



# NEW WESTMINSTER POLICE BOARD

OPEN AGENDA

Tuesday, February 18, 2025 at 1800

**Join in-Person:**

555 Columbia Street, New Westminister

**Join via Zoom:** <https://us02web.zoom.us/j/88158165813>

**Webinar ID:** 881 5816 5813

+1 778 907 2071

✓ Indicates Attachment

***We recognize and respect that New Westminister is on the unceded and unsundered land of the Halkomelem speaking peoples. We acknowledge that colonialism has made invisible their histories and connections to the land. As a City, we are learning and building relationships with the people whose lands we are on.***

<b>1</b>	<b>ADOPTION &amp; PRESENTATIONS</b>	
	1.1 Land Acknowledgement	<i>Police Board</i>
✓	1.2 Adoption of Open Agenda: February 18, 2025	<i>Police Board</i>
<b>2</b>	<b>CONSENT AGENDA</b>	
✓	2.1 Approval of Open Minutes: January 21,	<i>Police Board</i>
✓	2.2 2025 Police Board Member Reports	<i>Police Board</i>
✓	2.3 Operational Report: January 2025	<i>A/DCC Ward</i>
✓	2.4 Operations Support Report: January 2025	<i>A/DCC Perry</i>
✓	2.5 Statistics: January 2025	<i>A/DCC Ward</i>
✓	2.6 E-Comm Non-Emergency Service Level Agency Dashboard	<i>A/DCC Perry</i>
✓	2.7 BC Police Resources 2023	<i>CC Hyland</i>
✓	2.8 Correspondence:	<i>Police Board</i>
	(a) Thank you Letter from BCAPB re Sponsorship	
	(b) E-Comm January Police and Local Gov't Partner Update	
	(c) CAPG Strategic Plan Update	
	(d) Notice of New Westminister Police Board Positions	
	(e) PSU 2024 Year End Statistics	
<b>3</b>	<b>ONGOING BUSINESS</b>	
	3.1 GOVERNANCE: Annual Fiscal Report (verbal)	<i>Jacqueline Dairon</i>
<b>4</b>	<b>NEW BUSINESS</b>	
✓	4.1 BCAPB Call for Resolutions	<i>CC Hyland</i>
✓	4.2 OPCC 2023-24 Annual Report	<i>CC Hyland</i>
✓	4.3 Chief Constable Activity Report	<i>CC Hyland</i>
	<b>NEXT MEETING</b>	
	<b>Date:</b> April 15, 2025 @ 1800	
	<b>Location:</b> Blue Room, 555 Columbia Street	
	<b>ADJOURNMENT OF OPEN MEETING</b>	



## NEW WESTMINSTER MUNICIPAL POLICE BOARD

January 21, 2025 at 1800hrs

In-Person and via ZOOM

New Westminster Police Department, 555 Columbia Street, New Westminster

### MINUTES of Regular Meeting

<b>PRESENT:</b>	Ms. Tasha Henderson	Chair
	Ms. Heather Boersma	Vice Chair
	Mr. Drew Hart	
	Mr. Patrick Lalonde	
	Ms. Mary Trentadue	
	Mr. Alejandro Diaz	
	Ms. Kelsi Wall	
<b>STAFF:</b>	Chief Constable Paul Hyland	
	A/Deputy Chief Constable Eamonn Ward	
	A/Deputy Chief Constable Andrew Perry	
	A/Inspector Jeff Scott	
	A/Inspector Ryan Long	
	A/Inspector Kingsley Jones	
	A/Inspector Colin Betts	
	Ms. Jacqueline Dairon	Finance Supervisor
Ms. Daisy Dyer	Police Board Secretary	

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The meeting was called to order at 1800hrs.

#### 1. ADOPTION

##### 1.1 Land Acknowledgement

*We recognize and respect that New Westminster is on the unceded and unsurrendered land of the Halkomelem speaking peoples. We acknowledge that colonialism has made invisible their histories and connections to the land. As a City, we are learning and building relationships with the people whose lands we are on.*

##### 1.2 Adoption of Regular Agenda: January 21, 2025

Chair Henderson congratulated Chief Constable Hyland on his promotion to the role of Chief Constable.

**MOVED AND SECONDED**

THAT The New Westminster Police Board approve the January 21, 2025, Regular Agenda with the following additions;

**4.4 Social Media Live Ridealong**

**CARRIED**

**2. CONSENT AGENDA**

**2.1 Approval of Open Minutes: November 19, 2024**

**2.2 Police Board Member Reports**

**2.3 Operation Report: November & December 2024**

**2.4 Operations Support Report: November & December 2024**

**2.5 Statistics: November & December 2024**

**2.6 Monthly Report on NWPD Overtime**

**2.7 E-Comm Non-Emergency Service Level Agency Dashboard**

**2.8 Correspondence:**

**(a) E-Comm November Update for Police and Local Government**

**(b) E-Comm December Update for Police and Local Government**

**(c) Cops for Cancer Commendation Letter**

**(d) BCACP Statement on Decriminalization**

**(e) CACP Statement: Decriminalization for Simple Possession of Illicit Drugs**

**(f) OPCC Annual Report**

**(g) Letter from Minister Begg**

**(h) Mandate Letter**

**MOVED AND SECONDED**

THAT item 2.3, 2.7, 2.8(f), 2.8(g) and 2.8(h) be removed from the Consent Agenda; and

THAT the New Westminster Police Board approve the remaining Consent Agenda items.

**CARRIED**

**ITEMS REMOVED FROM THE CONSENT AGENDA**

**2.3 Operational Report: November & December 2024**

Ms. Wall asked for more information regarding the proposal for additional funding to support further resourcing for CRU.

Acting Deputy Chief Constable Ward explained that CRU was successful in submitting a proposal for provincial funding, through SITE, in an effort to support additional resourcing in the way of foot beat in the downtown core. This initiative was rolled out in November with three additional shifts of three members per shift being allocated weekly. The department was initially provided with half the requested funding, and later given the remaining half as the province had surplus funding. In April, the department will be able to submit another request for additional funding.

Received for information.

## **2.7 E-Comm Non-Emergency Service Level Agency Dashboard**

Ms. Trentadue requested that this item be discussed further at an upcoming meeting in order to tailor the data and analytics specifically to what the Board require. Ms. Trentadue asked that a report be provided in order to assist the Board.

Received for information.

## **2.8(g) Letter from Minister Begg**

Ms. Boersma asked the Board if there is interest in contacting Assistant Deputy Minister Meghan Harris for further information regarding the independent study and investigation into the governance, financial and operational effectiveness of ECOMM and 911 service provision. The letter to the President of the BCACP, Chief Supt. Wendy Mehat, lacks clarity on who is being engaged as part of the investigation.

Ms. Trentadue stated that a phone call took place between the E-Comm Board and Assistant Deputy Minister Harris in order to provide more information concerning the investigation. Additionally, Ms. Trentadue noted that the RFP has already been issued, with the objective of completing the task within three months. It was unknown if all Police Boards would be interviewed as part of the investigation, however, Assistant Deputy Minister Harris welcomed any enquiries regarding the process.

## **MOVED AND SECONDED**

THAT Chair Henderson contact Assistant Deputy Minister Meghan Harris to enquire as to how Municipal Police Boards will be engaged in the consultation process.

**CARRIED**

## **2.8(f) OPCC Annual Report**

Chair Henderson removed the OPCC Annual Report from the Consent Agenda and tabled it for the next meeting. The report provided a large amount of information that Chair Henderson felt would be beneficial to discuss.

Received for information.

## **2.8(h) Mandate Letter**

Ms. Trentadue referenced the priorities within the mandate letter and asked if there are any considerations for the Board in order to access more resources or funding based on the priorities.

Chief Constable Hyland stated that the content of the letter is fairly high-level with little detail. Additionally, it was noted that staff within the department are engaged with the Provincial government in seeking funding.

Mr. Lalonde explained that the new Minister should be indicating his priorities for police boards and policing, which will include more granular detail.

Received for information.

## **3. ONGOING BUSINESS**

### **3.1 Annual Street Check Report - 2024**

In October 2019, the Government of British Columbia (BC) issued the new British Columbia Provincial Policing Standards (*BCPPS*) 6.2.1 *Police Stops* ("Standard") which took effect on January 15, 2020. The *BCPPS* 6.2.1 - *Police Stops* standard requires police departments to conduct an annual audit to determine if Street Check interactions and the documenting of them by police officers are in compliance with the policy. The results of the audit for the New Westminster Police Department for 2024 are as follows:

1. Street Check files for the year 2024 – 0
2. Ethnicity of persons that were the subject of a Street Check in 2024 – Not applicable

Discussion ensued regarding the parameters of a street check and what constitutes a street check. Chief Constable Hyland explained that members understand the standard from the province, and that policy has been implemented and members have received training.

Ms. Kelsi stated that it would be interesting to see the analysis since the policy change within the department, and would like to have a broader conversation.

Received for information.

#### **4. NEW BUSINESS**

##### **4.1 Canadian Framework for Trauma-Informed Response in Policing**

Acting Deputy Chief Constable Perry explained that his framework was developed as a collaborative effort of police services from across the province Ontario, Quebec and the RCMP.

The Canadian Association of Chiefs of Police (CACP) developed the National Framework for Collaborative Police Action on Intimate Partner Violence (2017) and the Canadian Framework for Collaborative Police Response on Sexual Violence (2019) to ensure a consistent and strengthened police response.

During the creation of these frameworks, it was clear that a trauma-informed approach to policing is vital to ensure equitable service to our respective communities. Building upon these existing structures, the CACP Victims of Crime Committee expressed support in the development of a trauma-informed framework for Police Services to enhance service delivery for everyone that any police service interacts with.

Following these discussions, a working group comprised of Police Service personnel, academics, and trauma advocates was developed. Extensive background research was conducted into trauma and specific contextual considerations for police services to develop appropriate response recommendations. Data was collated and comprehensively reviewed by a contracted neutral third-party, who then presented findings to the CACP Trauma Response Framework Working Group. Multiple revisions were applied to this dynamic framework to ensure it is inclusive of all populations and adaptable for all Police Services within Canada to best assist victims of crime.

From this research, and knowledge gained through past frameworks, findings identify that police often engage with individuals who have experienced trauma. This is applicable to all individuals involved in police responses including but not limited to victims, offenders, and witnesses. An individual's response to trauma is affected by their environmental context, such as their emotional, social, and physical well-being. Therefore, individuals can vary widely in how they experience and express traumatic stress, relative to the environment they are in.

There is an opportunity for a teachable moment at every point of contact from which both victims, survivors, offenders, public and police service members can learn and evolve. This framework refers to police service members as a collective reference to sworn and civilian employees.

This framework is a call to action for police services and police leaders to embed trauma informed policies, standards and practices that would help police members be prepared

for and manage traumatic situations in an effective and appropriate manner from both a personal and professional perspective.

Acting Deputy Chief Constable Perry noted that there is now a formal standard as of 2024, and all frontline staff and supervisors are required to attend training that is accredited by the province. Those working in the vulnerable sector are required to update their trauma informed training every three years. The framework provided a scorecard for departments, which once completed, can identify any gaps that can be improved upon within the department.

Ms. Trentadue enquired if this training is provided at the JIBC. Acting Inspector Scott clarified that the Trauma Informed Practice Foundations curriculum is in the JIBC curriculum and that the NWPB have been compliant since 2021, with all supervisors trained.

Chair Henderson requested that the results of the scorecard be shared with the Board, once completed.

Received for information.

#### **4.2 BCAPB 2025 Conference/ AGM Sponsorship Request**

A brief discussion took place amongst the Board. Ms. Trentadue recommended that a policy be created as part of the governance manual review in regards to how the Board addresses the criteria for sponsorship of events.

Additionally, Chair Henderson invited Board members to advise Ms. Dyer if they wish to attend the conference, for the purpose of registration.

#### **MOVED AND SECONDED**

THAT the New Westminster Police Board sponsor a coffee break at the BCAPB 2025 Conference and AGM at the cost of \$575.00.

**CARRIED**

#### **4.3 Promoting Unbiased Policing – Annual Reporting**

The purpose of this report is to seek Board input into Annual Reporting required under British Columbia Provincial Policing Standard (BCPPS) 6.1.1 – Promoting Unbiased Policing (and related NWPB Policy AE55 – Unbiased Policing).

Over the last number of years, the Ministry of Public Safety and Attorney General has been working on the implementation of Equitable and Unbiased Policing Standards. This policy work is intended to recognize and address inequities, protect rights, and improve

responsiveness of the criminal justice system for women affected by violence, Black, Indigenous and Persons of Colour, and marginalized communities.

In 2023, the Ministry of Public Safety and Attorney General, through the Police Services, issued new BCPPS standards for the Promotion of Unbiased Policing including:

Standard 6.1.1 – Promoting Unbiased Policing (effective July 30, 2023)

Standard 6.1.2 – Community Engagement (effective July 30, 2023)

Standard 6.1.3 – Promoting Diversity within the Police Force (effective July 30, 2023)

These standards were in response to concerns and issues raised in a number of reports, inquiries and community-led advocacy; including the Missing Women Commission of Inquiry, Truth and Reconciliation Commission, the National Inquiry into Missing and Murdered Indigenous Women and Girls, UN Declaration of Rights of Indigenous Peoples, and the BC First Nations Justice Strategy.

In addition, on July 25, 2023, the Board approved NWPB Policy *AE55 - Unbiased Policing* to ensure compliance with these new provincial standards. Relevant to this report, BCPPS Standard 6.1.1 - *Promoting Unbiased Policing* (paragraph 18) requires the following:

*Monitoring for systemic inequities in NWPB service delivery, by ensuring an analysis of at least one of the following types of records at least once a year, disaggregated by ethnicity, and gender or sex of subjects:*

*a) Subject-Behaviour-Officer-Response (SBOR) reports;*

*b) Prisoner Booking Records;*

*c) Other records as identified by the Police Board*

Discussion ensued amongst the Board. It was requested that the report on Equitable and Unbiased Policing Standards would be provided once more for the Board to review.

#### **MOVED AND SECONDED**

THAT the New Westminster Police Board request a report on NWPB Subject-Behaviour-Officer-Response (SBOR) reports from 2018 through to 2024, disaggregated by ethnicity, youth or adult, and gender or sex of subjects.

**CARRIED**

#### **4.4 Social Media Live Ridealong**

Ms. Henderson enquired into how the privacy of individuals is protected during live ridealongs. Acting Inspector Scott explained that live ridealongs are used as a recruitment tool, and to provide transparency to the community and demystify the role of policing. Acting Inspector Scott shared that the ridealong is usually a dialogue between the driver and the passenger, and that no information from any call is shared with the public. Any staff member participating in the live ridealongs is reminded of these protocols.

Received for information.

**ADJOURNMENT of Regular Meeting**

Chair Henderson adjourned the meeting at 1855 hrs.

**Next meeting**

The next meeting will take place on Tuesday, 18 February, 2025, at 1800 at 555 Columbia Street, New Westminster.

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TASHA HENDERSON  
CHAIR

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DAISY DYER  
RECORDING SECRETARY

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**New Westminister Police Department  
Operations Report – January 2025  
Police Board Meeting – February 18, 2025**

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**Prepared by:**  
A/Deputy Chief Eamonn Ward

## **SUMMARY**

In January, the four Patrol watches attended 1257 calls for service. There were 20 in custody files where the accused was arrested and held for a bail hearing. There were 45 Reports to Crown Counsel submitted for charge approval.

## **FILES OF NOTE**

### **File 25 – 00036 Break and Enter Investigation**

Members responded to an alarm call for a business in the 500 Block of Columbia Street. Members arrived and confirmed that a break and enter had occurred. RCMP Lower Mainland (LMD) K9 attended to help clear the building. The point of entry was identified as the front door and it was learned that several items were taken from the establishment, including iPads and a laptop. CCTV was reviewed by attending members and several areas were observed to have been touched by the female suspect. The Forensic Identification Services attended for a fingerprint examination and managed to locate and subsequently identify a suspect through fingerprints. A report to crown counsel is being prepared with a request for a warrant for the female suspect.

### **File 25 – 00038 – Impaired Driver Investigation**

Members responded to a report of a Toyota Matrix colliding with a parked vehicle in the 700 block of First Street. The complainant witnessed the driver park his car on Colborne Street then enter a residence. Members attended and located the driver who appeared to be heavily intoxicated. The driver was detained for impaired driving and was given the breath demand, which indicated he was three times the legal limit. The driver was issued an appearance notice and transported back to his residence.

### **File 25 – 00143**

Members responded to Douglas College for a bomb threat report from security. Bomb detection K-9 was engaged to attend. Several members from CRU, SCU, and Traffic attended to assist and cleared areas of concern.

### **File 25- 00531 – Assist RCMP with Child Luring File**

A BC RCMP detachment requested NRPD arrest a New Westminster resident, for Child Luring. It was alleged the 32-year-old suspect, lured a 13-year-old female online and then travelled to her community to meet her and another 13-year-old. One of the girl's parents found the girls with him, intervened and reported the offense. SCU and patrol set located the male at his residence and took him into custody. File details have been forwarded to RCMP as part of their ongoing investigation.

### **File 25-0988 – Assault**

Members responded to a report of a male was attacking random people in the 400 block of 7th Avenue. Members located the male sitting on the ground; however, he refused to comply with police direction, stood up and started charging at members to fight. A CEW was deployed and effectively incapacitated the suspect who was safely taken into custody without further issue.

### **File 25 – 01003 – Firearms Call**

Members were at a residence in the 700 block of Queens Avenue when they observed a male with what appeared to be a handgun tucked into his waistband. The male was wearing a mask and refused to comply with member direction, instead retreating into the house. Members were able to retreat to a point of safety and contain the residence, however, the suspect refused to comply with member commands. LMD ERT was called out and were able to eventually take the male into custody after the deployment of chemical munitions. Firearm located and determined to be replica.

### **File 25 – 01066 – Break and Enter**

Members responded to a report of break-in in progress to a mailroom at an apartment building along Quayside Drive. Upon arrival, they were able to contain the area and take the suspect into custody.

### **File 25 – 01071 – Aggravated Assault (stabbing)**

Member responded to the 600 block of Clarkson Street for a report of a stabbing. Upon arrive they located a male suffering from a non-life threatening stab wound. The suspect was located a short distance away and taken into custody without incident.

### **File 25 – 01212 – Assault with Weapon**

Members responded to a report of a male having a knife pulled on him at the Front street parking lot, the suspect having fled the scene prior to police arrival. The incident started with a verbal exchange between the suspect and victim but quickly escalated to the suspect pulling out a knife, demanding the victim get on his knees and empty his pockets. A friend of the victim captured the incident on his cell phone. Members searched the area for the suspect with negative results. Approximately five hours later members located the suspect on the East side of the city while responding to an unrelated call. The suspect was arrested and taken into custody without issue. The suspect was interviewed during which he admitted to his role in the incident.

### **File 25 – 01475 – Impaired Driving**

Members on routine patrol in the 1300 Block of Stewardson Way located a single vehicle that had flipped over and was on fire. Members were able to extract the lone female driver who

showed signs of alcohol impairment. EHS assessed the driver and determined she had only suffered minor injuries and transport to hospital was not required. The female was served with a 90-day IRP after failing roadside sobriety testing.

#### **File 25 – 01495 – Motor Vehicle Collision**

Members on proactive patrol in Queensborough came across a motor vehicle accident at Ewen Ave and Furness Street. Four youths had been in the vehicle with the 17-year-old driver found to not have no license. Further investigation revealed the driver had lost control, went off the road and hit an electrical box, damaging the box and causing live wires to break free. NWFRS attended and deemed the area a high voltage zone. New Westminster City Electrical were called out to ensure the power was turned off so that the vehicle could be towed. Remarkably, nobody was injured and the youth driver was served with a number of violation tickets. All guardians were notified. The road was closed for several hours with minimal traffic disruption due to the time of night.

#### **File 25 – 01548 – Assault Police Officer**

A member on routine patrol conducted traffic stop in the uptown area. The male driver was uncooperative and eventually put the vehicle into reverse in an effort to flee, knocking the member into a chain link fence and causing minor injuries. This file remains under active investigation.

#### **File 25 – 01617 – Forcible Confinement**

A male contacted police to advise he was forcibly confined in a residence after responding to a post on a social media dating site. The investigation revealed the location of the residence and multiple suspects were arrested. This matter remains under active investigation and was the subject of a media release.

#### **File 25 – 01806 – Robbery**

Members responded to a report of a robbery at a gas station in the Queensborough neighbourhood. Multiple males armed with various weapons including firearms entered the premise and robbed the employee of cash. This file remains under active investigation.

#### **Traffic Safety Unit**

The Traffic Unit continued to target high risk driving and issued speeding, distracted driving and intersection violation tickets in January. Traffic members investigated multiple collisions and driving complaints this month. CVE and Traffic members focused on Trucks off Truck route, which continue to be an issue due to the front street closure. Members of the traffic section also focused their attention on speeding in school zones at multiple locations within the City.

Enforcement and education was conducted. Trucks on Columbia Street is still an issue and enforcement was conducted by the Traffic Unit.

In January, the Traffic Unit generated 76 files. There were 49 motor vehicle incidents, 8 driving complaints. They issued 66 Provincial Violation tickets and 23 Municipal Bylaw Violation Tickets for truck off truck route.

### **Crime Reduction Unit**

In the month of January CRU members continued with vehicle and overt foot patrols in the downtown core. CRU members responded and assisted patrol for calls for service in the downtown core. CRU members continue to attend Hyack Square in response to open drug and alcohol use in the area. CRU members continued to conduct proactive patrols around the Skytrain stations, 800 Carnarvon, Alexander Street and Columbia Square. With the cold weather CRU members were out conducting wellness checks of unhoused individuals and encouraging them to attend one of the shelters to stay warm.

CRU assisted Bylaws on several occasions at different locations throughout the city but most notably in Queensborough. CRU members also assisted Bylaws with a couple of problem residences that continue to generate calls for service.

CRU members continue to liaise with both members of the public and business owners to address concerns surrounding public safety. CRU members will continue to provide an overt police presence in the downtown area.

CRU members made 41 arrests, which included six warrant arrests, four arrest under the Controlled Drug and substances Act, one under the Provincial Motor Vehicle Act and 30 Criminal Code arrests, which included fourteen new charges being submitted.

CRU members with the support of The Street Crime Unit and Gang Suppression Unit conducted a one-week "Boost and Bust" project in the downtown core. NWPD teamed up with several businesses in the downtown core with the goal of arresting violent and repeat shoplifters. Over the course of four days, 29 files were generated with 27 people arrested with 14 charges being recommended to Crown Counsel.

### **Gang Suppression Unit**

In the month of January, the Gang Suppression Unit generated seven files and made two arrests specific to their mandate. During their support of a CRU project, they assisted with 18 additional arrests.

The NWPD Gang Suppression Unit continues to attend every second Friday in line with evening shifts to the Youth drop in that occurs Friday evenings from 5 pm to 10 pm at the tāmasewtxw Aquatic and Community Centre "SAC"

The NWPD Gang Suppression Unit continued to meet with the jurisdictional gang Intel sections/agencies weekly.

### **Major Crime Unit**

In January 2025, the Major Crime Unit (“MCU”) assumed conduct of ten new investigations, including seven BC-ICE investigations forwarded to the NWPD.

The MCU team remained extremely busy by progressing many new/active and historical files by conducting the associated arrests, executing search warrants, and drafting Judicial Authorizations, as well as assisting other units within the organization. A number of MCU files are currently in different phases of disclosure with the courts.

### **Street Crime Unit**

In January 2025, the Street Crime Unit (“SCU”) focused a large portion of their efforts into investigating a break and enter series that was occurring within New Westminster. As a result of those efforts, the suspect was identified and remanded into custody. SCU also supported both the Crime Reduction Unit with a week-long Boost and Bust operation.

### **Criminal Intelligence Unit**

In January, the Criminal Intelligence Unit assisted various units on six operational files. CIU created 13 intelligence bulletins for dissemination.

### **Forensic Identification Unit (FIU)**

FIU members handled 17 new calls in January. The routine calls for service attended or worked on included eleven break and enters, five recovered stolen vehicles, and one theft from vehicle/mischief files. FIU was very successful in identifying property crime offenders this month. Eight criminal identifications were recorded in January.

In January the FIU Video Technician completed the following highlighted tasks:

- 4 External video extractions
- 20 Video conversions
- 21 Still image captures from Surveillance video completed
- 23 Video/Stills and photos disclosure provided to Crown
- 8 Audio Conversions/Extractions/Merging

Submitted by

A handwritten signature in black ink, appearing to read 'E. Ward', written in a cursive style.

Eamonn Ward  
A/Deputy Chief  
Operations Bureau



## **Operations Support Bureau Report – January 2025 Open Police Board Meeting – February 18, 2025**

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**Prepared by:**  
Andrew Perry, Deputy Chief Constable (Acting)

## ADMINISTRATION DIVISION

### NON-EMERGENCY COMMUNICATIONS CENTRE

The NWPD Non-Emergency Communications Team created the following non-emergency reports:

Month	0800 – 1600hrs Monday to Friday
January	<b>362</b>
<b>2025 Year Total</b>	<b>362</b>

- Of the **362** non-emergency reports created, **66** reports (**18.23%**) were completed by speaking to a complainant in the NWPD lobby at the front counter or via the lobby phone.
- The remaining **81.77%** of the non-emergency reports were created by speaking to a complainant on the phone or were created behind the scenes (e.g., based off an email NWPD received, per the request of the Watch Commander, bulk file, etc.).
- E-Comm created **259** non-emergency reports during afterhours (1600-0800hrs Monday – Friday).
- Weekends are not included as ComOps staff only work Monday – Friday.
- Of the **621** total non-emergency reports created between Mondays – Fridays (24hr Period) in January 2025, approximately **58.3%** of the non-emergency reports were created by ComOps.
- ComOps answered a total of **1133** phone calls during the month of January 2025.
- Roughly **32%** of calls that came in were non-emergency reports, the remaining **68%** were reception, switchboard, or referrals to other outside services.

### ONLINE REPORTING

The following chart represents the amount of online reports received per month:

January	February	March	April	May	June	July	August	Sept	Oct	Nov	Dec
42											

## COMMUNITY & SPECIAL RESOURCE DIVISION

### COMMUNITY ENGAGEMENT UNIT (CEU)

#### PROGRAM DESCRIPTIONS:

**Citizens Crime Watch Patrol**

Volunteers were deployed to patrol the City in citizen's crime watch. Volunteers are tasked with driving around the City and notifying police of any suspicious activity that they observe. The goal is to reduce crime through having dedicated observers committed to patrolling high-crime areas.

### **Lock Out Auto Crime**

Volunteers were deployed to parking lots providing safety tips to drivers regarding securing their vehicles. Volunteers filled left suggestion cards for some parked vehicles as to how they can better prevent theft from auto.

### **Speed Watch**

Members of the CEU and volunteers setup a speed watch in the city. Members monitored traffic and encouraged drivers to slow down using portable speed radar equipment and big flashing reader board to give drivers instant feedback on how fast they're driving.

### **Stolen Auto Recovery**

Volunteers used up-to-date information on stolen vehicles (provided by the BC Crime Prevention Association) to search licence plates of parked and moving vehicles around the City. If a license plate number comes up as a match, the volunteers notify police immediately with the goal of having police recover the vehicle.

### **Situation Table – City of New Westminister**

Members of the CEU participated in an initiative funded by Public Safety Canada to deliver a Building Safer Communities Program in New Westminister. This program is focused on youth gang reduction, decrease in use of weapons and an overall gang prevention strategy. A key initiative of this program is community collaboration and engagement through a Situation/Consultation Table, which is a risk-based collaborative model for community safety and well-being. The goal of these consultations is to proactively identify and rapidly mitigate the underlying risks associated with criminal offending, victimization, and personal crisis or trauma (e.g., overdose, eviction, etc.) by connecting vulnerable people to the services they need.

### **EVENTS & INITIATIVES:**

#### **Integrated Services Team**

Members of the CEU participated in a meeting with various City of New Westminister departments to identify and address nuisance properties. These meetings are ongoing and the NWPD provide insight into the problem areas from a police perspective.

### Community Engagement Volunteer Recruiting

The CEU has posted a new volunteer posting and is currently looking to have ten new volunteers enter into the program. The CEU received a total of 65 applications and 12 volunteers were selected for training in January.

### Student Police Academy

The CEU are in the planning stages of the Student Police Academy, a program aimed at grade 10- 12 high school students. The program is designed to give students an overview of what it's like to be a police officer and is delivered in a manner to give students an immersive, educational, and fun experience. The event will be held on March 24, 2025 and will host 18 students. The posting for applications was very popular with 36 students applying to the program. Curriculum and activities are being finalized for the week-long program. This program requires extensive coordination with a number of guest speakers and units assisting in delivering lessons and demonstrations.

### VOLUNTEER STATISTICS:

#### Lock Out Auto Crime/Stolen Auto Recovery

- 4 Deployments
- 46 Hours of Volunteer Time

#### Citizens Crime Watch Patrol

- 3 Deployments
- 40 Hours of Volunteer Time

#### Speed Watch

- 3 Deployment
- 36Hours of Volunteer Time

#### Other Volunteer Hours

- Volunteer Training – 96 Hours

	JANUARY 2025	DECEMBER 2024	JANUARY 2024
<b>TOTAL VOLUNTEER HOURS</b>	218	175.5	94

## **SPECIAL INVESTIGATIONS UNIT (SIU)**

### **Missing Persons Files**

	<b>JANUARY 2025</b>
NWPD - MISSING PERSON REPORTS	25
SIU - MISSING PERSON FILES	6

## **MENTAL HEALTH UNIT**

	<b>JANUARY 2025</b>	<b>DECEMBER 2024</b>
NWPD TOTAL MHA APPREHENSIONS	52	28
INTERNAL MH FOLLOW UP BY MHU	0	29
EXTERNAL MH FOLLOW UP BY MHU	0	6
SHORTEST HOSPITAL WAIT TIME (MINS)	8	-
LONGEST HOSPITAL WAIT TIME (MINS)	366	399
AVERAGE HOSPITAL WAIT TIME (MINS)	170	147

## **VICTIM ASSISTANCE UNIT (VAU)**

### **NEW FILES & MEMBER REFERRALS:**

	<b>JANUARY 2025</b>	<b>DECEMBER 2024</b>
DAYTIME CRISIS CALLS	4	8
AFTER-HOURS CRISIS CALLS	4	11
CLIENT REFERRALS	58	47
NEW CLIENT FILES	89	90
CURRENT CASELOAD	44	469 (YTD)

### **VAU COMMUNITY ENGAGEMENT:**

#### **Gender-Based Violence Research Project**

VAU participated in a research study on victim services personnel by the Aboriginal Friendship Centre Society.

Submitted by

A handwritten signature in black ink, appearing to read 'Andrew Perry', with a long horizontal stroke underneath.

Andrew Perry  
Deputy Chief Constable (Acting)  
Operations Support Bureau



## January 2025 - Statistics

Crime Type Category <sup>1</sup>	2024 December	2025 January	January 3YR Avg	YTD 2023	YTD 2024	YTD 2025	YTD 3YR Avg	% Change 2024-2025
<b>Persons Offences</b>								
HOMICIDE	0	0	0	0	0	0	0	N/A <sup>2</sup>
ATTEMPTED HOMICIDE	0	0	0	0	0	0	0	N/A
SEXUAL ASSAULTS	7	15	8	8	1	15	8	1400%
ASSAULT-COMMON	28	39	36	29	41	39	36	-5%
ASSAULT-W/WEAPON OR CBH	13	13	16	21	14	13	16	-7%
ASSAULT-AGGRAVATED	0	0	1	2	0	0	1	N/A
ROBBERY	7	3	5	12	0	3	5	N/A
<b>Total Monitored Persons Offences</b>	<b>55</b>	<b>70</b>	<b>66</b>	<b>72</b>	<b>56</b>	<b>70</b>	<b>66</b>	<b>25%</b>
<b>Domestic Violence</b>								
DOMESTIC VIOLENCE	53	40	48	67	36	40	48	11%
FAMILY VIOLENCE	19	15	22	30	20	15	22	-25%
<b>Property Offences</b>								
BREAK & ENTER-BUSINESS	10	10	14	11	21	10	14	-52%
BREAK & ENTER-RESIDENCE	9	5	7	10	5	5	7	0%
BREAK & ENTER-OTHER	3	4	3	3	3	4	3	33%
THEFT OF VEHICLE	12	15	12	10	11	15	12	36%
THEFT FROM VEHICLE	24	20	37	73	19	20	37	5%
THEFT-OTHER OVER \$5000	1	2	2	3	1	2	2	100%
THEFT-OTHER UNDER \$5000	35	50	38	30	34	50	38	47%
MISCHIEF OVER \$5000	0	1	0	0	0	1	0	N/A
MISCHIEF \$5000 OR UNDER	45	49	44	39	43	49	44	14%
<b>Total Monitored Property Offences</b>	<b>139</b>	<b>156</b>	<b>157</b>	<b>179</b>	<b>137</b>	<b>156</b>	<b>157</b>	<b>14%</b>
<b>Traffic Offences</b>								
<b>Collisions</b>								
COLLISION-FATAL	1	0	0	0	0	0	0	N/A
COLLISION-NON-FATAL INJURY	8	6	14	17	20	6	14	-70%
COLLISION-ALL OTHERS	44	49	50	47	53	49	50	-8%
<b>Total Collision Offences</b>	<b>53</b>	<b>55</b>	<b>64</b>	<b>64</b>	<b>73</b>	<b>55</b>	<b>64</b>	<b>-25%</b>
<b>215   Impaired</b>								
215 ALCOH-24HR & DRUG	4	4	2	1	1	4	2	300%
215 ALCOH IRP FAIL & REFUSE ASD-90 DAY	8	5	10	19	5	5	10	0%
215 ALCOH IRP WARN	13	2	2	2	2	2	2	0%
IMPAIRD OP MV (DRUGS & ALCOH)	11	5	10	17	9	5	10	-44%
<b>Weapons Offences</b>								
WEAPONS	3	13	10	10	8	13	10	63%
<b>Other Non-Criminal Code Offences</b>								
BYLAW	22	22	27	34	24	22	27	-8%
FALSE ALARMS	62	51	59	70	56	51	59	-9%
MISSING PERSONS	10	25	21	16	22	25	21	14%
MENTAL HEALTH RELATED	55	47	70	68	95	47	70	-51%
DISTURBED PERSON/ATT SUICIDE	39	44	50	56	50	44	50	-12%
SUDDEN DEATH	13	12	11	13	9	12	11	33%
DOMESTIC DISPUTE-NO ASSAULT	41	22	29	45	21	22	29	5%

<sup>1</sup> The above statistics were extracted from LMD PRIME, General Occurrences (GOs) with CCJS Status: <-A (all files except unfounded) or B:Z (founded). Please note that the figures reflect police records as of the day the data was originally extracted; therefore, the figures may have changed over time. The PRIME data was last reviewed on: 2025-02-03. Please contact the New Westminster Police Department - Criminal Intelligence Unit for more information.

<sup>2</sup> Undefined. Percent Change = ((new value – initial value / initial value) x 100). Division by zero is division where the divisor (denominator) is zero, where the expression has no meaning; therefore, division by zero is undefined.



## January 2025 – Downtown Statistics

<i>Crime Type Category<sup>1</sup></i>	2024 January	2025 January	January 3YR Avg	YTD 2023	YTD 2024	YTD 2025	YTD 3YR Avg	% Change 2024-2025 (YTD)
ASSAULT-COMMON	15	9	12	11	15	9	12	-40%
ASSAULT-W/WEAPON or CBH	15	9	11	8	15	9	11	-40%
ASSAULT-AGGRAVATED	15	9	9	2	15	9	9	-40%
ROBBERY	0	2	4	9	0	2	4	N/A <sup>2</sup>
BNE-BUSINESS	7	6	5	3	7	6	5	-14%
BNE-RESIDENCE	2	1	1	1	2	1	1	-50%
THEFT FROM AUTO - OVER AND UNDER \$5000	5	8	6	6	5	8	6	60%
THEFT-OTHER - OVER AND UNDER \$5000	8	29	16	12	8	29	16	263%
MISCHIEF - OVER AND UNDER \$5000	9	16	11	7	9	16	11	78%
MENTAL HEALTH RELATED	29	15	24	27	29	15	24	-48%

<sup>1</sup> The above statistics were extracted from LMD PRIME, General Occurrences (GOs) with CCJS Status: <>A. The data was mapped in ArcMap 10.8.2, and the Downtown statistics were extracted using the *Select By Location* function – “are completely within the source layer feature”. Please note that the figures reflect police records as of the day the data was originally extracted; therefore, the figures may have changed over time. The PRIME data was last reviewed on: 2025-02-03. Please contact the New Westminster Police Department - Criminal Intelligence Unit for more information.

<sup>2</sup> Undefined. Percent Change = ((new value – initial value / initial value) x 100). Division by zero is division where the divisor (denominator) is zero, where the expression has no meaning; therefore, division by zero is undefined.

Police Agency Dashboard

Agency

New Westminster Police

Emergency

Non-Emergency

Year to date

Quarter to date

Monthly

Year

All

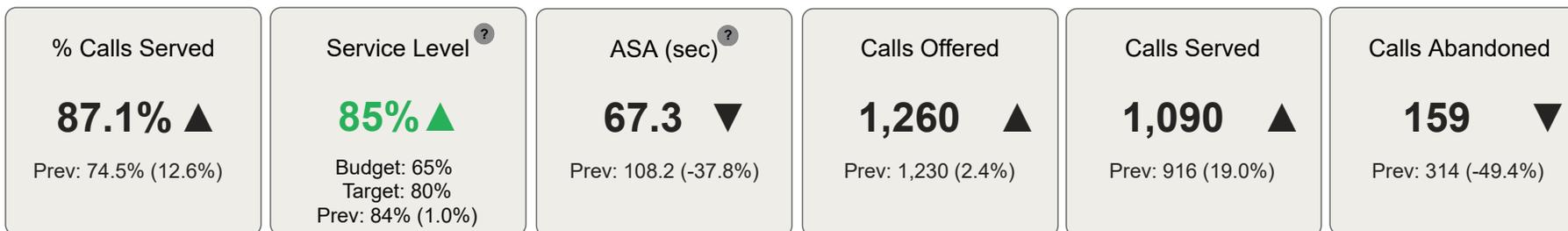
Month

All

Summary

Service Level (YTD) for Jan 2025 is 85%, which exceeded the target of 80%.  
 Avg. Speed of Answer (YTD) for Jan 2025 is 67.3, which is a decrease of 37.8% compared to the same time prev year.  
 Calls Offered (YTD) for Jan 2025 is 1,260, which is an increase of 2.4% compared to the same time prev year.

Key Metrics (YTD for Jan 2025 vs Jan 2024)



Other Metrics (YTD for Jan 2025 vs Jan 2024)



In case of any queries, please contact DataAnalytics@ecomm911.ca.

Last refreshed at: 03-Feb-2025 10:33 AM

Agency

New Westminster Police

Emergency

Non-Emergency

Year to date

Quarter to date

Monthly

Last Closed Month

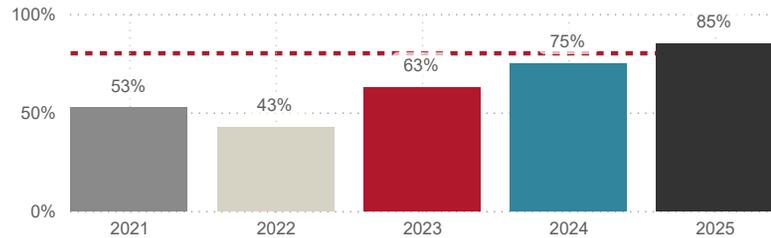
Police Agency Dashboard

Summary

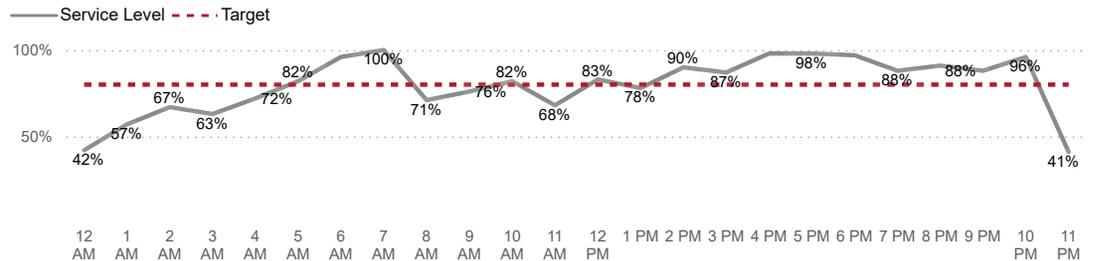
At 85%, 2025 had the highest Service Level and was 97.67% higher than 2022, which had the lowest Service Level at 43%. Service Level and total Service Level (all agencies) are positively correlated with each other. Across all 5 Year, Service Level ranged from 43% to 85%, Service Level (all agencies) ranged from 44% to 91%, and Target ranged from 80% to 80%. Target and Service Level diverged the most when the Hour of Day was 11 PM, when Target were 39% higher than Service Level.

Service Level Trend - YoY

Between 01-Jan-2021 - 31-Jan-2025. Past years include 12 months data.

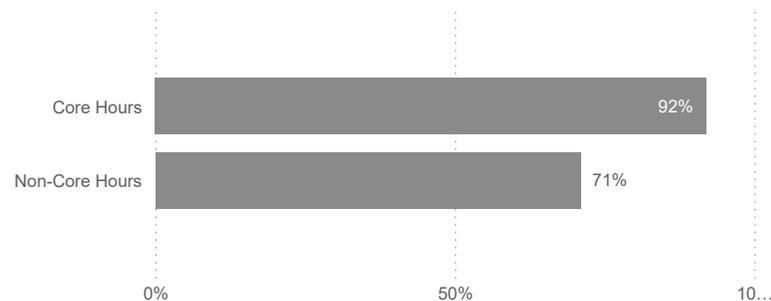


Service Level by Hour of Day



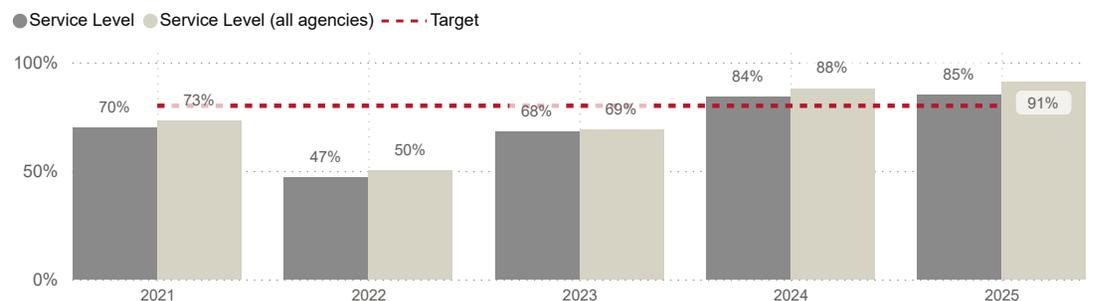
Service Level - Core v/s Non-Core hrs.

Core hrs: 7 AM - 9 PM



Service Level Trend - YtD (New Westminster v/s all agencies in ECLMD)

YtD for each year, between 2021 and 2025. Past years include same completed months of this year.



In case of any queries, please contact DataAnalytics@ecomm911.ca.

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Police Agency Dashboard

Agency

**NOTE:** % Calls Served is only calculated for Non-Emergency calls.

### Summary

At 87.1%, 2025 had the highest Calls Served % and was 102.75% higher than 2022, which had the lowest Calls Served % at 42.9%.

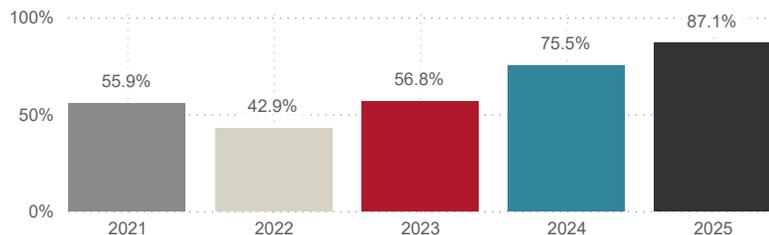
Across all 5 Year, Calls Served % ranged from 42.9% to 87.1%.

Q1 in Year 2025 made up 8.14% of Calls Served %.

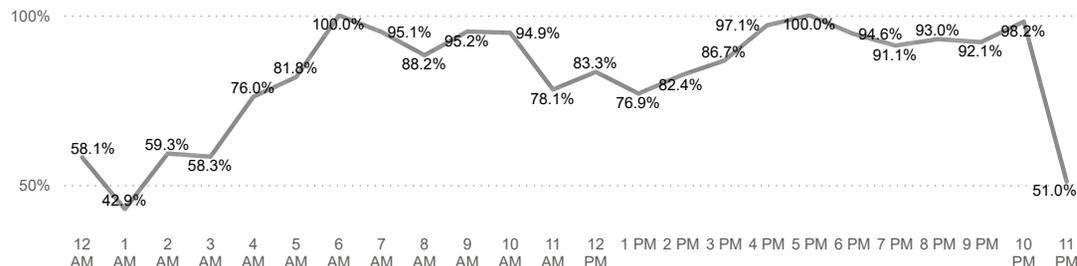
2024 had the highest average Calls Served % at 0.74, followed by 2023, 2021, and 2022.

### % Calls Served Trend - YoY

Between 01-Jan-2021 - 31-Jan-2025. Past years include 12 months data.

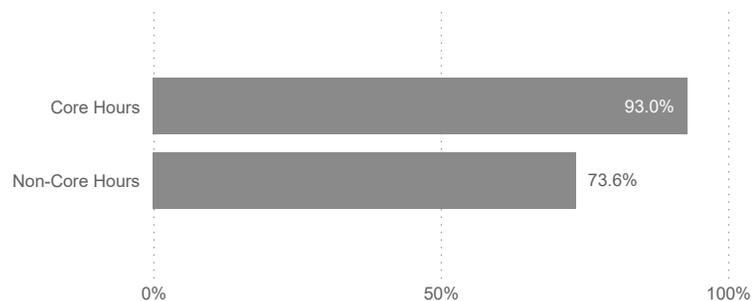


### % Calls Served by Hour of Day



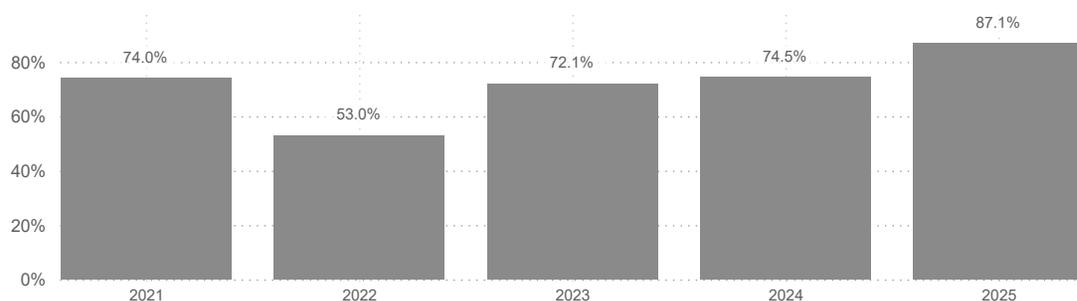
### % Calls Served - Core v/s Non-Core hrs.

Core hrs: 7 AM - 9 PM



### % Calls Served Trend - YtD

YtD for each year, between 2021 and 2025. Past years include same completed months of this year.



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Police Agency Dashboard

Agency Group

New Westminster Police

Emergency

Non-Emergency

Year to date

Quarter to date

Monthly

Last Closed Month

Summary

Oct in Year 2022 made up 5.23% of Avg Speed of Ans.

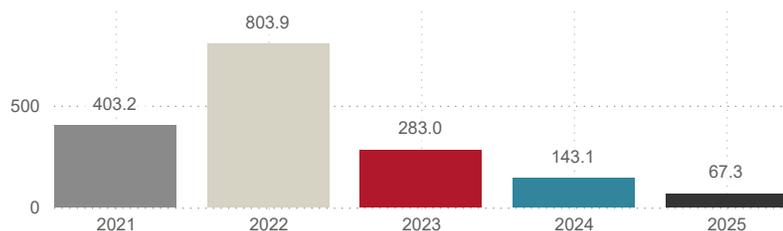
2022 had the highest average Avg Speed of Ans at 726.26, followed by 2021, 2023, and 2024.

At 509.3, 11 PM had the highest Avg Speed of Ans and was 42,342.31% higher than 2 PM, which had the lowest Avg Speed of Ans at 1.2.

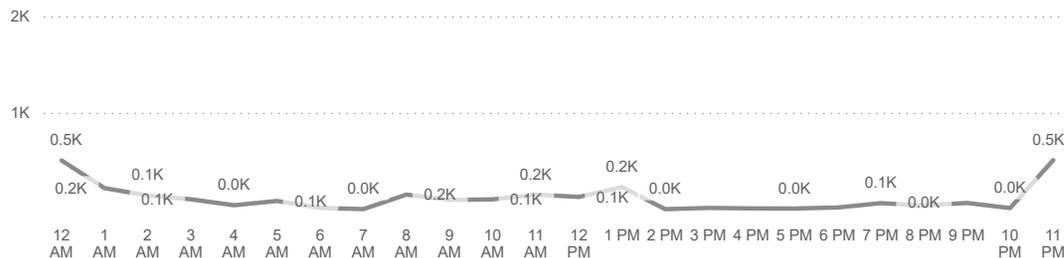
Across all 24 Hour of Day, Avg Speed of Ans ranged from 1.2 to 509.3.

Avg Speed of Ans (sec) Trend - YoY

Between 01-Jan-2021 - 31-Jan-2025. Past years include 12 months data.

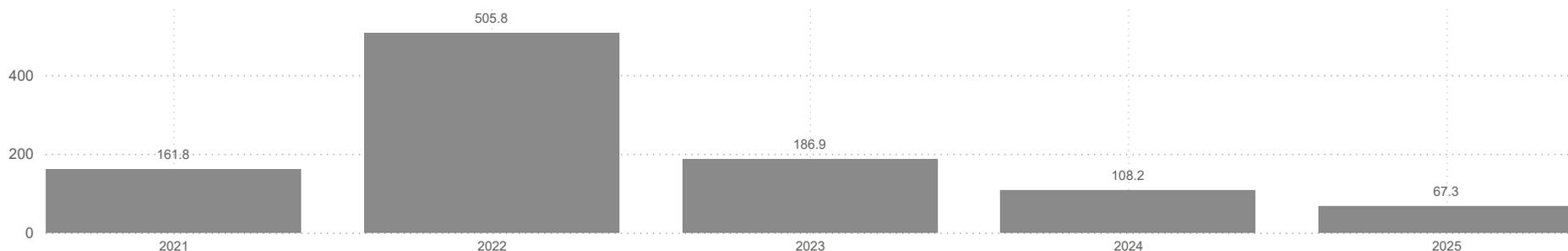


Avg Speed of Ans (sec) by Hour of Day



Avg Speed of Ans (sec) Trend - YtD

YtD for each year, between 2021 and 2025. Past years include same completed months of this year.



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Last refreshed at: 03-Feb-2025 10:33 AM

Police Agency Dashboard

Agency

New Westminster Police

Emergency

Non-Emergency

Year to date

Quarter to date

Monthly

Last Closed Month

Summary

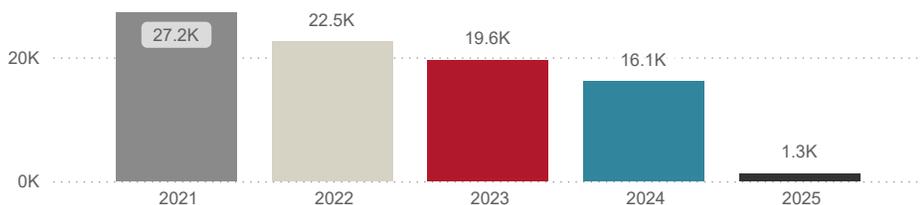
2021 accounted for 31.37% of Calls Offered.

Calls Answered and total Calls Abandoned are negatively correlated with each other.

Core Hours in Time 4 PM made up 15.60% of Calls Answered.

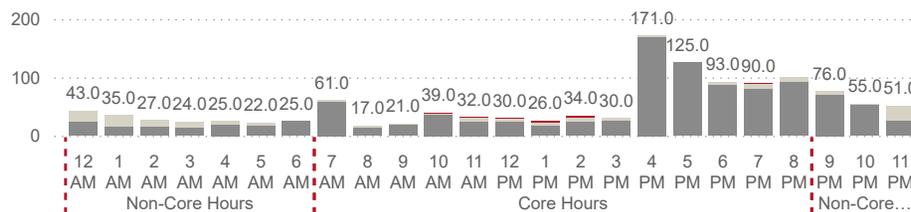
Calls Offered Trend - YoY

Between 01-Jan-2021 - 31-Jan-2025. Past years include 12 months data.



Calls Offered Breakdown by Hour of Day

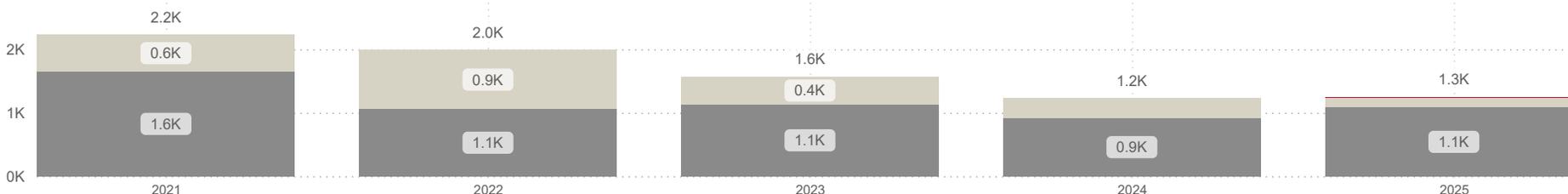
● Calls Answered ● Calls Abandoned ● Callback Requested



Calls Offered Trend - YtD

YtD for each year, between 2021 and 2025. Past years include same completed months of this year.

● Calls Answered ● Calls Abandoned ● Callback Requested



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Last refreshed at: 03-Feb-2025 10:33 AM

Police Agency Dashboard

Agency  
 ▼

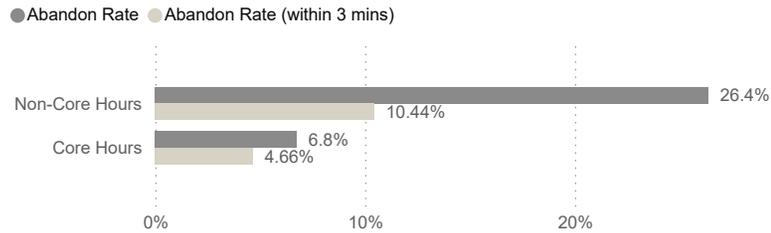
**NOTE:** Abandon Rate is only calculated for Non-Emergency calls.

**Summary**

At 57.1%, 2022 had the highest Abandon Rate and was 345.72% higher than 2025, which had the lowest Abandon Rate at 12.8%. Abandon Rate and total Abandon Rate (all agencies) are positively correlated with each other. Abandon Rate and Abandon Rate (all agencies) diverged the most when the Year was 2023, when Abandon Rate were 12.8% higher than Abandon Rate (all agencies). Across all 5 Year, Abandon Rate ranged from 12.8% to 57.1% and Abandon Rate (all agencies) ranged from 7.4% to 49.2%.

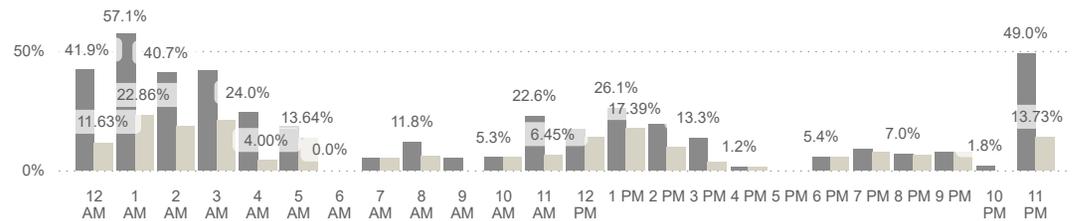
**Abandon Rate - Core v/s Non-Core hours**

Core hrs: 7 AM - 9 PM



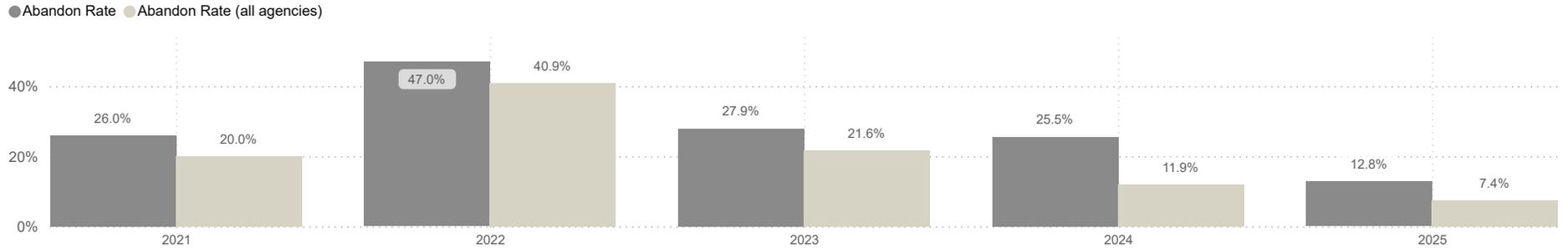
**Abandon Rate by Hour of Day**

● Abandon Rate ● Abandon Rate (within 3 mins)



**Abandon Rate Trend - YtD (New Westminster v/s all agencies in ECLMD)**

YtD for each year, between 2021 and 2025. Past years include same completed months of this year.



In case of any queries, please contact DataAnalytics@ecomm911.ca.

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Police Agency Dashboard

Agency

New Westminster Police

NOTE: This page only contains details for Non-Emergency calls.

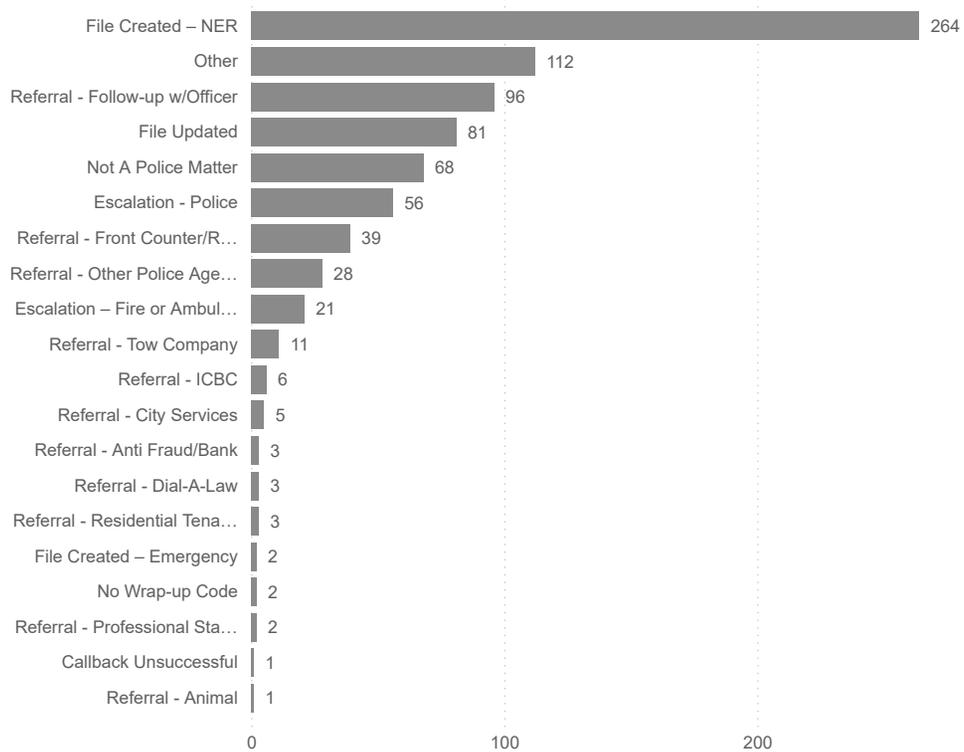
Year to date

Quarter to date

Last Closed Month

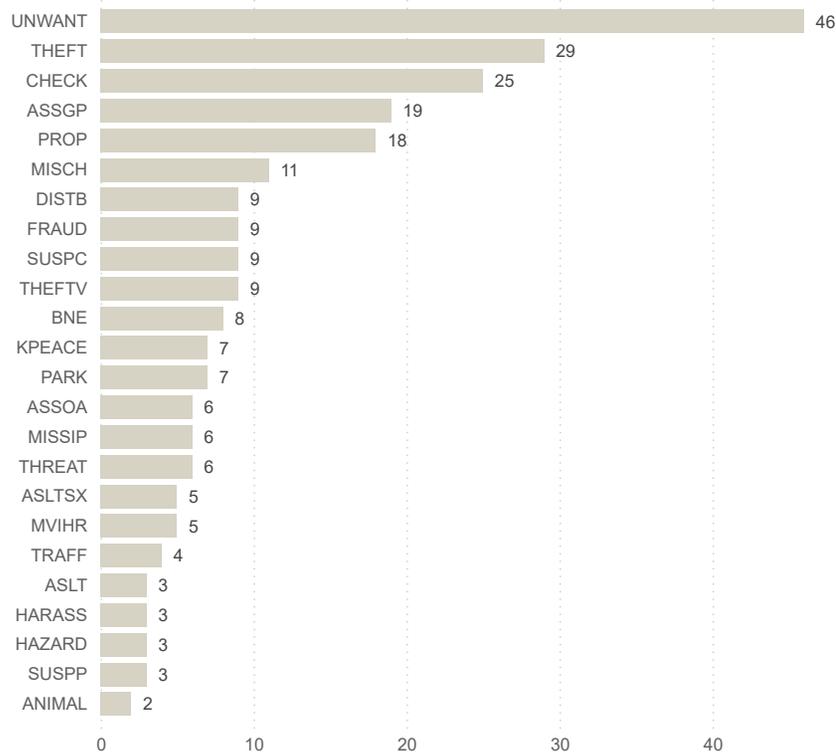
### Call Outcome Count - YtD

Between 01-Jan-2025 - 31-Jan-2025



### CAD Event Type Count - YtD

Between 01-Jan-2025 - 31-Jan-2025



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Last refreshed at: 03-Feb-2025 10:33 AM

Agency

Police Agency Dashboard

New Westminster Police

E-Comm provides centralized emergency communication services, so our staff have a centralized queue as a unified system for managing and prioritizing communication response times and resource allocation. As the result, our performance metrics cannot be separated for agencies that share the same centralized queue. The agency at the queue level.

**Refresh Frequency:** This report is refreshed daily at 7:00 AM Pacific Time.

**Source Data:** Avaya Call System Data and Genesys System Data

**Definitions**

Name	Definition	TI
Calls Offered	Total number of calls offered to a queue including calls answered, abandoned and routed	M
Calls Answered	Number of calls on the queues answered by the agents. These do not include callback	S
Calls Abandoned	Number of calls that were abandoned while being processed. This includes direct agent calls and calls that were abandoned while queued to a skill or while ringing a voice terminal.	S
Service Level (SL)	The percentage of calls that were answered by an agent or abandoned within the predetermined time. Calculated as $SL = \frac{\text{Calls Answered within threshold} + \text{Calls Abandoned within Threshold}}{\text{Calls Answered} + \text{Calls Abandoned}}$	
%Abandons	Percentage of calls that were abandoned. Calculated as $\%Aban = \frac{\text{Calls Abandoned}}{(\text{Calls Answered} + \text{Calls Abandoned})}$	
Average Speed to Answer	The average time calls waited in queue and ringing before an agent answered.	
Callback	The number of requested call backs. Note: Genesys callback option is only available after the threshold.	
Calls Served	Calls Answered plus Successful Callback	
%Call Served	$(\text{Calls Answered} + \text{Successful Callback}) / (\text{Calls Answered} + \text{Calls Abandoned} + \text{Callback})$	
%Callback Successful	% of requested callback that were successful	
Call Outcome	The action taken by the call taker.	
CAD Event Type	For call outcomes where a file was created, the CAD event type the call taker used.	

In case of any queries, please contact [DataAnalytics@ecomm911.ca](mailto:DataAnalytics@ecomm911.ca).



Ministry of Public Safety and Solicitor General  
Policing and Security Branch

## Police Resources in British Columbia, 2023

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Date Prepared: December 2024

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.**

***Variances in crime statistics in recent years may be attributable in part to changes in reporting practices and as a result of the COVID-19 pandemic.***

***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>

# Police Resources in British Columbia, 2023

## 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. As the federal police service, the RCMP enforces federal statutes across the province and is responsible for border integrity, national security, drugs and organized crime, financial crime, and international policing.

In 2023, the authorized strength of the federal service in British Columbia was 934 member positions which included 125 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. 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%<sup>1</sup>.

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 2023, the Police Tax generated a total of \$36M 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.

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.

# Police Resources in British Columbia, 2023



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 2023, 799 member positions were assigned to provide GD/GIS at provincial detachments, serving a population of 726,408 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 2,602.

## 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 2023, 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 transition<sup>2</sup>.

## Municipal Police Units<sup>2</sup>

In addition to the *Provincial Police Services 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 government<sup>1</sup>. 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 government<sup>1</sup>. 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 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 2023, a total of 67 municipalities<sup>2</sup> in B.C. were policed solely by RCMP municipal police units, with a combined

## Police Resources in British Columbia, 2023

total authorized strength of 3,341 member positions.

There were 35 municipalities between 5,000 and 14,999 population with RCMP municipal police units, with a total strength of 468 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 2,873 member positions. (*Note: Includes adjusted strength figures for MPUs participating in Lower Mainland District Integrated Teams*).

### **Municipal Police Model in Transition**

In February 2020, Ministerial approval was provided to the City of Surrey that it may provide its policing and law enforcement services by means of a municipal police department. The implementation of Surrey's police model transition is two-pronged: 1) the establishment of the Surrey Police Service (SPS), and 2) the integrated police model transition period. Combined, implementation of these two components would culminate in the SPS being the City of Surrey's police agency of jurisdiction, fully staffed with SPS officers, and all transition provisions completed.

Since late 2020, the SPS and the Surrey Police Board have been carrying out the necessary work to establish the police agency including: hiring staff, developing departmental policies and procedures, establishing contract/agreement relationships for goods and services; acquiring equipment and information management/technology (IM/IT) infrastructure; and building those IM/IT platforms.

In 2023, the progression of the transition and the hiring of SPS officers was temporarily halted following the November 2022 Surrey municipal election, in which the City of Surrey proposed to reverse the transition. The Minister carefully considered the City's transition reversal plan and concluded that reversing the transition would create public safety risks. The Minister then directed that the City must continue its transition to the SPS. Per the *Police Amendment Act, 2023*, the City must provide its policing by means of a municipal police department, the SPS. This version of the *Police Resources in B.C. Publication* is for the 2023 calendar year, during this time the Surrey Municipal Police Unit (RCMP) remained the City's police of jurisdiction (POJ) while the Surrey Police Board and SPS continued the necessary work to build the SPS. On November 29, 2024, the SPS became the City of Surrey's POJ, assuming command of all policing and law enforcement in the City of Surrey while the BC RCMP, as the provincial police service continue to operate in Surrey providing temporary transitional supports to Surrey until the completion of the transition.

With respect to police resources, as of December 31, 2023, the SPS had hired 350 sworn officers and 60 civilian support staff. In addition, 190 of SPS' officers were operationally deployed within the Surrey RCMP detachment. The remaining SPS officers and civilian staff that were not deployed within the Surrey RCMP were performing management/supervisory roles, functions required to establish the SPS, and/or were awaiting deployment.

As of December 31, 2023, the total strength for SPS and Surrey RCMP Municipal Unit was a combined 1,023<sup>3,4</sup> member positions.

### **Municipal Police Departments**

Twelve (12) municipalities in B.C. are policed by eleven 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, and Port Moody. Notably, in 2023, the City of Surrey was continuing to transition to its own municipal police department, the SPS. During this time, the Surrey RCMP Municipal Unit remained the Police of Jurisdiction (POJ). On November 29, 2024, the SPS became the City of Surrey's POJ, assuming command of all policing and law enforcement in the City of Surrey while the BC RCMP, as the provincial police service continue to operate in Surrey providing temporary transitional supports to Surrey until the transition process complete on November 29, 2026.

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

# Police Resources in British Columbia, 2023



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 2023, the combined total authorized strength of the 12 municipal police departments responsible under the *Police Act* for providing policing services was 2,608 officer positions (*Note: Includes adjusted strength figures representing the sworn officers from municipal police departments for municipalities participating in Lower Mainland District Integrated Teams*).

## Indigenous Policing Services

### *Enhanced Policing Services to First Nations Communities*

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, 2023, the authorized strength for RCMP IPS is 117.5 member positions. Each IPS Unit is established under a *Community Tripartite Agreement* (CTA) between the provincial government, the federal government and the 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 page 8 and 9 for a list of IPS positions by Community and RCMP Detachment.

### *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.

### *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.

## Police Resources in British Columbia, 2023

### 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.

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:** includes members from municipal, provincial, and/or other federal agencies (Canadian and US) which are funded primarily by the federal government. Most federal integrated teams are managed under the Federal Policing program. Such multi-disciplined groups deal with national security, transnational organized crime, money laundering, integrated market enforcement, drug enforcement and border integrity.

**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 Municipal Police Departments.

# Police Resources in British Columbia, 2023



## 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 Prov<sup>4</sup>  
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 Prov<sup>5</sup>  
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 Mun<sup>2</sup>

### **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**

Stl'at'imx Tribal Police

*Mun = Municipal  
Prov = Provincial*

## Indigenous Policing Services Statistics, 2023

### FIRST NATIONS COMMUNITIES POLICED BY DETACHMENT

Detachment	Auth.Strength	Detachment	Auth.Strength
<b>Agassiz &amp; Chilliwack - Upper Fraser Valley<sup>6</sup></b>	<b>7</b>	<b>Daajing Giids<sup>5</sup></b>	<b>2</b>
Chehalis First Nation		Skidegate Council	
Sto:lo (Scowlitz First Nation)		<b>Dease Lake</b>	<b>2</b>
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	
<b>Ahousaht / Tofino</b>	<b>2</b>	Iskut First Nation	
Ahousaht First Nation		Tahltan Council	
<b>Alert Bay</b>	<b>2</b>	<b>Enderby</b>	<b>1</b>
Da'Naxda'xw First Nation		Spallumcheen	
Gwawaenuk First Nation		<b>Fort St. James</b>	<b>4</b>
Namgis First Nation		Nak'azdli First Nation	
Tlowitsis First Nation		Tl'azt'en First Nation	
Tsawataineuk First Nation		<b>Fort St. John</b>	<b>3</b>
<b>Alexis Creek</b>	<b>3</b>	Blueberry River First Nation	
Alexis Creek First Nation		Doig River First Nation	
Stone First Nation		Halfway River First Nation	
Xeni Gwet'in First Nation		<b>Kamloops</b>	<b>4</b>
Anaham First Nation		Kamloops First Nation	
<b>Anahim Lake</b>	<b>1</b>	Skeetchestn First Nation	
Ulkatcho First Nation		Whispering Pines / Clinton First Nation	
<b>Bella Bella</b>	<b>2</b>	<b>Keremeos</b>	<b>1</b>
Heiltsuk First Nation		Lower Similkameen	
Oweekeno First Nation		<b>Kitimat</b>	<b>1</b>
<b>Bella Coola</b>	<b>1</b>	Kitimaat First Nation (Haisla)	
Nuxalk First Nation		<b>Ladysmith</b>	<b>1</b>
<b>Burns Lake</b>	<b>3</b>	Chemainus First Nation	
Burns Lake First Nation		<b>Lake Cowichan</b>	<b>1</b>
Cheslatta Carrier First Nation		Ditidaht First Nation	
Nee-Tahi-Buhn First Nation		<b>Lisims/Nass Valley</b>	<b>3</b>
Skin Tyee First Nation		Nisga'a	
Wet'su'wet'en First Nation		<b>Lytton</b>	<b>2</b>
<b>Campbell River</b>	<b>1</b>	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		Nicomen Indian Band	
<b>Chase</b>	<b>1</b>	Siska Indian Band	
Little Shuswap Lake		Skuppah Indian Band	
Neskonlith		<b>Mackenzie</b>	<b>1</b>
<b>Chetwynd</b>		McLeod Lake Indian Band	
Saulteau	<b>0.5</b>	<b>Masset</b>	<b>2</b>
West Moberly First Nation	<b>0.5</b>	Old Masset Village Council	
<b>Cranbrook</b>	<b>3</b>	<b>Merritt</b>	<b>4</b>
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	
		<b>Nanaimo</b>	
		Nanoose First Nation	<b>0.5</b>
		Snuneymuxw Council	<b>1.5</b>

# Police Resources in British Columbia, 2023



## FIRST NATIONS COMMUNITIES POLICED BY DETACHMENT, CONTINUED

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

# Police Resources in British Columbia, 2023

## Municipal Police Statistics, 2023

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

Municipality	Population	Auth. Strength	Adjusted Strength <sup>7</sup>	Pop Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs <sup>8</sup>	Cost Per Capita
Armstrong Mun	6,370	4	4	1,593	257	40	64	\$764,209	\$120
Castlegar Mun	9,162	13	13	705	882	96	68	\$2,324,887	\$254
Coldstream Mun	11,587	7	7	1,655	293	25	42	\$1,630,027	\$141
Comox Mun <sup>9</sup>	16,137	12	12	1,391	579	36	50	\$2,032,723	\$126
Creston Mun	6,002	7	7	857	535	89	76	\$1,240,389	\$207
Dawson Creek Mun	13,008	25	25	520	2,120	163	85	\$5,324,588	\$409
Duncan Mun <sup>52</sup>	5,520	9	9	613	1,604	291	178	\$1,492,412	\$270
Fernie Mun	7,157	6	9	1,193	301	42	50	\$1,095,493	\$153
Hope Mun <sup>7</sup>	7,793	14	15	505	1,233	158	80	\$2,287,260	\$294
Kent Mun <sup>7</sup>	7,604	6	7	1,161	359	47	55	\$920,153	\$121
Kimberley Mun	8,820	8	8	1,103	359	41	45	\$1,246,625	\$141
Kitimat Mun	8,865	20	20	443	783	88	39	\$3,656,659	\$412
Ladysmith Mun	9,689	8	8	1,211	594	61	74	\$1,904,693	\$197
Merritt Mun	11,297	17	17	665	1,387	123	82	\$3,586,190	\$317
Metchosin Mun <sup>52</sup>	5,286	4	4	1,322	144	27	36	\$423,253	\$80
North Saanich Mun	13,230	12	12	1,103	379	29	32	\$2,555,216	\$193
Oliver Mun <sup>52</sup>	5,320	5	5	1,064	620	117	124	\$617,716	\$116
Osoyoos Mun	5,858	6	6	976	397	68	66	\$1,022,517	\$175
Parksville Mun	14,515	17	17	854	1,413	97	83	\$3,169,255	\$218
Peachland Mun	6,149	4	4	1,537	247	40	62	\$868,925	\$141
Powell River Mun	14,771	21	21	703	1,458	99	69	\$3,711,528	\$251
Prince Rupert Mun	11,425	36	36	317	2,029	178	56	\$6,826,031	\$597
Qualicum Beach Mun	9,591	8	8	1,199	258	27	32	\$1,298,151	\$135
Quesnel Mun	10,076	24	24	420	2,449	243	102	\$4,662,883	\$463
Revelstoke Mun	9,035	14	14	645	473	52	34	\$2,531,841	\$280
Sechelt Mun <sup>7</sup>	11,048	12	13	852	1,300	118	100	\$2,625,739	\$238
Sidney Mun	13,158	16	16	822	634	48	40	\$2,589,569	\$197
Smithers Mun	5,610	11	11	510	1,148	205	104	\$2,219,104	\$396
Spallumcheen Mun	5,176	4	4	1,294	194	37	49	\$476,151	\$92
Summerland Mun	12,551	9	9	1,395	701	56	78	\$2,206,116	\$176
Terrace Mun	12,955	28	28	463	2,243	173	80	\$4,604,568	\$355
Trail Mun	8,290	14	14	592	948	114	68	\$2,268,784	\$274
View Royal Mun	12,582	13	13	942	608	48	46	\$2,542,397	\$202
Whistler Mun <sup>7,9</sup>	16,055	26	26	618	959	60	37	\$4,734,154	\$295
Williams Lake Mun	11,398	25	25	456	2,268	199	91	\$5,148,810	\$452
<b>Total</b>	<b>343,090</b>	<b>465</b>	<b>468</b>	<b>733</b>	<b>32,156</b>	<b>94</b>	<b>69</b>	<b>\$86,609,016</b>	<b>\$252</b>

### MUNICIPAL POLICE UNITS (RCMP): 15,000 POPULATION OR HIGHER<sup>2</sup>

Municipality	Population	Auth. Strength	Adjusted Strength <sup>7</sup>	Pop Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs <sup>8</sup>	Cost Per Capita
Burnaby Mun <sup>7</sup>	283,439	301	321	884	15,743	56	49	\$77,832,449	\$275
Campbell River Mun	38,116	49	49	778	5,812	152	119	\$12,255,881	\$322
Chilliwack Mun <sup>7,10</sup>	118,399	149	162	729	12,695	107	78	\$38,729,636	\$327
Colwood Mun	21,428	22	22	992	1,372	64	64	\$5,337,110	\$249
Coquitlam Mun <sup>7,10</sup>	166,816	168	176	945	7,419	44	42	\$40,418,119	\$242
Courtenay Mun	32,226	31	31	1,026	4,148	129	132	\$5,903,260	\$183
Cranbrook Mun	21,941	30	30	731	2,615	119	87	\$7,346,734	\$335
Fort St. John Mun	23,679	38	38	623	3,709	157	98	\$10,302,776	\$435
Kamloops Mun	87,298	153	153	571	14,992	172	98	\$33,328,271	\$382

# Police Resources in British Columbia, 2023



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

Municipality	Population	Auth. Strength	Adjusted Strength <sup>7</sup>	Pop Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs <sup>8</sup>	Cost Per Capita
Kelowna Mun	161,121	228	228	707	18,214	113	80	\$58,459,205	\$363
Lake Country Mun <sup>52</sup>	17,547	18	18	975	751	43	42	\$4,665,717	\$266
Langford Mun	55,025	65	65	846	3,286	60	51	\$14,170,037	\$258
Langley City Mun <sup>7,10</sup>	33,573	51	57	592	4,386	131	77	\$16,081,185	\$479
Langley Township Mun <sup>7,10</sup>	154,926	164	176	883	8,716	56	50	\$41,904,263	\$270
Maple Ridge Mun <sup>7,10</sup>	102,551	108	118	871	6,798	66	58	\$27,403,486	\$267
Mission Mun <sup>7</sup>	48,110	53	58	834	4,664	97	81	\$14,311,236	\$297
Nanaimo Mun <sup>10</sup>	108,686	161	161	675	12,030	111	75	\$36,149,809	\$333
North Cowichan Mun	33,592	32	32	1,050	2,958	88	92	\$7,169,077	\$213
North Vancouver City Mun <sup>7,11</sup>	65,348	68	69	951	4,664	71	68	\$18,469,494	\$283
North Vancouver District Mun <sup>7,11</sup>	99,181	87	87	1,140	3,571	36	41	\$21,222,310	\$214
Penticton Mun	38,997	57	57	684	6,800	174	119	\$12,764,832	\$327
Pitt Meadows Mun <sup>10,12</sup>	21,249	23	25	864	1,102	52	45	\$5,360,380	\$252
Port Alberni Mun	19,702	34	34	579	3,523	179	104	\$10,056,882	\$510
Port Coquitlam Mun <sup>7,10</sup>	67,047	76	80	839	3,850	57	48	\$17,921,754	\$267
Prince George Mun	82,514	149	149	554	15,254	185	102	\$33,916,363	\$411
Richmond Mun <sup>7,13</sup>	235,068	286	292	805	13,604	58	47	\$73,642,095	\$313
Salmon Arm Mun	20,625	21	21	982	1,602	78	76	\$4,405,845	\$214
Sooke Mun <sup>52</sup>	16,800	14	14	1,200	909	54	65	\$3,348,746	\$199
Squamish Mun <sup>7,10</sup>	26,081	28	30	869	1,798	69	60	\$6,481,381	\$249
Vernon Mun	48,349	58	58	834	6,169	128	106	\$17,324,075	\$358
West Kelowna Mun	39,855	36	36	1,107	1,973	50	55	\$8,780,431	\$220
White Rock Mun <sup>7</sup>	24,219	26	27	898	1,809	75	67	\$7,039,412	\$291
<b>Total</b>	<b>2,313,508</b>	<b>2,784</b>	<b>2,873</b>	<b>805</b>	<b>196,936</b>	<b>85</b>	<b>69</b>	<b>\$692,502,251</b>	<b>\$299</b>

## MUNICIPAL POLICE MODEL IN TRANSITION<sup>2,3</sup>

Municipality	Population	Auth. Strength	Adjusted Strength <sup>7</sup>	Pop. Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs <sup>8</sup>	Cost Per Capita
Surrey RCMP (POJ)		673	673					\$172,689,517	
Surrey Police Service		350	350					\$83,694,936	
<b>Surrey Mun Total</b>	<b>653,898</b>	<b>1,023</b>	<b>1,023</b>	<b>639</b>	<b>41,275</b>	<b>63</b>	<b>40</b>	<b>\$256,384,453</b>	<b>\$392</b>

## MUNICIPAL POLICE DEPARTMENTS<sup>2</sup>

Municipality	Population	Auth. Strength <sup>14</sup>	Adjusted Strength <sup>7</sup>	Pop. Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs <sup>8,14</sup>	Cost Per Capita
Abbotsford Mun <sup>7,10</sup>	151,089	214	221	706	9,628	64	44	\$67,150,469	\$444
Central Saanich Mun	18,370	23	23	799	471	26	20	\$5,225,944	\$284
Delta Mun <sup>7,10,15</sup>	122,685	194	197	632	4,818	39	24	\$48,230,776	\$393
Nelson City Mun	11,875	21	21	565	1,116	94	53	\$5,378,265	\$453
New Westminster Mun <sup>7</sup>	88,363	114	117	756	5,591	63	48	\$33,246,014	\$376
Oak Bay Mun	18,849	24	24	785	470	25	20	\$6,311,213	\$335
Port Moody Mun <sup>7</sup>	37,699	52	54	703	1,015	27	19	\$14,894,058	\$395
Saanich Mun	125,473	166	166	756	4,486	36	27	\$43,904,217	\$350
Vancouver Mun <sup>7</sup>	733,718	1,448	1,448	507	48,812	67	34	\$406,897,433	\$555
Victoria Mun <sup>16</sup>	120,433	255	255	472	11,612	96	46	\$71,995,327	\$598
West Vancouver Mun <sup>7,10</sup>	50,674	79	82	620	2,467	49	30	\$21,094,251	\$416
<b>Total</b>	<b>1,479,228</b>	<b>2,590</b>	<b>2,608</b>	<b>567</b>	<b>90,486</b>	<b>61</b>	<b>35</b>	<b>\$724,327,967</b>	<b>\$490</b>

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, 2023 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.

## Provincial Police Statistics, 2023

### INDIGENOUS SELF-ADMINISTERED POLICE SERVICES

Policing Jurisdiction	Population	Auth. Strength	CCC Offences	Crime Rate	Case Load
Stl'atl'imx Tribal Police Service	2,881	14	343	119	25
<b>Total</b>	<b>2,881</b>	<b>14</b>	<b>343</b>	<b>119</b>	<b>25</b>

### JURISDICTIONS POLICED BY THE PROVINCIAL POLICE SERVICE (RCMP)

Policing Jurisdiction	Population	Assigned GD/GIS	CCC Offences	Crime Rate	Case Load
Agassiz Prov	4,612	9	637	138	71
Alert Bay Prov	1,218	4	208	171	52
Alexis Creek Prov	1,659	6	179	108	30
Anahim Lake Prov	657	4	97	148	24
Armstrong Prov <sup>17</sup>	1,131	3	6	5	2
Ashcroft Prov	5,789	6	399	69	67
Atlin Prov	500	3	92	184	31
Barnston Island Prov <sup>4</sup>	199	1	10	50	10
Barriere Prov	6,006	4	204	34	51
Bella Bella Prov	1,790	5	282	158	56
Bella Coola Prov	2,285	4	287	126	72
Boston Bar Prov	733	3	193	263	64
Bowen Island Prov	4,601	3	106	23	35
Burns Lake Prov	5,890	12	755	128	63
Campbell River Prov	6,134	8	907	148	113
Chase Prov	11,277	9	660	59	73
Chetwynd Prov	4,911	10	540	110	54
Chilliwack Prov	7,622	9	930	122	103
Clearwater Prov	6,202	6	244	39	41
Clinton Prov	2,945	4	120	41	30
Columbia Valley Prov	12,446	11	733	59	67
Comox Valley Prov	29,329	19	1,257	43	66
Coquitlam Prov	3,320	3	67	20	22
Cranbrook Prov	7,950	4	333	42	83
Creston Prov	9,401	6	243	26	41
Daajing Giids Prov <sup>5</sup>	3,133	5	182	58	36
Dawson Creek Prov	6,216	6	321	52	54
Dease Lake Prov	1,439	7	137	95	20
Duncan Prov	11,476	21	1,565	136	75
Elk Valley Detachment <sup>18</sup>	10,367	13	475	46	37
<i>Elkford Prov</i>	2,912	3	83	29	28
<i>Fernie</i>	2,572	4	123	48	31
<i>Sparwood</i>	4,883	5	179	37	36
Enderby Prov	8,137	8	446	55	56
Falkland Prov	2,961	3	111	37	37
Fort St. James Prov	3,948	14	1,157	293	83
Fort St. John Prov	13,415	10	686	51	69
Fraser Lake Prov	3,146	5	246	78	49
Gabriola Island Prov	4,785	3	251	52	84
Golden Prov	7,978	11	348	44	32
Hope Prov	1,742	5	214	123	43
Houston Granisle Prov <sup>19</sup>	4,403	11	704	160	64
Hudsons Hope Prov	1,155	3	80	69	27
Kelowna Prov	20,567	16	1,922	93	120

# Police Resources in British Columbia, 2023



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

Policing Jurisdiction	Population	Assigned GD/GIS	CCC Offences	Crime Rate	Case Load
Keremeos Prov <sup>20</sup>	5,445	6	336	62	58
Kimberley Prov	2,056	2	77	37	39
Kitimat Prov	549	4	43	78	11
Kootenay Boundary Regional <sup>21</sup>	56,282	53	2,536	45	48
<i>Castlegar</i>	6,660	3	247	37	82
<i>Grand Forks</i>	9,522	10	327	34	33
<i>Kaslo</i>	2,590	3	138	53	46
<i>Midway</i>	3,191	4	267	84	67
<i>Nakusp</i>	3,695	4	270	73	68
<i>Nelson</i>	13,315	6	437	33	73
<i>Salmo</i>	2,800	4	160	57	40
<i>Slocan Lake</i>	2,212	3	178	80	59
<i>Trail &amp; Greater District</i>	12,297	8	512	42	64
Ladysmith Prov	6,784	5	494	73	99
Lake Cowichan Prov	7,320	10	523	71	52
Lillooet Prov	3,277	7	440	134	63
Lisims-Nass Valley Prov	1,830	5	308	168	62
Logan Lake Prov	4,091	3	171	42	57
Lumby Prov	7,277	5	212	29	42
Lytton Prov	2,348	4	97	41	24
Mackenzie Prov	3,548	10	362	102	36
Masset Prov	2,444	7	425	174	61
McBride Prov	1,667	4	84	50	21
Merritt Prov	5,681	5	263	46	53
Mission Prov	5,351	5	301	56	60
Nanaimo Prov	16,386	8	729	44	91
New Hazelton Prov	5,580	12	944	169	79
Nootka Sound Prov	2,015	6	175	87	29
North Vancouver Prov <sup>22,23</sup>	43	2	500	--	250
Northern Rockies Prov <sup>52</sup>	4,637	16	1,027	221	64
Oceanside Prov	29,659	12	1,072	36	89
Oliver Prov <sup>20</sup>	5,283	8	434	82	56
One Hundred Mile House Prov	15,083	14	848	56	61
Osoyoos Prov <sup>20</sup>	3,405	4	212	62	57
Outer Gulf Islands Prov	6,353	5	174	27	35
Pemberton Prov	5,840	9	199	34	22
Penticton Prov <sup>20</sup>	12,310	8	707	57	91
Port Alberni Prov	8,514	8	399	47	50
Port Alice Prov	778	2	53	68	27
Port Hardy Prov	5,588	13	1,415	253	109
Port McNeill Prov	4,223	9	328	78	36
Powell River Prov	6,314	5	289	46	58
Prince George Prov <sup>24</sup>	14,720	7	503	34	72
Prince Rupert Prov	2,189	8	194	89	24
Princeton Prov	6,038	7	430	71	61
Quadra Island Prov	4,190	4	201	48	50
Quesnel Prov	13,414	10	609	45	61
Revelstoke Prov	553	2	54	98	27
Ridge Meadows Prov <sup>23,25</sup>	53	3	7	--	2
Salmon Arm Prov	10,970	5	430	39	86
Salt Spring Island Prov	12,433	8	463	37	58

## Police Resources in British Columbia, 2023

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

Policing Jurisdiction	Population	Assigned GD/GIS	CCC Offences	Crime Rate	Case Load
Sayward Prov	805	3	101	125	34
Shawnigan Lake Prov	20,476	11	777	38	71
Sicamous Prov	4,293	6	310	72	52
Sidney Prov	3,747	4	282	75	71
Smithers Prov	8,103	6	339	42	57
Sooke Prov	5,881	4	247	42	62
Squamish Prov <sup>26,27</sup>	2,354	6	128	54	21
Stewart Prov	552	4	59	107	15
Sunshine Coast Prov	23,056	22	1,196	52	54
T'Kumlups Prov <sup>24</sup>	17,228	9	855	50	95
Takla Landing Prov	273	2	72	264	36
Terrace Prov <sup>24</sup>	8,136	8	313	38	39
Texada Island Prov	1,217	2	41	34	21
Tofino Prov <sup>28</sup>	4,392	8	459	105	57
Tsay Keh Dene Prov	485	4	416	858	104
Tumbler Ridge Prov	2,623	5	140	53	28
Ucluelet Prov	3,289	4	259	79	65
University Prov	20,868	17	1,495	72	88
Valemount Prov	1,720	6	152	88	25
Vanderhoof Prov	8,586	13	924	108	71
Vernon Prov	13,690	9	593	43	66
Wells Prov	359	3	31	86	10
West Shore Prov	4,387	4	212	48	53
Whistler Prov	353	4	18	51	5
Williams Lake Prov <sup>29</sup>	13,539	9	419	31	47
<b>Total</b>	<b>726,408</b>	<b>799</b>	<b>47,240</b>	<b>65</b>	<b>59</b>

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, 2023



## Police Statistics Summary, 2023

Policing Jurisdiction	Population	Auth. Strength <sup>30</sup>	Pop. Per Officer	CCC Offences	Crime Rate	Case Load
<b>MUNICIPAL POLICE UNITS (RCMP) TOTAL</b>	<b>2,656,598</b>	<b>3,341</b>	<b>795</b>	<b>229,092</b>	<b>86</b>	<b>69</b>
<i>Between 5,000 and 14,999 Population</i>	343,090	468	733	32,156	94	69
<i>15,000 Population or Higher<sup>2</sup></i>	2,313,508	2,873	805	196,936	85	69
<b>MUNICIPAL POLICE DEPARTMENTS</b>	<b>1,479,228</b>	<b>2,608</b>	<b>567</b>	<b>90,486</b>	<b>61</b>	<b>35</b>
<b>PROVINCIAL POLICE SERVICE (RCMP)</b>	<b>726,408</b>	<b>799<sup>31</sup></b>	<b>909</b>	<b>47,240</b>	<b>65</b>	<b>59</b>
<b>INDIGENOUS SELF-ADMINISTERED POLICE SERVICES</b>	<b>2,881</b>	<b>14</b>	<b>206</b>	<b>343</b>	<b>119</b>	<b>25</b>
<b>SURREY POLICE MODEL IN TRANSITION<sup>2,3</sup></b>	<b>653,898</b>	<b>1,023</b>	<b>639</b>	<b>41,275</b>	<b>63</b>	<b>40</b>

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, 2023

## Government Contributions to Policing, 2023

Type of Service <sup>32</sup>	Auth. Str. <sup>30</sup>	Population <sup>33</sup>	Total Police Costs Paid By:			Total
			Mun Govt <sup>34</sup>	Prov Govt <sup>35</sup>	Fed Govt <sup>36</sup>	
<b>Municipal Police Units (RCMP)<sup>37,38,39</sup></b>						
35 Units 5,000 to 14,999 Population	468	343,090	\$86,609,016	-	\$28,940,146	\$115,549,162
32 Units 15,000 Population or Higher <sup>2</sup>	2,873	2,313,508	\$692,502,251	-	\$63,819,387	\$756,321,638
<b>Total</b>	<b>3,341</b>	<b>2,656,598</b>	<b>\$779,111,267</b>	<b>-</b>	<b>\$92,759,533</b>	<b>\$871,870,800</b>
<b>11 Municipal Police Departments<sup>40</sup></b>						
<b>Total</b>	<b>2,608</b>	<b>1,479,228</b>	<b>\$724,327,967</b>	<b>-</b>	<b>\$924,050</b>	<b>\$725,252,017</b>
<b>Provincial Police Service (RCMP)<sup>41,42</sup></b>						
<b>Total</b>	<b>2,602</b>	<b>-</b>	<b>-</b>	<b>\$571,902,806</b>	<b>\$243,192,721</b>	<b>\$815,095,527</b>
<b>Indigenous Self-Administered Police Services<sup>43</sup></b>						
<b>Total</b>	<b>14</b>	<b>2,881</b>	<b>-</b>	<b>\$1,398,805</b>	<b>\$1,515,373</b>	<b>\$2,914,178</b>
<b>Indigenous Policing Services (RCMP)<sup>42,44,45</sup></b>						
<b>Total</b>	<b>117.5</b>	<b>-</b>	<b>-</b>	<b>\$ 13,709,487</b>	<b>\$14,851,944</b>	<b>\$28,561,431</b>
<b>Surrey Police Model in Transition<sup>2</sup></b>						
<b>Total<sup>3,38,39,46</sup></b>	<b>1,023</b>	<b>653,898</b>	<b>\$256,384,453</b>	<b>\$2,187,759</b>	<b>\$16,010,196</b>	<b>\$274,582,408</b>
<b>BRITISH COLUMBIA TOTAL</b>	<b>9,705</b>	<b>5,519,013</b>	<b>\$ 1,759,823,687</b>	<b>\$589,198,857</b>	<b>\$369,253,817</b>	<b>\$2,718,276,361</b>

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, 2023



## British Columbia Authorized Strength<sup>47</sup> by Responsibility 2014-2023

POLICING RESPONSIBILITY	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
<b>DIVISION ADMINISTRATION<sup>48</sup> (RCMP)</b>	111	103	101	99	99	99	98	98	97	99
<b>RCMP FEDERAL SERVICE</b>	1,058	1,038	1,050	1,059	1,044	1,038	965	957	947	934
<i>Federal Criminal Law</i>	906	905	918	928	911	903	835	827	821	809
<i>Protective Policing</i>	152	133	132	131	133	135	130	130	126	125
<b>PROVINCIAL POLICE SERVICE<sup>49</sup> (RCMP)</b>	2,602	2,602	2,602	2,602	2,602	2,602	2,602	2,602	2,602	2,602
<i>Provincial, District &amp; Specialized Resources</i>	1,830	1,830	1,827	1,829	1,829	1,827	1,801	1,794	1,803	1,803
<i>Provincial Detachments – General Duty &amp; General Investigation Service</i>	772	772	775	773	773	775	801	808	799	799
<b>MUNICIPAL POLICE UNITS<sup>2</sup> (RCMP)</b>	3,468	3,606	3,672	3,730	3,799	3,876	3,931	3,972	3,187	3,249
<b>SURREY POLICE MODEL IN TRANSITION<sup>2,3</sup></b>									1,023	1,023
<b>MUNICIPAL POLICE DEPARTMENTS</b>	2,405	2,407	2,422	2,429	2,440	2,447	2,478	2,476	2,481	2,590
<b>INDIGENOUS POLICING SERVICES (RCMP)<sup>44</sup></b>	108.5	108.5	108.5	108.5	108.5	112.5	117.5	117.5	117.5	117.5
<b>INDIGENOUS SELF-ADMINISTERED POLICE SERVICES</b>	10	10	10	10	10	12	14	14	14	14
<b>SOUTH COAST BRITISH COLUMBIA TRANSPORTATION AUTHORITY POLICE<sup>50</sup></b>	167	167	167	175	183	183	183	183	184	184
<b>VANCOUVER INTERNATIONAL AIRPORT<sup>51</sup></b>	27	27	27	27	27	30	30	30	30	30
<b>BRITISH COLUMBIA TOTAL</b>	9,958	10,070	10,159	10,239	10,312	10,400	10,418	10,450	10,683	10,843

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

## Authorized Strength by Jurisdiction, 2014-2023

Policing Jurisdiction	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Abbotsford Mun	204	204	204	206	210	212	213	211	210	214
Agassiz Prov	8	8	8	8	8	8	8	9	9	9
Alert Bay Prov	4	4	4	4	4	4	4	4	4	4
Alexis Creek Prov	5	5	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
Armstrong Prov	6	6	6	3	3	3	3	3	3	3
Ashcroft Prov	5	5	5	5	5	5	5	6	6	6
Atlin Prov	3	3	3	3	3	3	3	3	3	3
Barnston Island Prov <sup>4</sup>	--	--	--	--	--	--	--	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	277	285	297	301	301	301	301
Burns Lake Prov	11	11	11	11	11	11	12	12	12	12
Campbell River Mun	43	43	43	43	45	45	45	45	45	49
Campbell River Prov	7	7	7	7	7	7	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	23
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	107	108	110	120	125	132	138	143	146	149
Chilliwack Prov	8	8	8	8	8	8	8	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	17	18	18	20	21	22
Comox Mun <sup>53</sup>	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	152	156	162	162	162	166	168	168	168	168
Coquitlam Prov	3	3	3	3	3	3	3	3	3	3
Courtenay Mun	30	30	30	30	30	31	31	31	31	31
Cranbrook Mun	26	26	26	26	26	26	26	28	28	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 <sup>5</sup>	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	4	6	6	6	6
Dease Lake Prov	7	7	7	7	7	7	7	7	7	7
Delta Mun	173	173	180	185	190	191	194	194	194	194
Duncan Mun <sup>52</sup>	--	--	--	--	--	--	--	--	8	9

# Police Resources in British Columbia, 2023



## Authorized Strength by Jurisdiction, 2014-2023, Continued

Policing Jurisdiction	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Duncan Prov <sup>52</sup>	23	23	23	23	23	23	25	26	21	21
Elk Valley Detachment <sup>18</sup>	18	18	18	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	9	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 <sup>52</sup>	--	--	--	5	5	6	6	6	6	6
Fort St. James Prov	13	13	13	13	13	13	14	14	14	14
Fort St. John Mun	34	36	36	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	13	14	14
Hope Prov	5	5	5	5	5	5	5	5	5	5
Houston Granisle Prov <sup>19</sup>	9	9	9	9	9	9	11	11	11	11
Hudsons Hope Prov	3	3	3	3	3	3	3	3	3	3
Kamloops Mun	124	136	136	136	142	142	142	142	142	153
Kelowna Mun	179	185	191	191	195	203	214	222	222	228
Kelowna Prov	15	15	15	15	15	15	16	16	16	16
Kent Mun	6	6	6	6	6	6	6	6	6	6
Keremeos Prov <sup>20</sup>	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	16	18	18	18	18	18	20	20	20	20
Kitimat Prov	2	2	2	2	2	2	4	4	4	4
Kootenay Boundary Regional Detachment <sup>21</sup>	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 &amp; Greater District Prov</i>	8	8	8	8	8	8	8	8	8	8
Ladysmith Mun	7	7	7	7	7	7	8	8	8	8
Ladysmith Prov	5	5	5	5	5	5	5	5	5	5
Lake Country Mun	12	12	12	12	13	13	18	18	18	18
Lake Cowichan Prov	10	10	10	10	10	10	10	10	10	10
Langford Mun	30	30	38	42	42	51	53	58	61	65
Langley City Mun	50	50	50	51	51	51	51	51	51	51
Langley Township Mun	135	138	140	140	144	145	155	155	159	164

## Authorized Strength by Jurisdiction, 2014-2023, Continued

Policing Jurisdiction	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Lillooet Prov	7	7	7	7	7	7	7	7	7	7
Lisims-Nass Valley Prov	4	4	4	4	4	4	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	94	96	97	101	102	102	103	103	105	108
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	15	17	17	17	17
Merritt Prov	5	5	5	5	5	5	5	5	5	5
Metchosin Mun <sup>52</sup>	--	--	--	--	--	--	--	--	3	4
Mission Mun	50	50	51	52	53	53	53	53	53	53
Mission Prov	5	5	5	5	5	5	5	5	5	5
Nanaimo Mun	145	145	145	145	145	145	148	151	158	161
Nanaimo Prov	7	7	7	7	7	7	7	8	8	8
Nelson City Mun	17	19	19	19	18	18	18	18	20	21
New Hazelton Prov	10	10	11	11	11	11	12	12	12	12
New Westminster Mun	108	108	110	110	112	112	113	113	114	114
Nootka Sound Prov	6	6	6	6	6	6	6	6	6	6
North Cowichan Mun	31	31	31	31	32	32	32	32	32	32
North Saanich Mun	11	11	11	11	11	11	11	11	11	12
North Vancouver City Mun	64	64	64	65	66	68	68	68	68	68
North Vancouver District Mun	91	91	91	90	89	87	87	87	87	87
North Vancouver Prov	2	2	2	2	2	2	2	2	2	2
Northern Rockies Mun <sup>52</sup>	11	11	11	--	--	--	--	--	--	--
Northern Rockies Prov <sup>52</sup>	4	4	4	15	15	15	16	16	16	16
Oak Bay Mun	23	23	23	23	23	23	23	23	21	24
Oceanside Prov	12	12	12	12	12	12	12	12	12	12
Oliver Mun <sup>52</sup>	--	--	--	--	--	--	--	--	5	5
Oliver Prov <sup>20,52</sup>	9	9	10	10	10	10	11	11	8	8
One Hundred Mile House Prov	13	13	13	13	13	13	13	14	14	14
Osoyoos Mun	--	--	--	5	5	6	6	6	6	6
Osoyoos Prov <sup>20</sup>	9	9	9	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	16	17	17	17	17	17	17
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	45	46	47	47	48	55	57
Penticton Prov <sup>20</sup>	7	7	7	7	7	7	8	8	8	8
Pitt Meadows Mun	22	22	22	23	23	23	23	23	23	23
Port Alberni Mun	34	34	34	34	34	34	34	34	34	34
Port Alberni Prov	7	7	7	7	7	7	8	8	8	8
Port Alice Prov	2	2	2	2	2	2	2	2	2	2

# Police Resources in British Columbia, 2023



## Authorized Strength by Jurisdiction, 2014-2023, Continued

Policing Jurisdiction	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Port Coquitlam Mun	67	67	71	74	74	76	76	76	76	76
Port Hardy Prov	12	12	12	12	12	12	13	13	13	13
Port McNeill Prov	9	9	9	9	9	9	9	9	9	9
Port Moody Mun	51	51	51	51	52	52	52	52	52	52
Powell River Mun	18	18	19	19	19	19	20	20	20	21
Powell River Prov	5	5	5	5	5	5	5	5	5	5
Prince George Mun	128	135	138	140	142	142	142	142	143	149
Prince George Prov <sup>24</sup>	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	6	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	21	23	23	23	23	24
Quesnel Prov	9	9	9	9	9	9	10	10	10	10
Revelstoke Mun	12	12	12	13	13	14	14	14	14	14
Revelstoke Prov	2	2	2	2	2	2	2	2	2	2
Richmond Mun <sup>51</sup>	212	212	224	235	251	270	270	284	286	286
Ridge Meadows Prov	3	3	3	3	3	3	3	3	3	3
Saanich Mun	156	157	161	161	161	161	166	166	165	166
Salmon Arm Mun	19	19	19	19	19	19	20	20	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	11	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	15	16	16
Sidney Prov	4	4	4	4	4	4	4	4	4	4
Smithers Mun	9	9	9	9	9	9	10	10	11	11
Smithers Prov	6	6	6	6	6	6	6	6	6	6
Sooke Mun	11	11	12	13	13	13	13	13	14	14
Sooke Prov	4	4	4	4	4	4	4	4	4	4
Spallumcheen Mun	3	3	3	3	3	4	4	4	4	4
Squamish Mun	25	25	25	25	25	25	26	26	26	28
Squamish Prov <sup>26,27</sup>	7	7	7	7	7	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 <sup>2,3</sup>	703	803	819	831	843	843	843	843	1,023	1,023
T'Kumlups Prov <sup>24</sup>	8	8	8	8	8	8	9	9	9	9
Takla Landing Prov	1	1	1	1	1	1	2	2	2	2
Terrace Mun	25	25	25	25	25	28	28	28	28	28
Terrace Prov <sup>24</sup>	7	7	7	7	7	7	8	8	8	8
Texada Island Prov	2	2	2	2	2	2	2	2	2	2

## Police Resources in British Columbia, 2023

### Authorized Strength by Jurisdiction, 2014-2023, Continued

Policing Jurisdiction	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Tofino Prov <sup>28</sup>	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	3	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	1,327	1,348	1,348	1,348	1,448
Vanderhoof Prov <sup>54</sup>	9	9	10	10	10	13	13	13	13	13
Vernon Mun	56	56	56	56	56	56	56	56	56	58
Vernon Prov	9	9	9	9	9	9	9	9	9	9
Victoria Mun	243	243	245	245	245	249	249	249	255	255
View Royal Mun	9	9	10	10	10	11	12	12	13	13
Wells Prov	3	3	3	3	3	3	3	3	3	3
West Kelowna Mun	23	23	24	26	28	29	29	30	34	36
West Shore Prov	5	5	5	5	5	5	5	5	4	4
West Vancouver Mun	80	79	79	79	79	79	79	79	79	79
Whistler Mun	24	24	24	24	24	24	25	25	25	26
Whistler Prov	4	4	4	4	4	4	4	4	4	4
White Rock Mun	23	23	23	23	25	25	25	25	26	26
Williams Lake Mun	24	24	24	25	25	25	25	25	25	25
Williams Lake Prov <sup>29</sup>	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 Service 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.

## 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. This version of the PRBC publication is for the 2023 calendar year, during this time the Surrey Municipal Police Unit (RCMP) remained the City's police of jurisdiction (POJ) while the Surrey Police Board and SPS continued the necessary work to build the SPS. Previously reported under the 'Municipal Police Units (RCMP)' section of this document, the Surrey Municipal Police Unit (RCMP) is excluded from the total 67 municipalities whose policing services are provided by the RCMP in this publication and is represented separately under 'Municipal Police Model in Transition' sections to reflect the integrated RCMP/SPS policing model until its completion, providing transparency throughout the transition process. *Note: The Surrey RCMP MPU authorized strengths and SPS sworn officer numbers, as well as the cost expenditures were reported by each police service separately, whereas crime statistics was reported for the municipality of Surrey.*
3. The authorized strength for the Surrey Municipal Police Unit reflects the combined resources from both Surrey's RCMP Municipal Police Unit and SPS, which includes additional resources needed for the establishment of SPS and/or awaiting operational deployment within the Surrey Municipal Police Unit. Caution should be used when reviewing Surrey's caseload as it is calculated on the total authorized strength of the two police agencies which includes these additional resources.
4. Barnston Island Prov (formerly Surrey Prov), a provincial jurisdiction, currently receives service from Surrey Municipal Unit (RCMP). With the City of Surrey's transition to the SPS, the Province created a new Provincial Police Unit, Barnston Island Prov, dedicated to the provision of policing services to Barnston Island under the terms of the PPSA. Historically, Surrey Prov statistics were included in Surrey Mun results. Reporting adjustments will be addressed in subsequent publications. As of March 2022, the Barnston Island Provincial Unit began operating out of the Langley Detachment. All calls for service for Barnston Island have been routed through Surrey dispatch before being redirected to Langley; however, as of November 2024, Barnston Island calls for service will be routed directly through the Langley Detachment.
5. 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.
6. Members are based out of the Upper Fraser Valley Regional Detachment.
7. 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 2023, 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 2023/2024 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.
8. Total Costs refer to actual costs as reported by each municipality. 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.
9. 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.
10. Population figures include First Nations reserve populations.
11. 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.
12. 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 November 2025).
13. In 2023, there were 30 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 30 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 2023 costs were \$6,855,559.

## Endnotes, continued

14. 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.
15. 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 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.
16. The Victoria and Esquimalt Police Departments were amalgamated in 2003. In 2023, the population of Victoria Mun, at 120,433, includes 19,016 persons from Esquimalt. Of the total costs in 2023, \$9,222,880 (13.67%) was paid by Esquimalt for its policing services under the Agreement.
17. 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.
18. 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.
19. 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.
20. 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.
21. 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.
22. 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.
23. The crime rate has not been included because it is not a meaningful indicator (due to the small residential population).
24. 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.
25. 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.
26. 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.
27. 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.
28. Tofino Prov includes 2 Provincial Police Service GD positions located at the Ahousaht satellite office.
29. Cariboo Chilcotin Crime reduction resources became permanent in June 2021. This includes 6RM and 2.5PSE positions working out of North District Headquarters.
30. Authorized strength includes adjusted strength figures for jurisdictions participating in Lower Mainland District Integrated Teams.
31. 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.

## Endnotes, continued

32. Data for the South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) is not included in this table. In 2023, SCBCTAPS had an authorized strength of 184 positions and cost \$52,833,414 (paid for by TransLink, a private company).
33. Total Population includes 726,408 persons residing within municipalities with populations below 5,000 or unincorporated areas, served by the Provincial Police Service in 2023. This figure is not specified within the table under Provincial Police Service because it only represents rural/unincorporated detachments.
34. Total Costs for municipalities refer to actual costs for calendar year 2023 as reported by each municipality. For further information, see the Total Costs definition on page 29.
35. Police costs paid by the provincial government represent actual costs paid in fiscal year 2023/24.
36. Police costs paid by the federal government represent actual costs paid in fiscal year 2023/24 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.
37. 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.
38. 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 39.
39. 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.
40. Total Costs for municipal police departments represent 100% of policing costs. *Note: IHIT costs (70% cost share) were added to their policing costs.*
41. The Provincial contribution also includes funding for year-1 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.
42. 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.
43. Total Costs paid by the provincial government include additional funding for police equipment, contract services and professional fees.
44. 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).
45. In 2023, the authorized strength was 117.5 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 2023/24, the provincial government contributed \$100,984 and the federal government contributed \$109,399 for the position providing this enhanced service to TFN. The position is included in the authorized strength for Delta Police Department.
46. On July 11, 2024, the B.C. Government and the City of Surrey reached an agreement that will complete the transition to the Surrey Police Service (SPS) by providing oversight, accountability and cost mitigation for residents and businesses in Surrey. The Province and the City 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. Payment terms of the Financial Contribution are as follows: \$30 million annually during years one to five to assist with the cost of completing the Project and the actual additional salary cost paid by the City. Annual payments of \$20 million for years six to ten, 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. As of March 31, 2024, the Province had already contributed \$2,187,759 toward the transition.
47. 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.
48. 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.
49. The authorized strength positions under Annex A of the *Provincial Police Service Agreement* (PPSA) upon signing the 2012 Agreement.
50. 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.

## Endnotes, continued

51. 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.
52. 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.
53. 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).
54. 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, 2023



## 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, 2023  
<https://www150.statcan.gc.ca/n1/daily-quotidien/240725/dq240725b-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](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 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 populations 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 2023 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 31st 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 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 RCMP “E” Division Headquarters. 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 2023, 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 2023, 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 2023/2024. 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<sup>st</sup> 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 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 Police 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 and RCMP provincial services should be made with caution.

### DATA SOURCES:

Crime:	Statistics Canada. 2023. Incident-based crime statistics, by detailed violation and police services, British Columbia, annual, 1998 to 2023 (Table 35-10-0184-01). Released and accessed on July 25, 2024. <a href="https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3510018401">https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3510018401</a>
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.
<b>DATE:</b>	December 2024



January 22, 2025

Tasha Henderson  
Chair, New Westminster Police Board  
Email: [c/o DDYER@nwpolice.org](mailto:c/o DDYER@nwpolice.org)

Dear Ms. Henderson:

Thank you very much New Westminster Police Board's generous sponsorship of \$575.00 towards a coffee break. As a not-for-profit organization, your support helps our efforts to bring opportunities for meaningful engagement with police boards, police services, local government and other agencies related to policing and police governance. Your sponsorship will be acknowledged at the conference.

We look forward to hosting you and your conference registrants soon.

With gratitude and kind regards,

Lara Victoria  
President, BCAPB

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

We are writing to share with you our monthly update on key activities at E-Comm to strengthen and improve our services on behalf of our police partners and the public we serve. Please feel free to share this update publicly, and to forward to E-Comm any requests to be added to our distribution.

### All service levels met or exceeded in 2024

- **Highest overall year-to-date service levels in 8 years** – 2024 saw E-Comm’s highest year-end service levels in years, with all service level targets met or exceeded, including non-emergency for the first time since 2016. Several factors contributed to these results, including ongoing investments as part of the 5-year Transformation plan, improved staff retention and recruitment, and an overall reduction in 9-1-1, police emergency and non-emergency call volumes compared to previous years.
- **Significant reduction in abandoned non-emergency calls, faster answering time** – The non-emergency abandoned call rate in the Lower Mainland dropped to 15% in 2024, a 50% reduction from 2023. Transformation improvements such as our dedicated non-emergency team and the introduction of Genesys contact centre technology in May 2024 have also led to faster answering times of two minutes average, down from 4 minutes in 2023.

### Operations Updates

- **Continued progress in hiring and training for key positions** – We continued to strengthen our Operations workforce in December 2024 with a new cohort of police call takers at our Vancouver Island centre. We also had additional call takers successfully complete our revamped dispatch fundamentals training course designed for those pursuing the dispatch career path.
- **Experienced first responder joins E-Comm in Operations role** – We are pleased to welcome Tyler Moore as our new Director of Operations Relationship Management. Moore recently retired as Deputy Chief of Vancouver Fire and Rescue Service after 30 years. We look forward to benefitting from his extensive public safety expertise in this role as a key conduit between E-Comm and the 70+ police and fire agencies we provide services for.
- **Re-integration of West Vancouver Police’s non-emergency calls** – On January 14th, one of our non-emergency call takers took West Vancouver Police’s first non-emergency call through Genesys, following their transition back to E-Comm from the Transit Police. Thanks to diligent planning efforts from our Technology and Policy, Support & Implementation Team, the transition went smoothly for the non-emergency call-taking team.
- **Public safety support to major events** – Our Operations team had extra staff on hand to support police and other partners in Vancouver during a busy three days in early December with the Taylor Swift concerts. E-Comm employees took part in the related activation of the Vancouver Emergency Operations Centre (EOC), as part of FIFA 2026 preparations. The events went smoothly with no major incidents, and 9-1-1 service levels remained above target.
- **Annual 9-1-1 call campaign reaches wide audience** – The annual “top ten” calls that did not belong on 9-1-1 highlighted the importance of keeping emergency lines free for urgent calls. The campaign received a large amount of media coverage, social media engagement and web traffic.

**JANUARY 2025 UPDATE**

**LOWER MAINLAND 2024**

	Target	2021	2022	2023	2024
<b>9-1-1</b>	95%/5s	92%	98%	98%	98%
<b>Police Emergency</b>	88%/10s	83%	85%	89%	90%
<b>Police Non-Emergency</b>	80%/180s	55%	44%	63%	80%
<b>Fire Emergency</b>	90%/15s	90%	88%	93%	94%

**VANCOUVER ISLAND 2024**

	Target	2021	2022	2023	2024
<b>9-1-1</b>	95%/5s	92%	98%	98%	98%
<b>Police Emergency</b>	88%/10s	90%	88%	88%	91%
<b>Police Non-Emergency</b>	80%/180s	87%	79%	80%	81%

**TRANSFORMATION AND OPERATIONS UPDATES**



Highest overall year-to-date service levels in 8 years, all targets achieved



+2 million 9-1-1 calls in 2024



Significant reduction in abandoned non-emergency calls, faster answering time



Operations staff support first responders as large crowds attend Vancouver concerts



Re-integration of West Vancouver Police's non-emergency calls



Continued progress in hiring and training for key positions like dispatch

**ANNUAL 9-1-WHAT CAMPAIGN**



Launched annual campaign sharing a list of top ten calls that do not belong on 9-1-1, highlighting the proper use of 9-1-1 and importance of keeping emergency lines free for urgent calls. Resulted in significant media coverage, social media engagement, and increased website traffic.

## Daisy DYER

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**Subject:** FW: CAPG Strategic Plan Update  
**Attachments:** Membership Letter - 2025 - 2027 Strategic Plan Brief.docx

**From:** Stephen Reid  
**Sent:** Thursday, January 23, 2025 3:59 AM  
**To:**  
**Subject:** CAPG Strategic Plan Update

### **This Message Is From an External Sender**

This message came from outside your organization.

Good Day!

During the 2025 Governance Summit in Ottawa, the CAPG Board and staff held a two-day strategic planning session, facilitated by Neil Dubord. Using a December 2024 membership satisfaction survey, they developed a roadmap to enhance member value and engagement.

At the conclusion of meeting, the CAPG now has the first year of a three-year strategic plan with three main high-level Strategic Goals:

1. Deliver a national training police board/commission governance program that both complements existing provincial programs and/or fills a void for those provinces with no police board governance training in place;
2. Enhance communication within the membership, as well as building public awareness at a national level of what police governance does and means to communities, and;
3. Strengthening and building stakeholder relationships with members, lapsed members, and partnership organizations such as the Canadian Association of Chiefs of Police (CACCP), the Canadian Police Association (CPA), and the federal government to name a few.

In the attached 2025-2027 CAPG Strategic Plan brief, you will be able to see in more detail about how we are proceeding, what processes need to be completed, and which key deliverables will be accomplished by the end of the next fiscal year.

On behalf of CAPG President Amtul Siddiqui and the Board of Directors, we are excited to have a clear roadmap towards building better member value and strengthening the organization as an important and contributing partner within Canada's changing policing model.

Please reach out if you have any questions,

Best,

Stephen

--

Stephen Reid, PhD  
Executive Director  
Canadian Association of Police Governance



## **2025-2027 CAPG Strategic Plan Brief**

### **1. Introduction**

#### **Purpose of the Report**

This report details the results and recommendations of the Canadian Association of Police Governance’s (CAPG) 2025–2027 strategic planning process. CAPG views police governance through a national lens. This plan serves to outline a comprehensive, forward-looking strategy that aligns with the organization’s mission to enhance police governance across Canada. The strategy leverages insights from CAPG’s membership survey, providing actionable goals and initiatives designed to meet the evolving challenges in governance and to “get things done in 2025”.

#### **Overview of the Strategic Planning Process**

In January 2025, CAPG conducted a sprint-based strategic planning session with ten Board members and the Executive Director. This process integrated agile project management techniques and the Sprint-Based methodology to ensure collaboration, efficiency, and impactful results. The session generated three overarching goals, each supported by specific objectives and initiatives, forming the foundation of CAPG’s strategic plan for the next three years.

### **2. Framework and Methodology**

#### **Sprint-Based Strategic Planning Overview**

The sprint-based planning framework condensed months of traditional planning into a single, highly focused day. This method enabled participants to collaboratively identify priorities, design solutions, and define clear, actionable initiatives. Grounded in research by Knapp et al. (2016), the approach is recognized for its ability to rapidly align diverse teams and generate impactful planning outcomes.

#### **Engagement Approach**

The planning session engaged participants through a structured agenda, beginning with an analysis of membership survey results to identify governance gaps and challenges. Exercises such as visioning and “How Might We” brainstorming were employed to encourage creativity and consensus and the use of other tools to ensure actionable and practical outputs.

#### **Alignment with Membership Insights**

The planning process directly addressed feedback from the CAPG 2024 Membership Survey. Key themes, such as the need for national training, enhanced communication, and stronger stakeholder relationships, were integrated into the strategic goals. This ensured alignment with member priorities and CAPG’s mission to address national-level governance challenges.

### 3. Strategic Goals and Objectives

#### **Goal 1: Deliver National Training**

##### **Objective for 2025:**

To build and deliver two foundational training modules for police board members that address governance fundamentals and member roles and responsibilities.

##### **Initiatives and Timelines:**

#### **1. Review Existing Training Documentation**

- **Action:** Conduct a comprehensive review of current training materials to identify gaps and finalize module content and delivery methods.
- **Timeline:** January 15, 2025 – March 31, 2025
- **Deliverable:** A finalized content framework and proposed delivery methods approved by the Board.

#### **2. Pilot Training Modules**

- **Action:** Test the two foundational modules, “What is Governance?” and “Duties, Responsibilities, and Expectations of Police Board Members,” with a select group of internal stakeholders for feedback.
- **Timeline:** June 1, 2025 – June 30, 2025
- **Deliverable:** Adjusted training materials based on pilot feedback.

#### **3. Release Training Modules to Members**

- **Action:** Officially launch the finalized training modules during the CAPG Annual Conference.
- **Timeline:** August 1, 2025 – August 30, 2025
- **Deliverable:** Accessible training modules delivered to members through CAPG’s communication channels.

## **Future Considerations:**

- Development of additional modules focusing on strategic planning, financial management, policy and HR practices for police chiefs.
- Creation of a certification program to formalize and recognize training achievements by 2026.

## **Goal 2: Enhance Communication**

### **Objective for 2025:**

To improve internal and external communication systems, fostering stronger engagement with members and raising public awareness of CAPG's role and value.

### **Initiatives and Timelines:**

#### **1. Establish a Two-Way Communication Platform**

- **Action:** Develop a system where members can ask questions, share resources, and engage in collaborative discussions, forming a community of practice.
- **Timeline:** January 15, 2025 – August 1, 2025
- **Deliverable:** A fully operational two-way communication platform launched at the Annual Conference.

#### **2. Redevelop Website Front Page**

- **Action:** Assign the CAPG Technology Committee to redevelop the website front page for improved usability and design.
- **Timeline:** January 15, 2025 – August 15, 2025
- **Deliverable:** An enhanced and functional website front page demonstrated during the Annual Conference.

#### **3. Deliver Website Redevelopment Roadmap**

- **Action:** The Technology Committee to present a comprehensive roadmap for full website redevelopment, including timelines, budget, and key deliverables.
- **Timeline:** January 15, 2025 – March 31, 2025
- **Deliverable:** A detailed roadmap approved by the Board.

#### 4. Develop a Marketing Plan to Raise Public Awareness

- **Action:** Create a marketing strategy to increase awareness of CAPG’s work and value, including potential creative assets and budget involved.
- **Timeline:** January 15, 2025 – May 15, 2025
- **Deliverable:** A finalized marketing plan presented to the Board at the May meeting.

#### Future Considerations:

- Integrate communication tools into the website to streamline member engagement.
- Explore the development of a custom CAPG GPT tool for real-time 24/7-member assistance, support and information retrieval.

#### Goal 3: Build Relationships

##### Objective for 2025:

To strengthen and formalize stakeholder relationships, ensuring consistent communication and sustainable engagement with key partners.

##### Initiatives and Timelines:

###### 1. Develop a Relationship Management System

- **Action:** Create a spreadsheet-based system to document key stakeholders, preferred communication methods, objectives, and frequency of engagement.
- **Timeline:** Jan 15, 2025 – June 30, 2025
- **Deliverable:** A fully operational relationship management system shared with the Board.

###### 2. Develop an Engagement Strategy for Provincial Associations

- **Action:** Establish a framework for engaging provincial police boards and associations through events such as summits and attendance at Provincial Association conferences and meetings.
- **Timeline:** January 15, 2025 – June 30, 2025
- **Deliverable:** A comprehensive engagement strategy approved by the Board.

### 3. Create a Continuity Strategy

- **Action:** Design a documented approach to ensure consistent relationship management during board transitions, focusing on sustainable engagement practices. Relationships to include are political entities, academic institutions, and industry organizations such as the Federation of Canadian Municipalities, Canadian Police Association and Canadian Association of Chiefs of Police. The foundation of this work will be accomplished with the completion of the relationship management system.
- **Timeline:** January 15, 2025 – August 15, 2025
- **Deliverable:** A continuity strategy presented and adopted at the August meeting.

#### Future Considerations:

- Leverage these partnerships to advocate for national issues and share best practices across Canada.

#### Future Considerations Across All Goals

While the objectives and initiatives outlined above provide a structured roadmap for 2025, CAPG acknowledges the need for flexibility to adapt to emerging challenges and opportunities. Future considerations include:

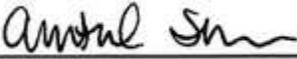
- Scaling training programs to address advanced governance topics.
- Leveraging technological advancements, such as AI-driven tools, to enhance member support, connection and engagement. A custom GBT could potentially transform how members engage with CACP and be an added value to membership.
- Expanding partnerships and collaborations to amplify CAPG's influence on national policing and governance.

This roadmap ensures that CAPG is equipped with a clear direction and actionable steps to achieve its strategic vision for 2025–2027, setting the stage for sustainable growth and national impact.

### 5. Conclusion

This strategic plan provides a comprehensive roadmap for CAPG's growth and impact over the next three years. By addressing member needs and prioritizing national challenges, CAPG is well-positioned to lead advancements in police governance across Canada. This plan reflects the collective effort of the Board, Executive Director, and stakeholders, demonstrating a shared commitment to excellence.

*January 22nd, 2025*

  
\_\_\_\_\_  
President, CAPG -2025

  
\_\_\_\_\_  
Executive Director, CAPG-2025

## Notice of Position

[Apply](#)

## ▼ Information

**Job Title**

2 - Provincial Members - Reside in New Westminster

**Job Id**

J-0408

**Name Of Organization**

Police Board - New Westminster

**Posted Date**

2025-01-31

**Closing Date**

2025-03-03

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Freedom of Information and Protection of Privacy Act (FOIPPA) – The personal information on this form is collected for the purpose of administering a variety of statutes that authorize the appointment of individuals to public sector organizations under the authority of section 26(c) of the FOIPPA. Information on the authority for a specific appointment is available on request. All information provided to us will be considered as supplied in confidence. Under certain circumstances some information may be released subject to the provisions of the FOIPPA. The Crown Agencies and Board Resourcing Office is the office of record for this form. Questions about the collection or use of this information can be directed to the Crown Agencies and Board Resourcing Office's Analyst by email at [abc@gov.bc.ca](mailto:abc@gov.bc.ca) or by mail PO Box 9416 Stn Prov Govt, Victoria, BC V8W 9V1

## ▼ Business and Structure

**Business and Structure**

There are 12 municipal police departments in British Columbia serving the following communities: Abbotsford, Delta, Central Saanich, Nelson, New Westminster, Oak Bay, Port Moody, Saanich, Surrey, Vancouver, Victoria and Esquimalt, and West Vancouver.

The *Police Act* ([http://www.bclaws.ca/civix/document/id/complete/statreg/96367\\_01#part5](http://www.bclaws.ca/civix/document/id/complete/statreg/96367_01#part5)) requires each municipal police department to have a board consisting of:

- A member of the city's council appointed by the council,
- One non-elected person of the community appointed by the municipal council, and
- Up to seven people appointed by the province.

Police boards provide independent civilian governance and oversight of municipal police services.

For further information, please visit the [New Westminster Police Board \(https://www.nwpolice.org/inside-new-westminster-police-department/police-board/\)](https://www.nwpolice.org/inside-new-westminster-police-department/police-board/) and [New Westminster Police Department \(https://www.nwpolice.org/\)](https://www.nwpolice.org/) websites.

## ▼ Strategic Direction

**Strategic Direction**

Under the *Police Act* ([http://www.bclaws.ca/civix/document/id/complete/statreg/96367\\_01#part5](http://www.bclaws.ca/civix/document/id/complete/statreg/96367_01#part5)), municipal police boards are required each year to determine the priorities, goals, and objectives of the department, in consultation with the Chief Constable.

Police boards must oversee policing to ensure a high standard of policing and fair and responsive interaction with the community.

Police boards in BC perform five main governance functions:

1. Establish the priorities, goals and objectives for the police service;
2. Employer of all sworn and civilian members of the department;
3. Provide financial oversight for the department;
4. Establish rules to ensure the police service follows standards, guidelines and policies; and
5. Handle service and policy complaints, with the Chair being responsible for discipline matters related to the Chief Constable and Deputies.

Please check the [New Westminster Police Board \(https://www.nwpolice.org/inside-new-westminster-police-department/police-board/\)](https://www.nwpolice.org/inside-new-westminster-police-department/police-board/) website for information on their mandate.

## ▼ Vacant Position(s)

### Experience and Qualifications

There are currently two provincially appointed vacancies on the New Westminster Police Board.

While previous experience as a board director is not required it is preferred, and it is important that candidates for positions understand the roles and responsibilities of a member of a board and have the necessary experience and demonstrated skills to enable them to contribute to board decision-making and oversight.

Part of the organization's commitment to good governance includes the provision of a comprehensive orientation for new board members and ongoing professional development for new members.

Specific experience and qualifications required:

- Legal expertise; and
- Communications expertise.
- Reside or work in the New Westminster region.

### Diversity and Inclusion

Consideration will be given to qualified individuals with a broad range of backgrounds in community, labour and business environments. The selection process will recognize lived experience and volunteer roles as well as paid employment and academic achievements.

We are committed to supporting strong organizations that represent the diversity of our province. Indigenous applicants, people of colour, all genders, 2SLGBTQIA+ and persons with disabilities are encouraged to apply.

### Competencies/Attributes

Collectively, the Board should comprise the following core competencies:

- operational or technical expertise relevant to the operation of the organization including:
  - o strategic management and organizational change,
  - o operations,
  - o internal control and accounting,
  - o communications,
  - o public sector administration,
  - o human resources,
  - o labour relations, and

o risk management.

- financial expertise;
- legal expertise;
- knowledge of government and the public sector environment;
- knowledge of current and emerging issues affecting the organization and its industry or sector; and
- knowledge of the community served by the organization.

### **Time Commitment**

Normally, the Board meets the third Tuesday of the month starting at 9:30am, with an in-person and virtual option to attend. There is a summer and winter break.

In addition, most board members serve on one or more board committees. Board committees typically meet at times convenient to all members. Board members also attend various organizational functions.

Board members can expect to spend approximately 10 hours a month on board business.

### **Term**

Under subsection 24(2)(b) of the *Police Act* ([http://www.bclaws.ca/civix/document/id/complete/statreg/96367\\_01#section24](http://www.bclaws.ca/civix/document/id/complete/statreg/96367_01#section24)) a person appointed by the province to a municipal police board holds office for a term, not longer than four years, that the Lieutenant Governor in Council determines. Under subsection 24(3) of the Act, members are limited to a term of six consecutive years.

### **Compensation**

This is a volunteer position, however some boards offer a stipend and have an expenses policy when conducting board business. Board members are encouraged to review board policies once appointed.

### **Personal Attributes**

All directors should possess the following personal attributes:

- high ethical standards and integrity in professional and personal dealings;
- appreciation of the responsibilities to the public;
- able and willing to raise potentially controversial issues in a manner that encourages dialogue;
- flexible, responsive and willing to consider others' opinions;
- capable of a wide perspective on issues;
- ability to listen and work as a team member;
- no direct or indirect conflict of interest with the member's responsibility to the organization;
- strong reasoning skills;
- able and willing to fulfill time commitment required to carry out responsibilities;
- may include personal attributes relevant to organization; and
- commitment to continuous learning about the organization and the relevant sector or industry.

### **Region**

#### **Click here for a map**

[https://www150.statcan.gc.ca/n1/pub/82-402-x/2015002/maps-cartes/rm-cr/bc\\_ref\\_11\\_2015-eng.gif](https://www150.statcan.gc.ca/n1/pub/82-402-x/2015002/maps-cartes/rm-cr/bc_ref_11_2015-eng.gif) ([https://www150.statcan.gc.ca/n1/pub/82-402-x/2015002/maps-cartes/rm-cr/bc\\_ref\\_11\\_2015-eng.gif](https://www150.statcan.gc.ca/n1/pub/82-402-x/2015002/maps-cartes/rm-cr/bc_ref_11_2015-eng.gif))

### **Min Pay**

### **Max Pay**

## ▼ Governance Structure

### Governance Structure

-

## ▼ Board Responsibilities and Accountabilities

### Role

The role of the board is to oversee the provision of police services, including law enforcement and crime prevention. The board strives for a fair and responsive interaction between police and the community.

The goal of the province and the municipalities is to have police boards that reflect community demographics and that consist of qualified people who have shown they can act in the best interest of the public.

### Responsibilities

Each police board is mandated to establish and operate a police department in their municipality responsible for enforcing bylaws, criminal laws, and provincial laws, as well as maintaining order and preventing crime.

Specifically, police boards must:

- (a) Develop the annual department priorities, goals, and objectives in consultation with the Chief Constable,
- (b) Approve a provisional budget prior to submission to the city council,
- (c) Clarify board/staff relationships including the appointment of the Chief Constable other constables and civilian employees,
- (d) Make rules, guidelines, and policies for the administration of the police service, and for the efficient discharge of duties by municipal constables; and
- (e) Handle all service and policy complaints.

The Chief Constable is responsible for daily policing and other operational matters. The board shall not direct the Chief of Police with respect to the day-to-day operations of the police service.

### Accountabilities

Municipal police boards are accountable to the following groups:

To the community that they serve: Board members should develop mechanisms to acquire information and input from the community. Feedback is sought on such items as:

- what the policing issues are,
- how well the police are carrying out their duties, and
- what changes citizens feel are needed in response to changing circumstances.

Board meetings are open to the public except for “in-camera” items that comply with the reasons provided in section 69 of the *Police Act*.

To the police department: Through senior management, board members should inform police officers and civilian staff of what is expected of them and what the community wants them to accomplish. They must also act as a buffer to ensure that the police are not subject to political interference.

To the Ministry of Public Safety and Solicitor General: Board members need to ensure that they exchange information with ministry officials on a timely basis and that they fulfil all requirements for reporting and information-sharing established under the *Police Act*. This includes filing of rules and minutes of board meetings with the Director, which enables the board’s decisions to be enforced.

To other oversight and coordination bodies: Such as the Office of the Police Complaint Commissioner, which enables the board to work collaboratively and more effectively for their departments and communities.

## Board Composition

### Board Composition

Each board consists of one council member, one person appointed by the municipal council (not elected) - (Non-CABRO), and up to seven members appointed by the Lieutenant Governor in Council.

The individuals who make up the Board should, collectively, have the necessary personal attributes and competencies required to:

- add value and provide support for management in establishing strategy and reviewing risks and opportunities,
- effectively monitor the performance of management and the organization, and
- account for the performance of the organization.

## Members

### List of Current Members

Click here for [full board membership](https://www.nwpolice.org/inside-new-westminster-police-department/police-board/bios/) (<https://www.nwpolice.org/inside-new-westminster-police-department/police-board/bios/>).

### Senior Executives (if applicable)

-

## Process for Submitting Expressions of Interest

### Submitting Expressions of Interest

You may submit an Expression of Interest in serving on this board by clicking on the “Apply” button at the top of this page. For more information on the board, refer to the [Directory of Organizations](https://www.bcpublicsectorboardapplications.gov.bc.ca/s/directoryofagencies) (<https://www.bcpublicsectorboardapplications.gov.bc.ca/s/directoryofagencies>) website. For information on the Crown Agencies and Board Resourcing Office (CABRO) refer to [CABRO](https://www2.gov.bc.ca/gov/content?id=4631CD046AD34E5F872EFE89F8BCAC07) (<https://www2.gov.bc.ca/gov/content?id=4631CD046AD34E5F872EFE89F8BCAC07>) website.

## British Columbia Guidelines

### British Columbia Guidelines

Appointments to British Columbia’s public sector organizations are governed by written [general conduct guidelines](https://www2.gov.bc.ca/gov/content?id=0CBF57D283CA47DAB713B0D3287E8674) (<https://www2.gov.bc.ca/gov/content?id=0CBF57D283CA47DAB713B0D3287E8674>).

## Login

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## Create Your Profile

Create an account and profile now and apply for positions later.

Create Your Profile

Crown Agencies and Board Resourcing Office Website (<https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/central-government-agencies/crown-agencies-and-board-resourcing-office>)



## New Westminister Police Department Police Board Report

<b>DATE:</b>  February 18, 2025	
<b>SUBMITTED BY:</b>  Acting Deputy Chief Eamonn Ward	
<b>REVIEWED AND APPROVED BY:</b>  Chief Constable Paul Hyland	
<b>SUBJECT:</b>  Professional Standards (PSU) Report – 2024 Stats	
<b>ACTION:</b>  <input checked="" type="checkbox"/> For Information  <input type="checkbox"/> For Action  <input type="checkbox"/> For Approval	<b>MEETING:</b>  <input checked="" type="checkbox"/> Open  <input type="checkbox"/> Closed
<b>RECOMMENDATION:</b>  That the New Westminister Police Board receive this report for information.	

## **PURPOSE**

The purpose of this report is to provide the New Westminster Police Board (the Board) with a statistical overview of the files taken by the NWPD Professional Standard Unit (PSU) in 2024, with comparators for 2023, 2022 and 2021. This report is intended to improve transparency and community trust related to Police Act matters involving the Department.

## **BACKGROUND**

Two full-time Sergeant's, who receive some administrative support from the Major Crime Unit Electronic File Agent, currently staff the NWPD PSU. This unit is responsible for receiving, processing and investigating Police Act complaints involving NWPD members in consultation with the Office of the Police Complaint Commissioner (OPCC).

The OPCC is an impartial agency—independent of police and government—that oversees complaints and investigations involving municipal police officers. The OPCC ensures complaints made under the Police Act are resolved in a timely, transparent and accountable manner, and that the process is accessible to the public it serves.

When the OPCC receives a registered complaint (or a request by a police department for an ordered investigation), it conducts an admissibility assessment to determine if an investigation is warranted. In making this determination, the OPCC must ensure the complaint meets three criteria:

1. Alleged misconduct in the complaint meets the definitions in Section 77 of the Police Act.
2. Complaint must not be frivolous or vexatious.
3. Complaint must be made within one year of incident (OPCC Commissioner may extend this time limit if deemed in the public interest)

Once deemed admissible, a complaint may be flagged by the OPCC for Informal Complaint Resolution. If Informal Complaint Resolution is not approved or successful, then the complaint is investigated by a member of the PSU, and overseen by an OPCC Investigative Analyst. Once the investigation is completed, the PSU investigator sends a Final Investigative Report (FIR) to the assigned Disciplinary Authority (generally the Chief Constable or a delegated senior officer). The Disciplinary Authority (DA) then makes a determination if the allegations in the complaint are substantiated or unsubstantiated and what corrective measures are imposed if necessary. The OPCC has several options should it disagree with the Disciplinary Authorities decision, including a Review on the Record or a Public Hearing (both of which are conducted by a retired Judge).

For reference, the following definitions are provided:

**Registered Complaints** - The public can file complaints about a police officer's conduct or actions. The OPCC reviews all complaints for admissibility to determine whether there will be an

investigation. Municipal police agencies, under the oversight of the OPCC, conduct all Police Act investigations.

**Ordered Investigations** - The OPCC Commissioner can initiate investigations into a police officer's conduct or actions, even if there is no registered complaint filed by the public. Police departments can also ask the Commissioner to initiate an investigation into the conduct of one of their police officers.

**Question or Concern** – involves situations where members of the public want a municipal police department (and the OPCC) to know about concerns involving police officers, however they do not wish to participate in a formal complaint process. These files are monitored by the OPCC and may result in informal resolution or depending on the information provided, may or may not result in a Police Act investigation.

**Citizen Contacts** – These refer to contacts and general inquiries the PSU receive from members of the public, which do not meet the threshold for a Police Act investigation.

**Reportable Injuries** – Municipal Police departments are required to notify the OPCC when an incident involving police members results in an injury requiring transport to hospital for emergency care. The OPCC reviews all injuries to determine whether an investigation into the police officer's conduct is required.

**Serious Harm Investigations** - The OPCC must order a mandatory external investigation into any incident resulting in serious harm or death. These investigations are separate and distinct from investigations by the Independent Investigations Office (IIO) and are not restricted to evidence gathered by the IIO. These investigations will assess all of the circumstances including but not limited to, any training, policy considerations, or misconduct allegations.

**External investigations** – These are Police Act matters involving other municipal police agencies that have been assigned to the NWPD PSU for external investigation under the Police Act.

**Internal Discipline** – These files include disciplinary matters that do not fall under the Public Trust provisions of the Police Act. Final reporting on these matters has to be reported out to the OPCC.

**Monitor Files** – These files include any issue that is not already covered. It can also include investigations into NWPD members being conducted by another municipal police agency.

**Service and Policy Complaints** – These involve public complaints about the policies or services being provided by a police department. These complaints are the responsibility of the department's police board. The police board is required to advise the OPCC of their course of action. The Commissioner may also make recommendations to the police board.

## **DISCUSSION**

The following chart provides a breakdown on NWPD PSU files from 2024, including comparators for 2023, 2022 and 2021:

	2024	2023	2022	2021
Total Files opened	67	66	72	104
Total Registered Complaints	23	22	27	24
- Admissible/Investigated	3	4	7	0
- Informal Resolution	1	0	2	3
- Inadmissible/Withdrawn	8	14	18	21
- Pending assessment	11	4	0	0
OPCC Ordered Investigations	4	2	2	2
Question or Concern	7	7	9	8
Citizen Contacts	12	15	6	12
Reportable injury/Serious Harm	16	14	17	30
External Investigations	0	4	4	16
Internal Discipline	0	0	2	2
Monitor Files	5	2	4	10
Service and Policy Complaints	0	0	1	0

## **CONCLUSION**

Overall, the number of Registered Complaints has remained consistent over the last four years, averaging 24 per year. Complaints deemed admissible by the OPCC ranged from zero in 2021, seven in 2022, four in 2023 and three in 2024. Question or concern and Citizen Contact files have remained steady, while Reportable injury and serious harm files have dropped from 30 in 2021 to an average of 16 for 2022-2024.

## **OPTIONS**

Option 1 – That the New Westminster Police Board receive this report for information.

Option 2 – That the New Westminster Police Board provide staff with further direction.

Staff are recommending Option 1

This report has been prepared by:

A handwritten signature in black ink, appearing to read 'E. Ward', is positioned above a horizontal line.

---

Acting Deputy Chief Constable Eamonn Ward



## **CALL FOR RESOLUTIONS**

### **BRITISH COLUMBIA ASSOCIATION OF POLICE BOARDS ANNUAL CONFERENCE AND MEETING**

An important part of each Annual Meeting of the BCAPB is the consideration of Resolutions forwarded by member boards.

To ensure adequate time for review, the BCAPB Board of Directors has set a deadline of March 15, 2025 for all Resolutions to be forwarded to the BCAPB.

Following review by the Resolutions Committee, resolutions will be distributed to members in advance of the General Meeting.

Voting on the Resolutions will take place at the Delta Hotels Vancouver Delta, 6005 BC-17A, Delta, BC, on May 9, 2025 as part of the BCAPB Annual General Meeting.

Please refer to the BCAPB Resolutions Guidelines for assistance in drafting proposed resolutions.

***This is your chance to ensure your voice is heard!***

Please forward your resolution(s) to Veronica Bandet at [bcapbs@gmail.com](mailto:bcapbs@gmail.com)

# Resolutions

## What is a Resolution?

A resolution is a formal way of stating an intended or desired action/direction/position by a group.

## Guidelines for Resolution Writing

1. Choose a topic that is important, relevant and deserving of an official BCAPB position.
2. Identify your Board as the author of a resolution.
3. WHEREAS clauses are factual clauses to support your resolution; they should be concise and to the point. Resolutions that have a page or more of WHEREAS clauses only serve to make the reader less amenable to your idea if he or she has to sort through multiple WHEREAS clauses in order to determine your point. The entire resolution should be no longer than one page.
4. RESOLVED clauses state your proposed policy change or position. Internal resolutions should be directed to the BCAPB (resolved that the BCAPB); external resolutions should be directed to the appropriate level of government or Minister/Ministry. Internal and external intents may not exist within the same RESOLVED clause, rather, separate resolved clauses are necessary if you want the BCAPB to take an action separate from the government. RESOLVED clauses should be only one sentence in length and must be able to stand alone as they are the only part of the resolution that will be debated or considered.

Other helpful tips: If possible have financial implications information in your resolution. Factual information to support your resolution should be available or included as an attachment to your resolution.

## Format for a Resolution

- The TITLE identifies the topic/problem or issue or its proposed solution.
- The AUTHOR names the Police Board putting forward the resolution.
- The PREAMBLE is used for factual information that is necessary to support the RESOLVED section. Each PREAMBLE clause should be written as a separate paragraph, beginning with the word Whereas. The first word should begin with a capital letter. The PREAMBLE, regardless of its length and number of paragraphs, should never contain a period. Each paragraph should close with a semi-colon. The next to the last paragraph should close with a semi-colon, after which a connecting phrase such as Therefore or Therefore Be It or Now Therefore, Be It is added.
- The RESOLVED section indicates what action is proposed. There may be more than one Resolved clauses, each stated separately. The word RESOLVED is printed in capital letters, followed by a comma and the word THAT. Each resolved clause must be a separate paragraph and may be ended with a period or a semi-colon and in the case of the next to the last clause, be followed by the word AND,.
- If factual information is available it should be included as an attachment.
- Estimated cost of implementation if available should also be included.

## Resolution Strategies

Here are some hints to help you get your resolution passed:

1. Be concise. The delegates will get copies of all resolutions and this means a lot of reading. If your resolution is too wordy, it will not get the attention it deserves. Try and limit your resolution to five "whereas" clauses: choose the strongest five facts and use the others in discussion and debate. Resolutions should not be longer than one page.
2. Be realistic. The resolved statements should include specific actions that are realistic and implementable. Resource availability (both human and financial) will affect the implementability of resolutions.
3. Be positive. A positive approach always works better than a negative one. Write positive statements, and address the issue positively when you are speaking to it.
4. Be knowledgeable. Know the facts about all parts of your resolution. Be aware of other resolutions that have been passed on your issue and be sure to state in your resolution why reaffirmation of the same stand is timely.
5. Gather support and assistance. Try to involve other members in supporting your resolution. Share your facts and ask others to speak pro to your resolution. This will not only help you get your resolution passed, it will also encourage other members to get involved.
6. Use your time on the floor wisely, time is limited. As the author, you will have an opportunity to speak to the resolution first. Remember that the delegates have a copy, so don't read it to them. Instead, take this opportunity to state some of the facts that might not be included in the "whereas" clauses.
7. Be available. Make sure you are available to the Delegates to answer questions. Be on time for all meetings.

Have your documentation handy. Make sure you have at least two copies of your documentation with you – questions may be asked that need further clarification.

INTEGRITY  
INDEPENDENCE  
FAIRNESS

OFFICE OF THE  
POLICE COMPLAINT  
COMMISSIONER

ANNUAL REPORT  
2023/2024



**OPCC**  
OFFICE OF THE  
POLICE COMPLAINT  
COMMISSIONER



**LIGHTHOUSES** have long been used to provide comfort and indicate obstacles to sailors navigating British Columbia's rugged coastline. Their beacons shine a light in all directions, signalling a welcome to everyone in the vicinity. Throughout history, it was lighthouse keepers and staff who kept a lookout for those in need of help or in distress.

It is the Office of the Police Complaint Commissioner's goal to offer a safe harbour to those who engage in the complaints process and to be a beacon of effective and accessible civilian oversight, seeking accountability and building trust in policing.

**COVER PHOTO:** *Fisgard Lighthouse is located at the Fort Rodd Hill National Historic Site near Victoria. Before European arrival, Fort Rodd Hill served as a  $l\acute{a}k^w\acute{a}n\acute{a}n$  (Lekwungen or Lekungen) village and camas cultivation site. We understand Parks Canada has joined with the Songhees and Esquimalt First Nations in recent years to protect the camas meadows and their surrounding ecosystem as well as celebrate Coast Salish history.*

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*We would like to acknowledge that the work of the Office of the Police Complaint Commissioner takes place across unique and diverse traditional Indigenous territories and respects the many territorial keepers of this place we now call British Columbia. We thank the lək̓ʷəŋən (Lekwungen) people, also known as the Songhees and Esquimalt First Nations communities, past, present and future, for their stewardship, care, and leadership on the land on which our main office is located in downtown Victoria.*

*On behalf of our Office and our staff, we express extreme gratitude for being able to live and work on this beautiful land. We're all committed to our own personal journey to bring our Office closer to understanding and incorporating Indigenous history and culture into our work as we strive towards true reconciliation.*

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OFFICE OF THE  
POLICE COMPLAINT COMMISSIONER

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British Columbia, Canada

November 15, 2024

The Honourable Mr. Raj Chouhan  
Speaker of the Legislative Assembly  
Parliament Buildings, Room 207  
Victoria, BC V8V 1X4

Dear Mr. Speaker,

It is my honour to present the 2023/2024 Annual Report. In doing so, I gratefully acknowledge that our office is located on the unceded traditional lands of the Ləkʷəŋən (Lekwungen) People and ancestors. The work of the Office of the Police Complaint Commissioner extends across the homelands of the Indigenous Peoples within what we now call British Columbia.

This report has been prepared in accordance with section 51.1(1) of the *Police Act*, RSBC 1996, c. 367.

Yours truly,

Prahbu Rajan  
Police Complaint Commissioner

---

Prahbu Rajan  
Police Complaint Commissioner

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# Commissioner's Message

Civilian oversight over municipal policing plays a critical role in ensuring accountability for police misconduct in British Columbia. I am now well into the first year of my five-year term as Police Complaint Commissioner. I have had many conversations with interest holders who have expressed a shared commitment to an independent, fair, and impartial oversight system that genuinely listens to the voices of those impacted and seeks to ensure public trust in policing.

I recognize that policing is important and difficult work, often occurring in dynamic and potentially dangerous situations. It is my job, and that of my office, to faithfully conduct a neutral and objective inquiry into questionable police conduct that has come to our attention through a public complaint or from a police department.

An annual report looks back at achievements of the past year but also considers what lies ahead. I am grateful to past commissioners for their work in making the Office of the Police Complaint Commissioner (OPCC) a gold standard in police oversight and well situated to take on future challenges. Given that my predecessor, Clayton Pecknold, led the OPCC for almost all of 2023/2024, I asked him for his reflections. Former Commissioner Pecknold kindly provided me with the following:

*Fiscal year 2023/2024 continued the uncertainty brought by the transition of the City of Surrey from an RCMP policing model to a municipal model. Planning within the OPCC had been underway for several years prior and has been the basis for several funding requests. The Surrey Police Board was appointed in 2020 and began recruiting and hiring municipal police officers, which consequently engaged the jurisdiction of the OPCC in efforts to ensure we were prepared.*

*Organisationally, beyond the day-to-day mandate and the Surrey transition and its impacts, our focus was on continued health and wellness of staff coming out of reverberations of the pandemic and the increasing stress associated with workloads. Initiatives included internal engagement and strategic planning work continued from 2022, the Case Tracking System, and the planning for and execution of the physical relocation of our head office in the early summer 2023.*

*As we neared Fall 2023, we continued our engagement with government on Police Act amendments, both short term and medium term. For example, staff and I were heavily engaged in advocacy since the 2019 Special Committee report in support of granting both systemic powers and enhanced public hearing powers to the OPCC. In Spring 2024, the government passed these amendments along with a host of other measures that should improve the municipal policing discipline process.*

“I have had many conversations with interest holders who have expressed a shared commitment to an independent, fair, and impartial oversight system that genuinely listens to the voices of those impacted and seeks to ensure public trust in policing.”

*In addition, I met with the consultants hired for engagement on future long-term reform of the provincial oversight model and provided insight into the complex considerations and interplay between the various mandates (see last year’s Annual Report).*

*Finally, as this was the last year of my five-year term and the Legislature was engaged in a search process, my focus in the last quarter of the year was on ensuring staff health and morale in the face of continued change. As well, an equal focus was to ensure the organisation was prepared for continuity and delivery of mandate while the new PCC assumed the role. I believe the office was well poised for the transition and ready for the challenges ahead.*

The Police Act was amended in April 2024 to provide additional powers to the OPCC. My office is now able to investigate systemic causes of complaints and systemic problems with the discipline process, potentially resulting in recommendations for change that might prevent future police misconduct. I strongly believe that it is in the public interest to identify issues proactively rather than simply reacting to issues after they occur.

The OPCC has been given broader statutory authority to improve the accessibility and experiences with the complaints system. I am currently engaged in extensive community and policing outreach to better understand any challenges in the OPCC’s process and in the awareness and perception of my office. This includes meetings with Indigenous communities and leadership, support agencies, advocacy groups, police departments, and police associations. It is critical that we make the work of the OPCC more transparent while also ensuring that we understand the unique barriers faced by those in society who are vulnerable and marginalized.

While it is an important part of our mandate to process complaints and oversee investigations, we must also improve and prioritize our ability to resolve matters without requiring a lengthy investigative and decision-making process. I am focused on designing a conciliation-based approach that leads to earlier, accountable outcomes while also improving relations and trust between communities and their police departments.

I accept the existence of systemic racism in the justice system, as it impacts Indigenous Peoples and racialized communities in British Columbia. The OPCC is a product of this system. I am supportive of institutional changes that will make the police oversight system more responsive to the distinct experiences of vulnerable groups who wish to access our process in culturally relevant and safe manners.

I further acknowledge the harmful and ongoing impacts of colonialism on Indigenous Peoples. This must be a starting point in truly understanding and working towards ameliorating the relationship between the police and Indigenous Peoples. The OPCC is committed to ongoing learning in its journey towards

I am thankful for the dedication, expertise, and passion of the excellent staff working at the OPCC. I am looking forward to the OPCC’s journey and the evolution of civilian oversight in this province.



**Prabhu Rajan**  
Police Complaint Commissioner



# The Year in Numbers



## Files Opened

There are a number of different types of files the OPCC opens. There are police complaints, ordered investigations, serious harm investigations, questions or concerns, service or policy complaints, monitor files, and internal discipline files.

In 2023/2024, the OPCC opened 1,488 files. This is a decrease of 30 from last year. Most of these files are police complaints, which are opened when the OPCC receives a complaint from a member of the public about a police officer's behaviour.



## Police Complaints Received

The public can file complaints about a police officer's conduct or actions. The OPCC reviews all complaints to determine whether there will be an investigation. All investigations are conducted by the police under the oversight of the OPCC.

In 2023/2024, the OPCC received 685 complaints from the public about police officer conduct, a decrease of 21 from last year.



## Police Complaints – Total Assigned for Investigation or Resolution Attempt

In 2023/2024, the OPCC assigned a total of 290 admissible police complaints to investigation or resolution—an increase of 34 from last year.



## Independently Ordered Investigations

The Commissioner can initiate investigations into a police officer's conduct or actions, even if there is no complaint filed by the public. Police departments can also ask the Commissioner to initiate an investigation into the conduct of one of their police officers.

In 2023/2024, the Commissioner initiated 64 investigations into police officer conduct, a decrease of 8 from last year. A total of 45 of these investigations were requested by the involved police department.



## Reportable Injuries

Police departments are required to notify the OPCC when an incident involving police results in an injury requiring transport to hospital for emergency care. The OPCC reviews all injuries to determine whether an investigation into the police officer's conduct is required.

In 2023/2024, the OPCC received 438 reportable injury notifications, a decrease of 7 from last year. Of those injuries, a significant number of injuries resulted from less-lethal firearms (ARWEN and bean bag shotguns), empty-hand techniques, and dog bites.



## Mandatory Serious Harm Investigations

The OPCC must order a mandatory external investigation into any incident resulting in serious harm or death. These investigations are separate and distinct from investigations by the Independent Investigations Office (IIO) and are not restricted to evidence gathered by the IIO. These investigations will assess all of the circumstances including, but not limited to, any training, policy considerations, or misconduct allegations.

In 2023/2024, the OPCC ordered 24 serious harm investigations, a decrease of 6 from last year.



## Adjudicative Reviews

If the Commissioner disagrees with a decision made by a senior officer about whether a police officer committed misconduct or the disciplinary or corrective measure imposed, then the Commissioner can appoint a retired judge to review the matter. There are three types of reviews: Section 117 Reviews, Reviews on the Record, and Public Hearings.

In 2023/2024, the OPCC disagreed with the decision of a senior officer and appointed a retired judge in 15 matters, a decrease of 1 from last year.



## Service or Policy Complaints

The public can file complaints about the policies or services being provided by a police department. These complaints are the responsibility of the department's police board. The police board is required to advise the OPCC of their course of action. The Commissioner may also make recommendations to the police board.

In 2023/2024, the OPCC received 23 complaints about the policies or services being provided at a police department, an increase of 13 from last year.



## Recommendations Made to Police Board or Director of Police Services

The Commissioner has the ability to make recommendations to police boards on matters of policy and procedures and can recommend that the Director of Police Services or the Minister exercise their authority to examine training, cultural, or systemic issues that may have contributed to misconduct or which may prevent its recurrence.

In 2023/2024, the Commissioner made recommendations on seven matters to police boards. Examples of recommendations included use of force reporting, workplace culture, sudden death investigations, and police interactions with persons in vulnerable circumstances.

## ABOUT OUR WORK:

# Advancing Public Confidence and Trust in Policing

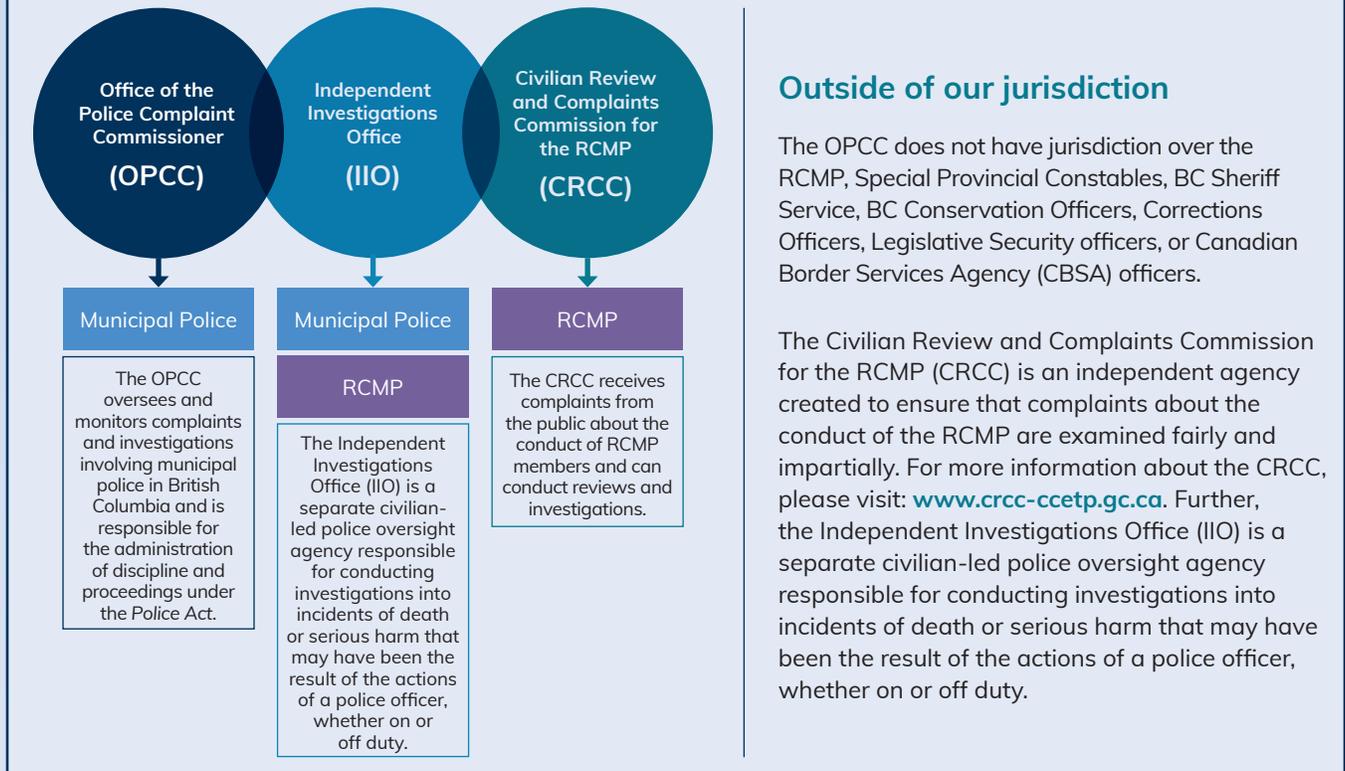
## Who We Are

The OPCC is the office that British Columbians turn to when they have concerns about the conduct of municipal police. We are an impartial agency— independent of police and government—that oversees complaints and investigations involving municipal police officers. We ensure complaints made under the *Police Act* are resolved in a timely, transparent, and accountable manner, and that the process is accessible to the public.

## Our Purpose

We promote accountable policing and enhance public confidence in police through impartial, transparent civilian oversight.

### BRITISH COLUMBIA POLICE COMPLAINT AND OVERSIGHT SYSTEM



## Outside of our jurisdiction

The OPCC does not have jurisdiction over the RCMP, Special Provincial Constables, BC Sheriff Service, BC Conservation Officers, Corrections Officers, Legislative Security officers, or Canadian Border Services Agency (CBSA) officers.

The Civilian Review and Complaints Commission for the RCMP (CRCC) is an independent agency created to ensure that complaints about the conduct of the RCMP are examined fairly and impartially. For more information about the CRCC, please visit: [www.crcc-ccetp.gc.ca](http://www.crcc-ccetp.gc.ca). Further, the Independent Investigations Office (IIO) is a separate civilian-led police oversight agency responsible for conducting investigations into incidents of death or serious harm that may have been the result of the actions of a police officer, whether on or off duty.

## What We Do

- Provide an accessible way for people to voice concerns about the conduct of any municipal police officer or department.
- Oversee and monitor complaints and investigations into police misconduct involving municipal police and special municipal constables in BC.
- Oversee the administration of discipline and proceedings under the *Police Act* and ensure that the purposes of the legislation are achieved.

## How We Do Our Work

### Fairness

- Determine the admissibility of complaints received from the public.
- Initiate investigations.
- Actively monitor and oversee police misconduct investigations, providing advice and direction as necessary.
- Refer matters for independent adjudicative review.
- Refer matters to Crown Counsel for consideration of prosecution, when appropriate.

### Transparency

- Maintain records of all police complaints<sup>1</sup> and *Police Act* investigations involving municipal police officers and the investigation outcomes.
- Compile statistical information, including trends, and report regularly to the public about complaints and investigations. Additional information about the work of the OPCC can be accessed at <https://opcc.bc.ca/>

### Public Engagement and Education

- Engage public organizations and policing interest holders and provide education on the police complaint process.
- Inform on the benefits of dispute resolution processes.
- Identify and address barriers to the police complaint process through outreach efforts.

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<sup>1</sup> Of note, previous OPCC annual reports have included references to "registered complaints"; this term has been replaced by "police complaints".

## Prevention and Systemic Responses

- Make recommendations to police boards or to government to address policies, practices, or systemic issues identified in the complaint process.

## Independence

- Neutrally assist any participant in the police complaint process, including complainants, police officers, Discipline Authorities, police boards, and adjudicators appointed under the *Police Act*.

## Our Goals

- To strengthen police accountability.
- To provide an accessible, effective, and understandable police complaint process.
- To improve organizational performance.
- To promote people wellness and development.

## Our Team

Driving our work is a team of committed professionals with diverse experience and expertise, including law, regulatory fields, policing, criminology, public administration, social policy, client service, communications, business analysis, and academia, and who believe in the fundamental importance of civilian oversight of the police complaints process.

Our intake service is typically the public's first point of contact with the OPCC. They help people understand the process and connect complainants who are seeking assistance in navigating the process with support agencies.

Our "No Wrong Door" approach means that even when the complaint falls outside of our jurisdiction, our intake team helps complainants find the appropriate avenue for redress. This prevents complainants getting discouraged when submitting a complaint that requires additional administrative steps. Last year, 286 enquiries were redirected by our skilled and compassionate front-line staff, of which 152 were related to the RCMP.

Once a complaint has been initiated, our team of analysts works to ensure that the *Police Act* and its associated processes are followed correctly. Our staff have a comprehensive understanding of the *Police Act* and the discipline process, as well as policing practices, policies and procedures. [For more, see Staffing and Budget, page 56]

# Where We Work

## OPCC Oversight

The OPCC oversees complaints related to the work of municipal police officers, special municipal constables, and officers serving on other police agencies throughout British Columbia. As detailed in the map that follows, 12 municipal police departments fall under our jurisdiction, as well as the Metro Vancouver Transit Police, Stl'at'imx Tribal Police Service, and the CFSEU (Organized Crime Agency of British Columbia).



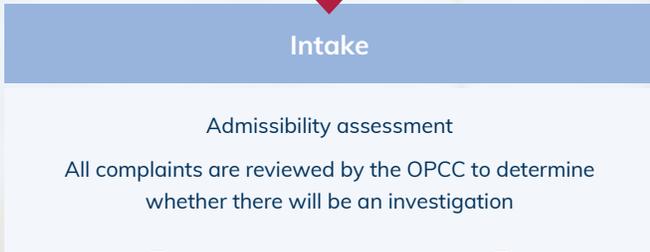
Map refers to Police Complaint and Ordered Investigation Statistics on the following page.

# Police Complaint and Ordered Investigation Statistics by Department (2023/2024)

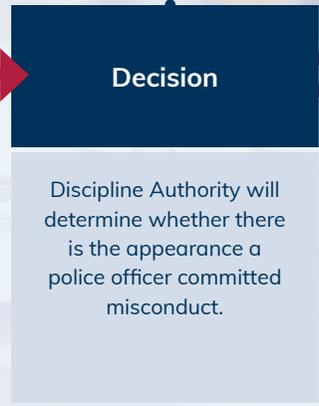
1	<b>Stl'atl'imx Tribal Police Service</b>	
	POLICE COMPLAINTS	4 ↓
	ORDERED INVESTIGATIONS	3 ↑
2	<b>West Vancouver Police Department</b>	
	POLICE COMPLAINTS	11 ↑
	ORDERED INVESTIGATIONS	1 ↓
3	<b>Vancouver Police Department</b>	
	POLICE COMPLAINTS	306 ↓
	ORDERED INVESTIGATIONS	30 ↓
4	<b>Port Moody Police Department</b>	
	POLICE COMPLAINTS	13 ↓
	ORDERED INVESTIGATIONS	0 ↓
5	<b>New Westminster Police Department</b>	
	POLICE COMPLAINTS	19 ↓
	ORDERED INVESTIGATIONS	2 →
6	<b>Delta Police Department</b>	
	POLICE COMPLAINTS	26 ↑
	ORDERED INVESTIGATIONS	1 ↓
7	<b>Central Saanich Police Service</b>	
	POLICE COMPLAINTS	5 ↓
	ORDERED INVESTIGATIONS	1 ↑
8	<b>Saanich Police Department</b>	
	POLICE COMPLAINTS	36 ↑
	ORDERED INVESTIGATIONS	1 ↑
9	<b>Oak Bay Police Department</b>	
	POLICE COMPLAINTS	1 ↓
	ORDERED INVESTIGATIONS	0 →
10	<b>Victoria Police Department</b>	
	POLICE COMPLAINTS	68 ↓
	ORDERED INVESTIGATIONS	5 ↓
11	<b>Abbotsford Police Department</b>	
	POLICE COMPLAINTS	69 ↑
	ORDERED INVESTIGATIONS	5 ↓
12	<b>Nelson Police Department</b>	
	POLICE COMPLAINTS	9 ↑
	ORDERED INVESTIGATIONS	1 ↓
13	<b>Metro Vancouver Transit Police</b>	
	POLICE COMPLAINTS	23 ↓
	ORDERED INVESTIGATIONS	3 ↓
14	<b>CFSEU (Organized Crime Agency of BC)</b>	
	POLICE COMPLAINTS	1 ↓
	ORDERED INVESTIGATIONS	0 ↓
15	<b>Surrey Police Service</b>	
	POLICE COMPLAINTS	83 ↑
	ORDERED INVESTIGATIONS	9 ↑

- ↑ INCREASE FROM 2022/2023
- NO CHANGE FROM 2022/2023
- ↓ DECREASE FROM 2022/2023

# How We Work



A Discipline Authority is generally a senior ranking police officer who is required to make a determination regarding the investigation and discipline of police officers alleged to have committed misconduct.



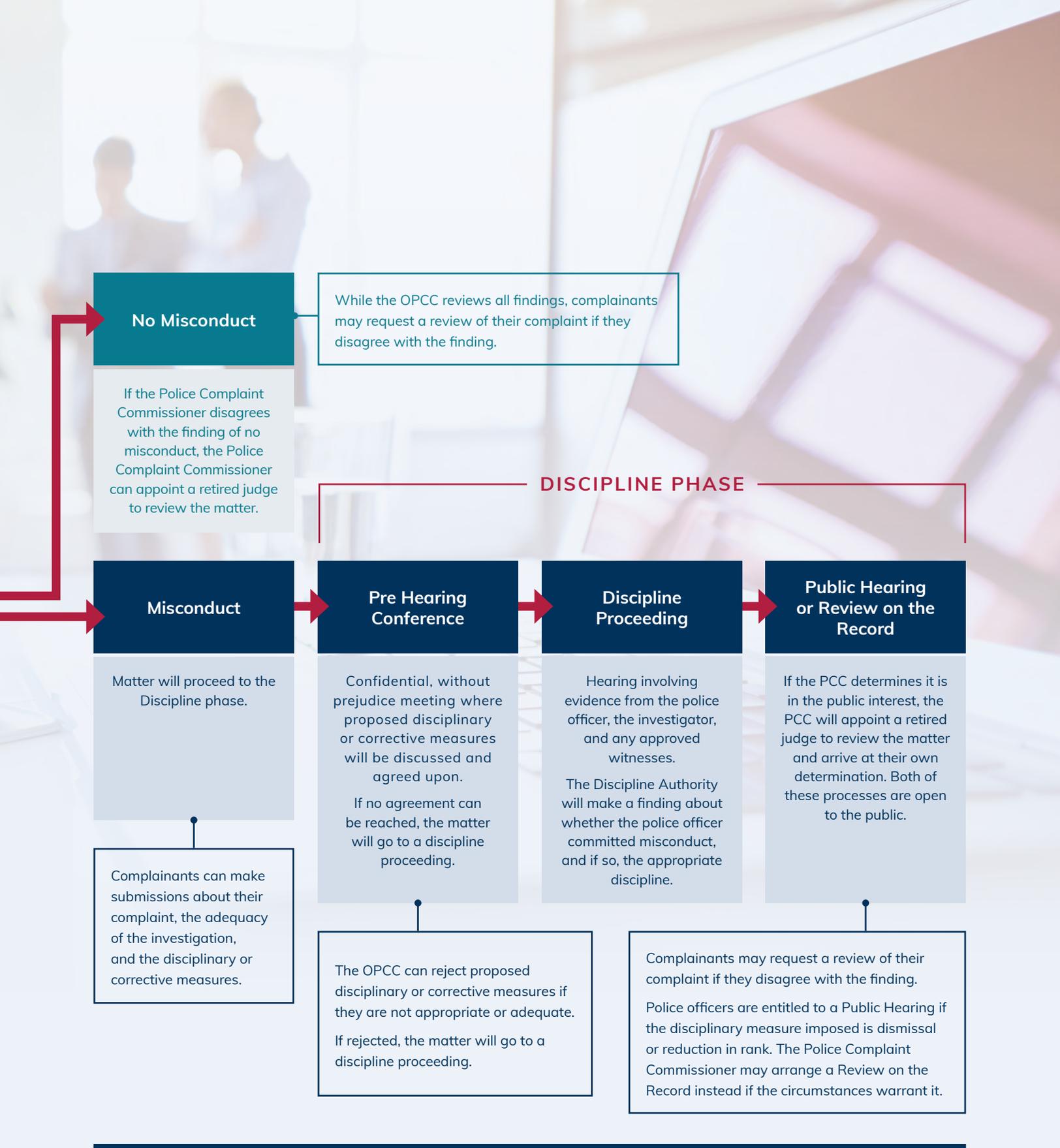
For a complaint to be admissible, it must contain three criteria:

- An allegation of police misconduct as defined under section 77 of the Police Act.
- It must be filed within one year of when the incident occurred (unless the Police Complaint Commissioner grants an extension).
- It must not be frivolous or vexatious.

The OPCC actively reviews investigations and can provide advice or direction on required investigative steps to ensure investigations are thorough.

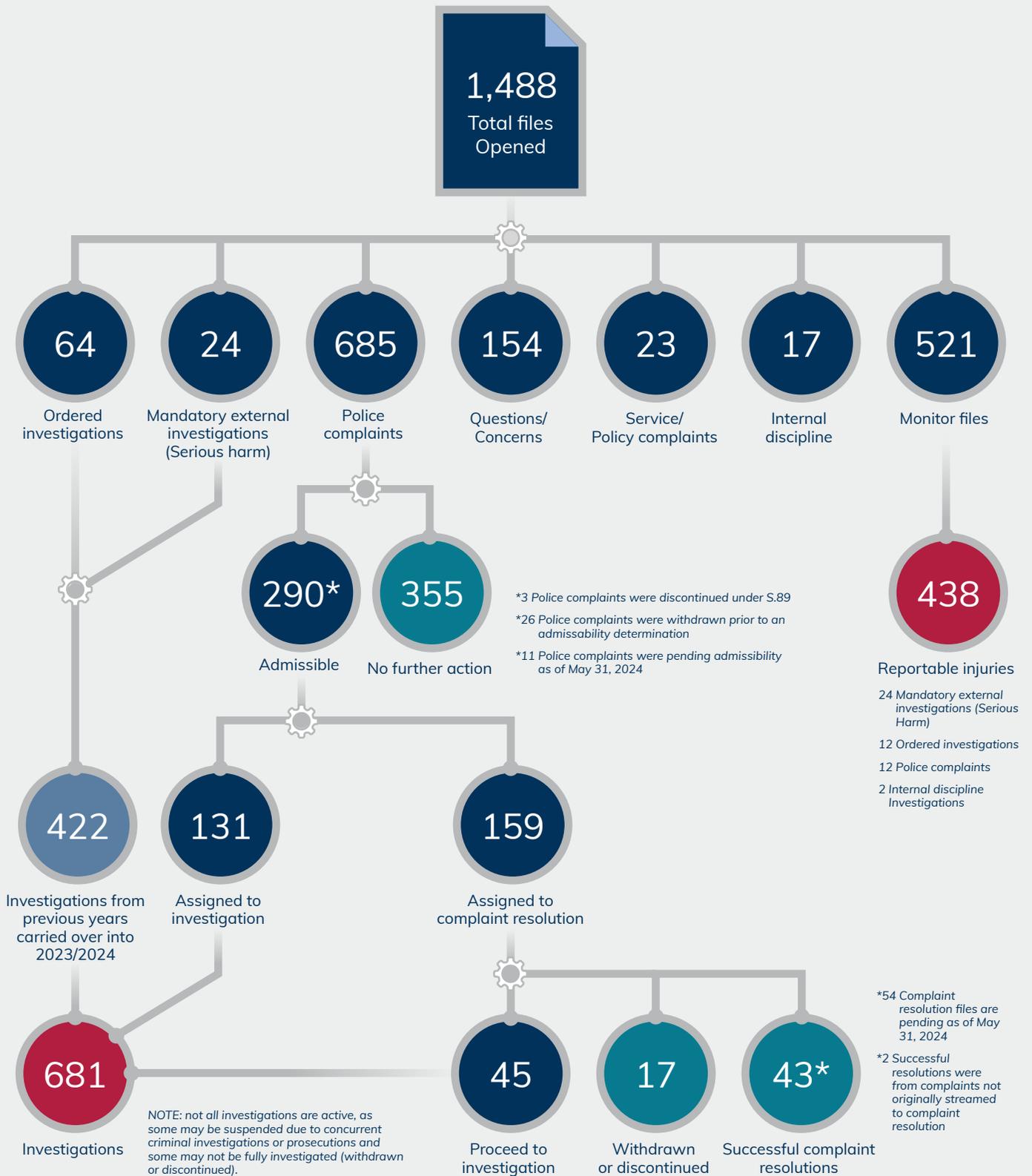
The PCC can appoint external police agencies to investigate complaints. The PCC can initiate investigations without a complaint.

Investigations must be completed within six months unless the OPCC extends the deadline.



The Police Complaint Commissioner may also refer matters to Crown Counsel for consideration of prosecution, or make recommendations to police boards or to government regarding policies, practices, or systemic issues that may contribute to the misconduct.

# Complaints and Investigations in 2023/2024: Intake, Assessment, and Investigation



# Supporting and Seeking Reconciliation with Indigenous Peoples

The OPCC's work in police accountability and oversight is inherently connected to Canada's legacy of colonialism and the historical traumas between police and Indigenous Peoples, communities and way of life. The OPCC is committed to recognizing and understanding the historical and ongoing wrongs committed against Indigenous Peoples and the legacy of colonialism, and valuing the resilience of Indigenous cultures and communities.

The OPCC's commitment to lasting and meaningful truth and reconciliation is implemented within the framework of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the Truth and Reconciliation Calls to Action (TRC), the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG), and the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA). This includes understanding, acknowledging, and addressing our role in historic and ongoing colonial practices, deepening our relationships with Indigenous communities, and undertaking an anti-racism approach to all facets of our work.

We are committed to these efforts but acknowledge that we have much work to do in developing and sustaining trust and positive relationships with Indigenous Peoples, leadership, organizations, and communities. We continue to prioritize a multi-year project aimed at improving

our Office's responsiveness to the needs of Indigenous Peoples. This past year we received findings from an external consultant supporting our Indigenous Accessibility Project, which identified key learnings from participants. These included opportunities to build better, trusting relationships, such as:

- Collaborating with Indigenous communities at a formal level (e.g., advisory groups);
- Investing in relationship-building exercises with Indigenous communities, organizations, and staff;
- Substantively increasing outreach in community to promote services and accessibility;
- Articulating the values of compassion and care to all complainants in the process;
- Developing accessible public education materials; and
- Addressing over-reliance on mandated forms.

Looking ahead, the Commissioner will be leading more outreach and engagement in 2024/25 with a focus on relationship building with Indigenous leadership groups and support agencies to benefit from their knowledge, expertise, and insight. We are committed to building meaningful relationships and hearing the voices of those affected by potential policing misconduct and the unique issues faced by Indigenous community members. This outreach will also include Indigenous leadership in Surrey as the community approaches the final stages of the transition from the RCMP to the Surrey Police Service.



# OPCC's Reconciliation Journey



Our Office is committed to performing its mandate with cultural awareness, sensitivity, and agility, and to strengthen an accessible and culturally safe police complaint process for diverse Indigenous community members. Over the last few years, we have had the privilege of working with an Indigenous Cultural Safety Advisor who participates on appropriate investigative files to provide staff with expertise and advice so we can better oversee investigations and communicate with Indigenous complainants to ensure we are not causing further harm. Our Advisor has also led workshops with staff at all levels, with a dedicated session on Foundational Understandings of Indigenous Cultural Safety and Humility held during 2023/2024.

OPCC leadership is also committed to ongoing Indigenous cultural safety training for all OPCC staff, including mandatory San'yas Anti-Racism Indigenous Cultural Safety Training: Justice course through Indigenous Health and the Provincial Health Services Authority, as well as the Using a Trauma-Informed Approach course through the Canadian Police Knowledge Network.

In previous reporting periods, staff received presentations from the Native Courtworker and Counselling Association of BC, the BC Aboriginal Network on Disability Society (BCANDS), and the BC Family Information Liaison Unit. This past year, the OPCC was also involved in the Law Society of BC Indigenous Engagement in Regulatory Matters Task Force consultation.

We also arranged and participated in a Complaint Resolution Workshop with police agencies and an Indigenous facilitator that included a presentation on Indigenous culture, understanding the roots of the unique relations between police and Indigenous peoples, and Restorative Peace Circles in resolving complaints.

During the annual National Day for Truth and Reconciliation, we took the opportunity to acknowledge the truth of residential schools and their damaging legacy that erased many facets of Indigenous culture, resulted in the deaths of thousands of Indigenous children, and caused intergenerational harm to survivors, their families, and communities. For our Victoria staff, this included learning about the local culture and practices of the Lək̓ʷəŋən peoples at the historic Mungo Martin House located in Thunderbird Park. For our staff on the Lower Mainland, this included attending a First Nations Cultural Program on Grouse Mountain to honour the resilience of Indigenous Peoples.

We are also committed to diversifying the OPCC so that we are representative of the communities we serve, including posting career opportunities on Indigenous job boards. We acknowledge that we must do better in accessing, identifying, and hiring qualified Indigenous staff while also ensuring a culturally safe and welcoming workplace for Indigenous staff.

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# Outreach and Education



Fulfilling our mandate means working to make the municipal complaint process accessible and understandable for all the residents we serve, including the most vulnerable and marginalized groups in our society. To support our accessibility efforts, we engage with agencies who support people from diverse communities and populations, advocacy groups, and public sector organizations to listen and learn about barriers individuals face due to factors including language, gender, sexual orientation, age, race, disability, and/or socioeconomics.

## Community Engagement

In the past year, outreach and education efforts have focused on connecting with community-based organizations throughout our geographic oversight areas to assist complainants who face language, identity, newcomer status, age, disability, and other barriers in navigating the police complaint process. OPCC staff connected with more than 50 support agencies, of which nearly half are new to working with the OPCC, to increase awareness of municipal police oversight. We met with these agencies online or in person on 25 occasions, with 20 of the organizations expressing interest in their staff and volunteers receiving further training on municipal police oversight. This is part of our goal to continue growing our support agency network and we remain committed to establishing more relationships in the future.

OPCC staff have also participated in conferences and events such as the “Access to Justice” information sessions at Camosun College in Victoria, and regular informational seminars on the police complaint process for students in the University of Victoria’s Faculty of Law.

We have also been updating and translating key OPCC communication materials to educate and engage with the multilingual communities we serve. Surveys and consultations with multicultural agencies have confirmed that language translations are the most important step to engaging with communities where English is a second language and/or members of the community may be reluctant to exercise their legal rights. We expanded our translated complaint forms to include Hindi, Filipino, Spanish, Urdu, and French. General information and complaint resolution brochures used in outreach and education have also been translated into a total of 13 languages including Hindi, Persian, Filipino, Spanish, French, Korean, Somali, Vietnamese, Arabic, Punjabi, Urdu, Traditional Chinese, and Simplified Chinese. These translated materials are available on our website and have been distributed to municipal police departments and community-based support agencies.

# Outreach and Education

## Support Agency Assistance

Our Intake team offers complainant support in areas such as documenting complaints, facilitating connections with community-based supports, and providing referrals to specialized resources and information for all complainants.

In the past year, Intake and Outreach staff made 30 direct connections between complainants and community law clinics, organizations serving women experiencing gendered violence, newcomers, seniors, Indigenous service providers in urban areas, youth, people with AIDS, and people with disabilities. These agencies met the evolving needs of their clients by providing support in activities including filing their police complaints, providing language support, attending meetings, providing emotional support, and preparing written submissions at various stages of the process on behalf of complainants.

In 2023/2024, many of the community agencies listed provided either information or direct assistance to those seeking to access the police complaint process. We recognize that staff and volunteers of these organizations respond to requests for their help and expertise, and we are grateful for their contributions:

- Archway Community Services
- Atira Women's Society
- Battered Women's Support Services (BWSS)
- British Columbia Aboriginal Network on Disability Society
- Family Information Liaison Unit (FILU)
- HIM Health Initiative for Men
- Inclusion BC
- Keeping Families Together
- Law Students' Legal Advice Program (Vancouver)
- Men's Therapy Centre
- MOSAIC BC
- Native Courtworker and Counselling Association of BC
- Nelson Cares Society – the Advocacy Centre
- Ribbon Community (formerly AIDS Vancouver)
- RISE Women's Legal Centre
- The Law Centre (Victoria)
- Victoria Brain Injury Society
- Victoria Sexual Assault Centre
- Salal Connect – Sexual Violence Support Centre (Formerly WAVAW)
- Surrey Women's Centre
- Vancouver Women's Health Collective



Click here to go to the OPCC website for a list of support agencies. Please note, not all agencies in the support agency network are found on this list.



## Government Engagement

The OPCC engaged in consultations with the Province regarding potential amendments to the *Police Act*, improvements to the complaint process, and addressing system-based barriers. Ultimately, the Act was amended to provide a new authority for the Commissioner to self-initiate systemic investigations, call a Public Hearing earlier in the process, and make binding procedures to improve timeliness, efficiency, and effectiveness of the complaints process, including discipline proceedings. For more information, please refer to the Reform of the *Police Act* information on page 42.

We also heard from the Province on initiatives that may impact the complaints process including at that time, decriminalization of personal possession of some drugs under the federal *Controlled Drugs and Substances Act*, and the use of police body-worn cameras amongst some police agencies in BC.

The OPCC continues to participate on the Advisory Committee on Provincial Policing Standards and the Provincial Committee on Diversity and Policing.

## OPCC Professional Development

OPCC staff have received dedicated training in anti-racism, mental health awareness, and other topics. This included learning from a community leader on the importance of diversity, inclusion, and anti-racism in the context of policing and the oversight of police complaints. The Canadian Mental Health Association (CMHA) presented on mental health awareness related to complainants as well as wellness for our staff. We learned from Vancouver Police Department representatives about their partnership with mental health professionals and the Car 87 — Mental Health Car, as well as from Health IM™ representatives on their digital risk assessment system that police may use when responding to urgent mental health calls for service.

# Surrey Police Model Transition

On November 30, 2021, the first cohort of 50 Surrey Police Service (SPS) officers began operational deployment with the Surrey RCMP municipal police unit, and as of March 2024, SPS had over 350 sworn police officers. On July 19, 2023, the Minister of Public Safety and Solicitor General made the decision under section 2 of the *Police Act* that the transition from the RCMP to the SPS would continue. In October 2023, Bill 36, the *Police Amendment Act, 2023*, received Royal Assent and added a mechanism to appoint one or more “administrators” to oversee the transition of the policing model in the City of Surrey. The Provincial Government subsequently suspended the Surrey Police Board and appointed an administrator.

Service and policy complaints from members of the public are an important accountability mechanism within the overall accountability framework for municipal police in British Columbia, and the obligations to receive or handle public complaints as well as other requirements under the *Police Act* were extended from the Surrey Police Board to the appointed administrator during the transition.

While the RCMP continued as the police of jurisdiction in Surrey throughout 2023/2024, our office continued to respond to complaints regarding the SPS, as SPS officers were deployed to work alongside RCMP officers. This included a total of 163 files opened, and 83 police complaints directed at members of the SPS between April 1, 2023, and March 31, 2024.

On April 23, 2024, the Minister of Public Safety and Solicitor General announced that the SPS will officially become the police of jurisdiction in the City of Surrey on November 29, 2024. On this date, the SPS will take over from the RCMP and be responsible for policing and law enforcement in that municipality. The RCMP will continue to remain active in Surrey, providing support to the SPS until the transition is completed, with both agencies working together under a temporary operational co-operation and assistance arrangement. The full transition is targeted to be completed in late 2026.

For more information about the implementation and civilian oversight of the Surrey Police Service see <https://www.surreypolice.ca/>.

## Our Work in Surrey

The OPCC has met with SPS leadership and continues to plan for oversight of a fully authorized policing strength of 785 officers. The OPCC will await news from the Provincial Government on the status of the administrator and suspended Surrey Police Board. The OPCC will be reaching out to various community leaders and organizations in Surrey to benefit from their knowledge, expertise, and insight. Work is already underway in this area. We are committed to hearing the voices of those affected by potential policing misconduct and the unique issues faced by Surrey community members.





# Why Our Work Matters

## Public interest demands robust, vigilant, and independent oversight

Police officers have tremendous powers in society and the public understandably expects accountability and transparency when it comes to their use. In British Columbia, the OPCC plays a central role in ensuring both. Our office was formed out of a fundamental need for civilian oversight of the police complaints process. It is in the public interest to ensure that police are held to a high standard of external, civilian accountability; such oversight has a positive impact on public confidence and trust in policing.

Our work focuses in large part on ensuring that every complaint made against a municipal police officer in BC is dealt with in a fair and transparent way. Overseeing the municipal police complaints process also allows us to look at the “bigger picture.” The OPCC is uniquely placed to identify trends in the complaints we see and make recommendations to address not only the conduct of individual officers, but systemic barriers impacting greater numbers of British Columbians. At a time when calls for greater accountability and reforms in policing are being made, our dual role remains a vital part of the police oversight framework in British Columbia.

Over the next several pages, we share key themes drawn from OPCC files that exemplify some of the efforts to make the municipal police complaints process more transparent in British Columbia. We also share feedback from those who have been through and benefited from Alternative Dispute Resolution processes.

The *Police Act* identifies and describes 14 disciplinary breaches of public trust.

## **Public Trust Offence, section 77(2)**

On or off-duty conduct where the member has been convicted of an offence, which has or would likely render them unfit to do their duties, or discredit the reputation of the municipal police department.

## **Abuse of Authority, section 77(3)(a)**

On-duty conduct where a police officer engages in oppressive conduct towards a member of the public, which includes,

- Unlawful detentions or arrests
- Unlawful searches of a person, vehicle or residence
- Using excessive force
- Using profane, abusive or insulting language

## **Accessory to Misconduct, section 77(3)(b)**

A police officer is an accessory to any of the allegations of misconduct described.

## **Corrupt Practice, section 77(3)(c)**

A police officer abuses the powers they have been entrusted for personal gain, which includes,

- Failing to return or misappropriating any money or property received;
- Agreeing or allowing to be under a pecuniary or other obligation to a person that would be seen to affect the police officer's ability to properly perform the duties as a member;
- Using or attempting to use their position as a police officer for personal gain; and
- Using or attempting to use any police equipment or facilities for purposes not related to their duties as a police officer.

## **Damage to Police Property, section 77(3)(d)**

Misusing, losing or damaging any police property or property that is in police custody. Also includes the failure to report any loss, destruction or damage to that property.

## **Damage to Property of Others, section 77(3)(e)**

Damaging property belonging to a member of the public or failing to report such damage, regardless of how it was caused.



## Deceit, section 77(3)(f)

Making a false or misleading oral or written statement, or entry in an official document or record. Also includes, destroying, mutilating, concealing all or part of an official record or altering, erasing or adding to an official record with the intent to deceive.

## Discourtesy, section 77(3)(g)

On-duty conduct, where a police officer fails to behave with courtesy due in the circumstances towards a member of the public in the performance of duties as a member.

## Discreditable Conduct, section 77(3)(h)

On- or off-duty conduct where the members conducts oneself in a manner that the member knows, or ought to know, would be likely to bring discredit on the municipal police department.

## Improper Disclosure of Information, section 77(3)(i)

Disclosing or attempting to disclose information that is acquired by the member in the performance of duties as a member.

## Improper Off-Duty Conduct, section 77(3)(j)

Off-duty conduct where a police officer asserts or purports to assert themselves as a police officer and conducts oneself in a manner that would constitute a disciplinary breach of trust had the police officer been on-duty.

## Improper Use or Care of Firearms, section 77(3)(k)

Failure to use or care for a firearm in accordance with standards or requirements established by law. This includes negligent or unintentional discharges of a firearm or unsafe storage of a firearm.

## Misuse of Intoxicants, section 77(3)(l)

Being unfit for duty owing to the effects of intoxicating liquor or any drug, or any combination of them. Also includes, accepting intoxicating liquor in a public place without proper authority.

## Neglect of Duty, section 77(3)(m)

Failure to properly account for money or property received, promptly or diligently do anything that is in one's duty as a member to do, or promptly and diligently obey a lawful order of a supervisor, without good and sufficient cause.

This includes,

- Failing to conduct an adequate investigation
- Inadequate notes or documentation
- Failing to provide *Charter Rights*
- Failing to provide police identification upon request
- Driving dangerously without lawful authority
- Failing to comply with department policies or regulations
- Failing to follow a supervisor's lawful order

# Difficulties of Police Work – Serious Incident Response

## Issue

The public's right to transparency and justice necessitates a comprehensive review of any incident involving police that results in death or serious injury. On a case-by-case basis, such scrutiny is essential in ensuring that the actions of law enforcement are necessary, proportional, and lawful. Additionally, reviewing the actions of law enforcement also serves the larger purpose of upholding accountability and public confidence in policing. To address this need, the *Police Act* stipulates that any instance of police-involved “death or serious harm” be investigated. In cases where the investigation reveals misconduct or neglect there is accountability under the *Police Act* including disciplinary and corrective measures. The review may also conclude that police acted within the bounds of the law and followed proper procedures, thereby affirming the appropriateness of their actions.

## Background

Police work is an inherently challenging profession that can include involvement in volatile, dangerous and unpredictable situations where split-second decisions may have profound consequences.

The dynamic nature of such incidents requires police to remain consistently alert, adaptable, and ready to respond effectively to rapidly changing circumstances. Police must consider the need to enforce the law and protect public safety with maintaining public trust and confidence.

Various police departments have emergency response teams (ERT) that respond to dangerous and high-risk incidents. These teams are called upon to handle situations involving armed suspects, hostage situations, bomb threats, and other complex emergencies in which conventional police responses may not suffice. Members on these teams may also act as crisis negotiators and employ advanced communication techniques to de-escalate volatile situations with the goal of resolving matters peacefully.

ERT responses and interventions are often carried out in rapidly evolving and dangerous circumstances, where members must weigh the need to resolve situations safely while minimizing risk to civilians, officers and suspects. Given the nature of this work, the potential for unwanted outcomes, such as death or serious injury, is heightened.

## Applicable Law

The BC *Police Act* mandates specific procedures to be followed in the event of a police-involved death or serious injury. In these cases, an investigation is typically conducted by the Independent Investigations Office (IIO) to assess whether any member involved may have committed a criminal offence.

In addition to the investigation undertaken by the IIO, a separate administrative investigation is conducted under the oversight of the OPCC. This review does not consider whether a criminal offence has occurred but instead evaluates the actions of the member(s) involved to determine whether their conduct adhered to established policies, procedures and training. It also assesses whether the actions of police amount to professional misconduct and require the taking of disciplinary or corrective measures.

## Case Study

Members of Saanich Police Department responded to an armed robbery in progress at a bank located in Saanich, British Columbia. The two suspects involved were reported to have entered the bank wearing balaclavas and body armour and carrying high powered rifles. Patrol members first attended and encountered the two suspects outside of the bank; commands were given for the suspects to surrender. The Greater Victoria Emergency Response Team (GVERT) which included members from both the Saanich and Victoria Police Departments, were nearby and responded promptly.



As the GVERT vehicle approached the scene, the suspects fired multiple rounds at police and their vehicle in quick succession. The police returned fire and issued commands to stop but the suspects continued firing at police. To ensure public safety, officers continued to engage the suspects until they no longer presented any threat. The gunfire lasted approximately 25 seconds. The two suspects succumbed to their injuries at the scene. Additionally, six officers were shot on scene, with some obtaining significant injuries. Fortunately, and in large part due to the decisive and professional response of police, no members of the public received any injuries during this incident.

The IIO assessed the force used by police and concluded that there were not reasonable grounds to believe that a member had committed an offence, and therefore did not refer the matter to Crown Counsel for consideration of charges.

The *Police Act* investigation highlighted the exemplary efforts of the police. It revealed how members from various departments and units, including GVERT, general duty officers, and off-duty members, rapidly and effectively mobilized in response to the incident. From the time members were dispatched, to the time the threat was neutralized was a span of just 14 minutes and 33 seconds. During this period, members formulated and coordinated an operational plan, exercised quick and precise decision-making and demonstrated adaptability and responsiveness.

The force utilized by members was deemed to be in accordance with departmental policy, demonstrating the strategic and procedural integrity of their response. Here, members followed the “priorities of life” hierarchy, which emphasizes the safety of 1) hostages or civilians 2) police and 3) suspects. Members made the quick decision to challenge the suspects, prioritizing public safety before their own. Furthermore, the members undertook a thorough decision-making process before discharging their firearms, ensuring that every action was justified.

We further note that after the threat diminished, ERT members acted quickly and provided crucial and critical medical attention to their colleagues and the suspects, to attempt to limit the severity of injuries. This prompt response not only underscores their medical training but also highlights their ability to act swiftly and effectively under pressure.

## Conclusion

The ability to handle such high-pressure situations with precision highlights the inherent challenges of police work, revealing the difficult decisions and actions required to protect both the community and their colleagues. While police may face many difficulties and dynamic circumstances in their role, it is imperative that police interactions involving death or serious harm are reviewed to ensure that officers’ actions align with established policies and procedures. Rigorously examining such matters upholds public trust but also ensures that police practices are fair, which ultimately supports the broader goal of ensuring effective and responsible policing.

# Restorative Healing Circles

## Issue

An OPCC focus is the mistreatment of Indigenous Peoples who have and continue to experience marginalization by the justice system, including police. The OPCC is also a part of this system and must continue to improve accessibility to its services to those who are disproportionately impacted by systemic biases.

Within the police complaint process, mechanisms are in place to address individual and cultural needs. One such way is through Alternative Dispute Resolution (ADR), which provides an opportunity to resolve disputes in a manner that is both inclusive and sensitive to diverse backgrounds. Through ADR, police departments can work towards fostering trust with communities and promoting equitable policing, while also ensuring that individuals are treated with dignity and fairness regardless of their background.

## Background

When filing a complaint against a municipal police officer, the complainant can choose to resolve the issue through ADR. ADR allows complainants to actively participate in resolving their complaint, working directly with the police involved to reach a meaningful agreement. This process can lead to more satisfactory outcomes by enabling engagement and individual perspectives. ADR provides the opportunity for individuals to share their concerns and provide direct input in a neutral setting. This opportunity for open and honest communication also aids in breaking down barriers and strengthens the relationship between police officers and the communities they serve.

We recognize that complainants may have diverse needs, and to better support these needs, the ADR process can incorporate culturally relevant practices or protocols. This adaptability ensures that the resolution process is more inclusive and sensitive to the unique backgrounds and circumstances of each individual, enhancing the overall effectiveness and satisfaction with the process.

To better support Indigenous complainants, the Vancouver Police Department (VPD) has been actively working to create culturally relevant resolutions for appropriate complaints. Aligned with ADR principles, the VPD has introduced Indigenous Healing Circles as a restorative approach to complaint resolution. While this is an initiative developed by the VPD, the OPCC has been fully supportive and have worked collaboratively to ensure that all *Police Act* requirements are met and satisfied.

Healing Circles are a deeply respected traditional method of complaint resolution within Indigenous communities, known for their ability to address conflicts and harms in a supportive, respectful environment. This process gathers individuals as equals to discuss perceived harms, needs, obligations, and necessary engagements, with the aim of fostering positive relationships and accountability within the community.

## Case Study

This case involves an Indigenous family who were not provided culturally safe mechanisms and felt dismissed by police during a criminal investigation.

The OPCC reviewed the complaint and found it was suitable for an ADR attempt through VPD's Restorative Complaint Resolution process.

A Healing Circle ceremony was facilitated by an Indigenous mediator and cultural guide. Prior to the ceremony, the investigator appeared to be open to learning about Indigenous protocols and was receptive to the complainant's advice and feedback on how to conduct the ceremony. Present at the ceremony were the involved parties, an Indigenous elder, the respondent member's union representative, and the investigator assigned to the *Police Act* file.



The specifics of what was discussed within the circle will not be discussed in order to respect the private and sacred nature of the Healing Circle. We can note that the incident leading to the complaint was discussed in detail, and that each participant had the opportunity to bring forward their concerns. At the end of the Healing Circle, participants advised that they were each satisfied that the matter had been addressed.

Following this process, the OPCC contacted the complainant to obtain feedback about the process. The complainant noted that the ceremony was meaningful, she felt heard, and the respondent member was open to her perspective and demonstrated a willingness to learn from the experience.

The resolution agreement was reviewed and accepted by the OPCC, and the file was subsequently successfully resolved.

## Conclusion

This file highlights the use of ADR, in particular restorative Healing Circles, and underscores their significant benefits, particularly when addressing the need to rebuild community trust in police. ADR offers a collaborative and inclusive approach to resolving conflicts, allowing all parties involved—complainants and police members alike—to engage in open dialogue, with the goal of achieving a mutual understanding.

For complainants, ADR can provide a platform for their voices to be heard and their concerns to be addressed in a manner that respects their cultural needs, leading to greater satisfaction with the resolution process. Additionally, restorative Healing Circles offer valuable learning opportunities for police officers. By participating in these circles, members can gain deeper insights into the experiences and perspectives of complainants, fostering communication and enhancing their understanding of the impact of their actions.

Healing Circles strengthen community bonds, heal wounds, and enhance accountability, enabling members to thrive, feel valued, and engage in challenging conversations. This reflective process aids in rebuilding trust between Indigenous communities and the police, fostering more equitable and respectful interactions moving forward. Ultimately, ADR not only facilitates resolution but also encourages personal growth and systemic enhancement within law enforcement. Although Healing Circles have been recently implemented, and are not yet widely used, their benefits for achieving meaningful, accountable, and culturally relevant resolutions are already evident.

In alignment with the recommendations from the National Inquiry into Missing and Murdered Indigenous Women and Girls, the Truth and Reconciliation Commission's Final Report, and the province's *Declaration on the Rights of Indigenous Peoples Act*, we aim to build relationships with Indigenous partners to learn how best to incorporate restorative and transformative approaches into the complaints process.

Through this approach, the OPCC seeks to honour Indigenous perspectives and make the complaint process more culturally safe and inclusive. While this is one example of a culturally relevant resolution, we also seek to implement other culturally relevant processes and ceremonies. In doing so, we aim to improve access and to demystify *Police Act* processes and procedures.

# Harassment in the Workplace

## Issue

Every employee has the right to be treated fairly and respectfully in the workplace. Building and maintaining a respectful environment is a shared responsibility for everyone at the workplace and is often codified in workplace policies or guidelines. Supervisors in particular have an important role in shaping the workplace culture by communicating expectations of appropriate workplace behaviours, leading by example, promoting a safe and trusting environment, and by taking action when they become aware of possible workplace harassment.

Workplace harassment can manifest in various forms, and can include, but is not limited to, bullying, gender-based discrimination, verbal abuse and sexual harassment. Such behaviour by a police officer with another police officer or a member of the public would properly constitute the basis for a misconduct complaint. Ensuring that women are safe and not subjected to workplace harassment or reprisal for raising concerns are priorities for the OPCC.

In recent years, workplace harassment in policing has garnered significant attention, highlighting the need for comprehensive actions to address and prevent such issues within departments. Numerous reviews, lawsuits, and media reports have highlighted concerns regarding workplace cultures, revealing gaps in leadership and fears of reprisal among those who wish to report incidents.

## Background

In the 2023/2024 reporting period, the OPCC reviewed 11 investigations into violations of a police department's workplace harassment policy. Of these investigations, 55% resulted in at least one substantiated allegation and disciplinary and/or corrective measures were imposed.

If allegations are not resolved informally between the involved parties, allegations of workplace harassment are dealt with either under the public trust division (Division 3) of the *Police Act* with contemporaneous, civilian oversight by the OPCC, or under the internal discipline (Division 6) procedures of the police department. All police departments must develop these procedures and they must be filed with the relevant police board and the OPCC.

To ensure matters are appropriately characterized and properly investigated, the OPCC requires that all police departments under its jurisdiction notify the OPCC at the outset of any incident involving violations of the department's respectful workplace policy requiring investigation. This practice allows the OPCC to review the initial information and circumstances of the incident to determine whether the Police Complaint Commissioner will initiate an investigation into the incident. There may be incidents where there is an overriding public interest in having the conduct investigated as a disciplinary breach of public trust under the impartial civilian oversight of the OPCC.

## Applicable Law

Every individual is entitled to equal treatment in employment without discrimination. If someone suffers harm related to any aspect of their identity, such harm is protected under the BC Human Rights Code. Additionally, WorkSafeBC mandates that all employers must both prevent and address bullying and harassment in the workplace<sup>2</sup>. The courts have also ruled in favor of female police officers experiencing workplace harassment, as demonstrated in the *Merlo v. Canada* case (2017).

Under the *Police Act*, police departments will either categorize allegations involving violations of respectful workplace policy under *Discreditable Conduct or Neglect of Duty* and some allegations may involve criminal allegations of sexual assault.

## What are the concerns?

Incidents of workplace harassment pose significant and serious occupational and public health concerns by severely impacting individuals' emotional and physical well-being and can undermine the overall effectiveness of departments.

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<sup>2</sup> Responsibilities under the Code as an employer - BC's Office of the Human Rights Commissioner (bchumanrights.ca)



As noted, and of particular concern, is the effect of workplace harassment on female officers. The journey towards inclusion in policing has been met with challenges, and numerous studies highlight the specific difficulties that female officers face, underscoring the need for ongoing efforts to address and resolve these issues. Ensuring the safety of female employees in the workplace is crucial, especially in environments like policing where power dynamics can create vulnerabilities. Harassment and misconduct can severely impact female officers' attitudes toward their work, as well as their physical and mental health. Despite increasing awareness of workplace harassment, it remains a persistent issue, with many individuals still hesitant to report due to fear of retaliation or a lack of support.

**Case Examples:** For example, as reported in the 2021-2022 OPCC Annual Report, the creation of a video mocking and minimizing the severity of sexual harassment investigations within the department revealed a concerning attitude amongst some police officers as it relates to sexual harassment. This attitude reflected the condoning of very troubling and misogynistic behaviour as "black humour." Some officers who forwarded the video to other fellow officers viewed the video to be a "skit", a "spoof" or a "parody" and to be indicative of "police humour" despite that the underlying subject matter was in relation to sexual harassment within the workplace and/or policing.

This video was disseminated to other members, including those in a senior rank, before it was brought to the attention of the department's Executive and Professional Standards Section. This matter highlighted the presence of cultural concerns which may have factored in this incident. The respondent members involved received disciplinary and corrective measures, which included a written reprimand, one-day suspension without pay, five-day suspension without pay, requirement to review Respectful Workplace Policy with a supervisor and completion of online training.

In another example, a senior police officer in a supervisory and leadership role demonstrated a pattern of predatory behaviour towards four female officers, three of whom were junior officers. In some of these instances, the member allegedly made unwanted physical contact and commented on their appearances. This behaviour was particularly concerning due to the significant power imbalance between the officer and the female officers, as many were his subordinates. Following a Review on the Record, the adjudicator concluded that the officer's conduct amounted to workplace sexual harassment. As a result, the disciplinary action taken was dismissal.

Given the seriousness of these allegations and the significant impacts of workplace harassment, we closely monitor and address such issues.

### Efforts to Address Concerns

Understanding that workplace harassment, bullying, and sexual harassment may reflect deeper cultural or organizational issues within a police department, the OPCC actively provides recommendations to police boards and the Director of Police Services. The OPCC has proposed several recommendations to either police boards or government to address these issues, including reviewing departmental culture, updating respectful workplace policies, enhancing training, and refining related procedures. In certain instances, the OPCC has advised police boards to seek independent external expertise in human resources management to assist in these reviews.

Police Boards, like any employer, must actively take preventative measures where necessary to prevent future misconduct and to ensure a safe work environment. The *Police Act* places a mandatory obligation on police boards to ensure that there are sufficient standards, guidelines, and policies in place to prevent neglect and abuse by police officers. In the above two examples, the police board took comprehensive action as result of these recommendations.

# Harassment in the Workplace

*...continued*

## Conclusion

Despite the growing acknowledgement of workplace harassment, it is still ongoing. Police leadership and police governing bodies have a responsibility to instill values and guiding principles that reflect current societal expectations and standards and to ensure that harmful attitudes and behaviours in the workplace are swiftly and appropriately dealt with. This requires systemic change in workplace culture. Mobilizing individuals to confront and educate each other can effectively shift beliefs and attitudes, but this effort must be supported by systemic shifts and reforms. Strengthening whistleblower protections and providing robust support for those who report harassment, bullying or sexual misconduct is crucial for protecting employees. Of equal importance is ensuring that female officers are fully supported in raising workplace harassment concerns without fear of reprisal, confidentiality is protected, and that supervisors understand and discharge their obligation to identify and address such concerns, when possible.





# Police Use of Force – Police Service Dogs

## Issue

Police service dogs (PSDs) are considered an intermediate weapon in the context of use of force, and are utilized by police for various tasks, such as searching and locating suspects and for arresting individuals. Their use, like other forms of force, is governed by policies and standards to ensure appropriate deployment. Police dog handlers are responsible for adhering to these guidelines to maintain effective and responsible use of the PSDs, which are trained and authorized to apprehend persons through controlled bites. However, there is a possibility that PSDs may accidentally bite individuals. Police dog bites can cause significant and serious injuries. Therefore, it is essential to have robust checks and balances to ensure that PSDs are used appropriately and in accordance with established standards and policies.

## Background

In British Columbia, the provincial policing standards for PSDs<sup>3</sup> guide their use. PSDs and their human handlers must undergo rigorous training and certification to ensure they meet high standards of competence and control. Police dog handlers take careful measures to prevent the dog from biting when it is reasonable to search for, locate, arrest, or apprehend a person without using force. These measures include, but are not limited to, shortening the leash, maintaining visual contact with the dog, and calling the dog back as needed.

Before a bite occurs, police dog handlers are required to issue a loud verbal warning, unless it is impractical to do so. This warning is meant to alert the individual that their continued behaviour may result in a bite. As per Provincial Policing Standards, the deployment of a police dog must be proportional to the level of risk posed to the officer, the suspect, and the community. In deciding whether to use a PSD, dog handlers must have grounds to deploy the PSD, and must weigh the need to locate or apprehend someone with the potential for the dog bite to result in injury. Following the use of a PSD, dog handlers are held accountable, and must document and articulate the use of PSDs, and provide details on the circumstances, such as the behaviour of a suspect and their level of resistance prior to the deployment, and the outcomes of each deployment.

## What are the concerns?

Police departments are required to notify the OPCC when an incident involving police results in an injury requiring hospital treatment, these are called “reportable injuries.” Over the last five years, the OPCC has received 2143 reportable injuries from police. One of four of these reportable injuries relate to an injury caused by a dog bite.

It should be noted that not every use of a PSD where a bite occurs will trigger an investigation, as police may be authorized to use PSDs in accordance with policy and standards. When reviewing PSD related files, the OPCC considers a range of factors, including the subject’s reported responses and behaviours, the justification provided by the police for their use of a PSD, the availability of video and witness evidence, whether a complaint was filed with the OPCC regarding the bite, and the nature and extent of any injuries.

The following case highlights an instance where it was determined that the deployment of a PSD was not necessary, and deemed as reckless.

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3 <https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/criminal-justice/police/standards/1-4-principles-standards-police-service-dogs.pdf>

# Police Use of Force – Police Service Dogs

*...continued*



## Case Study

The OPCC received a complaint from an individual, who reported that their child (the affected person), who is Indigenous, was walking with a friend when a police dog bit their left leg without warning and pulled him to the ground.

The respondent member, who was the dog handler, reported that he and his PSD had responded to a report of a crime involving two individuals who had fled and promptly conducted surveillance in the vicinity where the individuals were believed to have fled.

The respondent member (who was alone) saw two youth he believed to be the suspects, approached them and informed them that they were under arrest. The member repeatedly instructed them to get on the ground and warned them that failure to comply could result in being bitten by the PSD. Despite repeating his instructions twice, the member alleged that the youth backed away. The member then directed the PSD to engage the youth, which resulted in the PSD making contact with the affected person's lower left leg and pulling them to the ground. Once police gained control of the affected person, the respondent member commanded the PSD to release. The affected person sustained significant bite wounds to the inside of their leg and was transported to hospital.

The affected person denied fleeing police or resisting arrest. The affected person stated that they did not have time to think or comply with police direction to get on the ground before they were suddenly bit.

A senior officer at the Vancouver Police Department (VPD), as Discipline Authority, determined that it did not appear that the member committed misconduct during this interaction. The Police Complaint Commissioner reviewed their determination and disagreed. The Police Complaint Commissioner appointed the Honourable Carol Baird Ellan, retired provincial court judge, to review the matter and arrive at her own decision based on the evidence. Retired Judge Baird Ellan determined that the member utilized unnecessary force when he used the PSD to apprehend the youth by biting them.

In arriving at her decision, Retired Judge Baird Ellan found that it was not objectively necessary for the member to act alone, as there were other officers in near proximity conducting surveillance. In addition, Retired Judge Baird Ellan determined that based upon the evidence, the youth were neither immediately fleeing a crime, or eluding police detection. As such, there was no suggestion of exigency and the member did not need to challenge or immediately apprehend the youth using the PSD. The prerequisite for the deployment of the dog to apprehend by biting was not met, and the use of force was determined to be unnecessary and recklessly applied.

## Conclusion

This case underscores the crucial role of accountability mechanisms provided under the *Police Act* and the need for thorough reviews of PSD deployments. It is important to ensure that each PSD deployment meets the necessary threshold and is grounded in warranted circumstances. This review process not only reinforces public trust but also enhances the effectiveness of law enforcement by enforcing the current standards on deployment and ensuring that officers deploy their PSDs within the stipulated policy and law.

The OPCC has observed that dog bite injuries represent a significant and concerning portion of the Reportable Injuries received by this office. To address this, the OPCC is committed to conducting thorough and comprehensive reviews of all related reports and complaints received under the *Police Act*. Through upholding important accountability mechanisms under the *Police Act*, our objective is to verify that PSD deployments are both justified and in accordance with established protocols and policies. By reviewing these cases closely, the OPCC aims to ensure that PSDs are used appropriately and effectively.

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# Alternative Dispute Resolution: A People-Centred and Accountable Process

Alternative Dispute Resolution (ADR) processes offer another path that puts people first, bringing complainants and officers concerned together to find a meaningful resolution.

The OPCC prioritizes ADR, specifically Complaint Resolution, because it has been shown to be a more effective and timely method of resolving complaints, and provides complainants with an opportunity to shape how their complaint is addressed. As shown on page 32, a number of complaints were resolved using ADR during this reporting period.



[They] were happy with the outcome and that the officers apologized for how they treated [them] [They] hope this case will help inform future police practices. [They] were appreciative of the role of the OPCC.

## ADR in the OPCC complaint process

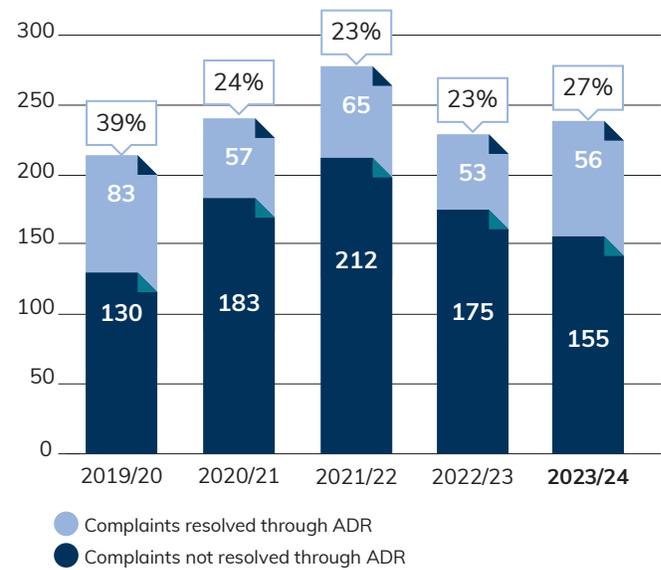
Upon filing a complaint against a municipal police officer, the complainant has the option to seek resolution through an ADR process – either Complaint Resolution or mediation. If the Commissioner agrees, the process begins.

Complaint Resolution means that the complainant will work with a police investigator under the OPCC’s oversight to reach a meaningful and accountable resolution, which is reviewed by our office. Each complainant must confirm that they are satisfied with the agreement to conclude the process.

Mediations are facilitated by independent professional mediators and are completely confidential, with the agreements reached being final and binding, provided the issues are resolved in accordance with agreed upon guidelines.

The Complaint Resolution and mediation processes empower individuals to play an active role in the process, resulting in resolutions that are effective and meaningful for all parties while also ensuring accountability. Open and honest communication breaks down barriers and help strengthen the bonds between police officers and the communities they serve.

**Alternative Dispute Resolution (2019/2020-2023/2024)**



\*Of files concluded during the fiscal year noted

**“I certainly did find some good value in the process—It really was of great help to me.”**

## What Complainants say about ADR

The feedback below is from OPCC ADR files created during the period covered in this report. All identifying information has been removed.

### The Process was Easy

“The investigator was very professional in all of their interactions with me. They were very timely in responding to me, and they were very flexible, offering to come to my workplace to speak with me.”

“Our discussions went well, [the investigator] was very professional, kind, and easy to speak with.”

### Felt Understood

“It was good in the sense that [they] (the investigator) were diligent in [their] communications with me. [They] took [their] time to really understand my perspective and concerns, [they] asked a lot of questions.”

“I would like to add my thank-you to the officers for their participation and willingness to hear from me, hear where I was coming from. I feel that this has now really been resolved for me.”

“[The investigators] were professional, prompt, timely and very empathetic in [their] communications with me.”

**“I’m definitely satisfied with the OPCC process. For me, I just wanted the department to hear my concerns, I wanted the opportunity to inform the officer.”**

### Positive and Accountable Outcomes

“I would say I’m very satisfied. My overall goal was for the officers to have a moment of self reflection. I truly believe the officers have taken the time to reflect on this incident. I view this [the process of Complaint Resolution] as having been a learning opportunity for the officers.”

“I was very satisfied. The agreement was well done. I felt that I had an active part in it, and that I was heard. What I felt was important was included in the agreement.”

“If I was asked, I would say it [Complaint Resolution] is absolutely the right process to have engaged in, in these circumstances. I would encourage other to engage in it also.”

### QUESTIONS OR CONCERNS

Police departments directly receive questions or concerns about members’ conduct beyond formal complaints about police misconduct. Police departments are required to record those questions or concerns and forward them to the OPCC for review. Efforts are made to contact the person who brought forward the question or concern to determine their level of satisfaction with the department’s response. In instances where our office is unable to reach the complainant, the OPCC reviews the action taken by the department and assesses whether the department took adequate and reasonable steps to address that person’s questions or concerns.

**In 2023/2024, police departments recorded 154 Questions or Concerns from the public.**

# Recommendations

The OPCC has an overarching goal of preventing the recurrence of police misconduct that may have contributed to a complaint or an investigation and may make recommendations, often of a systemic nature, to more broadly prevent future possible misconduct.

The Commissioner can act on his ability to make recommendations to police boards on matters of policy and procedures, and to the Director of Police Services or the Minister of Public Safety and Solicitor General to examine legislative, training, cultural or systemic issues.

In 2023/2024, the Commissioner made seven recommendations to police boards. These recommendations involve supporting improved training for police, and policy and procedure concerns at the local level as well as across the province.

The following pages summarize key recommendations, complaints and outcomes.



## USE OF FORCE REPORTING

# Recommendation to the Vancouver Police Board

## Accounting for items or practices of cultural significance in use of force scenarios

### Recommendation

- That the Board review and amend, as may be required, any policy, procedures and training in relation to use of force and determine whether items or practices of cultural significance are fully considered.
- That the Board consider the requirements of Provincial Policing Standard 3.2.6 (Training to Enhance Service Delivery to Vulnerable Communities) to assist in this review and development of relevant policies, procedures or training.

### Background

The OPCC ordered an investigation after receiving information about members of the Vancouver Police Department (VPD) using force against persons at an Indigenous-led protest in downtown Vancouver. An external police department investigated the officer's conduct in pulling the braid of an Indigenous person when removing them from the location. The results of the investigation did not support a finding of misconduct by police.

Upon review of the matter, the OPCC noted that the officer was unaware of the cultural significance of the braid and, therefore, did not consider its significance when deciding to grab the braid as a means of removing the individual from the location. Regarding the police response more broadly, the OPCC highlighted BC Provincial Policing Standard 3.2.6 (Training to Enhance Service Delivery to Vulnerable Communities), which mandates police training on matters of Indigenous cultural safety, and allows for the development and delivery of this training in collaboration with Indigenous organizations or representatives, in alignment with the objectives of the *Declaration on the Rights of Indigenous Peoples Act*.

### Response to Recommendation

The Board responded that the VPD has taken steps to address and incorporate enhanced cultural awareness and cultural safety in policies, procedures, and training, as well as to engage Indigenous and cultural populations to inform further development of policy, procedures, and training and strengthen community relations. Examples provided of the steps taken included:

- Reality-based training for officers that incorporates cultural considerations.
- Policies related to person searches address cultural and religious considerations and includes a link to a detailed guide discussing culturally, religiously or spiritually significant items.
- A bi-monthly newsletter for all VPD employees that provides education and guidance with respect to cultural considerations from the VPD Diversity, Inclusion & Indigenous Relations Unit.
- An Equity, Diversity, and Inclusion review of VPD policies, procedures, processes, and training.
- Development of community liaison positions such as the Indigenous Liaison and Protocol Officer; Vancouver Aboriginal Community Policing Liaison Officer; and Indigenous Relations Officer.
- Addition of a Cultural Advisor and Indigenous Liaison Officer within the VPD's Investigation Division and Operations Division respectively.

### Next Steps

The OPCC reviewed the response to its recommendations and took no further action with respect to this matter.

## WORKPLACE CULTURE ISSUES

# Recommendation to the Vancouver Police Board

## Review of Investigation into workplace culture issues in the Marine Unit

### Recommendation

- That the Board may wish to consider the importance of timely notification to the OPCC of matters that involve the determination of whether a Division 3 Public Trust Investigation will be initiated by the Commissioner to ensure matters are processed appropriately.
- That the Board, in consultation with the Chief Constable, may wish to consider whether the issues identified with the Vancouver Police Department (VPD) Marine Unit have been sufficiently addressed and, if not, take whatever further steps the Board considers appropriate.

### Background

The VPD Professional Standards Section (PSS) requested that the OPCC open a file following their Internal Discipline investigation related to a matter involving members of the VPD's Marine Unit. At the time the OPCC received the request, the VPD had already processed the matter as Internal Discipline pursuant to Division 6 of the *Police Act* and imposed disciplinary/corrective measures on the Respondent Members following their Internal Discipline investigation.

In reviewing the matter, the OPCC noted that the reports provided by the VPD included concerns related to the workplace culture of the Marine Unit.

The OPCC further noted that the notification of this matter was received outside of our established processes for timely notification. The purpose of these notification expectations, which are outlined in a written OPCC bulletin, is to ensure matters are appropriately processed at the outset by providing the Commissioner with the opportunity to assess factors to determine whether a Division 3 Public Trust investigation will be initiated, such as whether the matter directly involves or affects the public.

### Response to Recommendation

The OPCC received correspondence from the Board advising that an independent investigation into the workplace culture had been completed. The Board reported that the independent investigator determined that there were no breaches of the Respectful Workplace Policy and concluded that the matters which gave rise to the complaints had been addressed. In September 2023, the Board approved a revised Respectful Workplace policy, which contained a number of updates that reflected the recommendations of the BC Coroners Service and best practices.

As well, the Board requested its Human Resources Committee to review workplace culture, policies, programs and procedures, and to report its recommendations. The Board reported that, at the time of the response, the Human Resources Committee was continuing to examine information internally, including decisions and recommendations of the OPCC before considering any next steps.

### Next Steps

The OPCC will continue to monitor for further developments from the Board as it relates to this matter.

## SUDDEN DEATH INVESTIGATIONS

# Recommendation to the Vancouver Police Board

## Review of sudden death investigation policy and training to ensure proper police response to sudden deaths

### Recommendation

- That the Board review and amend, as may be required, any policy and training in relation to sudden death investigations with an emphasis on ensuring that members and supervisors are adequately trained, prepared, and supported to document and investigate these matters to an impartial, objective, and thorough standard, and emphasizing the independent role of police in sudden death investigations vis-à-vis the Coroner in determining the circumstances of the death
- That the Board consider requirements of Provincial Police Standard Section 6.1.1 (Promoting Unbiased Policing) to assist in this review

### Background

The OPCC received a complaint alleging a deficient police investigation and mistreatment of a grieving mother by a Vancouver Police Department (VPD) member during a sudden death investigation of the complainant's daughter at an Indigenous affordable housing complex. Both the complainant and the deceased daughter identified as Indigenous. This matter proceeded to a discipline proceeding before a retired Judge where the member was ultimately found not to have committed misconduct. However, the retired Judge's decision noted concerns around the sufficiency of training provided to members on sudden death investigations and the diminished expectations on members in light of the opioid crisis. The retired Judge recommended a renewed emphasis on training for members with respect to regulations and policies regarding sudden death investigations and highlighted the need for increased involvement of supervisors in evaluating sudden death investigations and providing guidance to members in these investigations.

The OPCC also received a separate complaint in relation to another incident alleging that VPD members conducted a deficient police investigation into the death of the complainant's daughter, which occurred in the Downtown Eastside. An investigation concluded that the attending members did not commit misconduct. However, in reviewing the matter, the OPCC noted that the delineation between the Coroner and the role of police in investigating sudden deaths was not adequately reflected within policy.

As a result of the complainants bringing these important and sensitive matters forward, the OPCC made the above-noted recommendations to the Vancouver Police Board as a step towards addressing any gaps in policy or training, and their disproportionate impact on marginalized communities. Without the complainants' participation in raising these matters to the OPCC's attention, there would not have been an opportunity to highlight public expectations of police as it relates to investigations of such matters.

### Response to Recommendation

The OPCC received correspondence from the Board advising that VPD policy was updated to reflect the OPCC recommendations, and the recently ratified Memorandum of Understanding with the BC Coroners Service and the Independent Investigations Office, as part of clearly outlining the distinct role of each agency in these investigations. The updated policy also mandates enhanced training for members and supervisors to ensure they are adequately trained, prepared, and supported to investigate and document sudden deaths to an impartial, objective and thorough standard.

The Board also advised that VPD has implemented mandatory supplementary training for all members assigned to patrol sudden death investigations and death notifications. The training will encompass guiding principles from the updated policy, documentation requirements, the Provincial Policing Standards requirements, trauma-informed practice, and cultural humility.

### Next Steps

The OPCC reviewed the response and will be taking no further action with respect to this matter.



## SURVEILLANCE TRAINING PRACTICES

# Recommendation to the Vancouver Police Board Review of Vancouver Police Department policy for conducting surveillance training on private property

### Recommendation

- That the Board ensure any department written policies/ protocols specify the legal authorities available to members to enter private property, without consent, for the purposes of conducting surveillance training.

### Background

The OPCC received a Service or Policy complaint from an individual outlining their concerns related to the Vancouver Police Department's (VPD) policy surrounding the use of civilians' personal property to conduct training exercises without the civilian's permission or knowledge. The Vancouver Police Board reviewed and concluded the matter based on a verbal report from the VPD and noted that the VPD did not have specific policy related to conducting surveillance training on private property. The Board advised that designated surveillance teams within the VPD rely on robust standard operating procedures when assessing the viability and appropriateness of the use of private property for covert operations and related training.

Upon review of the Board's response, the OPCC noted that the existing procedures referenced in the Board's concluding correspondence did not appear to reference the legal authority for police to enter private property without consent during a training exercise. As such, the OPCC recommended that the Board ensure any written policies or protocols specify the legal authorities available to members to enter private property, without consent, for the purposes of conducting surveillance training.

### Response to Recommendation

The Board advised that the VPD's Surveillance Training Manual was updated to reference the relevant legislative authorities under which surveillance training exercises are to be conducted. The Board further advised that the updated training manual provides guidance to members to make every effort to notify property owners or residents prior to using private property for training purposes and encourages them to familiarize themselves with the relevant sections of the Criminal Code and the BC Trespass Act. In addition to the updates to the training manual, the Board confirmed that the VPD will discontinue entering private property for training exercises after 9:00 p.m. and before 6:00 a.m. without the prior, express consent of the property owners and/or occupiers.

### Next Steps

The OPCC reviewed the response and will be taking no further action with respect to this matter.

## MEDIA EXCLUSION ZONE

# Recommendation to the Vancouver Police Board Review of restrictions on media access during a decampment operation

### Recommendation

- That, in light of the initiation of the related inquiry undertaken by the Human Rights Commissioner, the Board hold the conclusion of this complaint in abeyance pending the conclusion of the inquiry
- That, at the conclusion of the Human Rights Commissioner's inquiry, the Board consider any findings and recommendations from the inquiry in the context of further action that the Board may wish to take in relation to this complaint

### Background

The OPCC received a Service or Policy complaint from an individual outlining concerns related to the Vancouver Police Department's (VPD) actions during a decampment operation in the Downtown Eastside, including allegations that VPD officers prevented journalists from entering the area, which was seen as contrary to freedom of the press. The matter was forwarded to the Board, noting that, based on a review of complainant's concerns and the public statements of the VPD, it appeared that an "exclusion zone" was created by the VPD to prevent the media and the public from accessing a specific section of the city for a defined period of time. Additionally, it was unclear what lawful authority was relied upon in the creation and enforcement of this "exclusion zone."

The Vancouver Police Board concluded the matter following a report from the VPD. The Board noted that information was received that a media staging area was set up and that a media liaison was provided. The Board further noted that access to some areas was temporarily limited to ensure public safety when large trucks were moving in the area to create a safe space for City of Vancouver staff conducting the decampment operation. However, the decampment area remained visible to the media.

Upon review of the Board's concluding letter, the OPCC noted that the British Columbia Human Rights Commissioner announced an Inquiry to review restrictions on media during the Downtown East side decampment.

### Response to Recommendation

The Board confirmed this matter would be held in abeyance pending the conclusion of the BC Human Rights Commissioner's inquiry and any further action would be considered following the conclusion of the inquiry.

### Next Steps

The OPCC will continue to monitor for further developments from the Board as it relates to this matter.



# POLICE INTERACTIONS WITH PERSONS IN VULNERABLE CIRCUMSTANCES

## Recommendation to the Vancouver Police Board

### Establishing written guidance governing police interactions with persons in vulnerable circumstances

#### Recommendation

- That the Board, in light of the Provincial Policing Standard Section 6 (Promotion of Unbiased Policing) which was referenced by the complainant, consult with the Vancouver Police Department (VPD) to identify specific actions or steps being taken as it relates to the establishment of written governing police interactions with persons in vulnerable circumstances, including persons living in public spaces as enumerated in Provincial Policing Standard Section 6.1.1(8), with specific attention to (f) – persons living in public spaces (e.g., persons relying on, or sleeping in public spaces).
- That the Board provide written correspondence to the complainant outlining the specific actions identified that are being undertaken to establish written procedure or guidance that is in accordance with Provincial Policing Standard Section 6.1.1(8) and their concerns relating to police interactions with unhoused persons in the who, as described by the complainant, are disproportionately individuals from marginalized groups, including Indigenous women, racialized minorities, and persons with disabilities.
- That the Board advise the OPCC of the board's written policy, when available, as it relates to Division 5, Service or Policy complaints where allegations of discriminatory practices or policies are at issue.

#### Background

The OPCC received a Service or Policy complaint from an individual outlining their concerns related to the Vancouver Police Department “overreach of power” in displacing vulnerable members of the community during decampment operations in the Downtown East side contrary to Provincial Policing Standards related to the Promotion of Unbiased Policing. The complaint described that the unhoused persons in the Downtown Eastside area impacted by police interactions during the displacement operation are disproportionately individuals from marginalized groups, including indigenous women, racialized minorities and persons with disabilities.

The Vancouver Police Board reviewed the matter and advised that, while Provincial Policing Standards governing the Promotion of Unbiased Policing were not in force at the time of the complaint, the Board was satisfied based on information provided by the VPD that police services were delivered during the decampment operation in an impartial, equitable, culturally safe and trauma-informed manner. The Board further noted that the decampment operation was an initiative by the City of Vancouver arising from a direction by the Vancouver Fire Chief where the VPD’s role was to keep the peace, support the enforcement of the Fire Chief’s order, enforce traffic bylaws and maintain public safety.

In reviewing the Board’s concluding letter, the OPCC considered that Provincial Policing Standards governing the Promotion of Unbiased Policing, which came into effect after the filing of the complaint, mandated the establishment of written departmental policy or guidance governing police interactions with persons in vulnerable circumstances, including persons living in public spaces. The OPCC noted that the Board had not indicated what actions had been taken by the VPD in relation to establishing the provincially required written policy or guidance.

The OPCC additionally noted that the Provincial Policing Standards governing the Promotion of Unbiased Policing place a duty on the Board to ensure equitable policing and require the Board’s policy on responding to Service or Policy complaints to consider whether the complaint alleges discriminatory policies or practices. Accordingly, the OPCC made the above-noted recommendations to the Board.

#### Response to Recommendation

The Board responded that they had requested further information from the VPD in order to best respond to the Commissioner’s recommendations.

#### Next Steps

The OPCC will continue to monitor for further developments from the Board as it relates to this matter.

## COMMISSIONING EXTERNAL REPORTS

# Recommendation to the Vancouver Police Board Review of the approval processes and criteria for commissioning reports by outside firms

### Recommendation

- That the Board identify existing Board policies that govern the Board approval process (if any) for expenditures of this nature (those unrelated to the operational independence of the Chief Constable).
- That the Board assess, if such policy exists, whether the commissioning of Social Impact Audit/Report was in accordance with any such policy.
- That the Board identify in the reporting letter to the Complainant what approval process the Vancouver Police Department (VPD) employs and as against what criteria if no Board approval occurred or was required.

### Background

The OPCC received a Service or Policy complaint from an individual outlining their concerns related to the VPD's commissioning of a social impact audit report. The complaint raised concerns pertaining to the expenditure, scope and quality of the report.

The Vancouver Police Board reviewed the matter and concluded the complaint by advising that the audit was within the scope of the VPD's mandate to contribute to addressing social issues in Vancouver and that the VPD has conducted studies of this nature previously to contribute to collaboration in the City aimed at resolving social issues. The Board further noted that the research firm commissioned is a credible organization that has conducted similar research for other jurisdictions.

Upon review of the Board's response, the OPCC noted that the Board did not sufficiently address the specific concerns and requests brought forward by the complainant. In addition, the OPCC noted from the Board's response that the approval process for the commissioning of the social impact audit/report and the involvement of the Board in that process were unclear.

### Response to Recommendation

The OPCC received correspondence from the Board advising that, similar to past reports, the Board regards the commissioning of social impact audit/report as within the VPD's purview to commission in order to inform operational decision-making. The Board further advised that the annual operating budget, that the Board approves, includes resources for the VPD to engage consultants for reports such as this. Additionally, the Board sought clarification on what further is required to address this matter.

### Next Steps

The OPCC notes that, in response to the Board's enquiries, clarification was provided referring the Board to the third recommendation made in this matter. The OPCC will continue to monitor any future responses from the Board.

# Reform of the *Police Act*

On April 4, 2024, Bill 17, the *Police Amendment Act, 2024* was introduced to the Legislative Assembly to improve governance and oversight of policing and respond to several legislative changes requested by the OPCC and reflected in the 2019 Special Committee to Review the Police Complaint Process report, including recommendations to address the OPCC's ability to:

- conduct self-initiated systemic investigations;
- arrange a public hearing earlier in the complaint process;
- make binding guidelines to improve the efficiency, effectiveness and timeliness of the police complaint process;
- establish a list of qualified persons as Discipline Authorities, including a former senior police officer, a retired judge or a person who meets requirements set out in regulation; and,
- designate consultants or experts to observe an investigation.

The amendments represent phase one of *Police Act* reform with many of the amendments receiving Royal Assent on April 25, 2024. The series of amendments also included:

- an expanded definition of misconduct to include discriminatory jokes or gestures, Indigenous identity, and gender identity or expression; and
- a requirement for the OPCC to maintain a list of retired judges to review matters, apply consistent and objective procedures in appointing retired judges, and post both the list and procedures on the OPCC website.



Some amendments will be brought into force by regulation in the future, including the creation of a new class of "safety officers" that will fall under the OPCC's jurisdiction; e.g., detention guards in lock-up facilities throughout the province.

The Government continues to consider other policy and legislative changes as part of phase two reforms called for by the 2022 Special Committee on Reforming the *Police Act*. The OPCC has been engaged on these issues and we look forward to continuing to work with Government to enhance police accountability and public confidence in policing in BC.

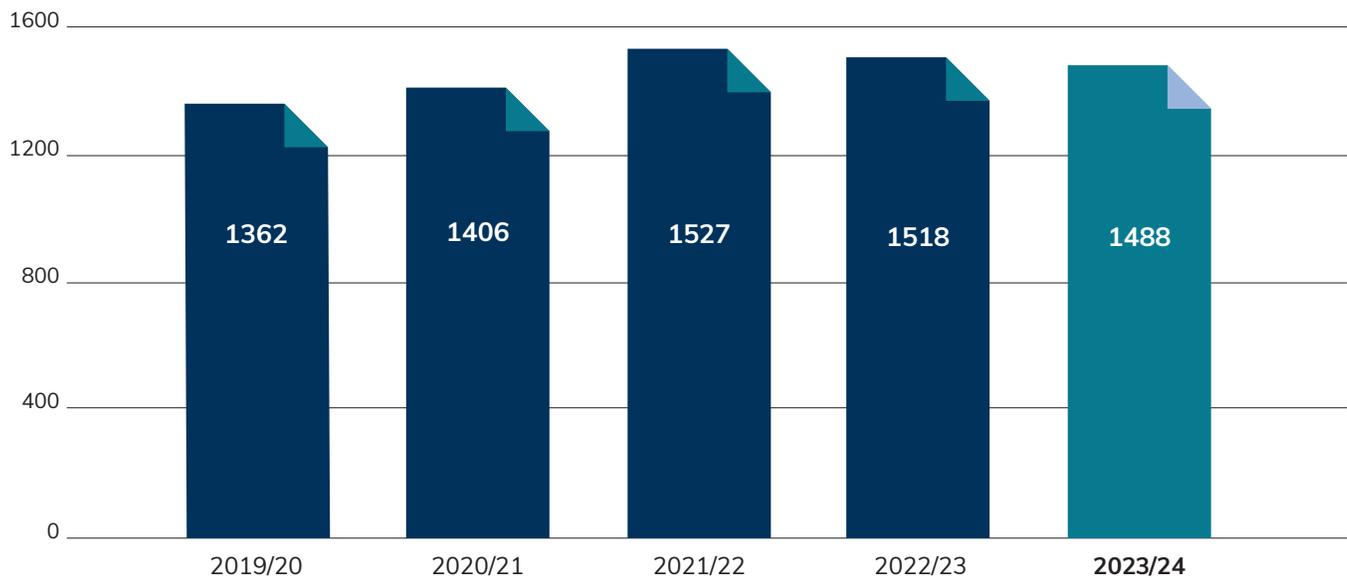


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# More of Our Story in Numbers



## Files Opened: Yearly Comparisons (past five years)<sup>4</sup>



## Files Opened: Comparisons by Department (past five years)

Department	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Abbotsford Police Department	149	189	202	233	225
Central Saanich Police Service	17	9	17	8	16
Delta Police Department	53	69	64	63	62
Metro Vancouver Transit Police	44	87	64	47	51
Nelson Police Department	15	22	19	17	18
New Westminster Police Department	42	73	64	53	43
Oak Bay Police Department	8	12	11	5	3
Organized Crime Agency of BC (CFSEU)	5	1	4	3	1
Port Moody Police Department	38	36	29	20	21
Saanich Police Department	84	77	90	84	74
Stl'at'imx Tribal Police Service	4	8	6	10	13
Surrey Police Service	2	0	12	61	163
Vancouver Police Department	689	633	736	745	618
Victoria Police Department	186	162	181	157	160
West Vancouver Police Department	26	28	28	12	20
<b>Total</b>	<b>1362</b>	<b>1406</b>	<b>1527</b>	<b>1518</b>	<b>1488</b>

<sup>4</sup> Data for this report was analyzed between May 29th and June 7th from the OPCC's records management database, Resolve. This report reflects accurate and complete data as of May 29th. Since the OPCC uses a dynamic, live database, the numbers presented in this report are subject to future revision. Further to this, the historical data presented in this report may also vary slightly from figures presented in previous OPCC reports due to changes in processing and reporting.

## Files Opened by Type (past five years)

	2019/2020		2020/2021		2021/2022		2022/2023		2023/2024	
Police Complaints	537	39%	585	42%	731	48%	706	47%	685	46%
Investigations Initiated by PCC	32	2%	21	1%	18	1%	12	1%	19	1%
Investigations Requested by Agency	65	5%	42	3%	38	2%	64	4%	45	3%
Serious Harm Investigations	16	1%	33	2%	24	2%	30	2%	24	2%
Monitor Files	488	36%	510	36%	492	32%	552	36%	521	35%
Internal Discipline Files	21	2%	16	1%	19	1%	17	1%	17	1%
Service or Policy Complaints	39	3%	31	2%	42	3%	10	1%	23	2%
Questions or Concerns	164	12%	168	12%	163	11%	127	8%	154	10%
<b>Total</b>	<b>1362</b>	<b>100%</b>	<b>1406</b>	<b>100%</b>	<b>1527</b>	<b>100%</b>	<b>1518</b>	<b>100%</b>	<b>1488</b>	<b>100%</b>

## File Types

<b>Police Complaints</b>	Complaints about a police officer's conduct or actions that affect a member of the public.
<b>Ordered Investigations &amp; Serious Harm Investigations</b>	Investigations may be initiated by the Commissioner, whether requested by a department or as a result of information received from any source that raises concerns about officer misconduct. The Police Act also requires the Commissioner to order a mandatory external investigation into any incident resulting in serious harm or death.
<b>Monitor Files</b>	Opened when information is received by the OPCC from the police, including reportable injuries, or from other sources, such as public information, that may require an investigation pursuant to the Police Act. Typically, these are incidents that are serious in nature or that have generated media attention, but no potential disciplinary defaults have yet been identified. These files are held open until a report is received from the police. The matter is reviewed and a decision is made as to whether an Ordered Investigation is required. If no action is deemed necessary, the file is concluded as "reviewed and closed."
<b>Internal Discipline Files</b>	Involve performance management issues or employer/employee concerns that do not affect members of the public; are not the subject of a complaint or investigation; and no overriding public interest in proceeding with the matter as a public trust matter.
<b>Service or Policy Complaints</b>	Involve the quality of a police department's service to the community or regarding their operating policies.
<b>Questions or Concerns</b>	If a member of the public has a question or concern about a municipal police officer's conduct that does not result in the making of a police complaint, he or she may contact a municipal police department directly. The member of the municipal police department who receives the question or concern must inform the professional standards section of the involved municipal police department. The professional standards section must record the question or concern and forward a copy of the record, along with how it was resolved, to the Office of the Police Complaint Commissioner for review.

## Files Opened in 2023/2024 by Police Department and Type

	PC: Withdrawn or Discontinued*	PC: Pending Admissibility	PC: Admissible	PC: Inadmissible	Serious Harm Investigation	Ordered Investigation Agency	Ordered Investigation PCC	Internal Discipline	Monitor	Questions or Concerns	Service or Policy Complaints	Total
Abbotsford Police Department	2	0	36	31	4	2	4	0	109	37	0	225
Central Saanich Police Service	0	0	2	3	0	1	0	2	4	4	0	16
Delta Police Department	2	1	6	18	1	1	0	2	24	7	0	62
Metro Vancouver Transit Police	0	0	9	14	0	1	2	1	19	4	1	51
Nelson Police Department	1	0	3	5	0	2	0	0	6	1	0	18
New Westminster Police Department	1	0	4	14	0	1	1	0	16	6	0	43
Oak Bay Police Department	0	0	1	0	0	0	0	0	2	0	0	3
Organized Crime Agency of BC (CFSEU)	0	0	0	1	0	0	0	0	0	0	0	1
Port Moody Police Department	0	0	5	8	1	0	0	0	6	0	1	21
Saanich Police Department	3	0	9	24	0	1	0	0	17	18	2	74
Stl'at'imx Tribal Police Service	0	0	0	4	0	2	1	2	4	0	0	13
Surrey Police Service	7	1	34	42	6	8	1	1	60	3	0	163
Vancouver Police Department	11	8	152	143	9	23	7	7	189	56	13	618
Victoria Police Department	2	1	24	42	2	3	2	1	62	15	6	160
West Vancouver Police Department	0	0	5	6	1	0	1	1	3	3	0	20
<b>Total</b>	<b>29</b>	<b>11</b>	<b>290</b>	<b>355</b>	<b>24</b>	<b>45</b>	<b>19</b>	<b>17</b>	<b>521</b>	<b>154</b>	<b>23</b>	<b>1488</b>

\*26 complaints were withdrawn prior to an admissibility determination; 3 complaints were discontinued under S.84 after 1st party complaints were opened

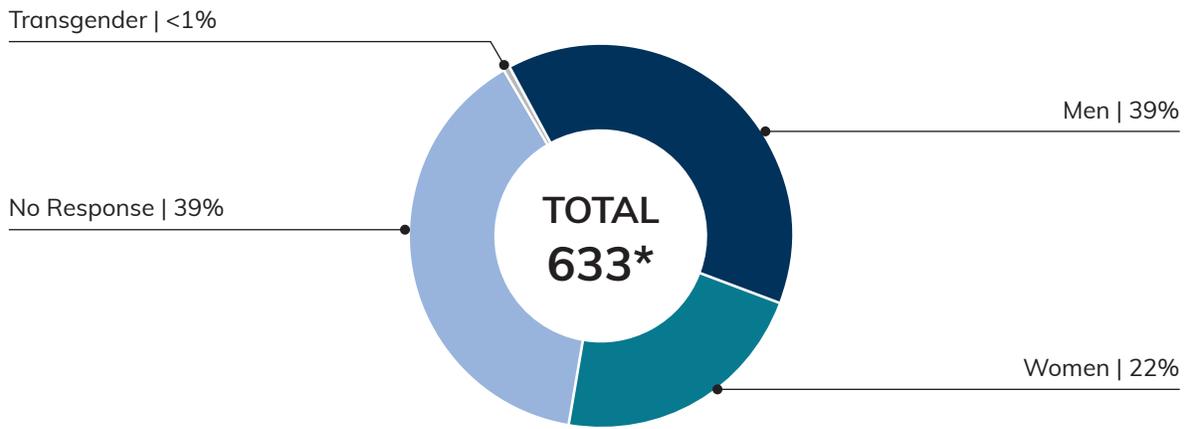
## Disaggregated Demographic Data

Throughout the OPCC complaint process, complainants are provided the option to disclose their age, sex, gender, and racialized identities. We acknowledge the importance of the “Grandmother’s perspective” in all data collection, specifically that the collection of race-based data should be accompanied by processes focused on reducing systemic racism and achieving equality<sup>5</sup> As the Province develops broader anti-racism legislation that builds on the new Anti-Racism Data Act,<sup>6</sup> and the OPCC gains additional data analytics capacity, we will be reviewing our practices relating to the collection, storage and disclosure of demographic information, especially race-based data, to ensure we adopt and maintain best practices.

5 Disaggregated demographic data collection in British Columbia: The grandmother perspective, 2020, British Columbia’s Office of the Human Rights Commissioner. <https://bchumanrights.ca/publications/datacollection>

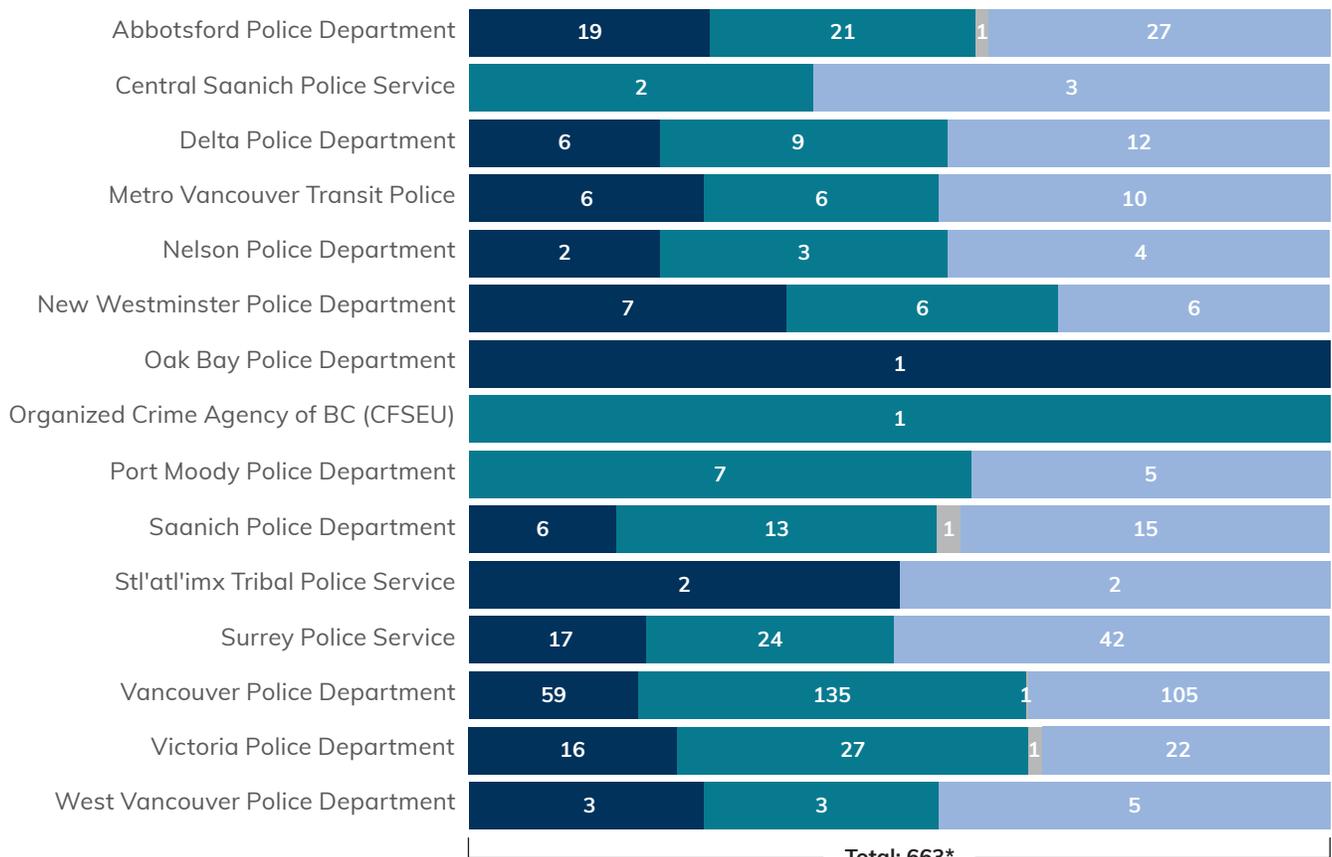
6 Government of British Columbia. Anti-racism legislation. <https://engage.gov.bc.ca/antiracism/>

## Gender Identity of Persons Filing Police Complaints



\*Total excludes 22 3rd party complaints

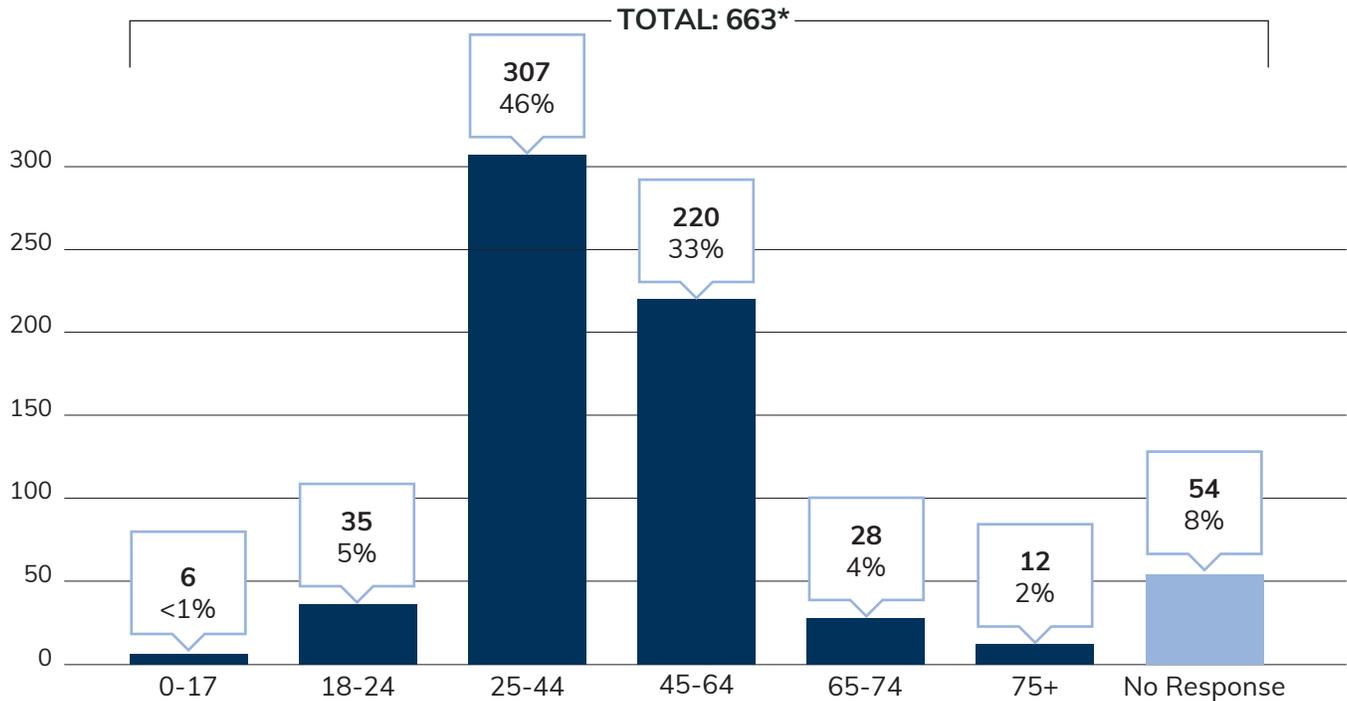
## Gender Identity of Persons Filing Police Complaints by Department



\*Total excludes 22 3rd party complaints

● Women ● Men ● Transgender ● No Response

## Age of Persons Filing Police Complaints



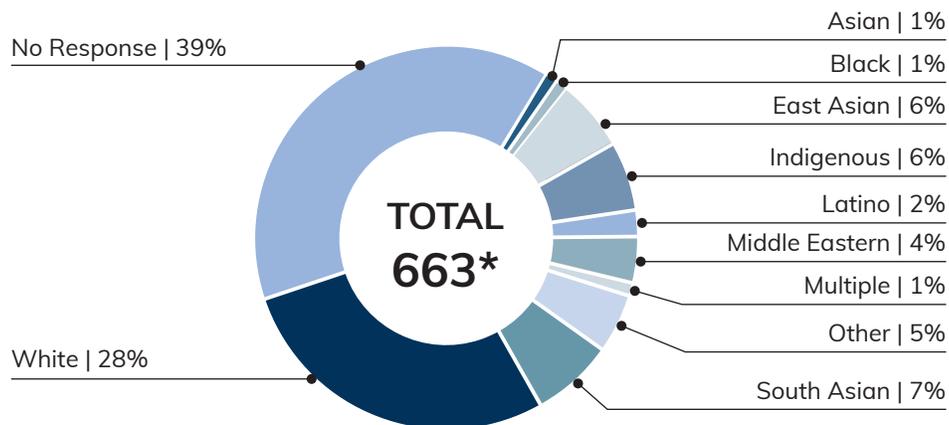
\*Total excludes 22 3rd party complaints

## Age of Persons Filing Police Complaints by Department

Department	0 - 17	18 - 24	25 - 44	45 - 64	65 - 74	75+	No Response	Total
Abbotsford Police Department	2	4	35	19	4	1	3	68
Central Saanich Police Service	0	0	2	0	1	0	2	5
Delta Police Department	1	0	10	12	3	0	1	27
Metro Vancouver Transit Police	0	2	12	6	0	0	2	22
Nelson Police Department	0	0	3	5	1	0	0	9
New Westminster Police Department	0	0	5	10	2	1	1	19
Oak Bay Police Department	0	1	0	0	0	0	0	1
Organized Crime Agency of BC (CFSEU)	0	0	0	1	0	0	0	1
Port Moody Police Department	1	1	3	7	0	0	0	12
Saanich Police Department	0	2	13	15	2	0	3	35
Stl'atl'imx Tribal Police Service	0	0	1	1	0	0	2	4
Surrey Police Service	1	5	43	23	3	2	6	83
Vancouver Police Department	1	17	147	94	10	5	26	300
Victoria Police Department	0	4	28	24	2	3	5	66
West Vancouver Police Department	0	0	5	3	0	0	3	11
<b>Total</b>	<b>6</b>	<b>36</b>	<b>307</b>	<b>220</b>	<b>28</b>	<b>12</b>	<b>54</b>	<b>663</b>

\*Total excludes 22 3rd party complaints

## Racialized Identity of Persons Filing Police Complaints



\*Total excludes 22 3rd party complaints

## Racialized Identity of Persons Filing Police Complaints by Department\*

	Asian	Black	East Asian	Indigenous	Latino	Middle Eastern	Multiple	Other	South Asian	White	No Response	Total
Abbotsford Police Department	0	0	4	3	1	2	0	4	3	22	29	68
Central Saanich Police Service	0	0	0	0	0	0	0	0	0	2	3	5
Delta Police Department	0	0	4	1	0	1	0	0	3	6	12	27
Metro Vancouver Transit Police	0	2	4	3	0	0	0	2	0	2	9	22
Nelson Police Department	0	0	0	1	0	0	0	1	0	4	3	9
New Westminster Police Department	1	0	2	2	0	0	0	0	0	9	5	19
Oak Bay Police Department	0	0	0	0	0	0	0	0	0	1	0	1
Organized Crime Agency of BC (CFSEU)	0	0	0	0	0	0	0	0	0	1	0	1
Port Moody Police Department	0	0	3	1	0	1	0	0	0	4	3	12
Saanich Police Department	0	0	1	1	0	4	1	1	1	11	15	35
Stl'atl'imx Tribal Police Service	0	0	0	1	0	0	0	0	0	0	3	4
Surrey Police Service	0	1	3	1	0	3	0	0	9	19	47	83
Vancouver Police Department	2	5	17	22	9	15	5	22	25	80	98	300
Victoria Police Department	1	1	0	7	0	2	0	4	3	24	24	66
West Vancouver Police Department	0	0	0	0	0	0	0	0	1	4	6	11
<b>Total</b>	<b>4</b>	<b>9</b>	<b>38</b>	<b>43</b>	<b>10</b>	<b>28</b>	<b>6</b>	<b>34</b>	<b>45</b>	<b>189</b>	<b>257</b>	<b>663</b>

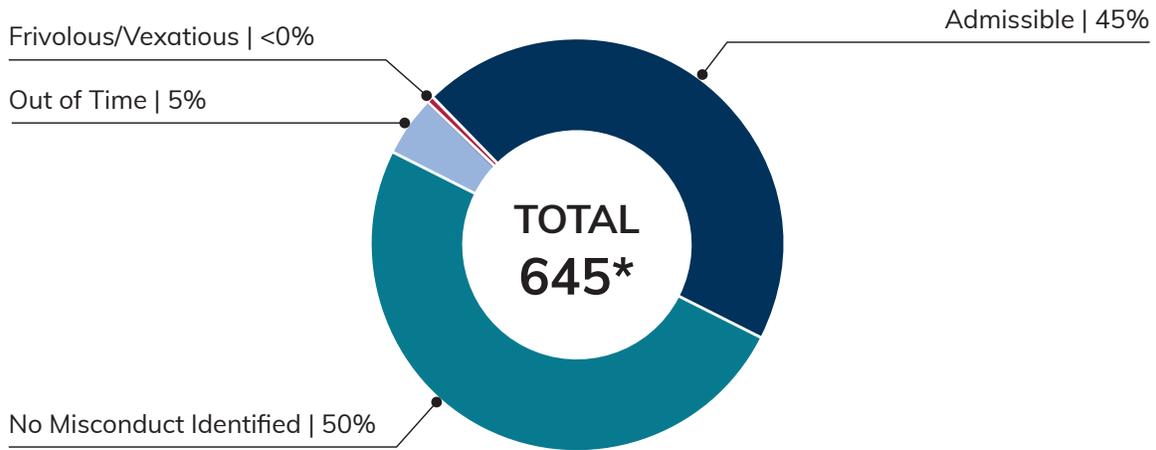
\*Total excludes 22 3rd party complaints

## Allegations of Misconduct 2023/2024

A single police complaint or ordered investigation may contain more than one allegation of misconduct.

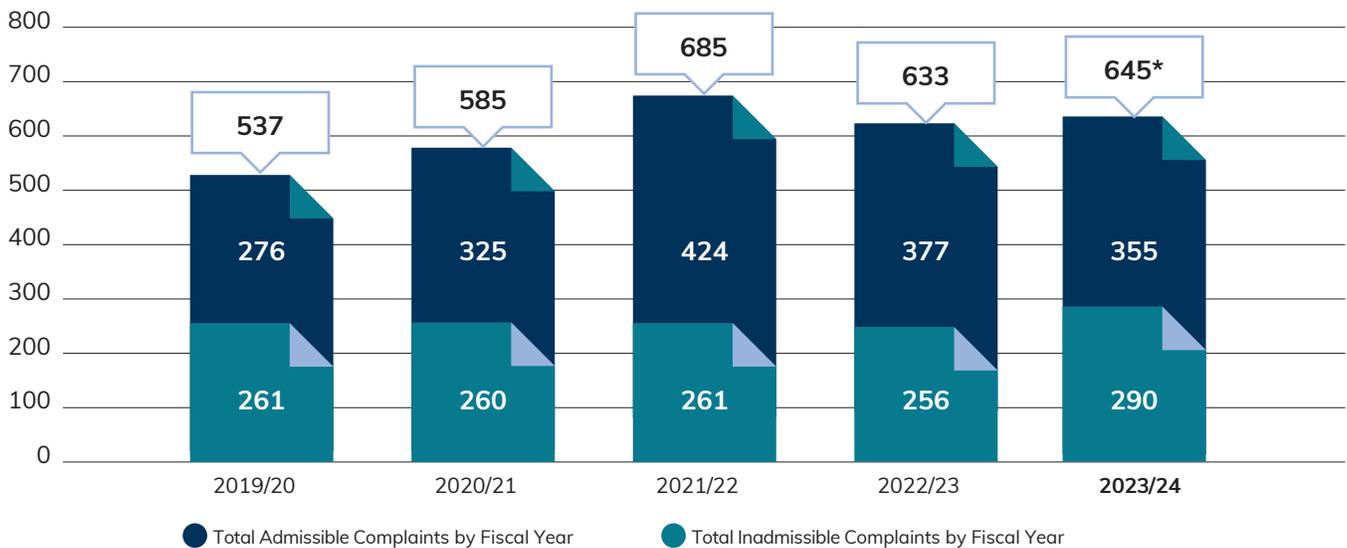
Abuse of Authority	187 (43%)
Neglect of Duty	111 (26%)
Discreditable Conduct	62 (14%)
Discourtesy	52 (12%)
Corrupt Practice	10 (2%)
Damage to Property of Others	6 (1%)
Improper Disclosure of Information	3 (1%)
Improper Use or Care of Firearms	1 (<1%)
Misuse of Intoxicants	1 (<1%)
Accessory to Misconduct	0
Deceit	0
Damage to Police Property	0
Improper Off-Duty Conduct	0
Public Trust Offence	0

## Police Complaints: Admissibility Assessments 2023/2024



\*Total excludes 11 files pending admissibility, 26 files withdrawn prior to an admissibility determination, 3 files discontinued under S.84

## Police Complaints: Admissibility Assessments (past five years)



\*For the 2023/24 FY: 11 files are pending admissibility, 26 files were withdrawn prior to an admissibility determination, 3 files were discontinued under S.84

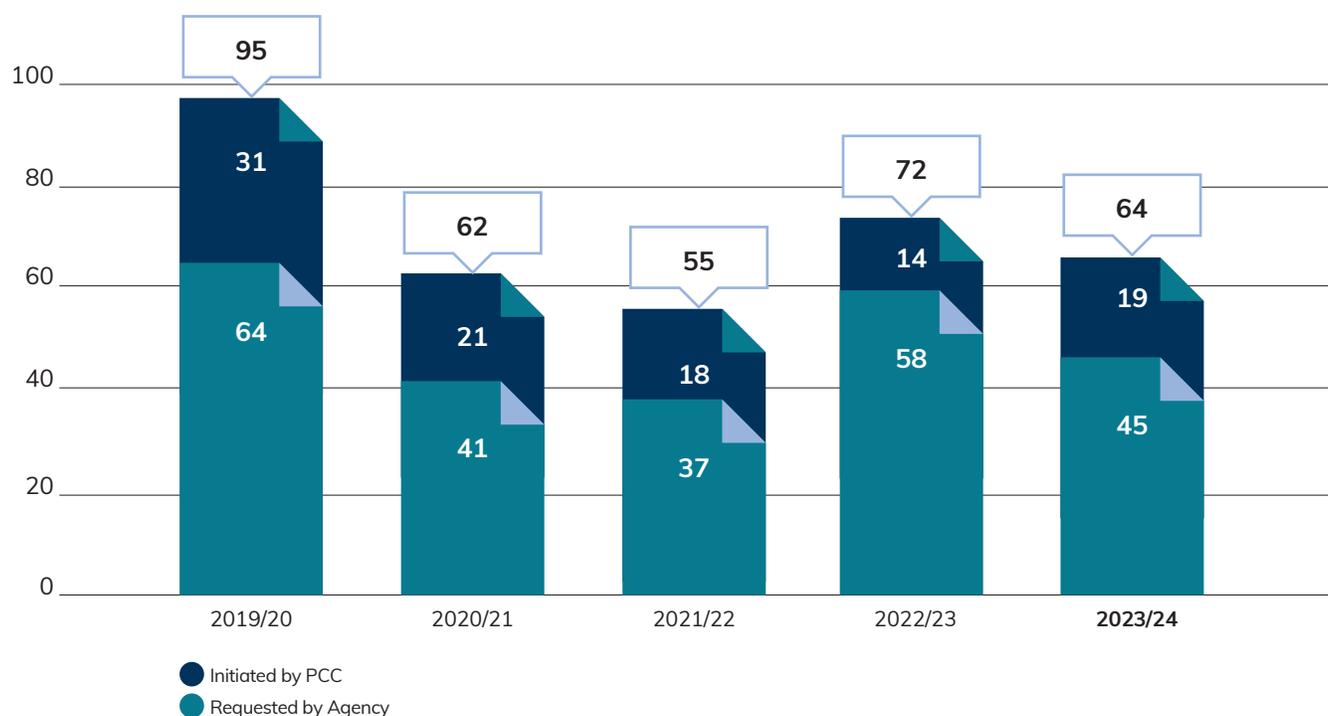
The average admissibility rate for the past five years is 43%. The majority of complaints deemed inadmissible are typically because the complainant has not identified an allegation of misconduct as set out in the Police Act. Once the OPCC has determined that a complaint is admissible, the police department chosen by the Commissioner must investigate the allegations contained in the complaint. The number of complaints admitted and investigated have remained static over the past three years.

## Admissible Complaints and Disposition (past five years)

	2019/2020	2020/21	2021/2022	2022/2023	2023/2024
<b>Total Police Complaints Received</b>	<b>537</b>	<b>584</b>	<b>730</b>	<b>706</b>	<b>685</b>
Total 'Admissible' Complaints	261	259	260	256	290
– Forwarded to DA*	134	161	128	106	29
– Complaint Resolution/Mediated	79	51	68	57	43
– Withdrawn	19	19	28	23	10
– Discontinued	25	20	20	24	5
– Multiple Outcomes	1	3	3	1	1
– Consolidated	2	2	4	13	0
Concluded	260	256	251	224	88
<b>Still Open</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>32</b>	<b>202</b>

\*In the first instance and after an investigation is conducted by the police under OPCC oversight, senior police officers (Chief Constables or their delegates) sit as "Discipline Authorities" and make decisions as to whether or not misconduct has occurred.

## Ordered Investigations (past five years)



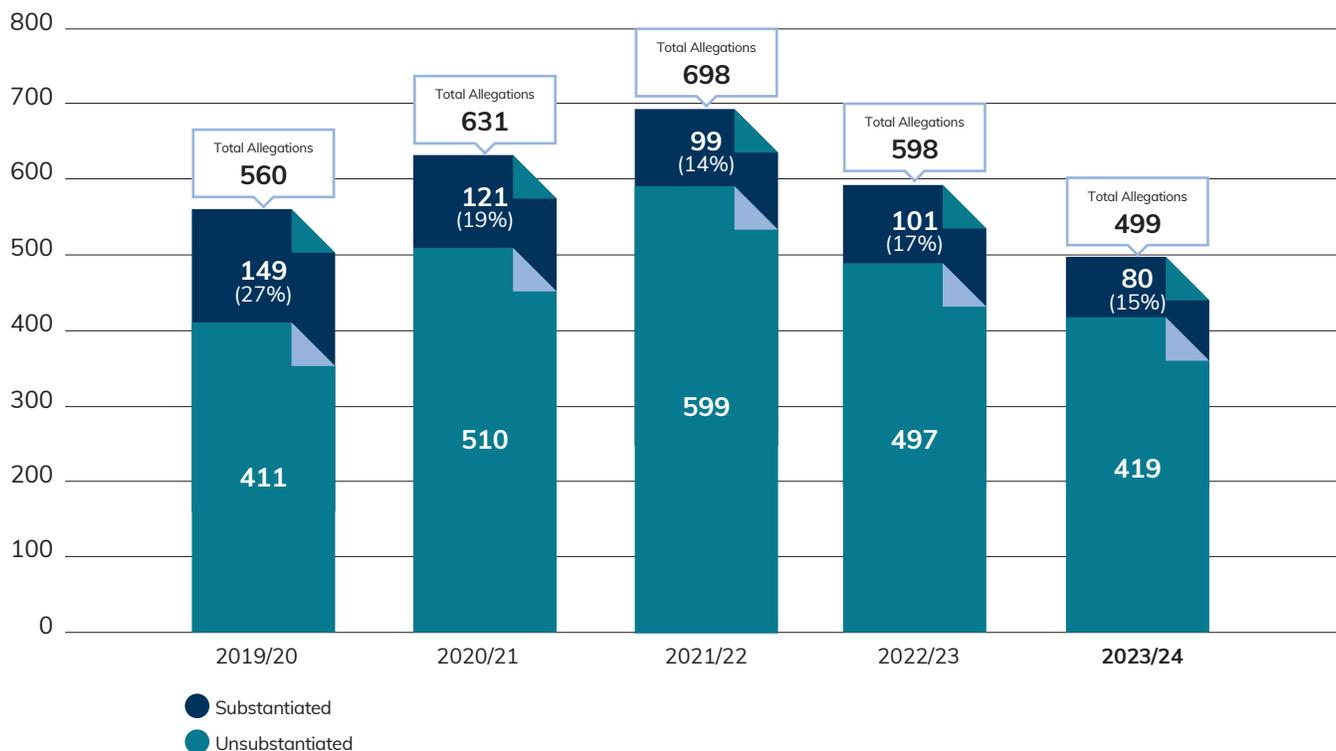
The Police Complaint Commissioner can initiate an investigation in the absence of a complaint from the public. A total of 64 investigations were independently ordered by the OPCC during the 2023/2024 period covered in this report.

## Ordered Investigations and Disposition (past five years)

	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
<b>Total Number of Ordered Investigations</b>	<b>95</b>	<b>62</b>	<b>55</b>	<b>72</b>	<b>64</b>
– Forwarded to DA*	88	58	46	40	7
– Discontinued	4	3	0	1	0
– Multiple Outcomes	0	0	1	0	0
– Consolidated	1	0	0	0	0
Concluded	93	61	47	41	7
<b>Still Open</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>31</b>	<b>57</b>

\*In the first instance and after an investigation is conducted by the police under OPCC oversight, senior police officers (Chief Constables or their delegates) sit as “Discipline Authorities” and make decisions as to whether or not misconduct has occurred.

## Misconduct Rate (past five years)



\*This figure includes all substantiated allegations arising from police complaint, serious harm, internal discipline, and ordered investigations.

Each admissible police complaint, ordered investigation, serious harm notification, or internal discipline file will contain at least one allegation of misconduct. Following the completion of the investigation, a Discipline Authority (senior police officer or retired judge) is required to make a determination whether it appears that the police officer committed misconduct. If there is such appearance, the matter may move to a formal Discipline Proceeding where a final determination is made. In other cases, if the member accepts responsibility and an agreement is reached and approved by OPCC on penalty, the matter is concluded.

## Reportable Injuries by Type of Force (past five years)

	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
<b>Total RI Files</b>	417	448	428	445	443
<b>Total Uses of Force</b>	639	684	574	549	599
– Arwen/ Bean Bag	77	125	99	120	154
– Baton	6	11	5	6	6
– Dog Bite	120	98	97	94	74
– Empty Hand	177	163	90	46	98
– Firearm	0	6	3	8	9
– Motor Vehicle Accident	30	38	31	33	26
– OC Spray (pepper spray)	17	25	22	17	20
– Other	63	68	76	93	57
– Pre-existing	15	17	10	11	17
– Self-inflicted	81	73	66	59	74
– Taser	53	60	75	62	64

Police departments are to report all incidents where an individual receives an injury caused by the discharge of a firearm or an injury requiring emergency care and transfer to a hospital. All reportable injuries are reviewed to determine whether an investigation into the use of force incident will be completed.

## Investigations Following Review of Reportable Injury Files (past 5 years)

	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Serious Harm	18	32	22	28	24
Ordered Investigations - By PCC	10	6	8	8	10
Ordered Investigations - By Agency	3	2	3	2	2
Police Complaints	3	17	5	19	12
Internal Discipline	0	0	0	0	2
Questions or Concerns	1	0	0	0	0

## Adjudicative Reviews (past five years)

<b>Appointment of a New Discipline Authority [S.117]</b>	If, following an investigation, the Discipline Authority determines that the conduct of the officer did not constitute misconduct, and the Commissioner believes there is a reasonable basis to believe the decision is incorrect, the Commissioner may appoint a retired judge to review the matter.
<b>Review on the Record [S.141]</b>	Following a discipline proceeding, the Commissioner has the discretion to order a review of the proceeding where there is a reasonable basis to believe that the decision of the Discipline Authority is incorrect, or it is in the public interest to review the matter. Reviews on the Record are conducted by retired judges and is primarily a review of evidence and records of the file, including any submissions.
<b>Public Hearing [S.143]</b>	Public Hearings remain an option for the Commissioner if he believes such a review of a Police Act matter is required in the public interest. Public Hearings are conducted by retired judges, are open to the public and evidence is presented under oath.

	2019/20	2020/21	2021/22	2022/23	2023/24	TOTAL
Appointment of Retired Judge (S.117)	13	9	16	12	12	62
Review on the Record (S.141)	2	4	1	4	2	13
Public Hearing (S.143)	2	0	0	0	1	3
<b>Total</b>	<b>17</b>	<b>13</b>	<b>17</b>	<b>16</b>	<b>15</b>	<b>78</b>



All decisions from these three adjudicative avenues are available to the public through the OPCC website at [www.opcc.bc.ca](http://www.opcc.bc.ca). There is also a schedule of current Public Hearings or Reviews on the Record indicating the date and place of the hearings. All Public Hearings and Reviews on the Record are open to the public to attend.



# Staffing and Budget

The OPCC is a civilian-led agency that oversees complaints and investigations into allegations of misconduct involving municipal police officers. The office also identifies wider trends in police misconduct and makes recommendations to address systemic factors to prevent the recurrence of misconduct. The office's mandate requires OPCC staff to have both an appreciation for the fundamental importance of civilian oversight of policing and specialized knowledge to ensure that oversight is effective.

Our office includes staff with diverse professional backgrounds, including experience and training in law and policing. About three-quarters of senior leadership and management have civilian backgrounds, such as in law and policy, regulatory fields, administrative investigations, public administration, and academia. The Commissioner makes it a priority to maintain this important balance between the civilian nature of the office and the expertise staff need to possess to do their work effectively. Intensive training, both in-house and external, is provided to staff to advance these ends. During the reporting period, the office had 42 staff, including 16 Investigative Analysts who are directly involved in the oversight of misconduct investigations. There are an additional 31 Corporate Shared Services staff that provide finance, payroll, administration, facilities, human resources, and information technology support for four independent Offices of the Legislature, including the OPCC.

## Our Finances

Each Fall, the OPCC is required to present to the Select Standing Committee on Finance and Government Services our budgetary needs. The table below provides a summary of our finances for Fiscal Year 2023/2024.

	Budget (2023/2024)	Actual (2023/2024)	Difference (\$)	Difference (%)
Operating	\$6,797,000	\$6,758,869	\$38,131	0.6%
Adjudicative	\$700,000	\$669,516	\$30,484	4.4%
Capital	\$145,000	\$102,161	\$42,839	29.5%



# Further Resources

**Office of the Police Complaint Commissioner website**

[www.opcc.bc.ca](http://www.opcc.bc.ca)

## **OPCC brochures**

Let Us Help You Guide

<https://opcc.bc.ca/wp-content/uploads/2017/03/Let-us-help-you.pdf>

General Information

<https://opcc.bc.ca/wp-content/uploads/2023/01/opcc-general-information-brochure.pdf>

Alternative Dispute Resolution

<https://opcc.bc.ca/wp-content/uploads/2023/01/opcc-complaint-resolution-brochure.pdf>

Complaint Form

<https://opcc.bc.ca/wp-content/uploads/2022/08/printable-registered-complaint-form-2022.pdf>

## **Police Act of British Columbia**

[https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96367\\_01](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96367_01)

## **Independent Investigations Office of British Columbia**

<https://iiobc.ca/>

## **Other Canadian oversight agencies**

<https://opcc.bc.ca/resources/canadian-police-oversight-agencies/>

# Appendix

Summaries of all substantiated allegations against municipal police officers concluded between April 1, 2023 and March 31, 2024.

Available at: <https://opcc.bc.ca/reports/annual-report/>

## PUBLIC INTEREST DISCLOSURE ACT

British Columbia's *Public Interest Disclosure Act* requires public bodies in British Columbia to report on investigations into wrongdoing started under the Act, the number of disclosures made internally and the number received by the Office of the Ombudsperson. The Office of the Police Complaint Commissioner has not had any investigations or disclosures under PIDA since the legislation was enacted.





Office of the Police Complaint Commissioner

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Office of the Police Complaint Commissioner (2024)

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## New Westminister Police Department Police Board Report

<b>DATE:</b> February 18, 2025	
<b>SUBMITTED BY:</b> Chief Constable Paul Hyland	
<b>REVIEWED AND APPROVED BY:</b> Chief Constable Paul Hyland	
<b>SUBJECT:</b> Chief Constable Activity Report – January 2025	
<b>ACTION:</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Action <input type="checkbox"/> For Approval	<b>MEETING:</b> <input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed
<b>RECOMMENDATION:</b> <i>That the New Westminister Police Board receive this report for information.</i>	

## **PURPOSE**

The purpose of this report is to provide the Board with monthly updates and activity by the Chief Constable.

## **DISCUSSION**

### January 2025 Chief Constable activity report:

January 7 – Recruit Swear-in for new police recruits attending JIBC Police Academy.

January 7 – Senior Leadership Team meeting.

January 8 – Strategic Communications meeting.

January 9 – City Senior Leadership meeting.

January 10 – Interview with New West Record newspaper.

January 10 – Meeting with prospective contractor for Indigenous Engagement Strategy.

January 13 – BC Municipal Chiefs of Police Meeting.

January 13 – Senior Leadership meeting.

January 14 – Integrated Teams Operational Committee meeting.

January 16 – Senior Leadership preparation meeting for Police Board meeting.

January 21 – Senior Leadership Team meeting.

January 22 – City Senior Leadership Team full day retreat.

January 23 – BC Police Boards Training Program – Module 1.

January 27 – Attended New Westminster City Council meeting.

January 28 – Senior Leadership Team meeting.

January 30 – February 2 – Annual Leave.

## **OPTIONS**

Option 1 – That the New Westminster Police Board receive this report for information.

Option 2 – That the New Westminster Police Board provide staff with further direction.

Staff are recommending Option 1