



NEW WESTMINSTER POLICE BOARD

OPEN AGENDA

Tuesday, May 20, 2025 at 0930

Join in-Person:

555 Columbia Street, New Westminster

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 Westminster 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.

1	ADOPTION & PRESENTATIONS	
	1.1 Land Acknowledgement	<i>Police Board</i>
✓	1.2 Adoption of Open Agenda: May 20, 2025	<i>Police Board</i>
2	CONSENT AGENDA	
✓	2.1 Approval of Open Minutes: April 15, 2025	<i>Police Board</i>
	2.2 Police Board Member Reports	<i>Police Board</i>
✓	2.3 Operations Bureau Report: April 2025	<i>DCC Ward</i>
✓	2.4 Operations Support Bureau Report: April 2025	<i>DCC Perry</i>
✓	2.5 Statistics: April 2025	<i>DCC Ward</i>
✓	2.6 Monthly Report on NWPD Overtime	<i>Jacqueline Dairon</i>
✓	2.7 BCAPB Annual Report	<i>CC Hyland</i>
3	ONGOING BUSINESS	
	3.1 Chief Constable Updates (Verbal)	<i>CC Hyland</i>
4	NEW BUSINESS	
✓	4.1 Q1 2025 Financial Report	<i>Jacqueline Dairon</i>
✓	4.2 Subject Behaviour Officer Response Report	<i>DCC Perry</i>
✓	4.3 Use of Force Report	<i>DCC Perry</i>
	4.4 BCAPB AGM Update (Verbal)	<i>Patrick Lalonde</i>
	NEXT MEETING	
	Date: June 17, 2025 at 0930hrs	
	Location: Blue Room, 555 Columbia Street	
	ADJOURNMENT OF OPEN MEETING	



NEW WESTMINSTER MUNICIPAL POLICE BOARD

April 15, 2025 at 1800hrs

In-Person and via ZOOM

New Westminster Police Department, 555 Columbia Street, New Westminster

MINUTES of Regular Meeting

PRESENT:	Ms. Tasha Henderson	Chair
	Ms. Heather Boersma	Vice Chair
	Mr. Drew Hart	
	Mr. Patrick Lalonde	
	Ms. Mary Trentadue	
	Mr. Alejandro Diaz	Via Zoom
	Ms. Kelsi Wall	
STAFF:	Chief Constable Paul Hyland	
	Deputy Chief Constable Eamonn Ward	
	Inspector Jeff Scott	
	Inspector Sanjay Kumar	
	Inspector Martha Miskurka	
	Ms. Daisy Dyer	Police Board Secretary
	Ms. Hailey Finnigan	Communications
	Ms. Jacqueline Dairon	Finance Manager

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 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.

1.2 **Adoption of Regular Agenda: April 15, 2025**

MOVED AND SECONDED

THAT The New Westminster Police Board approve the April 15, 2025, Regular Agenda.

CARRIED

1.3 PRESENTATION: Ms. Brandi Rogocky

Ms. Rogocky is a member of the community in New Westminster, and met with the Board to address her concerns regarding the increasing safety issues within the community. Ms. Rogocky asked for more police presence within the community to deter certain behaviours, and asked how citizens can advocate for change. Chief Constable Hyland noted Ms. Rogocky's concerns and explained that this is a complex issue, with not all behaviour being criminal in nature. Additionally, Chief Constable Hyland stated that a significant investment from the province is required to address the housing and substance abuse issues within communities. Chief Constable Hyland recommended meeting with the local MLA.

Received for information

2. CONSENT AGENDA

- 2.1 Approval of Open Minutes: February 18, 2025**
- 2.2 Police Board Member Reports**
- 2.3 Operation Bureau Report: February & March 2025**
- 2.4 Operations Support Bureau Report: February & March 2025**
- 2.5 Statistics: February & March 2025**
- 2.6 Monthly Report on NWPB Overtime**
- 2.7 Correspondence:**
 - (a) E-Comm Transformation Update**
 - (b) E-Comm April Police and Local Gov't Partner Update**

MOVED AND SECONDED

THAT item 2.4 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

2.4 Operations Support Bureau Report: February & March 2025

Ms. Boersma asked if hospital wait times pertaining to mental health apprehensions increase the requirement for overtime. Chief Constable Hyland stated that typically the constables in our Mental Health Unit are assigned to these files, however, where this is not the case, constables will usually switch-out at shift change.

Ms. Boersma asked if there is a pattern as to why some wait times relating to mental health apprehensions take longer than others. Inspector Kumar explained that there are various factors that contribute, such as; the number of cases, staffing, beds available, and other priorities. Chief Constable Hyland noted that the province is funding a program, HealthIM, which is a database that will assist in triaging mental health apprehensions by providing enhanced background information in a mental health crisis.

Ms. Trentadue referred to the E-Comm non-emergency update within the Operational Report, and asked if there was anything operationally that the public would need to know as part of the E-Comm transition. Chief Constable Hyland stated that a press release was issued, and that the transition will be seamless for users.

Received for information.

3. ONGOING BUSINESS

3.1 Discussion of Police Board Meeting Times

The Board discussed the police board meeting times, and it was ultimately decided that the morning meetings were preferred by the majority. The open meeting will begin at 0930hrs, with the closed meeting to follow at 1030hrs.

MOVED AND SECONDED (1 OPPOSED – WALL)

THAT the New Westminster Police Board resume morning meetings for the remainder of 2025.

CARRIED

3.2 Chief Constable Updates (Verbal)

- Chief Constable Hyland thanked staff for their contributions to the Student Police Academy (SPA)
- Statistics of note included:
 - Total monitored persons offences up 12%
 - Total monitored property offences up 14%

- Mental Health related calls down 41%
- General assaults were slightly up in the Downtown core by 3%
- Serious assaults were trending down in the Downtown core
- Increase to thefts and mischief files in the Downtown core
- Overtime is holding steady for sworn members, however, this may increase due to staffing shortages on the patrol watches, and to ensure that members are able to take leave and have access to training.
- Overtime is high on the civilian side mostly due to staffing vacancies in Records and training requirements for new staff.
- The transition back to E-Comm for non-emergency services was successful.
- The New West Record was acknowledged ahead of their imminent closure, and were thanked for their many years of community news.

Received for information.

4. NEW BUSINESS

4.1 E-Comm Board of Directors Nomination | 2025-2026 Term

A brief discussion took place regarding the reappointment of Ms. Trentadue to the E-Comm Board of Directors for the 2025-26 term.

MOVED AND SECONDED

THAT Ms. Mary Trentadue be reappointed as the Class A designate on the E-Comm Board of Directors for the 2025-26 term.

CARRIED

4.2 GOVERNANCE: Report on Communications

Discussion ensued regarding specific protocols when other institutions are involved in incidents that require police assistance. Specifically, if there is an agreement in place before press releases are issued. Ms. Finnigan explained that best practices are to provide advance notice as a courtesy to an institution so that they may bring it to the attention of their leadership team, and allow an opportunity to provide feedback if there are serious concerns.

It was suggested that a discussion take place amongst specific establishments in the community regarding a communications protocol. Chief Constable Hyland noted that the Communications team works to be as collaborative as possible, regardless of the agency involved.

Ms. Finnigan noted that there are established guidelines that form the requirement for a media release.

Received for information.

4.3 GOVERNANCE: Annual Fiscal Report 2024

The department concluded the 2024 fiscal year with a budget surplus of \$15,000.

Discussion ensued regarding overtime and grant funding. There was some concern regarding the increasing legal fees. Chief Constable Hyland stated that he will talk to other agencies to see how they manage their legal fees.

Received for information.

ADJOURNMENT of Regular Meeting

Chair Henderson adjourned the meeting at 1915 hrs.

Next meeting

The next meeting will take place on Tuesday, May 20, 2025, at 0930hrs at 555 Columbia Street, New Westminster.

TASHA HENDERSON
CHAIR

DAISY DYER
RECORDING SECRETARY



**New Westminister Police Department
Police Board Report**

DATE: May 20, 2025	
SUBMITTED BY: Deputy Chief Ward REVIEWED AND APPROVED BY: Chief Constable Paul Hyland	
SUBJECT: Operations Bureau Report	
ACTION: <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Action <input type="checkbox"/> For Approval	MEETING: <input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed
RECOMMENDATION: <i>That the New Westminister Police Board accept the report for Information only</i>	

PURPOSE

The purpose of this report is intended to provide board members a monthly overview of the work completed by the various units within the Operations Support Bureau

DISCUSSION

In April, the four Patrol watches attended 1282 calls for service. There were 23 in custody files where the accused was arrested and held for a bail hearing. There were 61 Reports to Crown Counsel submitted for charge approval.

FILES OF NOTE

File 2025-6915 – Robbery

Police were dispatched a fast food location in the 700 block of 12th Street for a reported robbery. An unknown masked male entered the restaurant, brandished a machete, and ordered the two staff members to the ground. The suspect then proceeded to steal food before fleeing the scene on foot. Patrol members flooded the area; however, a PDS track was deemed unviable. Upon reviewing CCTV footage, a patrol member recognized the suspect's clothing as matching that of a male she had previously encountered near Moody Park during her last set of night shifts. Further patrols were conducted in that area, and the suspect was located wearing the same clothing observed in the video. The male was arrested for robbery.

File 2025-5425 – Assault with a Weapon

Police were advised that a male had approached a plainclothes member, brandished a knife, and lunged toward an unknown pedestrian before quickly advancing toward the member, who identified himself as police. The member remained on the phone providing updates as the male walked westbound through the downtown core and then northbound up a pedestrian path. Patrol officers responded and gave repeated commands for the male to stop, which were ignored. The male was taken into custody at the top of the pedestrian path. A large kitchen-style butcher knife with a black handle was observed in plain view inside the tote bag the male was carrying. The knife was seized incident to arrest. The male was transported to cells, and was held for court.

2025-5494 – Fatal Motor Vehicle Collision

Police were dispatched to a two-vehicle collision at East 7th Avenue and Cumberland Street. Fire and EHS were already on scene and advised that a passenger from one vehicle was being treated for minor injuries and was conscious and responsive. The injured passenger was transported to hospital in stable condition; however, two days later, the Watch Commander received a call advising that the passenger had passed away as a result of injuries suffered in relation to the

collision accident. As a result of this being a fatal motor vehicle incident, the Major Crime Unit has assumed conduct of this investigation.

File 2025-5576/5577 – Break and Enter in Progress/Car Jacking and Robbery

Members responded to an interrupted break and enter where an unknown suspect had smashed a rear door window in an attempt to gain entry to a residence. The suspect fled on foot after being confronted by the homeowner. Containment was established and K-9 was deployed, but the scene had been contaminated prior to police arrival

In a second incident, members responded to a report of a carjacking where the complainant was forcibly removed from his vehicle after being boxed in by a pickup truck. Both vehicles fled the area. Using GPS tracking the stolen Audi was located in Surrey. Transit Police surveillance and LMD K9 assisted in tracking the vehicles. A coordinated arrest was later conducted with assistance from multiple partner agencies. Further investigation linked the main suspect to additional crimes, including a residential break and enter, stolen autos, mail theft, and multiple hit-and-run collisions. Charges were forwarded to Crown Counsel.

File 2025-5905 – Assault Police Officer

Members attended cells to transfer custody of a female to the Sheriffs for Court. The female was found to be non-responsive, prompting the request for EHS and Fire. Members were able to rouse the female, who became combative upon waking—biting, scratching, grabbing, and kicking at members. The female was eventually restrained and placed in handcuffs. The female later refused to leave her cell for Court, resulting in arrangements for a remote bail hearing. Although she attended the hearing room, she refused to participate. She was subsequently remanded into custody.

File 2025-5968 – Assault

Members attended a local area hospital for a report of a domestic assault that occurred earlier in the day. The female victim disclosed that she had been assaulted over an extended period by her husband, including being struck in the head multiple times, dragged, punched, pushed into a wall, and struck with a chandelier. On the same date, members attempted to arrest the suspect at his residence, but he refused to exit and could be heard barricading the suite. The ERT and Crisis Negotiators were called out, and the suspect was taken into custody without further incident.

File 2025-6581 – Overdose

Members responded to area of 22nd SkyTrain station to assist EHS with a male who had called them to report he was overdosing in the street. Initially members were unable to locate the subject, but an extensive search had him being located, non-responsive. NWPD members began CPR and were able to get a faint pulse, with subsequent members arriving and assisting by

administering naloxone. EHS was directed to the location by other members, assuming care of the male and transporting him to the hospital.

File 2025-6894 – Assault

Members responded to reports of multiple assaults at the 8th Street SkyTrain station. Upon arrival, it was determined that a female suspect had assaulted a bystander after the hot dog vendor refused to give her a free hot dog. The female hit the bystander in the head in frustration. The female was arrested for the assault on the bystander and for an outstanding warrant. She was taken to RCH by EHS for treatment of injuries.

2025-7108 – Coroners Act Investigation

A garbage truck driver discovered a deceased male body in the 1100 block of Royal Avenue. Patrol members confirmed the presence of a heavily decomposed body and requested MCU and the Coroner's attendance. The Coroner was unable to confirm the cause of death at the scene, and the body was transported for autopsy. The following day, the deceased was identified. MCU took conduct of the file and no signs of foul play were found. The file has now been concluded.

File 2025-5840/5844 – Weapons File

Members responded to a report of multiple individuals with firearms in the downtown core; however, all suspects fled prior to police arrival. CCTV footage revealed an altercation involving one individual and three youths, with two appearing to be armed. NRPD and GVTAPS members entered the area and located three young adults matching the suspect descriptions. The subjects were arrested and a can of bear spray was found nearby. All three were arrested for Assault with a Weapon. While members were managing this incident, a second weapons call was received regarding a male who entered a business on 6th Street claiming to have been bear sprayed. The male was identified as one of the earlier suspects and arrested for possession of a weapon. He stated he had discarded a lighter shaped like a firearm into the river. Further investigation confirmed the male had been bear-sprayed by the other three suspects. All four were arrested for various offences and transported to cells.

File 2025-5867 – Break and Enter

Members responded to the unit block of Braid Street for a break and enter in progress. Security for the premise was watching two subjects walking between storage containers in a fully fenced compound. Members arrived on scene and located the subjects leaving the site. Both were arrested for Break and Enter. One of the subjects was also found to be breaching a no tools condition. Both subjects were transported to cells and held in custody. Both subjects had a Bail Hearing and were released.

File 2025-6097/6169/6288: Indecent Act and Breach

Over three consecutive days, members dealt with the same male subject for escalating criminal behaviour. On day one, the male was arrested for breaching conditions by attending a property he was prohibited from and was released on a Form 10 Undertaking. On day two, he entered a daycare and followed a female employee into a bathroom, where he exposed himself. He was arrested and held for court, after which he was released on strict conditions including 24-hour house arrest. On day three, just five hours after his court-ordered release, the same subject entered another shopping plaza and exposed himself to another female while making lewd comments. He was again arrested, this time for Breach and Indecent Act, and held in custody. He remains in custody with multiple charges now before the court.

File 2025-6599 – Voyeurism

A complainant contacted police after discovering a hidden camera placed beneath a seat in the changing room/washroom area at Hume Park. A thorough check of both the men's and women's change rooms revealed no additional devices. The camera was turned over to NWPD, who reviewed the contents and believed it was positioned to capture individuals entering and exiting the changing room. A public advisory was issued via social media to inform the community. The investigation is ongoing, with several leads pursued and further steps being actively explored.

File 2024-20947 – Break and Enter Series

SCU assumed conduct of a series of Break and Enter files after identifying the suspect from CCTV footage. With the assistance of Patrol, the suspect was arrested and interviewed with admissions regarding several Break and Enter offences which was corroborated by further investigation. The suspect was interviewed and subsequently admitted to multiple offences including break and enters. SCU will liaise with Crown regarding additional charges.

Traffic Safety Unit

The Traffic Unit continued to target high risk driving and issued speeding, distracted driving and intersection violation tickets in April. Multiple arrests were made for prohibited driving and impaired driving offences. Traffic members investigated multiple collisions and driving complaints this month. CVEU and Traffic members focused on Trucks off Truck route with the focus now being on multiple areas of the City since Front Street has reopened. Members of the traffic section also continued to focus their attention on speeding in school zones at multiple locations within the City. Enforcement and education was conducted.

In April, the Traffic Unit generated 89 files. There were 17 motor vehicle incidents, 19 driving complaints. They issued 103 Provincial Violation tickets and five Municipal Bylaw Violation Tickets for truck off truck route.

Crime Reduction Unit

In April, the Crime Reduction Unit (CRU) members continued their proactive duties, including foot and vehicle patrols in the downtown core and responding to calls for service. Their efforts focused on Hyack Square, the New Westminster SkyTrain Station, 800 Carnarvon, Alexander Street, and Columbia Square to address ongoing issues with open drug and alcohol use. CRU maintained support for New Westminster Bylaws, especially along Front and Alexander Streets, and continued to engage with the public and businesses to enhance community safety. Their visible presence in the downtown area remains a priority.

CRU members made 11 arrests which included two warrant arrests, three arrests under the Controlled Drug and Substances Act and six Criminal Code arrests.

Gang Suppression Unit

In the month of April, the Gang Suppression Unit generated five files and made six arrests specific to their mandate. The unit conducted 49 vehicle stops and interacted with 101 individuals.

Sergeant Turpin and Staff Sergeant Jansen met with representatives from the Integrated Youth Services Program to explore strategies for strengthening relationships between police and at-risk youth.

Constable Satari will lead this initiative and is actively engaging with Youth Outreach workers to build connections with vulnerable youth who frequent the HUBB Youth Centre. GSU continues to attend the youth drop in Centre at tāmasewtx^w Aquatic and Community Centre to play basketball and volleyball with the youths on Friday nights.

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

Forensic Identification Unit

FIU sworn members handled forty-one (41) calls for service in April, and were consulted on other files. The routine calls for service attended or worked on included ten (10) break and enters, five (5) recovered stolen vehicles, and two (2) theft from vehicle/mischief files. FIU identified property crime offenders in March through fingerprint and DNA results. In April, FIU sworn members were called out one (1) time, and extended their shifts zero (0) times. In April, the Forensic Video Analyst was called out zero (0) times and extended his shifts on one (1) occasions. Seven (7) criminal identifications were recorded in April. Seven (7) fingerprint identification relating to separate property crime offenders, a robbery suspect, some unknown deceased persons, and John/Jane Does at the Hospital.

Major Crime Unit

In April 2025, the Major Crime Unit ("MCU") assumed conduct of three new investigations. MCU has not received any 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 April 2025, the Street Crime Unit (SCU) obtained approval for an Operational Plan, as well as conditional approval from SITE for a significant funding request. SCU also drafted judicial authorizations for a tobacco file, conducted training, and assisted the Major Crime Unit (MCU) with investigating and the surveillance aspect of the investigation.

OPTIONS

Option 1 – That the New Westminster Police Board accept the report for information only.

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

Staff are recommending Option 1

ATTACHMENTS

1. None



New Westminster Police Department Police Board Report

DATE: May 20, 2025	
SUBMITTED BY: Deputy Chief Andrew Perry (WSE)	
REVIEWED AND APPROVED BY: Chief Constable Paul Hyland	
SUBJECT: Month End Report - Operations Support Bureau – April 2025	
ACTION: <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Action <input type="checkbox"/> For Approval	MEETING: <input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed
RECOMMENDATION: <i>That the New Westminster Police Board accept this report for information.</i>	

PURPOSE

The purpose of this report is to provide the Police Board with a monthly overview of the activities from the Operational Support Bureau, which is comprised of the Administration and Community and Specialized Resource Division's.

COMMUNITY & SPECIAL RESOURCE DIVISION

COMMUNITY ENGAGEMENT UNIT (CEU)

EVENTS & INITIATIVES:

Soccer School

Members are actively preparing for Soccer School 2025. CEU members form part of a NWPD committee in which extensive planning and coordination are needed to ensure that the week runs smoothly. Soccer School tickets sold out.

Electronic Recycling Event

The CEU hosted an event at City Hall where the public were invited to bring their electronic devices to safely dispose of and recycle. The event was a huge success bringing in excess of 2,440 pounds of used electronics.

Fraud Presentation Sapperton Pensioners Community Hall

The Community Engagement Unit attended the Sapperton Pensioners Community Hall and conducted a presentation to a seniors group centered around common Frauds. Members provided education for identifying different scams, how to safeguard yourself, and what to do in the event that someone thinks they have been the victim of fraud. The presentation ended with a question and answer session.

Security Audit – Business

The CEU was requested to complete a security audit at a local business in Downtown New Westminster. Members provided feedback and safety tips to help the business protect their property and their staff.

Security Audit – Residence

The CEU was requested to complete a security audit at a residential complex in Queenborough. Members conducted a walkthrough of the residential property and provided feedback and safety tips to address the security concerns brought forward by the strata president.

Old Navy Kids Safety Event

The CEU attended the Old Navy retail store in Queensborough to give a general safety presentation. Members discussed how to call police, what the police do, and gave a general overview of the role of the police in the community. The children were given the opportunity to ask questions and interact with the members at the presentation.

VOLUNTEER STATISTICS

Lock Out Auto Crime/Stolen Auto Recovery

- 1 Deployments
- 10.5 Hours of Volunteer Time
- 76 Crime Prevention Notices Issued
- 727 Plates Checked

CCWP

- 5 Deployments
- 69 Hours of Volunteer Time
- 925 Plates Checked

Speed Watch

- 3 Deployments
- 33 Hours of Volunteer Time
- 2,994 Vehicles Checked

Other Volunteer Hours

- Administrative work – 3 Hours Volunteer Time
- Electronic Recycling Event – 26.25 Hours Volunteer Time
- Old Navy Kids Safety Event – 11 Hours Volunteer Time

2025	JANUARY	FEBRUARY	MARCH	APRIL
TOTAL VOLUNTEER HOURS	218	188.5	163.25	119.76

SPECIAL INVESTIGATIONS UNIT (SIU)

Missing Persons Files

2025	JANUARY	FEBRUARY	MARCH	APRIL
TOTAL NWPD - MISSING PERSON REPORTS	25	17	17	14
FILES ASSUMED BY SIU	6	4	8	6

MENTAL HEALTH UNIT (MHU)

2025	JANUARY	FEBRUARY	MARCH	APRIL
TOTAL MHA APPREHENSIONS	52	33	28	41
INTERNAL FOLLOW UP BY MHU	0	0	0	5
EXTERNAL MH FOLLOW UP BY MHU	0	0	0	4
SHORTEST HOSPITAL WAIT TIME (MINS)	8	21	23	16
LONGEST HOSPITAL WAIT TIME (MINS)	366	443	571	550
AVERAGE HOSPITAL WAIT TIME (MINS)	170	210	193	157

PRESENTATIONS / MEETINGS / TRAINING / OTHER

- April 3 – New Westminster ACT Team meeting
- April 8 – New Westminster Situation Table
- April 10 – Meeting with CRCL/Mental Health Client
- April 15 – New Westminster Situation Table
- April 30 – BC Police Mental Health Liaison Working Group Meeting

FILES OF NOTE:

Assist Public - MHU reached out to assist an individual with Mental Health issues. The individual has PTSD from a previous police interaction in a different jurisdiction and continuously called patrol in hopes that would assist them in getting over their PTSD. MHU scheduled a meeting with the individual, along with CRCL and other support workers. Meeting took place and the individual advised MHU that it gave them a

better understanding of response by police and helped them move forward in their PTSD recovery. No calls to patrol from the person since the meeting.

VICTIM ASSISTANCE UNIT (VAU)

FILES OF NOTE:

- Partner Assault/Sexual Assault/Choking – VAU provided significant support at the hospital during the crisis call and continues to provide follow-up support to this Victim in an extremely high-risk Intimate Partner Violence.
- Sudden Death – VAU providing follow-up to several witnesses following the discovery of a deceased body in a dumpster.
- Aggravated Assault, Choking, Killing an Animal, etc. – a Guilty Verdict was delivered on all charges in this file following a very difficult trial. This Victim would not have testified had it not been for the support of VAU, MCU and Crown Counsel and their collaborative efforts ultimately lead to this successful outcome in court. A Dangerous Offender Application is now being pursued.
- Fatal MVI – VAU provided support during an ongoing trial and decision involving the death of a Pedestrian in 2022. There are a large contingent of family and friends present at the trial that VAU is supporting on an ongoing basis. The trial resulted in a Not Guilty verdict on April 30th.

NEW FILES & MEMBER REFERRALS:

2025	JANUARY	FEBRUARY	MARCH	APRIL
DAYTIME CRISIS CALLS	4	6	5	3
AFTER-HOURS CRISIS CALLS	4	1	3	2
CLIENT REFERRALS	58	51	48	57
NEW CLIENT FILES	89	87	70	103
CURRENT CASELOAD (POLICE FILES)	442	442	437	447

OPTIONS

- 1) That the Board receive this report for information purposes.
- 2) That the Board provide further direction.



April 2025 - Statistics

Crime Type Category ¹	2025 March	2025 April	April 3YR Avg	YTD 2023	YTD 2024	YTD 2025	YTD 3YR Avg	% Change 2025-2024
Persons Offences								
HOMICIDE	0	0	0	0	0	0	0	N/A ²
ATTEMPTED HOMICIDE	0	0	0	0	0	0	0	N/A
SEXUAL ASSAULTS	6	7	6	26	16	33	25	106%
ASSAULT-COMMON	46	39	42	118	160	161	146	1%
ASSAULT-W/WEAPON OR CBH	12	16	14	61	55	50	55	-9%
ASSAULT-AGGRAVATED	0	0	0	4	0	0	1	N/A
ROBBERY	5	8	4	26	9	17	17	89%
Total Monitored Persons Offences	69	70	66	235	240	261	245	9%
Domestic Violence								
DOMESTIC VIOLENCE	61	30	39	221	164	173	186	5%
FAMILY VIOLENCE	18	18	22	96	90	63	83	-30%
Property Offences								
BREAK & ENTER-BUSINESS	18	2	8	43	50	47	47	-6%
BREAK & ENTER-RESIDENCE	6	3	4	30	23	19	24	-17%
BREAK & ENTER-OTHER	4	8	4	17	19	21	19	11%
THEFT OF VEHICLE	16	12	11	41	41	48	43	17%
THEFT FROM VEHICLE	26	21	27	193	112	92	132	-18%
THEFT-OTHER OVER \$5000	1	1	1	8	4	5	6	25%
THEFT-OTHER UNDER \$5000	54	53	37	123	127	182	144	43%
MISCHIEF OVER \$5000	1	0	0	4	0	2	2	N/A
MISCHIEF \$5000 OR UNDER	37	37	37	148	154	149	150	-3%
Total Monitored Property Offences	163	137	130	607	530	565	567	7%
Traffic Offences								
Collisions								
COLLISION-FATAL	0	1	0	2	0	2	1	N/A
COLLISION-NON-FATAL INJURY	8	4	9	36	64	29	43	-55%
COLLISION-ALL OTHERS	51	43	52	178	192	181	184	-6%
Total Collision Offences	59	48	61	216	256	212	228	-17%
215 Impaired								
215 ALCOH-24HR & DRUG	1	4	3	11	14	11	12	-21%
215 ALCOH IRP FAIL & REFUSE ASD-90 DAY	8	4	7	58	24	26	36	8%
215 ALCOH IRP WARN	2	3	3	23	14	8	15	-43%
IMPAIRD OP MV (DRUGS & ALCOH)	14	7	14	65	49	43	52	-12%
Weapons Offences								
WEAPONS	9	9	7	28	27	34	30	26%
Other Non-Criminal Code Offences								
BYLAW	20	16	26	119	104	79	101	-24%
FALSE ALARMS	42	59	57	254	231	214	233	-7%
MISSING PERSONS	18	25	24	74	80	85	80	6%
MENTAL HEALTH RELATED	82	51	76	250	433	280	321	-35%
DISTURBED PERSON/ATT SUICIDE	50	33	42	216	209	189	205	-10%
SUDDEN DEATH	14	11	11	47	45	47	46	4%
DOMESTIC DISPUTE-NO ASSAULT	34	23	26	151	97	96	115	-1%

¹ 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: 2025-05-02. Please contact the New Westminster Police Department - Criminal Intelligence Unit for more information.

² 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.



April 2025 – Downtown Statistics

Crime Type Category ¹	2024 April	2025 April	April 3YR Avg	YTD 2023	YTD 2024	YTD 2025	YTD 3YR Avg	% Change 2025-2024 (YTD)
ASSAULT-COMMON	15	17	14	44	49	52	48	6%
ASSAULT-W/WEAPON or CBH	3	7	6	34	31	24	30	-23%
ASSAULT-AGGRAVATED	0	0	0	3	15	9	9	-40%
ROBBERY	0	3	2	15	3	7	8	133%
BNE-BUSINESS	6	0	3	15	21	14	17	-33%
BNE-RESIDENCE	1	0	0	4	4	2	3	-50%
THEFT FROM AUTO - OVER AND UNDER \$5000	12	8	9	34	34	34	34	0%
THEFT-OTHER - OVER AND UNDER \$5000	11	22	14	45	41	89	58	117%
MISCHIEF - OVER AND UNDER \$5000	16	13	13	39	48	55	47	15%
MENTAL HEALTH RELATED	36	17	25	84	126	61	90	-52%

¹ 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: 2025-05-02. Please contact the New Westminster Police Department - Criminal Intelligence Unit for more information.

Overtime Report to April 25, 2025								
	2025 Annual Budget	YTD Budget	YTD Actual(Prior Report)	2025 Actual	YTD Variance	Budget Remaining	Last 2 Weeks	2024 Prior YTD Actual
Management	2,000	628	-	-	628	2,000	-	-
Admin Services	51,000	16,025	14,677	19,867	(3,843)	31,133	5,190	12,784
Community & Spec Res	32,000	10,055	4,552	4,552	5,503	27,448	-	3,217
	83,000	26,079	19,229	24,419	1,660	58,581	5,190	16,001
Patrol Admin	68,000	21,366	3,016	3,349	18,017	64,651	333	5,918
Patrol A Platoon	66,000	20,738	9,473	11,250	9,488	54,750	1,777	10,092
Patrol B Platoon	66,000	20,738	32,300	37,737	(16,999)	28,263	5,436	27,161
Patrol C Platoon	66,000	20,738	13,501	15,420	5,318	50,580	1,919	11,559
Patrol D Platoon	66,000	20,738	16,459	16,935	3,803	49,065	476	14,646
	332,000	104,317	74,750	84,691	19,626	247,309	9,942	69,376
Major Crime	261,000	82,008	82,158	84,014	(2,006)	176,986	1,856	45,768
Forensic Ident	95,000	29,850	16,237	17,250	12,600	77,750	1,013	18,308
Street Crime	68,000	21,366	29,429	31,937	(10,570)	36,063	2,508	4,283
	424,000	133,224	127,824	133,200	24	290,800	5,376	68,358
Total Sworn Overtime	841,000	264,249	221,803	242,310	21,938	598,690	20,508	153,735

Civilian Overtime								
	2025 Annual Budget	YTD Budget	YTD Actual(Prior Report)	2025 Actual	YTD Variance	Budget Remaining	Last 2 Weeks	2024 Prior YTD Actual
Management	500	157	-	-	157	500	-	-
Admin/Finance	5,000	1,571	695	695	876	4,305	-	-
Admin Services	21,500	6,755	6,998	6,998	(243)	14,502	-	4,608
Records Services	69,500	21,837	42,581	50,767	(28,930)	18,733	8,186	20,422
Community & SR	5,000	1,571	-	-	1,571	5,000	-	-
Victim Services	10,500	3,299	3,971	4,644	(1,345)	5,856	673	4,367
	106,500	33,463	53,551	62,410	(28,947)	44,090	8,859	29,397
Major Crime	1,500	471	3,191	3,191	(2,720)	(1,691)	-	-
Forensic Ident	5,500	1,728	601	709	1,019	4,791	108	1,580
	7,000	2,199	3,792	3,900	(1,700)	3,100	108	1,580
Total Civilian Overtime	119,000	37,391	58,038	67,005	(29,614)	51,995	8,967	30,976

Total NWPD OT - Excluding Secondments								
	960,000	301,639	279,841	309,315	(7,676)	650,685	29,475	184,711



BCAPB
Memorandum
Annual General Meeting
May 09, 2025

Date : May 09, 2025
To : BCAPB Executive Board
From : Lara Victoria, President
Subject : BCAPB Annual Report 2024 - 2025
Action : For Approval

Recommendations:

- THAT the Executive Board receive and approve the attached Annual Report 2024-2025, and submit a copy to Policing and Security Branch (PSB) in fulfilment of the requirement related to the grant received from them for BCAPB's 2024 – 2027 Strategic Plan.
-

Background:

The Policing and Security Branch granted \$50,000 to BCAPB in 2023 to develop its Strategic Plan. One of the requirements noted was that BCAPB submit an annual report to them for each of the years related to the Strategic Plan.

Attached is BCAPB's 2024 – 2025 Annual Report for the Executive Board's approval upon review.

Financial Implications:

There are no financial implications associated with the Annual Report.

Respectfully submitted:

Lara Victoria
President, BCAPB

Annual Report

2024 - 2025



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VISION

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

MISSION

We are committed to supporting our members, through:

Advocacy – bringing voice to matters related to policing and police governance

Advising – consulting with the Province of BC, and other agencies on matters concerning policing and police governance

Networking – promoting engagement among police boards, the Province of BC, and other agencies related to policing and police governance through education, discussion and partnerships

VALUES

Integrity, Respect, Inclusion,
Courage, Accountability

President's message

2024-2025 has been an intentional, purposeful, and rewarding year for BCAPB with active engagement within the organization as well as with external partners and agencies. Acknowledging the limited resources we have access to, we conscientiously prioritized activities that aligned with the three core functions expressed in our mission statement:

Advocacy:

BCAPB is a member-funded organization. Our members are police boards, and BCAPB's core purpose is to advocate for them. This involves liaising with agencies associated with the work of policing and police governance to facilitate supportive channels of engagement that are mutually beneficial to all concerned. Therefore, addressing the 7 resolutions adopted at the 2024 AGM became BCAPB's priority, and by November last year, we were able to act upon all our adopted resolutions.

Advising:

Throughout this year, we were also able to engage with departments of the Ministry of Public Safety and Solicitor General (PSSG), and other agencies related to policing and police governance, to liaise, partner, advise and/or facilitate varied initiatives in support of police boards in BC.

Networking:

We were also able to plan a purposeful conference for 2025 through this operational year. Engaging and consulting with our Executive Board, who represent our membership, we were able to identify topics that are most important to police boards today, and build the conference around them. We extend our gratitude to this year's conference host, Delta Police Board, Tsawwassen First Nation, and all our volunteers and sponsors who have supported this conference.

Developing a Strategic Plan:

In 2023, BCAP received a grant from the Policing and Security Branch (PSB), Ministry of Public Safety and Solicitor General (PSSG) for the purpose of developing a Strategic Plan by March 2024. Unfortunately, the process was delayed. The initial part of the process, led by Watson Advisors Inc. started in January 2024. This provided us the foundation to continue our work after the 2024 AGM and reassess our purpose as an organization.



STRATEGIC OBJECTIVES (2024-27)

1. Build value for membership
2. Build operational stability
3. Build capacity

EXECUTIVE BOARD

Jim Cambridge (Treasurer)
Saanich Police Board

Murray Dinwoodie
Metro Vancouver Transit Police Board

Micayla Hayes (Vice-President)
Victoria & Esquimalt Police Board

Lena Horswill
Nelson Police Board

Rene Johannson
Central Saanich Police Board

Dr. Patrick Lalonde
New Westminster Police Board

Mayor Kevin Murdoch
Oak Bay Police Board

Mandy Padda (Secretary)
Abbotsford Police Board

Jordan Point
Vancouver Police Board

Lara Victoria (President)
Delta Police Board

Yang Wang (Treasurer)
West Vancouver Police Board

We started this operational year with these findings after the 2024 AGM, and were able to rewrite and adopt our revised mission, vision and values. These reflected today's demands while respecting current resources. We approved and submitted the BCAPB Strategic Plan 2024-27 to PSB in February 2025, which identified three organizational objectives to build BCAPB for success. This annual report demonstrates BCAPB's activities in 2024-2025 that align with these strategic objectives and fulfill the objectives in our mission statement.

Managing limitations:

Despite enthusiastic intentions to expand the scope of advocacy for our membership, we acknowledge our limited resources, particularly related to finances and volunteer hours available from our directors to deliver on the engagements we commit to. Given the churn in director appointments from police boards, it is also challenging to plan long-term projects. For these reasons, and considering the reactive nature of advocacy, no key performance indicators (KPIs) were assigned in our Strategic Plan. However, we have committed to two priorities for each of the three years in this plan: (i) addressing adopted resolutions within a year, and (ii) hosting an annual conference.

Financial considerations:

This past year has seen substantive financial pressures imposed on police services/departments, most notably from E-Comm and costs related to police recruiting and training. As an organization that supports police boards, we considered this financial pressure in determining the 2025 membership dues, which only reflected a minimal increase in line with inflation. The same consideration was employed in determining the 2025 Conference registration costs to reduce financial barriers and allow more police board members the opportunity to engage, learn, share and network at this conference.

Acknowledgements:

BCAPB was able to have such a fulsome year of valuable engagement and impactful accomplishments because of the whole-hearted commitment and intentional participation of our directors on the Executive Board and Executive Committee. We are also most grateful for the administrative support provided by our Administrator, Veronica Bandet.

Respectfully submitted,

Lara Victoria
President, BCAPB



Summary of ACTIVITIES 2024 - 2025

Activities	Alignment	Impact
<p>Acted upon all 7 resolutions adopted at 2024 AGM.</p> <p>With the changes in legislation, one resolution resolved itself. Confirmed with police board who presented this matter that no further action was required from BCAPB</p>	<p>Mission: Advocacy</p> <p>Values: Accountability</p> <p>Strategic: Build value for membership</p>	<p>100% fulfilment of commitment to advocacy for membership</p>
<p>Facilitated consultation with Dr. Joshua Murphy on the Discussion Paper initiated by BCAMCP</p>	<p>Mission: Advisory</p>	<p>Supporting partner efforts on matters concerning policing and police governance</p>
<p>Updated website and digital applications</p>	<p>Strategic: Build capacity</p>	<p>Improved visibility and online access to BCAPB. Added digital applications to improve administrative capacity</p>
<p>Participated in Phase 2 of the Policing and Public Safety Modernization (PPSM) Initiative over multiple consultation and feedback sessions</p>	<p>Mission: Advisory</p> <p>Values: Inclusion</p>	<p>Providing diverse perspectives from police boards to support the Provincial government's efforts to improve public safety in BC</p>
<p>Revised Constitution and Bylaws</p>	<p>Strategic: Build operational stability</p>	<p>Establishing BCAPB's purpose with a governance framework to successfully fulfill its objectives and priorities for today and the future</p>



Summary of ACTIVITIES 2024 - 2025

Activities	Alignment	Impact
Updated banking services	Strategic: Build operational stability	Saving operational costs and adding financial facilities to improve administrative and accounting functions
Completed Strategic Plan 2024 - 2027	Values: Accountability Strategic: Increase value to membership Build operational stability Build capacity	The process of developing the Strategic Plan identified critical gaps and opportunities for BCAPB to act upon that will improve its ability and capacity to meet its vision
Updated Confidentiality Agreements for all directors	Strategic: Build operational stability Mission: Accountability	Risk management efforts to protect BCAPB's exposure to liability
Introduced processes to improve administrative functions such as setting up trackers for action items and timely follow-up	Strategic: Build operational stability Build capacity Mission: Accountability	Given the volunteer nature of directors' involvement, such processes assist in managing the organization's accountability
Updated Administrator's appointment letter	Strategic: Build operational stability Build capacity	Acknowledging and respecting the Administrator's current duties and remuneration, it secures BCAPB's administrative and support services



Summary of ACTIVITIES 2024 – 2025

Activities	Alignment	Impact
Currently working towards developing BCAPB's Governance Manual	Strategic: Build operational stability	This provides the foundation for BCAPB's policies, processes and terms of reference, ensuring a standard for operation that guides current and future directors
Established policy and process for succession planning	Strategic: Build operational stability	Risk management strategy to secure leadership and operational stability given the churn in director appointments from police boards to BCAPB
Confirmed the indemnification of directors from liability through PSSG. As all BCAPB directors are current police board members, their actions in support of police boards through BCAPB are indemnified through PSSG	Strategic: Build operational stability	Risk management effort to protect BCAPB's liability exposure
Planned and delivered the 2025 BCAPB Conference	Mission: Networking Advising Advocacy Vision Values: Inclusion Strategic: Build value for membership	100% fulfilment of vision and mission statements, building value for our membership. This annual event brings together leaders in policing and police governance, as well as other public safety agencies to share ideas, learn, engage and network toward a shared purpose: public safety in BC



New Westminster Police Department Police Board Report

DATE:

May 20, 2025

SUBMITTED BY:

Jacqueline Dairon – Manager, Police Financial Services

REVIEWED AND APPROVED BY:

Chief Constable Paul Hyland

SUBJECT:

March 31st 2025 Financial Report and 2025 Forecast

ACTION:

☒ For Information

☐ For Action

☐ For Approval

MEETING:

☒ Open

☐ Closed

RECOMMENDATION:

That the New Westminster Police Board receive the March 31 2025 (Q1) Financial Report and 2025 Forecast for information.

PURPOSE

The purpose of this report is to provide information to the Police Board on the Q1 – March 31 2025 financial results and provide a financial forecast for the 2025 year-end.

BACKGROUND

This report is prepared to ensure transparency and accountability to both the public and the Police Board regarding the financial operations of the New Westminster Police Department (the Department).

DISCUSSION

As of March 31, 2025, the department is currently under budget by \$115K. This favorable budget variance is forecasted to increase throughout the remainder of the year, with projections indicating the department will be under budget by \$1.2M for 2025. The following report will provide an overview of the factors contributing to the current budget variances, elaborate on the reasoning behind the projections, and identify potential risks that could influence the department's financial results in 2025.

Salary and Benefits

As at Q1, the salaries and benefits accounts show a \$483K positive variance, with current projections indicating the department may close 2025 approximately \$1.2M under budget. A significant portion of this variance is due to a reduction in seconded member deployments; however, there is a corresponding offset in the sales of service accounts reflecting the reduction in recoveries. Historically, the department has averaged around 30-seconded members annually; however, that figure has now declined to 18.

At present, the department is authorized for 115 sworn members for Core policing in the City. The back-fill strategy should provide approximately 12 additional FTE's, which would allow for approximately 127 sworn members to be on strength, allowing for the effective coverage of various leaves. We currently have 119 sworn members assigned for Core operations, of which 97 are considered operational. It is hoped that expanded capacity at the JIBC, and an aggressive marketing campaign for experienced police members will allow us to close this gap in the coming months.

In addition to the sworn member shortage, there are also civilian vacancies across several areas, including Finance and Administration, Records, the Victim Assistance Unit (VAU), and the Disclosure Unit.

Contracted Services

As at Q1, the department's Contracted Services account shows a positive variance of approximately \$100K. This surplus is expected to decline over the remainder of the year, leading to a projected budget overrun of about \$52K. The department may receive an updated forecast for integrated team services for the 2025–2026 fiscal year, which could impact these results. Currently, the budget is based on their existing five-year plan.

Education and Training

For the 2025 budget, the department fully funded 12 recruit seats at the Justice Institute of British Columbia (JIBC). Of the 12, six recruits have been hired and are currently in training. The department is planning to hire the remaining six for the September intake, although this is subject to seat availability at JIBC. The one-time \$30K allocation for the FIU course has been fully spent, with staff completing their training as planned. Recruitment-related costs may trend over budget due to the rollout of a new incentive program in 2025, reflecting the department's continued efforts to attract qualified candidates.

General Office and Administration

General Office and Administration accounts are over budget by approximately \$130K, primarily due to the timing of invoices. While some of this variance is expected to resolve in subsequent quarters, projections indicate a year-end overage of around \$90K. Information Technology expenses are trending over budget, notably due to the Arctic Wolf contract finalizing at \$15K above the initial estimate. This overage will be addressed in the 2026 budget planning. The ongoing patrol review is anticipated to cost \$130K, which will contribute to the overage in this category. Legal fees are currently under budget; however, based on historical spending patterns, a negative variance is forecasted for this account by year-end.

Operational Equipment and Other Costs

Operating Equipment and Other Costs are currently over budget by approximately \$48K; this variance is expected to continue but should level off to an \$11K variance. This overage is primarily due to early equipment purchases in Q1, partially offset by \$26K in grant funding.

The firearms budget is projected to be significantly over budget in 2025. Contributing factors include increased pricing, training requirements, low inventory levels, and the need to replenish stock that should have been acquired more regularly. Staff are currently conducting an analysis to determine the true annual budget requirements for this account, aiming to address budget shortfalls in the 2026 planning cycle.

Sales of Service

As at Q1, the department's revenues are \$377K below projections. This shortfall is expected to persist, with a projected year-end shortfall of approximately \$1.1M. The primary factor contributing is a reduction in Secondment recoveries, as several staff members have retired, resigned, or returned to their regular duties, and new secondments have not been deployed. Historically, the department maintained around 30 members on Secondment; however, current trends suggest this number will decrease to approximately 20 moving forward. Adjustments to both salary and recovery accounts will be considered during the 2026 budget cycle to reflect this change. The net impact on the overall budget for Secondments is zero.

Revenue from third-party background checks, such as those conducted for Uber, is trending higher than anticipated. A significant increase in demand was observed in January 2025, largely due to a recruitment push by Uber, resulting in elevated revenue levels. While this account is expected to conclude the year with additional revenue, the elevated levels are anticipated to stabilize over the remaining three quarters.

Grants from other Government

As of the end of the first quarter of 2025, the department has received \$87K more in grant funding than initially budgeted. This positive variance is partially attributed to the receipt of unbudgeted Internet Child Exploitation (ICE) funding, which was approved after the finalization of the 2025 budget. The department anticipates a total surplus of approximately \$327K in grant revenues by year-end. This projection considers potential additional funding opportunities for special projects within SITE Funding, which provided significant grant funding in 2024.

The Gang Suppression Unit (GSU) grant for 2025–2026 hasn't approved at the time of writing this report; the department expects to receive funding at the budgeted amount. Additionally, the annual Traffic Fine Grant is anticipated in July, and the forecast will be adjusted accordingly upon receipt.

STRATEGIC CONSIDERATIONS

While there are no specific strategic considerations to highlight in this section, it is important to note that the budget and spending outlined in this report support and drive the broader strategic objectives of the New Westminster Police Department.

LEGAL CONSIDERATIONS

There are currently no legal considerations associated with this report.

POLICY CONSIDERATIONS

There are currently no policy considerations associated with this report.

FINANCIAL IMPLICATIONS

As this report is dedicated to detailing the financial aspects of the New Westminster Police Department, all sections within this document address the relevant financial implications.

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

ATTACHMENTS

1. 2025 Financial Forecast
2. March 31, 2025 Financial Report
3. March 31, 2025 Police Board Financial Report



NEW WESTMINSTER POLICE DEPARTMENT 2025 FINANCIAL FORECAST

	2025 Annual Budget	2025 YTD Budget	2025 Actual	2025 Remaining Estimates	Total 2025 Forecast	Budget to Forecast Variance
Salaries and Benefits						
Salaries Police	21,743,000	5,232,769	4,783,256	14,730,000	19,513,256	2,229,744
Salaries Clerical	3,184,000	764,648	671,684	2,352,000	3,023,684	160,316
Auxiliary Salaries	375,000	89,995	91,421	274,263	365,685	9,315
Overtime Police	1,808,000	433,920	445,567	1,486,702	1,932,269	(124,269)
Overtime Clerical	119,000	28,560	52,318	176,954	229,272	(110,272)
Overtime ICBC	23,000	5,520	597	22,403	23,000	0
Overtime Movies	126,000	30,240	29,178	96,822	126,000	(0)
Benefits Police	5,946,000	1,431,038	1,492,643	4,419,000	5,911,643	34,357
Benefits Clerical	988,000	237,136	225,793	787,879	1,013,672	(25,672)
Employer Health Tax	559,405	139,872	118,198	383,213	501,412	57,993
Total Salaries and Benefits	34,871,405	8,393,698	7,910,656	24,729,237	32,639,893	2,231,512
Contracts Services						
Services from Other Departments	37,000	8,880	1,680	30,000	31,680	5,320
Transcription Costs	48,000	11,520	9,813	49,063	58,875	(10,875)
Op Services - 3rd Party	4,595,000	1,102,799	1,052,525	3,588,256	4,640,781	(45,781)
Prisoner Custodial Services	357,000	85,680	44,824	313,770	358,594	(1,594)
Total Contracts Services	5,037,000	1,208,879	1,108,843	3,981,088	5,089,931	(52,931)
Education and Training						
Education and Training	230,000	51,620	44,046	180,954	225,000	5,000
Recruit Training	358,000	89,500	151,125	167,057	318,182	39,818
Conferences and Seminars	75,000	18,000	16,227	65,000	81,227	(6,227)
Dues and Membership Fees	12,000	2,880	3,789	11,366	15,155	(3,155)
Subscription and Reference	11,000	2,640	5,372	16,116	21,488	(10,488)
Employee Services	30,000	7,200	2,194	27,806	30,000	0
Recruitment	185,000	44,400	49,135	167,404	216,539	(31,539)
Total Education and Training	901,000	216,240	271,887	635,703	907,591	(6,591)
General Office						
Office Supplies	53,000	12,720	9,150	45,752	54,903	(1,903)
Printing and Forms	15,000	3,600	1,107	5,537	6,644	8,356
Business Lines	20,000	4,800	6,163	18,489	24,653	(4,653)
Cellular	120,000	28,800	21,881	80,643	102,524	17,476
Equipment and Furniture	35,000	8,400	22,098	20,000	42,098	(7,098)
Computer Equipment	130,000	31,200	-	130,000	130,000	-
System Usage Fee	713,000	171,120	360,851	370,000	730,851	(17,851)
Office Operating Costs	21,000	5,040	2,953	18,047	21,000	0
Records Management	11,000	2,640	2,698	10,790	13,488	(2,488)
Courier and Delivery	14,000	3,360	2,831	11,326	14,157	(157)
Advertising and Promotion	16,000	3,840	502	15,000	15,502	498
Total General Office	1,148,000	275,520	430,236	725,584	1,155,820	(7,820)
General Administration						
Unscheduled Maintenance	40,000	9,600	14,912	30,000	44,912	(4,912)
Security Systems	20,000	4,800	3,550	16,450	20,000	0
Consultants and Studies	132,000	31,990	22,038	160,000	182,038	(50,038)
Legal	100,000	24,000	10,243	121,213	131,455	(31,455)
Volunteer and Community Engagement	40,000	9,600	3,504	24,000	27,504	12,496
Bank Charges	1,500	359	411	1,233	1,643	(143)
Total General Administration	333,500	80,349	54,657	352,895	407,552	(74,052)
Operational Equipment						
Equipment Operating Costs	28,000	6,720	5,242	15,727	20,969	7,031
Radio Communications	376,000	90,240	94,279	282,837	377,116	(1,116)
Photographic	10,500	2,520	-	10,000	10,000	500
Firearms	75,000	18,000	69,346	50,000	119,346	(44,346)



NEW WESTMINSTER POLICE DEPARTMENT 2025 FINANCIAL FORECAST

	2025 Annual Budget	2025 YTD Budget	2025 Actual	2025 Remaining Estimates	Total 2025 Forecast	Budget to Forecast Variance
Operational Costs - Other	90,000	21,605	37,239	80,000	117,239	(27,239)
Total Operational Equipment	579,500	139,085	206,106	438,564	644,669	(65,169)
Other Costs						
Appreciation and Hospitality	14,000	3,358	321	13,500	13,821	179
Other Grants and Donations	30,000	7,200	14,051	14,000	28,051	1,949
Special Investigations	25,000	6,000	1,909	15,000	16,909	8,091
Clothing Allowance	68,000	16,320	11,414	44,240.68	55,654	12,346
Clothing Issue	176,000	42,240	35,441	131,323.81	166,765	9,235
Laundry	55,000	13,200	6,241	37,204	43,445	11,556
Total Other Costs	368,000	88,318	69,376	255,268	324,645	43,355
Total Operating Expenditures	43,238,405	10,402,089	10,051,760	31,118,339	41,170,100	2,068,305
Revenues						
Sale of Services						
Custodial Services	(35,000)	(8,400)	(8,431)	(23,607)	(32,037)	(2,963)
Other Sales of Services	(340,000)	(81,600)	(168,977)	(439,340)	(608,316)	268,316
3rd Party Cost Recovery Charge	(6,299,000)	(1,511,760)	(1,112,880)	(3,739,120)	(4,852,000)	(1,447,000)
City Special Event Recovery	(105,000)	(26,250)		(105,000)	(105,000)	-
Sale of Services	(6,779,000)	(1,628,010)	(1,290,287)	(4,307,066)	(5,597,354)	(1,181,646)
Grants from Other Governments						
Grants - Revenue Sharing	(1,585,000)	(385,361)	(472,759)	(1,440,190)	(1,912,949)	327,949
Grants from Other Governments	(1,585,000)	(385,361)	(472,759)	(1,440,190)	(1,912,949)	327,949
Other Revenue						
False Alarm Fines	(13,000)	(3,120)	(9,200)	(4,000)	(13,200)	200
Auction Proceeds	(10,000)	(2,400)	(11,123)	(5,000)	(16,123)	6,123
Other Revenue	(23,000)	(5,520)	(20,323)	(9,000)	(29,323)	6,323
Total Revenues	(8,387,000)	(2,018,891)	(1,783,369)	(5,756,257)	(7,539,625)	(847,375)
Net Operating Expenditures	34,851,405	8,383,198	8,268,392	25,362,082	33,630,474	1,220,931



NEW WESTMINSTER POLICE DEPARTMENT BUDGET TO ACTUAL AS AT MARCH 31, 2025

	2025 Annual Budget	2025 YTD Budget	2025 Actual	Budget to Actual Variance
Salaries and Benefits	34,871,405	8,393,698	7,910,656	483,042
Contracts Services	5,037,000	1,208,879	1,108,843	100,036
Education and Training	901,000	216,240	271,887	(55,647)
General Office	1,148,000	275,520	430,236	(154,716)
General Administration	333,500	80,349	54,657	25,692
Operational Equipment	579,500	139,085	206,106	(67,021)
Other Costs	368,000	88,318	69,376	18,942
Total Operating Expenditures	43,238,405	10,402,089	10,051,760	350,329
 Sale of Services	 (6,779,000)	 (1,628,010)	 (1,290,287)	 (337,723)
Grants from Other Governments	(1,585,000)	(385,361)	(472,759)	87,398
Other Revenue	(23,000)	(5,520)	(20,323)	14,803
Total Revenues	(8,387,000)	(2,018,891)	(1,783,369)	(235,522)
 NET EXPENDITURES	 34,851,405	 8,383,198	 8,268,392	 114,806



NEW WESTMINSTER POLICE DEPARTMENT BUDGET TO ACTUAL AS AT MARCH 31, 2025 POLICE BOARD

	2025 Annual Budget	YTD Budget	2025 Actual	Budget to Actual Variance
Conferences and Seminars	20,000	4,800	894	19,106
Dues and Membership Fees	2,000	480	1,665	335
Consultants and Honorarium	30,700	7,678	1,638	29,062
Total Police Board	52,700	12,958	4,197	48,503



New Westminster Police Department Police Board Report

DATE: May 20, 2025	
SUBMITTED BY: Inspector Jeff Scott	
REVIEWED AND APPROVED BY: Chief Constable Paul HyInd	
SUBJECT: Provincial Policing Standard – Promoting Unbiased Policing – Annual Reporting	
ACTION: <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Action <input type="checkbox"/> For Approval	MEETING: <input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed
RECOMMENDATION: <i>That the New Westminster Police Board receive this report for information.</i>	

PURPOSE

The purpose of this report is to provide the Police Board with a Provincial Policing Standards Report, specifically related to Standard 6.1 - Community Partnerships and Equitable Policing, which requires:

In an effort to monitor for systemic inequities in service delivery, an analysis of the following types of records is conducted at least once a year, disaggregated by ethnicity and gender of sex of subjects:

- (a) Subject Behaviour-Officer-Response reports;*
- (b) Prisoner Bookings; or*
- (c) Other records as identified by the Board.*

BACKGROUND

At the January Police Board meeting, the Board was provided with a staff report in the Open meeting (Item 4.3) seeking their input into which “records” they would like analyzed (in 2024 staff had conducted an analysis on Prisoner Records). The Board, on staff recommendation, supported a review of Subject Behaviour-Officer-Response reports (SBOR’s). It was also requested that this analysis incorporate age based data as well for the period of 2018-2024.

DISCUSSION

Force Options use by Police officers in British Columbia (BC) is governed by various statutory frameworks that outline the legal and procedural boundaries within which officers must operate. These frameworks are designed to balance the necessity of police officers utilizing force options in maintaining public safety while also being mindful of the rights of members of the public. The key statutes and guidelines include the *Criminal Code*, *BC Police Act*, *BC Provincial Policing Standards*, and the *National Use of Force Framework*.

In BC, every time a police officer uses a level of force above routine handcuffing, they are required to complete a SBOR report. This SBOR is a standardized reporting form that captures data on the situation involving a use of force.

Each year, Police Services requires all police agencies to complete an Annual Use of Force Report based on their data from SBOR’s. The categories include firearms deployments and discharges, in-custody deaths, intermediate force use, conducted energy weapon deployments, police service dog and emergency response team deployments, and vehicle pursuits. It should be noted that the NWPDP utilizes the Integrated Police Dog Unit and the Integrated Emergency Response Team who report out separately. It should also be noted that over the years the data required by Police Services has changed, so for some years, the data set may be variable.

Each member submitting a SBOR completes the report within the Police Records Information Management Environment (PRIME) System. PRIME requires entity data to be entered, and the data includes age, gender, and ethnicity.

The gender options within PRIME are limited to the following options:

- a. Female
- b. Male
- c. Gender Diverse
- d. Unknown

The ethnicity options within PRIME are limited to the following options:

- a. Asian
- b. Black
- c. Caucasian
- d. Hispanic
- e. Indigenous
- f. Middle Eastern
- g. Other
- h. South Asian

The NWPD Crime Analyst compiled the following data:

1. Data for person entities where a SBOR was required, broken down by:
 - a. Ethnicity
 - b. Gender
 - c. Youth/Adult

Findings

Data for person entities where a SBOR was required

Between years 2018 and 2024, there were 820 entities indexed to NWPD files where a SBOR was required. It should be noted that during this same time, over 131,000 operational files were generated by NWPD staff, indicating that some level of force was used during approximately 0.6% of all operational files.

From the 820 person entities indexed where a SBOR was required, the ethnicity breakdown was as follows:

	Year							
<i>Ethnicity</i>	2018	2019	2020	2021	2022	2023	2024	Total
<i>CAUCASIAN</i>	60%	60%	59%	63%	61%	45%	60%	58%
<i>INDIGENOUS</i>	13%	7%	9%	9%	16%	14%	14%	12%
<i>BLACK</i>	11%	8%	15%	9%	8%	12%	13%	11%
<i>SOUTH ASIAN</i>	1%	5%	5%	6%	7%	7%	4%	5%
<i>ASIAN</i>	6%	5%	4%	3%	3%	8%	4%	5%
<i>MIDDLE EASTERN</i>	2%	6%	2%	9%	2%	7%	2%	4%
<i>HISPANIC</i>	4%	6%	3%	1%	2%	4%	2%	3%
<i>UNKNOWN</i>	2%	1%	2%	0%	0%	1%	0%	1%
<i>BLANK</i>	0%	0%	1%	0%	0%	2%	1%	0%

	Year							
OTHER	0%	1%	0%	0%	2%	0%	0%	0%

The gender breakdown was as follows:

	Year							
Gender	2018	2019	2020	2021	2022	2023	2024	Total
MALE	83%	84%	85%	83%	94%	86%	84%	86%
FEMALE	17%	16%	15%	16%	6%	14%	16%	14%
GENDER DIVERSE	0%	0%	0%	1%	0%	0%	0%	>1%
UNKNOWN	>1%	>1%	>1%	0%	0%	0%	0%	>1%

Table 1

Age Breakdown

95% of the 820 person entities carded to a NWPD file where a SBOR was required were Adults (19 years and above), and 5% were Young Persons (18 years and under).

OPTIONS

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

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

Staff are recommending Option 1.

ATTACHMENTS

None



New Westminster Police Department Police Board Report

DATE: May 20, 2025	
SUBMITTED BY: Inspector Jeff Scott	
REVIEWED AND APPROVED BY: Chief Constable Paul Hyland	
SUBJECT: Annual Use of Force Report	
ACTION: <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Action <input type="checkbox"/> For Approval	MEETING: <input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed
RECOMMENDATION: <i>That the New Westminster Police Board receive this report for information</i>	

PURPOSE

The purpose of this report is to provide the Board with data on the Force Options deployed by New Westminster Police Department members in 2023, along with a multi-year comparison of Force Options usage.

BACKGROUND

The ability of police officers in British Columbia (BC) to use force options is governed by various statutory frameworks that outline the legal and procedural boundaries within which officers must operate. These frameworks are designed to balance the necessity of police officers utilizing force options in maintaining public safety while also being mindful of the rights of members of the public individuals. The key statutes and guidelines include the *Criminal Code*, *BC Police Act*, *BC Provincial Policing Standards*, and the *National Use of Force Framework*. This report provides an overview of these legal authorities and their application in the context of policing in BC.

Criminal Code of Canada

The *Criminal Code of Canada* (R.S.C. 1985, c. C-46) provides the overarching legal framework for the use of force by police officers across the country. The relevant sections include:

Section 25 (Protection of Persons Acting under Authority)

This section grants authority to police officers to use necessary force while carrying out their lawful duties. It states that a peace officer, or a person assisting a peace officer, is justified in using force provided they act on reasonable grounds and within the scope of their legal authority. The use of force must be necessary for enforcing the law, protecting the public, or defending oneself or others.

The provision also specifies that the use of force must be proportionate to the situation and that lethal force may only be used when the officer believes it is necessary to protect against death or grievous bodily harm.

Section 26 (Excessive Force)

This section holds officers criminally liable for the use of excessive force. It establishes that an officer who uses more force than is justified under Section 25 can be subject to prosecution.

Section 27 (Use of Force to Prevent the Commission of an Offence)

Section 27 allows officers to use force to prevent the commission of an offence, including the use of force to stop someone from fleeing from arrest or custody if the situation poses a significant threat to public safety.

Police Act

The *BC Police Act* (R.S.B.C. 1996, c. 367) regulates policing in the province and provides additional guidance on the roles, responsibilities, and conduct of police officers, including the use of force.

Section 3 (Duties of Police Officers)

This section outlines the primary duties of police officers, which include preserving the peace, preventing crimes, and enforcing laws. The ability to use force is implicitly tied to these duties, provided it is necessary and justified in fulfilling their responsibilities.

Discipline and Conduct Regulations

The *Police Act* includes provisions for holding officers accountable for misconduct, including the inappropriate or unlawful use of force. Police officers in BC are subject to oversight from the Office of the Police Complaint Commissioner (OPCC), which investigates and adjudicates allegations of misconduct, including those related to excessive or improper use of force.

BC Provincial Policing Standards

The *BC Provincial Policing Standards* (BCPPS), established under the *BC Police Act*, provide detailed policies and procedures that guide police conduct, including the use of force. These standards align with both national and provincial legal frameworks and aim to promote consistent, transparent, and accountable policing practices.

BCPPS – Use of Force (Section 2.1.1)

These standards require police agencies to have clear policies on the use of force, ensuring that all use of force incidents are subject to review and that officers are appropriately trained. Police agencies must also ensure that the use of force is consistent with the principles of necessity, proportionality, and accountability.

Training and Certification

Officers must be trained in use-of-force techniques, including de-escalation, less-lethal options (e.g., conducted energy weapons), and lethal force. The BCPPS sets minimum standards for training and mandates that police agencies provide ongoing education on use-of-force principles and changes in legislation or practices.

National Use of Force Framework



The National Use of Force Framework has been adopted by many police services across Canada, including BC, to guide decision-making related to the use of force. Although not legally binding, it is a critical operational tool used in training and field operations. The Framework promotes the following key principles:

Assessment of Situational Threats

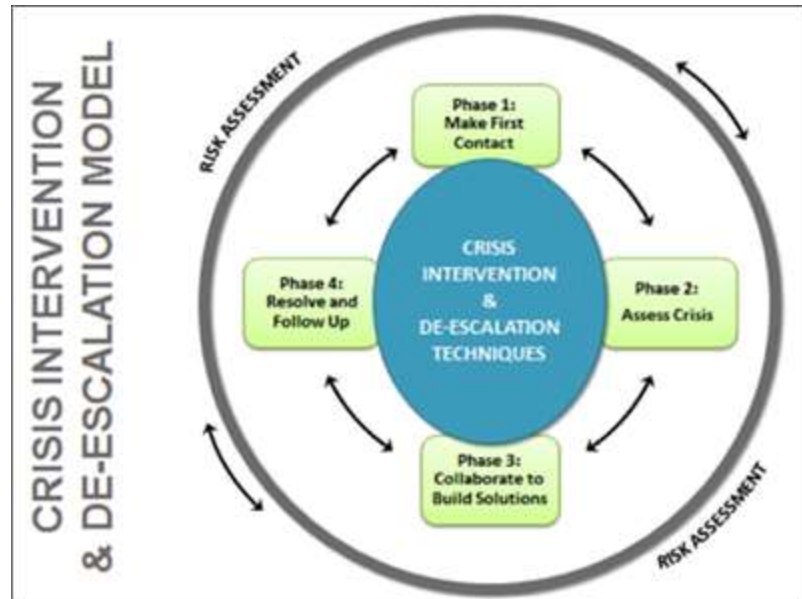
The Framework emphasizes the continuous assessment of risk based on the behavior of the subject, the context of the situation, and the available options for resolving the encounter. Officers are trained to evaluate whether a situation requires force, what level of force is appropriate, and when it is necessary to de-escalate.

Proportionality and Necessity

The Framework stresses the principle of proportionality, requiring that officers use only the level of force necessary to control a situation. Officers are expected to escalate or de-escalate their use of force depending on the changing dynamics of the situation.

De-escalation Tactics

Police are encouraged to use communication, negotiation, and other non-physical tactics to de-escalate situations before resorting to force. The National Use of Force Framework places a strong emphasis on preventing the need for physical intervention wherever possible. In BC, members are also required to consider the use of Crisis Intervention and De-escalation techniques



Levels of Force

The Framework outlines various levels of force, ranging from officer presence and verbal commands to physical control, use of intermediate weapons, and lethal force. Each level is dependent on the subject's behavior, such as cooperative, resistant, assaultive, or posing a threat of grievous bodily harm or death.

DISCUSSION

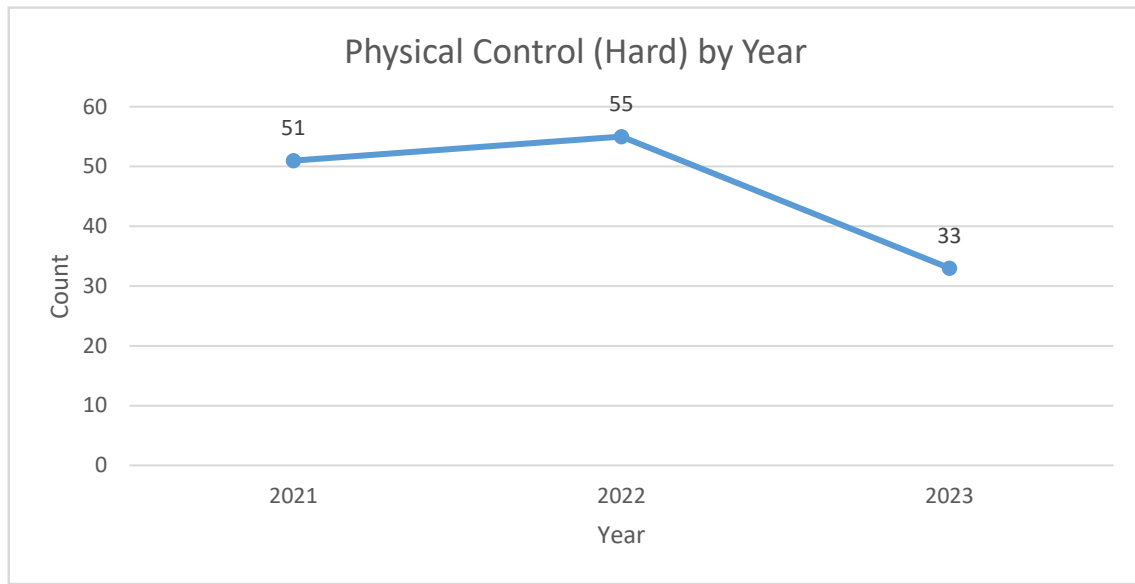
Police agencies in BC are tasked with ensuring that officers are adequately trained, that their actions remain within legal boundaries, and that the use of force is reviewed to maintain public trust and accountability. Ensuring compliance with these authorities is essential not only for the protection of individual rights but also for maintaining the integrity of the police service as a whole.

In BC, every time a police officer uses a level of force, they are required to complete a Subject Behaviour-Officer Response (SBOR) report. This SBOR is a standardized reporting form that captures data on the situation involving a use of force. An SBOR has to be completed every time a member uses a level of force above routine handcuffing.

Each year, Police Services requires all police agencies to complete an Annual Use of Force Report based on their data from SBOR's. The categories monitored include firearms deployments and discharges, in custody deaths, intermediate force use, conducted energy weapon deployments, police service dog and emergency response team deployments, and vehicle pursuits. It should be noted that the NWPDP utilizes the Integrated Police Dog Unit and the Integrated Emergency Response Team who report out separately. It should also be noted that over the years the data required by Police Services has changed, so some the years for each data set may be variable.

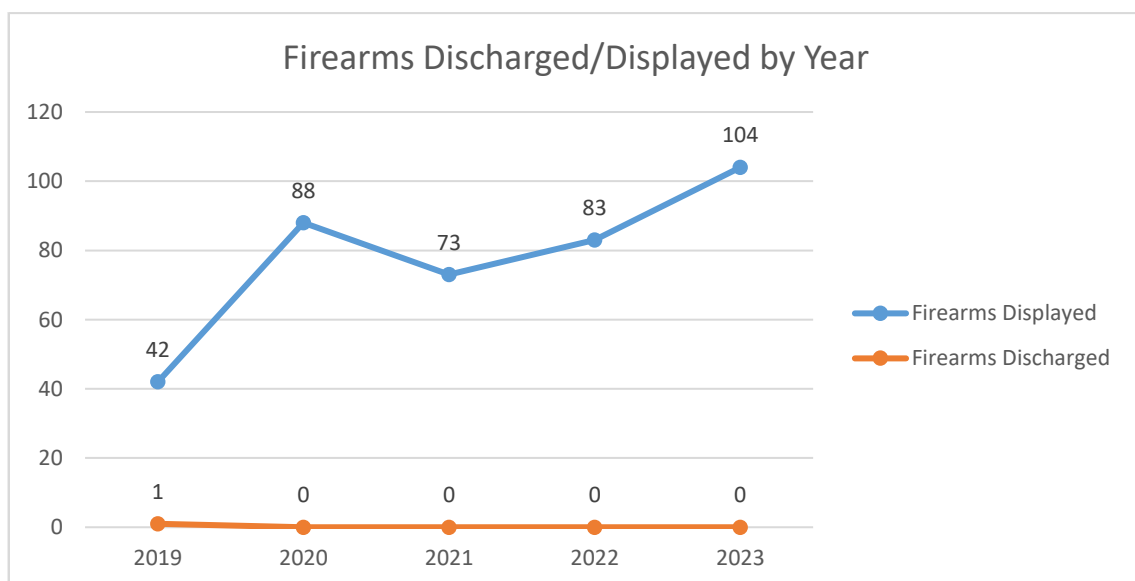
Physical Control

Physical control (hard) - refers to physical techniques that are intended to impede a person's behaviour or to allow application of a control technique; and have a higher probability of causing injury. Agencies are required to report all uses of physical control-hard.



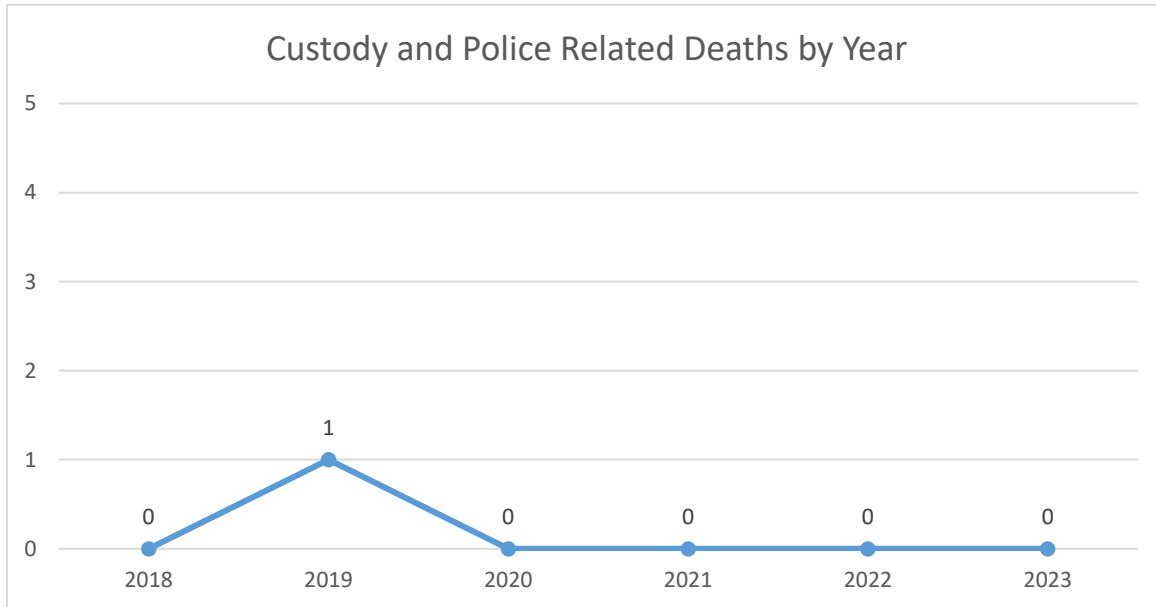
Firearm Display and Discharges

This refers to any time a member has drawn their firearm, pointed one at a subject or discharged it intentionally.



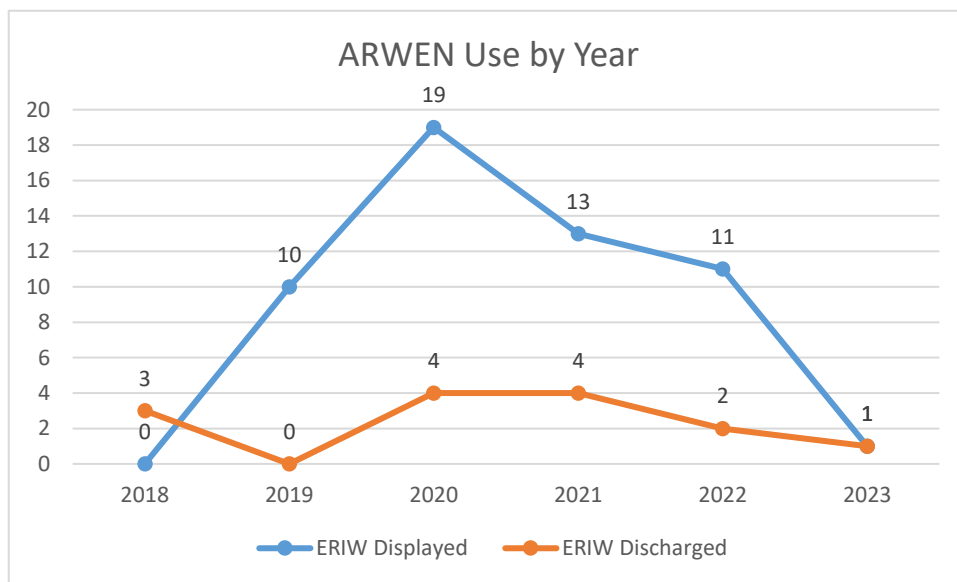
Custody or Police Related Deaths (subject was in the care, control or custody of police at time of death)

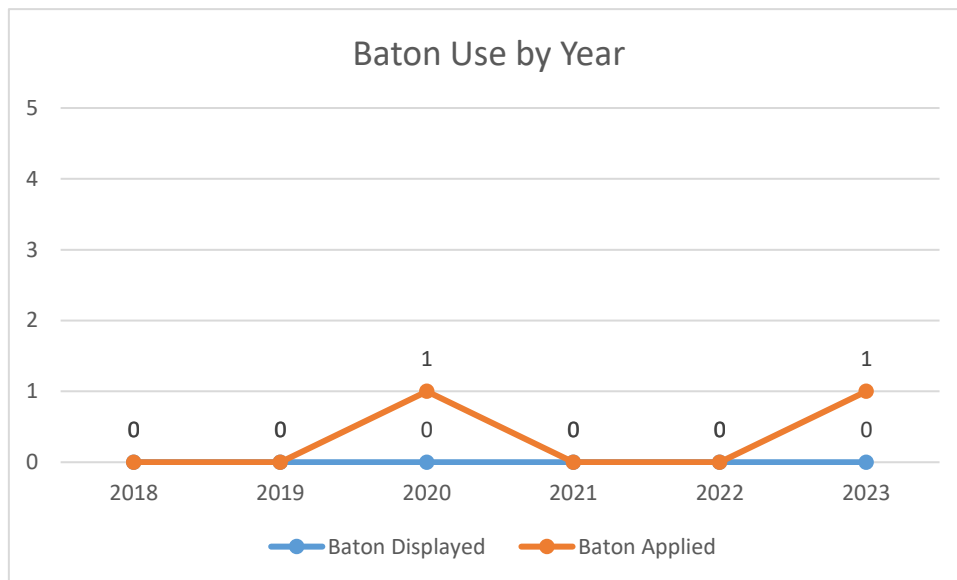
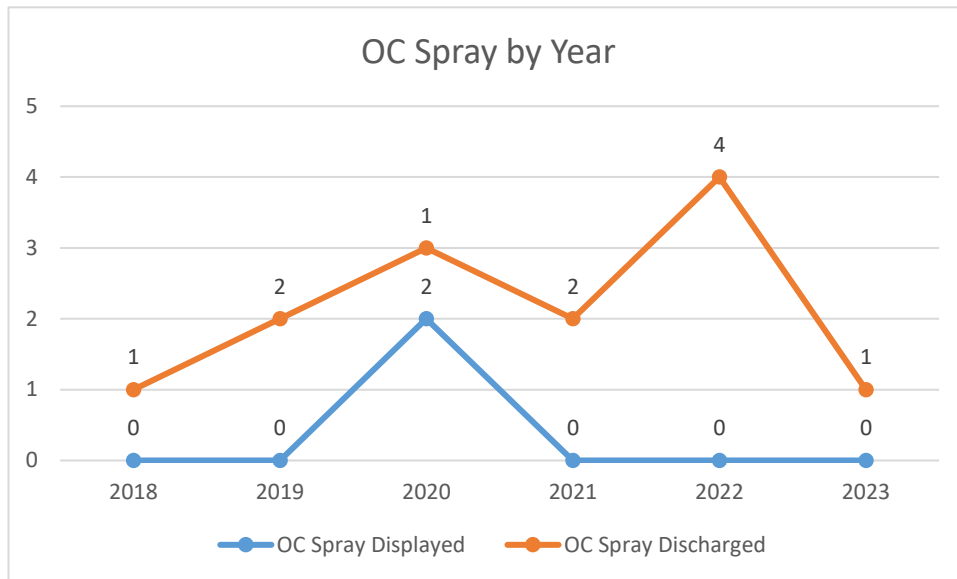
This refers to the death of any person while in the care or custody of the police, including intentional uses of force.



Intermediate Force Options

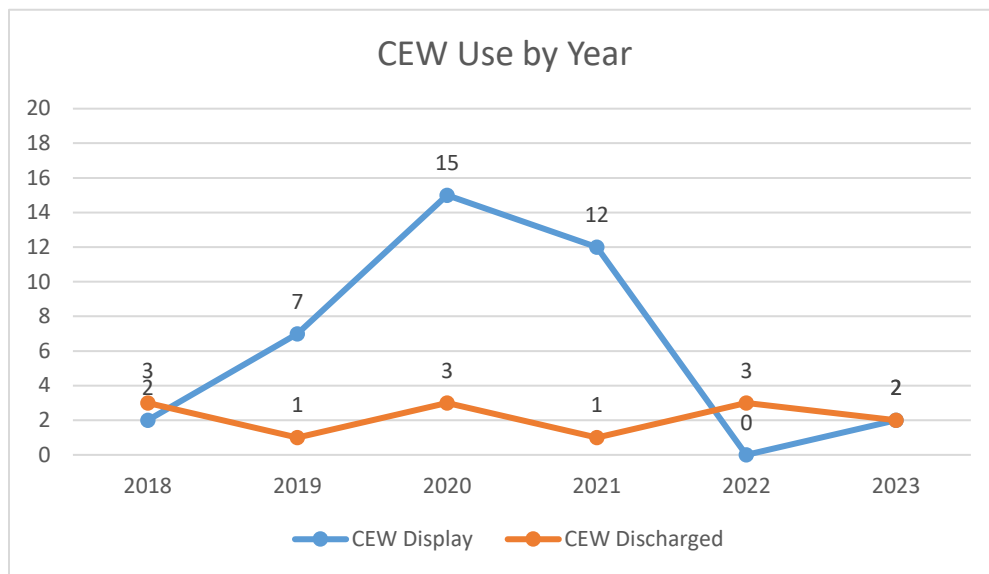
Refers to the use of Intermediate Force Options including Extended Range Impact Weapons (ERIW, eg - Arwen), OC Spray or Police Baton.





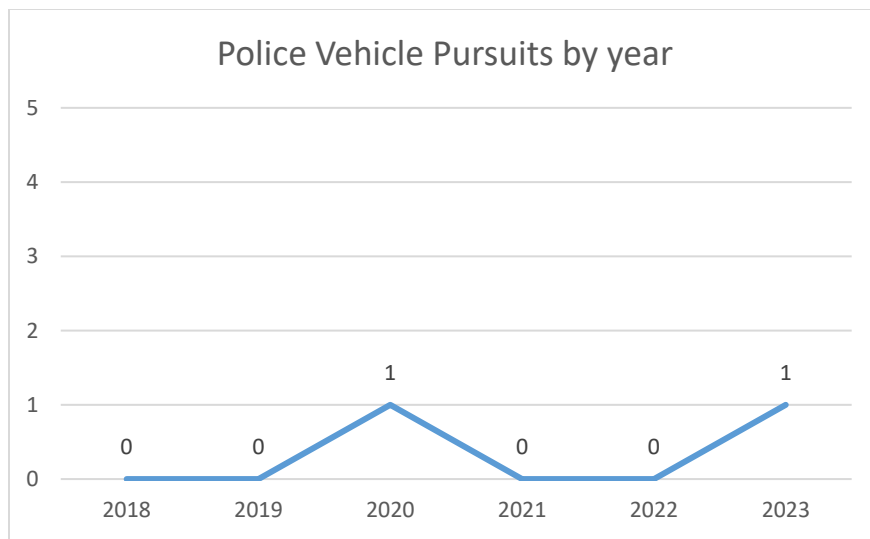
Conducted Energy Weapon

Refers to the draw or display of a CEW or an intentional discharge of a CEW against a subject.



Vehicle Pursuits

Refers to any vehicle pursuit conducted by members under the Emergency Vehicle Driving Regulations. There have been no vehicle pursuits from 2018 to 2023.



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

ATTACHMENTS

None