

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



**Date** 2025-04-16  
**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 scáwaθan (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today.	
<b>B. ADOPTIONS</b> ■	<ol style="list-style-type: none"> <li>1. Adoption of the Open Agenda - April 16, 2025</li> <li>2. Adoption of the Open Minutes - March 19, 2025</li> </ol>	<p style="text-align: right;">A A</p>
<b>C. PRESENTATIONS &amp; DELEGATIONS</b>	<ol style="list-style-type: none"> <li>1. Certificate of Recognition Presentation to Ms. Lara Victoria</li> <li>2. No Delegations</li> </ol>	<p style="text-align: right;">   </p>
<b>D. CONSENT AGENDA</b> ■	<ol style="list-style-type: none"> <li>1. Action Document</li> <li>2. Chief's Monthly Activity Report - March 2025</li> <li>3. Events Calendar</li> <li>4. DPD News Releases</li> <li>5. Communications Report - 2025 Q1</li> <li>6. E-Comm Update</li> </ol>	<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. 2024 Annual Report to the Community ■</li> <li>b. Financial Reports for Year Ended December 31, 2024 ■</li> <li>c. 2024 Police Stops Audit Report - BCPPS Reporting Requirements ■</li> <li>d. Community Survey Report ■</li> <li>e. CSWP Quarterly KPIs Report - 2025 Q1 ■</li> <li>f. Quarterly Crime Statistics Report - 2025 Q1 ■</li> <li>g. HealthIM Annual Report 2024 ■</li> </ol> </li> </ol>	<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 Police Act (S.69(2)), 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.	

The next meeting of the Delta Police Board will take place on May 21, 2025.

■ = Attachment  
 | = Information Only  
 A = Action, Approval or Decision Required

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



**Date** 2025-03-19  
**Time** 09:00 AM  
**Location** City of Delta Council Chamber, 4500 Clarence Taylor Crescent

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Minutes of the Open Meeting held Wednesday, March 19, 2025 at 9:00am at City of Delta Council Chamber, 4500 Clarence Taylor Crescent, Delta, British Columbia.

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**PRESENT**

Ian Tait, Chair  
Nikhil Pandey  
Chief Laura Cassidy  
Lara Victoria  
Councillor Daniel Boisvert

Harj Sidhu, Chief Constable  
Guy Leeson, Deputy Chief  
Ciaran Feenan, Superintendent  
Jassie Ram, Corporate Services Manager  
Hilary Madore, Finance Manager  
Tracie Nunes, Board Secretary

**REGRETS**

Vice-Chair Warren Dean Flandez, Sharan Oberoi,  
Lori Mayhew

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**A. CALL TO ORDER**

Meeting called to order at 9:04 am.  
The Chair began the meeting with the Indigenous land acknowledgement.

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**B. ADOPTIONS**

**1. Adoption of the Open Agenda of March 19, 2025**

MOVED/SECONDED

THAT the Delta Police Board approve the Open Agenda of March 19, 2025 as presented.

CARRIED UNANIMOUSLY

**2. Adoption of the Open Minutes of February 19, 2025**

MOVED/SECONDED

THAT the Delta Police Board approve the minutes of the Open Meeting February 19, 2025.

CARRIED UNANIMOUSLY

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**C. PRESENTATIONS & DELEGATIONS**

- 1. No Presentations**
  - 2. No Delegations**
-

## D. CONSENT AGENDA

1. Action Document
2. Chief's Monthly Activity Report - February 2025
3. Events Calendar
4. DPD News Releases
5. Donation from ICBC for Volunteer Recognition
6. BCAPB Sponsorship Thank You
7. Response from Province re: Enhanced Community Support Services for Vulnerable Individuals in Delta
8. E-Comm March 2025 Update

MOVED/SECONDED

THAT the Delta Police Board receive items D.1 through D.8 for information and approve where required.

CARRIED UNANIMOUSLY

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## E. REPORTS & PRIORITY ITEMS

### 1. Chief's Reports

- a. 2024 Annual Report: Online Incident Reporting System  
The Chief updated the Board on the Department's Online Incident Reporting System, noting that in 2025, an average of 25 online reports per month were submitted, representing 1.25% of total calls for service. A working group has been established to explore improvements, including expanding reportable incidents, increasing public awareness, and enhancing system effectiveness to encourage greater utilization.
- b. Community Safety & Well-Being Updates
  - i. 2024 Annual Business Plan Updates  
The Chief updated the Board on the Year-End Report for the Annual Business Plan, noting that 23 of the 24 identified projects had been completed, and one had been carried over into 2025.
  - ii. 2025 Annual Business Plan  
The Chief updated the Board that the 2025 Annual Business Plan outlines 22 new projects to further build on the successes of 2024 and reinforce strategic priorities.
- c. Crime Statistics Reporting Update  
The Chief updated the Board that crime statistics reporting will shift from monthly to quarterly updates to provide more meaningful insights, reduce short-term anomalies, and improve data accuracy. The first quarterly report will be presented in April, covering Q1 of 2025.
- d. Police Performance Measures: BC Police Resources Survey and Crime Severity Index (CSI)  
The Chief updated the Board that Delta's Crime Severity Index (CSI), which stands at 63.9, significantly lower than the BC average of 104.1 and the national average of 80.2, reinforcing Delta's position as one of the safest communities. The latest BC Police Resources Survey indicates an increase in Delta's population per officer to 632, exceeding the provincial average of 567, reflecting the city's continued growth. Officers handle an average of 24 cases per officer, below the provincial average of 35, allowing for greater proactive policing. Delta's crime rate also remains well below the provincial average.

## OP B.2

In response to Board inquiries, it was noted that:

- Authorized strength is determined by individual agencies.

Item E.1 received for information.

### 2. BCAPB Representative Selection

Lara Victoria informed the Board that a new primary representative will need to be identified by June. Chair Ian Tait expressed interest in the role, and no other Board members put their names forward. Chief Cassidy confirmed that she would continue as an alternate.

MOVED/SECONDED

THAT the Delta Police Board appoint Chair Ian Tait as the primary representative and Chief Cassidy continue as the secondary representative for BCAPB.

CARRIED UNANIMOUSLY

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## F. NEW BUSINESS

**No New Business.**

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## 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 9:19 am.

The next meeting of the Delta Police Board will take place on April 16, 2025.

<hr/> <b>Ian Tait</b> <b>Chair</b> <hr/> <b>Date</b>	<hr/> <b>Tracie Nunes</b> <b>Recording Secretary</b> <hr/> <b>Date</b>
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# DELTA POLICE BOARD OPEN MEETING ACTION DOCUMENT

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

ACTION ITEM	Meeting Date	Assigned to	Status
No items.			



**DELTA POLICE  
BOARD**

Excellence In Policing

<b>DATE</b> 2025-04-01	<b>SUBMITTED BY</b> Harj Sidhu, Chief Constable
<b>SUBJECT</b> <b>Chief Constable Monthly Activity Highlights - March 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>
March 3, 2025	Attended City Council Open House North Delta
March 3, 2025	Meeting with Jill McKnight, Chamber of Commerce
March 3, 2025	Meeting with Tsawwassen Mills Management
March 5, 2025	Attended North Delta Business Association Workshop
March 6, 2025	Attended Monthly Organizational Risk Management Meeting
March 7, 2025	Hosted DPD's Change of Command Ceremony
March 9, 2025	Attended City Council Open House South Delta
March 13, 2025	Attended Monthly Senior Leadership Meeting
March 14, 2025	Attended JI Recruit Graduation Ceremony for Class 174
March 15, 2025	Visited Guru Nanak Food Bank
March 17, 2025	Attended Improving Relations with Racialized Communities Meeting
March 17, 2025	Attended CSKA Chiefs Meeting
March 17, 2025	Meeting with Julie Chadwick, Deltassist
March 19, 2025	Attended Monthly Police Board Meeting
March 19, 2025	Attended Reserve Class Swearing In Ceremony
March 20, 2025	Meeting with Justice Wally Oppal
March 31, 2025	Meeting with CACP Crime Prevention, Community-Safety and Well Being Committee Co-Chair

# April 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	1	2	3	4	5
6 North Delta Baseball Association Opening Ceremonies - Annieville Park	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 National Day of Mourning - Rotary Park	29	30	1	2	3
4	5	Notes				

# May 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	1	2	3
4	5	6	7 BCAPB Conference Delta	8 BCAPB Conference Delta	9 BCAPB Conference Delta	10
11 Heron Hospice Society Hike for Hospice - Paterson Park	12	13	14	15	16	17
18	19 Victoria Day	20	21 Police Board Meeting - Council Chamber	22	23 Ladner May Days	24 Ladner May Days
25 Ladner May Days	26	27 HR Committee F&RM Committee	28 Governance Committee	29	30	31
1	2					



# June 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18 Police Board Meeting - ND PSB	19 Run Walk Roll	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5
6	7	Notes				



# March 2025 News Releases



# NEWS RELEASE

## Guy Leeson Promoted to Deputy Chief



# News Release



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

deltapolice.ca

Release date/time: March 3<sup>rd</sup>, 2025, a 11:00 AM  
 Incident: Deputy Chief Announcement  
 Date/Time: March 3<sup>rd</sup>, 2025  
 Location: -  
 DPD file: -

#### Media Contact:

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

## Guy Leeson Promoted to Deputy Chief

*Delta, BC* – The Delta Police Department’s (DPD) Acting Deputy Chief Guy Leeson has been confirmed as the DPD’s newest Deputy Chief. Effective March 2<sup>nd</sup>, 2025.

*“I am pleased to announce that Guy Leeson has been appointed as Deputy Chief of the Delta Police Department,” said Chief Harj Sidhu. “With 29 years of dedicated service to the DPD, he has been a respected leader, mentor, and advocate for public safety. His tactical expertise, strategic leadership, and ability to build strong partnerships make him an invaluable part of our executive team, ensuring continuity and strengthening our connections within the department and the community.”*



Deputy Chief Leeson joined the DPD in November 1995 as a Recruit Constable. During his career, he has spent time in the Patrol Division, the Emergency Response Team (ERT), Major Crimes, and the Investigations Bureau. He served as the Inspector and then Superintendent in Charge of Investigations and the Patrol Division, where he was responsible for frontline policing, investigations and community services.



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## OP D.4

In 2024, Deputy Leeson was appointed as DPD's interim Chief Constable while the Delta Police Board completed the hiring process for a new Chief Constable. Since November 2024, Deputy Leeson has been in the role of Acting Deputy.

Deputy Leeson represents the DPD on several provincial working groups focused on public order, ports, and border security. He is an Accredited Major Case Team Commander and a member of the 'E' Division Major Case Management Committee. He is a Gold Commander for public order incidents.

Deputy Leeson holds a Bachelor of Arts in Political Science from Simon Fraser University. As a proud resident of Delta for the past 50 years, he is well connected to our community— having attended school, worked, raised a family, and coached local soccer and lacrosse teams.

# News Release

## Impaired Driving Collision Closes Road, Injures 3 People



# News Release



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deltapolice.ca

Release date/time: March 5<sup>th</sup>, 2025, 6:00 PM  
Incident: Serious Collision  
Date/Time: March 5<sup>th</sup>, 2025, at 3:11PM  
Location: 6000 Block 62B Street, Delta  
DPD file: 2025-3935

**Media Contact:**

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

## Serious Collision Closes Road, Alcohol Involvement Suspected

*Delta, BC* – A serious two vehicle collision has 62B Street closed, sent three people to hospital, and launched an impaired driving collision.

Shortly after 3:00 PM, the Delta Police Department (DPD) responded to a two-vehicle collision in the 6000 block of 62B Street. Officers determined a head-on collision had occurred. One driver has been detained for impaired driving. Both drivers, and a passenger in the second vehicle have been transported to hospital for injuries, including one person in critical condition.

62B Street is closed in both directions from 60<sup>th</sup> Avenue, to 65B Ave, and will remain closed for an extended period of time as collision analysts work to collect evidence at the scene. Traffic entering or exiting the Tilbury Industrial district are requested to access the area via 80<sup>th</sup> St at Hwy 17, or River Road at Hwy 17.

If you have dash camera video of this collision, or if you witnessed the collision, please contact our officers at (604)946-4411 and quote file number 2025-3935.



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# **NEWS RELEASE**

## **Stabbing Sends Two to Hospital**





# News Release



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deltapolice.ca

Release date/time: March 8<sup>th</sup>, 2025 at 9:00 AM  
Incident: Stabbing  
Date/Time: March 7<sup>th</sup>, 2025 at 3:58 PM  
Location: 11500 blk 81A Ave, Delta, BC  
DPD file: 2025-4073

**Media Contact:**

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

## Two People Injured During Dispute Involving Knife

*Delta, BC* – Two people, known to each other, have been taken to hospital with non-life-threatening injuries after a dispute involving a knife.

At approximately 4pm on March 7<sup>th</sup>, 2025, the Delta Police Department (DPD) attended the 11500 block of 81A Ave for the report of a bleeding woman in the street. Attending officers located a 34-year-old Delta woman with stab wounds. Officers then located a 37-year-old Delta man in a basement suite who also had a knife wound.

Both injured parties have been transported to hospital for treatment. The woman is in stable condition, while the man has been released from hospital and is currently in police custody. Charges have not yet been sworn.

This investigation is ongoing, and officers will remain at the residence for some time while they collect evidence.

Both parties are known to each other, and the injuries are believed to be from a dispute between the parties.



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# NEWS RELEASE



**Update to Impaired Driving Collision on March 5th**



# News Release



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deltapolice.ca

Release date/time: March 12<sup>th</sup>, 2025, 11:00 AM  
Incident: Serious Collision  
Date/Time: March 5<sup>th</sup>, 2025, at 3:11PM  
Location: 6000 Block 62B Street, Delta  
DPD file: 2025-3935

**Media Contact:**

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

## Update to Impaired Driving Collision on March 5th

*Delta, BC* – A serious two vehicle collision that occurred on March 5<sup>th</sup> has resulted in one fatality.

Shortly after 3:00 PM on March 5<sup>th</sup>, the Delta Police Department (DPD) responded to a two-vehicle collision in the 6000 block of 62B Street, Delta. Officers determined a head-on collision had occurred. One driver was detained for impaired driving. Both drivers, and a passenger in the second vehicle were transported to hospital for injuries, including one person in critical condition.

Investigators have learned that the driver of the second vehicle involved in this collision passed away on March 11<sup>th</sup>. The Delta Police extend our condolences to the family and friends of this driver.

We believe additional witnesses to this collision have not yet talked to investigators. If you have dash camera video of this collision, or if you witnessed the collision, please contact our officers at (604)940-7321 or at [tips@deltapolice.ca](mailto:tips@deltapolice.ca) and quote file number 2025-3935. This investigation is ongoing and charges have not yet been forward to Crown Counsel.



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# NEWS RELEASE



**Fraud Alert: Scammer  
Spoofing Delta Police  
Non-Emergency Number**



# News Release



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deltapolice.ca

Release date/time: March 13<sup>th</sup>, 2025 at 1:00PM  
Incident: Fraudster Spoofing DPD Phone Number  
Date/Time: March 13<sup>th</sup>, 2025  
Location: Across North America  
DPD file:

**Media Contact:**

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

## Fraud Alert: Scammer Spoofing Delta Police Non-Emergency Number

*Delta, BC* – The Delta Police Department (DPD) is warning the public about an ongoing phone scam in which a fraudster is spoofing the department's non-emergency number to deceive victims.

Today alone, the DPD has received more than 40 reports from individuals who were contacted by a caller falsely claiming to represent either the Delta Police or an anti-fraud agency. Victims are told that their phone number is linked to a police investigation and are then asked to provide personal information.

These fraudulent calls appear to come from the DPD's non-emergency number, **(604) 946-4411**, but they are **not legitimate**. The scam has been reported across Canada and the United States, with a concentration of cases in Manitoba and Ontario.

### What You Should Do

- **Do not** provide any personal information, money, or gift card details.
- **Hang up immediately.**
- If you are uncertain about the call's legitimacy, **do not call back using numbers or links provided by the caller.** Instead, independently contact the DPD's non-emergency line at **(604) 946-4411** to verify the information.

The DPD is actively monitoring the situation and reminds the public to stay vigilant against phone scams.



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# NEWS RELEASE



# Shots Fired



# News Release



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Release date/time: March 17<sup>th</sup>, 2025, at 1:00pm  
Incident: Shots Fired  
Date/Time: March 17<sup>th</sup>, 2025, at 10:49 Hours  
Location: 9400 block River Road, Delta, BC  
DPD file: 2025-4685

**Media Contact:**

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

## Shots Fired into Unoccupied Car

*Delta, BC* – The Delta Police Department (DPD) is currently investigating a report of shots fired call in the 9400 block of River Rd, Delta, BC that occurred at 10:49 this morning. There are no injuries; however, a vehicle has been located with bullet holes.

There is a heavy police presence in the area currently, and we ask that the public remain out of the area while we investigate. Officers believe the suspect has fled the area. The suspect is described as male, wearing all black clothing.

Motivation for this incident is not known. A further update will be made once we have been able to determine more details.

# NEWS RELEASE



**UPDATE**

**Shots Fired**





# News Release



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

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Release date/time: March 17<sup>th</sup>, 2025, at 1:45 pm  
Incident: Updated Release - Shots Fired  
Date/Time: March 17<sup>th</sup>, 2025, at 10:49 am  
Location: 9400 block River Road, Delta, BC  
DPD file: 2025-4685

**Media Contact:**

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

## **UPDATE - Shots Fired Incident Believed to be Targeted**

*Delta, BC* – This morning at 10:49 am, the Delta Police Department (DPD) responded to a shots-fired call in the 9400 block of River Rd, Delta. A vehicle had been shot by an unknown suspect wearing all black clothing. No injuries occurred. The suspect immediately fled the area.

Investigators believe that this incident was targeted. Officers continue to investigate and will remain in the area. The request for public to avoid this area has been lifted.



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Delta Police Department

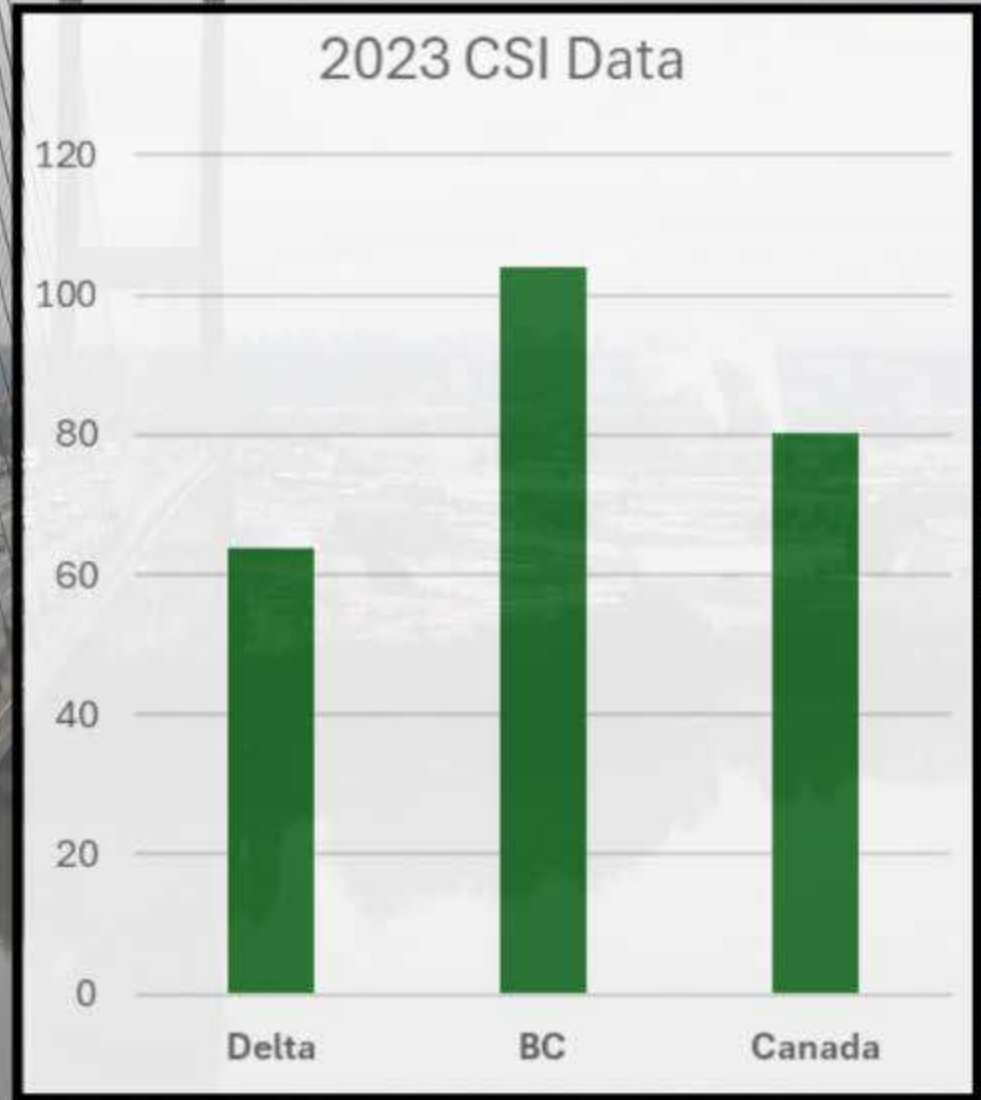


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# NEWS RELEASE

## Delta's 2023 Crime Severity Index



## Report on 2023 Police Resource Levels in Delta



# News Release



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deltapolice.ca

Release date/time: March 19<sup>th</sup>, 2025, at 10:00 AM  
 Incident: 2023 Police Resourcing in BC  
 Date/Time: February 27<sup>th</sup>, 2025  
 Location: -  
 DPD file: -

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

## Report on 2023 Police Resource Levels in Delta

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

The Province of British Columbia also releases an annual report on key performance measures collected in the *Police Resources in British Columbia* (PRBC) report. This report captures four key measures, including population per officer data, policing costs per capita, crime rates per 1000 people, and case load per officer. Comparative data is for BC’s municipal police departments.

### CSI Data:

In 2023, the CSI for Delta was 63.9, 21% lower than the national average of 80.2, and 39% lower than the provincial average of 104.1.



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## Province of BC Data on Police Resource Levels:

### Population per Officer:

The population per officer category measures how many residents there are for each officer. In 2023, the average for BC cities with municipal police agencies was 567 residents per officer, down from 582 in 2022.

Delta's 2023 population per officer rate is 632, up from 2022's rate of 587.

### Cost per Capita:

The average cost per capita for all municipal departments in 2023 is \$490, an increase of \$35 from 2022. Delta is well below the average at \$393, marking no change from the previous year.

### Crime Rate:

Crime rate is measured as the number of criminal code offences per 1000 people. The provincial average in 2023 is 61, an increase from 2022's average of 58. Delta's rate lowered to 39 in 2023, from 40 in 2022.

### Case Load per Officer:

Case load per officer references the number of criminal code investigations per officer, throughout the calendar year. The 2023 provincial average is 35, up from 2022's rate of 34. Delta's 2023 rate remained constant as it's 2022 rate, well below the average at 24.



Overall, Delta has less officers than the average BC municipal police agency, resulting in lower cost per capita for policing services, while maintaining a significantly lower crime rate and case load per officer.

The DPD remains committed to community safety and well-being through a community-first service delivery model.





**DELTA POLICE BOARD**

Excellence In Policing

<b>DATE</b> 2025-04-01	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> 2025 Quarter 1 Communications Report	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

Communication with the community is necessary to ensure public trust and confidence in policing and public safety. The Delta Police Department (DPD) prioritizes and values transparent communication with the community in a timely manner.

The DPD ensures communication with the community through DPD social media channels and news releases, which are posted to the DPD website and distributed via e-mail to those who have subscribed (e.g., community members, local news channels, and journalists). While the news releases are also shared on DPD social media channels, only a small portion of the social media content falls within the parameters of a news release. News releases are distributed to:

- a. Further a police investigation (for example, seeking assistance related to a missing person investigation)
- b. Aid in prevention of crime (for example, fraud awareness, crime prevention based on empirical data such as catalytic converter theft in a specific area)
- c. Provide factual information (for example school lockdowns, major investigative updates)
- d. Appeal for witnesses, victims, video recordings
- e. Immediate/in progress situations challenging public safety
- f. Highlight internal work that has an interest to the public (for example, awards to officers, emerging equipment or strategies)
- g. Provide transparency when identifying issues directly impacting public trust

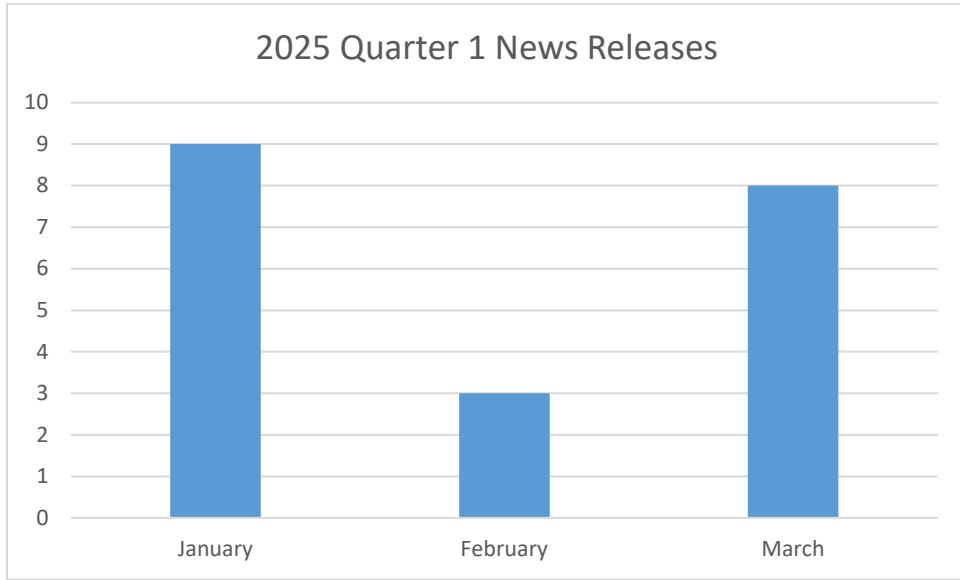
News releases are also sometimes shared via DPD social media channels. Additionally, social media channels are utilized for, but not limited to:

- h. Public service announcements
- i. Special projects
- j. Partnership initiatives
- k. DPD events
- l. Recruiting and volunteer events
- m. Community events

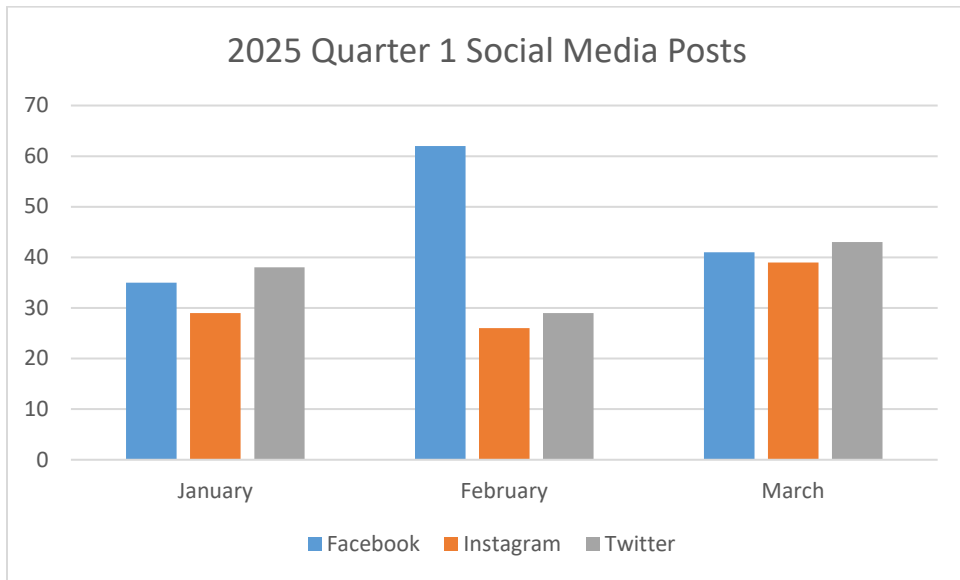
The below graphs provide information related to the number of news releases, social media posts and social media reach for the first quarter of 2025.

**ATTACHMENTS**

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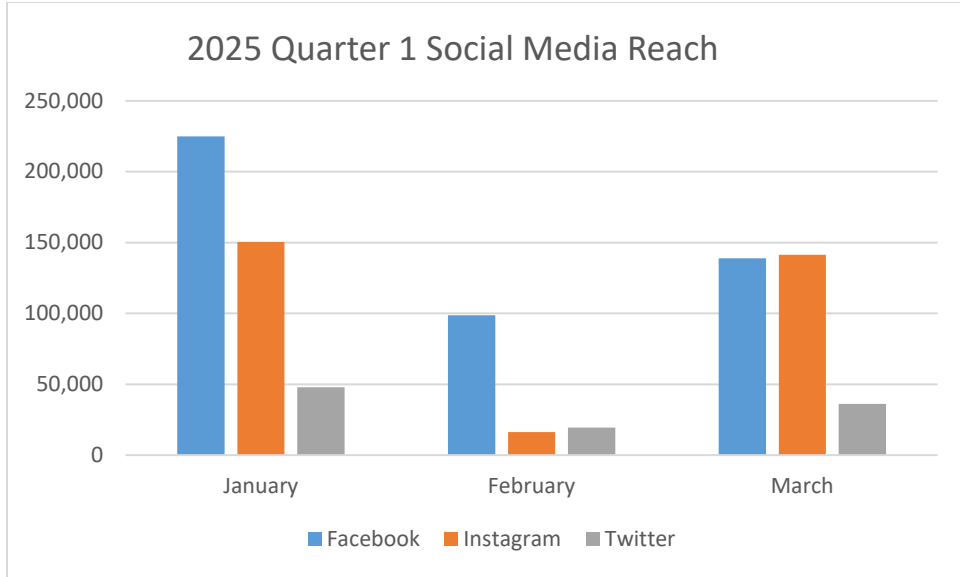


News Releases	January	February	March
	9	3	8



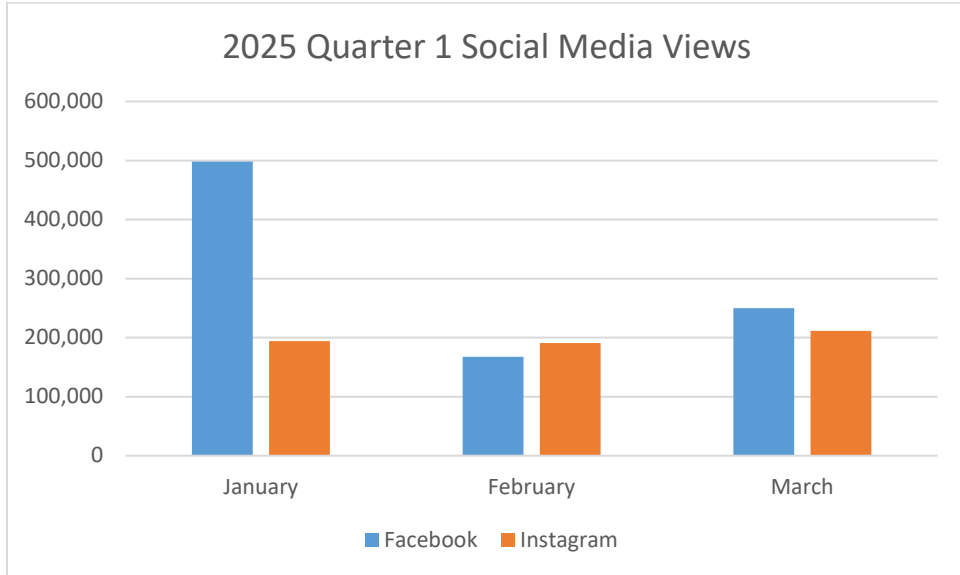
**Social Media Posts/Stories**

	January	February	March
Facebook	35	62	41
Instagram	29	26	39
Twitter	38	29	43



Social Media Posts/Stories

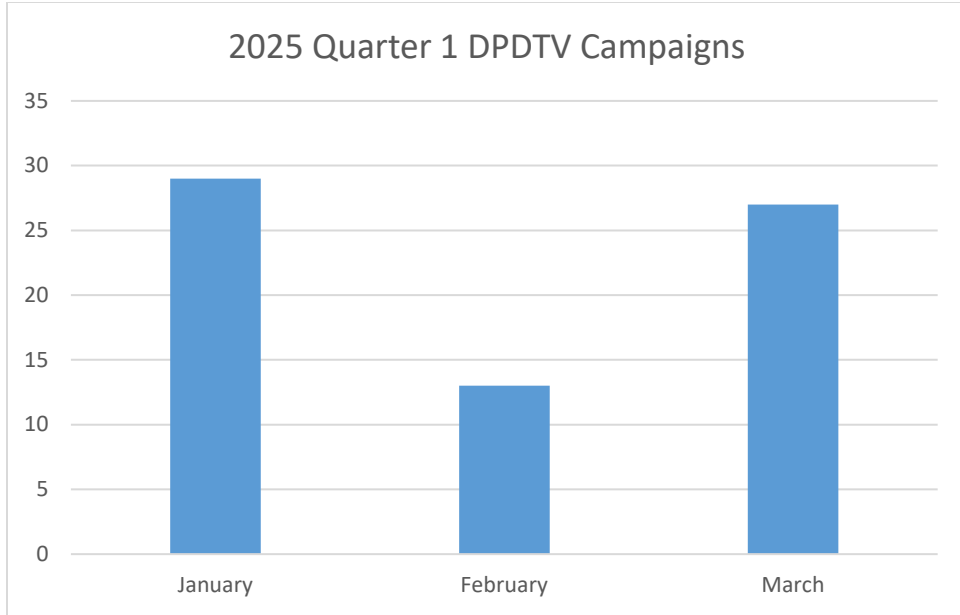
	January	February	March
Facebook	35	62	41
Instagram	29	26	39
Twitter	38	29	43



Social Media Views

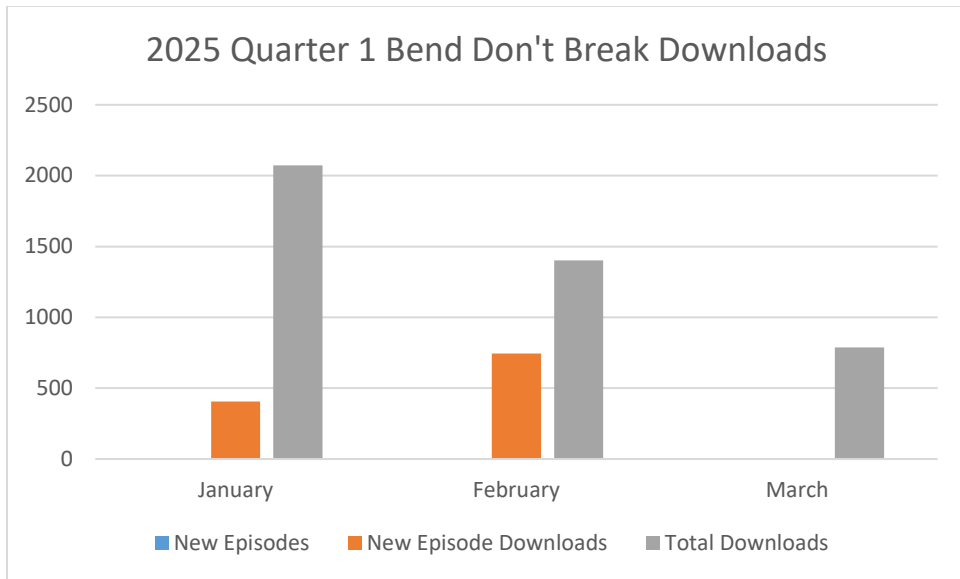
	January	February	March
Facebook	498,295	167,710	249,970
Instagram	194,233	190,800	211,332





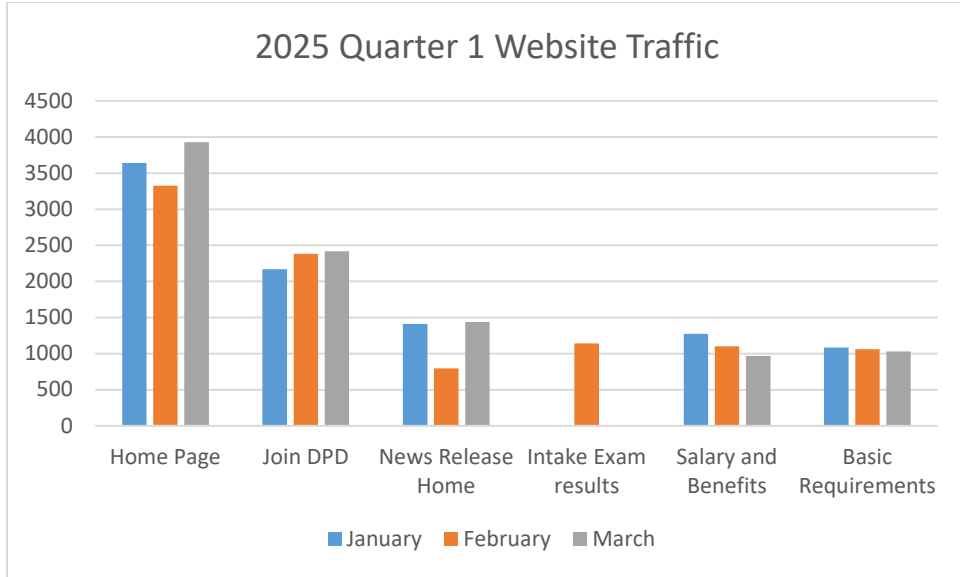
**DPDTV**

	January	February	March
Internal Screen Campaigns	29	13	27



**Bend Don't Break**

	January	February	March
New Episodes	1	2	0
New Episode Downloads	405	745	0
Total Downloads	2,073	1,402	787



Website Traffic	January	February	March
Home Page	3641	3328	3930
Join DPD	2171	2380	2416
News Release Home	1411	797	1436
Intake Exam results	0	1139	0
Salary and Benefits	1272	1102	967
Basic Requirements	1082	1060	1030

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

We are writing to share 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.

### Q1 2025 Service levels (January 1 – March 31)

- ***Strong performance results for emergency call taking, 9-1-1*** – Our service results for the first quarter of 2025 (Q1) were among the strongest for this period in five years. Police emergency call taking saw 93% of calls answered in 10 seconds in the Lower Mainland (target: 88%), and 92% on Vancouver Island. For 9-1-1, 98% of calls were answered in 5 seconds or less (target: 95%).
- ***Five-year high for non-emergency service level in Lower Mainland*** – Police non-emergency (NER) service performance in the Lower Mainland achieved a five-year high for Q1 at 89% (target: 80% of calls answered in three minutes or less). Vancouver Island also exceeded the performance target at 87%. Call volumes for police non-emergency in the Lower Mainland increased slightly over Q1 2024 (up 5% to 83,692 calls).
- ***A cautionary note on service levels*** – Service levels fluctuate through the year, based on call volumes and staffing levels. Traditionally, we see increased pressures on these key variables as we get closer to the busy summer period, whereas the winter months tend to be more stable.

### Transformation Updates

- ***New Westminster Police non-emergency service*** – On April 15<sup>th</sup>, E-Comm will reassume full non-emergency call taking service for the New Westminster Police. E-Comm already provides dispatch and emergency call taking service for New Westminster, as well as after-hours non-emergency call taking. We expect a smooth transition with no service impacts.
- ***Developing New Call Taker Training*** – E-Comm is continuing to develop police agency-specific training to help streamline learning for in-demand dispatch roles. We also completed a training pilot project for 9-1-1 operators and are planning courses for Vancouver Island call taking.

### Provincial Review

- ***Update on independent provincial review*** – The Province has selected professional services and accounting firm EY (Ernst & Young) to oversee their [independent review](#) of E-Comm. Representatives from EY have met with our Leadership team to discuss the timeline, approach, and how they will be connecting with stakeholders as part of the process.

### Public Education & Outreach

- ***Honouring our First, First Responders*** – On Emergency Service Dispatchers and 9-1-1 Awareness Week (April 13 to 19) we'll be recognizing the work of our staff through internal activities, social media content, and a new public education video with Richmond RCMP.
- ***Connecting with Lower Mainland Media Relations Officers*** – On March 13, we hosted a meeting of Lower Mainland Media Relations officers attended by more than 20 agencies, and discussed multiple topics of shared interest, including Next Generation 9-1-1.

**APRIL 2025 UPDATE**

**QUARTERLY SERVICE PERFORMANCE UPDATE, Q1 2025**



**448,007**  
 9-1-1 calls in Q1



**98%**  
 of 9-1-1 calls answered  
 in 5 seconds or less

**LOWER MAINLAND YEAR-TO-MAR 31**

	Target	2021	2022	2023	2024	2025
9-1-1	95%/5s	99%	96%	99%	98%	98%
Police Emergency	88%/10s	90%	82%	92%	95%	93%
Police Non-Emergency	80%/180s	67%	50%	69%	86%	89%
Fire Emergency	90%/15s	92%	89%	95%	93%	97%

**VANCOUVER ISLAND YEAR-TO-MAR 31**

	Target	2021	2022	2023	2024	2025
9-1-1	95%/5s	99%	96%	99%	98%	98%
Police Emergency	88%/10s	92%	91%	89%	92%	92%
Police Non-Emergency	80%/180s	88%	88%	81%	81%	87%

**TRANSFORMATION AND OPERATIONS UPDATES**



All service level targets achieved for Q1 – among the highest results for this period in 5 years



E-Comm to reassume full non-emergency service provision for New Westminster Police



More police agency specific training for dispatch in development to streamline learning



**HONOURING OUR TEAM ON 9-1-1 WEEK**

On Emergency Service Dispatchers and 9-1-1 Awareness Week (April 13 to 19) we'll be recognizing the work of our staff through internal activities, social media content, and a new public education video with Richmond RCMP showcasing how our call takers support officers and the public.



**DELTA POLICE  
BOARD**

Excellence In Policing

<b>DATE</b> 2025-04-07	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> <b>2024 Annual Report to our Community</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

Keeping our community informed and engaged is a key priority for the Delta Police Department (DPD). The Annual Report to the Community plays an important role in our broader communication and accountability framework, providing a yearly update on DPD’s performance, community impact, and progress on strategic priorities. It complements other reporting and communication mechanisms such as monthly Board reports, news releases, the year-end update on the Community Safety and Well-Being Plan, and ongoing public presentations.

The report highlights DPD’s service delivery, organizational achievements, and key developments from the past year. While it offers only a snapshot, it reflects the professionalism, resilience, and commitment of our sworn officers, civilian staff, and volunteers, whose collective efforts continue to keep our community safe.

The DPD has a long-standing tradition of building trust, strong relationships, and working in collaboration with the community. These principles are the foundation of our community-first policing model and continue to drive our success. I have seen firsthand the strength of this community, rooted in our people, shared values, and a commitment to safety and well-being.

The 2024 Annual Report is being publicly released today. It is available on the DPD [website](#), with printed copies available upon request or at our front counters.

Beyond fulfilling a statutory obligation under the *Police Act*, the Annual Report serves as an important accountability tool for both the Board and the Chief Constable, reporting to the community, stakeholders, and partners. The Delta Police Board plays a key role in ensuring oversight and strategic alignment. I am grateful for their ongoing leadership and support.

**ATTACHMENTS**

- A. 2024 Annual Report to our Community



# 2024 REPORT TO OUR COMMUNITY

Excellence in Policing

Delta  
POLICE



“  
 I have seen firsthand the strength of our community—rooted in our people, our shared values, and commitment to community safety and well-being.”

# MESSAGE FROM CHIEF CONSTABLE HARJ SIDHU



I am proud to present the Delta Police Department's (DPD) 2024 Report to the Community, highlighting the dedication and efforts of our team—sworn members, civilian staff, and volunteers—who work tirelessly to keep our community safe.

This report is especially meaningful to me as it is my first as Chief Constable. I want to thank Chief Dubord for his years of service and leadership. Having served this community for over three decades, I have seen firsthand the strength of our community, rooted in our people, our shared values, and commitment to community safety and well-being.

The DPD has a long-standing tradition of building trust, strong relationships, and collaboration—the foundation of our community-first policing model. These principles continue to drive our success, as reflected in this report.

As we look ahead, we are laying the groundwork for a new strategic plan, one shaped by the needs and expectations of our community while adapting to the evolving demands of policing. This plan will ensure we remain proactive, responsive, and community-focused.

None of this is possible without the dedicated individuals within the DPD who serve this community every day. Their resilience, professionalism, and commitment are the foundation of our success. That's why investing in a strong and resilient team is essential. Investing in the well-being, development, and effectiveness of our team is key to delivering excellence in policing. By supporting a culture of innovation, inclusivity, and professionalism, we will ensure that our team is prepared to meet both today's challenges and those of the future.

I also want to thank the Delta Police Board for their ongoing leadership and support. It is a privilege to serve as Chief, and I am honoured to work alongside our team to serve this community.

Thank you,  
  
**Harj Sidhu, M.O.M.**  
 Chief Constable

# MESSAGE FROM DELTA POLICE BOARD CHAIR

On behalf of the members of the Delta Police Board, and myself, I am pleased to present the Delta Police Department's (DPD) 2024 Report to the Community.



The Board is proud of the DPD's accomplishments in 2024, a year marked by significant advancements while upholding Delta's reputation as one of the safest communities in Canada. This would not be possible without the dedication of those who serve in the DPD, and who work tirelessly—24/7, year-round—to protect, support, and engage with our community.

2024 was also a year of transition as we bade farewell to Chief Neil Dubord upon his retirement and recognized his years of service to the DPD and to our community. At the same time, we hired and welcomed Chief Harj Sidhu to the role, who brings a wealth of experience gained right here to Delta to guide the department forward.

One of Chief Sidhu's key priorities will be to develop a new strategic plan to ensure the DPD is responsive to our community's needs. Working closely with the Board, Chief Sidhu will help shape the plan and engage the community to define those policing priorities that align with the expectations of those we serve.

The Board looks forward to working alongside Chief Sidhu as he leads the sworn and civilian members of the DPD and collaborates with our community to enhance public safety, strengthen relationships, and support innovation in policing.

Lastly, I would like to extend my gratitude to our Board members for their commitment to providing independent civilian oversight and governance of the DPD.

And thank you to our community for your continued trust and support.

Sincerely,  
  
**Ian Tait,**  
 Chair, Delta Police Board

## 2024 BOARD MEMBERS



VICE CHAIR  
**WARREN DEAN FLANDEZ**



CHIEF  
**LAURA CASSIDY**



COUNCILLOR  
**DANIEL BOISVERT**



**NIKHIL PANDEY**



**LORI MAYHEW**



**SHARAN OBEROI**



**LARA VICTORIA**

# COMMITTED TO SERVICE

Our **Community-First** policing approach is guided by our **No Call Too Small** philosophy. Through a responsive, evidence-based, and service-driven model, we prioritize the safety and well-being of our community.

## MISSION

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

## VISION

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



The Delta Police Department and Board acknowledge that we are located on the shared, traditional, ancestral, and unceded territories of the *s̓c̓awaθən məsteyəxʷ* (Tsawwassen), *xʷməθkʷəy̓əm* (Musqueam), and other Coast Salish Peoples.



# CORE VALUES

Our commitment to **honour, integrity, courage, and trust** is the foundation of every interaction. With **one of the lowest public complaint rates**—less than 1% of all documented interactions—we uphold the highest standards of policing to reinforce **community trust and confidence** in our service.

POLICE ACT COMPLAINTS ——— **0.038%**

COMPLAINTS ALLEGING BIAS ——— **0.003%**

COMPLAINTS ALLEGING EXCESSIVE USE OF FORCE ——— **0.013%**

# COMMUNITY SAFETY AND WELL-BEING PLAN PRIORITIES

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



# PERFORMANCE & FISCAL RESPONSIBILITY

## DELTA: AMONG THE SAFEST COMMUNITIES IN CANADA

Delta continues to be one of the safest communities in Canada, with a significantly lower Crime Severity Index (CSI) than both the BC and Canada averages.

The CSI is a national metric that compares crime across Canada. It is calculated based on the amount and seriousness of the offences reported to the police; lower scores suggest safer communities.

### 2023 CSIs

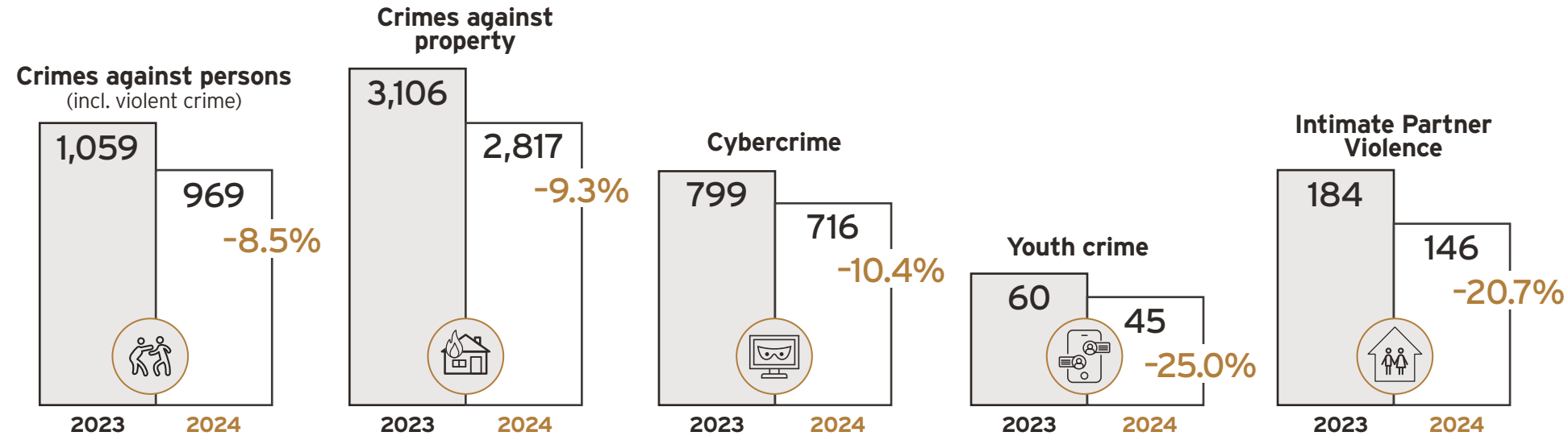
Delta <b>63.9</b>	BC Average <b>104.1</b>	Canada Average <b>80.2</b>
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## ROAD SAFETY IN NUMBERS

Road safety remains a priority for the DPD, with proactive enforcement and education contributing to safer roads.

- 165** vehicles impounded for excessive speeding
- 639** impaired drivers removed from our roads
- 806** commercial vehicles inspected, finding **2,611** violations
- 11** serious/fatal collisions investigated
- 7,266** traffic violation tickets issued

## CRIME STATISTICS



## EFFICIENT AND EFFECTIVE POLICING

The DPD continues to provide efficient, cost-effective, and high-quality policing while ensuring Delta remains one of the safest communities in the province.<sup>1</sup>

- POPULATION PER OFFICER** DPD **632** BC AVG. **567**
- COST PER CAPITA** DPD **\$393** BC AVG. **\$490**
- CRIME RATE** DPD **39** BC AVG. **61**
- CASE LOAD PER OFFICER** DPD **24** BC AVG. **35**
- CRIMINAL CODE OFFENCES** DPD **4818** BC AVG. **8226**



<sup>1</sup>The 'Police Resources in BC' report, published by the Ministry of Public Safety and Solicitor General, provides data on police resources throughout BC.

## FINANCIAL PLAN

The DPD's financial plan reflects a commitment to fiscal responsibility while ensuring excellence in policing services for the community.

Below is a summary of expenditures, revenues, and operating tax draw for 2023 and 2024.

EXPENDITURES	
DEPARTMENT SUPPORT SERVICES	COMMUNITY POLICING BUREAU PATROL SERVICES
2024 16,979,000 2023 15,653,000	2024 16,792,500 2023 16,485,000
COMMUNITY POLICING BUREAU INVESTIGATIVE SERVICES	POLICE SECONDMENTS
2024 6,661,000 2023 5,976,000	2024 3,540,500 2023 3,763,500
COMMUNITY POLICING BUREAU COMMUNITY SERVICES	E-COMM
2024 10,154,000 2023 10,095,500	2024 3,091,500 2023 2,591,000
TOTAL EXPENDITURES	
2024 57,218,500 2023 54,564,000	
TOTAL REVENUES	OPERATING TAX DRAW
2024 (9,004,500) 2023 (9,387,500)	2024 48,214,000 2023 45,176,500

# COMMUNITY SAFETY & CRIME PREVENTION: TARGETING CRIMINAL ACTIVITY

The DPD is committed to protecting our community through proactive, intelligence-led enforcement. We are focused on removing dangerous drugs, targeting organized crime, and bringing offenders to justice.



## ORGANIZED CRIME INVESTIGATIONS

- A high-level drug trafficking operation was disrupted with the **seizure of 87 kg of suspected MDMA**, preventing a significant quantity of illicit drugs from reaching the streets.
- A major drug network investigation resulted in **30 charges** against **2 suspects**, along with the seizure of illegal drugs, firearms, and cash.
- A drug trafficking investigation led to **4 search warrants** executed and **4 arrests**, further disrupting the local drug supply chain.
- A street-level drug enforcement operation resulted in **2 search warrants, 3 arrests** and the **seizure of drugs, cash, and firearms**.

### Our Commitment

In addition to the efforts of our frontline teams, DPD has specialized sections, including Major Crime, Drug Investigation and Crime Reduction, all of whom focus on proactively identifying, investigating, and disrupting organized crime, including drug trafficking.



## FRAUD INVESTIGATION

- A fuel fraud scheme involving **\$25,000 in fraudulent transactions** was uncovered, leading to **47 charges** against **5 individuals** connected to organized crime.

### Our Commitment

Our investigators monitor emerging financial crime trends to protect businesses and individuals from fraud. Our dedicated Cybercrime Section works closely with our team to ensure enforcement, education and prevention efforts.



## HOMICIDE INVESTIGATION

- A 2022 overdose death was determined to be a homicide following a complex undercover investigation, resulting in **2nd degree murder charges** approved by Crown.

### Our Commitment

DPD's Major Crime Unit is responsible for serious crime investigations using principles of major case management. Unlike many other municipal agencies in B.C., DPD conducts its own homicide investigations and operates independently from the RCMP's Integrated Homicide Investigation Team (IHIT).

# SERVICE DELIVERY: EXCELLENCE THROUGH TECHNOLOGY AND INNOVATION

The DPD is committed to enhancing public safety and operational efficiency through the strategic use of modern technology. From body-worn cameras and drones to artificial intelligence and licence plate recognition, these tools improve transparency, strengthen community trust, and support effective policing.

## BODY-WORN CAMERA (BWC) PROGRAM

We were the first police department in British Columbia to implement a BWC program. In response to strong community support and expectations, the program is now expanding to all frontline officers, in line with the DPD's community-first policing approach. This initiative enhances transparency and strengthens public trust while providing operational efficiencies.

**36** BWCs IN OPERATION

**63** OFFICERS PARTICIPATING IN THE BWC PROGRAM

**95%** COMPLIANCE WITH POLICY CONFIRMED THROUGH AN AUDIT

**~90%** COMMUNITY SUPPORT FOR THE BWC PROGRAM

## AUTOMATIC LICENCE PLATE READER (ALPR)

We use ALPR technology to enhance road safety and crime prevention. ALPR systems help identify stolen vehicles, suspended drivers, and other public safety concerns in real time, improving enforcement efficiency.

In 2024, we tested, evaluated, and deployed new ALPR technology to enhance its use and couple it directly to our digital evidence management system and body-worn camera program. In addition to enhancing the efficiency of the ALPR program, the new dash camera based technology will assist officers in capturing and documenting offences in motion.

## ARTIFICIAL INTELLIGENCE (AI) INVESTIGATIVE TOOLS

We are leveraging AI to enhance public safety and operational efficiencies through advanced analytical tools in compliance with provincial privacy legislation and departmental policy, including:

- **A facial comparison system** to assist trained analysts with case outcomes and suspect identification by comparing photos against existing images in policing databases.
- **AI-driven tools** to improve efficiency in processing sensitive materials, enhancing investigative capabilities and case analysis.

## DRONE PROGRAM

The DPD was the first police agency in British Columbia to operationalize a drone program in Patrol. The ability to rapidly deploy drones in the field further enhanced public safety and operational effectiveness. Drones are used for search and rescue, traffic collision investigations, and tactical support, providing real-time situational awareness and improving response efficiency. In 2024, the DPD also launched its Drone as a First Responder (DFR) program.

**IN 2024, 64 OPERATIONAL DRONE FLIGHTS SUPPORTED 31 FILES**





## OUR PEOPLE, OUR SERVICE: 2024 IN NUMBERS

**~300** Officers and civilian staff

**194** Dedicated volunteers

**9** School Liaison/Youth  
Liaison Officers serving  
~17,000 students

**24,571** Calls for service  
responded to

**711** Reports to Crown Counsel  
(RTCC) submitted

**55,000+** Police units dispatched



**34** Sworn and police  
staff, volunteers and  
community members,  
recognized at the Annual  
Awards Ceremony



RECOGNIZED AS ONE OF  
BRITISH COLUMBIA'S TOP 100  
EMPLOYERS FOR THE SEVENTH  
CONSECUTIVE YEAR.

DPD HQ  
4455 CLARENCE TAYLOR CRESCENT  
DELTA, BC V4K 3E1

CONNECT WITH US  
604-946-4411  
deltapolice.ca  
joindpd.ca

   
@deltapolicedept  
@deltapd



**DELTA POLICE BOARD**

Excellence in Policing

<b>DATE</b> 2025-03-17	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> <b>Financial Reports for year ended December 31, 2024</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval	

**PURPOSE**

To provide the Delta Police Board with financial report variance details for the year ended December 31, 2024.

**DISCUSSION**

**Operating Expenditures and Revenues**

DPD reports a positive operating variance of \$59,395 for the year ended December 31, 2024.

	2024 Actuals	2024 Budget	Variance (Fav)/Unfav (\$)	Variance (Fav)/Unfav (%)
<b>Expenditures</b>				
Dept Support Services	\$16,937,508	\$17,147,500	\$(209,992)	(1.2%)
Investigative Services	7,315,081	6,815,000	500,081	7.3%
Community Services	10,378,754	10,354,500	24,254	0.2%
Patrol Services	16,711,706	17,279,500	(567,794)	(3.3%)
Secondments	4,275,433	3,643,500	631,933	17.3%
Ecomm	3,060,183	3,091,500	(31,317)	(1.0%)
<b>Total Expenditures</b>	<b>58,678,665</b>	<b>58,331,500</b>	<b>347,165</b>	<b>0.6%</b>
<b>Revenues</b>				
Recovered Services	(7,823,170)	(6,882,500)	(940,670)	(13.7%)
Fines and Fees	(528,562)	(380,000)	(148,562)	(39.1%)
Grants	(1,885,061)	(1,740,500)	(144,561)	(8.3%)
Other Recoveries	(82,153)	(110,000)	27,847	25.3%
Transfer to Reserve	254,230	-	254,230	
<b>Total Revenues</b>	<b>(10,064,716)</b>	<b>(9,113,000)</b>	<b>(951,716)</b>	<b>(10.4%)</b>
<b>Operating Tax Draw</b>	<b>48,613,949</b>	<b>49,218,500</b>	<b>(604,551)</b>	<b>(1.2%)</b>
Wage bank accrual <sup>1</sup>	545,156	-	545,156	

## OP E.1b

<b>Operating Tax Draw - Adjusted</b>	<b>\$49,159,105</b>	<b>\$49,218,500</b>	<b>\$(59,395)</b>	<b>(0.1%)</b>
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<sup>1</sup> Wage bank accrual is a City entry to adjust the liability for unused leave banks

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

**Department Support Services** is under budget \$209,992. This variance is a result of Police Staff vacancies in Comms/Media, Records, and Information Technology during the year.

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

**Investigative Services** is over budget \$500,081 due to the filling of various vacancies and investigative expenditures on several significant police files.

**Patrol Services** is under budget \$567,794 due to a positive variance in overtime and 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 \$631,933 due to recoverable overtime and additional members seconded to BC Municipal Undercover Program and Federal Serious and Organized Crime unit.

**Recovered Services** are over budget \$940,670 due to higher than budget recoverable overtime for seconded members and recoveries for Hwy 17 traffic enforcement.

**Fines and fees** collected are over budget \$148,562 due to additional Police Information Check revenues.

**Grants** are over budget \$144,561 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 adjust the liability for unused leave banks such as Vacation, Float, Banked OT, and Statutory Holidays.

### Capital Expenditures

	Year to date Actuals	2024 Budget	Variance (Fav)/Unfav
Vehicle Purchases - 2024	\$-	\$430,000	\$(430,000)
Vehicle Purchases - 2023 carryover	1,640,155	1,624,000	16,155
Protective Equipment, Furniture, IT	266,016	442,500	(176,484)
<b>Total Capital Expenditures</b>	<b>\$1,906,171</b>	<b>\$2,496,500</b>	<b>\$(590,329)</b>

Capital Expenditures include 2022 and 2023 vehicle purchases that had been in progress after experiencing delays due to supply chain issues. The majority of pending vehicle purchases and

## OP E.1b

builds were completed in 2024 and purchases budgeted for 2024, have been carried over into 2025.

# OP E.1b

## Overtime Data

Overtime expenditures in total are higher than budget by \$768,808, adjusted to \$98,226 when recoveries are factored in. The overtime variance is summarized as follows:

	Overtime Expenditure Variance	Recoveries recorded in Revenue	Overtime Expenditure Variance - Adjusted
Department Support Services	\$19,102	\$5,686	\$13,416
Investigative Services	124,524	36,597	87,927
Community Services	288,516	231,616	56,900
Patrol Services	(60,017)	-	(60,017)
Secondments	396,683	396,683	-
<b>Total Overtime</b>	<b>\$768,808</b>	<b>\$670,582</b>	<b>\$98,226</b>

Department Support Services is over budget \$19,102 due to training activities.

Investigative Services is over budget \$124,524 due to overtime related to investigations on several significant police files.

Community Services is over budget \$288,516 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 \$396,683 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**

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N/A

### **CONCLUSION**

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DPD reports a positive operating variance of \$59,395, or 0.1% for the year ended December 31, 2024. Vehicle purchases from prior years' budgets were completed, however purchases planned for 2024, will carry over into 2025. Overtime is over budget \$98,226 after factoring in recoverable amounts.





**DELTA POLICE BOARD**

Excellence In Policing

<b>DATE</b> 2025-03-26	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> 2024 "Police Stops" Audit Report - BCPPS Reporting Requirements	
<b>ACTION REQUIRED</b> <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision THAT the Delta Police Board receive this audit report, and submit the same to the Director of Police Services, to fulfill Provincial Policing Standards reporting requirements.	

**PURPOSE**

To provide the Delta Police Board (Board) with the results of the audit, of police stops conducted by Delta Police Department (DPD) officers in 2024 and have the same submitted to the Director of Police Services. This reporting fulfills the requirements of:

- i. Department Policy IC20 - Police Stops,
- ii. British Columbia Policing Standards (BCPPS) 6.2 - Police Stops; and
- iii. BCPPS 6.1.1 - Promoting Unbiased Policing.

**DISCUSSION**

**Background**

Over the past several years, the Ministry of Public Safety and Solicitor General (PSSG) has been engaged in advancing equitable and unbiased policing in British Columbia. As part of this work, in 2019, the police investigative process commonly referred to as "street checks" or "police stops" was subjected to a regulatory review.

Seeking to address concerns about the potential over-representation of Indigenous persons and racial minorities in police stops, the PSSG issued a new BC Provincial Policing Standard specific to police stops, which came into effect early 2020 and regulates various aspects of police stops. Accordingly, the DPD initiated Policy OE29 - Police Stops and trained all members concerning the same.

The Standard (and DPD policy) sets out circumstances in which police officers may stop an individual and the steps to be taken when asking the individual to provide information to the police. As per the Standard, there must be a justifiable reason for the police stop, and the Chief Constable is required to conduct an annual audit of police stops. The audit of 2024 police stops has been completed and the results are herewith reported to the Board.

Police stops, performed for an investigative or public safety purpose and free of any bias, are and remain lawful and allowed. Properly performed, following the Standard, they fall squarely within the scope of police duties to preserve the peace, prevent crime, and protect life and property. The concept of banning lawful police stops would compromise the ability of police to engage in interactions with people at the lower, yet essential, thresholds of police suspicion or responding to

## OP E.1c

a community concern, where engaging with and asking an individual to answer questions, voluntarily, supports crime prevention and community safety.

The term 'police stop' was not defined in the Standard; however, the following definition is provided in DPD Policy OE29 - Police Stops, and captures what the PSSG seeks to regulate by means of the Standard:

Police Stop - any interaction by a police officer with a person that is more than a casual conversation, and which impedes a person's movement, and where impede refers to delaying a person from continuing their intended travel or with an activity in which they are engaging, but not preventing them from doing so.

In July 2023, BCPPS 6.1.1 (Promoting Unbiased Policing) came into effect, requiring police departments to assess compliance with policies that may affect vulnerable individuals and to conduct disaggregated analysis of service delivery to identify systemic inequities. This audit meets the reporting requirements of BCPPS 6.1.1 by examining compliance with departmental policies related to interactions with vulnerable individuals and monitoring for systemic inequities in service delivery, including disaggregated records based on ethnicity and gender or sex of subjects.

### **Police Stops 2024 Data Audit**

In accordance with the Standard and DPD Policy OE29, an audit was conducted of DPD officers' police stops recorded in 2024. The audit was carried out by the Inspector in Charge, Patrol Services Section, who has both operational and police record analysis experience. All police stop files were reviewed to ensure policy compliance with the Standard and policy. The review included:

- verifying whether reports in the Department's records management system (PRIME-BC) were assigned the appropriate incident-type code;
- verifying whether reports in the records management system specific to police stops sufficiently articulated the reasons for the interaction and any request for identifying information;
- verifying whether the inclusion of identifying information in reports is justifiable;
- if necessary, providing training and direction to the officer if the report did not sufficiently articulate the officers' reasoning for requesting identifying information, while the stops were valid; and
- if necessary, removing identifying information from reports if the report did not justify recording the person's identifying information.

The audit identified that in 2024 DPD officers conducted 16 police stops, involving 20 individuals.<sup>1</sup> This is a 39% decrease from the number of stops conducted in 2023. A file review of each of the 2024 police stops determined that each was a stop authorized by policy and, as a result, subject identifier information for these police stops was not required to be removed from any files.

### Reasons for Police Stops

All police stops in 2024 were conducted for public safety or concern for the individual's safety/well-being.

#### Reasons for Police Stops

Public safety purpose (observed) - 8 (38%)

Concern for stopped person's safety and/or well-being - 12 (62%)

Response to call of concern (public or business) - n/a

Seeking to locate a missing person - n/a

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<sup>1</sup> Some police stops included engagement with more than one individual.

## OP E.1c

(Referral to support service - 70% of safety/well-being concern stops (ay 48% increase from 2023)

The increase in referrals to support services is directly linked to the development and implementation of the DPD's Community Navigator Unit, which allows members to connect individuals with a dedicated DPD resource who can further link them to appropriate services or resources when available.

### Ethnicity Analysis

All 20 individuals stopped in 2024 were Caucasian. Unlike previous audits, this dataset did not include individuals from other ethnic backgrounds.

#### Ethnicity of Persons Stopped

Caucasian - 20 (100%)

South Asian - 0 (0%)

Indigenous - 0 (0%)

Black - 0 (0%)

Asian - 0

Middle Eastern - 0 (0%)

Unknown - 0 (0%)

**Total 20**

The review found that all individuals stopped in 2024 were Caucasian. Unlike previous audits, which included individuals from a range of ethnic backgrounds, this dataset did not contain representation from other groups.

Due to this lack of diversity, no assessment of potential ethnic disparities was possible. While not required, the review also considered Delta's demographic data but found the dataset too small to identify trends or biases.

### Gender Analysis

The majority of police stops (85%) involved males (n=17), while 15% involved females (n=3). This is higher than the male representation in Delta's general population (49.3%). While this may suggest a gender difference in police stops, the dataset is too small to determine if this reflects broader trends or operational factors.

## **CONCLUSION**

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The audit identified that a similarly low number of police stops were conducted in 2024 as in 2023, and all were compliant with DPD policy and the applicable BCPPS. No systemic inequities were identified.

It is recommended that the Board submit this report, along with any necessary actions or responses, to the Director of Police Services within 60 days, thereby complying with the reporting requirement of BCPPS 6.1.1, sec. 20. The Board is further required to provide the Director with a summary of any planned actions or responses, if systemic inequities or issues were identified. No systemic inequities or issues were identified and, therefore, no further action is recommended, other than submission of this report.



**DELTA POLICE  
BOARD**

Excellence In Policing

<b>DATE</b> 2025-04-03	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> <b>2024 Community Survey Results</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

In 2024, the Delta Police Department (DPD) conducted a community survey to support the development of our next Strategic Plan and to meet the requirements set out in the British Columbia Provincial Policing Standards (BCPPS) related to community engagement and the promotion of unbiased policing.

Although now mandated every three years by BCPPS, the DPD has previously conducted similar surveys voluntarily. This ongoing effort demonstrates our commitment to understanding public expectations, building trust, and continuously improving service delivery.

The results confirm strong community confidence in our performance, with 80% of respondents rating the DPD as good or excellent, compared to 40% for policing in Canada overall. However, the findings also identify a gap between public perception and actual crime data, highlighting the need for enhanced communication to clearly convey policing activities and outcomes.

Detailed survey results are provided in Attachment A, and these findings will inform the development of our 2026-2030 Strategic Plan and associated communication initiatives.

**ATTACHMENTS**

- A. 2024 Community Survey - Key Findings



Delta  
**POLICE**

**2024**

**COMMUNITY  
SURVEY**

**KEY FINDINGS**

APRIL 2025



# INTRODUCTION

In compliance with the British Columbia Provincial Policing Standards (BCPPS) related to the Promotion of Unbiased Policing, police agencies are required to conduct community satisfaction surveys at least once every three years. This includes using a standardized set of questions developed by Public Safety Canada and endorsed by the Canadian Association of Chiefs of Police, designed for consistent measurement of public attitudes toward policing across jurisdictions.

While this requirement was only recently introduced, the Delta Police Department (DPD) has already been conducting these surveys every three years for some time, proactively seeking to understand public perception, identify community needs, and guide strategic planning.

The 2024 Community Survey, conducted in the fall of 2024, fulfills the current BCPPS requirements and includes all mandatory standardized questions. More importantly, this survey reflects DPD's commitment to continuous improvement and accountability. Public perception is an important indicator of community trust and confidence and will help inform the priorities of our next Strategic Plan—alongside various other data and sources.

The findings will be used—alongside operational data and other sources of community input—to inform the development of DPD's next Strategic Plan and ensure that policing services remain aligned with what matters most to the community.

# SURVEY OVERVIEW

The 2024 Community Survey was designed to meet both DPD's strategic planning needs and the requirements outlined in the associated BCPPS, which focuses on public trust, fairness, and satisfaction with police services.

The survey combined the required BCPPS questions with additional content specific to Delta's priorities, covering areas such as trust and confidence, service performance, future policing impacts, body-worn cameras, and community priorities.

The survey was developed and analyzed by Dr. Eli Sopow, who has previously supported DPD's community engagement work. The survey produced a margin of error of **±6.7%**, ensuring that the results are statistically reliable.



# BCPPS CORE QUESTIONS

“WHEN YOU THINK ABOUT THE DPD, TO WHAT EXTENT DO YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS?”

**69.3%** (strongly) agree that the police make decisions based on facts.

**60.2%** (strongly) agree that police provide the same quality of service to all citizens.

**81.6%** (strongly) agree that they feel a moral duty to follow police orders.

**74.9%** (strongly) agree that the police treat people with respect.

**63.3%** (strongly) agree that police are dealing with things that matter to the community.

**81.5%** (strongly) agree that they generally support how the police usually act.

**90.0%** (strongly) agree that they would help police if asked.



# BCPPS CORE QUESTIONS

“ABOUT HOW OFTEN WOULD YOU SAY THAT THE POLICE IN YOUR NEIGHBOURHOOD EXCEED THEIR AUTHORITY?”



Frequency	Rating (%)
Never   Almost Never	<b>45.4</b>
Rarely	<b>31.9</b>
Sometimes	<b>12.0</b>
Most of the Time	<b>8.0</b>
Always   Almost Always	<b>2.8</b>

# BCPPS CORE QUESTIONS

“IN GENERAL, TO WHAT EXTENT DO YOU AGREE THAT THE DPD ARE EFFECTIVE AT...”

Responding quickly to calls for assistance?

Resolving crimes where violence is involved?



A pie chart with a grey section representing 26% and a larger orange section representing 74%. The orange section is split vertically by a white line.

**74%**

say that the DPD is good | excellent at quickly responding to calls



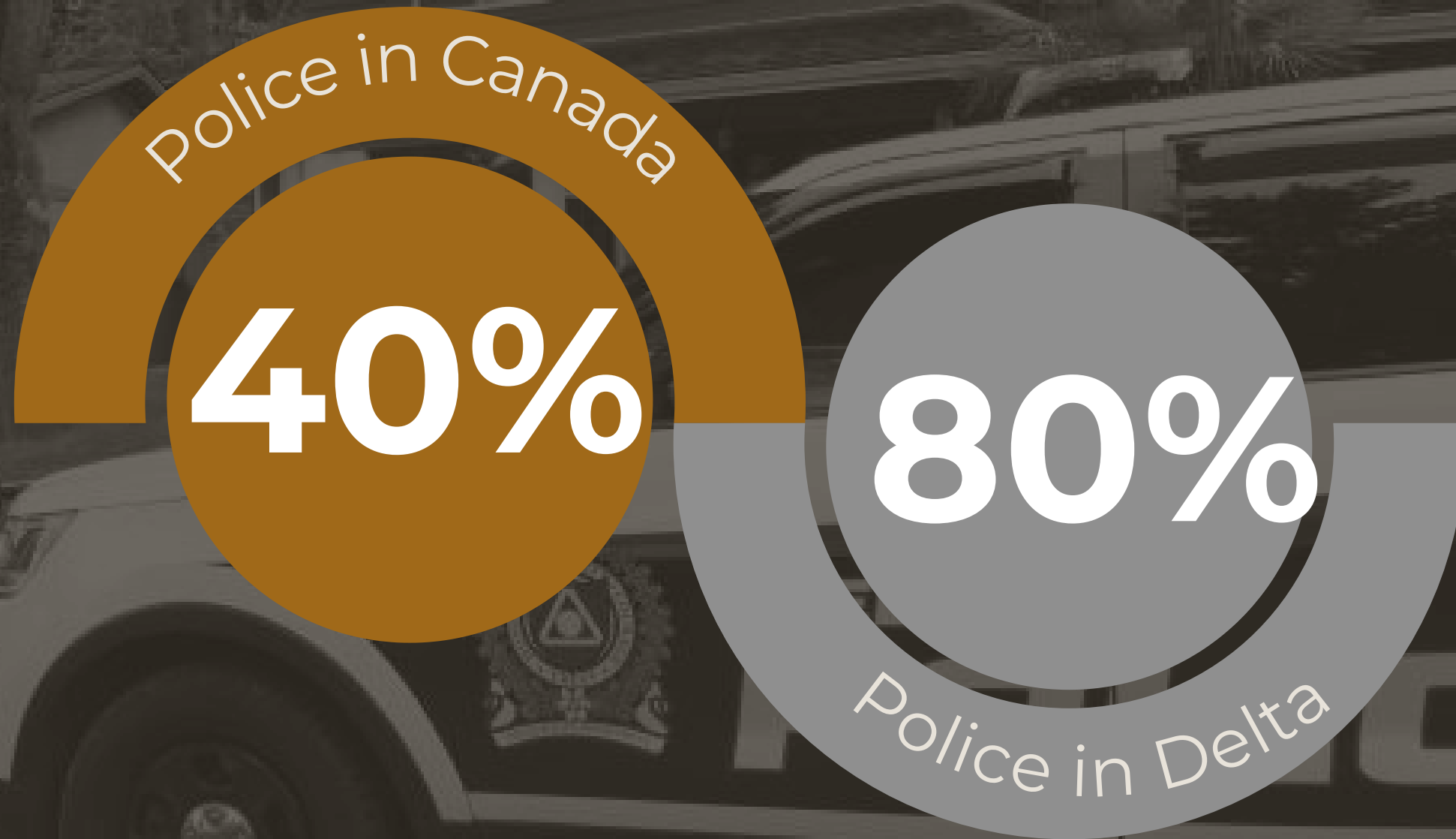
A pie chart with a grey section representing 32% and a larger orange section representing 68%. The orange section is split vertically by a white line.

**68%**

say that the DPD is good | excellent at resolving crimes where violence is involved

# BCPPS CORE QUESTIONS

“HOW GOOD OF A JOB DO YOU THINK THE POLICE IN DELTA ARE DOING” VS.  
“HOW GOOD OF A JOB DO YOU THINK THE POLICE IN CANADA ARE DOING?”



Percentage of survey participants saying that the agencies above are doing a good | excellent job.

\*Percentages rounded to the nearest whole number



# TOP POLICING SERVICES

The survey identified the top five most important police services.

Service	Importance Rating (%)
Violent crimes	99
Domestic violence   IPV	98
Urgent timely response	97
Property crimes	97
Auto theft	93

\*IPV = Intimate Partner Violence



# TOP FUTURE IMPACTS ON POLICING

The survey identified the top three future issues expected to impact policing in Delta.

Impact	Importance Rating (%)
Violent crimes	84
Domestic violence   IPV	81
Urgent timely response	70

\*IPV = Intimate Partner Violence



EXCELLENCE IN POLICING

# SUPPORT FOR BODY-WORN CAMERAS (BWC)



The survey found strong public support for body-worn cameras, with

**86%**

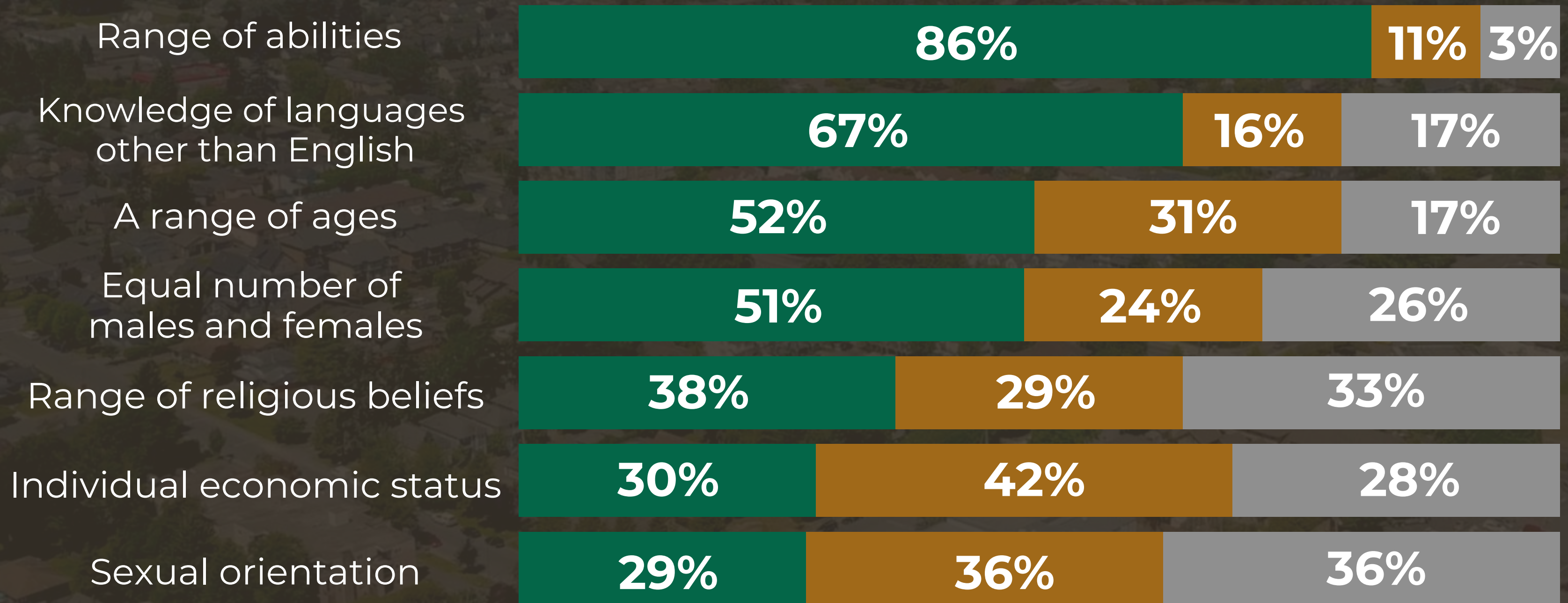
of respondents indicating that BWCs are somewhat or very important. This support was consistent across all demographics, including age, gender, and area of Delta.

# DIVERSITY ELEMENTS

The survey provided insights into how important various diversity factors are within DPD.

## ELEMENTS

● Very | Somewhat Important    
 ● Neutral    
 ● Not Important

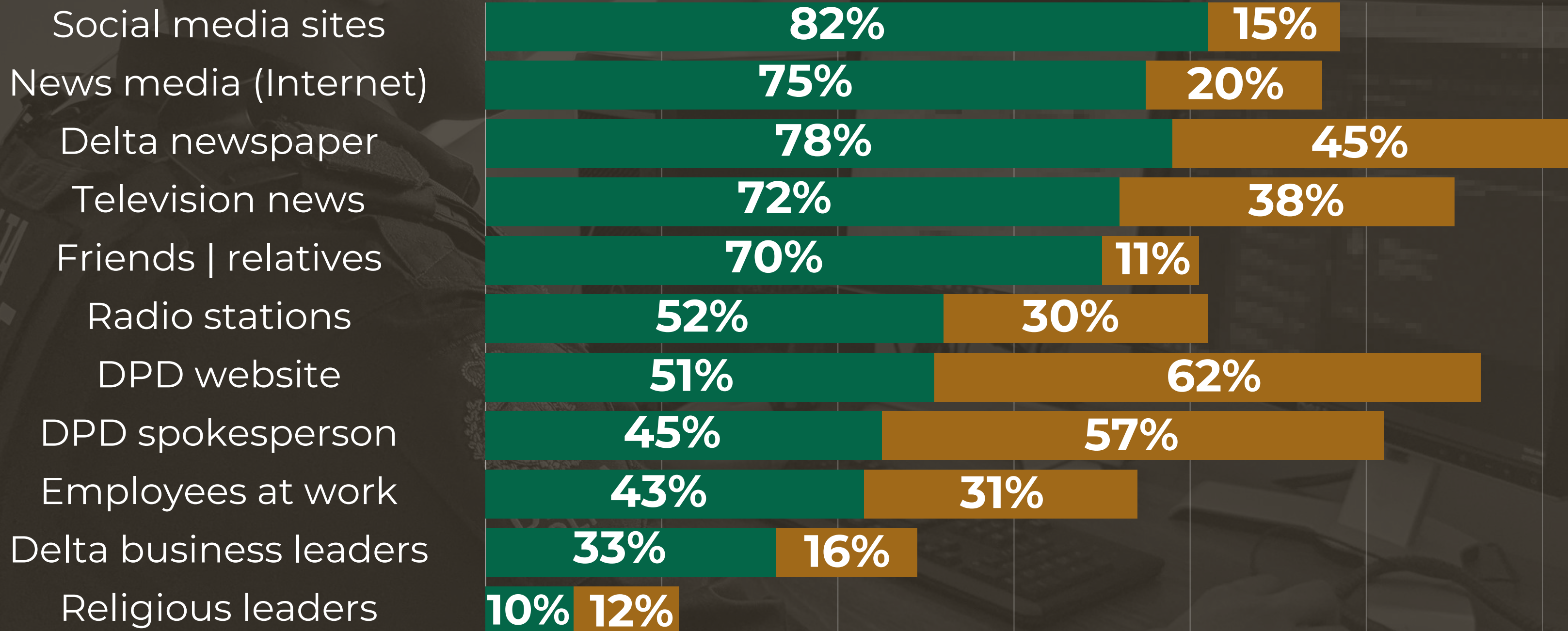


# INFORMATION SOURCES

The survey found that most respondents rely on social media and online news for information, but trust DPD's sources the most.

## SOURCE

● Reported Use (%)    ● High | Very High Trust (%)





# PERFORMANCE RATINGS FOR 12 SERVICE AREAS <sup>13</sup>

The survey asked respondents how well DPD is doing in 12 key service areas; the ratings are noted below.

Service Area	Very Good or Good	Average	Poor or Very Poor
Violent Crimes	<b>72%</b>	<b>22%</b>	<b>6%</b>
Domestic Violence   IPV	<b>66%</b>	<b>28%</b>	<b>6%</b>
Urgent   Timely Response	<b>74%</b>	<b>20%</b>	<b>7%</b>
Property Crimes	<b>63%</b>	<b>28%</b>	<b>9%</b>
Auto Theft	<b>53%</b>	<b>38%</b>	<b>10%</b>
Youth and Schools	<b>58%</b>	<b>33%</b>	<b>10%</b>
Visible Presence	<b>55%</b>	<b>32%</b>	<b>14%</b>
Regular Community Consultation	<b>52%</b>	<b>36%</b>	<b>13%</b>
Community Offices	<b>64%</b>	<b>29%</b>	<b>7%</b>
Value for Money	<b>60%</b>	<b>30%</b>	<b>10%</b>
Traffic Enforcement	<b>54%</b>	<b>27%</b>	<b>19%</b>
Volunteering	<b>64%</b>	<b>32%</b>	<b>5%</b>

\*IPV = Intimate Partner Violence



# PUBLIC PERCEPTION OF CRIME AND POLICE SERVICES

Many factors influence public perception of crime and policing services. In Delta, as in most communities, public opinion is shaped by both personal experiences and outside sources of information, such as the news, social media, or conversations with others.

Most survey participants have little or no direct contact with the DPD. According to the survey:

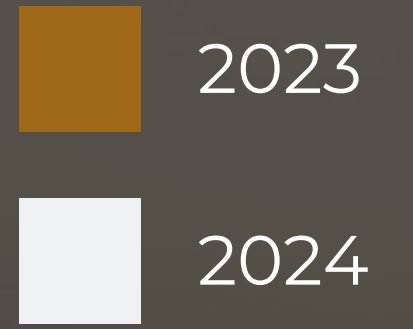
- **37%** of respondents had no contact with the DPD in the past year.
- **48%** had contact only one to three times.

**85%** of respondents had limited or no contact with DPD over the past year. Only **15%** reported more frequent interactions, usually for specific reasons such as reporting a crime, traffic stops, or at community events.

Survey results also showed that those who had contact with DPD were more likely to rate the 12 police services positively. In comparison, ratings provided were lower among those who had no contact.

This suggests that direct experience with police services tends to improve public perception, highlighting the importance of meaningful interactions and consistent service delivery.

# PUBLIC PERCEPTION OF CRIME AND POLICE SERVICES (CONT.)



While most respondents' experience with DPD is limited, the DPD uses data-driven tools to measure safety and service impact in the community. These include calls for service, hotspot mapping, and crime trend analysis. According to year-end statistics comparing 2024 to 2023:

Person Offences  
(incl. violent crimes)



- 8.5%

Crimes Against  
Property



- 9.3%

Cybercrime



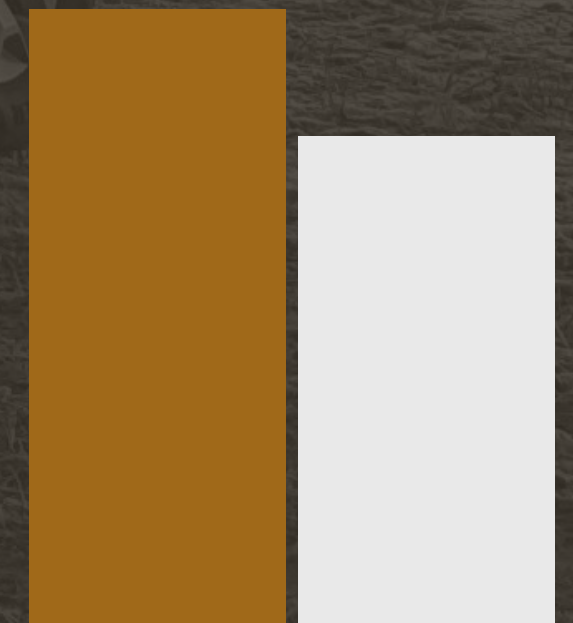
- 8%

Youth Crime



- 25%

Intimate Partner  
Violence



- 20.7%

# PUBLIC PERCEPTION OF CRIME AND POLICE SERVICES (CONT.)

Despite these improvements, perception does not necessarily match reality. This is not unique to Delta. National and provincial surveys show similar gaps between perception and actual crime data:





- A 2023 Angus Reid Institute survey found that **48%** of Canadians believe crime is increasing in their community, despite national statistics showing stable or declining rates.
- A 2022 BC Justice Institute survey reported that news and social media were the most frequently used sources of crime information, but over **70%** of respondents trusted information from police sources more.

This gap between perception and reality shows why strong, consistent communication is so important. DPD will continue sharing accurate crime data, highlighting positive outcomes, and showing the work being done by the officers. Over time, this will help build public understanding and trust in both community safety and policing services.

# CONCLUSION AND NEXT STEPS

These survey results will assist in the development of DPD's next Strategic Plan for 2026 and help identify areas for improvement.

In the short term, DPD has already begun focusing on enhancing communication efforts through:

-  Sharing stories and successful outcomes through the DPD social media and website.
-  Enhancing public reporting on crime statistics and operational successes.
-  Highlighting the impact of frontline work.
-  Balancing transparency with operational limits on information sharing.

Addressing the perception gap will take time, but these efforts represent an important first step toward strengthening public understanding and trust in DPD services.

Notably, **80%** of respondents rated DPD as doing a good or excellent job overall compared to just **40%** who said the same for police in Canada.\* This shows that while there are areas to improve, trust and confidence in DPD remains strong.

\*Rounded from 78.1% and 38.1%

# Delta POLICE



DELTA  
POLICE  
18



**DELTA POLICE  
BOARD**

Excellence In Policing

<b>DATE</b> 2025-04-04	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> <b>Community Safety and Well-Being Plan (CSWP)</b> <b>2025 Q1 Key Performance Indicators (KPIs)</b>	
<b>ACTION REQUIRED</b> <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

**Background**

As part of the 2022-2025 Strategic Plan, the Delta Police Department (DPD) established Key Performance Indicators (KPIs) to support transparency and track progress. These KPIs are reported quarterly to the Delta Police Board.

One KPI focuses on public ratings across twelve service areas. These areas were developed by DPD in 2018 as a local framework to track community sentiment prior to the introduction of the BC Provincial Policing Standards (BCPPS) for community surveys in 2023.

While the BCPPS now require standardized core questions—developed by Public Safety Canada and endorsed by the Canadian Association of Chiefs of Police—DPD in its 2024 survey included both its original twelve service areas and the new core questions. This dual approach supports continuity and comparability over time while aligning with provincial requirements.

At the time the KPI was created, the 2021 survey had just been completed and showed improvement in 10 of the 12 service areas. The target of “improved ratings in 10 of 12 areas” was set based on that positive momentum. However, it was not fully recognized that this KPI was based solely on public perception.

Unlike operational metrics, perception is shaped by external factors such as media coverage, national trends, and individual experiences with police. While perception remains an important indicator of community trust, the KPI has limitations, particularly as the twelve service areas are not standardized across jurisdictions. This highlights the need for a more balanced and evidence-informed performance framework going forward.

**2024 Community Survey Results**

The 2024 survey results show the KPI target was not met. Compared to 2021, ratings improved in three areas, remained neutral in one and decreased in eight.

Still, most services continued to receive “good” or “very good” ratings from the majority of respondents. The average decline among decreased areas was approximately 10%. These results fall within the survey’s statistically valid range ( $\pm 6.7\%$ ), suggesting a shift in perception rather than a loss of overall confidence.

Service Area	Somewhat/Very Good - 2021	Somewhat/Very Good - 2024	Change	Trend
Visible presence	68%	55%	-13	Decreased
Violent crimes	84%	72%	-12	Decreased
Regularly consult	55%	51%	-4	Decreased
Urgent timely response	81%	74%	-7	Decreased
Property crimes	66%	63%	-3	Decreased
Auto theft	80%	53%	-27	Decreased
Traffic	63%	53%	-10	Decreased
Domestic violence	65%	66%	+1	Improved
Youth and school	54%	58%	+4	Improved
Community offices	64%	64%	0	Neutral
Value for money	55%	60%	+5	Improved
Volunteering	69%	65%	-4	Decreased

**Balancing Perception with Performance**

The survey provides valuable context to better understand the perception gap:

- 85% of respondents had limited or no contact with DPD in the past year.
- Those with more frequent contact rated services significantly higher.
- 80% of respondents rated DPD’s overall performance as “good” or “excellent,” compared to 40% who said the same for police in Canada.

At the same time, operational data shows strong performance in many service areas for the 2024 year-end in comparison to 2023.

Service Area	Change from 2023
Violent Crime	- 8.5%
Property Crime	- 9.3%
Auto Theft	- 8.0%
Intimate Partner Violence	- 20.7%

Some areas—such as visible presence—are more difficult to quantify. However, DPD has made ongoing efforts to enhance visibility through the deployment of uniformed Community Safety Officers and revitalization of our Delta Service Enhancement Plan (DSEP) post-pandemic when officers limited their exposure to the public for safety. Many of the officers hired during this period had to be trained on the principles of police visibility, geographic ownership, and the importance of connections between officers and the neighborhoods they serve. By re-emphasizing geographic consistency and community engagement, D SEP supports both public familiarity and proactive service delivery.

This operational shift helps bridge the gap between actual performance and community perception. While trust in DPD remains strong overall, these findings reinforce the complex relationship between measurable outcomes, officer-public interactions, and the broader narrative around policing.

The results reflect a broader challenge in policing: perception and reality do not always align. Similar gaps between public perception and actual crime trends have been reported across BC and Canada. Surveys by the Angus Reid Institute and the Justice Institute of BC show that many Canadians believe crime is rising, despite declining statistics. They also show that while media and social platforms are the most frequently used sources of information, public trust in police sources remains significantly higher. These findings reinforce the importance of strong communication, intentional visibility and a performance measurement framework that reflects both community expectations and the realities of modern policing.



## OP E.1e

### **Next Steps**

The 2024 Community Survey results provide valuable insight into how the public experiences policing in Delta. While this KPI was not met, the findings help identify where expectations have shifted and where communication and visibility can improve.

Importantly, 80% of respondents rated DPD's overall performance as "good" or "excellent," reinforcing that community trust in the department remains strong, even as specific service area perceptions varied.

The results will be used to inform the 2026 Strategic Plan. Perception remains a valuable indicator, and DPD will use this feedback to:

- Enhance public communication through more regular sharing of crime data, service outcomes, and operational updates.
- Support the development of a more balanced KPI framework for the next strategic plan.
- Continue engaging with the community to better understand local priorities and share progress on key issues.

### **ATTACHMENTS**

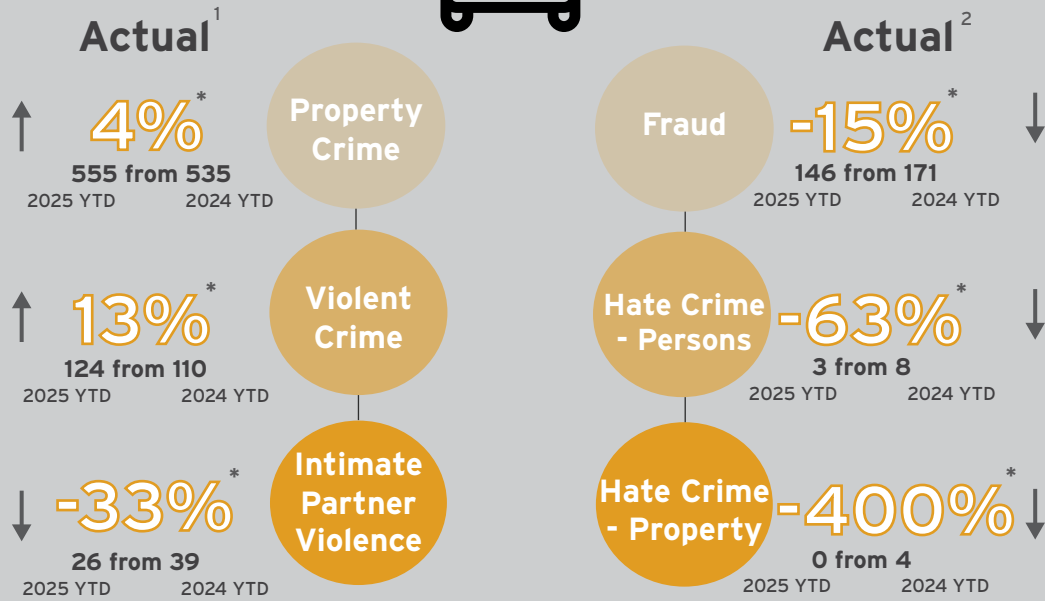
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- A. CSWP 2025 Q1 KPIs
- B. Delta Service Enhancement Plan (D SEP)

# Community Safety & Well-Being Plan

## KEY PERFORMANCE INDICATORS (KPIs) 2025 - QUARTER 1

### Crime



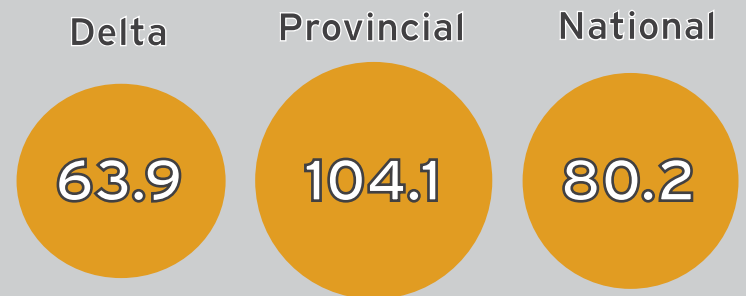
\*Goal: downward trend

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

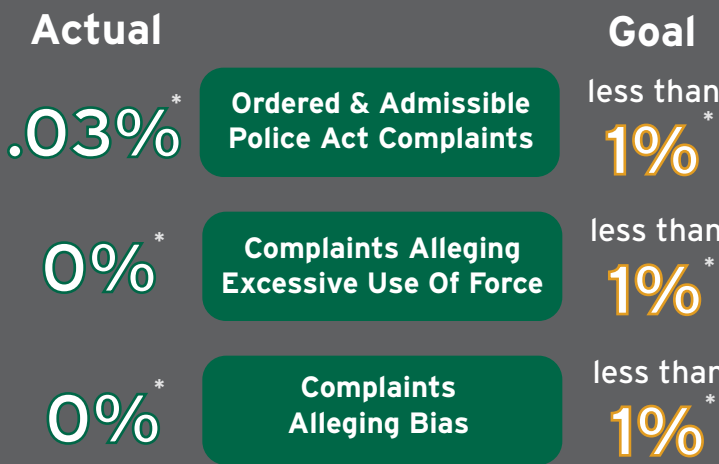
### Crime Severity Index (CSI)

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

Goal: lower than provincial and national CSI



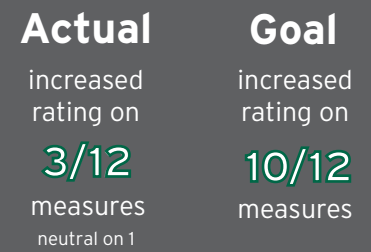
### Police Legitimacy



\* of all documented interactions

#### COMMUNITY SURVEY

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



### Efficiency



\*2 for those transported due to mental health



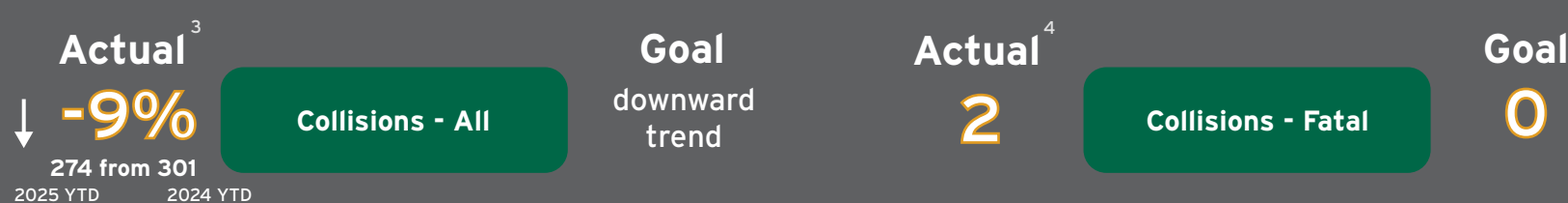
\*3 from the time a call is received and officer is on scene



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



### Community Safety & Well-Being



\*3 Actual is calculated by comparing the YTD for the previous year with the YTD average for the current year.






\*4 From January to YTD



Delta POLICE

# DELTA SERVICE ENHANCEMENT PLAN (DSEP)



<p> <b>PILLAR 1</b></p> <p><b>PEAK PERIOD SHIFTING</b></p> <ul style="list-style-type: none"> <li>Align Staffing To Service Demand</li> <li>Appropriate Proactive Time To Problem Solve</li> <li>Timely Response To Emergency Calls</li> </ul>	<p> <b>PILLAR 2</b></p> <p><b>DEPLOYMENT</b></p> <ul style="list-style-type: none"> <li>Safe Communities Through Increased Connection</li> <li>Geographic Zone Ownership</li> <li>Integration Of DCPOs</li> <li>Leverage Technology To Enhance And Develop Efficiencies</li> </ul>	<p> <b>PILLAR 3</b></p> <p><b>E PLATOON (PST, CRU, PSO)</b></p> <ul style="list-style-type: none"> <li>Assist Front-line Response Through Investigative Support And Proactive Enforcement</li> <li>Criminal Interdiction</li> <li>Community Events</li> </ul>	<p> <b>PILLAR 4</b></p> <p><b>PROACTIVE POLICING</b></p> <ul style="list-style-type: none"> <li>Directed Activity Response (DARs)</li> <li>Enforcement To Prevent Crime</li> <li>Problem-solving To Reduce Disorder</li> <li>Partner With Stakeholders To Address Community Issues</li> </ul>	<p> <b>PILLAR 5</b></p> <p><b>COMMUNITY FOCUSED SERVICE</b></p> <ul style="list-style-type: none"> <li>Right Response And Resource Support For Mental Health And Vulnerable Populations</li> <li>Standardization Of Service</li> <li>Community Confidence - "No Call Too Small"</li> </ul>
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**INCREASE VISIBILITY**

**V**

**CREATE OWNERSHIP**

**O**

**INNOVATIVE PROBLEM SOLVING**

**I**

**CONDUCT ENFORCEMENT**

**C**

**ENHANCE ENGAGEMENT**

**E**

# CRIME STATISTICS REPORT Q1 2025



2025-04-03

# Quarterly Crime Statistics Report

## Purpose

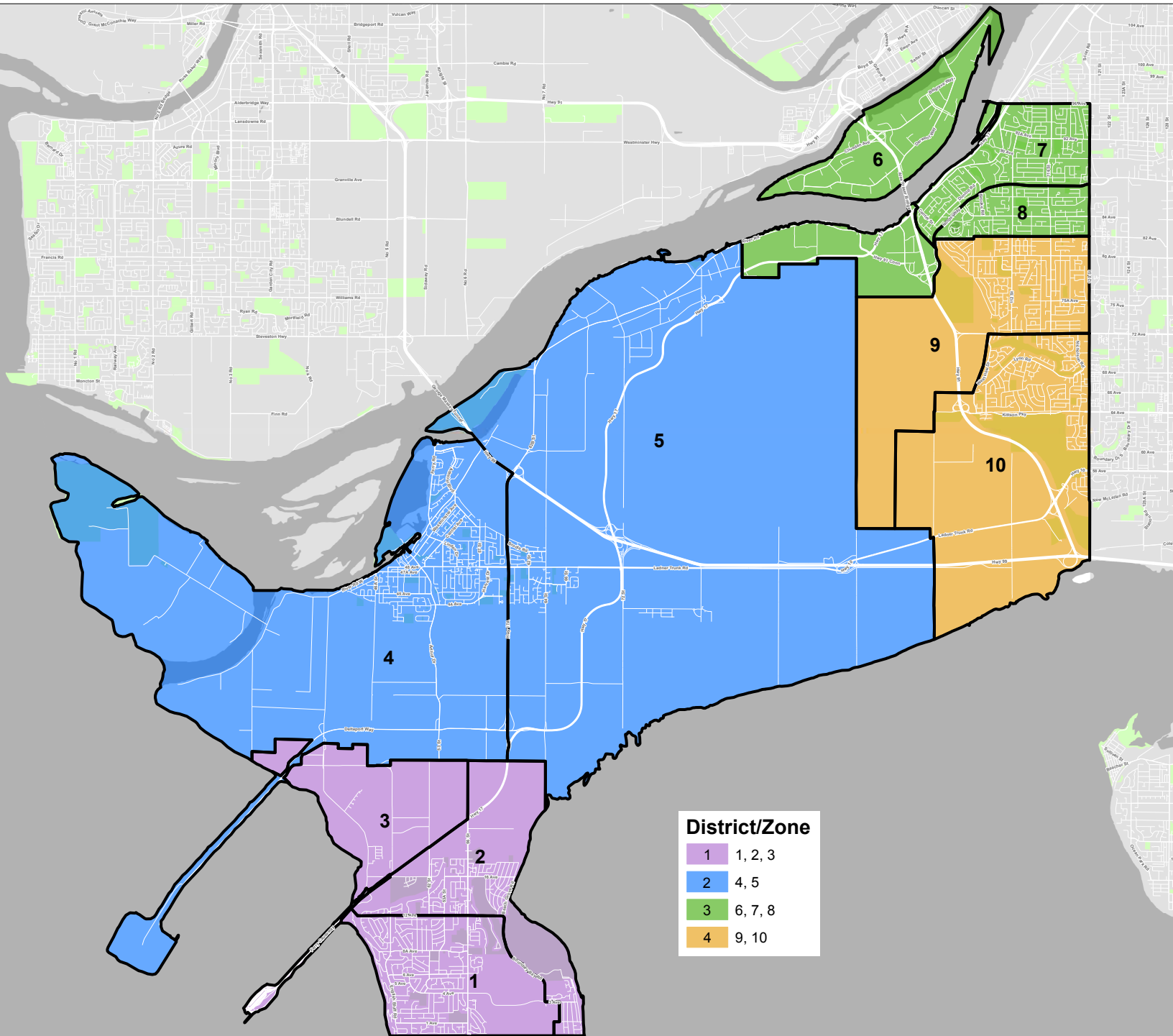
This report provides an overview of crime statistics from the most recent quarter, focusing on common offence types that the Delta Police Department (DPD) actively monitors. Monitoring these trends helps identify issues, adjust strategies, and enhance community safety through intelligence-led policing.

## Data Considerations

As with any data, there are some factors to consider:

1. **Reported vs. Actual Incidents** - The data includes crimes and incidents that are reported to or discovered by the DPD. Additionally, "unfounded" incidents are not included in this report. An incident is considered "unfounded" when an investigation confirms that no crime occurred or was attempted.
2. **Data Updates and Changes** - The data reflects police records as of the extraction date noted on the cover page. Data and offence classification may change over time due to ongoing investigations, file reviews, quality control and late-reported incidents.
3. **Timing of Reported Incidents** - An increase in reported incidents during a quarter does not necessarily indicate that they occurred within that period. Some incidents may have happened earlier but were reported later. Late reporting, particularly for sexual offences, can impact the data, as historical sexual assaults are often reported late.
4. **Differences in Reporting Methods** - The DPD uses the "all violations method," which counts all offences in an incident. Other agencies may use the "most serious offence method," which counts only the most serious offence in a file. These differences should be considered when comparing DPD statistics with other police agencies.

# District Map



# Quarterly Crime Statistics Report

## Quarter 1 2025

Crime Type	Q1 2025					Q1 2024 vs 2025		YTD 2024 vs 2025			
	D1	D2	D3	D4	Total	Q1 2024	Q1 YoY % Chg	YTD 2025	YTD 2024	YTD % Chg	YTD % Chg
<b>Person Offences</b>											
Homicide	0	0	0	1	1	0	100%	1	0	100%	↑
Attempted Homicide	0	0	0	1	1	0	100%	1	0	100%	↑
Sexual Offences	3	3	6	8	21	25	-16%	21	25	-16%	↓
Assaults	17	15	32	35	99	83	19%	99	83	19%	↑
Robbery	1	0	0	1	2	2	0%	2	2	0%	→
<b>TOTAL MONITORED PERSON OFFENCES</b>	<b>21</b>	<b>18</b>	<b>38</b>	<b>46</b>	<b>124</b>	<b>110</b>	<b>13%</b>	<b>124</b>	<b>110</b>	<b>13%</b>	<b>↑</b>
<b>Property Offences</b>											
Break & Enter - Commercial	1	6	12	1	20	25	-20%	20	25	-20%	↓
Break & Enter - Residential	3	7	7	3	20	15	33%	20	15	33%	↑
Break & Enter - Other	1	1	2	1	5	5	0%	5	5	0%	→
Theft of Vehicle	4	10	8	1	23	21	10%	23	21	10%	↑
Theft from Vehicle	8	12	17	7	44	75	-41%	44	75	-41%	↓
Theft - Other	89	33	33	171	326	268	22%	326	268	22%	↑
Mischief to Property	38	27	31	21	117	126	-7%	117	126	-7%	↓
<b>TOTAL MONITORED PROPERTY OFFENCES</b>	<b>144</b>	<b>96</b>	<b>110</b>	<b>205</b>	<b>555</b>	<b>535</b>	<b>4%</b>	<b>555</b>	<b>535</b>	<b>4%</b>	<b>↑</b>
<b>Collisions</b>											
Fatal Collisions	0	2	0	0	2	0	200%	2	0	200%	↑
Non-Fatal Collisions	46	72	97	86	301	274	10%	301	274	10%	↑
<b>Intimate Partner Violence</b>											
Intimate Partner Violence	6	1	6	13	26	39	-33%	26	39	-33%	↓
<b>Cybercrime</b>											
Cybercrime	37	35	32	50	156	191	-18%	156	191	-18%	↓
<b>Fraud</b>											
Fraud	40	30	37	39	146	171	-15%	146	171	-15%	↓
<b>Total Calls for Service</b>											
<b>TOTAL CALLS FOR SERVICE</b>	<b>1078</b>	<b>1223</b>	<b>1717</b>	<b>1513</b>	<b>5682</b>	<b>5592</b>	<b>2%</b>	<b>5682</b>	<b>5592</b>	<b>2%</b>	<b>↑</b>

### Important Note

Percentage changes for low-frequency crime types may appear large due to small absolute values, and should be interpreted in context. Even small changes in the number of incidents can result in large percentage shifts that may not reflect meaningful trends.

### How to Read the Table

- Q# YoY % Chg** - Percentage difference between the current quarter and the same quarter last year.
- YTD** - Year-to-date totals from January 1 to the end of the reporting period.
- YTD % Chg** - Percentage difference between the year-to-date total for the current year and the same period in the previous year.
- YTD Trend** - Arrows indicate whether the current year-to-date total is higher (↑), lower (↓), or stable (→) compared to the previous year.
- The total for the current quarter may not match the sum of all four districts, as it includes incidents where the district or location is unknown.

# Quarterly Crime Statistics TFN Report

## Quarter 1 2025

Crime Type	Q1 2025	Q1 2024 vs 2025		YTD 2024 vs 2025			
	TFN Total	Q1 2024	Q1 YoY % Chg	YTD 2025	YTD 2024	YTD % Chg	YTD Trend
<b>Person Offences</b>							
Homicide	0	0	0%	0	0	0%	→
Attempted Homicide	0	0	0%	0	0	0%	→
Sexual Offences	3	2	50%	3	2	50%	↑
Assaults	8	6	33%	8	6	33%	↑
Robbery	0	1	-100%	0	1	-100%	↓
<b>TOTAL MONITORED PERSON OFFENCES</b>	<b>11</b>	<b>9</b>	<b>22%</b>	<b>11</b>	<b>9</b>	<b>22%</b>	<b>↑</b>
<b>Property Offences</b>							
Break & Enter - Commercial	0	1	-100%	0	1	-100%	↓
Break & Enter - Residential	1	0	100%	1	0	100%	↑
Break & Enter - Other	1	0	100%	1	0	100%	↑
Theft of Vehicle	0	3	-300%	0	3	-300%	↓
Theft from Vehicle	2	1	100%	2	1	100%	↑
Theft - Other	69	72	-4%	69	72	-4%	↓
Mischief to Property	7	7	0%	7	7	0%	→
<b>TOTAL MONITORED PROPERTY OFFENCES</b>	<b>80</b>	<b>84</b>	<b>-5%</b>	<b>80</b>	<b>84</b>	<b>-5%</b>	<b>↓</b>
<b>Collisions</b>							
Fatal Collisions	0	0	0%	0	0	0%	→
Non-Fatal Collisions	8	2	300%	8	2	300%	↑
<b>Intimate Partner Violence</b>							
Intimate Partner Violence	3	2	50%	3	2	50%	↑
<b>Cybercrime</b>							
Cybercrime	0	0	0%	0	0	0%	→
<b>Fraud</b>							
Fraud	14	5	180%	14	5	180%	↑
<b>Total Calls for Service</b>							
<b>TOTAL CALLS FOR SERVICE</b>	<b>349</b>	<b>309</b>	<b>13%</b>	<b>349</b>	<b>309</b>	<b>13%</b>	<b>↑</b>

### Important Note

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### How to Read the Table

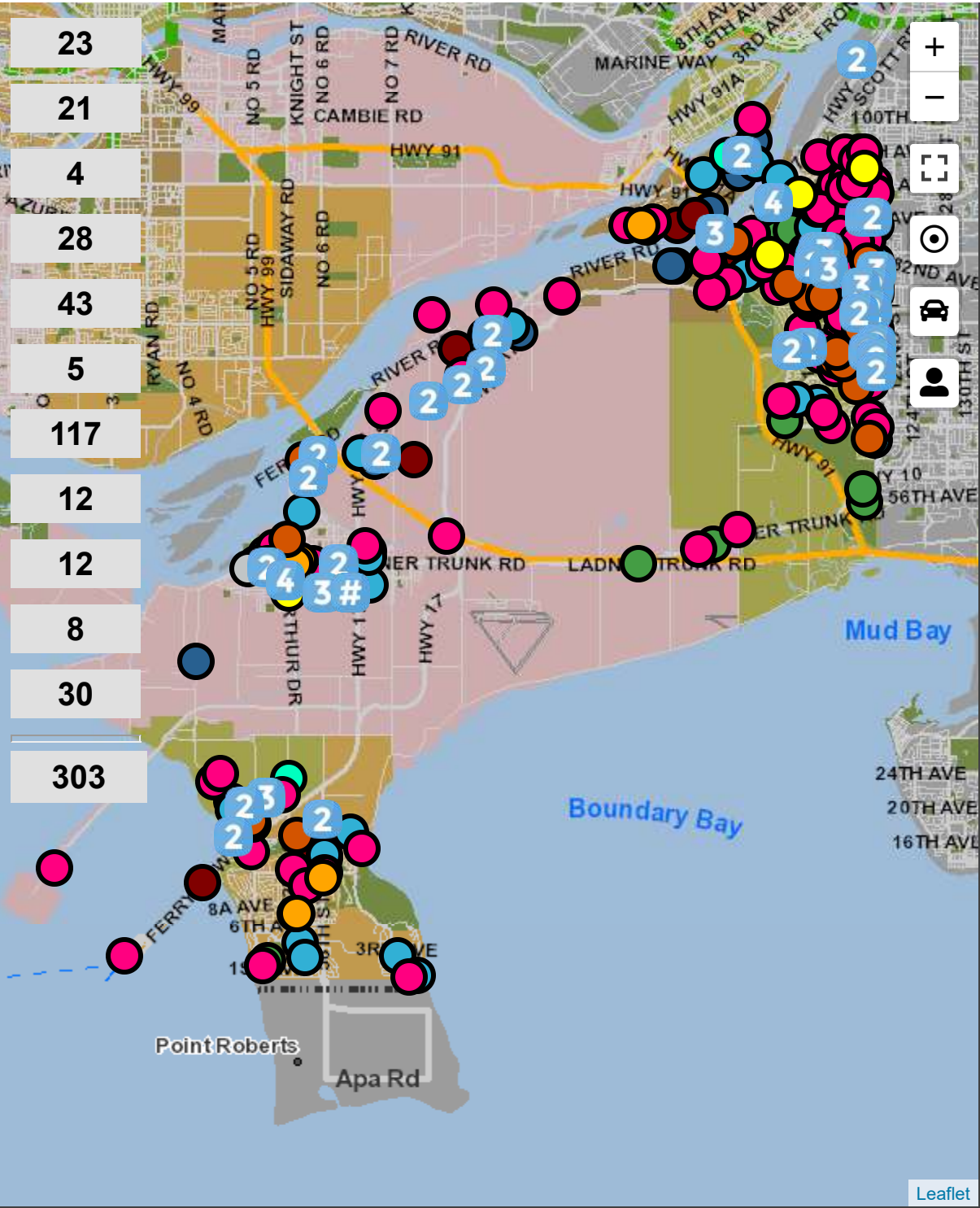
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- YTD Trend** - Arrows indicate whether the current year-to-date total is higher (↑), lower (↓), or stable (→) compared to the previous year.





Res B&E	23
Bus B&E	21
Other B&E	4
Theft of Auto	28
Theft from Auto	43
Recovered Stolen	5
Assault	117
Sex Assault	12
Robbery	12
Bike Theft	8
Mail Theft	30
01/01/2025	303
03/31/2025	
View Results	

- Y
- M
- D
- H



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

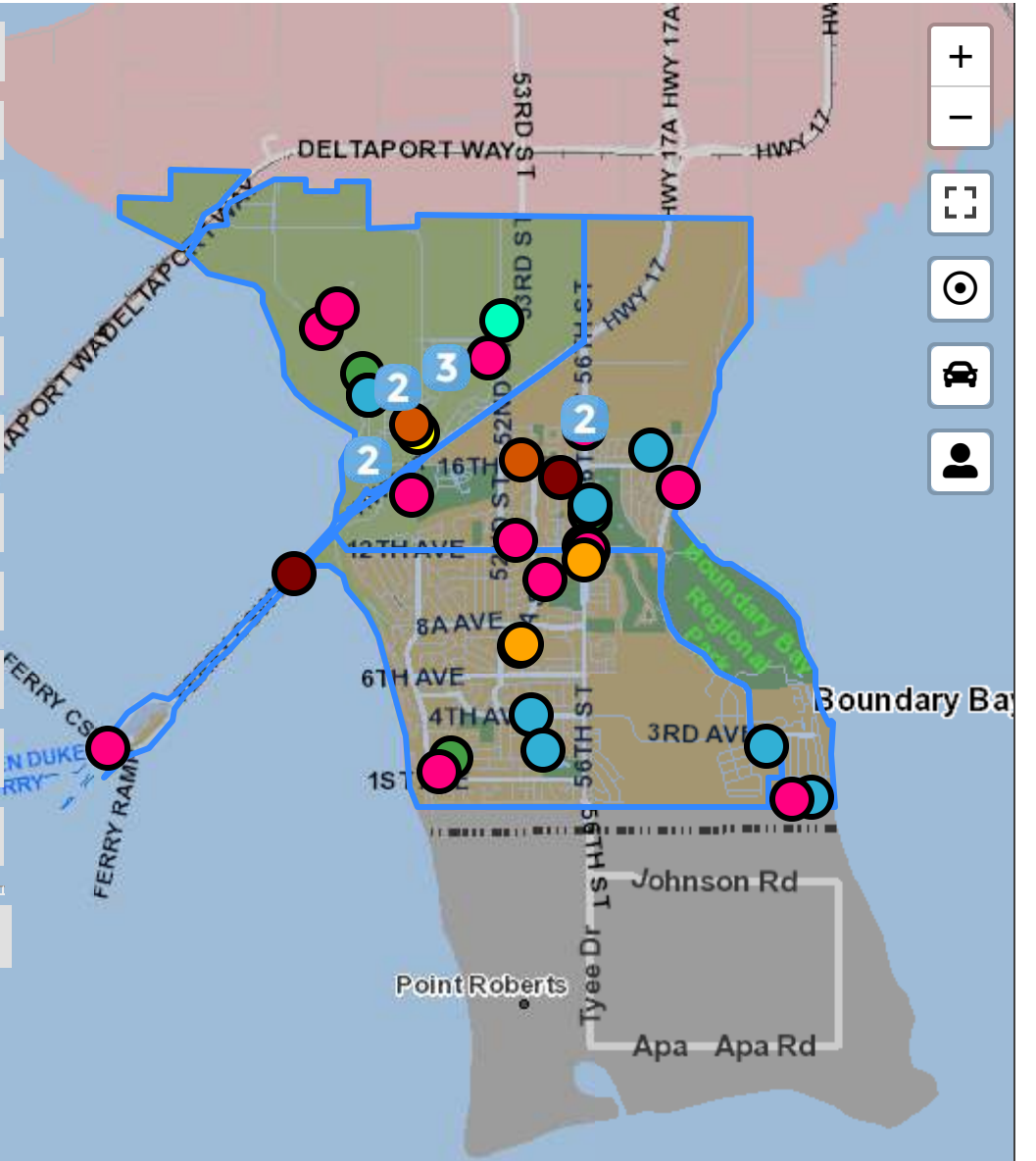
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Delta POLICE



<	Res B&E	4
	Bus B&E	1
	Other B&E	1
	Theft of Auto	4
	Theft from Auto	8
	Recovered Stolen	0
	Assault	16
	Sex Assault	1
	Robbery	1
	Bike Theft	3
	Mail Theft	3
01/01/2025		42
03/31/2025		
View Results		

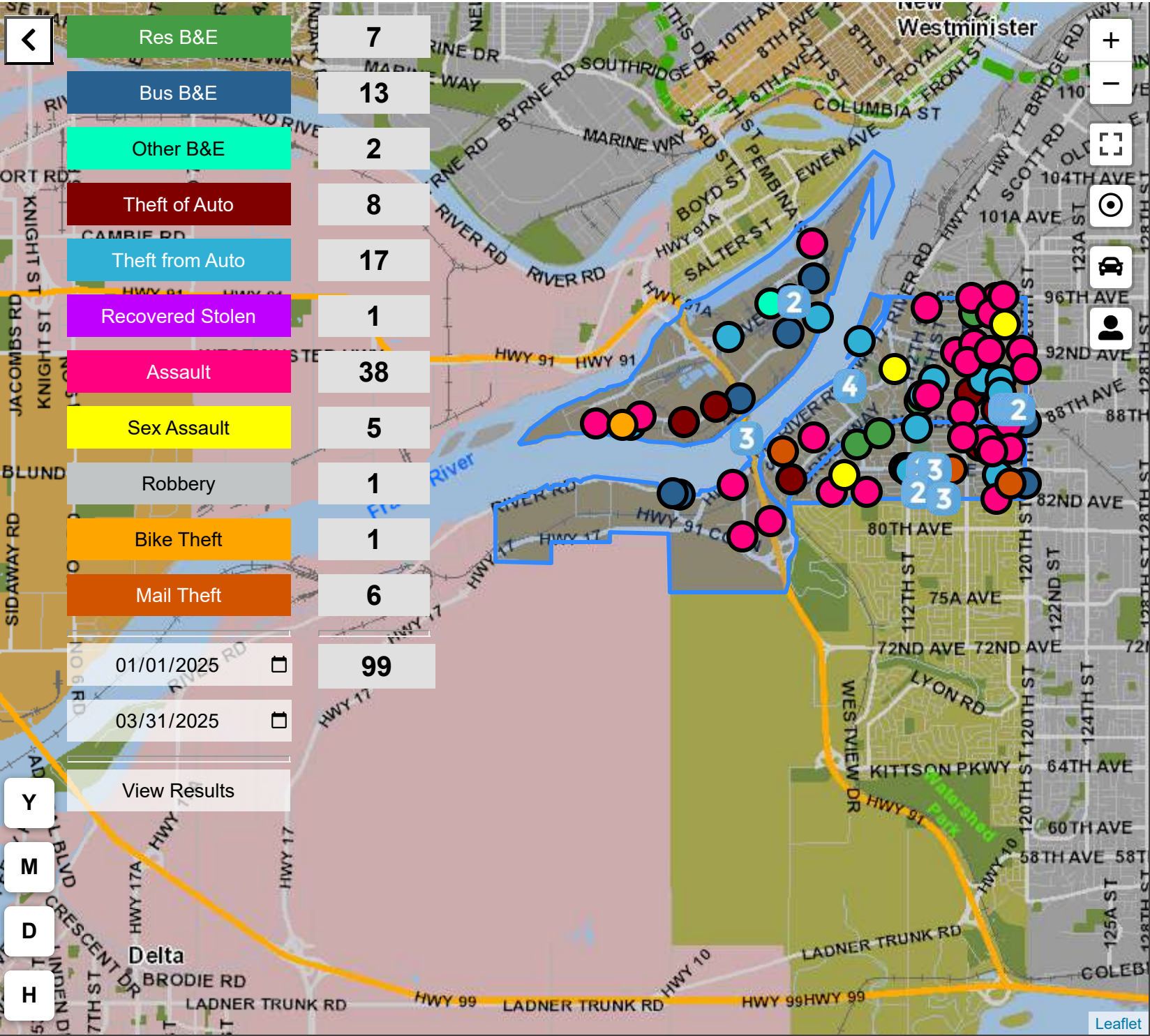
- Y
- M
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OPEN 1f



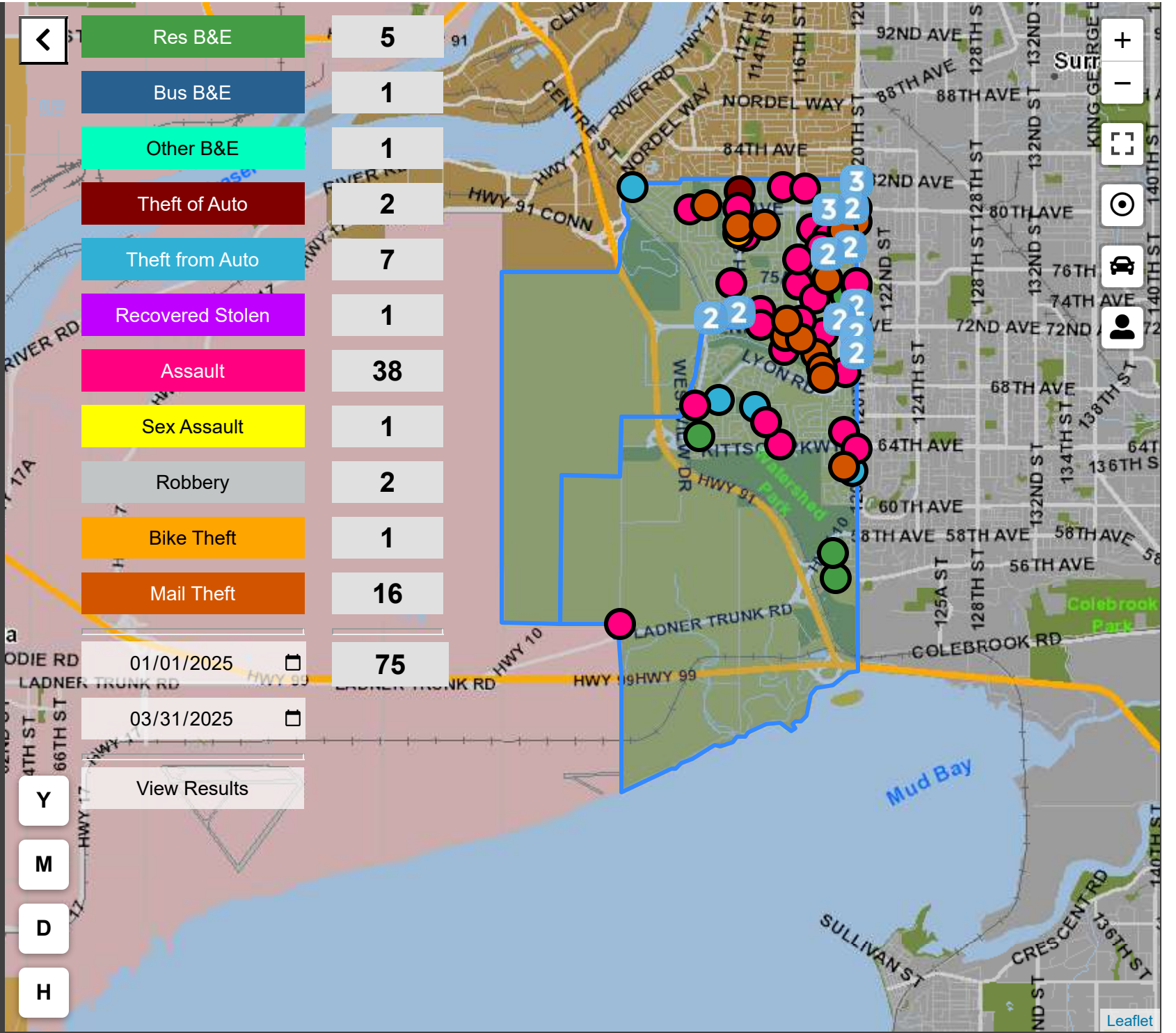
	Res B&E	5
	Bus B&E	1
	Other B&E	1
	Theft of Auto	2
	Theft from Auto	7
	Recovered Stolen	1
	Assault	38
	Sex Assault	1
	Robbery	2
	Bike Theft	1
	Mail Theft	16
	01/01/2025	75
	03/31/2025	
	View Results	

Y

M

D

H





**DELTA POLICE  
BOARD**

Excellence In Policing

<b>DATE</b> 2025-04-01	<b>SUBMITTED BY</b> Harj Sidhu, M.O.M. Chief Constable
<b>SUBJECT</b> HealthIM Annual Report 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 with an annual report detailing the Delta Police Department's (DPD) use of HealthIM in 2024.

**DISCUSSION**

On October 8, 2019, the DPD became the first police department in British Columbia (BC) to use HealthIM, a software application (app). HealthIM supports the frontline work of police officers in dealing with calls associated to mental health concerns and is being used in partnership with the Fraser Health Authority. HealthIM translates an officer's description of observations into clinical language for hospital staff and sends this information to the hospital to prepare for intake, with staff being informed of circumstances prior to an individual's arrival at the hospital.

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

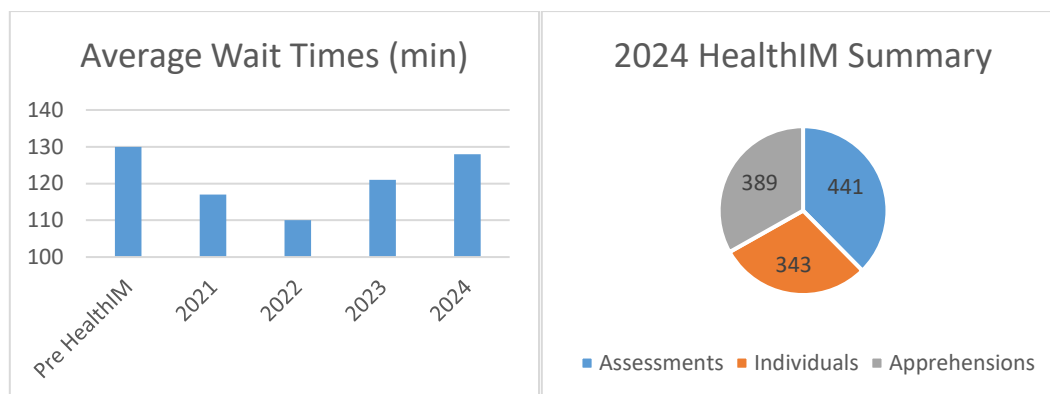
- More time for officers to serve the community due to greater efficiency during hospital transfers.
- Streamlined information sharing and communication with Delta Mental Health, by having the apprehending officer send reports directly, removing time delays and reducing the amount of time and redundancy for the DPD Mental Health Unit to make referrals.
- Stronger partnerships with Fraser Health and other care providers.
- Reduced officer paperwork through the elimination of outdated mental health templates.
- Application of more consistent apprehension criteria and reducing officer subjectivity.
- Safer and more prepared environments for hospital nursing staff.
- Standardized and trackable data.
- Contributing to officer intelligence when responding to individuals in crisis for both de-escalation and officer safety purposes. De-escalation notes from previous assessments—such as personal strategies or trigger-avoidance tips—can now be accessed by attending officers to help improve future interactions.

In 2024, the app was utilized to conduct 441 assessments involving 343 individuals, up from 2023's 376 assessments of 326 individuals. The variance between the number of assessments and individuals is due to repeated contact with some individuals. These 441 assessments resulted in 389 apprehensions (an increase of 50 over 2023) under the Mental Health Act, requiring a DPD officer (or Community Safety Officer) to accompany the individual to the hospital. The admission rate for individuals who were apprehended and transported to the hospital was approximately

## OP E.1g

67.8%, a decrease of approximately 10% from 2023. Unfortunately, the admission rate prior to HealthIM was not tracked and is therefore unavailable.

Prior to the implementation of HealthIM, the average wait time for DPD officers at the hospital was 130 minutes (2 hours, 10 minutes). In 2024, the average wait time was 128 minutes (2 hours, 8 minutes), up by seven (7) minutes from 2023. The 2024 average remained two (2) minutes lower than the pre-HealthIM average, resulting in a cumulative time savings of 12.9 hours.



While the reduction in average wait times since HealthIM's implementation may appear modest—dropping from 130 minutes pre-implementation to 128 minutes in 2024—the value of this improvement becomes clearer when viewed in the context of today's health care system. Given the ongoing pressures on hospitals, including staffing shortages, high demand, and a rise in mental health-related emergencies, it is likely that without HealthIM, wait times today would be significantly longer than the pre-HealthIM baseline. The app has helped to prevent further escalation in wait times by improving coordination, providing advance notice to hospital staff, and streamlining the apprehension process.

Lengthy wait times in hospitals continued to be a persistent challenge in 2024, reflecting broader issues within the BC public health system. These challenges have significantly strained hospitals, with staffing shortages, escalating patient demands, and a surge in mental health-related emergencies. The DPD's HealthIM data reflects this complexity by documenting the increased number of assessments and apprehensions, pointing to greater mental health needs in the community.

Surrey Memorial Hospital (SMH), DPD's designated facility for Mental Health Act apprehensions, is currently the busiest emergency department in Canada, with a 30% increase in Emergency Room visits over the past four years.

To help frontline responders and streamline mental health-related calls, HealthIM and Versaterm are now working together to integrate the HealthIM report directly into PRIME.<sup>1</sup> The report will pre-fill into PRIME as a text page, making it accessible to E-Comm and all participating agencies through a single-entry point. This integration will allow data to be pulled directly from PRIME,

<sup>1</sup> Police Records Information Management Environment (PRIME) is British Columbia's centralized police records management system. It is used by all municipal police departments and RCMP detachments across the province.

## OP E.1g

removing the need to access HealthIM's separate server or web analytics. It will improve information sharing, reduce administrative steps, and support more streamlined reporting.

Moreover, following strong advocacy by the British Columbia Association of Chiefs of Police (BCACP), HealthIM received provincial funding starting in 2024 as part of the Safer Communities Action Plan. This funding fully covers the cost of HealthIM for police agencies, including DPD, and has been confirmed for continuation in 2025. Additional police agencies across BC are now adopting the application.

This expansion is aligning regional practices and improving consistency for hospital partners like SMH. As more agencies join the platform, the shared database will grow, resulting in better analytics, shared learning, and greater system efficiencies.

DPD continues to support provincial expansion by sharing operational insights and lessons learned with other agencies and government partners.

### **STRATEGIC ALIGNMENT: CSWP**

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

### **CONCLUSION**

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