:** found in Part XX.1 of the *Criminal Code* and contains the legal framework governing accused persons found not

criminally responsible on account of mental disorder and unfit to stand trial.

- **Principle of restraint:** a common law principle that has been codified in the *Criminal Code*. It requires that courts, where appropriate, consider release at the earliest opportunity over detention, and that only reasonable bail conditions be imposed on the accused, depending on the risks they pose. This principle is mandated by the Supreme Court of Canada, and so it would continue to be the law even if it were repealed from the *Criminal Code*.
- **Principle of totality:** a principle set out in the *Criminal Code* that ensures consecutive sentences are not unfair or overly excessive.
- **Reverse onus:** Generally, when a Crown prosecutor seeks to deny bail of an accused person, they have the responsibility (or “**onus**”) to demonstrate to the court that there is just cause (sufficient reasons) to detain the accused. However, for certain offences in the *Criminal Code*, there is a presumption of detention, meaning that an accused must be detained unless they can demonstrate why they should be released on bail. This is known as a “**reverse onus**”.

## Amendments to the *Criminal Code*

The proposed amendments to the *Criminal Code* focus on several key areas to make bail laws stricter and toughen sentencing laws.

### Bail laws

To make **bail laws** stricter, the legislation would amend the *Criminal Code*.

| Current Law |
|-------------|
|             |

The “**principle of restraint**” is a common law principle and is mandated by the Supreme Court of Canada. The principle is intended to ensure that release at the earliest opportunity is favoured over detention, where appropriate, and that only reasonably necessary bail conditions are imposed on an accused person. The principle of restraint is also outlined in the *Criminal Code* and it would continue to apply at common law if it were repealed from the legislation.

### Proposed amendments

Directing police and courts on how to apply the “**principle of restraint**.” This includes clarifying that the principle **does not mandate** release and that an accused should not be released if their detention is justified, including for the protection and safety of the public.

### Current Law

In the *Criminal Code*, the “**ladder principle**” requires courts to consider the least restrictive form of release first (no financial obligations).

### Proposed amendments

Clarify that the “**ladder principle**” **does not apply** to accused persons who are subject to a reverse onus.

## Current Law

In the *Criminal Code*, a court must consider **a number of factors** at the bail stage, including whether the allegations involve intimate partner violence or the accused has previously been convicted of a violent offence.

## Proposed amendments

Require courts to also consider whether the allegations involve **random or unprovoked violence** when making any bail decision.

## Grounds for detention

### Current Law

The *Criminal Code* sets out three grounds for the denial of bail:

- **First** – to ensure the accused person attends court
- **Second** – to protect the public, including victims and witnesses to the offence
- **Third** – to maintain confidence in the administration of justice

### Proposed amendments



Modify the third ground (also known as the “**tertiary ground for detention**”) for the denial of bail. This change would require courts to consider the **number or seriousness** of any outstanding charges when determining if releasing the accused would undermine confidence in the administration of justice.

## Weapons prohibition

### Current Law

Courts must generally impose a **weapons’ prohibition order** when granting bail to an accused person charged with specified offences or certain types of offending, unless such a condition is not required for public safety reasons.

### Proposed amendments

Require courts to impose **weapons prohibitions** at bail for those accused of **extortion and organized crime**, unless it is not required for public safety reasons.

## Conditions for release

### Current Law

When an accused person is released on bail, the court can **impose conditions** that they must follow. The purpose of imposing conditions is to address risks posed by the accused, including to ensure they do not commit new criminal offences while awaiting trial.

Examples of conditions that may be imposed include:

- Attend court as directed
- Report to a peace officer
- Remain within a particular territorial jurisdiction
- Notify any change of address and employment
- Deposit a passport to prevent travel

### Proposed amendments

Require courts to consider **imposing certain conditions** when granting bail for **extortion and organized crime** (e.g., non-communication with a victim or witness, geographic limitation).

Require courts to consider **imposing certain conditions** when granting bail for **auto theft and break and enter of a home** (e.g., geographic limitation, curfew, non-possession of break-in device).

## Current Law

The *Criminal Code* currently sets out reverse onuses for several criminal offences, such as:

1. A serious offence involving violence with a weapon, if the accused has a conviction for a similar offence within the last five years.
2. Certain firearms-related offences (e.g. unlawful possession, break and enter to steal a firearm)
3. An offence where violence was used against an intimate partner, and the accused had been previously convicted or discharged of an offence where violence was used against their intimate partner
4. Terrorism-related offences
5. Foreign interference and national security offences
6. Drug trafficking and importing offences

## Proposed amendments

### Create new reverse onuses for:

- a. violent and organized crime-related auto theft
- b. break and enter of a home
- c. trafficking in persons
- d. human smuggling
- e. assault and sexual assault involving choking, suffocating or strangulation
- f. extortion involving violence

**Expand the reverse onus** that applies to anyone charged with an offence where violence was used, threatened or attempted with a weapon to include **previous convictions** within the last 10 years (instead of 5 years). Accused persons who have been charged with these types of offences over the previous decade would have a reverse onus and need to prove why they should receive bail.

**Create a new reverse onus** for an offender **following a finding of guilt**, should the Crown prosecutor seek to revoke bail until the offender's sentencing.

In reverse onus cases, **direct courts to closely scrutinize the bail plan of the accused**, who would be required to clearly demonstrate that their plan is reliable and credible, in order to be released on bail.

The legislation also proposes technical changes to address gaps in the law and to streamline bail procedures.

## Sentencing laws

To toughen **sentencing laws**, the legislation would amend the *Criminal Code*.

### Key factors in sentencing

#### Current Law

The *Criminal Code* requires the Court consider any aggravating or mitigating factors at sentencing, to help ensure a sentence matches the seriousness of the offence and offender's degree of responsibility.

**Aggravating factors** may increase a sentence. These factors can include, for example:

- that the offender has a criminal record
- that the offender targeted children
- if the offence was related to organized crime, or motivated by hate
- if the case involves domestic violence

#### Proposed amendments

Add **aggravating factors** (something that can increase a sentence) for:

- repeat violent offenders with a previous conviction for a violent offence within five years
- offences committed against victims who are **first responders**
- **organized retail theft** (e.g., robbery, break and enter, possession of property obtained by crime)
- **offences interfering with** essential infrastructures (e.g., copper theft)

## Consecutive sentences

### Current Law

While most sentences are concurrent, (served at the same time), the Criminal Code grants courts discretion to impose **consecutive sentences**. Some offences **require** consecutive sentences, such as terrorism related offences. Other offences require courts to **consider** imposing consecutive sentences.

### Proposed amendments

Require that a sentence for **extortion** be served **consecutively** to a sentence imposed for **arson**.

Require that a sentence for **violent or organized crime-related auto theft** be served **consecutively** to a sentence imposed for **break and enter**.

It would also require a sentencing judge to consider **consecutive sentences** for repeat violent offenders, in certain cases.

## Sentencing objectives

### Current Law

The *Criminal Code* includes different sentencing objectives:

- **Denunciation** - To show society's disapproval of the conduct
- **Deterrence** - To discourage the offender and other persons from committing offences
- **Separation** - To separate an offender from society
- **Rehabilitation** - To support an offender's rehabilitation
- **Reparation** - To make amends for the harm done
- **Responsibility** - To promote responsibility in the offender

## Proposed amendments

Require courts to give primary consideration to the sentencing objectives of “**denunciation and deterrence**” for second and subsequent convictions of:

- violent auto theft
- break and enter
- any organized crime-related offence

## Current Law

All offences in the *Criminal Code* have maximum penalties. Maximum penalties are the highest punishments a court can impose for a specific offence and can range from fines to life imprisonment.

The current maximum penalty for **contempt at section 708 of the Criminal Code** is a maximum of \$100 and/or imprisonment for up to 90 days.

## Proposed amendments

Increase the **penalty for contempt at section 708** of the *Criminal Code* to a maximum of **\$5000** and/or maximum imprisonment of **2 years** less a day.



## Types of sentences

The Court can decide many types of sentences or combinations of penalties.

### Current Law

**Conditional sentences** are not available for offences that carry a mandatory minimum penalty of imprisonment, and certain serious offences such as attempted murder or advocating genocide.

### Proposed amendments

**Make conditional sentence orders** (also known as house arrest) unavailable for serious sexual offences, including those against children.

### Current Law

The *Criminal Code* sets out the court's ability to impose a fine as part of a penalty for committing certain criminal offences.

Currently, provinces and territories can only suspend provincial and territorial licences and permits if they were responsible for conducting the prosecution.

## Proposed amendments

Strengthen the ability to **enforce federal fines** imposed under the *Criminal Code* or any other federal statute by authorizing provinces and territories to suspend provincial licences or permits when the prosecution is conducted by the federal government.

## Current Law

In general, participants in criminal proceedings must appear in person. The **mental disorder regime** of the *Criminal Code* currently allows an accused person to attend a hearing remotely, if they consent.

## Proposed amendments

Amend the law to allow a Court or Review Board to order the remote appearance of the accused, without their consent, in compelling circumstances.

## Current Law

The *Criminal Code* enables courts to issue a driving **prohibition order** to prevent a person from driving following certain types of convictions, including impaired or dangerous driving. Prior to 2018, a court could order driving prohibitions in certain cases of criminal negligence and manslaughter. This power was removed in 2018.

**Proposed amendments**

**Restore the power to order driving prohibitions** for manslaughter and criminal negligence causing death or bodily harm.

## Amendments to the *Youth Criminal Justice Act*

Targeted amendments to the *Youth Criminal Justice Act* would strengthen, modernize and improve the administration of the youth criminal justice system.

The proposed amendments include:

**Current Law**

In the YCJA, the definition of “violent offence” is used in part to determine when a youth may receive a custodial sentence.

A **custodial sentence** is when the court orders that the youth be placed in a youth justice facility.

**Proposed amendments**

Amend the definition to clarify that where a young person causes **bodily harm** in the commission of a crime, it would be considered a “violent offence”. This would expand the availability of custodial sentences for a range of crimes.

### Current Law

Publication of identifying information about a youth at large is not allowed without a court order, even in urgent situations.

### Proposed amendments

Allow the police to **publish identifying information about a youth** without a court order in urgent situations when the youth is at large and there is an immediate grave danger to members of the public.

### Current Law

The YCJA does not say whether a youth’s custodial sentence continues to run during any period that the youth is unlawfully at large.

### Proposed amendments

Clarify that any time that a youth spends **unlawfully at large** does not count towards the custodial portion of their sentence.

### Current Law

The YCJA allows certain people to access youth records for specific periods of time. However, the YCJA does not say how long records of certain diversion measures can be accessed.

### Proposed amendments

Clarify that **youth records** can be accessed by specific people for two years after the youth has been diverted out of the court system.

### Current Law

The YCJA does not say whether records of police investigations that did not result in a charge or diversion can be kept or for how long they can be accessed.

### Proposed amendments

Clarify that police can keep **records of an investigation** that did not result in a charge or diversion of the youth. Further, clarify that those records may be accessed by specific people for two years after the investigation is complete.

The Bill also proposes several technical sentencing amendments and other changes to allow for greater consistency with the *Criminal Code*.

# Amendments to the *National Defence Act*

Consistency between sentencing reforms in the criminal justice system and the military justice system is important. Amendments would be made to the *National Defence Act* to align with the proposed sentencing changes to the *Criminal Code* described above.

**Date modified:**

2025-10-30



# DELTA POLICE BOARD

Excellence in Policing

|                                                                               |                                                              |
|-------------------------------------------------------------------------------|--------------------------------------------------------------|
| <b>DATE</b><br>2025-10-28                                                     | <b>SUBMITTED BY</b><br>Harj Sidhu, M.O.M.<br>Chief Constable |
| <b>SUBJECT</b><br>Financial Reports for the period ended September 30, 2025   |                                                              |
| <b>ACTION REQUIRED</b><br><input checked="" type="checkbox"/> For Information |                                                              |

## PURPOSE

To provide the Board with financial variance details for the period ended September 30, 2025.

## DISCUSSION

### Operating Expenditures and Revenues

DPD reports a positive operating variance of \$2,629,320 for the period ended September 30, 2025.

|                                          | 2025 Actuals        | 2025 Budget         | YTD Variance<br>(Fav)/Unfav<br>(\$) | YTD<br>Variance<br>(Fav)/Unfav<br>(%) |
|------------------------------------------|---------------------|---------------------|-------------------------------------|---------------------------------------|
| <b>Expenditures</b>                      |                     |                     |                                     |                                       |
| Dept Support Services                    | \$13,494,316        | \$13,753,346        | \$(259,030)                         | (1.9%)                                |
| Investigative Services                   | 5,273,724           | 5,092,881           | 180,843                             | 3.6%                                  |
| Community Services                       | 7,472,233           | 8,455,490           | (983,257)                           | (11.6%)                               |
| Patrol Services                          | 11,685,135          | 12,921,141          | (1,236,006)                         | (9.6%)                                |
| Secondments                              | 2,816,218           | 3,007,861           | (191,643)                           | (6.4%)                                |
| Ecomm                                    | 2,656,077           | 2,694,375           | (38,298)                            | (1.4%)                                |
| <b>Total Expenditures</b>                | <b>43,397,703</b>   | <b>45,925,094</b>   | <b>(2,527,391)</b>                  | <b>(5.5%)</b>                         |
| <b>Revenues</b>                          |                     |                     |                                     |                                       |
| Recovered Services                       | (6,350,750)         | (6,259,121)         | (91,629)                            | (1.5%)                                |
| Fines and Fees                           | (480,385)           | (420,002)           | (60,383)                            | (14.4%)                               |
| Grants                                   | (2,006,774)         | (1,733,125)         | (273,649)                           | (15.8%)                               |
| Other Recoveries                         | (58,768)            | (45,000)            | (13,768)                            | (30.6%)                               |
| <b>Total Revenues</b>                    | <b>(8,896,677)</b>  | <b>(8,457,248)</b>  | <b>(439,429)</b>                    | <b>(5.2%)</b>                         |
| <b>Operating Tax Draw</b>                | <b>34,501,026</b>   | <b>37,467,846</b>   | <b>(2,966,820)</b>                  | <b>(7.9%)</b>                         |
| <i>Wage bank accrual <sup>1</sup></i>    | 337,500             | -                   | 337,500                             |                                       |
| <b>Operating Tax Draw<br/>- Adjusted</b> | <b>\$34,838,526</b> | <b>\$37,467,846</b> | <b>\$2,629,320</b>                  | <b>(7.0%)</b>                         |

<sup>1</sup> Wage bank accrual is a City entry to adjust the liability for unused leave banks

Variances for the department's sections and revenues are explained as follows:

**Investigative Services** is over budget \$180,843 due to investigative expenditures under the Guns and Gangs Violence Action Fund (GGVAF). Funding has been received from the Province to support the reactive and proactive enforcement related to combatting organized crime activity in Delta. In addition, a vacancy was filled in the Vulnerable Sector Unit.

**Community Services** is under budget \$983,257 due to vacancies in District Community Police Offices, Traffic, and Commercial Vehicle Truck Inspection unit. In addition, BC Highway Patrol funded positions have not been filled pending the transfer of responsibility from the Province.

**Patrol Services** is under budget \$1,236,006 due to vacant positions.

**Secondments** are under budget \$191,643 due to a net reduction in members seconded to integrated policing teams.

**Recovered Services** are over budget \$91,269 due to miscellaneous recoveries for joint training initiatives with other agencies, a JIBC training fee recovery, and recoveries for other agency assists.

**Grants** are over budget \$273,649 due to the GGVAF grant from the Province to support DPD intelligence and analyst staffing related to organized crime files.

**Wage bank accrual** is an accounting entry made by the City to record the liability for unused leave banks such as Vacation, Float, Banked OT, and Statutory Holidays. The 10-year average is \$450,000 and will be accrued quarterly until the actual amount is calculated at the end of the year.

### Capital Expenditures

|                                     | Year to date<br>Actuals | 2025<br>Budget     | Variance<br>(Fav)/Unfav |
|-------------------------------------|-------------------------|--------------------|-------------------------|
| Vehicle Purchases - 2025            | \$-                     | \$306,000          | \$(306,000)             |
| Vehicle Purchases - 2024 carryover  | 21,834                  | 450,000            | (428,166)               |
| Protective Equipment, Furniture, IT | 92,238                  | 415,500            | (323,262)               |
| <b>Total Capital Expenditures</b>   | <b>\$114,072</b>        | <b>\$1,171,500</b> | <b>\$(1,057,428)</b>    |

It is anticipated that the tender process for vehicle replacements will be deferred until fall/winter as previous years builds have just been completed. This was a result of prior years' supply chain delays.



### Overtime Wages

Overtime wage expenditures to September 30, 2025 are greater than budget by \$62,067 when recoveries are factored in. The overtime variance is summarized as follows:

|                             | 2025 Actuals       | 2025 Budget        | Overtime<br>Expenditure<br>Variance | Recoveries<br>recorded in<br>Revenue | Overtime<br>Expenditure<br>Variance -<br>Adjusted |
|-----------------------------|--------------------|--------------------|-------------------------------------|--------------------------------------|---------------------------------------------------|
| Department Support Services | \$282,718          | \$256,875          | \$22,333                            | \$-                                  | \$22,333                                          |
| Investigative Services      | 726,049            | 277,500            | 448,549                             | 333,787                              | 114,762                                           |
| Community Services          | 384,797            | 376,875            | 11,432                              | 89,640                               | (78,208)                                          |
| Patrol Services             | 502,680            | 499,500            | 3,180                               | -                                    | 3,180                                             |
| Secondments                 | 839,334            | 615,750            | 223,584                             | 223,584                              | -                                                 |
| <b>Total Overtime</b>       | <b>\$2,735,578</b> | <b>\$2,026,500</b> | <b>\$709,078</b>                    | <b>\$647,011</b>                     | <b>\$62,067</b>                                   |

Department Support Services is over budget \$22,333 due to training requirements and coverage for vacancies.

Investigative Services is over budget \$114,762 due to overtime related to investigations on several significant police files.

Secondment overtime relates to DPD members deployed to outside agencies with schedules and overtime needs directed by that agency. This amount is recoverable from outside agencies.

### STRATEGIC ALIGNMENT: CSWP

N/A

### CONCLUSION

DPD reports a positive operating variance of \$2,629,320, or 7.0% for the period ended September 30, 2025. The procurement process for new vehicle purchases has not yet commenced. Overtime wages are over budget \$62,067 after factoring in recoverable amounts.

# DELTA POLICE DEPARTMENT

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**CHIEF**

Harj Sidhu

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THURSDAY  
NOVEMBER 20, 2025



6:00PM - 7:30PM



PUBLIC SAFETY BUILDING  
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**DEPUTY CHIEF**

Guy Leeson



**SUPERINTENDENT**

Jody Waldron



Send your questions to [TOWNHALL@DELTAPOLICE.CA](mailto:TOWNHALL@DELTAPOLICE.CA)