

OP C.1 OPEN MEETING AGENDA

March 4, 2026

09:00 am

City of Delta - Council Chamber, 4500 Clarence Taylor Crescent



**DELTA POLICE
BOARD**

Excellence in Policing

| | | |
|---|--|---|
| A. CALL TO ORDER | Land Acknowledgment: This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the sc̓áw̓aθ̓ən (Tsawwassen), x̓m̓əθ̓k̓ʷəy̓əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today. | |
| B. DECLARATION OF CONFLICTS | Board members are requested to declare any real or perceived conflict(s) of interest pertaining to items on the agenda. | |
| C. ADOPTIONS ■ | <ol style="list-style-type: none"> 1. Adoption of the Open Agenda - March 4, 2026 2. Adoption of the Open Minutes - January 21, 2026 | <p style="text-align: right;">A A</p> |
| D. PRESENTATIONS & DELEGATIONS | <ol style="list-style-type: none"> 1. Public Safety Operations Overview <i>Guests: A/S/Sgt Jim Ingram</i> 2. DPD Strategic Plan 2026-2030 ■ <i>Chair Ian Tait and Chief Sidhu</i> | <p style="text-align: right;"> </p> |
| E. CONSENT ITEMS ■ | <ol style="list-style-type: none"> 1. Action Document 2. Events Calendar 3. DPD News Releases 4. Compliments for DPD Team 5. BCACP/CACP Police Leadership Conference - Thank You Letter 6. Delta Police Board Correspondence to Public Safety Ministers re: Public Safety Impacts of Extortion and the Need for Government Action 7. Submission of 2025 Police Board Meeting Minutes 8. 2025 Police Board Meeting Honorariums 9. CAPG Membership 2026 | <p style="text-align: right;"> A</p> |
| F. REPORTS & PRIORITY ITEMS | <ol style="list-style-type: none"> 1. Chief's Reports <ol style="list-style-type: none"> a. Chief's Monthly Activity Report - January 2026 ■ b. Body-Worn Camera (BWC) Program Update and 2025 Audit ■ c. Police Stops Audit 2025 ■ d. Police Performance Measures Report: BC Police Resources Survey and Crime Severity Index (CSI) ■ e. Annual Business Plan 2025 Year End Report ■ f. DPD Recognized as a BC Top Employer for 2026 ■ g. Extortion Update 2. BCAPB 2026 Conference Sponsorship Request ■ 3. Approval of New and Revised Policies ■ <ol style="list-style-type: none"> a. Revised Policy DM41 - Funerals & Ceremonies (& Archival of Policy DM42 - Ceremonial Unit) b. Revised Policy EA30 - Reportable Incidents of Injuries or Death c. Revised Policy EM70 - Absence & Health-Related Leave | <p style="text-align: right;"> A A</p> |

d. New Policy IM55 - Profit-Oriented Crime

-
- G. NEW BUSINESS** 1. Any additional items as requested
-
- H. 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.
-
- I. ADJOURNMENT** Motion to adjourn the Open Meeting.

The next meeting of the Delta Police Board will take place on April 22, 2026.

DELTA POLICE BOARD**OPEN MEETING MINUTES**

Date 2026-01-21
Time 09:00 AM
Location North Delta Public Safety Building - 11375 84th Avenue



Minutes of the Open Meeting held Wednesday, January 21, 2026 at 9:00am at North Delta Public Safety Building, 11375 84th Avenue, Delta, British Columbia.

PRESENT

Ian Tait, Chair
 Nikhil Pandey
 Councillor Daniel Boisvert
 Lori Mayhew
 Michelle Laviolette
 Carla Qualtrough
 Sharan Oberoi

Harj Sidhu, Chief Constable
 Guy Leeson, Deputy Chief
 Ciaran Feenan, Superintendent
 Jody Waldron, Superintendent
 Jassie Ram, Corporate Services Manager
 Hilary Madore, Finance Manager
 Tracie Nunes, Board Secretary

REGRETS

Chief Laura Cassidy, Vice-Chair Warren Dean Flandez

A. CALL TO ORDER

Meeting called to order at 9:13 am.
 The Chair began the meeting with the Indigenous land acknowledgement.

B. DECLARATION OF CONFLICTS

No conflicts.

C. ADOPTIONS**1. Adoption of the Open Agenda of January 21, 2026****MOVED/SECONDED**

THAT the Delta Police Board approve the Open Agenda of January 21, 2026 as presented.

CARRIED UNANIMOUSLY**2. Adoption of the Open Minutes of November 19, 2025****MOVED/SECONDED**

THAT the Delta Police Board approve the minutes of the Open Meeting November 19, 2025.

CARRIED UNANIMOUSLY**D. PRESENTATIONS & DELEGATIONS**

1. DPD Traffic Section

Chief Sidhu introduced the DPD Traffic Section and highlighted its role in supporting road safety, particularly given Delta's extensive transportation corridors and infrastructure. The presentation was then turned over to Inspector James Sandberg, who introduced Staff Sergeant Jason Formby, Sergeant Harvey Sidhu, and Constable St. Arnaud. Constable St. Arnaud provided an overview of the Traffic Section's mandate and current work.

In response to Board inquiries, it was noted that:

- Collision reconstruction reports are shared with ICBC. The Department is open to sharing entire files with ICBC, but specific information that is shared depends on what is requested through Freedom of Information processes.
- Collision trends appear to be declining, which may be attributable in part to road improvements and infrastructure changes.

2. No Delegations

E. CONSENT AGENDA

1. Action Document
2. Events Calendar
3. DPD News Releases
4. Compliments for DPD Team
5. Updated Delta Police Board 2026 Meeting Calendar
6. Quarterly Crime Statistics Report 2025 Q4
7. CSWP KPIs Q4
8. Communications Report 2025 Q4
9. OPCC 2024/2025 Report
10. Update on the Targeted Refresh of the BC Crisis Intervention and De-Escalation Training and Housekeeping Amendments to the BC Provincial Policing Standards
11. Reserve Constable Program - 2025/2026 Annual Grant
12. Letter to and from Delta Board of Education
13. BCPPS 2.1.1 Reporting Requirement - Recruit and Advanced Training

MOVED/SECONDED

THAT the Delta Police Board receive items E.1 through E.13 for information and approve where required.

CARRIED UNANIMOUSLY

Item E.9 pulled for discussion

Board members noted an overall increase in public complaints across police departments province-wide. It was reported that Delta's complaint statistics remain relatively consistent. Discussion included the transition to a new Police Complaint Commissioner and changes in approach, including increased accessibility to the complaints process through online reporting, which may be contributing to higher complaint volumes.

Item E.6 pulled for discussion

In response to questions from the Board, it was clarified that the murder-suicide incident in Ladner is captured within homicide statistics. Board members also asked whether Delta is experiencing increases in

property crime and shoplifting similar to trends reported in other jurisdictions. It was noted that these offence types are reflected in the crime statistics, including theft-related offences such as shoplifting (theft under and theft over).

F. REPORTS & PRIORITY ITEMS

1. Chief's Reports

a. Chief's Monthly Activity Report - December 2025

b. Year in Review 2025

Chief provided an update on the 2025 Year in Review, outlining operational activity across frontline, investigative, specialized, and support areas, including responses to nearly 25,000 calls for service. He highlighted strong public safety outcomes, progress on major investigations, continued community engagement, a focus on member safety and resilience, and the development of the 2026-2030 Strategic Plan under the Board's leadership.

c. DPD Use of Force for the Mind: Blue Line Article

Chief provided an update on DPD's Use of Force for the Mind training program, which was recently featured in *Blue Line Magazine* as a proactive, prevention-based approach to supporting officer mental health and resilience. He noted that the program is mandatory and recurring, has been completed by over 200 sworn and civilian members with strong participation and positive feedback, and reflects the organization's commitment to workforce wellness as a foundation for operational effectiveness.

d. 2026 DPD Operating and Capital Budget

Chief provided an update on the final 2026 DPD operating and capital budget, noting that it reflects the previously approved provisional budget with no changes following Council approval. He advised that the 2026 operating budget totals \$54.8 million, with a capital budget of \$158,000, and confirmed that the budget has been approved by Delta Council as part of the City's 2026 Financial Plan, with ongoing quarterly financial reporting to the Board.

e. Translation App

Chief provided an update on the implementation of a mobile language interpretation service introduced in late summer 2025 to support frontline operations when language barriers arise. He noted that early usage data and member feedback indicate the service is functioning as intended, improving communication and service delivery, with costs managed on a pay-per-use basis within existing budgets.

f. Coroner's Inquests

Chief provided an overview of recent provincial Coroner's inquests and the resulting jury recommendations, noting that no DPD members were involved in the inquests completed in 2025. He advised that a review of relevant policies, training, and operational practices confirms that DPD meets or exceeds the intent of the recommendations, with no outstanding risks or actions required from the Board or Management.

g. Public Safety Update: Extortion Threats

Chief provided an update on extortion-related activity impacting the community, noting that such threats remain a regional public safety concern requiring coordinated municipal, provincial, and federal responses. He advised that DPD continues to respond through intelligence-led investigations, enhanced visibility, victim safety measures, public awareness initiatives, and close collaboration with partner agencies, and that the situation remains under active monitoring.

In response to Board inquiries, it was noted that:

- Chief emphasized the importance of directing community members with concerns or questions to the Delta Police Department website and encouraged victims of extortion to report incidents to police.
- Chief reiterated that incidents should be reported to police - vigilantism increases risk, may further escalate situations, and undermines public safety.
- It was noted that the Board could advocate provincial and federal governments to convey urgency for expedited action within existing legal frameworks.

MOVED/SECONDED

THAT the Delta Police Board write a letter to provincial and federal bodies expressing concern regarding extortion-related threats and urging action.

CARRIED UNANIMOUSLY

Action: Staff to draft letter on behalf of Board to send to provincial and federal bodies.

h. Police Act Improper Access and Disclosures Annual Report - 2025

Chief provided the Board with the annual Police Act improper access and disclosures report for 2025, noting that no related conduct investigations occurred during the year. He recommended that the Board send a letter to the Office of the Police Complaints Commissioner confirming receipt of the report.

MOVED/SECONDED

THAT the Delta Police Board send a letter to the OPCC confirming receipt of the Police Act Improper Access and Disclosures Annual Report - 2025.

CARRIED UNANIMOUSLY

Action: Staff forward letter acknowledging receipt of report from OPCC on behalf of the Board.

i. Decriminalization Pilot Update

Chief provided an update on the conclusion of the provincial decriminalization pilot, noting that the exemption will expire on January 31, 2026, and will not be extended. He advised that while policing practices remain focused on safety, engagement, and pathways to care, DPD is reviewing and updating policies, training, and operational guidance to reflect the return to Criminal Code provisions, with any significant changes to be brought forward to the Board.

j. Battle of the Badges

Chief announced that the Battle of the Badges event is scheduled for February 25th at Sungod Recreation Centre, aligning with Anti-Bullying Day. The theme for the event is “sprinkle kindness”.

Item F.1 received for information and approve where required.

2. Approval of New and Revised Policies**MOVED/SECONDED**

THAT the Delta Police Board approve the archival of Policy CS40 and the revised provisions of Policies DC11, EC30, EC31, and IM63 under the headings of “Policy” and “Reason for Policy.”

CARRIED UNANIMOUSLY

3. Committee Assignments

Jassie Ram provided an update on the annual Committee assignment process, noting that Board members submitted Expressions of Interest which were reviewed by the Governance Committee in accordance with the Board’s governance framework, expertise considerations, and continuity principles. The Board was presented with the recommended 2026 Committee assignments, reflecting three-member committees and the Chair’s ex officio role, to enable Committees to begin work for the upcoming year.

MOVED/SECONDED

THAT the Delta Police Board approve the 2026 Committee assignments as outlined in the report and authorize their publication on the Board webpage at www.deltapolice.ca.

CARRIED UNANIMOUSLY

Action: Staff to post committee assignments on the Board webpage at www.deltapolice.ca

4. BCAPB Membership Renewal

Jassie Ram provided an update on the Delta Police Board’s membership with the British Columbia Association of Police Boards, including the annual membership fee of \$1,385 and the Board’s continued participation and representation. Approval was sought to renew the Board’s membership to support ongoing education, training, and provincial collaboration.

MOVED/SECONDED

THAT the Delta Police Board approve approve payment of the BCAPB membership renewal invoice for 2026 in the amount of \$1,385.00.

CARRIED UNANIMOUSLY

Action: Staff to process the BCAPB membership renewal invoice for 2026.

G. NEW BUSINESS**1. No items.**

H. CONTINUE MEETING IN PRIVATE

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- a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;
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- 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

I. ADJOURNMENT

Delta Police Board Open Meeting adjourned at 10:36 am.

The next meeting of the Delta Police Board will take place on March 4, 2026.

| | |
|--|--|
| <p>_____ Ian Tait Chair</p> | <p>_____ Tracie Nunes Recording Secretary</p> |
| <p>_____ Date</p> | <p>_____ Date</p> |



**DELTA POLICE
 BOARD**

Excellence In Policing

| | | |
|--|--|---------------------------------------|
| DATE 2026-02-11 | SUBMITTED BY Ian Tait Board Chair | Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT 2026-2030 Strategic Plan | | |
| ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision | | |

PURPOSE

The purpose of this report is to present the Delta Police Department’s (DPD) 2026–2030 Strategic Plan, developed by the Delta Police Board in consultation with the Chief Constable in accordance with section 26(4) of the *Police Act*.

DISCUSSION

Background

Under section 26(4) of the *Police Act*, municipal police boards, in consultation with the Chief Constable, are responsible for determining the priorities, goals, and objectives of the police department.

In late 2024, the Delta Police Board (the Board) identified the development of the DPD’s next Strategic Plan as a key governance priority, with the existing plan nearing the end of its lifecycle at the end of 2025. In March 2025, the Delta Police Board, in consultation with the Chief Constable, initiated the strategic planning process.

The priorities, goals, and objectives required under section 26(4) have been formalized in the DPD 2026–2030 Strategic Plan, reflecting the shared work of the Board and the Chief Constable, and were approved by the Board on November 19, 2025.

The Planning Process: Evidence, Engagement, and Operational Input

The Strategic Plan was informed by operational and environmental analysis, community and partner engagement, employee input, and public safety priorities identified by Council and the Minister. Collectively, these sources provided a comprehensive understanding of community safety needs, organizational capacity, and emerging policing trends.

A summary of the evidence and engagement informing the Strategic Plan is provided below. Additional detail is included in the Strategic Plan (Attachment A).

Throughout the planning process, the Board continued to provide direction and validation through regular updates, engagement with community partners, and review of proposed performance indicators and reporting expectations.

Figure 1: Strategic Planning Evidence and Engagement Summary

| |
|--|
| <p>Environmental & Operational Analysis</p> <ul style="list-style-type: none"> •Operational performance data and workload trends •Organizational strengths, risks, and pressures •Emerging policing trends at regional, provincial, and national levels •Council and Minister's public safety priorities (<i>Police Act, s.26(4.1)</i>) |
| <p>Community Member Engagement</p> <ul style="list-style-type: none"> •DPD 2024/25 Community Survey insights and results •City of Delta 2025 Community Satisfaction Survey insights and results |
| <p>Community Partner Engagement</p> <ul style="list-style-type: none"> •Input from 30+ partner organizations across health, education, social services, and public safety sector •Consultation with Tsawwassen First Nation |
| <p>DPD Team Engagement</p> <ul style="list-style-type: none"> •2025 Employee Engagement Survey •Leadership team and staff feedback •Dedicated Working Group input representing a cross-section of ranks and areas across the DPD |

Strategic Plan Overview

The Strategic Plan theme is “Service That Leads. Commitment That Lasts.” It reflects a modern and progressive police department that leads in how it serves the community and remains committed to community for the long term.

The Strategic Plan is organized around three interconnected priorities and associated goals, under three focus areas.

Figure 2: Strategic Plan Priorities and Goals Overview

| Focus | Priority | Goals |
|-----------------------------|--|---|
| Our Service Delivery | Sustain No Call Too Small Service | <ol style="list-style-type: none"> 1. Streamline administrative workload to enhance proactive policing and response to calls for service 2. Facilitate appropriate responses to calls for health, social and bylaw concerns 3. Deploy technology and staff to improve responsiveness to calls for service |
| Our Community | Strengthen Safety and Trust with a Growing, Diverse Community | <ol style="list-style-type: none"> 1. Increase public awareness of crime prevention and trends 2. Enhance partnerships and apply evidence-based approaches to address person and property crimes 3. Build stronger relationships with culturally diverse communities 4. Apply coordinated and data-focused approaches to address road safety and congestion |
| Our People | Be an Employer of Choice | <ol style="list-style-type: none"> 1. Proactively support structured career pathways and growth opportunities for all employees |

-
2. Advance programs for health and resiliency of the DPD team
 3. Modernize spaces to support the growing team's development and wellness
-

As the DPD provides contracted policing services on Tsawwassen First Nation, the Strategic Plan also includes a focused commitment to strengthening the public safety partnership with TFN and supporting culturally responsive policing on TFN lands.

Mission and Core Values Update

As part of the strategic planning process, the DPD's mission statement was reviewed to ensure it reflects the department's mandate and commitment to community safety.

The updated mission, "*Committed to a Safe and Secure Community*" provides clearer alignment with the DPD's core policing responsibilities.

The Strategic Plan also formally articulates the DPD's four core values (Integrity, Courage, Trust, and Respect) which have long guided the department's identity and service. Their inclusion in the Strategic Plan strengthens transparency and communicates the principles that guide policing in Delta.

Implementation and Measurement

Implementation of the Strategic Plan will occur through the Annual Business Planning (ABP) process, which translates long-term priorities into annual strategic initiatives.

Organizational performance will be monitored through a set of indicators aligned with the Strategic Plan's priorities and goals, which can be found on page 19 of the Plan in Attachment A. These indicators reflect the Board's expectations of success and support ongoing monitoring of outcomes across the Strategic Plan.

Progress will be reported to the Board and the community on a semi-annual basis to ensure transparency and accountability.

Next Steps

The Strategic Plan has been launched internally within the DPD and implementation is now underway through the Annual Business Planning process. The 2026 Annual Business Plan will be released publicly at an upcoming Board meeting to support transparency and accountability.

The Strategic Plan has also been submitted to the Director of Police Services in accordance with section 26(4.2)(a) of the *Police Act*.

The Strategic Plan is being launched at the March 4, 2026 Board meeting to ensure transparency and keep the community informed of the Board's strategic direction for policing in Delta.

CONCLUSION

The 2026–2030 Strategic Plan establishes the long-term strategic direction for the DPD and reflects the shared commitment of the Board and the DPD to a safe and secure community.

ATTACHMENTS

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- A. DPD 2026-2030 Strategic Plan

DELTA POLICE DEPARTMENT STRATEGIC PLAN

2026-2030



SERVICE THAT LEADS • COMMITMENT THAT LASTS



LAND ACKNOWLEDGEMENT

The Delta Police Department (DPD) acknowledges that we are located on the traditional territory of the Tsawwassen and Musqueam First Nations and of all the Hun'qumi'num speaking people who have been stewards of this land since time immemorial.

In October 2023, the pictured house post was unveiled at DPD Headquarters, recognizing the relationship between Tsawwassen First Nation (TFN) and DPD.

It was carved by TFN artist Karl Morgan, with participation from DPD staff and local students.



04 INTRODUCING OUR PLAN

- 04** Message from the Delta Police Board
- 05** Message from the Chief Constable

06 ABOUT US

- 06** Who We Are
- 07** Vision, Mission, and Core Values
- 08** Our Team and Service
- 09** Our Frontline Operational Deployment Model

10 OUR COMMUNITY

- 10** Community at A Glance
- 11** Community Voice

12 ABOUT OUR PLAN

- 12** How Our Plan Was Developed
- 13** Plan Overview

14 OUR PRIORITIES

- 14** Priority 1 – Sustain Our ‘No Call Too Small’ Service
- 15** Priority 2 – Strengthen Safety & Trust with a Growing, Diverse Community
- 16** Priority 1 + 2 for TFN – Strengthen Public Safety Partnership with Tsawwassen First Nation
- 17** Priority 3 – Be an Employer of Choice

18 IMPLEMENTATION

- 18** How We Will Deliver and Measure Success
- 19** Indicators



MESSAGE FROM THE DELTA POLICE BOARD



IAN TAIT (CHAIR)

WARREN DEAN FLANDEZ
(VICE CHAIR)CHIEF
LAURA CASSIDY

LORI MAYHEW

COUNCILLOR
DANIEL BOISVERT

MICHELLE LAVIOLETTE



NIKHIL PANDEY

THE HONOURABLE
CARLA QUALTROUGH

SHARAN OBEROI

On behalf of the Delta Police Board (Board), I am proud to present the 2026–2030 Strategic Plan (Plan). The Board's role is to provide civilian governance and oversight of the Delta Police Department (DPD). Under the B.C. Police Act, one of our core responsibilities is to set the priorities, goals, and objectives for policing in Delta, in consultation with the Chief Constable. This Plan fulfills that responsibility, ensuring that policing in our community remains both accountable and responsive to community needs.

We recognize that policing today is increasingly complex, shaped by rapid technological change, social and public health issues, and rising expectations of transparency. In this context, the Board has focused on identifying priorities that will both sustain what makes the DPD unique and prepare the Department for challenges ahead.

Developed together with Chief Constable Harj Sidhu, the Plan is informed by data, operational insights, the voices of our community, partners, and the priorities of both City Council and the Minister of Public Safety. Engagement with Tsawwassen First Nation, community organizations, and residents has also been central to ensuring the Plan reflects the values and expectations of those we serve.

The Board has identified three areas of focus that matter most to our growing and diverse community: sustaining the No Call Too Small service model, strengthening community safety and trust, and supporting the people who make this work possible. These priorities set the direction for the DPD over the next five years.

As a Board, we look forward to working with the Chief to deliver this Plan's priorities and to receive regular progress updates. We recognize that community safety is a shared responsibility. While the Chief and his team are responsible for delivery, success also depends on strong partnerships and the trust and engagement of the community we serve. This Plan will ensure Delta remains one of the safest communities in British Columbia, and we invite our community and partners to stay engaged as we move forward together.

Ian Tait
Chair

MESSAGE FROM THE CHIEF CONSTABLE



“

I am proud of our team's dedication, which is the foundation of our strength, and I am grateful for the trust our community places in us.

”

I am honoured to share the Delta Police Department's (DPD) 2026-2030 Strategic Plan. Much has changed since the DPD first began serving Delta more than 135 years ago, yet our commitment to a safe and secure community has remained constant. The environment we work in is increasingly complex, shaped by social change, rapid technological advances, economic pressures, public health issues, and rising community expectations. This complexity makes policing more demanding than ever, requiring us to adapt, innovate, and remain focused. Together, as a community and as a team, we will find new ways to work, build partnerships, and keep pace with change.

Sustaining our No Call Too Small approach remains essential and continues to set us apart. By responding early—even to community safety concerns that may seem minor—we prevent escalation, build trust, and help ensure that our community remains one of the safest in British Columbia. Our operational model, the Delta Service Enhancement Plan (DSEP), remains a key enabler of our frontline policing services delivery model. Moving forward, it will be updated as needed to ensure alignment with this Plan.

To continue delivering the service our community expects, our focus is on three interconnected priorities:

- Sustain our service delivery model to preserve No Call Too Small.
- Strengthen community safety and trust as Delta grows and diversifies, through evidence-based strategies, collaboration, and a focus on those who are most vulnerable.
- Invest in the growth and resiliency of our people, because none of this can be achieved without our talented team.

The challenges ahead are real, but so are the opportunities; and our collective strength will ensure we are ready for both. I am proud of our team's dedication, which is the foundation of our strength, and I am grateful for the trust our community places in us. In collaboration with the Delta Police Board, our community, and our partners, our team will deliver on the priorities of this Plan. Together, we are working toward our vision of a safer and better community through excellence in policing.

Harj Sidhu, M.O.M.
Chief Constable

WHO WE ARE

The Delta Police Department (DPD) has served our community since 1888, growing alongside Delta as it evolved from a farming and fishing village into a thriving city.

Today, we take an evidence-based and service-driven approach to policing, focused on keeping Delta one of the safest communities in Canada, as reflected in the Crime Severity Index (CSI), a national measure of community safety.

The Delta Police Board provides civilian oversight of the DPD, as required under the B.C. Police Act. The Board includes seven provincially appointed community members, one City of Delta Council member, and one community representative appointed by Council. In addition to other governance responsibilities as outlined in the Police Act, the Board is responsible for setting the Department's priorities, objectives, and goals in consultation with the Chief Constable.

VISION, MISSION, AND CORE VALUES

Our Vision, Mission, and Core Values form the foundation of our identity. They guide our decisions, actions, and partnerships as we work to keep our community safe and build lasting trust with the people who call Delta home.

VISION

Delta, a Safer and Better Community through Excellence in Policing

MISSION

Committed to a Safe and Secure Community

CORE VALUES

HONOUR

We lead by example, serving with respect and professionalism to uphold the trust placed in us by our community.

INTEGRITY

We do what is right and hold ourselves to the highest professional and ethical standards.

COURAGE

We act decisively in the face of danger, risk and adversity to uphold justice and keep our community safe.

TRUST

We build confidence through fairness, transparency, and consistent action, earning trust with every interaction, with our community and with each other.

OUR TEAM AND SERVICE

This snapshot highlights the scale of the service we provide and the team that makes it possible.

OUR TEAM (2025)

200

SWORN MEMBERS

84

POLICE STAFF

8

COMMUNITY SAFETY OFFICERS

18

RESERVE CONSTABLES

220

COMMUNITY VOLUNTEERS

20+

LANGUAGES SPOKEN

SWORN MEMBER DIVERSITY (2025)

25%

Women

75%

Men

28%

Diverse Ethnicity

RECRUIT DIVERSITY (2025) TOTAL: 12

50%

Women

50%

Men

58%

Diverse Ethnicity



24,571

CALLS FOR SERVICE (2024)

TOP 5

1. SUSPICIOUS PERSON/VEHICLE/OCCURRENCE
2. ASSIST GENERAL PUBLIC/UNWANTED GUEST
3. DRIVING COMPLAINTS
4. PROPERTY - LOST
5. THEFT - SHOPLIFTING UNDER \$5000

REPRESENTING 31% OF ALL CALLS FOR SERVICE

OUR FRONTLINE OPERATIONAL DEPLOYMENT MODEL

The Delta Service Enhancement Plan (DSEP) is our frontline operational deployment model. Developed through a comprehensive operational review and grounded in evidence-based strategies, its purpose is to ensure that resources are deployed strategically and consistently to meet community needs.

WHY IT MATTERS

DSEP forms the foundation of how we deliver frontline policing services every day. It empowers our frontline teams to:

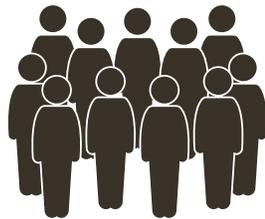
- INCREASE VISIBILITY
- CREATE OWNERSHIP
- APPLY INNOVATIVE PROBLEM SOLVING
- CONDUCT ENFORCEMENT
- ENHANCE ENGAGEMENT

LINK TO STRATEGIC PLAN

DSEP is a key enabler of this Plan, translating frontline priorities into day-to-day policing. Alongside Annual Business Plans (ABPs), DSEP helps guide broader implementation of the Strategic Plan.

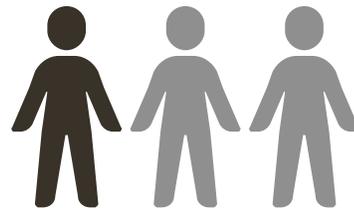
COMMUNITY AT A GLANCE

Using the most recent available date - including the 2021 Census, the City of Delta 2024 Annual Report, and BC Stats 2024 estimates - this snapshot highlights the community we serve today. Delta continues to evolve as a vibrant, diverse, and growing community, shaping how we deliver responsive, community-based policing.



125,165

POPULATION



1 IN 3

RESIDENTS BORN OUTSIDE CANADA



NEARLY 1 IN 2

RESIDENTS IDENTIFY AS MEMBERS OF RACIALIZED COMMUNITIES



900 PER YEAR

NEWCOMERS ARRIVE IN DELTA



44,479

ACRES OF LAND AREA

DELTA'S UNIQUE GEOGRAPHY

> Spans urban, industrial, rural, coastal and port environments.

> Serves as a major transportation and trade hub linking the Lower Mainland to the rest of British Columbia and the United States.

In 2024, we conducted a Community Survey to measure public perceptions of policing services and overall satisfaction, including how community members view policing today and their priorities for the future. This survey was part of our ongoing commitment to transparency and community engagement.

COMMUNITY PRIORITIES

Top 5 areas our community want us to focus on



VIOLENT
CRIMES
99%



DOMESTIC
VIOLENCE
98%



PROPERTY
CRIMES
97%



AUTO
THEFT
93%



URGENT/TIMELY
RESPONSE
97%

*% indicates area rated important or very important

FUTURE IMPACTS ON POLICING

Top 3 areas our community believes will shape policing in the coming years



GROWING
POPULATION



GREATER TRAFFIC
LEVELS



TECHNOLOGY/
INTERNET SCAMS

80%

OF OUR COMMUNITY
RATES OUR PERFORMANCE AS
GOOD/EXCELLENT

HOW THE PLAN WAS DEVELOPED

This Plan was developed by the Delta Police Board, in consultation with the Chief Constable, as required under Section 26(4) of the B.C. Police Act. Grounded in evidence and shaped through meaningful engagement, the Plan reflects the Board’s governance role and the Chief’s operational expertise, aligning the DPD’s work with community priorities, operational realities, and legislative requirements.

Our planning process drew on multiple sources of insight and evidence.



EVIDENCE & DATA

EMPLOYEE ENGAGEMENT



**COMMUNITY PARTNER
ENGAGEMENT**

**COMMUNITY MEMBER
ENGAGEMENT**



WHAT INFORMED THE PLAN?

- Environmental scan and analysis of DPD operational data and performance trends
- Consideration of City of Delta Council and Minister of Public Safety priorities
- Review of media coverage and public sentiment (traditional and social)
- Scan of broader policing landscape including emerging regional, provincial, and national trends
- Community input from the 2024 DPD and City of Delta Community Surveys
- Engagement sessions with more than 30 partners, including City of Delta, Delta School District, and agencies across health, social services, and community sectors
- Consultation with Tsawwassen First Nation
- Employee engagement survey with sworn members and police staff
- Leadership team discussions and feedback sessions
- DPD Strategic Plan Working Group

The DPD is grateful for the contributions of our community, our team, and our partners, whose voices and perspectives shaped the priorities of policing in Delta for the next five years.

PLAN OVERVIEW

This Plan is built around three interconnected priorities that set our direction for the next five years. Together, they guide how we deliver policing services, what we do to strengthen community safety and trust, and support the people who make our work possible.



Each priority is supported by clear goals and measurable indicators that track progress across the Plan as a whole. Implementation of the Plan will be guided by an Annual Business Planning process. Our approach to measurement and reporting is described on pages 18 and 19.



PRIORITY 1

SUSTAIN NO CALL TOO SMALL SERVICE

OUR GOALS

- Streamline administrative workload to enhance proactive policing and response to calls for service
- Facilitate appropriate responses to calls for health, social and bylaw concerns
- Deploy technology and staff to improve responsiveness to calls for service

WHY THIS MATTERS

How we deliver policing services is at the core of who we are. Our No Call Too Small approach sets us apart and anchors our service delivery model. Responding to minor community safety concerns before they escalate has helped us build trust, strengthen relationships, and maintain a safe community. It is one of the reasons our community consistently reports higher satisfaction with local policing than many others.

As we look ahead, this approach is under pressure. Our community is growing, crime is becoming more complex and calls for service continue to rise. Community feedback shows that timely response to calls remains a top priority.

At the same time, legal and administrative requirements – along with a rising number of social and health-related calls – place greater demands on officer time.

To sustain what sets us apart, we will continue strengthening the processes and partnerships that help us serve our community effectively. This means finding innovative ways to manage administrative workload, coordinating with the right responders for social and public health calls, and using technology to free officer capacity for proactive policing.



PRIORITY 2

STRENGTHEN SAFETY & TRUST WITH A GROWING, DIVERSE COMMUNITY

OUR GOALS

- Increase public awareness of crime prevention and trends
- Enhance partnerships and apply evidence-based approaches to address person and property crimes
- Build stronger relationships with culturally diverse communities
- Apply coordinated and data-focused approaches to address road safety and congestion

WHY THIS MATTERS

Community safety is at the core of our mission. Community feedback shows that property and persons crimes continue to be top concerns, even when reported incidents decline. This means we must address not only crime itself but also perceptions of safety through stronger communication, visibility, and prevention.

At the same time, community feedback highlights new pressures ahead. Population growth, increased traffic and road safety issues, and the rise of cybercrime are expected to have the biggest impact on policing in the years ahead. Across Canada, research confirms these are among the fastest-growing challenges facing police services. Technology provides powerful tools to prevent and investigate crime, but it also enables more complex criminal activity.

Underlying all of this is the importance of public trust and confidence in policing. We are fortunate to have built that trust, reflected in high satisfaction ratings and a complaint rate of less than 1% of all recorded interactions. However, community feedback reminds us that perceptions are shaped not only by personal experience but also by wider narratives, including those outside our community.

As our community grows and becomes more diverse, we will adapt how we strengthen safety and trust so that everyone feels safe, supported, and connected to our team. We will do this by applying evidence-based strategies to address crime, collaborating with partners on complex challenges, and engaging with our community.



PRIORITY 1 + 2 FOR TFN STRENGTHEN PUBLIC SAFETY PARTNERSHIP WITH TSAWWASSEN FIRST NATION (TFN)

OUR GOALS

- Improve availability and continuity of TFNST
- Enhance DPD's understanding of TFN community, history, values, laws, protocols, staff, and resources
- Uphold trauma-informed and relationship-centered policing



WHY THIS MATTERS

Priorities 1 and 2 are also central to our work with Tsawwassen First Nation (TFN).

Since 2006, we have provided policing services on TFN lands under a dedicated contract. Over the past two decades, we have built a model grounded in trust, cultural awareness, and ongoing partnership with TFN leadership, staff and community.

In 2018, we strengthened this commitment with the creation of the Tsawwassen First Nation Service Team (TFNST), supported by a TFN Liaison Officer from the DPD, who ensures consistent connection, information-sharing, and coordination between TFN and the DPD.

This model has been recognized nationally as a leading example of community-based and culturally responsive policing. Its strength depends on continuity, strong engagement with TFN leadership, and a clear understanding of TFN's history, values, and protocols.

We remain committed to strengthening our partnership with TFN through consistent service delivery, cultural learning, and respectful, trauma-informed policing. By working together, we will continue to support a model of community safety that reflects TFN's values, priorities, and vision for the future.

PRIORITY 3

BE AN EMPLOYER OF CHOICE

OUR GOALS

- Proactively support structured career pathways and growth opportunities for all employees
- Advance programs for health and resiliency of the team
- Modernize spaces to support the growing team's development and wellness

WHY THIS MATTERS

This Plan depends on a resilient team. To sustain our No Call Too Small approach and ensure community safety and trust, we need a strong, engaged, and supported team.

Our community tells us that a range of abilities, knowledge of multiple languages, and a mix of ages are among the top diversity elements they value in their police service. At the same time, our team has shared that career development, meaningful opportunities to grow, and reducing administrative workload are important for their job satisfaction.

In a competitive landscape, recruiting and retaining skilled people is a challenge across policing in the province. Being an employer of choice means creating a workplace where people want to join, stay, and grow. It is about equipping and supporting our members so they can bring their best every day.

Looking ahead, we will continue to invest in development, wellness, and resiliency so we can attract, retain, and empower the talented people who deliver on our mission now and into the future.

HOW WE WILL MEASURE AND DELIVER SUCCESS



ANNUAL BUSINESS PLANNING

This Plan will be implemented through the Annual Business Planning (ABP) process. Each year, the ABP will identify specific initiatives that advance the Plan's priorities and goals, turning long-term direction into focused annual action.

The process is collaborative, engaging our team and drawing on insights from community feedback, partners, and operational data to ensure our priorities remain responsive to emerging needs, evolving challenges and available resources.

INDICATORS

Organizational performance will be monitored through a set of strategic indicators that track outcomes across all priorities.

These indicators provide a clear and connected view of how our collective efforts contribute to achieving the priorities of this Plan, showing how progress in one area supports others rather than serving as isolated measures.

REPORTING

Progress on the implementation of this Plan will be reported semi-annually to the Police Board and the community, providing updates on strategic indicators and the Annual Business Plan.

This approach ensures transparency, demonstrates accountability, and keeps the community informed of how we are delivering on our commitments.

PROACTIVE TIME

Portion of officer time dedicated to proactive policing activities.



PRIORITY 1 RESPONSE TIME

Average time to respond to emergency calls for service.



COLLABORATIVE PARTNERSHIPS AND REFERRALS

Participation in joint initiatives and referrals that ensure the right response.



COMMUNITY PERCEPTION OF DPD PERFORMANCE

Community rating of overall police performance as good or excellent.



COST PER CAPITA

Cost of policing per resident compared to the BC municipal average.



COMMUNITY ENGAGEMENT

Participation and reach across community in-person and through digital platforms.



CRIME SEVERITY INDEX (CSI)

Overall seriousness and volume of reported crime compared to BC average.



TOTAL COLLISIONS

Year-over-year trends in traffic collisions.



EMPLOYEE GROWTH AND DEVELOPMENT OPPORTUNITIES

Opportunities supporting staff learning and development.



AUTHORIZED STRENGTH FILLED

Proportion of sworn positions filled relative to authorized strength.



ADMISSIBLE PUBLIC COMPLAINTS

Proportion of public complaints compared to total recorded police interactions.





Committed to a safe and secure community

Engagé à assurer une communauté sûre et sécurisée

ਇੱਕ ਸੁਰੱਖਿਅਤ ਅਤੇ ਬਚਾਅ ਭਰਪੂਰ ਭਾਈਚਾਰੇ ਪ੍ਰਤੀ ਵਚਨਬੱਧ।

致力於維護一個安全和穩定的社區

सुरक्षित और संरक्षित समुदाय के प्रति प्रतिबद्ध

خأ?لأمأث أآ آأ آآلمأآ

致力于一个安全有保障的社区

Comprometidos con una comunidad segura y protegida

Nakatuon sa isang ligtas at seguridadong komunidad

CONNECT WITH US

Website

www.deltapolice.ca

E-Mail

info@deltapolice.ca

Phone

Non-Emergency 604.946.4411 General Inquiries 604.946.4444

Social Media

 @deltapd

 Delta Police Department

 Delta Police Department



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 |
|---|------------------|-------------|----------|
| F.1g Public Safety Update: Extortion Threats Draft letter on behalf of Board to send to provincial and federal bodies expressing concern regarding extortion-related threats and urging action. | January 21, 2026 | Staff | Complete |
| F.1h Police Act Improper Access and Disclosures Annual Report Forward letter on behalf of Board acknowledging receipt of report from OPCC | January 21, 2026 | Staff | Complete |
| F.3 Committee Assignments 2026 post committee assignments on the Board webpage at www.deltapolice.ca | January 21, 2026 | Staff | Complete |
| F.4 BCAPB Membership Renewal 2026 Process BCAPB 2026 Membership renewal invoice | January 21, 2026 | Staff | Complete |

March 2026



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------------------------------|--------|---------|---|----------|--------|----------|
| 1 | 2 | 3 | 4 Police Board Meeting - Council Chamber | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 Spring Break March 16-27 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 Spring Break March 16-27 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | 1 | 2 | 3 | 4 |
| 5 | 6 | Notes | | | | |

April 2026



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--|---|---------|-------------------------------------|----------|------------------|----------|
| 29 | 30 | 31 | 1 | 2 | 3 Good Friday | 4 |
| 5 Easter | 6 Easter Monday | 7 | 8 | 9 | 10 | 11 |
| 12 North Delta Baseball Association Opening Ceremonies Bob Burnett Park | 13 DPD Strategic Plan Update at City Council Meeting | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 Police Board Meeting - ND PSB | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 1 | 2 |
| 3 | 4 | Notes | | | | |

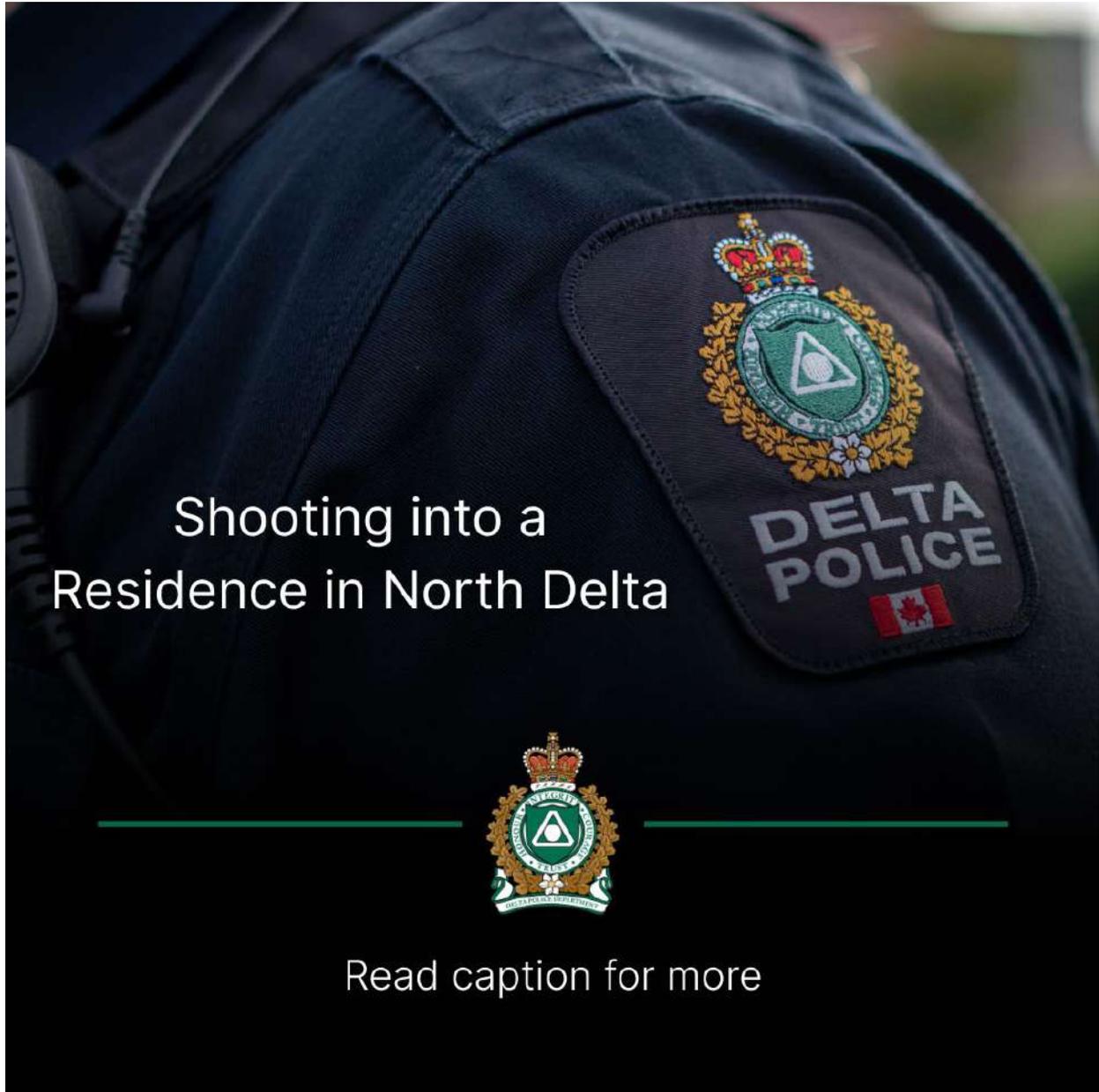
May 2026



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|--------|---------|--|---------------------------------|---------------------------------|----------|
| 26 | 27 | 28 | 29 | 30 | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 Police Board Meeting - Council Chamber | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 BCAPB Conference Whistler | 21 BCAPB Conference Whistler | 22 BCAPB Conference Whistler | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | 1 | Notes | | | | |



**2026 January
News Releases**



Shooting into a
Residence in North Delta



Read caption for more

News Release



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

deltapolice.ca

Release date/time: Wednesday January 7th, 2026
Incident: Shooting into a residence
Date/Time: Wednesday January 7th, 2026
Location: Brooke Road @ 84th Avenue
DPD file: 26-365

Media Contact:

S/Sgt. Mike Whiteley
Media Relations Officer
604.940.5016
media@deltapolice.ca

Shooting into a Residence in North Delta

Delta, BC – Delta Police are investigating a targeted shooting at a residence in North Delta.

On January 7, 2026, at approximately 5:10 a.m., patrol officers responded to reports of shots fired at a home in the area of 84 Avenue and Brooke Road. The residence was occupied at the time; fortunately, no one was injured.

This incident is believed to be connected to an ongoing extortion investigation. Delta Police Major Crime Section is leading the investigation and is working closely with partner agencies.

Anyone with information or dashcam/CCTV footage is asked to contact Delta Police at 604-946-4444 (file #26-365) or Crime Stoppers at 1-800-222-8477 / www.solvecrime.ca.



Delta Police Investigating
Deaths at a Residence in
South Delta



Read caption for more

News Release



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

deltapolice.ca

Release date/time: Wednesday January 7th, 2026

Incident: Deaths at a Residence

Date/Time: Wednesday January 7th, 2026

Location: London Crescent

DPD file: 26-362

Media Contact:

S/Sgt. Mike Whiteley

Media Relations Officer

604.940.5016

media@deltapolice.ca

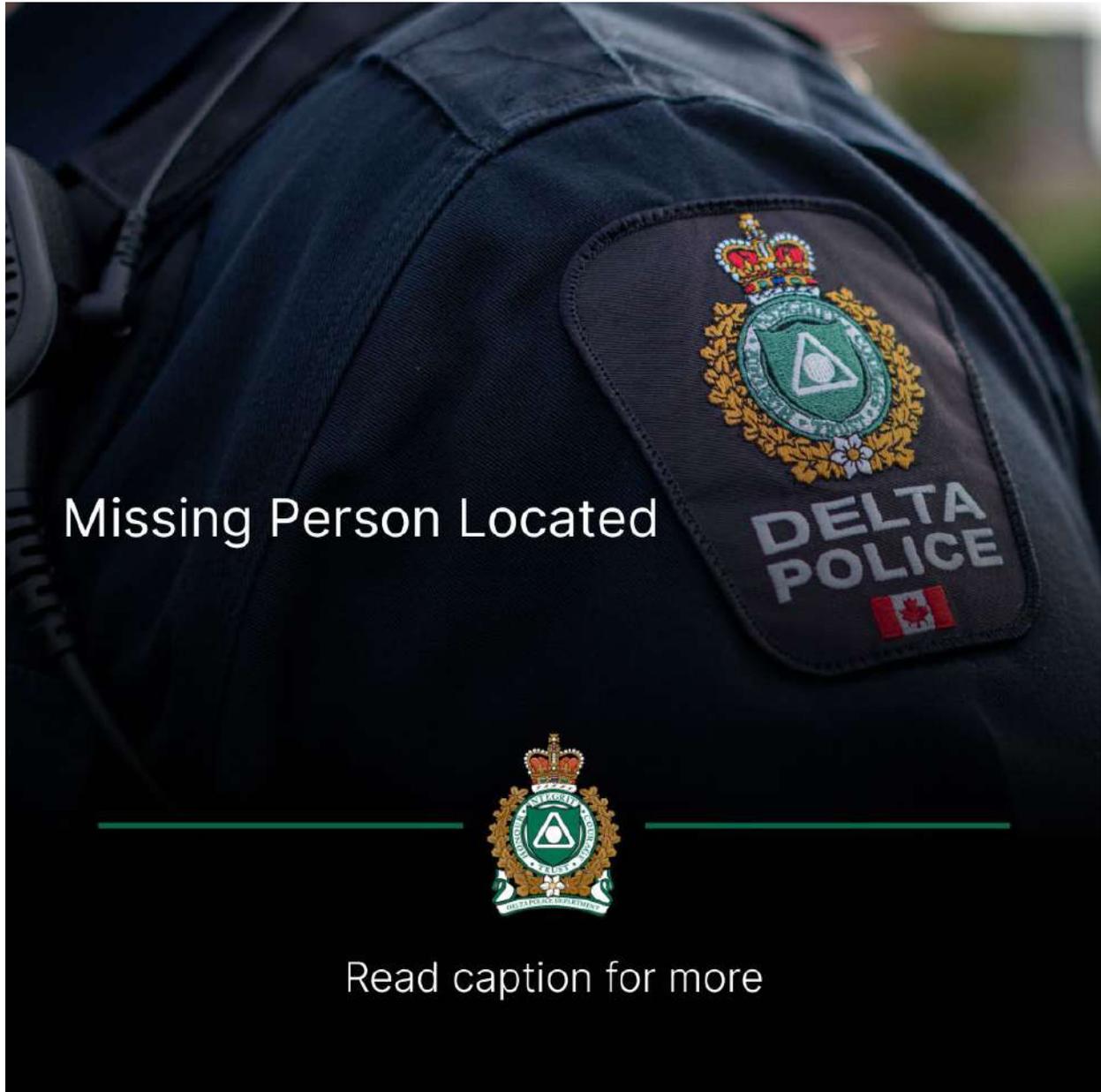
Delta Police Investigating Deaths at a Residence in South Delta

Delta, BC – On January 7, 2026, at approximately 12:12 a.m., Delta Police officers attended a residence in the 4600 block of London Crescent to conduct a welfare check. Upon entry, officers located two deceased elderly adults inside the home. The incident is believed to be isolated, there are no public safety concerns, and no suspect(s) are outstanding.

Delta Police Major Crime Unit is leading the investigation to determine the circumstances surrounding the deaths.



**2026 February
News Releases**



Missing Person Located

DELTA
POLICE



Read caption for more

News Release



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

deltapolice.ca

Release 2026-02-21 at 3:12 pm
date/time:
Incident: MISSING PERSON LOCATED
Date/Time: 2026-02-21
Location: 4600 Blk Harvest Drive
DPD file: 2026-3294

Media Contact:

S/Sgt. Mike Whiteley
Media Relations Officer
604.940.5016
media@deltapolice.ca

Missing Person Located

Delta, BC – Delta Police is requesting the public's assistance in locating a missing male.

(Name removed) was last seen at 7:10 PM on Tuesday, February 17th at the Ladner Bus Exchange in the 4600 blk Harves Drive in Delta. He has not been seen or heard from since and was reported missing to Delta Police on February 21st.

(Name removed) is described as a 68-year-old Caucasian male, 6ft 5 inches, 230 lbs with short, grey hair and blue eyes. He was last seen wearing a Toronto Blue Jays baseball cap, teal t-shirt, orange zip up windbreaker-type jacket, green zip up hoody with BENCH on right arm and "B" Bench logo on left chest. (Name removed) uses a walker to assist with mobility. Police are concerned for his health and well-being.

(Name removed) suffers from a medical condition requiring medication. He is known to use public transit.

Anyone with more information is asked to contact 9-1-1 or Delta Police at 604-946-4444 and quote file 2026-3294.

January 21 2026

Staff Sargent Sarah Swallow
Delta Police
4455 Clarence Taylor Crescent
Delta BC

Re: Commendation for Constable Kirsten Lose

On [REDACTED] early evening I experienced the most horrific and traumatic event of my life. I was in shock. And my "anchor" was Constable Kirsten Lose.

As I replay the images of that night, I recall Constable Kirsten Lose at my side, protecting, guiding, informing me. I still see the lights flashing, people running, first responders talking. I felt so alone, [REDACTED] [REDACTED]. I was scared in the dark. I knew she had a job to do about what had happened. There was urgency and I was panicking, freaking out. But Kirsten kept me focused on my breathing, made sure I was warm. As she questioned me, she was sensitive, patient and professional. When we went into the [REDACTED], I was told she stood outside ... waiting, protecting. I don't want to ramble, but I want you to hear and know my highest commendation, and say thank you to Constable Kirsten Lose, for the outstanding service she did that night.

Constable Kirsten Lose, thank you. We never know what tomorrow brings, but as you do each day what you did for me on that [REDACTED] - you will do well. From my heart, God bless you. Keep going. Keep serving. Keep protecting. I honour you.

With sincerity

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
Delta BC
[REDACTED]

BCACP/CACP NATIONAL POLICE LEADERSHIP CONFERENCE

CONFÉRENCE NATIONALE SUR LE LEADERSHIP
POLICIER DE L'ACPCB/ACCP*January 18-20 Janvier 2026*

January 23, 2026

Chief Harj Sidhu
Delta Police Department

**Subject: BCACP/CACP Police Leadership Conference – Leadership and Integrity: Shaping the Next Generation of Policing
January 18-20, 2026 – Vancouver, BC**

Chief Sidhu,

On behalf of the British Columbia Association of Chiefs of Police (BCACP), the Canadian Association of Chiefs of Police (CACP) and the conference planning committee, we wish to express our gratitude for your outstanding contribution in delivering a first-class learning experience for policing leaders.

The BCACP/CACP Police Leadership Conference was a great success in no small part due to the calibre of our speakers. Your presentation was not only informative, but profoundly impactful, offering a unique perspective that resonated deeply with our audience. The insights you have provided have undoubtedly left a lasting impression and will continue to inspire our leaders.

Thank you once again for your valuable contribution and for being an integral part of our event's success.

Sincerely,

Aviva Rotenberg
Chief Executive Officer
Canadian Association of Chiefs of Police

Leanne MacLeod
Interim Executive Director
British Columbia Association of Chiefs of Police



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February 5, 2026

The Honourable Gary Anandasangaree

Minister of Public Safety
269 Laurier Avenue West
Ottawa, ON K1A 0P8

The Honourable Nina Krieger

Minister of Public Safety and Solicitor General
PO Box 9010 Stn Prov Govt
Victoria, BC V8W 9E2

Subject: Public Safety Impacts of Extortion and the Need for Government Action

Dear Ministers Krieger and Anandasangaree,

On behalf of the Delta Police Board, I am writing to express our concern regarding extortion-related activity impacting our community. While the Delta Police Department (DPD) is actively responding and investigating, the nature and scale of this issue make clear that effective disruption and prevention require coordinated action at the provincial and federal levels to support local policing and protect public safety. Our community is looking to all levels of government for assurance that extortion and intimidation will not become normalized or tolerated.

Through regular briefings from Chief Sidhu, the Board is aware that the DPD has had a total of 18 extortion-related files, though not all have originated in Delta. Of the 18 files, nine (9) originated in Delta and DPD is the primary investigating agency. The remaining nine (9) involve DPD providing assistance to other policing partners for safety planning purposes, where the victim residence or business is located in Delta.

Three (3) of these files have involved shootings in our community. These figures are unprecedented for our community and understandably causing significant concern. Fortunately, no fatalities have occurred; nonetheless, the use of firearms, threats, and intimidation has a serious impact on community confidence and has generated fear in the community.

The Board recognizes and appreciates the commitment of the DPD in responding to extortion threats and supporting affected individuals and businesses. We are satisfied



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that investigations are being pursued professionally, collaboratively, and with appropriate urgency. However, we are also aware that extortion cases impacting our community are increasingly complex and transnational in nature, and extend beyond the authority and systems available at the municipal policing level.

At the Trilateral Summit on Combatting Extortion and Organized Crime, held in Surrey on November 28, 2025 (the Summit), the Chief identified specific system-level challenges outside of policing that support extortion activity and hinder investigations. A detailed written report outlining these challenges was also provided to the Provincial Policing and Security Branch and MP Jill McKnight. The Board has also been briefed on these matters.

The Chief further highlighted that outdated or fragmented legislative, regulatory, and administrative frameworks are being exploited by criminal networks, complicate suspect identification, and place an unreasonable burden on municipal police departments to navigate processes that sit entirely outside their jurisdiction or control. These are not theoretical concerns; they are operational realities directly affecting public safety outcomes in our community.

From a governance and public confidence perspective, this is the Board's primary concern. When organized crime can exploit gaps in systems beyond policing, victims are less likely to report, fear spreads within communities, and public trust in policing is undermined. These are not matters of police performance; they are system-level public safety issues requiring immediate provincial and federal leadership and coordination.

The Delta Police Board fully supports the concerns raised by the Chief at the trilateral Summit and urges timely follow-through. In the Board's view, criminal networks should not benefit from outdated laws, disconnected systems, or delays in aligning public safety tools across jurisdictions.

To support transparency and maintain public confidence, the Board respectfully requests an update on actions and outcomes arising from the system-level challenges identified at the Summit. As more than two months have passed, the Board would welcome an update on progress to date, actions currently underway, and next steps being considered to address the gaps identified outside municipal policing authority in relation to extortion activity.

The Board recognizes the financial and coordination support provided to DPD to date by both the provincial and federal governments. This support has assisted ongoing investigations. However, the impacts being experienced in our community highlight the



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need for continued, coordinated action across all levels of government to address this evolving and serious public safety issue.

Thank you for your attention and leadership. The Delta Police Board and DPD remain committed to supporting coordinated efforts that protect community safety and public confidence.

Yours sincerely,

Ian Tait, stél'mexw siiyá'y
Chair, Delta Police Board
itait@deltapoliceboard.ca

CC: The Honourable Jill McKnight, M.P.
The Honourable Ravi Kahlon, M.L.A.
Ian Paton, M.L.A.
Chief Constable Harj Sidhu, Delta Police Department
Delta Police Board
Mayor and Council, City of Delta



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| | |
|--|--|
| DATE 2026-01-30 | SUBMITTED BY Tracie Nunes, Board Secretary |
| SUBJECT Submission of 2025 Police Board Minutes | |
| ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision | |

As per Police Act Section 69(3) requirement, the below noted Delta Police Board Minutes have been submitted to Police Services for 2025:

- January 2025 OPEN and PRIVATE Minutes
- February 2025 OPEN and PRIVATE Minutes
- March 2025 OPEN and PRIVATE Minutes
- April 2025 OPEN and PRIVATE Minutes
- May 2025 OPEN and PRIVATE Minutes
- June 2025 OPEN and PRIVATE Minutes
- September 2025 OPEN and PRIVATE Minutes
- October 2025 OPEN and PRIVATE Minutes
- November 2025 OPEN and PRIVATE Minutes

These minutes were submitted via email to PoliceBoard@gov.bc.ca.



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| | |
|--|--|
| DATE 2026-02-02 | SUBMITTED BY Finance and Risk Management Committee |
| SUBJECT 2025 Police Board Meeting Honorariums | |
| ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision | |

Members of the Delta Police Board receive honorariums for their attendance at Board meetings and the performance of similar services to the Board. The honorariums are not intended to compensate Board members for actual hours worked, rather to give recognition for contributed service and to cover out-of-pocket and incidental expenses (e.g. parking, printing costs, cell phone, telephone and childcare) incurred by the member while carrying out their Board duties.

Board Members who attend Regular and Special Board, Committee, Canadian Association of Police Governance, BC Association of Police Board, and other meetings will receive:

- \$150 for any meeting two hours or less in length;
- \$273 for any meeting over two hours and up to four hours in length; or
- \$548 for any meeting longer than four hours and up to eight hours.

Honorariums are taxable and Board members receive a T4 each calendar year.

Total payments made to Board members in 2025 were as follows:

| | |
|--|---------|
| Boisvert, Councillor Daniel ¹ | \$0 |
| Cassidy, Chief Laura | \$1,569 |
| Flandez, Warren Dean (Vice-Chair) | \$4,995 |
| Laviolette, Michelle ² | \$819 |
| Mayhew, Lori | \$2,361 |
| Oberoi, Sharan ³ | \$0 |
| Pandey, Nikhil | \$2,988 |
| Qualtrough, Carla ² | \$819 |
| Tait, Ian (Chair) | \$5,241 |
| Victoria, Lara ^{4,5} | \$846 |

¹ The appointed City Council member does not receive an honorarium for Board meetings. Their participation is considered an official function of Council under *City of Delta Bylaw No. 8241 - Remuneration of Council Members*

² Appointed to the Board on July 14, 2025

³ Board member has declined receipt of meeting honorariums

⁴ BC Association of Police Boards, Board of Director

⁵ Term ended on June 30, 2025



DELTA POLICE BOARD

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| | |
|--|--|
| DATE 2026-02-12 | SUBMITTED BY Jassie Padda Ram Executive Director/Corporate Services Manager |
| SUBJECT Canadian Association of Police Governance Membership 2026 | |
| ACTION REQUIRED <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision <p>THAT the Delta Police Board approve payment of the 2026 Canadian Association of Police Governance (CAPG) membership fee in the amount of \$2,263.00 from the Delta Police Board budget.</p> | |

PURPOSE

To obtain the Delta Police Board’s approval to renew membership with the Canadian Association of Police Governance (CAPG) for 2026.

DISCUSSION

The Canadian Association of Police Governance (CAPG) is the national organization dedicated to supporting civilian oversight of policing in Canada through training, resources, and collaboration among police boards.

CAPG membership provides Board members with access to governance training and development opportunities, policy resources, national networking, and current information on emerging issues in police governance. Membership also enables participation in national discussions on governance practices and community safety.

While CAPG webinars and learning sessions may be accessed individually at a separate cost, membership provides broader value by supporting continuous board development, strengthening governance capacity, and ensuring the Delta Police Board has a voice in national police governance discussions.

Funding for the CAPG membership fee in the amount of \$2,263.00 is available within the Delta Police Board’s approved 2026 budget.

CONCLUSION

CAPG membership supports the Delta Police Board’s governance responsibilities by providing training, resources, and national collaboration opportunities. Approval of the membership renewal is recommended.

ATTACHMENTS

- A. Correspondence from Stephen Reid, Chief Executive Officer, CAPG
- B. Invoice from CAPG for 2026 Membership



Canadian Association of Police Governance - 78 George Street, Suite 204 - Ottawa, Ontario - K1N 5W1

Dear Chair Ian Tait, Delta Police Service Board,

In an era of evolving public expectations and legislative change, the strength of civilian oversight has never been more critical. We invite your board to join the Canadian Association of Police Governance (CAPG), the only national voice dedicated to excellence in police governance and community safety.

As a member, your board gains immediate access to a professional ecosystem designed to sharpen you and your board's oversight capabilities:

- **Master Governance Excellence:** Empower your members through the National Police Governance Training and Development Program. This structured pathway provides foundational modules on legislated duties, with advanced training in strategic planning, financial management, and HR practices—ensuring a consistent, professional framework for oversight. This program is covered in your membership.
- **Access Governance Resources:** Members leverage a comprehensive Resource Database featuring policy libraries and templates to assist your board operations.
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By joining CAPG, you aren't just accessing a service; you are joining a collective of peers committed to police service board oversight, accountability, and excellence. To begin your membership, please visit the [CAPG Membership Page](#) or contact our office directly to discuss how we can support your board's specific goals.

Sincerely,

A handwritten signature in black ink, appearing to read "Stephen Reid".

Stephen Reid, Chief Executive Officer, CAPG

Canadian Association of Police
Governance
78 GEORGE STREET, SUITE 204
Ottawa ON K1N 5W1



BILL TO

Ian Tait
Delta Police Board
4500 Clarence Taylor Crescent
Delta British Columbia V4K
3E2

INVOICE 5132

DATE 11-02-2026 TERMS Net 30

DUE DATE 13-03-2026

| ACTIVITY | AMOUNT |
|---|----------|
| Membership Dues:2026/2027 CAPG Membership - Police Boards & RCMP/Municipal Advisory Committees - Service size 251-40 2026/2027 CAPG Membership | 2,263.00 |

TOTAL DUE \$2,263.00



DELTA POLICE BOARD

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| DATE 2026-02-23 | SUBMITTED BY Harj Sidhu, Chief Constable |
| SUBJECT Chief Constable Monthly Activity Highlights - January 2026 | |
| ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision | |

| Date | Activity |
|---------------------|--|
| January 7, 2026 | Attended Monthly Facilities Meeting |
| January 7, 2026 | Attended Monthly Organization Risk Management Meeting |
| January 8, 2026 | Attended Monthly Senior Leadership Meeting |
| January 8, 2026 | Attended DPD Family Night for New Recruits |
| January 13, 2026 | Hosted Monthly BCAMCP Meeting |
| January 14, 2026 | Attended Meeting with Province regarding Decriminalization |
| January 15, 2026 | Attended Provincial Weekly Extortion Task Force Meeting |
| January 19-20, 2026 | Participated on Leadership Panel for BCACP Conference in Vancouver |
| January 21, 2026 | Attended January Police Board Meeting |
| January 22, 2026 | Attended CSS Section and Patrol Shift Briefing Strat Plan Intro |
| January 23, 2026 | Attended Regional Municipal Training Centre Joint Meeting |
| January 24, 2026 | Attended Robbie Burns Dinner |
| January 26, 2026 | Delta Optimist Interview Regarding Extortions |
| January 26, 2026 | Attended Patrol Shift Briefing and Admin Section Strat Plan Intro |
| January 27, 2026 | Attended Delta Youth Hub Launch Event |
| January 28, 2026 | Attended DPD Reserves Swearing In |
| January 29, 2026 | Attended CACP Mentorship Program Meeting |
| January 29, 2026 | Attended Monthly Labour Management Meeting |



DELTA POLICE BOARD

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| DATE 2026-02-03 | SUBMITTED BY Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT Body-Worn Camera (BWC) Program Update and 2025 Audit | |
| ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision | |

PURPOSE

To provide the Delta Police Board with an update on the Delta Police Department’s (DPD) Body-Worn Camera (BWC) program following full frontline deployment and the results of the 2025 audit.

DISCUSSION

Program Overview and 2025 Update

The DPD has operated a BWC program since 2020 and was the first police department in British Columbia to operationalize BWCs. The program was implemented through a phased approach and intended to support:

- operational effectiveness by capturing evidence for investigative and training purposes
- officer safety
- accountability and oversight
- public trust and transparency

In 2025, DPD completed full frontline deployment of BWCs. As of the end of 2025, approximately 60 body-worn cameras are deployed using a shared-pool model across Patrol Services, Traffic Services, the Tsawwassen First Nations Service Team, and Public Safety Operations. Trained members in specialized units may also deploy BWCs on an as-needed basis. This model supports operational flexibility while managing equipment and lifecycle costs.

As of the end of 2025, more than 100 members had received BWC training. Training is now also embedded in recruit onboarding, with additional on-duty training provided as members rotate into frontline policing roles from specialized roles.

Community engagement and prior consultation have consistently demonstrated strong (86%) community support for the use of BWCs, with feedback indicating an expectation that frontline officers be equipped with cameras in modern policing environments.

Following full frontline deployment, the BWC program entered a sustained operational management phase, informed by an internal operational review conducted in 2025. The operational review identified the following best practices:

- routine supervisory review of incidents where BWC activation is mandatory

- ongoing reinforcement of best practices through training and supervisory messaging
- centralized monitoring of usage trends, transcription requests, and redaction demands
- continued integration of BWCs into investigative and Professional Standards processes

Operational data from 2025 indicates that BWCs are now a routine component of frontline policing, generating approximately 3,500 recordings annually. These recordings support investigations, training, and the assessment of public complaints.

BWC footage has supported complaint assessments by providing objective records of police-public interactions, contributing to efficient and timely review processes. BWC footage formed part of the evidentiary record where early discontinuance was sought through the Office of the Police Complaint Commissioner (OPCC).

Annual Audit Results

The DPD conducts an annual audit of the BWC program in accordance with British Columbia Provincial Policing Standard 4.2.1 and DPD policy (OD19). The audit assesses compliance with requirements governing BWC activation, retention, documentation, access, and disclosure.

The 2025 audit reviewed recordings generated between October 1, 2024, and October 1, 2025. During this period, 3,367 BWC recordings were generated across frontline teams. A statistically representative sample of 346 recordings was selected using stratified random sampling, achieving a 95% confidence level with a 5% margin of error. Recordings were assessed against 14 established audit criteria, consistent with prior audit cycles.

The audit demonstrated high compliance with provincial standards and DPD policy. The average compliance rate across all audit criteria in 2025 was approximately 97.4%, representing an improvement over the 95% overall compliance rate reported in 2024.

Table 1: 2025 BWC Program Audit Results

| Audit Point | 2025 | 2024 | Change |
|---|------|------|--------|
| 1. Recording was a call or enforcement action-specific and not indiscriminate. | 99% | 99% | 0% |
| 2. Recording related to one of the following circumstances a-i | 99% | 99% | 0% |
| 3. Camera was activated where it was reasonable to expect that the call would involve the use of force, or violent, or aggressive behavior could be anticipated or was displayed. | 99% | 98% | +1% |
| 4. Recording was not shut off until the accident was concluded. | 95% | 95% | 0% |
| 5. Recording was shut correctly off after the accident was concluded. | 97% | 95% | +2% |
| 6. If the recording was shut off before the incident conclusion, the member documented exigency circumstances for doing so. | 95% | 95% | 0% |
| 7. Person being recorded was advised of that fact, unless unsafe to do so, and the officer noted reasons. | 81% | 61% | +20% |
| 8. For each recording a notation is made in the GO that there is an associated BWC recording. | 99% | 90% | +9% |
| 9. Notes and reports exist about each incident of BWC use. | 100% | 100% | 0% |

| | | | |
|---|------|------|----|
| 10. Still retained recordings relate to an offense and are still within UCR retention. | 100% | 100% | 0% |
| 11. All recordings have been retained for at least one year. | 100% | 100% | 0% |
| 12. Any recordings have been only viewed by the investigating officer or supervisor, or for training or a previous audit. | 100% | 100% | 0% |
| 13. Any recording copied for training or other non-investigative purpose has an associated prosecution or Police Act investigation completed and identification characteristics of all non-DPD persons smudged. | 100% | 100% | 0% |
| 14. Storage and any disclosure of recording are per secure processes and by authorized persons. | 100% | 100% | 0% |

Key observations include:

- strong overall compliance across all audit categories
- full compliance (100%) in multiple areas related to record retention, authorized access, and secure storage and disclosure
- notification to individuals that they were being recorded improved from 61% in 2024 to 81% in 2025
- documentation of BWC footage availability in General Occurrence records improved to 99%, up from 90% in the previous audit period

While notification rates remain lower than other compliance areas, the upward trend in 2025 despite full frontline deployment indicates progress and remains a focus for continued training.

Despite program expansion, audit results show that compliance has been maintained and, in several areas, improved.

Program Focus for 2026

As the BWC program continues to mature, several areas of focus have been identified:

- improving voluntary activation rates in specific operational contexts, particularly traffic enforcement
- continued reinforcement of best practices through training, supervision, and internal communications
- monitoring resource impacts related to transcription, redaction, and data management
- conducting field trials of an AI-enabled translation feature available through BWC technology to assess potential operational value

Financial and Resource Considerations

As previously approved by the Board in January 2025, the BWC program operates under a subscription-based model with 60 cameras. This model provides predictable annual costs and scheduled hardware refreshes, supporting long-term financial planning.

The total anticipated annual operating cost of the program is approximately \$165,000, which includes camera hardware and subscriptions, software licensing and storage, and transcription support. These costs are incorporated into the 2026 operating budget.

Following full frontline deployment, program costs have stabilized. No additional funding is being sought at this time. Program costs will continue to be monitored through routine budget oversight, with any future material changes to be brought forward to the Board as required.

CONCLUSION

The DPD's BWC program has transitioned to full frontline deployment and continues to operate within a strong governance and compliance framework. This report is provided to the Board in support of its oversight role and to demonstrate compliance with the BCPPS 4.2.1 and internal policy requirements.



DELTA POLICE BOARD

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| DATE 2026-02-06 | SUBMITTED BY Chief Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT 2025 Police Stops Audit Report | |
| ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision | |

PURPOSE

To provide the Delta Police Board with the results of the audit of police stops conducted by Delta Police Department (DPD) officers in 2025.

DISCUSSION

Background

In 2019, the Ministry of Public Safety and Solicitor General (PSSG) undertook a regulatory review of police investigative interactions commonly referred to as “street checks” or “police stops,” in response to concerns regarding the potential over-representation of Indigenous persons and racialized communities.

As a result of this review, the Province introduced a BC Provincial Policing Standard 6.2.1 specific to police stops (the Standard), which came into effect in early 2020. In alignment with the Standard, the DPD implemented Policy IC20 - Police Stops and provided training to all members.

The Standard and DPD policy prescribe when a police stop may occur, the requirements for requesting identifying information, and require the Chief Constable to conduct an annual audit of police stops. The audit of police stops conducted in 2025 has been completed and is reported herein.

The term ‘police stop’ was not defined in the Standard; however, the following definition is provided in DPD Policy IC20 - *Police Stops*, and captures what the PSSG seeks to regulate by means of the Standard. For the purposes of this report, the definition of a police stop is taken from DPD Policy IC20:

Police Stop - any interaction by a police officer with a person that is more than a casual conversation, and which impedes a person’s movement, and where impede refers to delaying a person from continuing their intended travel or with an activity in which they are engaging, but not preventing them from doing so.

2025 Police Stops Audit

In accordance with the Standard and DPD policy, an audit was conducted of DPD officers’ police stops recorded in 2025. The audit was carried out by the Inspector in Charge, Patrol Services Section, with expertise in police records analysis and quality control.

All police stop files were reviewed to ensure policy compliance with the Standard and DPD policy. The review included:

- verifying whether reports in the Department's records management system (PRIME-BC) were assigned the appropriate incident-type code;
- verifying whether reports in the records management system specific to police stops sufficiently articulated the reasons for the interaction and any request for identifying information;
- verifying whether the inclusion of identifying information in reports is justifiable;
- if necessary, providing training and direction to the officer if the report did not sufficiently articulate the officers' reasoning for requesting identifying information, while the stops were valid; and
- if necessary, removing identifying information from reports if the report did not justify recording the person's identifying information.

The audit identified that in 2025 DPD officers conducted two (2) police stops involving three (3) individuals, compared to 20 police stops in 2024. A file review of all 2025 police stops confirmed that each was authorized by DPD policy and the Standard. As a result, no identifying information was required to be removed from any files.

Following implementation of the provincial Standard in 2020, recorded police stops declined and have stabilized at low levels. This trend reflects the introduction of standardized reporting requirements and clearer operational guidance regarding when an interaction must be recorded as a police stop, rather than a reduction in officer engagement with the public or lawful investigative activity. Officers continue to receive ongoing training, most recently through a learning brief in 2025, to support consistent application of DPD policy and the Standard.

Annual audits continue to confirm compliance with the Standard and DPD policy requirements. Similar reductions in recorded police stops have been observed in other police departments in British Columbia following implementation of the Standard.

Table 1: DPD Police Stops by Year (2020-2025)

| Year | # of DPD Police Stops |
|-------------|------------------------------|
| 2020 | 79 |
| 2021 | 52 |
| 2022 | 22 |
| 2023 | 22 |
| 2024 | 20 |
| 2025 | 2 |

Basis for Police Stops

An analysis of police stops conducted in 2025 determined that concern for the stopped individual's safety and/or well-being accounted for 100% of all police stops.

Reasons for Police Stops

Public safety purpose (observed) - n/a

Concern for stopped person's safety and/or well-being - 3 (100%)

Response to call of concern (public or business) - n/a

Seeking to locate a missing person - n/a

In 2025, police stops were exclusively related to concerns for an individual's safety or well-being, with no public safety (observed) stops recorded. This reflects a continued shift toward necessity-based interactions and supports the conclusion that officers are exercising increased discretion and restraint, engaging in police stops only when clearly justified by safety considerations.

Ethnicity Analysis

The audit also analyzed ethnicity data, although this is not a requirement of the Standard. Given the very small sample size—two (2) police stops involving three (3) individuals—the data is insufficient to support any meaningful or statistically reliable analysis or to draw conclusions regarding bias. Any apparent variation in ethnicity is attributable to the limited sample size rather than to operational practices or policy changes.

Ethnicity of Persons Stopped

Caucasian - 0

South Asian - 1 (50%)

Indigenous - 1 (25%)

Black - 0

Asian - 0

Middle Eastern - 0

Unknown - 1 (25%)

Total 3

CONCLUSION

This report is provided for the Board's oversight and compliance under BCPPS 6.2.1. All three stops were conducted exclusively in response to safety or well-being concerns and were compliant with DPD policy and the Standard. Due to the limited number of stops, demographic analysis is limited, and no systemic inequities were identified.



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| DATE 2026-02-17 | SUBMITTED BY Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT Police Performance Measures Report: BC Police Resources Survey and Crime Severity Index | |
| ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision | |

PURPOSE

This report provides the Delta Police Board (Board) with an analysis of the Delta Police Department's (DPD) performance in community safety and resource management, using two key measures: the Crime Severity Index (CSI) and the Police Resources in British Columbia (PRBC) report.

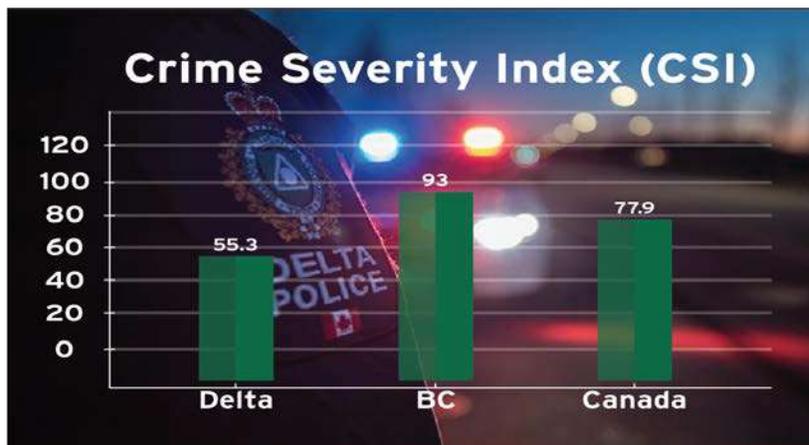
DISCUSSION

Background

The Delta Police Department (DPD) monitors key performance indicators to assess public safety trends and organizational resourcing within provincial and national contexts. Two of these measures are the Crime Severity Index (CSI) and the Police Resources in British Columbia (PRBC) report.

Crime Severity Index (CSI)

Published by Statistics Canada, the Crime Severity Index (CSI) is the only national metric that consistently compares crime across the country. It measures both the volume and severity of reported offences, with lower scores indicating safer communities. While the Board has previously reviewed CSI data, it is presented again alongside the latest Police Resources in British Columbia (PRBC) report, released in January 2026. Delta's CSI was 55.3, significantly lower than the provincial average of 93 and the national average of 77.9.



Police Resources in British Columbia (PRBC) Report

Compiled by the Ministry of Public Safety and Solicitor General (PSSG), this report provides comparative data on police resources across municipal police departments and RCMP detachments in British Columbia. It allows DPD to assess staffing levels, funding, and caseload indicators within a provincial context.

The 2025 PRBC report, released in January 2026, is being presented to the Board for the first time. Due to differences in funding and governance models, municipal police departments such as DPD are compared only to other independent municipal police departments.

The following provides an overview of Delta’s police resources compared to the average of municipal police agencies.

Table 1: Comparative Overview of DPD & BC Municipal Police Agencies



- **Population per Officer** - Delta’s population-to-officer ratio is 632, compared to the municipal average of 585. This measure reflects the number of residents served by each police officer and is a general indicator of staffing capacity relative to community size. Delta’s Official Community Plan (updated July 2025) projects population growth of approximately 31,000 residents over the next two decades (about 1,550 residents annually). This anticipated growth reinforces the importance of a strategic and phased staffing approach to maintain effective policing and public safety as service demand increases.
- **Cost per Capita** - The municipal average policing cost is \$521 per resident, while Delta remains below this at \$401 per resident. Cost per capita reflects total municipal policing expenditures divided by population and provides a comparison of policing investment across jurisdictions.

- **Crime Rate** - The municipal average crime rate is 55, while Delta's rate is 34. Crime rate reflects Criminal Code offences relative to community population size and does not include non-criminal calls for service, provincial statute enforcement, or other police files that still require officer time and resources.
- **Caseload per Officer** - Delta officers handled an average of 22 cases per officer, below the municipal average of 32. This measure reflects the average number of police files assigned per officer and serves as a general workload indicator. While this suggests a manageable workload, administrative demands on officers continue to increase due to British Columbia Prosecution Service modernization initiatives, including digital evidence management and enhanced disclosure requirements. These responsibilities extend beyond frontline policing and add to overall workload pressures.

Overall, Delta continues to perform favourably relative to municipal averages in cost, crime rate, and caseload measures, while projected population growth will place increasing pressure on staffing levels and service demand over time.

CONCLUSION

The report demonstrates that the DPD continues to maintain public safety while managing resources efficiently. Key performance measures, including the CSI and the PRBC report, indicate that Delta maintains low crime rates, manageable caseloads, and a cost-effective policing model compared to other municipal police departments in British Columbia.

As Delta's population grows, strategic staffing and resource planning will be essential to sustaining these outcomes. The insights from these performance indicators will help guide future decision-making to ensure the DPD remains responsive, efficient, and aligned with community needs.

The DPD remains committed to excellence in policing services and appreciates the continued support of the Delta Police Board and the City of Delta's Mayor and Council.

ATTACHMENTS

- A. Police Resources in British Columbia, 2024 (*Ministry of Public Safety and Solicitor General*)



Ministry of Public Safety and Solicitor General
Policing and Security Branch

Police Resources in British Columbia, 2024

Table of Contents

| | |
|--|----|
| Structure of Policing in British Columbia..... | 2 |
| British Columbia Policing Jurisdictions | 7 |
| Indigenous Policing Services Statistics, 2024 | 8 |
| Municipal Police Statistics, 2024 | 10 |
| Provincial Police Statistics, 2024 | 12 |
| Police Statistics Summary, 2024 | 15 |
| Government Contributions to Policing, 2024 | 16 |
| British Columbia Authorized Strength by Responsibility 2015-2024 | 17 |
| Authorized Strength by Jurisdiction, 2015-2024 | 18 |
| Key Impacts on Crime Statistics | 27 |
| Police Resource Definitions and Data Qualifiers | 28 |

Date Prepared: December 2025

Effective Jan 1, 2019, new CCJS scoring rules and provincial PRIME policy changes were introduced regarding how incidents are categorized. Incidents of crime that could not be substantiated when followed up by the police are no longer considered “unsubstantiated,” unless police find evidence to show the offence did not occur. Consequently, more crimes are now being categorized as “founded,” contributing to increases in the number of occurrences for many jurisdictions beginning in 2019.

***Caution should be used in comparing police jurisdiction crime data, policing costs, authorized strengths, or case loads.**

Please refer to the Police Resource Definitions and Data Qualifiers on page 28.

Additional police and crime statistics information can be found on the PSB website:
<https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/publications-statistics-legislation/crime-police-resource-statistics>



Police Resources in British Columbia, 2024

Structure of Policing in British Columbia

Policing in Canada is a shared responsibility between federal, provincial/territorial, and municipal governments. Under the *Constitution Act, 1867*, the federal government has the exclusive authority to enact legislation regarding criminal law and procedure. In addition, the federal government is responsible for providing a federal police service to enforce federal statutes and to protect national security. The *Constitution Act, 1867*, delegates responsibility for the administration of justice, which includes policing, to provincial governments. Each province has a Police Act that sets out the terms by which police are governed. Provinces may delegate responsibility for policing within municipal boundaries to the municipality. Under the *Police Act*, municipalities with a population of 5,000 and over are responsible for providing policing and law enforcement services within their municipal boundaries.

In B.C., policing is provided mainly by the Royal Canadian Mounted Police “RCMP” (federal, provincial, and municipal services), municipal police departments, and one Indigenous Self-Administered Police Service. Notably, there are integrated teams operating throughout the province; these teams provide specialized policing services and are funded and/or resourced from two or more policing jurisdictions or agencies.

In addition, there are also several agencies that provide supplemental policing in B.C.; that is, they are mandated to provide policing in geographic areas already served by provincial or municipal police agencies but for a specific purpose. For example, in the Lower Mainland area of the province, the South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) provides policing on and around the transit system which is supplemental to the jurisdictional police. Similarly, the Canadian National and Canadian Pacific Railway police agencies provide specialized law enforcement on any property within 500 metres of lands that the railway company owns, possesses, or administers.

Federal Service

The RCMP is Canada’s national police service. Established under the *RCMP Act*, the RCMP serves as the federal police service across Canada including within British Columbia. The RCMP falls within the portfolio of the Minister of Public Safety Canada and operates under the direction of the RCMP Commissioner. Federal Policing Pacific Region centralizes federal policing reporting and aligns federal policing criminal operations across British Columbia and the Yukon. Federal Policing in B.C. is responsible for enforcing federal statutes, border integrity and transnational organized crime, cyber-enabled crime, financial crime, terrorism/criminal extremism, and foreign interference. To meet its priorities and mandated activities, federal policing in B.C. consists of the following groups: Border Integrity (BI), Cyber & Financial Investigations (CFIT), Drugs & Organized Crime (DOC), Integrated National Security Enforcement Team (INSET) and Protective Services. Investigative teams and units within these groups are located throughout B.C. Several federal policing groups and operational teams include provincial positions, and secondments from municipal police services enhancing collaboration.

In 2024, the authorized strength of the federal service in British Columbia was 976 member positions which included 121 protective policing positions.

Provincial Service

Under the *Police Act*, the provincial government must provide policing and law enforcement to rural/unincorporated areas and municipalities under 5,000 population. Effective April 1, 2012, the Province of B.C. signed a new 20-year *Provincial Police Service Agreement* (PPSA) with the Government of Canada to contract the RCMP as B.C.’s Provincial Police Service (PPS). Under the terms of the PPSA, the provincial government pays 70% of the cost-base described in the Agreement with the federal government paying the remaining 30%¹.

A portion of the provincial cost is recovered through the Police Tax. In 2007, municipalities under 5,000 population and unincorporated areas began to pay the Police Tax which covers a portion of the costs of the General Duty and General Investigative Services (GD/GIS) provided by the Provincial Police Service (RCMP). In 2024, the Police Tax raised a total of \$40M which was 33 per cent of the Province’s estimated 70 per cent share of rural and small community GD/GIS costs. The Police Tax is under the purview of the Ministry of Finance. Revenues go into the Province’s Consolidated Revenue Fund.

Police Resources in British Columbia, 2024



The Provincial Police Service can be broken into two main categories: detachment policing and the provincial police services. Detachment policing provides local police services to municipalities under 5,000 population and unincorporated areas throughout the province by means of uniformed patrols, response-to-call duties, investigative services, community-based policing, traffic enforcement, and administrative support to provincial detachments.

In addition to detachment policing, the Provincial Police Service maintains the capacity and expertise to resolve the highest risk incidents; target organized crime, gang and gun violence, and serial crimes, and respond to large-scale provincial emergencies or events. This would also include capital-intensive equipment such as boats and aircrafts.

In 2024, 814² member positions were assigned to provide GD/GIS at provincial detachments, serving a population of 712,307 including 82 municipalities with populations below 5,000 persons in addition to unincorporated areas. The total authorized strength of B.C.'s Provincial Police Service was 2,602³.

Municipal Policing

Under the *Police Act*, a municipality is responsible for the provision of policing and law enforcement services when its population exceeds 5,000 persons. The municipality also becomes responsible for bearing all the costs relating to its municipal police services. These municipalities must provide their policing by one of the three models outlined in the *Police Act* - their own municipal police department, contract with an existing municipal police department, or contract with the provincial government for the RCMP to establish a municipal police unit (MPU).

In 2024, there were 80 municipalities in B.C. responsible for providing policing services within their municipal boundaries. 12 municipalities were policed by municipal police departments, 67 were policed solely by municipal police units (RCMP), and one municipality was undergoing municipal police model transition⁴.

Municipal Police Units⁴

In addition to the *Provincial Police Service Agreement* (PPSA), the provincial and federal governments signed the *Municipal Police Service Agreement* (MPSA), a master agreement which enables the provincial government to subcontract the Provincial Police Service (RCMP) to municipalities and describes the terms and conditions for the provision of a municipal police unit. To establish a municipal police unit, with the RCMP as the service provider, each municipality must sign a *Municipal Police Unit Agreement* (MPUA) with the provincial government.

In accordance with these agreements, municipalities with an RCMP municipal police unit (MPU) benefit through a cost shared arrangement with the federal government¹. Per the terms of the MPSA and the MPUA, municipalities between 5,000 and 14,999 population pay 70% of the RCMP costs while municipalities with 15,000 population or higher pay 90%. The remaining 30% and 10%, respectively, are paid by the federal government¹. Some costs, such as accommodations and municipal support staff, are not eligible for cost sharing under the MPSA/MPUA.

The RCMP operates regional and integrated detachments in many areas of the province. An integrated detachment is comprised of two or more provincial and/or municipal police units. For example, the North Vancouver Detachment houses three policing units: two municipal (North Vancouver District and North Vancouver City) and one provincial (North Vancouver Provincial). Typically, integrated detachments operate on a post-dispatch system which means members are not restricted to a specific jurisdiction and respond to calls in any of the policing jurisdictions served by the detachment. In the example of the North Vancouver Detachment, members of the three policing jurisdictions, regardless of whether they are assigned to the North Vancouver City Municipal Unit or the North Vancouver Provincial Unit etc., will respond to calls in all of the policing jurisdictions served by the detachment. In integrated detachments, members from each policing unit report to one detachment commander.

The regional detachment structure adds another layer to integration. Regional detachments offer a central point for management, coordination, and comptrollership for multiple integrated or stand-alone detachments in a defined area. For example, the Kelowna Regional Detachment is comprised of the Kelowna Municipal Unit, West Kelowna Municipal Unit, Peachland Municipal Unit, Kelowna Provincial Unit, and the Lake Country Municipal Unit. These units operate from multiple bases in the area: the Kelowna Municipal Unit operates out of a detachment in the City of



Police Resources in British Columbia, 2024

Kelowna; the West Kelowna Integrated Detachment houses the West Kelowna Municipal Unit, Peachland Municipal Unit, and Kelowna Provincial Unit; and the Lake Country Detachment houses the Lake Country Municipal Unit. These types of arrangements allow for specialized and/or administrative police services to be delivered regionally.

In 2024, a total of 67 municipalities⁴ in B.C. were policed solely by RCMP municipal police units, with a combined total authorized strength of 3,431 member positions.

There were 35 municipalities between 5,000 and 14,999 population with RCMP municipal police units, with a total strength of 476 member positions. There were 32 municipalities with a population of 15,000 or higher that had RCMP municipal police units, with a total strength of 2,955 member positions. *(Note: Includes adjusted strength figures for MPUs participating in Lower Mainland District Integrated Teams).*

Municipal Police Model in Transition

In February 2020, the Minister of Public Safety and Solicitor General approved the City of Surrey's plan to provide its policing and law enforcement services by means of a municipal police department. The Surrey Police Board was established in July 2020, and later that year they hired the Surrey Police Service (SPS)'s first employee, its Chief Constable. The SPS and the Surrey Police Board then began carrying out the necessary work to establish the police agency, including staffing, policy development, contracting, and acquiring necessary equipment and information management/technology (IM/IT) infrastructure.

The transition from the RCMP to the SPS was split into two phases. During phase 1, the Surrey RCMP Municipal Police Unit remained Surrey's police agency of jurisdiction (POJ), with SPS officers assigned to work within it. Phase 2 began on November 29, 2024, when the SPS became Surrey's POJ and assumed responsibility for policing and law enforcement in the City. During this ongoing phase, the RCMP remain in Surrey providing temporary transitional assistance through the BC RCMP PPS' Surrey Provincial Operations Support Unit (SPOSU). Phase 2, and the transition, will be complete when the SPS can operate independently without the need for temporary transitional assistance.

With respect to police resources, as of December 31, 2024, the total strength for the SPS and the BC RCMP PPS SPOSU was a combined 1,111^{5,6} member positions.

Municipal Police Departments

Thirteen (13) municipalities in B.C. are policed by twelve municipal police departments as established under section 23 of the *Police Act*. The municipal police departments are: Vancouver, Victoria (which polices the municipalities of Victoria and Esquimalt), Saanich, Central Saanich, Oak Bay, Delta, Abbotsford, New Westminster, West Vancouver, Nelson, Port Moody, and Surrey. On November 29, 2024, the Surrey Police Service (SPS) became Surrey's POJ and as a result becoming the 13th municipality to be policed by a municipal police department. Notably, the City's police model transition is ongoing, currently implementing phase 2 to transition completion *(For more information, see above Municipal Police Model in Transition).*

Municipal police departments are governed by a police board, whose role is to provide general direction to the department in accordance with relevant legislation and in response to community needs. Each police board consists of civilians and is chaired by the municipality's mayor; one board member is appointed by the municipal council and up to seven people appointed by the provincial government. Municipalities which provide their policing by means of a municipal police department pay for 100% of all their policing costs.

In 2024, the combined total authorized strength of the 12 municipal police departments responsible under the *Police Act* for providing policing services was 2,635 officer positions *(Note: Includes adjusted strength figures representing the sworn officers from municipal police departments for municipalities participating in Lower Mainland District Integrated Teams. In addition, for the purposes of this publication, as Surrey's municipal police model transition is ongoing, the authorized strength for the Surrey Police Service has been excluded from this total authorized strength).*

Police Resources in British Columbia, 2024



Indigenous Policing in B.C.

Indigenous Policing through the First Nations and Inuit Policing Program (FNIPP)

Through the First Nations and Inuit Policing Program (FNIPP) established in 1991, both the federal and provincial governments cost-share culturally responsive policing services that are above and beyond the operational policing services already provided to the community under the *Provincial Police Service Agreement* (PPSA). The provincial share of funding for the FNIPP is 48% and the federal share is 52%. Enhanced policing services are professional, dedicated, and culturally responsive to participating First Nations and Inuit communities, and are designed to allow Nations to have greater input over the delivery of policing services within their communities. FNIPP services in B.C. are typically established under *Community Tripartite Agreements* (CTAs) or *Self-Administered Police Agreements*.

Indigenous Policing Services (formerly First Nations Community Policing Services)

The RCMP Indigenous Policing Services (IPS) in B.C. is provided for under the *Framework Agreement* between the federal and provincial governments. As of December 31, 2024, the authorized strength for RCMP IPS is 126 member positions. IPS units fulfill services associated with all Community Tripartite Agreements (CTAs) between the provincial government, the federal government, and participating First Nations. British Columbia currently has 59 CTAs with 133 First Nations and is in the process of renewing these agreements with each signatory Nation. See pages 8 and 9 for a list of IPS positions by Community and RCMP Detachment.

Tsawwassen Quadripartite Agreement

In 2020, the federal government, the provincial government, the City of Delta, and the Tsawwassen First Nation (TFN) signed a five-year policing agreement to allow the Delta Police Department to deliver enhanced policing services to the Tsawwassen First Nation. Like other enhanced policing agreements under the FNIPP, this agreement is cost-shared by the federal and provincial governments following the same 52%/48% split. There is currently one member providing enhanced policing services to TFN under this Agreement.

Self-Administered Policing Services

Stl'atl'imx Tribal Police Service (STPS) is the only Indigenous Self-administered Police Service in British Columbia and is governed by the Stl'atl'imx Tribal Police Board whose members are selected from each of the ten communities it serves. All STPS officers, many of whom are from the St'at'imc Nations, are appointed under the *Police Act*, and are either experienced officers who transfer to STPS, or recent graduates who have completed the standard police academy training for police recruit constables at the Justice Institute of British Columbia (JIBC). In 2020, the ten St'at'imc Nations signed a 10-year agreement with the federal and provincial governments to increase their authorized strength to 14 officer positions. STPS's Agreement was amended in October 2024 to increase the service's authorized strength from 14 to 16 officers.

Integrated First Nations Police Unit

In 2007, the provincial government, the West Vancouver Police Board, the Squamish First Nation, and Tsleil-Waututh First Nation signed an enhanced policing agreement to create the Integrated First Nations Policing Unit (IFNU). IFNU is comprised of five members from Squamish and North Vancouver municipal police units (RCMP) and two members from the West Vancouver Police Department. While British Columbia fully funds six of the IFNU's members, one member is funded under FNIPP's 52%/48% cost-share with Canada. This agreement provides enhanced policing services to Squamish and Tsleil-Waututh lands located in Vancouver, North Vancouver, West Vancouver, and the Squamish Valley.

Integrated Teams in B.C.

There are a number of integrated teams in the province. These teams may be "integrated" in one or more ways:

- They are comprised of police officers/members from more than one police agency or members from at least two levels of policing (i.e., federal, provincial, municipal); and/or
- Multiple governments (i.e., federal, provincial, municipal) contribute to funding the team.



Police Resources in British Columbia, 2024

In addition, integrated teams provide services to more than one policing jurisdiction. In B.C., there are three broad categories of integrated teams: federal, provincial and regional/municipal.

Federal Integrated Teams: Federal Policing Pacific Region has several integrated teams which include members from municipal, provincial, and other federal agencies. These groups are engaged in national security, transnational organized crime, money laundering, integrated market enforcement, drug enforcement, and border integrity investigations. For example, the Integrated Border Enforcement Team (IBET), works alongside B.C.'s municipal police services, Canada Border Services Agency (CBSA), United States Customs and Border Protection, US Border Patrol and US Homeland Security Investigations (HSI). The Clandestine Lab Enforcement and Response (CLEAR) Team responds to synthetic drug incidents across B.C. and the Yukon and supports B.C.'s municipal police services and other provincial and federal government agencies in synthetic drug investigations. The Waterfront Joint Forces Operation (WJFO) conducts intelligence and investigative activities in the marine/waterfront environment and includes secondments from municipal police agencies and CBSA. Several federal policing groups and operational teams include secondments from municipal police services enhancing collaboration and operational response.

Provincial Integrated Teams: may include members/sworn officers from municipal, provincial, and/or federal agencies but are funded primarily by the provincial government. The provincial teams include Combined Forces Special Enforcement Unit (CFSEU), Hate Crime Task Force, Integrated Sexual Predator Observation Team (ISPOT), Integrated Witness Protection Services, and the Unsolved Homicide Unit.

Regional Integrated Teams: may include members/sworn officers from municipal, provincial, and/or federal police agencies. These teams are formed to provide specialized services to specific regions of the province and are funded by the participating jurisdictions according to a predetermined funding formula. For example, the RCMP's Lower Mainland District (LMD) Police Dog Service provides service to all municipal and provincial policing jurisdictions, served by the RCMP, in the LMD, as well as to the Abbotsford, Delta, New Westminster, and Port Moody, Surrey, and West Vancouver Municipal Police Departments.



Police Resources in British Columbia, 2024

British Columbia Policing Jurisdictions

RCMP ISLAND DISTRICT

Alert Bay Prov
Campbell River Mun
Campbell River Prov
Colwood Mun
Comox Mun
Comox Valley Prov
Courtenay Mun
Duncan Mun
Duncan Prov
Gabriola Island Prov
Ladysmith Mun
Ladysmith Prov
Lake Cowichan Prov
Langford Mun
Metchosin Mun
Nanaimo Mun
Nanaimo Prov
Nootka Sound Prov
North Cowichan Mun
North Saanich Mun
Oceanside Prov
Outer Gulf Islands Prov
Parksville Mun
Port Alberni Mun
Port Alberni Prov
Port Alice Prov
Port Hardy Prov
Port McNeill Prov
Powell River Mun
Powell River Prov
Quadra Island Prov
Qualicum Beach Mun
Salt Spring Island Prov
Sayward Prov
Shawnigan Lake Prov
Sidney Mun
Sidney Prov
Sooke Mun
Sooke Prov
Texada Island Prov
Tofino Prov
Ucluelet Prov
View Royal Mun
West Shore Prov

RCMP LOWER MAINLAND DISTRICT

Agassiz Prov
Barnston Island Prov⁷
Boston Bar Prov
Bowen Island Prov
Burnaby Mun
Chilliwack Mun
Chilliwack Prov

Coquitlam Mun
Coquitlam Prov
Hope Mun
Hope Prov
Kent Mun
Langley City Mun
Langley Township Mun
Maple Ridge Mun
Mission Mun
Mission Prov
North Vancouver City Mun
North Vancouver District Mun
North Vancouver Prov
Pemberton Prov
Pitt Meadows Mun
Port Coquitlam Mun
Richmond Mun
Ridge Meadows Prov
Sechelt Mun
Squamish Mun
Squamish Prov
Sunshine Coast Prov
University Prov
Whistler Mun
Whistler Prov
White Rock Mun

RCMP NORTH DISTRICT

Alexis Creek Prov
Anahim Lake Prov
Atlin Prov
Bella Bella Prov
Bella Coola Prov
Burns Lake Prov
Chetwynd Prov
Daajing Giids Prov⁸
Dawson Creek Mun
Dawson Creek Prov
Dease Lake Prov
Fort St. James Prov
Fort St. John Mun
Fort St. John Prov
Fraser Lake Prov
Houston Granisle Prov
Hudson's Hope Prov
Kitimat Mun
Kitimat Prov
Lisims/Nass Valley Prov
Mackenzie Prov
Masset Prov
McBride Prov
New Hazelton Prov
Northern Rockies Prov
One Hundred Mile House Prov
Prince George Mun

Prince George Prov
Prince Rupert Mun
Prince Rupert Prov
Quesnel Mun
Quesnel Prov
Smithers Mun
Smithers Prov
Stewart Prov
Takla Landing Prov
Terrace Mun
Terrace Prov
Tsay Keh Dene Prov
Tumbler Ridge Prov
Valemount Prov
Vanderhoof Prov
Wells Prov
Williams Lake Mun
Williams Lake Prov

RCMP SOUTHEAST DISTRICT

Armstrong Mun
Armstrong Prov
Ashcroft Prov
Barriere Prov
Castlegar Mun
Castlegar Prov
Chase Prov
Clearwater Prov
Clinton Prov
Coldstream Mun
Columbia Valley Prov
Cranbrook Mun
Cranbrook Prov
Creston Mun
Creston Prov
Elkford Prov
Enderby Prov
Falkland Prov
Fernie Mun
Fernie Prov
Golden Prov
Grand Forks Prov
Kamloops Mun
Kaslo Prov
Kelowna Mun
Kelowna Prov
Kimberley Mun
Kimberley Prov
Keremeos Prov
Lake Country Mun
Lillooet Prov
Logan Lake Prov
Lumby Prov
Lytton Prov

Merritt Mun
Merritt Prov
Midway Prov
Nakusp Prov
Nelson Prov
Oliver Mun
Oliver Prov
Osoyoos Mun
Osoyoos Prov
Peachland Mun
Penticton Mun
Penticton Prov
Princeton Prov
Revelstoke Mun
Revelstoke Prov
Salmo Prov
Salmon Arm Mun
Salmon Arm Prov
Sicamous Prov
Slocan Lake Prov
Spallumcheen Mun
Sparwood Prov
Summerland Mun
T'Kumlups Prov
Trail & Greater District Prov
Trail Mun
Vernon Mun
Vernon Prov
West Kelowna Mun

MUNICIPAL POLICE MODEL IN TRANSITION

Surrey Mun⁴

MUNICIPAL POLICE DEPARTMENTS

Abbotsford Mun
Central Saanich Mun
Delta Mun
Nelson Mun
New Westminster Mun
Oak Bay Mun
Port Moody Mun
Saanich Mun
Vancouver Mun
Victoria Mun
West Vancouver Mun

INDIGENOUS SELF-ADMINISTERED POLICE SERVICE

St'l'at'imx Tribal Police

*Mun = Municipal
Prov = Provincial*



Police Resources in British Columbia, 2024

Indigenous Policing Services Statistics, 2024

FIRST NATIONS COMMUNITIES POLICED BY DETACHMENT

| Detachment | Auth.Strength | Detachment | Auth.Strength |
|--|---------------|---|---------------|
| Agassiz & Chilliwack - Upper Fraser Valley⁹ | 7.5 | Daajing Giids⁸ | 2 |
| Chehalis First Nation | | Skidegate Council | |
| Sto:lo (Scowlitz First Nation) | | Dease Lake | 3 |
| Kwantlen First Nation, Soowahlie First Nation, Shxw'ow'hamel First Nation, Seabird Island First Nation, Chawathil First Nation, Kwaw-kwaw-Apilt First Nation, Cheam First Nation | | Dease River First Nation | |
| Ahousaht / Tofino | 2 | Iskut First Nation | |
| Ahousaht First Nation | | Tahltan Council | |
| Alert Bay | 2 | Enderby | 1 |
| Da'Naxda'xw First Nation | | Spallumcheen | |
| Gwawaenuk First Nation | | Fort St. James | 4 |
| Namgis First Nation | | Nak'azdli First Nation | |
| Tlowitsis First Nation | | Tl'azt'en First Nation | |
| Tsawataineuk First Nation | | Fort St. John | 3 |
| Alexis Creek | 3 | Blueberry River First Nation | |
| Alexis Creek First Nation | | Doig River First Nation | |
| Stone First Nation | | Halfway River First Nation | |
| Xeni Gwet'in First Nation | | Kamloops | 4 |
| Anaham First Nation | | Kamloops First Nation | |
| Anahim Lake | 1 | Skeetchestn First Nation | |
| Ulkatcho First Nation | | Whispering Pines / Clinton First Nation | |
| Bella Bella | 2 | Keremeos | 1 |
| Heiltsuk First Nation | | Lower Similkameen | |
| Oweekeno First Nation | | Kitimat | 1 |
| Bella Coola | 1 | Kitimaat First Nation (Haisla) | |
| Nuxalk First Nation | | Ladysmith | 1 |
| Burns Lake | 3 | Chemainus First Nation | |
| Burns Lake First Nation | | Lake Cowichan | 2 |
| Cheslatta Carrier First Nation | | Ditidaht First Nation | |
| Nee-Tahi-Buhn First Nation | | Lisims/Nass Valley | 3 |
| Skin Tyee First Nation | | Nisga'a | |
| Wet'su'wet'en First Nation | | Lytton | 2 |
| Campbell River | 1 | Cooks Ferry Indian Band | |
| Campbell River First Nation | | Kanaka Bar Indian Band | |
| Cape Mudge First Nation (We Wai Kai) | | Lytton First Nation | |
| Homalco First Nation | | Nicomien Indian Band | |
| Chase | 1 | Siska Indian Band | |
| Little Shuswap Lake | | Skuppah Indian Band | |
| Neskonlith | | Mackenzie | 1 |
| Chetwynd | | McLeod Lake Indian Band | |
| Saulteau | 0.5 | Masset | 2 |
| West Moberly First Nation | 0.5 | Old Masset Village Council | |
| Cranbrook | 3 | Merritt | 4 |
| Akisqu'nuk First Nation | | Coldwater Council | |
| Lower Kootenay First Nation | | Lower Nicola Council | |
| St. Mary's First Nation | | Nooaitch Council | |
| Tobacco Plains Indian Band | | Shackan Council | |
| | | Upper Nicola Council | |
| | | Nanaimo | |
| | | Nanoose First Nation | 0.5 |
| | | Snuneymuxw Council | 1.5 |

Police Resources in British Columbia, 2024



FIRST NATIONS COMMUNITIES POLICED BY DETACHMENT, CONTINUED

| Detachment | Auth.Strength | Detachment | Auth.Strength |
|--|---------------|-------------------------------|---------------|
| New Hazelton | 3 | Sidney / North Saanich | 2 |
| Gitanmaax First Nation | | Pauquachin First Nation | |
| Gitanyow First Nation | | Tsartlip First Nation | |
| Gitsegukla First Nation | | Tsawout First Nation | |
| Gitwangak First Nation | | Tseycum First Nation | |
| Glen Vowell First Nation | | Smithers | 2 |
| Hagwilget First Nation | | Moricetown First Nation | |
| Kispiox First Nation | | Fort Babine First Nation | |
| North Cowichan | 4 | Lake Babine Nation | |
| Cowichan Tribes | | Sunshine Coast | 2 |
| North Vancouver | 1 | Sechelt Council | |
| Burrard (Tsleil-Waututh) First Nation | | Surrey | 1.5 |
| Squamish First Nation | | Semiahmoo First Nation | |
| Northern Rockies | 2 | Takla Landing | 2 |
| Fort Nelson First Nation | | Takla Lake First Nation | |
| Prophet River First Nation | | Terrace | 1 |
| Oliver | 1 | Kitselas First Nation | |
| Osoyoos First Nation | | Kitsumkalum First Nation | |
| One Hundred Mile House | 1 | Tsay Keh Dene | 2 |
| Canim Lake Council | | Kwadacha First Nation | |
| Penticton | 2 | Tsay Keh Dene First Nation | |
| Penticton Indian Band | | Ucluelet | 2 |
| Port Alberni | | Toquaht First Nation | |
| Hupacasath First Nation | 2 | Yuulu?il?ath First Nation | |
| Tseshah First Nation | | Vanderhoof | 1 |
| Huu-ay-aht First Nation | 3 | Saik'uz First Nation | |
| Uchucklesaht First Nation | | Vernon | 2 |
| Port Hardy | 2 | Okanagan First Nation | |
| Gwa'Sala-Nakwaxda'xw First Nation | | West Kelowna | 3 |
| Kwakiutl First Nation | | Westbank First Nation | |
| Quatsino First Nation | | Westshore | 2 |
| Port McNeil (Tahsis) | 2 | Esquimalt Council | |
| Ka:'yu:'k't'h / Che:k:tlies7et'h' First Nation | | Songhees Council | |
| Powell River | 1 | Williams Lake | |
| Tla'amin Nation | | Canoe Creek First Nation | 2 |
| Prince Rupert | | Esk'etemc First Nation | |
| Gitxaala First Nation | 3 | Soda Creek Council | 2 |
| Gitga'at First Nation | | Williams Lake Council | |
| Kitasoo First Nation | 2 | "E" Division | |
| Lax-kw'alaams First Nation | 3 | Program Administrator | 1 |
| Quesnel | 2 | Recruiter | 1 |
| Alexandria Council | | | |
| Kluskus Council (Lhoosk'uz Dene Govt) | | | |
| Nazko Council | | | |
| Red Bluff Council (Lhtako Dene Nation) | | | |



Police Resources in British Columbia, 2024

Municipal Police Statistics, 2024

MUNICIPAL POLICE UNITS (RCMP): 5,000 TO 14,999 POPULATION

| Municipality | Population | Auth. Strength | Adjusted Strength ¹⁰ | Pop Per Officer | CCC Offences | Crime Rate | Case Load | Total Costs ¹¹ | Cost Per Capita |
|-------------------------------|----------------|----------------|---------------------------------|-----------------|---------------|------------|-----------|---------------------------|-----------------|
| Armstrong Mun | 5,778 | 4 | 4 | 1,445 | 264 | 46 | 66 | \$906,529 | \$157 |
| Castlegar Mun | 9,253 | 13 | 13 | 712 | 743 | 80 | 57 | \$2,612,270 | \$282 |
| Coldstream Mun | 11,548 | 7 | 7 | 1,650 | 332 | 29 | 47 | \$1,546,560 | \$134 |
| Comox Mun ¹² | 15,969 | 12 | 12 | 1,377 | 554 | 35 | 48 | \$2,188,037 | \$137 |
| Creston Mun | 6,188 | 7 | 7 | 884 | 551 | 89 | 79 | \$1,518,310 | \$245 |
| Dawson Creek Mun | 12,775 | 25 | 25 | 511 | 1,770 | 139 | 71 | \$5,788,930 | \$453 |
| Duncan Mun ⁵⁸ | 5,669 | 10 | 10 | 567 | 1,521 | 268 | 152 | \$1,582,171 | \$279 |
| Fernie Mun | 7,009 | 6 | 6 | 1,168 | 278 | 40 | 46 | \$1,351,318 | \$193 |
| Hope Mun ¹⁰ | 6,832 | 14 | 15 | 442 | 1,484 | 217 | 96 | \$2,731,088 | \$400 |
| Kent Mun ¹⁰ | 8,100 | 6 | 7 | 1,239 | 408 | 50 | 62 | \$1,222,293 | \$151 |
| Kimberley Mun | 9,011 | 8 | 8 | 1,126 | 308 | 34 | 39 | \$1,431,090 | \$159 |
| Kitimat Mun | 9,169 | 20 | 20 | 458 | 735 | 80 | 37 | \$4,013,838 | \$438 |
| Ladysmith Mun | 9,895 | 8 | 8 | 1,237 | 526 | 53 | 66 | \$1,809,172 | \$183 |
| Merritt Mun | 7,285 | 17 | 17 | 429 | 1,643 | 226 | 97 | \$3,263,988 | \$448 |
| Metchosin Mun ⁵⁸ | 5,332 | 5 | 5 | 1,066 | 139 | 26 | 28 | \$666,924 | \$125 |
| North Saanich Mun | 13,349 | 12 | 12 | 1,112 | 356 | 27 | 30 | \$2,399,698 | \$180 |
| Oliver Mun ⁵⁸ | 5,273 | 6 | 6 | 879 | 393 | 75 | 66 | \$969,508 | \$184 |
| Osoyoos Mun | 5,777 | 6 | 6 | 963 | 460 | 80 | 77 | \$1,074,837 | \$186 |
| Parksville Mun | 14,987 | 18 | 18 | 833 | 1,214 | 81 | 67 | \$3,322,947 | \$222 |
| Peachland Mun | 6,197 | 4 | 4 | 1,549 | 222 | 36 | 56 | \$1,084,656 | \$175 |
| Powell River Mun | 14,930 | 21 | 21 | 711 | 1,535 | 103 | 73 | \$3,311,084 | \$222 |
| Prince Rupert Mun | 12,925 | 36 | 36 | 359 | 1,785 | 138 | 50 | \$7,884,514 | \$610 |
| Qualicum Beach Mun | 9,360 | 8 | 8 | 1,170 | 340 | 36 | 43 | \$1,361,236 | \$145 |
| Quesnel Mun | 10,238 | 24 | 24 | 427 | 2,776 | 271 | 116 | \$5,327,565 | \$520 |
| Revelstoke Mun | 9,181 | 14 | 14 | 656 | 582 | 63 | 42 | \$2,716,048 | \$296 |
| Sechelt Mun ¹⁰ | 11,440 | 12 | 13 | 875 | 1,319 | 115 | 101 | \$2,702,697 | \$236 |
| Sidney Mun | 13,289 | 16 | 16 | 831 | 517 | 39 | 32 | \$2,911,018 | \$219 |
| Smithers Mun | 5,653 | 11 | 11 | 514 | 1,002 | 177 | 91 | \$2,456,196 | \$434 |
| Spallumcheen Mun | 5,786 | 4 | 4 | 1,447 | 203 | 35 | 51 | \$743,412 | \$128 |
| Summerland Mun | 12,492 | 9 | 9 | 1,388 | 631 | 51 | 70 | \$1,645,468 | \$132 |
| Terrace Mun | 13,251 | 31 | 31 | 427 | 2,196 | 166 | 71 | \$6,398,979 | \$483 |
| Trail Mun | 8,402 | 14 | 14 | 600 | 896 | 107 | 64 | \$2,901,590 | \$345 |
| View Royal Mun | 12,616 | 14 | 14 | 879 | 628 | 50 | 47 | \$2,178,355 | \$173 |
| Whistler Mun ^{10,12} | 15,620 | 26 | 26 | 601 | 1,015 | 65 | 39 | \$6,114,235 | \$391 |
| Williams Lake Mun | 11,382 | 25 | 25 | 455 | 1,949 | 171 | 78 | \$5,951,995 | \$523 |
| Total | 341,961 | 473 | 476 | 718 | 31,275 | 91 | 66 | \$96,088,556 | \$281 |

MUNICIPAL POLICE UNITS (RCMP): 15,000 POPULATION OR HIGHER⁴

| Municipality | Population | Auth. Strength | Adjusted Strength ¹⁰ | Pop Per Officer | CCC Offences | Crime Rate | Case Load | Total Costs ¹¹ | Cost Per Capita |
|---------------------------------|------------|----------------|---------------------------------|-----------------|--------------|------------|-----------|---------------------------|-----------------|
| Burnaby Mun ¹⁰ | 298,978 | 301 | 321 | 932 | 17,104 | 57 | 53 | \$85,998,352 | \$288 |
| Campbell River Mun | 39,153 | 49 | 49 | 799 | 5,803 | 148 | 118 | \$12,237,426 | \$313 |
| Chilliwack Mun ^{10,13} | 107,769 | 152 | 165 | 652 | 12,468 | 116 | 75 | \$43,865,748 | \$407 |
| Colwood Mun | 22,151 | 24 | 24 | 923 | 1,392 | 63 | 58 | \$5,244,986 | \$237 |
| Coquitlam Mun ^{10,13} | 174,307 | 179 | 187 | 930 | 7,524 | 43 | 40 | \$42,881,952 | \$246 |
| Courtenay Mun | 32,058 | 31 | 31 | 1,021 | 4,124 | 129 | 131 | \$8,558,798 | \$267 |
| Cranbrook Mun | 22,720 | 30 | 30 | 757 | 2,890 | 127 | 96 | \$8,074,294 | \$355 |
| Fort St. John Mun | 24,286 | 38 | 38 | 639 | 2,844 | 117 | 75 | \$10,750,824 | \$443 |
| Kamloops Mun | 109,628 | 158 | 158 | 694 | 12,153 | 111 | 77 | \$39,731,000 | \$362 |

Police Resources in British Columbia, 2024



MUNICIPAL POLICE UNITS (RCMP): 15,000 POPULATION OR HIGHER, CONTINUED⁴

| Municipality | Population | Auth. Strength | Adjusted Strength ¹⁰ | Pop Per Officer | CCC Offences | Crime Rate | Case Load | Total Costs ¹¹ | Cost Per Capita |
|---|------------------|----------------|---------------------------------|-----------------|----------------|------------|-----------|---------------------------|-----------------|
| Kelowna Mun | 167,395 | 244 | 244 | 686 | 17,351 | 104 | 71 | \$66,173,005 | \$395 |
| Lake Country Mun ⁵⁸ | 17,499 | 19 | 19 | 972 | 750 | 43 | 42 | \$4,468,020 | \$255 |
| Langford Mun | 58,309 | 70 | 70 | 833 | 3,014 | 52 | 43 | \$16,070,284 | \$276 |
| <i>Langley City Mun^{10,13}</i> | 35,315 | 54 | 59 | 596 | 3,652 | 103 | 62 | \$17,540,766 | \$497 |
| <i>Langley Township Mun^{10,13}</i> | 162,928 | 166 | 178 | 916 | 8,331 | 51 | 47 | \$45,251,468 | \$278 |
| <i>Maple Ridge Mun^{10,13}</i> | 106,493 | 120 | 130 | 821 | 6,819 | 64 | 53 | \$31,303,945 | \$294 |
| <i>Mission Mun¹⁰</i> | 46,606 | 53 | 58 | 806 | 4,507 | 97 | 78 | \$16,849,612 | \$362 |
| Nanaimo Mun ¹³ | 110,700 | 164 | 164 | 675 | 11,202 | 101 | 68 | \$39,529,691 | \$357 |
| North Cowichan Mun | 34,503 | 32 | 32 | 1,078 | 3,040 | 88 | 95 | \$9,720,853 | \$282 |
| <i>North Vancouver City Mun^{10,14}</i> | 67,977 | 68 | 69 | 988 | 4,535 | 67 | 66 | \$19,734,858 | \$290 |
| <i>North Vancouver District Mun^{10,14}</i> | 102,285 | 87 | 87 | 1,176 | 3,262 | 32 | 37 | \$22,853,972 | \$223 |
| Penticton Mun | 38,767 | 57 | 57 | 680 | 6,406 | 165 | 112 | \$13,827,617 | \$357 |
| <i>Pitt Meadows Mun^{10,13,15}</i> | 21,699 | 24 | 26 | 850 | 1,005 | 46 | 39 | \$6,084,977 | \$280 |
| Port Alberni Mun | 19,685 | 34 | 34 | 579 | 3,328 | 169 | 98 | \$10,205,584 | \$518 |
| <i>Port Coquitlam Mun^{10,13}</i> | 69,305 | 76 | 80 | 868 | 3,052 | 44 | 38 | \$18,211,999 | \$263 |
| Prince George Mun | 84,907 | 153 | 153 | 555 | 15,276 | 180 | 100 | \$37,392,222 | \$440 |
| <i>Richmond Mun^{10,16}</i> | 242,965 | 292 | 298 | 815 | 13,798 | 57 | 46 | \$78,915,543 | \$325 |
| Salmon Arm Mun | 20,926 | 21 | 21 | 996 | 1,460 | 70 | 70 | \$5,455,086 | \$261 |
| Sooke Mun ⁵⁸ | 17,128 | 16 | 16 | 1,071 | 1,169 | 68 | 84 | \$3,360,601 | \$196 |
| <i>Squamish Mun^{10,13}</i> | 28,550 | 32 | 34 | 839 | 1,667 | 58 | 49 | \$8,135,789 | \$285 |
| Vernon Mun | 49,167 | 60 | 60 | 819 | 6,037 | 123 | 101 | \$14,937,253 | \$304 |
| West Kelowna Mun | 40,094 | 36 | 36 | 1,114 | 2,173 | 54 | 60 | \$8,862,602 | \$221 |
| <i>White Rock Mun¹⁰</i> | 25,124 | 26 | 27 | 931 | 1,546 | 62 | 57 | \$7,219,402 | \$287 |
| Total | 2,399,377 | 2,866 | 2,955 | 812 | 189,682 | 79 | 64 | \$759,448,529 | \$317 |

MUNICIPAL POLICE MODEL IN TRANSITION^{4,5}

| Municipality | Population | Auth. Strength | Adjusted Strength ¹⁰ | Pop. Per Officer | CCC Offences | Crime Rate | Case Load | Total Costs ¹¹ | Cost Per Capita |
|---|----------------|----------------|---------------------------------|------------------|---------------|------------|-----------|---------------------------|-----------------|
| <i>Surrey Police Service (POJ)¹⁰</i> | | 526 | 579 | | | | | \$108,539,353 | |
| RCMP PPS ⁶ | | 585 | 585 | | | | | \$155,682,327 | |
| Surrey Mun Total^{17,18} | 700,541 | 1,111 | 1,164 | 602 | 36,795 | 53 | 32 | \$247,281,480 | \$353 |

MUNICIPAL POLICE DEPARTMENTS⁴

| Municipality | Population | Auth. Strength ¹⁹ | Adjusted Strength ¹⁰ | Pop. Per Officer | CCC Offences | Crime Rate | Case Load | Total Costs ^{11,19} | Cost Per Capita |
|---|------------------|------------------------------|---------------------------------|------------------|---------------|------------|-----------|------------------------------|-----------------|
| <i>Abbotsford Mun^{10,13}</i> | 175,219 | 218 | 227 | 706 | 9,662 | 55 | 43 | \$71,941,468 | \$411 |
| Central Saanich Mun | 18,135 | 26 | 26 | 698 | 466 | 26 | 18 | \$6,350,620 | \$350 |
| <i>Delta Mun^{10,13,20}</i> | 127,830 | 194 | 197 | 632 | 4,336 | 34 | 22 | \$51,269,317 | \$401 |
| Nelson City Mun | 12,343 | 23 | 23 | 537 | 1,124 | 91 | 49 | \$5,569,187 | \$451 |
| <i>New Westminster Mun¹⁰</i> | 92,435 | 115 | 118 | 783 | 5,623 | 61 | 48 | \$36,723,541 | \$397 |
| Oak Bay Mun | 18,803 | 27 | 27 | 696 | 473 | 25 | 18 | \$5,842,974 | \$311 |
| <i>Port Moody Mun¹⁰</i> | 38,943 | 53 | 55 | 714 | 1,139 | 29 | 21 | \$15,503,831 | \$398 |
| Saanich Mun | 125,444 | 172 | 172 | 729 | 3,727 | 30 | 22 | \$50,588,365 | \$403 |
| <i>Vancouver Mun¹⁰</i> | 757,849 | 1,452 | 1,452 | 522 | 45,749 | 60 | 32 | \$459,626,680 | \$606 |
| Victoria Mun ²¹ | 122,157 | 257 | 257 | 475 | 10,642 | 87 | 41 | \$77,147,339 | \$632 |
| <i>West Vancouver Mun^{10,13}</i> | 52,280 | 79 | 82 | 639 | 2,467 | 47 | 30 | \$22,980,516 | \$440 |
| Total | 1,541,438 | 2,616 | 2,635 | 585 | 85,408 | 55 | 32 | \$803,543,838 | \$521 |

Participating LMD Integrated Team municipalities and their adjusted strength figures, including the Municipal Police Units (RCMP) Regular Members and Municipal Police Department's sworn officers, are *italicized* in the Municipal Police Statistics, 2024 table. The adjusted strength has been used to calculate population per officer and case load.

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 23 and page 28, respectively for additional explanatory notes.



Police Resources in British Columbia, 2024

Provincial Police Statistics, 2024

INDIGENOUS SELF-ADMINISTERED POLICE SERVICES

| Policing Jurisdiction | Population | Auth. Strength | CCC Offences | Crime Rate | Case Load |
|-----------------------------------|--------------|----------------|--------------|------------|-----------|
| Stl'atli'mx Tribal Police Service | 2,806 | 16 | 302 | 108 | 19 |
| Total | 2,806 | 16 | 302 | 108 | 19 |

JURISDICTIONS POLICED BY THE PROVINCIAL POLICE SERVICE (RCMP)

| Policing Jurisdiction | Population | Assigned GD/GIS | CCC Offences | Crime Rate | Case Load |
|-------------------------------------|------------|-----------------|--------------|------------|-----------|
| Agassiz Prov | 3,308 | 9 | 516 | 156 | 57 |
| Alert Bay Prov | 1,253 | 4 | 198 | 158 | 50 |
| Alexis Creek Prov | 1,744 | 6 | 244 | 140 | 41 |
| Anahim Lake Prov | 669 | 4 | 86 | 129 | 22 |
| Armstrong Prov ²² | 72 | 3 | 11 | 153 | 4 |
| Ashcroft Prov | 3,932 | 6 | 331 | 84 | 55 |
| Atlin Prov | 554 | 3 | 91 | 164 | 30 |
| Barnston Island Prov ⁷ | 193 | 1 | 15 | 78 | 15 |
| Barriere Prov | 4,600 | 4 | 188 | 41 | 47 |
| Bella Bella Prov | 1,887 | 5 | 341 | 181 | 68 |
| Bella Coola Prov | 2,371 | 4 | 200 | 84 | 50 |
| Boston Bar Prov | 647 | 3 | 138 | 213 | 46 |
| Bowen Island Prov | 4,768 | 3 | 116 | 24 | 39 |
| Burns Lake Prov | 5,945 | 14 | 880 | 148 | 63 |
| Campbell River Prov | 4,936 | 8 | 883 | 179 | 110 |
| Chase Prov | 10,175 | 9 | 485 | 48 | 54 |
| Chetwynd Prov | 5,096 | 10 | 490 | 96 | 49 |
| Chilliwack Prov | 7,155 | 9 | 954 | 133 | 106 |
| Clearwater Prov | 4,735 | 6 | 176 | 37 | 29 |
| Clinton Prov | 2,018 | 4 | 115 | 57 | 29 |
| Columbia Valley Prov | 12,954 | 11 | 782 | 60 | 71 |
| Comox Valley Prov | 31,249 | 19 | 1,171 | 37 | 62 |
| Coquitlam Prov | 3,278 | 3 | 90 | 27 | 30 |
| Cranbrook Prov | 7,960 | 4 | 322 | 40 | 81 |
| Creston Prov | 9,567 | 6 | 295 | 31 | 49 |
| Daajing Giids Prov ⁸ | 2,392 | 5 | 182 | 76 | 36 |
| Dawson Creek Prov | 6,606 | 6 | 349 | 53 | 58 |
| Dease Lake Prov | 1,389 | 9 | 121 | 87 | 13 |
| Duncan Prov | 11,302 | 21 | 1,569 | 139 | 75 |
| Elk Valley Detachment ²³ | 10,713 | 13 | 460 | 43 | 35 |
| <i>Elkford Prov</i> | 2,927 | 3 | 123 | 42 | 41 |
| <i>Fernie</i> | 2,946 | 4 | 115 | 39 | 29 |
| <i>Sparwood</i> | 4,840 | 5 | 222 | 46 | 44 |
| Enderby Prov | 8,414 | 8 | 372 | 44 | 47 |
| Falkland Prov | 3,540 | 3 | 121 | 34 | 40 |
| Fort St. James Prov | 3,824 | 14 | 1,055 | 276 | 75 |
| Fort St. John Prov | 14,175 | 10 | 566 | 40 | 57 |
| Fraser Lake Prov | 3,176 | 5 | 255 | 80 | 51 |
| Gabriola Island Prov | 4,867 | 3 | 218 | 45 | 73 |
| Golden Prov | 8,056 | 11 | 355 | 44 | 32 |
| Hope Prov | 1,721 | 5 | 169 | 98 | 34 |
| Houston Granisle Prov ²⁴ | 4,528 | 11 | 627 | 138 | 57 |
| Hudsons Hope Prov | 1,199 | 3 | 58 | 48 | 19 |
| Kelowna Prov | 18,973 | 16 | 1,818 | 96 | 114 |

Police Resources in British Columbia, 2024



JURISDICTIONS POLICED BY THE PROVINCIAL POLICE SERVICE (RCMP), CONTINUED

| Policing Jurisdiction | Population | Assigned GD/GIS | CCC Offences | Crime Rate | Case Load |
|--|------------|-----------------|--------------|------------|-----------|
| Keremeos Prov ²⁵ | 5,371 | 6 | 355 | 66 | 62 |
| Kimberley Prov | 2,189 | 2 | 79 | 36 | 40 |
| Kitimat Prov | 545 | 4 | 51 | 94 | 13 |
| Kootenay Boundary Regional ²⁶ | 56,997 | 53 | 2,538 | 45 | 48 |
| <i>Castlegar</i> | 6,776 | 3 | 243 | 36 | 81 |
| <i>Grand Forks</i> | 9,497 | 10 | 433 | 46 | 43 |
| <i>Kaslo</i> | 2,637 | 3 | 145 | 55 | 48 |
| <i>Midway</i> | 3,244 | 4 | 265 | 82 | 66 |
| <i>Nakusp</i> | 3,683 | 4 | 249 | 68 | 62 |
| <i>Nelson</i> | 13,662 | 6 | 392 | 29 | 65 |
| <i>Salmo</i> | 2,868 | 4 | 150 | 52 | 38 |
| <i>Slocan Lake</i> | 2,311 | 3 | 167 | 72 | 56 |
| <i>Trail & Greater District</i> | 12,319 | 8 | 494 | 40 | 62 |
| Ladysmith Prov | 6,739 | 5 | 590 | 88 | 118 |
| Lake Cowichan Prov | 7,373 | 10 | 450 | 61 | 45 |
| Lillooet Prov | 3,097 | 7 | 304 | 98 | 43 |
| Lisims-Nass Valley Prov | 1,839 | 5 | 219 | 119 | 44 |
| Logan Lake Prov | 2,668 | 3 | 194 | 73 | 65 |
| Lumby Prov | 7,351 | 5 | 249 | 34 | 50 |
| Lytton Prov | 1,695 | 4 | 121 | 71 | 30 |
| Mackenzie Prov | 3,507 | 10 | 371 | 106 | 37 |
| Masset Prov | 2,050 | 7 | 365 | 178 | 52 |
| McBride Prov | 1,687 | 4 | 96 | 57 | 24 |
| Merritt Prov | 3,800 | 6 | 237 | 62 | 40 |
| Mission Prov | 5,016 | 7 | 234 | 47 | 33 |
| Nanaimo Prov | 16,819 | 8 | 740 | 44 | 93 |
| New Hazelton Prov | 5,661 | 12 | 909 | 161 | 76 |
| Nootka Sound Prov | 1,912 | 6 | 202 | 106 | 34 |
| North Vancouver Prov ^{27,28} | 73 | 2 | 454 | -- | 227 |
| Northern Rockies Prov ⁵⁸ | 4,641 | 16 | 891 | 192 | 56 |
| Oceanside Prov | 30,034 | 12 | 980 | 33 | 82 |
| Oliver Prov ²⁵ | 5,178 | 8 | 479 | 93 | 62 |
| One Hundred Mile House Prov | 15,208 | 14 | 1,021 | 67 | 73 |
| Osoyoos Prov ²⁵ | 3,352 | 4 | 224 | 67 | 60 |
| Outer Gulf Islands Prov | 6,444 | 5 | 186 | 29 | 37 |
| Pemberton Prov | 5,594 | 9 | 292 | 52 | 32 |
| Penticton Prov ²⁵ | 12,247 | 10 | 717 | 59 | 74 |
| Port Alberni Prov | 8,848 | 8 | 350 | 40 | 44 |
| Port Alice Prov | 828 | 2 | 50 | 60 | 25 |
| Port Hardy Prov | 5,486 | 13 | 1,498 | 273 | 115 |
| Port McNeill Prov | 4,297 | 9 | 326 | 76 | 36 |
| Powell River Prov | 6,396 | 7 | 297 | 46 | 42 |
| Prince George Prov ²⁹ | 14,483 | 7 | 586 | 40 | 84 |
| Prince Rupert Prov | 1,770 | 8 | 202 | 114 | 25 |
| Princeton Prov | 6,123 | 7 | 431 | 70 | 62 |
| Quadra Island Prov | 4,162 | 4 | 223 | 54 | 56 |
| Quesnel Prov | 13,542 | 10 | 636 | 47 | 64 |
| Revelstoke Prov | 552 | 2 | 76 | 138 | 38 |
| Ridge Meadows Prov ^{28,30} | 61 | 3 | 13 | -- | 4 |
| Salmon Arm Prov | 11,218 | 5 | 380 | 34 | 76 |
| Salt Spring Island Prov | 12,435 | 8 | 415 | 33 | 52 |



Police Resources in British Columbia, 2024

JURISDICTIONS POLICED BY THE PROVINCIAL POLICE SERVICE (RCMP), CONTINUED

| Policing Jurisdiction | Population | Assigned GD/GIS | CCC Offences | Crime Rate | Case Load |
|----------------------------------|----------------|-----------------|---------------|------------|-----------|
| Sayward Prov | 792 | 3 | 88 | 111 | 29 |
| Shawnigan Lake Prov | 19,672 | 11 | 750 | 38 | 68 |
| Sicamous Prov | 4,346 | 6 | 295 | 68 | 49 |
| Sidney Prov | 3,783 | 4 | 265 | 70 | 66 |
| Smithers Prov | 8,055 | 6 | 373 | 46 | 62 |
| Sooke Prov | 5,832 | 6 | 303 | 52 | 51 |
| Squamish Prov ^{31,32} | 2,342 | 6 | 95 | 41 | 16 |
| Stewart Prov | 527 | 4 | 48 | 91 | 12 |
| Sunshine Coast Prov | 22,771 | 22 | 1,383 | 61 | 63 |
| T'Kumluvs Prov ²⁹ | 12,604 | 10 | 825 | 65 | 83 |
| Takla Landing Prov | 282 | 2 | 68 | 241 | 34 |
| Terrace Prov ²⁹ | 8,298 | 8 | 329 | 40 | 41 |
| Texada Island Prov | 1,249 | 2 | 66 | 53 | 33 |
| Tofino Prov ³³ | 4,401 | 8 | 501 | 114 | 63 |
| Tsay Keh Dene Prov | 507 | 4 | 353 | 696 | 88 |
| Tumbler Ridge Prov | 2,716 | 5 | 114 | 42 | 23 |
| Ucluelet Prov | 3,283 | 4 | 336 | 102 | 84 |
| University Prov | 21,800 | 17 | 1,585 | 73 | 93 |
| Valemount Prov | 1,673 | 6 | 106 | 63 | 18 |
| Vanderhoof Prov | 8,571 | 13 | 1,029 | 120 | 79 |
| Vernon Prov | 14,261 | 9 | 608 | 43 | 68 |
| Wells Prov | 362 | 3 | 33 | 91 | 11 |
| West Shore Prov | 5,110 | 5 | 230 | 45 | 46 |
| Whistler Prov | 285 | 4 | 42 | 147 | 11 |
| Williams Lake Prov ³⁴ | 13,556 | 9 | 422 | 31 | 47 |
| Total² | 712,307 | 814 | 46,691 | 66 | 57 |

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 23 and page 28, respectively for additional explanatory notes.

Police Resources in British Columbia, 2024



Police Statistics Summary, 2024

| Policing Jurisdiction | Population | Auth. Strength ³⁵ | Pop. Per Officer | CCC Offences | Crime Rate | Case Load |
|--|------------------|------------------------------|------------------|----------------|------------|-----------|
| MUNICIPAL POLICE UNITS (RCMP) TOTAL | 2,741,338 | 3,431 | 799 | 220,957 | 81 | 64 |
| <i>Between 5,000 and 14,999 Population</i> | 341,961 | 476 | 718 | 31,275 | 91 | 66 |
| <i>15,000 Population or Higher⁴</i> | 2,399,377 | 2,955 | 812 | 189,682 | 79 | 64 |
| MUNICIPAL POLICE DEPARTMENTS | 1,541,438 | 2,635 | 585 | 85,408 | 55 | 32 |
| PROVINCIAL POLICE SERVICE (RCMP) | 712,307 | 814³⁶ | 875 | 46,691 | 66 | 57 |
| INDIGENOUS SELF-ADMINISTERED POLICE SERVICES | 2,806 | 16 | 175 | 302 | 108 | 19 |
| SURREY POLICE MODEL IN TRANSITION^{4,5,6} | 700,541 | 1,164 | 602 | 36,795 | 53 | 32 |

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 23 and page 28, respectively for additional explanatory notes.



Police Resources in British Columbia, 2024

Government Contributions to Policing, 2024

| Type of Service ³⁷ | Auth. Str. ³⁵ | Population ³⁸ | Total Police Costs Paid By: | | | Total |
|--|--------------------------|--------------------------|-----------------------------|-------------------------|------------------------|------------------------|
| | | | Mun Govt ³⁹ | Prov Govt ⁴⁰ | Fed Govt ⁴¹ | |
| Municipal Police Units (RCMP)^{42,43,44} | | | | | | |
| 35 Units 5,000 to 14,999 Population | 476 | 341,961 | \$96,088,556 | - | \$31,119,684 | \$127,208,240 |
| 32 Units 15,000 Population or Higher ⁴ | 2,955 | 2,399,377 | \$759,448,529 | - | \$71,038,589 | \$830,487,118 |
| Total | 3,431 | 2,741,338 | \$855,537,085 | - | \$102,158,273 | \$957,695,358 |
| 12 Municipal Police Departments⁴⁵ | | | | | | |
| Total | 2,635 | 1,541,438 | \$803,543,838 | - | \$1,035,980 | \$804,579,818 |
| Provincial Police Service (RCMP)^{46,47} | | | | | | |
| Total | 2,602 | - | - | \$567,937,778 | \$243,382,370 | \$811,320,148 |
| Indigenous Self-Administered Police Services⁴⁸ | | | | | | |
| Total | 16 | 2,806 | - | \$1,437,273 | \$1,557,045 | \$2,994,318 |
| Indigenous Policing Services (RCMP)^{47,49,50} | | | | | | |
| Total | 126 | - | - | \$ 13,948,165 | \$15,110,512 | \$29,058,677 |
| Surrey Police Model in Transition⁴ | | | | | | |
| Total^{5,6,17,18,51,52} | 1,164 | 700,541 | \$247,281,680 | \$26,717,399 | \$23,366,083 | \$297,365,162 |
| BRITISH COLUMBIA TOTAL | 9,974 | 5,698,430 | \$ 1,906,362,603 | \$610,040,615 | \$386,610,263 | \$2,903,013,481 |

See Endnotes and Police Resource Definitions and Data Qualifiers on page 23 and page 28, respectively for additional explanatory notes.

Police Resources in British Columbia, 2024



British Columbia Authorized Strength⁵³ by Responsibility 2015-2024

| POLICING RESPONSIBILITY | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| DIVISION ADMINISTRATION⁵⁴ (RCMP) | 103 | 101 | 99 | 99 | 99 | 98 | 98 | 97 | 99 | 96 |
| RCMP FEDERAL SERVICE | 1,038 | 1,050 | 1,059 | 1,044 | 1,038 | 965 | 957 | 947 | 934 | 976 |
| <i>Federal Criminal Law</i> | 905 | 918 | 928 | 911 | 903 | 835 | 827 | 821 | 809 | 855 |
| <i>Protective Policing</i> | 133 | 132 | 131 | 133 | 135 | 130 | 130 | 126 | 125 | 121 |
| PROVINCIAL POLICE SERVICE^{2,3,55} (RCMP) | 2,602 | 2,602 | 2,602 | 2,602 | 2,602 | 2,602 | 2,602 | 2,602 | 2,602 | 2,602 |
| <i>Provincial, District & Specialized Resources</i> | 1,830 | 1,827 | 1,829 | 1,829 | 1,827 | 1,801 | 1,794 | 1,803 | 1,803 | 1,788 |
| <i>Provincial Detachments – General Duty & General Investigation Service</i> | 772 | 775 | 773 | 773 | 775 | 801 | 808 | 799 | 799 | 814 |
| MUNICIPAL POLICE UNITS⁴ (RCMP) | 3,606 | 3,672 | 3,730 | 3,799 | 3,876 | 3,931 | 3,972 | 3,187 | 3,249 | 3,339 |
| SURREY POLICE MODEL IN TRANSITION^{4,5,6} | | | | | | | | 1,023 | 1,023 | 1,111 |
| MUNICIPAL POLICE DEPARTMENTS | 2,407 | 2,422 | 2,429 | 2,440 | 2,447 | 2,478 | 2,476 | 2,481 | 2,590 | 2,616 |
| INDIGENOUS POLICING SERVICES (RCMP)⁴⁹ | 108.5 | 108.5 | 108.5 | 108.5 | 112.5 | 117.5 | 117.5 | 117.5 | 117.5 | 126 |
| INDIGENOUS SELF-ADMINISTERED POLICE SERVICES | 10 | 10 | 10 | 10 | 12 | 14 | 14 | 14 | 14 | 16 |
| SOUTH COAST BRITISH COLUMBIA TRANSPORTATION AUTHORITY POLICE⁵⁶ | 167 | 167 | 175 | 183 | 183 | 183 | 183 | 184 | 184 | 194 |
| VANCOUVER INTERNATIONAL AIRPORT⁵⁷ | 27 | 27 | 27 | 27 | 30 | 30 | 30 | 30 | 30 | 34 |
| BRITISH COLUMBIA TOTAL | 10,070 | 10,159 | 10,239 | 10,312 | 10,400 | 10,418 | 10,450 | 10,683 | 10,843 | 11,110 |

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 23 and page 28, respectively for additional explanatory notes.



Police Resources in British Columbia, 2024

Authorized Strength by Jurisdiction, 2015-2024

| Policing Jurisdiction | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|-----------------------------------|------|------|------|------|------|------|------|------|------|------|
| Abbotsford Mun | 204 | 204 | 206 | 210 | 212 | 213 | 211 | 210 | 214 | 218 |
| Agassiz Prov | 8 | 8 | 8 | 8 | 8 | 8 | 9 | 9 | 9 | 9 |
| Alert Bay Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Alexis Creek Prov | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| Anahim Lake Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Armstrong Mun | -- | -- | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Armstrong Prov | 6 | 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Ashcroft Prov | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 6 |
| Atlin Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Barnston Island Prov ⁷ | -- | -- | -- | -- | -- | -- | 1 | 1 | 1 | 1 |
| Barriere Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Bella Bella Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Bella Coola Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Boston Bar Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Bowen Island Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Burnaby Mun | 277 | 277 | 277 | 285 | 297 | 301 | 301 | 301 | 301 | 301 |
| Burns Lake Prov | 11 | 11 | 11 | 11 | 11 | 12 | 12 | 12 | 12 | 14 |
| Campbell River Mun | 43 | 43 | 43 | 45 | 45 | 45 | 45 | 45 | 49 | 49 |
| Campbell River Prov | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 8 |
| Castlegar Mun | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 |
| Central Saanich Mun | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 26 |
| Chase Prov | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 |
| Chetwynd Prov | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| Chilliwack Mun | 108 | 110 | 120 | 125 | 132 | 138 | 143 | 146 | 149 | 152 |
| Chilliwack Prov | 8 | 8 | 8 | 8 | 8 | 8 | 9 | 9 | 9 | 9 |
| Clearwater Prov | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| Clinton Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Coldstream Mun | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Columbia Valley Prov | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 |
| Colwood Mun | 17 | 17 | 17 | 17 | 18 | 18 | 20 | 21 | 22 | 24 |
| Comox Mun ⁵⁹ | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 |
| Comox Valley Prov | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 | 19 |
| Coquitlam Mun | 156 | 162 | 162 | 162 | 166 | 168 | 168 | 168 | 168 | 179 |
| Coquitlam Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Courtenay Mun | 30 | 30 | 30 | 30 | 31 | 31 | 31 | 31 | 31 | 31 |
| Cranbrook Mun | 26 | 26 | 26 | 26 | 26 | 26 | 28 | 28 | 30 | 30 |
| Cranbrook Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Creston Mun | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Creston Prov | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| Daajing Giids Prov ⁸ | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Dawson Creek Mun | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Dawson Creek Prov | 4 | 4 | 4 | 4 | 4 | 6 | 6 | 6 | 6 | 6 |
| Dease Lake Prov | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 9 |
| Delta Mun | 173 | 180 | 185 | 190 | 191 | 194 | 194 | 194 | 194 | 194 |
| Duncan Mun ⁵⁸ | -- | -- | -- | -- | -- | -- | -- | 8 | 9 | 10 |

Police Resources in British Columbia, 2024



Authorized Strength by Jurisdiction, 2015-2024, Continued

| Policing Jurisdiction | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|------|------|------|------|------|------|
| Duncan Prov ⁵⁸ | 23 | 23 | 23 | 23 | 23 | 25 | 26 | 21 | 21 | 21 |
| Elk Valley Detachment ²³ | 18 | 18 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 |
| <i>Elkford Prov</i> | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| <i>Fernie Prov</i> | 9 | 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| <i>Sparwood Prov</i> | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Enderby Prov | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| Falkland Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Fernie Mun ⁵⁸ | -- | -- | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 6 |
| Fort St. James Prov | 13 | 13 | 13 | 13 | 13 | 14 | 14 | 14 | 14 | 14 |
| Fort St. John Mun | 36 | 36 | 38 | 38 | 38 | 38 | 38 | 38 | 38 | 38 |
| Fort St. John Prov | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| Fraser Lake Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Gabriola Island Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Golden Prov | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 |
| Hope Mun | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 14 | 14 | 14 |
| Hope Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Houston Granisle Prov ²⁴ | 9 | 9 | 9 | 9 | 9 | 11 | 11 | 11 | 11 | 11 |
| Hudsons Hope Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Kamloops Mun | 136 | 136 | 136 | 142 | 142 | 142 | 142 | 142 | 153 | 158 |
| Kelowna Mun | 185 | 191 | 191 | 195 | 203 | 214 | 222 | 222 | 228 | 244 |
| Kelowna Prov | 15 | 15 | 15 | 15 | 15 | 16 | 16 | 16 | 16 | 16 |
| Kent Mun | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| Keremeos Prov ²⁵ | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| Kimberley Mun | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| Kimberley Prov | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Kitimat Mun | 18 | 18 | 18 | 18 | 18 | 20 | 20 | 20 | 20 | 20 |
| Kitimat Prov | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 |
| Kootenay Boundary Regional Detachment ²⁶ | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| <i>Castlegar Prov</i> | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| <i>Grand Forks Prov</i> | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| <i>Kaslo Prov</i> | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| <i>Midway Prov</i> | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| <i>Nakusp Prov</i> | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| <i>Nelson Prov</i> | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| <i>Salmo Prov</i> | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| <i>Slocan Lake Prov</i> | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| <i>Trail & Greater District Prov</i> | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| Ladysmith Mun | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 8 |
| Ladysmith Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Lake Country Mun | 12 | 12 | 12 | 13 | 13 | 18 | 18 | 18 | 18 | 19 |
| Lake Cowichan Prov | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| Langford Mun | 30 | 38 | 42 | 42 | 51 | 53 | 58 | 61 | 65 | 70 |
| Langley City Mun | 50 | 50 | 51 | 51 | 51 | 51 | 51 | 51 | 51 | 54 |
| Langley Township Mun | 138 | 140 | 140 | 144 | 145 | 155 | 155 | 159 | 164 | 166 |



Police Resources in British Columbia, 2024

Authorized Strength by Jurisdiction, 2015-2024, Continued

| Policing Jurisdiction | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|-------------------------------------|------|------|------|------|------|------|------|------|------|------|
| Lillooet Prov | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Lisims-Nass Valley Prov | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| Logan Lake Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Lumby Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Lytton Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Mackenzie Prov | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| Maple Ridge Mun | 96 | 97 | 101 | 102 | 102 | 103 | 103 | 105 | 108 | 120 |
| Masset Prov | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| McBride Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Merritt Mun | 15 | 15 | 15 | 15 | 15 | 17 | 17 | 17 | 17 | 17 |
| Merritt Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 6 |
| Metchosin Mun ⁵⁸ | -- | -- | -- | -- | -- | -- | -- | 3 | 4 | 5 |
| Mission Mun | 50 | 51 | 52 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Mission Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 7 |
| Nanaimo Mun | 145 | 145 | 145 | 145 | 145 | 148 | 151 | 158 | 161 | 164 |
| Nanaimo Prov | 7 | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 |
| Nelson City Mun | 19 | 19 | 19 | 18 | 18 | 18 | 18 | 20 | 21 | 23 |
| New Hazelton Prov | 10 | 11 | 11 | 11 | 11 | 12 | 12 | 12 | 12 | 12 |
| New Westminster Mun | 108 | 110 | 110 | 112 | 112 | 113 | 113 | 114 | 114 | 115 |
| Nootka Sound Prov | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| North Cowichan Mun | 31 | 31 | 31 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| North Saanich Mun | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 12 | 12 |
| North Vancouver City Mun | 64 | 64 | 65 | 66 | 68 | 68 | 68 | 68 | 68 | 68 |
| North Vancouver District Mun | 91 | 91 | 90 | 89 | 87 | 87 | 87 | 87 | 87 | 87 |
| North Vancouver Prov | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Northern Rockies Mun ⁵⁸ | 11 | 11 | -- | -- | -- | -- | -- | -- | -- | -- |
| Northern Rockies Prov ⁵⁸ | 4 | 4 | 15 | 15 | 15 | 16 | 16 | 16 | 16 | 16 |
| Oak Bay Mun | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 21 | 24 | 27 |
| Oceanside Prov | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 |
| Oliver Mun ⁵⁸ | -- | -- | -- | -- | -- | -- | -- | 5 | 5 | 6 |
| Oliver Prov ^{25,58} | 9 | 10 | 10 | 10 | 10 | 11 | 11 | 8 | 8 | 8 |
| One Hundred Mile House Prov | 13 | 13 | 13 | 13 | 13 | 13 | 14 | 14 | 14 | 14 |
| Osoyoos Mun | -- | -- | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 6 |
| Osoyoos Prov ²⁵ | 9 | 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Outer Gulf Islands Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Parksville Mun | 16 | 16 | 16 | 17 | 17 | 17 | 17 | 17 | 17 | 18 |
| Peachland Mun | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Pemberton Prov | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 |
| Penticton Mun | 45 | 45 | 45 | 46 | 47 | 47 | 48 | 55 | 57 | 57 |
| Penticton Prov ²⁵ | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 10 |
| Pitt Meadows Mun | 22 | 22 | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 24 |
| Port Alberni Mun | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| Port Alberni Prov | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 8 |
| Port Alice Prov | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

Police Resources in British Columbia, 2024



Authorized Strength by Jurisdiction, 2015-2024, Continued

| Policing Jurisdiction | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|----------------------------------|------|------|------|------|------|------|------|-------|-------|-------|
| Port Coquitlam Mun | 67 | 71 | 74 | 74 | 76 | 76 | 76 | 76 | 76 | 76 |
| Port Hardy Prov | 12 | 12 | 12 | 12 | 12 | 13 | 13 | 13 | 13 | 13 |
| Port McNeill Prov | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 |
| Port Moody Mun | 51 | 51 | 51 | 52 | 52 | 52 | 52 | 52 | 52 | 53 |
| Powell River Mun | 18 | 19 | 19 | 19 | 19 | 20 | 20 | 20 | 21 | 21 |
| Powell River Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 7 |
| Prince George Mun | 135 | 138 | 140 | 142 | 142 | 142 | 142 | 143 | 149 | 153 |
| Prince George Prov ²⁹ | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Prince Rupert Mun | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 | 36 |
| Prince Rupert Prov | 6 | 6 | 6 | 6 | 6 | 8 | 8 | 8 | 8 | 8 |
| Princeton Prov | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Quadra Island Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Qualicum Beach Mun | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| Quesnel Mun | 21 | 21 | 21 | 21 | 23 | 23 | 23 | 23 | 24 | 24 |
| Quesnel Prov | 9 | 9 | 9 | 9 | 9 | 10 | 10 | 10 | 10 | 10 |
| Revelstoke Mun | 12 | 12 | 13 | 13 | 14 | 14 | 14 | 14 | 14 | 14 |
| Revelstoke Prov | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Richmond Mun ^{16,57} | 212 | 224 | 235 | 251 | 270 | 270 | 284 | 286 | 286 | 292 |
| Ridge Meadows Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Saanich Mun | 157 | 161 | 161 | 161 | 161 | 166 | 166 | 165 | 166 | 172 |
| Salmon Arm Mun | 19 | 19 | 19 | 19 | 19 | 20 | 20 | 21 | 21 | 21 |
| Salmon Arm Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Saltspring Island Prov | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| Sayward Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Sechelt Mun | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 12 | 12 | 12 |
| Shawnigan Lake Prov | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 |
| Sicamous Prov | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| Sidney Mun | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 16 | 16 | 16 |
| Sidney Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Smithers Mun | 9 | 9 | 9 | 9 | 9 | 10 | 10 | 11 | 11 | 11 |
| Smithers Prov | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| Sooke Mun | 11 | 12 | 13 | 13 | 13 | 13 | 13 | 14 | 14 | 16 |
| Sooke Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 6 |
| Spallumcheen Mun | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Squamish Mun | 25 | 25 | 25 | 25 | 25 | 26 | 26 | 26 | 28 | 32 |
| Squamish Prov ^{31,32} | 7 | 7 | 7 | 7 | 6 | 6 | 6 | 6 | 6 | 6 |
| Stewart Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Summerland Mun | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 |
| Sunshine Coast Prov | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| Surrey Mun ^{4,5,6} | 803 | 819 | 831 | 843 | 843 | 843 | 843 | 1,023 | 1,023 | 1,111 |
| T'Kumlups Prov ²⁹ | 8 | 8 | 8 | 8 | 8 | 9 | 9 | 9 | 9 | 10 |
| Takla Landing Prov | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |
| Terrace Mun | 25 | 25 | 25 | 25 | 28 | 28 | 28 | 28 | 28 | 31 |
| Terrace Prov ²⁹ | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 8 |
| Texada Island Prov | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |



Police Resources in British Columbia, 2024

Authorized Strength by Jurisdiction, 2015-2024, Continued

| Policing Jurisdiction | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Tofino Prov ³³ | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| Trail Mun | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| Tsay Keh Dene Prov | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| Tumbler Ridge Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Ucluelet Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| University Prov | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 | 17 |
| Valemount Prov | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| Vancouver Mun | 1,327 | 1,327 | 1,327 | 1,327 | 1,327 | 1,348 | 1,348 | 1,348 | 1,448 | 1,452 |
| Vanderhoof Prov ⁶⁰ | 9 | 10 | 10 | 10 | 13 | 13 | 13 | 13 | 13 | 13 |
| Vernon Mun | 56 | 56 | 56 | 56 | 56 | 56 | 56 | 56 | 58 | 60 |
| Vernon Prov | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 |
| Victoria Mun | 243 | 245 | 245 | 245 | 249 | 249 | 249 | 255 | 255 | 257 |
| View Royal Mun | 9 | 10 | 10 | 10 | 11 | 12 | 12 | 13 | 13 | 14 |
| Wells Prov | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| West Kelowna Mun | 23 | 24 | 26 | 28 | 29 | 29 | 30 | 34 | 36 | 36 |
| West Shore Prov | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| West Vancouver Mun | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Whistler Mun | 24 | 24 | 24 | 24 | 24 | 25 | 25 | 25 | 26 | 26 |
| Whistler Prov | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| White Rock Mun | 23 | 23 | 23 | 25 | 25 | 25 | 25 | 26 | 26 | 26 |
| Williams Lake Mun | 24 | 24 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Williams Lake Prov ³⁴ | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 |

Adjusted strength figures are not available for depictions of 10-year trend data. As a result, only authorized strengths and assigned GD/GIS for the Provincial Police Service (PPS) are used in this table.

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 23 and page 28, respectively for additional explanatory notes.

Police Resources in British Columbia, 2024



Endnotes

1. The federal government's contribution is in recognition of the benefits it receives as a result of the policing agreements associated with the provision of RCMP policing services.
2. In 2024, the authorized strength for Provincial Police Service (RCMP) increased by 15 member positions as a result of the Provincial Government's Safer Communities Action Plan, announced on November 20, 2022. The Province has approved an unprecedented, multi-year investment of approximately \$230 million to the BC RCMP, as the Provincial Police Service. This funding is used to address existing staffing gaps and resource pressures in front-line provincial detachment units and specialized functions, such as Major Crime Section and BC Highway Patrol. *(These specialized positions are not included in the GD/GIS total).*
3. The authorized strength of 2,602 positions reflects the establishment set out under Annex A of the 2012 *Provincial Police Service Agreement* (PPSA) for Provincial Police Service (RCMP) in B.C. However, this authorized strength was temporarily increased to 3,187, effective November 29, 2024, to include the Surrey Provincial Operations Support Unit (SPOSU) resources (see footnote 6).
4. This version of the PRBC publication is for the 2024 calendar year, during which the Surrey Municipal Police Unit (RCMP) remained the City's police of jurisdiction (POJ) until November 29, 2024, when Surrey Police Service (SPS) became the City's POJ. Previously reported under the "Municipal Police Units (RCMP)" section of this document, the Surrey RCMP Municipal Police Unit is excluded from the total count of 67 municipalities policed by the RCMP in this publication. Instead, SPS and Surrey Provincial Operations Support Unit (SPOSU) are presented separately under the "Municipal Police Model in Transition" sections to reflect the integrated SPS/RCMP Provincial Police Service (PPS) policing model and to provide transparency throughout the transition period.
5. The authorized strength for Surrey reflects the combined resources from both the SPS and the SPOSU, the BC RCMP PPS unit providing temporary transitional assistance as the SPS builds capacity to operate without the need for these transitional assistance supports. Caution should be used when reviewing Surrey's caseload as it is calculated on the total authorized strength of the two police agencies. *Note: The total Surrey authorized strength, as well as the cost expenditures, were compiled from reports submitted by each police service separately, whereas crime statistics were reported for the municipality of Surrey.*
6. Effective November 29, 2024, the RCMP PPS SPOSU was established with an authorized strength of 585 member positions. Of the 585 positions, 437 were allocated for operational temporary transitional assistance and the remaining 148 member positions were for former Surrey RCMP MPU officers temporarily uploaded to the PPS, to facilitate their demobilization following termination of the City of Surrey's MPUA (per the terms of the MPSA and MPUA, the RCMP has up to one year to complete the reduction).
7. Barnston Island Prov (formerly Surrey Prov), a provincial jurisdiction, received service from the Surrey Municipal Unit (RCMP). With the City of Surrey's transition to the SPS, the Province established a new Provincial Police Unit, Barnston Island Prov, dedicated to providing policing services to Barnston Island under the terms of the PPSA. As of March 2022, the Barnston Island Provincial Unit began operating out of the Langley Detachment. Previously, all calls for service for Barnston Island were routed through Surrey OCC (formerly staffed by municipal employees and now operated by SPS) before being redirected to Langley for response. However, as of November 2024, Barnston Island calls for service are routed directly through Langley OCC (municipal).
8. Formerly known as Queen Charlotte City, the municipality has changed its name to Daajing Giids in 2022 following a Provincial Order in Council approving the name change restoration back to its ancestral Haida name.
9. Members are based out of the Upper Fraser Valley Regional Detachment.
10. There are 6 Lower Mainland District (LMD) Integrated Teams that provide regional police services to participating LMD Municipal Police Units (RCMP), Provincial Police Service and Municipal Police Department: 1) Integrated Homicide Investigation Team (IHIT); 2) Integrated Emergency Response Team (IERT); 3) Integrated Police Dog Service (IPDS); 4) Integrated Forensic Identification Services (IFIS); 5) Integrated Collision Analyst Reconstruction Section (ICARS); and 6) Integrated Internal Investigator (III). **Adjusted strength** is a calculation that adjusts a municipal police agency's authorized strength to account for Integrated Team members who are assigned on a regional basis. For 2024, adjusted strength applies to LMD Integrated Teams participation only. This adjustment is based on a proportional allocation of Full-Time Equivalent (FTE) utilization attributable to each municipality's financial contribution to LMD Integrated Teams participation for the 2024/25 fiscal year. See page 28 for the definition of 'authorized strength'. Some LMD municipalities' authorized strength already includes or accounts for a portion of Integrated Team members; therefore, not all adjustments are a simple addition to authorized strength. The values reported have been rounded up to the nearest whole number after making the adjustments using exact values from the source data.
11. Total Costs refer to actual costs as reported by each municipality for calendar year 2024. For municipal police units (RCMP), total costs include the municipality's share of RCMP contract related costs (70% or 90%, depending on population) including integrated team costs, as well as any costs that are borne 100% by the municipality (e.g., accommodation costs). Total costs for municipal police departments refer to 100% of policing costs. As such, comparisons between municipal agencies should be made with caution.
12. BC Stats population estimates are used for the purpose of the publication; however, the Canada Census is used for determining policing responsibility under the *Police Act*. As a result, a municipality may show a population below or above the population range in their respective municipal police unit (RCMP) cost share categories.
13. Population figures include First Nations reserve populations.
14. The municipalities of North Vancouver City and North Vancouver District include three First Nations reserve lands within their boundaries. The designated land title names for these reserve lands are: Mission 1 (North Vancouver City); and, Seymour Creek 2 and Burrard Inlet 3 (North Vancouver District). Due to inconsistencies in scoring crime data to the appropriate jurisdictions the populations for these reserve lands were assigned to North Vancouver Prov (from 2006 to 2018); prior to 2006 the populations were assigned to North Vancouver District. In 2019, the populations for the reserve lands were realigned from North Vancouver Prov and added to the appropriate municipality. This realignment may result in changes in reporting; crime statistics should be used with caution.



Police Resources in British Columbia, 2024

Endnotes, continued

15. In March 2020, the City of Pitt Meadows initiated a process to separate from the integrated Ridge Meadows Detachment (RCMP) and to have the Pitt Meadows Municipal Unit operate from a stand-alone detachment in the City of Pitt Meadows. Upon completion of a review by RCMP "E" Division and the development of a transition plan, the Ministry approved the City's request in October 2021 with the changes to take full effect upon completion of the detachment building (estimated January 2026).
16. In 2024, there were 34 member positions dedicated to airport security at the Vancouver International Airport. These members are administered through the Richmond Detachment (RCMP). The strength and cost data for these 34 members is excluded from the Richmond Municipal Unit because the Vancouver Airport Authority reimburses 100% of the cost of these services to the City of Richmond. Total Vancouver Airport 2024 costs were \$7,499,042.
17. Surrey municipal total policing costs include (1) the SPS costs, (2) the RCMP's costs as the Surrey Municipal Police Unit (up to November 29, 2024), and (3) the RCMP PPS costs for temporary assistance from November 29, 2024, to December 31, 2024. Among which, (1) SPS and (2) Surrey RCMP (MPU) costs were compiled from each police service's separate cost reports submitted through the annual Municipal Policing Expenditure Survey for calendar year 2024. This cost does not include any transition-related costs incurred directly by the City (e.g., City staff costs, project management services, or other implementation expenses), unless those costs were SPS expenses and reported as part of the SPS submission.
18. The total Surrey municipal policing costs were adjusted to reduce \$24,740,000 to reflect the Provincial - City Contribution Agreement (see footnotes 51 and 52), under which the Province provided this amount directly to the City of Surrey for 2024 policing costs and is therefore deducted from the municipal total. This amount is reflected as part of the provincial contribution to Surrey Police Model in Transition on page 16.
19. Authorized strengths and their associated costs for the municipal departments have been adjusted to exclude secondments to other agencies as cost for these secondments would be borne by the seconded agency.
20. Population figures include Tsawwassen First Nation (TFN) land populations. Since 2007, TFN lands are policed by Delta Police Department under a Police Service Agreement between the City of Delta, Delta Police Board and TFN, and are not included in reported costs. For consistency with previous reporting, Delta Police Department's authorized strength includes one officer position to deliver enhanced, dedicated policing funded under the FNIPP, under an agreement with Canada, the Province of B.C., City of Delta, Delta Police Board and TFN.
21. The Victoria and Esquimalt Police Departments were amalgamated in 2003. In 2024, the population of Victoria Mun, at 122,157, includes 19,302 persons from Esquimalt. Of the total costs in 2024, \$9,861,157 (13.67%) was paid by Esquimalt for its policing services under the Agreement.
22. The jurisdictional boundaries for Armstrong Prov were realigned when the municipality of Armstrong became responsible for providing policing within their municipal boundary. This may have resulted in inaccurate reporting; therefore, the crime statistics should be used with caution.
23. The Elk Valley Integrated Detachment includes Elkford Prov, Fernie Prov, and Sparwood Prov. Starting in 2010, the Elk Valley Integrated Detachment authorized strength total includes one GIS member assigned to the detachment as a whole.
24. In July 2014, Houston Prov and Granisle Prov were formally amalgamated. Prior to this amalgamation, Houston/Granisle operated in an informally amalgamated manner from two Detachment offices; the main office in the District of Houston and the second in the Village of Granisle. The Granisle office remains and functions as a Community Policing Office.
25. In 2003, Oliver and Osoyoos Prov detachments were restructured into the integrated South Okanagan Detachment. From 2006 to 2012, additional GIS positions were assigned to the Detachment as a whole (in 2012, there were 4 GIS positions assigned to the South Okanagan Detachment). Effective 2013, South Okanagan Detachment de-integrated and Oliver Prov and Osoyoos Prov operate as stand-alone detachments and are reflected in this document as separate entities as they currently exist. The additional 4 GIS positions previously assigned to the South Okanagan Detachment continued to provide services to the wider region. In 2016, one of the 4 GIS shared positions was converted to a GD position and specifically assigned to Oliver. The remaining 3 GIS positions service the wider region and were split equally by adding 0.75 to the authorized strengths of Keremeos Prov, Penticton Prov, Oliver Prov and Osoyoos Prov.
26. The Kootenay Boundary Regional Detachment includes: Castlegar Prov, Grand Forks Prov, Kaslo Prov, Midway Prov, Nakusp Prov, Nelson Prov, Salmo Prov, Slocan Lake Prov, and Trail & Greater District Prov. The Kootenay Boundary Regional Detachment authorized strength total includes eight shared GD/GIS (3 officers in charge and 5 GIS) members assigned to the detachment as a whole.
27. The municipalities of North Vancouver City and North Vancouver District include three First Nations reserve lands within their boundaries. The designated land title names for these reserve lands are: Mission 1 (North Vancouver City); and, Seymour Creek 2 and Burrard Inlet 3 (North Vancouver District). Due to inconsistencies in scoring crime data to the appropriate jurisdictions, the populations for these reserve lands were assigned to North Vancouver Prov (from 2006 to 2018). In 2020, the populations for the reserve lands were realigned from North Vancouver Prov and added to the appropriate municipality. This realignment may result in changes in reporting; crime statistics should be used with caution.
28. The crime rate has not been included because it is not a meaningful indicator (due to the small residential population).
29. In addition to the assigned GD/GIS outlined, the Provincial Police Service includes three Provincial Support Team (PST) units. The PST are based in Prince George, Terrace and Kamloops and were created as part of the Front-Line Resource Re-allocation initiative in 2020. These 14 positions are intended to provide temporary, mobile relief to Provincial Detachment Units throughout the Province.

Police Resources in British Columbia, 2024



Endnotes, continued

30. The integrated Ridge Meadows Detachment (RCMP) is comprised of the following jurisdictions: the City of Maple Ridge; the City of Pitt Meadows; and the Ridge Meadows provincial policing jurisdictions. In 2013/14 the RCMP revised the map boundaries that reside in PRIME-BC for each of the jurisdictions within the Ridge Meadows Detachment's area of responsibility. This realignment of jurisdictional boundaries likely resulted in changes in reporting; as a result, CCC volumes and crime rates prior to 2014 for these individual jurisdictions should be used with caution.
31. Squamish Prov includes 1 shared GD/GIS position that is assigned to the Sea-to-Sky Regional Detachment – an RCMP organizational structure that includes Whistler, Pemberton and Bowen Island in addition to Squamish.
32. Previously shown as a provincial GD position, 1 member position provides enhanced dedicated services to the Squamish First Nation reserve lands out of the Squamish Detachment. Due to RCMP changes in reporting lines, this position was re-aligned under the Integrated First Nations Unit, resulting in (-1) to Squamish Prov in 2020.
33. Tofino Prov includes 2 Provincial Police Service GD positions located at the Ahousaht satellite office.
34. Cariboo Chilcotin Crime reduction resources became permanent in June 2021. This includes 6RM and 2.5PSE positions working out of North District Headquarters.
35. Authorized strength includes adjusted strength figures for jurisdictions participating in Lower Mainland District Integrated Teams.
36. Provincial Police Service represents the number of members assigned to GD/GIS functions at a detachment and does not include members assigned to specialized functions such as traffic enforcement, forensic identification or major case crimes, etc. See data qualifier on page 28.
37. Data for the South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) is not included in this table. In 2024, SCBCTAPS had an authorized strength of 194 positions and cost \$58,612,137 (paid for by TransLink, a private company).
38. Total Population includes 712,307 persons residing within municipalities with populations below 5,000 or unincorporated areas, served by the Provincial Police Service in 2024. This figure is not specified within the table under Provincial Police Service because it only represents rural/unincorporated detachments.
39. Total Costs for municipalities refer to actual costs for calendar year 2024 as reported by each municipality. For further information, see the Total Costs definition on page 29.
40. Police costs paid by the provincial government represent actual costs paid in fiscal year 2024/25.
41. Police costs paid by the federal government represent actual costs paid in fiscal year 2024/25 for their share of municipal police department integrated homicide investigative team (IHIT), municipal and provincial policing costs only; these figures only represent their share of the contract costs and exclude costs borne by the federal government which are over and above the contract costs. These figures also do not include the costs to Canada for Federal Service members operating in B.C.
42. Total Costs for municipal police units (RCMP) include the municipality's share of costs (70% or 90%, depending on population) for the provision of the RCMP as their service provider, as well as any costs that are borne 100% by the municipality (e.g. accommodation costs, support staff). Data for dedicated airport security positions at the Vancouver International Airport is not included in this table.
43. The police costs paid by the federal government do not include the federal contribution to the retroactive liability for the first four years of the RCMP's first Collective Agreement, starting from April 1, 2017, which was billed separately. See Endnote 44.
44. Municipalities were given the option to pay their retroactive liability associated with the RCMP's first Collective Agreement in one lump sum or through an interest-free installment plan over two years. The first payment was due by March 31, 2024, and the final payment is due by March 31, 2025. All retroactive liabilities must be fully settled by March 31, 2025. Due to differing municipal accounting methods, contributions by municipalities toward the retroactive pay under the RCMP's first Collective Agreement may not be included in this year's publication. Municipalities will have until 2025 to report their retroactive payment.
45. Total Costs for municipal police departments represent 100% of policing costs. *Note: IHIT costs (70% cost share) were added to their policing costs.*
46. The Provincial contribution also includes funding for year-2 of the 3-year (2023-2026) Provincial Investment made by the Province to the BC RCMP as the Provincial Police Service. This funding is intended to address existing gaps in staffing and resource pressures in specialized functions and front-line provincial detachments within the Provincial Police Service.
47. The police costs paid by provincial and federal governments to the Provincial Police Service (RCMP) and Indigenous Policing Services (RCMP) include provincial and federal contributions for the retroactive pay under the RCMP's first Collective Agreement and officers' pay raises.
48. Total Costs paid by the provincial government include additional funding for police equipment, contract services and professional fees.
49. Authorized strength includes Aboriginal Community Constable Program members, which are gradually being converted to Community Tripartite Agreement under the Indigenous Policing Services (formerly First Nations Community Policing Services).
50. In 2024, the authorized strength was 126 member positions. Costs associated with enhanced police services provided by Delta Police Department to Tsawwassen First Nation (TFN), which are shared by the provincial and federal governments (48% and 52% respectively), are not included within this table. In 2024/25, the provincial government contributed \$103,757.59 and the federal government contributed \$112,404.06 for the position providing this enhanced service to TFN. The position is included in the authorized strength for Delta Police Department.



Police Resources in British Columbia, 2024

Endnotes, continued

51. On July 11, 2024, the Province of BC and the City Surrey entered into a formal Contribution Agreement to provide the City with a Financial Contribution of up to \$250 million over 10 years to support the Surrey Police Transition and assist with the cost of completing the Project. Subject to the terms of the Agreement, payment of the Financial Contribution is as follows: \$30 million annually during years one to five; and, for years six to ten, annual payments of up to \$20 million to assist with the actual additional salary costs paid by the City, if any, as a direct result of the cost difference between SPS officers and RCMP member salaries.
52. In FY2024/25, the provincial contribution of \$30 million was provided through a combination of (1) direct funding of \$24,740,000 to the City of Surrey, (2) direct payments of \$1,970,399 to SPS for salary costs, and (3) direct payments by the Province for transition-related professional services. Due to the timing of expenditures and the RCMP fiscal-year billing cycle, a portion (\$2,187,759) of the first \$30 million contribution was recorded in the 2023 PRBC, with the remainder reflected in this 2024 report.
53. Adjusted strength figures are not available for depictions of 10-year trend data. As a result, only authorized strengths are used in this table. See page 28 for the definition of authorized strength.
54. Due to an RCMP calculation error, the 10-Year authorized strength figures for the Division Administration (RCMP) have been adjusted. See data qualifier 8 on page 29.
55. The authorized strength positions under Annex A of the *Provincial Police Service Agreement* (PPSA) upon signing the 2012 Agreement.
56. The South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) was formed as a transit security department in October 2004 and converted to a designated police unit under the *Police Act* on December 4, 2005.
57. Vancouver Airport Authority signed a supplemental agreement to Richmond's *Municipal Police Unit Agreement* in 2012. At that time, the City of Richmond assumed the administrative and financial functions for payment of enhanced RCMP policing services to the airport through the Richmond Municipal detachment (RCMP). The airport authority reimburses Richmond 100% of the cost for the airport police. Authorized strength data for Richmond does not include Vancouver International Airport positions.
58. The following policing jurisdictions have been opened or closed subsequent to Canada Census results or detachment/departmental amalgamations. Where jurisdictions have been amalgamated, the data shown reflect the total reporting for both the present jurisdiction and the absorbed jurisdiction up to and including the year in which the jurisdictions were amalgamated.
 - 2017: According to the 2016 Canada Census, the municipalities of Armstrong, Fernie and Osoyoos went over 5,000 population and, as a result, became responsible for providing policing within their municipal boundaries, effective April 1, 2017. In addition, due to 2016 Canada Census results, Northern Rockies Regional Municipality (NRRM) fell below 5,000 population, and responsibility for policing the municipality reverted back to the Provincial Police Service (Northern Rockies Prov) effective April 1, 2017.
 - 2022: According to the 2021 Canada Census, the municipalities of Duncan, Metchosin and Oliver went over 5,000 population and, as a result, became responsible for the provision of policing and law enforcement services within their municipal boundaries, effective April 1, 2022. Prior to 2012, Duncan was policed by Duncan Prov; Metchosin was policed by West Shore Prov; and Oliver was policed by Oliver Prov.
 - 2022: According to the 2021 Canada Census, the municipalities of Sooke and Lake Country went over 15,000 population, as a result, were reclassified to municipal police unit having populations of 15,000 and over.
59. In 2017, Comox Mun reduced its authorized strength to 11.3 members to reflect the deeming of civilian members into the Federal public service. The deeming date has been postponed by the Federal government and therefore, the authorized strength remains at 11.6 members (shown as 12).
60. In 2020, Vanderhoof Prov increased by 3 members; 1 converted from a specialized position and 2 officers reallocated from within the Provincial Service.

Police Resources in British Columbia, 2024



Key Impacts on Crime Statistics

Comparisons of crime statistics between jurisdictions, provinces, and years should be made with caution, as many factors influence police-reported crime statistics other than actual changes in crime, such as: global events, demographic changes, social and economic trends, police reporting practices, public reporting practices to police, technological advancements, legislative amendments, local police service priorities, and social perceptions and attitudes towards certain crimes.

Factors Influencing Crime

For broader national context on crime trends, please refer to the Statistics Canada publication accompanying this year's data release:

- Police-reported crime statistics in Canada, 2024
<https://www150.statcan.gc.ca/n1/daily-quotidien/250722/dq250722a-eng.htm>

Other reporting and analysis is available on the Statistics Canada Crime and Justice Statistics page:
https://www.statcan.gc.ca/en/subjects-start/crime_and_justice

Past articles can also be accessed through the Juristat publication archive:
<https://www150.statcan.gc.ca/n1/en/catalogue/85-002-X#wb-auto-2>

Impact of Uniform Crime Reporting (UCR) Scoring Rule Changes

In January 2018, Statistics Canada updated the definition of "founded" incidents to improve the tracking of offences with complex characteristics, such as sexual assault, and to address broader inconsistencies in how crime statistics were reported in the Uniform Crime Reporting (UCR) survey.

Police agencies across B.C. implemented these scoring rule changes in January 2019 which may have affected B.C.'s crime data for 2019. It is anticipated that police services will become increasingly accustomed to the new standards and, as they do so, data should become more comparable.

More information about the UCR Survey and these scoring rule changes can be found at:

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54973-eng.htm>

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2020001/article/00010-eng.htm>



Police Resources in British Columbia, 2024

Police Resource Definitions and Data Qualifiers

- Population figures** are estimates prepared annually by BC Stats, based on the results of the Canada Census which is conducted every five years. These estimates reflect only the permanent residential population of a jurisdiction. Where a jurisdiction serves as a resort, business or entertainment centre, it may have substantial “part-time” or transient/seasonal populations in addition to its permanent resident population, such as tourists, cabin owners, commuters, students, and seasonal staff. These temporary population groups are counted in population figures within the jurisdiction of their place of residence and not the jurisdiction in which they may be temporarily visiting or working. Note: the 2024 population estimates provided by BC Stats were based on the Statistics Canada 2021 Census boundary geographies adjusted in accordance with current police jurisdiction boundaries.
- Authorized strength** represents the maximum number of positions that the detachment or department has been authorized to fill as of December 31 of each calendar year. The authorized strength for both municipal police units (RCMP) and municipal police department jurisdictions (Mun) represents the number of sworn officers/members and sworn civilian officers/members assigned to a detachment or department, but does not include non-sworn civilian support staff, bylaw enforcement officers, the RCMP Auxiliary program or municipal police department reserve police officers. The authorized strength for Provincial Police Service jurisdictions (Prov) represents the number of sworn members assigned to General Duty and General Investigation Service (GD/GIS) functions at a detachment but does not include members assigned to specialized functions such as traffic enforcement, forensic identification, or major case crimes, etc. The assigned strengths for Provincial Police Service jurisdictions are obtained from the BC RCMP. The authorized strengths for municipal police jurisdictions, service by the RCMP, are obtained from Annex A of each municipality’s *Municipal Police Unit Agreement* (MPUA). (**Note:** Due to inconsistencies in counting Integrated Team members some Lower Mainland District (LMD) municipalities’ authorized strengths are not comparable and may reflect some, none or all integrated team members. Policing and Security Branch is working with the RCMP and LMD municipalities to achieve consistency in Annex A, authorized strengths. For 2024, a separate “adjusted strength” figure for these municipalities has been calculated to show the net adjustment to authorized strength to account for Integrated Team members. Adjusted strength figures are not included in tables showing ten-year authorized strength trends). Authorized strengths for municipalities policed by municipal police departments are collected annually from each department. The exact values from the source data were used, however values reported have been rounded up to the nearest whole number, unless otherwise shown, which may affect calculations. Due to the differences in the organizational structure of each type of unit and methods of collecting authorized strength data, comparisons between provincial police service, municipal police units, and municipal police department jurisdictions should be made with caution.
- Adjusted strength** is a calculation that adjusts a municipal authorized strength to account for Integrated Team members who are assigned on a regional basis. For 2024, adjusted strength, which includes Municipal Police Units (RCMP) Regular Members and Municipal Police Departments’ sworn officers, applies to LMD Integrated Team participation only. The Integrated Teams member adjustment is based on a proportional allocation of Full-Time Equivalent (FTE) utilization attributable to each municipality’s financial contribution to the LMD teams for the fiscal year 2024/2025. Some LMD municipalities’ authorized strength already includes or accounts for a portion of Integrated Team members; therefore, not all Integrated Teams’ adjustments are a simple addition to authorized strength. The values reported have been rounded up to the nearest whole number after making the adjustments using exact values from the source data.
- Case loads** are defined as the number of *Criminal Code* offences (excluding drugs and traffic offences) per authorized strength/sworn officer. They represent the workload per officer, and as a result, are often a better indicator of the demand for police services than either a jurisdiction’s population or its crime rate. The case load is calculated by dividing the total number of *Criminal Code* offences in the calendar year by the authorized strength/sworn officer as of December 31 of the same calendar year. (**Note:** The adjusted strength has been used to calculate the case loads for municipal units participating in Lower Mainland District Integrated Teams). Please refer to recent changes in the impact on UCR scoring rules on page 27.

Police Resources in British Columbia, 2024



Police Resource Definitions and Data Qualifiers, Continued

- **Total Criminal Code Offences** includes property, violent, and other crimes (excluding drugs and traffic offences). **Number of offences** represents only those crimes reported to, or discovered by the police which, upon preliminary investigation, have been deemed to have occurred or been attempted; these data do not represent nor imply a count of the number of charges laid, prosecutions conducted, information sworn, or convictions obtained. These data have been recorded by the police utilizing the Uniform Crime Reporting 2 (UCR2) Survey scoring rules and guidelines. If a single criminal incident contains a number of violations of the law, then only the most serious violation is counted for purposes of this statistic. Please refer to recent changes in the impact on UCR scoring rules on page 27.
- **Crime rate** is the number of *Criminal Code* offences or crimes (excluding drugs and traffic) reported for every 1,000 persons. It is a better measure of trends in crime than the actual number of offences because it accounts for population differences. A high crime rate may indicate that a municipality is a “core city”, i.e., a business and/or entertainment centre for many people who reside outside, as well as inside, the municipality. As a result, “core cities” may have large part-time or temporary populations which are excluded from both their population bases and their crime rate calculations. Please refer to recent changes in the impact on UCR scoring rules on page 27.
- **Total Costs** refer to actual costs as reported by each municipality, collected annually from the PSB administered Municipal Policing Expenditure Survey. For municipalities policed by the RCMP, total costs include the municipality’s share of RCMP contract costs, including integrated team costs, (i.e., either 70% or 90% depending on population) plus those costs borne 100% by the municipality which are over and above the contract costs, such as support staff and accommodation. Total costs do not include costs for bylaw enforcement or victim services programs, capital expenditures (such as major construction projects), or revenues. There is some variation between jurisdictions with respect to the cost items that are included in their policing budgets and reflected in total costs, so caution should be used if comparisons are being made. As a result of variances in reporting practices, in 2017, the Municipal Policing Expenditure Survey was amended to include amortization/depreciation costs as part of the Accommodation costs. Previous iterations of the survey and scoring rules did not specifically articulate the inclusion of the amortization/depreciation costs and was added to standardize practices from all municipalities.
- The data contained in this report may vary when compared with previous reports produced by Policing and Security Branch. Where variances occur, the report produced at the latest date will reflect the most current data available.
- Populations, crime rates and case loads are only three of the many factors used to determine the strength and organization of a police agencies. A number of other factors, such as size and accessibility of the area to be policed and traffic volume are also taken into consideration. In addition, case loads and crime rates do not reflect the time spent by police providing general assistance to the public, participating in crime prevention programs, or enforcing traffic laws.
- Comparisons between municipal police departments, RCMP municipal units and RCMP provincial services should be made with caution.

DATA SOURCES:

| | |
|-----------------------------|---|
| Crime: | Statistics Canada. 2024. Incident-based crime statistics, by detailed violation and police services, British Columbia, annual, 1998 to 2024 (Table 35-10-0184-01). Released and accessed on July 22, 2025. https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3510018401 |
| Populations: | BC Statistics, Ministry of Labour, Citizens' Services and Open Government, B.C. |
| Police Costs and Resources: | Royal Canadian Mounted Police, “E” Division; Policing and Security Branch; Municipal Police Departments; Municipalities. |
| DATE: | December 2025 |



DELTA POLICE BOARD

Excellence In Policing

| | |
|--|--|
| DATE 2026-02-26 | SUBMITTED BY Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT 2022-2025 Strategic Plan: 2025 Annual Business Plan Year End Report | |
| ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision | |

PURPOSE

To provide the Delta Police Board with a Year-End Report for the 2025 Annual Business Plan (ABP) in alignment with the 2022-2025 Strategic Plan.

DISCUSSION

The ABP is the Delta Police Department’s (DPD) primary framework for operationalizing the 2022-2025 Strategic Plan. The ABP translates six (6) priorities into measurable strategic projects that support public safety, organizational effectiveness, and team well-being.

These ABP projects were guided by the six strategic priorities as noted below:

- Community Safety and Crime Prevention
- Support for Mental Health and Vulnerable Individuals
- Road Safety for All Users
- Excellence through Professionalization, Technology and Innovation
- Equip Team to Work with a Diverse Community
- Growth and Well-Being of the Team

The 2025 ABP Year-End Report summarizes the work completed over the past year to advance these priorities. Of the 22 projects identified in the 2025 ABP, 20 have been successfully completed, one did not proceed due to complexities in scope, and one remains in progress, with completion anticipated in 2026.

The 2025 ABP represents the final year of implementation under the Department’s 2022-2025 Strategic Plan. With the completion of this reporting cycle, the 2022-2025 Strategic Plan cycle has concluded.

The 2026-2030 Strategic Plan has been developed under the Board’s leadership and establishes the DPD’s next set of strategic priorities and goals. The 2026 ABP is currently in the final stages of development and will operationalize these priorities and be shared with the Board.

CONCLUSION

This Year-End Report reflects the DPD's commitment to transparency and accountability, ensuring the Board and the community are informed of progress and measurable outcomes achieved through the 2025 Annual Business Plan.

The successful completion of this final year ABP under the 2022-2025 Strategic Plan reflects the professionalism and dedication of the DPD team.

ATTACHMENTS

- A - 2025 Annual Business Plan Year End Report

2025

DELTA POLICE DEPARTMENT

ANNUAL BUSINESS PLAN Year-End Report



ABOUT THIS REPORT

The Annual Business Plan (ABP) operationalizes the Delta Police Department's 2022-2025 Strategic Plan by translating key priorities into action through 22 strategic projects.

The 2025 ABP Year-End Report provides an overview of the projects undertaken to advance these priorities, summarizing key actions and outcomes achieved over the year.

STRATEGIC PLAN PRIORITIES

- 1 Community Safety and Crime Prevention
- 2 Support for Mental Health and Vulnerable Individuals
- 3 Road Safety for All Users
- 4 Excellence Through Professionalization, Technology and Innovation
- 5 Equip Team for Work with Diverse Community
- 6 Growth and Well-being of the Team

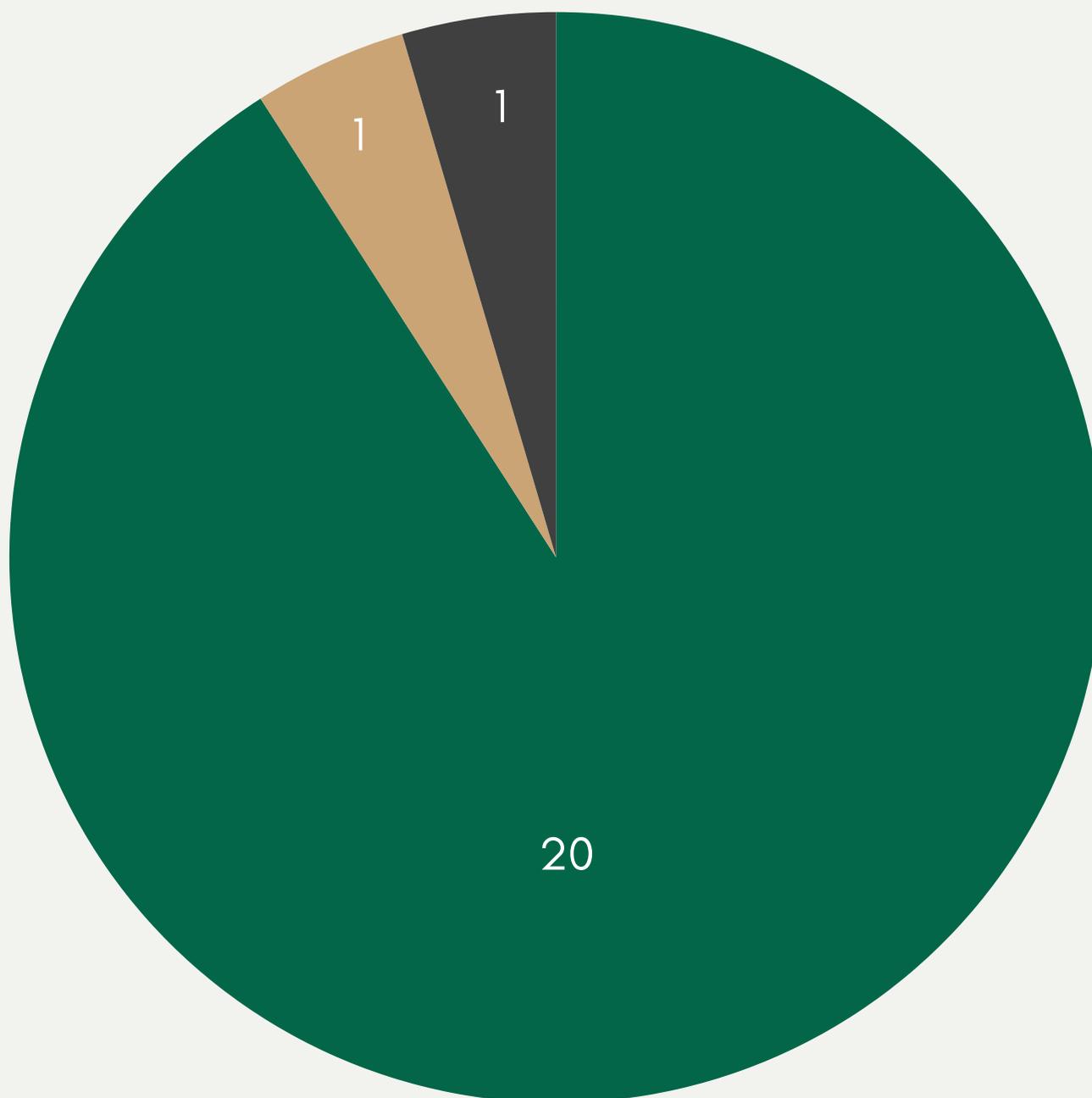
DELTA
POLICE

PROJECT STATUS OVERVIEW

Projects Total: 22

Strategic Project Status

● Complete ● In Progress ● Not Started

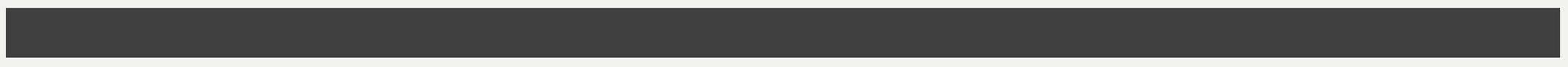


2025 ANNUAL BUSINESS PLAN PROJECTS AT A GLANCE

| # | PROJECT | PRIORITY | STATUS |
|----|---|----------|-------------|
| 1 | Develop and execute targeted enforcement and prevention initiatives to address gang activity. | 1 | Complete |
| 2 | Execute intelligence-led targeted enforcement projects to proactively address property, violent, and organized crime. | 1 | Complete |
| 3 | Develop and launch a digital platform to enhance public awareness of cybercrime and online safety. | 1 & 2 | Complete |
| 4 | Implement a service delivery enhancement model through the TFN Services Team. | 1 & 5 | Complete |
| 5 | Build a coordinated approach to provide outreach and support for vulnerable populations. | 2 | Complete |
| 6 | Deploy a continuous and focused road safety enforcement strategy within the Patrol Services Section. | 3 | Complete |
| 7 | Implement full-scale frontline deployment of the body-worn camera (BWC) program. | 4 | Complete |
| 8 | Implement technology solutions to improve frontline efficiency, public safety, and service delivery. | 4 | Complete |
| 9 | Implement AI-driven workflow automation in SharePoint. | 4 | Not Started |
| 10 | Implement a Department Asset Tracking System | 4 | In Progress |
| 11 | Develop a disclosure model to support operations. | 4 | Complete |
| 12 | Implement and expand artificial intelligence solutions to enhance public safety. | 4 & 1 | Complete |
| 13 | Operationalize the Drone as a First Responder (DFR) program. | 4 & 1 | Complete |
| 14 | Implement Black Cat traffic monitoring to support data-driven traffic enforcement. | 4 & 3 | Complete |
| 15 | Develop and implement a modernized and targeted recruitment strategy. | 4 & 5 | Complete |
| 16 | Identify potential virtual reality (VR) training solutions for officer training. | 4 & 6 | Complete |
| 17 | Restructure the District Community Police Office (DCPO) model to optimize service delivery and volunteer engagement. | 4 & 6 | Complete |
| 18 | Develop a newcomer education and outreach strategy. | 5 & 2 | Complete |
| 19 | Conduct an employee engagement survey to support employee well-being and retention. | 6 | Complete |
| 20 | Establish a peer support program to ensure holistic team care. | 6 | Complete |
| 21 | Develop and implement an employee reintegration program to facilitate successful return to work. | 6 | Complete |
| 22 | Support staff well-being through sleep and resilience training. | 6 | Complete |



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| <p>Project #1</p> | <p>Develop and execute targeted enforcement and prevention initiatives to address gang activity.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Deployed the De-Suppress gang enforcement team using provincial funding. • Added a dedicated Crime Analyst to support intelligence-led gang and organized-crime investigations. • Revitalized the Inadmissible Patrol Program (IPP) program with expanded proactive walkthroughs • Deployed De-Suppress resources and mandate to include targeted prevention, suppression and disruption of extortion-related public safety threats. | | <p>Results</p> <ul style="list-style-type: none"> • Increased proactive engagement with known gang offenders. • Expanded prevention focused patrol activity relating to organized crime, including extortions. • Improved data-driven response to gang activity • De-Suppress activity <ul style="list-style-type: none"> ◦ Interaction with Gang Offenders: 321 ◦ Gang Offender Curfew Checks: 247 ◦ IPP Walkthroughs: 232 (vs. 32 in 2024) ◦ IPP Ejections: 31 ◦ Number of officers trained: 108 |



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| <p>Project #2</p> | <p>Execute intelligence-led targeted enforcement projects to proactively address property, violent, and organized crime.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Integrated the Tactical Management Table (TMT) into Teams to enable real-time information sharing. • Intelligence analysis identified repeat offenders and emerging crime patterns, resulting in multiple targeted enforcement initiatives. • Crime Reduction Unit (CRU) investigated a suspect linked to multiple Delta files involving theft, mischief, drug possession and arson. <ul style="list-style-type: none"> ◦ The suspect was later linked to a multi-jurisdictional property crime series affecting other cities, involving commercial break and enters, thefts, and mischief causing significant damage. ◦ CRU conducted surveillance, reviewed CCTV, executed a search warrant, and completed a full investigative package. • Patrol Support Team (PST) and Tsawwassen First Nation Service Team (TFNST) conducted targeted retail theft suppression operations in commercial areas throughout the year. • Drug Investigative Support Team (DIST) conducted enforcement actions targeting a drug trafficking operation operating in Delta and Vancouver, including the execution of search warrants. | | <p>Results</p> <ul style="list-style-type: none"> • The CRU investigation disrupted an active repeat offender operating across multiple jurisdictions and resulted in 16 recommended charges, including: <ul style="list-style-type: none"> ◦ break and enter x4 ◦ mischief over \$5000 x1 ◦ mischief x1 ◦ theft under \$5000 x7 ◦ theft over \$5000 x1 • Retail theft suppression initiatives resulted in 30 arrests related to theft, breaches, driving prohibitions, and outstanding warrants, improving safety in commercial areas. • DIST investigation resulted in seizures of: <ul style="list-style-type: none"> ◦ large quantities of controlled substances ◦ cell phones ◦ cash ◦ drug packaging materials ◦ imitation firearms ◦ several safes ◦ 2 vehicles for forfeiture consideration |



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| Project #3 | Develop and launch a digital platform to enhance public awareness of cybercrime and online safety. | Status Complete |
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Actions Taken

- Reviewed and updated the DPD website to include current, accessible cybercrime and online safety resources.
- Developed and delivered cybercrime prevention and education social media campaigns as a key component of the department’s cybercrime strategy, consisting of 12 cybercrime-related prevention and safety posts.

Results

- Enhanced public access to current cybercrime prevention and online safety information.
- Expanded reach of cybercrime prevention and education messaging through digital platforms.
- Supported early awareness and prevention related to online fraud and cybercrime trends.



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| Project #4 | Implement a service delivery enhancement model through the Tsawwassen First Nation (TFN) Services Team. | Status Complete |
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Actions Taken

- Expanded specialized training for TFNST members, including drone operations, bike and e-bike patrol, and rifle certification.
- Established dedicated Crown point of contact for files involving TFN members.
- Implemented routine use of Community Safety Officers (CSOs) at events on TFN lands.
- Enhanced integration and training time for Block IV members with TFNST.

Results

- Police service delivery on TFN lands is supported by dedicated operational presence and training.
- TFNST responses are informed by TFN-specific service delivery considerations while maintaining operational standards and public safety.
- TFN files are supported through improved continuity and coordination through a consistent Crown Counsel point of contact.
- Community events on TFN lands are supported through planned, routine safety coverage.
- New members gain early exposure to TFN service delivery practices and community context.



Project #5

Build a coordinated approach to provide outreach and support for vulnerable populations.

Status Complete

Actions Taken

- Coordinated police outreach and response with community agencies supporting unhoused individuals, youth, seniors, and those experiencing substance use or mental health challenges.
- 10+ partnerships maintained across housing, health, education, and social service sectors.
- Participated in standing committees and planning tables to support coordinated outreach, prevention, and crisis response.
- Deployed the Community Navigator Unit (CNU) to support frontline response, outreach, referral and follow-up with vulnerable individuals.

Results

- Police responses involving vulnerable individuals are coordinated with community partners, reducing reliance on enforcement only responses.
- Frontline officers have referral pathways through the CNU and access to supports when responding to calls involving unhoused individuals, youth, seniors, and those in crisis.
- Police engagement with vulnerable populations is consistent, informed, and aligned with community-based services.
- DPD is better positioned to identify service gaps and advocate for improved community responses through established partnerships.
- CNU facilitated 178 referrals to community-based services in 2025.

Project #6

Deploy a continuous and focused road safety enforcement strategy within the Patrol Services Section.

Status Complete

Actions Taken

- Implemented a proactive road safety enforcement plan within the Patrol Services Section.
- Tracked monthly road safety performance metrics and shared results with frontline members to support consistent enforcement focus.
- Maintained District Commander oversight through regular monitoring, enforcement response and reporting on traffic safety issues identified by the community during operational meetings.
- Coordinated Patrol and Traffic resources during distracted driving month, counterattack initiatives, and other targeted enforcement campaigns.

Results

- Patrol members issued 4,177 violation tickets in 2025, representing an 11% increase over 2024.
- Impaired driving investigations increased by 9% compared to 2024.
- Targeted enforcement activities improved visibility and consistency of road safety enforcement across the community.
- Traffic enforcement efforts were aligned with community concerns and evidence-based data, resulting in 3,428 hours of targeted enforcement and 675 hours of roadblocks including for impaired driving.



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| <p>Project #7</p> | <p>Implement full-scale frontline deployment of the body-worn camera (BWC) program.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Deployed 60 BWCs to frontline officers using a pooled deployment model, including Patrol, Traffic, PST, and TFNST. • Delivered training to officers and supervisors on BWC operation, data management, and policy requirements. • Trained 110+ frontline members in BWC usage. | | <p>Results</p> <ul style="list-style-type: none"> • BWCs are now in routine use across frontline operations. • BWC footage has been used to support investigations and used in disclosure for charge approval. • BWC footage supported the investigation of public complaints, contributing to more efficient reviews, reduced investigative time, and timely file closure. • The 2025 annual audit demonstrated 97.4% overall compliance with BC Provincial Policing Standards and DPD policy governing BWC usage, reflecting strong adherence to regulatory requirements. |
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| <p>Project #8</p> | <p>Implement technology solutions to improve frontline efficiency, public safety, and service delivery.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Established an Administrative Support Working Group to identify and track initiatives and recommendations aimed at reducing administrative workload for patrol officers. • Implemented a non-urgent online reporting system for Ministry of Children and Family Development (MCFD) related matters and deployed it for frontline usage. • Piloted and purchased video analytics software to support investigative efficiency. • Implemented a mobile language interpretation application to provide 24/7 on-demand interpretation services for frontline members. | | <p>Results</p> <ul style="list-style-type: none"> • 19 support requests were completed or addressed, with 6 additional requests remaining in progress, to address administrative burden on patrol members. • The MCFD system was used to submit 30 reports in 2025. • Investigators now have access to video analytics software that significantly reduces time spent reviewing CCTV footage, supporting efficient investigations. • The language interpretation app was used for 28 files (August-December 2025), supporting timely communication during calls for service, interviews, and statement-taking. |
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| <p>Project #9</p> | <p>Implement artificial intelligence (AI) driven workflow automation in SharePoint.</p> | <p>Status Not Started</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Initial scoping and exploratory discussions were completed to assess potential use cases, scope, and implementation complexity. | | <p>Results</p> <ul style="list-style-type: none"> • Implementation was deferred due to scope, resourcing, and technical considerations identified during early review. |



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| <p>Project #10</p> | <p>Implement a Department asset tracking system.</p> | <p>Status In Progress</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> Conducted research and market scanning to identify potential asset tracking solutions, including cost, security, and feasibility. | | <p>Results</p> <ul style="list-style-type: none"> Funding is in place in the 2026 budget; options and implementation considerations have been scoped to support selection of an appropriate system. The project will move towards implementation in 2026. |
| | | |
| <p>Project #11</p> | <p>Develop a disclosure model to support operations.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> Developed and piloted an Electronic Disclosure (EDC) program to support increased ledger-based disclosure requirements. Onboarded 4 dedicated EDC staff positions. Rolled out the EDC program to Patrol, E Platoon, CRU, and Traffic sections. Established collaborative communication processes between operational units and the EDC team. | | <p>Results</p> <ul style="list-style-type: none"> Disclosure responsibilities are now supported through a centralized, dedicated model that continues to evolve. Operational members are better supported in meeting disclosure requirements, addressing administrative burden. Disclosure processes are more consistent across operational units. |
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| <p>Project #12</p> | <p>Implement and expand artificial intelligence solutions to enhance public safety.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> Following completion of a Privacy Impact Assessment (PIA), a facial comparison analysis program was implemented to support investigative identification and suspect recognition efforts. Expanded operational capacity by training additional members in facial comparison analysis. Completed a successful trial and acquired video analytics software to support investigative review of large volumes of video. | | <p>Results</p> <ul style="list-style-type: none"> Facial comparison analysis has supported the identification of 7 suspects in criminal investigations since the start of the program. A recent ID resulted in identifying a credit card theft/fraud suspect in Delta. With the new video analytics software, investigators can process large volumes of video evidence more efficiently; this has been used in recent extortion and homicide investigations. AI tools are now operationally integrated into investigative workflows, supporting timely and effective investigations in complex files. |



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| <p>Project #13</p> | <p>Operationalize the Drone as a First Responder (DFR) program.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Deployed the DFR program to support patrol response to in-progress incidents. • Utilized DFR during a range of in-progress events, including providing assistance to Delta Fire and Emergency Services with their operations. • Completed advanced Nav Canada Level 1 flight training for 5 drone pilots to meet regulatory requirements. • Integrated DFR capability into emergency management operations. | | <p>Results</p> <ul style="list-style-type: none"> • DFR was deployed 40 times in 2025 to support frontline patrol response, in a range of files including assaults, fires, abandoned 911 calls, suspicious circumstances, high risk vehicle stops, and domestic incidents involving fleeing suspects. • Patrol officers benefited from improved situational awareness during dynamic and high-risk incidents. • DFR operations are now supported by trained and certified pilots, ensuring compliant and sustainable use of the program. |
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| <p>Project #14</p> | <p>Implement Black Cat traffic monitoring to support data-driven traffic enforcement.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Purchased, trained on and deployed the Black Cat traffic monitoring system in Q1 2025. • Collected continuous traffic volume and speed data at locations of concern, including sites identified through community complaints. • Shared Black Cat data with the City of Delta’s Technical Traffic Committee (TTC) to support coordinated enforcement and engineering responses to community’s traffic safety concerns. | | <p>Results</p> <ul style="list-style-type: none"> • Black Cat data directly informed proactive traffic enforcement deployment in identified areas of concern. • Black Cat was deployed in response to 5 community reported traffic concerns; data confirmed 1 location requiring additional enforcement and determined 4 complaints were not supported by data. • Traffic enforcement resources were deployed more efficiently based on verified data rather than perception alone. • The demonstrated operational value of the tool supported the decision to acquire a second unit in 2026. |



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| <p>Project #15</p> | <p>Develop and implement a modernized and targeted recruitment strategy.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> Delivered targeted “Why Delta” recruitment campaigns across social media platforms. Led targeted recruitment initiatives, including 3 female focused campaigns, to address applicant diversity and competitiveness in the regional recruiting environment. Produced and launched a professional recruiting video featuring sworn member perspectives on working at DPD. Implemented the “Reserve to Recruit” program to strengthen pathways from Reserves and Community Safety Officers (CSOs) into sworn recruitment, including bi-monthly fitness sessions. Launched the internal “We’re All Recruiters” campaign to engage sworn members in recruitment efforts. Conducted outreach and preparation sessions with District Community Police Officers (DCPO) volunteers, including POPAT training and exam preparation. Completed a refresh of the DPD recruiting website to modernize content and user accessibility. | | <p>Results</p> <ul style="list-style-type: none"> Recruiting messaging on JOINDPD social media account increased by 567% compared to 2024, expanding reach and visibility of DPD as an employer of choice. Total applicant numbers increased by 20%, with female applicants increasing by 42% year over year. The recruiting video achieved 64,000 views on Instagram, extending recruitment reach nationally. 5 recruits were identified and onboarded through internal member referral efforts. The “Reserve to Recruit” program delivered 5 fitness sessions in 2025 and strengthened engagement within the Reserve and CSO cadre. Recruiting website traffic reached 120,086 visits in 2025, reflecting increased engagement with recruitment materials. |

| | | |
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| <p>Project #16</p> | <p>Identify potential virtual reality (VR) training solutions for officer training.</p> | <p>Status Complete</p> |
| <p>Actions Taken</p> <ul style="list-style-type: none"> Researched, tested, and assessed emerging VR training technologies to evaluate suitability for long-term officer training use. Completed demonstrations and initial assessments of 7 VR solutions. Initiated a full operational trial of the Axon VR solution in Fall 2025, aligned with the provincial Taser 10 (T10) Field Trial. Assessed feasibility, benefits, limitations, and training value of VR platforms within an operational policing context. | | <p>Results</p> <ul style="list-style-type: none"> DPD completed a structured assessment of available VR training options to inform future training decisions. Early findings supported a evidence-based approach to VR adoption rather than premature implementation. Alignment with the T10 Provincial Field Trial allows VR evaluation under realistic operational conditions. Further testing and assessment will continue into 2026 to support a well-informed recommendation on the final solution. |



| | | | | |
|---|--|-------------------------------|--|--|
| <p>Project #17</p> | <p>Restructure the District Community Police Office (DCPO) model to optimize delivery and volunteer engagement.</p> | <p>Status Complete</p> | | |
| <table border="1"> <tr> <td data-bbox="34 545 1073 981"> <p>Actions Taken</p> <ul style="list-style-type: none"> • Conducted a review of the DCPO service delivery model in 2025 and developed recommendations. • Directed volunteer resources toward community crime prevention programs, including Block Watch, Garage 529, and CPTED. • Delivered training to District Liaison Officers (DLOs) and DCPO volunteers to support program delivery. </td> <td data-bbox="1073 545 2132 981"> <p>Results</p> <ul style="list-style-type: none"> • A revised DCPO service delivery proposal has been developed and is being reviewed. </td> </tr> </table> | | | <p>Actions Taken</p> <ul style="list-style-type: none"> • Conducted a review of the DCPO service delivery model in 2025 and developed recommendations. • Directed volunteer resources toward community crime prevention programs, including Block Watch, Garage 529, and CPTED. • Delivered training to District Liaison Officers (DLOs) and DCPO volunteers to support program delivery. | <p>Results</p> <ul style="list-style-type: none"> • A revised DCPO service delivery proposal has been developed and is being reviewed. |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Conducted a review of the DCPO service delivery model in 2025 and developed recommendations. • Directed volunteer resources toward community crime prevention programs, including Block Watch, Garage 529, and CPTED. • Delivered training to District Liaison Officers (DLOs) and DCPO volunteers to support program delivery. | <p>Results</p> <ul style="list-style-type: none"> • A revised DCPO service delivery proposal has been developed and is being reviewed. | | | |
| <p style="background-color: #333; color: white; padding: 5px;"> </p> | | | | |
| <p>Project #18</p> | <p>Develop a newcomer education and outreach strategy.</p> | <p>Status Complete</p> | | |
| <table border="1"> <tr> <td data-bbox="34 1284 1073 1841"> <p>Actions Taken</p> <ul style="list-style-type: none"> • Developed a DPD newcomer strategy as one component of the City of Delta’s broader, city-wide newcomer program. • Participated on the Delta Local Immigration Partnership (D-LIP) steering committee to coordinate policing input with partner agencies. • Delivered newcomer focused education supporting baseline understanding of Canadian laws, rights, responsibilities, and policing expectations. • Participated in 3 public newcomer events and 2 D-LIP partner workshops in 2025. </td> <td data-bbox="1073 1284 2132 1841"> <p>Results</p> <ul style="list-style-type: none"> • Newcomers received direct access to policing information as part of coordinated city wide and community partner newcomer initiatives. • Officers and community members benefited from clearer communication regarding legal expectations and police roles. </td> </tr> </table> | | | <p>Actions Taken</p> <ul style="list-style-type: none"> • Developed a DPD newcomer strategy as one component of the City of Delta’s broader, city-wide newcomer program. • Participated on the Delta Local Immigration Partnership (D-LIP) steering committee to coordinate policing input with partner agencies. • Delivered newcomer focused education supporting baseline understanding of Canadian laws, rights, responsibilities, and policing expectations. • Participated in 3 public newcomer events and 2 D-LIP partner workshops in 2025. | <p>Results</p> <ul style="list-style-type: none"> • Newcomers received direct access to policing information as part of coordinated city wide and community partner newcomer initiatives. • Officers and community members benefited from clearer communication regarding legal expectations and police roles. |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Developed a DPD newcomer strategy as one component of the City of Delta’s broader, city-wide newcomer program. • Participated on the Delta Local Immigration Partnership (D-LIP) steering committee to coordinate policing input with partner agencies. • Delivered newcomer focused education supporting baseline understanding of Canadian laws, rights, responsibilities, and policing expectations. • Participated in 3 public newcomer events and 2 D-LIP partner workshops in 2025. | <p>Results</p> <ul style="list-style-type: none"> • Newcomers received direct access to policing information as part of coordinated city wide and community partner newcomer initiatives. • Officers and community members benefited from clearer communication regarding legal expectations and police roles. | | | |
| <p style="background-color: #333; color: white; padding: 5px;"> </p> | | | | |
| <p>Project #19</p> | <p>Conduct an employee engagement survey to support employee well-being and retention.</p> | <p>Status Complete</p> | | |
| <table border="1"> <tr> <td data-bbox="34 2145 1073 2658"> <p>Actions Taken</p> <ul style="list-style-type: none"> • Completed a department-wide employee engagement survey to gather feedback. • Analyzed survey results to identify key themes, strengths, and areas for improvement. • Reviewed findings at to inform organizational planning and priorities. </td> <td data-bbox="1073 2145 2132 2658"> <p>Results</p> <ul style="list-style-type: none"> • Survey results identified 3 key themes requiring focused attention. • The findings provided clear, actionable feedback to guide leadership decision-making and continuous improvement efforts. • Multiple initiatives are underway, with identified leads, informed directly by employee feedback and team engagement in identifying improvement actions. • Survey results and identified priorities have informed the development of the 2026-2030 Strategic Plan. </td> </tr> </table> | | | <p>Actions Taken</p> <ul style="list-style-type: none"> • Completed a department-wide employee engagement survey to gather feedback. • Analyzed survey results to identify key themes, strengths, and areas for improvement. • Reviewed findings at to inform organizational planning and priorities. | <p>Results</p> <ul style="list-style-type: none"> • Survey results identified 3 key themes requiring focused attention. • The findings provided clear, actionable feedback to guide leadership decision-making and continuous improvement efforts. • Multiple initiatives are underway, with identified leads, informed directly by employee feedback and team engagement in identifying improvement actions. • Survey results and identified priorities have informed the development of the 2026-2030 Strategic Plan. |
| <p>Actions Taken</p> <ul style="list-style-type: none"> • Completed a department-wide employee engagement survey to gather feedback. • Analyzed survey results to identify key themes, strengths, and areas for improvement. • Reviewed findings at to inform organizational planning and priorities. | <p>Results</p> <ul style="list-style-type: none"> • Survey results identified 3 key themes requiring focused attention. • The findings provided clear, actionable feedback to guide leadership decision-making and continuous improvement efforts. • Multiple initiatives are underway, with identified leads, informed directly by employee feedback and team engagement in identifying improvement actions. • Survey results and identified priorities have informed the development of the 2026-2030 Strategic Plan. | | | |



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| Project #20 | Establish a peer support program to ensure holistic team care. | Status Complete |
| <p>Actions Taken</p> <ul style="list-style-type: none"> Peer support program has been developed. Trained 15 members in a psychologist-led Peer Support course. Integrated the peer support function into the existing wellness framework to complement short term CISM resources. | | <p>Results</p> <ul style="list-style-type: none"> A formal, structured peer support program is now operational within the organization. Members have access to informed, longer-term peer support delivered by trained colleagues who understand operational policing demands. The program strengthens early intervention and support pathways, reducing pressure on supervisors and HR/Wellness resources while supporting member well-being. |
| | | |
| Project #21 | Develop and implement an employee reintegration program to facilitate successful return to work | Status Complete |
| <p>Actions Taken</p> <ul style="list-style-type: none"> Established a clear reintegration strategy and clarified role definitions for Reintegration, Re-certification, and Gradual Return to Work (GRTW). Expanded the Reintegration Team by adding 2 certified members, increasing overall team capacity to 5. Formalized processes to support coordinated, consistent decision-making for members returning to duty. | | <p>Results</p> <ul style="list-style-type: none"> Members returning to work are supported through a structured and predictable reintegration framework. Clear role definitions improve coordination between reintegration, recertification, and GRTW processes. The program supports safer, more sustainable returns to active duty while balancing member well-being and operational readiness. |
| | | |
| Project #22 | Support staff well-being through sleep and resilience training | Status Complete |
| <p>Actions Taken</p> <ul style="list-style-type: none"> Collaborated with local sleep experts to design a tailored sleep and resilience pilot program. Developed the pilot in direct response to employee feedback and identified operational risk factors. Designed the program to include sleep education, assessment tools, and wearable technology. | | <p>Results</p> <ul style="list-style-type: none"> A structured, evidence-based sleep and fatigue management pilot is ready for implementation in 2026. The initiative supports mitigation of fatigue related risk and operational readiness. The program positions the department to address sleep and fatigue issues using practical, evidence-based approaches. |



DELTA POLICE BOARD

Excellence In Policing

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| DATE 2026-02-15 | SUBMITTED BY Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT DPD Recognized as a BC Top Employer for 2026 | |
| ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision | |

PURPOSE

To advise the Delta Police Board that the Delta Police Department (DPD) has been recognized with British Columbia’s (BC) Top Employers Award for 2026.

DISCUSSION

The DPD has once again been recognized as one of BC’s Top Employers for 2026, marking the eighth consecutive year the Department has received this recognition.

Administered by Mediacorp Canada Inc., BC’s Top Employers is an annual editorial competition recognizing BC employers that lead their industries in offering exceptional places to work. Now in its 21st year, the competition evaluates employers based on workplace policies and practices, organizational culture, and employee supports that contribute to a strong and sustainable workforce.

Employers are reviewed on eight criteria, which have remained consistent since the recognition’s inception: (1) Workplace; (2) Work Atmosphere & Social; (3) Health, Financial & Family Benefits; (4) Vacation & Time Off; (5) Employee Communications; (6) Performance Management; (7) Training & Skills Development; and (8) Community Involvement.

This recognition reflects the DPD’s ongoing commitment to these areas and acknowledges the importance of maintaining a strong and resilient workforce to support the delivery of effective and responsive policing services to the community.

DPD’s selection as one of BC’s Top Employers for 2026:

- supports recruitment and retention efforts;
- contributes to public confidence in the Department; and
- aligns with the 2026-2030 Strategic Plan theme, *Commitment that Lasts, Service that Leads*, reflecting the Department’s long-term commitment to the community and our team, and leadership in progressive and professional policing.

CONCLUSION

On behalf of the DPD, I extend my gratitude to the Delta Police Board for their continued leadership and support, which has been instrumental in maintaining a workplace that empowers our employees to succeed.



DELTA POLICE BOARD

Excellence In Policing

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| <p>DATE 2026-02-04</p> | <p>SUBMITTED BY Jassie Padda Ram Executive Director/Corporate Services Manager</p> |
| <p>SUBJECT 2026 BCAPB Conference</p> | |
| <p>ACTION REQUIRED <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision</p> <p>THAT the Delta Police Board determine the sponsorship contribution amount for the 2025 BCAPB Conference.</p> | |

PURPOSE

To inform the Delta Police Board (Board) about the upcoming British Columbia Association of Police Boards (BCAPB) Conference in May 2026 and seek decisions regarding sponsorship.

DISCUSSION

The BC Association of Police Boards (BCAPB) will hold its Annual General Meeting and Conference from May 20, 2026 in Whistler, BC. The Delta Police Board (Board), as a long-standing member, has been invited to attend. Conference registration and the draft agenda have been circulated by email to Board members who may be interested in participating.

The conference theme is *“Good Governance in Action: Supporting Effective, Ethical Policing.”* The target audience includes Police Board members, police executives, provincial government leaders, and other representatives from public safety, policing, and police governance agencies across British Columbia.

The BCAPB has also requested that the Board consider sponsoring the conference. Sponsorship levels range from \$600 to \$12,000, with additional details outlined in Attachment A. Over the past three years, the Board has provided sponsorship contributions ranging from \$700 to \$850. Funding is available within the 2026 Board budget to support a sponsorship contribution of up to \$1,000.

CONCLUSION

Staff will take the necessary steps regarding the above in alignment with the Board's decision.

ATTACHMENTS

- A - Conference Sponsorship Request

Dear Police Board Chair:

Re: Sponsorship Request – 2026 BCAPB Annual General Meeting and Conference

On behalf of the British Columbia Association of Police Boards (BCAPB), we are excited to invite your board to take a leadership role in our 2026 Conference and AGM, hosted by the West Vancouver Police Board in Whistler, B.C., from May 20–22, 2026.

Our theme, “Good Governance in Action: Supporting Effective, Ethical Policing,” focuses on the practical application of the high standards we all strive to maintain. As we gather at the Delta Hotels Whistler Village Suites, we have a unique opportunity to network, brainstorm, and strengthen our collective provincial voice.

As we all navigate rising costs for venue logistics and catering, we have updated our sponsorship program to ensure this conference remains the premier training venue for police boards in B.C. We have enclosed our sponsorship brochure for your review and are asking each board to consider a higher level of sponsorship this year; your contribution is a direct investment in the professional development of our members and the long-term sustainability of the Association.

We offer several ways for your board to be recognized for its leadership:

-  **Welcome Reception Sponsor (Audain Museum): \$12,000**
-  **Champion Sponsor: \$10,000**
-  **Lunch Sponsor: \$5,000**
-  **Cultivator Sponsor: \$3,000**
-  **Coffee / Refreshment Break Sponsor: \$1,500**
-  **Friend of the BCAPB: \$1,000**
-  **Supporter: \$600-\$950**

While each tier includes specific recognition in our program and event materials, we also welcome generic contributions of any amount. These funds will be allocated where they are needed most to ensure the conference is a success for every delegate. Enclosed is our Sponsorship Program brochure.

If your board is able to support the Association in this capacity, please notify Veronica Bandet, Administrative Assistant, at your earliest convenience.

- **Cheques Payable to:** BC Association of Police Boards
- **Mailing Address:** PO Box 33012, Victoria RPO Colwood Corners, BC, V9B 6K3

Thank you for your continued partnership and for helping us lead the way in effective police governance. If you have any questions, please contact me at 250-891-5355 or Veronica Bandet at 250-216-1205.

Sincerely,

Micayla Hayes

President

BC Association of Police Boards

MH:vb

Encl.

BCAPB

CONFERENCE

WHISTLER, BRITISH COLUMBIA

MAY 20-22, 2026



British Columbia Association of Police Boards (BCAPB)

OUR VISION

To create a network of support for police boards in BC to fulfill their mandate of public safety and execute their fiduciary duties of oversight and good governance

OUR MISSION

We are committed to supporting our members, through:

- **Advocacy** – bringing voice to matters related to policing and police governance
- **Advising** – consulting with the Province of BC, and other agencies on matters concerning policing and police governance
- **Networking** – promoting engagement among police boards, the Province of BC, and other agencies related to policing and police governance through education, discussion and partnerships

OUR VALUES

Integrity, Respect, Inclusion, Courage, Accountability

Benefits of Sponsorship

- Brand visibility on BCAPB website and event materials
- Connection to decision-makers, officials, and community leaders
- Enhanced credibility and influence

Communications & Visibility

- Website placement

| Level | Investment | Key Benefits |
|---|-------------|--|
|  Welcome Reception - Audain Musuem | \$12,000.00 | Branded and networking event, Speaking opportunity, priority logo placement on website, listing and logo in program, full registrations included |
| ★ Champion | \$10,000 | Speaking opportunity, priority logo placement on website, listing and logo in program, full registrations included |
|  Lunch | \$5,000 | Logo placement on website and listing and logo in program, 1 full registration included |
|  Cultivator | \$3,000 | Logo and listing in program and evening events (reception and dinner) |
|  Coffee / Refreshment Break | \$1,500 | Logo and Listing in program |
|  Friend | \$1,000 | Listing in program |
|  Supporter | \$600-\$950 | Listing in program |

Contact

BC Association of Police Boards
 PO Box 33012, Victoria RPO
 Colwood Corners, BC, V9B 6K3
 Tel: 250-216-1205
 Email: bcapbs@gmail.com



| | |
|--|---|
| DATE 2026-03-04 | SUBMITTED BY Governance Committee |
| SUBJECT Approval of New Policy: 1. IM55 - <i>Profit-Oriented Crime</i> Approval of Revised Policies: 2. DM41 - <i>Funerals & Ceremonies</i> (& Archival of DM42 - <i>Ceremonial Unit</i>) 3. EA30 - <i>Reportable Incidents of Injuries or Death (Police Act)</i> 4. EM70 - <i>Absence & Health-Related Leave</i> | |
| ACTION REQUIRED <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision A. THAT the Delta Police Board approves the provisions of proposed new Policy IM55 under the headings of 'Policy' and 'Reason for Policy.' B. THAT the Delta Police Board approves the revised provisions of Policies DM41, EA30 & EM70 under the headings of 'Policy' and 'Reason for Policy.' C. THAT the Delta Police Board approves the archival of Policy DM42. | |

PURPOSE

The purpose of this report is to request that the Board approve proposed new Policy IM55, amendments to Policies DM41, EA30 and EM70, and the archival of Policy DM42, as detailed and recommended herein.

DISCUSSION

At its February 10, 2026, meeting, the Governance Committee received and thoroughly reviewed policy amendments for the below-noted policies. The policy amendments are now being presented to the Delta Police Board for approval. Having devoted considerable time to reviewing each policy, seeking clarifications, and asking follow-up questions, the Governance Committee recommends that the Delta Police Board approve the amendments as presented.

Detailed analyses for each policy amendment are included in the accompanying attachments, and this briefing note provides a summary of the proposed changes.

1. Policy IM55 - Profit-Oriented Crime

Recommendation: THAT the Delta Police Board approve the proposed provisions of new Policy IM55 - *Profit-Oriented Crime*.

Summary: In August 2025, the Policing & Security Branch sent a letter to all policing agencies regarding the 2022 Commission of Inquiry into Money Laundering Final Report (Cullen Commission).

The Cullen Commission recommends policing agencies implement a policy that requires officers investigating incidents of profit-oriented crime to consider money laundering and other proceeds of crime charges, as well as civil or criminal forfeiture.

As a result, Policy IM55 - *Profit-Oriented Crime* has been created. The proposed Policy sufficiently outlines considerations and responsibilities related to profit-oriented crime investigations, in alignment with the Cullen Commission recommendations and as directed by the Policing & Security Branch's request.

2. Policy DM41 - Funerals & Ceremonies (& Archival of Policy DM42 - Ceremonial Unit)

Recommendation: THAT the Delta Police Board approve the revised provisions of Policy DM41 - *Funerals & Ceremonies* under the headings of 'Policy' and 'Reason for Policy' and the archival of Policy DM42 - *Ceremonial Unit*.

Summary: Policy DM42 - *Ceremonial Unit* has been merged into Policy DM41 - *Funerals & Ceremonies*, as similarities were identified and it was determined suitable to address all related responsibilities within one cohesive policy.

Policy DM41 has been amended to properly distinguish between 'Policy' and 'Procedures,' with Board direction encompassing the scope of both original policies, and to clearly and succinctly describe responsibilities associated with attending funerals and participating in the Ceremonial Unit.

3. Policy EA30 - Reportable Incidents of Injuries or Death (Police Act)

Recommendation: THAT the Delta Police Board approve the revised provisions of Policy EA30 - *Reportable Incidents of Injuries or Death (Police Act)* under the headings of 'Policy' and 'Reason for Policy.'

Summary: Policy EA30 - *Reportable Incidents of Injuries or Death (Police Act)* has been amended to provide clear direction for responding to and reporting incidents of death, serious harm, or a reportable injury, in accordance with the *Police Act*, the Independent Investigations Office's (IIO) *Guidelines & Expectations with Respect to the Conduct of the IIO Investigations*, and associated Officer of the Police Complaint Commissioner (OPCC) guidelines.

Policy EA30 has been substantially updated to reflect proper policy format, clearly define these incidents and distinguish between IIO and OPCC investigations and responsibilities, and to present linear and relevant directions to members.

4. Policy EM70 - Absence & Health-Related Leave

Recommendation: THAT the Delta Police Board approve the revised provisions of Policy EM70 - *Absence & Health-Related Leave* under the headings of 'Policy' and 'Reason for Policy.'

Summary: Policy EM70 - *Absence & Health-Related Leave* has been updated to comply with recent amendments to the *Employment Standards Act* (ESA), which states that employees are not required to provide documentation for health-related leave that is 5 workdays or fewer, up to twice a year.

Policy EM70 has been further amended to ensure language is consistent with the ESA, including the Policy's title (previously '*Attendance Management & Support*'), and to clarify responsibilities associated with managing absence and health-related leave.

CONCLUSION

New Policy IM55 complies with the Cullen Commission recommendations at the request of the Policing & Security Branch. Amendments to Policies DM41 (including the archival of DM42), EA30, and EM70 effectively capture the scope and purpose of each policy, the Board's direction to the Chief Constable and the Chief Constable's direction to employees, and associated roles and responsibilities.

Note:

Updated policies are posted to the Department website following Board approval in accordance with the Freedom of Information and Protection of Privacy Act (FOIPPA). The FOIPPA permits law enforcement agencies to redact policy sections in certain circumstances, including where disclosure could reasonably be expected to harm a law enforcement matter or the effectiveness of investigative techniques and procedures. Redacted sections are identified within published policies.

ATTACHMENTS

- A. Governance Committee Report - Policy IM55 - *Profit-Oriented Crime (NEW)*
- B. Governance Committee Report - Policy DM41 - *Funerals & Ceremonies*
(*& Archival of Policy DM42 - Ceremonial Unit*)
- C. Governance Committee Report - Policy EA30 - *Reportable Incidents of Injuries or Death*
- D. Governance Committee Report - Policy EM70 - *Absence & Health-Related Leave*



DELTA POLICE BOARD

Excellence In Policing

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| DATE 2026-02-10 | SUBMITTED BY Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT Approval of New Policy IM55 - <i>Profit-Oriented Crime</i> | |
| ACTION REQUIRED <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision A. THAT the Governance Committee approve the provisions of proposed new Policy IM55 - <i>Profit-Oriented Crime</i> under the headings of 'Policy' and 'Reason for Policy' and submit the same to the Police Board for approval. | |

PURPOSE

The purpose of this report is to request that the Committee approve new Policy IM55 - *Profit-Oriented Crime* as detailed and recommended herein, and present the same to the Delta Police Board for approval.

DISCUSSION

In August 2025, the Policing & Security Branch sent a letter (see Attachment B) to all policing agencies regarding the 2022 Commission of Inquiry into Money Laundering Final Report (Cullen Commission). The Cullen Commission included a recommendation for all police agencies to implement policy on profit-oriented crime and money laundering. As a result, the Policing & Security Branch requested agencies create a policy and submit it by January 6, 2026. Due to the Board's schedule of meetings, the Policing & Security Branch has approved the Chief Constable's request for extension to March 31, 2026.

The Cullen Commission recommends that all law enforcement agencies implement a policy that requires officers investigating incidents of profit-oriented crime to:

- consider money laundering and proceeds of crime issues at the outset of an investigation, and, where applicable, pursue such charges and identify assets for seizure and/or forfeiture;
- consider criminal asset forfeiture, and develop the evidentiary basis necessary to support a forfeiture application; and
- include, in the Report to Crown Counsel, information concerning assets owned or controlled by the subject of an investigation (and their associates) and recommendations concerning possible forfeiture application.

A working group of the BC Association of Chief's of Police (BCACP) created guidelines to assist agencies in policy implementation. These guidelines and the Cullen Commission's Final Report were reviewed in the creation of proposed Department Policy IM55 - *Profit-Oriented Crime*. The proposed Policy sufficiently complies with the Cullen Commission recommendations and BCACP guidelines, including directions related to training, consideration of money laundering and/or proceeds of

crime, consideration of civil or criminal forfeiture, consultation with partner agencies, and documentation.

The proposed 'Policy' and 'Reason for Policy' sections are detailed below for Committee approval.

POLICY

NEW: SECTION 1

Proposed Section 1 is a statement from the Board directing the Chief Constable to provide Procedures for investigating profit-oriented crime:

1. The Chief Constable shall provide Procedures, pursuant to this Policy, directing Delta Police Department members to consider charges for possession of proceeds of crime and money laundering, and identify assets for civil or criminal forfeiture, for all investigations related to profit-oriented crime.

REASON FOR POLICY

NEW: SECTIONS 2 & 3

Proposed 'Reason for Policy' Sections 2 and 3 reflect the intent of the Cullen Commission recommendations and succinctly outline the purpose of this Policy:

2. To increase operational awareness of money laundering, possession of proceeds of crime, and use of civil or criminal forfeiture.
3. To enhance the operational effectiveness of profit-oriented crime investigations.

PROCEDURES

Procedures are approved by the Chief Constable. For Committee information, the Procedures are included in the proposed amended Policy, as set out in Attachment A.

STRATEGIC ALIGNMENT: CSWP

Community Safety & Crime Prevention
Excellence Through Professionalization, Technology & Innovation

CONCLUSION

Policy IM55 - *Profit-Oriented Crime* sufficiently outlines considerations and responsibilities related to profit-oriented crime investigations, in alignment with the Cullen Commission recommendations and as directed by the Policing & Security Branch's request.

ATTACHMENTS

- A. IM55 - *Profit-Oriented Crime*, new.
- B. Letter from Director of Policing & Law Enforcement Services (August 12, 2025)

Attachment A.

Policy IM55 - *Profit-Oriented Crime*, new.

IM55

PROFIT-ORIENTED CRIME

IM55

Effective Date: TBD

Contents

POLICY..... 3
 REASON FOR POLICY..... 3
 RELATED POLICIES..... 3
 DEFINITIONS..... 3
 PROCEDURES 4
 Training 4
 Investigations..... 4
 General 4
 Partner Agencies..... 4
 Forfeiture 4
 Documentation 4

POLICY

1. The Chief Constable shall provide Procedures, pursuant to this Policy, directing Delta Police Department members to consider charges for possession of proceeds of crime and money laundering, and identify assets for civil or criminal forfeiture, for all investigations related to profit-oriented crime.

REASON FOR POLICY

2. To increase operational awareness of money laundering, possession of proceeds of crime, and use of civil or criminal forfeiture.
3. To enhance the operational effectiveness of profit-oriented crime investigations.

RELATED POLICIES

- IM10 - Criminal Investigations
- IP41 - Civil Forfeiture

DEFINITIONS

4. For the purposes of this Policy, the following definitions will apply:
Money Laundering: a criminal offence in which a person uses, transfers the possession of, sends or delivers to any person or place, transports, transmits, alters, disposes of or otherwise deals with, in any manner and by any means, any property or proceeds of any property with intent to conceal or convert that property or those proceeds, knowing or believing that, or being reckless as to whether, all or part of it was obtained or derived directly or indirectly as a result of an indictable offence (*Criminal Code*, s. 462.31).

Possession of Proceeds of Crime: a criminal offence in which a person has in their possession any property or thing, or any proceeds of any property or thing, knowing that all or part of it was obtained by or derived directly or indirectly from an indictable offence (*Criminal Code*, s. 354).

Profit-Oriented Crime: offences related to the acquisition of illegal income or wealth.

PROCEDURES

Training

5. Members participating in profit-oriented crime investigations must be appropriately trained to do so, as directed by the Superintendent i/c Administration Bureau or delegate.

Cullen Commission (2022)
Rec. 90

Investigations

General

6. For all investigations related to profit-oriented crime, members shall:
 - a) consider whether it is appropriate to recommend charges for possession of proceeds of crime and/or money laundering, and if it is, pursue those charges;
 - b) identify and collect evidence that could be used to inform civil or criminal asset forfeiture recommendations; and
 - c) consult with the Inspector i/c Investigative Services or delegate, if appropriate, who shall determine whether Investigative Services is to assume the file.

Cullen Commission (2022)
Rec. 89 & 96

Partner Agencies

7. For all profit-oriented crime investigations, members shall, throughout all stages of the investigation, consider whether referring the investigation to a partner agency is appropriate (e.g., BC Civil Forfeiture Office, Law Society of BC, Canada Revenue Agency, Canadian Border Security Services, RCMP), and if so, liaise with or request assistance from that agency.
8. The Inspector is responsible for keeping an up-to-date repository of contact information of partner agencies.

Forfeiture

9. If Crown counsel does not approve criminal charges or advises that criminal forfeiture will not be sought, the member shall refer the file to the Civil Forfeiture Office, as appropriate (refer to Policy IP41 – *Civil Forfeiture*).

Documentation

10. For all profit-oriented crime investigations, it is recommended to document the following in the associated file and, if applicable, the Report to Crown Counsel (RTCC):
 - a) any information concerning assets owned or controlled by the subject of the investigation or their associates;
 - b) recommendations concerning possible forfeiture applications;

Cullen Commission (2022)
Rec. 97

- c) if a partner agency has been consulted or has assumed command of the investigation, identification of the partner agency, their role, and any contributions or recommendations made;
 - d) if applicable, an explanation of why proceeds of crime and/or money laundering charges were not recommended; and
 - e) if applicable, an explanation as to why civil or criminal asset forfeiture were not pursued.
11. Supervisors must conduct a final review prior to closing a file on any profit-oriented crime investigation to ensure the above is adhered to, and if charges and/or forfeiture were not pursued, that it was appropriate not to do so.

Attachment B.

Letter from Director of Policing & Law Enforcement Services.

August 12, 2025

Ref: 680799

Commanding Officer, RCMP "E" Division
Chief Constables, Independent Municipal Police Departments
Chief Officer, CFSEU-BC/OCABC
Chief Officer, SCBCTA Police Services
Chief Officer, Stl'atl'imx Tribal Police Services

Dear Sirs and Madams:

Re: Ongoing work re Cullen Recommendations and Policing in BC

I am writing to provide you with an update on the Policing and Security Branch's (PSB) work to carry out recommendations from the *2022 Commission of Inquiry into Money Laundering Final Report*.

As you are aware, since November 2023, the Policing and Security Branch has been collaborating with a British Columbia Association of Chiefs of Police (BCACP) Working Group to address a number of the recommendations pertaining to policing. This includes the development of the *Guidelines for Investigations into Profit-Oriented Crime and Consideration of the Proceeds of Crime and Money Laundering* which were presented at the February 2025 BCACP Conference and received approval at the June 2025 Conference. I would like to sincerely thank the BCACP Working Group for their time, expertise, and feedback. A final copy of the guidelines is enclosed with this letter.

Recommendation 89 of the Cullen Commission advocated that all provincial and municipal police services implement policy on profit-orientated crime and money laundering. The Province took a collaborative approach in addressing this recommendation by working with the BCACP Working Group as well as the Civil Forfeiture Office, Public Prosecution Service of Canada (PPSC), Municipal RCMP Detachments, the Counter-Illicit Finance Alliance of BC (CIFA-BC), the Manitoba Criminal Intelligence Centre (MCIC), the Toronto Police Services Financial Crime Unit, the Gaming Policy Enforcement Branch, the Police and Security Branch Training and Standards Unit, the Vancouver Police Department Financial Crime Unit and the Joint Illegal Gaming Investigation Team.

.../2

Page 2

Through discussions about the best way to address the Cullen Commission's recommendation, the BCACP Working Group determined the creation of guidelines would be the best way forward in order to allow individual police services to create their own policies that work for their needs while promoting consistency across the province and remaining nimble enough to allow for updates to the guidelines as the anti-money laundering framework evolves.

The guidelines were created to act as a road map for police of jurisdiction to create their own policies in relation to money laundering and conducting investigations into profit-oriented crime. The purpose of the guidelines is to support efforts to create a province-wide money laundering approach and allow every officer to see their role in addressing money laundering.

I would like to highlight all the impressive work being done in B.C. to address profit-oriented crime and money laundering. To continue this important work, I ask that every police service in B.C. submit their policy on money laundering and profit-oriented crime to the Policing and Security Branch by January 6, 2026. Please ensure the relevant materials are submitted via e-mail to SOC.hub@gov.bc.ca.

If you have any questions or concerns in the interim, please contact Jacqueline Davies, Executive Director, Serious and Organized Crime at jacqueline.davies@gov.bc.ca.

I thank you for your continued efforts to enhance anti-money laundering efforts throughout BC.

Sincerely,



Glen Lewis
Assistant Deputy Minister
and Director of Policing and Law Enforcement Services
Policing and Security Branch
Ministry of Public Safety and Solicitor General

Attachment: Guidelines for Investigations into Profit-Oriented Crime and Consideration of the Proceeds of Crime and Money Laundering

pc: Wendy Mehat, President, BCACP
Tiffany Parton, Executive Director, BCACP
Adam Gander, Officer in Charge, Ridge Meadows RCMP



DELTA POLICE BOARD

Excellence In Policing

| | |
|---|--|
| DATE 2026-02-10 | SUBMITTED BY Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT Approval of Revised Policy DM41 - <i>Funerals & Ceremonies</i> Archival of Policy DM42 - <i>Ceremonial Unit</i> | |
| ACTION REQUIRED <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision A. THAT the Governance Committee approve the revised provisions of Policy DM41 - <i>Funerals & Ceremonies</i> under the headings of 'Policy' and 'Reason for Policy' and submit the same to the Police Board for approval. B. THAT the Governance Committee approve the archival of Policy DM42 - <i>Ceremonial Unit</i> and submit the same to the Police Board for approval. | |

PURPOSE

The purpose of this report is to request that the Committee approve amendments to DM41 - *Funerals & Ceremonies* and the archival of Policy DM42 - *Ceremonial Unit*, as detailed and recommended herein, and present the same to the Delta Police Board for approval.

DISCUSSION

Similarities were identified between Policies DM41 - *Funerals & Ceremonies* and DM42 - *Ceremonial Unit* and it was deemed suitable to address all funeral and ceremony related sections within one cohesive policy. Thus, they have been merged into DM41.

Policy DM41 has been updated to properly distinguish between 'Policy' as overarching directions from the Board and 'Procedures' as more prescriptive directions from the Chief Constable. Sections have also been condensed and reorganized for clarity and to avoid repetition.

Additional amendments have been made under 'Procedures,' as approved by the Chief Constable, but are included in Attachment A and are briefly described below for Committee information:

- Ceremonial Unit responsibilities updated to reflect current practices and roles (s. 7) (carried over from Policy DM42);
- clarified expectations of members participating in funerals or ceremonies, as representatives of the Department, who must adhere to all policies while performing duties (s. 9); and
- reference to remuneration for special events simplified as it will be more thoroughly and suitably addressed in related Policy EM15 - *Availability for Duty* (s. 10).

Amendments to the 'Policy' and 'Reason for Policy' sections are detailed below for Committee approval.

POLICY

NEW: SECTION 1

New Section 1 has been created as a Board direction that summarizes the original sections of both Policies DM41 and DM42 and reflects proper policy format:

1. The Chief Constable shall provide Procedures, pursuant to this Policy, in order to:
 - a) establish a Ceremonial Unit, and its roles and responsibilities, to represent and convey the honour of the Department at funerals, ceremonies, or events; and
 - b) manage employee participation and attendance at funerals and ceremonies.

ORIGINAL (DM41): SECTIONS 1-3

Original Sections 1-3 were determined to be more suitably addressed under 'Procedures' and have been moved accordingly, and are otherwise effectively addressed by new Section 1 above:

1. The approval of the Chief Constable, the Delta Police Department (Department) Ceremonial Unit, as well as a police detail may be assigned to attend the funeral of a current or retired member of the Department, if requested by the deceased's family, and the Ceremonial Unit may attend any other funeral or ceremony if the Chief Constable determines that it is appropriate for the Department to be represented in order to demonstrate the Department's respect for the person(s) or event(s) being honoured.
2. In the event of the death of a current or retired employee of the Department, the Chief Constable may approve on duty employees attending the funeral service as part of their workday, if the operations of the Department allow for their absence and the deceased's family has requested or approved Department representation.
3. The Chief Constable may approve the Department paying any costs associated with the holding of a funeral or ceremony, or for the attendance by Department employees at the same, including such costs as transportation arrangements, accommodation, facility rentals and receptions.

ORIGINAL (DM42): SECTIONS 1-3

Original Sections 1 & 2 are reflected in the new 'Policy' statement and Section 3 has been moved under 'Procedures'; therefore, they will be removed:

1. The Delta Police Department (Department) will establish and maintain a Ceremonial Unit.
2. As approved and directed by the Chief Constable, the Unit will represent the Department, in a ceremonial role, at functions specific to law enforcement, as well as at City of Delta events, community-related events and other public or private ceremonial functions.
3. The Chief Constable may assign members to the Unit, in roles secondary to their primary duties, as well as current Reserve Constables and officially retired former members.

REASON FOR POLICY

NEW: SECTION 2

The new 'Reason for Policy' section reflects the intent of the original sections but more succinctly captures the Policy's purpose:

2. To manage Department participation in funerals, ceremonies, and events.

ORIGINAL (DM41): SECTION 4

Original Section 4 is more effectively covered as above and will be removed:

4. To allow for formal representation of the Department at funerals and ceremonies where it is appropriate for the Department to demonstrate its respect for persons or events being honoured.

ORIGINAL (DM42): SECTION 4

Original Section 4 is more effectively covered as above and will be removed:

4. To provide for ceremonial representation of the Department and the positive values associated with law enforcement.

PROCEDURES

Procedures are approved by the Chief Constable. For Committee information, the Procedures are included in the proposed amended Policy, as set out in Attachment A.

STRATEGIC ALIGNMENT: CSWP

N/A

CONCLUSION

This concludes the review of Policy DM41 - *Funerals & Ceremonies*. The amended Policy clearly and succinctly describes responsibilities associated with attending funerals and participating in the Ceremonial Unit, and reflects proper policy format.

ATTACHMENTS

- A. DM41 - *Funerals & Ceremonies*, as amended.
- B. DM41 - *Funerals & Ceremonies*, original.
- C. DM42 - *Ceremonial Unit*, original.
- D. Redline Comparison (Amended DM41 & Original DM41).

Attachment A.

Policy DM41 - *Funerals & Ceremonies*, as amended.

DM41

FUNERALS & CEREMONIES

DM41

Effective Date: 01 May 2008

Last Reviewed/Revised Date: TBD*

Contents

POLICY.....

REASON FOR POLICY.....

RELATED POLICIES.....

DEFINITIONS.....

PROCEDURES

 Funeral Attendance.....

 Department Ceremonial Unit.....

POLICY

1. The Chief Constable shall provide Procedures, pursuant to this Policy, in order to:
 - a) establish a Ceremonial Unit, and its roles and responsibilities, to represent and convey the honour of the Department at funerals, ceremonies, or events; and
 - b) manage employee participation and attendance at funerals and ceremonies.

REASON FOR POLICY

2. To manage Department participation in funerals, ceremonies, and events.

RELATED POLICIES

- DM40 - Flag Protocol
- DP40 - Uniforms, Insignia & Identification
- DP51 - Weapons Issuance & Management
- EC11 - Conflict of Interest
- EC20 - Personal Appearance
- EM15 - Availability for Duty

PROCEDURES

Funeral Attendance

3. The Chief Constable or delegate may direct the following in the event of the death of a current or former Department employee, or any other person as deemed appropriate, and if requested or approved by the deceased’s family:
 - a) the provision of assistance to the family, including the appointment of a family liaison officer;
 - b) Department representation or participation in the funeral or ceremony, which may include:

- i) pall bearers (uniformed members or business dress staff),
 - ii) the Ceremonial Unit,
 - iii) a police detail (uniformed members or business dress staff),
 - iv) a motorized escort, and
 - v) narration of a eulogy or performance of any part of the funeral arrangements;
- c) a law enforcement funeral service and full Police Honours for members; and
 - d) assistance with event coordination and financial contributions (e.g., transportation arrangements, accommodations, facility rentals).
4. Employees not part of the Ceremonial Unit or facilitating supporting services, may attend the funeral of a current or former Department employee, dignitaries or other persons, on-duty as part of their work day, as approved by the Chief Constable or delegate.
5. If Department representation is not approved, Department employees may attend off-duty and not in uniform.

Department Ceremonial Unit

6. The Ceremonial Unit may represent the Department at any funeral, ceremony or event, as appropriate, and as approved by the Chief Constable or delegate.
7. Members may be appointed to the following Ceremonial Unit positions as determined by the Chief Constable:
- a) Officer in Charge, responsible for:
 - i) authorizing and directing the Unit's attendance at ceremonies and events, including liaising with other event participants and personnel from other agencies,
 - ii) recommending members for the Unit, which may include any current members and Reserve Constables, and retired members,
 - iii) assigning Commanders to the Colour Party, Rifle Party, and Bearer Party, and other members to specific positions,
 - iv) sitting on the Uniform & Equipment Committee,
 - v) recommending, administering and maintaining the Unit's ceremonial uniforms and equipment, and ensure Unit members are properly equipped and dressed, and
 - vi) coordinating drill practices and ensuring adherence of Unit members to drill procedures;
 - b) Sergeant Major, reporting to the Officer in Charge, responsible for:
 - i) leading Unit members in a parade, and
 - ii) performing duties as delegated by the Officer in Charge;
 - c) Colour Party, including Flag Bearers and Escorts to the Colours, responsible for:

- i) preparing for and participating in the parade, and displaying approved Colours (e.g., flags of Canada, British Columbia, Delta Police Department, City of Delta, and United States of America),
 - ii) treating the Colours with dignity and respect and ensuring they are secured and well-maintained, and reporting any damage or issues to the Colour Sergeant, and
 - iii) ensuring that the Colours do not touch the ground at any time;
 - d) Rifle Party;
 - e) Bearer Party, including Pall Bearers, Insignia Bearer and/or Headdress Bearer; and
 - f) other members.
8. Members may apply to the Ceremonial Unit through the Officer in Charge.
9. Members performing duties in the Ceremonial Unit are representing the Department and are expected to adhere to all Department policies, including but not limited to:
- a) wearing their Department-issued ceremonial uniform for all events (refer to Policy DP40 - *Uniforms, Insignia & Identification*);
 - b) performing their duties as directed by the Officer in Charge and their respective Commander; and
 - c) ensuring the security of their firearms, and at no time leave the same unattended unless safely stored (refer to Policy DP51 - *Weapons Issuance & Management*).
10. Renumeration for participating in Ceremonial Unit duties at a Department sanctioned event or related training is addressed in Policy EM15 - *Availability for Duty*.
11. Ceremonial Unit roles are not ranks as per the Collective Agreement between the Delta Police Board and the Delta Police Association.

*Revised Dates:
16 March 2012
23 September 2019

Attachment B.

Policy DM41 - *Funerals & Ceremonies*, original (to be replaced by Attachment A).

DM41

FUNERALS & CEREMONIES

DM41

Effective Date: 01 May 2008
 Last Reviewed/Revised Date: 23 September 2019*

Contents

POLICY.....
 REASON FOR POLICY.....
 RELATED POLICIES.....
 PROCEDURES

- Funerals.....
- Police Staff.....
- Members
- Dignitaries.....
- Event Coordination

POLICY

1. The approval of the Chief Constable, the Delta Police Department (Department) Ceremonial Unit, as well as a police detail may be assigned to attend the funeral of a current or retired member of the Department, if requested by the deceased’s family, and the Ceremonial Unit may attend any other funeral or ceremony if the Chief Constable determines that it is appropriate for the Department to be represented in order to demonstrate the Department’s respect for the person(s) or event(s) being honoured.
2. In the event of the death of a current or retired employee of the Department, the Chief Constable may approve on duty employees attending the funeral service as part of their workday, if the operations of the Department allow for their absence and the deceased’s family has requested or approved Department representation.
3. The Chief Constable may approve the Department paying any costs associated with the holding of a funeral or ceremony, or for the attendance by Department employees at the same, including such costs as transportation arrangements, accommodation, facility rentals and receptions.

REASON FOR POLICY

4. To allow for formal representation of the Department at funerals and ceremonies where it is appropriate for the Department to demonstrate its respect for persons or events being honoured.

PROCEDURES

Funerals

5. Participation in a funeral may include any or all of the following, as requested or approved by the family of the deceased:
 - a) pall bearers (uniformed members or business dress staff);
 - b) Ceremonial Unit;

- c) narration of a eulogy or performance of any part of the funeral arrangements;
 - d) a police detail (uniformed members or business dress staff); and
 - e) motorized escort.
6. Department representation at a funeral will only occur if requested or approved by the family of a deceased, and otherwise members and staff wishing to attend may do so informally and on their own time.

Police Staff

7. In the event of the death of a police staff person, the Chief Constable will ensure that Department assistance is afforded to the deceased's family, including the appointment of a family liaison officer and the Sergeant Major, subject to the family's approval.
8. The Chief Constable, with the approval of the family, may assign a police detail to represent the Department at the funeral.

Members

9. In the event of the death of a member, the Chief Constable will ensure that Department assistance is afforded to the deceased's family, including the appointment of a family liaison officer and the Sergeant Major, and in consultation with and on approval of the family, may:
- a) authorize the type of funeral service;
 - b) accord full Police Honours consistent with the officer's oath of office; and
 - c) assign the Ceremonial Unit, as well as a police detail.

Dignitaries

10. At the discretion of the Chief Constable, a Guard of Honour may be provided at the funerals of dignitaries, including the funerals of:
- a) leading citizens;
 - b) political leaders; and
 - c) other community dignitaries.

Event Coordination

11. The Chief Constable may seek and accept event coordination assistance and financial contribution, to support arrangements for a funeral or ceremony, from the Delta Police Association, the Canadian Union of Public Employees and other parties deemed appropriate by the Chief Constable.

*Revised Dates:
16 March 2012

Attachment C.

Policy DM42 - *Ceremonial Unit*, original (to be archived).

DM42

CEREMONIAL UNIT

DM42

Effective Date: 23 September 2019
 Last Reviewed/Revised Date: 23 September 2019*

Contents

POLICY.....

REASON FOR POLICY.....

RELATED POLICIES.....

PROCEDURES

 General.....

 Unit Committee

 Membership.....

 Compensation

 Dress & Department

 Deploying the Ceremonial Unit.....

 Delta Police Colours.....

 Unit Officer in Charge.....

 Departmental Sergeant Major

 Colour Sergeant

 Flag Bearers

 Escort to the Colours.....

 Rifle Party.....

 Bearer Party, Pall Bearers, Insignia Bearer & Headdress Bearer

 General Members of the Ceremonial Unit

POLICY

1. The Delta Police Department (Department) will establish and maintain a Ceremonial Unit.
2. As approved and directed by the Chief Constable, the Unit will represent the Department, in a ceremonial role, at functions specific to law enforcement, as well as at City of Delta events, community-related events and other public or private ceremonial functions.
3. The Chief Constable may assign members to the Unit, in roles secondary to their primary duties, as well as current Reserve Constables and officially retired former members.

REASON FOR POLICY

4. To provide for ceremonial representation of the Department and the positive values associated with law enforcement.

PROCEDURES

General

5. Members will be assigned to the Ceremonial Unit in the following roles:
 - a) Officer in Charge;
 - b) Departmental Sergeant Major; and

- c) A Colour Sergeant and other members, as required, specific to:
 - i) Colour Party, consisting of Flag Bearers and Escort to the Colours,
 - ii) Rifle Party and Guard of Honour, and
 - iii) Bearer Party, consisting of Pall Bearers, Insignia Bearer and Headdress Bearer.
- 6. The role positions in the Ceremonial Unit are 'parade positions' only and not:
 - a) ranks as per the Collective Agreement between the Delta Police Board and the Delta Police Association; or
 - b) appointments signifying contractual terms of employment.

Unit Committee

- 7. A Ceremonial Unit Committee, reporting to the Chief Constable, will direct the activities of the Unit, and will be comprised of the Unit's Officer in Charge, the Departmental Sergeant Major and members in positions assigned by the Chief Constable or Officer in Charge to assist the Committee.
- 8. The responsibilities of the Committee will include:
 - a) authorizing and directing all public appearances of the Unit;
 - b) recommending members for the Unit, to the Chief Constable; and
 - c) administering the Unit budget.

Membership

- 9. The following may be assigned to the Ceremonial Unit:
 - a) current members;
 - b) current Reserve Constables; and
 - c) formally retired former members.
- 10. A member, or retired member, wishing to join the Unit must make an application to the Officer in Charge.
- 11. Regardless of whether a member has applied, the Chief Constable may assign members to the Unit and direct members to perform associated duties.
- 12. Notwithstanding Paragraph 9, the Unit may enlist the assistance of personnel from outside agencies' similar Units, as needed specific to an event.

Compensation

- 13. When off-duty and performing Ceremonial Unit duties (e.g., authorized practices, committee meetings, attending events), members who are current employees:
 - a) are considered on-duty for the purposes of WorkSafe and other employee benefits; and
 - b) will receive remuneration in the form of time and one half (1.5 x) for each hour spent on such activities.
- 14. Reserve Constables and formally retired former members in the Unit will not receive remuneration for their participation.

Dress & Department

15. The uniform issued to members of the Ceremonial Unit will be as recommended by the Unit Committee and approved by the Chief Constable.
16. For a given event, the elements of the uniform required to be worn, e.g., the wearing of a diagonal shoulder belt (a.k.a., 'Sam Browne' belt) or a blue belt, will be as directed by the member of the Unit Committee in charge of the event.
17. The Department will provide and maintain an approved uniform for each member of the Unit.
18. Sunglasses, and jewelry which the Unit Committee assesses as detracting from the professional appearance of the Unit, may not be worn by Unit members during Unit practices or while participating in events.
19. Prior to any public appearance, the Unit will be inspected, and members are expected to present with their uniform in impeccable condition, including highly shone boots, buckles, badges and other pieces of equipment.
20. While wearing the Unit uniform and representing the Department, Unit members must conduct themselves at all times in such a manner as to bring credit to the Department.

Deploying the Ceremonial Unit

21. The Ceremonial Unit may only participate in an event approved, and as directed by the Chief Constable or designate, and exclusively to represent the Delta Police Department.

Delta Police Colours

22. Any one or a combination of the following flags is referred to as the "Colours" and may be paraded by the Ceremonial Unit:
 - a) flag of Canada;
 - b) flag of British Columbian;
 - c) flag of the Delta Police Department;
 - d) flag of the City of Delta; and
 - e) flag of the United States of America.

Unit Officer in Charge

23. The Officer in Charge of the Ceremonial Unit is:
 - a) appointed by, and reports to the Chief Constable;
 - b) in charge of the Unit;
 - c) Chair of the Unit Committee;
 - d) responsible for overseeing the Unit's participation in approved events;
 - e) responsible for assigning Unit members to specific positions; and
 - f) responsible for liaising with other event participants.
24. The Officer in Charge may delegate responsibilities, as set on in section 23, or associated tasks, to the Departmental Sergeant Major, and may assign the role and duties of Quartermaster to a Unit member, including responsibility for the following:

- a) researching and procuring Unit equipment; and
- b) care and maintenance of the Unit's rifles, flags and the Chief Constable's Sword.

Departmental Sergeant Major

25. The Departmental Sergeant Major:
- a) is appointed by the Chief Constable;
 - b) is responsible for the coordination of the Ceremonial Unit's event participation, as delegated by the Officer in Charge;
 - c) in a parade, leads the Unit members;
 - d) may advise the Chief Constable or his designate on matters of Unit protocol;
 - e) may report observations regarding the dress of members Department wide, to the Senior Management Team;
 - f) is a member of the Department's Uniform & Equipment Committee and may act as committee Chair in the absence of the Officer in Charge;
 - g) as delegated by the Officer in Charge, may represent the Department at meetings with outside agencies regarding the Department's participation in events;
 - h) will liaise and maintain communications with other Sergeants Major and ceremonial contacts at other agencies;
 - i) will endeavor to provide a tangible link with the past history and traditions of the Department;
 - j) must seek to ensure that Unit members are properly equipped and present a high standard of dress and deportment; and
 - k) is responsible for drill practices and the strict adherence to drill procedures.

Colour Sergeant

26. The Chief Constable or Officer in Charge of the Ceremonial Unit may assign a Colour Sergeant specific to an event.
27. At an event and on parade, the Colour Sergeant will lead any of the following, if also assigned by the Chief Constable or Officer in Charge of the Ceremonial Unit to participate in a parade:
- a) the Flag Bearers;
 - b) the Escort to the Colours;
 - c) the Rifle Party; and
 - d) the Bearer Party.

Flag Bearers

28. Flag Bearers, if assigned, are responsible for the following in preparation for and while on parade:
- a) care of and displaying the Colours,
 - b) ensuring that at no time do the Colours touch the ground;

- c) protecting the Colours and other Unit equipment against damage or soiling; and
- d) reporting any damage or soiling to Colour Sergeant.

Escort to the Colours

29. At all times in preparation for an event and while on parade, and again until securely stored in the designated Department facility location, members assigned as Escort to the Colours' will have the primary responsibilities to:
- a) escort and protect the Colours against harm or theft, which includes ensuring that the Colours are not moved to or kept in an insecure place without the presence of the Escorts; and
 - b) guard and protect their firearms against theft or damage, and at no time may an Escort leave their firearm unattended, except if left in the direct hands of another Escort member or locked away securely.

Rifle Party

30. A Rifle Party Commander may be appointed by the Officer in Charge of the Ceremonial Unit, and the Rifle Party may be comprised of necessary additional general Unit members.
31. Rifle Party members must care for and ensure the security of their firearms, and at no time leave the same unattended, except if left in the direct hands of another Escort member or locked away securely.

Bearer Party, Pall Bearers, Insignia Bearer & Headdress Bearer

32. The Bearer Party Commander, when required, is appointed by the Officer in Charge of the Ceremonial Unit, and the Bearer Party may be comprised of necessary Pall Bearers, Insignia Bearer and/or Headdress Bearer.

General Members of the Ceremonial Unit

33. General members may be assigned to the Ceremonial Unit and directed to
- a) carry and care for the colours;
 - b) carry and protect the associated firearms; and
 - c) participate in guard duties as directed by the Officer in Charge.

*Revised Dates:
N/A

Attachment D.

Redline Comparison (Amended DM41 & Original DM41).

DM41

FUNERALS & CEREMONIES

DM41

Effective Date: 01 May 2008

Last Reviewed/Revised Date: ~~23 September 2019~~TBD*

Contents

POLICY 1

REASON FOR POLICY ~~2~~1

RELATED POLICIES ~~2~~1

PROCEDURES 2

 Funerals ~~Attendance~~ 2

 Police Staff ~~2~~

 Members ~~3~~

 Dignitaries ~~3~~

 Event Coordination ~~Department Ceremonial Unit~~ ~~3~~

POLICY

1. ~~With the approval of t~~The Chief Constable, the ~~Delta Police Department (Department) Ceremonial Unit, as well as a police detail may be assigned to attend the funeral of a current or retired member of the Department, if requested by the deceased's family, and the Ceremonial Unit may attend any other funeral or ceremony if the Chief Constable determines that it is appropriate for the Department to be represented in order to demonstrate the Department's respect for the person(s) or event(s) being honoured.~~ shall provide Procedures, pursuant to this Policy, in order to:

2. ~~In the event of the death of a current or retired employee of the Department, the Chief Constable may approve on duty employees attending the funeral service as part of their workday, if the operations of the Department allow for their absence and the deceased's family has requested or approved Department representation.~~

3. ~~The Chief Constable may approve the Department paying any costs associated with the holding of a funeral or ceremony, or for the attendance by Department employees at the same, including such costs as~~

DM41

Funerals & Ceremonies

DM41

~~transportation arrangements, accommodation, facility rentals and receptions.~~

- a) establish a Ceremonial Unit, and its roles and responsibilities, to represent and convey the honour of the Department at funerals, ceremonies, or events; and
- b) manage employee participation and attendance at funerals and ceremonies.

REASON FOR POLICY

- ~~4. To allow for formal representation of the Department at funerals and ceremonies where it is appropriate for the Department to demonstrate its respect for persons or events being honoured.~~
2. To manage Department participation in funerals, ceremonies, and events.

RELATED POLICIES

DM40 – Flag Protocol
 DP40 – Uniforms, Insignia & Identification
[DP51 – Weapons Issuance & Management](#)
[EC11 – Conflict of Interest](#)
[EC20 – Personal Appearance](#)
[EM15 – Availability for Duty](#)

PROCEDURES

Funerals Attendance

- ~~5. Participation in a funeral may include any or all of the following, as requested or approved by the family of the deceased:~~
3. The Chief Constable or delegate may direct the following in the event of the death of a current or former Department employee, or any other person as deemed appropriate, and if requested or approved by the deceased's family:
 - a) the provision of assistance is afforded to the deceased's to the family, including the appointment of a family liaison officer;
 - b) Department representation or participation in the funeral or ceremony, which may include:

Delta Police Department Policy

-
- i) ~~a~~) pall bearers (uniformed members or business dress staff);₁
 - ii) ~~b~~) the Ceremonial Unit;₁
 - iii) a police detail (uniformed members or business dress staff);
~~and~~₁
 - iv) a motorized escort, and
 - v) ~~e~~) narration of a eulogy or performance of any part of the funeral arrangements;
- ~~d) a police detail (uniformed members or business dress staff); and~~
 - ~~e) motorized escort.~~
6. ~~Department representation at a funeral will only occur if requested or approved by the family of a deceased, and otherwise members and staff wishing to attend may do so informally and on their own time.~~

Police Staff

7. ~~In the event of the death of a police staff person, the Chief Constable will ensure that Department assistance is afforded to the deceased's family, including the appointment of a family liaison officer and the Sergeant Major, subject to the family's approval.~~
- c) a law enforcement funeral service and full Police Honours for members; and
 - d) assistance with event coordination and financial contributions (e.g., transportation arrangements, accommodations, facility rentals).
4. Employees not part of the Ceremonial Unit or facilitating supporting services, may attend the funeral of a current or former Department employee, dignitaries or other persons, on-duty as part of their work day, as approved by the Chief Constable or delegate.
5. If Department representation is not approved, Department employees may attend off-duty and not in uniform.

Department Ceremonial Unit

6. ~~8.~~ ~~The Chief Constable, with the approval of the family, may assign a police detail to~~ The Ceremonial Unit may represent the Department at the any funeral, ceremony or event, as appropriate, and as approved by the Chief Constable or delegate.

Members

- ~~9.~~ ~~In the event of the death of a member, the Chief Constable will ensure that Department assistance is afforded to the deceased's family, including the appointment of a family liaison officer and the Sergeant Major, and in consultation with and on approval of the family, may:~~
- ~~a) authorize the type of funeral service;~~
 - ~~b) accord full Police Honours consistent with the officer's oath of office; and~~
7. ~~e)~~ assign the Members may be appointed to the following Ceremonial Unit, as well as a police detail, positions as determined by the Chief Constable:

Dignitaries

- ~~10.~~ ~~At the discretion of the Chief Constable, a Guard of Honour may be provided at the funerals of dignitaries, including the funerals of:~~
- ~~a) leading citizens;~~
 - ~~b) political leaders; and~~
 - ~~c) other community dignitaries.~~

Event Coordination

- a) Officer in Charge, responsible for:
 - i) authorizing and directing the Unit's attendance at ceremonies and events, including liaising with other event participants and personnel from other agencies,
 - ii) recommending members for the Unit, which may include any current members and Reserve Constables, and retired members,

Delta Police Department Policy

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- iii) assigning Commanders to the Colour Party, Rifle Party, and Bearer Party, and other members to specific positions,
 - iv) sitting on the Uniform & Equipment Committee,
 - v) recommending, administering and maintaining the Unit's ceremonial uniforms and equipment, and ensure Unit members are properly equipped and dressed, and
 - vi) coordinating drill practices and ensuring adherence of Unit members to drill procedures;
- b) Sergeant Major, reporting to the Officer in Charge, responsible for:
 - i) leading Unit members in a parade, and
 - ii) performing duties as delegated by the Officer in Charge;
 - c) Colour Party, including Flag Bearers and Escorts to the Colours, responsible for:
 - i) preparing for and participating in the parade, and displaying approved Colours (e.g., flags of Canada, British Columbia, Delta Police Department, City of Delta, and United States of America),
 - ii) treating the Colours with dignity and respect and ensuring they are secured and well-maintained, and reporting any damage or issues to the Colour Sergeant, and
 - iii) ensuring that the Colours do not touch the ground at any time;
 - d) Rifle Party;
 - e) Bearer Party, including Pall Bearers, Insignia Bearer and/or Headdress Bearer; and
 - f) other members.
8. Members may apply to the Ceremonial Unit through the Officer in Charge.
9. Members performing duties in the Ceremonial Unit are representing the Department and are expected to adhere to all Department policies, including but not limited to:

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- a) wearing their Department-issued ceremonial uniform for all events (refer to Policy DP40 – *Uniforms, Insignia & Identification*);
 - b) performing their duties as directed by the Officer in Charge and their respective Commander; and
 - c) ensuring the security of their firearms, and at no time leave the same unattended unless safely stored (refer to Policy DP51 – *Weapons Issuance & Management*).
10. Renumeration for participating in Ceremonial Unit duties at a Department sanctioned event or related training is addressed in Policy EM15 – *Availability for Duty*.
11. ~~The Chief Constable may seek and accept event coordination assistance and financial contribution, to support arrangements for a funeral or ceremony, from the Delta Police Association, the Canadian Union of Public Employees and other parties deemed appropriate by the Chief Constable~~Ceremonial Unit roles are not ranks as per the Collective Agreement between the Delta Police Board and the Delta Police Association.

*Revised Dates:
16 March 2012
23 September 2019



DELTA POLICE BOARD

Excellence In Policing

| | |
|---|--|
| DATE 2026-02-10 | SUBMITTED BY Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT Approval of Revised Policy EA30 - <i>Reportable Incidents of Injuries or Death (Police Act)</i> | |
| ACTION REQUIRED <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision A. THAT the Governance Committee approve the revised provisions of Policy EA30 - <i>Reportable Incidents of Injuries or Death (Police Act)</i> under the headings of 'Policy' and 'Reason for Policy' and submit the same to the Police Board for approval. | |

PURPOSE

The purpose of this report is to request that the Committee approve amendments to Policy EA30 - *Reportable Incidents of Injuries or Death (Police Act)* as detailed and recommended herein, and present the same to the Delta Police Board for approval.

DISCUSSION

Review of Policy EA30 - *Reportable Incidents of Injuries or Death (Police Act)* identified that it required extensive revision to clearly and sufficiently outline Department responsibilities in responding to incidents of death, serious harm, or a reportable injury, in accordance with the *Police Act*, the Independent Investigations Office's (IIO) *Guidelines & Expectations with Respect to the Conduct of IIO Investigations*, and associated Office of the Police Complaint Commissioner (OPCC) guidelines.

Policy EA30 has been substantially updated, under 'Policy' and 'Procedures,' to clearly define reportable incidents, reflect the above noted legislation and guidelines, properly distinguish between OPCC and IIO investigations, and provide linear and relevant directions to members.

Amendments to the 'Policy' and 'Reason for Policy' sections are detailed below for Committee approval.

POLICY

NEW: SECTIONS 1-4

New Sections 1-3 reflect the original statements but utilize language and definitions directly from the *Police Act* and associated OPCC guidelines, succinctly outlining the responsibility to notify the OPCC, IIO, and Delta Police Board as required. New Section 4 reflects proper policy format and directs the Chief Constable to provide 'Procedures' to employees. New Sections 1-4 are as follows:

1. The Office of the Police Complaint Commissioner (OPCC) must immediately be notified if a person has died, suffered 'serious harm' or a 'reportable injury':
 - a) while in the custody or care* of a Delta Police Department (Department) member; or

- b) where it reasonably could be seen to be the result of the conduct of a member* or operations of the Department.

*The person was arrested or detained (or a member was attempting to do so) or was in a secured place or custodial setting under police supervision, including medical facilities where a member retains custody, or if a person was released from a member's custody or care and medical attention was not offered where it reasonably ought to have been.

*Applies whether a member is on-duty or off-duty.

2. The Independent Investigations Office (IIO) must immediately be notified if a member is at the scene of an incident where it appears that a person may have died or suffered 'serious harm' as a result of, whether on or off-duty, the actions of a member or where a member may have contravened a prescribed provision of the *Criminal Code*.
3. The Chief Constable shall notify the Delta Police Board of all incidents involving death or 'serious harm.'
4. The Chief Constable shall provide Procedures, pursuant to this Policy, regarding the roles and responsibilities of Department employees for all incidents involving death, 'serious harm,' or a 'reportable injury.'

ORIGINAL: SECTIONS 1-4

Original Sections 1-3 are more clearly and effectively covered as above and will be removed, and Section 4 was determined to be more suitably addressed under 'Procedures' and has been moved:

1. The Delta Police Department (Department) will immediately notify the Independent Investigations Office of British Columbia (IIO) in all cases where it appears that a person may have suffered serious harm or died as a result of the actions of an officer.
2. The Department will thoroughly investigate, in a transparent manner, all aspects of cases of serious harm or death that are not within the jurisdiction of the IIO.
3. The Chief Constable will immediately report to the Police Complaint Commissioner (PCC) incidents involving death, serious harm and reportable injury that appear to be the result of the actions of an officer.
4. The Department will support the IIO Chief Civilian Director (CCD), IIO investigators and the PCC carrying out their powers and performing their duties.

REASON FOR POLICY

NEW: SECTION 5

The new 'Reason for Policy' section succinctly and effectively captures the Policy's purpose:

5. To seek to ensure incidents involving death, 'serious harm,' or a 'reportable injury' are effectively and efficiently reported and investigated.

ORIGINAL: SECTIONS 5-8

Original Sections 5-8 are succinctly covered under the new 'Reason for Policy' as above and will be removed:

5. To ensure that incidents involving serious harm and death involving Department officers are correctly classified.
6. To provide direction on how serious harm and death incidents are to be investigated independently.

7. To ensure that the statutory notifications will occur for effective oversight of police incidents in compliance with the Police Act (Act).
8. To outline the responsibilities of the Department and involved officers in IIO investigations.

PROCEDURES

Procedures are approved by the Chief Constable. For Committee information, the Procedures are included in the proposed amended Policy, as set out in Attachment A.

STRATEGIC ALIGNMENT: CSWP

N/A

CONCLUSION

This concludes the review of Policy EA30 - *Reportable Incidents of Injuries or Death (Police Act)*. The amended Policy clearly and thoroughly outlines Department responsibilities in responding to incidents of death, serious harm, or a reportable injury, in accordance with the *Police Act*, the IIO Guidelines, and associated OPCC guidelines.

ATTACHMENTS

- A. EA30 - *Reportable Incidents of Injuries or Death (Police Act)*, as amended.
- B. EA30 - *Reportable Incidents of Injuries or Death (Police Act)*, original.
- C. Redline Comparison (Amended & Original).

Attachment A.

Policy EA30 - *Reportable Incidents of Injuries or Death (Police Act)*, as amended.

EA30 REPORTABLE INCIDENTS OF INJURIES OR DEATH EA30
(POLICE ACT)

Effective Date: 12 April 2012
Last Reviewed/Revised Date: TBD*

Contents

POLICY.....

REASON FOR POLICY.....

RELATED POLICIES.....

DEFINITIONS.....

PROCEDURES

Reporting Incidents Involving Death, Serious Harm or Injuries.....

IIO INVESTIGATIONS

Command

Securing Information & Evidence

Limits on Communications Amongst Members.....

Subject & Witness Officer Designation.....

Notes

Interviews

Disclosure of Records, Information & Data.....

Concurrent Department Investigations (from previous policy).....

OPCC INVESTIGATIONS.....

Acting As an External Investigator.....

POLICY

1. The Office of the Police Complaint Commissioner (OPCC) must immediately be notified if a person has died, suffered ‘serious harm’ or a ‘reportable injury’:
 - a) while in the custody or care¹ of a Delta Police Department (Department) member; or
 - b) where it reasonably could be seen to be the result of the conduct of a member² or operations of the Department.

2. The Independent Investigations Office (IIO) must immediately be notified if a member is at the scene of an incident where it appears that a person may have died or suffered ‘serious harm’ as a result of, whether on or off-duty, the actions of a member or where a member may have contravened a prescribed provision of the *Criminal Code*.

Police Act s. 38.09

¹ The person was arrested or detained (or a member was attempting to do so) or was in a secured place or custodial setting under police supervision, including medical facilities where a member retains custody, or if a person was released from a member’s custody or care and medical attention was not offered where it reasonably ought to have been (OPCC Guideline #1 (2023)).

² Applies whether a member is on-duty or off-duty (OPCC Information Bulletin #1 (2023)).

3. The Chief Constable shall notify the Delta Police Board of all incidents involving death or 'serious harm.'
4. The Chief Constable shall provide Procedures, pursuant to this Policy, regarding the roles and responsibilities of Department employees for all incidents involving death, 'serious harm,' or a 'reportable injury.'

REASON FOR POLICY

5. To seek to ensure incidents involving death, 'serious harm,' or a 'reportable injury' are effectively and efficiently reported and investigated.

RELATED POLICIES

DP52 - Body Worn Cameras
 EC50 - Security & Privacy Management of Records, Information & Data
 IC10 - Use of Force
 IC30 - Detention, Arrest & Post-Arrest Processing
 IC40 - Transportation of Persons in Custody
 IC50 - Cell Block Detention Facilities (Delta & Surrey)
 IM20 - Sudden Deaths
 IR20 - Note Taking & Notes Management
 IR21 - Crime Scene

DEFINITIONS

6. For the purposes of this Policy, the following definitions will apply:

Involved Member: a member who was involved in or present during any incident requiring notification of the IIO as described in Section 2.

Reportable Injury: an injury caused by the discharge of a firearm, or any injury that requires emergency medical care and transfer to a medical facility (*Police Act, s. 76*).

Serious Harm: an injury that may result in death or may cause serious disfigurement or substantial loss or impairment of mobility of the body or the function of any limb or organ (*Police Act, s. 76*).

PROCEDURES

Reporting Incidents Involving Death, Serious Harm or Injuries

7. If an incident occurs as described in Sections 1 or 2, attending or involved members must immediately notify their supervisor, and the following parties are to be notified through the chain of command:
 - a) Duty Officer;
 - b) Inspector i/c Professional Standards Section (PSS);
 - c) IIO Liaison Officer, i.e., the Superintendent i/c Community Policing Bureau (Liaison Officer);
 - d) Deputy Chief;
 - e) Chief Constable; and

- f) Coroner's Office, for all incidents involving death.
8. If off-duty, involved members must identify themselves as a police officer to the on-duty members attending the incident.

Note: This is not considered to be using their position for an improper purpose in violation of the Police Act, s. 77(c)(iii).

IIO INVESTIGATIONS

Command

- 9. The Liaison Officer must immediately notify the IIO if an incident meets the criteria as described in Section 2, or if the Department has an interest in an IIO investigation, and the IIO will take command in accordance with the IIO's *Guidelines & Expectations with Respect to the Conduct of IIO Investigations* and the Memorandum of Understanding (MOU).
- 10. The Liaison Officer shall assist in coordinating between the IIO and Department members throughout the investigation, as required.
- 11. Members shall comply with requirements under the MOU and provide support to the IIO, as appropriate.

Securing Information & Evidence

- 12. Prior to the IIO's arrival at the scene of the incident, the Liaison Officer or delegate, who must not be an involved member, shall collect the following as soon as practicable, and provide it to the IIO:
 - a) any relevant information related to the incident, including but not limited to:
 - i) summary of the incident and the roles of all involved members,
 - ii) unlocated subjects or other dangers,
 - iii) injuries,
 - iv) parameters or boundaries of the scene,
 - v) status, location and identity of involved persons,
 - vi) location of all evidence to be protected or collected (e.g., objects, documents, identification information and statements of witnesses, forensic data),
 - vii) name(s) of any person(s) with whom any involved member has spoken since the incident; and
 - b) any relevant evidence, to be seized and secured in accordance with Department policies, which may include:
 - i) an involved member's uniform or items, with consideration of the member's dignity and privacy,
 - ii) any firearm that was discharged or any weapon, restraint, or related equipment that was used or otherwise appears related to the incident (only at the direction of the IIO or as required for safety reasons),
 - iii) an involved member's Body Worn Camera,

- iv) an involved member's Department-issued phone, if it is determined that communications may be relevant,
 - v) any involved police vehicle,
 - vi) blood and breath samples if impaired driving by a member is suspected, and
 - vii) any other perishable evidence.
13. The member responsible for scene security, who is designated by the Liaison Officer and is not an involved member, must ensure there is no unnecessary access to the scene and that details of any access is documented.
14. If circumstances prevent the Liaison Officer from complying with the IIO's request (e.g., weather, lack of resources, extraordinary costs), the Liaison Officer shall notify the IIO as soon as practicable and take all reasonable action to maintain scene integrity until their arrival.

Limits on Communications Amongst Members

15. Involved members must not communicate their accounts or recollections of the incident directly or indirectly to any other member while the incident is under IIO investigation, except as necessary for:
- a) reporting a use of force incident (*BC Provincial Policing Standards*, 1.7.2);
 - b) public safety and obtaining medical care for injured persons;
 - c) securing or identifying evidence;
 - d) furtherance of concurrent investigations;
 - e) obtaining advice from legal counsel or a union representative;
 - f) obtaining health care for a member, including care provided by a specially trained peer support member or support from a loved one for a member experiencing the effects of a traumatic event;
 - g) gathering of evidence (by an uninvolved member); or
 - h) any other purpose that is agreed upon by the IIO investigator and the Liaison Officer.
16. The Liaison Officer is responsible for advising members of the limits of communication as set out above, as soon as practicable.

Subject & Witness Officer Designation

17. The IIO shall designate all involved members as either:
- a) a Subject Officer, i.e., on-duty or off-duty member whose presence, action, or decision is reasonably believed to have been a contributing factor in the serious harm to or death of any person, or who has injured any person in the discharge of a firearm; or
 - b) a Witness Officer, i.e., member who the IIO has reason to believe can provide material evidence with respect to the incident, and who is not a Subject Officer.
18. Witness and Subject Officers have an obligation under *Police Act* s. 38.101 to cooperate with the IIO's exercise of powers or performance of duties, subject to their rights under the *Canadian Charter of Rights and Freedoms*.

Notes

19. All involved members must complete their notes regarding the incident as soon as practicable, prior to consulting with legal counsel, in accordance with Policy IR20 - *Note Taking & Notes Management*.
20. Witness Officers must submit all notes and relevant information by the end of their shift, if on-duty, or as otherwise approved by the IIO.

Interviews

21. Interviews shall be video and audio recorded where practicable, including any demonstrations or reenactments of the incident, and no recordings are permitted by the interviewee or attending representative.
22. Prior to participating in an interview, a Witness or Subject Officer may communicate any sensitive circumstances (e.g., undercover operator) to the IIO, who will determine how the interview is to be conducted.
23. Witness Officers must participate and cooperate in all requested interviews, and unless otherwise directed or approved by the IIO, they must attend an interview before the end of their shift or within 24 hours of being contacted by the IIO.
24. Disclosure of evidence, notes, or any relevant information to a Witness Officer prior to an interview is at the discretion of the IIO.
25. Subject Officers may voluntarily participate in an interview, if requested by the IIO.

Disclosure of Records, Information & Data

26. Upon request from the IIO, and in a timely manner, the Liaison Officer or Inspector i/c PSS shall facilitate the disclosure of any records, information and data related to the incident under investigation (e.g., Department policy/procedures, training, investigative reports, Body Worn Camera recordings, records required by Crown counsel) and maintain a record of its transfer and receipt.
27. The Liaison Officer or Inspector i/c PSS may redact or refuse to disclose records, information or data to the IIO where disclosure may violate a statute or constitute an offence, or as otherwise required by the *Freedom of Information & Protection of Privacy Act* or common law.

Note: Subject to Policy EC50 - *Security & Privacy Management of Records, Information & Data*.

Concurrent Department Investigations

28. Concurrent investigations by the Department and the IIO may be required related to incidents as described under Section 2, in which case the Liaison Officer must consult with the IIO and:
 - a) provide them with the contact information of the lead investigator and/or Team Commander;
 - b) determine which investigation will take precedence and which agency will control the scene and evidence; and
 - c) determine the order and manner of interviews for any civilian witnesses (note: interviews with a person in jeopardy shall proceed before an interview of the same person as a witness).

29. The Liaison Officer may request another policy agency to assume control of the Department's investigation, concurrent with an IIO investigation, if appropriate with the approval of the Chief Constable.
30. In an incident involving death, the IIO is responsible for conducting the next-of-kin notification, unless otherwise delegated to the Department.

OPCC INVESTIGATIONS

31. The Inspector i/c PSS must immediately notify the OPCC if an incident meets the criteria as described in Section 1, and if there is any uncertainty as to whether an incident requires reporting, the OPCC must be consulted for further direction.
32. The Inspector i/c PSS must comply with any lawful directions or requests made by the OPCC in relation to the investigation.

Acting As an External Investigator

33. The OPCC may direct the Department to conduct an investigation as the external police agency in relation to the circumstances set out in Section 1.
34. If directed to conduct an investigation by the OPCC, the Chief Constable shall appoint a member to investigate, who does not have any connection with the matter and who is of equivalent rank to or higher rank than the subject member, and notify the OPCC of the appointment.
35. The appointed investigator must comply with any directions or requests made by the OPCC in relation to the investigation and in conjunction with the IIO (*Police Act, s. 89; OPCC Information Bulletin #1*).

*Revised Dates:
11 October 2012
17 December 2012
16 February 2016
10 July 2019

Attachment B.

Policy EA30 - *Reportable Incidents of Injuries or Death*, original (to be replaced by Attachment A).

EA30

REPORTABLE INCIDENTS OF INJURIES OR DEATH

EA30

Effective Date: 12 April 2012
 Last Reviewed/Revised Date: 10 July 2019*

Contents

POLICY.....

REASON FOR POLICY.....

RELATED POLICIES.....

PROCEDURES

 Classification of In-Custody Deaths.....

 Definition of Care, Control or Custody

 Classification of Control or Custody.....

 Reporting & Investigating Incidents of Serious Harm or Death

 Department Liaison Officer Role & Duties.....

 Reporting Prescribed Statutory Contraventions & Critical Investigations.....

 Injuries - Reporting & Notification

 Police Complaints Commissioner Reporting - Death or Serious Harm.....

 IIO investigations & Concurrent Investigations

 Crime Scene.....

 Designation of Subject Officers & Witness Officers for IIO Investigations.....

 Officer to Submit Notes, Reports & Data to the IIO Investigator.....

 Limits on Communication Among Officers in IIO Investigations

 IIO interview with Witness Officers.....

 IIO interview with Subject Officers

POLICY

1. The Delta Police Department (Department) will immediately notify the Independent Investigations Office of British Columbia (IIO) in all cases where it appears that a person may have suffered serious harm or died as a result of the actions of an officer.
2. The Department will thoroughly investigate, in a transparent manner, all aspects of cases of serious harm or death that are not within the jurisdiction of the IIO.
3. The Chief Constable will immediately report to the Police Complaint Commissioner (PCC) incidents involving death, serious harm and reportable injury that appear to be the result of the actions of an officer.
4. The Department will support the IIO Chief Civilian Director (CCD), IIO investigators and the PCC carrying out their powers and performing their duties.

REASON FOR POLICY

5. To ensure that incidents involving serious harm and death involving Department officers are correctly classified.
6. To provide direction on how serious harm and death incidents are to be investigated independently.

7. To ensure that the statutory notifications will occur for effective oversight of police incidents in compliance with the Police Act (Act).
8. To outline the responsibilities of the Department and involved officers in IIO investigations.

RELATED POLICIES

IC10 - Use of Force
 IC30 - Detention, Arrest & Post-Arrest Processing
 IC40 - Transportation of Persons in Custody
 IC50 - Cell Block Detention Facilities (Delta & Surrey)
 IM20 - Sudden Deaths
 IR20 - Note Taking & Notes Management
 IR21 - Crime Scene

DEFINITIONS

9. For the purposes of this Policy, the following definitions will apply:

In Custody Death: the death of a person who was detained by or in the custody of an officer, or who was in the custody of a police service.

Involved Officer: an officer involved in or present during an incident that is within the jurisdiction of the IIO, including Subject Officers and Witness Officers.

Liaison Officer: the Superintendent, Investigation Bureau, who will act as liaison with the IIO.

Off-duty Officer: means an officer, auxiliary constable, reserve constable, special provincial constable, or special municipal constable, who is not on duty.

Reportable Injury: an injury caused by discharge of a firearm or an injury that requires emergency care and transfer to hospital.

Serious Harm: an injury that may result in death, serious disfigurement or may cause substantial loss or impairment of mobility of the body or a limb and organ.

PROCEDURES

Classification of In-Custody Deaths

10. IICSH/D refers to the serious harm to, or death of a person that occurs from any cause while:
 - a) the person is in the care, control or custody of the Department; or
 - b) officers of the Department are attempting to gain care, control or custody of the person.
11. ICSH/D also refers to a person who suffers serious harm or dies after release from Department custody if there is reason to believe that:
 - a) the manner of the arrest, detention or incarceration of that person was a factor in the person's serious harm or death;
 - b) the person was released from the care, control or custody of an officer of the Department and medical assistance was not offered when there was reason to suggest that the person was in need of immediate and necessary medical attention; or
 - c) an officer's intervention may have been a factor in a person's serious harm or death.

12. If there is any doubt whether an incident constitutes an ICSH/D, the Duty NCO should immediately consult with the Duty Officer.

Definition of Care, Control or Custody

13. All circumstances must be assessed to determine whether a serious harm or death is classified as an ICSH/D, but the issue of care, control or custody of a person is crucial in making this determination.
14. For the purposes of this policy, a person is considered to be in the care, control or custody of the Department when:
 - a) the person has been arrested, with or without warrant, under the authority of the *Criminal Code of Canada* (CCC) or any Provincial or Municipal Act, by an officer of the Department; or
 - b) the person has been detained by an officer of the Department.
15. For the purposes of this policy, a person is considered detained if an officer of the Department restricts that person's liberty by making a demand upon that person or by directing that person's movement.
16. For the purposes of this policy, officers will be considered to be "attempting to gain control or custody" of a person if they are physically engaged in trying to arrest that person, with or without warrant, under the authority of the CCC or any Provincial or Municipal Act or are physically engaged in trying to detain the person and the person suffers serious harm or dies while trying to evade the arrest or detention.

Classification of Control or Custody

17. When an officer of the Department relinquishes control or custody of a person by delivering that person to a medical practitioner or medical facility that knowingly assumes responsibility for the care of the person, and the person subsequently dies, if the officer's intervention is not suspected of being a factor in that person's death, the incident should not be considered an In-Custody Death.
18. If an officer of the Department retains control or custody of a person and the person subsequently dies while in the care of a medical practitioner or medical facility, the incident will be considered an In-Custody Death.
19. For the purposes of this policy, medical practitioners shall include members of the B.C. Ambulance Service.
20. A 'police involved shooting' involving an officer of the Department that results in the serious harm or death of a person who is the subject of the police intervention, is automatically considered an ICSH/D.
21. No provision of this policy shall preclude or restrict the Chief Constable of the Department, or designate, to direct that a serious harm or death be investigated as an ICSH/D.

Reporting & Investigating Incidents of Serious Harm or Death

22. Incidents of reportable injury, serious harm or death, involving an officer, are required to be reported, in compliance with the Act, to the IIO to allow for investigation, and to the PCC for monitoring.

23. If an officer suspects that a person may have died or suffered serious harm as a result of his or her own actions or the actions of another officer, the following reporting must occur as soon as practicable:
 - a) the officer must notify their supervisor;
 - b) the supervisor must notify the Duty NCO;
 - c) the Duty NCO must notify the Duty Officer and the Professional Standards Section (PSS) Inspector; and
 - d) the Duty Officer must notify the Liaison Officer, Deputy Chief and Chief Constable.
24. The Duty Officer must also ensure the Coroner's Office is notified as per Section 3(2) of the *Coroner's Act*, which requires a peace officer to immediately report, to a coroner, the facts and circumstances relating to the death of a person who dies:
 - a) while detained by or in the custody of an officer, or in a custodial facility; or
 - b) as a result, directly or indirectly, of actions of an officer performed in the course of their duty.

Department Liaison Officer Role & Duties

25. The position of Superintendent, Investigation Bureau has been designated by the Chief Constable as the Liaison Officer to immediately notify the IIO upon recognition of any on-duty or off-duty incident that may fall within the jurisdiction of the IIO.
26. The Chief Constable shall notify the CCD of the designated position and shall immediately notify the CCD of any subsequent changes to the designated position.
27. The Liaison Officer will notify the IIO, in accordance with Section 38.09 (1) of the *Act*, where an on-duty officer attends:
 - a) any incident, including an in-custody death, where there is a reasonable belief that the presence, action or decision of an on-duty or off-duty officer may have resulted or been a contributing factor in causing serious harm to, or the death of any person; or
 - b) any discharge of a firearm by an on-duty officer where there is a reasonable belief that any person (including an officer) may have been injured.
28. When an on-duty or off-duty officer from another police agency is involved in an incident as described in section 27, in the City of Delta, the attending on-duty officers shall notify the Duty Officer through a supervisor, and the Duty Officer shall notify the Liaison Officer, who will report the incident to the IIO and to the involved officer's employer.
29. The Liaison Officer must attend the scene if the IIO attends to conduct an investigation.
30. As part of their duties, the Liaison Officer shall:
 - a) ensure that all Involved Officers are advised not to communicate directly or indirectly with anyone, notwithstanding the necessary exceptions listed in paragraphs 59 and 60 as well as document the steps taken to communicate this direction;
 - b) submit a 'Scene and Safety Report' and, as soon as practicable, provide the report to the IIO investigator at the scene;
 - c) canvass and record conflicts of interest and potential appearances of conflict of interest between Involved Officers and officers who attend the scene. The Liaison Officer shall

- provide a written summary to IIO Investigator. It is anticipated that one report will suffice for the written summary and Scene and Safety Report;
- d) at the request of the IIO, arrange for the canvassing of witnesses and video-recordings;
 - e) ensure that any interview of a person as a suspect in jeopardy proceeds before any interview of the same person as a witness without jeopardy. Also make reasonable efforts to ensure that police staff and volunteers are available for IIO interviews;
 - f) arrange for the provision of interview rooms and recording equipment for the IIO upon their request; and
 - g) in collaboration with the FOI Coordinator, facilitate the disclosure of relevant documentation as agreed to in any Memorandum of Understanding with the IIO and required by the IIO to complete their investigation, including:
 - i) operational and investigative records, documentation of policy and procedures and officer training records,
 - ii) any records required by Crown Counsel, and
 - iii) maintaining a record of the transmission, transfer and receipt of records and information to and from the IIO.

Reporting Prescribed Statutory Contraventions & Critical Investigations

- 31. In accordance with section 38.09 of the *Act*, an officer must report any incident where it appears that another officer, from any police agency and whether on or off-duty, may have contravened a prescribed provision of the Criminal Code or other federal or provincial enactment.
- 32. A supervisor receiving a report of an apparent contravention of a prescribed provision, must cause it to be brought to the attention of the Liaison Officer, through the chain of command and, upon being notified, the Liaison Officer must immediately notify the IIO.
- 33. In accordance with section 38.10 of the *Act*, the Liaison Officer must ensure that the IIO is immediately notified of any investigation into the conduct of an officer under Part 11 of the *Act* [Misconduct, Complaints, Investigations, Discipline and Proceedings], if there is evidence that the officer may have, whether on or off duty:
 - a) caused the death of a person;
 - b) caused a person serious harm; or
 - c) contravened a prescribed provision of the CCC or a prescribed provision of another federal or provincial enactment.

Injuries - Reporting & Notification

- 34. When an incident involving a Reportable Injury occurs:
 - a) the involved officer shall immediately notify their supervisor of the incident and include:
 - i) the incident number,
 - ii) a brief synopsis of the event, and
 - iii) the nature of the injury;
 - b) the supervisor shall immediately notify the Duty Officer of the incident;

- c) the supervisor shall ensure that PSS is notified (an e-mail message to the Inspector, PSS or delegate is an acceptable form of notification, except when an immediate notification is required in cases of serious harm or death); and
- d) the Inspector, PSS, or delegate shall:
 - i) the notify the PCC of the Reportable Injury, the next business day, and
 - ii) maintain a record of Reportable Injury notifications made to the PCC.

Police Complaints Commissioner Reporting - Death or Serious Harm

- 35. The Inspector, PSS, must immediately report, to the PCC, incidents of death or serious harm involving a member of the Department, in compliance with Section 89 of the *Act*, and in due course the Chief Constable or delegate must notify the Police Board.
- 36. If the IIO asserts jurisdiction and investigates, the PCC may elect to suspend an investigation under the *Act*, until conclusion of the IIO investigation, at which time the investigation will then be conducted by an external agency.

IIO investigations & Concurrent Investigations

- 37. Concurrent criminal investigations, by the Department and the IIO, may be required related to incidents of death or serious harm involving a member of the Department.
- 38. If approved by the Chief Constable, and in accordance with the terms of any current Memorandum of Understanding in place with the IIO, the Inspector, Major Crime, may contact the OIC or the OPS Officer, RCMP, E-Div, Major Crime Unit to make arrangements for that Unit to assume control of the Department's major crime investigation, concurrent with any IIO investigation, and the IIO and investigating police agency will cooperate in conducting concurrent investigations.
- 39. If the incident is within the jurisdiction of the IIO, upon arriving at the scene of the incident, one or more IIO investigators are to take over and conduct the investigation of the incident.
- 40. If the IIO asserts jurisdiction over an incident, whether or not the Department is conducting a concurrent investigation, the Liaison Officer will liaise with the assigned IIO investigator.
- 41. The Liaison Officer shall inform the CCD or his designate of any concurrent investigations.
- 42. In circumstances where there are concurrent investigations, it is intended that the IIO and the Department will determine which investigation has precedence and co-operate with the ongoing investigations.
- 43. The Liaison Officer will consult with the IIO regarding the order of interviews and the conduct of interviews where concurrent investigations involve the same civilian witnesses.
- 44. In matters where there has been a death and the IIO has jurisdiction, the IIO investigator or designate shall conduct the notification of next-of-kin or the IIO may delegate the next-of-kin notification to the Department.
- 45. When the IIO asserts jurisdiction over a case, the IIO shall complete an investigation of any potential offence by an officer under any federal or provincial statute, so that the CCD may decide whether or not to make a report to crown counsel.
- 46. At the conclusion of an investigation conducted by the IIO, the principle stakeholders shall participate in a debriefing, the results of which will be communicated to the IIO for their consideration.

Crime Scene

47. All scenes connected with a suspected or designated ICSH/D shall be secured as directed by the Inspector, Major Crime or NCO designate.
48. In cases under IIO jurisdiction, crime scene security will be under the direction of the IIO investigator, unless delegated to the Department.

Designation of Subject Officers & Witness Officers for IIO Investigations

49. When an incident is within IIO jurisdiction, the IIO investigator shall designate all the officers involved in or present during the incident as either Subject Officers or Witness Officers, and shall notify those officers and the Liaison Officer of the designations and subsequently confirm those designations in writing.
50. 'Subject Officer' means:
 - a) an on-duty officer whose presence, action, or decision is reasonably believed to have been a contributing factor in the death of any person, including in-custody deaths;
 - b) an on-duty officer who has discharged a firearm, where there is a reasonable belief that any person (including an officer) may have been injured by that discharge;
 - c) an on-duty officer whose presence, action, or decision is reasonably believed to have resulted in serious harm to any person; or
 - d) an off-duty officer whose action is reasonably believed to have been a contributing factor in the death of any person, or is reasonably believed to have resulted in serious harm to any person.
51. 'Witness Officer' means an officer involved in or present during the incident, who is not a Subject Officer.
52. The IIO shall immediately advise an officer, and shall subsequently advise the officer and the Department in writing, if the officer's designation has changed from Witness Officer to Subject Officer or vice versa.
53. To ensure that the IIO is notified of off-duty incidents within its jurisdiction, off-duty officers involved in an incident shall identify themselves as police officers, to on-duty officers who attend, and in doing so are not using their position for an improper purpose contrary to the Act.

Officer to Submit Notes, Reports & Data to the IIO Investigator

54. An IIO investigator shall advise an officer whether he or she is designated as a Witness Officer or a Subject Officer, when the IIO investigator is requesting any notes, reports or data from the officer.
55. Witness Officers shall, by the end of the shift during which an on-duty incident occurred, submit copies of their notes, reports, and data, to the IIO investigator, unless there are exceptional circumstances, as determined by the IIO investigator, and Subject Officers shall likewise submit copies of any portions of their notes, reports, and data which indicate or record statements made to the Subject Officer by any witness.

Limits on Communication Among Officers in IIO Investigations

56. Apart from notifying a supervisor when reporting a use of force incident, to prevent contamination of evidence, officers involved in or present during an incident, which may fall within the jurisdiction of the IIO, shall not communicate their accounts or recollections of the

incident directly or indirectly to anyone other than an IIO investigator, except for communication that is necessary for:

- a) public safety and obtaining medical care for injured persons;
 - b) the securing or identification of evidence;
 - c) the furtherance of concurrent investigations;
 - d) obtaining advice from legal counsel or a police association representative;
 - e) obtaining health care for an officer; or
 - f) any other purpose that is agreed upon by the IIO investigator and the Liaison Officer.
57. Before the arrival of an IIO investigator at a scene, the Liaison Officer or Senior Officer who was not involved in or present during the incident shall, as soon as practicable, direct all involved officers not to communicate their accounts or recollections of the incident directly or indirectly to anyone other than an IIO investigator, except for communication that is necessary for:
- a) public safety and obtaining medical care for injured persons;
 - b) the securing or identification of evidence;
 - c) the furtherance of concurrent investigations; obtaining advice from legal counsel or a police association representative;
 - d) obtaining health care for an officer; or
 - e) any other purpose that is agreed upon by the IIO investigator and the police service Liaison Officer.
58. Reasonable steps, in consultation with the IIO investigator, shall be taken to ensure that all involved officers do not discuss an incident with each other before they are interviewed by an IIO investigator.

IIO interview with Witness Officers

59. When requesting to interview an officer, and at the beginning of every interview, an IIO investigator shall advise the officer whether he or she is designated as a Witness Officer or a Subject Officer.
60. As directed by an IIO investigator, a Witness Officer shall participate in an interview with the investigator:
- a) before the end of the Witness Officer's shift;
 - b) within 24 hours of the officer being contacted by an IIO investigator; or
 - c) at any other time and on additional occasions.
61. During IIO interviews, Witness Officers shall answer the questions of IIO investigators.
62. IIO investigators shall determine the locations of interviews with Witness Officers.
63. An IIO investigator may request video-recording of an interview with a Witness Officer, and if the officer declines to be video-recorded, the officer's interview shall be audio-recorded. If the interview is only audio-recorded, the Witness Officer shall assist the IIO investigator in video-recording any places or things that are relevant to the investigation, but the officer himself or

herself shall not be video-recorded (unless he or she consents), except that any physical demonstrations by the officer shall be video-recorded.

IIO interview with Subject Officers

64. When requesting to interview a Subject Officer and at the beginning of every interview, an IIO investigator shall advise the officer that he or she is designated as a Subject Officer.
65. IIO investigators shall seek to conduct video-recorded interviews with Subject Officers. Subject Officers have the same rights and freedoms as every person in Canada and the benefit of all applicable law, including but not limited to the right to silence and the rights under Section 10 of the *Canadian Charter of Rights and Freedoms*.

*Revised Dates:
11 October 2012
17 December 2012
16 February 2016

Attachment C.

Redline Comparison (Amended & Original).

EA30

**REPORTABLE INCIDENTS
OF INJURIES OR DEATH
(B.C. POLICE ACT)**

EA30

Effective Date: 12 April 2012

Last Reviewed/Revised Date: ~~10 July 2019~~ TBD*

Contents

POLICY 1

REASON FOR POLICY 2

RELATED POLICIES 2

DEFINITIONS 2

PROCEDURES 3

~~Classification of In-Custody Deaths~~ Reporting & Investigating Incidents
of Involving Death, Serious Harm or Injuries 3

~~Definition of Care, Control or Custody~~ 4

IIO INVESTIGATIONS 3

~~Classification of Control or Custody~~ 4

Command 3

~~Reporting & Investigating Incidents of Serious Harm or Death~~ Securing
Information & Evidence 4

~~Department Liaison Officer Role & Duties~~ 5

~~Reporting Prescribed Statutory Contraventions & Critical Investigations~~ 7

~~Injuries – Reporting & Notification~~ 8

~~Police Complaints Commissioner Reporting – Death or Serious Harm~~ 8

~~IIO investigations & Concurrent Investigations~~ 9

~~Crime Scene~~ 10

Limits on Communications Amongst Members 5

~~Designation of Subject Officers & Witness Officers for IIO~~
Investigations Designation 10

~~Officer to Submit Notes, Reports & Data to the IIO Investigator~~ 11

Notes 6

~~Limits on Communication Among Officers in IIO Investigations~~ 11

Interviews 6

~~IIO interview with Witness Officers~~ 12 Disclosure of Records, Information & Data 7

~~IIO interview with Subject Officers~~ 13

Concurrent Department Investigations 7

OPCC INVESTIGATIONS 8

EA30

Reportable Incidents of Injuries or Death (B.C. Police Act)

EA30

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|---|----------|
| <u>Acting As an External Investigator</u> | <u>8</u> |
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POLICY

1. The Office of the Police Complaint Commissioner (OPCC) must immediately be notified if a person has died, suffered 'serious harm' or a 'reportable injury':
 - a) while in the custody or care¹ of a Delta Police Department (Department) ~~will immediately notify the member; or~~
 - b) where it reasonably could be seen to be the result of the conduct of a member² or operations of the Department.

Police Act s. 89

2. The Independent Investigations Office ~~of British Columbia (IIO) in all cases~~(IIO) must immediately be notified if a member is at the scene of an incident where it appears that a person may have died or suffered 'serious harm-or died' as a result of, whether on or off-duty, the actions of an officer-member or where a member may have contravened a prescribed provision of the Criminal Code.
2. ~~The Department will thoroughly investigate, in a transparent manner, all aspects of cases of serious harm or death that are not within the jurisdiction of the IIO.~~

Police Act s. 38.09

3. The Chief Constable shall notify the Delta Police Board of all incidents involving death or 'serious harm.'
4. ~~3.~~ The Chief Constable ~~will immediately report~~shall provide Procedures, pursuant to ~~the this~~ Policy, ~~Complaint Commissioner (PCC)~~ regarding the roles and responsibilities of ~~the Department employees for all incidents involving death, 'serious harm-and,' or a 'reportable injury that appear to be the result of the actions of an officer.'~~

¹ The person was arrested or detained (or a member was attempting to do so) or was in a secured place or custodial setting under police supervision, including medical facilities where a member retains custody, or if a person was released from a member's custody or care and medical attention was not offered where it reasonably ought to have been (OPCC Guideline #1 (2023)).

² Applies whether a member is on-duty or off-duty (OPCC Information Bulletin #1 (2023)).

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4. ~~The Department will support the IIO Chief Civilian Director (CCD), IIO investigators and the PCC carrying out their powers and performing their duties.~~

REASON FOR POLICY

5. To seek to ensure that incidents involving death, 'serious harm and death involving Department officers are correctly classified,' or a 'reportable injury' are effectively and efficiently reported and investigated
6. ~~To provide direction on how serious harm and death incidents are to be investigated independently.~~
7. ~~To ensure that the statutory notifications will occur for effective oversight of police incidents in compliance with the *Police Act* (Act".~~
8. ~~To outline the responsibilities of the Department and involved officers in IIO investigations.~~

RELATED POLICIES

DP52 – Body Worn Cameras

EC50 – Security & Privacy Management of Records, Information & Data

IC10 – Use of Force

IC30 – Detention, Arrest & Post-Arrest Processing

IC40 – Transportation of Persons in Custody

IC50 – Cell Block Detention Facilities (Delta & Surrey)

IM20 – Sudden Deaths

IR20 – Note Taking & Notes Management

IR21 – Crime Scene

DEFINITIONS

6. ~~9.~~ For the purposes of this Policy, the following definitions will apply:

~~**In Custody Death:** the death of a person who was detained by or in the custody of an officer, or who was in the custody of a police service.~~

~~**Involved Officer:** an officer~~ **Involved Member:** a member who was involved in or present during any incident that is within the jurisdiction of the IIO, including Subject Officers and Witness Officers, requiring notification of the IIO as described in Section 2.

~~**Liaison Officer:** the Superintendent, Investigation Bureau, who will act as liaison with the IIO.~~

~~**Off-duty Officer:** means an officer, auxiliary constable, reserve constable, special provincial constable, or special municipal constable, who is not on duty.~~

Reportable Injury: an injury caused by the discharge of a firearm, or any injury that requires emergency medical care and transfer to ~~hospital~~ medical facility (Police Act, s. 76).

Serious Harm: an injury that may result in death, or may cause serious disfigurement or ~~may cause~~ substantial loss or impairment of mobility of the body or the function of any limb ~~and/or~~ organ (Police Act, s. 76).

PROCEDURES

Classification of In-Custody Deaths

10. ~~IICSH/D refers to the serious harm to, or death of a person that occurs from any cause while:~~
- a) ~~the person is in the care, control or custody of the Department; or~~
 - b) ~~officers of the Department are attempting to gain care, control or custody of the person.~~
11. ~~ICSH/D also refers to a person who suffers serious harm or dies after release from Department custody if there is reason to believe that:~~
- a) ~~the manner of the arrest, detention or incarceration of that person was a factor in the person's serious harm or death;~~
 - b) ~~the person was released from the care, control or custody of an officer of the Department and medical assistance was not offered when there was reason to suggest that the person was in need of immediate and necessary medical attention; or~~
 - c) ~~an officer's intervention may have been a factor in a person's serious harm or death.~~

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12. ~~If there is any doubt whether an incident constitutes an ICSH/D, the Duty NCO should immediately consult with the Duty Officer.~~

Definition of Care, Control or Custody

13. ~~All circumstances must be assessed to determine whether a serious harm or death is classified as an ICSH/D, but the issue of care, control or custody of a person is crucial in making this determination.~~
14. ~~For the purposes of this policy, a person is considered to be in the care, control or custody of the Department when:~~
- a) ~~the person has been arrested, with or without warrant, under the authority of the *Criminal Code of Canada* (CCC) or any Provincial or Municipal Act, by an officer of the Department; or~~
 - b) ~~the person has been detained by an officer of the Department.~~
15. ~~For the purposes of this policy, a person is considered detained if an officer of the Department restricts that person's liberty by making a demand upon that person or by directing that person's movement.~~
16. ~~For the purposes of this policy, officers will be considered to be "attempting to gain control or custody" of a person if they are physically engaged in trying to arrest that person, with or without warrant, under the authority of the CCC or any Provincial or Municipal Act or are physically engaged in trying to detain the person and the person suffers serious harm or dies while trying to evade the arrest or detention.~~

Classification of Control or Custody

17. ~~When an officer of the Department relinquishes control or custody of a person by delivering that person to a medical practitioner or medical facility that knowingly assumes responsibility for the care of the person, and the person subsequently dies, if the officer's intervention is not suspected of being a factor in that person's death, the incident should not be considered an In-Custody Death.~~
18. ~~If an officer of the Department retains control or custody of a person and the person subsequently dies while in the care of a medical practitioner or medical facility, the incident will be considered an In-Custody Death.~~
19. ~~For the purposes of this policy, medical practitioners shall include members of the B.C. Ambulance Service.~~

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20. ~~A 'police involved shooting' involving an officer of the Department that results in the serious harm or death of a person who is the subject of the police intervention, is automatically considered an ICSH/D.~~
21. ~~No provision of this policy shall preclude or restrict the Chief Constable of the Department, or designate, to direct that a serious harm or death be investigated as an ICSH/D.~~

Reporting & Investigating Incidents of Involving Death, Serious Harm or Death Injuries

7. ~~22. Incidents of reportable injury, serious harm or death, involving an officer, are required to be reported, in compliance with the Act, to the IIO to allow for investigation, and to the PCC for monitoring. If an incident occurs as described in Sections 1 or 2, attending or involved members must immediately notify their supervisor, and the following parties are to be notified through the chain of command:~~
- a) Duty Officer;
 - b) ~~23. If an officer suspects that a person may have died or suffered serious harm as a result of his or her own actions or the actions of another officer, the following reporting must occur as soon as practicable:~~
 - a) ~~the officer must notify their supervisor;~~
 - b) ~~the supervisor must notify the Duty NCO;~~
 - c) ~~the Duty NCO must notify the Duty Officer and the Inspector i/c Professional Standards Section (PSS) Inspector; and;~~
 - c) IIO Liaison Officer, i.e., the Superintendent i/c Community Policing Bureau (Liaison Officer);
 - d) ~~the Duty Officer must notify the Liaison Officer, Deputy Chief and;~~
 - e) Chief Constable; and
24. ~~The Duty Officer must also ensure the Coroner's Office is notified as per Section 3(2) of the Coroner's Act, which requires a peace officer to immediately report, to a coroner, the facts and circumstances relating to the death of a person who dies:~~

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- a) ~~while detained by or in the custody of an officer, or in a custodial facility;
or~~
 - b) ~~as a result, directly or indirectly, of actions of an officer performed in the
course of their duty.~~

~~Department Liaison Officer Role & Duties~~

- 25. ~~The position of Superintendent, Investigation Bureau has been designated
by the Chief Constable as the Liaison Officer to immediately notify the IIO
upon recognition of any on-duty or off-duty incident that may fall within the
jurisdiction of the IIO.~~
- 26. ~~The Chief Constable shall notify the CCD of the designated position and
shall immediately notify the CCD of any subsequent changes to the
designated position.~~
- 27. ~~The Liaison Officer will notify the IIO, in accordance with Section 38.09 (1)
of the Act, where an on-duty officer attends:~~
 - a) ~~any incident, including an in-custody death, where there is a
reasonable belief that the presence, action or decision of an on-duty
or off-duty officer may have resulted or been a contributing factor in
causing serious harm to, or the death of any person; or~~
 - b) ~~any discharge of a firearm by an on-duty officer where there is a
reasonable belief that any person (including an officer) may have
been injured.~~
- 28. ~~When an on-duty or off-duty officer from another police agency is involved
in an incident as described in section 27, in the City of Delta, the attending
on-duty officers shall notify the Duty Officer through a supervisor, and the
Duty Officer shall notify the Liaison Officer, who will report the incident to
the IIO and to the involved officer's employer.~~
- 29. ~~The Liaison Officer must attend the scene if the IIO attends to conduct an
investigation.~~
- 30. ~~As part of their duties, the Liaison Officer shall:~~
 - a) ~~ensure that all Involved Officers are advised not to communicate
directly or indirectly with anyone, notwithstanding the necessary
exceptions listed in paragraphs 59 and 60 as well as document the
steps taken to communicate this direction;~~

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- b) ~~submit a 'Scene and Safety Report' and, as soon as practicable, provide the report to the IIO investigator at the scene;~~
 - c) ~~canvass and record conflicts of interest and potential appearances of conflict of interest between Involved Officers and officers who attend the scene. The Liaison Officer shall provide a written summary to IIO Investigator. It is anticipated that one report will suffice for the written summary and Scene and Safety Report;~~
 - d) ~~at the request of the IIO, arrange for the canvassing of witnesses and video recordings;~~
 - e) ~~ensure that any interview of a person as a suspect in jeopardy proceeds before any interview of the same person as a witness without jeopardy. Also make reasonable efforts to ensure that police staff and volunteers are available for IIO interviews;~~
 - f) ~~arrange for the provision of interview rooms and recording equipment for the IIO upon their request; and~~
 - g) ~~in collaboration with the FOI Coordinator, facilitate the disclosure of relevant documentation as agreed to in any Memorandum of Understanding with the IIO and required by the IIO to complete their investigation, including:~~
 - i) ~~operational and investigative records, documentation of policy and procedures and officer training records,~~
 - ii) ~~any records required by Crown Counsel, and~~
 - iii) ~~maintaining a record of the transmission, transfer and receipt of records and information to and from the IIO.~~

~~Reporting Prescribed Statutory Contraventions & Critical Investigations~~

~~Note: As of the current date of this Policy, for the purpose of the sections under this heading, no Criminal Code or other statutory provisions have been prescribed.~~

31. ~~In accordance with section 38.09 of the Act, an officer must report any incident where it appears that another officer, from any police agency and whether on or off-duty, may have contravened a prescribed provision of the Criminal Code or other federal or provincial enactment.~~

- f) [Coroner's Office, for all incidents involving death.](#)

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8. If off-duty, involved members must identify themselves as a police officer to the on-duty members attending the incident.

Note: This is not considered to be using their position for an improper purpose in violation of the *Police Act*, s. 77(c)(iii).

IIO INVESTIGATIONS

Command

9. ~~32. A supervisor receiving a report of an apparent contravention of a prescribed provision, must cause it to be brought to the attention of the Liaison Officer, through the chain of command and, upon being notified, †The Liaison Officer must immediately notify the IIO.~~ if an incident meets the criteria as described in Section 2, or if the Department has an interest in an IIO investigation, and the IIO will take command in accordance with the IIO's *Guidelines & Expectations with Respect to the Conduct of IIO Investigations* and the Memorandum of Understanding (MOU).
33. ~~In accordance with section 38.10 of the Act, the Liaison Officer must ensure that the IIO is immediately notified of any investigation into the conduct of an officer under Part 11 of the Act [Misconduct, Complaints, Investigations, Discipline and Proceedings], if there is evidence that the officer may have, whether on or off duty:~~
- ~~a) — caused the death of a person;~~
 - ~~b) — caused a person serious harm; or~~
 - ~~c) — contravened a prescribed provision of the CCC or a prescribed provision of another federal or provincial enactment.~~

Injuries – Reporting & Notification

34. ~~When an incident involving a Reportable Injury occurs:~~
- ~~a) the involved officer shall immediately notify their supervisor of the incident and include:~~
 - ~~i) the incident number,~~
 - ~~ii) a brief synopsis of the event, and~~
 - ~~iii) the nature of the injury;~~

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- b) ~~the supervisor shall immediately notify the Duty Officer of the incident;~~
 - c) ~~the supervisor shall ensure that PSS is notified (an e-mail message to the Inspector, PSS or delegate is an acceptable form of notification, except when an immediate notification is required in cases of serious harm or death); and~~
 - d) ~~the Inspector, PSS, or delegate shall:~~
 - i) ~~the notify the PCC of the Reportable Injury, the next business day, and~~
 - ii) ~~maintain a record of Reportable Injury notifications made to the PCC.~~

~~Police Complaints Commissioner Reporting – Death or Serious Harm~~

- 35. ~~The Inspector, PSS, must immediately report, to the PCC, incidents of death or serious harm involving a member of the Department, in compliance with Section 89 of the Act, and in due course the Chief Constable or delegate must notify the Police Board.~~
- 36. ~~If the IIO asserts jurisdiction and investigates, the PCC may elect to suspend an investigation under the Act, until conclusion of the IIO investigation, at which time the investigation will then be conducted by an external agency.~~

~~IIO investigations & Concurrent Investigations~~

- 37. ~~Concurrent criminal investigations, by the Department and the IIO, may be required related to incidents of death or serious harm involving a member of the Department.~~
- 38. ~~If approved by the Chief Constable, and in accordance with the terms of any current Memorandum of Understanding in place with the IIO, the Inspector, Major Crime, may contact the OIC or the OPS Officer, RCMP, E-Div, Major Crime Unit to make arrangements for that Unit to assume control of the Department's major crime investigation, concurrent with any IIO investigation, and the IIO and investigating police agency will cooperate in conducting concurrent investigations.~~

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39. ~~If the incident is within the jurisdiction of the IIO, upon arriving at the scene of the incident, one or more IIO investigators are to take over and conduct the investigation of the incident.~~
 40. ~~If the IIO asserts jurisdiction over an incident, whether or not the Department is conducting a concurrent investigation, the Liaison Officer will liaise with the assigned IIO investigator.~~
 41. ~~The Liaison Officer shall inform the CCD or his designate of any concurrent investigations.~~
 42. ~~In circumstances where there are concurrent investigations, it is intended that the IIO and the Department will determine which investigation has precedence and co-operate with the ongoing investigations.~~
 43. ~~The Liaison Officer will consult with the IIO regarding the order of interviews and the conduct of interviews where concurrent investigations involve the same civilian witnesses.~~
 44. ~~In matters where there has been a death and the IIO has jurisdiction, the IIO investigator or designate shall conduct the notification of next-of-kin or the IIO may delegate the next-of-kin notification to the Department.~~
 45. ~~When the IIO asserts jurisdiction over a case, the IIO shall complete an investigation of any potential offence by an officer under any federal or provincial statute, so that the CCD may decide whether or not to make a report to crown counsel.~~
 46. ~~At the conclusion of an investigation conducted by the IIO, the principle stakeholders shall participate in a debriefing, the results of which will be communicated to the IIO for their consideration.~~

Crime Scene

47. ~~All scenes connected with a suspected or designated ICSH/D shall be secured as directed by the Inspector, Major Crime or NCO designate.~~
48. ~~In cases under IIO jurisdiction, crime scene security will be under the direction of the IIO investigator, unless delegated to the Department.~~

Designation of Subject Officers & Witness Officers for IIO Investigations

49. ~~When an incident is within IIO jurisdiction, the IIO investigator shall designate all the officers involved in or present during the incident as either~~

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- ~~Subject Officers or Witness Officers, and shall notify those officers and the Liaison Officer of the designations and subsequently confirm those designations in writing.~~
50. ~~'Subject Officer' means:~~
- ~~a) an on-duty officer whose presence, action, or decision is reasonably believed to have been a contributing factor in the death of any person, including in-custody deaths;~~
 - ~~b) an on-duty officer who has discharged a firearm, where there is a reasonable belief that any person (including an officer) may have been injured by that discharge;~~
 - ~~c) an on-duty officer whose presence, action, or decision is reasonably believed to have resulted in serious harm to any person; or~~
 - ~~d) an off-duty officer whose action is reasonably believed to have been a contributing factor in the death of any person, or is reasonably believed to have resulted in serious harm to any person.~~
51. ~~'Witness Officer' means an officer involved in or present during the incident, who is not a Subject Officer.~~
52. ~~The IIO shall immediately advise an officer, and shall subsequently advise the officer and the Department in writing, if the officer's designation has changed from Witness Officer to Subject Officer or vice versa.~~
53. ~~To ensure that the IIO is notified of off-duty incidents within its jurisdiction, off-duty officers involved in an incident shall identify themselves as police officers, to on-duty officers who attend, and in doing so are not using their position for an improper purpose contrary to the Act.~~

~~Officer to Submit Notes, Reports & Data to the IIO Investigator~~

54. ~~An IIO investigator shall advise an officer whether he or she is designated as a Witness Officer or a Subject Officer, when the IIO investigator is requesting any notes, reports or data from the officer.~~
55. ~~Witness Officers shall, by the end of the shift during which an on-duty incident occurred, submit copies of their notes, reports, and data, to the IIO investigator, unless there are exceptional circumstances, as determined by the IIO investigator, and Subject Officers shall likewise submit copies of any~~

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- ~~portions of their notes, reports, and data which indicate or record statements made to the Subject Officer by any witness.~~
10. The Liaison Officer shall assist in coordinating between the IIO and Department members throughout the investigation, as required.
 11. Members shall comply with requirements under the MOU and provide support to the IIO, as appropriate.

Securing Information & Evidence

12. Prior to the IIO's arrival at the scene of the incident, the Liaison Officer or delegate, who must not be an involved member, shall collect the following as soon as practicable, and provide it to the IIO:
 - a) any relevant information related to the incident, including but not limited to:
 - i) a summary of the incident and the roles of all involved members,
 - ii) unlocated subjects or other dangers,
 - iii) injuries,
 - iv) parameters or boundaries of the scene,
 - v) status, location and identity of involved persons,
 - vi) location of all evidence to be protected or collected (e.g., objects, documents, identification information and statements of witnesses, forensic data),
 - vii) name(s) of any person(s) with whom any involved member has spoken since the incident; and
 - b) any relevant evidence, to be seized and secured in accordance with Department policies, which may include:
 - i) an involved member's uniform or items, with consideration of the member's dignity and privacy,
 - ii) any firearm that was discharged or any weapon, restraint, or related equipment that was used or otherwise appears related

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- to the incident (only at the direction of the IIO or as required for safety reasons),
 - iii) an involved member's Body Worn Camera,
 - iv) an involved member's Department-issued phone, if it is determined that communications may be relevant,
 - v) any involved police vehicle,
 - vi) blood and breath samples if impaired driving by a member is suspected, and
 - vii) any other perishable evidence.
13. The member responsible for scene security, who is designated by the Liaison Officer and is not an involved member, must ensure there is no unnecessary access to the scene and that details of any access is documented.
14. If circumstances prevent the Liaison Officer from complying with the IIO's request (e.g., weather, lack of resources, extraordinary costs), the Liaison Officer shall notify the IIO as soon as practicable and take all reasonable action to maintain scene integrity until their arrival.

Limits on Communications Amongst ~~Officers in IIO Investigations~~ Members

15. ~~56. Apart from notifying a supervisor when reporting a use of force incident, to prevent contamination of evidence, officers involved in or present during an incident, which may fall within the jurisdiction of the IIO, shall~~ Involved members must not communicate their accounts or recollections of the incident directly or indirectly to ~~anyone~~ any other than an IIO investigator, except for communication that is member while the incident is under IIO investigation, except as necessary for:
- a) reporting a use of force incident (BC Provincial Policing Standards, 1.7.2);
 - b) ~~a)~~ public safety and obtaining medical care for injured persons;
 - c) ~~b)~~ the securing or ~~identification of~~ identifying evidence;
 - d) ~~c)~~ the furtherance of concurrent investigations;

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- e) ~~d)~~obtaining advice from legal counsel or a ~~police association~~union representative;
 - f) ~~e)~~obtaining health care for ~~an officer~~member, including care provided by a specially trained peer support member or support from a loved one for a member experiencing the effects of a traumatic event;
 - g) gathering of evidence (by an uninvolved member); or
 - h) ~~f)~~any other purpose that is agreed upon by the IIO investigator and the Liaison Officer.
57. ~~Before the arrival of an IIO investigator at a scene, the Liaison Officer or Senior Officer who was not involved in or present during the incident shall, as soon as practicable, direct all involved officers not to communicate their accounts or recollections of the incident directly or indirectly to anyone other than an IIO investigator, except for communication that is necessary for:~~
- a) ~~public safety and obtaining medical care for injured persons;~~
 - b) ~~the securing or identification of evidence;~~
 - c) ~~the furtherance of concurrent investigations; obtaining advice from legal counsel or a police association representative;~~
 - d) ~~obtaining health care for an officer; or~~
 - e) ~~any other purpose that is agreed upon by the IIO investigator and the police service Liaison Officer.~~
58. ~~Reasonable steps, in consultation with the IIO investigator, shall be taken to ensure that all involved officers do not discuss an incident with each other before they are interviewed by an IIO investigator.~~
16. ~~IIO interview with Witness Officers~~The Liaison Officer is responsible for advising members of the limits of communication as set out above, as soon as practicable.

Subject & Witness Officer Designation

17. The IIO shall designate all involved members as either:
- a) a Subject Officer, i.e., on-duty or off-duty member whose presence, action, or decision is reasonably believed to have been a contributing

factor in the serious harm to or death of any person, or who has injured any person in the discharge of a firearm; or

- b) a Witness Officer, i.e., member who the IIO has reason to believe can provide material evidence with respect to the incident, and who is not a Subject Officer.
18. Witness and Subject Officers have an obligation under *Police Act* s. 38.101 to cooperate with the IIO's exercise of powers or performance of duties, subject to their rights under the *Canadian Charter of Rights and Freedoms*.

Notes

19. All involved members must complete their notes regarding the incident as soon as practicable, prior to consulting with legal counsel, in accordance with Policy IR20 – *Note Taking & Notes Management*.
20. Witness Officers must submit all notes and relevant information by the end of their shift, if on-duty, or as otherwise approved by the IIO.

Interviews

21. ~~59. When requesting to interview an officer, and at the beginning of every interview, an IIO investigator shall advise the officer whether he or she is designated as a Witness Officer or a Subject Officer. Interviews shall be video and audio recorded where practicable, including any demonstrations or reenactments of the incident, and no recordings are permitted by the interviewee or attending representative.~~
60. ~~As directed by an IIO investigator, a Witness Officer shall participate in an interview with the investigator:~~
- a) ~~before the end of the Witness Officer's shift;~~
- b) ~~within 24 hours of the officer being contacted by an IIO investigator;~~
or
- c) ~~at any other time and on additional occasions.~~
61. ~~During IIO interviews, Witness Officers shall answer the questions of IIO investigators.~~
62. ~~IIO investigators shall determine the locations of interviews with Witness Officers.~~

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- ~~63. An IIO investigator may request video-recording of an interview with a Witness Officer, and if the officer declines to be video-recorded, the officer's interview shall be audio-recorded. If the interview is only audio-recorded, the Witness Officer shall assist the IIO investigator in video-recording any places or things that are relevant to the investigation, but the officer himself or herself shall not be video-recorded (unless he or she consents), except that any physical demonstrations by the officer shall be video-recorded.~~
22. Prior to participating in an interview, a Witness or Subject Officer may communicate any sensitive circumstances (e.g., undercover operator) to the IIO, who will determine how the interview is to be conducted.
23. Witness Officers must participate and cooperate in all requested interviews, and unless otherwise directed or approved by the IIO, they must attend an interview before the end of their ~~Witness Officer's~~ shift; or within 24 hours of ~~the officer~~ being contacted by ~~an~~ the IIO.
24. Disclosure of evidence, notes, or any relevant information to a Witness Officer prior to an interview is at the discretion of the IIO.
25. Subject Officers may voluntarily participate in an interview, if requested by the IIO.

Disclosure of Records, Information & Data

26. Upon request from the IIO, and in a timely manner, the Liaison Officer or Inspector i/c PSS shall facilitate the disclosure of any records, information and data related to the incident under investigation (e.g., Department policy/procedures, training, investigative reports, Body Worn Camera recordings, records required by Crown counsel) and maintain a record of its transfer and receipt.
27. The Liaison Officer or Inspector i/c PSS may redact or refuse to disclose records, information or data to the IIO where disclosure may violate a statute or constitute an offence, or as otherwise required by the *Freedom of Information & Protection of Privacy Act* or common law.

Note: Subject to Policy EC50 – Security & Privacy Management of Records, Information & Data.

Concurrent Department Investigations

28. Concurrent investigations by the Department and the IIO may be required related to incidents as described under Section 2, in which case the Liaison Officer must consult with the IIO and:
- a) provide them with the contact information of the lead investigator and/or Team Commander;
 - b) determine which investigation will take precedence and which agency will control the scene and evidence; and
 - c) determine the order and manner of interviews for any civilian witnesses (note: interviews with a person in jeopardy shall proceed before an interview of the same person as a witness).
29. The Liaison Officer may request another policy agency to assume control of the Department's investigation, concurrent with an IIO investigation, if appropriate with the approval of the Chief Constable.
30. In an incident involving death, the IIO is responsible for conducting the next-of-kin notification, unless otherwise delegated to the Department.

OPCC INVESTIGATIONS

31. The Inspector i/c PSS must immediately notify the OPCC if an incident meets the criteria as described in Section 1, and if there is any uncertainty as to whether an incident requires reporting, the OPCC must be consulted for further direction.
32. The Inspector i/c PSS must comply with any lawful directions or requests made by the OPCC in relation to the investigation.

~~IIO interview with Subject Officers~~ Acting As an External Investigator

- ~~64. When requesting to interview a Subject Officer and at the beginning of every interview, an IIO investigator shall advise the officer that he or she is designated as a Subject Officer.~~
- ~~65. IIO investigators shall seek to conduct video-recorded interviews with Subject Officers. Subject Officers have the same rights and freedoms as every person in Canada and the benefit of all applicable law, including but~~

~~not limited to the right to silence and the rights under Section 10 of the Canadian Charter of Rights and Freedoms.~~

33. The OPCC may direct the Department to conduct an investigation as the external police agency in relation to the circumstances set out in Section 1.
34. If directed to conduct an investigation by the OPCC, the Chief Constable shall appoint a member to investigate, who does not have any connection with the matter and who is of equivalent rank to or higher rank than the subject member, and notify the OPCC of the appointment.
35. The appointed investigator must comply with any directions or requests made by the OPCC in relation to the investigation and in conjunction with the IIO (*Police Act*, s. 89; OPCC Information Bulletin #1).

*Revised Dates:
11 October 2012
17 December 2012
16 February 2016
10 July 2019



DELTA POLICE BOARD

Excellence in Policing

| | |
|---|--|
| DATE 2026-02-10 | SUBMITTED BY Harj Sidhu, M.O.M. Chief Constable |
| SUBJECT Approval of Revised Policy EM70 - <i>Absence & Health-Related Leave</i> | |
| ACTION REQUIRED <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision A. THAT the Governance Committee approve the revised provisions of Policy EM70 - <i>Absence & Health-Related Leave</i> under the headings of 'Policy' and 'Reason for Policy' and submit the same to the Police Board for approval. | |

PURPOSE

The purpose of this report is to request that the Committee approve amendments to Policy EM70 - *Absence & Health-Related Leave* as detailed and recommended herein, and present the same to the Delta Police Board for approval.

DISCUSSION

In November 2025, the *Employment Standards Act (ESA)*, and *Employment Standards Regulation (ESR)*, were amended in relation to health-related leave and requirements to produce specified health records. As a result, relevant Department Policy EM70 - *Absence & Health-Related Leave* (previously titled *Attendance Management & Support*) required updating.

To comply with these legislative amendments, s. 9 & 10 were added under 'Procedures':

9. Employees are not required to provide a specified health record where the health-related leave is for 5 consecutive scheduled workdays or fewer, and the leave is the first or second health-related leave in that calendar year.
10. Employees are required to provide a specified health record for a health-related leave if the health-related leave:
 - a. exceeds 5 consecutive scheduled workdays; or
 - b. is the third or subsequent health-related leave in that calendar year and exceeds 2* consecutive scheduled workdays.

*The CUPE Collective Agreement requires a specified health record beyond 2 consecutive scheduled workdays, where the employee has already taken two health-related leaves in compliance with the ESA and ESR, as described above.

Policy EM70 was further amended to clarify directions and ensure language is consistent with the ESA and ESR. The proposed Policy is more concise and clearly describes responsibilities for managing employee absence and health-related leave.

Additionally, the title of this Policy is proposed to be changed from 'Attendance Management & Support' to 'Absence & Health-Related Leave' for clarity and to align with the ESA and ESR.

Amendments to the 'Policy' and 'Reason for Policy' sections are detailed below for Committee approval.

POLICY

NEW: SECTION 1

New Section 1 reflects the original statement but is more succinct and utilizes language directly from the ESA:

1. Delta Police Department employees are responsible for attending scheduled workdays, and managing absence and health-related leave in accordance with Procedures, pursuant to this Policy, provided by the Chief Constable.

ORIGINAL: SECTION 1

Original Section 1 is more effectively covered as above and will be removed:

1. Delta Police Department (Department) employees are to attend work as scheduled and carry out the duties of their positions, and employees unable to do so shall be engaged with, supported, and managed in accordance with Procedures to this Policy, provided by the Chief Constable.

REASON FOR POLICY

NEW: SECTION 2

The new 'Reason for Policy' section succinctly and effectively captures the Policy's purpose:

2. To seek to ensure employee absence and health-related leave are managed appropriately.

ORIGINAL: SECTION 2

Original Section 2 is broad and unrelated to the specific purpose of this Policy, and will therefore be removed:

2. To provide policing services as required by the *Police Act*, to the standard of service expected by the public.

PROCEDURES

Procedures are approved by the Chief Constable. For Committee information, the Procedures are included in the proposed amended Policy, as set out in Attachment A.

STRATEGIC ALIGNMENT: CSWP

Growth & Well-being of the Team

CONCLUSION

This concludes the review of Policy EM70 - *Absence & Health-Related Leave*. The amended Policy clearly and thoroughly describes employee responsibilities for managing absence and health-related leave in accordance with the ESA.

ATTACHMENTS

- A. EM70 - *Absence & Health-Related Leave*, as amended.
- B. EM70 - *Attendance Management & Support*, original.
- C. Redline Comparison (Amended & Original).

Attachment A.

Policy EM70 - *Absence & Health-Related Leave*, as amended.

EC30

ABSENCE & HEALTH-RELATED LEAVE

EC30

Effective Date: 28 October 1997
Last Reviewed/Revised Date: TBD*

Contents

POLICY.....

REASON FOR POLICY.....

RELATED POLICIES.....

DEFINITIONS.....

PROCEDURES

 Responsibilities.....

 Unscheduled Absence.....

 Health-Related Leave

POLICY

1. Delta Police Department employees are responsible for attending scheduled workdays, and managing absence and health-related leave in accordance with Procedures, pursuant to this Policy, provided by the Chief Constable.

REASON FOR POLICY

2. To seek to ensure employee absence and health-related leave are managed appropriately.

RELATED POLICIES

- EC21 - Fitness for Duty (Drug & Alcohol Use)
- EM14 - Oath of Office & Employment Terms
- EM60 - Accommodation
- EM61 - Employee & Family Assistance Program
- EM71 - Medical Examinations
- EM73 - Restoring Performance Standards

DEFINITIONS

3. For the purposes of this Policy, the following definition will apply:

Health-Related Leave: leave or absence from work that is related to the health, illness or injury of the employee, or a person in the employee’s immediate family, i.e., spouse, child, parent/guardian, sibling, grandchild, grandparent (*Employment Standards Act (ESA)*, s. 49.2; *Employment Standards Regulation (ESR)*, s. 45.033).

Specified Health Record: a note, document or other record that is produced by a qualified health practitioner at the request of the employee, or the employee’s immediately family member, for the purposes of proving a fact or circumstance in relation to health-related leave (ESA, s. 49.2; ESR, s. 45.033).

PROCEDURES

Responsibilities

4. The Inspector i/c Human Resources or delegate is responsible for:
 - a) providing regular attendance reports to supervisors;
 - b) encouraging safe and timely return to work by arranging modified duties or graduated return to work programs;
 - c) maintaining regular contact with absent employees, as required;
 - d) promoting awareness of available support services (e.g., Employee & Family Assistance Program); and
 - e) assisting supervisors in managing employee attendance, including in relation to:
 - i) communicating attendance expectations to direct reports,
 - ii) maintaining and monitoring attendance records,
 - iii) ensuring employees are aware of the consequences of unapproved absences,
 - iv) promptly dealing with attendance issues, and
 - v) supporting modified duties or graduated return to work programs.

Unscheduled Absence

5. Employees who are unable to arrive for their scheduled shift are expected to, prior to the start of the shift and on the first day of absence, notify their supervisor and provide the reason for the absence and the anticipated date they will be returning to work.
6. If the employee is unable to notify their supervisor of their absence prior to the start of their shift, they must do so at the earliest reasonable opportunity.
7. If the employee is unable to provide a date of return, they must notify their supervisor each subsequent day of their absence, unless otherwise determined by their supervisor or the Inspector i/c Human Resources.
8. Failure to report absence prior to the start of shift or within a reasonable period may result in the documentation of the unauthorized absence, loss of pay, and/or discipline.

Health-Related Leave

9. Employees are not required to provide a specified health record where the health-related leave is for 5 consecutive scheduled workdays or fewer, and the leave is the first or second health-related leave in that calendar year.

ESA, s. 49.2 & ESR, s. 45.033
10. Employees are required to provide a specified health record for a health-related leave if the health-related leave:
 - a) exceeds 5 consecutive scheduled workdays; or
 - b) is the third or subsequent health-related leave in that calendar year and exceeds 2 consecutive scheduled workdays.

11. Specified health records must include the following:
 - a) date the illness or injury commenced;
 - b) date(s) that the employee was seen by a qualified health practitioner;
 - c) dates that the employee is unable to work;
 - d) the general reason or nature of the health-related concern (not diagnosis) that is preventing the employee from working;
 - e) the predicted or expected course or outcome of the illness, injury or disability including the chances of recovery;
 - f) anticipated return to work date (for continued absences); and
 - g) if the employee could return to work on either a graduated or modified basis.
12. Failure to provide a specified health record may result in non-payment of sick leave pay and will be treated as absence without leave.
13. Employees who are absent from work for an extended period may be required to participate in a modified duties or graduated return to work program.
14. Employees are responsible for seeking and following treatment advice from a qualified health practitioner to return to full duties as soon as practicable.

*Revised Dates:
01 May 2008
12 April 2012
05 February 2013
15 December 2022

Attachment B.

Policy EM70 - *Attendance Management & Support*, original (to be replaced by Attachment A).

EM70

ATTENDANCE MANAGEMENT & SUPPORT

EM70

Effective Date: 28 October 1997
Last Reviewed/Revised Date: 15 December 2022*

Contents

POLICY.....

REASON FOR POLICY.....

RELATED POLICIES.....

PROCEDURES

 Responsibilities.....

 Absence Due to Illness or Injury

 Sick Leave & Long-Term Disability

POLICY

1. Delta Police Department (Department) employees are to attend work as scheduled and carry out the duties of their positions, and employees unable to do so shall be engaged with, supported, and managed in accordance with Procedures to this Policy, provided by the Chief Constable.

REASON FOR POLICY

2. To provide policing services as required by the *Police Act*, to the standard of service expected by the public.

RELATED POLICIES

- EC21 - Fitness for Duty (Drug & Alcohol Use)
- EM14 - Oath of Office & Employment Terms
- EM60 - Accommodation
- EM61 - Employee & Family Assistance Program
- EM71 - Medical Examinations
- EM73 - Restoring Performance Standards

PROCEDURES

Responsibilities

3. Supervisors are expected to:
 - a) communicate the attendance expectations to their direct reports;
 - b) maintain and monitor attendance records for all employees;
 - c) ensure employees are aware of the consequences of absence;
 - d) maintain regular contact with absent employees;

- e) promptly deal with attendance issues in line with this policy and the Attendance Management Guidelines, seeking support and assistance from Human Resources where appropriate;
 - f) support and facilitate modified duties or graduated return to work programs; and
 - g) acknowledge and recognize good attendance.
4. Human Resources shall:
- a) provide education for supervisors in managing employee attendance;
 - b) provide regular attendance reports to supervisors;
 - c) encourage safe and timely return to work by supporting and arranging graduated return to work and modified duty programs; and
 - d) promote awareness of available support services such as the Employee and Family Assistance Program (EFAP).
5. An employee who is unable to report for work is expected to contact their supervisor or delegate prior to the start of shift on the first day of absence, giving the nature of the illness and/or reason for the absence and the anticipated date of return to work.
6. Failure to report absence prior to the start of shift may result in a recording of unauthorized absence and loss of pay.

Absence Due to Illness or Injury

7. Employees who are off work due to illness or injury for more than 2 consecutive working days (for members, a duty block of shifts), are required to provide a medical certificate detailing the following:
- a) date the illness or injury commenced;
 - b) date(s) that the employee was seen by a doctor;
 - c) dates that the employee is unable to work;
 - d) the general reason or nature of the illness/injury (not diagnosis) that is preventing the employee from working;
 - e) prognosis - the predicted or expected course or outcome of the illness, injury or disability including the chances of recovery;
 - f) anticipated return to work date (for continued absences); and
 - g) if the employee could return to work on either a graduated or modified basis.
8. Failure to provide the required medical certificate will result in non-payment of sick leave pay for the days absent and such absence will be treated as absence without leave.
9. Employees expected to be absent from work for an extended period shall facilitate an early return to work where possible by participating in a Graduated Return to Work or Modified Duty program, arranged through Human Resources, where an Occupational Health assessment may be required from the attending physician or a specialist.
10. It is the responsibility of employees to seek and follow treatment advice from a qualified practitioner to return to full duties as soon as practicable.

Sick Leave & Long-Term Disability

11. Sick leave and long-term disability are granted pursuant to Collective Agreements and governed by the Attendance Management Program for all employees.
12. The Delta Police Association provides Long Term Disability to police members, and CUPE 454 provides Long Term Disability to police staff employees.
13. Exempt employees are provided Long Term Disability under terms of the provided benefit package in accordance with individual employment contracts.
14. The Inspector i/c Human Resources, or delegate, shall notify the DPA or CUPE 454 designate when a member or police staff is within six weeks of Long Term Disability eligibility.

*Revised Dates:
01 May 2008
12 April 2012
05 February 2013

Attachment C.

Redline Comparison (Amended & Original).

EM70

**ATTENDANCE MANAGEMENT
& SUPPORT ABSENCE &
HEALTH-RELATED LEAVE**

EM70

Effective Date: 28 October 1997

Last Reviewed/Revised Date: ~~15 December 2022~~TBD*

Contents

POLICY 1

REASON FOR POLICY 1

RELATED POLICIES 1

DEFINITIONS 2

PROCEDURES 2

 Responsibilities 2

~~Unscheduled~~ Absence ~~Due to Illness or Injury~~ 3

~~Sick Leave & Long-Term Disability~~ Health-Related Leave 3

POLICY

- Delta Police Department (~~Department~~) employees are ~~to~~ responsible for attending work as scheduled and carry out the duties of their positions, and employees unable to do so shall be engaged with, supported, and managed workdays, and managing absence and health-related leave in accordance with Procedures, pursuant to this Policy, provided by the Chief Constable.

REASON FOR POLICY

- To ~~provide policing services as required by the Police Act, to the standard of service expected by the public~~ seek to ensure employee absence and health-related leave are managed appropriately.

RELATED POLICIES

- EC21 – Fitness for Duty (Drug & Alcohol Use)
- EM14 – Oath of Office & Employment Terms
- EM60 – Accommodation
- EM61 – Employee & Family Assistance Program

EM70

~~Attendance Management & Support~~ Absence & Health-Related Leave

EM70

EM71 – Medical Examinations
EM73 – Restoring Performance Standards

DEFINITIONS

3. For the purposes of this Policy, the following definition will apply:

Health-Related Leave: leave or absence from work that is related to the health, illness or injury of the employee, or a person in the employee's immediate family, i.e., spouse, child, parent/guardian, sibling, grandchild, grandparent (*Employment Standards Act (ESA)*, s. 49.2; *Employment Standards Regulation (ESR)*, s. 45.033).

Specified Health Record: a note, document or other record that is produced by a qualified health practitioner at the request of the employee, or the employee's immediately family member, for the purposes of proving a fact or circumstance in relation to health-related leave (*ESA*, s. 49.2; *ESR*, s. 45.033).

PROCEDURES

Responsibilities

4. ~~3.~~ The Inspector i/c Human Resources or delegate is responsible for: ~~Supervisors are expected~~
- a) providing regular attendance reports to supervisors;
 - b) encouraging safe and timely return to work by supporting and arranging modified duties or graduated return to work programs;
 - c) maintaining regular contact with absent employees, as required;
 - d) promoting awareness of available support services such as the (e.g., Employee and Family Assistance Program); and
 - e) assisting supervisors in managing employee attendance, including in relation to:
 - i) ~~a)~~ communicating the attendance expectations to their direct reports;

Delta Police Department Policy

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- ii) ~~b) maintaining~~ and ~~monitoring~~ attendance records ~~for all employees;~~
and monitoring
 - iii) ~~e) ensuring~~ employees are aware of the consequences of ~~absence; unapproved absences.~~
employees are aware of the consequences of absence; unapproved absences.
 - d) ~~maintain regular contact with absent employees;~~
 - iv) ~~e) promptly dealing~~ with attendance issues ~~in line with this policy and the Attendance Management Guidelines, seeking support and assistance from Human Resources where appropriate; and~~
promptly dealing
 - v) ~~f) support and facilitate~~ supporting modified duties or graduated return to work programs; ~~and.~~
supporting
 - g) ~~acknowledge and recognize good attendance.~~ Unscheduled Absence
4. ~~Human Resources shall:~~
- a) ~~provide education for supervisors in managing employee attendance;~~
 - b) ~~provide regular attendance reports to supervisors;~~
 - c) ~~encourage safe and timely return to work by supporting and arranging graduated return to work and modified duty programs; and~~
 - d) ~~promote awareness of available support services such as the Employee and Family Assistance Program (EFAP).~~
5. ~~An employee~~ Employees who ~~is~~ are unable to ~~report~~ arrive for ~~work~~ their scheduled shift ~~are~~ expected to ~~contact their supervisor or delegate,~~ prior to the start of the shift ~~and~~ on the first day of absence, ~~giving the nature of the illness and/or~~ notify their supervisor and provide the reason for the absence and the anticipated date ~~of return to work.~~ they will be returning to work.
6. If the employee is unable to notify their supervisor of their absence prior to the start of their shift, they must do so at the earliest reasonable opportunity.
7. If the employee is unable to provide a date of return, they must notify their supervisor each subsequent day of their absence, unless otherwise determined by their supervisor or the Inspector i/c Human Resources.

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8. ~~6.~~ Failure to report absence prior to the start of shift or within a reasonable period may result in ~~a recording~~ the documentation of the unauthorized absence ~~and~~, loss of pay, and/or discipline.

~~Absence Due to Illness or Injury~~ Health-Related Leave

- ~~7.~~ ~~Employees who are off work due to illness or injury for more than 2 consecutive working days (for members, a duty block of shifts), are required to provide a medical certificate detailing the following:~~

9. Employees are not required to provide a specified health record where the health-related leave is for 5 consecutive scheduled working days (for fewer, and the leave is the first or second health-related leave in that calendar year.

ESA, s. 49.2 & ESR, s. 45.033

10. Employees are required to provide a specified health record for a health-related leave if the health-related leave:

- a) exceeds 5 consecutive scheduled workdays; or
- b) is the third or subsequent health-related leave in that calendar year and exceeds 2 consecutive scheduled workdays.

11. Specified health records must include the following:

- a) date the illness or injury commenced;
- b) date(s) that the employee was seen by a ~~doctor~~ qualified health practitioner;
- c) dates that the employee is unable to work;
- d) the general reason or nature of the ~~illness/injury~~ health-related concern (not diagnosis) that is preventing the employee from working;
- e) ~~prognosis~~ — the predicted or expected course or outcome of the illness, injury or disability including the chances of recovery;
- f) anticipated return to work date (for continued absences); and
- g) if the employee could return to work on either a graduated or modified basis.

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- ~~8.~~ Failure to provide ~~the required medical certificate will~~ a specified health record may result in non-payment of sick leave pay ~~for the days absent and such absence and~~ will be treated as absence without leave.
- ~~9.~~ Employees ~~expected to be~~ who are absent from work for an extended period ~~shall facilitate an early return to work where possible by participating in a Graduated Return to Work or Modified Duty program, arranged through Human Resources, where an Occupational Health assessment may be required from the attending physician or a specialist.~~ may be required to participate in a modified duties or graduated return to work program.
- ~~10.~~ ~~It is the responsibility of employees to~~ Employees are responsible for seeking and following treatment advice from a qualified health practitioner to return to full duties as soon as practicable.

~~Sick Leave & Long-Term Disability~~

- ~~11. Sick leave and long-term disability are granted pursuant to Collective Agreements and governed by the Attendance Management Program for all employees.~~
- ~~12. The Delta Police Association provides Long Term Disability to police members, and CUPE 454 provides Long Term Disability to police staff employees.~~
- ~~13. Exempt employees are provided Long Term Disability under terms of the provided benefit package in accordance with individual employment contracts.~~
- ~~14. The Inspector i/c Human Resources, or delegate, shall notify the DPA or CUPE 454 designate when a member or police staff is within six weeks of Long Term Disability eligibility.~~

*Revised Dates:
 01 May 2008
 12 April 2012
 05 February 2013
15 December 2022