

1.1 Territorial Acknowledgement

1.2 Introductions

1.3 Request for Excusal/Late Arrival

1.4 Call for Any Other Business

1.5 Items to Remove from the Consent Agenda

1.6 Conflict of Interest Declarations

1.7 Approval of the Meeting Agenda



VANCOUVER POLICE BOARD

Regular Meeting Agenda

Location: Main Boardroom – Cambie Headquarters

Date: Thursday September 19, 2024

Time: 1:00- 2:00 pm

		Lead	Action Req'd	Time Est.
1	CALL MEETING TO ORDER 1.1 Territorial Acknowledgement 1.2 Introductions 1.3 Request for Excusal/Late Arrival 1.4 Call for Any Other Business 1.5 Items to Remove from the Consent Agenda 1.6 Conflict of Interest Declarations 1.7 Approval of the Meeting Agenda			
2	Consent Agenda *2.1 Minutes of June 20, 2024 *2.2 Board Committee Appointments *2.3 Executive Committee Terms of Reference *2.4 EDI Review Quarterly Update (#2409V13) *2.5 Q2 2024 RPM Amendments (#2409V15) *2.6 Compliments Report *2.7 Q2 Variance Report (#2409F16)			
	Presentations and Delegations	Ina Mitchell		5 min
3	Chief Constable's Report	Acting Chief DCC Rai	Information	

4	New Business			
	*4.1 Professional Standard Section Q2 Report -April to June, 2024 (#2409V11)	Acting Chief DCC Rai	Discussion	
	*4.2 Stakeholder Engagement and Outreach Committee TORs	Jordan Point	Decision	
	*4.3 Board Director Remuneration Policy	Jordan Point	Decision	
	*4.4 PSI Report for 2024 Q2 (#2409V05)	Simon Demers	Information	
5	Committee Reports			
	5.1 Governance Committee	Jordan Point	Information	
	5.2 Finance, Audit and Risk Committee	Jason Murray	Information	
	5.3 Human Resources Committee	Lorraine Lowe	Information	
6	CAPG Conference Verbal Report	Comfort Sakoma	Information	
7	Opportunity for Enquiries from the Public			
8	Other Business			
	ADJOURNMENT of Regular Meeting			
	Next Meeting: October 31, 2024			



Regular Meeting Minutes

Date/Time: June 20, 2024 - 1:02 pm-2:00pm

Location: 7th Floor Boardroom- 2120 Cambie St. Vancouver BC

Attendees		
Vancouver Police Board Members/Staff	Vancouver Police Department	Guests
Ken Sim (Chair)	Chief Constable Adam Palmer	
Frank Chong (Vice-Chair)	DCC Fiona Wilson	
Patricia Barnes	DCC Steve Rai	
Allan Black	Acting DCC Superintendent Andrew Chan	
Comfort Fadugba	Sergeant Rita Raj	
Lorraine Lowe (Online)	Detective Julie Gilmore	
Jordan Point	Director Simon Demers	
Jason Murray	Constable Robert Dairon	
Jason Kuzminski (Executive Director)		
Alaleh Shah Ali		
Absent: Raza Mirani		

1. Call to Order and Introductions

The Chair called the meeting to order at 1:02 p.m. with a land acknowledgment and introductions.

The Chair introduced and welcomed the following new Board Directors:

- Jordan Point (Stax'wi Multelek), who is Musqueam Council's nominee experienced in law enforcement as an officer in the Department of Fisheries and Oceans and in governance as a Musqueam Councilor and Executive Director of the First Nations Fisheries Council of British Columbia.
- Jason Murray, a lawyer at Eyford Partners, chair of the Community Security Advisory Committee for the Jewish Federation of Greater Vancouver and chair of the CIJA Pacific Region Local Partners Council.
- Raza Mirani, a high school principal with governance experience as General Secretary Pakistani-Canada Association and Governor on the Board of Langara College.

The Chair confirmed that the City Council selected him as its representative to the Vancouver Police Board in accordance with recent amendments to the *Police Act*.

A request for declaration of conflicts of interest was made, with none being declared.

2. *Consent Agenda

2.1

- *2.1 Agenda for June 20, 2024, Regular Meeting
- *2.2 Minutes of April 25, 2024 Regular Meeting
- *2.3 Ratification of the VPOA Collective Agreement
- *2.4 Draft ERM Policy (#2406V10)
- *2.5 Proposed ERM categories and Risk Appetite Statement (#2406V11)

The Chair noted changes to the *Police Act* requiring election of the chair and vice chair and that the Governance Committee has prepared election policies and procedures it is recommending to the Board. Because these were finalized after the agenda for the Board meeting was distributed, the chair asked for consent to amend the agenda to add consideration of the proposed election policies and procedures as the first item of business.

Moved by Frank Chong and seconded by Patricia Barnes: That the consent agenda as amended be adopted. Approved.

The Executive Director spoke to the proposed election policy and procedures that were reviewed by the Governance Committee and are recommended to the Board.

Moved by Jordan Point and seconded by Allan Black:

BIRT the Vancouver Police Board adopt the following:

3.2.6 CHAIR ELECTION

3.2.6.1

The election of the Board Chair follows these procedures:

- a. The Executive Director shall preside over the procedure and vote.
- b. One week prior the meeting where the election of Board Chair is scheduled to occur, the Executive Director shall email Directors to invite expressions of interest in seeking nominations for Board Chair, and the time for a Director to express interest to the Executive Director shall remain open until 24 hours prior to the start of the scheduled meeting. At the close of the time for expressions of interest, the Executive Director will email Directors a notice that identifies those who have expressed interest. Any exception to the deadline for expressions of interest may be considered by the Board.
- c. Nominations for the Chair shall require a mover and seconder from the Board.
- d. Where more than one nominee stands for election, a secret ballot vote shall be taken at an in-camera Board meeting where quorum has been established.
- e. Prior to the vote being taken, each nominee shall be given five minutes to speak to the Board on why they believe they should be elected Board Chair and there will be time for Directors to ask questions. Nominees shall be called upon in alphabetical order of their surname.
- f. After all the nominees have completed their speeches and the time for Director's questions, the secret ballot shall be taken. Directors who are participating virtually may vote by sending a text or electronic mail message to the Executive Director in confidence.
- g. If nominees are tied on the first vote, a second secret ballot shall be taken. If on the second vote the nominees remain tied, the election for the Board Chair shall be decided by lot drawn by the presiding Director.

And

3.3.2 VICE-CHAIR ELECTION

3.3.2.1 The election of the Vice-Chair follows these procedures:

- a. The elected Board Chair, or Executive Director if circumstances require it, shall preside over the procedure and vote.
- b. One week prior the meeting where the election of Vice Chair is scheduled to occur, the Executive Director shall email Directors to invite expressions of interest in seeking nominations for Vice Chair, and the time for a Director to express interest to the Executive Director shall remain open until 24 hours prior to the start of the scheduled meeting. At the close of the time for expressions of interest, the Executive Director will email Directors a notice that identifies those who have expressed interest. Any exception to the deadline for expressions of interest may be considered by the Board.
- c. Nominations for the Vice-Chair shall require a mover and seconder from the Board.
 - a. Where more than one nominee stands for election, a ballot vote shall be taken at an in-camera Board meeting where quorum has been established.
 - b. Prior to the vote being taken, each nominee shall be given five minutes to speak to the Board on why they believe they should be elected Vice-Chair and there will be time for Directors to ask questions. Nominees shall be called upon in alphabetical order of their surname.
 - c. After all the nominees have completed their speeches and the time for Director's questions, the ballot vote shall be taken. Directors who are participating virtually may vote by sending a text or electronic mail message to the Executive Director in confidence.

Approved.

Board directors agreed to conduct the chair and vice-chair elections, with the result taking effect upon adjournment of the meeting. In accordance with the election policy and procedure, the chair was vacated, and the Executive Director presided over the election procedure and vote.

Frank Chong was acclaimed as board chair and Comfort Fadugba was acclaimed as vice chair.

3. Special Presentations and Delegations

Sergeant Rita Raj and Detective Julie Gilmore presented on a program to prevent seniors from becoming victims targeting them. The presentation reviewed the increasing use of artificial intelligence, specific tactics that scammers are using, and prevention initiatives the VPD is conducting and delivering.

The Board asked whether the VPD is adequately resourced to address the issues what additional resources the department would seek.

4. For Discussion

*4.1 Draft 2024 VPD Strategic Business Plan (#2406V16)

Director Simon Demers spoke to the draft plan. Every year around this time VPD reviews the status of progress made on the priorities, goals and objectives that the Board and Chief Constable set in collaboration, as well as to propose the strategies and activities the VPD recommends focusing on in the year ahead. The draft business plan in the package,

identifies champions for various initiatives for serving the community safety, community well-being, and supporting the well-being of VPD employees. The proposed activities and desired outcomes come to 32 pages of the 44-page report.

The 2024 Strategic Business plan outlines the key strategies and associated activities that will be undertaken by the VPD throughout 2024 as it continues working towards achieving the long-term Strategic Goals outlined in its 2022-2026 Strategic Plan. This plan was approved by the Board in April 2022 and identifies 4 overarching goals supported by 4 strategic considerations. The plan identifies a total of 20 strategies comprised of a total of 88 activities, each associated with a total of 441 target outputs. By approving this plan, the Board will officially endorse the aforementioned strategies, activities and target outputs for the VPD. The VPD intends to provide a progress report later in 2024 and a detailed year-end performance results in April 2025.

*5.1 Stakeholder Engagement and Community Outreach Committee Terms of Reference

At the April Board meeting, there was a proposal to strike a new standing committee to focus on engagement with and outreach to, the police Board stakeholders. Comfort Sakoma, Lorraine Lowe and Frank Chong were asked to draft the preliminary TORs that reflect the existing policy framework in the Board Governance Manual.

The Executive Director spoke to a preliminary draft of the TORs and the proposed committee's recommendation that the Board not approve them at this time, in order to allow for consultation. The proposed committee will focus on engaging the public on issues for the Board to consider at governance level and to facilitate communication with certain vulnerable communities as a liaison with the VPD. Consultation will take place over the summer.

5. Chief Constable's Update

Chief Palmer spoke to the Public Safety Indicators report that demonstrates crime trends, noting positive news that crime—including violent crime, sex assaults, property crimes, theft from autos etc.—are decreasing across the board in Q1 and to the end of May. Project Barcode has resulted in over 1,100 arrests, often of chronic offenders. Reduction of crime is occurring in all four districts.

Chief Palmer advised that Inspector Randy Fincham has been appointed the new DCC for Metro Vancouver Transit Police and Detective Paul Lindsay is appointed colonel in charge of Army Reserves of BC. He provided an update on recruiting, the VPD Pipe Band and Sgt. Dane Campbell's solo cycling journey to raise awareness for Pediatric Cancer.

DCC Wilson provided updates on ongoing investigations and operation of VPD's Investigation Unit.

Acting DCC Andrew Chan provided updates on protests, special events, future upcoming events, upcoming community event, and plans to ensure public safety.

The Board asked questions about how the declining crime trends can be sustained, how the Board can maintain being the employer of choice, how the strategic plan can be built around it and partnerships with the nations to address challenges to recruiting such as housing.

6. Board Committee Reports

7.1 The Chair of the Governance Committee updated the Board on materials prepared for onboarding and orienting new board directors, the Stakeholder Engagement Committee, governance and election policy reforms and the City of Vancouver's UNDRIP Action Plan. The Action Plan is in the board package and the Board is asked to

approve requesting the VPD prepare a summary of the actions required by the Board and VPD for the September or October board meeting.

7.2 The Chair of the Finance and Risk Committee reported on City Council's direction to City staff to plan budgets that align with a 5.5% property tax increase and, as well as her attendance at a meeting of the City's Auditor General Committee regarding implementation of the OAG's report and recommendations for enterprise risk management.

7.3 The Chair of the Human Resources Committee reported on the committee's June 12th meeting.

Following the committee reports, the Board Chair noted that Directors Barnes' term concludes on June 30, 2024, and he was joined by the Board and VPD in thanking her for her service on the Board. Director Barnes thanked the VPD and the Board and personally congratulated the newly appointed directors.

8 For Information

- *8.1 Compliments Report
- *8.2 Q1 Variance Report (#2406V08)
- *8.3 PSI Report 2024 Q1 (#2406V17)
- *8.4 UNDRIP Action Plan 2024

9 Opportunity for Enquiries from the Public

10 Other Business

NA

Motion: To Adjourn. Approved.

The Regular Meeting was adjourned at 2:18 pm.

TO BE APPROVED BY THE VANVOUVER POLICE BOARD on September 19, 2024

Briefing Note

To: Vancouver Police Board

From: Governance Committee

Date: September 10, 2024

RE: Board Approval of Committee and Liaison Assignments



On August 28, 2024, the Board conducted an electronic vote pursuant to 4.9 of the *Governance Manual* and unanimously approved the following motion, moved by Jordan Point and seconded by Comfort Fadugba:

BIRT the Vancouver Police Board approves the following appointments:

COMMITTEE / LIAISON ROLE	MEMBERSHIP
FINANCE COMMITTEE	• Jason Murray (Chair) • Frank Chong • Jordan Point • Lorraine Lowe
GOVERNANCE COMMITTEE	• Jordan Point (Chair) • Allan Black, K.C. • Comfort Sakoma • Raza Mirani
HUMAN RESOURCES COMMITTEE	• Lorraine Lowe (Chair) • Allan Black, K.C. • Raza Mirani • Jason Murray
SERVICE & POLICY COMPLAINTS REVIEW SUB-COMMITTEE	• Allan Black, K.C. (Chair) • Jason Murray • Jordan Point • Raza Mirani
STAKEHOLDER ENGAGEMENT AND COMMUNITY OUTREACH COMMITTEE	• Comfort Sakoma (Chair) • Frank Chong • Raza Mirani • Lorraine Lowe
BC ASSOCIATION OF POLICE BOARDS –Board of Directors	• Jordan Point
CANADIAN ASSOCIATION OF POLICE GOVERNANCE Board of Directors	• Comfort Sakoma
VANCOUVER POLICE FOUNDATION	• Frank Chong

Briefing Note

To: Vancouver Police Board

From: Governance Committee

Date: September 11, 2024

RE: Executive Committee Terms of Reference



For Decision

SUMMARY

- An executive committee is a standing committee that may meet on an *ad hoc* basis to address urgent matters between Board meetings and which do not fall within the terms of reference for one of the Board's standing committees.
- The Board Chair has proposed establishing an Executive Committee comprised of the Board Chair and Chairs of the Governance, Finance and Risk, and Human Resources Committees to meet as needed, including with the Chief Constable, to work in support of the full Board between board meetings in emergency or exigent situations.

Recommended action

The Governance Committee recommends the Board approve the following motion:

BIRT the Vancouver Police Board adopt Executive Committee Terms of Reference as set out in Appendix A.

Background

Chapter 1, Section 9 of the *Board Governance Manual* includes sub-sections for Board standing committees and procedures for establishing new committees. Chapter 3, Section 3.5.3.a. describes the Board Chair's responsibility to "*Manage the affairs of the Board, including ensuring the Board is organized properly, functions effectively and meets its obligations and responsibilities.*"

The Board Chair has identified gaps in how the Board is currently organized and functions in urgent situations that may arise between Board meetings and which do not fall neatly within the mandate and terms of reference of a standing committee. To address the gap, he asked the Board Office to draft terms of reference for an Executive Committee comprised of the Board Chair and the Chairs of the Governance, Finance and Human Resources Committees. The proposed Executive Committee would meet an estimated 2-3 times a year to act as a liaison to the Chief Constable and handle urgent issues on behalf of the Board and informing the Board fully and immediately of action taken or decisions made.

Other Considerations – Consultation with Chief Palmer

Respecting that the role of the new committee involves some change to how the Board currently engages the Chief Constable, the terms of reference have been shared with Chief Palmer who has expressed his support.

Recommended Action

The Governance Committee recommends the Board approve the following motion:

BIRT the Vancouver Police Board adopt Executive Committee Terms of Reference as set out in Appendix A.

**VANCOUVER POLICE BOARD
BOARD GOVERNANCE MANUAL**
APPENDIX A

TERMS OF REFERENCE

Executive Committee

AUTHORITY

1. *Police Act*
VPB Governance Manual, Section 1.9

MANDATE

2. To work in support of the full Vancouver Police Board (the “Board”) between board meetings or in an emergency or exigent situations.

PURPOSE

- 3.1.1 To act as a liaison to the Chief Constable by providing counsel, feedback and support from the Board when needed.
- 3.2 To handle urgent issues by acting on behalf of the Board in emergency or exigent situations and informing the Board fully and immediately of action taken or decisions made.

COMPOSITION

- 4.1 The Committee will be composed of the Board Chair and the Chairs of the Governance, Finance and Human Resources Committees.
- 4.2 The Board Chair serves as Chair of the Executive Committee.

MEETING PROCEDURES

- 5.1 Meetings will be scheduled at the call of the Chair or agreement of the Committee.
- 5.2 The Board Executive Director will consult the Chair on development of agendas, be responsible for preparing and distributing the agenda package, and will maintain a record of the meetings.
- 5.3 A simple majority of the Committee will constitute *quorum*.

ACCOUNTABILITY

**VANCOUVER POLICE BOARD
BOARD GOVERNANCE MANUAL****TERMS OF REFERENCE****APPENDIX A**

-
10. The Executive Committee shall keep a record of its meetings and the Chair shall report regularly to the Board on all matters for which it is responsible.



VANCOUVER POLICE DEPARTMENT

REPORT TO THE VANCOUVER POLICE BOARD

REPORT DATE: August 23, 2024
BOARD MEETING DATE: September 19, 2024
BOARD REPORT # 2409V13
Regular

TO: **Vancouver Police Board**

2.4

FROM: Drazen Manojlovic, Director, Enterprise Risk Management Section

SUBJECT: **Equity, Diversity, and Inclusion (EDI) Review – 2024 Quarter 2**

RECOMMENDATION:

THAT the Vancouver Police Board (Board) receive this report for information.

SUMMARY:

The EDI Review Team (Team) was created in 2021 to review the department's policies, procedures, processes, and training. The main goal of the Team is to ensure that policies, procedures, and training are not discriminatory and are inclusive.

The Team has completed a review of the Recruiting Manual and accompanying recruiting forms. The Team is currently focused on reviewing the Court and Detention Service Section's Jail Manual of Operations (JMO) and the related forms. In addition, the Team has recommended language/formatting/procedural changes to 19 Regulations and Procedures Manual (RPM) procedures, forms, and other documents (as well as the deletion of one policy). During this quarter, the Team continued its commitment to building positive community relationships by actively engaging with multiple communities in proactive efforts to better understand and learn about each community's culture and traditions.

DISCUSSION

The VPD respectfully acknowledges the need to address inequities shaped by social determinants. The Team consists of one Sergeant, four Constables, and one Investigational Assistant. The Team began a phased approach in reviewing the department's policies, procedures, processes and training to ensure best practices, treatment, and outcome for everyone. Phase 1 involves the examination of the RPM, the JMO, and forms. Phase 2 comprises the examination of the Human Resources Manual, Recruiting Manual, and Training Standard Operating Procedures for both the Learning and Development Unit, and the Education and Training Unit.

EDI Toolkit

After a national environmental scan, the Team adopted and evolved an analytical process called the EDI Toolkit (Toolkit). This Toolkit acknowledges that people have multiple intersecting characteristics that influence how people navigate throughout society. The questions posed in the Toolkit allow the Team to deeply reflect on assumptions being made, how to ensure the equality of opportunities and outcomes, and how to provide services in a culturally safe, responsive, and trauma informed manner utilizing unbiased policing principles.

Recruiting Manual and Forms

The Team examined approximately 90 sections of the Recruiting Manual, 50 pages of recruiting forms, and feedback from the Recruiting Services Unit on the latest version. In May 2024, the edited Recruiting Manual and recruiting forms were provided to the Recruiting Services Unit for their follow up.

Jail Manual of Operations and Forms

The Team is currently examining the 12 chapters (224 pages) of the JMO, associated Jail specific RPM and related forms. The Team is applying the Toolkit to ensure inclusive terminology and alignment with EDI principles. The review will include a number of themes, including impartial and equitable treatment, gender and cultural considerations, health and safety, and property management.

RPM Procedures, Forms and Other Documents

The Team collaborates with the Planning, Research, and Audit Section in this endeavour. In this quarter, the Team recommended the deletion of one policy and updates to 19 forms/policies/documents for language/format/procedural details:

1. RPM 1.6.1 Incomplete 911 Calls
2. RPM 1.6.14 Interception of Private Communication
3. RPM 1.6.40 High Risk Offender Unlawfully at Large
4. RPM 1.7.20 CISM Team
5. RPM 1.7.24 Child Abduction and Attempted Abduction
6. RPM 1.9.7 Exhibits Requiring Forensic Examination
7. RPM 2.2.2 Rank Confirmation
8. RPM 2.5.3 Orders Part I and II
9. RPM 2.7.5 Court Outside Lower Mainland
10. RPM 5.2.1 Damage to Department or Private Property
11. RPM 5.2.6 Loss or Stolen Radio
12. RPM 5.4.9 Tattoos
13. RPM 5.4.16 Paying of Compliments
14. Form 90 Sergeant Evaluation
15. Form 91 Staff Sergeant Evaluation
16. Form 738 Exhibit Flowchart
17. Form 1637 Request for Transcription Services
18. Form 1670 Emergency Response Section Request for Service
19. Vancouver Police Union Collective Agreement
20. Supervisor Emergency Demand (Pinging) Template

Community Engagement

The Team continues to strengthen community relationships and believes that engaging with diverse communities is essential in understanding their culture, traditions, and needs, particularly regarding their interactions with law enforcement. The Team collaborates with the Diversity, Community, and Indigenous Relations Section in this effort.

In this quarter, the Team continued to engage with community leaders, youths and volunteers, and met with members of the Ismaili Mosque, the Nikkei National Museum and Cultural Centre, and the Muslim community. The Team also participated in the Khalsa Diwan Society summer youth camp engaging with over 120 youths about the importance of building and developing positive relationships in the community. In addition, the Team met with the VPD's Indigenous Advisory Committee and the VPD's Out on Patrol to gather insights on effective recruiting efforts and community engagements.

In the previous quarter, the Team met with members of the Chinese Canadian Museum Society of British Columbia and also attended the Chinese Canadian Museum. The Team also engaged with members of the Jewish Federation of Greater Vancouver. The Team was provided valuable insights into the rich cultural heritage, historical significance, community struggles, and the triumphs of both the Chinese and Jewish communities.

Professional Development

The accomplishments of the Team are supported by a foundation of ongoing training and education. This consistent commitment to learning not only enhances the Team's skills but also ensures that the work is informed according to the latest academic knowledge and industry best practices. Some examples of new learnings that the Team received are:

- Ontario Association of Chiefs of Police Course – EDI Training
- Canadian Association of Chiefs of Police Conference - EDI Everyday: Strategies for Daily Success
- Ontario Association of College and University Security Administrators Conference - 2024 EDI

CONCLUSION:

This quarterly report is for the Board's information. EDI in policing contributes to maintaining the public's trust, police legitimacy, and confidence in the criminal justice system. The work of the Team is important to the continued advancement of EDI principles within the VPD. One should consider the advancement of EDI principles as an on-going and evolutionary process.

Author:
Constable Jacky Lam

Date: August 23, 2024

Submitting Executive Member:
Acting Deputy Chief Constable Tyrone Sideroff

Date: September 3, 2024



VANCOUVER POLICE DEPARTMENT

REPORT TO THE VANCOUVER POLICE BOARD

REPORT DATE: September 5, 2024
BOARD MEETING DATE: September 19, 2024
BOARD REPORT # 2409V15

Regular

TO: **Vancouver Police Board**

FROM: Simon Demers, Director, Planning, Research & Audit Section

SUBJECT: **Regulations and Procedures Manual (RPM) Amendments – 2024 Q2**

RECOMMENDATION

THAT the Vancouver Police Board (“Board”) receive this report for information.

POLICY

On April 17, 2014, the Board adopted a process whereby routine, technical, or minor administrative amendments to the RPM can be approved by the VPD Executive Committee.

When the applicable criteria are met, the VPD will continue to bring to the Board for their approval proposed RPM amendments. For example, the Board approved the revamped *Respectful Workplace Policy* on November 23, 2023 (Board Report #2311V14), the new *Surreptitious Recordings Policy* on April 25, 2024 (Board Report #2404V14) and the new *Enterprise Risk Management Policy* on June 20, 2024 (Board Report #2406V10).

For all other routine revisions to the RPM, the VPD will regularly provide a report, such as this, to the Board for its information.

DISCUSSION

The following RPM policies were updated or added between April and June 2024:

1. RPM 1.12.1(iii) *Transportation of Persons in Custody* – amended to provide members with accessible, reader-friendly information regarding procedures for transporting persons in custody in a police vehicle to the Vancouver Jail.
2. RPM 2.1.14 *Enterprise Risk Management (ERM)* – a new policy approved by the Board on June 20, 2024, formalizing the implementation of ERM at the VPD.
3. RPM 4.1.11 *Complaints by Employees Against External Organizations* – a new policy to guide members on the proper process to make a complaint about an external organization or individual in their capacity as a VPD employee.

2.5

4. RPM 4.1.14 *Surreptitious Recordings* – a new policy approved by the Board on April 25, 2024, addressing undisclosed recordings of conversations in the workplace, and the expectations for when conversations or meetings may be recorded.

CONCLUSION

The VPD submits this quarterly report for the Board's information.

Author:

Sergeant Lorna Berndsen

Date: August 14, 2024

Submitting Executive Member:

A/Deputy Chief Constable Tyrone Sideroff

Date: September 3, 2024

Compliments Report (June 2024 - August 2024)				
Date	From	Member(s)	Synopsis	Excerpt from Letters
May 29, 2024	[community member]	VPD	A retired addictions therapist wrote a song for VPD members as part of a duo called Wildwinds.	"This song is to honour VPD members doing the day to day work on the beat, and to acknowledge the policing values and leadership which makes this quality of impact possible."
May 30, 2024	[community member]	Cst. Edmunds	Thankful for VPD response to a family member who was temporarily missing.	"We were extremely thankful for the police. The officers stayed with each party until we were reunited. They were competent, prompt, polite, courteous, unhurried and understanding."
May 31, 2024	[community member]	Mayor Sim and City Council VPD	Grateful for the VPD's support of the Jewish community after the arson at Congregation Schara Tzedek.	"I was met by incredibly hard-working VPD and fire department crews. I want to extend my absolute gratitude for their service, putting themselves on the front line of this attack."
May 31, 2024	[community member]	VPD	Grateful for the VPD's support of the Jewish community after the arson at Congregation Schara Tzedek.	"I wish to thank you for your swift and reassuring response... it is reported by those who were there as exemplary, professional, and most helpful for all those at the scene."
June 01, 2024	Director of Security & Safety, The Westin Bayshore Vancouver	S/Sgt. MacDonald Sgt. Gough Cst. Ali Cst. Bahia Cst. Bai Cst. Barirani	Appreciative of the VPD's response to an incident at the hotel.	"We and our community deeply appreciate all that the Vancouver Police Department does to keep us safe. These [officers] truly went above and beyond the call."
June 02, 2024	[community member]	VPD	Grateful for the VPD's support of the Jewish community after the arson at Congregation Schara Tzedek.	"I wish that the English language provided a more generous offering for the words "thank you". I would use them all to express my appreciation to you and to every single one of your police officers".
June 02, 2024	[community member]	VPD	Grateful for the VPD's support of the Jewish community after the arson at Congregation Schara Tzedek.	"...I know that the support provided by the VPD has been very comforting to a great many people."
June 02, 2024	[community member]	VPD	Grateful for the VPD's support of the Jewish community after the arson at Congregation Schara Tzedek.	"Thank you for your professionalism in ongoing investigations and for providing additional security to the various Jewish institutions that are potential targets for hate that has seeped into our home city."
June 04, 2024	Community members from the Jewish Federation of Greater Vancouver	VPD	Many post cards were received thanking the VPD for their support of the Jewish community.	"The support you have provided to our community to ensure our safety during these critical times have been nothing short of amazing."
June 08, 2024	[community member]	VPD	A message of support for VPD members.	"Anyway I just want to say a great big THANK YOU to you and let you know that you have more support than you think..."

June 11, 2024	[community member]	Sgt. Carlson Cst. Leach Cst. Lichtenfels Cst. Lyons Cst. Parker Cst. Rehal	Thankful to the officers who attended a wellness check for a family member.	"While that will be a night that will always carry sad memories for me, one bright light that I will also take away from that evening is the excellent service, kindness, and care shown to me by the VPD members who were there at the scene."
June 12, 2024	[community member]	Cst. Fraser	Appreciative of the officers' role in resolving the issue of a stolen package.	"I truly appreciate his dedication and hard work."
June 17, 2024	[community member]	Cst. Anzulovich CPC Volunteer Mr. Tong	Thankful to officer and CPC volunteer who helped identify and retrieve son's stolen bike.	[The volunteer's] quick actions and thoughtfulness have restored our faith in humanity, kindness and community.
June 17, 2024	Chief of Police, Fredericton Police Force	Supt. Chan Supt. Chapman Insp. Flewelling	Appreciative of their attendance at the Atlantic meetings in Fredericton.	"Your presentations were right on point and your attendance and conversations elevated the event."
June 17, 2024	Girl Guides of Canada	Cst. Capers Gang Crime Team 1	Thankful for donations to their annual Teddy Bear Parade and Clinic.	"The toys were much appreciated by the children who did not have a stuffed toy and wished to attend the clinic."
June 17, 2024	President, False Creek Friends	Sgt. McDougall Marine Unit	Grateful for Sgt. McDougall's attendance and speech at their "Co-Creating False Creek's Future" event.	"[Sgt. McDougall] shared his concern for the future of False Creek in a way that provided respect for his and his team's efforts."
June 18, 2024	Executive Director, Civil Forfeiture Office	Det. Mah Det. Jassal	Impressed with the work of the VPD that resulted in the single largest forfeiture in CFO history.	"This was not just a significant win for the CFO but for the VPD as well and confirms the professionalism and capabilities of this department in solving financial crimes."
June 22, 2024	Deputy Consul General, Consulate General of Japan	Chief Palmer Homicide Unit	Thankful to the VPD for response to the death of a Japanese citizen in Chinatown last week.	"I just wanted to convey our sincere appreciation to you for your very kind message to the family. The VPD's Homicide Unit has been very supportive and we worked together very closely."
June 24, 2024	Chief Transformation Officer, E-Comm	Chief Palmer Supt. Chan Insp. Bernardin	Grateful for invitation to a VPD event.	"As E-Comm, we value your partnership and as Vancouverites, thank you for your service to our city!"
June 24, 2024	[community member]	Cst. Creamore	Thankful for officer's assistance when her son went missing.	"...the officers have done a remarkable job and our family will always be thankful to you, to the services you provided, and more importantly for bringing [son] back home to us."
June 25, 2024	Detective Sergeant, OPP Anti-Human Trafficking Unit & Detective Constable, Ottawa Police Service	Cst. Fiorda Cst. Hohmann Cst. Martin Cst. Puni Cst. Wong	Appreciative of the officers who assisted them with a file while they were in Vancouver.	"The hospitality, comraedery, and work ethic was second to none."
June 25, 2024	[community member]	Cst. Corcione Cst. George	Thankful for officers assistance during a mental heath crisis.	"These two have made myself and others now confident in the level of training that VPD officers receive, regarding situations that involve individuals in extreme mental distress."

June 26, 2024	[community member]	Cst. Wong	Thankful for prompt response to a mischief at Cedar Cottage Park.	"He was very kind and supportive and made a terrible situation better."
June 27, 2024	RCMP Commissioner	Chief Palmer Insp. Bernardin	Appreciative of contributions to the 2024 Pearls in Policing forum held in Vancouver on June 8-11, 2024.	"Your personal contribution was significant and played a pivotal role in providing an enriching experience for all attendees."
June 28, 2024	Investigative Specialist, U.S. Secret Service	Chief Pamer Emergency Response Team	Appreciative of attendance at Independence Day event.	"Great to see you at the event yesterday, thanks again for supporting the U.S. Consulate and having ERT there to provide security to keep us all safe."
June 28, 2024	Regional Security Officer, U.S. Consulate Vancouver	Chief Palmer Supt. Chan Supt. Chapman Insp. Burnham Insp. MacDonald Insp. Neuman S/Sgt. Chan Cst. Fox Cst. Hobbs Cst. Mawhorter Cst. Schellenberg PSD Jade	Appreciative of attendance at Independence Day event and continued partnership.	"Across the ranks, the professionalism and dedication of your officers ensured the safety and success of this event and of our personnel and facilities more broadly - efforts that are appreciated across the consulate."
June 28, 2024	[community member]	S/Sgt. Holtz	Grateful for increased police presence and friendly interactions with officers in District 1.	"Thank you! You have demonstrated that you hear us. You have demonstrated that you care. You have demonstrated that you are committed to living in the solution, and bringing resources to enable that solution."
June 28, 2024	[community member]	Cst. Chersinoff Cst. Manji	Thankful for the officers diligence in locating a family member.	"I'm impressed with their significant amount of experience among the officers regarding mental health issues and they responded to her with an understanding about her state of mind."
July 02, 2024	[community member]	VPD	Impressed with the VPD patrolling Vancouver beaches after 10:00 pm.	"As someone who has been to beaches in many cities and who is so very lucky to live in the English Bay area for over 40 years it is good news, to hear about this in the media, that the VPD is making the beach/beach parks areas safe and enjoyable for 'everyone' including setting some time limits".
July 02, 2024	[community member]	Cst. Anastasiades	Appreciative of the officers who arrested those responsible for stealing items at the Kitsilano Lululemon store.	"I wanted to express my sincere thanks and appreciation to the police officers who arrested these two men."
July 03, 2024	Student, Templeton Secondary Student	Cst. Cabrera	A student's letter of appreciation to their School Liaison Officer, Cst. Cabrera.	"By the end of every interaction we have, I leave feeling a hundred times better about life as a whole; though exceptionally rare, knowing that there are profoundly good-natured, trustworthy, compassionate people like you in the world brings a reassurance I cannot possible articulate."

July 05, 2024	[community member]	Cst. Ellan	Grateful for the officers help with making sure a dog left in a hot car was okay.	"As an animal lover and advocate I really appreciated the professionalism and kindness displayed by the VPD today and wanted to acknowledge their efforts."
July 06, 2024	[community member]	Cst. Dhillon Cst. Wilkinson	Thankful for officers assistance when she fell and broke her wrist in Stanley Park.	"We really appreciate how kind and thoughtful you all were that day."
July 08, 2024	[community member]	Cst. Littlefield	Impressed by the officers conduct when dealing with traffic violations.	"He has a professional demeanor and a smile on his face".
July 08, 2024	[community member]	Cst. Newman	Grateful for the officers commitment to his career and volunteer work.	"On behalf of the Tri-City Thunder baseball, I felt it was very important to acknowledge and recognize Cst. Newman's ongoing efforts, commitment and contribution to our baseball community."
July 11, 2024	[community member]	Cst. Barirani	Compliment for officer who was helping with public safety at a fire on Canada Day.	"Please consider this member for any type of award or recognition. I feel safer on the street because of officers like this. Bravo!"
July 11, 2024	[community member]	Chief Palmer	Thank you for letter and challenge coin recognizing her 30 years of volunteer services with a Community Policing Centre.	"It has been a pleasure working with you and the interesting, smart and caring VPD people I have met over the years."
July 11, 2024	[community member]	Deputy Rai Insp. Bernardin S/Sgt. Gardner Cst. Cayer	Thankful for the warm welcome received when visiting a VPD building.	"It was a wonderful day and I actually felt special thanks to your fine team of members who assisted me."
July 12, 2024	Ontario Provincial Police Commissioner	Chief Palmer Sgt. Campbell	Thankful for recognition of Supt. McDonell's efforts and appreciative of Sgt. Campbell's dedication to the Cops for Cancer program.	"I wish to extend my appreciation and congratulations to Sergeant Campbell for his cycling journey across Canada to raise awareness about the Cops for Cancer program."
July 13, 2024	[community member]	VPD	Appreciative of VPD support during protests.	"...I want to thank all the VPD for their support in our protests."
July 16, 2024	[community member]	Cst. Erik Kerasiotis	Grateful for off duty officers help when she collapsed.	"I would like to recommend [the officer] for an award for his professionalism and kindness in getting the help I needed."
July 17, 2024	[community member]	VPD	Grateful for the VPD as a retired ER/Psychiatric Nurse.	"They are just the greatest, most supportive police force I have ever encountered..."
July 17, 2024	Neurologist, Fraser Health MS Clinic	Cst. Cheng Cst. Lui Cst. Nelson Cst. Sharma	Thankful for VPD assistance in helping her with a break and enter and retrieving her stolen bike.	"Although this has been a rough 2 weeks for me, the VPD has been truly great. I know you guys have a very difficult job and wanted to express my appreciation and gratitude."
July 22, 2024	[community member]	Cst. Barirani	Compliment for officer who was helping with public safety at a fire on Canada Day.	"Please convey my appreciation to the officer involved and know that many citizens support and respect the decisions being made to ensure public safety with minimal harm."
July 22, 2024	[community member]	Cst. Yee	Impressed with VPD officers who helped recover his stolen bike.	"I was impressed with the level of empathy of every member of the force that I came in contact with."

July 25, 2024	Granville Auto Service and Repair	Cst. Cizmar	Impressed with officer who assisted them during a keep the peace call.	"I want to commend Officer Cizmar for her outstanding professionalism and kindness."
July 26, 2024	[community member]	Cst. Carroll	Grateful to officer who helped her after being struck by a vehicle.	"The 1st responders were amazing!"
July 30, 2024	[community member]	Cst. Managan Cst. McDonnell Cst. Zigah	Thankful for the kind officers who helped the author get to the hospital during a mental health episode.	"...I just wanted to say thank you, you make life a lot easier with your listening skills and by caring about me, helping me get to the hospital."
July 31, 2024	[community member]	VPD	Thankful for an officer who helped her cross the street and provided her with road safety tips.	"Her professionalism and kindness were greatly appreciated."
July 31, 2024	Emergency Nurse, St. Pauls Hospital	Cst. McGuffie Cst. Tagulao	Appreciative of officers who provided support to staff while at the hospital.	"They selflessly helped us out even though they were not there to do so and did so with great respect and kindness, it really restored my faith in humanity."
August 01, 2024	Summer School Staff, Prince of Wales Secondary School	Cst. Burrell Cst. Cabrera Cst. Cheng Cst. Dizon Cst. Sahota Cst. Steward	Appreciative of interactions with School Liaison Officers during summer school.	"Thank you for all the support you provided to our site here... It was great having our chats with you on an almost daily basis!"
August 05, 2024	[community member]	Chief Palmer Insp. Bernardin	Grateful for support received after his sister, a retired VPD officer, passed away.	"The sympathy and support by your office and the Vancouver Police Department was simply outstanding and most appreciated!"
August 07, 2024	Emergency Nurse, St. Pauls Hospital	Cst. McGuffie Cst. Tagulao	Appreciative of officers who provided support to staff while at the hospital.	"Both of these officers were quick to offer their assistance when needed. Having them there that night made the shift a lot easier and made both myself and my coworkers feel safe."
August 08, 2024	[community member]	Cst. Such	Appreciative of officer who helped resolve a dispute between a resident and local worker.	"I would like to commend him for thoughtfully resolving the issue involved with this file number."
August 14, 2024	Supervisor, Youth In Action, Trout Lake Community Centre	Insp. Bellia Cst. Wong	Thankful for all of the VPD members who showed up to their summer program for youth with intellectual disabilities.	"We are very thankful that you came out today to visit Youth In Action at Trout Lake Community Centre."
August 15, 2024	Residence Program Coordinator, Ishtar Transition House	Cst. MacDonald	Impressed with the officers efforts to help a family who needed shelter.	"[Cst. MacDonald] has gone above and beyond to find a safe place for a mom with two children."
August 15, 2024	2024 VPD Indigenous Cadets	Vancouver Police Foundation VPD Cst. Lau	Thankful for summer work experience as part of the 2024 VPD Indigenous Cadet Program.	"This program has been an integral part of all our summers and allowed us to have the opportunity for full-time employment that, at the same time, fosters a connection with policing, the department, Indigenous culture, and our local community."

August 20, 2024	[community member]	VPD	Grateful for the support she has received from VPD officers in regards to her mental health.	"...I am writing to thank all the officers who have shown genuine concern for my safety and well-being!"
August 21, 2024	Acting Chief Constable, New Westminster Police Department	VPD	Thankful for the VPD's assistance on a file.	"I just wanted to send a quick note of thanks for VPD's resourcing and assistance with our active kidnapping/forcible confinement file over the weekend."
August 23, 2024	[community member]	VPD	Grateful for the VPD's support of the Jewish community.	"Thank you so much for all the care, help and protection you are offering to the Jewish Community. Please know that it is sincerely appreciated."
August 23, 2024	Superintendent, RCMP Richmond	Insp. Heard VPD	Grateful for the VPD's support during an incident involving an officer.	"Please extend my gratitude to everyone involved for their actions last night and for the invaluable relationship we share each day."
August 24, 2024	[community member]	Sgt. Kinney Cst. Booth	Grateful for the officers work on a file.	"We have felt safely support and advocated for by you during this process and are very grateful for your front line services that help keep us and our community safe."
August 26, 2024	[community member]	Cst. Senator	Appreciative of the assistance with returning a lost passport to its owner.	"I wanted your department to know that you need more police officer's like [Cst. Senator]! She was awesome, and my neighbour is extremely grateful to her and the amazing efforts of the Uber driver."
August 27, 2024	Property Management Team, Sun Wah Centre	Det. Nizher Cst. Lui	Appreciative of officers work after a break-in incident at their building.	"The professionalism, dedication, and efficiency displayed by the VPD officers have left a lasting impression on our entire team and have reinforced our confidence in the safety and security provided by the VPD."
August 27, 2024	[community member]	Cst. George	Thankful for the officers response during a call regarding a family member.	"Know that you have made a difference. I am certain this isn't the only time that you have done so."



VANCOUVER POLICE DEPARTMENT

REPORT TO THE VANCOUVER POLICE BOARD

REPORT DATE: August 15, 2024
BOARD MEETING DATE: September 19, 2024
BOARD REPORT # 2409F16
Regular

TO: Vancouver Police Board
FROM: DCC Steve Rai, Commanding Support Services Division
SUBJECT: Variance Report for the Second Quarter ended June 30, 2024

RECOMMENDATION:

THAT, the Vancouver Police Board (Board) receives the Quarter 2 (Q2) Variance Report for the six-month period ending June 30, 2024 for information and discussion.

SUMMARY:

For the second quarter ending June 30, 2024, the Vancouver Police Department (VPD) is over budget by 5.2% or \$10,722,123, and is projected to finish the year over budget by 1.6% or \$6,588,234.

	Q2 (\$'000s)			Year-end Projection (\$000's)		
	Actual	Budget	Variance	Projection	Budget	Variance
Recoveries	(\$16,878)	(\$14,855)	\$2,023	(\$34,085)	(\$31,355)	\$2,730
Expenditures	233,802	221,057	(12,745)	452,603	443,284	(9,318)
Under (Over) Budget	\$216,924	\$206,202	(\$10,722)	\$418,517	\$411,929	(\$6,588)

Contributing to the year-end projected overspend is overtime to ensure public safety at protests related to the Israel-Hamas War and the Stanley Cup finals. If these extraordinary events did not occur, the VPD's year-end projection would be 0.9% or \$3,538,234 over budget.

The VPD's Q2 over spend is predominately related to overtime, equipment replacement and issuance of necessary replacement body armour. Higher overtime spend is due to protests related to the Israel-Hamas War, City staff requesting VPD assistance with Hastings Street cleaning and backfilling vacancies due to various leaves. Although the 100 new officers are hired, there is always vacancies due to natural attrition.

The trends at Q2 are projected to continue to the end of the year and already factors in funding for the routine, mid-year benefit rate budget adjustment that City of Vancouver (City) staff have not yet transferred, costs of City staff requesting VPD assistance with Hastings Street cleaning

and funding for the Park's Board pilot project – alcohol consumption on the beaches. The projection could further change due to extraordinary items such as, but not limited to, various protests and demonstrations, number of homicides, street disorder, gang conflict, officer wellness, and other unpredictable events.

POLICY:

The Committee has directed that VPD staff provide a variance report on a quarterly basis. This report provides the operating results for the six-month period ending June 30, 2024.

This report is intended as a management report, and as such, the figures contained herein include adjustments to improve readability. These adjustments are detailed in Appendix 1.

BUDGET BACKGROUND:

At the beginning of the year, City Council (Council) approved the VPD's operating budget of \$411,707,234, which is an increase of \$32,039,225, or 8.44% from the 2023 adjusted budget. The majority of the increase is for fixed and contractual wage obligations, funding for continued salary and non-salary items related to the 100 new officers hired in 2023, contractual agreements, finalizing the Digital Evidence Management System (DEMS) technology rollout, the final stages of the Body-Worn Camera (BWC) pilot, and cost of living adjustments for Community Policing Centres (CPC). The majority of CPCs are not-for-profits run by their own independent Board of Directors and is a flow through in the VPD budget.

Furthermore, Council has endorsed the transfer of operational responsibility for the Tactical Training Centre (TTC) from the City to the VPD, without the transfer of any additional funding, while ensuring continued facilities support provided by the City's Real Estate, Environment and Facilities Management Department (REFM).

As mentioned in the "Variance Report for the First Quarter ended March 31, 2024", report #2406V08, regarding the Board's submission to City Council of a revised provisional 2024 budget, on April 24, 2024, Council approved an increase of \$393,000 to the Board's budget that is to be funded within the VPD's existing budget. There was no incremental increase the VPD's operating budget.

In April 2024, the VPD's annual budget increased by \$222,000 to account for a one-time market rate adjustments.

The VPD's 2024 annual budget is now \$411,929,233.

DISCUSSION:

By nature, policing is largely reactive. While the budget was seasonalized using historical actuals and best estimates of known expenditure patterns, in some cases, the actual expenditures may have deviated from this pattern. For a summary of the second quarter's recoveries and expenditures, refer to Appendix 2.

As of June 30, 2024, the year-to-date results and year-end projection are as follows:

Q2 Recoveries and Year-End Projection

Total recoveries were 13.6%, or \$2,022,598, higher than budget at the end of June. This was primarily due to higher than budgeted recoveries for third party events related to filming, concerts, sporting events, community events and road closures at various construction sites throughout the city. Higher government recoveries related to municipal and provincial cost-sharing programs, and grants and donations (largely from the Vancouver Police Foundation and Minister of Public Safety and Solicitor General) make up the remaining recoveries, all of which are offset by lower fees for fingerprinting, record checks, and the number of Secondments that deviated from when the budget was initially established.

The trend at Q2 is projected to continue to year-end. In addition, other recoveries such as grants and donations, which varies yearly, are challenging to forecast for the amounts the VPD will receive.

	Q2 (\$'000s)			Year-end Projection (\$'000s)		
	Actual	Budget	Variance	Projection	Budget	Variance
Third Party Events	(\$4,759)	(\$2,407)	\$2,352	(\$9,417)	(\$5,789)	\$3,627
Overtime	(182)	(256)	(75)	(389)	(512)	(123)
Total Sworn OT recoveries	(\$4,941)	(\$2,663)	\$2,278	(\$9,806)	(\$6,302)	\$3,504
Grants & Donations	(\$714)	(\$654)	\$61	(\$1,602)	(\$1,500)	\$102
Secondments	(8,386)	(9,665)	(1,278)	(16,801)	(19,775)	(2,974)
Government	(1,984)	(615)	1,369	(3,966)	(1,230)	2,736
Fees for Service	(909)	(1,078)	(169)	(1,861)	(2,186)	(326)
Other	57	(181)	(238)	(50)	(362)	(313)
Total Recoveries	(\$16,878)	(\$14,855)	\$2,023	(\$34,085)	(\$31,355)	\$2,730

Q2 Expenditures and Year-End Projection

While policing remains fluid, the VPD is over budget at Q2 and projected to be over budget at year-end.

Overtime is expected to continue to be higher than budget for the remainder of the year due to staffing vacancies and the Israel/Hamas war conflict. Costs for requested assistance from City staff with Hastings Street cleaning is anticipated to be funded by City.

It is anticipated that higher ammunition usage to uphold mandatory training standards, pistol transition and higher ammunition costs, as well as higher legal assistance for various on-going files, will continue to be higher than budget throughout the year.

VPD staff continues to work with the Justice Institute of BC (JIBC) to secure recruitment seats in order to meet recruiting goals and reduce vacancies.

The VPD completed the BWC pilot project at the end of June with approximately 100 participants and the VPD is in the midst of completing the evaluation and report back to the VPD Executives, Board and Council. The VPD is continuing to use the cameras for the remainder of the year, in preparation for full patrol implementation (pending approved Council funding) in 2025.

The operational responsibility of the TTC was transferred to the VPD without a corresponding budget; as such, the actual costs incurred contributes to the overspend.

As detailed below, salaries and benefits were over budget by 5.5% or \$9,789,080 at Q2 and the trend is projected to continue to year-end.

	Q2 (\$000's)			Year-end Projection (\$000's)		
	Actual	Budget	Under/(Over) Budget	Projection	Budget	Under/(Over) Budget
Sworn						
Salaries	\$101,857	\$104,801	\$2,944	\$201,994	\$215,102	\$13,108
Overtime (OT)	17,437	7,999	(9,438)	32,641	17,997	(14,644)
Secondment OT	971	998	27	1,924	1,996	72
Entertainment District OT	690	448	(242)	1,369	1,159	(209)
	120,956	114,245	(6,710)	237,928	236,255	(1,673)
Civilian Professionals						
Salaries	14,927	15,150	223	29,846	30,426	580
Casual & Temp Salaries	3,950	3,318	(631)	7,806	6,415	(1,391)
OT	945	167	(778)	1,835	383	(1,452)
	19,821	18,635	(1,186)	39,487	37,224	(2,262)
Statutory Holiday Pay	3,348	2,787	(561)	7,727	7,247	(480)
Benefits	42,208	40,877	(1,332)	70,890	70,890	0
	\$186,333	\$176,544	(\$9,789)	\$356,031	\$351,616	(\$4,415)

Sworn salaries were under budget mainly due to staffing vacancies and are anticipated to continue until the end of the year. Staffing vacancies also affect sworn overtime, which is trending higher due to backfill requirements to meet minimum deployment in the Operations and Investigations Divisions, and overtime to ensure peaceful demonstrations and public safety at various protests and events, such as the Israel-Hamas War and Stanley Cup playoffs. Included are overtime costs to assist City staff with Hastings Street cleaning and the VPD have factored in full cost recovery from the city at year end for this.

Of note, secondment overtime is paid by the seconding agency and the overall impact to the VPD budget is \$0. A partial offset of overtime costs incurred are recorded in the recoveries.

The entertainment district budget is specifically for the Granville Entertainment District (GED); however, deployment has expanded to include Gastown and Yaletown entertainment districts. A reserve of \$253,000 was setup such that if this budget line item is over spent and if the VPD is unable to absorb within the existing budget, a corresponding offset could be made for this cost.

Civilian professionals' salaries were slightly under budget due to various vacancies filled by casual and temporary staff, but offset by higher overtime spend. Higher overtime spend is due to various staffing vacancies, increase in workload, supporting various on-going protests, analysis for organized crime investigations, and various project implementations throughout the VPD. This trend is expected to continue to year-end.

Statutory holiday pay was higher than budgeted due to fluctuations in operationally required deployment during statutory holidays and is anticipated to continue to year end. As part of the 2024 budget submission for funding increase for this particular item, it was not approved by Council for additional funding, nor was the September 30 Truth and Reconciliation statutory holiday. However, city staff have agreed to fund this holiday pay if the VPD cannot absorb it.

The Benefits cost category are employer statutory withholdings and health and benefits that include items such as WorkSafeBC, extended health benefits and employer paid portion of payroll deductions for Canadian Pension Plan and Employment Insurance. The 2024 benefits budget included funding using the 2023 rates, as many rates were unknown during the budget build. It was agreed with City staff that once 2024 rates are known and if it results in an increase, a routine mid-year budget adjustment would be made. As such, it is projected that benefits will be on budget by year-end.

Non-salary Items

At Q2, non-salary items were over budget by 6.6%, or \$2,955,641 and projected to be over budget at year end, as detailed below:

	Q2 (\$000's)			Year-end Projection (\$000's)		
	Actual	Budget	Under/(Over) Budget	Projection	Budget	Under/(Over) Budget
Equipment & Fleet	\$13,197	\$10,656	(\$2,541)	\$24,382	\$20,546	(\$3,836)
Criminal Investigation Fund	1,377	1,514	137	3,297	3,571	274
Training & Travel	1,901	1,455	(445)	3,859	3,202	(657)
Community Policing Centres	1,132	1,206	74	2,349	2,353	4
Other Expenses	1,683	1,578	(106)	3,386	3,626	240
Professional Fees	4,575	4,466	(109)	9,556	8,603	(954)
Facilities & Maintenance	1,551	1,620	69	3,205	3,270	66
Supplies & Materials	1,973	2,028	55	4,172	4,386	214
City Allocations	19,991	19,926	(65)	39,982	39,982	(0)
Transfers	89	63	(26)	2,383	2,130	(254)
	\$47,469	\$44,513	(\$2,956)	\$96,571	\$91,668	(\$4,903)

Equipment & Fleet includes items such as the acquisition and replacement of various equipment, fleet, ammunition, firearm and uniform expenses. It is currently over budget due to the pistol transition and issuing replacement body armour. A higher spend is forecasted for required ammunition necessary to uphold mandatory training standards, firearm replacement, uniform items for police officers and recruits, and necessary equipment replacements, and it is projected that this cost category will be over budget at the end of the year.

The Criminal Investigation Fund (CIF) is for extraordinary investigations and is under budget at Q2. With the number of various projects launched and due to the unpredictability of events that occur within the community, at this time, it is projected that this cost category will be under budget at the end of the year, but remains very fluid.

Training & Travel is over budget due to the obligation to fulfil many of the mandatory training requirements. It is projected that this cost category will be over budget at the end of the year.

There are 12 CPCs in Vancouver of which 10 CPCs budget allocation flows through the VPD and two CPCs financials are managed through the VPD's budget. It is projected that this cost category will be slightly under budget at the end of the year.

Other Expenses includes items such as telecommunications, the DEMS implementation, which is fully funded, and operational cell phones, laundering services for uniforms, and other program costs. This cost category is over budget at Q2 for program costs that are offset by recoveries from the Vancouver Police Foundation. It is anticipated that this cost category will be marginally under budget at year end.

Professional Fees consists of contract, consulting and legal services and nursing services for detainees and this cost category is over budget. The VPD requires legal assistance for on-going files. It is projected that this cost category will be over budget at year end.

Facilities & Maintenance is under budget due to the timing of various facility maintenance projects and anticipated to be slightly under budget at year-end.

Supplies & Materials is under budget due to the timing of expenditures and less spend in various supplies, in particular photocopying and miscellaneous supplies. It is projected that this cost category will be under budget at the end of the year

City allocations include shared city services, base building maintenance for all VPD facilities including the TTC, the Emergency Communications for British Columbia Incorporated (E-Comm) levies for radio and dispatch services and the Police Records Information Management Environment (PRIME) levy. In agreement with City staff, the actual spend will match to the budget as the VPD does not directly manage these costs.

Transfers consist of funding that is moved to or taken from a city reserve account and carry forward of unspent grants and donations. There is a budget of \$253,000 related to the Entertainment District callouts and the remaining budget is related to one-time purchases, such as vehicles, for the 100 new officers that were approved in 2023; however, the funding was given in 2024 and will be transferred to a city account that purchases vehicles on behalf of the VPD.

CONCLUSION:

The VPD is over budget at Q2 and is projecting to over budget at year-end. The VPD continues to advise city staff that the VPD is to be transferred funding for the routine, mid-year budget adjustment for benefit rate increases, costs to assist City staff with Hastings Street cleaning, September 30 Truth and Reconciliation statutory holiday and the Park's Board pilot for alcohol consumption on beaches.

Author: Melissa Lee Telephone: 604-717-3025 Date: August 15, 2024

Submitting Executive Member: Senior Director Nancy Eng


(signature)

Date: August 15, 2024

APPENDIX 1

MANAGEMENT REPORT ADJUSTMENTS
For the Second Quarter Ended June 30, 2024

The variance report is intended as a management report, and as such, the figures contained in the report include the following adjustments to improve readability. These adjustments have no net effect and all net to \$0.

	Account	Debit	Credit
1	Salaries	\$25,956	
	Salaries - Uniformed		25,956
2	Cost Recoveries	984,513	
	Traffic Authority Casual Salaries		984,513

1. This salary adjustment is necessary because the system-generated monthly salary accrual which includes both sworn and civilian professionals salaries is charged only to sworn salaries. Management has had discussions with City of Vancouver accounting staff to rectify this issue, but it remains outstanding.
2. Traffic Authority members are casual employees who are called out for events and their salaries are fully cost recoverable through a charge-out rate. The purpose of the Traffic Authority adjustment is to net out the casual salaries paid for Traffic Authority members when the cost is being recovered, thus giving a more accurate representation of the VPD's casual salary expenditures.

**VANCOUVER POLICE DEPARTMENT
STATEMENT OF RECOVERIES AND EXPENDITURES
FOR THE SECOND QUARTER ENDING JUNE 30, 2024**

	Q2				Year End			
	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>	<u>%</u>	<u>Projection</u>	<u>Budget</u>	<u>Variance</u>	<u>%</u>
RECOVERIES								
Cost Recoveries, Grants & Donations								
Sworn Overtime Recoveries								
Third Party Events	(\$4,759,160)	(\$2,406,717)	\$2,352,443		(\$9,416,750)	(\$5,789,460)	\$3,627,290	
Overtime	(181,581)	(256,250)	(74,669)		(389,012)	(512,500)	(123,488)	
Total Sworn Overtime Recoveries	(4,940,741)	(2,662,967)	2,277,774		(9,805,761)	(6,301,960)	3,503,802	
Secondments	(8,386,437)	(9,664,704)	(1,278,266)		(16,800,509)	(19,774,601)	(2,974,091)	
Grants & Donations	(714,442)	(653,539)	60,903		(1,601,796)	(1,500,000)	101,796	
Government	(1,983,818)	(615,000)	1,368,818		(3,966,440)	(1,230,000)	2,736,440	
Fees for Service	(909,333)	(1,078,083)	(168,750)		(1,860,684)	(2,186,299)	(325,615)	
Other	56,680	(181,200)	(237,880)		(49,885)	(362,400)	(312,515)	
TOTAL RECOVERIES	(16,878,091)	(14,855,493)	2,022,598	13.6%	(34,085,076)	(31,355,260)	2,729,816	8.7%
EXPENDITURES								
<u>Salaries and Benefits</u>								
Sworn								
Salaries	\$101,857,115	\$104,800,724	\$2,943,609		\$201,993,741	\$215,102,002	\$13,108,261	
Overtime	17,437,085	7,998,627	(9,438,458)		32,641,360	17,997,455	(14,643,905)	
Secondment Overtime	970,916	997,988	27,072		1,924,247	1,995,975	71,728	
Entertainment District Overtime	690,464	448,026	(242,438)		1,368,889	1,159,419	(209,470)	
	120,955,580	114,245,365	(6,710,215)		237,928,237	236,254,851	(1,673,386)	
Civilian Professionals								
Salaries	14,927,115	15,149,744	222,630		29,845,814	30,426,134	580,320	
Casual & Temp Salaries	3,949,501	3,318,184	(631,316)		7,805,939	6,414,843	(1,391,095)	
Overtime	944,793	167,197	(777,596)		1,834,916	383,346	(1,451,570)	
	19,821,408	18,635,126	(1,186,283)		39,486,668	37,224,322	(2,262,346)	
Statutory Holiday Pay	3,348,085	2,787,200	(560,886)		7,726,685	7,246,790	(479,896)	
Benefits	42,208,245	40,876,548	(1,331,697)		70,889,847	70,890,285	438	
Total Salaries and Benefits	186,333,319	176,544,238	(9,789,080)	-5.5%	356,031,437	351,616,247	(4,415,190)	-1.3%

**VANCOUVER POLICE DEPARTMENT
STATEMENT OF RECOVERIES AND EXPENDITURES
FOR THE SECOND QUARTER ENDING JUNE 30, 2024**

	Q2				Year End			
	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>	<u>%</u>	<u>Projection</u>	<u>Budget</u>	<u>Variance</u>	<u>%</u>
<u>Non-Salary Items</u>								
Equipment & Fleet								
Fleet	7,034,382	6,942,780	(91,601)		14,018,969	14,014,716	(4,253)	
Uniforms & Equipment	6,152,881	3,710,107	(2,442,774)		10,346,324	6,520,763	(3,825,561)	
Other	9,455	3,186	(6,269)		16,773	10,924	(5,849)	
	13,196,718	10,656,073	(2,540,644)		24,382,066	20,546,403	(3,835,663)	
Other Expenses								
Criminal Investigation Fund	1,376,751	1,513,829	137,078		3,297,272	3,571,203	273,931	
Travel & Training	1,900,642	1,455,279	(445,364)		3,859,494	3,202,014	(657,479)	
Community Policing Centres	1,132,183	1,206,221	74,038		2,348,855	2,352,550	3,695	
Other	1,683,272	1,577,669	(105,603)		3,385,841	3,626,050	240,209	
	6,092,849	5,752,998	(339,851)		12,891,462	12,751,817	(139,645)	
Professional Fees								
Legal	1,050,775	228,910	(821,865)		1,881,968	482,500	(1,399,468)	
Contract Services	2,304,483	2,824,777	520,293		4,938,687	5,296,336	357,649	
Nurses & Medical	1,147,163	1,306,995	159,832		2,534,469	2,613,990	79,521	
Other	72,682	105,396	32,714		201,369	209,900	8,531	
	4,575,103	4,466,078	(109,025)		9,556,492	8,602,726	(953,766)	
Facilities & Maintenance	1,550,645	1,620,122	69,477		3,204,722	3,270,241	65,519	
Supplies & Materials	1,973,051	2,028,482	55,431		4,171,514	4,385,710	214,197	
City Allocations	19,990,889	19,925,862	(65,027)		39,981,778	39,981,777	(0)	
Transfers	89,456	63,455	(26,001)		2,383,071	2,129,571	(253,501)	
Total Non-Salary Items	47,468,710	44,513,069	(2,955,641)	-6.6%	96,571,105	91,668,245	(4,902,860)	-5.3%
TOTAL EXPENDITURES	233,802,029	221,057,307	(12,744,721)	-5.8%	452,602,543	443,284,493	(9,318,050)	-2.1%
TOTAL SURPLUS (DEFICIT)	\$216,923,938	\$206,201,815	(\$10,722,123)	-5.2%	\$418,517,467	\$411,929,233	(\$6,588,234)	-1.6%

Presentations and Delegations

Chief Constable's Updates



VANCOUVER POLICE DEPARTMENT

REPORT TO THE VANCOUVER POLICE BOARD

REPORT DATE: August 26, 2024
BOARD MEETING DATE: September 19, 2024
BOARD REPORT # 2409V11
Regular

TO: The Vancouver Police Board
FROM: Deputy Chief Constable Steve Rai, Support Services Division
SUBJECT: PSS Q2-2024 Report – April to June

RECOMMENDATION: This report is presented for information only.

SUMMARY: The Professional Standards Section (PSS) Quarterly Report provides a synopsis of new files for investigation, allegations of misconduct, allegations per division, allegations compared to other BC and Canadian municipal police departments, disposition of concluded complaints and reportable injuries. The attached report covers the 2nd quarter of 2024.

POLICY/BACKGROUND: Not applicable.

DISCUSSION: Please refer to the attached report.

CONCLUSION: Please refer to the attached report.

Author:

Inspector Dennis Wong

Submitting Executive Member:

Deputy Chief Constable Steve Rai

Date: August 26, 2024

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EXECUTIVE SUMMARY

The Professional Standards Section (PSS) Quarterly Report provides a synopsis of the number of new files received for investigation, allegations of misconduct, allegations compared to other BC and Canadian municipal police departments, the disposition of concluded complaints and the number of reportable injuries.

In Q2-2024, PSS received **54** new files from the Office of the Police Complaint Commissioner (OPCC).

Regarding the most common misconducts, abuse of authority and neglect of duty allegations have increased and discreditable conduct allegations have decreased, when compared to the last quarter.

The VPD is comparable to other BC and Canadian municipal police departments in terms of the rate of allegations per member.

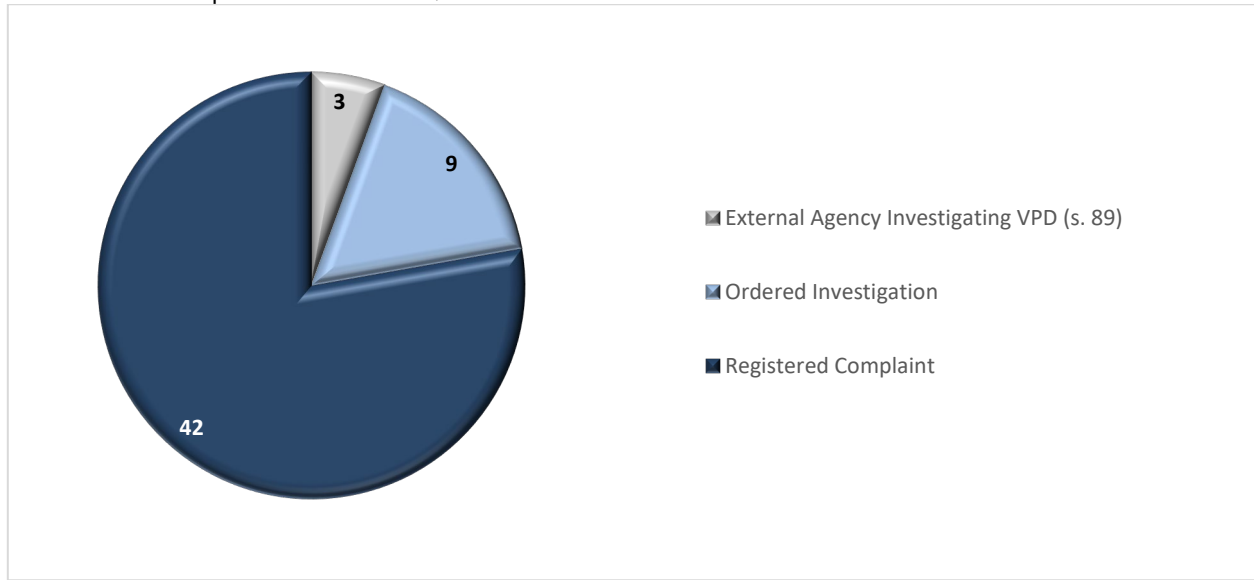
In Q2-2024, PSS concluded **52** investigations.

In Q2-2024, PSS notified the OPCC of **34** reportable injuries.

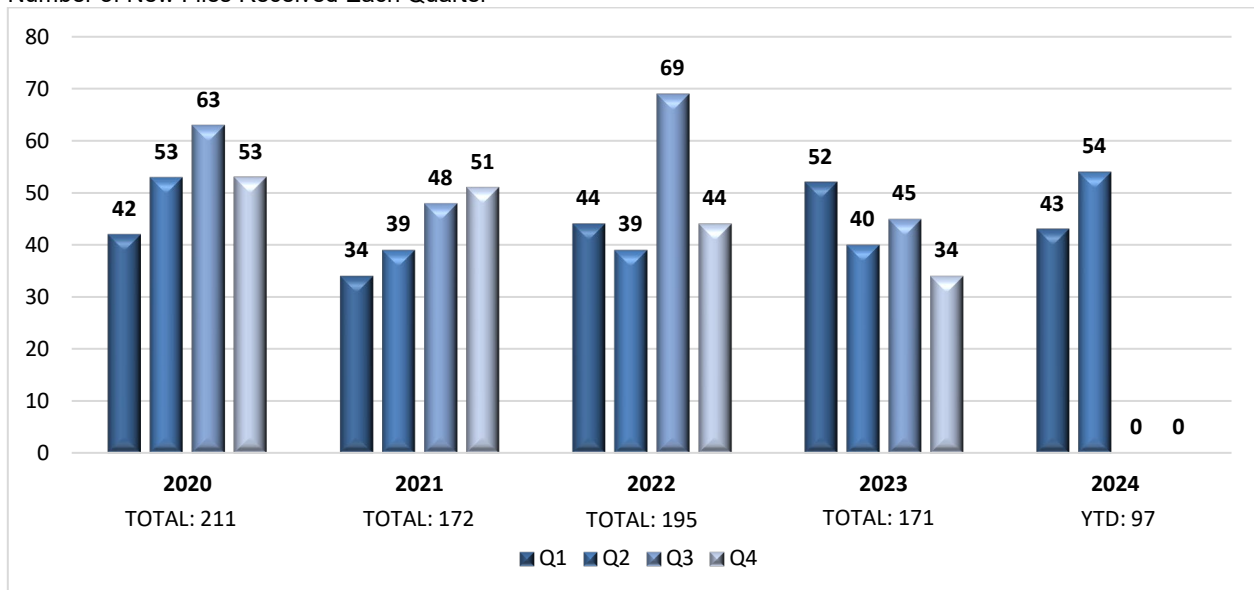
NEW FILES FOR INVESTIGATION

In Q2-2024, PSS received **54** new files from the OPCC for investigation. This is an increase from the **43** files received in Q1-2024 and an increase compared to the second quarter of the preceding year. A complaint can be filed up to one year from the date of an incident and PSS begins their investigation once the OPCC has confirmed its admissibility.

Breakdown of Complaints Received in Q2-2024¹



Number of New Files Received Each Quarter



¹ Definitions in the appendix refer

ALLEGATIONS OF MISCONDUCT

Each file is broken down into allegations against sworn members and special municipal constables (SMCs). One file *may contain multiple allegations*, each with its own elements of misconduct and final outcomes.

Table 2 shows the breakdown of allegations received in Q2-2024. The Operations Division is often representative of the majority of complaints, as it represents the patrol members who have regular contact with the public.

For the most common misconducts, the number of Abuse of Authority and Neglect of Duty allegations have increased, and allegations of Discreditable Conduct have decreased, when compared to the last quarter.

Table 2

	OPERATIONS DIVISION						INVESTIGATION DIVISION	SUPPORT SERVICES DIVISION	
ALLEGATION	D1	D2	D3	D4	Traffic/ Other	Jail	Other	Other	TOTAL
Abuse of Authority	6	12	6	7	2	10	0	0	43
Damage to Property of Others	1	0	0	0	0	0	0	0	1
Discourtesy	2	0	0	2	1	0	1	0	6
Discreditable Conduct	3	0	0	0	1	1	0	2	7
Improper Disclosure of Information	1	0	0	0	0	0	1	0	2
Neglect of Duty	6	0	3	0	6	4	0	2	21
External S.89 Files / No allegation	0	1	0	0	0	2	0	0	3
TOTAL	19	13	9	9	10	17	2	4	83

ALLEGATION COMPARISONS IN BRITISH COLUMBIA AND CANADA

Each file is broken down into allegations against sworn members and SMCs. One file may contain multiple allegations, each with its own elements of misconduct and final outcomes.

The three allegations of misconduct listed in Table 3a represent the allegations most often investigated by municipal Professional Standards Sections in BC.

Table 3a shows the number of allegations the VPD received in Q2-2024, for those three specific allegations, in comparison to five other municipal police departments in BC.

This reflects that the VPD is comparable to the other departments in terms of the average number of allegations per member.

Table 3a

MUNICIPAL CONSTABLES	Vancouver	West Van	Abbotsford	*New Westminster	Transit	Delta
Sworn Members	1,541 Sworn 188 SMCs	77 Sworn	246 Sworn 21 SMCs	141 Sworn 8 SMCs	191 Sworn 26 SMCs	214 Sworn 29 SMCs
Abuse of Authority Allegations	43	1	10	-	2	0
Discreditable Conduct Allegations	7	0	1	-	0	0
Neglect of Duty Allegations	21	0	4	-	0	0
TOTAL	71	1	15	-	2	0
Average per member	0.04 per member	0.01 per member	0.06 per member	- per member	0.01 per member	0 per member

**Author note: NWPD did not provide statistics by report date.*

Table 3b compares the VPD's number of sworn members and SMCs, annual numbers and quarterly numbers of new files against other Canadian police departments of similar sizes.

It is important to note that each of these departments is subject to different *Police Acts* than the one we have in British Columbia. As a result, the processes vary between provinces. PSS has endeavored to capture complaint statistics in such a manner that allows them to be comparable.

Table 3b

MUNICIPAL CONSTABLES	Vancouver	Edmonton	York
Sworn Members	1,541 Sworn 188 SMCs	2,075 Sworn	1,736 Sworn 52 Special Constables
Number of new files in Q1-2024	43	37	25
Number of new files in Q2-2024	54	35	22
Number of new files in Q3-2024	-	-	-
Number of new files in Q4-2024	-	-	-
Number of new files in 2021	172	251	90
Number of new files in 2022	195	167	75
Number of new files in 2023	171	137	118
Number of new files in 2024	97 (YTD)	72 (YTD)	47 (YTD)
Annual Average per member (based on 2024)	0.06 per member	0.03 per member	0.03 per member

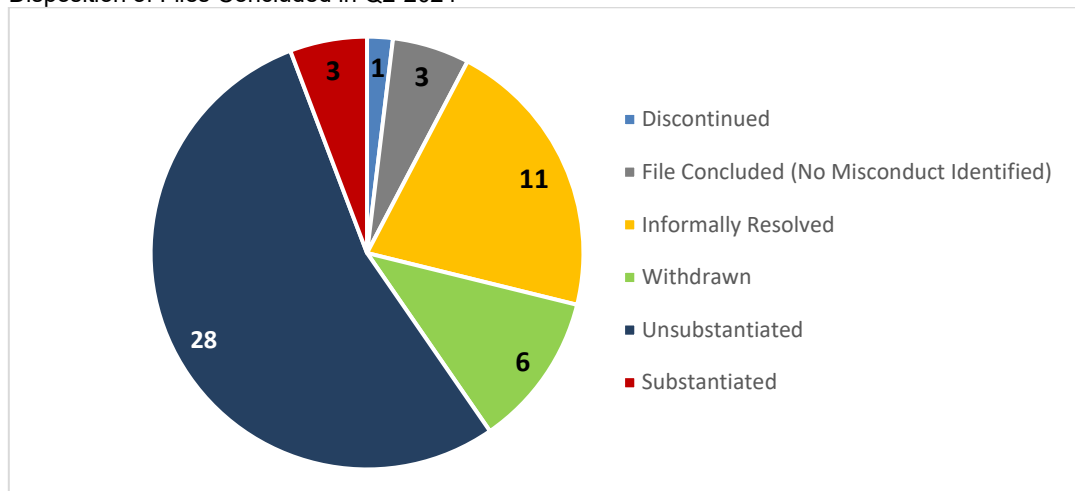
DISPOSITION OF COMPLAINTS

In Q2-2024, PSS concluded **52** investigations. This is an increase from the **27** concluded in Q1-2024. The investigations that were concluded in Q2-2024 may not have been made admissible in the same year. For example, a file that is made admissible in 2022 may not conclude until 2024.

Investigations must be completed within six months of their admissibility, unless an extension has been approved by the OPCC. The timing of when a file is completed is contingent on several factors, most notably the complexity of the investigation. One file may contain multiple allegations of misconduct, with each allegation having its own final outcome.

The chart below shows how files were concluded in Q2-2024 *regardless of when the file was received*.

Disposition of Files Concluded in Q2-2024²

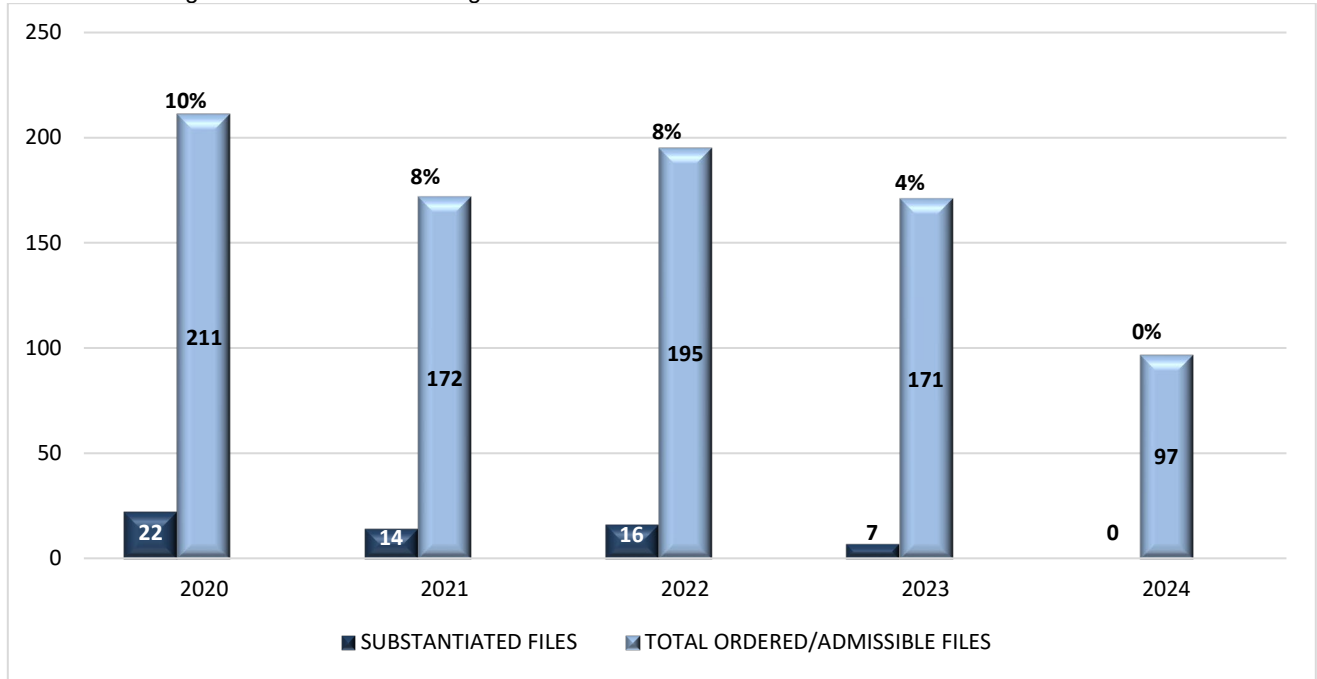


The chart below depicts the annual number and rate of substantiated files out of the total number of ordered and admissible files. The numbers represent investigations that were ordered and complaints that were admitted in that particular year; for example, in **2022**, out of the **195** files that were ordered or made admissible that year, **16** were substantiated.

This is a fluid chart as investigations are still in progress and may be substantiated and concluded in subsequent years due to the ongoing *Police Act* process.

² Definitions in the appendix refer

Annual Percentage of Substantiated Investigations



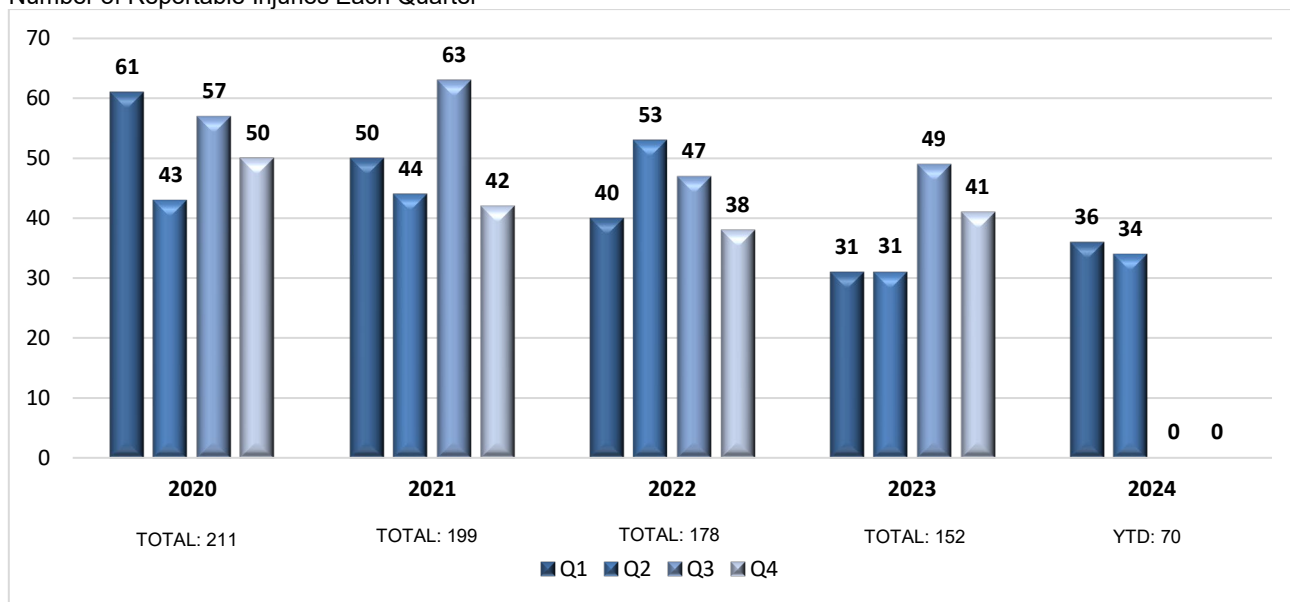
REPORTABLE INJURIES

PSS is required to report all incidents where an individual in the care or custody of the police sustains a 'reportable injury' that requires medical treatment at a hospital. The OPCC opens a 'monitor file' (see Appendix) until it is determined whether a *Police Act* investigation is warranted.

The chart below shows the year over year comparison for each quarter.

In Q2-2024, PSS notified the OPCC of **34** reportable injuries. This is a slight decrease from the 36 reportable injuries PSS notified the OPCC of in Q1-2024.

Number of Reportable Injuries Each Quarter



APPENDIX – DEFINITIONS

TYPES OF INVESTIGATIONS

Admissible Complaints:	Admissible (registered) complaints are formal complaints made by members of the public concerning the conduct of municipal police officers.
Ordered File:	Complaint investigations may be ordered by the Police Complaint Commissioner pursuant to Section 93 whether it is upon the request of a police department or as a result of information received from any source that raises concerns about officer misconduct.
Monitor Files:	Monitor files are opened when information is received by the OPCC from the police, including Reportable Injuries, or other sources such as media reports, that may require an investigation pursuant to the <i>Police Act</i> . These are typically incidents that are serious in nature or that have generated media attention, but no potential disciplinary defaults have been identified at that point. These files are held open until a report is received from the police. The matter is reviewed by the OPCC and a decision is made as to whether or not an Ordered Investigation is required.
Internal Discipline File:	Internal discipline files are investigations concerning the conduct or deportment of a member that is of concern to his/her employer, but does not directly involve or affect the public. This is classified as a Division 6 investigation.
External Files:	External files are investigations conducted on behalf of another police department. They are either in regards to the VPD and investigated by an outside agency or in regards to an outside agency and investigated by the VPD. There are also mandatory Section 89 investigations that involve death or serious injury and are automatically investigated by an external agency.
Reportable Injuries:	The VPD Professional Standards Section is required to immediately report all incidents where an individual in the care or custody of the police suffers a 'reportable injury' that requires medical treatment at a hospital. The OPCC opens a 'monitor file' until it is determined whether a <i>Police Act</i> investigation is warranted.

ALLEGATIONS OF MISCONDUCT AS PER SEC. 77 OF THE POLICE ACT

4.1

Abuse of Authority	Discreditable Conduct
Accessory to Misconduct	Improper Disclosure of Information
Corrupt Practice	Improper Off-Duty Conduct
Damage to Police Property	Improper Use/Care of Firearms
Damage to Property of Others	Misuse of Intoxicants
Deceit	Neglect of Duty
Discourtesy	

TYPES OF CONCLUSIONS/DISPOSITIONS OF INVESTIGATIONS

Discontinued:	PSS investigators, in consultation with the OPCC, determine that an investigation is no longer required. The matter is closed.
File Concluded:	An ordered section 89 investigation was completed and no misconduct was identified.
Informally Resolved:	The complainant and involved member mutually agree to a resolution of the complaint.
Mediation:	A professional mediator is utilized to resolve the complaint informally.
Resolved:	PSS investigators are able to resolve the complaint to the satisfaction of the complainant without involving a member.
Substantiated:	The allegation(s) is proven and the matter proceeds to a discipline process.
Unsubstantiated:	The allegation(s) is unfounded.
Withdrawn:	The complainant decides to withdraw the complaint and no further action is taken.

Briefing Note

To: Vancouver Police Board

From: Governance Committee

Date: September 10, 2024

RE: Stakeholder Engagement and Outreach Committee Terms of Reference



For Decision

SUMMARY

- Earlier this year, the Board agreed in principle to establish a new committee to engage Board stakeholders and seek their input into areas of Board accountabilities and opportunities for improvement, as well as to respond more to concerns of some stakeholders more nimbly than currently is the case.
- A notice of motion to adopt terms of reference for a new Stakeholder Engagement and Outreach Committee was tabled at the June 2024 Board Meeting and the Governance Committee was assigned to conduct a final review and make recommendations.
- The Committee made a small number of revisions to the draft terms of reference recommends the Board approve the terms of reference as revised.

Recommended action

The Governance Committee recommends the following motion:

BIRT the Vancouver Police Board adopt terms of reference for a Stakeholder Engagement and Outreach Committee as set out in Appendix A, Final.

Background

In April 2024, the Board asked the Board Office to draft terms of reference for a new committee that will support the Board understand the needs of the community and gathering perspectives on policing priorities. Part of the Committee's role would be to respond to concerns about Board processes or decisions in a more timely manner than in the past. The Committee could assist the Board fulfil its responsibilities set out in Provincial Policing Standard 6 – Promotion of Unbiased Policing. The Committee could also act as a liaison for community groups that are less comfortable engaging VPD directly.

Based on the directions and general guidance of the Board, input from a working group of Directors and consultation with the VPD, staff prepared draft of the terms of reference which were presented at the June 2024 Board Meeting. A notice of motion was tabled and the Board assigned the Governance Committee oversight of the next version of the terms and to report its recommendations.

The Governance Committee met in August and recommended changes to the definitions to respect certain legal principles and the stakeholders they affect. The changes are reflected in the revised draft terms of reference that may be found in Appendix A, FINAL and will enhance the Committee's (and Board's) ability to fulfil its mandate and accountabilities.

Recommended Action/ No action required

The Governance Committee recommends the following motion:

BIRT the Vancouver Police Board adopt terms of reference for a Stakeholder Engagement and Outreach Committee as set out in Appendix A, FINAL.

Section 5: Stakeholder Engagement and Outreach Committee

5.5.1 DEFINITIONS

5.5.1.1 Stakeholder Relations is the various methods used by the Board to establish and maintain relationships that inform Board and VPD priorities and decisions. This is achieved through active engagement, outreach, public education, oversight, and accessibility.

5.5.1.2 Rights holders include Indigenous leaders, communities and individuals. Indigenous Peoples have a special constitutional relationship with the Crown. All relations with Indigenous peoples need to be based on the recognition and implementation of their right to self-determination, including the inherent right to self-government.

5.5.1.3 Stakeholders (rights holders and interested parties) are the people, groups, organizations and neighbourhoods affected by VPD's services and operations. These may include, but are not limited to:

- a. Rights holders;
- b. Individuals who reside, visit, and/or work in Vancouver;
- c. Community organizations and special interest groups, panels and committees (e.g., advocacy groups, leadership at places of worship, youth groups, seniors groups, newcomers, cultural groups, SisterWatch, and advisory committees of the VPD;
- d. Service organizations, particularly those that serve marginalized communities;
- e. Neighbourhood crime prevention groups and partners (Block Watch, Community Crime Watch, Community Policing Centres); and,
- f. Business groups, including business improvement associations, networking and professional business associations.

5.5.2 PURPOSE

5.5.2.1 The purpose of the Stakeholder Engagement and Outreach Committee (the "Committee") is assist the Board with fulfilling its statutory and governance responsibilities by seeking and receiving the perspectives of Stakeholders the Board will consider in making objective, evidence-based decisions about civilian oversight, and to promote public trust and confidence in policing.

**VANCOUVER POLICE BOARD
BOARD GOVERNANCE MANUAL****ORIGINAL****CHAPTER 5: COMMITTEE TERMS OF REFERENCE**

5.5.2.2 Primary responsibility for outreach and engagement with Stakeholders is vested in management and is overseen by the Board, with the assistance of the Committee.

5.5.2.3 On behalf of the Board, the Committee may act as a link between Stakeholders and the VPD by supporting a two-way understanding of public safety issues and needs. The Committee is established to listen to and recognize the various needs of those who are served by the VPD, and to provide input to the Board that assists the Board in forming policy decisions and determining a strategic direction for the VPD that ensures equitable policing and public safety for all.

5.5.2.4 The Committee supports the Board's broader governance by identifying opportunities for accessible engagement and outreach, actively listening to Stakeholders and learning from them what they consider necessary for ensuring public safety, overseeing the VPD's community engagement, and offering recommendations to the Board for policy decisions that balance divergent perspectives and build a comprehensive understanding of the issues at hand.

5.5.3 COMPOSITION

5.5.3.1 The Committee shall be composed of two or more Directors appointed by the Board, with one Director designated as Chair, an *ex officio* representative of the VPD designated by the Chief Constable and may include up to five "Special Advisors" from external Stakeholders who are appointed by the Board.

5.5.3.2 Appointment of Committee members shall be in accordance with the relevant sections of the *Vancouver Police Board Governance Manual*.

5.5.4 OPERATIONS

5.5.4.1 The Committee shall operate in a manner consistent with provisions of the *Vancouver Police Board Governance Manual*.

5.5.4.2 The Committee shall meet internally for at least three steering meetings each year to plan and prioritize Stakeholder meetings ("Steering Meetings") and as may schedule as many public meetings with Stakeholders ("Stakeholder Meetings") as it considers necessary to carry out its responsibilities.

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BOARD GOVERNANCE MANUAL**

CHAPTER 5: COMMITTEE TERMS OF REFERENCE

ORIGINAL

5.5.4.3 The Committee shall meet at the call of the Committee Chair or agreement of the Committee.

5.5.4.4 The Board's Executive Director shall consult with the Chair on the agenda development, be responsible for preparation and distribution of meeting notices and agenda packages and for maintaining a record of the meetings.

5.5.4.5 Once approved by the Committee, minutes of Steering Meetings shall be posted on the Board's website.

5.5.4.6 The Committee may invite Stakeholders as may be deemed desirable to attend Stakeholder Meetings, provide their perspective, and assist the Committee in recommending questions, comments and advice on the business of the Board.

5.5.5 DUTIES AND RESPONSIBILITIES

5.5.5.1 Subject to the powers and duties of the Board, the Committee has the following duties:

- a. Identify and foster good relationships with Stakeholders affected by issues and decisions regarding Board governance and oversight of VPD services and policies;
- b. Determine engagement activities (ie. roundtables, townhalls, community meetings) that foster a two-way understanding of civilian police governance and public safety needs;
- c. Meet with, seek the input of, and listen to Stakeholders about their priorities, issues and experiences in relation to Board accountabilities for policing;
- d. In consultation with the Chief Constable, develop a strategy and plans to strengthen public trust and confidence in the VPD and in the Board's governance and oversight of the VPD;
- e. Report to the Board any issues or priorities that require urgent action;
- f. Consider and recommend as appropriate opportunities for Stakeholders to address the Board as part of the open session of a Board meeting;
- g. Follow up as appropriate and necessary with Stakeholders;
- h. Advise and make recommendations to the Board Chair and Board for responding to community correspondence to the Board, where appropriate; and
- i. Attend VPD community events as outlined in the VPD's *Community Matters* report or as recommended by the Chief Constable.

5.5.5.2 In relation to Rights Holders, the Committee has the following duties:

**VANCOUVER POLICE BOARD
BOARD GOVERNANCE MANUAL**

CHAPTER 5: COMMITTEE TERMS OF REFERENCE

ORIGINAL

-
- a. Listen to and learn about the history and legacy of police relations with the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and səlílwətał (Tsleil-Waututh) First Nations;
 - b. Receive information from Rights Holders about current experiences of systemic discrimination with policing and the justice system;
 - c. Engage Rights Holders in the development of Board and VPD strategies, enhanced programs and initiatives to advance the goals and principles of Reconciliation, the *Declaration on the Rights of Indigenous Peoples* and the *B.C. First Nations Justice Strategy*;
 - d. Build relationships that improve understanding of local Indigenous communities and their priorities; and
 - e. Periodically review and update information and strategies in a manner that is conducive to fostering relationship building, ongoing learning and experiential learning, where possible.

5.5.5.3 The Committee shall take a thoughtful, measured approach to its engagement activities to gather evidence for Board oversight of the VPD, including receiving and considering divergent perspectives, facts, data and experiences of Stakeholders that provide the Board with a comprehensive understanding of issues what should be analyzed.

5.5.5.4 Given the nature and dynamics of engagement, including but not limited to when dealing with controversial issues or policy decisions where there are divergent perspectives, the Committee shall take care to avoid comment that may or may be seen to commit the Board on matters where it has not resolved upon its position.

5.5.5.5 The Committee shall receive information on the VPD's community relations programs, initiatives, events, consultations and partners, and shall regularly monitor VPD outcomes through *Community Matters*, annual reports and other reports.

5.5.5.6 The Committee shall consult with the Chief Constable to ensure the Board's Stakeholder engagement is aligned with the VPD's community relations, and that the Board's engagement activities safeguard the VPD and VPD community relations.

5.5.5.6 The Committee must ensure that its recommendations to the Board are within the parameters of the *Police Act*, *Provincial Policing Standards* and are aligned with the VPD's Strategic Plan as set by the Board.

5.5.6 ACCOUNTABILITY

5.6.1 The Committee shall review these terms of reference annually and make recommendations to the Board as required.

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BOARD GOVERNANCE MANUAL**

CHAPTER 5: COMMITTEE TERMS OF REFERENCE

ORIGINAL

- 5.6.2 The Committee shall prepare an annual work plan and calendar of Committee meetings at the beginning of each new Board calendar year.
- 5.6.3 The Committee shall keep a record of its meetings and the Chair shall provide oral reports to the Board, or other reports to the Board as requested, on the Committee's work.

Section 5: Stakeholder Engagement and Outreach Committee

5.5.1 DEFINITIONS

5.5.1.1 Stakeholder Relations is the various methods used by the Board to establish and maintain relationships that inform Board and VPD priorities and decisions. This is achieved through active engagement, outreach, public education, oversight, and accessibility.

~~5.5.1.2 Rights holders include Indigenous leaders, communities and individuals. Indigenous Peoples have a special constitutional relationship with the Crown. All relations with Indigenous peoples need to be based on the recognition and implementation of their right to self-determination, including the inherent right to self-government.~~

5.5.1.3 Stakeholders ~~(rights holders and interested parties)~~ are the people, groups, organizations and neighbourhoods affected by VPD's services and operations. These may include, but are not limited to:

~~a. Rights holders;~~

~~b.a.~~ Individuals who reside, visit, and/or work in Vancouver;

~~c.b.~~ Community organizations and special interest groups, panels and committees (e.g., advocacy groups, leadership at places of worship, youth groups, seniors groups, newcomers, cultural groups, SisterWatch, and advisory committees of the VPD;

~~d.c.~~ Service organizations, particularly those that serve marginalized communities;

~~e.d.~~ Neighbourhood crime prevention groups and partners (Block Watch, Community Crime Watch, Community Policing Centres); and,

~~f.e.~~ Business groups, including business improvement associations, networking and professional business associations.

5.5.2 PURPOSE

5.5.2.1 The purpose of the Stakeholder Engagement and Outreach Committee (the "Committee") is assist the Board with fulfilling its statutory and governance responsibilities by seeking and receiving the perspectives of Stakeholders the Board will consider in making objective, evidence-based decisions about civilian oversight, and to promote public trust and confidence in policing.

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CHAPTER 5: COMMITTEE TERMS OF REFERENCE

REDLINED

5.5.2.2 Primary responsibility for outreach and engagement with Stakeholders is vested in management and is overseen by the Board, with the assistance of the Committee.

5.5.2.3 On behalf of the Board, the Committee may act as a link between Stakeholders and the VPD by supporting a two-way understanding of public safety issues and needs. The Committee is established to listen to and recognize the various needs of those who are served by the VPD, and to provide input to the Board that assists the Board in forming policy decisions and determining a strategic direction for the VPD that ensures equitable policing and public safety for all.

5.5.2.4 The Committee supports the Board's broader governance by identifying opportunities for accessible engagement and outreach, actively listening to Stakeholders and learning from them what they consider necessary for ensuring public safety, overseeing the VPD's community engagement, and offering recommendations to the Board for policy decisions that balance divergent perspectives and build a comprehensive understanding of the issues at hand.

5.5.3 COMPOSITION

5.5.3.1 The Committee shall be composed of two or more Directors appointed by the Board, with one Director designated as Chair, an *ex officio* representative of the VPD designated by the Chief Constable and may include up to five "Special Advisors" from external Stakeholders who are appointed by the Board.

5.5.3.2 Appointment of Committee members shall be in accordance with the relevant sections of the *Vancouver Police Board Governance Manual*.

5.5.4 OPERATIONS

5.5.4.1 The Committee shall operate in a manner consistent with provisions of the *Vancouver Police Board Governance Manual*.

5.5.4.2 The Committee shall meet internally for at least three steering meetings each year to plan and prioritize Stakeholder meetings ("Steering Meetings") and as may schedule as many public meetings with Stakeholders ("Stakeholder Meetings") as it considers necessary to carry out its responsibilities.

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REDLINED

5.5.4.3 The Committee shall meet at the call of the Committee Chair or agreement of the Committee.

5.5.4.4 The Board's Executive Director shall consult with the Chair on the agenda development, be responsible for preparation and distribution of meeting notices and agenda packages and for maintaining a record of the meetings.

5.5.4.5 Once approved by the Committee, minutes of Steering Meetings shall be posted on the Board's website.

5.5.4.6 The Committee may invite Stakeholders as may be deemed desirable to attend Stakeholder Meetings, provide their perspective, and assist the Committee in recommending questions, comments and advice on the business of the Board.

5.5.5 DUTIES AND RESPONSIBILITIES

5.5.5.1 Subject to the powers and duties of the Board, the Committee has the following duties:

- a. Identify and foster good relationships with Stakeholders affected by issues and decisions regarding Board governance and oversight of VPD services and policies;
- b. Determine engagement activities (ie. roundtables, townhalls, community meetings) that foster a two-way understanding of civilian police governance and public safety needs;
- c. Meet with, seek the input of, and listen to Stakeholders about their priorities, issues and experiences in relation to Board accountabilities for policing;
- d. In consultation with the Chief Constable, develop a strategy and plans to strengthen public trust and confidence in the VPD and in the Board's governance and oversight of the VPD;
- e. Report to the Board any issues or priorities that require urgent action;
- f. Consider and recommend as appropriate opportunities for Stakeholders to address the Board as part of the open session of a Board meeting;
- g. Follow up as appropriate and necessary with Stakeholders;
- h. Advise and make recommendations to the ~~Board Chair and~~ Board for ensuring compliance with Provincial Policing Standard 6 (Promotion of Unbiased Policing);
- ~~h.i.~~ Advise and make recommendations to the Board Chair for responding to community correspondence to the Board, where appropriate; and
- ~~h.j.~~ Attend VPD community events as outlined in the VPD's *Community Matters* report or as recommended by the Chief Constable.

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5.5.5.2 In relation to ~~Rights Holders~~Indigenous Stakeholder, the Committee has the following duties:

- a. Listen to and learn about the history and legacy of police relations with the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and səlílwətał (Tsleil-Waututh) First Nations;
- b. Receive information ~~from Rights Holders~~ about current experiences of systemic discrimination with policing and the justice system;
- ~~c. Engage Rights Holders in the development of Board and VPD strategies, enhanced programs and initiatives to advance the goals and principles of Reconciliation, the Declaration on the Rights of Indigenous Peoples and the B.C. First Nations Justice Strategy;~~
- ~~d.c.~~ Build relationships that improve understanding of local Indigenous communities and their priorities; and
- ~~e.d.~~ Periodically review and update information and strategies in a manner that is conducive to fostering relationship building, ongoing learning and experiential learning, where possible.

5.5.5.3 The Committee shall take a thoughtful, measured approach to its engagement activities to gather evidence for Board oversight of the VPD, including receiving and considering divergent perspectives, facts, data and experiences of Stakeholders that provide the Board with a comprehensive understanding of issues what should be analyzed.

5.5.5.4 Given the nature and dynamics of engagement, including but not limited to when dealing with controversial issues or policy decisions where there are divergent perspectives, the Committee shall take care to avoid comment that may or may be seen to commit the Board on matters where it has not resolved upon its position.

5.5.5.5 The Committee shall receive information on the VPD's community relations programs, initiatives, events, consultations and partners, and shall regularly monitor VPD outcomes through *Community Matters*, annual reports and other reports.

5.5.5.6 The Committee shall consult with the Chief Constable to ensure the Board's Stakeholder engagement is aligned with the VPD's community relations, and that the Board's engagement activities safeguard the VPD and VPD community relations.

5.5.5.6 The Committee must ensure that its recommendations to the Board are within the parameters of the *Police Act*, *Provincial Policing Standards* and are aligned with the VPD's Strategic Plan as set by the Board.

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5.5.6 ACCOUNTABILITY

- 5.6.1 The Committee shall review these terms of reference annually and make recommendations to the Board as required.
- 5.6.2 The Committee shall prepare an annual work plan and calendar of Committee meetings at the beginning of each new Board calendar year.
- 5.6.3 The Committee shall keep a record of its meetings and the Chair shall provide oral reports to the Board, or other reports to the Board as requested, on the Committee's work.

Section 5: Stakeholder Engagement and Outreach Committee

5.5.1 DEFINITIONS

5.5.1.1 Stakeholder Relations is the various methods used by the Board to establish and maintain relationships that inform Board and VPD priorities and decisions. This is achieved through active engagement, outreach, public education, oversight, and accessibility.

5.5.1.3 Stakeholders are the people, groups, organizations and neighbourhoods affected by VPD's services and operations. These may include, but are not limited to:

- a. Individuals who reside, visit, and/or work in Vancouver;
- b. Community organizations and special interest groups, panels and committees (e.g., advocacy groups, leadership at places of worship, youth groups, seniors groups, newcomers, cultural groups, SisterWatch, and advisory committees of the VPD;
- c. Service organizations, particularly those that serve marginalized communities;
- d. Neighbourhood crime prevention groups and partners (Block Watch, Community Crime Watch, Community Policing Centres); and,
- e. Business groups, including business improvement associations, networking and professional business associations.

5.5.2 PURPOSE

5.5.2.1 The purpose of the Stakeholder Engagement and Outreach Committee (the "Committee") is assist the Board with fulfilling its statutory and governance responsibilities by seeking and receiving the perspectives of Stakeholders the Board will consider in making objective, evidence-based decisions about civilian oversight, and to promote public trust and confidence in policing.

5.5.2.2 Primary responsibility for outreach and engagement with Stakeholders is vested in management and is overseen by the Board, with the assistance of the Committee.

5.5.2.3 On behalf of the Board, the Committee may act as a link between Stakeholders and the VPD by supporting a two-way understanding of public safety issues and needs. The Committee is established to listen to and recognize the various needs of those who are served by the VPD, and to provide input to the Board that assists the Board in forming

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policy decisions and determining a strategic direction for the VPD that ensures equitable policing and public safety for all.

5.5.2.4 The Committee supports the Board's broader governance by identifying opportunities for accessible engagement and outreach, actively listening to Stakeholders and learning from them what they consider necessary for ensuring public safety, overseeing the VPD's community engagement, and offering recommendations to the Board for policy decisions that balance divergent perspectives and build a comprehensive understanding of the issues at hand.

5.5.3 COMPOSITION

5.5.3.1 The Committee shall be composed of two or more Directors appointed by the Board, with one Director designated as Chair, an *ex officio* representative of the VPD designated by the Chief Constable and may include up to five "Special Advisors" from external Stakeholders who are appointed by the Board.

5.5.3.2 Appointment of Committee members shall be in accordance with the relevant sections of the *Vancouver Police Board Governance Manual*.

5.5.4 OPERATIONS

5.5.4.1 The Committee shall operate in a manner consistent with provisions of the *Vancouver Police Board Governance Manual*.

5.5.4.2 The Committee shall meet internally for at least three steering meetings each year to plan and prioritize Stakeholder meetings ("Steering Meetings") and as may schedule as many public meetings with Stakeholders ("Stakeholder Meetings") as it considers necessary to carry out its responsibilities.

5.5.4.3 The Committee shall meet at the call of the Committee Chair or agreement of the Committee.

5.5.4.4 The Board's Executive Director shall consult with the Chair on the agenda development, be responsible for preparation and distribution of meeting notices and agenda packages and for maintaining a record of the meetings.

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5.5.4.5 Once approved by the Committee, minutes of Steering Meetings shall be posted on the Board's website.

5.5.4.6 The Committee may invite Stakeholders as may be deemed desirable to attend Stakeholder Meetings, provide their perspective, and assist the Committee in recommending questions, comments and advice on the business of the Board.

5.5.5 DUTIES AND RESPONSIBILITIES

5.5.5.1 Subject to the powers and duties of the Board, the Committee has the following duties:

- a. Identify and foster good relationships with Stakeholders affected by issues and decisions regarding Board governance and oversight of VPD services and policies;
- b. Determine engagement activities (ie. roundtables, townhalls, community meetings) that foster a two-way understanding of civilian police governance and public safety needs;
- c. Meet with, seek the input of, and listen to Stakeholders about their priorities, issues and experiences in relation to Board accountabilities for policing;
- d. In consultation with the Chief Constable, develop a strategy and plans to strengthen public trust and confidence in the VPD and in the Board's governance and oversight of the VPD;
- e. Report to the Board any issues or priorities that require urgent action;
- f. Consider and recommend as appropriate opportunities for Stakeholders to address the Board as part of the open session of a Board meeting;
- g. Follow up as appropriate and necessary with Stakeholders;
- h. Advise and make recommendations to the Board for ensuring compliance with Provincial Policing Standard 6 (Promotion of Unbiased Policing);
- i. Advise and make recommendations to the Board Chair for responding to community correspondence to the Board, where appropriate; and
- j. Attend VPD community events as outlined in the VPD's *Community Matters* report or as recommended by the Chief Constable.

5.5.5.2 In relation to Indigenous Stakeholders, the Committee has the following duties:

- a. Listen to and learn about the history and legacy of police relations with the x^wməθk^wəyəm (Musqueam), Skwxwú7mesh (Squamish) and səliwətał (Tsleil-Waututh) First Nations;
- b. Receive information about current experiences of systemic discrimination with policing and the justice system;
- c. Build relationships that improve understanding of local Indigenous communities and their priorities; and

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- d. Periodically review and update information and strategies in a manner that is conducive to fostering relationship building, ongoing learning and experiential learning, where possible.

5.5.5.3 The Committee shall take a thoughtful, measured approach to its engagement activities to gather evidence for Board oversight of the VPD, including receiving and considering divergent perspectives, facts, data and experiences of Stakeholders that provide the Board with a comprehensive understanding of issues what should be analyzed.

5.5.5.4 Given the nature and dynamics of engagement, including but not limited to when dealing with controversial issues or policy decisions where there are divergent perspectives, the Committee shall take care to avoid comment that may or may be seen to commit the Board on matters where it has not resolved upon its position.

5.5.5.5 The Committee shall receive information on the VPD's community relations programs, initiatives, events, consultations and partners, and shall regularly monitor VPD outcomes through *Community Matters*, annual reports and other reports.

5.5.5.6 The Committee shall consult with the Chief Constable to ensure the Board's Stakeholder engagement is aligned with the VPD's community relations, and that the Board's engagement activities safeguard the VPD and VPD community relations.

5.5.5.6 The Committee must ensure that its recommendations to the Board are within the parameters of the *Police Act*, *Provincial Policing Standards* and are aligned with the VPD's Strategic Plan as set by the Board.

5.5.6 ACCOUNTABILITY

5.6.1 The Committee shall review these terms of reference annually and make recommendations to the Board as required.

5.6.2 The Committee shall prepare an annual work plan and calendar of Committee meetings at the beginning of each new Board calendar year.

5.6.3 The Committee shall keep a record of its meetings and the Chair shall provide oral reports to the Board, or other reports to the Board as requested, on the Committee's work.

Briefing Note

To: Vancouver Police Board

From: Governance Committee

Date: September 11, 2024

RE: Board Director Remuneration Policy



For Decision

SUMMARY

- An appropriate remuneration policy for work performed by provincial appointees to the Vancouver Police Board supports good governance. Maximum payment should recognize that service on the Board entails an element of public service and fiscal accountability.
- To strike an appropriate balance, the Executive Director researched Provincial Treasury Board Remuneration Guidelines and policies for comparable police boards in other Canadian jurisdictions upon which the Board Director Remuneration Policy is based.

Recommended action

The Governance Committee recommends the Board approve the Board Director Remuneration Policy as recommended by the Executive Director and research into comparable police board by adopting the following motion:

BIRT the Vancouver Police Board repeal Chapter 7, Section 1 of the Board Governance Manual and replace the policies wherein with the Board Director Remuneration Policy

Background

Two events during the past year prompted the Board to review remuneration payments to Board Directors. The first is budget discussions with representatives of the City of Vancouver in which the Board was encouraged to increase amounts to reflect the importance and professional nature of the Board's work. The second is consequential impacts of *Police Act* amendments enabling election of a board chair who is not a representative of City Council on current policies that pay a monthly stipend to the Board's vice chair but not the board chair.

In June, the Board asked the Board Office to research remuneration policies of police boards in other Canadian jurisdictions and of organizations of comparable size and board oversight accountabilities. The research reveals that several police boards in other Canadian jurisdictions pay a combination of retainers and meeting fees, while some others pay only meeting fees. In Ontario, most police boards pay annual retainers between \$7,500 and \$15,600 to their chair and between \$6,500 and \$11,600 to directors, with the larger police boards also paying \$350 per board or committee meeting. The highest total remuneration for board chairs in Ontario (with the exception of Toronto, which employs a full-time chair) is \$22,500, and the highest total remuneration for directors in Ontario is \$15,750.

Treasury Board's *Remuneration Guidelines for Appointees to Ministry and Crown Agency Boards* (the "Guidelines") and a classification list of organizations list that categorizes Crown organizations into six levels of increasing size, complexity, budget and risk management: (1) advisory boards, (2) small delivery Crowns, decision-making boards and others with service/program responsibilities, (3) mid-size service delivery Crowns, (4) small commercial and major service delivery Crowns, (5) health authorities and large commercial Crowns and (6) major commercial Crowns.

A review of the classification list shows that the Board does not neatly fit with boards of Level 3 and Level 4 organizations, but the complexity of the organization, size of the police budget and workforce, and the Board's oversight role and broader accountability to the public are more in line with a Level 4 board. Guidelines for both levels provide for both retainers and meeting fees to be paid to directors, with differences in the maximum total remuneration. Guidelines for Level 4 boards and board chairs are for remuneration amounts comparable to Ontario police boards.

Summary of the Remuneration Policy

The policy has been drafted with the guidelines for Level 4 boards as a benchmark but with slightly lower amounts for retainers and meeting fees. The rationale for this is, in part, to demonstrate fiscal prudence in circumstances where the Board and its committees meet more frequently than the boards and committees of most other Crown agencies which have a narrower mandate. Similarly, although the time commitment and principal role of the Board Chair is comparable to the board chairs of BC Pavilion Corporation, InBC Investment Corporation and Partnerships BC to justify a \$15,000 annual retainer that they receive, the policy proposes paying the Board Chair an annual retainer of \$12,000.

Maximum Remuneration	Level 4	VPB
Retainer – Board Chair	\$15,000	\$12,000
Retainer – Committee Chair	\$2,000	\$1,800
Retainer – Director	\$7,500	\$6,000
Meeting Fee – Chair	\$500	\$450
Meeting Fee - Director	\$500	\$350

The policy eliminates a differential fee based on the length of the meeting and assumes that Board and committee meetings will continue to be 2-5 hours in length, with the exception of some full-day workshops. The policy requires a Director to be present at a meeting within a grace period following the call to order and until the meeting is adjourned to be paid a meeting fee, unless an absence during this period is approved by the Board Chair. It also eliminates honoraria currently paid for facility tours, briefings and training, as these would be compensated as part of the monthly retainers.

Cost Controls

As a cost control measure, the policy limits the number of meeting fees that a Director may be paid to a maximum of 30 in a year. Based on committee assignments and the number of Board meetings, workshops and committee meetings, it is not expected that this cap will be exceeded. In the unlikely event a director has more than 30 meetings in a year, they will not be paid for the extra meetings.

Budget Impact

The current allocation for Board Remuneration in the 2024 budget is \$130,000 for the year. If the policy is approved without amendment, the annual budget to fund the remuneration of a full complement of Directors will be \$152,500. This amount is consistent with the budgets of other police boards, including Surrey Police Board which has a budget of \$180,000 for board remuneration. Because of the cap on the number of meetings, expenditures will not exceed the budget in any given year.

	Retainer	Meeting Fees	Total Remuneration	Budget Needed
Board Chair	\$12,000	\$12,000	\$24,000	\$24,000
Committee Chair	\$7,800	\$11,300	\$19,100	\$95,500
Director	\$6,000	\$10,500	\$16,500	\$33,000
				\$152,500

For the current year, there is sufficient budget remaining to implement the policy without risk of a negative variance for the Board Director remuneration line. Based on the mid-year variance report, expenditures on Board remuneration from January to the end of June totaled \$26,450—significantly lower than the \$65,000 estimate for that point of the year. The positive variance is due to three unfilled vacancies on the Board during that period. However, even if those vacancies had been filled at the beginning of January, expenditures would total between \$40-45K, assuming a similar workload of the new Directors as those already on the Board. The data also demonstrates that implementing the new remuneration policy retroactive to July 1, 2024 would still result in year-end positive variance of approximately \$28,000.

Recommended Action

The Governance Committee recommends the Board approve the Board Director Remuneration Policy as recommended by the Executive Director and research into comparable police board by adopting the following motion:

BIRT the Vancouver Police Board repeal Chapter 7, Section 1 of the Board Governance Manual and replace the policies wherein with the Board Director Remuneration Policy as set out in Appendix A.

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APPENDIX A

BOARD DIRECTOR REMUNERATION POLICY

1. AUTHORITY

- 1.1 Provincial Treasury Board Remuneration Guidelines

2. PURPOSE

- 2.1 An appropriate remuneration policy for work performed by provincial appointees to the Vancouver Police Board supports good governance. The maximum remuneration level should underscore the importance and professional nature of the Board's work and attract and retain qualified individuals to serve at the same time as recognizing that service on the Board entails an element of public service, accountability and fiscal prudence.
- 2.2 The purposes of this policy are to:
- a. Ensure a consistent and transparent approach to remuneration and expense reimbursement of provincially appointed Directors.
 - b. Affirm the importance and professional nature of the work that Directors perform.
 - c. Establish proportionality of remuneration of the Board and comparable provincial agencies and boards, as well as police boards in other Canadian jurisdictions.
 - d. Attract and retain highly-qualified individuals who reflect the diverse communities of Vancouver and the Board's commitment to gender equity and true and lasting reconciliation with Indigenous Peoples.
 - e. Enable fiscal prudence and public accountability.

3. DEFINITIONS

"Board" refers to the Vancouver Police Board.

"Board Chair" means the Director who is elected by the Board as its Chair.

"Director" means a provincially appointed director of the Board.

"Standing Committee" refers to the Governance, Finance and Risk, Human Resources, Service or Policy Complaint Review, and Stakeholder Engagement and Outreach committees of the Board.

"Vice Chair" means the Director who is elected by the Board as its Vice Chair and who assumes certain responsibilities of the Chair when they are unavailable.

4. REMUNERATION FRAMEWORK

- 4.1.1 Remuneration amounts provided to Directors may be differentiated to recognize the time commitment required to fulfil different roles and responsibilities on the Board.
- 4.1.2 Remuneration cannot exceed the maximum amounts specified in the policy.
- 4.1.3 Remuneration must not exceed the budgeted amount approved by the Board in the provisional policing budget submitted to the City of Vancouver.
- 4.1.4 **Retainers:**

Retainers are payable for overall service to the Board, including preparation and travel time for meetings, formal training, meetings with external interested parties, facility tours, orientation and educational presentations, social events and attendance at relevant conferences.
- 4.1.5 Retainers may be paid quarterly or annually for service rendered.
- 4.1.6 The following retainers are effective as of July 2024, with amounts to be reviewed annually:
 - a. \$500 per month for each Director
 - b. An additional \$500 per month for a Board Chair
 - c. An additional \$150 per month for a Vice Chair who does not Chair a Standing Committee
 - d. An additional \$150 per month for a Chair of each Standing Committee
- 4.1.7 **Meeting Fees:**

Meeting fees are not paid for preparation time for board meetings or Director education, formal training, meetings with external interested parties, facility tours, orientation and educational presentations, social functions associated with Board business, or attendance at conferences.
- 4.1.8 Meeting fees will be paid for each meeting of the Board or Standing Committees, including workshops, and to be paid a meeting fee the Director must present within 15 minutes of the call to order and until the meeting is adjourned, unless an absence during this period is approved by the Board Chair.

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BOARD GOVERNANCE MANUAL****BOARD DIRECTOR REMUNERATION POLICY****APPENDIX A**

4.1.9 The meeting fee for chairing a Board or a Standing Committee meeting is \$450.

4.1.10 The meeting fee for attending, but not chairing, a Board or Standing Committee meeting to which the Director is appointed is \$350.

4.1.11 **Maximum Number of Meeting Fees:**

Each Director is limited to a maximum of 30 meeting fees in a year.

ADDITIONAL REMUNERATION GUIDELINES

5.1 The policy, including amounts paid as retainers and meeting fees, will be reviewed by the Board annually.

5.2 Remuneration paid to Board Directors is subject to Personal Income Tax withholding and is to be reported annually to the Canada Revenue Agency on a T4 Supplementary Slip.



VANCOUVER POLICE DEPARTMENT

REPORT TO THE VANCOUVER POLICE BOARD

REPORT DATE: July 24, 2024
BOARD MEETING DATE: September 19, 2024
BOARD REPORT # 2409V05
Regular

TO: Vancouver Police Board
FROM: Simon Demers, Director, Planning, Research & Audit Section
SUBJECT: Public Safety Indicators Report – 2024 Q2

RECOMMENDATION:

THAT the Vancouver Police Board (“Board”) receive this report for information.

BACKGROUND:

The Public Safety Indicators (PSI) report of the Vancouver Police Department (VPD) covers the following trends: violent crimes, property crimes, cybercrime, apprehensions under the *Mental Health Act* (MHA), calls for service (CFS), priority 1 (P1) response times, traffic incidents with injuries reported to the Insurance Corporation of British Columbia (ICBC), traffic fatalities, and violent crime victimization.

The PSI report makes two different comparisons:

1. Year-to-date (YTD): this method compares the first six months of 2023 to the first six months of 2024.
2. Year-over-year (YoY): the last completed quarter is compared to the same period of the previous year.

DISCUSSION:

- Crime continues to decline in Vancouver.
- Violent crimes decreased 7.0% YTD 2024. There were 3,051 violent crimes recorded YTD 2023 and 2,837 YTD 2024. Violent crimes decreased in three of the four patrol districts.
- Property crimes decreased 10.3% YTD 2024. There were 16,662 property crimes recorded YTD 2023 and 14,944 YTD 2024. Property crimes decreased in all four patrol districts.
- There were 115,605 calls for service YTD 2024. Calls for service were down 2.2% compared to YTD 2023 (118,241). Abandoned calls on the non-emergency line were down 44.9% YTD 2024 (11,238) when compared to YTD 2023 (20,410). While there were improvements YTD 2024, E-Comm performance continues to be monitored.

Table 1 provides an overview of the year-to-date (YTD) and year-over-year (YoY) comparisons.

Table 1: Public Safety Trends

	Year-to-Date (YTD) up to Q2			Year-over-Year (YoY)		
	2023	2024	% Chg	Q2 2023	Q2 2024	% Chg
Violent Crimes	3,051	2,837	-7.0% ▼	1,609	1,500	-6.8% ▼
Property Crimes	16,662	14,944	-10.3% ▼	8,521	7,651	-10.2% ▼
Total Crimes*	22,635	20,955	-7.4% ▼	11,629	10,933	-6.0% ▼
<i>Mental Health Act**</i>	2,223	2,146	-3.5% ▼	1,160	1,165	0.4% ▲
Traffic Fatalities	6	6	0.0%	2	2	0.0%
Calls for Service	118,241	115,605	-2.2% ▼	61,159	60,211	-1.6% ▼
Average P1 Response Time	10:31	10:35	0.6% ▲	10:39	10:50	1.7% ▲

* Includes "Other" Criminal Code offences.

** Includes s. 28, Form 21 and Form 4 apprehensions.

REPORT SCHEDULE:

The VPD's crime statistics are publicly available at <https://vpd.ca/crime-statistics/>. The latest Public Safety Indicators (PSI) reports are also available publicly: [2023 Q2](#) | [2023 Q3](#) | [2023 Year-End](#) | [2024 Q1](#). The VPD is planning to provide the 2023 Crime Severity Index (CSI) report in October, the Q3 PSI report in November, and the year-end 2024 PSI report in February 2025.

Author: Correen Smitas

Date: July 24, 2024

Submitting Executive Member:

Deputy Chief Steve Rai

Date: August 6, 2024



Vancouver Police Department (VPD) Public Safety Indicators

2024 Q2

The VPD PSI report covers the following trends: violent crimes, property crimes, cybercrime, apprehensions under the *Mental Health Act* (MHA), calls for service (CFS), priority 1 (P1) response times, traffic incidents with injuries reported to the Insurance Corporation of British Columbia (ICBC), traffic fatalities, and additional details around victimization.

This report provides two types of comparisons:

1. Year-to-date (YTD): this method compares the first six months of 2023 to the first six months of 2023. Prior months and quarters are included in this comparison and have the potential to influence the trend(s).
2. Year-over-year (YoY): this method compares Q2 2023 to Q2 2024. This comparison does not take into account the first three months of the year.

VIOLENT CRIMES

- Violent crimes decreased 7.0% YTD 2024. There were 3,051 violent crimes recorded YTD 2023 and 2,837 YTD 2024.
- Violent crimes decreased in all patrol districts with the exception of District 1, where there was a small year-over-year increase of 2.5% in Q2. This increase in Q2 is responsible for the YTD increase in District 1.
- Year-to-date (YTD), violent crimes decreased in 16 of the 24 Vancouver neighbourhoods (referred to as areas by the City of Vancouver).
- Vancouver had nine culpable homicides YTD 2023. There has been four culpable homicides reported YTD 2024.
- There were five attempted murders in both YTD 2023 and YTD 2024.
- Sexual offences declined 12.2%, with 377 incidents reported YTD 2023 compared to 331 YTD 2024.
- There were 289 robberies YTD 2024. This figure is up 4.0% when compared to 278 robberies reported YTD 2023.

Table 2: Violent Crimes

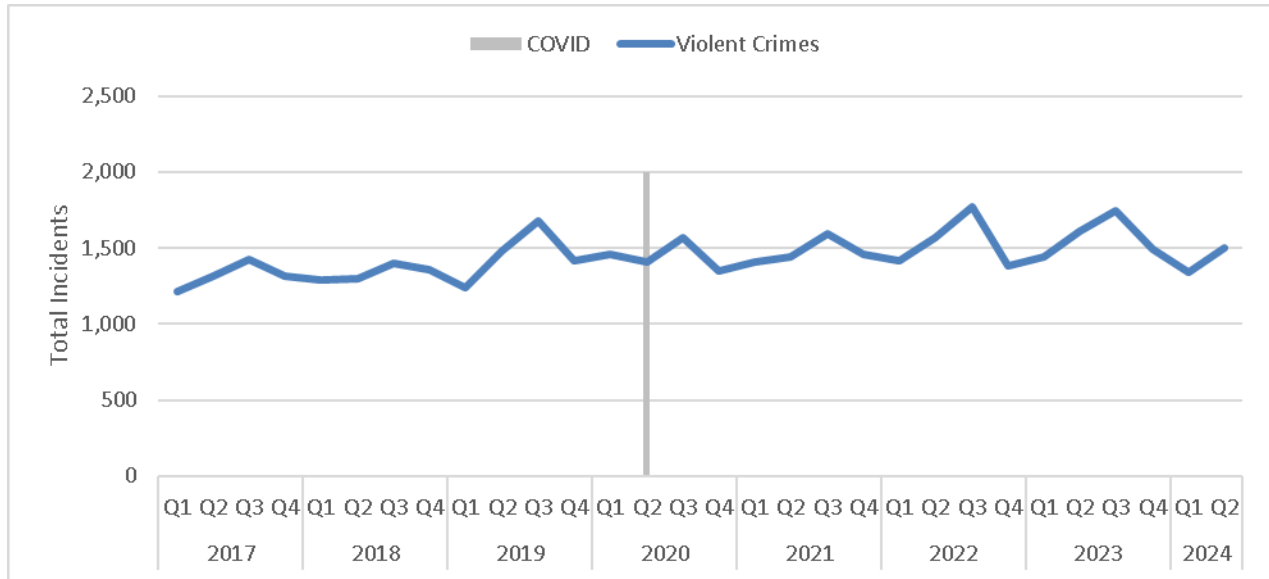
Criminal Offences	Year-to-Date (YTD) up to Q2			Year-over-Year (YoY)		
	2023	2024	% Chg	Q2 2023	Q2 2024	% Chg
Violent Crimes	3,051	2,837	-7.0% ▼	1,609	1,500	-6.8% ▼
Culpable Homicide	9	4	-55.6% ▼	3	3	0.0%
Attempted Murder	5	5	0.0%	3	2	-33.3% ▼
Sexual Offence	377	331	-12.2% ▼	202	166	-17.8% ▼
Robbery	278	289	4.0% ▲	131	148	13.0% ▲
Assaults*	2,382	2,208	-7.3% ▼	1,270	1,181	-7.0% ▼
Level 1 - Common	1,417	1,388	-2.0% ▼	722	744	3.0% ▲
Level 2 & 3 - Serious Assault	911	749	-17.8% ▼	517	392	-24.2% ▼
Assault PO	50	54	8.0% ▲	28	29	3.6% ▲

* Total assaults includes other assault categories not listed.

The following graph shows that violent crime increased in Q2 2024 (1,500) when compared to Q1 2024, reflecting a predictable seasonality effect. Seasonality is an observable effect whereby the time of year effects the level of an activity. For example, during the winter months when fewer

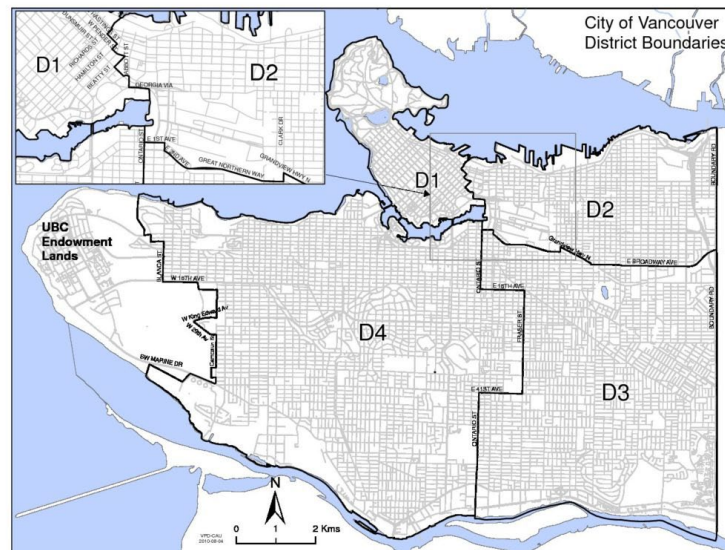
people are outside, there is typically less violent crime due to fewer potential victims being around when compared to the summer months. Violent crime decreased 6.8% when compared to same quarter last year (1,609).

Figure 1: Violent Crimes by Quarter Since 2017



Violent crimes are also tracked by VPD patrol districts and by City of Vancouver (CoV) neighbourhoods. The following map shows how Vancouver is divided into four patrol districts. District 1 consists of Vancouver's downtown peninsula. District 2 is the north east portion of Vancouver and includes East Vancouver neighbourhoods. District 3 is the south east portion of Vancouver. District 4 is the largest geographical district of Vancouver and consists of the south west portion of the city. More details can be found on the [VPD's website](https://vpd.ca/about-the-vpd/organizations-divisions/).¹

¹ <https://vpd.ca/about-the-vpd/organizations-divisions/>

Figure 2: Map of Vancouver Districts

Violent crimes decreased in all patrol districts with the exception of District 1. It should be noted that District 1's increase was driven entirely by a 2.5% YoY increase in Q2. District 4 continues to experience the largest decrease (-22.8% YTD).

Table 3: Violent Crimes by District

Violent Crimes	Year-to-Date (YTD) up to Q2			Year-over-Year (YoY)		
	2023	2024	% Chg	Q2 2023	Q2 2024	% Chg
District 1	911	926	1.6% ▲	474	486	2.5% ▲
District 2	1,128	1,081	-4.2% ▼	593	588	-0.8% ▼
District 3	489	419	-14.3% ▼	249	216	-13.3% ▼
District 4	448	346	-22.8% ▼	245	188	-23.3% ▼
Total*	3,051	2,837	-7.0% ▼	1,609	1,500	-6.8% ▼

* Includes a small number of offences which could not be attributed to a district.

VIOLENT CRIME TRENDS

Child Sexual Abuse Material

The Internet Child Exploitation (ICE) Unit investigates the global problem of child sexual abuse, as well as the possession and online distribution of child sexual abuse material (CSAM). The ICE Unit's broad objectives are to identify and prosecute offenders who produce, possess or distribute CSAM, and to work with national and international partners to safeguard children who are being abused, wherever they may be in the world.

Cases involving CSAM decreased 10.0% when comparing YTD 2024 (251) with the same period in 2023 (279).

Elder Assaults

The Elder Abuse Unit carefully monitors elder abuse files involving people who are 65 and older. The Unit also provides further follow-up and support to victims that have been assaulted by someone they know and may be experiencing ongoing abuse. Assault files involving a victim over the age of 65 have decreased 23.7% with 118 YTD 2023 compared to 90 YTD 2024.

Hate-Motivated Incidents

The VPD has two designated hate crime investigators who review all reported incidents (criminal and non-criminal) motivated by hate, bias or prejudice. In cases where charges are recommended and hate, bias or prejudice are determined to be motivating factors, investigators communicate with Crown and may recommend additional sentencing under section 718.2(a)(i) of the *Criminal Code*. The hate crime investigators also monitor hate propaganda offences under sections 318 and 319, hate-motivated mischiefs under section 430(4.1), and conversion therapy offences under sections 273.3(1)(c), 320.102, 320.103, and 320.104, of the *Criminal Code*. The latest data for Q2 was not available at the time this report was written. Hate-motivated incidents remained stable in Q1, with 55 reported incidents in Q1 2024 compared to 53 in Q1 2023. The VPD is actively monitoring trends with regards to these hate-motivated incidents and is working with community members and faith leaders to keep communities safe.

Sexual Offences

Reported sexual offences were down 12.2% YTD 2024, with 331 incidents YTD 2024 compared to 377 YTD 2023. Within the PSI report, crimes are typically counted based on the date they were reported, as opposed to when they actually occurred. This is consistent with Statistics Canada's crime reporting standards. For most crime types, the difference between the occurred date and reported date is immaterial. However, using the reported date impacts sexual offence trends because these incidents are often reported to the VPD long after they have occurred, sometimes after many years. For example, 25.7% of the 331 sexual offences reported to the VPD YTD 2024 were historical (246) as these occurred in previous years. By comparison, 98.3% of all property crimes, 99.0% of assaults, and 99.8% of all robberies reported YTD 2024 also occurred in 2024. Based on the occurred date, sexual offences in Vancouver decreased by 19.9% YTD 2024 (246) compared to the same period in 2023 (307).

Shots Fired

There were 12 shots fired incidents YTD 2024 compared to 11 YTD 2023. The ongoing British Columbia Gang Conflict (BCGC) has resulted in multiple incidents of serious violence throughout the province, including several public shootings and targeted acts of violence. The VPD actively partners with regional, provincial, and inter-provincial policing partners to prioritize and coordinate enforcement efforts that target organized crime groups involved in the BCGC and operating across the country.

Violent Victimization

As stated by the June 2023 edition of the *Police Chief* magazine, "some persons are more susceptible than others to become a victim to a crime. Older adults, individuals with disabilities,

and children, among other groups, are often targeted and victimized disproportionately due to their real or perceived vulnerability.”² As mandated by Standard 18 of the BC Provincial Policing Standards Subject 6.1.1 (Promoting Unbiased Policing), the VPD actively monitors systemic inequities by analysing victimization trends disaggregated by ethnicity and gender or sex.

Table 4 displays victims of violent crimes by gender, age and ethnicity ($N = 6,108$). This table reflects a rolling average based on the past 12 months. The odds ratios in the total column include 23 victims who have non-binary gender expression. An odds ratio³ greater than 1.0 indicates that the group is over-represented as victims of violent crimes.

Table 4: Victimization in Last 12 Months by Gender and Age

Female by Age Group					Male by Age Group				Total
	0-34	35-64	65+	Total	0-34	35-64	65+	Total	w/ non-binary
Asian	0.29	0.16	0.59	0.23	0.19	0.20	0.27	0.19	0.20
Black	2.21	3.11	3.95	2.91	2.06	3.08	3.02	2.66	2.81
White	0.69	1.35	1.10	0.90	0.51	1.17	1.15	0.76	0.83
Hispanic	1.82	1.32	5.36	1.92	1.52	1.41	3.54	1.65	1.76
Indigenous	6.29	11.02	2.37	8.62	2.35	5.17	3.43	3.74	5.56
Middle Eastern	1.98	1.90	2.04	2.11	2.76	2.98	6.16	3.08	2.75
South Asian	1.49	0.97	1.38	1.39	4.60	1.03	1.23	3.10	2.45
Other	0.16	0.10	0.00	0.16	0.14	0.17	0.00	0.16	0.16
Average by Group	1.79	0.99	0.15	0.60	1.43	1.06	0.29	1.65	1.00

Decreased Odds <1
Proportional to Population
Increased Odds >1



Indigenous females 35-64 years old are the most over-represented (11.02), followed by Indigenous females under 35 (6.29). This victimization data is consistent with prior research which showed that Indigenous women and girls are 12 times more likely to be murdered or missing than other women in Canada ([National Inquiry into Missing and Murdered Indigenous Women and Girls, 2019](#)), and have a rate of violent victimization that is consistently double that of Indigenous males ([Victimization of Aboriginal people in Canada, 2014](#)) and significantly higher relative to the violent victimization rate of non-Indigenous women ([Statistics Canada, 2023](#)).

² <https://www.policemagazine.org/magazine-issues/june-2024-policing-with-vulnerable-populations/>

³ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2938757/>

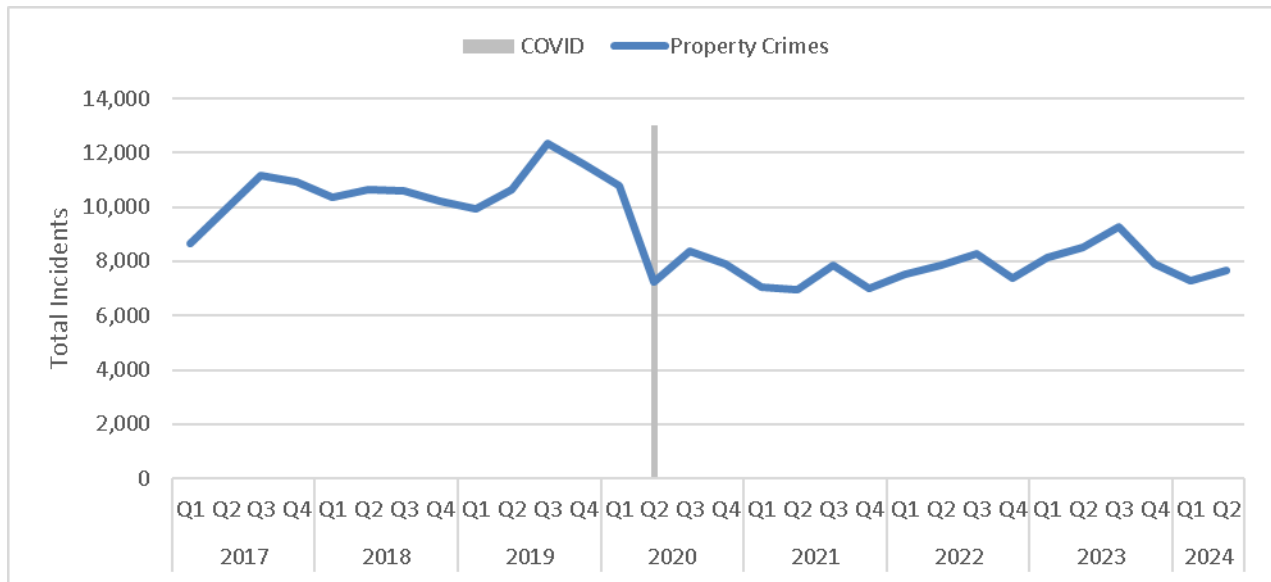
PROPERTY CRIMES

- Property crimes, reported to the VPD, YTD 2024 were down 10.3%. There were 14,944 property crimes, reported to VPD, YTD 2024 compared to 16,662 YTD 2023.
- Year-to-date (YTD), property crimes decreased in all four patrol districts and in 17 of the 24 Vancouver neighbourhoods (referred to as areas by CoV).
- Thefts from autos (TFA) were down 14.3%, from 3,513 incidents YTD 2023 to 3,009 YTD 2024. During the same period, motor vehicle thefts were down 17.9%, from 407 YTD 2023 to 334 incidents YTD 2024.
- Other types of theft remained steady, with 6,120 YTD 2023 and 6,019 incidents YTD 2024.
- Break & enter (B&E) incidents reported to the VPD were down 31.1% overall, from 1,609 incidents YTD 2023 to 1,108 YTD 2024.

Table 5: Property Crimes

Criminal Offences	Year-to-Date (YTD) up to Q2			Year-over-Year (YoY)		
	2023	2024	% Chg	Q2 2023	Q2 2024	% Chg
Property Crimes	16,662	14,944	-10.3% ▼	8,521	7,651	-10.2% ▼
B&E Total	1,609	1,108	-31.1% ▼	795	505	-36.5% ▼
B&E – Business	991	617	-37.7% ▼	474	264	-44.3% ▼
B&E – Residence	406	319	-21.4% ▼	212	145	-31.6% ▼
B&E – Other	212	172	-18.9% ▼	109	96	-11.9% ▼
Theft of Motor Vehicle	407	334	-17.9% ▼	188	181	-3.7% ▼
Theft from Auto	3,513	3,009	-14.3% ▼	1,746	1,568	-10.2% ▼
Theft	6,120	6,019	-1.7% ▼	3,274	3,232	-1.3% ▼
Possession of Stolen Property	140	140	0.0%	71	62	-12.7% ▼
Fraud	1,783	1,663	-6.7% ▼	927	793	-14.5% ▼
Arson	174	125	-28.2% ▼	101	55	-45.5% ▼
Mischief	2,916	2,546	-12.7% ▼	1,419	1,255	-11.6% ▼

There were 7,651 property crimes in Q2 2024, 10.2% fewer than the same period in 2023 (8,521). There was a significant sustained decrease in property crime following the COVID-19 pandemic. Property crimes in Q2 2024 remain 6.5% lower (8,521) than the historical Q2 average since 2017 (9,112).

Figure 3: Property Crimes by Quarter Since 2017

As shown in the following table, there was a decrease in property crimes in all four patrol districts YTD 2024. District 2 experienced the largest decrease YTD (18.3%).

Table 6: Property Crimes by District

Property Crimes	Year-to-Date (YTD) up to Q2			Year-over-Year (YoY)		
	2023	2024	% Chg	Q2 2023	Q2 2024	% Chg
District 1	5,053	4,858	-3.9% ▼	2,615	2,529	-3.3% ▼
District 2	3,571	2,916	-18.3% ▼	1,780	1,441	-19.0% ▼
District 3	3,757	3,573	-4.9% ▼	1,894	1,838	-3.0% ▼
District 4	3,740	3,396	-9.2% ▼	1,965	1,740	-11.5% ▼
Total*	16,662	14,944	-10.3% ▼	8,521	7,651	-10.2% ▼

* Includes a small number of offences which could not be attributed to a district.

PROPERTY CRIME TRENDS

Fraud

Fraud cases reported to the VPD decreased by 6.7% YTD 2024 when compared to the same period in 2023. The 2023 Fraud Study by the [Chartered Professional Accountants of Canada](#) found that younger Canadians are the largest cohort victimized by financial fraud, reflecting their exposure to online banking and shopping. [TD Bank Group's](#) 2023 survey also found that 62% of Canadians felt they were being targeted now more than ever by fraudsters and 78% do not have a high degree of confidence in their ability to identify scams.

Cybercrimes

Cybercrimes are committed online daily and represent persisting threats to personal privacy, financial security, and organizational reputation. The Cybercrime Unit is carefully monitoring the emergence of new AI technologies as they can have a significant impact on cybercrimes.

In 2024, new provisions were added in Section 462.321 of the *Criminal Code of Canada*. These provisions allow for the seizure of illegally obtained digital assets and, in some cases, to return those assets to the victims of increasingly common crimes involving cryptocurrency.⁴

Socially engineered phishing attacks are becoming increasingly difficult to detect due to AI technology creating convincing AI generated images, audio, and videos. Legal issues and its use in Canadian society continue to be monitored by VPD as well as the federal government.

Cybercrime incidents decreased by 30.2% YTD 2024 (1,079) compared to YTD 2023 (1,545). Vancouver victims of cybercrime reported total losses of \$13.50M YTD 2024. This is 23.8% lower than the \$17.72M in losses reported YTD 2023. Frauds involving cryptocurrencies and extortion accounted for \$2.69M in losses YTD 2024. This is 49.8% lower than the losses of \$5.36M reported during the same period in 2023. Unfortunately, there is often delay in reporting, as many frauds take place over the course of several months and victims are sometimes hesitant to make a police report. Cybercrime figures are therefore subject to increase over time as more incidents get reported.

MENTAL HEALTH ACT (MHA) APPREHENSIONS

The VPD works in close partnerships with the Vancouver Coastal Health Authority (VCH), Providence Health Care (PHC), Provincial Health Services Authority (PHSA) and other community service providers to provide a coordinated response to support persons in the community who may be exhibiting signs of deteriorating mental health. Through these partnerships, the VPD aims to reduce reactive responses such as Section 28 MHA apprehensions while increasing proactive and preventive interventions through outreach, intensive case management, and Form 4 or Form 21 apprehensions.

Section 28 MHA Apprehensions (Emergency Procedures)

Under Section 28 of the MHA, “a police officer or constable may apprehend and immediately take a person to a physician or nurse practitioner for examination if satisfied from personal observations, or information received, that the person is acting in a manner likely to endanger that person’s own safety or the safety of others, and is apparently a person with a mental disorder.”⁵

Form 4 MHA Apprehensions (Section 22 Involuntary Admissions)

Under Section 22 of the MHA, a physician or nurse practitioner may complete a Form 4 medical certificate for involuntary admission. The medical certificate allows a person with a mental disorder to be apprehended, transported, admitted, treated, and detained as an involuntary patient for up to 48 hours after admission. After 48 hours, the person must be discharged from the facility or admitted as a voluntary patient unless a second examination by another physician is completed which allows the designated facility to detain the person involuntarily for up to one month after date of admission, or longer if another reassessment is necessary.

Form 21 MHA Apprehensions (Section 41 Unauthorized Absences)

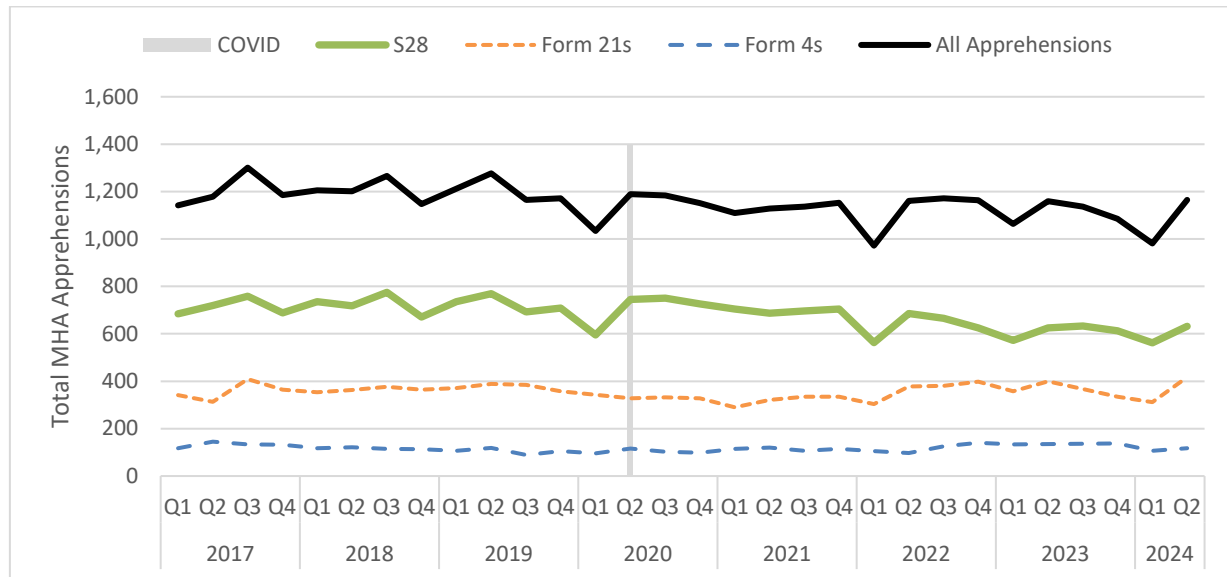
⁴ <https://www.justice.gc.ca/eng/csj-sjc/pl/charte-charte/c47.html>

⁵ https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96288_01

Under Section 41 of the MHA, a Form 21 Director's Warrant allows a director or designate to recall a patient back to a designated facility. A recall would occur when a person who is on extended leave living in community under certain imposed conditions does not abide by the conditions (e.g., failing to take required medication). A Form 21 may also be issued if a patient leaves a designated facility without permission (e.g., absent without leave or AWOL).

The following figure shows all MHA apprehensions by quarter, between 2017 and YTD 2024.

Figure 4: Mental Health Act Apprehensions by Quarter Since 2017



Overall, Section 28 MHA apprehensions decreased by 0.3%, from 1,197 YTD 2023 to 1,193 YTD 2024. These incidents involved 987 unique individuals. As shown by the following table, 330 of these individuals, or 33.4%, have been apprehended more than once in the last four years.

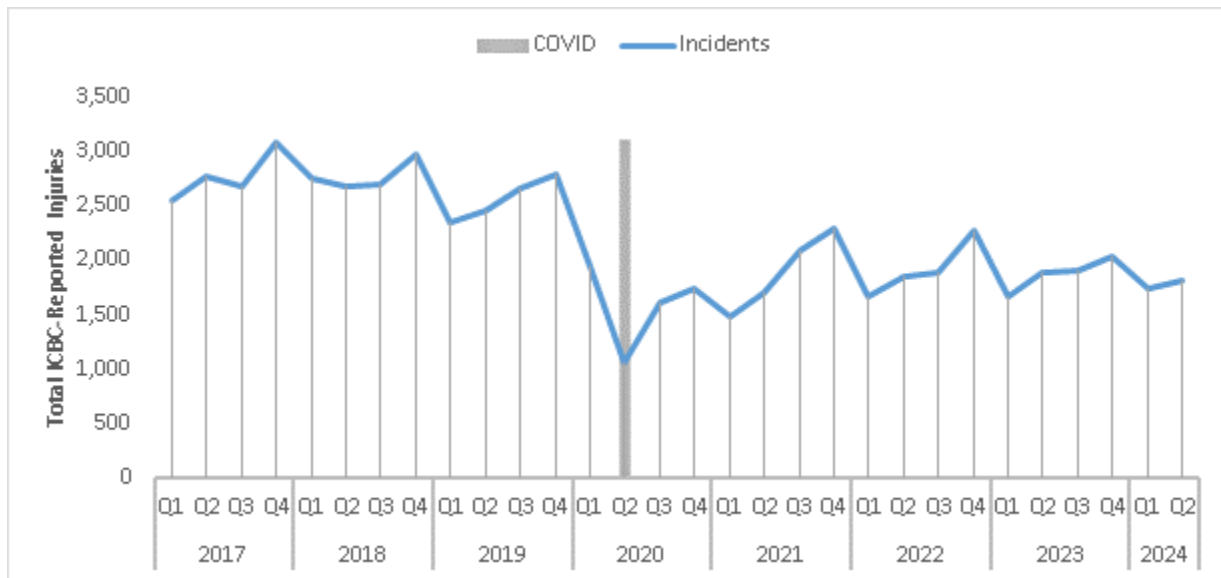
Table 7: MHA Section 28 Apprehensions

MHA Section 28 Apprehensions	Q1 & Q2 2023	Q1 & Q2 2024	% Change
# of apprehensions	1,197	1,193	-0.3% ▼
# of unique individuals apprehended	945	987	4.4% ▲
# of individuals previously apprehended in the last 4 years	287	330	15.0% ▲
% of individuals previously apprehended	30.4%	33.4%	10.1% ▲

TRAFFIC RELATED INJURIES & DEATHS

The Insurance Corporation of British Columbia (ICBC) collects data on all reportable motor vehicle incidents in BC to help address various road safety issues with the goal of reducing the number of traffic related fatalities and injuries. ICBC data shows that there were 3,557 motor vehicle incidents with injuries reported to ICBC YTD 2024. This is **stable** when compared to YTD 2023.⁶

Figure 5: ICBC-Reported Motor Vehicle Incidents with Injuries by Quarter Since 2017



There were six traffic fatalities in both the first half of 2024 and the first half of 2023.

CALLS FOR SERVICE

Calls for service (CFS) include calls to 9-1-1 for emergency assistance, non-emergency CFS, on-view incidents, and online crime reporting. Abandoned calls are calls from the public to the non-emergency line managed by E-Comm that were attempted but eventually abandoned by the caller.

There were 115,605 CFS to VPD YTD 2024. This was down 2.2% compared to YTD 2023 (118,241). Abandoned calls on the non-emergency line were down 44.9% YTD 2024 (11,238) when compared to YTD 2023 (20,410). This is illustrated by the following table:

⁶ People have up to two years to submit a claim to ICBC.

Table 8: Calls for Service

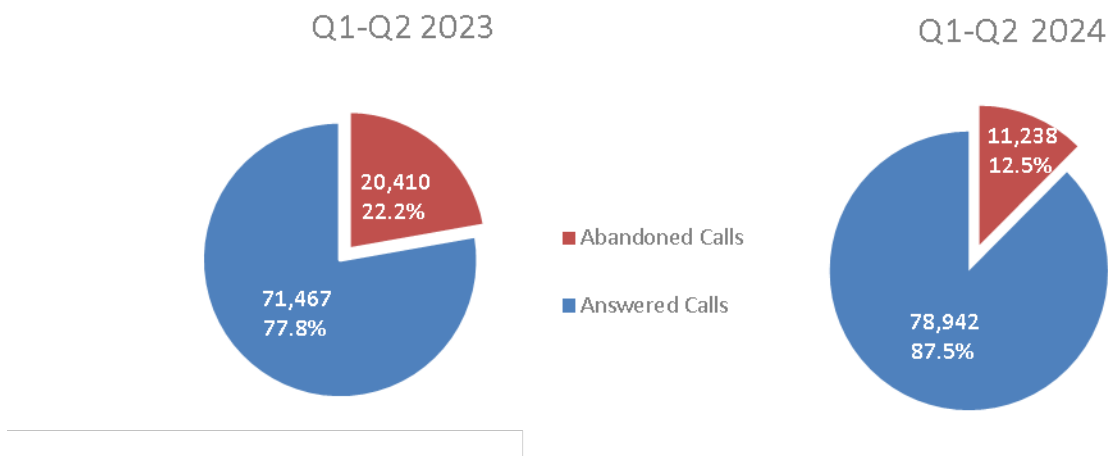
	Q1 & Q2 2023	Q1 & Q2 2024	% Chg
Total Calls for Service (CFS) and Abandoned Calls	138,651	126,843	-8.5% ▼
Abandoned Calls	20,410	11,238	-44.9% ▼
Calls for Service	118,241	115,605	-2.2% ▼
9-1-1	37,520	36,401	-3.0% ▼
Non-emergency line	44,864	49,749	10.9% ▲
On-view by police	19,244	20,825	8.2% ▲
Online reporting	7,911	4,451	-43.7% ▼
Offline*	8,702	4,179	-52.0% ▼

* Includes calls for service generated during CAD system maintenance.

E-Comm Abandoned Calls for Service

Abandoned non-emergency calls cause significant concerns and have a negative impact on the public, and the reputation of affected police departments using E-Comm. Callers often do not distinguish E-Comm from the police department they are trying to reach. Abandoned calls also result in undercounting crime, leading to an underestimation of the true demand and need for policing in Vancouver. E-Comm has implemented strategies to strengthen and improve their services, providing monthly updates to police and government partners. However, previous negative experiences by members of the public may dissuade them from calling again even if caller wait times improve.

The following figure breaks down the volume of calls to the non-emergency line managed by E-Comm YTD 2023 and YTD 2024. Not all non-emergency calls answered by E-Comm result in a call for service for the VPD.

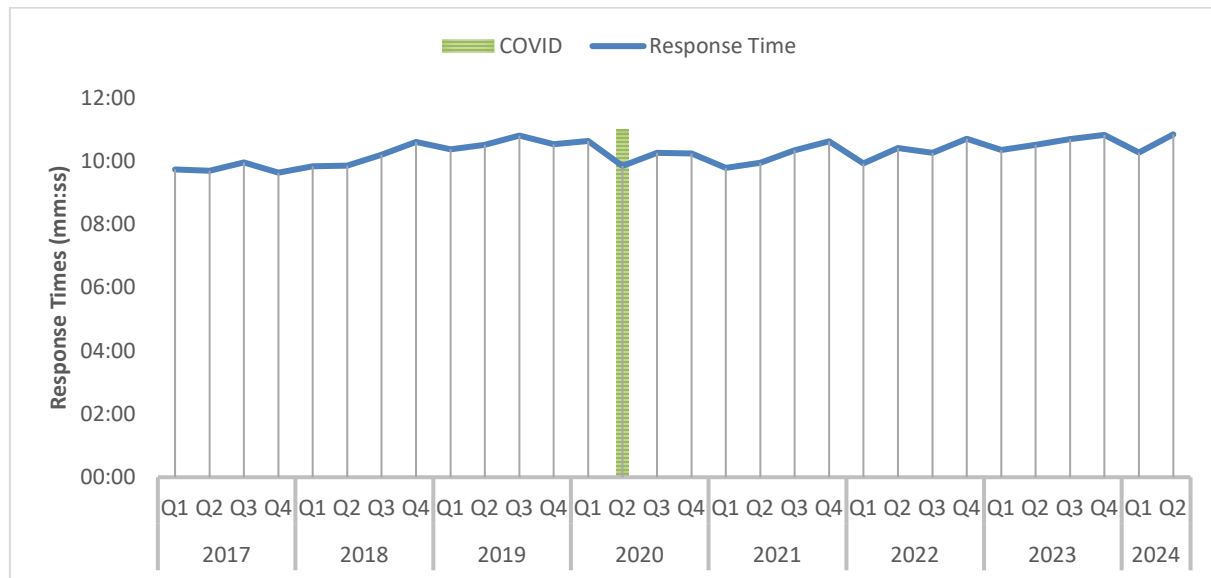
Figure 6: Calls to the Non-Emergency Line Managed by E-Comm

PRIORITY 1 RESPONSE TIMES

A priority 1 (P1) classification indicates that an incident or call for service requires an immediate police response. Empirical evidence shows that P1 response times are impacted by changes in traffic patterns throughout the day, including during rush hour traffic. They are also impacted by increased density and traffic congestion over time, as well as workload pressures on frontline officers.

Figure 7 illustrates the overall response time trend since 2017. Vancouver's average P1 response time YTD 2024 (10:35) was four seconds (0.6%) slower than the same period YTD 2023 (10:31).

Figure 7: Average P1 Response Time by Quarter Since 2017



Committee Reports

Verbal Report