

# DELTA POLICE BOARD

## OPEN MEETING AGENDA

**Date** 2025-02-19  
**Time** 09:00 AM  
**Location** North Delta Public Safety Building - 11375 84<sup>th</sup> Avenue



<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 sc̓áw̓aθ̓ən (Tsawwassen), x̓ʷm̓əθk̓ʷəy̓əm (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>	<ol style="list-style-type: none"> <li>1. Adoption of the Open Agenda - February 19, 2025</li> <li>2. Adoption of the Open Minutes - January 15, 2025</li> </ol>	<p style="text-align: right;">A</p> <p style="text-align: right;">A</p>
<b>C. PRESENTATIONS &amp; DELEGATIONS</b>	<ol style="list-style-type: none"> <li>1. No Presentations</li> <li>2. No Delegations</li> </ol>	<p style="text-align: right;"> </p> <p style="text-align: right;"> </p>
<b>D. CONSENT AGENDA</b>	<ol style="list-style-type: none"> <li>1. Action Document</li> <li>2. Crime Statistics and Maps - January 2025</li> <li>3. Chief's Monthly Activity Report - January 2025</li> <li>4. Events Calendar</li> <li>5. DPD News Releases</li> <li>6. Submission of 2024 Minutes to Police and Security Branch</li> <li>7. E-Comm January Police and Local Government Partner Update</li> </ol>	<p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;"> </p>
<b>E. REPORTS &amp; PRIORITY ITEMS</b>	<ol style="list-style-type: none"> <li>1. Chief's Reports                     <ol style="list-style-type: none"> <li>a. 2025 DPD Operating and Capital Budget</li> <li>b. 2024 Calls for Service Trends</li> <li>c. Inspector Promotions</li> <li>d. Fitness for Duty (Drug &amp; Alcohol Use) - 'Procedures Update'</li> <li>e. BC Top 100 Employers</li> </ol> </li> <li>2. BCAPB Conference Sponsorship/Attendance</li> </ol>	<p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;"> </p> <p style="text-align: right;">A</p>
<b>F. NEW BUSINESS</b>	<ol style="list-style-type: none"> <li>1. Any additional items as requested</li> </ol>	
<b>G. CONTINUE MEETING IN PRIVATE</b>	<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"> <li>a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;</li> <li>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;</li> <li>c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;</li> <li>d) a matter concerning information that a person has requested he or she be allowed to give in private to the Board or committee</li> </ol>	
<b>H. ADJOURNMENT</b>	Motion to adjourn the Open Meeting.	

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The next meeting of the Delta Police Board will take place on March 19, 2025.

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OP B.1  
**DELTA POLICE BOARD**  
**OPEN MEETING MINUTES**

**Date** 2025-01-15  
**Time** 09:00 AM  
**Location** Council Chamber, Delta City Hall



*Minutes of the Open Meeting held Wednesday, January 15, 2025 at 9:00am at Delta City Hall in Council Chamber, 4500 Clarence Taylor Crescent, Delta, British Columbia.*

**PRESENT**

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

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

**REGRETS**

Lori Mayhew, Sharan Oberoi

**A. CALL TO ORDER**

Meeting called to order at 9:03am.  
The Chair began the meeting with the Indigenous land acknowledgement.

**B. ADOPTIONS**

**1. Adoption of the Open Agenda of January 15, 2025**

**MOVED/SECONDED**

THAT the Delta Police Board approve the Open Agenda of January 15, 2025 as presented.

**CARRIED UNANIMOUSLY**

**2. Adoption of the Open Minutes of December 11, 2024.**

**MOVED/SECONDED**

THAT the Delta Police Board approve the minutes of the Open Meeting December 11, 2024.

**CARRIED UNANIMOUSLY**

**C. PRESENTATIONS & DELEGATIONS**

**1. Chief Cassidy Reappointment**

Chair Tait announced the reappointment of Chief Cassidy for an additional two-year term, extending through December 2026. The Chair expressed appreciation for Chief Cassidy's ongoing dedication and service.

**No Delegations**

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**D. CONSENT AGENDA**

1. Action Document
2. Crime Statistics and Maps - December 2024
3. Chief's Monthly Activity Report - December 2024
4. Police Board Events Calendar
5. DPD News Releases
6. Compliments for the DPD Team
7. Podcast Name Use License/Agreement - "Bend Don't Break"
8. E-Comm December Update for Police and Local Government Partners
9. Letter from ADM re: Board Evaluation and Needs Assessment 2025
10. Communications Report - 2024 Q4

**MOVED/SECONDED**

*THAT the Delta Police Board receive items D.1 through D.10 for information and approve where required.*

**CARRIED UNANIMOUSLY**

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**E. REPORTS & PRIORITY ITEMS****1. Chief's Reports**a. DPD Year in Review 2024

Chief updated the Board on the highlights from 2024, as outlined in the agenda package.

b. CSWP KPIs - 2024 Q4

Chief updated the Board on Key Performance Indicators for Quarter 4 of 2024, as outlined in the agenda package

***Items E.1a-b received for information.***c. Full Frontline Deployment of the Body-Worn Camera (BWC) Program

The Chief provided an update on the full frontline deployment of the Body-Worn Camera program, highlighting high compliance, strong community support, and the need for 24 additional cameras. Future planning includes equipment replacement and software upgrades, with cost-efficiency measures in place.

**MOVED/SECONDED**

*THAT the Delta Police Board approve the full deployment of Body-Worn Cameras (BWCs) to the Delta Police Department's (DPD) frontline teams, including the purchase of 24 additional cameras under a five-year subscription model at an approximate total cost of \$99,000 and an annual cost of \$20,000.*

**CARRIED UNANIMOUSLY**

**MOVED/SECONDED**

*THAT future funding requirements for maintaining a 60-camera program and associated services be included in the 2026 budget planning process.*

**CARRIED UNANIMOUSLY**

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**2. BCAPB 2025 Membership Renewal**

**MOVED/SECONDED**

*THAT the Delta Police Board approve payment of the BCAPB membership renewal invoice for 2025 in the amount of \$1,070.00.*

**CARRIED UNANIMOUSLY**

**Action:** Staff to process payment of invoice.

**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**

**H. ADJOURNMENT**

Delta Police Board Open Meeting adjourned at 9:14am.

The next meeting of the Delta Police Board will take place on February 19, 2025.

<p>_____ Ian Tait <b>Chair</b></p> <p>_____ <b>Date</b></p>	<p>_____ Tracie Nunes <b>Recording Secretary</b></p> <p>_____ <b>Date</b></p>
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**DELTA POLICE BOARD  
OPEN MEETING ACTION DOCUMENT**

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

<b>ACTION ITEM</b>	<b>Meeting Date</b>	<b>Assigned to</b>	<b>Status</b>
<b>E.2 BCAPB 2024 Membership Renewal</b> Staff to process payment of invoice.	January 15, 2025	Staff	Complete.

# Monthly Crime Statistics Report

## January 2025



Crime Type	Dec-24	Jan-25	Jan 3YR AVG	YTD 2024	YTD 2025	YTD 3YR AVG	Trend	YTD % Change 3YR Avg
<b>Person Offences</b>								
Homicide	0	1	0	0	1	0	▶	0%
Attempted Homicide	1	0	0	0	0	0	▶	0%
Sexual Assault	8	4	7	9	4	7	▼	-43%
Total Assaults (Common, Weapon, Aggravated)	24	22	32	34	22	32	▼	-31%
Robbery	6	1	1	0	1	1	▶	0%
Violent Offences - Other	2	2	3	2	2	3	▼	-33%
Person Offences - Other	36	32	33	22	32	33	▼	-3%
<b>Total Person Offences</b>	<b>77</b>	<b>62</b>	<b>76</b>	<b>67</b>	<b>62</b>	<b>76</b>	▼	-18%
<b>Property Offences</b>								
Break & Enter - Commercial	13	7	10	7	7	10	▼	-30%
Break & Enter - Residential	4	5	4	2	5	4	▲	25%
Break & Enter - Other	3	3	4	0	3	4	▼	-25%
Theft of Vehicle	11	7	9	6	7	9	▼	-22%
Theft from Vehicle	10	13	54	15	13	54	▼	-76%
Theft Over/Under \$5000	132	122	95	93	122	95	▲	28%
Mischief to Property Over/Under \$5000	36	33	43	33	33	43	▼	-23%
<b>Total Property Offences</b>	<b>265</b>	<b>246</b>	<b>261</b>	<b>208</b>	<b>246</b>	<b>261</b>	▼	-6%
<b>Traffic Offences</b>								
Fatal MVI	1	1	0	0	1	0	▶	0%
Collisions (All)	126	88	114	113	88	114	▼	-23%
<b>Other Offences</b>								
Intimate Partner Violence	11	4	16	17	4	16	▼	-75%
Youth (*Excludes Traffic Offences)	0	1	5	5	1	5	▼	-80%
Weapon Violations	3	3	4	4	3	4	▼	-25%
Cybercrime	59	23	58	62	23	58	▼	-60%
False Alarms (Dispatched)	22	27	44	36	27	44	▼	-39%
<b>TOTAL CALLS FOR SERVICE</b>	<b>1,975</b>	<b>1,910</b>	<b>2,204</b>	<b>1,833</b>	<b>1,910</b>	<b>2,204</b>	▼	-13%

Note: These statistics reflect police records as of the extraction date. Data may be subject to change over time due to ongoing investigations, file reviews, and late-reported incidents.

# TFN (Zone 3) Statistics Report

## January 2025



Crime Type	Dec-24	Jan-25	Jan 3YR AVG	YTD 2024	YTD 2025	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	0	0	1	0	0	1	▼	-100%
Total Assaults (Common, Weapon, Aggravated)	1	1	3	3	1	3	▼	-67%
Robbery	0	0	0	0	0	0	▶	0%
Violent Offences - Other	0	0	1	0	0	1	▼	-100%
Person Offences - Other	2	0	1	0	0	1	▼	-100%
<b>Total Person Offences</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>▼</b>	<b>-83%</b>
<b>Property Offences</b>								
Break & Enter - Commercial	0	0	1	1	0	1	▼	-100%
Break & Enter - Residential	0	2	0	0	2	0	▶	0%
Break & Enter - Other	0	2	1	0	2	1	▲	100%
Theft of Vehicle	0	0	0	0	0	0	▶	0%
Theft from Vehicle	1	1	1	0	1	1	▶	0%
Theft Over/Under \$5000	20	22	21	28	22	21	▲	5%
Mischief to Property Over/Under \$5000	2	2	3	1	2	3	▼	-33%
<b>Total Property Offences</b>	<b>27</b>	<b>35</b>	<b>29</b>	<b>32</b>	<b>35</b>	<b>29</b>	<b>▲</b>	<b>21%</b>
<b>Traffic Offences</b>								
Fatal MVI	0	0	0	0	0	0	▶	0%
Collisions (All)	4	2	5	7	2	5	▼	-60%
<b>Other Offences</b>								
Intimate Partner Violence	1	0	0	1	0	0	▶	0%
Youth (*Excludes Traffic Offences)	0	0	1	0	0	1	▼	-100%
Weapon Violations	1	1	1	0	1	1	▶	0%
Cybercrime	59	1	58	62	1	58	▼	-98%
False Alarms (Dispatched)	1	7	2	1	7	2	▲	250%
<b>TOTAL CALLS FOR SERVICE</b>	<b>115</b>	<b>114</b>	<b>114</b>	<b>105</b>	<b>114</b>	<b>114</b>	<b>▶</b>	<b>0%</b>

Note: These statistics reflect police records as of the extraction date. Data may be subject to change over time due to ongoing investigations, file reviews, and late-reported incidents.



OP B.1



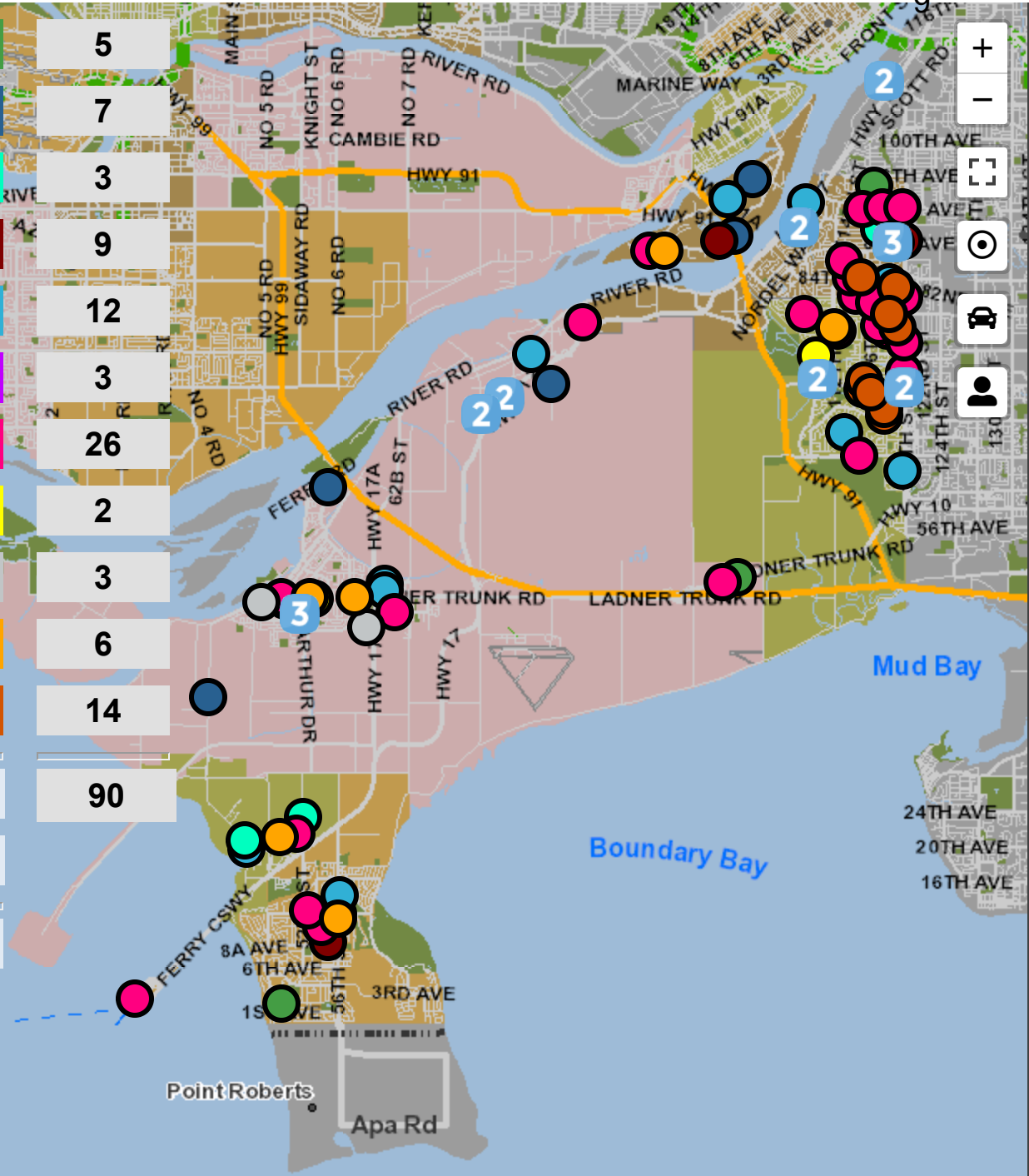
Res B&E	5
Bus B&E	7
Other B&E	3
Theft of Auto	9
Theft from Auto	12
Recovered Stolen	3
Assault	26
Sex Assault	2
Robbery	3
Bike Theft	6
Mail Theft	14
01/01/2025	90
01/31/2025	
View Results	

Y

M

D

H



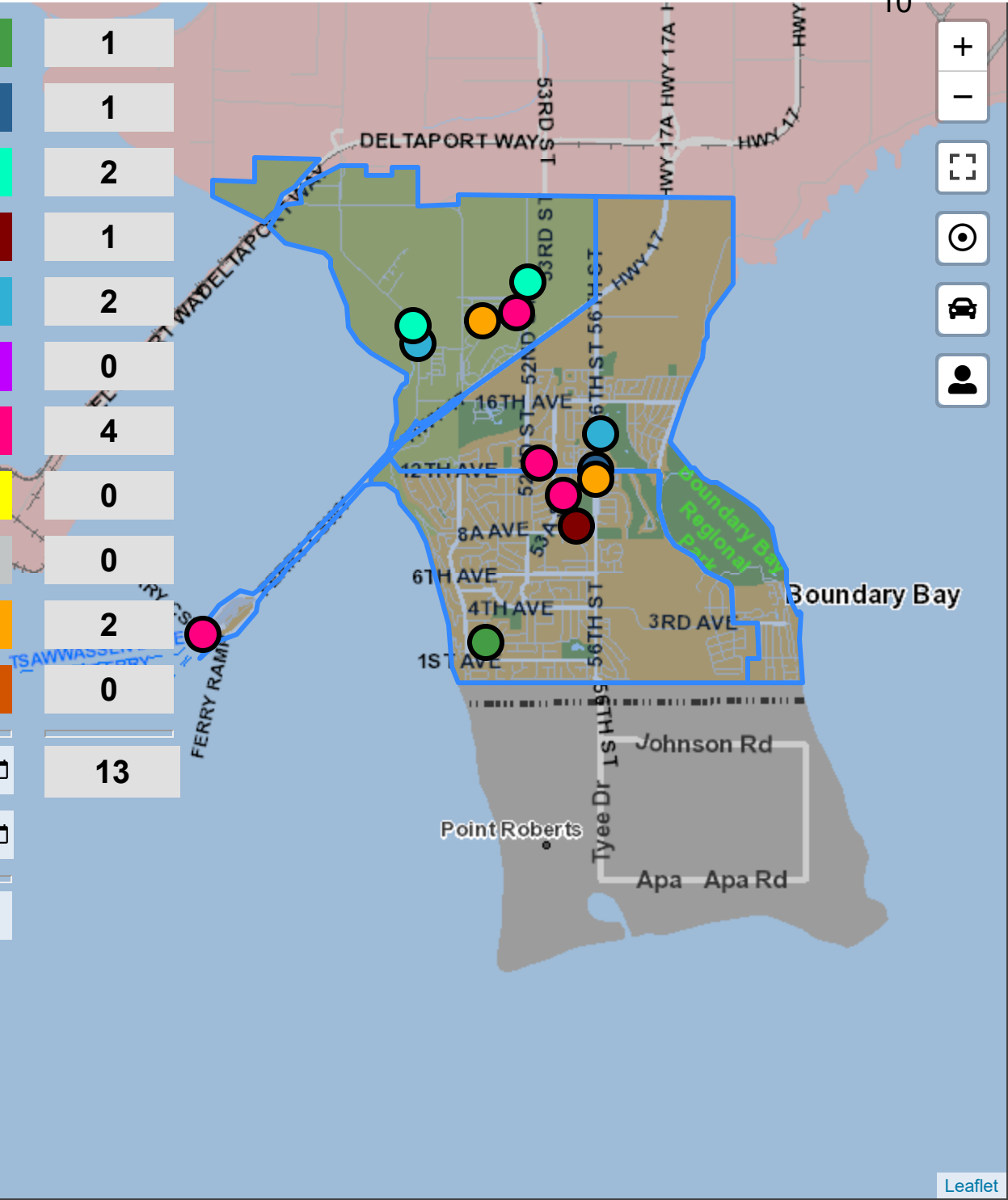


OP B 1



Res B&E	1
Bus B&E	1
Other B&E	2
Theft of Auto	1
Theft from Auto	2
Recovered Stolen	0
Assault	4
Sex Assault	0
Robbery	0
Bike Theft	2
Mail Theft	0
<hr/>	
01/01/2025	13
01/31/2025	
<hr/>	
View Results	

- Y
- M
- D
- H



Map navigation controls:

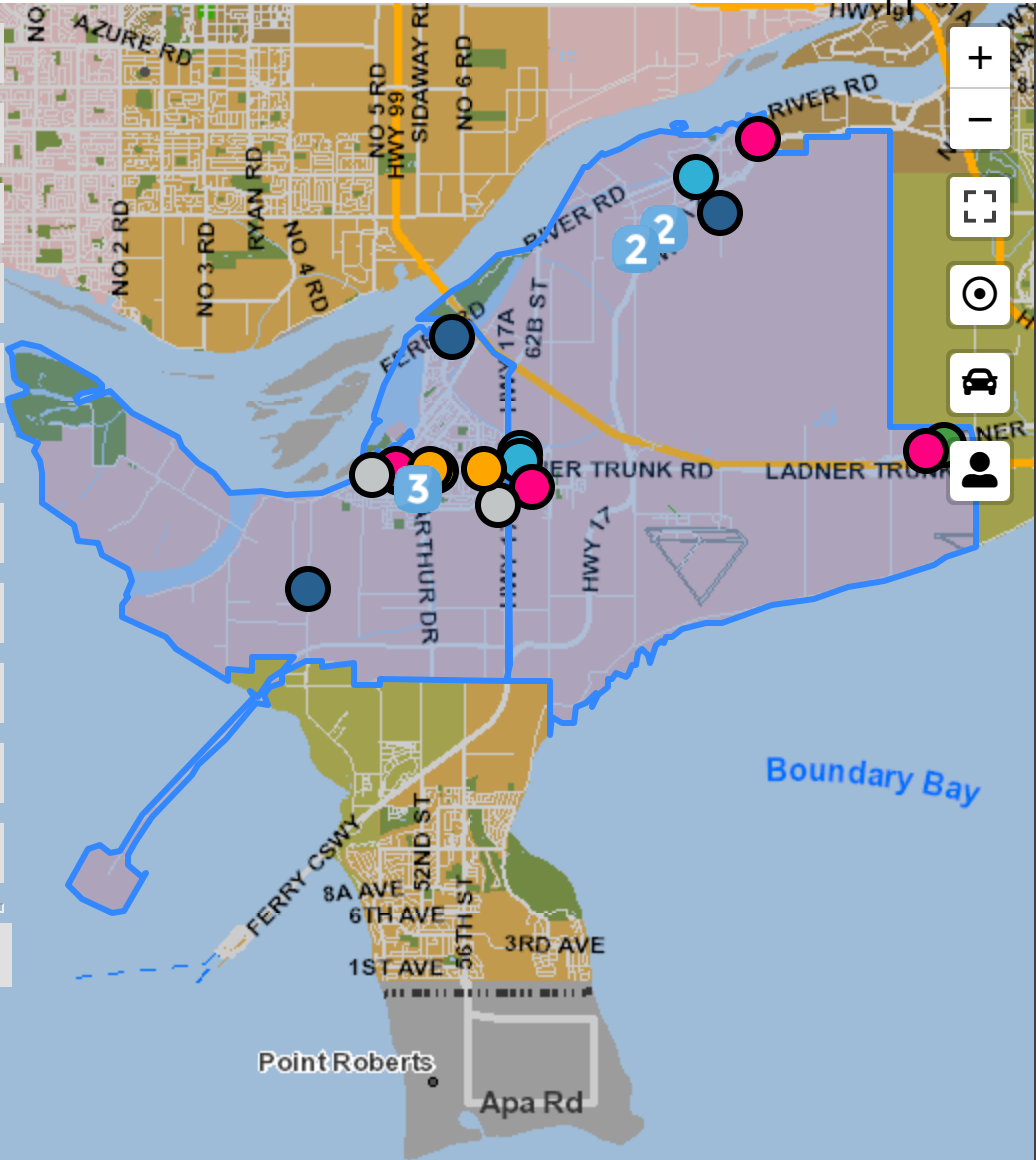
- + (Zoom In)
- (Zoom Out)
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-

OP B 1



<	Res B&E	1
	Bus B&E	3
	Other B&E	0
	Theft of Auto	3
	Theft from Auto	3
	Recovered Stolen	1
	Assault	5
	Sex Assault	1
	Robbery	2
	Bike Theft	2
	Mail Theft	3
	01/01/2025	24
	01/31/2025	
	View Results	

- Y
- M
- D
- H



Map navigation controls including zoom in (+), zoom out (-), full screen, location, and user profile icons.

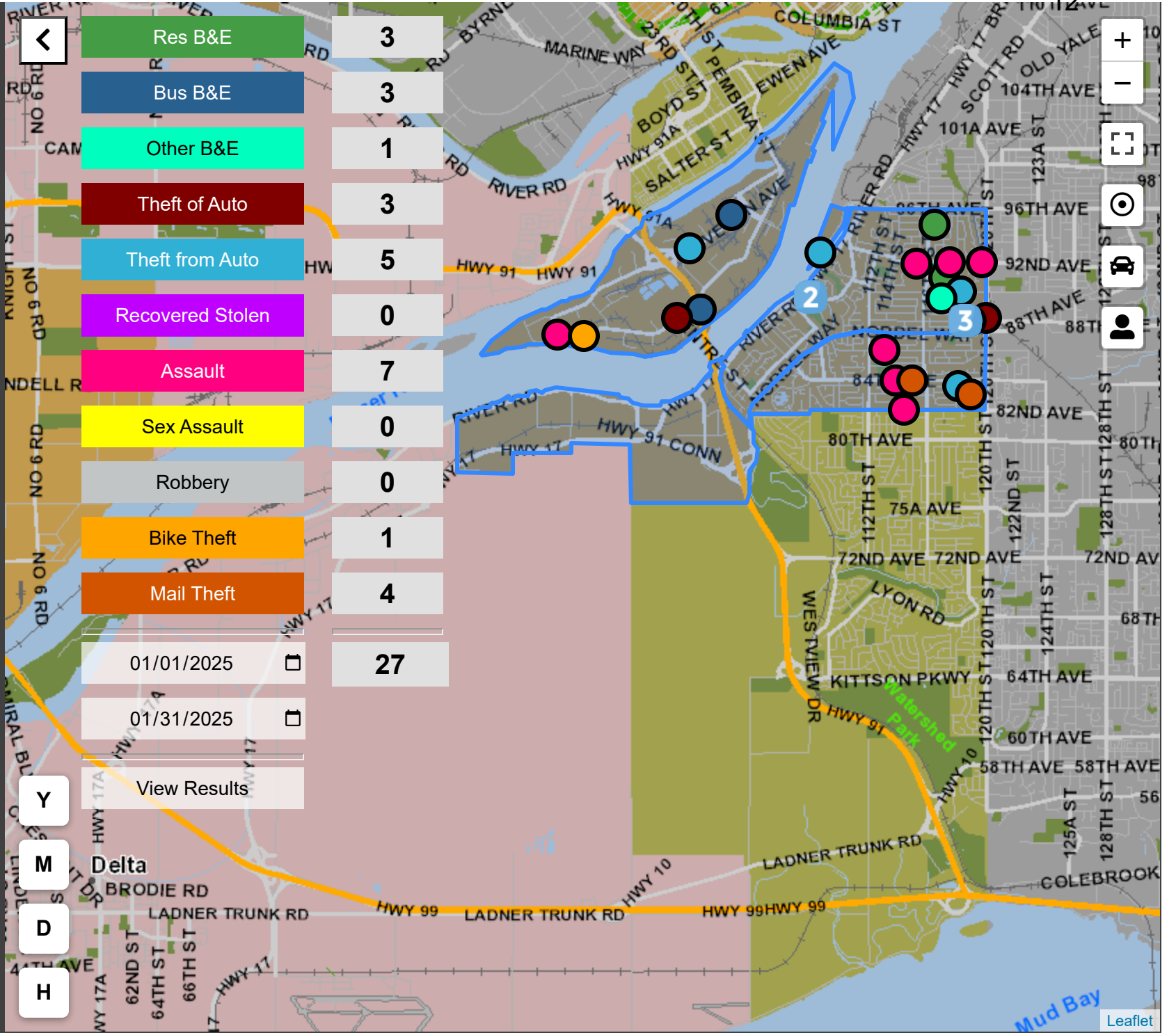
Delta POLICE



OP B 1

Res B&E	3
Bus B&E	3
Other B&E	1
Theft of Auto	3
Theft from Auto	5
Recovered Stolen	0
Assault	7
Sex Assault	0
Robbery	0
Bike Theft	1
Mail Theft	4
01/01/2025	27
01/31/2025	
View Results	

Y  
M  
D  
H



Map navigation controls including zoom in (+), zoom out (-), full screen, location, and other interactive icons.

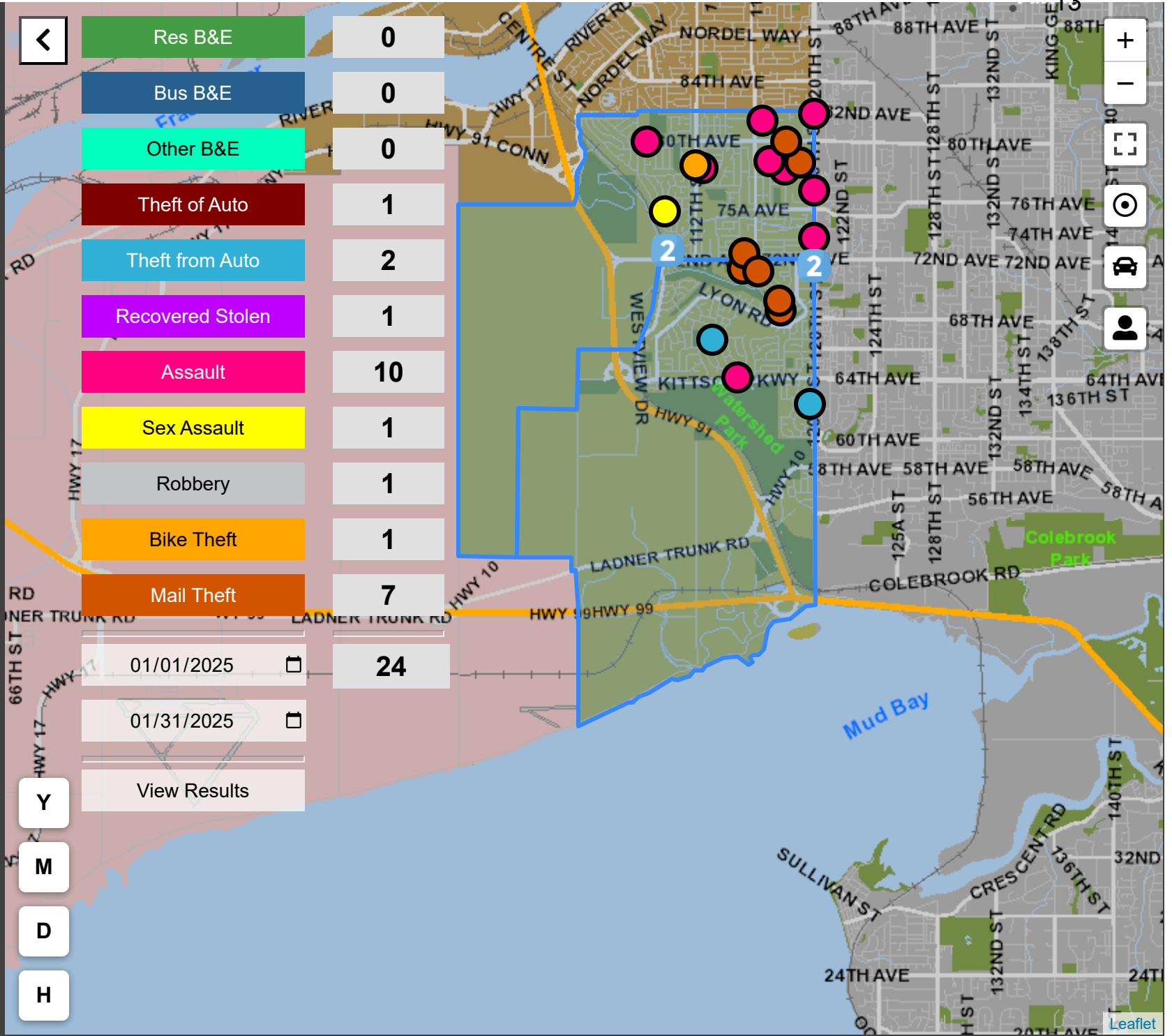
OP B 1

Delta POLICE



Res B&E	0
Bus B&E	0
Other B&E	0
Theft of Auto	1
Theft from Auto	2
Recovered Stolen	1
Assault	10
Sex Assault	1
Robbery	1
Bike Theft	1
Mail Theft	7
01/01/2025	24
01/31/2025	
View Results	

Y  
M  
D  
H



Leaflet

<b>DATE</b> 2025-02-05	<b>SUBMITTED BY</b> Harj Sidhu, Chief Constable
<b>SUBJECT</b> <b>Chief Constable Monthly Activity Highlights - January 2025</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

<b>Date</b>	<b>Activity</b>
January 8, 2025	Attended Monthly Organizational Risk Management Meeting
January 8, 2025	Attended Port Police Quarterly Meeting
January 8, 2025	Attended Recruit Swearing-In Ceremony at City Hall
January 9, 2025	Attended City of Delta Strategic Planning Meeting
January 9, 2025	Attended Monthly Senior Leadership Meeting
January 9, 2025	Attended Recruit Family Night
January 10, 2025	Attended SMT/DPA Executive Luncheon
January 10, 2025	Attended B Platoon Shift Briefing
January 13, 2025	Provided Opening Remarks at Use of Force for the Mind Training
January 14, 2025	Attended Monthly BC Association of Chiefs of Police Meeting
January 14, 2025	Attended Monthly Delta Police Foundation Meeting
January 15, 2025	Attended Monthly Police Board Meeting
January 16, 2025	Attended A Platoon Shift Briefing
January 17, 2025	Attended Monthly Coffee with the Chiefs Meeting
January 17, 2025	Attended Gray Elementary School for "Read the Day Away" Event
January 20, 2025	Attended C Platoon Shift Briefing
January 21, 2025	Connect FM Interview on Being Appointed Chief
January 22, 2025	Chaired Body Worn Camera Quarterly Update Meeting
January 22, 2025	Attended D Platoon Shift Briefing
January 25, 2025	Attended South Delta Hockey Alumni Charity Event
January 25, 2025	Attended Robbie Burns Dinner

January 26, 2025	Travelled to Peel Regional Police for In-Person CACP Meeting
January 27, 2025	Attended CACP Community Safety & Well-Being Committee Meeting
January 30, 2025	Attended Monthly Labour Management Meeting

# 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				



# March 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
23	24	25	26	27	28	1
2	3	4	5	6	7 DPD Change of Command Ceremony	8
9	10	11	12	13	14	15
16	17	18	19 Police Board Meeting - Council Chamber	20	21	22
23	24	25	26	27	28	29
30	31	Notes				

# April 2025



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



# January 2025 News Releases



# NEWS RELEASE

## Police Partner with Chainalysis to tackle Cryptocurrency Scams



# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

Release date/time: January 9<sup>th</sup>, 2025  
 Incident: Cryptocurrency Fraud Investigation  
 Date/Time: September 16 and 17, 2024  
 Location: Delta, BC  
 DPD file:

**Media Contact:**  
**A/Insp. James Sandberg**  
 Public Affairs Manager  
 604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## Police Partner with Chainalysis to tackle Cryptocurrency Scams

*Delta, BC* – On September 16<sup>th</sup> and 17<sup>th</sup>, 2024, the Delta Police Department (DPD) and blockchain analytics company Chainalysis hosted "Operation DeCloak", a localized sprint of Operation Spincaster, aimed at disrupting cryptocurrency scams. As a result of this initiative, over 1,100 victims of cryptocurrency fraud were identified worldwide, including a significant number of potential Canadian victims. During this partner investigation, 240 crypto addresses were closely examined, revealing an estimated collective loss of \$35 million CAD.

### RECOGNIZING AND PREVENTING APPROVAL PHISHING SCAMS

## How can individuals avoid being victims of approval phishing?

- ✓ Instances where approvals are granted to an individual or company are extremely rare. In fact, most legitimate uses of approvals are destined to decentralized applications.
- ✓ Be skeptical of urgent requests for money or personal information, even if they appear to come from trusted sources. Take your time and research.
- ✓ Use search engines and social media to research the person or company's background and ensure their identity matches their online presence.
- ✓ Romance scammers in particular could profess love or strong emotions quickly to manipulate their targets emotionally. Be aware of these signs. Always verify the identity of the person you're communicating with online. Request video calls or meetings in person if possible.
- ✓ Trust your instincts. If it seems too good to be true, it probably is.
- ✓ Report any suspicious profiles or interactions to the platform or authorities responsible for online fraud.
- ✓ Stay informed about the latest scam tactics and be aware of common signs of scams.

The workshop brought together representatives from various law enforcement agencies, including the RCMP, Victoria Police Department, Vancouver Police Department, the BC Securities Commission, the BC Prosecution Service, and the BC Financial Services Authority (BCFSA), as well as key stakeholders from cryptocurrency exchanges such as Shakepay and others.

Chainalysis conducted training sessions to investigate leads, trace stolen funds and identify

compromised wallets using the Chainalysis Crypto Investigations solution. The event promoted proactive policing and disruption strategies aimed at combating fraud with particular emphasis on a growing tactic known as "approval phishing."

"Approval phishing" is used by romance and investment scammers targeting cryptocurrency transactions. This method involves convincing victims to unknowingly approve malicious blockchain transactions. Scammers gain trust by promoting false investment opportunities with the promise of high returns. The scammers typically connect with victims via social media, apps, or pop-up ads. A transaction grants the scammer access to tokens in the victim's digital wallet without the victim's knowledge, resulting in unauthorized withdrawals.

Immediate steps were taken to notify identified victims of these scams. With the cooperation of the exchange companies, affected individuals were promptly contacted with the goal of preventing further harm.

Since the workshop, the DPD has been able to successfully deploy the techniques learned through Operation DeCloak. The technique was applied to a previous investigation which identified stolen cryptocurrency funds in a blacklisted address containing \$1.2 Million USD. This address was in the process of being seized by an overseas Police Agency.

Using the DeCloak techniques, the DPD Cybercrime Unit identified an additional 70 transactions with a value of \$800K USD sent from Canadian exchanges. Those victims are being identified and the funds are being seized from the blacklisted address to be returned.

This collaboration with Chainalysis and cryptocurrency exchanges is a testament to the DPD's focus on innovation and commitment to community safety and well-being.



**NEWS RELEASE**

**2 Car Collision Turns Fatal**



# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

Release date/time: January 9<sup>th</sup>, 2025  
Incident: Fatal Collision  
Date/Time: December 22<sup>nd</sup>, 2024 6:25pm  
Location: 9300 block Scott Road  
DPD file: 2024-24064

**Media Contact:**

**A/Insp. James Sandberg**  
Public Affairs Manager  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## 2 Car Collision Turns Fatal

*Delta, BC* – Police are asking for CCTV and dash camera video from December 22<sup>nd</sup> between 6:15 pm and 6:30 pm in the 9300 block Scott Road.

On December 22<sup>nd</sup>, 2024, at approximately 6:25 pm, a red 2004 Buick Century pulled out of the Wendy's Restaurant parking lot to turn left, southbound, onto Scott Road. The Buick was struck on its driver's side, by a northbound black 2016 Chrysler 300. Sadly, the elderly driver of the Buick passed away several days later.

Investigators are looking to obtain video from security cameras in the area, dash cameras traveling through the 9300 block of Scott Rd at the time, and they are looking to speak with anyone who may have witnessed this collision.

If you have video of interest, or information related to this collision, please contact the Delta Police at (604)946-4411 and quote file number 2024-24064.





# NEWS RELEASE

## Charges Sworn for Serious Impaired Driving Collision



# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

Release date/time: January 15<sup>th</sup>, 2025  
Incident: Serious Impaired Driving Collision  
Date/Time: October 25<sup>th</sup>, 2023, 00:27 am  
Location: 11000 block Kittson Parkway, Delta  
DPD file: 2023-25080

**Media Contact:**

**A/Insp. James Sandberg**  
Public Affairs Manager  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## Charges Sworn for Serious Impaired Driving Collision

*Delta, BC* – A serious single car collision involving impaired driving has changed lives permanently. As a result of the collision, one person is quadriplegic, and a second person received significant injuries - vertebrae and pelvic fractures.

On October 25<sup>th</sup>, 2023, a westbound travelling Acura RSX went off the road, crashing into trees in Delta's Watershed Park. Two rear seat passengers were trapped in the car and required extrication by the Delta Fire Department. The driver and front passenger allegedly fled from the scene prior to emergency responders attending.

After extensive investigation, charges related to the collision were approved in December 2024. 29-year-old Surrey resident, Jushan Virk has been charged with two counts of failing to remain at the scene of a collision causing bodily harm, two counts of impaired driving causing bodily harm, and two counts of driving with a blood alcohol level over .08. Virk has been released from custody and awaits his next court appearance.



**NEWS RELEASE**  
**1 Person Injured in Shooting**

# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

Release date/time: January 20<sup>th</sup>, 2025, 9:00Am  
Incident: Confirmed Shooting – 1 Person Injured  
Date/Time: January 20<sup>th</sup>, 2025 at 7:18 Am  
Location: 8100 block 112B St, Delta  
DPD file: 2025-1153

**Media Contact:**

**A/Insp. James Sandberg**  
Public Affairs Manager  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## One Person Injured In Shooting

*Delta, BC* – On January 20<sup>th</sup>, 2025, at 7:18 Am, the Delta Police Department (DPD) responded to the 8100 block of 112B Street for a reported shooting. Upon arrival, our officers located one male injured as a result of the shooting. This man has been transported to hospital for treatment. A white Ford truck was seen leaving the area following the shooting.

At 7:26 Am, the DPD also responded to a reported vehicle fire in the 7300 block of Blake Dr, where officers located a fully engulfed white Ford pickup truck. While we wait to confirm connection between these incidents, our investigators do believe the burning truck is involved in the shooting investigation.

These incidents have the hallmarks to other BC gang conflict shootings. Investigators believe the shooting to be a targeted incident and not directed at the general public.

Officers will be conducting door to door canvassing in the areas of both the shooting and the burning vehicle. Further, if you have information or video involving a white Ford pickup truck in the area prior to the shooting, or if you have information regarding these incidents, CCTV video or dash camera video, please contact the Delta Police at (604)940-7321 or [tips@deltapolice.ca](mailto:tips@deltapolice.ca)

# NEWS RELEASE

## January 20th Shooting Now a Homicide



# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

Release date/time: January 21<sup>st</sup>, 2025, 11:00 Am  
Incident: Update – Shooting Now a Homicide  
Date/Time: January 20<sup>th</sup>, 2025, at 7:18 Am  
Location: 8100 block 112B St, Delta  
DPD file: 2025-1153

**Media Contact:**

**A/Insp. James Sandberg**  
Public Affairs Manager  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## January 20<sup>th</sup> Shooting Now a Homicide

*Delta, BC* – On January 20<sup>th</sup>, 2025, the Delta Police Department (DPD) responded to a shooting that occurred at a residence in the 8100 block of 112B St, Delta. One man was injured by gunfire in a targeted attack. A white Ford pickup truck left the scene following the shooting and was located a short time later, on fire in the 7300 block of Blake Drive, Delta.

The DPD's Major Crime Section is now investigating this shooting as a homicide. The victim, 29-year-old Delta resident Gurvinder Uppal, succumbed to his injuries in hospital. The DPD extend condolences to the family for their loss.

The DPD Major Crime Section investigates serious offences in Delta, including homicides. DPD is not part of the Integrated Homicide Investigation Team (IHIT). Any information, witnesses, or video can be directed to the DPD at (604)940-7321 or [tips@deltapolice.ca](mailto:tips@deltapolice.ca). If you wish to remain anonymous, you can provide information to CrimeStoppers at 1(800)222-TIPS(8477).

This shooting is the first homicide in Delta in 2025. Delta recorded no homicides in 2024.

# TRAFFIC ADVISORY



# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

Release date/time: January 26<sup>th</sup>, 2025 11:30 AM  
Incident: Pedestrian Hit and Run  
Date/Time: January 26<sup>th</sup>, 2025 7:00 AM  
Location: 66<sup>th</sup> Avenue and Scott Rd, Delta, BC  
DPD file: 2025-1521

**Media Contact:**

**A/Insp. James Sandberg**  
Public Affairs Manager  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## Pedestrian Seriously Injured in Hit and Run Collision

*Delta, BC* – On January 26<sup>th</sup>, 2025, at approximately 7:00 AM, the Delta Police Department responded to a pedestrian involved collision at the intersection of 66<sup>th</sup> Avenue, and Scott Rd, Delta.

Upon arrival, officers located a seriously injured man. The vehicle and driver involved in the collision had left the scene. The pedestrian is a 25-year-old Surrey man. Injuries are serious and extensive. The suspect vehicle is described as a black car, likely a sedan, that had been travelling southbound on Scott Rd at the time of the collision.

Investigators are seeking information leading to the location of the vehicle and driver involved in this collision, or if you have dash camera video, cctv, or witness evidence, please contact the Delta Police at (604)946-4411 and quote file number 2025-1521.

Scott Rd will remain closed until analysts have completed processing the collision scene. The closure includes both north and southbound directions of Scott Rd, between Wade Rd and 64<sup>th</sup> Ave.

Investigators are appealing to the driver involved in this collision to contact the Delta Police Department.





# NEWS RELEASE

## Collision Update

# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

Release date/time: January 27<sup>th</sup>, 2025, 1:00 PM  
Incident: Fatal Collision – Hwy 99  
Date/Time: January 26<sup>th</sup>, 2025, 7:03PM  
Location: Hwy 99 Southbound at Hwy 17 Offramp  
DPD file: 2025-1566

**Media Contact:**

**A/Insp. James Sandberg**  
Public Affairs Manager  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## Fatal Single Vehicle Collision

*Delta, BC* – On January 26<sup>th</sup>, 2025, shortly after 7pm, the Delta Police Department responded to a single vehicle rollover collision on Hwy 99 southbound at the Hwy 17 offramp exit. A white Dodge Ram pickup truck crashed into the collision impact attenuator before rolling onto its roof. The driver and sole occupant of the vehicle, a 40-year-old Alberta man, passed away at the scene.

The Integrated Collision Analysis and Reconstruction Service (ICARS) attended the scene to collect evidence. The exits were closed for several hours while crews investigated.

Investigators are asking public for assistance with CCTV and dash camera video and witness testimony. If you witnessed this collision or have video from the area at the time, please contact investigators at (604)946-4411 and quote file number 2025-1566.

Please note: Dissemination of this information was delayed to ensure proper Next of Kin notification was complete prior to publication.



**NEWS RELEASE**

**Pedestrian Hit and Run Update**



# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

deltapolice.ca

Release date/time: January 29<sup>th</sup>, 2025, 9:00 AM  
Incident: Update – Pedestrian Hit and Run  
Date/Time: January 26<sup>th</sup>, 2025, 7:00 AM  
Location: 66<sup>th</sup> Avenue and Scott Rd, Delta, BC  
DPD file: 2025-1521

**Media Contact:**

**A/Insp. James Sandberg**  
Public Affairs Manager  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## **Pedestrian Hit and Run Update – Images of Suspect Vehicle for Identification**

*Delta, BC* – On January 26<sup>th</sup>, 2025, at approximately 7:00 AM, the Delta Police Department (DPD) responded to a pedestrian involved collision at the intersection of 66<sup>th</sup> Avenue and Scott Rd, Delta. The original news release can be viewed here: <https://www.deltapolice.ca/media/pedestrian-seriously-injured-hit-and-run-collision>

Investigators are issuing a call for public assistance in identifying the suspect vehicle. The suspect vehicle is believed to be a black 2011 or 2012 Honda Accord 4-door sedan. From the collision, the car received moderate damage to its front end. CCTV images of the suspect vehicle are attached below.

Prior to the collision, the suspect vehicle dropped off two passengers at the Strawberry Hills Mall prior to the collision. We are looking to speak with these passengers, and we are appealing again, to the driver to contact the Delta Police.

If you know the identity of this vehicle or driver, or have CCTV/dash camera video of this car from the morning of January 26<sup>th</sup>, 2025, please contact our investigators.

Information can be shared directly with the Delta Police Department by calling our tips line at (604)940-7321 or emailing us at [tips@deltapolice.ca](mailto:tips@deltapolice.ca). Quote file number 2025-1521. To remain anonymous, call CrimeStoppers at 1(800)222-TIPS (8477).

The pedestrian remains in hospital in critical but stable condition with extensive injuries.







# NEWS RELEASE

## Hit and Run Suspect Vehicle Seized

# News Release



4455 Clarence Taylor Crescent • Delta • BC V4K 3E1 • Phone: 604.946.4411

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

Release date/time: January 30<sup>th</sup>, 2025, 4:30 PM  
Incident: Update 2 – Pedestrian Hit and Run  
Date/Time: January 26<sup>th</sup>, 2025, 7:00 AM  
Location: 66<sup>th</sup> Avenue and Scott Rd, Delta, BC  
DPD file: 2025-1521

**Media Contact:**

**A/Insp. James Sandberg**  
Public Affairs Manager  
604.940.5016  
[media@deltapolice.ca](mailto:media@deltapolice.ca)

## **Pedestrian Hit and Run Update 2 - Suspect Vehicle and Driver Located**

*Delta, BC* – On the evening of January 29<sup>th</sup>, 2025, investigators from the Delta Police Department (DPD) located and seized the suspect vehicle and identified the driver related to the January 26<sup>th</sup>, 2025, hit and run collision investigation. Further investigation remains outstanding and no further information will be released at this time.

We would like to thank the public who provided information.

The pedestrian remains in hospital in critical but stable condition.



<b>DATE</b> 2025-02-10	<b>SUBMITTED BY</b> Tracie Nunes, Board Secretary
<b>SUBJECT</b> Submission of 2024 Police Board Minutes	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

As per Police Act Section 69(3) requirement, the below noted Delta Police Board Minutes have been submitted to Police Services for 2024:

- February 2024 OPEN and PRIVATE Minutes
- March 2024 OPEN and PRIVATE Minutes
- April 2024 OPEN and PRIVATE Minutes
- May 2024 OPEN and PRIVATE Minutes
- June 2024 OPEN and PRIVATE Minutes
- September 2024 OPEN and PRIVATE Minutes
- October 2024 OPEN and PRIVATE Minutes
- December 2024 OPEN and PRIVATE Minutes

These minutes were submitted via email, to [PoliceBoard@gov.bc.ca](mailto:PoliceBoard@gov.bc.ca).

## E-COMM JANUARY 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.

### All service levels met or exceeded in 2024

- **Highest overall year-to-date service levels in 8 years** – 2024 saw E-Comm’s highest year-end service levels in years, with all service level targets met or exceeded, including non-emergency for the first time since 2016. Several factors contributed to these results, including ongoing investments as part of the 5-year Transformation plan, improved staff retention and recruitment, and an overall reduction in 9-1-1, police emergency and non-emergency call volumes compared to previous years.
- **Significant reduction in abandoned non-emergency calls, faster answering time** – The non-emergency abandoned call rate in the Lower Mainland dropped to 15% in 2024, a 50% reduction from 2023. Transformation improvements such as our dedicated non-emergency team and the introduction of Genesys contact centre technology in May 2024 have also led to faster answering times of two minutes average, down from 4 minutes in 2023.

### Operations Updates

- **Continued progress in hiring and training for key positions** – We continued to strengthen our Operations workforce in December 2024 with a new cohort of police call takers at our Vancouver Island centre. We also had additional call takers successfully complete our revamped dispatch fundamentals training course designed for those pursuing the dispatch career path.
- **Experienced first responder joins E-Comm in Operations role** – We are pleased to welcome Tyler Moore as our new Director of Operations Relationship Management. Moore recently retired as Deputy Chief of Vancouver Fire and Rescue Service after 30 years. We look forward to benefitting from his extensive public safety expertise in this role as a key conduit between E-Comm and the 70+ police and fire agencies we provide services for.
- **Re-integration of West Vancouver Police’s non-emergency calls** – On January 14th, one of our non-emergency call takers took West Vancouver Police’s first non-emergency call through Genesys, following their transition back to E-Comm from the Transit Police. Thanks to diligent planning efforts from our Technology and Policy, Support & Implementation Team, the transition went smoothly for the non-emergency call-taking team.
- **Public safety support to major events** – Our Operations team had extra staff on hand to support police and other partners in Vancouver during a busy three days in early December with the Taylor Swift concerts. E-Comm employees took part in the related activation of the Vancouver Emergency Operations Centre (EOC), as part of FIFA 2026 preparations. The events went smoothly with no major incidents, and 9-1-1 service levels remained above target.
- **Annual 9-1-1 call campaign reaches wide audience** – The annual “top ten” calls that did not belong on 9-1-1 highlighted the importance of keeping emergency lines free for urgent calls. The campaign received a large amount of media coverage, social media engagement and web traffic.



## JANUARY 2025 UPDATE

### LOWER MAINLAND 2024

	Target	2021	2022	2023	2024
<b>9-1-1</b>	95%/5s	92%	98%	98%	98%
<b>Police Emergency</b>	88%/10s	83%	85%	89%	90%
<b>Police Non-Emergency</b>	80%/180s	55%	44%	63%	80%
<b>Fire Emergency</b>	90%/15s	90%	88%	93%	94%

### VANCOUVER ISLAND 2024

	Target	2021	2022	2023	2024
<b>9-1-1</b>	95%/5s	92%	98%	98%	98%
<b>Police Emergency</b>	88%/10s	90%	88%	88%	91%
<b>Police Non-Emergency</b>	80%/180s	87%	79%	80%	81%

### TRANSFORMATION AND OPERATIONS UPDATES



Highest overall year-to-date service levels in 8 years, all targets achieved



+2 million 9-1-1 calls in 2024



Significant reduction in abandoned non-emergency calls, faster answering time



Operations staff support first responders as large crowds attend Vancouver concerts



Re-integration of West Vancouver Police's non-emergency calls



Continued progress in hiring and training for key positions like dispatch

### ANNUAL 9-1-WHAT CAMPAIGN



Launched annual campaign sharing a list of top ten calls that do not belong on 9-1-1, highlighting the proper use of 9-1-1 and importance of keeping emergency lines free for urgent calls. Resulted in significant media coverage, social media engagement, and increased website traffic.

<p><b>DATE</b> 2025-02-06</p>	<p><b>SUBMITTED BY</b> Chief Harj Sidhu</p>
<p><b>SUBJECT</b> 2025 Delta Police Department Operating and Capital Budget</p>	
<p><b>ACTION REQUIRED</b>  <input checked="" type="checkbox"/> For Information  <input type="checkbox"/> For Approval/Action/Decision</p>	

**PURPOSE**

The purpose of this report is to provide the Board with the final 2025 Delta Police Operating and Capital Budget.

**DISCUSSION**

At the September 18, 2024 In-Camera meeting, the Board approved the 2025 Provisional Budget, 2025 Equipment Replacement Program, 2025 Operating Funding Requests and Capital Cost Implications, and Delta Police FTE total of 286.3.

Details of the Delta Police budget were submitted to City of Delta as part of the overall City budget process on July 11, 2024 including salaries and expenses, legislative cost increases, emerging corporate priorities, and vehicle replacement requirements.

The 2025 Budget Process timeline for the City of Delta progressed as follows:

- Draft City of Delta Financial Plan presented to Council - October 18
- Community Engagement - October 22 to November 3
- Financial Plan Council Budget Workshops - November 13, 14 and 20
- 5 Year Financial Plan Bylaw - Readings and Adoption - December 2 and 16

The Delta Police budget was presented to Delta Council on November 13 and 18 by A/Chief Guy Leeson and Board Chair Ian Tait.

**2025 Operating and Capital Budget**

The operating and capital budget is summarized in Attachment A and includes expenditures to provide policing and law enforcement services in Delta. Below are the details of the Provisional budget approved by the Board on September 18, 2024 and the final operating and capital budget.

**2025 Operating Budget**

	Provisional Budget	Final Operating and Capital Budget
Base 2024 operating budget expenditures	\$58,331,500	\$58,331,500
Salaries and benefits <sup>1</sup> , increments, position reclassifications, inflation for equipment replacements, other	2,111,500	2,050,500
Legislative and contractual costs including PRIME-BC levy, E-Comm levy for dispatch and radio, MS365 licenses	551,000	551,000
Budget items approved in 2024:		
BC Highway Patrol	901,000	898,000
Conducted Energy Weapon Purchase - Taser 10	100,000	100,000
Emerging Corporate Priorities:		
IT Audit	50,000	50,000
Network Redundancy and after-hours IT Support <sup>2</sup>	93,500	30,500
Police Patrol Vehicles - operating cost implications <sup>3</sup>	70,000	-
Secondment and other wages with offsetting revenues	542,000	747,500
<b>2025 operating budget expenditures</b>	<b>\$62,750,500</b>	<b>\$62,759,000</b>
Base 2024 operating budget revenues	\$9,113,000	\$9,113,000
Secondment and other recoverable revenues increase	542,000	747,500
<b>2025 operating budget revenues</b>	<b>\$9,655,000</b>	<b>\$9,860,500</b>
<b>Total 2025 operating budget</b>	<b>\$53,095,500</b>	<b>\$52,898,500</b>

**2025 Capital Budget**

Equipment Replacement Program	\$306,000	\$306,000
Capital purchases (protective vests, furniture, equipment, IT)	178,000	178,000
<b>2025 capital budget expenditures</b>	<b>\$484,000</b>	<b>\$484,000</b>
Equipment reserve funding	306,000	306,000
<b>Total 2025 capital budget</b>	<b>\$178,000</b>	<b>\$178,000</b>
<b>Total 2025 operating and capital budget (tax draw)</b>	<b>\$53,273,500</b>	<b>\$53,076,500</b>

Notes:

<sup>1</sup> DPA and CUPE contracts expired on December 31, 2024. The provision is included in City fiscal budget accounts until new contracts are negotiated and approved.

<sup>2</sup> Hardware purchases for network redundancy were managed within 2024 budgets, with funding for the associated operating costs added to the 2025 budget. DPD will implement after-hour IT support in 2025 and include actual requirements in the 2026 budgets.

<sup>3</sup> Due to supply chain issues, vehicle purchases planned for 2024 will be delayed until 2025. Funding for operating costs is only provided in subsequent budget years after completion of capital projects.

**Equipment Replacement Program**

The 2025 Equipment Replacement Program includes vehicles recommended for replacement in 2025 and projections for replacement needs for the years 2026 to 2029. For 2025, it is recommended that 3 Police Vehicles be replaced for a total cost of \$306,000. Cost estimates include vehicle purchases and build costs including specialized equipment, decaling, etc.

<b>Year</b>	<b># of Vehicles</b>	<b>Total Cost Estimate</b>
2025	3	\$306,000
2026	8	\$860,000
2027	8	\$908,000
2028	8	\$956,000
2029	8	\$1,004,000

**Delta Police Full Time Equivalent**

Delta Police Full Time Equivalent (FTE) staffing are as follows:

	<b>Police</b>	<b>Community Safety Officer</b>	<b>Special Municipal Constable (Digital Forensic Specialist)</b>	<b>Police Staff</b>	<b>Total</b>
January 1, 2024	194	2	1	82.3	279.3
BC Highway Patrol <sup>1</sup>	-				-
Electronic Disclosure Clerk				1.0	1.0
<b>January 1, 2025</b>	<b>194</b>	<b>2</b>	<b>1</b>	<b>83.3</b>	<b>280.3</b>

<sup>1</sup>Not included in FTE count (6) until transfer of responsibility for enforcement on provincial highways located in Delta from Province of BC occurs.

**STRATEGIC ALIGNMENT: CSWP**

N/A

**CONCLUSION**

This report and attachment are presented for information to the Board.

**ATTACHMENT**

A. Delta Police Department 2025 Operating and Capital Budget

**Delta Police Department  
2025 Operating and Capital Budget**

	2024 Budget \$	2025 Budget \$	Increase (Decrease) \$
<b>OPERATING</b>			
<b>Expenditures</b>			
Department Support Services	\$17,147,500	\$18,677,000	\$1,529,500
Community Policing - Patrol	17,279,500	17,731,500	452,000
Community Policing - Community Support	10,354,500	11,572,000	1,217,500
Investigative Services	6,815,000	7,058,500	243,500
Police Secondments	3,643,500	4,127,500	484,000
E-Comm	3,091,500	3,592,500	501,000
<b>Total Expenditures</b>	<u>58,331,500</u>	<u>62,759,000</u>	<u>4,427,500</u>
<b>Revenues</b>			
Fees	380,000	560,000	180,000
Grants	116,500	145,500	29,000
Recoverables	349,000	403,500	54,500
TFN Service Agreement	3,000,000	3,000,000	-
Traffic Fine Revenue Sharing	1,624,000	1,624,000	-
Police Secondments	3,643,500	4,127,500	484,000
<b>Total Revenues</b>	<u>9,113,000</u>	<u>9,860,500</u>	<u>747,500</u>
<b>Operating Tax Draw</b>	<u>\$49,218,500</u>	<u>\$52,898,500</u>	<u>\$3,680,000</u>
<b>CAPITAL</b>			
Vehicle Purchases	\$200,000	\$306,000	\$106,000
Tangible Capital Assets (TCA)	178,000	178,000	-
<b>Total Expenditures</b>	<u>378,000</u>	<u>484,000</u>	<u>106,000</u>
<b>Revenues</b>	<u>200,000</u>	<u>306,000</u>	<u>106,000</u>
<b>Capital Tax Draw</b>	<u>\$178,000</u>	<u>\$178,000</u>	<u>\$0</u>
<b>Total Tax Draw</b>	<u>\$49,396,500</u>	<u>\$53,076,500</u>	<u>\$3,680,000</u>

<b>DATE</b> 2025-02-11	<b>SUBMITTED BY</b> Chief Harj Sidhu
<b>SUBJECT</b> <b>2024 - Calls for Service Overview</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

**PURPOSE**

To present an analysis of the Delta Police Department’s (DPD) 2024 Calls for Service (CFS), including key trends and changes from 2023.

**DISCUSSION**

In 2024, the DPD responded to 24,571 CFS, representing an 18% decrease from 2023 (29,876 CFS). This decline is largely attributed to updated Standard Operating Procedures (SOPs) at E-Comm for handling abandoned and false 911 calls from cell phones, including accidental pocket dials and inadvertent activations of the Emergency SOS feature.

These SOP changes, implemented in December 2023, align with practices used by other Lower Mainland District (LMD) police agencies and allow E-Comm to assess such calls more critically before dispatching officers.

As a result of this change, DPD officers now attend approximately 80% fewer abandoned or false 911 calls from cell phones, ensuring that police resources are directed to incidents requiring a response.

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.

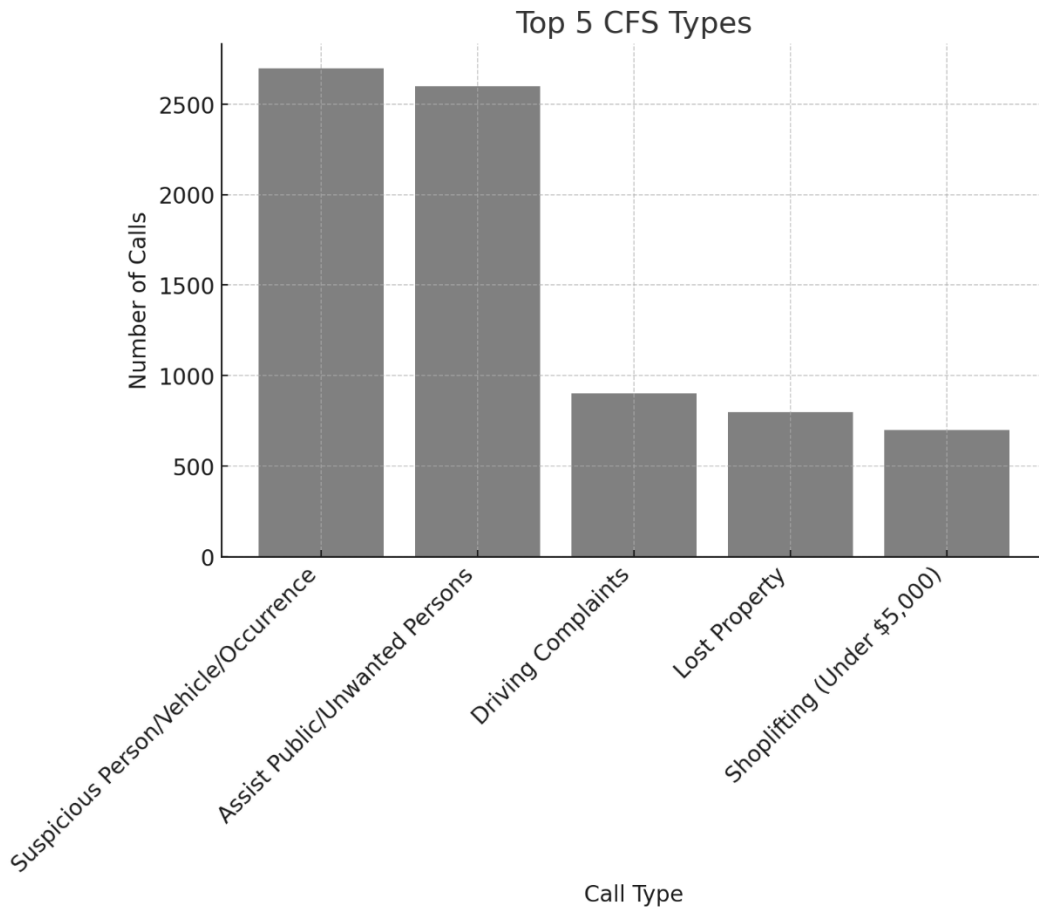
It is imperative to note that the SOP revision does not compromise our ability to respond to emergencies. Each abandoned or false 911 call from cell phones is to be thoroughly evaluated by E-Comm staff, who are trained to identify concerns or emergencies before making a dispatch decision.

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 with disclosure of files and proactive policing initiatives to enhancing community safety.



An analysis of the top five CFS types for 2024 shows that these categories account for approximately 27% of the total CFS load. The DPD's "No Call Too Small" philosophy encourages community members to report safety concerns and suspicious activity, which is reflected in "Suspicious Person/Vehicle/Occurrence" being the most common CFS type. This aligns with DPD's community-first policing approach, proactively addressing issues before they become entrenched.

The second most frequent CFS type, "Assist Public/Unwanted Persons," includes non-criminal matters such as those related to social and public health concerns, where police are often called to assist. This is followed by "Driving Complaints," highlighting ongoing community concerns about road safety.



**CONCLUSION**

The 2024 CFS analysis highlights an 18% decrease in total calls, primarily due to SOP changes at E-Comm that reduced officer attendance at false or abandoned 911 calls. This shift ensures more efficient resource allocation while maintaining emergency response capabilities. This analysis will guide DPD's ongoing efforts to enhance service efficiency, prioritize resources effectively, and address evolving community safety needs.

<b>DATE</b> 2025-02-11	<b>SUBMITTED BY</b> Chief Harj Sidhu
<b>SUBJECT</b> <b>Inspector Promotions</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

**PURPOSE**

To update the Delta Police Board on the outcome of the Inspector Promotion Process within the Delta Police Department (DPD).

**DISCUSSION**

In January 2025, the Delta Police Department (DPD) conducted an Inspector Promotion Process to fill vacancies due to attrition. The process concluded in February, and I am pleased to announce the successful candidates and their respective assignments:

- Inspector Gwen Vaughan-Smith - Human Resources
- Inspector James Sandberg - Community Services
- Inspector Dave Vaughan-Smith - Investigative Services

Each of these individuals has demonstrated exceptional leadership, commitment, and dedication to both our organization and the community. I have full confidence that they will continue to make a meaningful impact in their new roles.

This is a significant milestone not just for the individuals promoted, but for our entire organization. Their success reflects the strength and depth of leadership within the DPD, and I look forward to seeing them thrive in their new positions.

**Inspector Gwen Vaughan-Smith Bio**

Gwen Vaughan-Smith is a distinguished law enforcement professional who has served with the DPD since 2001. Throughout her public service career, she has demonstrated exceptional leadership and adaptability serving in diverse areas, including Patrol, Criminal Intelligence, Investigative Services, surveillance, undercover operations, and a specialized role of medic with the Emergency Response Team (ERT) and Tactical Troop. Her accomplishments are complemented by her commitment to mentorship and community engagement.

Outside of her professional responsibilities, Gwen enjoys time with her family, coaching Special Olympics, cycling, wake surfing, CrossFit, and has lived in Delta for the past 35 years. Known affectionately as "Momma Gwen," she has promoted an inclusive and supportive culture within the community and the DPD.

**Inspector Dave Vaughan-Smith Bio**

Dave Vaughan-Smith began his career with the DPD in 2003, and has served in various areas, including Patrol, Strike Force, Drug Section, Street Crime Unit, and Investigative Services. Dave has held various key positions, including Watch Commander in Patrol, and the Staff Sergeant in charge of Investigative Services. He also played a key leadership role in the implementation of the Patrol Support Team.

Outside of work, Dave enjoys cycling, boating, fishing, and vacationing with his family in the Okanagan. He is a 4<sup>th</sup> generation Ladner resident and graduated from Delta Secondary School (DSS), which gives him a strong connection to the community he serves.

**Inspector James Sandberg Bio**

James Sandberg joined the DPD in 2002. He began his career in Patrol, and has since worked in Strike Force, Major Crimes, Communications, and Community Services. James was the primary investigator on multiple homicide files and the affiant for the Laura Szendrei homicide investigation. He led the HealthIM implementation and was also involved in the development of a youth hub in Delta.

James is dedicated to strengthening trust, modernizing policing strategies, and building meaningful relationships within the community. He holds a Master of Science in Law Enforcement and Public Safety Leadership from the University of San Diego. Outside of work, James enjoys travelling, skiing, building classic cars, and spending time with family.

**STRATEGIC ALIGNMENT: CSWP**

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Priority: Growth and well-being of the team.

**CONCLUSION**

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These promotions reflect the DPD's commitment to recognizing and advancing dedicated leaders within the organization.

<b>DATE</b> 2025-02-19	<b>SUBMITTED BY</b> Harj Sidhu, Chief Constable
<b>SUBJECT</b> Fitness for Duty (Drug & Alcohol Use) - 'Procedures' Update	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

Current Policy AC09 - *Drug & Alcohol Use* was implemented in 2018, when cannabis became legalized, to seek to ensure employees are not subject to impairment in the workplace. At the time there was limited research on the effects of cannabis. In subsequent years, many academic studies have examined the impact of cannabis on cognitive and psychomotor functions, the length of post-consumption impairment, and its relationship to workplace risks in safety-sensitive positions.

Department policy currently prohibits cannabis consumption within 24 hours of attending work. In contrast, alcohol consumption is regulated by a 'fitness for duty' standard, which requires employees to report to work able to perform duties, without limitations to cognitive or physical functioning, judgement, or abilities, and in a manner that does not create potential risk to their own safety or wellbeing, or that of others.

Current research, as described in the attached report, supports this 'fitness for duty' standard in relation to both cannabis and alcohol use. Eight of the twelve other municipal policing agencies in British Columbia have transitioned to a 'fitness for duty' policy regarding cannabis consumption<sup>1</sup>, as well as the RCMP, Ontario Provincial Police, and Calgary Police Service.

On the basis of the recommendations contained in the attached report, 'Procedures' in Department policy will be updated to regulate cannabis use the same way in which alcohol use has been regulated. This means the 'fitness for duty' requirement will be applied to both cannabis and alcohol consumption. Amendment of Policy AC09 - *Drugs & Alcohol Use* is only required under 'Procedures,' which are determined at the discretion of the Chief Constable.

This memo advises the Board of this 'Procedures' amendment, as the management of workplace impairment is anticipated to be of specific interest to the Board, and provides the research conducted in support of the amendment, as presented in the Attachments.

#### **ATTACHMENTS**

- 
- A. Memo: Policy Update - Fitness for Duty (Drug & Alcohol Use)
  - B. Academic Research Summary
  - C. Memo: Cannabis Use Agency Canvas
  - D. Policy AC09 - *Drugs & Alcohol Use* (current, updated 2022)

<sup>1</sup> Abbotsford, Nelson, New Westminster, Port Moody, Surrey, Transit, Vancouver, West Vancouver



## Delta Police Department

### *Memorandum*

To: Volker Helmuth, Legal/Risk Manager  
From: Meah Peers, Policy Analyst  
Date: January 30, 2025  
Subject: Policy Update – Fitness for Duty (Drug & Alcohol Use)

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The Human Resources Section has requested a review of the Department's current policy prohibiting impairment in the workplace, specifically regarding the length of the period before attending work during which cannabis consumption is prohibited (the 'no-consumption period'). A canvas of other policing agencies in B.C. identified that eight<sup>1</sup> of the municipal departments, and the RCMP, do not have a time-based no-consumption restriction while four<sup>2</sup> municipal departments maintain a 24-hour prohibition.

Based on research conducted, the following two approaches can be recommended to regulate employee cannabis (and alcohol) use:

- 1. retain a no-consumption period, but reduce it to 8 or 12 hours from the Department's current 24-hour restriction;**
- or
- 2. apply the same 'fit for duty' standard to cannabis that currently applies to alcohol use.**

Of the above two options, it is recommended to adopt the same 'fit for duty' standard specific to cannabis that currently applies to alcohol. 'Fit for duty' requires employees report to work able to perform duties competently without limitations to cognitive or physical functioning, judgement, or abilities, and in a manner that does not create potential risk to their own safety or wellbeing or that of others. This memo presents the research supporting this recommendation.

<sup>1</sup> Abbotsford, Nelson, New Westminster, Port Moody, Surrey, Transit, Vancouver, West Vancouver

<sup>2</sup> Central Saanich, Oak Bay, Saanich, Victoria









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- “Acute impairments set in shortly after use and persist for up to about 6 hours (vary depending on individual and potency/type of cannabis). Irrespective of legal stipulations, users should refrain from driving during the period of acute psychoactive effects.”
  - Inhaling – effects can last up to 6 hours after use.
  - Ingesting – effects can last up to 12 hours after use.

Centre for Addiction and Mental Health. (2024). Canada’s lower-risk cannabis use guidelines (LRCUG).  
 Public Health Agency of Canada. (2024). Canada’s lower-risk cannabis use guidelines (LRCUG).  
 Canadian Centre on Substance Use and Addiction. (2022). Knowing your limits with cannabis: A practical guide to assessing your cannabis use.

- “Overall, it appears that there is limited scientific evidence to support the assertion that cannabis use impairs “next day” performance” (p. 92).

McCartney, D., Suraev, A., McGregor, I.S. (2023). The “next day” effects of cannabis use: A systematic review. *Cannabis and Cannabinoid Research*, 8(1).

- “Blood THC levels peaked significantly at 1 hour and declined by 6 hours. Acute cannabis use significantly raised heart rate and compromised balance and muscle endurance up to 12 hours post-consumption” (p. 2).
- Users “cannot rely on their subjective feelings of cannabis intoxication to guide them in their ability to perform physical tasks. It is recommended that individuals not indulge for at least 12 hours” (p. 9) prior to activities that include muscle strength, balance, and reaction time.

Abu-Ashour, W., Wahl, M., Anvar, S.H., Bahrami, M., Zahiri, A., Aragao-Santos, J.C., Weber, J.T., & Behm, D.G. (2024). Physical and cognitive performance impairment with cannabis consumption in adults over 12 hours. Research Square.

- < 8 hours: “impairing effect on several executive cognitive functions that are critical for safety-sensitive employment” (e.g., decision making, risk taking, inhibition/impulsivity, memory, learning, and psychomotor functions” (p. 674).
- > 8 hours: “limited evidence that psychomotor functions are diminished, the evidence points to a recovery of inhibition and impulsivity, working memory, etc. The greatest deficiencies in executive functions during this phase are shown in studies whose subjects had been consuming heavy doses of cannabis over a longer period” (p. 674).

Walsworth, S. (2021). Prohibiting use of recreational cannabis by safety-sensitive workers in Canada: A legal evaluation of the new workplace policies. *Industrial Relations*, 76(4), 659-683.

- 
- “It is important to distinguish between non-workplace and workplace use when considering workplace safety impacts of cannabis use” (p. 947).
    - Consider when use is taking place when assessing potential occupational safety impacts of a worker’s cannabis use, “only use in close temporal proximity to work appears to be a risk factor for workplace injuries, not use away from work” (p. 951).
    - “Study findings also suggest that, irrespective of whether a worker’s job is safety-sensitive, only workplace cannabis use poses a risk to future workplace injury,” and cognitive and psychomotor impairment on the job (p. 952).
  - Potential need for worker education on the risks of workplace cannabis use as “some workers may be unsure of or perceive minimal safety risk of using cannabis before safety-sensitive work” (p. 953).

Carnide, N., Landsman, V., Lee, H., Frone, M.R., Furlan, A.D., & Smith, P.M. (2023). Workplace and non workplace cannabis use and the risk of workplace injury: Findings from a longitudinal study of Canadian workers. *Canadian Journal of Public Health, 114*, 947-955.

- “Between 2018 and 2021, the prevalence of workplace cannabis use (i.e., during or within two hours before work) did not change. Workplace cannabis was associated with a two-fold increase in the risk of a work-related injury, and no such association was found for the use of cannabis outside of work. These findings underscore the importance of distinguishing cannabis use at work from cannabis use off work. Rather than considering any cannabis use as an occupational safety risk, these analyses suggest that employers need to focus their policies and practices that centre on preventing and managing impairment, as well as fitness for duty. Workplaces should also cultivate an environment that encourages workers to come forward should they be impaired.”

Institute for Work & Health. (2024). Cannabis use by workers before and after legalization in Canada.



## Delta Police Department

### Memorandum

To: Senior Management Team

From: Inspector Ciaran Feenan

Date: January 30, 2024

Subject: Cannabis Use Policy – Industry Scan

As a result of the DPA Labour Management meeting held on January 25th, 2024, I have conducted an industry scan in relation to the policy associated with Sworn-Member Cannabis use and fitness for duty. The table below outlines the current policy implemented by British Columbia Municipal Police Agencies, the Calgary Police Service and the RCMP.

AGENCY	COMMENT
Vancouver	Fit for Duty
New Westminster	Fit for Duty
Transit	Fit for Duty
Abby	Fit for Duty
Port Moody	Fit for Duty
Surrey	Fit for Duty
Victoria	24-hour policy
Saanich	24-hour policy
Oak Bay	24-hour policy
Central Saanich	24-hour policy
West Vancouver	Fit for Duty
Nelson	Fit for Duty
RCMP	Fit for Duty
Calgary	Fit for Duty

Please let me know if you require anything further.

Respectfully submitted.

Inspector Ciaran Feenan

**AC09****DRUG & ALCOHOL USE****AC09**

Effective Date: 07 November 2018  
(Replaces Chief Constable Directive 2018-07)  
Reviewed Date: 21 June 2022

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**POLICY**

1. The Delta Police Department (Department) is committed to the health and safety of its employees and to providing a safe, healthy and productive workplace.
2. Drug and alcohol use impairs cognitive and physical functioning during a period of initial primary intoxication and persisting thereafter, causing potential serious adverse effect on employees' ability to carry out the Department's public safety and law enforcement mandate. Preventing impairment is crucial to ensuring that Department employees, and those who depend on the services they provide, remain safe.
3. Drug and alcohol use disorders are medically recognized and treatable. The Department is committed to promoting awareness of, and supporting employees who require treatment for these disorders.
4. Employees are expected to assume responsibility for any drug or alcohol use issues, or substance use disorder, that may risk or cause their failure to comply with this Policy, and to seek and follow appropriate treatment to address the issues or disorder. An employee's refusal or failure to disclose associated relevant information may impede the Department's ability to accommodate any disability.
5. This policy applies to all Department employees, including Department employees seconded to another investigative or law enforcement agency, as well as to volunteers and contractors engaged by and performing work for or on behalf of the Department.

**REASON FOR POLICY**

6. To set restrictions and expectations regarding the use of drugs and alcohol that may render an employee unfit for work, impair performance, or cause risk of harm to health and safety.
7. To seek to ensure that employees are aware of the Department's commitment to a safe workplace, and the potential serious consequences which may flow from breaches of this Policy.

**RELATED POLICIES**

AC10 – Rules of Conduct

AC40 – Restoring Performance Standards  
AC42 – Internal Discipline Rules  
AB44 – Accommodation

## DEFINITIONS

8. For the purposes of this Policy, the following definitions will apply:

**Alcohol:** wine, beer, distilled spirits and any liquid containing ethyl alcohol intended as a beverage.

**Department Premises:** any property coming under the jurisdiction of the Department, including any land, building or vehicle (includes a seconded member's worksite and vehicle).

**Cannabis:** as defined in the *Cannabis Act*, S.C. 2018, c. 16.

**Drug:** any substance, other than alcohol, medication or food, which affects physical or mental capacity or functions, the possession, use, or sale of which is prohibited, restricted or controlled by law (includes cannabis).

**Employee:** all persons employed with the Delta Police Department, as well as paid or unpaid practicum participants, volunteers, and contracted service providers.

**Impaired/Impairment:** being subject to deteriorated or diminished mental or physical ability, functioning, judgment, or condition, including but not limited to being unable to function as the employee would under normal or usual conditions, or unable to function safely.

**Fit for Duty:** being able to safely and acceptably perform assigned duties without any limitations due to the use or after-effects of alcohol, drugs or medications.

**Substance Use Disorder:** a condition in which the recurrent use of alcohol, drugs or any other substance causes clinically and functionally significant impairment, such as health problems, disability, and failure to meet responsibilities at work, school or home (as defined in by the *Diagnostic and Statistical Manual of Mental Disorders* (DSM–5) and commonly referred to as “addiction”).

**Use:** in relation to cannabis or drugs, includes, but is not limited to, smoking, vaping, eating, ingesting, consuming, drinking, injecting, inhaling, absorbing through the skin, or otherwise introducing a drug into or onto the body.

9. Every employee shall:
  - a) report to work fit for duty and not impaired, and remain so while on-duty;
  - b) not do work if not fit for duty or if impaired;
  - c) inform their supervisor or the Inspector, Human Resources if the employee has reason to suspect that they are not fit for duty or impaired;
  - d) notify a supervisor or manager, if called upon to work at a time when they are not fit for duty, impaired or otherwise would be in breach of this Policy; and
  - e) report to a supervisor or manager, as soon as practicable, of any unsafe behavior or an unsafe action by another employee, resulting from the other employee not being fit for duty or impaired.  
(Worker Compensation Act, OH&S Regulation 3.10.)
10. A supervisor or manager witnessing, or receiving a report of unsafe behavior or an unsafe action by an employee shall investigate and seek to ensure that any necessary corrective action is taken without delay, and report the matter to the Inspector, Human Resources.
11. An employee who believes they have, or who has been diagnosed to have a substance use disorder, shall disclose the same to the Inspector, Human Resources.
12. Employees are encouraged to report, to the Inspector, Human Resources, if they suspect another employee to have a substance use disorder.
13. An employee who has reason to suspect that a service provider to the Department is in contravention of this Policy shall report the same to the Duty Officer or Inspector, Human Resources.

#### **Drug and Alcohol Use and Possession**

14. The Department shall not supply or serve drugs or alcohol in or on any property owned or leased by the Department, Delta Police Board or City of Delta.

15. Employees shall not, without authorization from the Chief Constable or delegate for specific events, consume or use or have in their possession any drug or alcohol while:
  - a) on-duty;
  - b) wearing a Department uniform; or
  - c) engaged in Department business.
16. Despite Section 15, employees representing the Department at social functions may, without authorization, consume alcohol:
  - a) as lawfully permitted;
  - b) in moderation;
  - c) in a manner and amount that does not bring the reputation of the Department into disrepute; and
  - d) in an amount that does not result in the employee subsequently incurring a sanction or committing an offence under the *Motor Vehicle Act* or being charged with an offence under the *Criminal Code of Canada*.

### **Cannabis Use**

17. Department employees in 'safety sensitive' or 'decision critical' positions are prohibited from using cannabis within the 24 hours before reporting for duty, and may otherwise only use or possess cannabis subject to the provisions of this policy and in accordance with law.
18. Safety sensitive positions are any positions that, by their nature, involve or may involve duties requiring alertness, quickness of response, soundness of judgment, and accuracy of coordination of multiple muscle functions, and where the duties of the position may pose an immediate direct and significant risk of injury to the employee, others, property or the environment, and specifically include:
  - a) municipal constable;
  - b) special municipal constable;
  - c) any position requiring driving a Department vehicle, or a personal vehicle for work purpose (not including driving a personal vehicle to and from work); and

- d) any other position as directed by the Chief Constable.
19. Decision critical positions are any positions in which the employee's duties require tasks to be performed with reliable accuracy, insight and judgment, and in which cognitive or physical impairment may negatively impact the required level of performance, and include all positions held by Department employees, unless specifically excluded by Directive of the Chief Constable.

### **Fitness for Duty & Impairment**

20. An employee assessed to be not fit for duty or impaired, shall be temporarily relieved from duty, and may be removed from the premises by the Duty Officer or delegate, an Inspector, their Manager, or by a higher ranking officer.
21. The Duty Officer or delegate, an Inspector, an employee's Manager or a higher ranking officer has the authority to assess whether or not an employee is fit for duty or impaired.
22. The basis for an assessment that an employee is not fit for duty or is impaired, along with the actions taken in response, shall be documented in writing and forwarded to the Inspector, Human Resources.
23. All instances of on duty impairment or suspected impairment shall be reported to the Inspector, Professional Standards Section, for prompt investigation and appropriate action under the *Police Act*.
24. Poor work performance or misconduct, caused in whole or in part by the consumption of alcohol or the use of drugs is subject to regular performance management and discipline.

### **Medications & Medically-Authorized Cannabis**

25. An employee who, in accordance with a physician's directions, uses or intends to use prescribed medications or medically authorized cannabis, which could cause the employee to be impaired on-duty, is required to:
- a) notify the Inspector, Human Resources; and
  - b) provide a copy of their prescription or valid medical authorization.
26. When provided with a prescription or medical authorization, the Department shall determine whether and how the employee's use can be accommodated.



**Drug & Alcohol Testing**

27. The Department may require employees in safety sensitive positions and decision critical positions to undergo drug or alcohol testing in the following situations:
  - a) for reasonable cause, where an on-duty employee exhibits, or evidence points to, behavior sufficient to give reason to believe that the employee may not be fit for duty (may include slurred speech, smelling of alcohol, abnormal behavior); and
  - b) treatment related or post-treatment monitoring testing, where a medical professional has recommended testing as part of relapse prevention or post treatment regime, or to mitigate safety risks.
28. The decision to require an employee to undergo testing shall be based on personal observations by, or reports of observations made to an Inspector or higher ranking officer, in consultation with the Inspector, Human Resources, where practicable.
29. An employee who has been directed to submit to drug or alcohol testing for reasonable cause shall not, after being so directed, consume alcohol or drugs prior to the test being administered.
30. A positive test for the presence of drugs or alcohol in the employee's body may lead to the employee being temporarily relieved from duty, and may result in discipline up to and including dismissal.
31. An employee shall not refuse to comply with a request to submit to a drug or alcohol test, made pursuant to this Policy.
32. An employee shall not tamper with or otherwise attempt to falsify the results of a drug or alcohol test.
33. Drug or alcohol use testing is only to be conducted by a qualified service provider, and paid for by the Department or in accordance with an employee's individual Return to Work Agreement or other plans.

**Substance Use Disorder**

34. Although employees are not normally required to disclose medical information, failure to do so may impact an employee remaining at, or returning to work, or entitlement to benefits or any accommodation processes.
35. Unless the employee consents to other disclosures, the Department shall:

- a) maintain the confidentiality of information obtained under this Policy, and use or disclose it only for the purposes of administering this Policy and as necessary to address health and safety concerns, or as required by law; and
  - b) only disclose to the employee's supervisor and managers information necessary to establish the employee's fitness for work and any applicable restrictions, or otherwise only where necessary for a legitimate work purpose.
36. The Department shall work with the employee and the employee's medical services or treatment providers to address the impact of the substance use disorder on the employee's work duties, in order to:
- a) determine whether or how their substance use disorder can be accommodated; and
  - b) to address the impact of a substance use disorder on the employee's work duties.

<b>DATE</b> 2025-02-11	<b>SUBMITTED BY</b> Chief Harj Sidhu
<b>SUBJECT</b> <b>DPD Recognized as a BC Top 100 Employer for 2025</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

**PURPOSE**

To advise the Delta Police Board that the Delta Police Department’s (DPD) has been recognized with British Columbia’s (BC) Top 100 Employers Award for 2025.

**DISCUSSION**

The DPD has once again been recognized as one of BC’s Top 100 Employers, marking the seventh consecutive year we have received this distinction. This annual competition, conducted by Mediacorp Canada Inc., evaluates organizations based on workplace culture, employee benefits, training and development, community involvement, and overall employee engagement.

DPD remains one of only two police agencies in BC to achieve this recognition in recent years, alongside Saanich Police. Notably, DPD is the only police agency in the Lower Mainland to be included in this year’s list, further emphasizing the strength of our workplace environment.

This achievement is a testament to the dedication and professionalism of our team, whose commitment to serving the community has helped support a culture of excellence.

**CONCLUSION**

DPD’s selection as one of BC’s Top 100 Employers for 2025 reinforces our standing as a leading, innovate and progressive police organization. This recognition supports recruitment and retention efforts, enhances and enhances public confidence in the Department.

On behalf of the DPD, I extend my gratitude to the Board and City Council for their continued support, which has been instrumental in maintaining a workplace that empowers our team to succeed.

We will continue to focus our efforts on building a strong, resilient team and a workplace of distinction, as this serves as the foundation for delivering excellence in policing services to our community.

<p><b>DATE</b> 2025-01-21</p>	<p><b>SUBMITTED BY</b> Jassie Padda Ram</p>
<p><b>SUBJECT</b> <b>2025 BCAPB Conference Attendance and Sponsorship</b></p>	
<p><b>ACTION REQUIRED</b></p> <p><input type="checkbox"/> For Information</p> <p><input checked="" type="checkbox"/> For Approval/Action/Decision</p> <p>a) <i>THAT the Delta Police Board determine the level of sponsorship for the 2025 BCAPB Conference.</i></p> <p>b) <i>THAT the Delta Police Board determine the number of Board members attending the 2025 BCAPB Conference and that members submit their interest to Staff by February 26, 2025, for registration purposes.</i></p>	

**PURPOSE**

To inform the Delta Police Board about the upcoming British Columbia Association of Police Boards (BCAPB) Conference in May 2025 and seek decisions regarding sponsorship and attendance.

**DISCUSSION**

The BC Association of Police Boards (BCAPB) its Annual General Meeting and Conference from May 7-9, 2025, at Delta Hotels Vancouver under the theme "Focus Forward: The Evolving Role of Police Boards." As the host Board, the Delta Police Board (Board) can support the event through both attendance and sponsorship.

**Conference Attendance**

- Early bird registration is \$550 per attendee (available until February 28, 2025).
- Funds are available within the Board’s budget to cover registration costs for all Board members, given the local setting and the Board’s role as host. If all eight Board members were to attend, the total cost would be \$4,400.
- Board members interested in attending, pending Board approval, are asked to submit their interest to Tracie Nunes by February 26, 2025.

**Sponsorship Consideration**

The BCAPB has requested the Board consider sponsoring the conference, with the following opportunities available:

- Coffee break: \$575 each
- Breakfast: \$700
- Lunch: \$850
- Welcome reception/dinner: \$1,100
- Alternatively, the Board may choose to make a general contribution in any amount, which will be allocated by the BCAPB as needed and acknowledged.

In both 2022 and 2023, the Board sponsored the BCAPB Conference with a contribution of \$700, and in 2024 the Board sponsored with a contribution of \$850. Funding is available within the 2025 Board budget to provide one of the above-noted sponsorships.

### **CONCLUSION**

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The Board is asked to determine:

- Conference attendance - Members wishing to attend.
- Sponsorship contribution - Amount and category of sponsorship.

Staff will take the necessary steps regarding the above in alignment with the Board's decision.

### **ATTACHMENTS**

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- A - Conference Information & Registration Form
- B - Conference Sponsorship Request

presents:

# FOCUS FORWARD

# The Evolving Role of Police Boards

Hosted by:

DELTA POLICE BOARD

British Columbia Association of Police Board invites you to register for its 2025 Conference on May 7, 8 and 9, 2025 at the Cascades Casino Conference Centre, 6005 BC-17A, Delta, BC, V4K 5B8.

Programmed around the theme: "Focus Forward: The Evolving Role of Police Boards", this conference is packed with activities to engage and inform a target audience of Police Board members, Police Executives, leaders of the Provincial Government and other agencies related to public safety, policing and police governance in BC. A full package of information will be forwarded to you in the near future.

Delta Hotels Vancouver, Delta has offered BCAPB Conference Delegates a preferred rate of \$229.00 plus taxes, per night. Accommodation reservations can be made using this [link](#) or by calling (604) 382-8222 and referring to the group code: **BC Association of Police Boards**. Reservations must be made by March 25, 2025 for this offer.

To register for the conference, please email the Group Registration and Individual Registration forms (see attached) to [bcapbs@gmail.com](mailto:bcapbs@gmail.com) or via regular mail to: **BCAPB, Attention: Veronica Bandet, PO Box 33012, Victoria RPO Colwood Corners, BC, V9B 6K3**.

Cheques should be payable to **BC Association of Police Boards** and mailed to the address noted above. For further information please contact Veronica Bandet at [bcapbs@gmail.com](mailto:bcapbs@gmail.com) or at (250) 216-1205.

**DEADLINE TO REGISTER FOR THE CONFERENCE IS APRIL 18, 2025**





## BC Association of Police Boards 2025 Annual General Meeting & Conference

May 7, 8 & 9, 2025

Delta Hotels Vancouver Delta, 6005 BC-17A, Delta, British Columbia, V4K 5B8

Name of Board/Organization :

Address :

Contact Name :

Email :

Telephone :

- Registration for Conference (includes breakfast and lunch for all 3 days, reception on Wednesday, Thursday dinner, bus service to TFN and Axon Roadshow):
  - \$550.00 per person EARLY BIRD (member or non-member)
  - \$650.00 after February 28, 2025 (member or non-member)
- Companion Registration for Conference: \$350.00 per person (registration includes all items listed above)
- Additional Guest(s) for banquet: \$110 per guest

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Number of registrations (please attach Individual Registration Forms for each person)	:	<input type="text"/>	x		
Rate (see above)	:	<input type="text"/>	=	<input type="text"/>	
Number of Companion registrations (please attach Individual Registration Forms for each person)	:	<input type="text"/>	x		
			\$ 350	=	<input type="text"/>
Additional guests for banquet only	:	<input type="text"/>	x		
			\$ 110	=	<input type="text"/>
<b>TOTAL :</b>					<input type="text"/>

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72  
**INDIVIDUAL**  
REGISTRATION FORM

**BC Association of Police Boards**  
**2025 Annual General Meeting & Conference**

May 7, 8 & 9, 2025

Delta Hotels Vancouver Delta, 6005 BC-17A, Delta, British Columbia, V4K 5B8

MEMBER/NON-MEMBER   
COMPANION

Name :   
Address :   
  
  
Email :   
Telephone :

Please indicate your attendance at (schedule subject to change):

- Wednesday, May 7, 2025**
- 8:15 am - 9:30 am : Breakfast
  - 9:30 am - 12:00 noon : Conference
  - 12:00 noon - 4:15 pm : Tsawwassen First Nation (Lunch & Tour)
  - Bus transportation to & from Tsawwassen First Nation lands
  - 4:15 pm - 5:30 pm : Axon Road Show
  - 5:30 pm - 6:30 pm : Welcome Reception
- Thursday, May 8, 2025**
- 8:15 am - 9:15 am : Breakfast
  - 9:15 am - 4:00 pm : Conference
  - 12:30 pm : Lunch
  - 6:00 pm - 8:00 pm : Buffet Dinner
- Friday, May 9, 2025**
- 8:15 am - 9:30 am : Breakfast
  - 9:30 am - 10:30 am : AGM
  - 10:30 am - 11:00 am : BCAPB Executive Committee Meeting
  - 11:00 am - 1:00 pm : Conference Keynote Speaker and Lunch
  - 1:00 pm - 3:00 pm : Educational Workshop for Police Board members

Please note any allergies or dietary restrictions:



**From:** BCA Police Boards <[bcapbs@gmail.com](mailto:bcapbs@gmail.com)>  
**Sent:** January 15, 2025 10:50 AM  
**To:** Ian Tait - DPB <[itait@deltapoliceboard.ca](mailto:itait@deltapoliceboard.ca)>  
**Subject:** [CAUTION!] BCAPB 2025 Conference/AGM - Sponsorship Request

*Sending on Behalf of Lara Victoria*

Mr. Ian Tait  
Chair, Delta Police Board

Dear Mr. Tait:

**Re: Sponsorship Request – 2025 BCAPB Annual General Meeting and Conference**

The BC Association of Police Boards would like to invite you to sponsor our 2025 Conference and AGM. The 2025 Conference theme is “*Focus Forward: The Evolving Role of Police Boards*”. It is being hosted by the Delta Police Board and will take place at the Delta Hotels Vancouver Delta, 6005 BC-17A, Delta, British Columbia, on May 7, 8 and 9, 2025. There will be opportunities to interact in joint dialogue and information-sharing sessions.

The opportunities for sponsorships range from a coffee break at \$575 each, a breakfast at \$700, a lunch at \$850, a welcoming reception at \$700.00 and dinner at \$1,100.

In every case, sponsors will be acknowledged in the conference program. However, if you prefer to make a generic contribution in any amount, we will be pleased to allocate your funding according to need, again with acknowledgment.

If your board is able to assist in this manner, cheques should be made payable to the BC Association of Police Boards and forwarded to Veronica Bandet, BCAPB, PO Box 33012, Victoria RPO Colwood Corners, BC, V9B 6K3.

Thank you for your consideration. We look forward to hearing from you at your convenience and if we can provide further information, please contact me at 604-762-5250 or Veronica Bandet, Administrative Assistant at 250-216-1205.

Lara Victoria  
President  
BC Association of Police Boards