

DELTA POLICE BOARD

OPEN MEETING AGENDA

Date 2024-03-20
Time 09:00 AM
Location Council Chamber - Delta City Hall



| | | |
|---|---|-------------------------------|
| A. CALL TO ORDER | Land Acknowledgment: This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the scəwáθən (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. ADOPTIONS ■ | <ol style="list-style-type: none">Adoption of the Open Agenda - March 20, 2024Adoption of the Open Minutes - February 14, 2024 | AD AD |
| C. PRESENTATIONS & DELEGATIONS | <ol style="list-style-type: none">No PresentationsNo Delegations | |
| D. CONSENT AGENDA ■ | <ol style="list-style-type: none">Action DocumentCrime Statistics and Maps - FebruaryPolice Board Events CalendarOPCC - Appointment of New Police Complaint CommissionerDPD News ReleasesRecruit Community Learning Program (RCLP) AssessmentCompliments for DPD Team | |
| E. REPORTS & PRIORITY ITEMS | <ol style="list-style-type: none">Chief's Reports<ol style="list-style-type: none">Chief Constable Monthly Activity Report: February 2024 ■HealthIM Annual Report - 2023 ■Community Safety and Well-Being Plan (CSWP) Updates<ol style="list-style-type: none">2023 Year-End Report ■2024 Annual Business Plan ■Police Performance Measure: BC Police Resources Statistics 2022 ■Enhancing Service Delivery - Update on Abandoned/False 911 Calls for Service ■ | |
| F. NEW BUSINESS | Any additional items as requested by the Board. | |
| G. CONTINUE MEETING IN PRIVATE | <p>Motion to continue meeting in private.</p> <p>In accordance with the <i>Police Act (S.69(2))</i>, a portion of a meeting may be held in private if any of the following are expected to arise:</p> <ol style="list-style-type: none">a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;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;a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter; | |

■ = Attachment

I = Information Only

AD = Action, Approval or Decision Required

d) a matter concerning information that a person has requested he or she be allowed to give in private to the Board or committee

H. ADJOURNMENT

Motion to adjourn the Open Meeting.

The next meeting of the Delta Police Board will take place on April 10, 2024.

DELTA POLICE BOARD

Open Meeting Minutes



Date 2024-02-14
Time 09:00 AM
Location City Hall Council Chambers
 4500 Clarence Taylor Crescent, Delta, BC

Minutes of the Open Meeting held Wednesday February 14, 2024 at City Hall in Council Chambers, 4500 Clarence Taylor Crescent, Delta, British Columbia.

Present

| | |
|----------------------|--|
| Ian Tait, Vice-Chair | Neil Dubord, Chief Constable |
| Warren Dean Flandez | Michelle Davey, Deputy Chief |
| Lara Victoria | Harj Sidhu, Deputy Chief |
| Annette Garm* | Jassie Ram, Corporate Services Manager |
| | Volker Helmuth, Legal & Risk Management Manage |
| | Tracie Nunes, Board Secretary |

**Attended via Zoom*

Regrets

Mayor George V. Harvie, Firth Bateman, Sharan Oberoi, Chief Laura Cassidy

A. CALL MEETING TO ORDER

Meeting called to order at 9:01am
 The Vice-Chair began the meeting with the Indigenous land acknowledgement.

B. ADOPTION OF AGENDA

1. Adoption of the Open Agenda of February 14, 2024.

MOVED / SECONDED

THAT the Delta Police Board approve the Open Agenda of February 14, 2024, with the noted amendments:

- Move item E.3e "BCAPB 2024" – "Call for Resolutions" to item G.2a.
- Add "Posting by the Province for Delta Police Board Member" as item H.1.

CARRIED UNANIMOUSLY

C. APPROVAL OF MINUTES

1. Approval of the Open Meeting Minutes – December 13, 2023

MOVED / SECONDED

THAT the Delta Police Board approves the minutes of the Open Meeting December 13, 2023.

CARRIED UNANIMOUSLY

D. DELEGATIONS/PRESENTATIONS

1. Recruit Community Learning Program (RCLP)

Chief Dubord introduced Block II Recruits, Cst Kristen Lose and Cst Ryan Uppal, who presented on their experience with the inaugural session of the Recruit Community Learning Program. Presentation noted the following:

- Program was developed as a way for new recruits to be able to familiarize themselves with partners in the community and resources available to the citizens of Delta.
- Program was seen as a valuable experience for the recruits that will provide them with some additional tools as they embark on their careers as police officers.

In response to Board inquires, it was noted that:

- Delta Police Department also has a Community Navigator Unit, which allows the officer to direct citizens of Delta to the Community Navigator for further assistance in finding appropriate resources and/or programs available to them in the community.

Following the presentation, Chief Dubord presented a Chief's Coin to Acting Sergeant Dennis Mah to acknowledge all of his efforts with the new recruits and the RCLP.

Item D.1 received for information.

E. CONSENT ITEMS

1. **Crime Statistics & Crime Maps January 2024**
2. **Correspondence – No items**
3. **For Information**
 - a. Letter to Honourable Pierre Poilievre re: Urgent Call for Action on Enhanced Port Policing and National Security
 - b. Letter to Honourable Jagmeet Singh re: Urgent Call for Action on Enhanced Port Policing and National Security
 - c. Police Board Events Calendar
 - d. Compliments for DPD Team
 - e. BCAPB 2024 – Notice of AGM
 - f. Decriminalization Article Contributed by DPD
 - i. IACP Police Chiefs Magazine: Decriminalization and Beyond
 - ii. Blueline Magazine: Looking at Drug Decriminalization
 - g. Communications Quarterly Report – 2023 Q4
4. **For Approval**
 - a. BC Association of Police Boards (BCAPB) Membership Renewal

MOVED / SECONDED

THAT the Delta Police Board approve the 2024 BCAPB Membership fee invoice for \$1.025 for payment from the Delta Police Board budget.

CARRIED UNANIMOUSLY

Items E.1 to E.4 received for information, and approved where required, as noted above, with item E.3e pulled for discussion along item G.2a.

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: December 2023 and January 2024
 - b. Community Safety & Well-Being Plan (CSWP) Key Performance Indicators – 2023 Q4
 - Deputy Chief Harj Sidhu elaborated on the 100 percent increase in Hate Crimes – Persons, noting the following:
 - Actual number of files were 11 in 2022 and 22 in 2023.
 - Most of these files are verbal language only.
 - There has been an increase in geo-political issues, which may contribute to increase in files.
 - Stats are reviewed closely for any patterns or trends with respect to gender-based hate crimes – none identified.
 - Violent Crime has increased by 23 percent, which can be attributed to the following factors:
 - Increase in common assaults and Intimate Partner Violence due to increase in economic stressors, and drug/alcohol abuse.

- Overall strategy to deal with this increase is a holistic approach in which we ensure that we are doing intervention with at-risk populations.
- Domestic Violence Unit monitors high risk offenders and any trends or patterns.
- Priority 1 Response Time target is under 9 minutes, and it was noted that there have been delays with dispatching the calls at E-Comm, but once calls are dispatched, DPD is within the target time of 9 minutes. DPD Management is working with E-Comm to ensure calls are being dispatched in a timely manner.
- c. British Columbia's (BC) Top 100 Employer Award - 2024
 - Chief Dubord advised that DPD has been announced as one of the BC Top 100 Employers, for the 6th year in a row.
- d. Police Stops Audit – 2023
 - Chief Dubord introduced Volker who briefed the Board on the annual audit, noting the following:
 - There were 22 stops in 2023 that involved 33 people, which is similar to previous year
 - 45% of stops were conducted for public safety purposes
 - 55% of stops were conducted out of concern for the safety or wellbeing of the individual who was being stopped
 - 22% of stops resulted in referrals for support services within the community
 - Chief Dubord advised that annual audit of police stops was implemented 3 years ago and this audit ensures compliance with standard set by the Ministry of Public Safety and Solicitor General.
- e. Battle of the Badges 2024
 - Chief Dubord announced that Battle of the Badges will take place at 10am on February 28th at Sungod Recreation Centre, coinciding with Pink Shirt Day.
- f. Posting by the Province for Delta Police Board Member
 - Chief Dubord advised that there is a posting for a Delta Police Board Member on the provincial website that closes tomorrow (February 15, 2024).

Items G.1 received for information.

2. BCAPB Updates

- a. Call for Resolutions
 - Lara Victoria advised that BCAPB Conference dates are April 11-12, 2024 noting the following:
 - AGM will take place at the end of the conference
 - BCAPB is requesting proposals/resolutions for advocacy and deadline is approaching.
 - a. Item moved to Private meeting for further discussion.

Item G.2 received for information.

H. New Business

No New Business

I. Next Meeting

The next meeting of the Delta Police Board will be held on March 20, 2024.

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.

MOVED / SECONDED

THAT the Delta Police Board continue the meeting in Private.

Delta Police Board Open Meeting adjourned at 9:44 am.

| | |
|--|---|
| <hr/> Ian Tait Vice-Chair | <hr/> Tracie Nunes Recording Secretary |
| <hr/> Date | <hr/> Date |

DRAFT



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 |
|------------------|--------------|-------------|--------|
| No items. | | | |

Monthly Police Board Statistics Report

February 2024

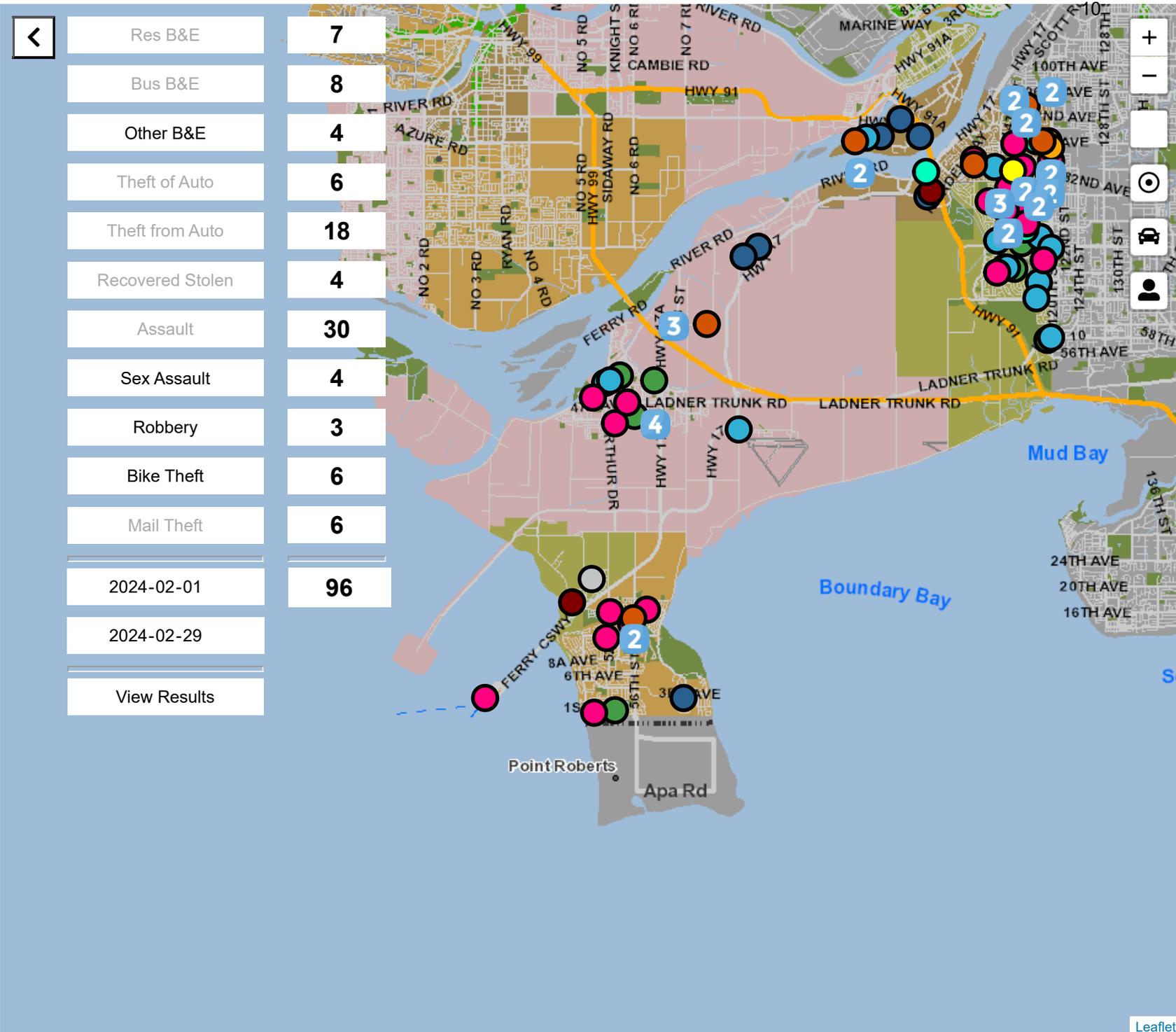
| Crime Type | Jan-24 | Feb-24 | Feb 3YR AVG | YTD 2023 | YTD 2024 | YTD 3YR AVG | Trend | YTD % Change 3YR Avg |
|---|--------------|--------------|----------------|--------------|--------------|----------------|-------|----------------------------|
| Person Offences | | | | | | | | |
| Homicide | 0 | 0 | 0 | 0 | 0 | 0 | ▶ | 0% |
| Attempted Homicide | 0 | 0 | 0 | 0 | 0 | 0 | ▶ | 0% |
| Sexual Assault (Level I) | 6 | 3 | 4 | 7 | 9 | 7 | ▲ | 29% |
| Sexual Assault (Level II, Level III) | 2 | 6 | 2 | 3 | 8 | 4 | ▲ | 100% |
| Total Assaults (Common, Weapon, Aggravated) | 31 | 27 | 26 | 66 | 58 | 55 | ▲ | 5% |
| Robbery | 0 | 2 | 3 | 9 | 2 | 5 | ▼ | -60% |
| Violent Offences - Other | 2 | 2 | 4 | 5 | 4 | 7 | ▼ | -43% |
| Person Offences - Other | 24 | 21 | 34 | 85 | 45 | 67 | ▼ | -33% |
| Total Person Offences | 65 | 61 | 73 | 175 | 126 | 145 | ▼ | -13% |
| Property Offences | | | | | | | | |
| Break & Enter - Commercial | 7 | 8 | 8 | 23 | 15 | 21 | ▼ | -29% |
| Break & Enter - Residential | 3 | 11 | 6 | 10 | 14 | 16 | ▼ | -13% |
| Theft of Vehicle | 6 | 2 | 9 | 21 | 8 | 18 | ▼ | -56% |
| Theft from Vehicle | 15 | 18 | 53 | 137 | 33 | 122 | ▼ | -73% |
| Theft Over/Under \$5000 | 92 | 95 | 79 | 217 | 187 | 168 | ▲ | 11% |
| Mischief to Property Over/Under \$5000 | 31 | 35 | 46 | 103 | 66 | 91 | ▼ | -27% |
| Total Property Offences | 208 | 219 | 246 | 611 | 427 | 522 | ▼ | -18% |
| Traffic Offences | | | | | | | | |
| Fatal MVI | 0 | 0 | 0 | 0 | 0 | 0 | ▶ | 0% |
| Collisions (All) | 111 | 76 | 84 | 207 | 187 | 190 | ▼ | -2% |
| Other Offences | | | | | | | | |
| Intimate Partner Violence | 18 | 14 | 13 | 40 | 32 | 26 | ▲ | 23% |
| Youth (*Excludes Traffic Offences) | 3 | 7 | 7 | 14 | 10 | 13 | ▼ | -23% |
| Weapon Violations | 3 | 3 | 7 | 13 | 6 | 13 | ▼ | -54% |
| Cybercrime | 61 | 47 | 60 | 131 | 108 | 96 | ▲ | 13% |
| False Alarms (Dispatched) | 35 | 18 | 38 | 64 | 53 | 90 | ▼ | -41% |
| TOTAL CALLS FOR SERVICE | 1,832 | 1,792 | 2,177 | 4,838 | 3,624 | 4,584 | ▼ | -21% |

TFN (Zone 3) Statistics Report

February 2024



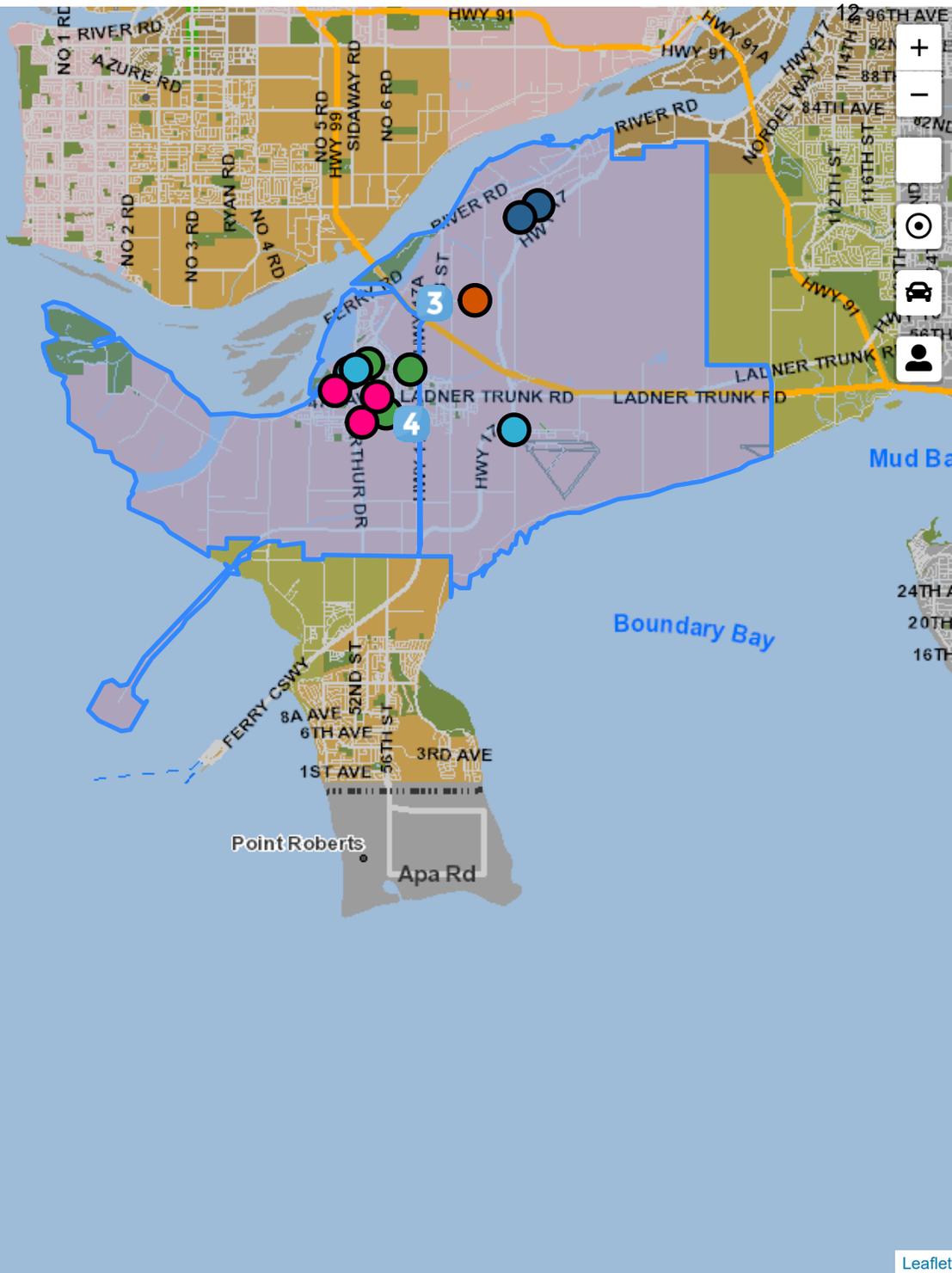
| Crime Type | Jan-24 | Feb-24 | Feb 3YR AVG | YTD 2023 | YTD 2024 | YTD 3YR AVG | Trend | YTD % Change 3YR Avg |
|---|------------|-----------|-------------|------------|------------|-------------|-------|----------------------|
| Person Offences | | | | | | | | |
| Homicide | 0 | 0 | 0 | 0 | 0 | 0 | ▶ | 0% |
| Attempted Homicide | 0 | 0 | 0 | 0 | 0 | 0 | ▶ | 0% |
| Sexual Assault (Level I) | 0 | 0 | 0 | 0 | 0 | 0 | ▶ | 0% |
| Sexual Assault (Level II, Level III) | 0 | 1 | 0 | 0 | 1 | 1 | ▶ | 0% |
| Total Assaults (Common, Weapon, Aggravated) | 3 | 0 | 1 | 4 | 3 | 2 | ▲ | 50% |
| Robbery | 0 | 1 | 0 | 0 | 1 | 0 | ▶ | 0% |
| Violent Offences - Other | 0 | 0 | 0 | 1 | 0 | 1 | ▼ | -100% |
| Person Offences - Other | 0 | 0 | 1 | 0 | 0 | 3 | ▼ | -100% |
| Total Person Offences | 3 | 2 | 2 | 5 | 5 | 7 | ▼ | -29% |
| Property Offences | | | | | | | | |
| Break & Enter - Commercial | 1 | 0 | 0 | 1 | 1 | 1 | ▶ | 0% |
| Break & Enter - Residential | 0 | 0 | 0 | 1 | 0 | 1 | ▼ | -100% |
| Theft of Vehicle | 0 | 1 | 0 | 1 | 1 | 0 | ▶ | 0% |
| Theft from Vehicle | 0 | 0 | 2 | 4 | 0 | 4 | ▼ | -100% |
| Theft Over/Under \$5000 | 28 | 30 | 20 | 46 | 58 | 35 | ▲ | 66% |
| Mischief to Property Over/Under \$5000 | 1 | 4 | 2 | 5 | 5 | 5 | ▶ | 0% |
| Total Property Offences | 32 | 35 | 24 | 62 | 67 | 47 | ▲ | 43% |
| Traffic Offences | | | | | | | | |
| Fatal MVI | 0 | 0 | 0 | 0 | 0 | 0 | ▶ | 0% |
| Collisions (All) | 6 | 1 | 3 | 7 | 7 | 7 | ▶ | 0% |
| Other Offences | | | | | | | | |
| Intimate Partner Violence | 1 | 0 | 1 | 1 | 1 | 1 | ▶ | 0% |
| Youth (*Excludes Traffic Offences) | | 1 | 1 | 2 | 1 | 2 | ▼ | -50% |
| Weapon Violations | 0 | 0 | 0 | 1 | 0 | 2 | ▼ | -100% |
| Cybercrime | 1 | 0 | 2 | 3 | 0 | 3 | ▼ | -100% |
| False Alarms (Dispatched) | 1 | 3 | 4 | 6 | 4 | 10 | ▼ | -60% |
| TOTAL CALLS FOR SERVICE | 106 | 97 | 87 | 232 | 200 | 186 | ▲ | 8% |



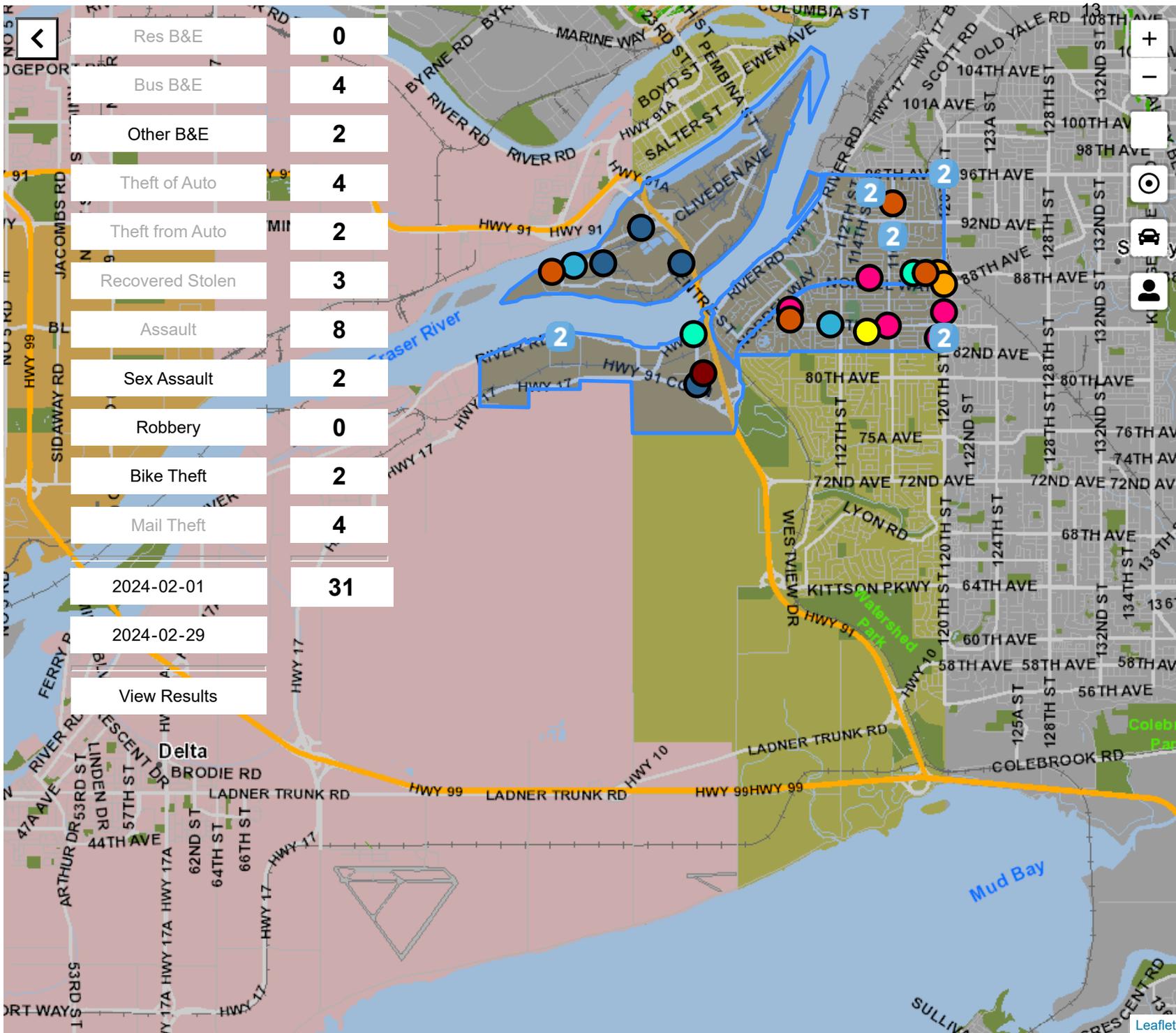
OP D.2

| | |
|------------------------------|----|
| Res B&E | 1 |
| Bus B&E | 1 |
| Other B&E | 0 |
| Theft of Auto | 1 |
| Theft from Auto | 0 |
| Recovered Stolen | 0 |
| Assault | 7 |
| Sex Assault | 0 |
| Robbery | 2 |
| Bike Theft | 0 |
| Mail Theft | 1 |
| <hr/> | |
| 2024-02-01 | 13 |
| 2024-02-29 | |
| <hr/> | |
| View Results | |

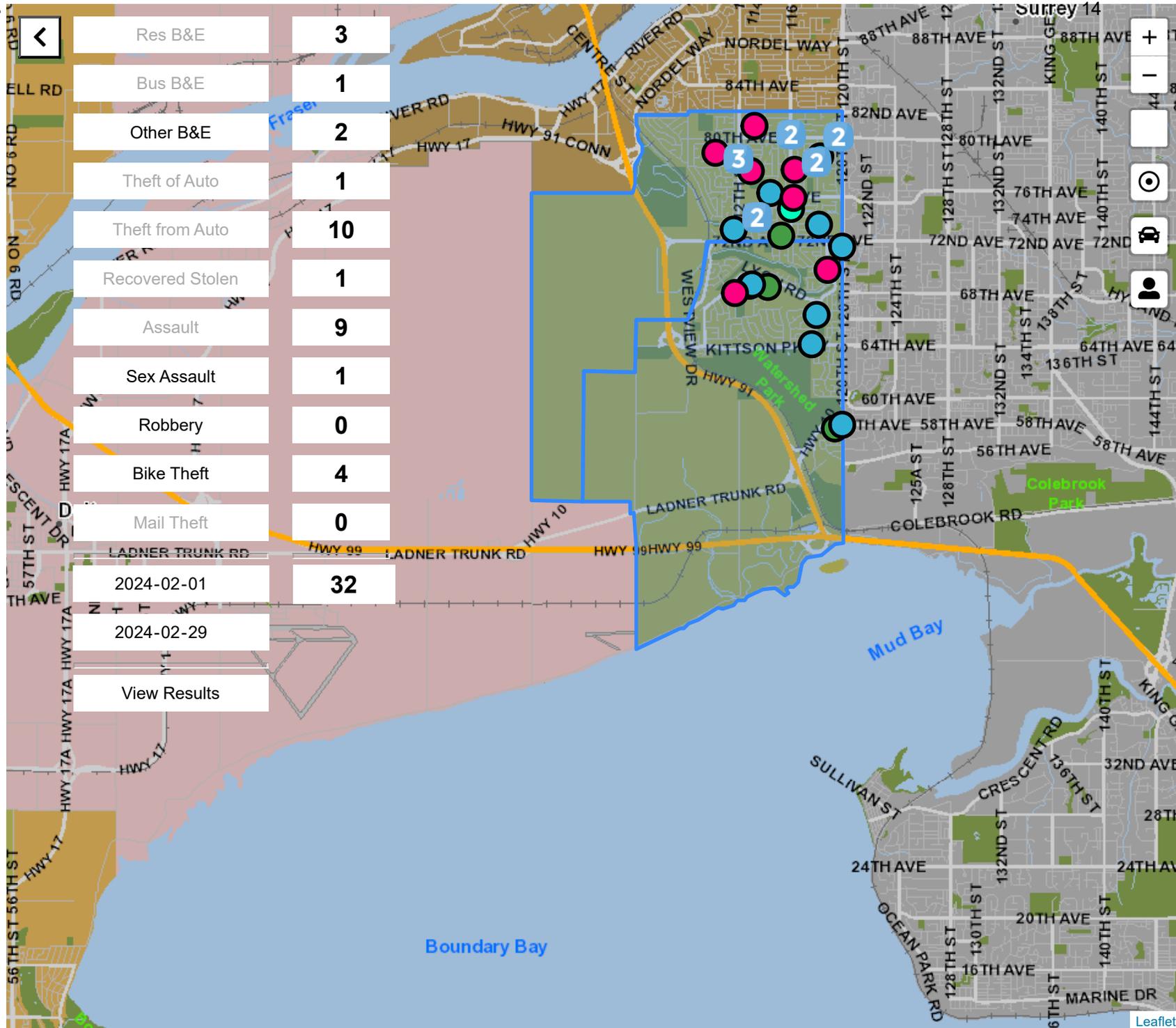
| | |
|------------------|----|
| Res B&E | 3 |
| Bus B&E | 2 |
| Other B&E | 0 |
| Theft of Auto | 0 |
| Theft from Auto | 6 |
| Recovered Stolen | 0 |
| Assault | 5 |
| Sex Assault | 1 |
| Robbery | 1 |
| Bike Theft | 0 |
| Mail Theft | 1 |
| <hr/> | |
| 2024-02-01 | 19 |
| 2024-02-29 | |
| <hr/> | |
| View Results | |



OP D.2



OP D.2



March 2024



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-----------------------------|--------|---|--|----------|-------------|----------|
| 25 | 26 | 27 | 28 | 29 | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| Spring Break March 18-29 | | | Police Board Meeting Council Chamber | | | |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| Spring Break March 18-29 | | HR Committee Governance Committee | Finance & Risk Management Meeting | | Good Friday | |
| 31 | 1 | Notes | | | | |

April 2024



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|---|---|---------|--------------------------------------|----------------------------|----------------------------|----------|
| 31 | 1 | 2 | 3 | 4 | 5 | 6 |
| Easter | Easter Monday | | | | | |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| North Delta Baseball Association Opening Ceremonies Annieville Park | | | Police Board Meeting Council Chamber | BCAPB Conference Vancouver | BCAPB Conference Vancouver | |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| | Public Safety Townhall ND Centre for the Arts | | | | | |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 1 | 2 | 3 | 4 |
| 5 | 6 | Notes | | | | |

May 2024



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|--------------------|---------|--|--|--------|----------|
| 28 | 29 | 30 | 1 | 2 Youth Leadership Conference ND Recreation Centre | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 Police Board Meeting Council Chamber | 16 | 17 | 18 |
| 19 | 20 Victoria Day | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | 1 |
| 2 | 3 | Notes | | | | |

June 2024



| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|--------|---|--|--------------------------|--------|----------|
| 26 | 27 | 28 | 29 | 30 | 31 | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 Police Board Meeting Council Chamber | 20 DPF Walk, Run Roll | 21 | 22 |
| 23 | 24 | 25 HR Committee Governance Committee | 26 Finance & Risk Management Committee | 27 | 28 | 29 |
| 30 | 1 | Notes | | | | |

To: Retired Judges appointed under the *Police Act*
All Municipal Police Chief Constables
Chief Officer, Metro Vancouver Transit Police
Chief Officer – Stl’atl’imx Tribal Police Service
Chief Officer – Combined Forces Special Enforcement Units (CFSEU-BC) /
Organized Crime Agency (OCA-BC)
Commanding Officer, BC RCMP (“E” Division)

And to: All Professional Standards Officers
All BC Municipal Police Boards

From: Office of the Police Complaint Commissioner (OPCC)

Date: March 6, 2024

Re: **Appointment of the Police Complaint Commissioner**

PURPOSE

The purpose of this Information Bulletin is to advise and inform relevant parties involved in Part 11 of the *Police Act* of the appointment of a new Police Complaint Commissioner, pursuant to Section 47 of the *Police Act*. The Legislative Assembly of British Columbia has appointed Prabhu Rajan as Police Complaint Commissioner for a five-year term effective February 21, 2024, following a unanimous recommendation by a parliamentary committee comprised of government and opposition members.¹ *Information Bulletin #23 - Transition of the Police Complaint Commissioner* was rescinded March 6, 2024.

RELEVANT LEGISLATION

Parts 9 and 11, *Police Act*, [RSBC 1996] Chapter 367.

PROCEDURE

Effective immediately, all correspondence, rulings, and requests for the Police Complaint Commissioner pursuant to Part 11 of the *Police Act* should be addressed as follows:

Prabhu Rajan
Police Complaint Commissioner

¹ Legislative Assembly of British Columbia, Special Committee to Appoint a Police Complaint Commissioner, [Report](#), 42nd Parl. 4th Sess. (21 February 2024) (Chair: Garry Begg).

Those seeking advice or engagement on other matters related to Part 11, including Officers in Charge of Professional Standards Sections, are asked to direct enquires through the usual channels to either the Deputy Police Complaint Commissioner or the Executive Director, Oversight Operations.

Office of the Police Complaint Commissioner

Appendix A: Biography of Prabhu Rajan

Excerpt from Page 9 of the *Special Committee to Appoint a Police Complaint Commissioner Report*²:

Biographical Information

Prabhu Rajan is a seasoned lawyer and executive leader with over 25 years of experience in the Ontario public service. Throughout his career, he has demonstrated a strong commitment to fairness, accountability, and human rights.

Most recently, Mr. Rajan was Chief Counsel to Ontario's Chief Coroner and Chief Forensic Pathologist, and co-led the province's inquest system, which provides statutory oversight for police-involved and in-custody deaths. He was responsible for reviewing and transforming the inquest system with the objectives of enhancing the focus on systemic factors, streamlining inquest investigation and hearing processes, and strengthening engagement with inquest participants.

As part of this role, Mr. Rajan was lead counsel on several high-profile and contentious inquests, which included cases centred on use of force, domestic violence, and mental health in the justice system. In addition, he served as Chair of Ontario's Domestic Violence Death Review Committee.

Mr. Rajan developed a broad spectrum of legal and executive expertise through senior legal management roles with the Ministry of Education, the Ministry of Training, Colleges, and Universities, and the Ministry of Labour. As Deputy Legal Director at the Ministry of the Solicitor General, he provided legal and strategic advice to senior police service members in the Ontario Provincial Police on sensitive matters, including large-scale inquiries and the prosecution of police misconduct.

Earlier in his tenure in government, Mr. Rajan was counsel for the Ontario Human Rights Commission, litigating cases at all levels including the Supreme Court of Canada. He holds a B.A. in Criminology from the University of Manitoba and a law degree from Osgoode Hall Law School, York University.

Born in Winnipeg, Manitoba, Mr. Rajan's values and ethics were greatly influenced by his late parents, who came from humble beginnings in South India and immigrated to Canada where they achieved their goals to become university professors. Mr. Rajan is the proud father of two young men and a Goldendoodle.

² See Legislative Assembly of British Columbia, Special Committee to Appoint a Police Complaint Commissioner, [Report](#), 42nd Parl, 4th Sess (21 February 2024).



Delta **POLICE**

Excellence in Policing

February 2024 News Release Summary

Stabbing Suspect Arrested**File 24-1299**

February 1st, 2024

The Delta Police Department (DPD) and the Surrey RCMP have been working collectively following two recent stabbing investigations. Today, we are advising the public of charge approval in relation to these two investigations.

On January 16th, 2024, Surrey RCMP received a report of a woman who had been stabbed by an unknown man in the 12200-block of 84 Avenue.

On January 23rd, 2024, the DPD responded to a report of a woman who had been stabbed by an unknown man in the 8100-block of 120 Street.

In both incidents, the victims suffered minor physical injuries; however, an incident like this can leave a long-lasting impact on the victims. Surrey RCMP and the DPD conducted a joint investigation and identified the suspect as a 17-year-old youth who now has been charged with two counts of assault with a weapon and two counts of assault causing bodily harm.

As the accused is a young person and the investigation is before the courts, no further information is being shared. We are thankful for the assistance of the Surrey RCMP.



NEWS RELEASE

Stabbing Suspect Arrested
Following Joint Investigation

Alert Officer Stops Arson Fire from Spreading - Suspect Arrested

File 2024-1834

February 6th, 2024

On February 1st, 2024, at 00:10 am, an alert Delta Police officer observed a fire in the disposal shed of a local restaurant. The officer's quick reaction not only stopped the fire from spreading to the building, her response also resulted in the suspect being located and arrested.

The officer requested Delta Fire Department assistance to extinguish the fire and then went to work to identify the fire's cause. Her investigation led to CCTV footage of a suspicious male entering the disposal area before the fire started, and leaving the area as the fire's intensity began to grow. Other officers located the same male in the area and arrested him without incident.

Follow-up investigation determined that a similar fire occurred at the same location a day prior and that the same suspect was seen on CCTV footage at that time as well.

Without the officer's observation, this fire could easily have spread to the main restaurant building, immediately adjacent to the disposal area. Occupied with staff, this fire endangered lives.

The suspect was released on an Undertaking by officers. Two charges of arson, contrary to s.434 of the Criminal Code of Canada are recommended. The suspect is a 59-year-old male of no fixed address, who frequents the area of the fire.

No injuries occurred because of these arsons.

NEWS RELEASE

Alert Officer Stops Arson
Fire From Spreading -
Suspect Arrested



K-9 Ziva Credited with Drug Seizure Related to Traffickers

File 2024-1343

February 7th, 2024

On January 24th, 2024, people known to the Delta Police to be involved in the drug trade, were subject of a traffic stop in North Delta. Evidence of trafficking was observed in the car and the suspects were arrested; however, officers were unable to locate any stash of drugs.

Traffic Safety Dog Unit K-9 Ziva and her K-9 handler attended the scene. Ziva is trained in drug detection and went to work to determine if any illicit drugs were in the car. As a result of Ziva's searching efforts, a large "dialer bag" of cocaine and fentanyl was located hidden in a compartment in the car.

The suspects have been released while investigators conduct further investigation, including lab testing of the drugs.

Good dog Ziva!



**NEWS
RELEASE**
K-9 Ziva
Credited with
Cocaine and
Fentanyl Seizure

Delta Police Department Recognized as One of British Columbia's Top 100 Employers for the 6th Consecutive Year

Delta, BC

February 13th, 2024

The Delta Police Department (DPD) is proud to announce that it has been named one of British Columbia's Top 100 Employers for the sixth consecutive year. This prestigious recognition is a testament to the DPD's commitment to providing an outstanding workplace environment for its dedicated team of officers and staff.

The annual competition identifies and honors employers in the province of British Columbia who demonstrate exceptional workplace practices and commitment to employee well-being. The award acknowledges organizations that go above and beyond in creating positive working conditions, fostering professional development, and maintaining a strong employee-focused culture.

Neil Dubord, Chief of the Delta Police Department, expressed gratitude for the acknowledgment, stating, "We are honored to be recognized once again as one of BC's Top 100 Employers. This achievement reflects the dedication of our entire team to maintaining a workplace that prioritizes the well-being and professional growth of our officers and staff. It is a testament to our commitment to excellence and our ongoing efforts to create a positive and supportive work environment."

The DPD's success in securing a spot among the top employers for the sixth consecutive year underscores its consistency in implementing policies and practices that contribute to a positive workplace culture. The department remains committed to fostering an inclusive and diverse environment, providing opportunities for career advancement, and promoting a healthy integration of work and life.

In addition to competitive salaries and comprehensive benefits, the DPD offers various programs and initiatives that support employee well-being, professional development, and community engagement. These efforts contribute to the overall satisfaction and success of the individuals who serve the community through the Delta Police Department.

The Top 100 Employers in British Columbia list is published annually, and the Delta Police Department is proud to be included once again in this distinguished group. The DPD remains steadfast in its commitment to continuous improvement and maintaining its status as an employer of choice in the law enforcement community.

For more information about the Delta Police Department and its commitment to excellence, please visit deltapolice.ca

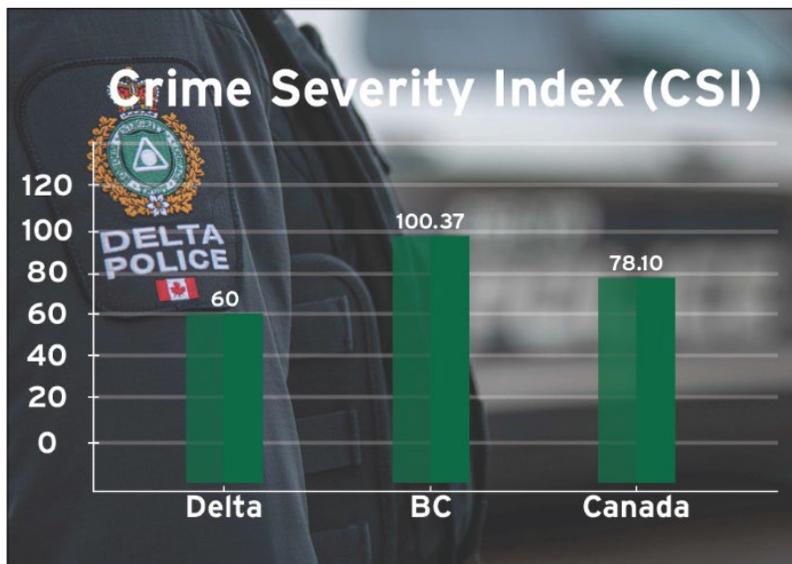
NEWS RELEASE

DPD Named Top Employer for 6th Time



Report on 2022 Police Resource Levels in Delta

The Delta Police Department (DPD) monitors two key performance measures annually at the provincial and national levels. The first performance measure is Statistics Canada's Crime Severity Index (CSI), the only national measure to compare crime consistently across the country. The CSI is calculated based on the amount and seriousness of the offences reported to the police. A low CSI rate is indicative of a relatively safe community.ⁱ The 2022 BC CSI average was 100.37, while Delta's CSI was much lower at 60, and the Canadian average was 78.10.



The second key performance measure reviewed annually is from data collected and published by the Ministry of Public Safety and Solicitor General (PSSG) in the *Police Resources in British Columbia* (PRBC) report. The PRBC report details resource data for all municipal police departments and RCMP detachments. Similar to the CSI, the PRBC report is essential as it allows the DPD to compare itself with the provincial context of

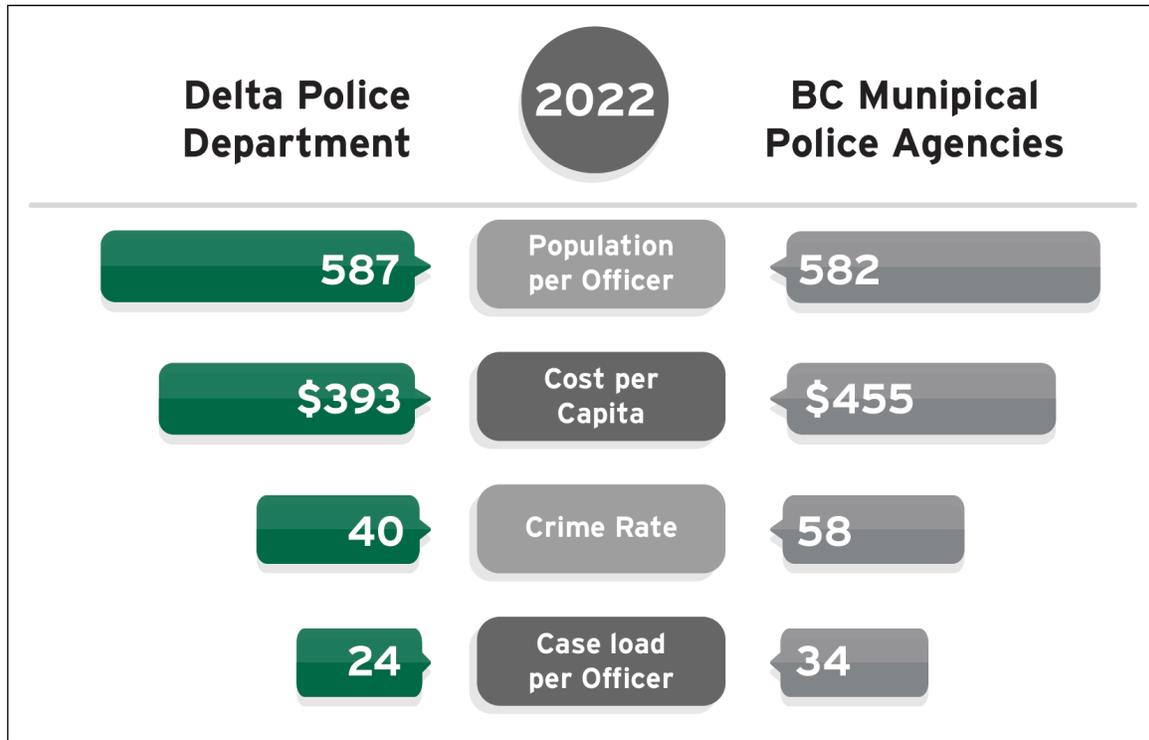
resources, including population-to-police ratio, crime rates, caseload, and overall funding.

Due to differences in funding models between municipal police agencies and the RCMP, the report presents the data separately, and Delta is compared only to its independent municipal counterparts.

The average population per officer ratio for all municipal departments in BC is 582 (up by from 573 in 2021), with Delta having a slightly bigger population per police officer at 587. Delta's low ratio, compared to most other agencies, can be attributed to lower density and Delta's large geography. Vancouver and Victoria also have low ratios; however, theirs are due to urban settings and ambient and daytime populations compared to their suburban counterparts.

The average cost per capita for all municipal departments is \$455, with Delta being well below the average at \$393. The average crime rateⁱⁱ for municipal police departments in 2022 was 58, with Delta noticeably lower than the average with a crime rate of 40. The case load per officer in Delta is also lower, at 24 cases per officer, while the municipal average is 34.

The following graphic provides an overview of Delta compared to the average of municipal police agencies.



Overall, Delta performs well in resourcing comparison, with a crime rate, cost per capita, population per officer and case load per officer lower than the average of BC municipal departments. The Delta Police Department appreciates the benefit of continued support by the Police Board and Mayor and Council in ensuring that the organization is properly resourced to provide excellence in community services.

ⁱ Index scores are compared to a baseline of 100, which is calculated using historical data.

ⁱⁱ Crime rate is the number of *Criminal Code* offences or crimes (excluding drugs and traffic) reported for every 1,000 persons.

Delta Police Department

2022

BC Municipal Police Agencies

587

Population per Officer

582

\$393

Cost per Capita

\$455

40

Crime Rate

58

24

Case load per Officer

34

DELTA POLICE ARREST ARMED YOUTHS INVOLVED IN SHOPLIFTING AND ROBBERY

Delta, BC - February 16th, 2024 - The Delta Police Department successfully apprehended three armed youths on February 13th, 2024, following a shoplifting and robbery incident at a retail store in Tsawwassen Mills.

The incident unfolded when three male youths entered a retail establishment. While one youth engaged in distracting store staff, the other two seized the opportunity to steal various items. The Delta Police Department promptly received a report on the shoplifting activity.

An officer responded to the report, locating and confronting the three suspects involved in the theft. Upon advising them of their arrest, all three attempted to flee. The officer managed to apprehend one male on the spot, who was found in possession of multiple stolen items, bear spray, and an imitation firearm.

Further investigation led the officer to a discarded bag linked to the other suspects. The bag, upon search, was noted to contain additional stolen property and a second imitation firearm.

The remaining two suspects were later located and arrested in a nearby residential area without further incident. A third imitation firearm was recovered during this arrest. The Delta Police Department has recommended charges against all three youths, including theft under \$5000 and obstructing a police officer. Additionally, two of the suspects face a charge of robbery.

The suspects, all hailing from Surrey, were subsequently released to their parents pending further legal proceedings.

The Delta Police Department commends the quick response and decisive action taken by its officers in resolving this incident and ensuring the safety of the community.

For further information, please contact:

Delta Police Department Public Relations
Phone: (604)940-5016
Email: media@deltapolice.ca

NEWS RELEASE

Shoplifting Leads to Seizure of 3 Imitation Firearms from Youth



Man Charged with Uttering Threats Following Encounter with Police

File 2024-3138

One man was arrested after he brandished a metal pipe and a wrench and threatened officers who were present to keep the peace. On February 22nd, 2024, Delta Police officers attended a local Tilbury business for a report that an unwanted former employee had returned to the business. The man responded to officers by picking up a metal pipe and wrench and aggressively advancing toward officers. Attempts to de-escalate the situation were not successful and a conducted energy weapon (Taser) was utilized to safely subdue the subject and prevent harm to the public and the police officers on scene. The subject was subsequently arrested without further incident. The man was provided a medical assessment and determined not to have received any injuries. Likewise, there were no injuries to any officers involved.

Michael Gadd, a 53-year-old man of no fixed address, has been charged with one count of uttering threats and one count of failing to comply with a release condition. Gadd remains in custody.

All Delta Police officers are trained in Crisis Intervention De-escalation techniques as well as Integrating Communications, Assessment, and Tactics (ICAT). ICAT is an enhanced de-escalation program that has been proven effective over time with the safe resolution of multiple critical incidents including this event from February 22nd. One of the key principles of ICAT is to use time and distance when appropriate, to slow the situation down, allowing officers to create response options with safety being the primary focus.

For further information, please contact:

Delta Police Department Public Affairs
Phone: (604)940-5016
Email: media@deltapolice.ca

NEWS RELEASE

Man Arrested After Threatening Officers



File 24-3138



NEWS RELEASE**2024 Student Police Academy Application is Now Open**

Are you in grade 11 or 12?

Are you possibly interested in a career in policing?

Are you ready for a challenge?

The Delta Police Department's 2024 Student Police Academy is offered to a diverse group of students who have demonstrated positive leadership attributes and decision-making at school and within the community. The Academy will give students an inside look at policing, allowing the students to see if a career in service is a good fit for them.

This year's Academy will take place from July 2nd to July 11th, 2024.

The Academy entails physical fitness, legal studies, team-building, communications skills, dress and deportment, problem-solving, stress management, and good citizenship. And it's a good way to spend two weeks!

Download the application form here: <https://bit.ly/4bwvhn8>

Completed forms can be emailed to studentpoliceacademy@deltapolice.ca

For further information, please contact your school counsellor or DPD School Liaison Officer through your school's office.

Delta Police Department Public Relations

Phone: (604)940-5016

Email: media@deltapolice.ca

Student Police Academy July 2nd to 11th, 2024 Registration Now Open



POLICE





FEBRUARY 2024

ASSESSMENT AND FUTURE DIRECTION OF THE
**RECRUIT COMMUNITY
LEARNING PROGRAM**

PREPARED BY: OFFICE OF THE CHIEF CONSTABLE



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INTRODUCTION

In 2023, the Delta Police Department (DPD) launched the Recruit Community Learning Program (RCLP or program). The RCLP is an innovative community-centered training initiative aligning with the DPD's community-first policing approach, designed to engage recruits with the community they will serve.

The RCLP seeks to enhance the recruits' understanding and knowledge of the community landscape, including the diverse demographics, available services, and support systems, while fostering connections with local community organizations.

In December 2023, the first cohort, comprising four recruits and a Training Supervisor, participated in the program. An assessment was conducted with both DPD team members and community organizations that participated in the RCLP. This report presents the findings and recommendations from the assessment.

INTERNAL ASSESSMENT

All program participants, including the four recruits and the training supervisor, provided feedback for the internal assessment. They shared their insights through surveys and offered further input during a presentation to the Senior Management Team (SMT). The feedback collected is detailed below. The feedback overwhelmingly suggests that the recruits greatly valued and positively viewed the program as part of their training with feedback around expansion to other community-based organizations.



SMT Presentation Debrief

- Feedback suggested exploring the inclusion of the Ministry of Children and Family Development, youth, and mental-health related organizations in the RCLP.
- The program was seen as a valuable "tool in the belt" for recruits.
- The duration of the program was considered appropriate.
- The timing of the program's delivery was critical; conducting it after the block 1, but before the start of block 2 was positively received.
- Future considerations include expanding the program to field trainers and/or experienced members.
- It was suggested that debriefing following the sessions should be conducted in group sessions daily rather than through individual journaling.
- The Delta Chamber of Commerce's session was found to be confusing and could be streamlined and delivered in less time.
- At the conclusion of their presentation to SMT, the recruits noted that that the RCLP, in their personal experience:
 - Fostered early relationship building with community partners and community members.
 - Enhanced their understanding of the community landscape, including vulnerable and diverse populations.
 - Enhanced awareness of available community services and resources.

Survey Findings

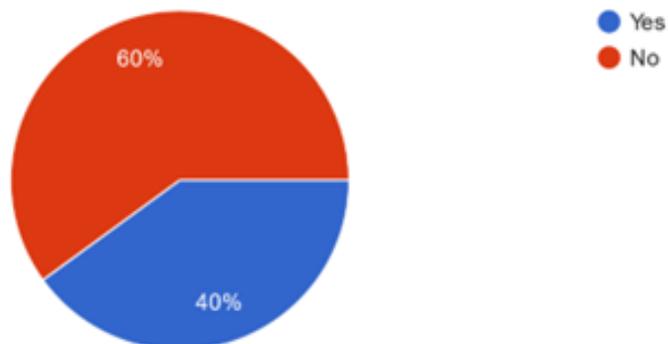
1. How would you rate your overall experience with the RCLP?

5 responses



2. Was there any part of the program that you felt was less beneficial?

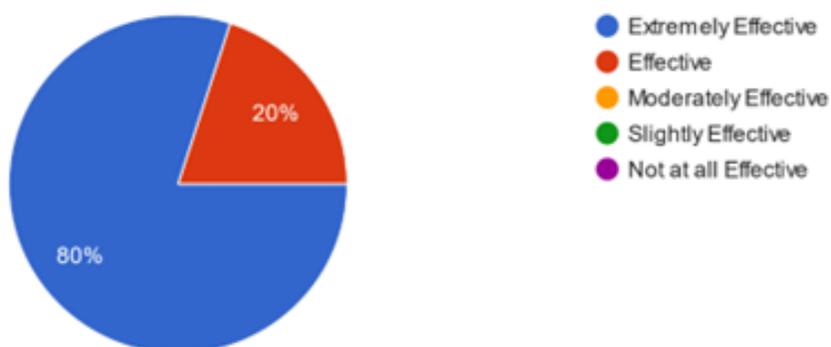
5 responses



- **Less Beneficial Aspects:** Visit to the Chamber of Commerce was perceived as less impactful.

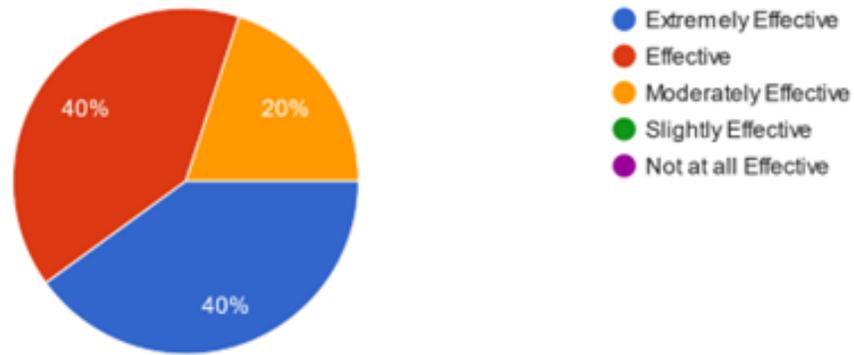
3. How effective was the RCLP in enhancing your understanding of community services, and resources?

5 responses



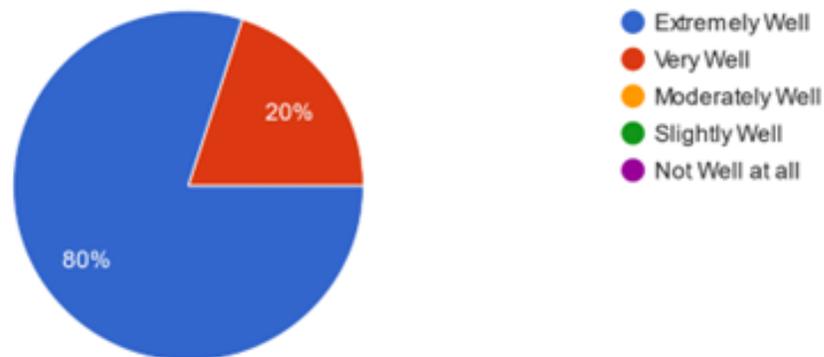
4. How effective was the RCLP in helping you understand the challenges and needs of the community's vulnerable populations?

5 responses



5. How well do you think the RCLP facilitated building DPD relationships with community organizations?

5 responses

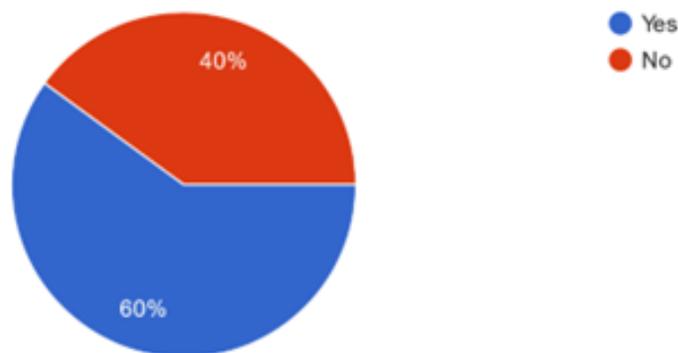


6. Can you share an example of a meaningful interaction you had during the program?

- Hearing from the Guru Nanak Food Bank Director of how many young people took their own lives in the past year; as well as how many young people access the food bank itself.
- Interacting with members from the Baitur Rahman Mosque. Many were curious about policing and calls for service as they had never had a police officer to converse with before.
- Connecting with the seniors at the food bank was really special. It made me so much more aware how the aging population is facing food instability. On the other end of the spectrum I had such a special time to connect with the seniors at the Kennedy Centre, they were so happy and passionate to teach us the activities and have us participate
- During our visit with Lighthouse Church I was able to have multiple conversations with community members with NFA. These individuals expressed that they were glad that Delta's officers were building positive relationships with the community.
- Being able to connect with community members at the Lighthouse food bank. I spoke with a woman who stated it was her first time having to use a food bank and she became quite emotional. Being able to connect with her and provide her with support through such a hard time was really eye-opening to the food insecurity challenges that we face, even in Delta.
- Had a chance to work with the food banks and interact with members of the public.

7. Do you have any other feedback or suggestions for enhancing the RCLP for future recruits?

5 responses



- **Suggestions for Improvement:** Recommendations largely focused on expanding the program to include additional organizations that recruits would be interacting with during their careers (e.g. Probation office, Delta Mental Health, Ministry of Children and Family Development) to learn more about their services and role.

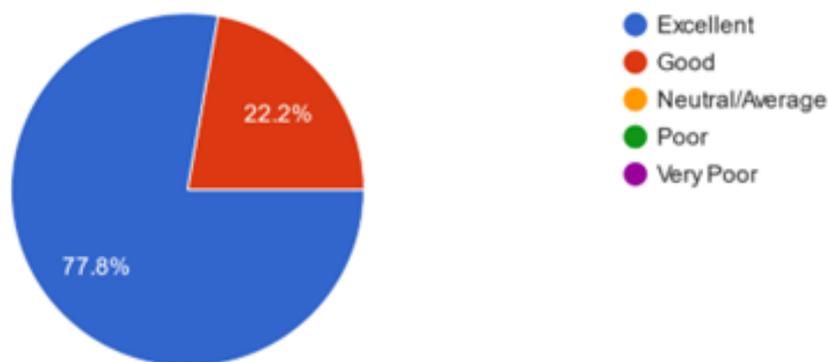


EXTERNAL ASSESSMENT

All community organizations which participated in the program provided feedback through surveys. Despite the participation of only seven community organizations, a total of nine responses were received, as one agency had multiple individuals engaged in the program who provided their feedback. Community organizations offered overwhelmingly positive feedback, citing the program's effectiveness in building trust and understanding for both the recruits and the community organizations. They expressed their desire to continue the program for future classes.

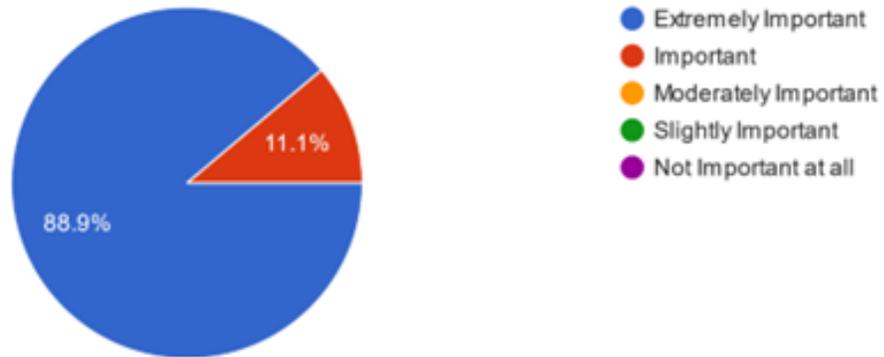
1. How would you rate your overall experience with the RCLP?

9 responses



2. How important do you believe programs like RCLP are in advancing DPD's community-first policing approach?

9 responses



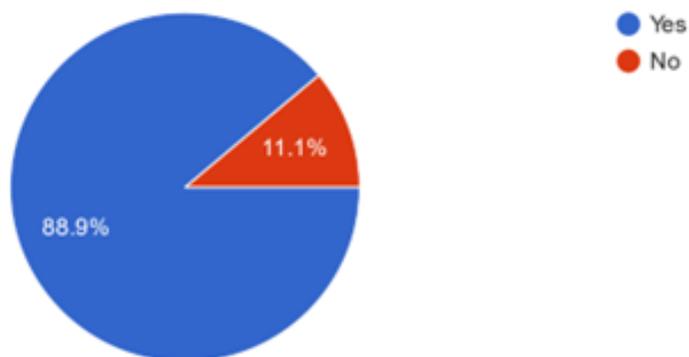
3. Do you believe the RCLP enhanced the DPD recruits' understanding of your organization's role in serving the community and the resources/services you provide?

9 responses



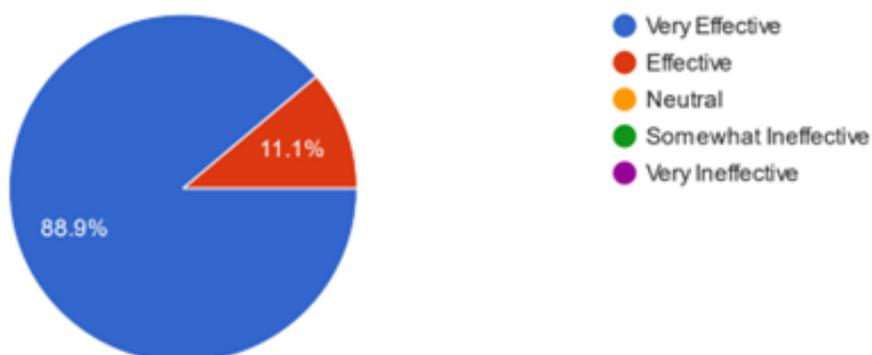
4. Do you believe the RCLP enhanced the DPD recruits' ability to understand the vulnerable populations in the community?

9 responses



5. How would you rate the effectiveness of the RCLP interactions in providing learning opportunities between your organization and DPD recruits

9 responses



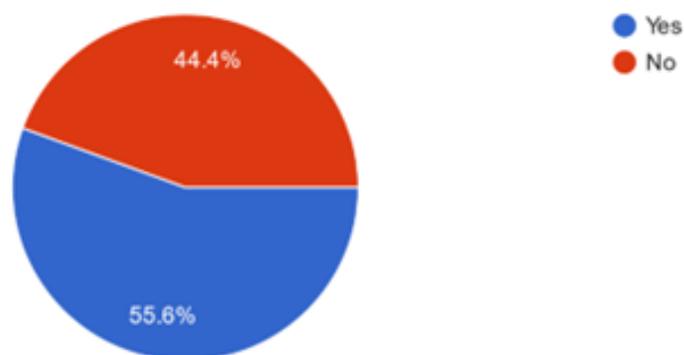
6. Would your organization be interested in participating in future RCLP initiatives?

9 responses



7. Do you have any additional comments or feedback regarding the RCLP?

9 responses



Community organizations provided insightful feedback on the RCLP, highlighting several key themes. They praised the program for its role in building trust and understanding between the police and the community. The recruits' dedication and enthusiasm were noted as key factors in creating a positive learning environment. The organizations recognized the program's potential for a lasting impact and recommended its continuation for future recruit classes. The reciprocal exchange of knowledge between the DPD, the community organizations, and the community members was particularly appreciated, highlighting the program's pivotal role in fostering positive community-police relations.

The feedback received was overwhelmingly positive, reinforcing the value of the RCLP in community engagement efforts. However, two organizations provided specific, constructive suggestions for improvement. These were not common themes but individual recommendations, focusing on extending the program's duration for more comprehensive insights and adapting the curriculum according to recruits' feedback.

RECOMMENDATIONS

Based on the assessment, the following recommendations are proposed to ensure the continued success and growth of the RCLP:

1. **Continue the Program:** Given the strong internal and external support, the RCLP should be maintained, with refinements made based on feedback.
2. **Expand to Include More Organizations:** Consider integrating additional community partners, such as the Ministry of Children and Family Development and Delta Mental Health, to broaden the recruits' exposure.
3. **Delivery to Experienced Members:** Explore the possibility of involving experienced members in future sessions who may not have had such opportunity in the past.
4. **Group Debriefing Sessions:** Transition from individual journaling to group debriefing for enhanced reflective learning.
5. **Re-evaluation of Certain Organizations:** Assess the value of visits to organizations like the Chamber of Commerce, potentially reducing time spent in less impactful sessions.

CONCLUSION

The assessment confirms that the RCLP achieved its intended goals to enhancing DPD recruits' knowledge of the community landscape, resources, and services, and fostering positive community-police relationships and engagement. The program has not only enriched the recruits' training experience but has also strengthened DPD's connection with the community.

The program received extensive media coverage and has been widely praised by participating community organizations, the broader community, and neighboring jurisdictions.

Based on the feedback received, the continuation of the RCLP is recommended. Maintaining the RCLP as a key component of recruit training is central to DPD's community-first policing approach. It is also recommended that the Administration Bureau consider implementing the recommendations outlined in this report to enhance the program for future recruit classes.

From: [REDACTED]
To: [Office of the Chief Constable](#)
Subject: [CAUTION!] Officer Soadi
Date: Wednesday, March 13, 2024 11:17:57 AM
Importance: Low

Some people who received this message don't often get email from [REDACTED] [Learn why this is important](#)

External Sender: Use caution with links/attachments.

(This email originated outside the organization. Do not click any links or attachments unless you were expecting this email today. If unsure; please forward this email to IT and have them confirm that it is legitimate and safe.)

I just wanted to take a minute to let you know what a compassionate person you have on the force. For being pulled over today, I had the nicest experience with Delta Police all because of officer Soadi. My grandpa was a Vancouver Police Officer, and he passed away last year. He would tell stories about his job, and how important it was to remember we are all just human. She reminded me of him today. Officer Soadi understood my complete "mom brain" in my error this morning, and what has already been a tough week, she made brighter. Thank you Officer Soadi.

We are lucky to have her on the Delta Police force.

[REDACTED]

Tracie Nunes

From: [REDACTED]
Sent: March 14, 2024 12:17 PM
To: Office of the Chief Constable
Subject: Constable Paul Uppal

Some people who received this message don't often get email from [REDACTED] [Learn why this is important](#)

External Sender: Use caution with links/attachments.

(This email originated outside the organization. Do not click any links or attachments unless you were expecting this email today. If unsure; please forward this email to IT and have them confirm that it is legitimate and safe.)

Dear Sir,

We wish to commend to you Constable Paul Uppal for his communication skills, advice and action in dealing with our recent painful experience of a roofing scam. Constable Uppal's professional conduct reflects great credit on the Delta Police Department.

Yours Sincerely, [REDACTED]
[REDACTED], Delta, BC, [REDACTED].

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



| | |
|---|------------------------|
| DATE 2024-02-29 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT Chief Constable Monthly Activity Highlights Period: February 2024 | |
| ACTION For information | MEETING Open |

| Date | Activity |
|----------------------|--|
| February 6, 2024 | Participated in Conversations Live regarding Port Police |
| February 13, 2024 | Attended Delta Police Foundation Meeting |
| February 14, 2024 | Attended Monthly Police Board Meeting |
| February 20-22, 2024 | Attended BC Association of Chiefs of Police Conference |
| February 28, 2024 | Attended the Battle of the Badges |

DELTA POLICE DEPARTMENT BOARD REPORT



| | |
|---|--|
| DATE 2024-03-04 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT Health IM Annual Report - 2023 | |
| ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For approval | MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee |
| RECOMMENDATION <input checked="" type="checkbox"/> For information | |

PURPOSE

To provide the Delta Police Board with an annual report detailing the Delta Police Department's (DPD) use of HealthIM in 2023.

DISCUSSION

On October 1, 2019, the DPD became the first police department in BC to use HealthIM, a software application (app). HealthIM supports the frontline work of police officers in dealing with calls associated to mental health concerns and is being used in partnership with the Fraser Health Authority. HealthIM translates an officer’s description of observations into clinical language for hospital staff and sends this information to the hospital to prepare for intake, with staff being informed of circumstances prior to an individual’s arrival at the hospital.

Since implementation, HealthIM usage has provided a diversity of benefits, including:

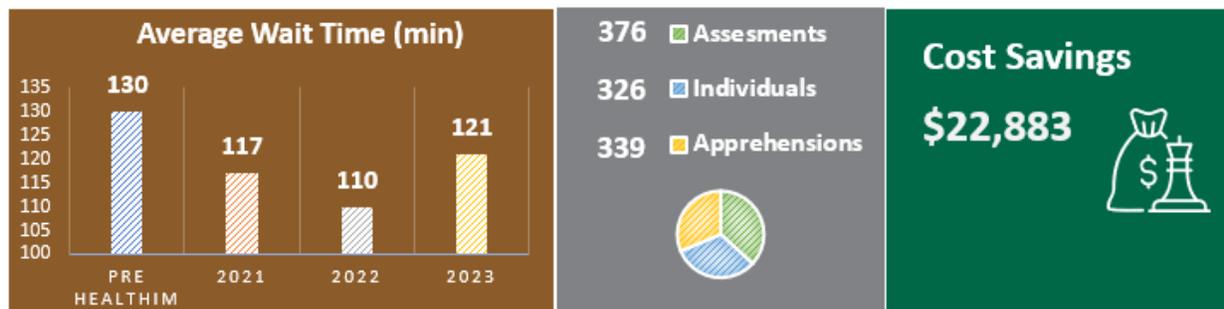
- Improved service to the community through more officers being available on the road
- Improving information sharing and communication with Delta Mental Health, by having the apprehending officer send reports directly, removing time delays and reducing the amount of time and redundancy for the DPD Mental Health Unit to make referrals
- Increased partnerships and communication with health care partners
- Reduced paperwork for the officers (the app replaced a mandatory mental health template that was long, cumbersome and not always relevant)
- Application of more consistent apprehension criteria and reducing officer subjectivity
- Improved nursing safety
- Standardized reporting

In 2023, the app was utilized to conduct 376 assessments involving 326 individuals. The variance between the number of assessments and individuals is due to repeated contact with some individuals. The 376 assessments resulted in 339 apprehensions under the *Mental Health Act*, requiring a DPD officer (or Community Safety Officer) to accompany the individual to the hospital. The admission rate for individuals who were apprehended and transported to the hospital was approximately 78%. Unfortunately, the admission rate prior to HealthIM admissions was not tracked and therefore, is not available.

Prior to the implementation of HealthIM, the average wait time for DPD officers at the hospital was 130 minutes (2 hours, 10 minutes). In 2023, the average wait time was 121 minutes (1 hour, 51 minutes), up by eleven (11) minutes from 2022. The average wait time for 2023 remained nine (9) minutes lower when compared to the average wait time before HealthIM implementation (130 minutes), resulting in a time savings of 52.4 hours.

Lengthy wait times in hospitals continued to be a persistent challenge in 2023, reflecting broader issues within the BC public health system. The ongoing challenges have significantly strained hospitals, manifesting in staffing shortages, escalating patient demands, and a surge in mental health-related emergencies.

Although these systemic challenges persist, the HealthIM app has contributed to efficiency. The usage of HealthIM for the DPD in 2023 translated to a monetary saving of \$22,883 when considering the \$450/hr approximate average cost of a police officer in a vehicle. The DPD has utilized these saved staffing hours (and associated monetary value) to provide enhanced service to the community by being available for proactive policing activities and calls for service rather than being tied up in hospital waiting rooms. However, the full potential of these benefits is contingent on broader improvements within the public health infrastructure, suggesting that further enhancements to the system could unlock more substantial time savings and operational efficiencies.



Following the DPD initial adoption of HealthIM, the team has facilitated information sharing with other police departments interested in deploying the app and the Province of BC. The persistent advocacy by the British Columbia Association of Police Chiefs (BCACP) resulted in the provincial government announcing funding for the app as part of the Safer Communities Action Plan in late 2022. The DPD currently funds the app within the annual operating budget and awaits to see how the provincial funding is distributed across police departments.

IMPLICATIONS

Financial

The use of HealthIM in 2023 resulted in a monetary saving of \$22,883 when considering the \$450/hr approximate average cost of a police officer in a vehicle, as explained above.

Strategic Alignment: Community Safety & Well-Being Plan

This report aligns with the following CSWP priorities:

1. Excellence through professionalization, technology, and innovation
2. Support for mental health and vulnerable individuals

RELATED POLICY

There is no policy related to this report.

CONCLUSION

HealthIM has been integral in creating efficiencies by reducing the average hospital wait times for the DPD, improving communication with partners, and providing better service to those experiencing mental health-related concerns. DPD officers provide improved service to the remainder of Delta by being available for calls more often due to reduced wait times at the hospitals. HealthIM continues to be utilized daily by all DPD frontline officers.

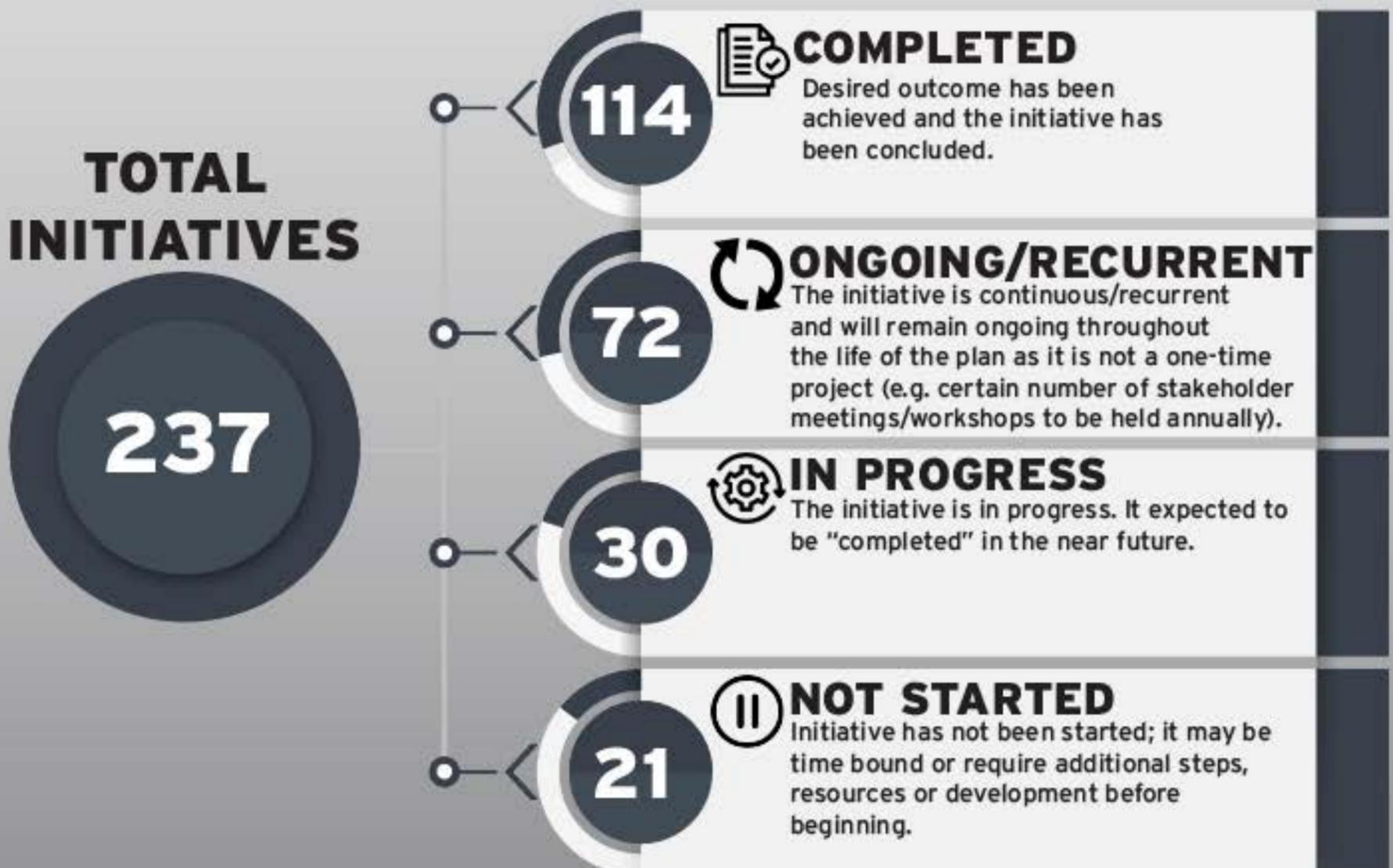
Community Safety & Well-Being Plan

2023 Year-End Report

The Community Safety and Well-Being Plan (CSWP) serves as the foundation for the Delta Police Department (DPD) to build upon existing efforts. It guides the team's focus towards a transformative and modern future while remaining attentive to the community's evolving needs and expectations. The CSWP emphasizes collaboration, service, diversity, and innovation, reinforcing the DPD's mission to ensure community safety and well-being.

The DPD team continuously develops numerous initiatives in alignment with the CSWP's priorities and goals. These initiatives, combined with the DPD's unwavering commitment to community-first policing and the philosophy of "No Call too Small," are crucial in maintaining the community's status as one of the safest in BC.

The Year-End Report is an update offering an overview of the DPD's progress in implementing strategic initiatives aligned with the CSWP's priorities and goals. It provides a snapshot of the implementation status of the initiatives, keeping the community informed of the ongoing efforts.



DELTA POLICE DEPARTMENT BOARD MEMORANDUM



| | |
|---|--|
| DATE 2024-03-04 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT Community Safety and Well-Being Plan | |
| 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 |

I am pleased to present the Delta Police Department's (DPD) Annual Business Plan (ABP), which is the foundational piece to operationalize our overarching Community Safety and Well-Being Plan (CSWP).

This ABP details the various projects/goals our team has or will be undertaking in the coming year, all aimed at enhancing community safety, promoting well-being, and maintaining the high service standards our community expects.

The projects selected for the ABP are tailored to meet the needs of our community and our team and to proactively tackle emerging challenges. Moreover, the projects are all aligned with the CSWP's six strategic priorities, that focus on investing in our community and team. This strategic alignment ensures that our actions are purposeful, impactful, and measurable, directly contributing to our CSWP's priorities.

1. Community safety and crime prevention
2. Support for mental health and vulnerable individuals
3. Road safety for all users
4. Excellence through professionalization, technology & innovation
5. Equip team to work with diverse community
6. Growth and well-being of the team

The DPD is committed sharing the progress of the ABP, ensuring that our Police Board and the community remain well-informed. For a detailed overview of our targeted projects for 2024, please refer to Attachment A. I look forward to the positive impact our team's efforts will continue to make through the ABP.

Attachments

- A – DPD 2024 Annual Business Plan

ANNUAL BUSINESS PLAN

VISION

Delta, a Safer and Better Community through Excellence in Policing.

MISSION

Community Safety and Well-Being through Collaboration, Innovation and Diversity.

COMMUNITY SAFETY & WELL-BEING PLAN



OUR PRIORITIES

2024

COMMUNITY SAFETY & CRIME PREVENTION

- ▶ Build a unified program to coordinate Community Navigator Unit with the Mental Health Unit.
- ▶ Modernize School Liaison Program service delivery.
- ▶ Develop a business case outlining different models for a Youth Hub in Delta.
- ▶ Develop outreach program to connect with newcomers to help them feel safe, welcome and secure.
- ▶ Enhance service delivery of the Intimate Partner Violence program.



SUPPORT FOR MENTAL HEALTH & VULNERABLE INDIVIDUALS

- ▶ Transition the Community Safety Officers to Patrol Services Section for enhanced service delivery.
- ▶ Enhance service delivery through the Tsawwassen First Nation Service Team.
- ▶ Expand capacity of the Digital Forensics Program.
- ▶ Execute intelligence-led targeted enforcement projects to proactively address property, violent and organized crime activities.
- ▶ Proactively target gang activity to mitigate community safety risks.



ROAD SAFETY FOR ALL USERS

- ▶ Develop and execute a continual plan within Patrol Services Section to enhance road safety through sustained and targeted enforcement initiatives.
- ▶ Implement a plan for assuming responsibility of all Delta highways as a result of RCMP BC Highway Patrol transition.
- ▶ Implement "Vision Zero" strategies in collaboration with the City of Delta.



EXCELLENCE THROUGH PROFESSIONALIZATION, TECHNOLOGY & INNOVATION

- ▶ Expand capacity of the Digital Forensics Program.
- ▶ Expand the body-worn camera (BWC) program in the Patrol Services Section.
- ▶ Succession plan for the Emergency Management position.
- ▶ Research and evaluate the use of artificial intelligence to enhance public safety.
- ▶ Develop a disclosure model to support operations.
- ▶ Rollout Microsoft Office Suite 365 and implement Sharepoint as an internal communication tool.
- ▶ Conduct a strategic staffing review to identify efficiencies to enhance service to community and team well-being.



EQUIP TEAM TO WORK WITH DIVERSE COMMUNITY

- ▶ Enhance service delivery through the Tsawwassen First Nation Service Team.
- ▶ Build a unified program to coordinate Community Navigator Unit with the Mental Health Unit.
- ▶ Develop a business case outlining different models for a Youth Hub in Delta.
- ▶ Develop outreach program to connect with newcomers to help them feel safe, welcome and secure.



GROWTH AND WELL-BEING OF THE TEAM

- ▶ Conduct a strategic staffing review to identify efficiencies to enhance service to community and team well-being.
- ▶ Participate in a sleep study pilot to integrate sleep and recovery into wellness resilience objectives.
- ▶ Implement the Psychological Resiliency Training program to equip team with knowledge and understanding of impacts of stress.
- ▶ Implement the Performance Appraisal System, Performance Improvement Plan and Career Development Plan.
- ▶ Implement a training records portal through Canadian Police Knowledge Network.



| HONOUR

| INTEGRITY

| COURAGE

| TRUST

DELTA POLICE DEPARTMENT BOARD REPORT

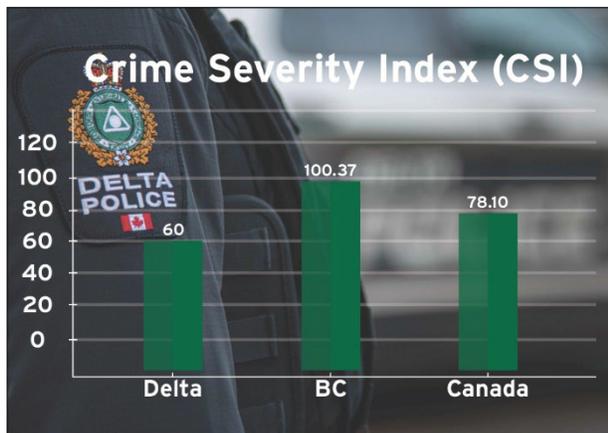


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|---|--|
| DATE 2024-02-13 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT Police Performance Measure: BC Police Resources Statistics 2022 | |
| ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For approval | MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee |
| RECOMMENDATION <input checked="" type="checkbox"/> For information | |

PURPOSE

The purpose of this report is to provide an analysis of the Delta Police Department's (DPD) performance in maintaining community safety and managing police resources, as measured by two key indicators at the provincial and national level: the Crime Severity Index (CSI) and the data published in the *Police Resources in British Columbia* (PRBC) report.

DISCUSSION



The Delta Police Department (DPD) monitors two key performance measures annually at the provincial and national levels. The first performance measure is Statistics Canada's Crime Severity Index (CSI), which is the only national measure to compare crime consistently across the country. The CSI is calculated based on the amount and seriousness of the offences reported to the police. A low CSI rate is indicative of a relatively safe community.¹ Delta's CSI was 60 in comparison to the BC average at 100.37 and the Canadian average at 78.10.

The second key performance measure reviewed annually is from data collected and published by the Ministry of Public Safety and Solicitor General (PSSG) in the *Police Resources in British Columbia* (PRBC) report. The PRBC report details resource data for all municipal police departments and RCMP

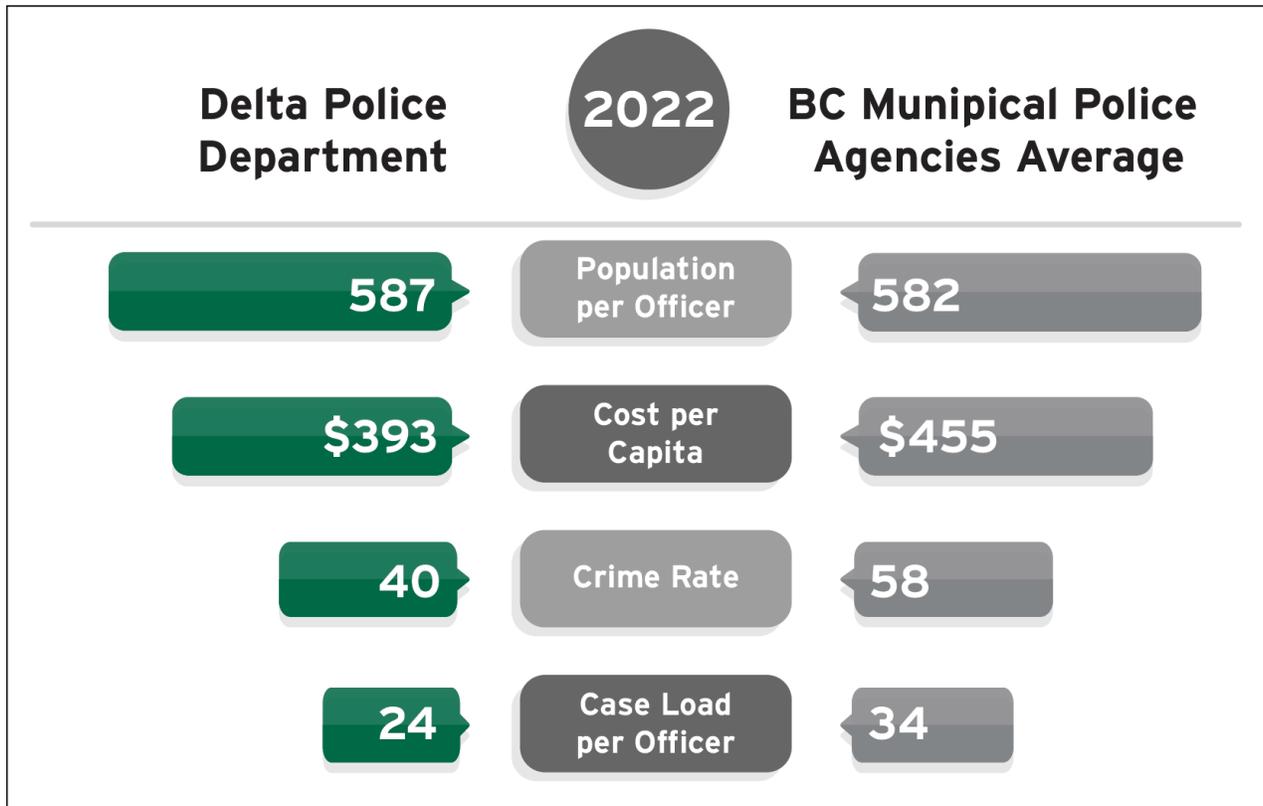
¹ Index scores are compared to a baseline of 100, which is calculated using historical data.

detachments. Similar to the CSI, the PRBC report is essential as it allows the DPD to compare itself with the provincial context of resources, including population-to-police ratio, crime rates, caseload, and overall funding.

Due to differences in funding models between municipal police agencies and the RCMP, the report presents the data separately, and Delta is compared only to its independent municipal counterparts.

The average population per officer ratio across all municipal departments in BC stands at 582, an increase of nine from 2021. Delta has a marginally higher ratio of one police officer per 587 citizens. The average cost per capita for municipal departments stands at \$455, with Delta being well below the average at \$393. In terms of crime rates, the municipal average was 58 in 2022, with Delta's crime rate notably lower at 40, similar to the CSI. Additionally, Delta's case load per officer, at 24, is below the municipal average of 34.

The below graph provides an overview of Delta's police resources in comparison to the average of municipal police agencies.



IMPLICATIONS

Financial

There are no financial implications associated to this report.

RELATED POLICY

There is no DPD policy related to this report.

CONCLUSION

The DPD has proven its effectiveness in ensuring public safety and resource efficiency, highlighted by a CSI of 60, significantly below both provincial and national averages. This positions Delta as one of the safest communities, provincially and nationally. The DPD's resource management is evident through its lower-than-average cost per capita and case load per officer, despite a slightly higher population per officer ratio than the municipal average. The dedicated team at the DPD plays a crucial role in these accomplishments.

The DPD remains committed to upholding safety and efficiency, and appreciate the ongoing support from the Delta Police Board and the City of Delta's Mayor and Council, crucial for sustaining excellence in policing services.

ATTACHMENT

A. Police Resources in British Columbia, 2022 (Ministry of Public Safety and Solicitor General)

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



| | |
|---|--|
| DATE 2024-03-07 | |
| SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable | |
| SUBJECT Enhancing Service Delivery - Update on Abandoned/False 911 from Cell Phones | |
| 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 |

The Delta Police Department (DPD) provides a monthly statistics report to the Delta Police Board (Board) and the community, to keep them informed on crime statistics and trends. A key statistic in this report is the total calls for service (CFS) responded to by DPD.

Historically, the CFS numbers have been relatively stable, with minor fluctuations, averaging around 27,000 CFS annually. However, beginning in December 2023, the CFS showed a significant decrease—approximately 20%. This decrease is largely attributed to the updated standard operating procedures (SOPs) at E-Comm for handling abandoned or false 911 calls from cell phones, such as accidental pocket dials and inadvertent activations of the emergency SOS feature.

The revised SOPs that were developed for efficiencies at ECOMM are now in alignment with those of other police departments in the Lower Mainland District (LMD). In the past, E-Comm dispatched DPD officers to all false or abandoned 911 calls from cell phones. The officers conducted necessary follow-ups to verify the accidental nature of the call. This put a strain on DPD resources, particularly as abandoned/false 911 calls from cell phones have remained the top CFS type for DPD.

Recent data shows that officers are now attending to approximately 80% fewer abandoned or false 911 calls received by E-Comm, focusing on incidents where a police response is justified based on the call's nature and context following SOP updates. This shift underscores our dedication to operational efficiency and enhanced service delivery. The revised SOPs enable E-Comm call takers to critically assess such calls from cell phones, ensuring that DPD officers are dispatched where necessary, aligning with SOPs of other LMD police departments. When a 911 call from a cell phone is determined to be false or abandoned, dispatchers are responsible for verifying the call's authenticity, confirming the caller's safety, and ascertaining that there is no emergency.

It is imperative to note that the SOP revision does not compromise our ability to respond to emergencies. Each abandoned or false 911 call from cell phones is to be thoroughly evaluated by E-Comm staff, who are trained to identify concerns or emergencies before making a dispatch decision. This ensures that DPD resources are deployed to focus on incidents where police assistance is essential,

enhancing our overall efficiency and service delivery. Furthermore, this shift allows our officers to allocate additional time to manage the significant increase in administrative tasks associated to disclosure of files and proactive policing initiatives for enhancing community safety.