

DELTA POLICE BOARD

OPEN MEETING AGENDA



Date 2023-11-15
 Time 09:00 am
 Location Council Chamber – City of Delta Municipal Hall

A. CALL MEETING TO ORDER

This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the scə́waθən (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today.

B. ADOPTION OF THE AGENDA

1. Adoption of the Open Agenda – November 15, 2023

C. APPROVAL OF MINUTES

1. Approval of the Open Meeting Minutes – October 19, 2023 ■

D. DELEGATIONS/PRESENTATIONS

No Items

E. CONSENT ITEMS

1. Crime Statistics & Crime Maps – October 2023 ■
2. Financial Reports – September 2023 ■
3. Correspondence – No Items
4. For Information ■
 - a. Police Board Events Calendar
 - b. JIBC Recruit Tuition and Cost Recovery Rates 2024
 - c. Updated: 2024 Police Board Schedule of Meetings

F. FOLLOW UPS

1. Action Document ■
2. Business Arising Out of Minutes

G. REPORTS & PRIORITY ITEMS

1. Chief's Reports
 - a. Chief Constable Monthly Activity Report: October 2023 ■
 - b. International Fraud Awareness Week
 - c. Body-Worn Cameras: Law of Policing Conference
 - d. Community Safety and Well-Being Plan: 2023 Quarter 3 Key Performance Indicators (KPIs) Report ■
 - e. Halloween 2023 Briefing ■
 - f. Missing Person Briefing
 - g. Port Police Report Updates ■
2. Nova Scotia Mass Casualty Commission Report Recommendations Review ■
3. BCAPB Updates

H. NEW BUSINESS

Items as requested by the Board

I. NEXT MEETING

The next meeting of the Delta Police Board will be held on December 13, 2023.

J. MOTION TO CONTINUE MEETING IN PRIVATE

In accordance with the *Police Act (S.69(2))*, a portion of a meeting may be held in private if any of the following are expected to arise:

- a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;
- b) a matter concerning a person's financial or personal affairs, if the person's interest in the matter outweighs the public's interest in the matter;
- c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
- d) a matter concerning information that a person has requested he or she be allowed to give in private to the Board or committee.

K. MOTION TO ADJOURN THE OPEN MEETING

DELTA POLICE BOARD**Open Meeting Minutes**

Date 2023-10-19
Time 09:00 AM
Location City Hall Council Chambers
 4500 Clarence Taylor Crescent, Delta, BC

Minutes of the Open Meeting held Thursday October 19, at 9:00 am at City Hall in Council Chambers, 4500 Clarence Taylor Crescent, Delta, British Columbia.

Present

Ian Tait, Vice-Chair	Neil Dubord, Chief Constable
Chief Laura Cassidy	Michelle Davey, Deputy Chief
Lara Victoria	Harj Sidhu, Deputy Chief
Sharan Oberoi	Jassie Ram, Corporate Services Manager
	Volker Helmuth, Legal & Risk Management Manager
	Tracie Nunes, Board Secretary

Guest(s): Kim Gramlich and Puma, DPD Victim Services

Regrets

Mayor George V. Harvie, Annette Garm, Firth Bateman

A. CALL MEETING TO ORDER

Meeting called to order at 9:00 am
 The Vice Chair began the meeting with the Indigenous land acknowledgement.

B. ADOPTION OF AGENDA

1. **Adoption of the Open Agenda of October 19, 2023.**

MOVED / SECONDED

THAT the Delta Police Board approve the Open Agenda of October 19, 2023, as presented.

CARRIED UNANIMOUSLY

C. APPROVAL OF MINUTES

1. **Approval of the Open Meeting Minutes – August 30, 2023**

MOVED / SECONDED

THAT the Delta Police Board approves the minutes of the Open Meeting August 30, 2023.

CARRIED UNANIMOUSLY

D. DELEGATIONS/PRESENTATIONS

1. **DPD Victim Services – Kim Gramlich and Puma**

Chief Dubord introduced Kim Gramlich and Puma to commend them for their outstanding contributions in aiding victims of crime, which earned them the Soroptimist International Award. On behalf of the Board, Vice-Chair Ian Tait presented a certificate of recognition to Kim Gramlich and Puma.

Item D.1 received for information.

E. CONSENT ITEMS

1. **Crime Statistics & Crime Maps September 2023**

2. **Financial Reports – August 2023**
3. **Correspondence – No items**
4. **For Information**
 - a. Police Board Events Calendar
 - b. Compliments for DPD Team
 - c. Blueline Magazine Article: A Transformative Justice Model on Tsawwassen First Nation

Items E.1 to E.4 received for information.

F. FOLLOW UPS

1. **Action Document**
2. **Business Arising Out of Minutes**

Items F.1 and F.2 received for information.

G. REPORTS & PRIORITY ITEMS

1. **Chief's Report**
 - a. Chief Constable Monthly Activity Report: September 2023
 - b. Delta Police Headquarters House Post
 - Chief Dubord advised the Board that a house post created by renowned artist, Karl Morgan, has been placed at DPD Headquarters to signify the relationship between the DPD and Tsawwassen First Nation.
 - Chief Cassidy commented that Tsawwassen First Nation is proud of the house post project as it exemplifies the relationship that is being built between the Delta Police Department and Tsawwassen First Nation community.
 - c. Class 169, 170 & 171 Swearing-In Ceremony
 - Chief Dubord advised that a formal ceremony took place to recognize the latest 3 classes of new recruits following a few years of not being able to have a formal ceremony due to COVID.
 - d. Ongoing Traffic Concerns
 - Traffic concerns continue to be a priority for the Delta Police Department and the community.
 - BC Highway Patrol transition is expected to occur in January 2024 and the DPD continues to develop their strategy and plans for this responsibility.
 - e. Human Trafficking Conference
 - Chief Dubord introduced S/Sgt. Dave Vaughan-Smith who provided a brief overview of Human Trafficking Symposium that was held at the Marriott Hotel in Delta.
 - f. Halloween 2023
 - Chief Dubord advised the Board that the DPD has an operations plan in place to mitigate some of the risk associated with Halloween, with the goal of preventing the damage that occurred last year.
 - g. Policing Our Ports Report
 - Chief Dubord provided an overview of the report and the Board engaged in discussion about how they could support the report and its recommendations supporting City and Delta Police Department's efforts to enhance port policing. It was concluded that Board could write to necessary partners and government bodies advocating for necessary change and action.

ACTION: Board to indicate its support for Peter German's "Policing Our Ports" report and request necessary action from partners and government bodies.

MOVED / SECONDED

THAT the Delta Police Board prepare correspondence requesting necessary action from partners and government bodies in support of the Policing Our Ports report.

CARRIED UNANIMOUSLY

2. **Provincial Policing Standard 6.1 – Community Partnerships & Equitable Policing**
Volker Helmuth advised the Board of their compliance with Provincial Policing Standard 6.1.

3. Communications Report – 2023, Quarter 3

An overview of external communications for quarter 3 was provided.

4. 2023 Remembrance Day Ceremonies – Board Member Participation

Jassie Ram provided details on ceremonies for Board members to coordinate attendance.

5. BCAPB Updates

Lara Victoria advised that BCAPB Conference has been scheduled for April 11-12, 2024, in Vancouver.

Items G.1 to G.5 received for information.

H. New Business

No New Business

I. Next Meeting

The next meeting of the Delta Police Board will be held on November 15, 2023.

J. MOTION TO CONTINUE MEETING IN PRIVATE

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- a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement.
- b) a matter concerning a person's financial or personal affairs, if the person's interest in the matter outweighs the public's interest in the matter;
- c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
- d) a matter concerning information that a person has requested he or she be allowed to give in private to the board or committee.

MOVED / SECONDED

THAT the Delta Police Board continue the meeting in Private.

CARRIED UNANIMOUSLY

Delta Police Board Open Meeting adjourned at 9:34am.

<p>_____ Ian Tait Vice-Chair</p> <p>_____ Date</p>	<p>_____ Tracie Nunes Recording Secretary</p> <p>_____ Date</p>
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Monthly Police Board Statistics Report

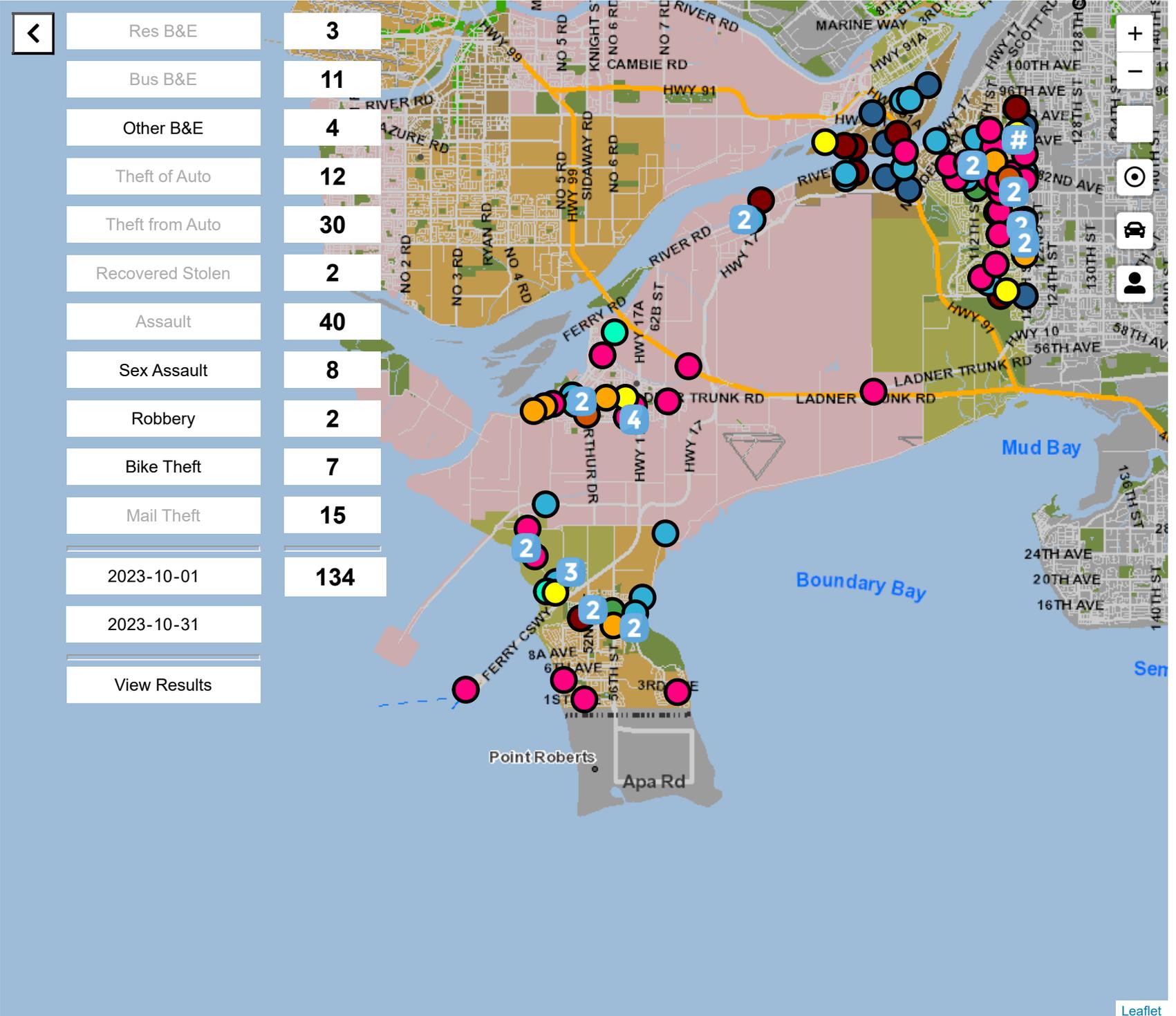
October 2023

Crime Type	Sep-23	Oct-23	Oct 3YR AVG	YTD 2022	YTD 2023	YTD 3YR AVG	Trend	YTD % Change 3YR Avg
Person Offences								
Homicide	0	0	0	1	0	0	▶	0%
Attempted Homicide	0	1	0	0	2	1	▲	100%
Sexual Assault (Level I)	5	5	4	51	53	41	▲	29%
Sexual Assault (Level II, Level III)	1	4	3	17	20	19	▲	5%
Total Assaults (Common, Weapon, Aggravated)	37	38	36	305	386	296	▲	30%
Robbery	3	2	3	29	32	20	▲	60%
Violent Offences - Other	1	0	3	29	17	23	▼	-26%
Person Offences - Other	38	35	30	369	390	278	▲	40%
Total Person Offences	85	85	79	801	900	678	▲	33%
Property Offences								
Break & Enter - Commercial	13	11	13	106	87	108	▼	-19%
Break & Enter - Residential	5	7	12	103	84	114	▼	-26%
Theft of Vehicle	5	10	9	90	89	93	▼	-4%
Theft from Vehicle	25	30	65	580	436	629	▼	-31%
Theft Over/Under \$5000	90	110	86	869	940	825	▲	14%
Mischief to Property Over/Under \$5000	48	46	54	529	485	493	▼	-2%
Total Property Offences	240	263	275	2698	2623	2656	▼	-1%
Traffic Offences								
Fatal MVI	0	0	2	5	3	3	▶	0%
Collisions (All)	108	116	114	1088	1097	921	▲	19%
Other Offences								
Intimate Partner Violence	10	18	14	113	160	108	▲	48%
Youth (*Excludes Traffic Offences)	7	3	9	49	50	57	▼	-12%
Weapon Violations	3	6	5	53	49	67	▼	-27%
Cybercrime	56	54	46	590	635	466	▲	36%
False Alarms (Dispatched)	20	29	56	471	334	533	▼	-37%
TOTAL CALLS FOR SERVICE	2,384	2,453	2,285	24,781	25,714	25,158	▲	2%

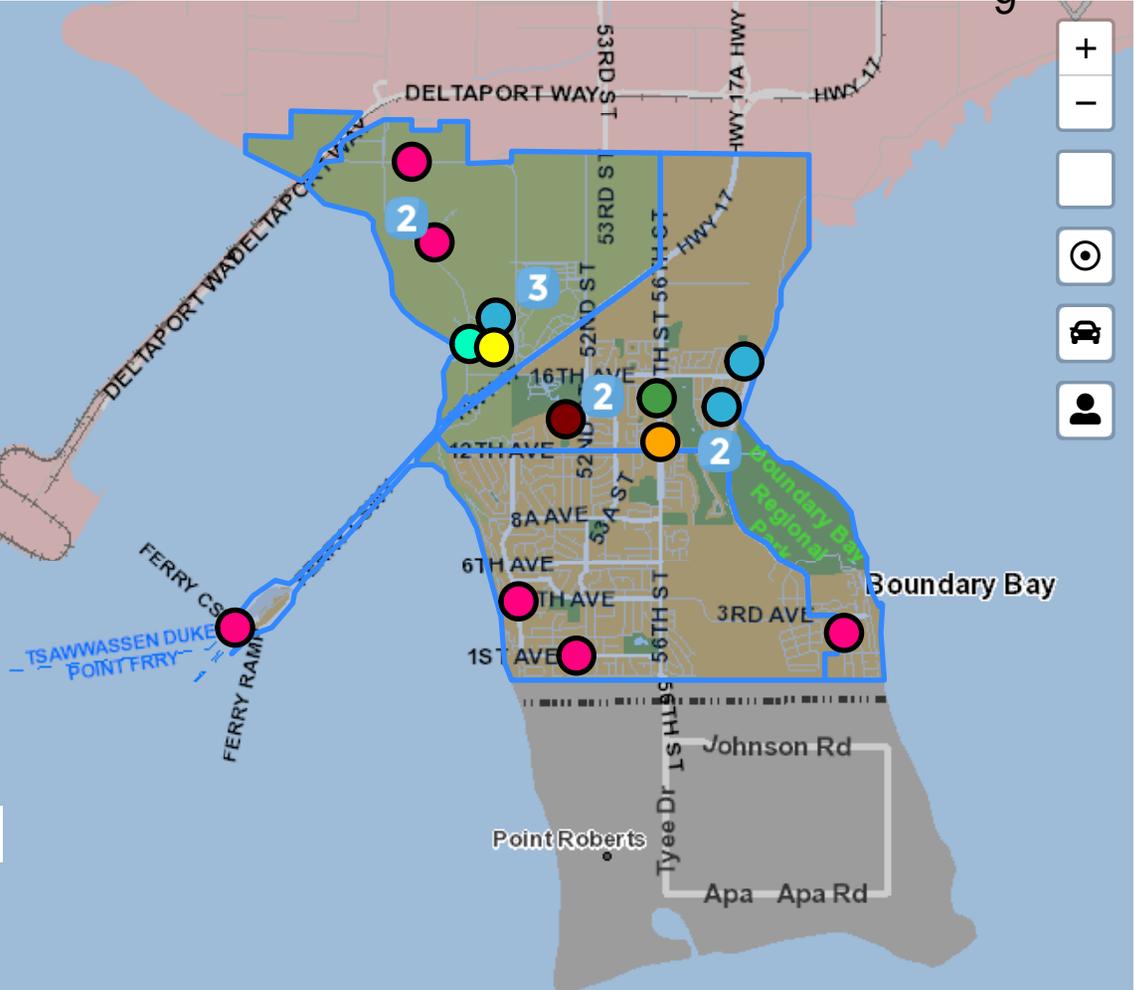
TFN (Zone 3) Statistics Report

October 2023

Crime Type	Sep-23	Oct-23	Oct 3YR AVG	YTD 2022	YTD 2023	YTD 3YR AVG	Trend	YTD % Change 3YR Avg
Person Offences								
Homicide	0	0	0	0	0	0	▶	0%
Attempted Homicide	0	0	0	0	0	0	▶	0%
Sexual Assault (Level I)	0	1	0	2	2	1	▲	100%
Sexual Assault (Level II, Level III)	0	0	0	3	0	1	▼	-100%
Total Assaults (Common, Weapon, Aggravated)	1	3	1	15	19	13	▲	46%
Robbery	0	1	0	4	2	2	▶	0%
Violent Offences - Other	0	0	0	3	2	1	▲	100%
Person Offences - Other	1	0	1	21	11	15	▼	-27%
Total Person Offences	2	5	2	48	36	33	▲	9%
Property Offences								
Break & Enter - Commercial	0	0	1	5	1	4	▼	-75%
Break & Enter - Residential	0	1	1	5	6	6	▶	0%
Theft of Vehicle	1	0	0	3	3	3	▶	0%
Theft from Vehicle	1	4	2	10	14	20	▼	-30%
Theft Over/Under \$5000	30	28	14	189	229	144	▲	59%
Mischief to Property Over/Under \$5000	0	0	2	28	26	21	▲	24%
Total Property Offences	34	37	22	254	305	210	▲	45%
Traffic Offences								
Fatal MVI	0	0	0	1	0	0	▶	0%
Collisions (All)	5	6	4	37	46	33	▲	39%
Other Offences								
Intimate Partner Violence	0	2	0	4	8	3	▲	167%
Youth (*Excludes Traffic Offences)		0	1	8	3	6	▼	-50%
Weapon Violations	0	1	0	10	4	5	▼	-20%
Cybercrime	2	2	2	21	22	17	▲	29%
False Alarms (Dispatched)	3	6	4	45	37	53	▼	-30%
TOTAL CALLS FOR SERVICE	138	144	110	1,253	1,425	1,034	▲	38%

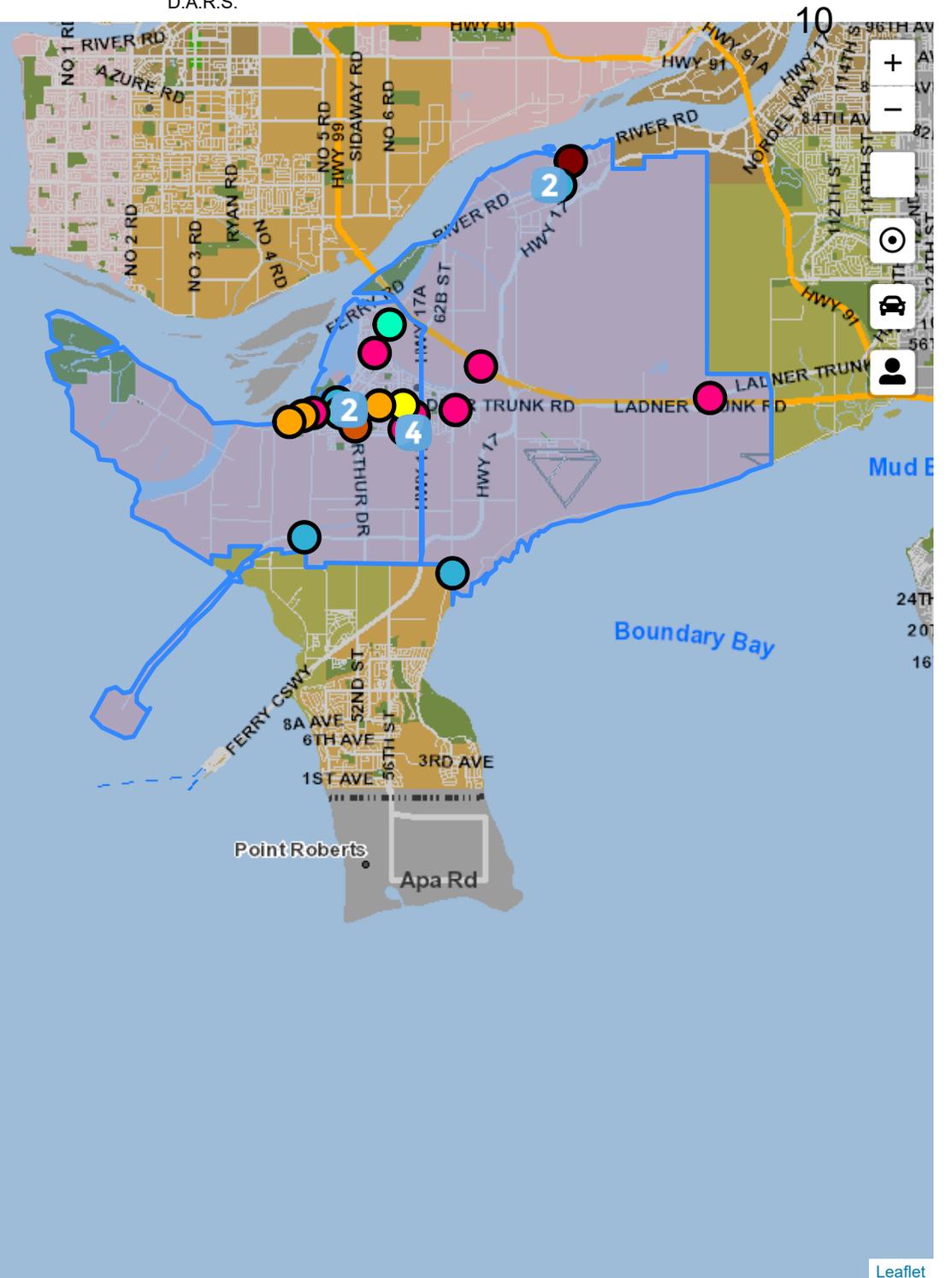


Res B&E	1
Bus B&E	0
Other B&E	1
Theft of Auto	2
Theft from Auto	8
Recovered Stolen	1
Assault	7
Sex Assault	1
Robbery	1
Bike Theft	1
Mail Theft	0
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2023-10-01	23
2023-10-31	
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View Results	

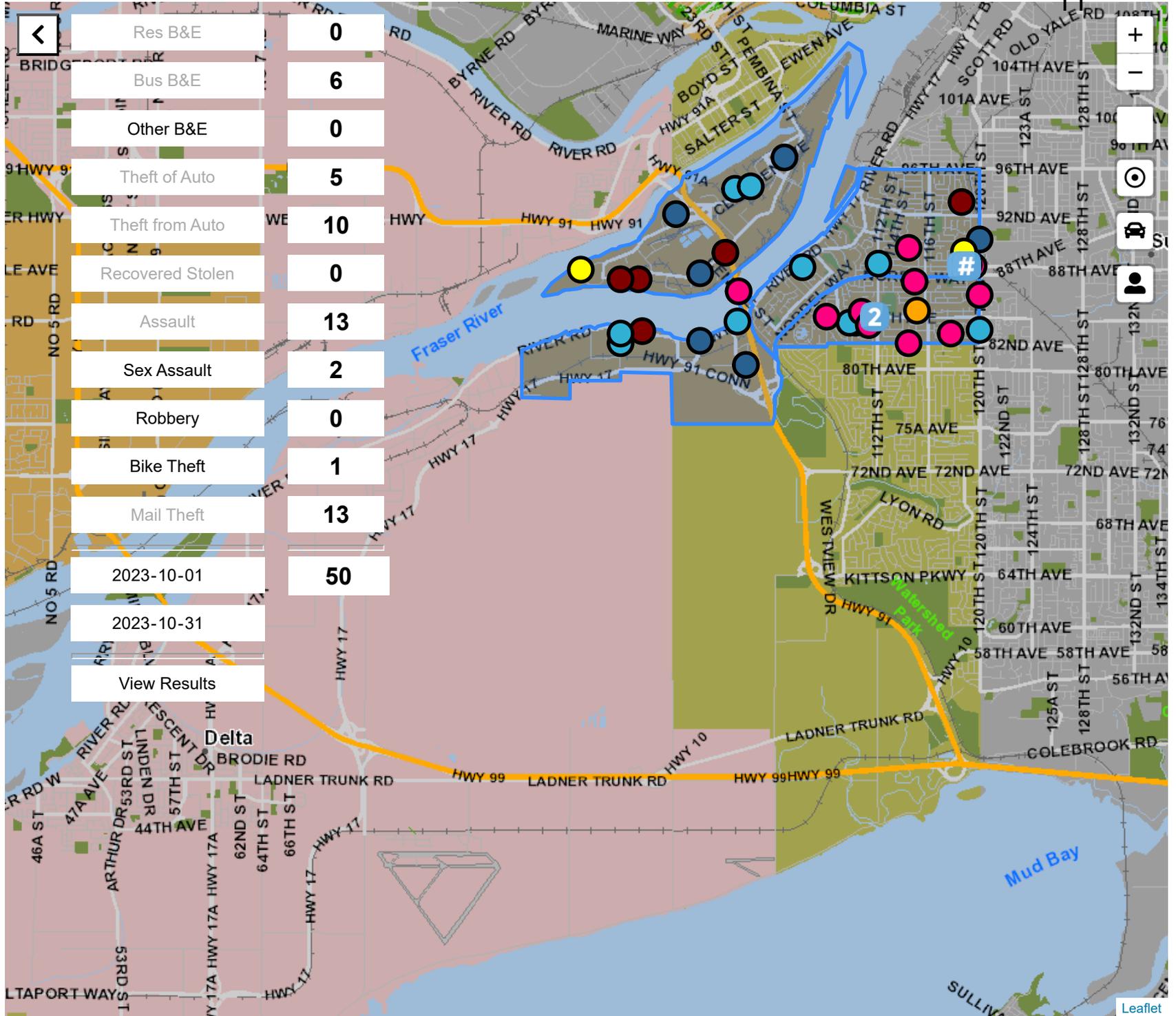


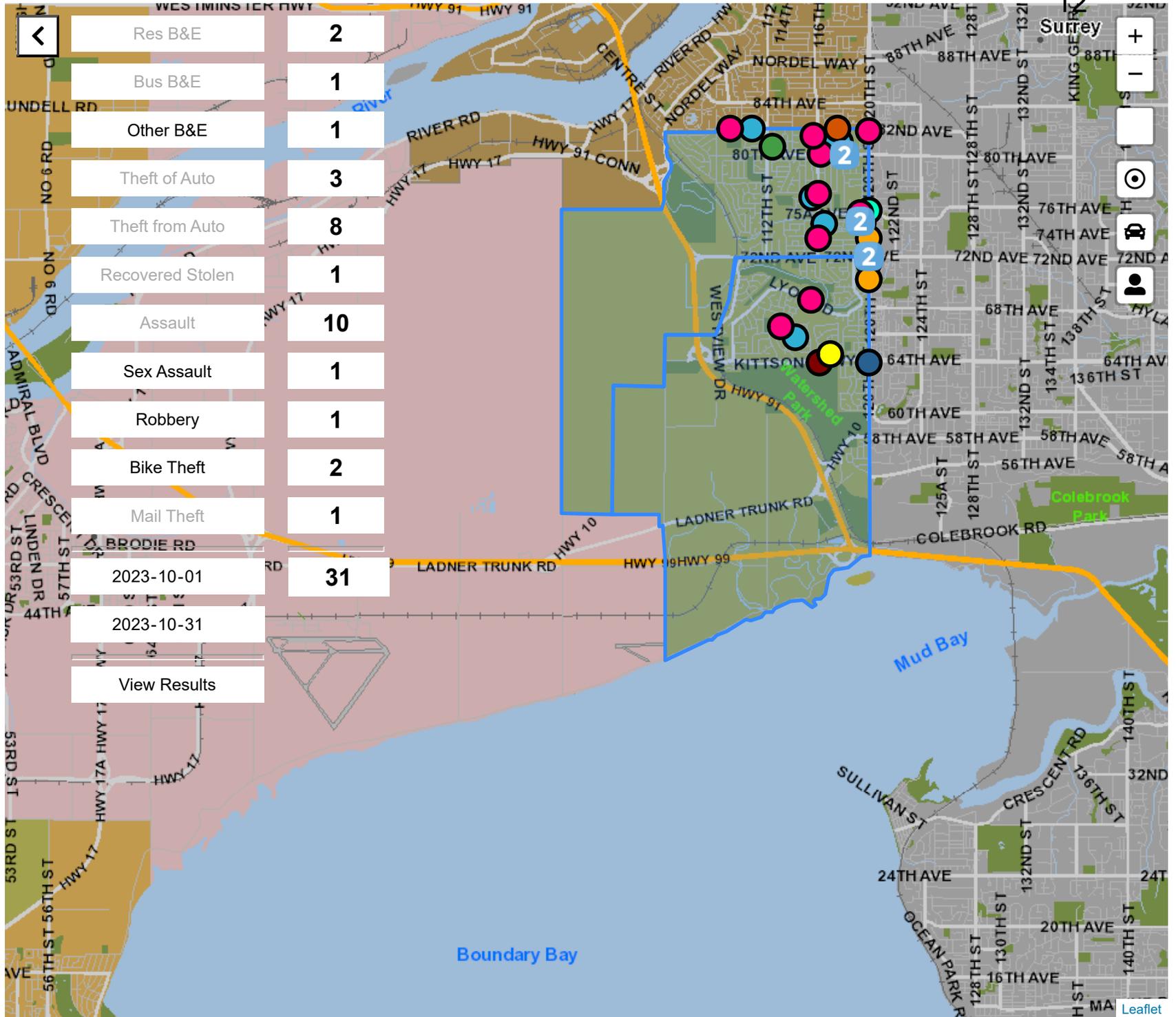
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Res B&E	0
Bus B&E	4
Other B&E	2
Theft of Auto	2
Theft from Auto	4
Recovered Stolen	0
Assault	10
Sex Assault	3
Robbery	0
Bike Theft	3
Mail Theft	1
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2023-10-01	29
2023-10-31	
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View Results	



OP B.1





**Delta Police Department
Financial Report**

For the period ended September 30, 2023

	Year to Date Actuals	Year to Date Budget	Annual 2023 Budget	YTD Variance (Fav)/Unfav (\$)	YTD Variance (Fav)/Unfav (%)
OPERATING					
Expenditures					
Department Support Services	12,073,648	11,538,982	15,378,000	534,666	4.6%
Investigative Services	4,752,013	4,407,789	5,958,000	344,224	7.8%
Community Services	7,617,598	7,514,033	10,008,500	103,565	1.4%
Patrol Services	11,683,303	12,365,408	16,485,000	(682,105)	-5.5%
Secondments	2,500,432	2,824,863	3,763,500	(324,431)	-11.5%
Ecomm	1,870,406	1,943,250	2,198,000	(72,844)	-3.7%
Wage bank accrual	279,000	-	-	279,000	
Transfer to/from Reserve	(191,773)	-	-	(191,773)	
Total Expenditures	40,584,627	40,594,325	53,791,000	(9,698)	0.0%
Revenues					
Recovered Services	(5,749,826)	(5,993,250)	(6,991,000)	243,424	4.1%
Fines and Fees	(444,562)	(285,003)	(380,000)	(159,559)	-56.0%
Grants	(1,767,615)	(1,877,372)	(1,906,500)	109,757	5.8%
Other Recoveries and Miscellaneous	(36,462)	(82,494)	(110,000)	46,032	55.8%
Transfer to/from Reserve	210,059	-	-	210,059	
Total Revenues	(7,788,406)	(8,238,119)	(9,387,500)	449,713	5.5%
Operating Tax Draw	32,796,221	32,356,206	44,403,500	440,015	1.4%

	Year to Date Actuals	Annual 2023 Budget	YTD Variance (Fav)/Unfav (\$)
CAPITAL			
Expenditures			
Vehicle Purchases - 2023	-	623,000	(623,000)
Vehicle Purchases - 2022 c/o	97,530	729,000	(631,470)
Vehicle Purchases - 2022 c/o for new Patrol units	-	190,000	(190,000)
Protective Equipment, Furniture, IT	86,134	394,000	(307,866)
Total Capital Expenditures	183,664	1,936,000	(1,752,336)

Delta Police Department
Financial Report - Overtime Data
 For the period ended September 30, 2023

		Current Month	Budget Month	Variance Month	Total YTD	Budget YTD	Variance YTD	% spent YTD	% spent YTD vs Annual Budget	Annual Budget
Department Support Services										
1307	Media	257	1,042	(785)	5,033	9,375	(4,342)	53.7%	40.3%	12,500
1335	Administration	1,817	1,292	525	14,063	11,625	2,438	121.0%	90.7%	15,500
1339	Fleet Maintenance	283	-	283	2,517	-	2,517	-	-	-
1342	Port Liaison	-	42	(42)	-	375	(375)	0.0%	0.0%	500
1345	Human Resources	16,970	9,583	7,387	175,334	86,250	89,084	203.3%	152.5%	115,000
1376	Support Services	862	4,417	(3,555)	8,636	39,750	(31,114)	21.7%	16.3%	53,000
1390	Professional Standards	-	292	(292)	1,855	2,625	(770)	70.7%	53.0%	3,500
1579	Information Technology	-	583	(583)	111	5,250	(5,139)	2.1%	1.6%	7,000
		20,189	17,250	2,939	207,549	155,250	52,299	133.7%	100.3%	207,000
Investigative Services										
1352	General Investigation	571	2,458	(1,887)	9,402	22,125	(12,723)	42.5%	31.9%	29,500
1353	Intelligence Section	-	1,167	(1,167)	9,754	10,500	(746)	92.9%	69.7%	14,000
1354	Drug Investigation Unit	1,966	4,917	(2,951)	31,273	44,250	(12,977)	70.7%	53.0%	59,000
1356	Major Crimes Section	621	19,417	(18,796)	98,000	174,750	(76,750)	56.1%	42.1%	233,000
1357	Vulnerable Sector Unit	883	1,125	(242)	8,840	10,125	(1,285)	87.3%	65.5%	13,500
1584	Intelligence Management	-	42	(42)	-	375	(375)	0.0%	0.0%	500
		4,041	29,125	(25,084)	157,269	262,125	(104,856)	60.0%	45.0%	349,500
Community Services										
1268	Community Safety Officer	341	-	341	2,300	-	2,300	-	-	-
1305	Operational Support	21,864	10,750	11,114	173,046	96,750	76,296	178.9%	134.1%	129,000
1312	Public Safety Operations	586	208	378	9,655	1,875	7,780	514.9%	386.2%	2,500
1331	TFN Liaison	-	625	(625)	3,521	5,625	(2,104)	62.6%	46.9%	7,500
1367	DCPO North Delta	-	958	(958)	927	8,625	(7,698)	10.7%	8.1%	11,500
1368	DCPO Ladner	-	208	(208)	728	1,875	(1,147)	38.8%	29.1%	2,500
1369	DCPO Tsawwassen	-	250	(250)	-	2,250	(2,250)	0.0%	0.0%	3,000
1370	School Liaison	524	625	(101)	4,954	5,625	(671)	88.1%	66.1%	7,500
1371	Reserve Police	-	-	-	28,476	23,000	5,476	123.8%	123.8%	23,000
1373	Victim Svces	-	375	(375)	897	3,375	(2,478)	26.6%	19.9%	4,500
1381	Truck Enforcement	-	375	(375)	680	3,375	(2,695)	20.1%	15.1%	4,500
1383	Traffic Section (recoverable)	7,395	3,208	4,187	100,133	28,875	71,258	346.8%	260.1%	38,500
1398	Community Health Intervention	-	375	(375)	-	3,375	(3,375)	0.0%	0.0%	4,500
1596	Youth Liaison	-	292	(292)	2,192	2,625	(433)	83.5%	62.6%	3,500
1680	Public Information Reps	6,703	8,333	(1,630)	51,278	75,000	(23,722)	68.4%	51.3%	100,000
1685	TFN Service Team	1,203	2,500	(1,297)	8,153	22,500	(14,347)	36.2%	27.2%	30,000
		38,616	29,083	9,533	386,940	284,750	102,190	135.9%	104.0%	372,000
Patrol Services										
1388	Police Patrol	48,127	50,833	(2,706)	338,509	457,500	(118,991)	74.0%	55.5%	610,000
1750	Crime Reduction Unit	-	3,542	(3,542)	11,360	31,875	(20,515)	35.6%	26.7%	42,500
1751	Patrol Support Team	-	875	(875)	-	7,875	(7,875)	0.0%	0.0%	10,500
		48,127	55,250	(7,123)	349,869	497,250	(147,381)	70.4%	52.8%	663,000
		110,973	130,708	(19,735)	1,101,627	1,199,375	(97,748)	91.9%	69.2%	1,591,500

		Current Month	Budget Month	Variance Month	Total YTD	Budget YTD	Variance YTD	% spent YTD	% spent YTD vs Annual Budget	Annual Budget
Secondments (recoverable)										
1343	Justice Institute of BC	-	-	-	-	-	-	-	-	-
1358	Integrated Municipal Provincial Auto Crime	2,296	2,792	(496)	53,190	25,125	28,065	211.7%	158.8%	33,500
1359	Provincially funded projects	34,547	18,167	16,380	219,876	163,500	56,376	134.5%	100.9%	218,000
1363	Integrated Road Safety Unit	2,649	5,500	(2,851)	31,390	49,500	(18,110)	63.4%	47.6%	66,000
1364	Combined Forces Special Enforcement Unit	3,201	12,500	(9,299)	126,669	112,500	14,169	112.6%	84.4%	150,000
1540	BC Municipal Undercover Program	441	-	441	11,751	-	11,751	-	-	-
1681	LMD Police Dog Service	11,256	8,333	2,923	153,910	75,000	78,910	205.2%	153.9%	100,000
1682	LMD Emergency Response Team	41	7,583	(7,542)	46,894	68,250	(21,356)	68.7%	51.5%	91,000
1683	Real Time Intelligence Centre-BC	-	542	(542)	-	4,875	(4,875)	0.0%	0.0%	6,500
1686	Integrated National Security Enforcement	7,425	458	6,967	57,814	4,125	53,689	1401.6%	1051.2%	5,500
1687	LMD Forensic Investigations	1,482	6,333	(4,851)	1,482	57,000	(55,518)	2.6%	2.0%	76,000
		63,338	62,209	1,129	702,976	559,875	143,101	125.6%	94.2%	746,500
Total		174,311	192,917	(18,606)	1,804,603	1,759,250	45,353	102.6%	77.2%	2,338,000

November 2023



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1	2	3	4
5	6	7	8	9	10	11 Remembrance Day Events in Ladner & North Delta
12	13	14	15 Police Board Meeting - Council Chamber	16	17	18
19	20	21	22	23 Christmas Tree Lighting Ladner Village 6pm - 7:30pm	24	25
26 Tree Lighting Diefenbaker 4pm - 6pm	27	28	29	30	1 Celebration of Trees Tswn Springs 6pm	2
3	4	Notes				

December 2023



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	1 Celebration of Trees Tswn Springs 6pm	2 Breakfast with Santa LBA Ladner Community Centre
3	4	5 Governance Committee Meeting	6	7	8	9
10	11	12	13 Police Board Mtg. Centre for the Arts	14	15	16
17	18	19	20	21	22	23
24	25 Christmas Day	26 Boxing Day	27	28	29	30
31	1	Notes				

October 23, 2023

Chief Constables of Municipal Police Departments
Chief Officer, SCBCTA Police Service
Police Academy Chiefs Committee
Chairs, Police Boards

Re: Recruit Tuition and Cost Recovery Rates Effective April 1, 2024

Dear Police Leadership,

I am writing to inform you that the Justice Institute of British Columbia Police Academy (PA) will be increasing rates for police recruit tuition and the cost recovery charge to agencies effective April 1, 2024. These rates will be in effect for the three cohort intakes of 64 throughout the JIBC 2024/2025 fiscal year: April 1, 2024 to March 31, 2025.

These rate increases are required to keep pace with increasing PA operating costs. Our analysis predicts that total PA operating costs will increase by 7% over current year budgeted costs. In forecasting actual results for the current year; however, we foresee some cost savings due to vacant positions that will facilitate a one-time financial relief and partially offset the required rate increases. Therefore, recruit tuition and agency rates will increase by 5% as follows:

Recruit Tuition: the rate will increase from \$14,585 to \$15,315 effective April 1, 2024.

Agency Cost Recovery: the rate will increase from \$23,215 to \$24,375 effective April 1, 2024.

If you have any questions or concerns, do not hesitate to get in touch with me by phone [REDACTED]
[REDACTED]

Respectfully submitted,



Mike Proud

Vice-President, Finance and Operations

cc Glen Lewis
Assistant Deputy Minister and Director of Police Services
Policing and Security Branch

Matthew Brown
Executive Director
Policing and Security Branch

Tom Wolff von Gudenberg
Chair, BCAMCP

Jason Butler
ADM PSFS

Maria Preovolos
Chair, JIBC Board of Governors

Dr. Michel Tarko
President and CEO, JIBC

Colleen Vaughan
VP Academic, JIBC

January							February							March						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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14	15	16	17	18	19	20	11	12	13	14	15	16	17	10	11	12	13	14	15	16
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														31						

April							May							June						
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July							August							September						
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October							November							December						
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27	28	29	30	31			24	25	26	27	28	29	30	29	30	31				

Board Mtg 9:00am Council Chambers	F&RM Comm 9:00 am	HR Comm 8:00 am	Gov Comm 9:00 am	Public Holiday	BCAPB Vancouver
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**DELTA POLICE BOARD
OPEN MEETING ACTION DOCUMENT**

Blue	On hold – (action may or may not have been taken)
Gray	Complete (will be removed after one circulation)
Green	In progress

ACTION ITEM	Meeting Date	Assigned to	Status
D.3 Staff to arrange for Community Navigator to present to City Council, Executive meeting in the fall	June 22, 2023	Staff	
G.1 Board to indicate its support for Peter German’s “Policing Our Ports” report and request necessary action from partners and government bodies.	October 19, 2023	Board members	Complete. Draft correspondence provided to Board.

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



DATE 2023-11-01	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT Chief Constable Monthly Activity Highlights Period: October 2023	
ACTION For information	MEETING Open

(Handwritten blue scribble)

Date	Activity
October 4, 2023	Attended RCMP Funeral
October 4, 2023	Recruit Swearing In Ceremony
October 6, 2023	Interviewed on CTV
October 10, 2023	BC Association of Municipal Chiefs of Police
October 13, 2023	Hosted orientation of DPD for new City Manager
October 15-18, 2023	Attended International Association of Chiefs of Police Conference
October 21, 2023	Attended Baitur Rahman Mosque 10 th anniversary celebration
October 24-26, 2023	Traffic Safety Committee AGM
October 31, 2023	Assisted Patrol on Halloween Night

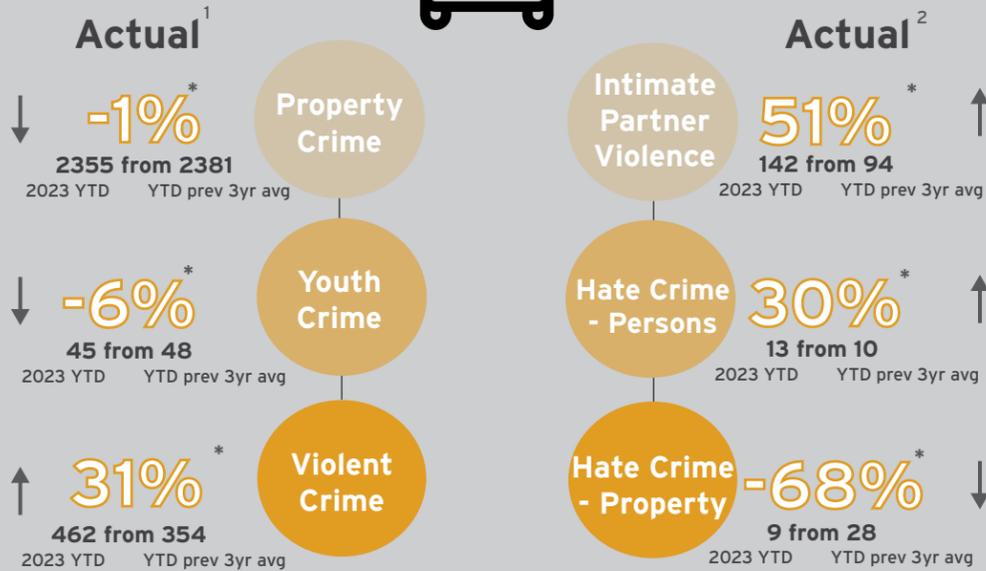
Community Safety & Well-Being Plan

KEY PERFORMANCE INDICATORS (KPIs)
2023 - QUARTER 3

Crime



Crime Severity Index (CSI)



The CSI is a measurement of crime based on the amount and seriousness of the offences reported to the police. A low CSI rate is indicative of a relatively safe community. Index scores are compared to a baseline of 100, which is calculated using historical data. The CSI is a method to compare crime consistently across jurisdictions.

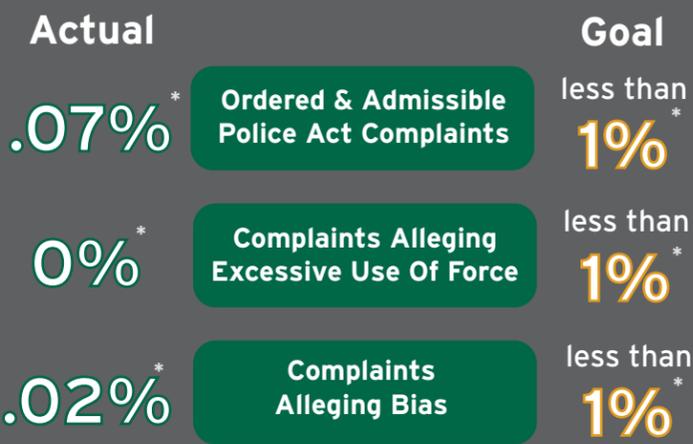
Goal: lower than previous years



* Goal: downward trend

*1,2 Actual is calculated by comparing the YTD average for the previous 3 years with the YTD average for the current year.

Police Legitimacy



* of all documented interactions

COMMUNITY SURVEY

Every three years, the DPD conducts a community survey, where respondents are asked questions about the importance and performance of 12 key police services/ measures.



Efficiency



*1 The DPD strives to be staffed at least 5 over authorized strength to ensure that the DPD can continue providing policing services to the community and accounts for police officers who may be on long-term leave (maternity, sickness, injury, personal etc.). This over strength is managed within approved budget and efficiencies.



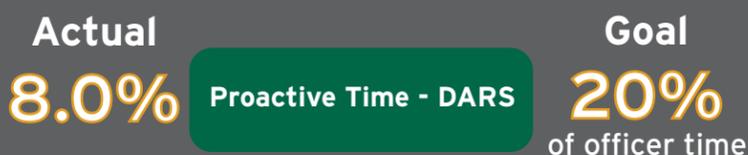
*2 for those transported due to mental health



*3 from the time a call is received and officer is on scene



Community Safety & Well-Being



Delta POLICE

*3 Actual is calculated by comparing the YTD average for the previous 3 years with the YTD average for the current year. *4 From January to YTD

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



DATE 2023-11-07	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT Halloween 2023 Briefing	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee

In 2022, Halloween in the South Delta and Tsawwassen areas was overshadowed by significant disturbances, resulting in substantial property damage and injuries from fireworks, reflecting a disregard for community safety.

This year, I'm pleased to report a notable turnaround with a strategy designed to mitigate risks and prevent the recurrence of last year's events. Thanks to the Delta Police Department's (DPD) strategic planning and execution in collaboration with the City of Delta, Delta Fire Department and Delta School District, the evening was marked by community safety and enjoyment.

The strategy was multifaceted, encompassing proactive public safety messaging, preemptive engagement with local youth, and strategic deployment at key locations. Measures such as the confiscation of fireworks and liquor, along with the enforcement of by-laws and Liquor Control and Licensing Act, were integral to the strategy. Furthermore, the deployment of the DPD's Quick Response Teams (QRT) allowed for enhanced presence and response capability.

The team handled around 140 calls for service on Halloween, with majority being in the evening and peak period of 8:00 PM to 10:00 PM. Most calls pertained to noise and fireworks. Several bylaw offence notices were issued, and fireworks, liquor and imitation firearms were seized. The positive outcomes of these efforts were evident in the minimal disturbances and property damage, with only one fence panel reported damaged and zero reported fireworks injuries.

Importantly, the community's feedback has been positive, recognizing the presence and efforts of the DPD in ensuring an enjoyable night. However, it's crucial to acknowledge that some disturbances are inevitable during large public events like Halloween. While the DPD team aims for the best possible outcomes, challenges are part of the reality. The focus remains on how the team responds to these challenges. This year's enhanced response to Halloween reflects the team's ongoing commitment to community safety and well-being.

ATTACHMENT

- A – Feedback re: Halloween 2023

Attachment A

From: Andrew [REDACTED]
Sent: Wednesday, November 1, 2023 9:43 AM
To: Jassie Ram <jram@deltapolice.ca>
Subject: Phone message

Hello,

Just wanted to pass along a message from a Delta resident. She gave a [REDACTED] lives near Hawthorne Park and was super pleased with the response we had last night. They were building their house last year and had their fence broken down. She was worried about this year but was super appreciative of Delta PD this year. She is part of a neighborhood group chat and they all felt the same way.

Her phone number is [REDACTED]

[REDACTED]



[REDACTED]
Public Information Representative
[REDACTED]

Delta Police Department
Office: 604.946.4411
4455 Clarence Taylor Crescent
deltapolice.ca

From: K [REDACTED]
Sent: Wednesday, November 1, 2023 11:56 AM
To: Neil Dubord <ndubord@deltapolice.ca>
Subject: Thank You

You don't often get email from [REDACTED]. [Learn why this is important](#)

External Sender: Use caution with links/attachments.

I would like to express my sincere thanks to the Delta Police for their handling of last night's Halloween activities in and around Hawthorne School. Previous year's chaos with hordes of out of control youth setting off fireworks until all hours was successfully averted due to their proactive confiscation of contraband fireworks and continued presence at the entrance to the school grounds.

Many thanks for a job well done,

K [REDACTED]

PS Please continue to be vigilant around Hawthorne this coming weekend as it is possible that things have just been delayed for a few days.

Chief Danny Smyth
President - Canadian Association of Chiefs of Police (CACP)
300 Terry Fox Drive, Unit 100
Kanata, ON K2K 0E3

Delivered via E-Mail to: arotenberg@cacp.ca

November 2, 2023

Dear Chief Smyth:

Subject: Seeking CACP Support for a New Policing Model at Canadian Ports

I am to bring to your attention a matter of national security significance that directly impacts the safety and security of our communities and our nation's economy – the urgent need to implement a new policing model at Canadian ports.

Organized crime groups have been increasingly exploiting our ports for both the import and export of contraband, as well as engaging in other illegal activities that threaten the safety and integrity of our supply chain and the safety of our communities. The strategic and economic importance of our ports cannot be overstated, and as such, it is paramount that we take decisive and innovative steps to safeguard them.

Attached to this letter, you will find a comprehensive report recently completed by Retired Deputy Commissioner Peter German and Retired Deputy Chief Doug Lepard on the state of policing at our ports titled "*Policing our Ports: A Report to the City of Delta.*" Their research and analysis have underscored the urgent need for a paradigm shift in how we approach policing at our ports. The report not only highlights the challenges and vulnerabilities but offers pragmatic and actionable solutions.

The question we face today is not whether a new model for port police is necessary – the evidence is clear and compelling. Rather, the challenge lies in determining the model and how the new model should be funded.

The report suggests several models for further investigation and an innovative funding model is

recommended that involves a nominal \$10 safety surcharge on each container. To put this into perspective, with the average shipping cost of a container ranging between \$2,500 to \$3,500, a \$10 surcharge is minimal and is the cost of a latte. This nominal surcharge has the potential to generate significant revenue to support a new policing model at Canadian ports.

The implementation of this new policing model represents a strategic investment in the safety and security of our nation, and locally, our communities. It is a forward-thinking approach that ensures law enforcement is better equipped, funded, and prepared to tackle the complex challenges presented by organized crime at our ports. The report not only identifies the problem but provides a solution.

I respectfully seek the CACP's support and endorsement of the report and initiative. I am confident that the collective voice of the CACP is a powerful catalyst in advocating for the necessary changes to enhance security at our ports. Therefore, I kindly request the CACP to consider the report and its recommendations at the upcoming CACP Executive meeting. I would also be honoured to discuss this report and its recommendations further with the CACP executive if deemed appropriate. I await your feedback and thoughts.

Thank you for your attention to this request. I look forward to the opportunity to collaborate on this initiative to pave the way for an improved policing model at Canadian ports.

Kind Regards,



Neil Dubord, OOM, AdeC
Chief Constable, Delta Police Department

Enclosure: *Policing our Ports: A Report to the City of Delta, Dated September 12, 2023.*

DELTA POLICE BOARD BOARD REPORT



DATE 2023-11-06	
SUBMITTED BY Volker Helmuth, Manager, Legal/Risk	
SUBJECT Mass Casualty Commission Recommendations Review	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For approval	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private
RECOMMENDATION(S) A. THAT the Delta Police Board receive for information the Department's compliance with and consideration of the Mass Casualty Commission Recommendations.	

PURPOSE

The purpose of this report is to provide the Board with information regarding the Department's consideration of and compliance with the recommendations contained in report of the Nova Scotia Mass Casualty Commission.

DISCUSSION

In October of 2020 the Government of Canada and the Government of Nova Scotia established the Mass Casualty Commission (the "Commission") to review the April 2020 mass shooting in Portapique, Noval Scotia. The mass shooting resulted in the deaths of 22 people and is the most lethal mass civilian shooting in Canadian history.

In March of 2023 the Commission issued its report and therein made 130 recommendations to the RCMP and the Nova Scotia and Federal Governments, to seek to remedy the conditions that lead or contributed to the tragedy.

Certain of the Commission's recommendations can be considered applicable to police agencies generally; not just to the RCMP and Government of Noval Scotia. This report first presents **10** of the Commission's recommendations of general application and

which have therefore been specifically reviewed and given consideration by the Department’s Senior Management Team.

The second section of this report presents **38** of the recommendations with which the Department already complies. The third and fourth sections then go on to present those recommendations that have only potential latent relevance, as well as those that are not applicable to the Department.

Recommendations of the Mass Casualty Commission

Contents

POLICE SECTOR-WIDE APPLICABILITY.....	2
IN COMPLIANCE.....	6
POTENTIAL LATENT RELEVANCE.....	11
NOT APPLICABLE.....	15

Recommendation Codes

V- Violence	C- Community
P – Police	I - Implementation
PR – Process	

Police Sector-Wide Applicability

Victims & Prevention

1. V.12: Effective Approaches to Addressing Coercive Control as a Form of Gender-Based Intimate Partner and Family Violence

Governments should work collaboratively with the gender-based violence advocacy and support sector, policymakers, the legal community, community safety and law enforcement agencies, and other interested parties to develop educational and public awareness campaigns about coercive control.

Comments:

The CACP is working nationally to amend the Criminal Code. The Department already engages in social media awareness but will increase communications regarding education of intimate partner violence and coercive control.

2. C.17: Promoting Bystander Intervention as Daily Practice

Workplaces should provide practical training supporting safe bystander intervention. These campaigns should be:

- designed to effectively counteract cultural barriers to bystander intervention;
- designed to effectively prevent violence in the moment and address social/cultural factors that contribute to condoning gender-based violence; and
- developed in collaboration with gender-based violence and service sector, and with the community (including members of marginalized groups).

Comments:

The Department provides information if required by and relevant to a specific situation, e.g., information to businesses. Proactively, the Department encourages the philosophy of 'see something, say something', and an active participation in overall community safety.

Policing Principles

3. P.37: Taking Responsibility

Agencies adopt a policy of admitting its mistakes, accepting responsibility for them, and ensure that accountability mechanisms are in place. The demonstrated capacity to accept responsibility for one's errors should be a criterion for any promotion.

Comments:

This is a high-level responsibility that is fostered in leadership. Senior leadership recognizes the effect and subtleties associated with accepting responsibility, understanding the risks and benefits of doing so, balancing morality and trust with investigative integrity, and the associated responsibilities of the Chief Constable and involved members.

Department / Emergency Communications

4. P.11: Incident Logging Software

Review incident logging software to ensure it allows call-takers and dispatchers to capture all information, and SOPs should ensure staff capture all relevant info.

Comments:

This recommendation is still the responsibility of E-COMM in B.C..

5. P.20: Addressing Myths & Stereotypes About Community Responses to Public Warnings

Police college should incorporate material that identifies and counters the operation myths and stereotypes about community responses to critical incidents into immediate action rapid deployment training and critical incident response training.

Comments:

Internal training is conducted on critical incident response, and components specifically regarding community response may be added.

6. P.21: Non-Urgent Public Information Line

Provincial emergency management office should work with agencies to establish a phone line and website to be used by the community to report non-urgent information during a critical incident and to obtain further information about how to respond to a public warning. Information about this facility should become standard inclusion in public warnings about critical incidents.

Comments:

This recommendation is related to the Department's work with E-Comm in improving communications.

7. P.22: Public Education About Public Warnings

Agencies should engage in public education campaigns, including in schools, to increase awareness about public warnings and how to respond.

Comments:

The Department will engage in a social media campaign, as well as provide information through our SLOs and DCPOs, for awareness regarding public warnings and responding accordingly.

8. P.26: Public Communications After a Critical Incident

Communications policies should state clearly that:

- the objective of the agency's communication is to provide accurate information about the agency's operations;
- media questions shall be responded to in a timely and complete manner (limited by legal restrictions and investigative integrity);
- information shall be shared with the public as quickly as possible, and when information is withheld, it is shared as soon as practicable;
- if inaccurate information is provided, a public correction must be issued as soon as the error is identified; and
- procedures should include assigned additional resources after a complex critical incident in order to permit accurate and timely information as operational and communications demands increase.

Comments:

Members receive training regarding critical incident communications. The Department will review its current policy on media relations.

Policing Oversight

9. P.40: Protecting Police Operations

Agencies should establish policies and procedures to protect incident commanders, investigators, and front-line members from exposure to direct government intervention.

Comments:

This recommendation is far less applicable to municipal police departments, as the Department operates independently of municipal, provincial or federal governments.

Use of Force

10.P.57: Use of Force

Agencies should replace existing use of force provisions with the principles set out in sections 2 to 9 of the Finnish Police Act.

Comments:

Provincial use of force standards, associated Department policies, and Canadian Charter and common law principles closely mirror the referenced principles contained in the Finnish Police Act (e.g., proportionality, lawful purpose, progressive force options, articulation).

IN COMPLIANCE

Victims & Duty of Care

V.6: IPV & Police/Prosecutorial Discretion to Lay Criminal Charges

Agencies consider context of coercive control when charges are being contemplated against survivors and engage subject matter experts.

V.8: Women-Centric Risk Assessments

Agencies responsible for development of risk assessment tools will collaborate with advocacy and support sectors.

V.9: Creating Safe Spaces to Report Violence

Agencies remove barriers and develop safe spaces in which women survivors can report violence and seek help. Community-based reporting systems should be linked with the police to consider needs of women survivors.

V.15: Women-Centered Strategies and Actions

Organizations adopt women-centered strategies to prevent, intervene in and respond to GBV, including restoration and healing, attentive to marginalized and oppressed women and those living in precarious circumstances.

V.16: Putting Women's Safety First

Agencies prioritize women's safety to prevent, intervene in, and respond to GBV.

C.6: Revitalizing Police-Based Victim Services with a Duty of Care

- Agencies adopt policies recognizing a duty of care to survivors/affected persons.

- All personnel communicating with affected persons do so pursuant to trauma-informed and victim-centered principles, and receive the education, mentoring, and support required to integrate these principles effectively.
- Agencies provide full/accurate information at earliest opportunity, limiting holdback.
- Agencies review family liaison officer roles, next of kin notification policy, and ensure policies meet policing standards.

C.7: Police-Based Services for Persons Affected by Mass Casualties

- Critical incident response includes identifying a member dedicated solely to victim management, including dedicated telephone line, website platform, protocols, etc.
- Victim management response plan should be 90 minutes from critical incident.

C.9: Post-Mass Casualty Incident Emergency Responder Mental Health Lead

All public safety agencies should develop wellness programming and training.

Policing Principles

P.1: Principles of Effective Critical Incident Response

Police should implement five principles of effective critical response:

- prepare for critical incidents before they happen (training and defining roles);
- recognize that every critical incident is unique (training and preparation to act in conditions of considerable uncertainty);
- ensure that planning/policy/training include other agencies that may be involved;
- recognize affected community members play a crucial role in response, and agencies engage with them in a timely manner and ensure their protection; and
- evaluate every critical incident response after it takes place, including lessons learned and areas for improvement, with all involved personnel included.

P.36: Principles of Policing

All police agencies adopt the following 8 'Peelian' principles:

- basic mission of the police is to improve public safety and well-being by promoting measures to prevent crime, harm and disorder;
- basic mission with the approval of and in collaboration with the public;
- seek to carry out tasks in ways that contribute to social cohesion and solidarity;
- treat all with fairness and respect;
- answerable to law and democratically responsive to the people they serve;
- organized to achieve the optimal balance between effectiveness, cost-efficiency, accountability and responsiveness;
- work should be informed by best available evidence; and
- policing should remain a public good.

Operational Procedures

P.2: Emergency Operational Plans

Police ensure emergency operational plans are current and utilized.

P.3: Consumption of Alcohol & Recreational Drugs

Code of Conduct should clearly state no alcohol/drugs while on-duty and to not report for duty if they have consumed alcohol/drugs.

P.4: Supervision During a Critical Incident Response

Amend policy to identify which NCO will attend scene of critical incident response, name and rank of who holds command should be recorded in incident log, and supervisors not tasked with commanding should refrain from giving direction.

P.5: Roles & Responsibilities During a Critical Incident Response

Clear roles/responsibilities during response.

P.6: Front-Line Supervisor Training

Commission an external expert review of critical incident response training for front-line supervisors.

P.7: Basic Command Equipment

Every commander has a 'ready go duty bag' containing radio, cellphone, etc.

P.8: Training & Critical Incident Decision-Making

Engage with appropriate experts and training institutions to incorporate skills of critical incident decision-making into training for police and communications operators.

P.9: Rapid Deployment of Critical Incident Commander

Policies and SOPs ensure commander assumes command as soon as possible.

P.14: Effective Use of Police Radios

Evaluate best practices in radio transmission and implement, including reviewing training and updating policy.

P.15: Air Support

Establish partnerships with other agencies to ensure air support is available.

P.16: Interoperability During Critical Incident Response

Clear protocols for command posts and agency roles, including interagency radios and scenario-based exercises.

P.17: Public Communication During Critical Incidents

Amend policies, procedures, and training to reflect recommendations in 2014 MacNeil report about response in Moncton Mass Casualty, including activating public communications staff as part of critical incident response.

P.18: Issuing Public Warnings

When an active threat exists, agencies share best available information about nature of threat and how to remain safe, and tailor such to the location, scale, and duration of the threat.

P.19: Training Personnel to Issue Public Warnings

Training for commanders and risk managers emphasizes duty to issue public warning, with tools to identify when it is necessary and how best to issue such.

P.23: Operational Debrief & After-Action Report

Policies and procedures include an operational debrief process and creation of an after-action report, facilitation thereof, and submission to commanding officer.

Administrative Procedures

C.8: Proactive Pre-Critical Incident Wellness Planning

Public safety agencies develop pre-critical incident wellness planning, to be proactive and preventive in nature. Leadership of public agencies take proactive steps to promote healthy help-seeking behaviour.

C.28: Management & Disposal of Police Uniform & Associated Kit

Review policies of management and disposal of uniform and associated kit, including tracking items issued, returned, and destroyed, and verifying disposal.

- veteran/retired member badges should cease, but may include badges in blocks of hard plastic (rendered unusable) and blazer/uniform clearly distinguishable from any issued uniform; and
- ask retired members to return items, including badges and uniforms, that do not meet the above.

C.30: Sale of Decommissioned Vehicles

Police agencies report on annual basis the number of vehicles sold.

P.42: Internal Investigation of Public Complaints

Police allocate sufficient resources to professional standards unit to ensure capacity to conduct investigations; not assign complaints to a direct supervisor or members in same program of the member who is the subject of the complaint.

P.58: Conflict Resolution Skills

Police make in-person conflict resolution training mandatory before promotion to Staff Sergeant or above.

P.64: Integrated Teams

Police that establish integrated or interoperable teams with other agencies should settle memorandums and policies regarding operations.

P.66: Addressing Conflict Among Police Agencies in Nova Scotia

In-person conflict resolution training mandatory for DCs and CCs.

P.68: Information Sharing

Agencies work with DoJ to establish shared standards of the collection, retention, and sharing of information by agencies; including policies regarding concerns when a member believes that another police agency may not have acted on information that flags a significant risk to community or police safety.

P.69: Recruitment

Police education programs adopt research-based approaches to student admission processes, based on clear understanding on personal characteristics that form the basis for effective democratic policing and underrepresented groups.

P.71: Note Taking

Police implement training and supervisory strategies to ensure comprehensive note taking, including effective notebook management process; note taking should be part of performance assessment.

Community

P.73: Community-Engaged Policing

Agencies adopt policies/procedures that encourage community consultation, including community subject matter experts.

P.74: Countering Systemic Bias

Government and agencies prioritize the identification and countering of the operation of misogyny, homophobia, and racism.

P.75: Preventing Violence & Protecting Safety

Government and agencies emphasize that working with GBV advocacy members to prevent escalation of violence and protect public safety is the primary purpose of every police response to a complaint of violence.

POTENTIAL LATENT RELEVANCE

V.1: Framework for Tracking Mass Casualty Incidents

Data-collection and policy development (including information regarding the perpetrator, access to weapons, and incident trajectory).

V.2: Public Health Approach to Preventing Mass Casualty Incidents

Strategies for prevention, and adopt public health approaches that are community-wide and address perspectives and experiences of marginalized communities.

V.5: Conflict of Interest in Forensic Psychological Assessment

Psychological assessments regarding police officer deaths should be completed by an independent forensic psychologist or unit.

V.10: Replacement of Mandatory Arrest & Charging Policies & Protocols for IPV Offenses

Government replaces mandatory arrest/charging with frameworks for structured decision-making by police and collaborate with law enforcement agencies.

V.11: External Accountability Mechanism for Policing Responses to IPV

Government and support sector works with police to expand upon National Framework for Collaborative Police Action on Intimate Partner Violence.

C.14: Enacting Community Safety & Well-Being Laws

-Government enacts legislation to support community safety and well-being, collaboration with public agencies, and ensures funding for crime prevention.

C.18: Businesses & Industry Associations Championing Ending GBV

Businesses should assess existing policies, programs, culture, leadership on tackling violence and harassment, and supporting bystanders and whistleblowers.

C.19: Proactive Monitoring by Professional Licensing Bodies

Professional licensing bodies should monitor members proactively, demand accountability when unethical or illegal behaviour is uncovered, and promote awareness of complaint mechanisms.

C.22: Revocation of Firearms Licenses for Conviction of GBV, IPV, & Family Violence

Government amend Firearms Act to suspend licenses of persons charged with such offences, consult with community and agencies for safe and effective enforcement.

C.24: Interoperability of Law Enforcement Agencies Engaged in Firearms Control at the Canada-United States Border

Law enforcement agencies with shared mandate to stop illegal firearm entry should develop interoperable systems for sharing records and information.

C.25: Effective, Consistent, & Accountable Enforcement of Firearms Regulation

Government should engage with firearms regulatory officers to develop practical guidance, data collection, and implement protocols.

C.27: Records of Police Impersonation Cases

Canadian criminal intelligence database be amended to provide sharing/storing of police impersonation cases, tracked in VICLAS.

C.31: GCSurplus Tracking, Training, and Oversight

Companies disposing policing assets develop and implement policy to identify, track, and report suspicious activity by buyers and potential buyers.

P.10: Capturing Information from 911 Calls

Staff at answering points have access to 911 recordings and be trained in how to play calls back.

P.12: Call-Taker Training & Standard Operating Procedures

Review call-taker recruitment and training for capturing information and using standard language and updating information as identified.

P.13: Responsibilities to 911 Callers

Communications center training and procedures amended to emphasize ethic of care for 911 callers and role played by 911 call-takers, providing equal weight to strategies for obtaining information and all other aspects, including keeping caller safe.

P.24: Public Reporting on Critical Incident Response

Prepare and publish an annual report that explains what the agency has learned from operational debriefings and what changes it has made in response to after-action reports in the previous year, including tactical and operational information.

P.25: After-Action Review of Mass Casualty Incidents

Within 90 days of an incident, an after-action review is to be conducted by an arm's length reviewer.

P.27: Serious Incident Response Team Investigators & Specialized Services

Team should perform its work using investigators and services from an agency separate from the one that employs the officer who is the subject of the investigation.

P.28: Serious Incident Response Team Control of Crime Scenes & Evidence

Police Act and associated regulations be amended to clarify control over investigations; and where a police agency requires access to a crime scene or exhibit to pursue a parallel criminal investigation, access should be managed by SIRT.

P.29: Knowing What to Do When SIRT Jurisdiction Arises

Supervisors should know what steps they must take when a member discharges a firearm or is otherwise involved in a serious incident that attracts SIRT.

P.30: Providing Support to Serious Incident Response Team Witnesses

SIRT establishes/revises procedures to ensure witnesses affected by incidents involving the police are provided with updates about the progress of the investigation.

P.31: RCMP Liaison with the Serious Incident Response Team

All communication must occur through designated liaison, who is a commissioned officer with training and clear expectations.

P.32: Serious Incident Response Team Protocol for Information Exchange with Police Agencies

SIRT should adopt protocols that it will not meet with police agency that employs a subject officer and that will set out appropriate information exchange.

P.33: Expert Witness Retained by the Serious Incident Response Team

SIRT should adopt protocols for the identification and retention of experts in its investigations, including reliability and independence thereof.

P.35: Serious Incident Response Team Reports

SIRT regulations should be amended to adopt language set out in Section 34 of Ontario's Special Investigations Unit Act, allowing public reports.

P.39: Policies Governing the Roles & Responsibilities of the RCMP & Minister of Public Safety

Police and the minister should adopt complementary written policies regarding roles and responsibilities.

P.45: Community Involvement in Senior Recruitment

Ministers and chief admin. officers should discharge their responsibility under the Provincial Police Services Agreement to ensure community consultation on the selection of detachment commanders; police should facilitate this consultation by ensuring minister/chief officer receives timely notice of pending change.

P.46: Implementing the 2007 Brown Task Force Recommendations

Implement recommendations regarding decision-making of contract policing, contract partner participation, and clearly defined roles.

P.47: Addressing Concerns about Position Vacancies

RCMP should adopt a system that ensures contracting provinces receive active service of the number of requested members.

P.48: Ensuring Adequate Field Supervision

RCMP should ensure members in rural areas have adequate field supervision and trained supervisors available.

P.51: Rewrite & Publish RCMP Policies

Police should adopt a systematic approach to policies/procedures, and post policies on public website.

P.52: Role of RCMP Contract Partners & Divisions in Policy

Police should consult contract partners throughout amendment/adoption of policies; and given sufficient resources to consult with community representatives.

P.54: Revitalizing Rural Policing

Police should establish attractive career stream for members who wish to develop a specialization in rural/remote policing, including those with expertise.

P.56: Modernizing Police Education & Research

RCMP phase out Depot model and consult with Indigenous Nations with respect to how land and facility should be used; Public Safety Canada should establish degree-based model of police education.

P.59: RCMP Management Culture

RCMP commissioner provide document to government and publish on website that explains the criteria on which the RCMP presently selects, develops, recognizes, and rewards commissioned officers, including steps to address unhealthy culture.

P.70: Canadian Police Education

Governments and agencies should adopt a three-year police education degree as the minimum standard for police education, including subject-matter experts and financial support for underrepresented groups.

P.72: Supervision

Police should review structure of contract policing services to ensure routine and effective supervision, including regular feedback and shift briefings.

NOT APPLICABLE

V.3: External Evaluation of RCMP Behavioural Sciences Branch
V.4: Periodic Review of RCMP Behavioural Sciences Branch
V.7: Countering Victim Blaming & Hyper-responsibilization of Women Survivors
V.13: Epidemic-Level Funding for Gender-Based Violence Prevention & Interventions
V.14: Mobilizing a Society-Wide Response
V.17: National Accountability Framework
C.1: Strengthening Rural Well-Being Through Inclusion
C.2: National Resource Hub for Mass Casualty Responses
C.3: Amending the Canadian Disaster Database to Include Mass Casualty Incidents
C.4: Fundamental Review of Alert Ready
C.5: Triennial Review of National Public Alerting System
C.10: Mainstreaming & Increasing Availability of Mental Health Services
C.11: Enhance Grief, Bereavement, Trauma, & Resiliency Literacy
C.12: Post-Mass Casualty Incident Support Plans
C.13: Reversing the Course: Addressing the Public Health Emergency in Counties
C.15: Community Safety & Well-Being Leadership Council
C.16: Community Safety & Well-Being Allocation
C.20: Oversight of Publicly Funded Services to Poor & Marginalized Communities
C.21: Reducing Gun Lethality
C.23: Prevention of Unlawful Transfers of Firearms from Estates
C.26: Public Health Approach to Gun Safety
C.29: Regulating the Personal Possession of Police Paraphernalia
C.32: Promoting & Supporting Healthy Masculinities
P.34: Serious Incident Response Team Resources
P.38: Ministerial Directions to the RCMP Commissioner
P.41: Advice of the Management Advisory Board
P.43: Civilian Review & Complaints Commission Process
P.44: Civilian Review & Complaints Commission Funding & Powers
P.49: A Comprehensive External Review of the RCMP
P.50: Restructuring the RCMP
P.53: Adequate Services in Rural & Remote Communities
P.55: Community Orientation for New Members
P.60: Providing Mental Health Care to Nova Scotians
P.61: Police Governance in Nova Scotia
P.62: Publish Police Policies
P.63: Specialized Policing Services
P.65: Strengthening Nova Scotia 911
P.67: The Future Structure of Policing in Nova Scotia
I.1: Implementation & Mutual Accountability Body
Pr.1: Pre-Inquiry Phase
Pr.2: Preparatory Phase
Pr.3: External Independent Audit
Pr.4: Designated Document Disclosure Body
Pr.5: Form of Document Production