

# DELTA POLICE BOARD

## OPEN MEETING AGENDA

**Date** 2024-12-11

**Time** 09:00 AM

**Location** City of Delta – Council Chamber – 4500 Clarence Taylor Cres



<b>A. CALL TO ORDER</b>	<b>Land Acknowledgment:</b> This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the sc̓w̓aθ̓ən (Tsawwassen), x̓məθk̓w̓əy̓əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today.	
<b>B. ADOPTIONS</b> ■	1. Adoption of the Open Agenda – December 11, 2024 2. Adoption of the Open Minutes – October 16, 2024	A A
<b>C. PRESENTATIONS &amp; DELEGATIONS</b>	1. Appointment of Chief Constable Harjinder (Harj) Singh Sidhu 2. Reappointment of Warren Dean Flandez 3. No Delegations	I I
<b>D. CONSENT AGENDA</b> ■	1. Action Document 2. Crime Statistics and Maps – November 2024 3. Events Calendar 4. DPD News Releases 5. Compliments for the DPD Team 6. Finance Committee: Quarterly Finance Report – Q3, 2024 7. BCPPS 2.1.1 Recruit and Advanced Training Reporting Requirement 8. Letter: Introduction, Deputy Solicitor General of Ministry of Public Safety 9. E-Comm: Shareholder Consultation Session Presentation & Governance Review Material 10. E-Comm: November Update for Police and Local Government Partners 11. Updated 2025 Board Meeting Calendar	I I I I I I I I I I A
<b>E. REPORTS &amp; PRIORITY ITEMS</b>	1. Chief's Reports <ul style="list-style-type: none"> <li>a. Body-Worn Camera Program Audit 2024 ■</li> <li>b. Impaired Driving Enforcement 2024 Holiday Season ■</li> <li>c. Action Item: E-Comm Cell Phone Levy/Funding Update ■</li> <li>d. 2024 Promotional Process Results ■</li> <li>e. Statements from Police Chief Associations on Decriminalization ■</li> <li>f. Community Navigator Unit Updates: Letter to Premier Eby re: Support Services for Vulnerable Individuals &amp; Response from Premier's Office ■</li> </ul> 2. Governance Committee: 2025 Committee Assignments ■ 3. BCAPB Updates	I I I I I I I A I
<b>F. NEW BUSINESS</b>	1. Any additional items as requested	
<b>G. CONTINUE MEETING IN PRIVATE</b>	In accordance with the <i>Police Act</i> (S.69(2)), a portion of a meeting may be held in private if any of the following are expected to arise:	

■ = Attachment

I = Information Only

A = Action, Approval or Decision Required

- 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

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**H. ADJOURNMENT** Motion to adjourn the Open Meeting.

The next meeting of the Delta Police Board will take place on January 15, 2025.

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OP B.2  
**DELTA POLICE BOARD**  
**OPEN MEETING MINUTES**

**Date** 2024-10-16  
**Time** 09:00 AM  
**Location** North Delta Public Safety Building - 11375 84<sup>th</sup> Avenue



*Minutes of the Open Meeting held Wednesday, October 16, 2024 at 9:00am at North Delta Public Safety Building, 11375 84<sup>th</sup> Avenue, Delta, British Columbia.*

**PRESENT**

Ian Tait, Chair  
Warren Dean Flandez, Vice-Chair  
Lara Victoria  
Nikhil Pandey  
Lori Mayhew  
Councillor Daniel Boisvert  
Sharan Oberoi  
Chief Laura Cassidy

Guy Leeson, Acting Chief Constable  
Harj Sidhu, Deputy Chief  
Michelle Davey, Deputy Chief  
Jassie Ram, Corporate Services Manager  
Volker Helmuth, Legal & Risk Management Manager  
Tracie Nunes, Board Secretary

**A. CALL TO ORDER**

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

**B. ADOPTIONS**

**1. Adoption of the Open Agenda of October 16, 2024**

***MOVED/SECONDED***

THAT the Delta Police Board approve the Open Agenda of October 16, 2024, as presented.

***CARRIED UNANIMOUSLY***

**2. Adoption of the Open Minutes of September 18, 2024.**

***MOVED/SECONDED***

THAT the Delta Police Board approve the minutes of the Open Meeting September 18, 2024.

***CARRIED UNANIMOUSLY***

**C. PRESENTATIONS & DELEGATIONS**

**1. No Presentations**

## 2. No Delegations

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### D. CONSENT AGENDA

1. Action Document
2. Crime Statistics and Maps - September 2024
3. Communications Report - 2024 Q3
4. Police Board Events Calendar
5. DPD News Releases
6. Compliments for the DPD Team
7. Remembrance Day Ceremonies
8. Updated 2024 Police Board Meeting Calendar
9. BCAPB Conference Save the Date
10. Code of Conduct and Conflict of Interest Review and Compliance

#### ***MOVED/SECONDED***

- a) *THAT the Delta Police Board receive items D.1 to D.10 for information.*
- b) *THAT the Delta Police Board members coordinate their attendance at the Remembrance Day Ceremonies among themselves.*

**CARRIED UNANIMOUSLY**

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### E. REPORTS & PRIORITY ITEMS

#### 1. Chief's Reports

- a. Chief Constable Monthly Activity Report September 2024  
As provided in the agenda package.
- b. Community Safety & Well-Being Plan (CSWP) KPI's 2024 Q3  
Chief Leeson informed the Board that the trends are consistent with those observed in previous quarterly reports.
- c. Halloween 2024  
Chief Leeson informed the Board that the DPD team is implementing a multi-faceted strategy to ensure safe Halloween celebrations in 2024, building on the success of last year's efforts, which reduced disturbances in South Delta. This includes public safety messaging, youth engagement, increased enforcement, and collaboration with local partners, with a focus on minimizing risks associated with fireworks.
- d. Community Navigator Updates  
Chief Leeson provided an update to the Board on the Community Navigator Unit (CNU), reporting that it has processed over 320 referrals and spent nearly 3000 hours supporting vulnerable individuals, allowing officers to focus more on core policing duties. Chief Leeson also highlighted challenges, including a lack of local resources for mental health and addiction support.

#### ***In response to inquiries, it was noted that:***

- Police are effective at identifying individuals who need services and work collaboratively with partners, including the City of Delta.

- Higher-barrier individuals often require more direct guidance through the process, and work is being done to better align with the Mental Health Unit (MHU).
- The CNU focuses primarily on adult services.
- The strategy for youth includes school and youth liaison teams working with high-risk youth, and the recent creation of a Youth Hub as a central location for support.
- The Youth Hub, starting at North Delta Recreation Centre, will serve as a designated location where outreach workers can meet with youth in the community. Expansion to South Delta is planned for the future, but initially youth from South Delta will be transported to the facility in North Delta.

**MOVED/SECONDED**

*THAT the Delta Police Board write to the Province advocating for increased support and resources for community services to address the gaps highlighted in this report, particularly for vulnerable individuals facing challenges related to housing, mental health, and addiction support.*

**CARRIED UNANIMOUSLY**

**Action:** Staff to draft and send a letter on behalf of the Board to the Province, advocating for increased support and resources for community services, specifically to address the gaps identified in the report, with a focus on supporting vulnerable individuals facing challenges related to housing, mental health, and addiction support.

**Item E.1 received for information.**

**2. BCAPB Updates**

Lara Victoria provided updates for information.

**Item E.2 received for information.**

**F. NEW BUSINESS**

**No New Business.**

**G. 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.*

**CARRIED UNANIMOUSLY**

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**H. ADJOURNMENT**

Delta Police Board Open Meeting adjourned at 9:17 am.

The next meeting of the Delta Police Board will take place on October 16, 2024.

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<hr/> Ian Tait <b>Chair</b>	<hr/> Tracie Nunes <b>Recording Secretary</b>
<hr/> <b>Date</b>	<hr/> <b>Date</b>

# 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
<b>D.1b Chief's Reports - E-Comm Sustainable Funding: Implementing a Cell Phone Levy</b> Bring back cell phone levy matter for updates following provincial elections.	June 19, 2024	Staff	Complete. Update provided in Dec agenda pkg.
<b>D.1d Chief's Reports - CSWP: Community Navigator Updates</b> Draft a letter to the Province advocating for implementation of necessary services and resources.	June 19, 2024	Staff	Complete. Letter sent on Nov 25, 2024
<b>E.1d Chief's Report - Community Navigator Updates</b> Draft letter to the Province advocating for increased support and resources for community services.	October 16, 2024	Staff	Complete. Letter sent on Nov 25, 2024

# Monthly Police Board Statistics Report

## November 2024

Crime Type	Oct-24	Nov-24	Nov 3YR AVG	YTD 2023	YTD 2024	YTD 3YR AVG	Trend	YTD % Change 3YR Avg
<b>Person Offences</b>								
Homicide	0	0	0	0	0	1	▼	-100%
Attempted Homicide	0	1	0	2	1	1	►	0%
Sexual Assault (Level I)	10	6	7	61	69	56	►	23%
Sexual Assault (Level II, Level III)	1	1	3	27	23	23	►	0%
Total Assaults (Common, Weapon, Aggravated)	28	32	26	416	360	348	►	3%
Robbery	5	3	3	31	34	27	►	26%
Violent Offences - Other	1	1	2	19	15	23	▼	-35%
Person Offences - Other	41	34	30	431	396	364	►	9%
<b>Total Person Offences</b>	<b>86</b>	<b>78</b>	<b>71</b>	<b>987</b>	<b>898</b>	<b>843</b>	►	7%
<b>Property Offences</b>								
Break & Enter - Commercial	7	13	11	99	91	111	▼	-18%
Break & Enter - Residential	11	7	10	95	81	110	▼	-26%
Theft of Vehicle	11	15	8	92	89	94	▼	-5%
Theft from Vehicle	13	27	48	468	284	603	▼	-53%
Theft Over/Under \$5000	92	108	78	1023	1033	929	►	11%
Mischief to Property Over/Under \$5000	43	30	42	535	428	544	▼	-21%
<b>Total Property Offences</b>	<b>225</b>	<b>234</b>	<b>239</b>	<b>2862</b>	<b>2557</b>	<b>2867</b>	▼	-11%
<b>Traffic Offences</b>								
Fatal MVI	0	0	0	3	0	4	▼	-100%
Collisions (All)	125	95	127	1218	1150	1174	▼	-2%
<b>Other Offences</b>								
Intimate Partner Violence	4	12	14	168	138	134	►	3%
Youth (*Excludes Traffic Offences)	6	2	5	56	43	60	▼	-28%
Weapon Violations	4	6	4	50	34	72	▼	-53%
Cybercrime	54	45	51	731	684	634	►	8%
False Alarms (Dispatched)	33	23	43	362	302	494	▼	-39%
<b>TOTAL CALLS FOR SERVICE</b>	<b>2,183</b>	<b>1,926</b>	<b>2,285</b>	<b>27,999</b>	<b>22,595</b>	<b>27,580</b>	▼	-18%



# TFN (Zone 3) Statistics Report

## November 2024

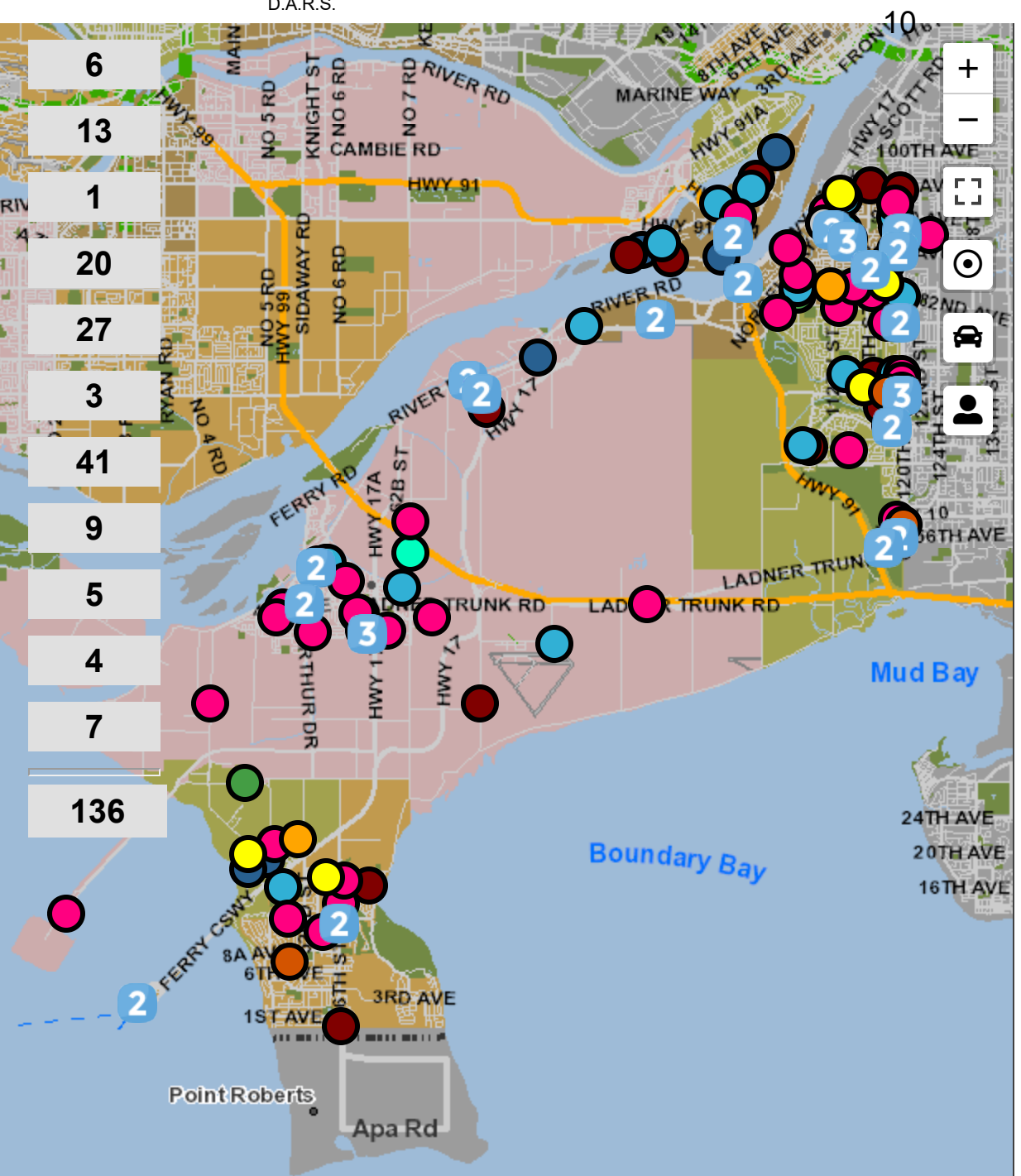
Crime Type	Oct-24	Nov-24	Nov 3YR AVG	YTD 2023	YTD 2024	YTD 3YR AVG	Trend	YTD % Change 3YR Avg
<b>Person Offences</b>								
Homicide	0	0	0	0	0	0	►	0%
Attempted Homicide	0	0	0	0	0	0	►	0%
Sexual Assault (Level I)	0	0	0	2	0	2	▼	-100%
Sexual Assault (Level II, Level III)	0	0	0	0	1	1	►	0%
Total Assaults (Common, Weapon, Aggravated)	0	0	1	20	7	16	▼	-56%
Robbery	0	0	0	2	1	3	▼	-67%
Violent Offences - Other	0	0	0	2	0	2	▼	-100%
Person Offences - Other	0	0	0	11	6	15	▼	-60%
<b>Total Person Offences</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>36</b>	<b>15</b>	<b>39</b>	<b>▼</b>	<b>-62%</b>
<b>Property Offences</b>								
Break & Enter - Commercial	0	0	1	1	1	4	▼	-75%
Break & Enter - Residential	0	0	1	6	0	8	▼	-100%
Theft of Vehicle	0	0	0	3	4	3	▲	33%
Theft from Vehicle	0	0	1	14	5	18	▼	-72%
Theft Over/Under \$5000	0	0	18	248	108	197	▼	-45%
Mischief to Property Over/Under \$5000	0	0	2	28	11	26	▼	-58%
<b>Total Property Offences</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>332</b>	<b>138</b>	<b>276</b>	<b>▼</b>	<b>-50%</b>
<b>Traffic Offences</b>								
Fatal MVI	0	0	0	0	0	0	►	0%
Collisions (All)	0	0	4	51	12	40	▼	-70%
<b>Other Offences</b>								
Intimate Partner Violence	0	0	0	8	3	6	▼	-50%
Youth (*Excludes Traffic Offences)	0	0	1	3	4	6	▼	-33%
Weapon Violations	0	0	0	4	3	6	▼	-50%
Cybercrime	1	0	2	29	20	23	▼	-13%
False Alarms (Dispatched)	0	0	5	42	17	53	▼	-68%
<b>TOTAL CALLS FOR SERVICE</b>	<b>145</b>	<b>143</b>	<b>116</b>	<b>1,534</b>	<b>1,360</b>	<b>1,282</b>	<b>▲</b>	<b>6%</b>

OP D.2

Delta  
POLICE



Res B&E	6
Bus B&E	13
Other B&E	1
Theft of Auto	20
Theft from Auto	27
Recovered Stolen	3
Assault	41
Sex Assault	9
Robbery	5
Bike Theft	4
Mail Theft	7
11/01/2024	136
11/30/2024	
View Results	





Res B&amp;E

1

Bus B&E

2

Other B&E

0

## Theft of Auto

3

## Theft from Auto

1

Recovered Stolen

1

## Assault

5

## Sex Assault

2

## Robbery

0

## Bike Theft

3

## Mail Theft

1

11/01/2024

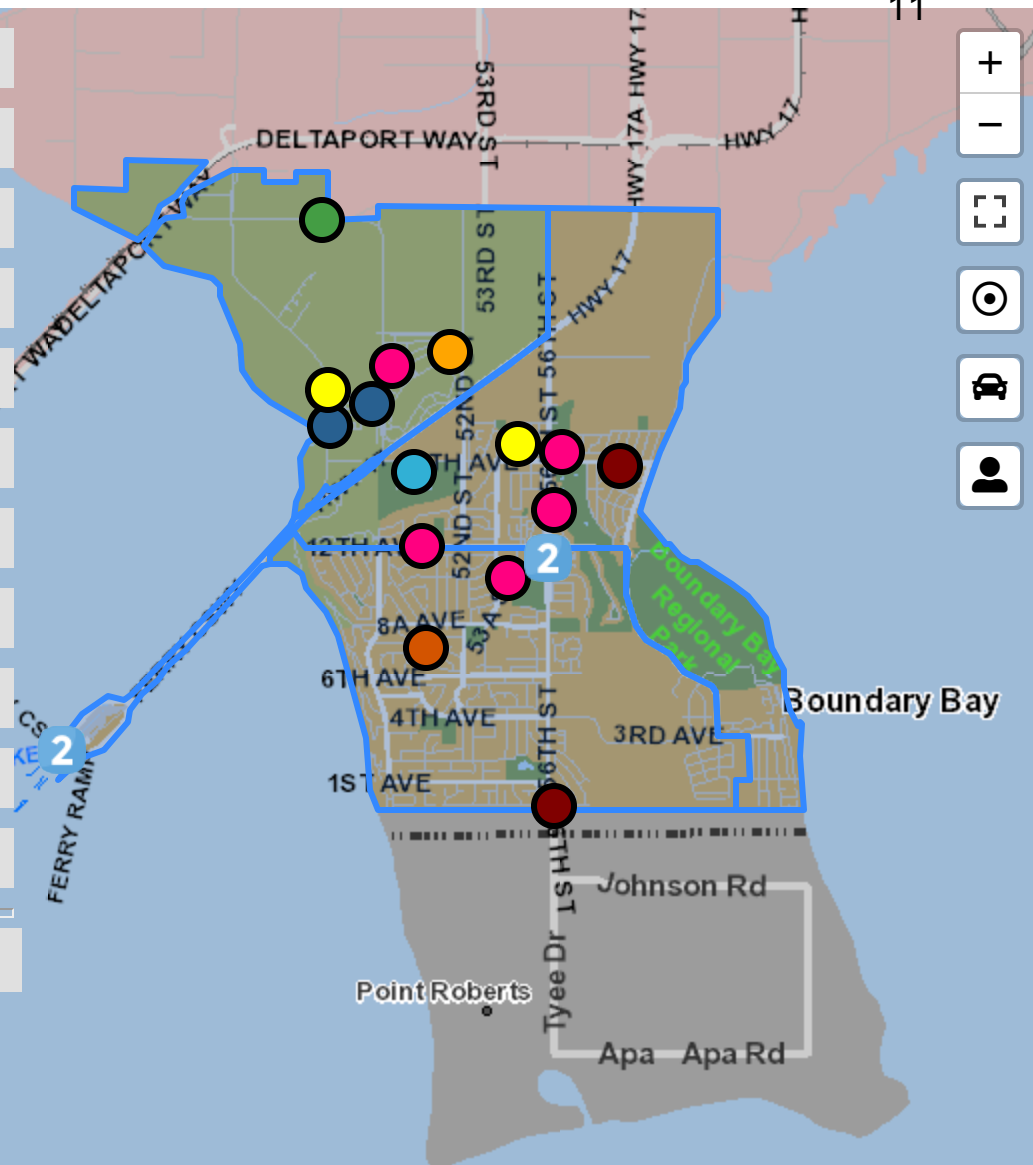


19

11/30/2024



View Results



Delta  
POLICE



OP D.2



Res B&E

1

Bus B&E

4

Other B&E

1

Theft of Auto

4

Theft from Auto

9

Recovered Stolen

0

Assault

14

Sex Assault

3

Robbery

0

Bike Theft

0

Mail Theft

0

11/01/2024

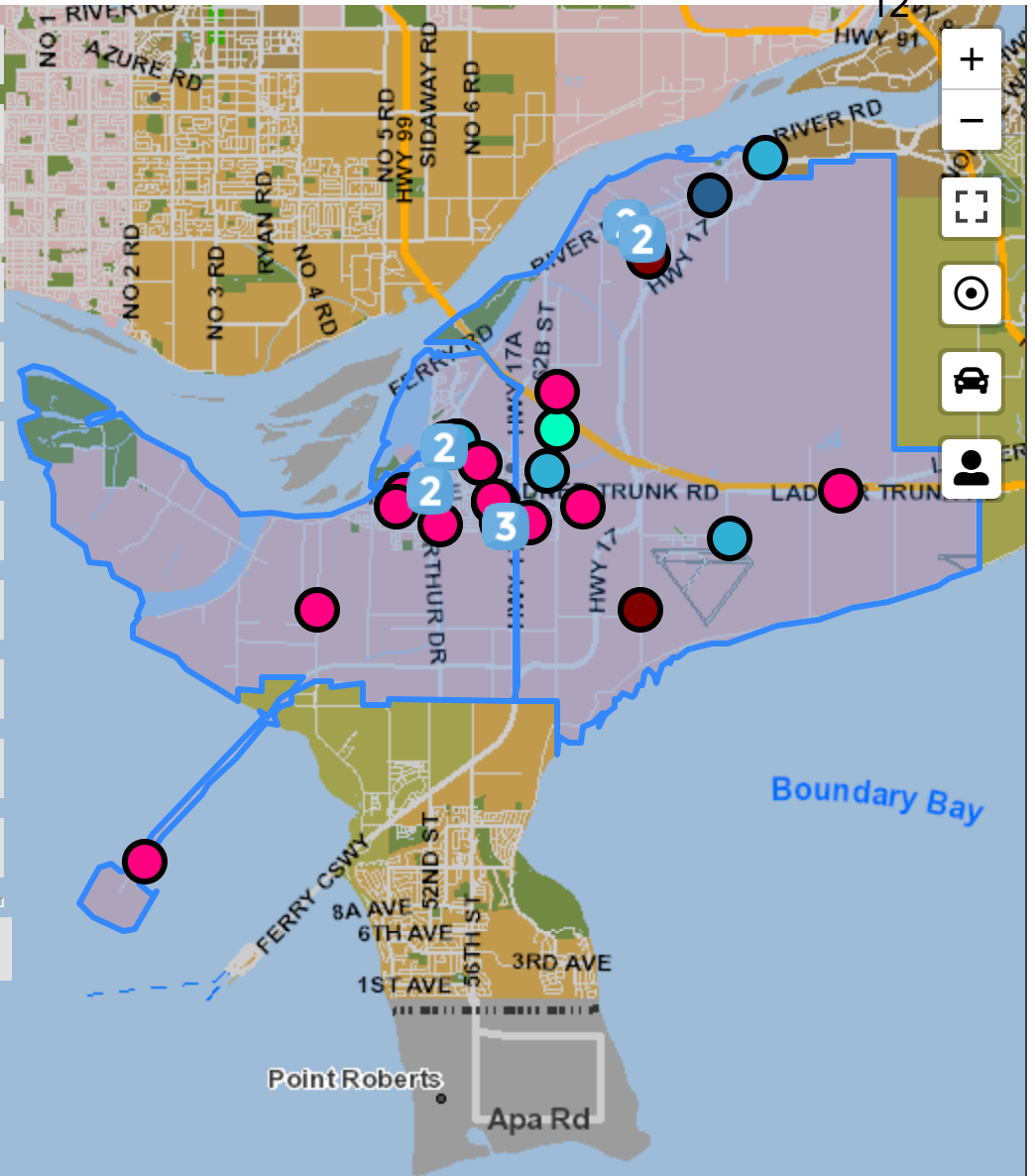


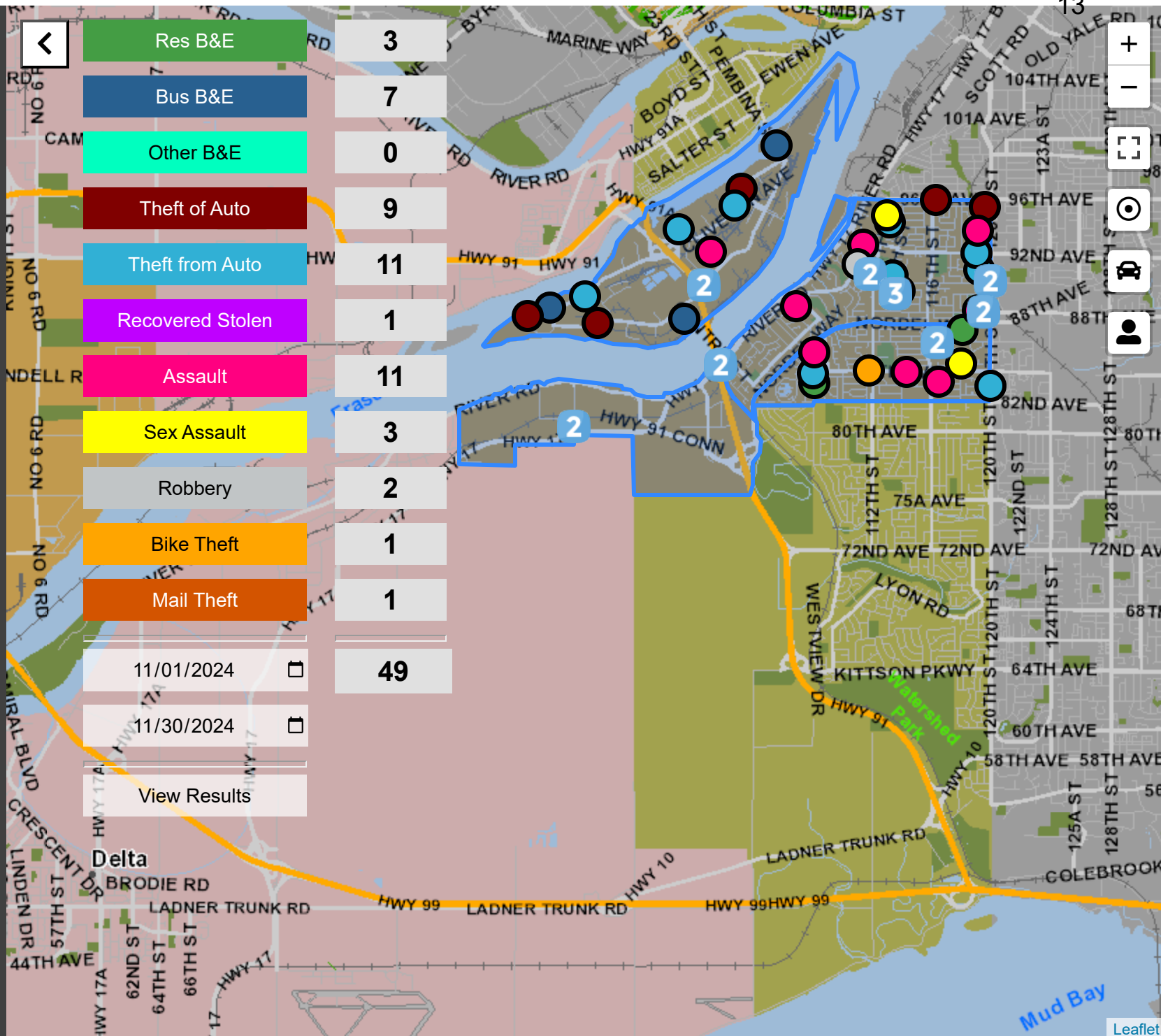
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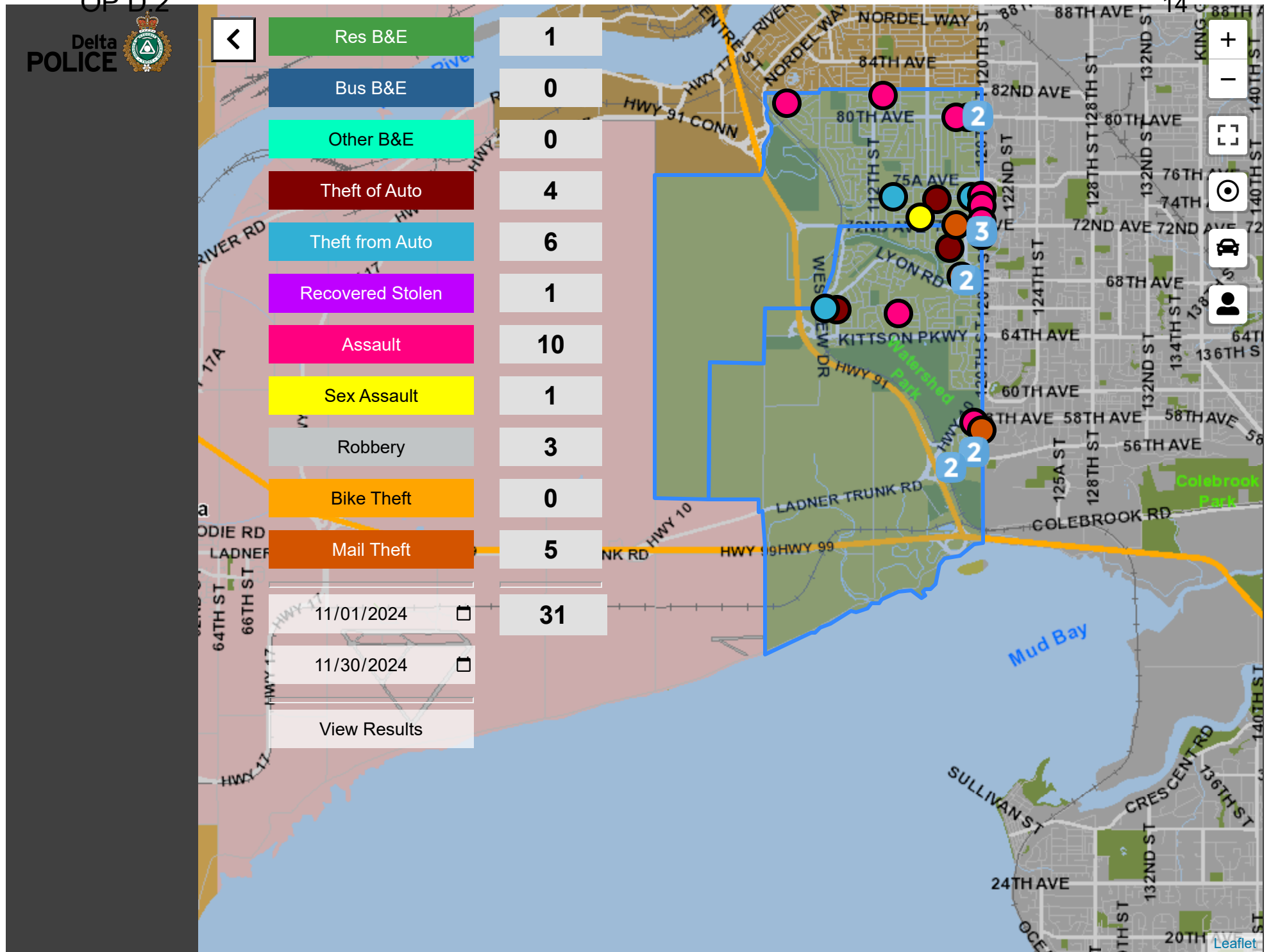
11/30/2024



View Results







# December 2024



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



# January 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1 New Years Day	2	3	4
5	6	7	8 Recruit Swearing-In Ceremony - Council Chamber	9	10	11
12	13	14	15 Police Board Meeting - Council Chamber	16	17	18
19	20	21	22	23	24	25 Delta Police Pipe Band Robbie Burns Dinner
26	27	28	29	30	31	1
2	3	Notes				



# February 2025



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 Family Day	18	19 Police Board Meeting - ND PSB	20	21	22
23	24	25	26 Battle of the Badges	27	28	1
2	3	Notes				



November 2024 News Releases





**DO YOU LIVE, WORK, OR PLAY IN DELTA?**  
**Share Your Input in Our Community Survey**



**FOR IMMEDIATE RELEASE****Delta Police Launches Community Survey**

Delta, BC – November 14, 2024 – The Delta Police Department (DPD) has launched a community survey seeking public input on our current services and to help us set future priorities.

We invite you to share your feedback through our 10-minute Community Survey. Your insights are essential in helping us align our priorities with the needs and expectations of our community and with what matters most to you.

The survey is open from November 4<sup>th</sup> to December 6<sup>th</sup>. Anyone connected to Delta can participate in the survey.

All responses will remain anonymous, and a summary of findings will be shared publicly as part of our commitment to transparency. To encourage participation, respondents may complete an entry ballot for a draw of an Apple MacBook Air and other prizes.

The survey can be accessed here:

[https://www.research.net/r/DPD\\_public\\_input\\_2024](https://www.research.net/r/DPD_public_input_2024)

For more information, please contact:

A/Insp. James Sandberg  
Delta Police Department  
[media@deltapolice.ca](mailto:media@deltapolice.ca)



# MISSING PERSON

**FOUND**

**UPDATE: Missing Elderly Woman Located**

*Delta, BC – November 14<sup>th</sup>, 2024 –*

File 2024-21596

Updated 3:30pm -

This missing person has been located as a result of tips from the public. Thank you for your help. She is being reunited with her family.

The original release below has been modified to remove name and images. The original release below has been modified to remove name and images.

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Delta, BC – The Delta Police are requesting public assistance to help locate an 87-year-old woman missing from Ladner. (Name removed), who is visiting Ladner from Ontario, went for a walk from a home in the 5100 block Bentley Dr, at 1030 this morning. She is not familiar with the area, does not have a cell phone. She is healthy and fit but suffers from significant memory loss. Family members are concerned that (name removed) has lost her way and will not be able to navigate her way back to the house.

(Name removed) is described as an 87-year-old woman, 5'3" tall, with short brown hair and hazel eyes. She was wearing a brown khaki jacket with silver buttons (jacket is pictured in the first photo below), and black pants.

Ladner residents are asked to check their yards, carports, and areas around their home in case (name removed) has sought shelter. If you locate her, please remain with her and call the Delta Police at (604)946-4411. An officer will be dispatched immediately.

For further information, please contact:

A/Insp. James Sandberg  
Delta Police Department  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

# NEWS RELEASE

## Collision Investigation Involving Struck Cyclist



FOR IMMEDIATE RELEASE

**Collision Investigation Involving Struck Cyclist**

File 2024-21013

*Delta, BC* – On November 5th, 2024, at 3:15 pm, the Delta Police attended Deltaport Way at Hwy 17 for a report of a cyclist that had been struck by a black Nissan Micra. The cyclist has received life-altering injuries because of the collision.

Collision investigators are asking any witnesses who were in the area of Deltaport Way and Hwy 17 on Tuesday November 5<sup>th</sup> between 3:00 pm and 3:20 pm, or anyone who may have dash camera video of the area, the cyclist, or the black Nissan Micra, before or during the collision, to please contact the Delta Police at (604)946-4411 and quote file number 2024-21013.



For further information, please contact:

A/Insp. James Sandberg  
Public Affairs Manager  
Delta Police Department  
Email: [media@deltapolice.ca](mailto:media@deltapolice.ca)





## NEWS RELEASE

**Home Invasion In-Progress  
Results in Nearby Elementary  
School Hold and Secure**



FOR IMMEDIATE RELEASE

**Home Invasion In-Progress Results in Nearby Elementary School Hold and Secure**

File 2024-21907

*Delta, BC* – On November 19th, 2024, at 12:25 pm, the Delta Police responded to a report of a home invasion in progress in the 11600 block of 86<sup>th</sup> Avenue, North Delta. Upon arrival, officers contained the residence while School Liaison officers attended nearby Hellings Elementary School and initiated a precautionary “hold and secure.” While the call did not involve the school, the proximity determined the need to enact safety measures to ensure the students remained safe inside.

Officers quickly determined the suspect had fled prior to officer arrival. The scene was declared safe and the “hold and secure” was released approximately 45 minutes after it was put in place.

The Delta Police would like to assure parents, students and staff of Hellings Elementary that this incident was targeted at a nearby residence and not specific to Hellings Elementary.

“Hold and secure” is a prescribed response protocol used by the Delta School District, in response to a potential threat of violence happening in the neighbourhood near a school. During a “hold and secure,” students remain inside classrooms in the school. Staff close doors, windows, blinds and shutters until the external situation is resolved. School Liaison Officers may attend schools to assist. For more information on hold and secure, visit <https://www.deltasd.bc.ca/district/delta-schools-emergency-procedures/>

For further information, please contact:

A/Insp. James Sandberg  
Public Affairs Manager  
Delta Police Department  
Email: [media@deltapolice.ca](mailto:media@deltapolice.ca)





# Delta Police Board Announces New Chief Constable Harj Sidhu

FOR IMMEDIATE RELEASE

## **Delta Police Board Appoints New Chief Constable**

November 21<sup>st</sup>, 2024

**Delta, BC** – The Delta Police Board (Board) is pleased to announce the appointment of Deputy Chief Harjinder (Harj) Singh Sidhu as the new Chief Constable of the Delta Police Department (DPD). Chief Sidhu will assume leadership of the DPD on November 25, 2024.

“We are thrilled to announce Harj Sidhu as our new Chief,” said Board Chair Ian Tait. “With 31 years of dedicated service to our community and an unwavering commitment to excellence, Chief Sidhu brings a wealth of experience, institutional knowledge, and visionary leadership to this role.”

“This historic promotion — our first internal appointment to Chief in 38 years and the first South Asian Chief for Delta — reflects the strength of our department and our confidence in Chief Sidhu's ability to lead us into the future while continuing to foster trust, safety, and collaboration with the community,” added Tait.

“I am deeply honoured and grateful to the Delta Police Board for placing their trust in me to lead this incredible organization as its next Chief — a place I've been privileged to call home for the past 31 years,” stated Chief Sidhu. “I am inspired daily by the dedication and professionalism of our people, and it is truly an honour to now lead such an exceptional team.”

“As Chief, my focus will be on working collaboratively with the Board, our officers, civilian staff and volunteers, community partners, and residents to ensure Delta remains one of the safest places to live, work, and play. Together, we will build on our strong foundation, strengthening trust, and building on our shared commitment to community safety and well-being,” said Chief Sidhu.

The Board would also like to thank interim Chief Guy Leeson for his leadership during this transition period. An announcement regarding a change of command ceremony will be forthcoming.



**About Chief Sidhu:** Chief Sidhu has 31 years of dedicated service with the DPD, beginning his career in 1993 as a Recruit Constable. Over the years, he has gained extensive experience across a wide range of policing roles. As a Constable, he served in the Patrol Division, Youth Section, and Investigations. Rising through the ranks, he became a Sergeant leading the Drug/Special Projects Unit, and later served as a Staff Sergeant in both the Patrol Division and Investigative Services.

As an Inspector, Chief Sidhu oversaw Investigative Support Services, the Operational Support Branch, and Special Projects. In 2018, he was promoted to Superintendent of the Community Policing Bureau, where he led all uniformed operations for the DPD. In 2021, he assumed the role of Deputy Chief of the Community Policing Bureau, a position he held until his promotion to Chief Constable.

Throughout his career, Chief Sidhu has been dedicated to a community-first approach to policing, prioritizing community safety and well-being. He is actively involved in several external committees, including serving as Co-Chair of the Canadian Association of Chiefs of Police (CACP) Community Safety and Well-Being Committee, Co-Chair of the British Columbia Association of Chiefs of Police (BCACP) Diversity and Inclusion Committee, and Co-Chair of the BCACP Body Worn Cameras Special Committee.

Chief Sidhu's contributions to policing have been widely recognized, including awarding him with the Order of Merit of the Police Forces (M.O.M.) in 2022.

The national search process was led by a third-party professional search firm (PFM Executive Search) to find the most suitable candidate following the retirement of Chief Neil Dubord earlier this year. The process attracted numerous highly qualified candidates from across the country.

**About the Board:** The Delta Police Board provides civilian oversight to the DPD and was established pursuant to the British Columbia *Police Act*. The Board is responsible for the appointment of the Chief Constable under the Police Act.

In accordance with the Police Act, the Board:

1. Is the employer of all DPD officers and staff.
2. Approves the DPD's budget and provides primary financial oversight.
3. Establishes the DPD's priorities, goals, objectives, and policies that set the direction for the DPD in collaboration with the Chief.
4. Addresses Police Act service and policy complaints.

*Current Board membership includes:*

Chair Ian Tait, Vice Chair Warren Dean Flandez, City of Delta Councillor Daniel Boisvert, Tsawwassen First Nation Chief Laura Cassidy, Lori Mayhew, Sharan Oberoi, Nikhil Pandey, and Lara Victoria.

For further information, please contact:

A/Insp. James Sandberg  
Public Affairs Manager  
Delta Police Department  
Email: [media@deltapolice.ca](mailto:media@deltapolice.ca)



OP D.4



DELTA  
POLICE

**NEWS RELEASE**

**Shots Fired - No Injuries**

FOR IMMEDIATE RELEASE

**Shots Fired into North Delta Residence – No Injuries**

File 2024-22324

November 26<sup>th</sup>, 2024

**Delta, BC** – On November 26<sup>th</sup>, 2024, just before 3 a.m. an unknown suspect fired shots into a home in the 11300 block of 92<sup>nd</sup> Avenue. The home was occupied at the time, but there were no injuries.

This shooting is believed to be targeted at the home; however, the reason for the shooting and the identity of the suspect remains unknown. At this time, it is still undetermined if this incident is gang-related. Officers will be conducting a door-to-door canvas today to identify potential witnesses and to collect CCTV video.

If you reside in the area, or were travelling in the area near the time of the incident and saw any suspicious behaviour, or witnessed the shooting directly, you are asked to contact the Delta Police at (604)946-4411 and quote file number 2024-22324.

Or if you have CCTV video on your home or if you have a dash camera or Tesla cameras active on your car related to this investigation, please contact investigators.

This shooting is Delta's second recorded shooting of 2024. In both incidents, there were no reported injuries. There is no indication that these two incidents are related.

For further information, please contact:

A/Insp. James Sandberg  
Public Affairs Manager  
Delta Police Department  
Email: [media@deltapolice.ca](mailto:media@deltapolice.ca)





# NEWS RELEASE

**Delta Police Respond to Demonstration  
Impacting Deltaport Way**



FOR IMMEDIATE RELEASE

**Delta Police Respond to Demonstration Impacting Deltaport Way**

File 2024- 22507

November 29, 2024

**Delta, BC –** This morning, shortly before 8:30 a.m., the Delta Police Department (DPD) was notified of a group of demonstrators blocking Deltaport Way, impacting traffic and port operations.

Officers responded and engaged with the demonstrators, encouraging them to relocate to a safe area where they could continue their protest lawfully. By 10:20 a.m., outbound traffic from the port was restored, followed by the reopening of inbound traffic at 10:55 a.m. Deltaport Way was fully opened by 11:30 a.m.

The DPD recognizes the public's right to peaceful protest as a fundamental democratic freedom. However, we remind demonstrators that actions disrupting critical infrastructure or impeding traffic constitutes unlawful assembly and are subject to legal consequences.

For clarity, a peaceful protest includes activities such as:

- Marching or gathering in public spaces without obstructing others.

- Expressing views through signage, speeches, or other lawful means.

A demonstration becomes unlawful when:

- It blocks roadways or access points to public or private infrastructure.

- Demonstrators engage in activities that endanger public safety or interfere with others' rights.

Today's demonstrators were given notice of these terms and vacated the roadway. The DPD remains committed to facilitating lawful demonstrations while ensuring public safety and maintaining the free flow of traffic.

For further information, please contact:

A/Insp. James Sandberg  
Public Affairs Manager  
Delta Police Department  
Email: [media@deltapolice.ca](mailto:media@deltapolice.ca)





# NEWS RELEASE

## Police Respond to Reports of Car in River





FOR IMMEDIATE RELEASE

**Delta Police Respond to Car into Fraser River Embankment**

File 2024- 22512

November 29, 2024

**Delta, BC** – On November 29<sup>th</sup>, 2024, at 9:39 am, the Delta Police Department (DPD) responded to a report of a car having been driven intentionally into the Fraser River, at the 8200 block of River Rd, Delta. The vehicle was off road, and stuck in the foreshore of the river and not in the water. Prior to police arrival, Delta Fire Department firefighters and good Samaritans came to the aid of the female driver and two young children. The children have been transported to hospital for observation, with no apparent injuries noted. The driver has been transported to hospital and is receiving medical care. The DPD is investigating this incident as a criminal matter.

River Road has remained closed while collision analysts map and document the scene.

The area was busy with commuters at the time of the incident. Investigators are asking anyone who may have witnessed the collision and not yet spoken with an investigator, to please contact the Delta Police at (604)946-4411. If you have CCTV, dash camera video, Tesla video or similar, can you please contact officers as well. Quote file number 2024-22512 when calling.

We thank the public and the Delta Firefighters for their actions at the onset of this incident.

A/Insp. James Sandberg  
Public Affairs Manager  
Delta Police Department  
Email: [media@deltapolice.ca](mailto:media@deltapolice.ca)

**Tracie Nunes**

---

**From:** [REDACTED]@gmail.com>  
**Sent:** Sunday, October 27, 2024 10:08 AM  
**To:** Office of the Chief Constable  
**Subject:** [Q] Thank you letter  
**Importance:** Low

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

(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.)

Good afternoon, Sir/ Madam

I'd like to express my appreciation for constable Orser's professionalism and the way he handled the situation.

On October 18th, someone stole my credit cards at Sungod Pool. Mr. Orser quickly resolved this matter and informed me that considering the ages of the girls (13 and 15), he wouldn't be pursuing criminal charge.

Mr. Orser talked to both girls and their parents and gave them warnings of their behavior. On October 26th, I received letters of apology from the girls. They appeared sincere and remorseful for their actions. I feel like Mr. Orser went about and beyond to resolve this situation. Once again, I'd like to thank Mr.Orser for his help and for keeping us safe at all times.

Regards,

[REDACTED]

**DELTA POLICE  
BOARD**

Excellence in Policing

<b>DATE</b> 2024-10-28	<b>SUBMITTED BY</b> Finance and Risk Management Committee
<b>SUBJECT</b> Financial Reports for period ended September 30, 2024	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

**PURPOSE**

To provide the Board with financial report variance details for the period ended September 30, 2024.

**DISCUSSION****Operating Expenditures and Revenues**

DPD reports a positive operating variance of \$509,575 for the period ended September 30, 2024. Two main drivers for the budget variance are Police Staff vacancies and a grant from the Province to offset investigative costs.

	Year to date Actuals	Year to Date Budget	YTD Variance (Fav)/Unfav (\$)	YTD Variance (Fav)/Unfav (%)
<b>Expenditures</b>				
Dept Support Services	\$12,394,755	\$12,866,098	\$(471,343)	(3.7%)
Investigative Services	5,233,016	5,050,521	182,495	3.6%
Community Services	7,725,077	7,773,774	(48,697)	(0.6%)
Patrol Services	12,764,419	12,961,271	(196,852)	(1.5%)
Secondments	3,104,588	2,734,839	369,749	13.5%
Ecomm	2,295,408	2,318,625	(23,217)	(1.0%)
<b>Total Expenditures</b>	<b>43,517,263</b>	<b>43,705,128</b>	<b>(187,865)</b>	<b>(0.4%)</b>
<b>Revenues</b>				
Recovered Services	(6,518,893)	(5,911,875)	(607,018)	(10.3%)
Fines and Fees	(410,756)	(285,003)	(125,753)	(44.1%)
Grants	(1,859,364)	(1,711,375)	(147,989)	(8.6%)
Other Recoveries and Misc	(44,026)	(82,494)	38,468	46.6%
Transfer to Reserve	189,082	-	189,082	
<b>Total Revenues</b>	<b>(8,643,957)</b>	<b>(7,990,747)</b>	<b>(653,210)</b>	<b>(8.2%)</b>
<b>Operating Tax Draw</b>	<b>34,873,306</b>	<b>35,714,381</b>	<b>(841,075)</b>	<b>(2.4%)</b>

<i>Wage bank accrual <sup>1</sup></i>	331,500	-	331,500	
<b>Operating Tax Draw - Adjusted</b>	<b>\$35,204,806</b>	<b>\$35,714,381</b>	<b>\$(509,575)</b>	<b>(1.4%)</b>

<sup>1</sup> *Wage bank accrual is a City entry to record the liability for unused leave banks*

Variances for the department's sections and revenues are explained as follows:

**Department Support Services** is under budget \$471,343. This variance is a result of Police Staff vacancies in Comms/Media, Records, and Information Technology. All but one of those vacancies are now filled.

The 2024 budget was increased for uniforms, equipment, and fuel and as a result, are on budget for the period.

**Investigative Services** is over budget \$182,495 due to the filling of various vacancies and investigative expenditures which are offset by a Provincial grant included in revenues.

**Patrol Services** is under budget \$196,852 due to a positive variance in overtime and some movement of staff into specialty units. In addition, after BC police chiefs successfully lobbied the provincial government, funding has been provided for HealthIM, an app used to screen, document, and assess mental health resources needed when Patrol members encounter people in distress. DPD has been funding this app since 2019.

**Secondments** are over budget \$369,749 due to recoverable overtime.

**Recovered Services** are over budget \$607,018 due to higher than budget recoverable overtime for seconded members and recoveries for Hwy 17 traffic enforcement.

**Fines and fees** collected are over budget \$125,753 due to additional Police Information Check revenues.

**Grants** are over budget \$147,989 due to a grant received from the Province to support DPD intelligence and analyst staffing related to organized crime files. This grant is offset by lower than budget amount received for Traffic Fine Revenue Sharing from the Province.

**Transfer to/from Reserve** represents the additional Police Information Check revenues to be utilized for DPD Health & Wellness initiatives.

**Wage bank accrual** is an accounting entry made by the City to record the liability for unused leave banks such as Vacation, Float, Banked OT, and Statutory Holidays. The 10-year average is \$442,000 and will be accrued quarterly until the actual amount is calculated at the end of the year.

### Capital Expenditures

	Year to date Actuals	2024 Budget	Variance (Fav)/Unfav
Vehicle Purchases - 2024	\$-	\$430,000	\$(430,000)
Vehicle Purchases - 2023 carryover	1,627,646	1,624,000	3,646
Protective Equipment, Furniture, IT	259,604	442,500	(182,896)
<b>Total Capital Expenditures</b>	<b>\$1,887,250</b>	<b>\$2,496,500</b>	<b>\$(609,250)</b>

Capital Expenditures include 2022 and 2023 vehicle purchases that have been in progress after experiencing delays due to supply chain issues. It is anticipated that all pending vehicle purchases and builds will be completed in 2024 and purchases budgeted for 2024, will carry over into 2025.

### Overtime Data

Overtime expenditures in total are higher than budget by \$453,870. The overtime variance is summarized as follows:

	Overtime Expenditure Variance	Recoveries recorded in Revenue	Overtime Expenditure Variance - Adjusted
Department Support Services	\$12,721	\$3,557	\$9,164
Investigative Services	(26,080)	16,162	(42,242)
Community Services	223,214	214,792	8,422
Patrol Services	(88,742)	-	(88,742)
Secondments	332,757	332,757	-
<b>Total Overtime</b>	<b>\$453,870</b>	<b>\$567,268</b>	<b>\$(113,398)</b>

Department Support Services is over budget \$12,721 due to training activities.

Community Services is over budget \$223,214 due to recoverable overtime for other agency assists and Hwy 17 traffic enforcement. In addition, overtime was incurred for crowd management during the Canuck Playoffs.

Secondments are over budget \$332,757 and relate to DPD members deployed to outside agencies with schedules and overtime needs directed by that agency. HR staff conducts regular check-ins with deployed members. This amount is recoverable from outside agencies.

### STRATEGIC ALIGNMENT: CSWP

N/A

### CONCLUSION

DPD reports a positive operating variance of \$509,575, or 1.4% for the period ended September 30, 2024. Vehicle purchases from prior years' budgets are scheduled to be completed by the end of 2024, however it is likely that purchases planned for 2024, will carry over into 2025. Overtime is under budget by \$113,000 after factoring in recoverable amounts.



4455 Clarence Taylor Crescent  
Delta BC V4K 3E1

phone 604.946.4411  
[deltapolice.ca](http://deltapolice.ca)



December 2, 2024

Glen Lewis  
Assistant Deputy Minister and Director of Police Services  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General

\*Sent via email to: [SGPSPB@gov.bc.ca](mailto:SGPSPB@gov.bc.ca)

Dear Glen:

**Re: Recruit and Advanced Training BCPPS 2.1.1**

I am writing in regard to the BC Provincial Policing Standard (BCPPS) 2.1.1 on Recruit and Advanced Training and the associated annual reporting requirement.

Below is the information regarding the experienced applicant hired by the Delta Police Department in 2024:

- Constable Chloe Chersak
  - Previous Employer: RCMP
  - Training Institute: RCMP Academy, Depot Division

Please advise if you require further information.

Sincerely,

Harj Sidhu, M.O.M.  
Chief Constable, Delta Police Department

cc: Delta Police Board  
Deputy Chief Michelle Davey



VIA EMAIL

Ref. 673271

November 20, 2024

Ian Tait, Chair  
Delta Police Board  
Email: [itait@deltapoliceboard.ca](mailto:itait@deltapoliceboard.ca)

Dear Ian Tait:

As a key partner in the Ministry of Public Safety and Solicitor General, I am writing to introduce myself as the new Deputy Solicitor General and to let you know about some changes that have been made to the Ministry by Premier David Eby.

British Columbians have asked Premier Eby to work together and get things done that make a real difference in their daily lives. The Government of British Columbia will focus on the core challenges people worry about at the kitchen table – bringing down costs, strengthening health care, and making our communities safer. We are committed to listening and learning from British Columbians and delivering results and building a brighter future.

As a key partner with the Ministry of Public Safety and Solicitor General, I wanted to let you know that Premier Eby has named Garry Begg as the Solicitor General and Minister of Public Safety, as well as Terry Yung as the Minister of State for Community Safety and Integrated Services. Your key contacts for the Ministry remain the same.

The Solicitor General, Minister of State and Assistant Deputy Ministers will be reaching out to you to continue our important work together in the coming days and weeks.

I look forward to our continued work together.

Sincerely,

Tara Richards  
Deputy Solicitor General

**From:** [E-Comm Governance Office](#)  
**To:** [E-Comm Governance Office](#)  
**Cc:** [Oliver Grüter-Andrew](#); [Li-Jeen Broshko](#); [Dave Cunningham](#); [Carly Paice](#); [Mike Ho](#); [Devon Gunderson](#)  
**Subject:** Shareholder Consultation Session Presentation  
**Date:** October 15, 2024 4:24:20 PM  
**Attachments:** [image001.png](#)  
[image007.png](#)  
[image008.png](#)  
[image009.png](#)  
[image010.png](#)  
[image011.png](#)

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Dear E-Comm Shareholders and Directors,

Thank you to those who were able to attend the September 26 E-Comm Governance Review Shareholder Consultation Session. The presentation from the meeting is on the [ecom911.ca Governance Review website](#), along with a number of other E-Comm Governance Review resource materials.

We will continue to update you on this project, and as new resource materials are added. As always, please advise us if you would like any additional information in the meantime.

Thank you,  
Legal and Governance Department  
[boardandcommittees@ecom911.ca](mailto:boardandcommittees@ecom911.ca)

E-Comm 9-1-1



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## E-COMM NOVEMBER UPDATE FOR POLICE AND LOCAL GOVERNMENT PARTNERS

We are writing to share with you our monthly update on key activities at E-Comm to strengthen and improve our services on behalf of our police partners and the public we serve. Please feel free to share this update publicly, and to forward to E-Comm any requests to be added to our distribution.

### Service Levels to October 31

- **9-1-1 service levels continue to exceed target** – Year-to-date (YTD) 9-1-1 service levels to the end of October remain high at 98% (target: 95% of calls answered within 5 seconds), and 9-1-1 call volumes exceeded 1.7 million provincewide – down from 2023's record-breaking volume driven by an Android operating system glitch, but on par with 2021 and 2022 call volumes.
- **Above-target service levels for police emergency call taking** – YTD police emergency call-taking service levels also exceeded targets (88% of calls answered within 10 seconds), both in the Lower Mainland (91%), and on Vancouver Island (90%), despite police emergency call volumes being higher than in previous years, other than 2023's anomalous spike.
- **Improved answer times, decrease in abandoned rates for police non-emergency calls** – Police non-emergency (NER) call taking service levels remain strong YTD at 79% in the Lower Mainland and on-target (80% of calls answered within 3 minutes) on Vancouver Island. The average speed to answer for NER calls is down YTD, from approximately 4 minutes in 2023 to 2 minutes. And the YTD abandoned call rate has dropped from 31% to 16%. The abandoned call rate decreases further to 11% during peak volume hours, when our new Genesys call system provides estimated wait times and call-back options for callers. Of those callers who request a call-back, 84% are successfully reached and able to file a report.

### Other Transformation Updates

- **Dedicated team continues to strengthen non-emergency service** - In October we welcomed our seventh intake of new police NER call takers to fill vacancies, including those from NER call takers being promoted to answer emergency calls. The team, along with other improvements like the new Genesys call system, is helping to improve service for the public.
- **Dispatch trainees begin with peer coaches** - Our newest dispatch trainees have moved forward to on-the-job training with peer coaches, after successfully completing the revamped training program incorporating in-class instruction and e-learning. E-Comm presented our modernized training approach to emergency communications professionals across Canada at the Association of Public-Safety Communications Officials (APCO) conference in November.
- **Launch of new self-service dashboard for police agencies** – As part of an ongoing initiative to modernize our data and analytics capabilities, a new interactive dashboard has been finalized and rolled out to our policing partners. This allows our police agency partners direct access to key metrics such as service levels, call answer times, call volumes, and more, for both emergency and non-emergency calls.
- **Ongoing outreach to shareholders and partners on governance and financial model** – We continue to actively meet with shareholder organizations and agency partners on our proposed governance and financial model changes.



## NOVEMBER 2024 UPDATE

### TRANSFORMATION AND OPERATIONS UPDATES



Service levels exceeded for 9-1-1 and emergency call taking



+1.7 million 9-1-1 calls year to Oct 31



NER improvements: answer times cut in half and abandoned calls down significantly



Self-service data & analytics dashboard launched for police agencies



Ongoing outreach on proposed governance review & financial model changes



New dispatch trainees start on-the-job training

### NON-EMERGENCY PUBLIC EDUCATION



KNOW HOW TO  
 #MAKETHERIGHTCALL

Public education campaign launched on reporting non-emergency crimes in partnership with policing agencies and community groups.

### LOWER MAINLAND YEAR-TO-OCT 31

	Target	2021	2022	2023	2024
9-1-1	95%/5s	93%	98%	98%	98%
Police Emergency	88%/10s	85%	84%	88%	91%
Police Non-Emergency	80%/180s	57%	43%	62%	79%
Fire Emergency	90%/15s	91%	89%	93%	94%

### VANCOUVER ISLAND YEAR-TO-OCT 31

	Target	2021	2022	2023	2024
9-1-1	95%/5s	93%	98%	98%	98%
Police Emergency	88%/10s	90%	88%	87%	90%
Police Non-Emergency	80%/180s	86%	80%	80%	80%



## January

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## February

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## March

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## April

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## May

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## June

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## July

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## August

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## September

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## October

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## November

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## December

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**Board Mtg**  
9:00 am  
Council  
Chambers

**Board Mtg**  
9:00 am  
ND PSB

**F&RM Comm**  
9:00 am

**HR Comm**  
8:00 am

**Gov Comm**  
9:00 am

**Public  
Holiday**

**BCAPB**  
Vancouver



# DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2024-12-03	<b>SUBMITTED BY</b> Chief Harj Sidhu
<b>SUBJECT</b> DPD Body-Worn Camera (BWC) Program Audit 2024	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

## PURPOSE

To provide the Delta Police Board (Board) with the results of the 2024 Body-Worn Camera (BWC) Program Audit.

## DISCUSSION

### Introduction

In 2020, DPD became the first organization in British Columbia (BC) to operationalize a BWC Program, which has followed a phased approach to equipping frontline officers with BWCs.

As of November 28, 2024, 63 officers are participating in the BWC program, and the DPD has 36 BWCs. The program was implemented to promote public trust, transparency, and confidence while providing valuable evidence and supporting operational effectiveness. Community feedback has shown strong support, with over 90% of respondents not only supporting but expecting DPD frontline officers to wear BWCs in the modern policing landscape.

The DPD conducts an annual audit of the Body-Worn Camera (BWC) program, as required by BC Provincial Policing Standards and DPD policy (OD19). This year's audit reviewed recordings from October 1, 2023, to October 1, 2024, assessing compliance with 14 established criteria to ensure appropriate and effective use of BWCs in line with policy standards and public expectations.

### Methodology

A total of 5,076 BWC recordings were made during the audit period across all user groups, including Patrol shifts and the Traffic Section. A statistically representative sample of 357 recordings was selected using stratified random sampling. The sample was designed to achieve a 95% confidence level with a 5% margin of error, ensuring findings are representative of the entire dataset. Each recording was evaluated against the 14 compliance points, focusing on appropriate activation, secure storage, and proper documentation to assess adherence to standards.

### Key Findings

The 2024 audit demonstrated a high overall compliance rate of 95%. Key findings from the audit are outlined below.

Audit Point	Compliance Rate
1. Recording was a call or enforcement action-specific and not indiscriminate.	99%
2. Recording related to one of the specified circumstances (a-i).	99%
3. Camera was activated where use of force, violence, or aggressive behavior could be anticipated.	98%
4. Recording was not shut off until the incident was concluded.	95%
5. Recording was shut off correctly after the incident was concluded.	95%
6. If the recording was stopped early, exigent circumstances were documented.	95%
7. Person being recorded was advised of that fact unless unsafe to do so.	61%
8. Notation was made in the General Occurrence (GO) file about associated BWC recording.	90%
9. Notes and reports exist for each BWC usage.	100%
10. Still-retained recordings relate to an offense and are within UCR retention.	100%
11. All recordings have been retained for at least one year.	100%
12. Recordings were only viewed by authorized personnel or for training/audits.	100%
13. Recordings used for training had no identifying characteristics of non-DPD persons.	100%
14. Storage and disclosure of recordings adhered to secure processes and authorized personnel.	100%

➤ **Strong Performance Many Areas**

- BWCs were activated appropriately in 99% of cases, ensuring adherence to policy in most situations requiring recording.
- Compliance with secure storage and retention requirements was 100%, ensuring privacy and maintaining data integrity.
- Recordings were accessed by authorized individuals for investigative or training purposes.

➤ **Areas for Improvement**

- Notification of Recording (61%): Officers did not consistently inform individuals they were being recorded. This issue was limited to a small group of participants and is not systemic. Targeted training will address this gap.
- Documentation in General Occurrence (GO) records (90%): Not all BWC recordings were noted in associated GO files. This has been identified as an area for further training and process refinement.

## CONCLUSION

The BWC program has significantly expanded since the last audit, with the number of recordings and officers using BWCs tripling. Despite this growth, the program achieved a high overall compliance rate of 95%, marking a 1% improvement from the previous audit.

While newer users adjusting to the program contributed to isolated compliance gaps, these findings provide valuable opportunities for targeted training and process improvements. The officer in charge of BWC training is addressing these areas, with a focus on enhancing compliance in areas such as notification and documentation. These efforts will ensure the program continues to progress and meet public expectations effectively.



# DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2024-11-28	<b>SUBMITTED BY</b> Chief Harj Sidhu
<b>SUBJECT</b> <b>Enhanced Impaired Driving Enforcement: Holiday Season 2024</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

## PURPOSE

To provide the Delta Police Board (Board) with an overview of the Delta Police Department's (DPD) increased impaired driving enforcement plans for December 2024, including holiday Counterattacks.

## DISCUSSION

Impaired driving remains a significant threat to road safety in our community and throughout British Columbia (BC), particularly during the holiday season.

To address this issue, the DPD will be focusing on enhanced enforcement throughout the holiday season. This includes participation in province-wide initiatives such as *Light up the Province* and Counterattack events, coordinated through Road Safety BC. These efforts are in addition to the routine impaired driving enforcement conducted by DPD team.

Counterattack has been running for over 35 years, with the goal of reducing injuries and fatalities caused by impaired drivers. These campaigns typically occur during the summer and winter, emphasizing the message that impaired drivers will be caught, penalized, and removed from the roads.

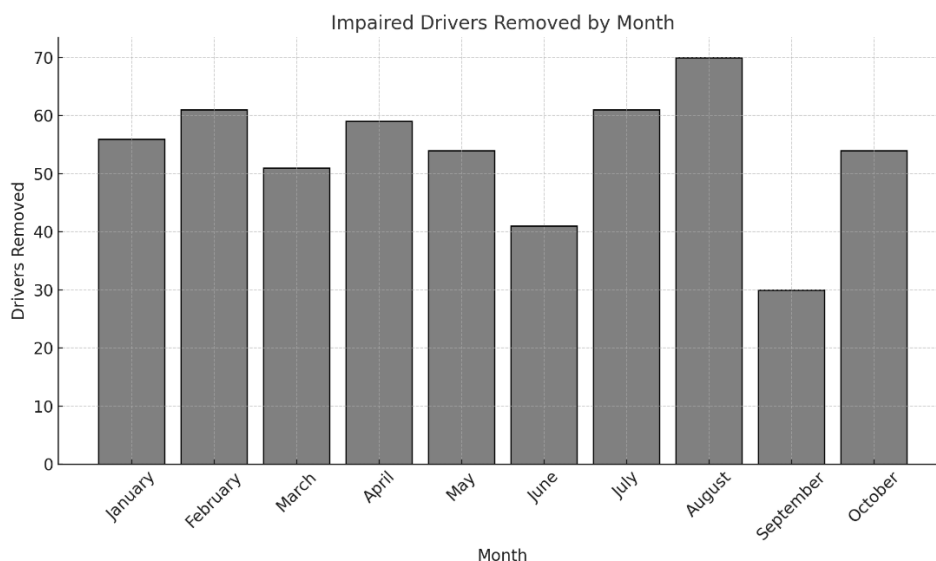
Led by BC Highway Patrol and ICBC, Light up the Province is a coordinated enforcement blitz that launches the winter CounterAttack program. The DPD will participating with two dedicated teams patrolling major highways in Delta. In 2023, officers across BC checked over 41,000 vehicles during this initiative.

Throughout December, DPD will conduct several CounterAttack checks to enhance visibility and enforcement efforts. These efforts will include roadblocks, mandatory alcohol screening, standardized field sobriety tests, and drug recognition experts to identify impaired drivers. Funding for enhanced impaired driving enforcement through CounterAttack operations is provided by the Policing and Security Branch (PSSG) through a dedicated agreement. This funding enables DPD to deploy extra team members.

In summer 2024, Delta's CounterAttack operations resulted in 3,011 vehicles being checked, with numerous penalties issued, including fines, vehicle impoundments, driving prohibitions, and Criminal Code charges. Between January and October 2024, DPD officers removed 537 impaired



drivers from our roads, with August recording the highest number at 70. This number highlights the ongoing challenge impaired driving poses to road safety and our community.



In 2008, four-year-old Alexa Middelaer was tragically killed by an impaired driver in Delta while she and her aunt were feeding a horse by the roadside. This devastating incident inspired the creation of Alexa's Team, a provincial program that recognizes officers across BC for their exceptional efforts in removing impaired drivers. Officers who remove 12 impaired drivers annually are inducted into the Team, and those removing over 50 impaired drivers are considered having reached "All-Star" status.

To date, five DPD officers are already eligible for Alexa Team Awards

- Cst. Courtney Horne - 55 Impaired Investigations (Alexa All-Star Status)
- Cst. Bryce Connors - 14 Impaired Investigations
- Cst. Ryan Hooseman - 24 Impaired Investigations
- Cst. Bret Nishi - 24 Impaired Investigations
- Shelby Priest - 14 Impaired Investigations

In addition to our enforcement efforts, public awareness will play a critical role through our Communication team and channels and the work of our members.

While the holiday season is a time for celebration, we have far too often seen impaired driving cause preventable tragedies. If your plans include alcohol or cannabis, you must plan-ahead or change your plans to get home, it's not an option: use a ride-sharing service, taxi, or designated driver. Road safety is a shared responsibility, and hosts must also ensure their guests get home safely.

### **STRATEGIC ALIGNMENT: CSWP**

Priority: Road safety for all users.

### **CONCLUSION**

The DPD remains committed to ensuring road safety by addressing impaired driving through enhanced enforcement, strategic partnerships, and public education. The enhanced enforcement seeks to protect lives and build trust in our commitment to community safety this holiday season.



# DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2024-11-28	<b>SUBMITTED BY</b> Chief Harj Sidhu
<b>SUBJECT</b> <b>Action Item: E-Comm Cell Phone Levy Update</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

## PURPOSE

To provide an update to the Delta Police Board (Board) on the matter of implementing a 9-1-1 cell phone levy as a sustainable funding solution for E-Comm, as assigned by the Board to bring an update on the request to the Province, in Q4 following the provincial elections.

## DISCUSSION

Funding challenges associated with E-Comm services remain a significant concern for the DPD. The DPD has faced both operational and financial pressures due to E-Comm's inability to meet service standards, compounded by continuous levy increases. Between 2022 and 2024, E-Comm fees increased by a cumulative 60%, placing a substantial burden on the DPD budget and contributing to increased tax draws. In early October 2024, the DPD received E-Comm levy projections for 2025, indicating a cost range between \$3,452,303 and \$3,597,040.

To address these challenges, both the BC Association of Chiefs of Police (BCACP) and the BC Association of Police Boards (BCAPB) have advocated for the Province to implement a 9-1-1 cell phone levy, following models successfully adopted in other provinces. This proposal was further endorsed through a resolution passed at the 2024 Union of BC Municipalities (UBCM) Convention.

E-Comm also conducted a governance review earlier this year, which supported exploring sustainable funding solutions, including the cell phone levy. A summary of the governance review findings is included in the December 2024 Board agenda package for reference.

A representative of the the Ministry of Public Safety and Solicitor General, at the recent BCACP meeting, acknowledged the funding challenges and advised that they are awaiting government policy decision on their approach to addressing the challenge.

## CONCLUSION

The proposal has been submitted to the Province by multiple stakeholders. While the election results have been announced and the Cabinet formed, the BC Legislative Assembly is not scheduled to resume until February 2025. As such, no updates or decisions are expected before then; updates will be shared with the Board when received.



# DELTA POLICE BOARD

Excellence in Policing

<b>DATE</b> 2024-11-28	<b>SUBMITTED BY</b> Chief Harj Sidhu
<b>SUBJECT</b> <b>2024 Promotional Process Results</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision <i>THAT the Delta Police Board consider sending letters of congratulations to the newly promoted Sergeants and Staff Sergeants.</i>	

## PURPOSE

To inform the Delta Police Board (Board) of the results of the 2024 Delta Police Department (DPD) promotional process for Sergeants and Staff Sergeants.

## DISCUSSION

The DPD recently concluded the 2024 promotional process for Sergeants and Staff Sergeants, guided by Department Policy AB30 - NCO Promotional Process.

The pool of candidates was highly competitive, reflecting the strong talent within the DPD. This process showcased the exceptional abilities of our team members and identified emerging leaders who are ready to further contribute to our commitment to excellence in policing services for our community.

Twelve officers have been promoted to Sergeant and Staff Sergeant. These officers demonstrated outstanding skills, professionalism, and dedication. Newly promoted officer will remain in their current assignments, with future moves to be determined through the usual posting and placement process.

Promoted to Sergeant	Promoted to Staff Sergeant
Christina Bruce	Jason Boyce
Nilo Diguangco	Gary Koonar
Jason MacDonald	Martin Levangie
Dennis Mah	Sarah Swallow
Josh Lehbauer	Mike Whiteley
Alex Quezada	
Chris Ward	

The promotional process involves significant time and effort from candidates and Selection Board members. Candidates undergo multiple assessments, including skills evaluations, performance reviews, and interviews. This year, peer reviews were once again incorporated to ensure a comprehensive assessment of candidates' leadership abilities from the perspectives of their

colleagues. At the DPD, we continuously strive to improve our processes. Feedback from candidates is carefully reviewed each year to enhance the promotional process.

The Management Team believes every participant achieved success in one way or another. While some earned promotions, for others, the process served as an invaluable opportunity for growth, development, and learning that will help them return even stronger in the future. Participation in such a rigorous process is itself a significant achievement, reflecting a commitment to personal and professional excellence. For those not promoted, after-action debriefs and mentorship opportunities will provide valuable insights to support their ongoing development and readiness for future opportunities.

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**STRATEGIC ALIGNMENT: CSWP**

Priority: Invest in growth and well-being of the team.

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**CONCLUSION**

The strength of the DPD lies in its people, and this year's promotional process confirmed the leadership talent within the team. The Management Team is confident that the promoted officers will excel in their new roles, contributing to the safety and well-being of our community.



**November 28, 2024**

**BCACP Statement on Decriminalization. Advocating for a Health-Led Approach**

The British Columbia Association of Chiefs of Police (BCACP) stands in alignment with the Canadian Association of Chiefs of Police (CACP) in its position on decriminalization and its role in addressing the ongoing toxic drug crisis.

The BCACP recognizes that tackling the complex issue of substance use requires a comprehensive, health-led approach that prioritizes diversion from the criminal justice system. We have consistently supported initiatives that focus on connecting individuals with the health care, treatment, and support they need to address the root causes of addiction and substance use disorders.

While the BCACP was open to the notion of decriminalization as one potential tool to achieve these goals, recent developments have prompted a re-evaluation of its effectiveness in the current context. Based on evidence and ongoing evaluation, we no longer view decriminalization as a primary mechanism for addressing the systemic challenges associated with substance use.

Instead, the BCACP strongly advocates for increased investment in health services, enhanced diversion programs and collaborative partnerships with government agencies, health authorities, and community organizations to implement solutions that balance public safety with public health.

Police in British Columbia remain deeply committed to protecting public safety and supporting healthier, safer communities. While enforcement remains a necessary component of addressing certain aspects of the toxic drug crisis, the BCACP is resolute in its belief that lasting solutions require a health-first approach.

We echo the call for an evidence-based national dialogue on the challenges of substance use, including the lessons learned from early decriminalization efforts. Together, we must refine strategies that ensure individuals receive the help they need while preserving public trust and community safety.

C/Superintendent Wendy Mehat  
President, BC Association of Chiefs of Police



## Canadian Association of Chiefs of Police

Supporting police professionals through innovative and inclusive police leadership to advance the safety and security of all Canadians.

November 27, 2024

### Statement: Decriminalization for Simple Possession of Illicit Drugs

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As a result of the experience in British Columbia associated to the January 2023 three-year exemption under the *Controlled Drugs and Substances Act* that decriminalized the possession of small amounts of certain illicit drugs for personal use in British Columbia, the CACP Board no longer supports the decriminalization of any amount of illicit drugs for personal use.

Since the exemption came into effect, police have witnessed trends of concern, including a continued high rate of opioid overdose deaths as well as growing fear among law-abiding community members due to public drug use and drug-related criminal activity.

While robust, evidence-based healthcare, addiction, and social programs are vital, drug enforcement remains an essential tool to address the public safety risks linked to illicit drug use. Beyond mitigating drug-related crime, police-led enforcement can serve as a gateway to treatment through pre-charge/post-charge diversion and judicially supervised treatment programs for individuals in need of critical medical and social services.

The CACP's leadership strongly urges the Federal Government to collaborate with provinces to adopt a comprehensive systems-based approach. This should include significantly expanding inpatient care as well as improving access to effective and sustainable treatment and social services programming that ensures individuals who require essential mental health and addictions care receive immediate and ongoing assistance.

We call on the Federal Government to reconsider its current approach and to engage law enforcement, healthcare providers, and community stakeholders in developing more effective mental health and addictions solutions. Protecting the safety and well-being of all Canadians must remain the highest priority.

Commissioner Tom Carrique  
President, Canadian Association of Chiefs of Police



## DELTA POLICE BOARD

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November 25, 2024

The Honourable David Eby, M.L.A.  
Premier of British Columbia  
PO Box 9041 Stn Prov Govt  
Victoria, BC V8W 9E1

Dear Premier Eby:

**Subject: Enhanced Community Support Services for Vulnerable Individuals in Delta**

On behalf of the Delta Police Board (DPB), I am writing to request the Province's support in expanding services for vulnerable individuals in our community. Since becoming operational in May 2023, the Delta Police Department's (DPD) Community Navigator Unit (CNU) has been instrumental in connecting vulnerable individuals who come into contact with police, often due to issues such as housing instability, mental health concerns, substance use, and minor social offences, with essential services and resources to address their needs.

The Board has been informed that CNU has processed over 320 referrals and has proven successful in diverting vulnerable individuals away from the criminal justice system and toward the help required to address their underlying challenges. CNU has additionally helped reduce the demand on police officers by connecting individuals with the services they need.

However, despite these successes, several significant challenges have emerged over the past year, as highlighted by the CNU's work:

- 1. Lack of Local Shelters:** Delta has limited emergency shelters, which are only open during extreme weather events. This forces unhoused individuals to seek services outside the community, creating further challenges.
- 2. Limited Access to Mental Health Services:** Access to essential mental health and substance use services is limited in Delta. This issue is exacerbated by the absence of local treatment facilities, which forces vulnerable individuals to travel to neighbouring cities, creating logistical barriers.
- 3. Need for Increased Outreach Services:** Outreach support is notably limited and the current level of support is insufficient given the growing needs of vulnerable individuals in our community.

While the DPD works closely with the City of Delta, including aligning with the actions and goals of the City's Social Action Plan, we recognize that many of the challenges faced by vulnerable populations extend beyond the scope and capacity of municipal governments. As these issues grow more complex, it becomes clear that additional support and resources from the Province are necessary to effectively address them.



## DELTA POLICE BOARD

Excellence in Policing

We kindly request the Province's action in addressing these gaps, particularly by:

- **Expanding emergency shelter options within Delta**, supported through increased funding and policies that provide for a sustainable solution.
- **Increasing the availability of mental health and addiction services locally**, ensuring more accessible and comprehensive support for vulnerable individuals without the need to leave the community.
- **Enhancing funding and coordination for outreach services** to better meet the needs of individuals requiring urgent assistance and continued support on the ground.

By addressing these issues, the Province can help alleviate the burden on police resources while ensuring that at-risk individuals receive timely and adequate support.

We look forward to the Province's action to close these service gaps and ensure that vulnerable populations in Delta receive the necessary resources to ensure community safety and well-being for everyone in our community.

Thank you,

Ian Tait, stél'mexw siiyá'y  
Chair, Delta Police Board  
[itait@deltapoliceboard.ca](mailto:itait@deltapoliceboard.ca)  
604-290-3971

cc: Chief Constable Guy Leeson, Delta Police Department  
The Honourable Garry Begg, M.L.A., Minister of Public Safety and Solicitor General  
Tara Richards, Deputy Solicitor General  
Delta Police Board  
City of Delta Mayor and Council



**Tracie Nunes**

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**To:** Jassie Ram  
**Subject:** RE: Letter from Delta Police Board

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**From:** OfficeofthePremier, Office PREM:EX <[Premier@gov.bc.ca](mailto:Premier@gov.bc.ca)>  
**Sent:** Wednesday, November 27, 2024 3:08:25 PM  
**To:** Jassie Ram <[jram@deltapolice.ca](mailto:jram@deltapolice.ca)>  
**Subject:** RE: Letter from Delta Police Board

(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 Jessie:

Thank you for sharing this message from Ian Tait, Chair of the Delta Police Board. We value Chair Tait's perspective on expanding services for vulnerable individuals.

We have confirmed that the Ministry of Public Safety and the Solicitor General will respond as soon as possible.

Thank you, again, for writing. It was good to hear from you.

Sincerely,  
*Office of the Premier*

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**From:** Jassie Ram <[jram@deltapolice.ca](mailto:jram@deltapolice.ca)>  
**Sent:** November 25, 2024 3:05 PM  
**To:** OfficeofthePremier, Office PREM:EX <[Premier@gov.bc.ca](mailto:Premier@gov.bc.ca)>  
**Cc:** Ian Tait - DPB <[itait@deltapoliceboard.ca](mailto:itait@deltapoliceboard.ca)>; Harj Sidhu <[hsidhu@deltapolice.ca](mailto:hsidhu@deltapolice.ca)>; Michelle Jansson <[MJansson@delta.ca](mailto:MJansson@delta.ca)>; Tracie Nunes <[tnunes@deltapolice.ca](mailto:tnunes@deltapolice.ca)>; PSSG Correspondence PSSG:EX <[PSSG.Correspondence@gov.bc.ca](mailto:PSSG.Correspondence@gov.bc.ca)>; Minister, PSSG PSSG:EX <[PSSG.Minister@gov.bc.ca](mailto:PSSG.Minister@gov.bc.ca)>  
**Subject:** Letter from Delta Police Board

Hello,

Please see attached correspondence from Delta Police Board Chair Ian Tait re: enhanced community support services for vulnerable individuals in Delta.

Thank you,  
Jassie

**Jassie Ram (Padda)**

Corporate Services Manager &amp; Police Board ED

Office of the Chief Constable

[jram@deltapolice.ca](mailto:jram@deltapolice.ca)**Delta Police Department**

4455 Clarence Taylor Crescent

[deltapolice.ca](http://deltapolice.ca)

In acknowledgement of the shared,  
traditional, ancestral, and unceded  
territories of the scəwáθən

(Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples.

This transmission may contain confidential or privileged communications and the sender does not waive any related rights and obligations. If you have any reason to believe that you are not the intended recipient or that you have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Delta Police Department immediately of any transmission received in error, by reply email to the sender. Thank you.



# DELTA POLICE BOARD

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<b>DATE</b> 2024-12-04	<b>SUBMITTED BY</b> Governance Committee
<b>SUBJECT</b> <b>Delta Police Board Committee Assignments</b>	
<b>ACTION REQUIRED</b> <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision 1. THAT the Delta Police Board approve the Committee assigned noted in this report. 2. THAT the Delta Police Board post Committee assignments it's website.	

## PURPOSE

To present the Governance Committee's recommendations for Delta Police Board (Board) Committee assignments for 2025.

## DISCUSSION

Committees are an essential part of the Board's governance framework. They play a key role in assisting the Board with fulfilling its governance, financial, risk management, and human resources-related responsibilities. To ensure the effective functioning of these Committees, the Board has established a procedure for annual Committee assignments.

This process involves the use of the Committee Expression of Interest (EOI) Form. Board members are invited to indicate their preferences, and the Governance Committee is tasked annually with reviewing the forms and providing recommendations to the Board for Committee assignments.

In making these assignments, the Committee considered the factors outlined in the Board's governance manual, including each member's expertise, skillset, and individual interests, while ensuring continuity and balancing workloads.

For the 2025 assignments, the Committee ensured that all members were assigned their first-choice committee. Additionally, to maintain continuity, at least one member from the 2024 Committees assignments has been recommended to remain on each Committee for 2025. The Committee also considered the additional responsibilities of Board members serving as delegates on external Boards or Committees, working to balance these commitments effectively.

In making the assignments, the Governance Committee considered the factors outlined in the Board's governance manual, including each member's expertise, skillset, and individual interests, while ensuring continuity and balancing workloads.

Efforts were made to accommodate each member's first choice, and to maintain continuity; at least one member from the 2024 Committees has been recommended to remain on each committee for 2025.

The Committee also considered the additional responsibilities of Board members who serve as delegates on external Boards or Committees, striving to balance these commitments effectively.

In line with the Board's governance framework, which mandates a three-member Committee structure, the Governance Committee recommends the following Committee assignments for 2025.

<b>Governance Committee</b>	<b>Human Resources Committee</b>	<b>Finance &amp; Risk Management Committee</b>
Lara Victoria	Nikhil Pandey	Sharan Oberoi *
Chief Laura Cassidy *	Sharan Oberoi *	Warren Dean Flandez *
Warren Dean Flandez *	Lori Mayhew	Councillor Daniel Boisvert

\* Currently serving on Committee (2024)

The Board Chair has not been recommended to sit on any specific Committee, as the Board updated its governance structure following recent *Police Act* amendments to designate the Chair as an ex officio member of all Committees. The Chair may attend meetings but is not included in quorum, maintaining the three-member voting structure. If a Committee vote is tied due to only two members being present, the Chair, if attending, casts the deciding vote as per section 25 of the *Police Act*. Alternatively, the Committee may defer the matter to a later meeting to ensure all three members can participate.

Committee Chair appointments are intended to be made by consensus among committee members. If consensus cannot be reached, the Board will select the Chair through a vote based on nominations and ballot vote.

## **CONCLUSION**

Committees are essential to the Board's governance framework and assist the Board in fulfilling its governance, financial, risk management and human-resources-related responsibilities.