



VANCOUVER POLICE BOARD

Regular Meeting Agenda

Location: Main Boardroom – Cambie Headquarters

Date: Thursday January 23, 2025

Time: 1:00- 2:00 pm

		Lead	Action Req'd	Time
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 November 21, 2024 *2.2 Compliments Report		Decision Information	
3	Presentations and Delegations *3.1 Indigenous Partnership Pilot Program	Detective Constable Maire Kenny	Information	
4	Chief Constable and DCCs' Reports	Chief Palmer DCC Rai DCC Chow DCC Wilson	Information Information Information Information	
5	New Business *5.1 Capital Budget (#2501F11) *5.2 Operating Budget (2501F12) *5.3 EDI Report (2501V07)	Dir. Eng Dir. Eng Dir. Manojlovic	Decision Decision Information	
6	Committee Reports 6.1 Governance Committee 6.2 Finance, Audit and Risk Committee 6.3 Human Resources Committee	Jordan Point Jason Murray Lorraine Lowe	Information Information Information	
7	Opportunity for Enquiries from the Public			
8	Other Business			
	ADJOURNMENT of Regular Meeting			



Regular Meeting Minutes

Date/Time: November 21, 2025 - 1:00pm-2:45pm

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

Attendees		
Vancouver Police Board Members/Staff	Vancouver Police Department	Guests
Frank Chong (Chair)	Chief Constable Adam Palmer	Colin Knight- CoV
Comfort Sakoma (Vice Chair)	DCC Rai	
Ken Sim	DCC Chow	
Allan Black K.C.	DCC Wilson	
Lorraine Lowe	Superintendent Tran	
Jordan Point	Inspector Hiar	
Jason Murray	Director Demers	
Raza Mirani	Director Eng	
Jason Kuzminski (Executive Director)	Inspector Andrea Anderson	
	Victor Kwan	
	Melissa Lee	

The Chair Frank Chong called the meeting to order at 1:00 p.m.

1. Call 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

Motion: To adopt and approve the consent agenda. Moved by Jordan Point and Seconded by Lorraine Lowe. Approved.

2. Consent Agenda

2.1 Minutes of October 31, 2024

Motion: To approve the minutes of October 31, 2024. Approved.

2.2 2024 Strategic Business Plan Mid-Year report (#2410V19)

2.4 RPM Amendments for 2024-Q3 (#2411V18)

The Board received the reports for information.
2.5 2025 Administrative Fees for Service (#2411F10) DCC Rai spoke to the report.
Motion: To approve the fees for services outlined in the report and Appendix 1, effective January 1, 2025. Approved.
2.6 2025 Charge Out Rates for VPD Services (#2411F09)
Motion: To approve the hourly charge out rates for police officers and Traffic Authority services provided on a cost recovery basis effective January 1, 2025. Approved.
2.7 Exempt Salary Range 10 (#2411H07)
Motion: BIRT the Vancouver Police Board adopt reinstatement of Exempt Salary Range 10. Approved.
2.8 Appointment of Collective Bargaining Committees
Motion: BIRT the Vancouver Police Board appoint an employer bargaining committee comprised of VPD management, Legal Counsel, and City of Vancouver Labour Relations representatives to conduct collective bargaining with the Police Union; and THAT the Vancouver Police Board appoint an employer bargaining committee comprised of VPD management, Legal Counsel and a representative from the City of Vancouver Labour Relations to conduct collective bargaining with Teamsters Local 31 union.

3. Presentations and Delegations

No delegations were registered.
3.1 School Liaison Officer Program Update DCC Wilson and Inspector Hiar provided verbal updates on the Reimagined School Liaison Program (SLO) after its first year of implementation, highlighting progress, survey results, and next steps. The program was reintroduced in September 2023 following a request by the Board of Education in November 2022. A new MOU was signed in August 2023. SLOs engaged in 1,057 documented activities, focusing on relationship building and proactive engagement. Out of 764 calls for service, only 16 youth (<2%) were charged, emphasizing alternative measures and restorative approaches. Survey results of June 2024 show that perceptions safety and community improved significantly compared to past reports. • Participation: around 400 respondents from diverse populations, including independent schools. • Feedback: 89% rated their interactions with SLOs as positive; only 1% rated them negatively. 5% opposed SLOs in schools. Year 2 Goals • Training- Enhanced restorative justice training sessions • Proactive Programs- Arts initiatives (painting, pottery, life skills) for youth as mental health outlets • Evaluation- Third-party evaluation by Catalyst Research Group, to be completed by October 2025 • Communications Plan- Increased outreach and engagement with youth and the broader community

The program is making progress but remains committed to continuous improvement through feedback.

The Board also raised a question about addressing concerns from the local Black community and their children. In response Inspector Hiar explained that outreach efforts included consulting youth councils, the Indigenous Advisory Committee, and other groups. The program focuses on supporting Black, Indigenous, and other BIPOC communities. Progress is noted from the Argyle Communications Report and shows Black respondents' disagreement with the program's safety impact dropped from 60% to 40%, and with its community impact from 75% to 10%. Among Indigenous respondents, disagreement dropped from 33% to 0%. The program is seen as increasingly valuable in fostering safety and community. The programs were introduced gradually and strategically in January to allow the community time to adjust. Collaborating with Public Affairs, the SLO program is increasing visibility through social media and visual storytelling to highlight unique programs like art enhancement and fitness clubs. The goal is to ensure students across schools are aware of available opportunities, as some programs have gained interest from other schools. Efforts to expand and promote these initiatives will continue over the next year or two.

The Board commended the impressive results and ongoing efforts toward improving satisfaction with the SLO program.

4. Chief Constable and DCCs' Reports

Chief Palmer updated the Board on a number of events and issues:

- Remembrance Day Ceremonies- largest VPD contingent participated at John Oliver High School and South Memorial Park with 205 personnel and a smaller ceremony at Mountain View Cemetery honored 14 fallen VPD officers who were killed in war. Board members and VPD officers attended ceremonies across Vancouver, including Victory Square.
- BC Consular Corps- an event was held on November 14th at the VPD Graveley Street facility. 36 Consuls and staff from 26 countries attended. VPD provided an overview of its services and legal protocols, strengthening consular relations.
- 2024- Grey Cup Festival- VPD managed security for Toronto vs. Winnipeg game and associated events. Commanders: Superintendent Don Chapman (Gold) and Kevin Bernardin (Silver). The week-long event was successful and incident-free.
- Taylor Swift Concerts- The concerts are scheduled for December 6–8, with 60,000 attendees per show. Hundreds of officers will be deployed nightly. VPD is prepared based on learnings from other cities hosting the tour.

DCC Rai provided the following updates:

- Tactical Training Centre (TTC)- The centre has successfully transitioned from city control to VPD leadership, with growing interest from external organizations like CBSA and corrections. TTC is becoming a regional hub, receiving positive feedback from OPCC analysts on its systems and facilities.
- Greening the Fleet- In 2024, 36 electric vehicles added, saving 58 tons of carbon emissions. For 2025, 84 hybrid vehicles are planned, nearly 50% of the fleet, including 67 hybrid SUVs for frontline officers.
- Human Resources and Wellness- New programs from the last bargaining round expanded wellness initiatives. Psychological support is now available to all officers, building confidence and meeting medical and physical needs effectively.

DCC Chow provided the following updates:

- Call Volume- VPD handles 650+ calls daily, including 50 Priority 1 calls.

- Mental Health Calls- 84% involve danger or criminality; 26% initiated by professionals; 12% involve weapons. There is continued need for police involvement in mental health-related cases.
- Assaults on Officers- Such assaults occur every 2–3 days, with recent incidents involving 7 officers, jail guards, and sheriffs. Assaults include biting, kicking, and spitting, often causing serious injuries.
- Illegal Street Vending- A city-led initiative with VPD support targeted street vending in the Downtown Eastside. Efforts address violence, organized crime, and connections to shoplifting and fencing operations.
- Grey Cup & Major Events- VPD managed security for Grey Cup events, protests, concerts, and other large-scale activities. Teams included public safety, mounted units, traffic, drones, and bike patrols.

DCC Wilson provided the following updates:

- Homicide Solve Rates- The department has achieved a 90% solve rate for homicides this year, with 9 out of 10 cases receiving charge approval. This is attributed to the hard work of the teams and investments in combating gang violence.
- Rapid DNA Technology- The department is introducing a Rapid DNA machine, which can quickly compare DNA samples for matches. This will be an important investigative tool, and the department is the first in British Columbia to roll it out.
- Anti-Human Trafficking Efforts- The speaker is involved in an anti-human trafficking network and highlights the efforts of the Vancouver Police Department (VPD) and RCMP in addressing this issue, including a dedicated Counter Exploitation Unit by the VPD.
- Missing Persons Reports- The number of missing persons reports continues to rise, especially for youth in care. The department is working with the Ministry of Children and Family Development (MCFD) to refine policies around these reports to better address high-risk cases.
- Police Officer Safety- There are concerns about assaults on officers. The importance of raising awareness about the dangers of the job and addressing under-reporting. Support from the city, including budget considerations for training and resources was emphasized.
- Criminal Justice System Support- There is a need for the criminal justice system to take cases of officer assaults seriously and to ensure significant outcomes.

The Board thanked the VPD for their support in addressing the illegal street vending and asked how they can help mitigate some of the challenges.

DCC Chow added that the reports highlight the department's achievements and ongoing challenges, as well as their efforts to improve public safety and officer well-being. It is important for the public to recognize that the assaults against the officers are underreported even by the officers as they consider the assaults as part of their job. The public needs to recognize that this is a difficult job. There is a need for support by the City in the areas of training, equipment and human resources. Assaults go down when there is presence.

Chief emphasized the importance of taking assaults against officers seriously when the VPD brings cases forward to the criminal justice system.

The Board asked about the trend in violence against police officers since 2020.

There was a significant spike during COVID, particularly in Vancouver and the surrounding region. While violence has decreased somewhat, it remains a concern. There is also increasing hostility and assaults officers face at protests, and it is important to advocate for legislative action, similar to the health care sector's bubble zones introduced during COVID, to protect police officers. There is also a call to raise public awareness about the risks officers face daily and to

combat desensitization to violence against them. The need for increased sensitivity and public understanding of officers' dangerous work was emphasized by the Board's Vice Chair.

Director Sakoma emphasized that the officers are people's parents, siblings, children and they risk their lives daily to serve their communities. There is a need for the public to be re-sensitized to this reality. It is not ok for the officers to be spat at or punched in the face.

5. New Business

5.1 Body Worn Camera Program Update

The Board was fortunate to meet with some of the city councilors to discuss the goals and objectives of policing and seek their ideas with regards to managing priorities of the VPD and Council. The Chair thanked the Councilors for their constructive input during the meeting. The Chair also thanked the VPD Executive team and the finance team for the excellent work they have done throughout the year for the budget and in keeping the Board well-informed about the challenges and risks that need to be considered. Tied to the budget is one of the City Council's priorities for introducing body worn cameras. In 2023, the City led by the Mayor wrote to the Board to ask for support for a body worn camera pilot and certainly there was strong alignment and support for the project. The Board received an information briefing on the pilot and is being asked by the VPD to approve proceeding with the implementation of the program.

Superintendent Tran, Inspector Anderson and Victor Kwan presented on the evaluation of the pilot and provided recommendations on how to proceed forward. The project began in January 2024, following a Council motion for a pilot program. A body-worn committee was formed, and a pilot program was completed by June 2024. During this period, surveys showed strong support for the program, with 88% of the public and 92% of pilot participants in favor of full implementation. The team recommended proceeding with Option 2, which would equip 812 frontline operational members with personally assigned body-worn cameras and 169 cameras for other sections. This hybrid model was suggested to address feedback from community groups, ensuring that all uniformed officers, regardless of assignment, would be equipped with cameras. The estimated cost for the first year is \$6.57 million, and full deployment is planned for the end of 2025, with training beginning in 2025.

The Board asked about the recommendation by the Council for a phased approach.

Delaying or phasing in the rollout could result in training issues, higher overtime costs, and increased expenses in the long run and would prevent the timely equipping of high-risk officers and limit technological advancements like automatic data upload and live streaming during high-risk situations. Some advantages of full implementation include cost savings from ordering all cameras at once and meeting community and public expectations. The phased approach would delay benefits, with full implementation not expected until 2027. There are also operational drawbacks to a phased approach, such as gaps in coverage and the inability to use advanced technology features. A further discussion on regionalization and cost-sharing among other agencies was raised, suggesting potential savings if multiple departments collaborate on backend infrastructure.

Motion: To support option 2 as the recommended option for implementation of body worn cameras. Moved by Jordan Point. Seconded by Lorraine Lowe. Approved.

*5.2 Q3 Public Safety Indicators (#2411V20)

Director Demers provided insight into the report.

The Q3 Public Safety and Scares (PSI) report for 2024 highlights positive trends in crime reduction in Vancouver. Overall violent and property crimes were down across all four city districts. However, robberies increased by 7.4%, largely driven by street-level robberies in the Downtown Eastside, where 48 additional incidents occurred. Despite this, the overall trend is positive, with crime down in all major categories, including a 7.9% total crime reduction by the end of October. Investments in public safety, including the addition of 100 new officers, Metro Teams, and proactive projects like Barcode, have contributed to these reductions. The VPD's approach is yielding good results in enhancing community safety and well-being.

The Board received this report for information.

***5.3 Q3 Variance Report (#2411F11)**

The VPD is over budget at Q3 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 and police costs. The third quarter financial variance report shows a \$14.3 million over-budget for policing costs. The main contributors are expenses related to protests and support for the city's Downtown Eastside initiatives. Smaller costs include unfunded benefits, statutory holidays, and body armor needs. The projected year-end overage is expected to be \$9.5 million. In terms of overtime, \$3.8 million is attributed to the EOPS Section, with a projection of maintaining this trend for 2024. Additionally, the statutory holiday pay is higher than budgeted, largely due to new statutory holidays like Family Day and Truth and Reconciliation Day, which require additional funding that has not been sufficiently allocated in past budgets. These adjustments are tied to collective agreements where officers are compensated extra for working on holidays. Failure to account for these variations has led to an ongoing

The Board received this report for information.

***5.4 2025 Provisional Operating Budget (#2411F12)**

The budget request for 2025 is \$434 million. This increase is considered reasonable, especially when compared to similar agencies in Canada, where this request is among the lowest. The city finance staff is recommending a more modest increase to \$421 million, which is seen as insufficient to address operational demands, while the VPD has outlined several key areas requiring additional funding including Body-Worn Cameras, Facility Upgrades, Protests, Indigenous Cultural Room.

Motion:

THAT,

The Vancouver Police Board approve the Vancouver Police Department's 2025 Net Operating Budget for submission to Vancouver City Council by November 30, pursuant to Section 27 of the *Police Act*,

and THAT,

The Vancouver Police Board delegate to the FAR committee to work alongside the VPD finance staff to present the options to City Council for phasing in the body worn camera program consistent with option 2.

Moved by Jason Murray, Seconded by Raza Mirani. Approved.

***5.5 2025 Provisional Capital Budget (#2411F13)**

The VPD's 2025 annual capital budget requests will be submitted to three city departments and are Technology Services, Real Estate and Facilities Management (REFM) and Fleet and Manufacturing Services.

Motion: To approve the Vancouver Police Department's 2025 capital budget submissions as supported by various city departments and will be submitted on VPD's behalf to City Council by November 30, pursuant to Section 27 of the *Police Act*.

Moved by Jason Murray, Seconded by Lorraine Lowe. Approved.

6. Board Committee Reports

6.1 Governance Committee- No updates

6.2 Finance, Audit and Risk Committee- No updates

6.3 Human Resources Committee- Director Lowe

The VPU and Teamsters union have notified the VPD of their intent to commence a new collective bargaining and the Board has authorized a committee to negotiate. The reinstatement of salary range 10 has also been approved following departmental recommendations. This recommendation ensures that the salary ranges are aligned with operational needs and industry standards.

6.4 Stakeholder Engagement and Outreach Committee- Vice Chair Sakoma

The recent meeting focused on several community initiatives particularly for indigenous populations and marginalized groups. The highlights included:

- The VPD's pilot program focused on outreach to indigenous victims of domestic violence emphasizing cultural competency and sustained support in the criminal justice process.
- Community Engagement Strategies- The Committee discussed forming advisory committees for diverse groups including and launching speaker series and hosting educational workshops
- VPD's 2024 Community Matters Report- The VPD team presented the report to the Committee for information. The Report highlights programs such as the VPD Cadet program and Indigenous Connect.

Next steps- Future meetings were planned with actionable items for follow up.

7. Opportunity for Enquiries from the Public

A member of the public had the opportunity to ask their question regarding VPD's media releases.

The Regular Meeting was adjourned at 2:45 pm.

TO BE APPROVED BY THE VANCOUVER POLICE BOARD On JANUARY 23, 2025

Compliments Report (November 2024 - December 2024)				
Date	From	Member(s)	Synopsis	Excerpt from Letters
November 13, 2024	Assistant Commissioner, RCMP Federal Policing	Insp. M. Heard Homicide Team 3 Strike Force	Thank you to members who contributed to a project in the Vancouver.	"I'm extremely proud of the collaborative efforts and would like to offer you my most sincere appreciation for the quality service provided."
November 15, 2024	Vancouver Aboriginal Health Society	Cst. Lavallee	Grateful for the relationship the officer has built with their organization.	"We certainly appreciate and commend the valuable work he has been providing and hope this integral relationship continues for many years to come."
November 15, 2024	Manager Security, BC Hydro	Insp. Yee	Appreciative of insightful personal safety lecture given to BC Hydro employees.	"Insp. Yee spoke from the heart which resonated with our employees. The attending employees gained valued insight on situational awareness, trusting intuition, and having an all important "winning mindset."
November 15, 2024	CEO, The Abraham Global Peace Initiative (AGPI)	VPD	Commended the VPD's recent investigative efforts in relation to a terrorist organization.	"AGPI praised the Vancouver police for their vigilance and dedication to ensuring the safety of Canadians, reinforcing its support for national security efforts against extremism."
November 15, 2024	[community member]	Cst. Large	Impressed with officer's professionalism when assisting with a mental health crisis.	"I wanted to acknowledge how patient and kind the officer was both with the person in distress and her family. She did an incredible job of keeping everyone calm and managing the situation."
November 16, 2024	[community member]	Cst. Kerasiotis	Appreciative of officer's professionalism during a traffic stop.	"He was very professional throughout the experience, and did well to calm my nerves during a very stressful event as it was my first time stopped by a traffic enforcement officer."
November 18, 2024	[community member]	Cst. Brown Cst. Chelak	Grateful for officers assistance after a vehicle collision.	"To both of your officers, your professionalism and dedication to serving the community set a standard that inspires us all."
November 19, 2024	Project Advisor, Office of the Police Complaint Commissioner	S/Sgt. Rodriguez S/Sgt. Dvorkin Sgt. Skates Jail Guard Supv. Dragan	Impressed with tours of the VPD Jail and Property Office.	"We were all suitably impressed with the tours and the VPD staff who showed us around. Please pass on our thanks to all of the them as well."
November 20, 2024	Starbucks Coffee Company	Cst. Kim	Grateful to assistance received by officer during a suspect arrest and follow up.	"I hope that is relayed to Cst. Kim how much we appreciate his approach and service."
November 21, 2024	Dean of Consular Corps of B.C.	Chief Palmer DCC Chow Insp. Baker Insp. P. Heard Insp. Kajander Mgr. Baker	Appreciative of meeting and presentation by VPD personnel.	"The dialogue fostered during the session exemplifies the spirit of collaboration and mutual respect between the Vancouver Police Department and the Consular Corps."
November 24, 2024	[community member]	Chief Palmer VPD	Impressed with the VPD and supportive of the funding request from the City.	"Once again, I find myself wanting to contact you, to tell you that you and our VPD are the finest police on the continent."

November 25, 2024	Executive Assistant, Victoria and Esquimalt Police Board	VPD	Appreciative of tour of the VPD.	"You have an awesome staff that made me feel so welcome and they went above and beyond to explain different areas, equipment, and technology used by VPD."
November 26, 2024	[community member]	Sgt. Mahinsa Cst. Choi	Grateful for the officers investigation into her daughter's sudden death.	"I wanted to express my gratitude for the respect, dignity and care in which both Cst. Choi and Sgt. Mahinsa interacted with my daughter and her family."
November 28, 2024	[community member]	Cst. Bai	Impressed with the calm and respectful approach the officers took in assisting their family.	"Living Downtown, I often see how your officers interact with demanding issues day and night, and I'm impressed with the general regard for dignity while upholding order. Experiencing these officers treating our [child] in critical distress the way they did deserves high commendation."
December 01, 2024	PiDiGiN	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"It has made a significant positive impact on perception and sense of safety and community in the neighbourhood."
December 02, 2024	Owner, Angel Handpainted Fashion	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"I have noticed the positive difference in daylight hours and it would be great to have a strong presence throughout the night as well."
December 02, 2024	Owner, Greata Group.	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"The effect has been very positive and a noticeable improvement."
December 02, 2024	Hipspace	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"I just want to say there is noticeable progress in the right direction."
December 03, 2024	Manager, Make Gastown	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"Although crime remains present in our neighbourhood, having the police here has helped to discourage theft and breaches in the area."
December 03, 2024	Police Complaint Commissioner	Insp. Wong S/Sgt. Rodriguez Sgt. Staples Ms. De Sousa VPD Jail staff VPD Property Office staff	Thank you for jail and property office training hosted by the VPD.	"The time and effort that went into planning and executive this training session is greatly appreciated, and gave our staff and excellent understanding of how things operate in both facilities."
December 04, 2024	[community member]	VPD	Appreciative of how the VPD handled a violent incident at 7/11.	General compliment about how VPD officers handled the incident.
December 04, 2024	[community member]	VPD	Appreciative of how the VPD handled a violent incident at 7/11.	General compliment about how VPD officers handled the incident.
December 04, 2024	[community member]	VPD	Appreciative of how the VPD handled a violent incident at 7/11.	"I would like to express how impressed I am about how the police handled the violent situation today."

December 05, 2024	Director of Operations, Smith's Irish Pub & IRL Group	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"Our team has experienced firsthand how an active police presence contributes to a safer environment since the increase in funding and presence was added in September."
December 05, 2024	[community member]	Cst. Kerasiotis	Grateful for the assistance received when her car broke down in rush hour traffic.	"I just wanted to thank this officer so much for his patience and kindness."
December 05, 2024	[community member]	Cst. Pavlic Cst. Turani da Silva	Impressed with how the officers handled as situation behind a residence.	"I have been incredibly impressed with the speed with which the situation was dealt with and with the professionalism of the police officers involved."
December 05, 2024	[community member]	VPD	Appreciative of how the VPD handled a violent incident at 7/11.	"Thank you for keeping Vancouver safe."
December 05, 2024	Block Watch Volunteer	D/Cst. Horgan Ms. Marlay Ms. Riddick	Thank you for Block Watch presentation on the Evolution of an Investigation.	"Thanks for arranging the presentation last night - it was very interesting!"
December 06, 2024	Lawyer and Mediator, Syer Law	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"We have noticed an improvement in the neighbourhood and our staff's sense of safety in Gastown since there has been increased VPD presence in the area."
December 06, 2024	Vice President - Operations & Human Resources, Old Spaghetti Factory Canada LTD	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"The increased police presence is welcomed and has made a significant positive impact on our business."
December 06, 2024	Jeff Wagner, Chief Coroner in the Province of Saskatchewan	Insp. P. Heard	Thank you for his presentation on drug decriminalization to the Saskatchewan Coroner Service.	"His presentation was excellent, and he was well received by everyone. He is very well-spoken and is an excellent representative of the Vancouver Police Department."
December 06, 2024	[community member]	Cst. Feenan	Grateful for interaction with officers who assisted in locating a stolen e-scooter.	"I found the officers to show genuine concern and reassurance that they would do whatever they could to recover it..."
December 08, 2024	[community member]	VPD	Appreciative of the VPD members working at the Taylor Swift concerts.	"To everyone at VPD, especially the Mounted Patrol, congratulations on a splendid job done during the Taylor Swift concert series."
December 09, 2024	Kraft Media	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"Over the past several months, the increase in policing has shown clear, positive results."
December 09, 2024	Inform	VPD	Letter of support for VPD's request to continue funding for increased police presence in Gastown and the DTES.	"The VPD's efforts have been effective, as the increase presence has been seamless - it simply feels safer and less run-down lately, without drawing much attention to the changes."
December 09, 2024	[community member]	VPD	Appreciative of the VPD members working at the Taylor Swift concerts.	"Thank you for keeping everyone safe. Please know that your planning and service did not go unnoticed."
December 09, 2024	Retired VPD Officer	Insp. Bernardin	Thank you from the VSPOA President for Insp. Bernardin's professionalism over the years.	"He has been a pleasure to work with and has conducted himself in a professional manner on every occasion."

December 10, 2024	Retired DCC Warren Lemke	S/Sgt. Rai S/Sgt. Rodriguez Sgt. Cameron Sgt. Gill Sgt. Hemm D/Cst. Wong Cst. Birkett Cst. Daniels Cst. Folkestad Cst. Hon	Thank you to the VPD members who volunteer their time as executives of the PMBA.	"The team I see today has made so many improvements in the operation of the PMBA... The hours of volunteer time the executive puts into the organization of this event is remarkable."
December 11, 2024	[community member]	VPD	Appreciative of the VPD members working at the Taylor Swift concerts.	"Thanks for all you did for us that weekend! You were great!"
December 11, 2024	[community member]	VPD	Appreciative of the VPD members working at the Taylor Swift concerts.	"I can't thank you enough for the peace of mind and support I felt from all the officers if, for any reason, something happened during the show."
December 11, 2024	[community member]	VPD	Appreciative of the VPD members working at the Taylor Swift concerts.	"Thank you for watching out for the fans, keeping the peace, and all you did over the weekend and do everyday. Your service is greatly appreciated."
December 13, 2024	Specialist, Canadian Cancer Society Committee Co-Chairs, Cops for Cancer Tour de Coast	S/Sgt. Bonter Sgt. Avelar Sgt. D. Campbell Sgt. P. Campbell D/Cst. Fletcher D/Cst. Green D/Cst. Hodel D/Cst. Weeks Cst. Brock Cst. Christie Cst. Hemphill Cst. Lawrence Cst. Legault Cst. Pauw Cst. Prebushewski Cst. Montgomery Cst. Nelson Cst. Riddall Cst. Shukster Cst. Vandenbossche	Thank you to the VPD riders and support crew who participated in the 2024 Canadian Cancer Society Cops for Cancer Tour de Coast.	"Without your continued support, the accomplishments and contributions made by these valued team and crew members would not have been possible. This year, Vancouver Police Department riders and crew members fundraised over \$205,000 for the Cops for Cancer Tour de Coast."
December 16, 2024	[community member]	Cst. Hsu Cst. Rothnie	Appreciative of ride-along taken with District 2 members.	"It was a very insightful experience seeing what the job is like, and has only heightened my interest in applying in the future."

December 22, 2024	[community member]	VPD	Thank you for the increased police presence in and around the DTES.	"Just having them here makes a huge difference to our quality of life: far less aggressive individuals, stolen goods, fewer passed out bodies, less visible injection drug use."
December 23, 2024	[community member]	VPD	Appreciative of VPD members working at the Taylor Swift concerts.	"The entire city really went above & beyond to make the event memorable and unique for us, and we know the VPD had a huge part in that."
December 31, 2024	[community member]	Cst. Angue Cst. Hobbs Cst. Low	Grateful for assistance and collaboration with VPD officers.	"VPD members were both patient and professional, allowing Rangers to work with peace of mind during a time of extreme staff shortages."



INTIMATE PARTNER VIOLENCE AND RISK ASSESSMENT UNIT

INDIGENOUS PARTNERSHIP PILOT PROGRAM (IPPP)

Detective Constable Maire Kenny 2962





Within the IPPP, there is one investigator, the Indigenous Response Officer, who responds to every incident that meets the mandates for the:

- Sex Crimes Unit
- Intimate Partner Violence and Risk Assessment Unit
- Counter Exploitation Unit

When the incident involves Indigenous survivors.



The Responsibilities of the Indigenous Response Officer:

- Be the primary point of contact for Indigenous survivors
- Conduct follow-ups and supplementary investigative steps
- Build connections with Indigenous community members and Indigenous community partners



Measuring the Success of the IPPP

December 2023 - August 2024:

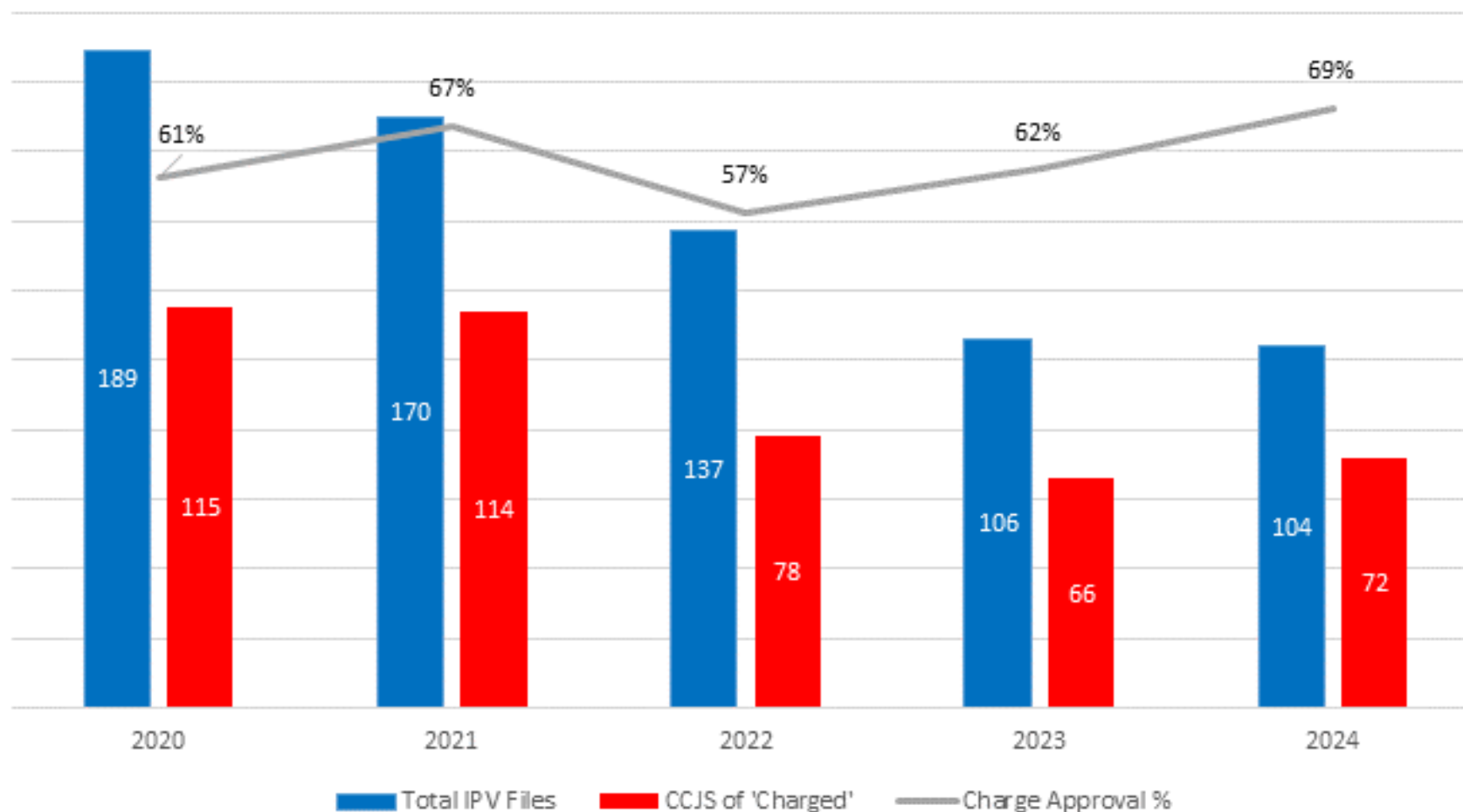
- 109 IPV files (on average, 10-12 files per month)
- 9 Sexual Assault files
- Connections made with 47 survivors (40%)

A Trauma-Informed approach is key for these successes



Indigenous IPV Survivors

January 1 - September 10, 2020-2024





Community Engagement

- Working alongside FSGV support workers
- Regular meetings with Indigenous community partners and public service agencies





Community partners and social services agencies

- Vancouver Aboriginal Community Policing Centre
- Vancouver Aboriginal Transformative Justice Services Society
- Vancouver Aboriginal Children and Family Services Society
- Vancouver Aboriginal Friendship Centre Society
- Indian Residential School Survivor Society
- BC First Nations Justice Council
- Helping Spirit Lodge



With the introduction of the IPPP, VPD demonstrates its acknowledgement of and need to address and act on the Calls to Action from the TRC and MMIWG2S+ Inquiries.



Chief Constable and DCCs' Reports



VANCOUVER POLICE DEPARTMENT

REPORT TO THE VANCOUVER POLICE BOARD

5.1

REPORT DATE: January 7, 2025
BOARD MEETING DATE: January 23, 2025
BOARD REPORT # 2501F11
Regular

TO: Vancouver Police Board
FROM: DCC Steve Rai, Commanding Support Services Division
SUBJECT: 2025 Capital Budget – Council Approved

RECOMMENDATION:

THAT, the Vancouver Police Board (Board) approve the Vancouver Police Department (VPD)'s 2025 Council-approved capital budget.

SUMMARY:

On December 10, 2024, City Council (Council) approved the 2025 Capital budgets. While capital funding was approved, the VPD's specific budget is still to be determined pending the processes of three City departments that submit and approve projects on behalf of the VPD.

At the time of this report, the below table outlines the VPD's known 2025 capital budget of \$8,781,048 for maintenance services from the Real Estate and Facilities Management (REFM) department and Fleet and Manufacturing Services (FMS) department and \$7,972,000 is still pending approval from the City's Technology Services (TS) and Real Estate and Facilities Management (REFM) departments for new projects.

Department	Amount Submitted	Approved by City Council	Pending Allocation from City Department
Technology Services	\$6,122,000		\$6,122,000
REFM maintenance	\$2,281,048	\$2,281,048	
REFM new projects	\$1,850,000		\$1,850,000
FMS	\$6,500,000	\$6,500,000	
Total	\$16,753,048	\$8,781,048	\$7,972,000

The VPD continues to work closely with the City departments to prioritize projects for 2025. For any emerging capital items not included in the capital budget, the City's budget process has a capital budget adjustment process to provide for these types of requests.

5.1

DISCUSSION:

On November 21, 2024, the Board submitted a capital budget to Council, report # 2411F13, of the VPD's 2025 annual capital budget request totaling \$16,753,048 that will be submitted by three City departments on behalf of the VPD as outlined below:

Department	Amount Submitted	Approved by City Council	Pending Allocation from City Department
Technology Services	\$6,122,000		\$6,122,000
REFM maintenance	\$2,281,048	\$2,281,048	
REFM new projects	\$1,850,000		\$1,850,000
FMS	\$6,500,000	\$6,500,000	
Total	\$16,753,048	\$8,781,048	\$7,972,000

The following outlines the submission by City departments.

Technology Services – pending approval

The VPD's Information, Communications, and Technology (ICT) department manages the various technology needs at the VPD and submitted a total of \$6,122,000 for ongoing projects and three (3) new projects. The breakdown of the VPD's submission to City's TS department is as follows:

Description	VPD Submission
On-going Projects/Funding	
Infrastructure Funding Required to evergreen and maintain all existing core infrastructure equipment including, but not limited to, servers, storage, networks, IT security, and telephone systems.	\$2,750,000
Public Safety Systems To maintain and evergreen existing software and applications, such as but not limited to, replacements for HR attendance management system, Blockwatch system, mental health unit database, Digital Forensic Unit Cellebrite Forensic Tool, and Keyscan upgrade/replacement.	\$450,000
Mobile Data Terminal (MDT) Replacement Routine replacement of the VPD's MDTs that are the computers and docking stations used in the police vehicles. Funding is collected and the MDTs are refreshed every four years.	\$2,000,000
Total On-going projects for funding	\$5,200,000

New projects:

Human Resource File Management System	\$250,000
Establish a file management system that would enable the HR Section to link human resource files involving individual employees from the various units.	
Data Security and Compliance	\$372,000
Deploy an enhanced data security, compliance, and risk management system to help protect sensitive data, safeguard against unauthorized access and better monitor our storage.	
Asset Tracking and Management	\$300,000
Create a VPD inventory management system that will allow tracking of VPD assets, allocation, replacement and disposal.	
Total new projects	\$922,000
Total submitted	\$6,122,000

5.1

At the time of this report, the City TS team has not confirmed funding; however, similar to prior years' practice and the City TS's budgeting process, the on-going projects of \$3,200,000 has likely been earmarked and the three (3) new projects will not be approved by the City's TS team until late in the year and throughout 2025. However, this has not yet been finalized.

Real Estate and Facilities Management – pending approval

The VPD's Facilities Section continues to work with the City's REFM Department to obtain funding for annual maintenance of various VPD facilities and to determine and establish priority projects, including a VPD purpose-built headquarters.

For 2025, the VPD's REFM maintenance budget is \$2,281,048 for various facilities maintenance projects such as, but not limited to, air handling unit replacement, elevator modernization and skylight replacements. However, funding for new projects totaling \$1,850,000 are still pending, as the request for funding of \$1,100,000 from the VPD's 2025 operating budget to be transferred to the VPD's capital fund was not approved by Council. The VPD will continue to work with REFM to determine if funding can be reprioritized to fund the requested projects.

Fleet and Manufacturing Services - funded

The VPD's 2025 capital FMS budget is approximately \$6,500,000 subject to changes, increases in labour, parts and outfitting, as well as manufacturer delivery schedules, the VPD is anticipating approximately 72 new assets.

CONCLUSION:

The VPD's 2025 annual capital budget is still pending final approval from three city departments and will be finalized throughout 2025.

Author: Melissa Lee

Date: January 7, 2025

5.1

Submitting Executive Member: Nancy Eng

 Nancy Eng
(signature)

 Date: January 7, 2025



VANCOUVER POLICE DEPARTMENT

5.2

REPORT TO THE VANCOUVER POLICE BOARD

REPORT DATE: January 7, 2025
BOARD MEETING DATE: January 23, 2025
BOARD REPORT # 2501F12
Regular

TO: Vancouver Police Board
FROM: DCC Steve Rai, Commanding Support Services Division
SUBJECT: 2025 Operating Budget - Council Approved

RECOMMENDATION:

THAT, the Vancouver Police Board approve the Vancouver Police Department's (VPD) 2025 operating budget of \$423,855,394 as approved by Vancouver City Council (Council).

SUMMARY:

On December 10, 2024, Council approved the VPD's 2025 net operating budget of \$423,855,394, which is an increase of \$12,548,161, or 3.05% over the 2024 adjusted budget.

POLICY:

The Vancouver Police Board Finance, Audit and Risk Committee (Committee) provides financial oversight of the VPD. The purpose of this report is for the Board to approve the VPD's 2025 operating budget, as approved by Council.

DISCUSSION:

On November 21, 2024, the Board submitted the approved 2025 VPD operating budget totalling \$434,166,680 (report #2411F12). This submission included the City Staff supported increases for routine items such as contractual salaries, non-salary items, third party contracts/levies and shared services. In addition, the Board submitted funding requests to implement Body Worn Cameras (BWC) to all front line staff, additional civilian professional positions for the VPD's Enterprise Risk Management Unit (ERM), replenish the VPD's capital fund, increase the Board's budget, rapid DNA machine, contractual agreement increases, and increases for various items where the budget has not kept pace with current operational needs or inflationary adjustments.

On December 10, 2024, Council approved the VPD's 2025 net operating budget of \$423,855,394, which is an increase of \$12,548,161, or 3.05% over the 2024 adjusted budget, allowing the VPD to effectively fulfil and implement many of its initiatives. In addition to the Council approved items, Council also committed to fund up to an additional \$5,087,891 from city reserves/contingency (does not require property tax increase) to ensure that the VPD is fully

funded to implement BWCs to all frontline staff and to address the unpredictability of worldwide protests and demonstrations that can occur within Vancouver in 2025. Please refer to Appendix 1 to review the approved Council motion of the VPD's net operating budget.

5.2

The below table outlines the high priority items that the Board submitted to Council for new funding and amounts that were approved by Council. Please refer to Appendices 2 to 4 for additional information outlining all Council approved and unfunded budget items, the various net changes of the VPD's 2025 operating budget, as well as the operating budget changes from 2024 to 2025.

		Board Requested Amount	Council Approved	Unfunded/ Change
	Items submitted for Council approval			
1	Salaries, Employer portion of payroll deductions and September 30 Statutory pay	\$ 3,940,849	\$ 3,940,849	
2	Fleet, Equipment, City Services, Community Policing Centers	\$ 1,539,229	\$ 1,539,229	
3	E-Comm 9-1-1 (updated budget provided by E-Comm on December 9, 2024)	\$ 4,010,888	\$ 3,398,938	(611,950)
4	PRIME- BC	\$ 434,234	\$ 434,234	
5	Contractual obligations: Nursing contract, Coroner's inquest, ammunition disposal	\$ 219,240	\$ 219,240	
6	Body Worn Camera (BWC) implementation - 981 cameras to frontline staff	\$ 6,065,781	\$ 6,065,781	
7	Facilities projects related to 100 officers that was advanced from capital budget	\$ 1,100,000		(1,100,000)
8	Officer of Auditor General recommendation for Enterprise Risk Management (ERM) positions	\$ 554,283	\$ 184,761	(369,522)
9	Protests and demonstrations overtime budget increase	\$ 1,400,000	\$ 1,400,000	
10	Rapid DNA machine	\$ 391,220	\$ 391,220	
11	Cell phone unlocking for investigations	\$ 74,800	\$ 74,800	
12	Integrated Ballistic Identification System (IBIS) maintenance contract	\$ 40,000	\$ 40,000	
13	Vancouver Police Board budget	\$ 793,000	\$ (53,000)	(846,000)
14	Equipment and ammunition cost increase and expanded needs	\$ 300,000		(300,000)
15	Recruit online application software	\$ 300,000		(300,000)
16	Statutory holiday deployment needs	\$ 625,791		(625,791)
17	Salary premiums (bank entitlements and vacation, gratuity payouts)	\$ 757,785		(757,785)
18	Civilian professionals position reclassifications	\$ 196,332		(196,332)
19	Civilian professionals added responsibilities premium pay	\$ 116,016		(116,016)
	Total	\$ 22,859,448	\$11,570,271	\$ (5,223,396)

While the amount the VPD received versus the amount the Board submitted is \$5,223,396 unfavourable to the VPD, the following should be noted of the various items:

- Item #3 – E-Comm 9-1-1: before the final Council vote, E-Comm 9-1-1 revised their 2025 annual estimate resulting in a \$611,950 decrease. Council approved the funding required and there is no impact to the VPD's budget as a result of this change.

- Item # 6 – BWC implementation: the funding to implement 981 cameras to all frontline staff was approved by increasing the VPD's budget by \$2,377,890 and the remaining amount up to \$3,687,891, of which \$1,310,000 of the amount is for one-time costs, will be funded by the City's reserve, which does not require additional 2025 tax funding).
- Item #7 – Facilities projects for capital fund: while City Staff suggested that this be submitted through the operating budget to restore the VPD's capital fund, it was agreed by the VPD that this would be reviewed through the capital adjustment process in 2025.
- Item #8 – ERM positions: While the initial request was for 3 additional civilian positions, the Board agreed that only one position would be required for 2025.
- Item #13 – Vancouver Police Board Budget: the funding request was to increase the Board's budget to \$1,055,080 which would restore funding that was reduced from the VPD's overall budget when Council decided to cut the Board's budget in 2024 and also reallocate funding from the VPD's budget to provide the Board with a budget of \$690,000 as a result of Council's decision in April 2024. It was agreed by the Board that the annual operating budget could be sustained at \$819,000. Please refer to Appendix 1 for further details.
- Items #14-19 – remaining items totalling \$2,295,924: these items have been underfunded for multiple years. While the VPD's largest component is salaries, variances can arise throughout the year that that may allow these items to be absorbed within the budget.

Similar to prior years, the 2025 net operating budget excludes funding for potential wage settlements for the Vancouver Police Union, Vancouver Police Officers' Association and the Teamsters, whose collective agreements expired on December 31, 2024 and rate increases for the employer's portion of statutory withholdings and health benefits. Once the various rates for the employer's portion of statutory withholdings and health benefits are released and if it results in a budget increase, the VPD will be transferred the corresponding budget by 2025's year-end.

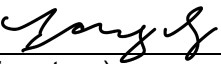
CONCLUSION:

The VPD's 2025 Council approved net operating budget is \$423,855,394 which is an increase of \$12,548,161, or 3.05% over the 2024 adjusted budget.

Author: Melissa Lee

Date: January 7, 2025

Submitting Executive Member: Nancy Eng


(signature)

Date: January 7, 2025

CITY COUNCIL APPROVED MOTION FOR VPD's 2025 OPERATING BUDGET
RECOMMENDATION 1(f).
DECEMBER 10, 2024

FINAL MOTION AS APPROVED

A. THAT Council approve the following increases to the Vancouver Police Board (VPB) Operating Budget, as outlined in the 2025 Draft Operating Budget section of Appendix 1 of the Report dated November 26, 2024, entitled "2025 Draft Operating and Capital Budget", and as amended:

- a) \$3.9 million increase for the levy payment to E-Comm 9-1-1 for dispatch and radio services; Council Meeting Minutes, December 10, 2024
- b) \$3.9 million salaries and benefits adjustments and increments per collective agreements expiring in December 2024;
- c) \$1.7 million for fixed cost increases for items such as fleet maintenance, insurance, utilities, and other expenditures;
- d) \$3.0 million in increases for Board-approved Vancouver Police Board Operating budget items including:
 - i) expenses to support the full implementation of Body Worn Cameras (BWC) in the Vancouver Police Department as follows:
 - (1) \$2,377,890 to be added to the VPD budget for ongoing expenses;
 - (2) \$1,310,000 in one-time funding to be added to the VPD budget to cover one-time implementation costs, to be funded from reserves;
 - (3) and up to \$2,377,890 to be allocated from within City budget contingency and transferred to the VPD in 2025 as required based on actual Body Worn Camera expenses incurred, and to be incorporated as an ongoing expense into future VPD budgets after full implementation;
 - ii) \$184,761 in ongoing expenses for one (1) Position for the Enterprise Risk Management unit;
 - iii) \$391,219 in ongoing expenses for Contractual Rapid DNA;
 - iv) decrease the budget for the Vancouver Police Board to \$819,000;
 - v) \$74,800 in ongoing expenses for the annual maintenance contract to expand VPD's capacity for data extraction and analytics on smartphones;
 - vi) \$40,000 in ongoing expenses for the annual maintenance contract for IBIS;

FURTHER THAT the above constitutes Council's approval of the Vancouver Police Board 2025 Draft Operating Budget of \$455,837,414 in expenditures and transfers and \$31,982,020 in revenues.

Appendix 2

5.2

		Board Requested		Council Approved				Unfunded/ Changes
	Items submitted for Council approval	FTE increase	Amount	FTE increase	Funded	Committed/ Contingency	Total Funded	
1	Salaries, Employer portion of payroll deductions and September 30 Statutory pay		\$ 3,940,849		\$ 3,940,849		\$ 3,940,849	-
2	Fleet, Equipment, City Services, Community Policing Centers		1,539,229		1,539,229		1,539,229	-
3	E-Comm 9-1-1 (updated budget provided by E-Comm on December 9, 2024)		4,010,888		3,398,938		3,398,938	611,950
4	PRIME- BC		434,234		434,234		434,234	-
5	Contractual obligations: Nursing contract, Coroner's inquest, ammunition disposal		219,240		219,240		219,240	-
6	Body Worn Camera (BWC) implementation - 981 cameras to frontline staff	22.5	6,065,781	22.5	2,377,890	3,687,891	6,065,781	-
7	Facilities projects related to 100 officers that was advanced from capital budget		1,100,000					1,100,000
8	Officer of Auditor General recommendation for Enterprise Risk Management positions	3	554,283	1	184,761		184,761	369,522
9	Protests and demonstrations overtime budget increase		1,400,000			1,400,000	1,400,000	-
10	Rapid DNA machine	1	391,220	1	391,220		391,220	-
11	Cell phone unlocking for investigations		74,800		74,800		74,800	-
12	Integrated Ballistic Identification System (IBIS) maintenance contract		40,000		40,000		40,000	-
13	Vancouver Police Board budget		793,000		(53,000)		(53,000)	846,000
14	Equipment and ammunition cost increase and expanded needs		300,000				-	300,000
15	Recruit online application software		300,000				-	300,000
16	Statutory holiday deployment needs		625,791				-	625,791
17	Salary premiums (bank entitlements and vacation, gratuity payouts)		757,785				-	757,785
18	Civilian professionals position reclassifications		196,332				-	196,332
19	Civilian professionals added responsibilities premium pay		116,016				-	116,016
Total		26.5	\$22,859,448	24.5	\$12,548,161	\$ 5,087,891	\$17,636,052	\$5,223,396

**Vancouver Police Department
2025 Operating Budget Summary**

	Staffing (FTE)	\$ Increase	Net Budget	\$ Change	% Change	City Tax increase %
2024 Restated Budget			\$ 411,307,233			
2025 Changes						
Routine Items						
Salaries, Employer portion of payroll deductions and September 30 Statutory pay		3,940,849				
Fleet, Equipment, City Services, Community Policing Centers		1,539,229				
E-Comm 9-1-1		3,398,938				
PRIME- BC		434,234				
Contractual obligations: Nursing contract, Coroner's inquest, ammunition disposal		219,240	\$ 9,532,490	\$ 9,532,490	2.32%	0.79%
New Items						
BWC implementation	22.5	2,377,890				
OAG recommendation for ERM	1	184,761				
Rapid DNA machine	1	391,220				
Cell phone unlocking for investigation		74,800				
Integrated Ballistic Identification System (IBIS) maintenance contract		40,000				
Vancouver Police Board budget		(53,000)	\$ 3,015,671	\$ 3,015,671	0.73%	0.25%
Total Increase			\$ 12,548,161	\$ 12,548,161	3.05%	1.05%
Total 2025 Council Approved Budget	24.5		\$ 423,855,394			
Council Approved: funded from reserves (one-time implementation)						
BWC - one time costs	5	1,310,000				
BWC - full implementation funding, if required		2,377,891				
Protests and demonstrations costs (deferred for year-end transfer)		1,400,000	\$ 5,087,891	\$ 5,087,891		
Total 2025 Council Approved Budget with Contingency and Commitments	29.5		\$ 428,943,285	\$ 17,636,052	4.29%	

Statement of Recoveries and Expenditures Budget

	2024	2025 Budget		
	Restated	Council Approved	\$ Change	% Change
RECOVERIES				
Cost Recoveries, Grants & Donations				
Third Party Events	(\$5,789,460)	(\$5,789,460)	(\$0)	
Overtime	(512,500)	(512,500)	-	
Total Sworn Overtime Recoveries	(\$6,301,960)	(\$6,301,960)	(\$0)	
Secondments	(\$19,774,601)	(\$20,270,183)	(\$495,582)	
Grants & Donations	(1,500,000)	(1,500,000)	(0)	
Government	(1,230,000)	(1,230,000)	-	
Fee for Service	(2,186,299)	(2,317,477)	(131,178)	
Other	(362,400)	(362,400)	-	
TOTAL RECOVERIES	(\$31,355,260)	(\$31,982,020)	(\$626,761)	2.00%
EXPENDITURES				
<u>Salaries and Benefits</u>				
Sworn				
Salaries	\$214,988,002	\$218,083,298	\$3,095,296	
Overtime	17,997,455	17,997,455	(0)	
Secondment Overtime	1,995,975	1,995,975	-	
Entertainment District Callouts	1,159,419	1,159,419	-	
Civilian Professionals				
Salaries	30,426,134	31,859,581	1,433,448	
Casual & Temp Salaries	6,414,843	6,414,843	0	
Overtime	383,346	403,346	20,000	
Statutory Holiday Pay	7,246,790	7,916,790	670,000	
Benefits	70,890,285	72,639,401	1,749,116	
Total Salaries and Benefits	\$351,502,247	\$358,470,108	\$6,967,861	
<u>Non-Salary Items</u>				
Equipment & Fleet				
Fleet	\$14,014,716	\$14,823,783	\$809,067	
Uniforms & Equipment	6,520,763	8,285,832	1,765,069	
Other	10,924	11,252	328	
	\$20,546,403	\$23,120,866	\$2,574,463	
Other Expenses				
Criminal Investigation Fund	\$3,571,203	\$3,496,203	(\$75,000)	
Travel & Training	3,202,014	3,231,411	29,396	
Community Policing Centres	2,352,550	2,423,126	70,576	
Other	3,626,050	3,693,010.09	66,960	
	\$12,751,817	\$12,843,750	\$91,932	
Professional Fees				
Legal	\$482,500	\$482,500	\$0	
Contract Services	5,296,336	4,867,336	(429,000)	
Medical	2,613,990	2,813,230	199,240	
Other	209,900	209,900	0	
	\$8,602,726	\$8,372,966	(\$229,760)	
Facilities & Maintenance	\$2,762,241	\$3,379,004	\$616,762	
Supplies & Materials	4,385,710	4,332,642	(53,068)	
City Allocations	39,981,777	44,411,019	4,429,242	
Transfers	2,129,571	907,059	(1,222,512)	
Total Non-Salary Items	\$91,160,245	\$97,367,306	\$6,207,061	
TOTAL EXPENDITURES	\$442,662,493	\$455,837,414	\$13,174,921	2.98%
NET BUDGET	\$411,307,233	\$423,855,394	\$12,548,161	3.05%



VANCOUVER POLICE DEPARTMENT

REPORT TO THE VANCOUVER POLICE BOARD

REPORT DATE: December 12, 2024
BOARD MEETING DATE: January 23, 2025
BOARD REPORT # 2501V07
Regular

TO: **Vancouver Police Board**
FROM: Drazen Manojlovic, Director, Enterprise Risk Management Section
SUBJECT: **Equity, Diversity, and Inclusion (EDI) Review 2024 Year-end Update**

RECOMMENDATION:

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

SUMMARY:

The EDI Review Team (Team) was established in 2021 to ensure that policies, procedures, processes, and training at the Vancouver Police Department (VPD) are not discriminatory and are inclusive. This review was initiated prior to the implementation of the BC Provincial Policing Standards of Promoting Unbiased Policing, which came into effect on July 30, 2023, positioning the VPD to proactively align its practices with emerging Provincial Standards.

This past year, the Team has completed their review of the Recruiting Manual and accompanying forms. The Team is currently focused on reviewing the Court and Detention Service Section's Jail Manual of Operations (JMO) and related forms. In addition, the Team has recommended language/formatting/procedural changes to 31 Regulations and Procedures Manual (RPM) procedures, forms, and other documents. The Team has completed its review of 80% of the RPM and about 25% of all forms.

Throughout 2024, the Team continued its commitment to professional development and 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 any inequalities within its policies, procedures, processes, and training. The Team consists of one Sergeant, three Constables, and one Investigational Assistant. The Team began a phased-approach examination to ensure best practices and treatment 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

5.3

The Team continues to adopt and evolve 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 how to provide services in a culturally safe, responsive, and trauma-informed manner utilizing unbiased policing principles.

Recruiting Manual and Forms

In May 2024, the Team completed its review of the Recruiting Manual. The review examined approximately 90 sections of the Recruiting Manual and 50 pages of forms. Some of the themes that the Team examined included: minimum requirements; selection process; recruiting standard challenges; education standards, and; alignment with the British Columbia Human Rights Code.

Jail Manual of Operations and Forms

In collaboration with the Court and Detention Services Section, 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 primarily collaborates with the Planning, Research, and Audit Section in this endeavour. The Team has recommended language/formatting/procedural changes to 31 RPM procedures, forms, and other documents. This includes changes to operational, administrative, equipment, uniform, and facilities-related policies. Some of the Teams policy achievements include: completing reviews and revisions of existing policies; developing and implementing new policies to address emerging trends; enhancing collaboration with internal and external partners to inform policy decisions, and; improved departmental transparency and accountability in policy development. The Team has completed its review of 80% of the RPM and about 25% of all forms.

Community Engagement

The Team continues to pro-actively strengthen community and partner relationships and believes that engaging with diverse communities and external partner agencies is essential in understanding different cultures, traditions, and needs, particularly regarding interactions with law enforcement. The Team collaborates with the Diversity, Community, and Indigenous Relations Section in this effort. This past year the Team, has participated in numerous community engagement learning opportunities with community leaders, youths and volunteers. The Team has met with members of the:

- Ismaili Mosque;
- Nikkei National Museum and Cultural Centre;
- Muslim community;
- Vancouver Khalsa Diwan Society;
- VPD's Indigenous Advisory Committee;

- VPD's Out on Patrol;
- Chinese Canadian Museum Society of British Columbia;
- Jewish Federation of Greater Vancouver; and
- Indigenous community at the Staləw pow-wow event.

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 of the new learnings that the Team received are:

- Islamophobia in the Context of Law Enforcement Presentation;
- Antisemitism – Then & Now presentation;
- British Columbia Corrections at North Fraser Pre-Trial Centre;
- Canadian Association of Chiefs of Police Conference - EDI Everyday: Strategies for Daily Success;
- Halton Regional Police: Diversity, Equity and Inclusion Summit;
- Ontario Association of Chiefs of Police Course – EDI Training; and
- Ontario Association of College and University Security Administrators Conference - 2024 EDI.

CONCLUSION:

The VPD continues to systematically and intentionally work to ensure respectful, diverse, and inclusive workplaces and communities. By addressing all forms of bias, the VPD looks to better serve community members and further build trusting relationships with Indigenous Peoples and other diverse groups in the community.

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.

This 2024 Year-end report is for the Board's information. The next report to the Board will be a mid-year update scheduled for the Board's September 11, 2025 meeting.

Author:

Staff Sergeant Raj Jaswal
Constable Parm Dhesi

Date: December 12, 2024

Submitting Executive Member:

Deputy Chief Constable Steve Rai

Date: December 17, 2024

Standing Committee Reports

6.1 Governance Committee

6.2 Finance, Audit and Risk Committee

6.3 Human Resources Committee