

PROVINCE OF BRITISH COLUMBIA
ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 388

, Approved and Ordered June 30, 2021


~~Lieutenant Governor~~
Administrator

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the ~~Lieutenant Governor~~^{Administrator}, by and with the advice and consent of the Executive Council, orders that, effective June 30, 2021, the following appointments are made:

- (a) Mohinder Kaur Padda is appointed as a member of the Abbotsford Police Board for a term ending June 30, 2022;
- (b) Lara Loraine Victoria is appointed as a member of the Delta Police Board for a term ending June 30, 2022;
- (c) Heather Martina Boersma is appointed as a member of the New Westminster Police Board for a term ending June 30, 2022;
- (d) Abul Bashir Shahid Hussain is appointed as a member of the Port Moody Police Board for a term ending June 30, 2022.


Minister of Public Safety and Solicitor General


Presiding Member of the Executive Council

(This part is for administrative purposes only and is not part of the Order.)

Authority under which Order is made:

Act and section: Police Act, R.S.B.C. 1996, c. 367, ss. 23 and 24

Other: _____

O10532243



DELTA POLICE BOARD

Regular Meeting Agenda

Thursday, September 16, 2021 at 09:00 a.m.

North Delta Centre for the Arts

11425 84TH Avenue

Delta, BC V4C 2L9

Call Meeting to Order

Indigenous Land Acknowledgement

Welcome New Board Member – Ms. Lara Victoria ●

A. Adoption of Agenda

1. Adoption of the Regular Agenda of September 16, 2021

B. Consent Items

1. ***Approval of Minutes ●**
 - a. Approval of Minutes of the Regular Meeting of June 23, 2021
2. ***Crime Statistics & Maps of July and August 2021 ●**
3. ***Financial Reports of May, June & July 2021 ●**
4. ***Correspondence – no items**
5. ***For Information**
 - a. OPPC Information Bulletin Regarding COVID 19 Impacts ●
 - b. Article in Canadian Chief of Police Magazine by DC Davey ●
 - c. E-Comm Board of Director Designate – Motion via Email ●
 - d. E-Comm Board of Directors Designate 2021-2022 Term – Notification to E-Comm by City Clerk ●
 - e. E-Comm Notice of AGM and Registration Request ●
 - f. Letter to Mayor Harvie, from Minister Farnworth re: Gang Violence in the Lower Mainland ●
 - g. CAPG Conference Registration – Motion via Email ●
 - h. Compliments from the Public ●
 - i. Delta Police Pipe Band Celebrating 50 Years Anniversary – Delta Optimist Article ●
 - j. Delta Police Board Meetings & Events Calendar ●

C. Delegations/Presentations

1. ***Public Delegations**
2. ***Delta Police Association**

D. Business Arising out of Minutes

1. ***Action Document ●**

E. Priority Items

1. ***Chief's Report**
2. **2022 Proposed Police Board Calendar ●**
3. **CAPG Matters**

- a. Conference Sponsorship Request ●
- b. AGM Voting Designate and Attendance ●
- c. Webinar Purchase ●
- d. Conference Agenda ●
- 4. **Provincial Policing Standards on the Promotion of Unbiased Policing** ●
Presentation by Mr. Volker Helmuth
- 5. **Board Informational Sessions** ●

F. Reports

- 1. **Community Safety Plan (CSP) Key Performance Indicators (KPIs)** ●
- 2. **ICBC Donation – Volunteer Recognition** ●

G. Other/New Business

None

Resolution to Terminate the Meeting.

Next Meeting: Wednesday, October 20, 2021
9:00 a.m. North Delta Centre for the Arts

DELTA POLICE BOARD

Regular Meeting Minutes

Wednesday, June 23, 2021 at 09:00 a.m.

Delta Council Chamber, Zoom
4500 Clarence Taylor Crescent
Delta, BC V4K 3E2

Minutes of the REGULAR MEETING held Wednesday, June 23, 2021 at 9:00 a.m. in the Council Chambers, Delta City Hall, 4500 Clarence Taylor Crescent, Delta, British Columbia.

Present

Mayor George V. Harvie
*Angela Kaiser
*Firth Bateman
*Gurleen S. Sahota
*Dr. Karen Hossack
*Annette Garm
*Peter Buxton, Q.C.

Neil Dubord, Chief Constable
Harj Sidhu, Deputy Chief Constable
Michelle Davey, Deputy Chief Constable
Jassie Ram, Corporate Planning Manager
*Volker Helmuth, Risk Management Manager
Sharon Sparrow, Board Secretary

*Via Zoom

Regrets

Chief Ken Baird

Call Meeting to Order – Meeting called to order at 09:02 a.m.

Special Report

Indigenous Land Acknowledgement

Report recommending that the Delta Police Board adopt an Indigenous Land Acknowledgement to be read before every Board meeting or public presentation/event held in Delta.

MOVED / SECONDED

THAT the Delta Police Board approve the Indigenous Land Acknowledgement as presented in this report, to be read by the Chair or Vice-Chair, prior to every meeting of the Delta Police Board.

CARRIED UNANIMOUSLY

A. Adoption of Agenda

1. Adoption of the Regular Agenda of June 23, 2021

MOVED / SECONDED

THAT the Delta Police Board approve the Regular agenda of June 23, 2021 as presented.

CARRIED UNANIMOUSLY

B. Consent Items

1. *Approval of Minutes

a. Approval of Minutes of the Regular Meeting of May 19, 2021

2. *Crime Statistics & Maps of May 2021

3. *Financial Reports of April 2021

4. *Correspondence

- a. From Surrey Police Board, Thanking Mr. Volker Helmuth
- b. To Minister Farnworth, from Mayor Harvie about Public Safety
- c. To Board, from Concerned Citizens Group

5. *For Information

- a. E-Comm Proxy Vote – Copy of Decision
- b. Compliments from the Public
- c. Delta Community Foundation Donation

MOVED / SECONDED

THAT the Delta Police Board approve Consent Agenda Items B.1 to B.5a-b where required and receive others for information.

CARRIED UNANIMOUSLY**Item #B.5c was pulled for discussion**

It was clarified that the donation is from Delta Community Foundation and not the Police Foundation. These funds were willed to the DPD to be utilized by the training section. DC Davey advised that the funds will be used to purchase an environmental gun cleaning station.

MOVED / SECONDED

THAT the Delta Police Board receive Item B.5c for information.

CARRIED UNANIMOUSLY**C. Delegations/Presentations****1. **Public Delegations**

None

2. *Delta Police Association

Not in attendance

3. Thanking Mr. Peter Buxton for his Service to the Delta Police Board

Chair, Mayor Harvie and Chief Dubord, on behalf of the Board and the Department, thanked Mr. Buxton for his service over the past six years. As Mr. Buxton's term expires at the end of June, this will be his last meeting.

MOVED / SECONDED

THAT the Delta Police Board receive Items C.1 to C.3 for information.

CARRIED UNANIMOUSLY**D. Business Arising out of Minutes****1. Action Document****MOVED / SECONDED**

THAT the Delta Police Board receive Item D.1 for information.

CARRIED UNANIMOUSLY**E. Priority Items****1. *Chief's Report**

Chief Dubord updated the Board noting that:

- The 2022-2025 Strategic Plan is under development; consultations have been concluded and further updates will be coming in the fall.
- Eight recruits will be in the September JIBC class
- DPD is engaging in dialogue around restart plan and return to work for employees and re-opening of DCPOs. Restart Plan

- DPD will be presenting to the Special Committee on Reforming the Police Act on July 27th Police Act Reform Committee
- Victim Services dog Puma and Kim Gramlich attended the “Walking our Spirits Home” walk in Adams Lake.

Action: Board to send a letter to Kim Gramlich in recognition of her, Puma’s and Caber’s outstanding work.

MOVED / SECONDED

THAT the Delta Police Board receive the Chief’s Report for information.

CARRIED UNANIMOUSLY

2. Brief on Bias-Free Training Hosted by the Vancouver Police Board

Dr. Karen Hossack, Ms. Annette Garm, Mr. Firth Bateman, Ms. Angela Kaiser
 Attendees provided a verbal brief on the Bias-Free training hosted by the Vancouver Police Board. Request by a Board member to move remainder of the discussion in-camera.

MOVED / SECONDED

THAT the Delta Police Board receive Item E.2 for information.

CARRIED UNANIMOUSLY

3. Honouring and Remembering the 215 Indigenous Children Found Buried in Kamloops

Mayor Harvie read a statement (following the special report at the beginning of the meeting) honouring the children. Additionally, the Board and attendees held a moment of silence.

MOVED / SECONDED

THAT the Delta Police Board receive Item E.3 for information.

CARRIED UNANIMOUSLY

4. Transition to In-Person Meetings

Mayor Harvie noted that hybrid model are being encouraged by Province for those who may not be able to attend in person meetings. The Board was in agreement. It was decided that the North Delta Public Arts Center should be utilized for Police Board meetings.

Action: Staff to connect with City Staff to book the ND Public Arts Center.

MOVED / SECONDED

THAT the Delta Police Board move to a hybrid model of meetings (in-person and remote) beginning September 2021.

CARRIED UNANIMOUSLY

F. Reports

1. DPD Cops for Cancer Participation

Four DPD officers are participating in this year’s ride and have been involved in fundraising initiatives.

MOVED / SECONDED

THAT the Delta Police Board receive Item F.1 for information.

CARRIED UNANIMOUSLY**2. Delta Service Enhancement (D-SEP) Updates**

DC Sidhu provided information about the D-SEP GLAD program and results of the associated survey, aiming to improve and measure the service standard to the community. It was noted that in-person attendance rating is impacted due to response adjustments (e.g. over phone where necessary) due to COVID-19 precautions.

MOVED / SECONDED*THAT the Delta Police Board receive Item F.2 for information.***CARRIED UNANIMOUSLY****3. Update on DPD's Violence Suppression Team (VST)**

DC Sidhu provided updates on the VST which has been stood up in response to the Lower Mainland gang conflict. Statistics around their interdiction efforts and their everyday work efforts were provided. VST engages in proactive initiatives to confiscate drugs, weapons and conduct gang member and gang associate checks.

MOVED / SECONDED*THAT the Delta Police Board receive Item F.3 for information.***CARRIED UNANIMOUSLY****G. Other/New Business**

As requested by the Board.

Resolution to Terminate the Meeting**MOVED/SECONDED***THAT this meeting now terminate.***CARRIED UNANIMOUSLY**

Next Meeting: The next regular meeting of the Delta Police Board will be scheduled on Wednesday, September 15, 2021 at 09:00 a.m. in the Council Chamber of the City of Delta.

The meeting terminated at 9:40am

Mayor George V. Harvie
Chair

Sharon Sparrow
Recording Secretary

Date

Date

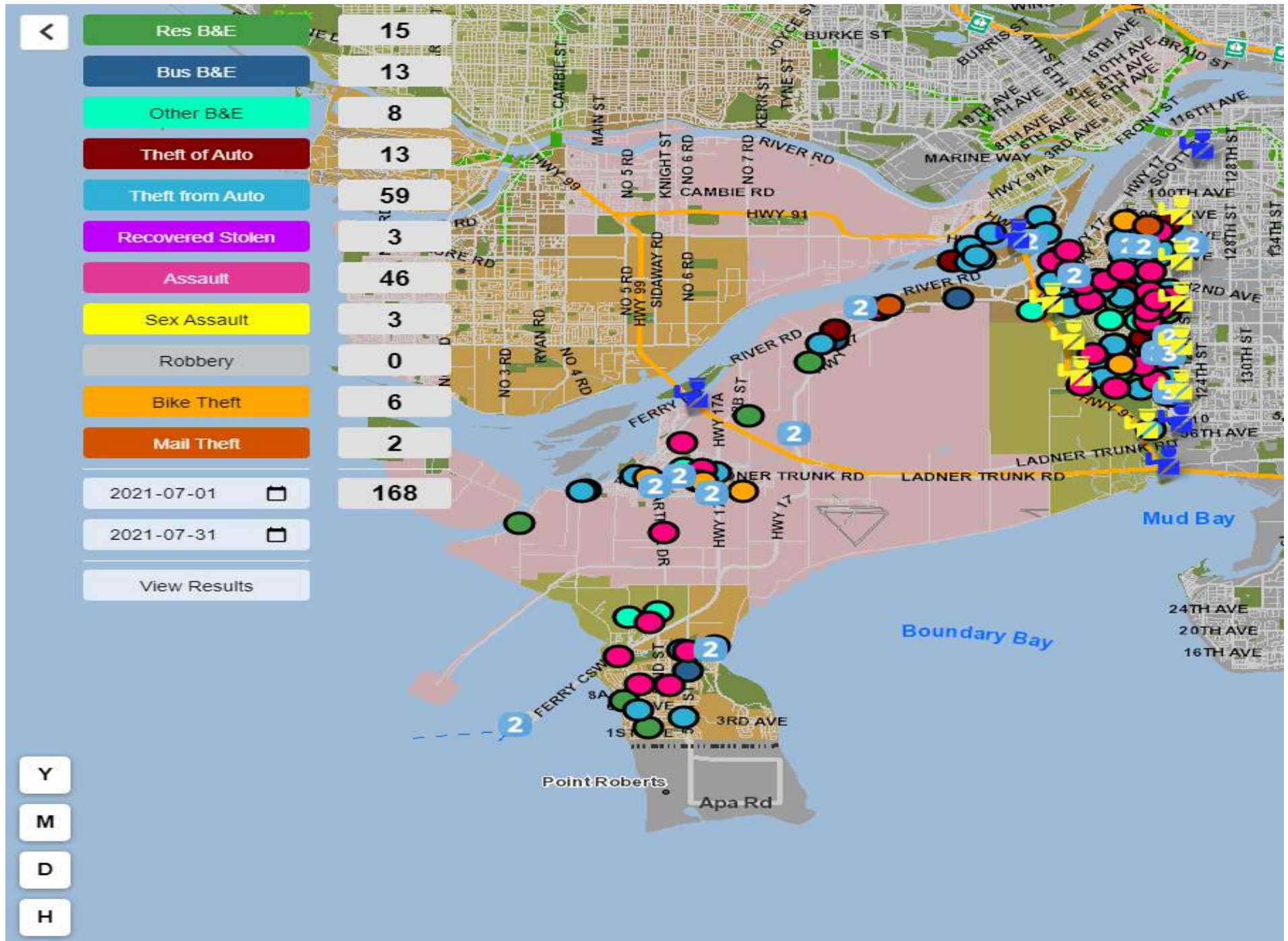
Police Board Statistics Report

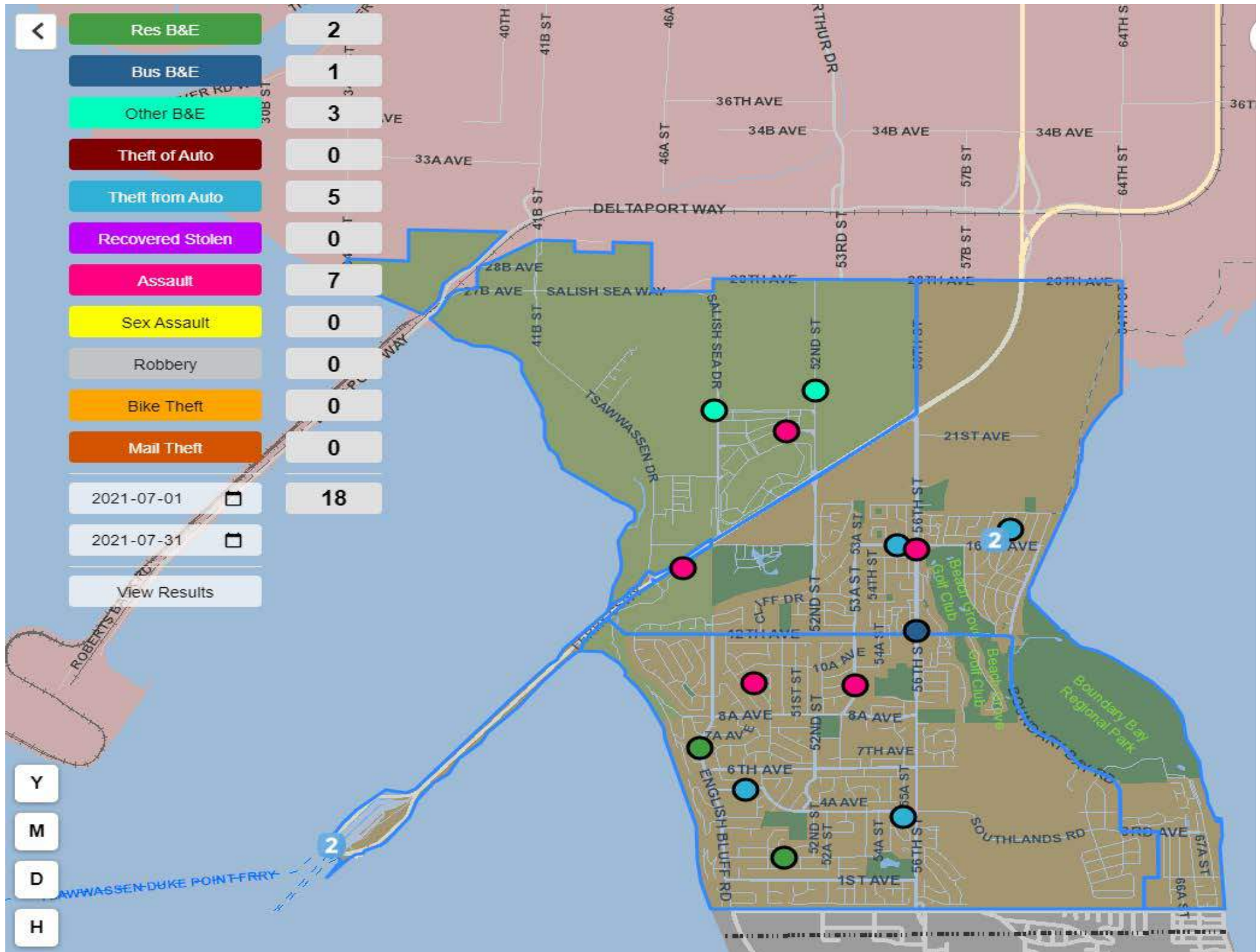
July 2021

Crime Type	Jun-21	Jul-21	Jul 3YR AVG	YTD 2020	YTD 2021	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Persons Offences									
Homicide	0	0	0	0	1	0	►	0%	
Attempted Homicide	0	1	1	3	1	1	►	0%	
Sexual Assault (Level I)	5	3	4	22	38	29	▲	31%	
Sexual Assault (Level II, Level III)	0	1	3	18	6	18	▼	-67%	
Total Assaults (Common, Weapon, Aggravated)	28	46	27	210	200	224	▼	-11%	
Robbery	0	0	2	14	9	18	▼	-50%	
Total Person Offences	66	86	59	405	456	466	▼	-2%	
Domestic Violence									
Intimate Partner Violence	8	15	11	83	62	81	▼	-23%	
Family Violence	9	8	6	48	40	44	▼	-9%	
Property Offences									
Break & Enter - Commercial	13	13	10	79	77	77	►	0%	
Break & Enter - Residential	14	23	17	84	81	110	▼	-26%	
Theft of Vehicle	3	10	11	80	43	77	▼	-44%	
Theft from Vehicle	67	59	56	434	459	428	▲	7%	
Theft Over/Under \$5000	68	72	101	599	498	685	▼	-27%	
Mischief to Property Over/Under \$5000	50	60	45	296	349	299	▲	17%	
Total Property Offences	250	264	281	1831	1777	1947	▼	-9%	
Traffic Offences									
Fatal MVI	0	0	0	2	0	2	▼	-100%	deaths = 0
Injury MVI	29	25	20	129	154	161	▼	-4%	injured = 34
Collisions (All)	103	83	80	463	611	598	▲	2%	
Roadside Suspensions - 215 Alcohol 24 hrs	3	3	1	31	20	20	►	0%	
Roadside Suspensions - 215 Drugs 24 hrs	6	11	6	32	52	37	▲	41%	
Immediate Roadside Prohibitions (Alcohol)	28	33	62	308	181	270	▼	-33%	
Total	169	155	169	965	1018	1088	▼	-6%	
Drug Offences									
Possession	8	4	14	56	66	94	▼	-30%	
Trafficking	3	2	3	17	19	18	▲	6%	
Total	11	6	17	73	85	112	▼	-24%	
Other Offences									
Youth (*Excludes Traffic Offences)	4	4	4	39	46	46	►	0%	
Total Weapons Violations	17	10	7	30	83	38	▲	118%	
Cybercrime	56	31	23	207	327	150	▲	118%	
Bylaws	73	130	138	572	464	550	▼	-16%	
False Alarms (Dispatched)	53	67	95	398	389	593	▼	-34%	
TOTAL CALLS FOR SERVICE	2,306	2,545	2,635	15,330	15,706	15,847	►	-1%	

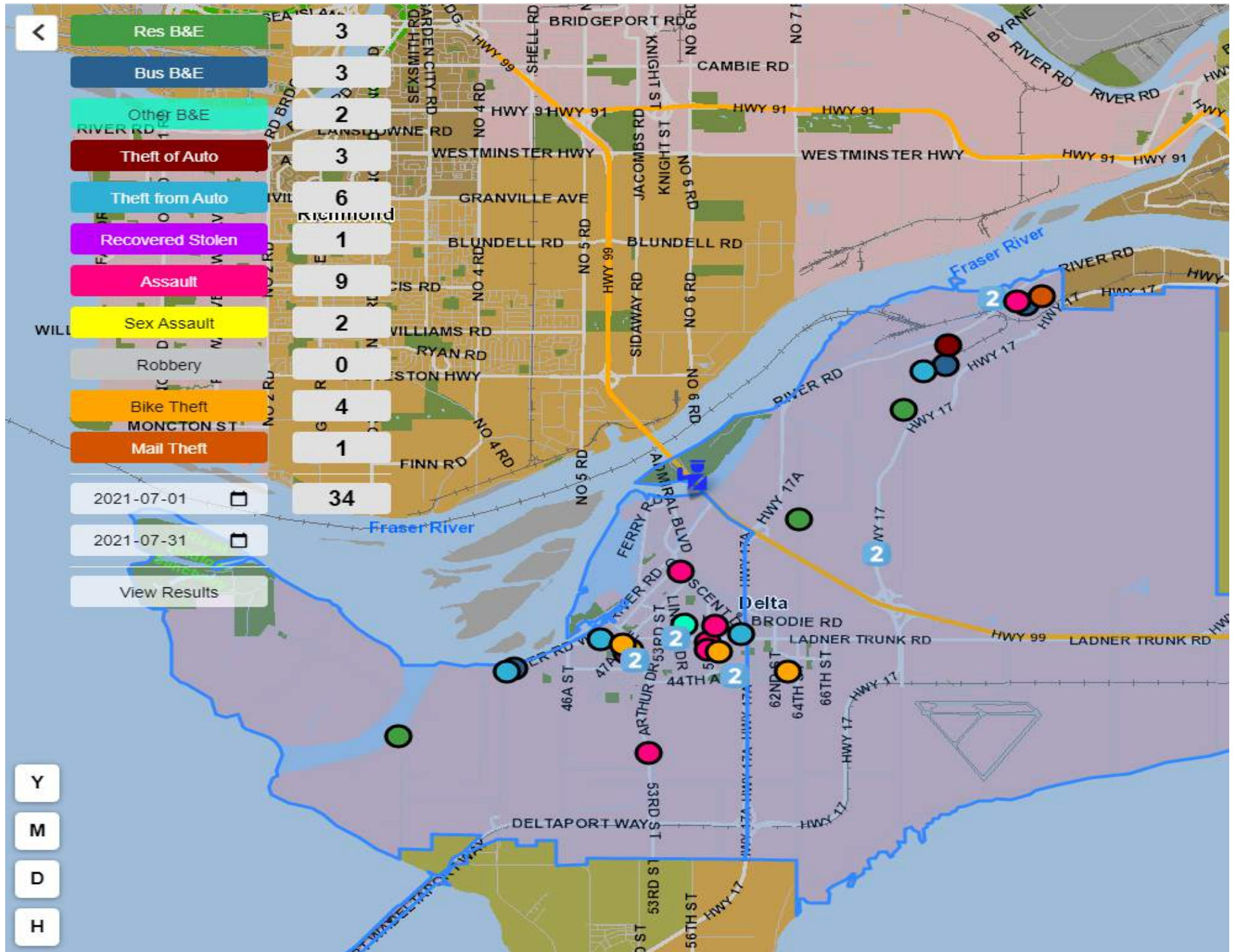
Note - Stats include all calls for service relative to the crime type, whether or not charges were recommended.

JULY 2021 CRIME MAPS



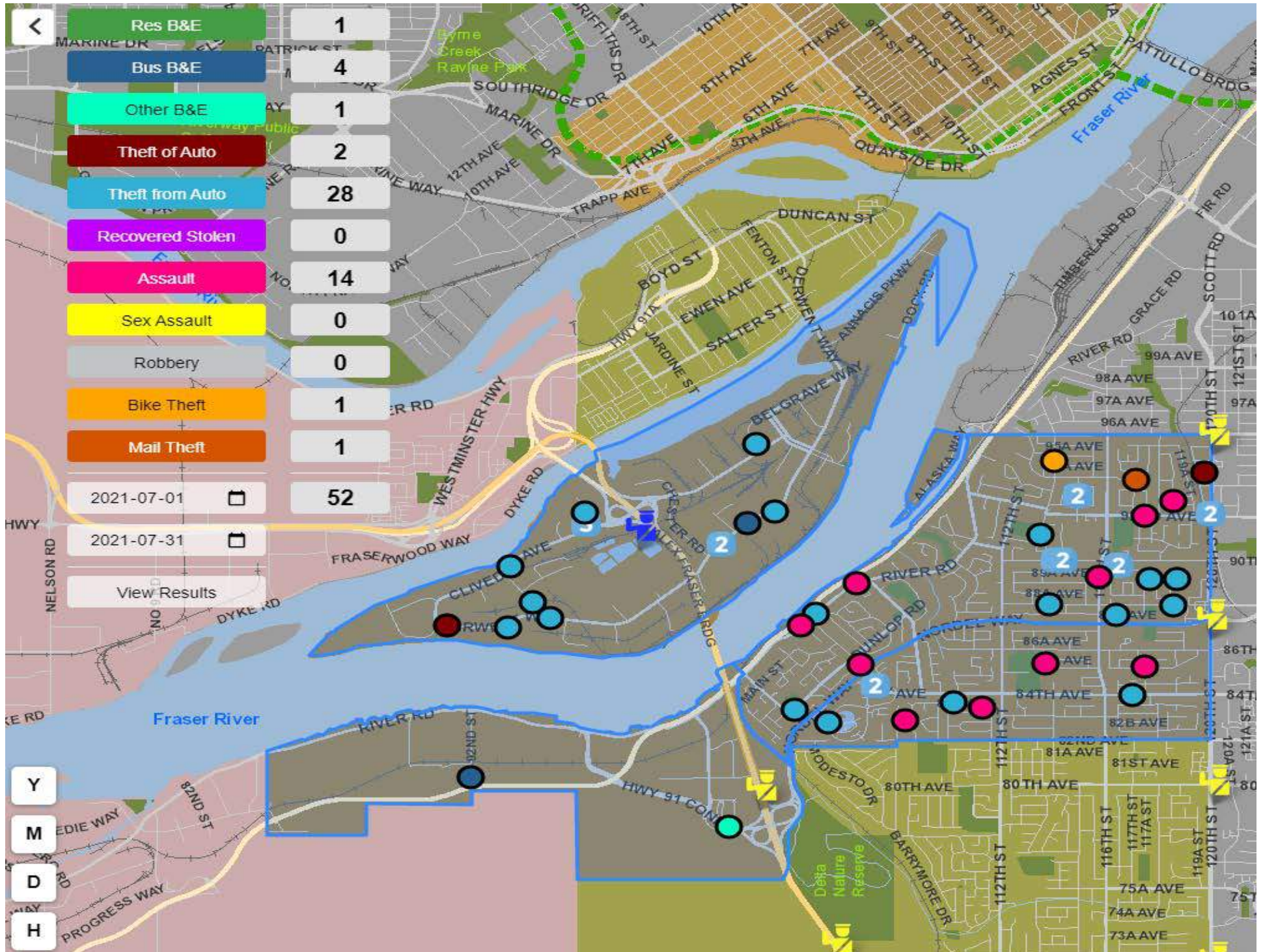


JULY 2021 CRIME MAPS



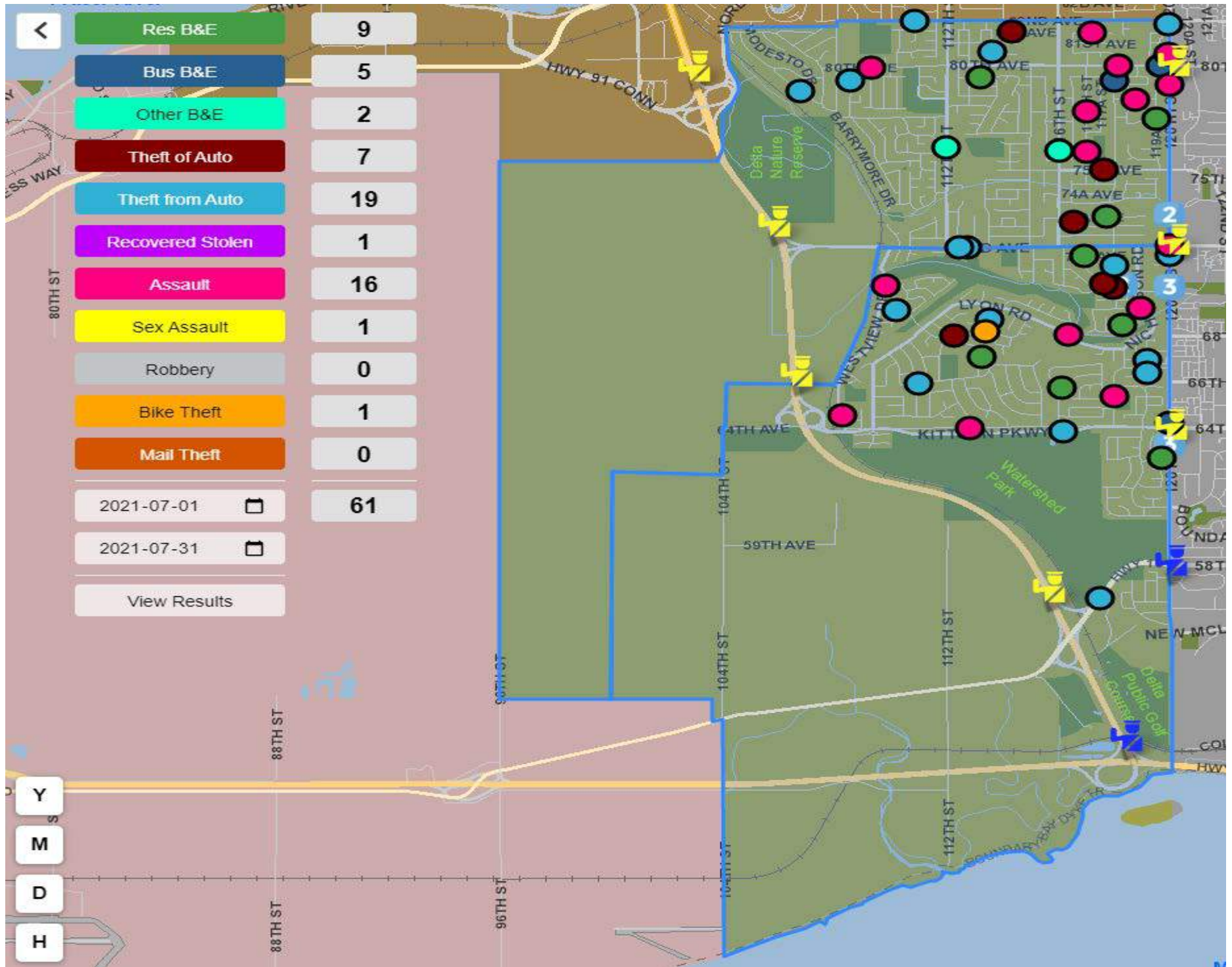
RG B.2

JULY 2021 CRIME MAPS



RG B.2

JULY 2021 CRIME MAPS



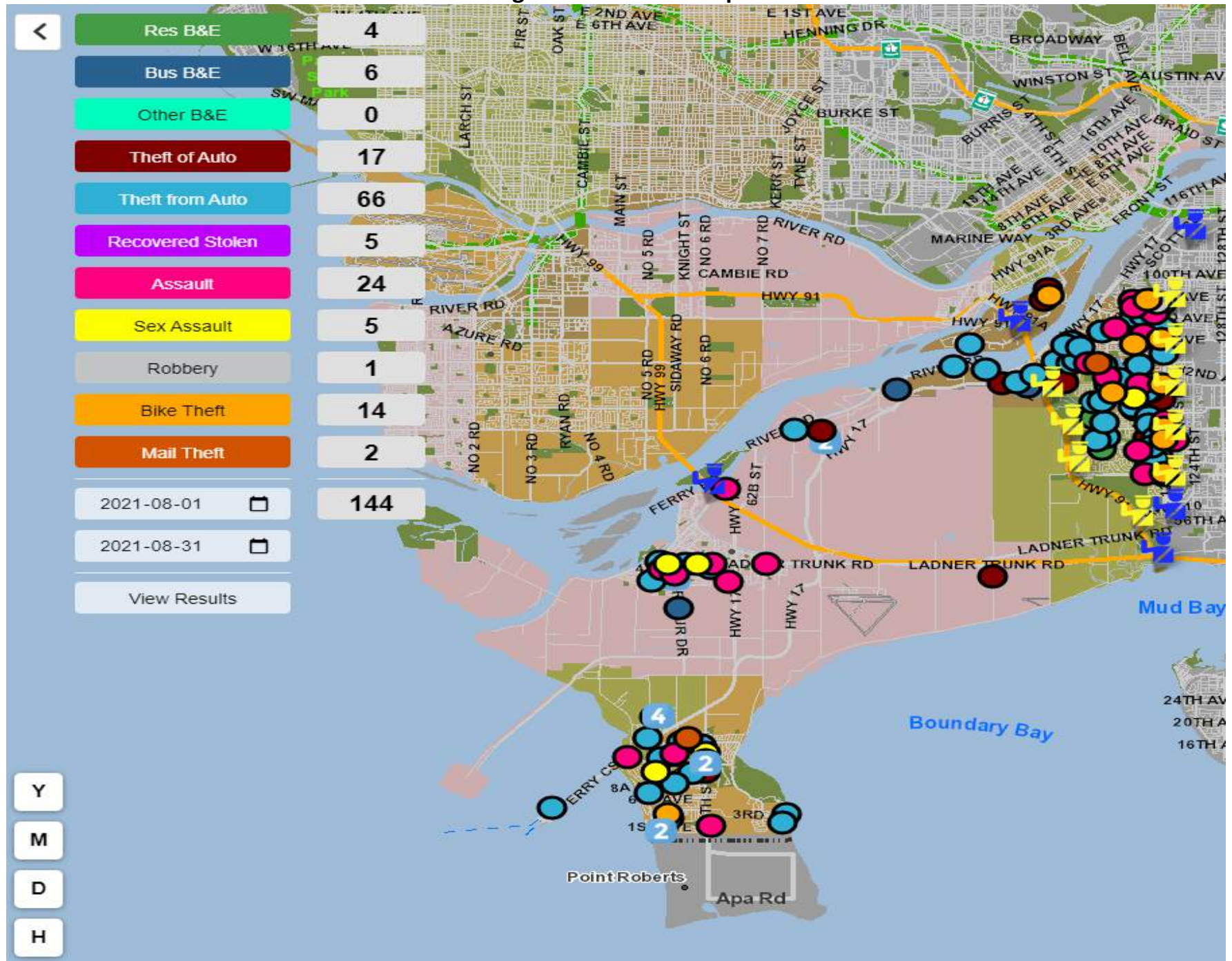
Police Board Statistics Report

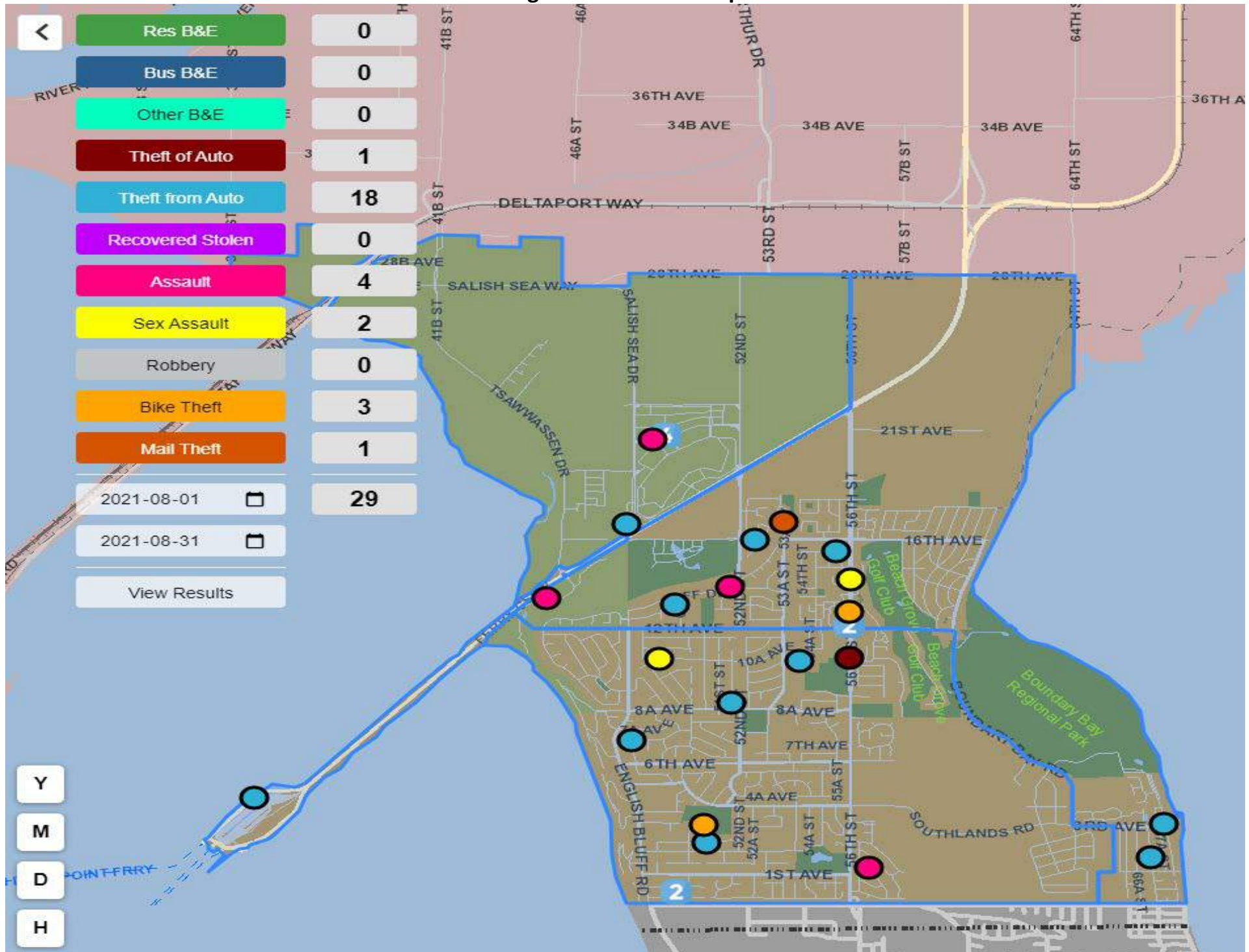
August 2021

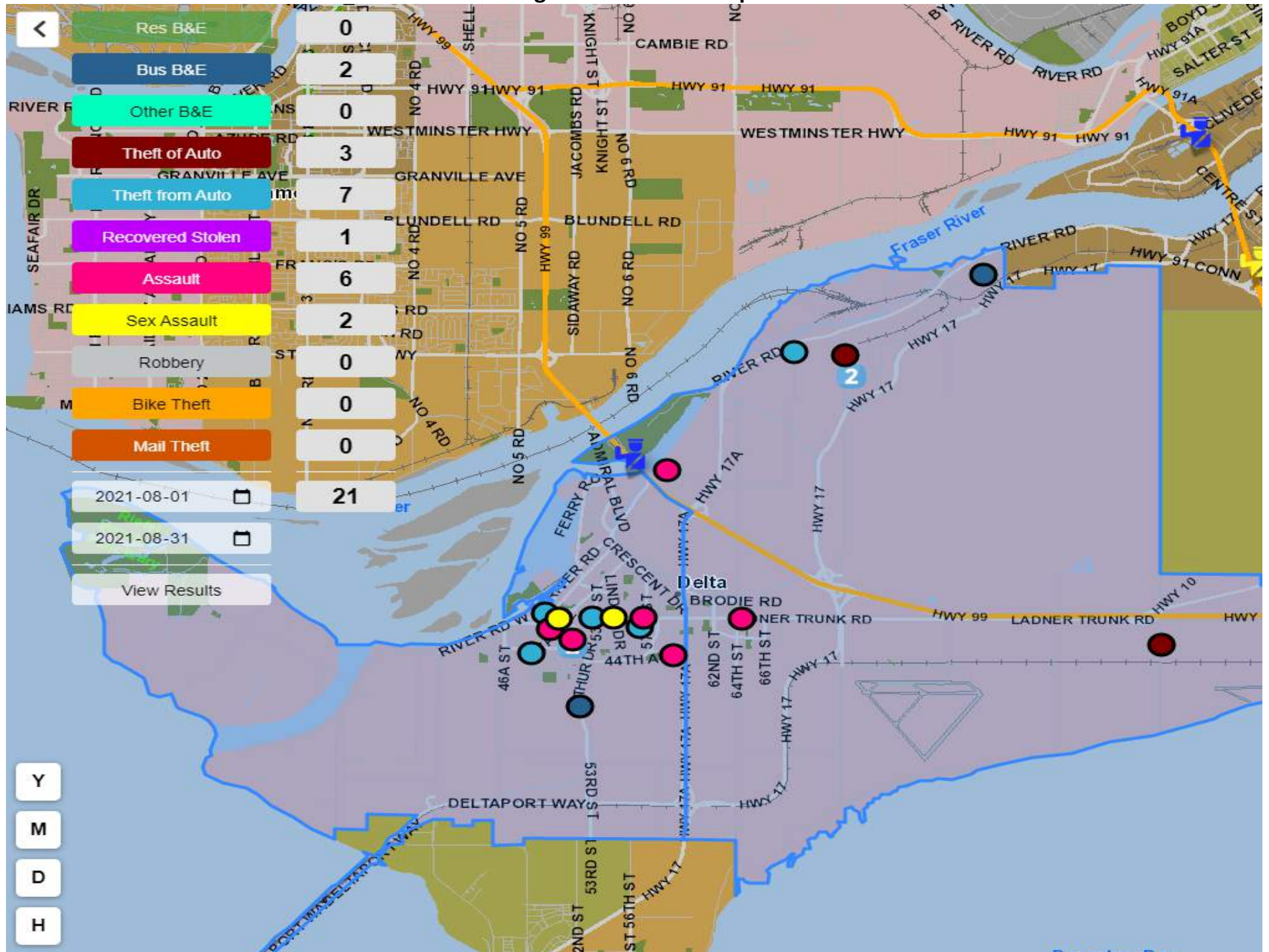
Crime Type	Jul-21	Aug-21	Aug 3YR AVG	YTD 2020	YTD 2021	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Persons Offences									
Homicide	0	1	0	0	2	0	▶	0%	
Attempted Homicide	1	0	0	3	1	1	▶	0%	
Sexual Assault (Level I)	3	5	6	27	43	35	▲	23%	
Sexual Assault (Level II, Level III)	1	1	2	19	7	20	▼	-65%	
Total Assaults (Common, Weapon, Aggravated)	46	23	29	239	223	253	▼	-12%	
Robbery	0	1	2	15	10	20	▼	-50%	
Total Person Offences	86	58	68	469	514	535	▼	-4%	
Domestic Violence									
Intimate Partner Violence	15	7	7	90	69	87	▼	-21%	
Family Violence	8	5	7	50	45	51	▼	-12%	
Property Offences									
Break & Enter - Commercial	13	6	14	96	83	90	▼	-8%	
Break & Enter - Residential	23	3	16	101	84	126	▼	-33%	
Theft of Vehicle	10	13	10	91	56	87	▼	-36%	
Theft from Vehicle	59	65	57	501	524	486	▲	8%	
Theft Over/Under \$5000	72	86	100	694	584	785	▼	-26%	
Mischief to Property Over/Under \$5000	60	50	59	350	399	358	▲	11%	
Total Property Offences	264	272	296	2139	2049	2243	▼	-9%	
Traffic Offences									
Fatal MVI	0	0	0	2	0	2	▼	-100%	deaths = 0
Injury MVI	25	27	22	149	181	183	▼	-1%	injured = 26
Collisions (All)	83	91	80	537	702	678	▲	4%	
Roadside Suspensions - 215 Alcohol 24 hrs	3	4	5	38	24	25	▼	-4%	
Roadside Suspensions - 215 Drugs 24 hrs	11	13	6	38	65	43	▲	51%	
Immediate Roadside Prohibitions (Alcohol)	33	36	45	355	217	315	▼	-31%	
Total	155	171	158	1119	1189	1246	▼	-5%	
Drug Offences									
Possession	4	7	17	66	73	111	▼	-34%	
Trafficking	2	2	2	19	21	20	▲	5%	
Total	6	9	19	85	94	131	▼	-28%	
Other Offences									
Youth (*Excludes Traffic Offences)	4	2	7	46	48	54	▼	-11%	
Total Weapons Violations	10	9	8	34	92	46	▲	100%	
Cybercrime	31	35	28	247	362	178	▲	103%	
Bylaws	130	88	119	695	552	669	▼	-17%	
False Alarms (Dispatched)	67	64	67	452	453	660	▼	-31%	
TOTAL CALLS FOR SERVICE	2,545	2,357	2,492	17,854	18,063	18,339	▼	-2%	

Note - Stats include all calls for service relative to the crime type, whether or not charges were recommended.

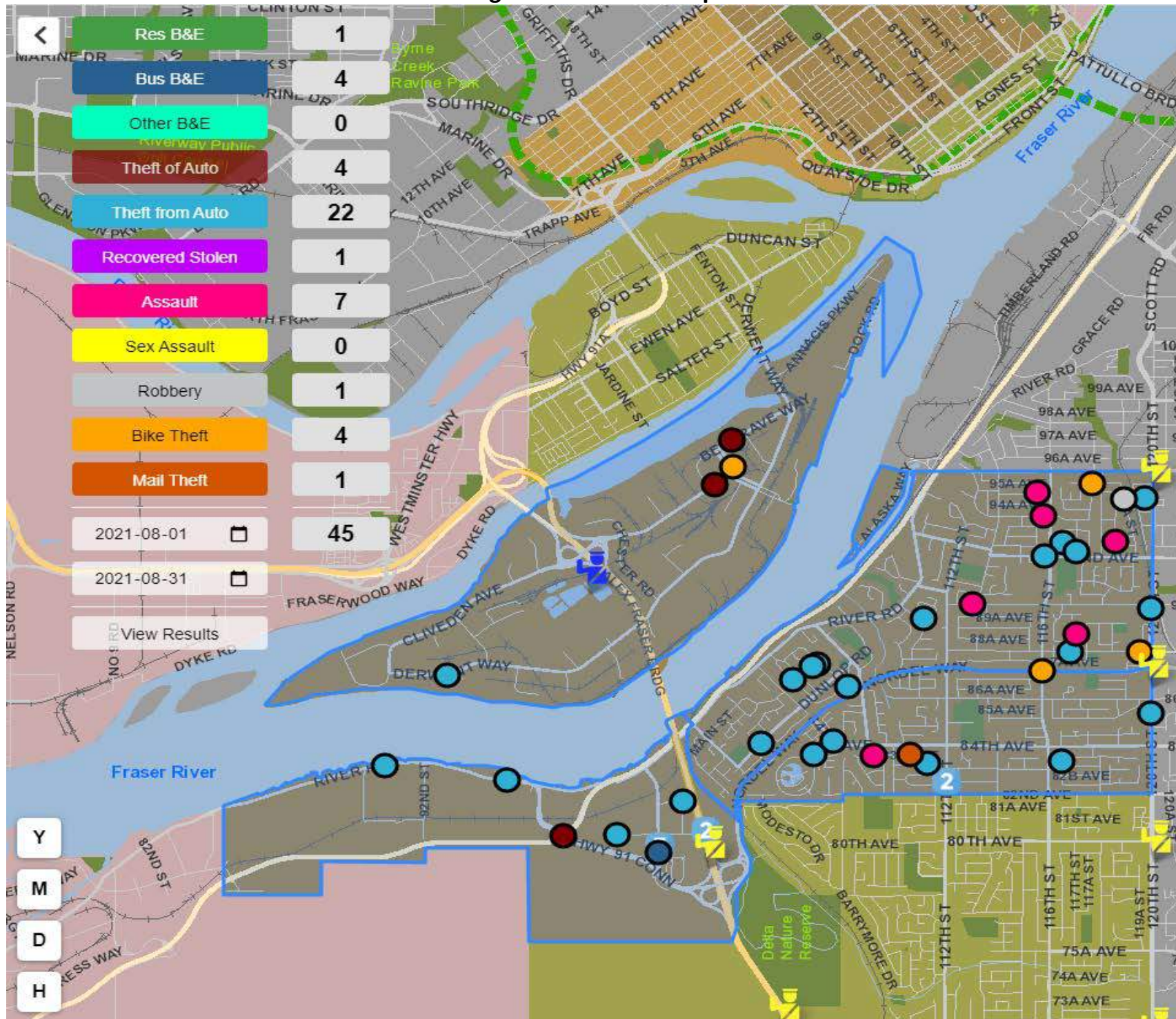
August 2021 Crime Maps



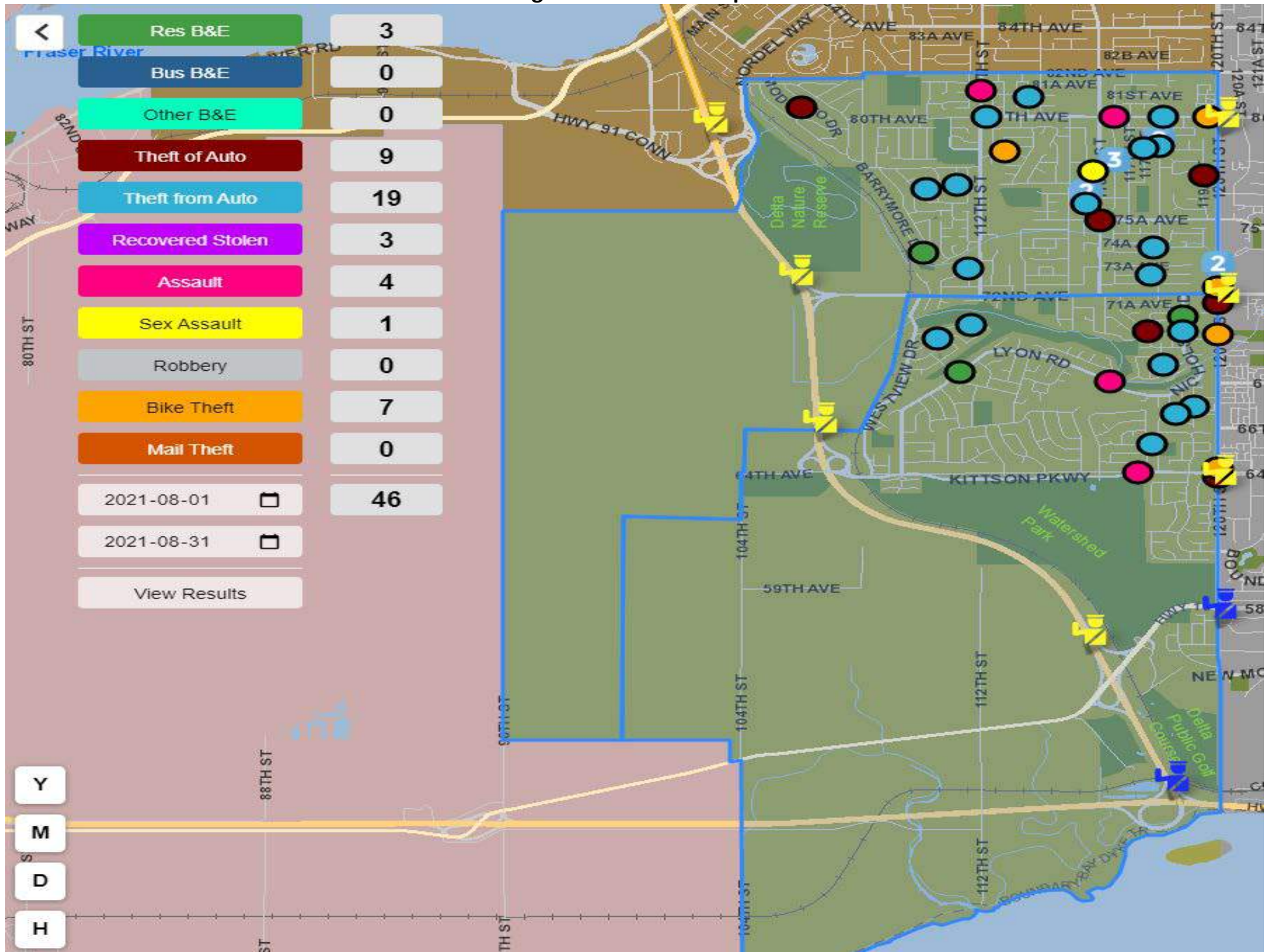




August 2021 Crime Maps



August 2021 Crime Maps



RG B.3

Delta Police Department Financial Report

For the period ending May 31, 2021

Operating Revenues & Expenditures

	Year to date Actuals	Accrual for Expenditures/ Revenues	Year to Date Actuals (Adjusted)	Year to date Budget	Annual 2021 Budget	YTD Variance (Fav)/Unfav (\$)	YTD Variance (Fav)/Unfav (%)
Expenditures							
Department Support Services	5,906,465	277,340	6,183,805	5,862,260	14,122,500	321,545	5.5%
Community Policing Bureau - Investigative Services	2,782,995	35,056	2,818,051	2,826,515	6,973,500	(8,464)	-0.3%
Community Policing Bureau - Community Services	3,255,279	456	3,255,735	3,830,955	9,465,000	(575,220)	-15.0%
Community Policing Bureau - Patrol Services	5,719,206	922	5,720,128	5,711,050	13,703,000	9,078	0.2%
Police Secondments	1,528,480	-	1,528,480	1,468,145	3,570,000	60,335	4.1%
Ecomm	758,295	-	758,295	760,415	1,825,000	(2,120)	-0.3%
Wage bank accrual, Police Staff retro	-	166,250	166,250	-	-	166,250	
Total Expenditures	19,950,720	480,024	20,430,744	20,459,340	49,659,000	(28,596)	-0.1%
Revenues							
Recovered Services	(1,833,808)	(25,913)	(1,859,721)	(1,571,875)	(6,831,500)	(287,846)	-18.3%
Fines and Fees	(295,675)	163,208	(132,467)	(95,835)	(230,000)	(36,632)	-38.2%
Grants	(77,718)	24,428	(53,290)	(43,540)	(1,754,500)	(9,750)	-22.4%
Other Recoveries and Miscellaneous	(82,681)	-	(82,681)	(37,500)	(90,000)	(45,181)	-120.5%
Transfer from Reserve	-	-	-	-	-	-	
Total Revenue	(2,289,882)	161,723	(2,128,159)	(1,748,750)	(8,906,000)	(379,409)	-21.7%
Operating Tax Draw	17,660,838	641,747	18,302,585	18,710,590	40,753,000	(408,006)	-2.2%

Capital

	2021 Actuals	2021 Budget	Variance (Fav)/Unfav (\$)
Expenditures			
Vehicle Purchases - 2021	-	688,000	(688,000)
Vehicle Purchases - 2020 carryover	-	638,000	(638,000)
Armoured Vests, Equipment, Furniture, IT	115,245	377,887	(262,642)
Cannabis Roadside Testing Devices	-	112,000	(112,000)
Total Expenditures	115,245	1,815,887	(1,700,642)

RG B.3

City of Delta
Payroll Overtime Data
As of: 2021-05-31

	2021					2021 Year to Date								2020 Overtime Statistics			
	Overtime	Statutory Holiday	Standby Time	Total Month	Budget Month	Overtime	Statutory Holiday	Standby Time	Total YTD	Budget YTD	Variance YTD	% spent (YTD)	Budget Annual	Overtime YTD	Budget YTD	Overtime Annual	Budget Annual
1199 Police Fleet Mtce (Ops)	-	-	-	-	-	62	-	-	62	-	62	-	-	926	-	984	-
1268 PoliceCommunitySafetyOfficer	10,597	-	-	10,597	-	15,763	-	-	15,763	-	15,763	-	-	-	-	-	-
1305 Police Community Support	44,218	-	4,107	48,325	12,417	110,295	-	15,324	125,619	62,085	63,534	-	149,000	36,107	58,540	219,977	145,500
1307 Police Comms/Media	1,660	-	1,551	3,211	834	7,362	-	1,551	8,914	4,170	4,744	-	10,000	2,845	2,085	14,181	5,000
1312 Police PublicSafety Operations	714	-	-	714	208	1,671	-	-	1,671	1,040	631	-	2,500	3,934	1,040	7,823	2,500
1331 Police TFN Policing	-	-	-	-	583	6,065	-	-	6,065	2,915	3,150	-	7,000	990	2,710	4,149	6,500
1335 Police Administration	2,176	-	-	2,176	1,250	6,560	217	-	6,777	6,250	527	-	15,000	4,660	4,165	14,450	10,000
1336 Police NDPS Building	-	-	-	-	-	-	-	-	-	-	-	-	-	180	-	-	-
1342 Police Ports Liaison	-	-	-	-	42	-	-	-	-	210	(210)	-	500	-	210	-	500
1343 Police BC Justice Institute	-	-	-	-	-	-	-	-	-	-	-	-	-	702	-	3,540	-
1345 Police Human Resources	24,332	358	-	24,690	8,958	76,655	872	-	77,527	44,790	32,737	-	107,500	40,326	42,290	152,028	105,000
1349 Police Drug Section	-	-	-	-	-	-	-	-	-	-	-	-	-	955	13,750	(5,411)	34,000
1350 Police Identification Section	-	-	-	-	167	-	-	-	-	835	(835)	-	2,000	3,818	835	(1,610)	2,000
1351 Police Fraud Investigation	-	-	-	-	-	-	-	-	-	-	-	-	-	563	1,665	(2,047)	4,000
1352 Police General Investigation	926	-	-	926	2,292	5,938	-	-	5,938	11,460	(5,522)	-	27,500	11,659	10,835	33,413	27,000
1353 Police Intelligence Section	-	-	186	186	1,125	2,702	-	511	3,213	5,625	(2,412)	-	13,500	-	1,665	8,963	4,000
1354 Police DrugInvestigationSuppTm	7,951	-	155	8,106	7,083	17,191	-	155	17,346	35,415	(18,069)	-	85,000	15,394	19,585	67,195	49,000
1356 Police Major Crimes Section	116,795	-	6,531	123,326	18,125	144,267	-	8,474	152,741	90,625	62,116	-	217,500	98,643	83,335	190,542	207,000
1357 Police SeriousCrimes/SexOffenc	-	-	155	155	1,250	2,319	-	598	2,917	6,250	(3,333)	-	15,000	8,399	5,835	41,710	14,500
1358 Police IMPACT (Sec)	3,240	-	163	3,403	2,625	14,693	271	1,295	16,260	13,125	3,135	-	31,500	10,672	12,290	23,259	30,500
1359 PoliceProvTrafficProjects(Sec)	-	-	-	-	-	2,137	-	-	2,137	-	2,137	-	59,000	13,609	-	52,226	59,000
1363 Police IRSU (Sec)	3,930	297	-	4,227	5,167	28,668	297	-	28,965	25,835	3,130	-	62,000	14,453	24,375	47,717	60,500
1364 Police CFSEU (Sec)	22,081	-	-	22,081	11,708	64,977	1,371	-	66,348	58,540	7,808	-	140,500	33,169	55,210	99,395	137,000
1367 Police DCPO ND	310	-	-	310	913	1,379	-	-	1,379	4,565	(3,186)	-	11,000	994	4,165	2,203	10,500
1368 Police DCPO Ladner	-	-	-	-	208	-	-	-	-	1,040	(1,040)	-	2,500	154	1,040	484	2,500
1369 Police DCPO Tsaw	-	-	-	-	208	163	-	-	163	1,040	(877)	-	2,500	563	1,040	1,394	2,500
1370 Police School Liaison	4,183	-	-	4,183	583	11,122	-	-	11,122	2,915	8,207	-	7,000	2,559	2,710	6,192	6,500
1371 Police Reserve Police	-	-	-	-	3,500	-	-	-	-	17,500	(17,500)	-	21,500	4,563	16,665	20,000	21,000
1373 Police Victim Services	-	-	174	174	375	421	-	918	1,340	1,875	(535)	-	4,500	629	1,875	6,037	4,500
1376 Police Information & Security	3,579	-	-	3,579	4,333	13,427	321	-	13,748	21,665	(7,917)	-	52,000	10,312	21,250	31,898	51,000
1381 Police Truck Enforcement	-	-	-	-	333	317	-	-	317	1,665	(1,348)	-	4,000	322	1,665	402	4,000
1382 Police LMD PDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	195	-
1383 Police Traffic Section	4,096	-	1,202	5,298	3,000	20,260	-	3,889	24,149	15,000	9,149	-	36,000	15,705	16,250	26,834	40,500
1388 Police Patrol	38,604	8,354	1,303	48,262	48,917	137,061	41,657	1,303	180,021	244,585	(64,564)	-	587,000	147,755	230,210	453,146	572,000
1390 Police Professional Standards	926	-	-	926	292	926	-	-	926	1,460	(534)	-	3,500	971	1,250	4,769	3,500
1524 Police LMTT	1,210	-	-	1,210	4,583	12,902	-	-	12,902	22,915	(10,013)	-	55,000	1,024	22,915	15,435	55,000
1540 Police VPD BCMUP (Sec)	414	-	-	414	-	2,162	-	-	2,162	-	2,162	-	-	992	-	992	-
1579 Police Information Technology	273	-	-	273	583	273	-	-	273	2,915	(2,642)	-	7,000	3,872	2,915	5,177	7,000
1584 Police Intelligence Management	-	-	-	-	42	183	-	-	183	210	(27)	-	500	-	210	-	500
1594 Police UHU (Sec)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,000	-	12,500
1596 Police Youth Liaison	1,064	-	-	1,064	292	7,778	-	-	7,778	1,460	6,318	-	3,500	6,634	1,460	13,517	3,500
1646 Police Cybercrime	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,085	3,410	5,000
1680 Police Public Information Reps	1,627	1,782	-	3,409	7,576	3,754	8,656	-	12,410	37,880	(25,470)	-	91,000	15,263	36,870	32,374	88,500
1681 Police LMD PDS (Sec)	13,353	446	-	13,800	2,583	55,094	2,416	-	57,510	12,915	44,595	-	31,000	23,490	9,165	93,800	22,500
1682 Police LMD ERT (Sec)	7,912	207	1,396	9,515	7,125	24,721	528	13,610	38,859	35,625	3,234	-	85,500	23,125	33,540	62,111	83,500
1683 Police RTIC-BC (Sec)	-	-	-	-	542	-	696	-	696	2,710	(2,014)	-	6,500	1,009	2,500	1,769	6,000
1685 Police TFN Service Team	654	652	-	1,306	2,333	6,413	2,793	-	9,206	11,665	(2,459)	-	28,000	5,552	15,210	12,536	37,500
1686 Police INSET (Sec)	-	-	-	-	458	1,368	-	-	1,368	2,290	(922)	-	5,500	1,233	2,085	8,577	5,000
1687 Police LMD FIS (Sec)	5,404	284	2,901	8,589	6,125	12,730	1,395	13,600	27,724	30,625	(2,901)	-	73,500	4,129	28,750	35,110	71,500
1697 Police TrafficSpecialtyDogUnit	-	-	-	-	458	-	-	-	-	2,290	(2,290)	-	5,500	-	-	-	-
Police	322,230	12,380	19,826	354,435	169,196	819,780	61,490	61,230	942,500	845,980	96,520	111.41%	2,069,000	572,851	801,245	1,810,847	2,020,000

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Delta Police Department Financial Report

For the period ending June 30, 2021

Operating Revenues & Expenditures

	Year to date Actuals	Accrual for Expenditures/ Revenues	Year to Date Actuals (Adjusted)	Year to date Budget	Annual 2021 Budget	YTD Variance (Fav)/Unfav (\$)	YTD Variance (Fav)/Unfav (%)
Expenditures							
Department Support Services	7,008,773	172,675	7,181,448	7,072,312	14,122,500	109,136	1.5%
Community Policing Bureau - Investigative Services	3,247,221	228,106	3,475,327	3,507,518	6,973,500	(32,191)	-0.9%
Community Policing Bureau - Community Services	3,864,002	190,780	4,054,782	4,746,946	9,465,000	(692,164)	-14.6%
Community Policing Bureau - Patrol Services	6,880,420	-	6,880,420	6,852,760	13,703,000	27,660	0.4%
Police Secondments	1,879,932	-	1,879,932	1,759,974	3,570,000	119,958	6.8%
Ecomm	909,954	-	909,954	912,498	1,825,000	(2,544)	-0.3%
Wage bank accrual, Police Staff retro	-	187,500	187,500	-	-	187,500	
Total Expenditures	23,790,302	779,061	24,569,363	24,852,008	49,659,000	(282,645)	-1.1%
Revenues							
Recovered Services	(5,218,394)	(11,539)	(5,229,933)	(4,886,250)	(6,831,500)	(343,683)	-7.0%
Fines and Fees	(358,675)	194,557	(164,118)	(115,002)	(230,000)	(49,116)	-42.7%
Grants	(77,718)	16,022	(61,696)	(52,248)	(1,754,500)	(9,448)	-18.1%
Other Recoveries and Miscellaneous	(104,289)	-	(104,289)	(45,000)	(90,000)	(59,289)	-131.8%
Transfer from Reserve	-	-	-	(219,000)	(438,000)	219,000	100.0%
Total Revenue	(5,759,076)	199,040	(5,560,036)	(5,317,500)	(9,344,000)	(242,536)	-4.6%
Operating Tax Draw	18,031,226	978,101	19,009,327	19,534,508	40,315,000	(525,181)	-2.7%

Capital

	2021 Actuals	2021 Budget	Variance (Fav)/Unfav (\$)
Expenditures			
Vehicle Purchases - 2021	-	688,000	(688,000)
Vehicle Purchases - 2020 carryover	-	638,000	(638,000)
Armoured Vests, Equipment, Furniture, IT	121,371	377,887	(256,516)
Cannabis Roadside Testing Devices	-	112,000	(112,000)
Total Expenditures	121,371	1,815,887	(1,694,516)

RG B.3

City of Delta
Payroll Overtime Data
As of: 2021-06-30

		2021					2021 Year to Date							2020 Overtime Statistics				
		Overtime	Statutory Holiday	Standby Time	Total Month	Budget Month	Overtime	Statutory Holiday	Standby Time	Total YTD	Budget YTD	Variance YTD	% spent (YTD)	Budget Annual	Overtime YTD	Budget YTD	Overtime Annual	Budget Annual
1199	Police Fleet Mtce (Ops)	-	-	-	-	-	62	-	-	62	-	62	-	-	926	-	984	-
1268	PoliceCommunitySafetyOfficer	372	-	-	372	-	16,135	-	-	16,135	-	16,135	-	-	-	-	-	-
1305	Police Community Support	20,340	-	2,269	22,609	12,417	130,635	-	17,593	148,228	74,502	73,726	149,000	48,667	70,248	219,977	145,500	
1307	Police Comms/Media	1,359	-	2,847	4,206	834	8,721	-	4,398	13,119	5,004	8,115	10,000	3,998	2,502	14,181	5,000	
1312	Police PublicSafety Operations	(0)	-	-	(0)	208	1,671	-	-	1,671	1,248	423	2,500	3,934	1,248	7,823	2,500	
1331	Police TFN Policing	-	-	-	-	583	6,065	-	-	6,065	3,498	2,567	7,000	990	3,252	4,149	6,500	
1335	Police Administration	884	-	-	884	1,250	7,445	217	-	7,661	7,500	161	15,000	6,963	4,998	14,450	10,000	
1342	Police Ports Liaison	-	-	-	-	42	-	-	-	-	252	(252)	500	-	252	-	500	
1343	Police BC Justice Institute	-	-	-	-	-	-	-	-	-	-	-	-	702	-	3,540	-	
1345	Police Human Resources	6,378	-	-	6,378	8,958	83,034	872	-	83,905	53,748	30,157	107,500	71,379	50,748	152,028	105,000	
1349	Police Drug Section	-	-	-	-	-	-	-	-	-	-	-	-	955	16,500	(5,411)	34,000	
1350	Police Identification Section	-	-	-	-	167	-	-	-	-	1,002	(1,002)	2,000	3,818	1,002	(1,610)	2,000	
1351	Police Fraud Investigation	-	-	-	-	-	-	-	-	-	-	-	-	563	1,998	(2,047)	4,000	
1352	Police General Investigation	1,648	-	-	1,648	2,292	7,586	-	-	7,586	13,752	(6,166)	27,500	14,769	13,002	33,413	27,000	
1353	Police Intelligence Section	-	-	163	163	1,125	2,702	-	674	3,376	6,750	(3,374)	13,500	1,016	1,998	8,963	4,000	
1354	Police DrugInvestigationSuppTm	3,079	-	1,257	4,336	7,083	20,271	-	1,412	21,682	42,498	(20,816)	85,000	19,074	23,502	67,195	49,000	
1356	Police Major Crimes Section	10,576	-	939	11,515	18,125	154,843	-	9,413	164,256	108,750	55,506	217,500	121,852	100,002	190,542	207,000	
1357	Police SeriousCrimes/SexOffenc	1,293	-	465	1,758	1,250	3,612	-	1,064	4,676	7,500	(2,824)	15,000	15,876	7,002	41,710	14,500	
1358	Police IMPACT (Sec)	7,933	-	636	8,569	2,625	22,625	271	1,931	24,828	15,750	9,078	31,500	11,721	14,748	23,259	30,500	
1359	PoliceProvTrafficProjects(Sec)	-	-	-	-	-	2,137	-	-	2,137	-	2,137	59,000	13,609	-	52,226	59,000	
1363	Police IRSU (Sec)	5,391	-	-	5,391	5,167	34,058	297	-	34,356	31,002	3,354	62,000	17,056	29,250	47,717	60,500	
1364	Police CFSEU (Sec)	25,215	-	-	25,215	11,708	90,192	1,371	-	91,563	70,248	21,315	140,500	36,291	66,252	99,395	137,000	
1367	Police DCPO ND	724	-	-	724	913	2,103	-	-	2,103	5,478	(3,375)	11,000	994	4,998	2,203	10,500	
1368	Police DCPO Ladner	-	-	-	-	208	-	-	-	-	1,248	(1,248)	2,500	154	1,248	484	2,500	
1369	Police DCPO Tsaw	-	-	-	-	208	163	-	-	163	1,248	(1,085)	2,500	717	1,248	1,394	2,500	
1370	Police School Liaison	6,213	-	-	6,213	583	17,335	-	-	17,335	3,498	13,837	7,000	3,149	3,252	6,192	6,500	
1371	Police Reserve Police	-	-	-	-	4,000	-	-	-	-	21,500	(21,500)	21,500	6,829	20,000	20,000	21,000	
1373	Police Victim Services	-	-	134	134	375	421	-	1,053	1,474	2,250	(776)	4,500	4,023	2,250	6,037	4,500	
1376	Police Information & Security	4,036	-	-	4,036	4,333	17,463	321	-	17,783	25,998	(8,215)	52,000	11,291	25,500	31,898	51,000	
1381	Police Truck Enforcement	-	-	-	-	333	317	-	-	317	1,998	(1,681)	4,000	322	1,998	402	4,000	
1382	Police LMD PDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	195	-	
1383	Police Traffic Section	171	-	-	171	3,000	20,431	-	3,889	24,320	18,000	6,320	36,000	20,210	19,500	26,834	40,500	
1388	Police Patrol	19,707	2,348	-	22,055	48,917	156,769	44,004	1,303	202,076	293,502	(91,426)	587,000	197,914	276,252	453,146	572,000	
1390	Police Professional Standards	-	-	-	-	292	926	-	-	926	1,752	(826)	3,500	1,278	1,500	4,769	3,500	
1524	Police LMTT	-	-	-	-	4,583	12,902	-	-	12,902	27,498	(14,596)	55,000	7,326	27,498	15,435	55,000	
1540	Police VPD BCMUP (Sec)	-	-	-	-	-	2,162	-	-	2,162	-	2,162	-	992	-	992	-	
1579	Police Information Technology	710	-	-	710	583	983	-	-	983	3,498	(2,515)	7,000	4,465	3,498	5,177	7,000	
1584	Police Intelligence Management	-	-	-	-	42	183	-	-	183	252	(69)	500	-	252	-	500	
1594	Police UHU (Sec)	-	-	-	-	-	-	-	-	-	-	-	-	-	6,000	-	12,500	
1596	Police Youth Liaison	93	-	-	93	292	7,871	-	-	7,871	1,752	6,119	3,500	8,730	1,752	13,517	3,500	
1646	Police Cybercrime	-	-	-	-	-	-	-	-	-	-	-	-	717	2,502	3,410	5,000	
1680	Police Public Information Reps	186	-	-	186	7,576	3,939	8,656	-	12,595	45,456	(32,861)	91,000	15,358	44,244	32,374	88,500	
1681	Police LMD PDS (Sec)	10,322	-	-	10,322	2,583	65,416	2,416	-	67,832	15,498	52,334	31,000	31,943	10,998	93,800	22,500	
1682	Police LMD ERT (Sec)	12,897	-	3,403	16,300	7,125	37,618	528	17,013	55,159	42,750	12,409	85,500	28,333	40,248	62,111	83,500	
1683	Police RTIC-BC (Sec)	-	-	-	-	542	-	696	-	696	3,252	(2,556)	6,500	1,009	3,000	1,769	6,000	
1685	Police TFN Service Team	155	-	-	155	2,333	6,568	2,793	-	9,361	13,998	(4,637)	28,000	5,775	18,252	12,536	37,500	
1686	Police INSET (Sec)	1,368	-	-	1,368	458	2,736	-	-	2,736	2,748	(12)	5,500	1,233	2,502	8,577	5,000	
1687	Police LMD FIS (Sec)	171	-	2,389	2,560	6,125	12,900	1,395	15,989	30,284	36,750	(6,466)	73,500	7,227	34,500	35,110	71,500	
1697	Police TrafficSpecialtyDogUnit	-	-	-	-	458	-	-	-	-	2,748	(2,748)	5,500	-	-	-	-	
Police		141,220	2,348	14,501	158,069	169,696	961,000	63,838	75,731	1,100,569	1,015,676	84,893	108.36%	2,069,000	754,147	961,496	1,810,847	2,020,000

RG B.3

Delta Police Department Financial Report

For the period ending July 31, 2021

Operating Revenues & Expenditures

	Year to date Actuals	Accrual for Expenditures/ Revenues	Year to Date Actuals (Adjusted)	Year to date Budget	Annual 2021 Budget	YTD Variance (Fav)/Unfav (\$)	YTD Variance (Fav)/Unfav (%)
Expenditures							
Department Support Services	8,186,682	147,408	8,334,090	8,229,864	14,122,500	104,226	1.3%
Community Policing Bureau - Investigative Services	3,742,265	152,306	3,894,571	4,033,521	6,973,500	(138,950)	-3.4%
Community Policing Bureau - Community Services	4,499,114	110,350	4,609,464	5,470,437	9,465,000	(860,973)	-15.7%
Community Policing Bureau - Patrol Services	8,132,533	-	8,132,533	7,994,470	13,703,000	138,063	1.7%
Police Secondments	2,211,078	-	2,211,078	2,071,303	3,570,000	139,775	6.7%
Ecomm	1,312,382	(303,318)	1,009,064	1,064,581	1,825,000	(55,517)	-5.2%
Wage bank accrual, Police Staff retro	-	218,750	218,750	-	-	218,750	
Total Expenditures	28,084,054	325,496	28,409,550	28,864,176	49,659,000	(454,626)	-1.6%
Revenues							
Recovered Services	(5,526,915)	(57,195)	(5,584,110)	(5,220,125)	(6,831,500)	(363,985)	-7.0%
Fines and Fees	(385,930)	194,557	(191,373)	(134,169)	(230,000)	(57,204)	-42.6%
Grants	(1,914,823)	32,833	(1,881,990)	(1,710,956)	(1,754,500)	(171,034)	-10.0%
Other Recoveries and Miscellaneous	(113,471)	-	(113,471)	(52,500)	(90,000)	(60,971)	-116.1%
Transfer from Reserve	-	-	-	(255,500)	(438,000)	255,500	100.0%
Total Revenue	(7,941,139)	170,195	(7,770,944)	(7,373,250)	(9,344,000)	(397,694)	-5.4%
Operating Tax Draw	20,142,915	495,692	20,638,607	21,490,926	40,315,000	(852,320)	-4.0%

Capital

	2021 Actuals	2021 Budget	Variance (Fav)/Unfav (\$)
Expenditures			
Vehicle Purchases - 2021	-	688,000	(688,000)
Vehicle Purchases - 2020 carryover	-	638,000	(638,000)
Armoured Vests, Equipment, Furniture, IT	147,108	377,887	(230,779)
Cannabis Roadside Testing Devices	-	112,000	(112,000)
Total Expenditures	147,108	1,815,887	(1,668,779)

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City of Delta
Payroll Overtime Data
As of: 2021-07-31

		2021					2021 Year to Date							2020 Overtime Statistics				
		Overtime	Statutory Holiday	Standby Time	Total Month	Budget Month	Overtime	Statutory Holiday	Standby Time	Total YTD	Budget YTD	Variance YTD	% spent (YTD)	Budget Annual	Overtime YTD	Budget YTD	Overtime Annual	Budget Annual
1199	Police Fleet Mtce (Ops)	-	-	-	-	-	62	-	-	62	-	62	-	-	984	-	984	-
1268	PoliceCommunitySafetyOfficer	-	-	-	-	-	16,135	-	-	16,135	-	16,135	-	-	-	-	-	-
1305	Police Community Support	39,526	321	4,049	43,896	12,417	170,161	321	21,642	192,124	86,919	105,205	149,000	63,109	81,956	219,977	145,500	
1307	Police Comms/Media	4,306	-	3,942	8,248	834	13,028	-	8,340	21,367	5,838	15,529	10,000	5,092	2,919	14,181	5,000	
1312	Police PublicSafety Operations	-	279	-	279	208	1,671	279	-	1,950	1,456	494	2,500	3,934	1,456	7,823	2,500	
1331	Police TFN Policing	-	284	-	284	583	6,065	284	-	6,350	4,081	2,269	7,000	1,472	3,794	4,149	6,500	
1335	Police Administration	-	-	-	-	1,250	7,445	217	-	7,661	8,750	(1,089)	15,000	8,289	5,831	14,450	10,000	
1342	Police Ports Liaison	-	-	-	-	42	-	-	-	-	294	(294)	500	-	294	-	500	
1343	Police BC Justice Institute	-	-	-	-	-	-	-	-	-	-	-	-	702	-	3,540	-	
1345	Police Human Resources	5,612	452	-	6,065	8,958	88,646	1,324	-	89,970	62,706	27,264	107,500	84,533	59,206	152,028	105,000	
1349	Police Drug Section	-	-	-	-	-	-	-	-	-	-	-	-	955	19,250	(5,411)	34,000	
1350	Police Identification Section	-	-	-	-	167	-	-	-	-	1,169	(1,169)	2,000	3,818	1,169	(1,610)	2,000	
1351	Police Fraud Investigation	-	-	-	-	-	-	-	-	-	-	-	-	563	2,331	(2,047)	4,000	
1352	Police General Investigation	2,926	-	434	3,361	2,292	10,512	-	434	10,946	16,044	(5,098)	27,500	17,682	15,169	33,413	27,000	
1353	Police Intelligence Section	259	-	977	1,236	1,125	2,960	-	1,651	4,611	7,875	(3,264)	13,500	1,991	2,331	8,963	4,000	
1354	Police DrugInvestigationSuppTm	362	-	1,070	1,432	7,083	20,633	-	2,482	23,115	49,581	(26,466)	85,000	26,578	27,419	67,195	49,000	
1356	Police Major Crimes Section	11,124	-	1,753	12,877	18,125	165,967	-	11,166	177,133	126,875	50,258	217,500	130,231	116,669	190,542	207,000	
1357	Police SeriousCrimes/SexOffenc	455	-	372	827	1,250	4,067	-	1,436	5,503	8,750	(3,247)	15,000	25,779	8,169	41,710	14,500	
1358	Police IMPACT (Sec)	3,483	-	-	3,483	2,625	26,108	271	1,931	28,311	18,375	9,936	31,500	13,256	17,206	23,259	30,500	
1359	PoliceProvTrafficProjects(Sec)	22,060	-	-	22,060	19,500	24,198	-	-	24,198	19,500	4,698	59,000	34,477	19,665	52,226	59,000	
1363	Police IRSU (Sec)	372	-	-	372	5,167	34,431	297	-	34,728	36,169	(1,441)	62,000	20,802	34,125	47,717	60,500	
1364	Police CFSEU (Sec)	14,417	310	-	14,727	11,708	104,609	1,681	-	106,291	81,956	24,335	140,500	45,404	77,294	99,395	137,000	
1367	Police DCPO ND	-	-	-	-	913	2,103	-	-	2,103	6,391	(4,288)	11,000	994	5,831	2,203	10,500	
1368	Police DCPO Ladner	-	-	-	-	208	-	-	-	-	1,456	(1,456)	2,500	154	1,456	484	2,500	
1369	Police DCPO Tsaw	-	244	-	244	208	163	244	-	407	1,456	(1,049)	2,500	717	1,456	1,394	2,500	
1370	Police School Liaison	78	-	-	78	583	17,413	-	-	17,413	4,081	13,332	7,000	3,149	3,794	6,192	6,500	
1371	Police Reserve Police	-	-	-	-	-	-	-	-	-	21,500	(21,500)	21,500	13,741	20,000	20,000	21,000	
1373	Police Victim Services	90	-	179	269	375	511	-	1,232	1,743	2,625	(882)	4,500	4,023	2,625	6,037	4,500	
1376	Police Information & Security	4,065	-	-	4,065	4,333	21,528	321	-	21,849	30,331	(8,482)	52,000	13,411	29,750	31,898	51,000	
1381	Police Truck Enforcement	178	-	-	178	333	496	-	-	496	2,331	(1,835)	4,000	322	2,331	402	4,000	
1382	Police LMD PDS	-	-	-	-	-	-	-	-	-	-	-	-	195	-	195	-	
1383	Police Traffic Section	590	-	2,048	2,637	3,000	21,020	-	5,936	26,957	21,000	5,957	36,000	20,210	22,750	26,834	40,500	
1388	Police Patrol	32,720	10,312	465	43,498	48,917	189,489	54,317	1,769	245,575	342,419	(96,844)	587,000	223,608	322,294	453,146	572,000	
1390	Police Professional Standards	-	-	-	-	292	926	-	-	926	2,044	(1,118)	3,500	1,278	1,750	4,769	3,500	
1524	Police LMITT	8,657	-	-	8,657	4,583	21,559	-	-	21,559	32,081	(10,522)	55,000	11,158	32,081	15,435	55,000	
1540	Police VPD BCMUP (Sec)	3,397	-	-	3,397	-	5,559	-	-	5,559	-	5,559	-	992	-	992	-	
1579	Police Information Technology	437	-	-	437	583	1,420	-	-	1,420	4,081	(2,661)	7,000	4,909	4,081	5,177	7,000	
1584	Police Intelligence Management	-	-	-	-	42	183	-	-	183	294	(111)	500	-	294	-	500	
1594	Police UHU (Sec)	-	-	-	-	-	-	-	-	-	-	-	-	-	7,000	-	12,500	
1596	Police Youth Liaison	93	-	-	93	292	7,964	-	-	7,964	2,044	5,920	3,500	9,037	2,044	13,517	3,500	
1646	Police Cybercrime	-	-	-	-	-	-	-	-	-	-	-	-	717	2,919	3,410	5,000	
1680	Police Public Information Reps	857	1,956	-	2,813	7,576	4,796	10,611	-	15,408	53,032	(37,624)	91,000	16,708	51,618	32,374	88,500	
1681	Police LMD PDS (Sec)	8,768	-	-	8,768	2,583	74,183	2,416	-	76,600	18,081	58,519	31,000	42,352	12,831	93,800	22,500	
1682	Police LMD ERT (Sec)	807	-	1,926	2,733	7,125	38,425	528	18,939	57,892	49,875	8,017	85,500	31,489	46,956	62,111	83,500	
1683	Police RTIC-BC (Sec)	-	-	-	-	542	-	696	-	696	3,794	(3,098)	6,500	1,345	3,500	1,769	6,000	
1685	Police TFN Service Team	657	905	-	1,562	2,333	7,225	3,698	-	10,923	16,331	(5,408)	28,000	7,415	21,294	12,536	37,500	
1686	Police INSET (Sec)	2,498	-	-	2,498	458	5,233	-	-	5,233	3,206	2,027	5,500	1,233	2,919	8,577	5,000	
1687	Police LMD FIS (Sec)	512	284	2,560	3,356	6,125	13,412	1,679	18,549	33,640	42,875	(9,235)	73,500	10,334	40,250	35,110	71,500	
1697	Police TrafficSpecialtyDogUnit	-	-	-	-	458	-	-	-	-	3,206	(3,206)	5,500	-	-	-	-	
Police		169,306	15,349	19,776	204,432	185,196	1,130,306	79,187	95,507	1,305,000	1,200,872	104,128	108.67%	2,069,000	909,147	1,138,077	1,810,847	2,020,000



To: Municipal Police Board Chairs
Municipal Police Chief Constables
Chief Officers
Designated Law Enforcement Agencies
Discipline Authorities
Adjudicators

And to: Professional Standards Officers

From: Office of the Police Complaint Commissioner

Re: **Information Bulletin # 19 - Impact of COVID-19 Pandemic on Police Complaints process (Revised June 30, 2021)**

UPDATE: On June 29, 2021, the Minister of Public Safety and Solicitor General issued Ministerial Order MO 275 pursuant to the *Emergency Measures Act*, which effective at the end of day June 30, 2021, cancels the State of Emergency declared on March 18, 2020.

This Bulletin should now be read in consideration of MO 275. The discretionary power provided to entities that have statutory power to waive, suspend or extend a limitation period will continue until 90-days after the state of emergency is lifted (see Item 7 of Schedule 2 to the *COVID-19 Related Measures Act*).

Accordingly, discretionary power of statutory decision-makers to waive and extend timelines contained in the *Police Act* as provided for in MO 98 (as amended) ends 90 days from the end of the State of Emergency. At that time, this Bulletin will no longer be of force or effect and will be archived.

NOTE: This Bulletin will be revised periodically as circumstances require. However, given the rapidly changing nature of government's response to the pandemic, all parties are encouraged to contact the Deputy Police Complaint Commissioner if questions arise with respect to the police complaints process, including investigations and proceedings so that decisions may be balanced within the present extraordinary context.

On more general matters, it is recognized that each police agency has unique human resource capacity and needs, therefore, Chairs of Police Boards and Chief Constables/Officers are also

encouraged to contact the Police Complaint Commissioner directly on questions or issues specific to their agencies.

COVID-19 RELATED MEASURES ACT

On July 8, 2020, the Legislature of British Columbia passed Bill-19 “*Covid-19 Related Measures Act*” (Royal Assent) and it received Royal Assent that same day and was brought into force by regulation on July 10, 2020. The Act and Regulation is found at:

<https://www.bclaws.ca/civix/document/id/bills/billscurrent/5th41st:gov19-3>
https://www.bclaws.ca/civix/document/id/oic/oic_cur/0391_2020

That Act continues MO98 as an “EPA Instrument” under Schedule 2 giving it legislative effect in accordance with that Act.

DECLARATION OF PROVINCIAL EMERGENCY

On March 18, 2020, the Provincial Government of British Columbia declared a state of emergency under the *Emergency Program Act* in a province-wide response to the COVID-19 pandemic. It followed the declaration of a public health emergency by the Chief Provincial Health Officer on March 17, 2020, under the *Public Health Act*. Further updates to the provincial state of emergency including Ministerial Orders are issued from time to time.

While these declarations or any superseding and applicable declarations or orders by the Government of Canada are in effect, the Office of Police Complaint Commissioner will be providing additional information within Orders for Investigation and Notices of Admissibility informing parties that lawfully authorized delays may occur during the affected period. This Bulletin should be read in conjunction with the *Emergency Program Act* and the *Public Health Act* of BC as well as any applicable orders, or direction under those Acts, or under federal legislation including the *Quarantine Act*. In particular, this includes orders related to occupational health and safety and the need for physical distancing and isolation, in order to protect the health of all participants in the complaints process.

As outlined below, and to support continued transparency and accountability, it is important that discretionary decisions including requests for extensions, suspensions, discontinuations, or decisions related to adjournments, be sufficiently documented outlining the reasons for the request, in the context of the current health emergency, the associated impacts to government bodies, important health and safety considerations and the extraordinary legislative authorities presently in force.

Where *Part 11* does not provide for discretion, the Commissioner will also consider requests to waive, extend or suspend a mandatory time period pursuant to Ministerial Order MO98 (as

amended) *Emergency Program Act* (attached). Broader application of Ministerial Order MO98 (as amended) will be considered as circumstances require.

It is also recommended that Retired Judges sitting as Adjudicators during a Review on the Record or a Public Hearing may wish to consider the application of MO98 (as amended) to their proceedings.

PURPOSE

This Information Bulletin is intended to provide guidance to police agencies and police boards with respect to the impacts to the *Police Act* complaints process as a result of the current COVID-19 pandemic.

Section 177 of the *Police Act* states that the Commissioner is generally responsible for overseeing and monitoring complaints, investigations and the administration of discipline to ensure that the purposes of the *Police Act* are achieved. The Commissioner may also inform, advise and assist all participants in the police complaint process. To that end, the Commissioner may issue and periodically revise Information Bulletins to provide clarifying information with respect to various aspects of the *Police Act*.

BACKGROUND

Government agencies are currently updating response plans and amending current business practices resulting from the COVID-19 pandemic which, in turn will affect the services provided to the public. This may include the need for police departments and designated law enforcement agencies to redirect resources, modify response procedures and re-align priorities in delivering policing services to their communities. This may also include the re-deployment of professional standards or support staff.

REQUIREMENTS OF PART 11

With respect to the police complaint process, the *Police Act* contains non-discretionary timelines, duties and obligations. While some timelines have specific statutory language which allow for discretionary extensions, there is no authority for the Police Complaint Commissioner to generally waive these statutory timelines, duties or obligations.

The overriding principle of *Part 11* is to ensure that the public interest is met through the transparent civilian oversight of police conduct, complaints and investigations and the legislated accountabilities contained in *Part 11* of the Act. These accountabilities should be seen as immutable and are especially important in times of uncertainty, increased vulnerability of citizens, or during the exercise of extraordinary state powers as in the present case of the national response to the pandemic.

However, consideration of the public interest also includes the assessment of the current pandemic and its effect on government response including police service delivery and resources. Other public interest considerations include the availability and suitability of “virtual” communication; the need for procedural fairness; timeliness of investigations and proceedings; the need for thorough and complete investigations; the preservation of evidence; accountability and transparency to the public, and; to ensure the complaints process upholds the rights of respondent members, complainants and affected persons.

EXERCISE OF DISCRETION DURING PANDEMIC AFFECTED TIME PERIOD

Certain sections within *Part 11* provide discretionary authority dependent upon the relevant statutory language. These may include, for example, provisions for extensions and/or suspensions of *Police Act* investigations and adjournments of matters in the disciplinary or adjudication phase.

Assessment of the public interest factors in discretionary decisions under the Act may include consideration of operational impacts to police agencies resulting from this pandemic. They are valid considerations for assessment and documentation by decision-makers where the specific statutory language provides discretion. For certainty, absent lawful excuse, declining or failing to do what is a mandated duty under the Act (e.g. s.89 reporting of death, serious harm and reportable injury) is not considered a proper exercise of discretion.

To ensure transparency and accountability of the complaints process, decision-makers are advised that all considerations should be clearly articulated and documented as to those public interest factors described above. This includes requests to this office such as discontinuations or extensions of investigations as well as those matters decided independently by investigators or discipline authorities under *Part 11*.

In any requests to this office for discretion relating to the extending of timelines or in the conduct of ongoing investigations and any related discipline proceedings, the specific factors related to the present pandemic response may therefore be reasonably considered. Where those considerations are not sufficiently documented to support the exercise of discretion, the OPCC may request supplemental material or information prior to granting the request.



Clayton Pecknold
Police Complaint Commissioner

Overcoming Barriers to Promotion for Women in Policing

By Deputy Chief Constable Michelle Davey



WOMEN MAKE UP APPROXIMATELY fifty percent of the Canadian population. In policing in Canada, twenty-two percent of sworn officers are women (Statistics Canada, 2019). Yet, in over 200 municipal police agencies across the country, only five are led by women. There is a distinct absence of women in the most senior leadership roles in Canadian police agencies. The challenge to police leaders is to make changes to hiring and promotion practices to recruit, hire and promote more women because, otherwise, executive tables will remain male dominant and without the variety of perspectives that gender differences bring. We cannot afford for our police leadership demographics to remain status quo for yet another generation. Our community expects change, and they

RG B.5b

want to see themselves reflected in their police service – at all levels. Internally, our junior members want to see themselves reflected in senior ranks, and we are hiring more diverse officers today than ever before. So how do we do it?

Female police officers face numerous barriers to promotion in police organizations across Canada. These barriers exist, in part, because policing as a profession remains male-dominated, with very few women holding supervisory positions. This dearth of female leadership brings numerous other concerns, including a lack of female role models and mentors, and the absence of female perspectives and influence in executive-level policing decisions. The research has shown that this manifests itself in increased incidents of use of force complaints for the organization and increased sexual harassment incidents in policing. The benefits that women bring to senior leadership ranks are many, and it is time to ensure that police agencies address the disparity and disproportion of women in senior leadership roles.

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The research¹ I conducted to complete my graduate studies consisted of a survey of over 1,000 sworn officers from several major police agencies in Canada. Women reported experiencing barriers such as shift work because it interfered with their ability to be primary caregivers to their young children. Child-bearing forced some women to wait until their children were school-aged, thus delaying their participation in promotion competitions, and causing them to run out of time to achieve executive-level positions. A negative self-perception also contributed to many women not seeking promotion because they felt they had to prove themselves beyond the competencies of the desired position. Some women indicated that promotions they did achieve were perceived as tokenism, with comments directed toward them having filled a quota. A lack of female role models and mentors was also a barrier, as women sought other women with similar life experiences to obtain guidance in navigating promotion and other women-specific challenges. Interestingly, three quarters of the men who completed the survey did not believe there were barriers to promotion for women in policing. This is important, because men are often in senior leadership positions and are making decisions on who gets promoted. If they believe there are no barriers, then changes will not be made to create a more equitable path for women in policing.

These changes can be easy and can help more women achieve higher ranks in police organizations in Canada. First, hire more women! Consider initiatives such as 30 × 30² to bolster the percentage of women in your ranks. Then, transfer a female member off her platoon when she becomes pregnant. The resentment builds as fellow teammates cannot take time off because she is non-deployable and does not count in the strength of a patrol team where minimum staffing levels are a norm. Provide shift alternatives for her when she seeks promotion with small children at home, at least until her children are school aged. The research shows that women are still the primary caregiver to children when they are young. Give credit to the skills that she develops working in community-based assignments. Skills such as de-escalation, communication, problem solving and decision making, community engagement, compassion, and empathy are all valued skills in leadership and deserve credit in promotion competitions. Give her meaningful assignments once she is promoted, and support her work publicly so she can gain credibility and earn the trust and respect of fellow members. Finally, create a formalized mentorship program to pair senior sworn female members with junior

RG B.5b

officers, so they have someone to go to with issues specific to women in policing and hopefully an ally for the duration of their career, until they too become mentors.

Police leaders have the opportunity to play an integral role in facilitating changes in their agencies that recognize the important and valuable contributions of women in policing. Formalized mentoring programs, changes to shift patterns for promoted positions, destigmatizing pregnancy and promoting more women into senior leadership positions to create a larger cadre of role models for the next generation of women officers are all measures that will assist in moving towards authentic inclusion in policing. Doing so will inevitably improve public trust and likely increase organizational capacity for recruiting female applicants. Women add tremendous value to leadership roles in policing, and if barriers to promotion are effectively mitigated, it will be possible for more women to access and achieve positions at the executive tables of police organizations across Canada. It is time to celebrate the contributions of women in policing with meaningful change. If police leaders desire equity, diversity and inclusion across all ranks of their police agencies, changes must be made to the practices, culture and the ways that women are supported, to facilitate the greater likelihood of success in women achieving promotion to senior leadership roles.

REFERENCES

1. To access the full paper, please follow <https://core.ac.uk/download/pdf/323210821.pdf>
2. <https://30x30initiative.org/>

From: [Jassie Ram](#)
To: [Angela Kaiser - DPB](#); [Annette Garm - DPB](#); [Firth Bateman - DPB](#); [Gurleen Sahota - DPB](#); [Karen Hossack - DPB](#); [Ken Baird - DPB](#); [Mayor George Harvie](#)
Cc: ["Neil Dubord \(ndubord@deltapolice.ca\)"](#); [Sharon Sparrow](#); ["Tanya Bader"](#)
Subject: ACTION: E-Comm Board of Directors Nomination
Date: August 4, 2021 10:41:00 AM
Attachments: [LTR - 2021-22 Board Nomination - Delta Police Board 9Jul-21.pdf](#)
[Attachment 1 - Section 4.2 Members" Agreement.pdf](#)
[Attachment 2 - FAO \(Updated 29Jun-21\).pdf](#)
[LTR - 2021-22 Board Nomination - Delta Police Board 9Jul-21.pdf](#)
[Attachment 1 - Section 4.2 Members" Agreement.pdf](#)
[Attachment 2 - FAO \(Updated 29Jun-21\).pdf](#)
[RE E-Comm Board of Directors Designate.msg](#)
Importance: High

Hello,

E-Comm will be holding its Annual General Meeting on September 23, 2021, and has requested that the City and Delta Police Board mutually nominate one individual for the E-Comm Board of Director position as per past practice. Previous E-Comm Directors have included Karl Preuss (now retired Finance Director), Councillor Dan Copeland and currently, Ms. Melanie Kerr (current Finance Director). Ms. Kerr has been serving as an E-Comm Board of Director on behalf of the City and DPB since September 2020.

E-Comm notes that Ms. Kerr is an engaged member of the Board of Directors and has made significant and positive contributions to the Board's decision-making, and has oriented herself very quickly to a process that has a steep learning curve due to the complexity of the organization. Considering Ms. Kerr's significant contributions, ***E-Comm's Governance Committee of the Board of Directors respectfully requests that the reappointment of Ms. Kerr be considered.***

The City Manager put forward Ms. Kerr's nomination to Council, which has been approved (see the attached e-mail from Michelle Jansson).

The approved nomination has been referred to the Delta Police Board for support.

ACTION: to provide the Council Clerk enough time to submit the nomination to E-Comm, the below motion is being circulated via e-mail relating to Melanie Kerr's nomination for the E-Comm Board position:

THAT the Delta Police Board support the nomination of Melanie Kerr, City of Delta's Director of Finance, to serve as the nominee of the City of Delta and Delta Police Board to the E-Comm Board of Directors for the 2021-22 term, such Board to be elected by E-Comm shareholders at the September 23, 2021 Annual General Meeting.

Please advise of your support via e-mail to Sharon and me by August 9.

Thank you,
Jassie

VIA EMAIL – c/o jpadda@deltapolice.ca

July 9, 2021

Chair Mayor George V. Harvie and Council
 Delta Police Board
 4455 Clarence Taylor Crescent
 Delta, BC V4K 3E1

Dear Mayor Harvie and Board,

RE: E-Comm Board of Directors Designate — 2021-2022 Term

The Virtual Annual General Meeting (the “Meeting”) of the Shareholders (Members) of E-Comm *Emergency Communications for British Columbia Inc.* (“E-Comm”) will be held on Thursday, September 23, 2021 and, at that time, the Board of Directors will be elected by the Members for the 2021-2022 term.

Nominee for the coming term to be selected

The Members’ Agreement among E-Comm’s Shareholders sets out how the Board of Directors is to be elected. For your reference, we attach a copy of section 4.2 of the Members’ Agreement, headed “Designation and Election of Directors” which contains the applicable provisions.

Your organization falls into the group of which described at subsection 4.2.1.5. Pursuant to Section 4.2.1.5 of the E-Comm Members’ Agreement, your Designated Group of Members is entitled to nominate one mutually agreed upon individual for election to the Board of Directors of E-Comm. At present, your grouping is comprised of these municipalities:

	Class A	Class B
City of Delta	1	1
Delta Police Board	1	-

The current representative of your group on the E-Comm Board is Melanie Kerr. Since joining the Board in September 2020, Melanie has been an engaged member of the E-Comm Board of Directors and has made significant and positive contributions to the Board’s decision-making over the course of this past year. The learning curve for new Directors of E-Comm can be very steep due to the complexity of our organization. Melanie has very quickly oriented herself – she has attended orientation sessions, two strategic planning sessions, and a special governance redesign session in addition to regular Board and Committee meetings. Although it is not required, Melanie also serves on one of the Board’s Committees. While we recognize that the decision to nominate a designate is at the discretion of the Designated Grouping, the Governance Committee of the Board of Directors would respectfully request that the reappointment of Melanie be considered, given the significant contribution your representative has made in the past year. We know the coming year will present challenges, and we would look forward to having Melanie at the Board table.

Who is eligible?

The Board of E-Comm is committed to good governance and seeks Directors who possess the experience, skills, and attributes to effectively serve the interests of all shareholders and our other stakeholders. An effective Director will have competencies in many, or most, of the following areas: knowledge of the fields of emergency communications, police, fire, or ambulance first response or public-safety, knowledge of the role



of a board, analytical skills including financial acumen, leadership skills, good communication skills, sound judgment, high integrity and the ability to influence others. Further, the Board of Directors believes that its composition should reflect the rich diversity of the communities that E-Comm serves and has adopted a Board Diversity policy in support of that objective.

Commitment

The E-Comm Board of Directors provides oversight of all of the business and affairs of the Company. The Board meets not less than five times per year – meetings are held during regular working hours, typically commencing in the morning and running until mid or early afternoon, at E-Comm's Vancouver centre. Two additional Board sessions are also held annually for strategic planning and Board education. There are three standing committees of the Board (Finance, Governance, and Human Resources and Compensation), each meeting five times per year. Participation on committees is voluntary, but encouraged.

Although Shareholders are required to elect Directors every year, we hope that nominees are willing to serve for not less than two years, in part because the Company is complex and there is a learning curve to be expected. We encourage Directors to serve additional terms. There are no term limits in place, although we strive to balance the value of experienced Directors with that of newcomers.

Next steps

We kindly request that the Delta Police Board advise E-Comm (to the attention of the writer) with written confirmation by August 13, 2021, of the name and contact information of your nominee to the E-Comm Board for the 2021-2022 term. The question and answer document enclosed in this package includes a sample motion confirming your nomination, if required. Virtual meeting details will be shared with your nominee in advance of the AGM.

Please note that nominating a Director is a separate process from designating a representative to vote your share at the Virtual Annual General Meeting (AGM) in September. As such, I will be contacting you again in mid-August with the notice of AGM and requesting that you designate one individual to attend the Virtual Annual General Meeting of the Shareholders for the purposes of voting the Delta Police Board share. Virtual meeting details will be shared with your voting representative in advance of the AGM.

Yours truly,



Krystal Boros
Assistant Corporate Secretary

cc Melanie Kerr, E-Comm Board Director

being provided to Members and other Special Users, and anticipated to be provided to the Members then holding Class B Shares; and

- 3.7.2.3 the Special User Agreement effectively provides that the Special User will fulfil its financial obligations with respect to the Company Services received by it as if it were a Class A Member.

Subject to Section 4.11.3, a Special User Agreement may be executed between a Special User and the Company at any time notwithstanding when the Government Agency established for the purposes of holding a Class A Share in place of that Special User becomes a Member.

4. BOARD OF DIRECTORS

4.1 BOARD OF DIRECTORS

The Company shall have a Board comprised of not less than three nor more than twenty-five directors, with the actual number of directors as determined by the Class A Members as provided below.

4.2 DESIGNATION AND ELECTION OF DIRECTORS

4.2.1 The Members shall be entitled to designate directors as hereinafter provided:

4.2.1.1 one individual designated by the BCEHS;

4.2.1.2 one individual designated by Vancouver;

4.2.1.3 one individual designated by the Vancouver Police Board;

4.2.1.4 one individual designated by the following group:

(a) each Police Board which directly holds a Class A Share or Class B Share, other than Vancouver Police Board and Delta Police Board; and

(b) each Police Board which has a Class A Share or Class B Share in respect of Police Services held by its respective municipality, other than Vancouver Police Board and Delta Police Board;

4.2.1.5 such number of individuals as are set forth below, to be designated by the following designated group of Class A Members or Class B Members (each group being called a "Designated Group of Members"), if one or more of the Municipalities within a Designated Group of Members is a Class A Member or a Class B Member, as hereinafter set forth:

No. of Individuals
which may be
Designated

Designated Group of Members

1

West Vancouver, North Vancouver City,
North Vancouver District and Lions Bay

- | | |
|--------|---|
| 1 or 2 | 2 individuals if Burnaby, together with any one or more of New Westminster, Coquitlam, Port Moody, Port Coquitlam, Anmore and Belcarra are a Member; provided however that if Burnaby is not a Member, any one or more of New Westminster, Coquitlam, Port Moody, Port Coquitlam, Anmore and Belcarra which is a Member can designate 1 individual to be a director |
| 1 | Richmond |
| 2 | Surrey, White Rock, Langley City and Langley District |
| 1 | Delta and the Delta Police Board |
| 1 | Maple Ridge, Pitt Meadows and Mission |
| 1 | Abbotsford, Chilliwack and Fraser Valley Regional District |
| 1 | Squamish, Lillooet and Sechelt; |

and

- 4.2.1.6 One individual designated by all other Members holding Class A Shares and Metro Vancouver, other than as set forth in Sections 4.2.1.1 to 4.2.1.5, inclusive.
- 4.2.2 The RCMP, and in replacement therefor upon the Government Agency referred to in Section 3.7.1 becoming a Class A Member, that Government Agency, shall be entitled to designate one individual to act as director.
- 4.2.3 If provided in a Special User Agreement entered into pursuant to Section 3.7.2 or if otherwise authorized by the Board under Section 4.11.3, each Special User, and in replacement therefor upon the Government Agency for that Special User referred to in Section 3.7.2 becoming a Class A Member, that Government Agency, shall be entitled to designate one individual to act as director.
- 4.2.4 The group comprised of: the Capital Regional District and those Vancouver Island police agencies, including any RCMP detachment, to which the Company provides police dispatching services shall be entitled to designate one individual to act as director.
- 4.2.5 The Provincial government, acting through the Ministry of Public Safety and Solicitor General, whether it holds a Class A Share or not, shall be entitled to designate two individuals to act as directors.
- 4.2.6 Subject as hereinafter provided, the directors designated pursuant to Sections 4.2.1, 4.2.2, 4.2.3 and 4.2.4 shall designate four additional persons, independent from the Members, to be directors of the Company (the

"Independent Directors"), who have an interest or expertise in the Purpose or the Company Services to be provided by the Company.

- 4.2.7 The Members agree to vote their Class A Shares for the election as directors of the persons designated pursuant to Sections 4.2.1, 4.2.2, 4.2.3, 4.2.4, 4.2.5 and 4.2.6.
- 4.2.8 For the purposes of Section 4.2.1.5, upon anyone or more Municipalities within a Designated Group of Members becoming a Class A Member or a Class B Member, such Municipality or Municipalities will be entitled to designate the individual to be a director for the purposes of Section 4.2.1.5. As additional Municipalities within that Designated Group of Members become Class A Members or Class B Members, as the case may be, such additional Municipalities shall be deemed to have agreed to the individual as designated and elected a director for that Designated Group of Members and no changes will be required to be made with respect to any such individual, unless such individual shall cease to be a director in any other manner such as resignation, until the next following annual general meeting or annual consent resolution. Prior to any annual general meeting or annual consent resolution of the Class A Members, a Designated Group of Members shall agree on the individual to be designated by them for the purpose of Section 4.2.1.5 within a time period sufficient for that individual's name to be placed before the Class A Members, as determined by the Board.

4.3 VACANCIES ON BOARD

Any vacancies on the Board created by an individual designated under Section 4.2.1, 4.2.2, 4.2.3, 4.2.4 or 4.2.5 shall be filled by an individual designated by the Member or Members who designated the individual who is no longer a director, the Special User who designated the individual who is no longer a director, or the Provincial government, as the case may be, and any vacancies in any Independent Directors shall be filled by the remaining directors in accordance with Section 4.2.6.

4.4 NO RESTRICTIONS ON AFFILIATION TO MEMBERS

Directors designated pursuant to Section 4.2.1 may be appointed or elected officials from a Member or may be persons from the general public with no affiliation to a Member.

4.5 REMUNERATION FOR DIRECTORS

Directors shall be entitled to fees for acting as a director of the Company, as determined in an Authorized Operating Budget. All directors may be paid reasonable expenses incurred when acting as directors.

4.6 QUORUM AT DIRECTORS MEETINGS

The quorum for all meetings of the Board shall consist of a majority of the directors. Meetings of the Board shall be held in accordance with the Articles of the Company and this Agreement.

4.7 EXECUTIVE MEMBER OF THE BOARD

The President of the Company shall be an executive member of the Board and as such shall be entitled to be present at all meetings of the Board and to take part in all discussions at meetings

Board of Directors: Common Questions & Background

Q. How should the nominating resolution of our council/board read?

- A. Exact wording is at the discretion of your organization, however council/board motions should include the name of the nominee, specification of the E-Comm Board term (e.g. 2021-2022) and reference to election at the Annual General Meeting of E-Comm shareholders.

For example “THAT (enter municipality/board/organization) nominate (name) to serve as the nominee of municipality/board/organization) to the E-Comm Board of Directors for the 2021-2022 term, such Board to be elected by E-Comm shareholders at the September 23, 2021 Annual General Meeting.”

Q. What is the role of the E-Comm Board of Directors?

- A. The E-Comm Board of Directors is responsible for stewardship of the entire E-Comm organization – it provides strategic oversight of the business and affairs of the company. E-Comm Directors are also the most senior representatives of the organization to the public and our stakeholders. To conduct its work efficiently, the Board has three standing committees: Finance, Governance and Human Resources and Compensation.

Q. Who elects the Board of Directors?

- A. The Shareholders elect the Board of Directors at the Annual General Meeting (AGM) of the Company. A Members’ Agreement among the shareholders sets out who may select nominees to the Board of Directors. Nominating entities are expected to select their nominee and advise the E-Comm Assistant Corporate Secretary of the name of their nominee by August 13, 2021 – the candidate is then put forward for election by the shareholders-at-large at the AGM in September 2021.

Q. What time commitment is required of Directors?

- A: The Board holds five regular meetings each year, during business days, typically for four hours. The meeting schedule is published well in advance. The Board Committees also meet five times each year, during the business day, for approximately two hours each meeting.

Two additional full or half day sessions occur annually: a Board education and orientation session and a strategic planning session.

As a best governance practice, the Board does expect a high attendance rate from its Directors.

Q. Why is the Board of Directors term only one year? Can we nominate someone for more than one term?

- A. The E-Comm Corporate Articles specify a term of one year. Nominating Entities may advise the Corporate Secretary in writing if they wish their nominee’s name to stand for election for a specific number of terms (e.g. four). However, the Corporate Secretary must confirm in writing each year that the standing nomination remains intact, however there will be no further action for the Nominating Entity unless they wish to make a change from their previous direction.

In the case of Nominating Entities that are part of a grouping, the Assistant Corporate Secretary must receive written confirmation from each nominating entity of the standing nomination, including specification of number of terms. The direction must be consistent among all members of the grouping; otherwise all members of the grouping must be contacted each year asking for confirmation of the nomination.

Q. If my organization/municipality is part of a grouping, do we have to agree on the nominee?

A. The E-Comm Members' Agreement specifies that each designated group of members shall agree on their individual nominee. Consultation on a mutually-agreeable nominee should be undertaken prior to advising the E-Comm Assistant Corporate Secretary of the name of the nominee.

Q. What is the difference between nominating a Board Director and sending someone to the AGM?

A. The individual Board nominees, once elected at the AGM, will serve on E-Comm's Board throughout the coming year, attending various Board and committee meetings, and participating in the supervision of the organization's affairs. Your organization's representative at the AGM is simply the person who attends the AGM that day on behalf of your organization, and votes your share on any resolutions or votes which occur at the AGM that day (this could be your nominee, but it could be another individual). That person's role and duties cease after the AGM has adjourned.

Q. Why do you contact us in July when the Board is not appointed by Shareholders until September?

A. We provide sufficient notice of the process to allow for conferring with other members of member groupings, council and or other motions that may be required.

Q. What do directors receive for remuneration?

A. Meeting rates are \$397 per meeting (for Directors who are not full-time employees of a Member, the Provincial Government or Special User), twice that amount for meetings longer than four hours in duration. Board meetings are generally less than four hours.

Q. Who do I contact with questions?

A. Krystal Boros, Assistant Corporate Secretary, 604-218-6941

About the annual general meeting

Q. What is an AGM?

- A. A general meeting of all shareholders of E-Comm is required to occur at least once annually under the Business Corporations Act (BC), which regulates E-Comm's corporate governance.

Q. What happens at an AGM?

- A. The compulsory items on the agenda are the election of Directors, the appointment (or reappointment) of the auditors, and the presentation of previous year's financial statements. Usually, a number of additional items are also placed on the agenda, such as a general report from the Directors, or presentations on new initiatives. Special business items could also be dealt with (such as changing the Corporate Articles), but shareholders would receive notice of any special business with the notice of meeting. As the Company just held a Special General Meeting in June 2021, no special business is expected at the 2021 September AGM.

Q. Who should attend the AGM?

- A. A representative of the shareholder should attend the AGM to vote on the matters listed above including electing the Board of Directors. The selection of an appropriate representative is entirely the choice of the shareholder.

Q. What are Shareholders entitled to vote on?

- A. Holders of Class A shares have one vote per share on all matters requiring a vote at the AGM, including any items of special business. Class B shares are generally non-voting, except for matters which involve certain fundamental changes – these are listed and specified in the E-Comm Corporate Articles.

Q. What is the voting process at the AGM?

- A. Votes are conducted by a simple show of hands (voting cards) unless a shareholder demands at the meeting that a formal ballot or "poll" vote occur on a particular resolution.

Q. What if no one can attend, can we proxy our vote?

- A. Yes. A shareholder can appoint a proxyholder (in writing) to attend and vote on the shareholder's behalf at the AGM. The proxyholder need not be a member themselves.

Proxies must be in writing, must specify the name of the shareholder, the identity of the proxyholder, and reference the AGM in question. A form of proxy will issue with the formal notice of the AGM. Proxies must be signed by an authorized signatory of the shareholder and pre-registered with E-Comm at least 2 business days prior to the AGM.

Q. How will my shares be voted if I return a proxy?

- A. Proxies usually grant the proxyholder the ability to vote on all matters at the meeting, in their discretion. If a shareholder wishes, it can restrict that discretionary power by stating in the proxy form that its shares must be voted in a certain manner on specified resolutions or votes which it anticipates will be before the meeting. Such language, if included, needs to be clear and unambiguous.

Q. Can a proxy be revoked?

- A. Once granted, proxies can also be revoked, but written revocation signed by the shareholder must be given to E-Comm at least one business day prior to the AGM.

Q. Who chairs the AGM?

- A. E-Comm's Corporate Articles specify that the chair of the Board of Directors will also chair the AGM.

Q. How important is it that we send someone?

- A. As a shareholder of E-Comm we strongly urge you to ensure that you shares are represented, but it is not necessary that you be represented in-person – proxy voting is equally acceptable and effective, particularly when the AGM is held virtually.

Q. What if I have a question about the AGM?

- A. Contact Krystal Boros, Assistant Corporate Secretary, at 604-218-6941.



Office of the City Clerk

August 10, 2021

Ms. Krystal Boros
Assistant Corporate Secretary and Freedom of Information Officer
E-Comm 9-1-1
3301 E. Pender Street
Vancouver, BC V5K 5J3

Dear Ms. Boros:

Subject: **E-Comm Board of Directors Designate 2021-2022 Term**

Please be advised that at the July 26, 2021 Executive Meeting, Delta Council unanimously endorsed the following resolution:

- A. "THAT the City of Delta nominate Melanie Kerr, Director of Finance, to serve as the nominee of the City of Delta and Delta Police Board to the E-Comm Board of Directors for the 2021-2022 term, such Board to be elected by E-Comm shareholders at the September 23, 2021 Annual General Meeting.
- B. THAT subject to 'A', the decision to appoint Melanie Kerr, Director of Finance, as the E-Comm representative for the City of Delta be referred to the Delta Police Board.
- C. THAT after referral to the Delta Police Board, the decision to appoint Melanie Kerr, Director of Finance, as the representative for the City of Delta and the Delta Police Board be released to the public and that E-Comm be advised of the decision."

And further that the Delta Police Board unanimously endorsed the following resolution:

"THAT the Delta Police Board support the nomination of Melanie Kerr, City of Delta's Director of Finance, to serve as the nominee of the City of Delta and Delta Police Board to the E-Comm Board of Directors for the 2021-22 term, such Board to be elected by E-Comm shareholders at the September 23, 2021 Annual General Meeting."

A handwritten signature in black ink, appearing to read "Robyn Anderson".

Robyn Anderson
City Clerk

cc: Mayor & Council
Delta Police Board

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City of Delta
4500 Clarence Taylor Crescent
Delta, BC V4K 3E2
604.946.4141

www.delta.ca

Jassie Ram

From: Krystal Boros
Sent: September 3, 2021 1:05 PM
To: Jassie Ram
Cc: Sandra MacKay
Subject: E-Comm Annual General Meeting - September 23, 2021
Attachments: 000 Invitation Letter - Delta Police Board.pdf; Notice of AGM Package.pdf

Good afternoon,

The E-Comm Annual General Meeting will take place virtually on September 23, 2021. On behalf of our Board Chair Doug Campbell, it is my pleasure to attach an invitation letter and Notice of AGM package for your information.

Kindly note, that attendees are required to register in advance via Zoom. Please confirm the name and contact information of the person who will be attending on behalf of your organization to vote your share(s) as soon as possible so that we may provide them with the registration link.

We look forward to hearing from you. Please call or email if there is anything I may assist with.

Sincerely,

Krystal Boros, *Assistant Corporate Secretary and Freedom of Information Officer*



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Via Email: c/o jpadda@deltapolice.ca

September 3, 2021

Delta Police Board
4500 Clarence Taylor Crescent
Delta, BC V4K 3E2

Dear Chair Mayor George V. Harvie and Board Members,

It is my pleasure to invite you to the Annual General Meeting (AGM) of the Shareholders of E-Comm, to be held via video-conferencing, on Thursday, September 23, 2021 at 10:00 a.m. Meeting details will be shared with shareholder representatives in advance of the AGM.

We are asking shareholders to either attend the meeting virtually, by video-conferencing using Zoom, or to complete and provide your form of proxy prior to the AGM.

The enclosed package contains your copy of the Notice of Meeting, the minutes of the 2020 Annual General Meeting, the minutes of the 2021 Extraordinary General Meeting, the Audited Financial Statements for the year ended December 31, 2020, and a form of Proxy.

If you propose to attend the AGM virtually, please provide E-Comm with the name of the individual who will attend the meeting as your voting representative within 7 days of the AGM and their email address and telephone number. *We will provide your representative with meeting registration instructions which must be completed in advance of the AGM.*

If you do not wish to have a representative attend the AGM by Zoom, we urge you to take all necessary steps to have your shares represented by proxy. To vote your shares, please appoint a Proxy: sign and date the enclosed Proxy form and return it as soon as possible. **Your signed proxy must arrive at E-Comm by 10:00 am on September 21, 2021 to be valid (contact details are contained in the notice of meeting attached).**

Should you have any questions about the AGM, please contact krystal.boros@ecomm911.ca.

Sincerely,



Doug Campbell
Chair, E-Comm Board of Directors

Enclosures

- *Notice of Meeting*
- *Minutes of September 17, 2020 Annual General Meeting*
- *Minutes of June 24, 2021 Extraordinary General Meeting*
- *Audited Financial Statements Year-ended December 31, 2020*
- *Form of Proxy*



E-Comm Emergency Communications for British Columbia Incorporated

NOTICE IS HEREBY GIVEN that the Annual General Meeting of the Members of *E-Comm Emergency Communications for British Columbia Incorporated* (the "Company") will be held on Thursday, September 23, 2021 at the hour of 10:00 a.m. via video-conferencing for the following purposes:

1. To receive, consider and approve the minutes from the Annual General Meeting held September 17, 2020.
2. To receive, consider and approve the minutes from the Extraordinary General Meeting held June 24, 2021.
3. To receive the Financial Statements for the Company for the period ended December 31, 2020 and the report of the auditors thereon.
4. To appoint the auditors of the Company for the ensuing year, and to authorize the Directors to fix the remuneration to be paid to the auditors.
5. To set the number of Directors for the ensuing year.
6. To elect Directors to hold office until the close of the next Annual General Meeting.
7. To transact such other business as may properly come before the meeting or any adjournments or postponements thereof.

Pursuant to the Articles of the Company any entity that is a member of the Company may authorize such person as it thinks fit to act as its representative at any general meeting or class meeting. **Please provide the Company with the name of your representative at least 7 days prior to the date of the meeting.** If a member is unable to send a representative to attend the meeting in person, then that member may appoint a Proxyholder to attend and vote for it at the meeting. If you wish to appoint a Proxyholder, then you must complete and sign the enclosed form of Proxy and deliver it to Krystal Boros via email at krystal.boros@ecomm911.ca, **no less than 48 hours prior to the meeting.**

DATED at Vancouver, British Columbia this 3rd day of September, 2021.

BY ORDER OF THE BOARD



Sandra MacKay
Corporate Secretary

Enclosures:

1. Minutes of September 17, 2020 Annual General Meeting.
2. Minutes of June 24, 2021 Extraordinary General Meeting.
3. Audited Financial Statements for the period ended December 31, 2020 and the report of the Auditors thereon.
4. Form of Proxy.

**Minutes of the Annual General Meeting of
E-Comm Emergency Communications for British Columbia Incorporated** (the “Company”),
held virtually on September 17, 2020, at the hour of 10:00 a.m.

Shareholders of the Company present or represented

City of Abbotsford	City of Maple Ridge	City of Richmond
Abbotsford Police Board	Metro Vancouver	City of Surrey
BC Emergency Health Services	City of New Westminster <i>via proxy</i>	SCBCTAPS Board
City of Burnaby	New Westminster Police Board	City of Vancouver
City of Coquitlam	City of North Vancouver <i>via proxy</i>	Vancouver Police Board
City of Delta	District of North Vancouver <i>via proxy</i>	District of West Vancouver <i>via proxy</i>
Delta Police Board	City of Pitt Meadows	West Vancouver Police Board
City of Langley	City of Port Coquitlam	City of White Rock
Township of Langley	City of Port Moody	
Village of Lions Bay <i>via proxy</i>	Port Moody Police Board	

Meeting Chair

Doug Campbell, Chair, E-Comm Board of Directors

Management Present

Oliver Grüter-Andrew, President and CEO
Sandra MacKay, Vice-President, Governance and Legal

Invited Guests Present

John Folka, Auditor, KPMG

Recording Secretary

Krystal Boros

1. Introduction

E-Comm Board Chair Doug Campbell welcomed shareholders and guests to the 2020 Annual General Meeting.

2. Formalities and Call to Order

Call to Order

The Annual General Meeting was formally called to order at 10:00 a.m. Mr. Campbell, upon hearing no objection, appointed Sandra MacKay, Corporate Secretary, to act as Secretary of the Meeting.

Chair Campbell advised that the procedures followed at the Annual General Meeting are governed by the Articles of E-Comm, the Third Restatement of the Members’ Agreement, the British Columbia *Business Corporations Act* and the rules of order usually followed for meetings of Canadian companies.

Registration of Proxies

Section 11.6 of the Company’s Articles requires that all proxies for the meeting be delivered to the Company not less than 48 hours before the start of the meeting. All proxies delivered in accordance with those requirements were registered for use at the meeting.

It was confirmed that there were 25 Class A Shareholders in attendance, holding a total of 34 Class A shares, in person or by proxy.

3. Notice of Meeting and Quorum

The Notice calling the meeting was sent to all Members of record as of August 14, 2020, in addition to the Auditor of E-Comm. The shareholders waived formal reading of the Notice of Meeting.

Article 10.3 of the Company's Articles provides that the quorum for the transaction of business at a meeting of shareholders is "...two persons present and being, or representing by proxy, Members holding not less than 20% of the outstanding Class A Shares or other Shares entitled to be voted at the meeting" [7 of 35 Class A shares]. The Chair confirmed that a quorum was present.

With Notice having been duly given and a quorum being present, the Chair declared the meeting to be duly constituted for the transaction of business.

4. Minutes of the Last Annual General Meeting of Members

The minutes from the 2019 Annual General Meeting of Members held on June 20, 2019 were previously circulated.

MOVED AND SECONDED

- 4.1** THAT the minutes of the June 20, 2019 Annual General Meeting, be and are hereby approved and adopted, in the form previously circulated to Members.

CARRIED UNANIMOUSLY

5. Presentation of Financial Statements for the Company

The Financial Statements for the fiscal year ended December 31, 2019 and the Auditors Report thereon were mailed to all shareholders with the Notice of Meeting. The Chair asked if anyone had any questions regarding the financial statements. There being none, the financial statements of the Company for the fiscal period ended December 31, 2019 were received by the shareholders as presented.

6. Appointment of Auditors

The *BC Corporations Act* requires the shareholders of every company to appoint an auditor or to waive that appointment annually. The Chair called for a motion to appoint KPMG LLP, Chartered Accountants, as auditors of E-Comm until the next Annual General Meeting or until their successors are duly appointed.

MOVED AND SECONDED

- 6.1** THAT the firm of KPMG LLP, Chartered Accountants, be and is hereby appointed as auditors for the Company at a remuneration to be fixed by the Board of Directors until the next Annual General Meeting or until their successors are duly appointed.

CARRIED UNANIMOUSLY

7. Determination of the Number, and Election of Directors

Under the Members' Agreement and Articles of E-Comm, the Members of E-Comm designate the number of directors to be elected. Directors are nominated by the Members and the Ministry of Public Safety and Solicitor General. In addition, four independent directors are nominated by the outgoing Board of Directors.

Chair Campbell advised that shareholders will determine the number of directors for the upcoming year at 20.

Governance Committee Chair Denise Nawata reported that E-Comm had received the names of 16 nominees proposed by the Members and Ministry of Public Safety and Solicitor General, in accordance with the Members' Agreement, and the names of four independent director nominees proposed by the Board of Directors, for a total of 20 directors.

Ms. Nawata further reported that the municipalities of Belcarra, Burnaby, Coquitlam, New Westminister, Port Coquitlam and Port Moody, which form one nominating entity, had not yet named their second nominee and, accordingly, there would be one vacancy on the Board of Directors. Once the municipalities of Belcarra, Coquitlam, New Westminister, Port Coquitlam and Port Moody submit the name of their second nominee, that person would be appointed as director for the remainder of the term.

MOVED AND SECONDED

- 7.1** **THAT** the number of directors for the ensuing year be fixed at 20 and that the 19 persons nominated as directors as presented to the Meeting by Director Denise Nawata be elected as Directors of the Company to hold office until the next annual meeting of the Company or until their successors are elected or appointed and that it be acknowledged that there is one vacancy on the Board for the second nominee of the members Belcarra, Burnaby, Coquitlam, New Westminister, Port Coquitlam and Port Moody, such vacancy to be subsequently filled by the Directors as permitted under the Members' Agreement.

Name of Member or Designated Group	Name of Nominee(s)
BC Emergency Health Services	Neil Lilley
City of Delta Delta Police Board	Melanie Kerr
Metro Vancouver	Bill Dingwall
City of Richmond	Bill McNulty
RCMP	Lois Karr
City of Vancouver	Paul Mochrie
Vancouver Police Board	Warren Lemcke
Independent Police Boards: City of Abbotsford City of New Westminister City of Port Moody Transit Police District of West Vancouver	Mike Welte
City of North Vancouver District of North Vancouver Village of Lions Bay District of West Vancouver	Richard Walton
Village of Belcarra City of Burnaby City of Coquitlam City of New Westminister City of Port Coquitlam City of Port Moody	Joe Keithley

Name of Member or Designated Group	Name of Nominee(s)
City of Langley Township of Langley City of Surrey City of White Rock	Gayle Martin Terry Waterhouse
District of Maple Ridge City of Pitt Meadows	Mike Morden
Provincial Government	Lori Halls Mark Sieben
Independent Directors	Doug Campbell Barry Forbes Nancy Kotani Denise Nawata

CARRIED UNANIMOUSLY**8. Other Business**

No additional items were tabled for consideration.

9. Termination of Meeting

The meeting was declared concluded at 10:40 a.m.

certified approved,

Doug Campbell, Chair

Sandra MacKay, Corporate Secretary

**Minutes of the Special General Meeting of
E-Comm Emergency Communications for British Columbia Incorporated** (the “Company”),
held virtually on June 24, 2021, at the hour of 10:00 a.m.

Shareholders of the Company present or represented

City of Abbotsford	Village of Lions Bay	Port Moody Police Board
Abbotsford Police Board	City of Maple Ridge	City of Richmond
BC Emergency Health Services	Metro Vancouver	City of Surrey
Village of Belcarra	City of New Westminster	SCBCTAPS Board
City of Burnaby	New Westminster Police Board	TransLink
City of Coquitlam	City of North Vancouver	City of Vancouver
City of Delta	District of North Vancouver	Vancouver Police Board
Delta Police Board	City of Pitt Meadows	District of West Vancouver
City of Langley	City of Port Coquitlam	West Vancouver Police Board
Township of Langley	City of Port Moody	City of White Rock

Meeting Chair

Doug Campbell, Chair, E-Comm Board of Directors

Management Present

Oliver Grüter-Andrew, President and CEO
Sandra MacKay, Vice-President, Governance and Legal

Recording Secretary

Krystal Boros

1. Introduction

E-Comm Board Chair Doug Campbell welcomed shareholders (“Shareholders” or “Members”) to the Extraordinary, or Special, General Meeting of the Members.

2. Formalities and Call to Order

Call to Order

The Special General Meeting was formally called to order at 10:00 a.m. Mr. Campbell, upon hearing no objection, appointed Sandra MacKay, Corporate Secretary, to act as Secretary of the Meeting.

Chair Campbell advised that the procedures followed at the Special General Meeting are governed by the Articles of E-Comm, the Third Restatement of the Members’ Agreement, the British Columbia *Business Corporations Act* and the rules of order usually followed for meetings of Canadian companies.

Registration of Proxies

Section 11.6 of the Company’s Articles requires that all proxies for the meeting be delivered to the Company not less than 48 hours before the start of the meeting. All proxies delivered in accordance with those requirements were registered for use at the meeting.

It was confirmed that there were 26 Class A Shareholders in attendance holding a total of 35 Class A shares in person or by proxy, and 16 Class B Shareholders in attendance holding a total of 20 Class B shares in person or by proxy. Accordingly, 100% of E-Comm Shareholders were in attendance.

3. Notice of Meeting and Quorum

The Notice calling the meeting was sent to all Members of record as of May 21, 2021.

Article 10.3 of the Company's Articles provides that the quorum for the transaction of business at a meeting of shareholders is "...two persons present and being, or representing by proxy, Members holding not less than 20% of the outstanding Class A Shares or other Shares entitled to be voted at the meeting" [7 of 35 Class A shares]. The Chair confirmed that a quorum was present.

With Notice having been duly given and a quorum being present, the Chair declared the meeting to be duly constituted for the transaction of business.

4. Item 1: Amendment of Members' Agreement to provide E-Comm Vancouver Island Agencies with the right to appoint a Director**MOVED AND SECONDED**

- 4.1 BE IT RESOLVED THAT** an amendment to section 4.2 of the Members' Agreement to include, as new section 4.2.4, the following provision:

"4.2.4. The group comprised of: the Capital Regional District and those Vancouver Island police agencies, including any RCMP detachment, to which the Company provides police dispatching services, shall be entitled to designate one individual to act as director."; and

as consequential amendments, by adding reference to section 4.2.4, in sections 4.2.6, 4.2.7 and 4.3,

BE APPROVED.

CARRIED UNANIMOUSLY

5. Item 2: Amendment to the Company's Purpose to align with the *Emergency Communications Corporations Act***MOVED AND SECONDED**

- 5.1 BE IT RESOLVED THAT** amendments to section 2.1 of the Members' Agreement and Article 25 of the Company's Articles, as described in the Information Circular accompanying the Notice of Extraordinary Meeting, in order to make the language setting out the Company's Purpose, and its permitted activities, fully consistent with the language of the *Emergency Communications Corporations Act*, **BE APPROVED.**

CARRIED UNANIMOUSLY

6. Item 3: Additional amendments to the Members' Agreement and Articles of the Company**MOVED AND SECONDED**

- 6.1 BE IT RESOLVED THAT** those further amendments to the Members' Agreement and the Articles of the Company) which are described in the Information Circular accompanying the Notice of Extraordinary Meeting **BE APPROVED.**

CARRIED UNANIMOUSLY

7. Other Business

The Chair thanked all Members for their consideration of the matters which came before the Meeting and for their attendance. The Chair advised that the Members' Agreement amendments which were voted upon

remain conditional upon approval from the Minister of Public Safety and Solicitor General and advised that a submission seeking that approval had been submitted to the Minister in anticipation of, and subject to, the requisite Member support.

No additional items were tabled for consideration.

8. Termination of Meeting

The meeting was declared concluded at 10:35 a.m.

certified approved,

Doug Campbell, Chair

Sandra MacKay, Corporate Secretary

Financial Statements of

**E-COMM EMERGENCY COMMUNICATIONS
FOR BRITISH COLUMBIA INCORPORATED**

And Independent Auditors' Report thereon

Year ended December 31, 2020

KPMG LLP
PO Box 10426 777 Dunsmuir Street
Vancouver BC V7Y 1K3
Canada
Telephone (604) 691-3000
Fax (604) 691-3031

INDEPENDENT AUDITORS' REPORT

To the Shareholders of E-Comm Emergency Communications for
British Columbia Incorporated

Opinion

We have audited the financial statements of E-Comm Emergency Communications for British Columbia Incorporated (the "Entity"), which comprise:

- the statement of financial position as at December 31, 2020;
- the statement of operations and net assets (deficit) for the year then ended;
- the statement of cash flows for the year then ended; and
- notes to the financial statements, including a summary of significant accounting policies

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at December 31, 2020, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "**Auditors' Responsibilities for the Audit of the Financial Statements**" section of our auditors' report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organization, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Chartered Professional Accountants

Vancouver, Canada
May 6, 2021

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Statement of Financial Position

December 31, 2020, with comparative information for 2019

	2020	2019
Assets		
Current assets:		
Cash and cash equivalents	\$ 13,954,167	\$ 16,254,126
Accounts receivable (note 4)	5,280,525	8,002,820
Prepaid expenses	2,225,529	1,617,339
Investment in direct finance leases receivable (note 6)	5,443,415	5,422,176
	26,903,636	31,296,461
Investment in PRIMECorp (note 2(a))	1	1
Debt reserve fund (note 3)	2,477,914	2,427,953
Long-term prepaid land lease	1,919,192	1,944,445
Long-term portion of prepaid expenses	1,718,903	1,452,903
Long-term receivable for decommissioned assets (note 5)	58,514	83,922
Long-term portion of investment in direct finance leases receivable (note 6)	21,008,065	23,982,248
Tangible capital assets (note 7)	48,834,616	53,825,307
	\$ 102,920,841	\$ 115,013,240
Liabilities and Net Assets (Deficiency)		
Current liabilities:		
Accounts payable and accrued liabilities (note 8)	\$ 28,165,618	\$ 24,831,874
Deferred revenue	11,457	95,435
Accrued interest payable (note 9)	1,066,497	1,066,497
Current portion of long-term debt (note 9)	12,833,223	14,023,940
Other liabilities (note 10)	12,333,771	12,886,698
	54,410,566	52,904,444
Long-term debt (note 9)	47,104,885	59,783,235
Asset retirement obligation (note 11)	1,825,449	1,802,764
Total liabilities	103,340,900	114,490,443
Net assets (deficiency):		
Share capital (note 12)	550	540
Unrestricted net assets (deficit)	(420,609)	522,257
	(420,059)	522,797
Contingency (note 3)		
Commitments (note 14)		
	\$ 102,920,841	\$ 115,013,240

See accompanying notes to financial statements.

Approved on behalf of the Board:



Director



Director

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Statement of Operations and Net Assets (Deficit)

Year ended December 31, 2020, with comparative information for 2019

	2020	2019
Revenue:		
Radio system	\$ 15,481,905	\$ 14,608,999
Consolidated dispatch and 9-1-1 call taking system	47,859,618	45,283,584
Contract service fees and miscellaneous revenue	7,575,459	7,424,118
CAD system	1,591,580	1,455,141
Records management system	1,010,324	978,981
Financing revenue from direct finance leases	650,979	712,699
Tenant recoveries rental	522,780	417,760
Interest income	5,101,022	4,592,554
	79,793,667	75,473,836
Direct operating expenses:		
Salaries and benefits	57,316,965	54,013,630
Maintenance and technology	5,243,892	4,744,232
Premises	4,178,990	3,877,911
Professional fees	982,913	1,050,551
Employee related	1,040,841	1,335,416
Office supplies and communication	854,228	841,672
Other	316,119	577,227
	69,933,948	66,440,639
Other (income) expenses:		
Amortization of tangible capital assets and prepaid land lease	6,217,168	6,121,195
Amortization of deferred financing costs	154,873	150,890
Interest on long-term debt	4,421,759	4,151,638
Accretion of asset retirement obligation (note 11)	42,564	73,574
Loss (gain) on disposal of equipment	(16,671)	14,522
Gain on decommissioning of site lease (note 11)	(17,108)	(18,733)
	10,802,585	10,493,086
	80,736,533	76,933,725
Deficiency of revenue over expenses	(942,866)	(1,459,889)
Unrestricted net assets, beginning of year	522,257	1,982,146
Unrestricted net assets (deficit), end of year	\$ (420,609)	\$ 522,257

See accompanying notes to financial statements.

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Statement of Cash Flows

Year ended December 31, 2020, with comparative information for 2019

	2020	2019
Cash provided by (used in):		
Operating:		
Deficiency of revenue over expenses	\$ (942,866)	\$ (1,459,889)
Items not involving cash:		
Amortization of tangible capital assets	6,191,915	6,095,943
Amortization of prepaid land lease	25,253	25,252
Accretion of asset retirement obligation	42,564	73,574
Gain on decommissioning of site lease	(17,108)	(18,733)
Adjustment due to revaluation of ARO	(16,125)	(649,979)
Additions to ARO for new site lease	22,145	24,997
Amortization of deferred financing costs	154,873	150,890
Interest earned on debt reserve fund	(49,961)	(50,362)
Interest earned on investment in direct finance leases receivable	(650,979)	(712,699)
Loss (gain) on disposal of equipment	(16,671)	14,522
Expenditures on asset retirement obligation	(8,791)	(31,615)
Changes in non-cash operating items:		
Accounts receivable and long term receivables	2,747,703	(5,734,656)
Prepaid expenses	(874,190)	754,033
Costs recoverable from future billings		-
Accounts payable, accrued liabilities and interest payable	3,333,744	8,832,036
Deferred revenue	(83,978)	(76,993)
Other liabilities	(552,927)	1,099,989
	9,304,601	8,336,310
Financing:		
Proceeds from long-term debt	-	25,245,000
Proceeds from issuance of share capital	10	10
Repayment of long-term debt	(14,023,940)	(17,277,031)
	(14,023,930)	7,967,979
Investing:		
Acquisition and construction of tangible capital assets	(1,184,553)	(4,974,191)
Payments received on direct finance leases receivable	7,256,189	6,476,585
Acquisition of assets for direct finance leases	(3,652,266)	(5,538,030)
	2,419,370	(4,035,636)
Increase (decrease) in cash and cash equivalents	(2,299,959)	12,268,653
Cash and cash equivalents, beginning of year	16,254,126	3,985,473
Cash and cash equivalents, end of year	\$ 13,954,167	\$ 16,254,126

See accompanying notes to financial statements.

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements

Year ended December 31, 2020

1. Operations:

E-Comm Emergency Communications for British Columbia Incorporated (the "Corporation") was created in 1997 under legislation known as the Emergency Communications Corporations Act. On September 22, 1997, the Corporation was incorporated under the Business Corporations Act (British Columbia).

The Corporation provides centralized emergency communications and related public safety and public service to municipalities, regional districts, the provincial and federal governments and their agencies, and emergency service organizations throughout British Columbia. Primary services are provided to shareholder members of the Corporation pursuant to the Members' Agreement, and to the Royal Canadian Mounted Police ("RCMP") pursuant to a Special User Agreement.

The Corporation is exempt from income tax under the Income Tax Act.

In 2020, the COVID-19 outbreak was declared a pandemic by the World Health Organization. This pandemic has had an impact to the Corporation's business, specifically financially as it relates to decreases to certain operating expenditures; however, due to the essential nature of the Corporation's services, there has not been an impact to the Corporation's revenues and cashflow as a result of this pandemic. The situation is dynamic and the ultimate duration and magnitude of the impact on the economy and the Corporation are not determinable.

2. Significant accounting policies:

These financial statements have been prepared in accordance with Canadian Accounting Standards for Not-for-Profit Organizations and incorporate the following significant accounting policies:

(a) Basis of presentation:

In March 2003, the Corporation established Police Records Information Management Environment Incorporated ("PRIMECorp"), a wholly-owned company, to ensure that the records management system and computer aided dispatch system are delivered and consistent in all police agencies throughout British Columbia. As the operations are controlled by the Province of British Columbia, Minister of Public Safety and Solicitor General, the net assets and operations of PRIMECorp have not been included in these financial statements.

(b) Revenue recognition:

Revenue from the provision of services is recognized in the period that the services are provided through operating activities or the consumption of tangible capital assets over their useful lives, irrespective of the period in which the service is billed. The Members' Agreement specifies the manner in which members are obligated to pay for services rendered by the Corporation. Finance income related to direct-financing type leases is recognized in a manner that produces a constant rate of return over the terms of the leases. Amounts received for future services are deferred until the service is provided.

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

2. Significant accounting policies (continued):

(c) Cash and cash equivalents:

Cash and cash equivalents consist of cash on hand, cash held in banks and term deposits maturing within 90-days from the date of acquisition, net of bank overdrafts, if any.

(d) Costs recoverable through future billings:

Costs recoverable through future billings represent services provided through the utilization of tangible capital assets, the cost of which is recoverable through future payments in accordance with the Members' Agreement.

(e) Prepaid land lease:

The land on which the Corporation's building is located has been leased from the City of Vancouver for a period of 99-years commencing 1999. The prepaid amount is being amortized, and recovered through billings, over the term of the lease.

(f) Tangible capital assets:

Tangible capital assets are stated at cost, net of accumulated amortization. Interest costs directly attributable to major projects are capitalized and, commencing at project completion, are amortized over the estimated life of the underlying assets.

Amortization begins when assets are put into use and is provided on a straight-line basis over the estimated useful lives of the assets as follows:

Asset	Rate
Building	40.0 years
Furniture, fixtures and building equipment	3.0 years to 25.0 years
Radio	5.0 years to 20.5 years
Dispatch consoles and voice systems	7.0 years to 10.0 years
Records management system - Fire	5.0 years to 10.0 years
Computer aided dispatch - Fire	5.0 years to 10.0 years
User equipment	7.5 years to 12.5 years
Leasehold improvements	Over the term of the lease

The Corporation reviews its tangible capital assets for impairment whenever events or changes in circumstances indicate that the tangible capital asset no longer contributes to the Corporation's ability to provide services, or that the value of future economic benefits or service potential associated with the asset is less than its carrying amount. If such condition exists, an impairment loss is measured and recorded in the statement of operations at the amount by which the carrying amount of the tangible capital asset exceeds its fair value or replacement cost.

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

2. Significant accounting policies (continued):

(g) Asset retirement obligations:

The Corporation recognizes the liability for an asset retirement obligation that results from acquisition, construction, development or normal operations in the year in which it is incurred and when a reasonable estimate of fair value can be made. The amount recognized is the best estimate of the expenditure required to settle the present obligation. The corresponding cost is capitalized as part of the related asset and is amortized over the asset's useful life. In subsequent years, the liability is adjusted for changes resulting from the passage of time and revisions to either the timing or the amount of the original estimate of the undiscounted cash flows. The accretion of the liability to its fair value as a result of the passage of time is charged to earnings while changes resulting from the revisions to either the timing or the amount of the original estimate of the undiscounted cash flows are accounted for as part of the carrying amount of the related long-lived asset.

(h) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently measured at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Corporation does not hold any financial instruments that it is required to carry at fair value nor has not elected to carry any financial instruments at fair value.

The Corporation's financial instruments carried at amortized cost include cash and cash equivalents, accounts receivable, debt reserve fund, costs recoverable from future billings, accounts payable and accrued liabilities, and long-term debt.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs. These costs are amortized using the effective interest rate method.

Financial assets carried at cost or amortized cost are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indication of impairment, the Corporation determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Corporation expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial impairment charge.

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

2. Significant accounting policies (continued):

(i) Related party transactions:

Transactions with related parties are in the normal course of operations and are recorded at the agreed upon exchange amount. Contractual arrangements and service agreements with related parties are subject to the Corporation's tendering and proposal processes.

(j) Employee future benefits:

The Corporation participates in a multi-employer defined benefits pension plan. Defined contribution plan accounting is applied to this plan because the actuary does not attribute the deficit or surplus of the plan to specific employers. The pension expense associated with this plan is equal to the Corporation's contributions during the reporting period.

(k) Measurement uncertainty:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of financial statements. Significant areas requiring the use of management estimates relate to the measurement of asset retirement obligations. Actual results could differ from those estimates.

3. Debt reserve fund and contingency:

The Corporation is required to maintain 1% of the initial borrowings through the Municipal Finance Authority of British Columbia ("MFA") in a debt reserve fund administered by the MFA. The original amount is presented together with interest earned on the reserve fund investments.

Demand notes in the aggregate amount of \$11,484,274 (2019 - \$11,484,274) are also provided by the Corporation to the MFA as a requirement of the borrowings. The debt agreement with the MFA provides that if at any time the scheduled payments provided for in the agreement are not sufficient to meet the MFA's obligations in respect to such borrowing, the deficiency becomes the joint and several liability of the Corporation and all other participants to the agreement through the MFA. The Corporation is similarly liable on a contingent basis for the debt of other entities secured through the MFA. These contingent demand loans are not recorded in the Corporation's financial statements as they are not likely to be paid.

If at any time the Corporation does not have sufficient funds to meet payments due on its obligations, the payments shall be made from the debt reserve fund. The amounts due to the Corporation from the debt reserve fund are repaid to the Corporation when the respective loan agreements mature. There were no additions to the debt reserve fund during the year (2019 - \$255,000). Interest earned on the debt reserve fund at 2.06% per annum (2019 - 2.37%) amounts to \$49,961 (2019 - \$50,362).

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

4. Accounts receivable:

	2020	2019
Dispatch and 9-1-1 call taking levies	\$ 2,739,461	\$ 4,594,832
Radio levies	1,042,223	1,920,820
Technology support services fees	1,293,238	850,090
Other receivables	205,603	637,078
	<u>\$ 5,280,525</u>	<u>\$ 8,002,820</u>

5. Long-term receivable for decommissioned assets:

	2020	2019
Microwave Network	\$ 83,922	\$ 101,931
Less current portion	25,408	18,009
	<u>\$ 58,514</u>	<u>\$ 83,922</u>

The current portion of receivable for decommissioned assets is recorded in accounts receivable.

The long-term receivable for decommissioned assets relates to the Microwave Network. The Microwave Network was comprised of three rings that were used to connect the Corporation's radio sites to each other and to the central voice radio network switch housed in the Corporation's main building. The rings were replaced in 2012 and the original microwave backbone system was taken out of service. As the unamortized capital cost of the original system is recoverable from all committed agencies, the carrying value at the out-of-service date has been reclassified to a long-term receivable to be recovered through future billings. The receivable was initially recorded at fair value using the discounted cash flow model and subsequently recorded at amortized cost.

6. Investment in direct finance leases receivable:

	2020	2019
User equipment lease receivable (a)	\$ 25,117,409	\$ 28,010,467
Computer aided dispatch lease receivable (b)	48,537	245,247
Remote dispatch equipment lease receivable (c)	1,285,534	1,148,710
	<u>26,451,480</u>	<u>29,404,424</u>
Less current portion	5,443,415	5,422,176
	<u>\$ 21,008,065</u>	<u>\$ 23,982,248</u>

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

6. Investment in direct finance leases receivable (continued):

- (a) Specific user agencies lease user equipment from the Corporation under 7.5-year direct finance leases. The leases bear imputed interest of \$2,853,420 in aggregate (2019 - \$3,517,510) at a rate of 2.24% to 4.65%. The future minimum payments, excluding financing costs, due from the user agencies are as follows:

2021	\$ 5,247,778
2022	5,211,583
2023	5,149,207
2024	5,109,214
2025	3,024,437
Thereafter	1,375,190
	<hr/>
	\$ 25,117,409

- (b) Specific user agencies lease computer aided dispatch user equipment from the Corporation under 5-year direct finance leases. The leases bear imputed interest of \$2,858 in aggregate (2019 - \$8,616) at a rate of 0.95% to 1.45%. The future minimum payments, excluding financing costs, due from the user agencies over the remaining term are as follows:

2021	\$ 20,177
2022	14,180
2023	14,180
	<hr/>
	\$ 48,537

- (c) Specific user agencies lease remote dispatch equipment from the Corporation under 10-year direct finance leases. The leases bear imputed interest of \$182,300 in aggregate (2019 - \$169,780) at a rate of 2.24% to 2.85%. The future minimum payments, excluding financing costs, due from the remote dispatch agencies are as follows:

2021	\$ 175,480
2022	175,480
2023	173,810
2024	169,980
2025	167,390
Thereafter	423,394
	<hr/>
	\$ 1,285,534

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

7. Tangible capital assets:

			2020	2019
	Cost	Accumulated depreciation	Net book value	Net book value
Building	\$ 9,215,032	\$ 5,100,334	\$ 4,114,698	\$ 4,361,561
Furniture, fixtures and building equipment	14,870,569	12,083,542	2,787,027	3,254,990
Radio	68,511,824	28,714,784	39,797,040	43,812,767
Dispatch consoles and voice systems	5,081,810	3,604,010	1,477,800	1,584,822
Records management system - Fire	2,314,575	2,298,988	15,587	36,162
Computer aided dispatch - Fire	3,048,682	2,775,724	272,958	220,074
User equipment	129,696	54,841	74,855	96,898
Leasehold improvements	872,503	577,852	294,651	458,033
	\$ 104,044,691	\$ 55,210,075	\$ 48,834,616	\$ 53,825,307

8. Accounts payable and accrued liabilities:

Included in accounts payable and accrued liabilities as at December 31, 2020 are government remittances payable of \$1,524,309 (2019 - \$1,211,443) relating to payroll related taxes.

9. Long-term debt:

		2020	2019
1.75% unsecured note payable, maturing June 1, 2022	(a)	\$ 1,990,069	\$ 3,132,491
2.85% unsecured note payable, maturing October 3, 2023	(b)	1,605,901	2,119,533
2.65% unsecured note payable, maturing March 24, 2024	(c)	12,887,602	18,152,516
2.85% unsecured note payable, maturing October 24, 2024	(d)	20,704,110	25,567,530
2.24% unsecured note payable, maturing October 9, 2029	(e)	23,260,448	25,500,000
		60,448,130	74,472,070
Less deferred financing costs		510,022	664,895
		59,938,108	73,807,175
Less current portion		12,833,223	14,023,940
		\$ 47,104,885	\$ 59,783,235

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

9. Long-term debt (continued):

On March 24, 1998, the Corporation entered into an agreement with the MFA to borrow up to a maximum of \$170,000,000. Of the \$170,000,000, \$60,448,130 (2019 - \$74,472,069), inclusive of sinking fund payments, has been drawn to date. Long-term debt is currently comprised of the following:

- (a) On April 9, 2002, the Corporation obtained \$16,000,000 of financing. This loan has a final payment due on June 1, 2022, bears interest at a rate of 1.75%, with interest calculated and paid semi-annually in each year of the loan.
- (b) On September 23, 2002, the Corporation obtained \$7,684,000 of financing. This loan has a final payment due on October 3, 2023, bears interest at a rate of 2.85%, with interest calculated and paid semi-annually in each year of the loan.
- (c) On March 24, 2008, the Corporation refinanced an existing loan, leaving a balance of \$87,000,000 repayable over 16-years. This loan has a final payment on March 24, 2024 bears interest at a rate of 2.65%, with interest calculated and paid semi-annually in each year of the loan.
- (d) On October 4, 2017, the Corporation obtained \$34,873,000 in long term borrowing from the MFA for user agency radio purchases for the P25 network. This loan has an initial term of 7 years with a final payment date of October 24, 2024, bears interest at a rate of 2.85%, with interest calculated and paid semi-annually in each year of the loan.
- (e) On October 9, 2019, the Corporation obtained \$25,500,000 in long term borrowing from the MFA for user agency P25 mobile subscriber equipment, radio infrastructure and subscriber equipment for Translink's transition onto the Corporation's radio system. The loan has a term of 10 years with a final payment date of October 9, 2029, and bears interest at a rate of 2.24%, with interest calculated and paid semi-annually in each year of the loan.

The Corporation's borrowing capacity will increase in accordance with the above maturity dates.

The repayment requirements for the existing borrowing agreements for long-term debt are reported net of the estimated sinking fund asset balances of \$110,608,870 (2019 - \$96,584,931). The sinking fund balance represents the principal payments made on outstanding debt to date. As such, the repayment schedule during the next 5-years and thereafter is as follows:

2021	\$ 12,833,223
2022	12,865,497
2023	12,437,245
2024	8,702,253
2025	2,596,255
Thereafter	11,013,657
	<hr/>
	\$ 60,448,130

There is \$1,066,497 (2019 - \$1,066,497) of interest accrued on outstanding amounts at year-end.

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

10. Other liabilities:

		2020	2019
User equipment	(a)	\$ 3,297,574	\$ 3,732,813
Radio	(b)	6,718,889	6,880,308
HealthLink BC	(c)	205,304	425,223
Fire RMS & CAD	(d)	1,866,210	1,543,354
Province of British Columbia	(e)	245,794	305,000
Balance, end of year		\$ 12,333,771	\$ 12,886,698

Other liabilities consist of the following:

- (a) The Corporation has received annual payments through user equipment billings from radio member agencies starting in 2007 for future user equipment purchases for specific user agencies. The funds collected are recorded as other liabilities until they are spent on behalf of the user agencies. In 2020, \$nil (2019 - nil) was collected as billings received, \$50,000 (2019 - \$1,090,016) were repaid to user agencies, and \$385,239 (2019 - \$177,460) was drawn down for user equipment purchases on behalf of member agencies. Interest is not earned on this balance.
- (b) Starting in 2006, the Corporation has collected funds through radio billings from radio member agencies to be set aside for future radio related expenditures. The funds collected are recorded as other liabilities until they are spent. In 2020, a further \$750,000 (2019 - \$2,280,925) was collected through billings, \$928,282 (2019 - \$723,998) was authorized to be expended from the funds and was spent, and \$16,863 (2019 - \$29,995) of interest was earned by and allocated to the liability, calculated based on the average bank interest rate during the year.
- (c) The Corporation has received funds from HealthLink BC for future expenditures. These amounts are recorded as other liabilities until the funds are spent. There is no interest earned on this balance.
- (d) The Corporation has collected annual payments starting in 2011 through Fire RMS and Fire CAD billings from Fire RMS and Fire CAD member agencies for future capital use. The funds collected are recorded as other liabilities until they are spent. In 2020, \$379,000 (2019 - \$405,000) was collected through billings and \$56,144 (2019 - \$37,763) was drawn down for equipment purchases. Interest is not earned on this balance.
- (e) The Corporation received funding from the Province of British Columbia for participating in Public Safety Broadband Network trials and to create a strategic roadmap for implementing NG911 service in British Columbia. The funds received are recorded as other liabilities until the funds are spent. There is no interest earned on this balance.

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

11. Asset retirement obligation:

The Corporation has recorded an asset retirement obligation ("ARO") for the estimated costs of restoring certain leased sites on which the Corporation's radio towers are situated to their original condition at the end of the lease terms. Changes in the asset retirement obligation during the year are as follows:

	2020	2019
Balance, beginning of year	\$ 1,802,764	\$ 2,404,520
Accretion expense	42,564	73,574
Gain on decommissioning of site lease	(17,108)	(18,733)
Adjustment due to revaluation of ARO	(16,125)	(649,979)
Additions to ARO for new site lease	22,145	24,997
Expenditures incurred	(8,791)	(31,615)
Balance, end of year	\$ 1,825,449	\$ 1,802,764

The undiscounted estimated cash flows required to settle the obligations range from \$5,600 to \$170,000 during the years 2021 to 2066. The cash flows are discounted using credit adjusted risk-free rates of 0.91% to 2.56% (2019 - 1.91% to 2.56%).

Other assumptions used by management to determine the carrying amount of the asset retirement obligation include costs to restore the leased sites to their original condition and the rate of inflation over the expected years to settlement.

There are certain leased sites with an indeterminable amount of the asset retirement obligation as adequate information is not available to estimate fair value. As such, no asset retirement obligation has been recorded in the Corporation's financial statements for these indeterminable amounts. These amounts are not considered significant.

12. Share capital:

(a) Authorized:

350 Class A common voting shares without par value. Following project completion, Class A shareholders are obligated to share in funding both the ongoing operations and any additional costs relating to capital assets (in accordance with a cost-sharing formula). Upon a member acquiring a Class A share, that member shall have agreed to use the Corporation's wide area radio system network to which the Class A share relates.

200 Class B common restricted voting shares without par value. Following project completion, Class B shareholders can elect to become Class A shareholders on the condition that the member agrees to use the Corporation's wide area radio system network. Class B shareholders are not obligated to share in funding the ongoing operating costs.

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

12. Share capital (continued):

(b) Issued:

	2020	2019
35 Class A common voting shares (2019 - 34)	\$ 350	\$ 340
20 Class B common restricted voting shares (2019 - 20)	200	200
	\$ 550	\$ 540

(c) RCMP Special User Agreement:

Due to existing Federal restrictions, the RCMP cannot become a shareholder in the Corporation. Consequently, a Special User Agreement has been executed such that the RCMP has the right to participate in the Corporation's activities project on the same terms and conditions as the Class A shareholders, including the obligation to fund both the ongoing operating costs and any additional costs relating to capital assets, in accordance with a cost-sharing formula.

13. Related party transactions:

PRIMECorp is related by virtue of executive and technology support services agreements under which certain of the Corporation's management act in executive positions for PRIMECorp and the Corporation provides technology support services to PRIMECorp. The following table summarizes transactions between PRIMECorp and the Corporation during the year:

	2020	2019
Technical services and support	\$ 3,268,419	\$ 3,035,711
Employee secondments and employee related expenses	2,342,200	2,422,153
Executive services	684,300	604,595
Geographic Information Systems services	-	84,519
Shared facilities services	299,755	417,760

The above transactions, unless disclosed otherwise, are considered to be in the normal course of operations and are measured at their exchange amount, which is the amount of consideration established and agreed to by the related parties.

Included in accounts receivable is an amount of \$656,482 (2019 - \$705,314) due from PRIMECorp.

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

14. Commitments:

(a) Operating leases:

- (i) The Corporation has entered into leases of land for certain radio tower sites. These leases expire in future years from 2021 to 2066 and are renewable at the option of the Corporation. Future minimum payments under these leases, excluding option periods, are approximately as follows:

2021	\$ 1,330,380
2022	1,279,527
2023	1,282,517
2024	1,248,540
2025	1,228,430
Thereafter	15,679,738
	<hr/>
	\$ 22,049,132

- (ii) The Corporation is committed under vehicle and office equipment operating leases having varying expiry dates to the year 2023. The future minimum payments under the terms of such leases are as follows:

2021	\$ 90,527
2022	90,527
2023	46,282
	<hr/>
	\$ 227,336

- (iii) The Corporation has entered into leases for office premises. The leases expire in future years from 2023 to 2025 and are renewable at the option of the Corporation. The future minimum payments, excluding the renewals at the option of the Corporation, are approximately as follows:

2021	\$ 2,019,329
2022	2,034,196
2023	2,049,063
2024	769,965
2025	700,682
	<hr/>
	\$ 7,573,235

E-COMM EMERGENCY COMMUNICATIONS FOR BRITISH COLUMBIA INCORPORATED

Notes to Financial Statements (continued)

Year ended December 31, 2020

14. Commitments (continued):

(b) Municipal Pension Plan:

The Corporation and its employees contribute to the Municipal Pension Plan (the "Pension Plan"), a jointly trustee pension plan. The Board of Trustees, representing Plan members and employers, is responsible for overseeing the management of the Pension Plan, including investment of the assets and administration of benefits. The Pension Plan is a multi-employer defined benefit pension plan. Basic pension benefits provided are based on a formula. As at December 31, 2020, the Pension Plan has about 213,000 active members and approximately 106,000 retired members.

The most recent valuation, as at December 31, 2018, indicated a surplus of \$2,866,000,000 for basic pension benefits.

Defined contribution plan accounting is applied to the Pension Plan as the Pension Plan exposes the participating entities to actuarial risks associated with the current and former employees of other entities, with the result that there is no consistent and reliable basis for allocating the obligation, Pension Plan assets, and costs to individual entities participating in the Pension Plan.

During the year ended December 31, 2020, the Corporation paid \$4,260,710 (2019 - \$3,778,832) for employer contributions to the Pension Plan.

15. Financial risks:

(a) Interest rate risk:

It is management's opinion that the Corporation is not exposed to significant interest rate risk as its long-term debt has fixed interest rates. Fluctuations in rates could impact future payments upon renewal. There has been no change to the risk exposure from the prior year.

(b) Liquidity risk:

Liquidity risk is the risk that the Corporation will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Corporation manages its liquidity risk by monitoring its operating and capital requirements. The Corporation prepares budget and cash flow forecasts to ensure it has sufficient funds to fulfill its obligations. There has been no change to the risk exposure from the prior year.

Notes to proxy

1. Every Member has the right to appoint some other person or company of their choice, who need not be a Member, to attend and act on their behalf at the meeting or any adjournment or postponement thereof. If you wish to appoint a person or company other than the persons whose names are printed herein, please insert the name of your chosen Proxyholder in the space provided (see below).
2. The shares represented by this Proxy will be voted as directed by the shareholder, however, if such direction is not made in respect of any matter, this Proxy will be voted as recommended by Management.
3. This Proxy confers discretionary authority in respect of amendments or variations to matters identified in the Notice of Meeting or other matters that may properly come before the meeting or any adjournment or postponement thereof.

Appointment of Proxyholder

Please choose one of the two options below:

- ☐ The undersigned hereby appoints Sandra MacKay, Corporate Secretary of E-Comm Emergency Communications for British Columbia Incorporated, or failing her, Doug Campbell, Board Chair

OR

- ☐ The undersigned hereby appoints _____ of _____

as the undersigned's Proxy to attend, act, and vote for all of the undersigned's for the undersigned and on the undersigned's behalf at the Annual General Meeting of the Members to be held on the 23rd day of September, 2021 or at any adjournment or postponement thereof.

Voting (Recommendations are noted by **highlighted** text)

1. Approval of Meeting Minutes	For	Against
Approve the minutes of the E-Comm Annual General Meeting held September 17, 2020.	<input type="checkbox"/>	<input type="checkbox"/>
2. Approval of Meeting Minutes	For	Against
Approve the minutes of the E-Comm Extraordinary General Meeting held June 24, 2021.	<input type="checkbox"/>	<input type="checkbox"/>
3. Appointment of Auditors	For	Against
Appoint KPMG as the Auditors of the Company for the ensuing year and authorize the Directors to fix their remuneration.	<input type="checkbox"/>	<input type="checkbox"/>
4. Number of Directors	For	Against
Set the number of Directors for the 2021-2022 year at 22.	<input type="checkbox"/>	<input type="checkbox"/>
5. Election of Directors	For	Against
Appoint the slate of Directors proposed by those Members entitled to nominate directors, as presented to the Meeting.	<input type="checkbox"/>	<input type="checkbox"/>

DATED this _____ day of _____, 2021

 Name of Shareholder (Municipality/Organization)

 Signature of Authorized Representative

 Print Name and Title of Authorized Representative

Instructions

Submitted proxies must be signed and delivered by 10:00 a.m. on September 21, 2021 to krystal.boros@ecomm911.ca.

This Proxy may be revoked by instrument in writing delivered to the registered office of E-Comm prior to the date of the meeting, or delivered to the chair of the meeting on the date of the meeting prior to any vote being cast utilizing the proxy.



BRITISH
COLUMBIA

TYPE: Mayor
DEPT: Mayor
A.T. #: 14M 220
Comments: XREF 141035

VIA EMAIL

June 28, 2021

Mayor George V. Harvie
City of Delta
4500 Clarence Taylor Crescent
Delta BC V4K 3E2
Email: mayorharvie@delta.ca

Dear Mayor Harvie:

Thank you for your letter of May 20, 2021, regarding gang violence in the Lower Mainland. As Minister of Public Safety and Solicitor General for British Columbia, I am pleased to respond.

I appreciated the opportunity to meet with you and other Metro-Vancouver area Mayors on May 14, 2021. I believe that it is only by coming-together as communities – and community leaders – that we can strongly and effectively stop the menace of gang violence that so drastically affects all of us. I also appreciate that you took the time to offer your follow-up letter regarding measures for addressing the ongoing gang conflict in the Lower Mainland region.

The recommendations contained in your letter have been noted and are appreciated. I wish to advise you that I recognize the imperative that shameless acts of violence by gangs cannot be tolerated in our communities, and we must not let-up on our efforts to contain it. The public can be assured that police are well informed on gang activity and are working together under the leadership of our provincial anti-gang agency, the Combined Forces Special Enforcement Unit of British Columbia (CFSEU-BC), each and every day to prevent shootings, shut down gang operations and bring those responsible to justice. Police have advised they have resources to suppress the current cycle of violence and that they are working tirelessly to do so.

Specifically, to the suggestions in your correspondence, first I want to assure you that all assets, including air assets, are being deployed in response to heightened gang violence levels. RCMP Air Services has increased and enhanced operationally targeted air coverage and support, including strategies employed with other provincial air assets, to overlap and improve coverage, throughout communities in the Lower Mainland and in cooperation with all municipal, provincial and federal law enforcement partners, including CFSEU-BC and the Delta Police Department.

.../2

Mayor George V. Harvie

Page 2

Additionally, with regards to using legislation to suppress the use of vehicles utilized for the purpose of trafficking in illegal drugs, the Province of BC has made considerable efforts on seizing crime vehicles, including through civil forfeiture and new provisions for vehicle seizures when violations occur under the new provincial *Firearms Violence Prevention Act*.

I believe any appropriate response to ending gun and gang violence must include communities and families working together to find solutions, in alignment with long-term commitments from government, police, teachers, parents and others. This is not just an enforcement issue. We need to make sure young people are knowledgeable and resilient, and that police have the tools and structure they need to prevent crime, disrupt organized crime groups, and gather evidence toward successful prosecutions.

Our work in this area must continue and I appreciate the support of you and the other Metro Vancouver-area Mayors in this ongoing effort. Ending the gun violence that is taking young lives and threatening bystanders will require strong, strategic prevention, intervention, and enforcement efforts on an ongoing basis.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Farnworth", with a stylized flourish at the end.

Mike Farnworth
Minister of Public Safety
and Solicitor General



Office of Mayor George V. Harvie
City of Delta



MAYOR'S OFFICE

Delta

May 20, 2021

The Honourable Mike Farnworth
Minister of Public Safety and Solicitor General
PO Box 9010 Stn Prov Govt
Victoria, BC V8W 9E2

Dear Minister,

Thank you for taking the time to meet with me and other Metro Vancouver-area Mayors on May 14, 2021. The dialogue on the public safety concerns due to the escalation in the Lower Mainland District Gang Conflict (LMDGC) was necessary and important for the wellness of our communities.

As discussed at the meeting, I write today to bring forth two ideas to enhance public safety for your consideration. These suggestions aim to enhance public safety not only during the heightened LMDGC, but also for the longer term as we explore options to curb gang activity and associated violence:

1) Greater Daily and Weekly Coverage of RCMP Air 1 Helicopter

The need for Air 1 to be readily and increasingly available for dispatch to assist in active crime scenes and investigations is crucial. Coverage from noon to 03:00 a.m. seven days a week would be ideal. If Air 1 is readily and increasingly available, police benefit in several ways, including:

- Having a rapid response to crime scenes, including scenes where suspect vehicles are dumped and set on fire to destroy evidence and,
- Assisting with the pursuit of suspects who risk public safety and make our roadways unsafe in their attempt to evade police in their vehicles.

Air support can provide observations and detailed support information to the ground units, serving to assist the interception of the suspects. Put simply, the helicopter's panoramic view is helpful to the police officers on the ground. However, an increase in Air 1's coverage periods and availability for service is required.

...2

May 20, 2021
Page 2

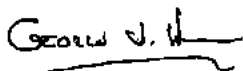
2) Usage of Cars, Especially Rental Cars, for the Sale of Illegal Drugs

The focal point of the LMDGC is the sale of illegal drugs. The preferred method of dealing and delivering drugs is through a delivery service that utilizes cars and in most cases rental vehicles. The use of rental vehicles reduces the risk for gang members dealing drugs; these members are often known as "dial-a-dopers", working for gangs running "dial-a-dope operation".

As Mayor, I respectfully request the Provincial government to examine if there is any existing Provincial legislation or the potential to bring forth legislative measures, leading to significant consequences for the vehicle operators in dial-a-dope operations and those rental agencies/vehicle owners renting to those involved in dial-a-dope operations. The Immediate Roadside Prohibition (IRP) legislation implemented by the Provincial government can serve as an example; it significantly reduced impaired driving. I hope that the Provincial government takes a similar approach and explores the opportunity to disrupt the dial-a-dope operations via utilization of procedural offences in the current climate. Consideration to suspend the operator's license and/or seizure of the vehicle being used in dial-a-dope operation will result in challenges for the gangs to use vehicles, especially rental vehicles, for illegal activity.

Public safety in BC is paramount for the citizens' well-being. The current LMDGC is a complex situation that cannot be solved by one entity independently. We must all work together to bring safety to our streets; we all need to be part of the solutions focusing on enforcement, education, outreach and prevention. Thank you again for meeting with the Regional Mayors and considering the solutions presented above.

Yours truly,



George V. Harvie
Mayor

cc: Wayne Rideout, Assistant Deputy Minister and Director of Police Services
Metro Vancouver Mayors
Delta Council
Delta Police Board
Sean McGill, City Manager
Chief Constable Neil Dubord

From: [Sharon Sparrow](#)
To: [Police Board](#)
Cc: [Jassie Ram](#)
Subject: Action: Approval for CAPG Conference Registration
Date: August 5, 2021 12:45:11 PM
Attachments: [image001.png](#)
[image002.gif](#)
[image003.jpg](#)
[2021 CAPG Conference Report - Board Approval Report Aug 5 2021.pdf](#)

Hello,

Our apologies for multiple emails and short time lines, however with next week's meeting being In-camera, we wanted to get this Regular meeting item dealt with before September to ensure that registration is submitted in a timely matter.

This report is seeking your approval to register for the CAPG Virtual Conference, September 28 – 30, 2021, at the cost of \$700. The group registration allows up to 10 individual registrants.

Please advise by August 18th:

- 1) Your approval on the recommendation; and
- 2) if you are interested in your name being registered under the 10 registrants.

Thanks in advance
Sharon



Sharon Sparrow
A/Executive Assistant
to Chief Constable Neil Dubord
ssparrow@deltapolice.ca
☐ **Delta Police Department**

cid:image001.jpg@01D76752.84850BD0



**Delta Police Department
BOARD REPORT
Regular Meeting**



To: **Delta Police Board**

From: **Jassie Ram**

Date: **August 5, 2021**

CAPG Virtual Conference- Education Opportunity

▪ **RECOMMENDATION:**

THAT the Delta Police Board approve the Board's registration, at a cost of \$700.00, for the 2021 Annual Canadian Association of Police Governance (CAPG) Conference.

▪ **PURPOSE:**

To provide the Board with an update on the 2021 CAPG Conference and seek the Board's approval for registration.

▪ **DISCUSSION:**

The CAPG's 32nd Annual Conference (the Conference) will be held from September 28-30, 2021. The Conference themed "*Reimagining community safety and wellbeing: inspiring change*" and CAPG's Annual General Meeting (AGM) will be held virtually. The AGM takes place on Thursday, September 30, 2021 – timing to be determined. See Attachment A for AGM agenda. The Conference is a valuable learning tool for Board members, providing an opportunity to collaborate with familiar voices of experience and new and emerging thought leaders in the field of policing and police governance.

The group cost to register for the CAPG Conference is \$700.00. This group registration allows up to ten (10) individual registrations. To ensure that registration is submitted in a timely manner, Board members are requested to advise Sharon Sparrow of their interest in registration by August 18, 2021.

The CAPG Conference program is not yet available; it will be distributed to the Board once available. In the meantime, the CAPG has advised that keynote speakers will include:

- Honourable Bill Blair, Minister of Public Safety & Emergency Preparedness (*pre-recorded*)
- Daniel Therien, Privacy Commissioner of Canada

- Devon Clunis, Inspector General of Policing, Ken Weatherill, Deputy Inspector General and Michelle Lloyd, Executive Data Officer
- Dr. Alina Turner, HelpSeekers
- Chief Dale McFee, Edmonton Police Service
- Holly Campeau, Ryerson University
- Jacqueline Edwards, Association of Black Law Enforcement (A.B.L.E.)
- El Jones, Halifax
- Tom Stamatakis, President Canadian Police Association
- Chief Bryan Larkin, President Canadian Association of Chiefs of Police
- Micki Ruth, President Canadian Association of Police Governance

The CAPG is also hosting a First Nation Police Governance Council (FNGPC) Conference on September 27, 2021; the targeted audience is self-administered First Nations Police Governance Authorities.

▪ **IMPLICATIONS:**

Financial implications - the registration fee for the Conference is \$700.00 and is available in the Board budget. There are cost savings considerations given that the Conference is virtual and there are not any travel, accommodation, per-diem, and individual registration fees involved.

▪ **RELATED POLICY:**

There is no policy related to this report.

▪ **CONCLUSION:**

The CAPG Conference is an excellent opportunity for the Delta Police Board to hear and learn about police governance while networking, discussing and engaging with Police Boards throughout Canada.

▪ **ATTACHMENTS:**

A - CAPG 32nd AGM agenda

Respectfully Submitted:



Jassie Ram
Corporate Planning Manager/Board Liaison
Delta Police Department



32nd ANNUAL GENERAL MEETING

A G E N D A

Thursday, September 30, 2021

VIA ZOOM – Details for log in to follow

1. Call to Order and Introduction
2. Establishment of Quorum
3. Approval of Agenda for the 32nd Annual Meeting
4. Announcement of CAPG Award for Excellence in Police Governance
5. Confirmation of Minutes of the 31st Annual Meeting held virtually on Saturday, October 31, 2020
6. Nomination's Committee Report and Election of a slate for the Board of Directors
 - a. *Nominations from the Floor if required*
7. Treasurer's Report
8. Receive the Financial Statements and Auditor's Report for 2021 Fiscal Year
9. Appointment of Auditor/Public Accountant for the 2022 Fiscal Year
10. Members' Resolutions
11. President's Report
12. Committee Reports:
 - a. Research & Policy Committee
 - b. First Nations Police Governance Council
 - c. Governance Committee
 - d. Conference Committee
 - e. Advocacy Committee
13. Additional Business
14. Closing Remarks and Adjournment

**Compliments for the DPD Team
from the Public**

No Call too Small

The various pieces of correspondence highlighted in this package have been received either directly via e-mail to the DPD or through DPD Social Media Channels.

DELTA POLICE DEPARTMENT

RG B.5h

From: webmaster

Sent: August 7, 2021 10:15 AM

To: Office of the Chief Constable <officechiefconstable@deltapolice.ca>

Subject: New Message

Your Name

[REDACTED]

Your Email

[REDACTED]

Recipient

Chief's Office

Subject

Thank you

Message

I was involved in an MVI on hwy 17 wednesday morning Aug 4. my Truck and trailer were destroyed, in a traumatic and violent crash.

Cst. Neil Bains was courteous and professional through out our interaction. He made things much easier for us. Also Thank you to Cst. Anne Marie Soroka for putting my valued photo album into my wrecked truck at the tow yard so that i would not have to make a special trip to your head quarters to retrieve it, it was a very kind gesture and my wife and i appreciate it a great deal.

Finally to the officer on scene (i never got his name), that offered up his air conditioned police vehicle for my very hot and stressed out dog, thank you very much for your thoughtfulness. mason was very appreciative. Your officers are obviously very well trained at their jobs.

Thank you

[REDACTED]

Victoria B.C,

P.S. if you could let me know how the young girl that caused the accident is doing, i would like to know if she is okay.

Compliments from the Public

RG B.5h

From: webmaster

Sent: August 8, 2021 10:54 AM

To: Office of the Chief Constable <officechiefconstable@deltapolice.ca>

Subject: New Message

Your Name

Your Email

Recipient

Chief's Office

Subject

Re:

Message

Just wanted to say what a pleasure it was dealing with Constable Harry Dhillon. A very professional and considerate officer and another reason why we should support our police.

Thank You

Compliments from the Public

RG B.5h

On Aug 10, 2021, at 6:00 PM, [REDACTED] wrote:

Warning: This email came from outside the City of Delta. Use caution opening links and attachments. Contact the Service Desk (3215) if unsure of this email.

Hi Mayor Harvie

I wish to commend the work Cst. Elaine Hughes is doing with the Delta Block Watch program since she has assumed the responsibility. Since becoming a member of the program in 2011 which was managed by a civilian and well organized, the program was abandon for years in regard to support from Delta and the police department. As captain of the Todd Place Block Watch group, I request you advise the police chief and take note yourself of the appreciation and respect we have for Cst. Elaine Hughes and the good work she is doing.

Thank you

[REDACTED]

[REDACTED]

Delta, BC

[REDACTED]

Compliments from the Public



Delta Police Pipe Band celebrating 50 years of proudly making music

Aug 29, 2021 3:00 PM By: Dani Penaloza/Contributing Writer



The Delta Police Pipe Band is celebrating 50 years. | Delta Police Pipe Band/Contributed

From performing for Her Majesty, Queen Elizabeth II, to performing alongside Paul McCartney, the Delta Police Pipe Band has travelled the world to share their gift of music.

And as of June, this year marks the band's 50th anniversary.

What started out in 1971 with just members of the Delta Police Department, the Delta Police Pipe Band has since bloomed to include police officers, first responders and civilians to make up approximately 50

RG B.5i
current members today.

"The band started two years before I joined, and I feel proud to be a member and to represent the police department and Delta, the municipality, and we also represent Canada when we're overseas," says Gregor Hall, Sergeant Bass Drummer, retired DPD and the band's longest serving member. "When I joined [the Delta Police Department], I was told they were forming a pipe band. I was asked at my interview if I played an instrument, and I said no, but I was willing to learn. So, I think that's why I was hired."

From participating in local parades to touring through North America, the UK and Europe, the pipe band was forced to halt their in-person practices, performances and travelling when the pandemic crashed down on them.

Corporal Side Drummer Taryn Marcotte, who was the first woman to have joined the band back in 2006, says though the pandemic has taken a toll on the band's performance-readiness, they look forward to getting back out there to do what they love most – entertaining.

"I'm not sure when we finally get together again, as a full band, how many members we have left because of all this, but it will continue, and we will get new members and we will continue to grow," she says.

Piper and President of the Delta Police Pipe Band Gary Brookes, who joined in 2006, also emphasizes the band's resilience.

"Fifty years is a long time for a pipe band to survive and grow – we've tripled in size since way back when – and I want to make sure that recognition is given. A huge thank you to all the members that we have now, and all the members that were there in the years prior who built the band and created our reputation and volunteered countless, countless hours that made us what we are," he says.

Comments (0)

September 2021

Delta Police Board Meeting & Events Calendar

September 2021							October 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
5	6	7	1	2	3	4	3	4	5	6	7	1	2
12	13	14	8	9	10	11	10	11	12	13	14	8	9
19	20	21	15	16	17	18	17	18	19	20	21	22	23
26	27	28	22	23	24	25	24	25	26	27	28	29	30
			29	30			31						

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Aug 29	30	31	Sep 1	2	3	4
5	6 Labour Day	Suicide Prevention Week - NO EVENT				11 911 Police Officers Memorial Ride Tswm Mills to Peace Arch Muster at 8:30 Leave Tswm Mills at 9:30am
12	13	14	15	16 Police Board Meeting (ND Arts Centre 9am - 12:00)	17	18
19	20 Cops for Cancer Kick off BBQ HQ-Ladner Riders arrive at 12:15pm \$5 donation for lunch	21 International Day of Peace Rotary Club 3:00pm Tswm Town Centre Mall	22	23	24	25
26 BC Law Enforcement Memorial Victoria Legislature 1PM	27	28 Governance Committee Meeting (9am - 10am)	29	30 Day for Truth and Reconciliation - NO EVENT	Oct 1	2

October 2021

Delta Police Board Meeting & Events Calendar

October 2021							November 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
3	4	5	6	7	1	2	7	1	2	3	4	5	6
10	11	12	13	14	8	9	14	8	9	10	11	12	13
17	18	19	20	21	15	16	21	15	16	17	18	19	20
24	25	26	27	28	22	23	28	22	23	24	25	26	27
31					29	30		29	30				

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Sep 26	27	28	29	30	Oct 1	2
3	4 HR Committee Meeting (8:00am - 9:00 am)	5 Proposed Joint PB / Police Exec Meeting (PSB EOC 9 - 11)	6	7	8	9
10	11 Thanksgiving	12	13	14	15	16
17	18	19	20 Police Board Meeting (9:00 am - 12:00)	21	22	23
24	25	26	27	28 DPD Awards Ceremony (Tsawwassen Springs 5:00 pm)	29	30
31	Nov 1	2	3	4	5	6

November 2021

Delta Police Board Meeting & Events Calendar

November 2021							December 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
7	1	2	3	4	5	6	5	6	7	1	2	3	4
14	8	9	10	11	12	13	12	13	14	15	16	17	18
21	15	16	17	18	19	20	19	20	21	22	23	24	25
28	22	23	24	25	26	27	26	27	28	29	30	31	

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Oct 31	Nov 1	2 Anniversary of Sgt. Ron McKay Death - No Event	3	4	5	6
7	8	9	10	11 Remembrance Day - Event Info to follow	12	13
14 Diwali	15	16 International Day of Tolerance - No Event	17	18	19	20
21	22	23	24 Police Board Meeting (9 am - 12:00)	25 International Day for Elimination of Violence Against Women - no event	26	27
28	29 Hannukah Starts	30	Dec 1	2	3	4

December 2021

Delta Police Board Meeting & Events Calendar

December 2021							January 2022						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
5	6	7	1	2	3	4	2	3	4	5	6	7	1
12	13	14	8	9	10	11	9	10	11	12	13	14	8
19	20	21	15	16	17	18	16	17	18	19	20	21	15
26	27	28	22	23	24	25	23	24	25	26	27	28	22
			29	30	31		30	31					29

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Nov 28	29	30	Dec 1	2	3	4
5 International Volunteer Day - no event	6	7 Governance Committee (9am - 10am) HR Committee (8am - 9am)	8 Finance Committee 8am Police Staff Christmas Lunch	9	10 Human Rights Day - no event	11
12	13	14	15 Police Board Meeting 9am-12pm	16	17	18
19	20	21	22	23	24	25 Christmas Day
26 Boxing Day	27	28	29	30	31	Jan 1, 22

DELTA POLICE BOARD

REGULAR - Action Document

Note: shaded items will be removed after one circulation

ACTION ITEM	Meeting Date	Assigned to	Status
E.1 Priority Items Chief's Report Board to send a letter to Kim Gramlich in recognition of her, Puma's and Caber's outstanding work.	June 23, 2021	Staff	Complete. Draft prepared and sent to Mayor's Office for review and approval.
E.4 Priority Items Transition to in-person meetings Staff to connect with City Staff to book the ND Public Arts Center.	June 23, 2021	Staff	Complete. ND Arts Centre has been booked for remainder of the year.

MEMO TO DELTA POLICE BOARD
Regular Meeting



From: **Mayor George V. Harvie**
Date: **August 17, 2021**
Subject: **2022 Police Board Meeting Calendar**

Recommendation: THAT the Delta Police Board approve the 2022 Police Board Meeting calendar as presented.

The draft 2022 Police Board calendar of meetings can be found in Attachment A.

The calendar outlines the Board and Committee meetings. The BC Association of Police Board Conference and AGM as well as the Canadian Association of Police Governance Conference and AGM have not released their dates yet. The calendar will be updated once the dates are received.

We will continue with the standing practice of having Board meetings on the third Wednesday of each month as this allows for more flexibility for staff in preparing monthly human resources, finance and crime data reports.

Respectfully Submitted:

A handwritten signature in blue ink that reads "George V. Harvie".

Mayor George V. Harvie
Chair, Delta Police Board

Attachment

- A – Draft 2022 Police Board Meeting Calendar

2022 DELTA POLICE BOARD SCHEDULE OF MEETINGS

January 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Board Meeting 9:00 am ND Arts Centre	Finance Committee 8:00 am	HR Committee 8:00 am	Governance Committee 9:00 am	BCAPB AGM	CAPG Conference TBA	Public Holiday
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MEMO
DELTA POLICE BOARD
Regular Meeting

From: **Jassie Ram**
Date: **August 17, 2021**
Subject: **CAPG Conference Sponsorship Request**

The Canadian Association of Police Governance (CAPG) will be holding it's 32nd Annual Conference (the Conference) virtually from September 28-30, 2021.

The Conference's planning committee has requested the Delta Police Board's support to help offset the cost of the Conference (Attachment A). A variety of sponsorship opportunities providing recognition and visibility for the sponsoring organizations are available as noted in Attachment B.

Sponsorship Opportunities

- Champion Sponsor \$5,000+
- Advocate Sponsor \$2,500+
- Cultivator Sponsor \$1,500+
- Friend Sponsor \$500+

In 2019, the Delta Police Board pledged \$4,000 (\$2,690 as a hosting pledge and \$1,310 as a sponsorship contribution) for the 2020 CAPG Conference as the Victoria Police Board was seeking support for their bid to host the conference in Victoria. Unfortunately, due to COVID-19, the Conference format was changed to virtual and the Delta Police Board remained committed to it's pledge of \$4,000 for the virtual Conference.

Action: The matter is being brought forward to the Board for discussion and decision on the sponsorship pledge for the 2021 Conference.

Respectfully Submitted:

Jassie Ram
Corporate Planning Manager/Board Liaison
Delta Police Department

Attachments

- A – Letter from CAPG Requesting Sponsorship
- B – CAPG Sponsorship Prospectus

Aug 9, 2021

Delta Police Board
4455 Clarence Taylor Cres
Delta, British Columbia, V4K 3E1

Dear Mayor Harvie:

RE: Support for the 32nd Annual Conference of the Canadian Association of Police Governance

On behalf of the CAPG Board of Directors, I am writing to request your support for the 32nd Annual Conference of the Canadian Association of Police Governance (CAPG). The conference, hosted by the Ottawa Police Services Board (OPSB), will take place virtually, on September 28th-30th, 2021.

The theme for this year's conference is **"REIMAGINING COMMUNITY SAFETY: INSPIRING CHANGE"**. Our theme deals with the responsibility of representation on our boards and commissions. Meaning, in our capacity as change-makers, how can we draw from the lessons learned by other communities to address the complex challenges we face? This year, it is our priority to identify ways to engage our members, familiar voices of experience, and new and emerging figures in the field of Policing and Police Governance and leverage their insight to inform our policies.

The planning committee is asking for your support to help us offset the cost of putting on this first-rate conference. Our members have shown a great deal of generosity and commitment throughout the years by contributing varying amounts of funds. There are a variety of exceptional sponsorship opportunities available that have been tailored to a virtual experience that provide a high level of recognition and visibility for your organization. You can review our 2021 Prospectus to find a package that fits your organization's budget and preferences.

We are sincerely grateful for any contributions you can make. We commit to making the conference experience unique and rewarding for everyone who attends.

On behalf of the CAPG planning committee, I look forward to your positive reply.

Sincerely,



Jennifer Malloy
CAPG Executive Director
78 George Street, Suite 204
Ottawa, ON K1N 5W1
Phone: 613-344-2384 | Fax: 613-344-2385

Att: [2021 Sponsorship Prospectus](#) | [2021 Sponsorship Application](#)



SPONSORSHIP Prospectus

CAPG / FNPGC 2021 Virtual Conference

SPONSORSHIP PROSPECTUS SEPTEMBER 27 - 30

The CAPG/FNPGC Conference is a leading event in the police governance sector. The Annual CAPG Conference is held over a three day period during which delegates are encouraged to network, discuss, engage, and discover the rich community we continue to foster. With a primary focus on building capacity, the FNPGC developed a one-day national conference in addition to the CAPG conference for self-administered First Nations Police Governance Authorities, Commissions and Community Consultative Committees.

The pandemic forced us to shift from an in-person experience to a virtual platform. Adapting our programs and seeking experts' help was crucial to engaging our delegates in meaningful ways through technology. Over 400 delegates registered for our 2020 virtual conference which proved to be a huge success.

By providing a range of focused perspectives on the most pressing issues faced by local police oversight bodies, we hope to make this year's virtual event an even more engaging experience for our participants.

Sponsorship Benefits



BRAND VISIBILITY **Get Cross-Canada Exposure**

Elevate your company's brand through CAPG Virtual Events. Your company name and logo will be promoted on publications, such as CAPG's public website and social media sites, as well as at the event itself.

About CAPG

WHO WE ARE:

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. Founded in 1989 with the goal to improve the effectiveness of civilian bodies that govern local police services, we have since grown to represent 80% of municipal police service oversight bodies throughout Canada.

OUR MISSION:

The Canadian Association of Police Governance works collaboratively and proactively with members and partners to enhance civilian governance of policing in Canada.

OUR REACH:

As a national association, the CAPG has a wide reach with a diverse audience. We connect with decision makers, police board executives, Chiefs of Police, business leaders, academics, and government officials throughout the country. The Canadian Association of Police Governance has over 80 active member organizations.



CREDIBILITY

Consumer Influence and Perception

Enhance your reputation and forge a stronger relationship with your target audience by aligning your support for causes or missions that your target audience is passionate about.



BUILD CONNECTIONS

Connect with a National Audience:

Engage with leading voices in police governance and gain access to the latest research, discussions and interests within the community.

Why Choose Us?



Public scrutiny of policing has placed increased demands on municipal police services, and consequently on their boards and commissions, resulting in a need for constant information exchange and education for members of police governing bodies. The CAPG is the sole venue for this exchange. The CAPG offers many resources to Canada's police governance community, including a variety of webinars, events, publications, and an eLearning portal that is exclusively for members.

Since 1989, we have helped develop a network for police governance throughout Canada. Policing is a 15 billion dollar sector, and the CAPG works diligently to help improve this sector by engaging with the community and by being the trusted voice of police governance in Canada.



Communications Strategy

Communications and marketing efforts will create maximum awareness and position the event on the national stage. The strategy will combine and integrate the following elements:

WEBSITE

In addition to serving as a key marketing tool, it is the premier source of conference information and is regularly updated.

DIRECT MARKETING

Frequent email blasts update registered delegates with general information, latest news, key dates, and program and speaker details. This ensures delegates remain engaged leading up to the conference.

MARKETING COLLATERAL

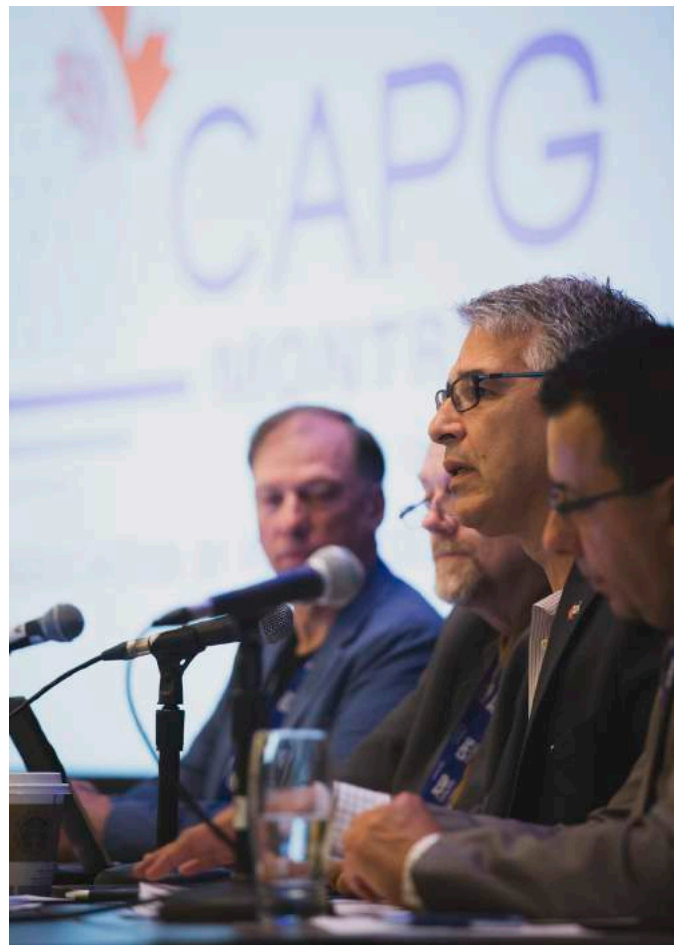
Branded electronic and printable materials will be used to endorse our conference, highlighting key activities and speakers. These will be shared via direct email and the conference website.

MEDIA COVERAGE

Our events are covered by various media publications.

SOCIAL MEDIA

This will be used to create excitement around the event and speakers. LinkedIn, Twitter, and Facebook will all play a major role in the campaign. Event hashtags will be utilized to encourage delegate interaction and create an additional layer of engagement.



2021 CAPG 32ND ANNUAL CONFERENCE (virtual)



SEPT 28-30

REIMAGINING COMMUNITY SAFETY

INSPIRING
CHANGE

Held over a four-day period with engaging plenary and group discussions led by thought leaders and field experts as well as skill-building workshops to help delegates develop concrete skills in the field of police governance. In 2020, the virtual conference had over 400 registered attendees.



Great conference. I was only going to tune into one or two subjects after working the night shift. I could not stop watching the presenters and stayed up for the entire conference.

Sponsorship Streams

We strive to make all of our events a valuable experience for our sponsors. Four levels of sponsorship are available to meet a variety of budgets and objectives. Additionally, we recognize that your sponsorship needs may be unique, and we look forward to working directly with you to create a customized package.

CHAMPION SPONSOR (\$5,000+)

Logo recognition: logo with hyperlink displayed on emails, logo on loading screen, login page, agenda, and website.

Promotional opportunities: 3-minute pre-session message or promo video, event or company banner in weekly Quorum newsletter or bi-monthly Community News, dedicated social media shoutout, recognition as a sponsor.

Registration opportunities: Complimentary registration for up to 10 selected members of your board or staff.

ADVOCATE SPONSOR (\$2,500+)

Logo recognition: logo + hyperlink displayed on emails, event portal, session loading screen, agenda, and website.

Promotional opportunities: Dedicated social media shoutout, opportunity to promote location as the next host at the AGM, recognition as a sponsor.

Registration opportunities: Complimentary registration for up to 5 selected members of your board or staff.

CULTIVATOR SPONSOR (\$1,500+)

Logo recognition: logo displayed on emails, event portal, session loading screen, agenda, and website.

Promotional opportunities: Dedicated social media shoutout, recognition as a sponsor.

Registration opportunities: Complimentary registration for up to 2 selected members of your board or staff.

FRIEND SPONSOR (\$500+)

Company recognition: Listing as a Friend Sponsor displayed on emails, loading screen, agenda, and website.

Promotional opportunities: Included in e-blasts, recognition as a sponsor.

Board/Company Recognition: Listing as Sponsor on loading screen and website.

CREATE YOUR OWN OR A LA CARTE EXPERIENCE

Build your own version of a value sponsorship experience

Sponsored Session \$5,000

Branded "Swag Bag" \$10,000 (suggested):

Make a big impression! Send our delegates a gift to use during or after the conference

Sponsored Group Networking Room \$1,000

Sponsored Pre-session Message \$3,000

Mid-Event Social Media Post \$500 (displays on lobby social media feed)

BE OUR 2023 CONFERENCE HOST: *An exciting opportunity to host this event in your city! Collaborate with the CAPG Conference Committee in planning our 2023 conference.*

Stay Connected & Informed:

EXHIBITION OPPORTUNITIES

MENTOR - EXHIBITOR PACKAGE (\$10,000)

Exhibitors are given an exclusive opportunity to build a **dedicated space** to express themselves with graphics, videos, files, and dedicated conversations (group/private video meetings, group/private text chat).

Logo recognition: logo with hyperlink and blurb on pre-event email and conference website.

Promotional opportunities: 10-second stand-alone ad on main loading screen, 3-minute message/intro/video played before session of your choice, event or company banner in the Quorum weekly newsletter or bi-monthly Community News prior to conference, a dedicated eblast to our members, event listing or company banner on main CAPG page and events page/com calendar, dedicated social media shoutout.

For more details on your exhibitor experience, please watch this video:

<https://pheedloop.com/more/virtual-exhibitor-training>

BASIC EXHIBITOR EXPERIENCE - \$3,500

EXHIBITION BENEFITS



PERSONAL CONTACT

Bringing a face and name to your brand will foster relationships with your audience.



EDUCATION

Learn what's happening in Police Governance and how you can be part of it.



GENERATE LEADS

A one-stop exhibition enables you to secure qualified leads in one place.



SALES

Promote new services or demonstrate new products and equipment.



PRESENCE

Show your commitment and support the community that supports your business.



BUZZ

With the undivided attention of your audience, launch a new product, service or marketing campaign!

7TH ANNUAL FNPGC CONFERENCE (VIRTUAL)



The First Nations Police Governance Council (FNPGC) was established in 2014 by directors and members of the Canadian Association of Police Governance (CAPG). With a primary focus on building capacity, the FNPGC has developed an annual national conference for self-administered First Nations Police Governance Authorities, Commissions and Community Consultative Committees.

The 6th Annual Conference of the First Nations Police Governance Council was held virtually on October 29th, 2020. The FNPGC developed the conference program based on national trends in First Nations Policing, engagement by our Council members and community need.



Amazing job in the midst of a crisis. Thank you for making this happen and in a way that garnered more engagement from across this country, reminding us all we have the same challenges and goals that working together will help address.

Sponsorship Streams

OFFICIAL FNPCC SPONSOR - \$5,000

- Logo + hyperlink + blurb in pre-event email and FNPCC conference webpage
- Verbal recognition of sponsor during opening and closing remarks
- 3-minute video looped before and after sessions
- Logo or banner on login screen
- Dedicated social media shoutout during event

SPONSOR A SESSION - \$2,500

Display your company name and logo with hyperlink alongside your chosen session in the agenda, the conference webpage and throughout the event platform.

LOBBY VIDEO - \$1,500

Play a message or promotional video on the lobby splash page (3-4 minutes with audio)

FNPCC SUPPORTER PACKAGE - \$500+

- Logo in rotation on primary event page
- Logo on related FNPCC Conference emails



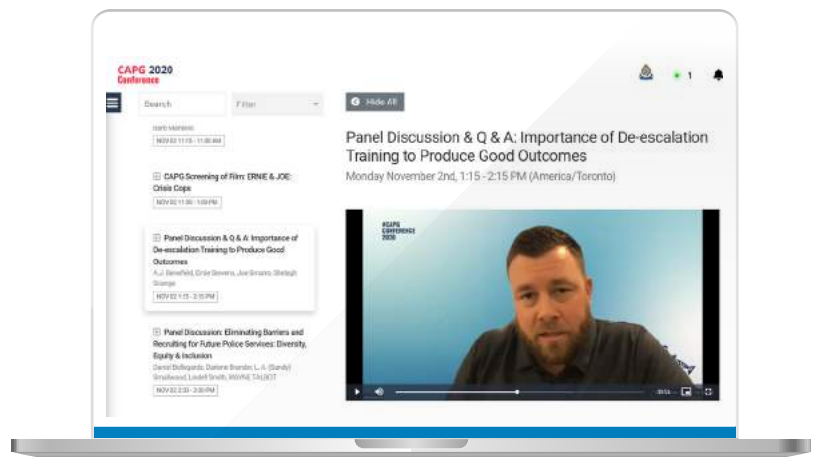
ADDITIONAL ADVERTISING AND CROSS PROMOTION OPPORTUNITIES:

Promote your event/business on our platform and vice versa. Contact us for specific pricing and sizes or our contra packages.

- All banner ads include a link to a URL of choice
- File Format: JPEG, PNG, GIF
- Max File Size: 40k
- All listings are text only with a link to a URL or PDF of choice

MONTHLY WEBINARS SERIES

Our webinars bring CAPG stakeholders and partners together to explore a variety of themes of interest to our community. Our aim is to provide concrete resources to boards and other stakeholders to help in the development of effective governance.



HOST A 1-2 HOUR WEBINAR - \$5,000

SPONSOR A SESSION - \$2,500

- Logo on moderator background
- Logo with hyperlink and blurb on webinar page and pre-event emails
- Short blurb by moderator before webinar begins and thank you during closing remarks

SOCIAL MEDIA

- Sponsored posts on Twitter, Facebook or LinkedIn

EMAIL LIST

- Send a dedicated eblast to our members or extended community of over 1,200 subscribers

Quorum is the CAPG's popular in-depth weekly news clipping service, offered to our growing extended community of over 1200 subscribers. Through Quorum, you have the chance to build awareness and recognition of your brand among hundreds of police governance professionals. Quorum offers an open rate 3 percent higher than that of the industry average.

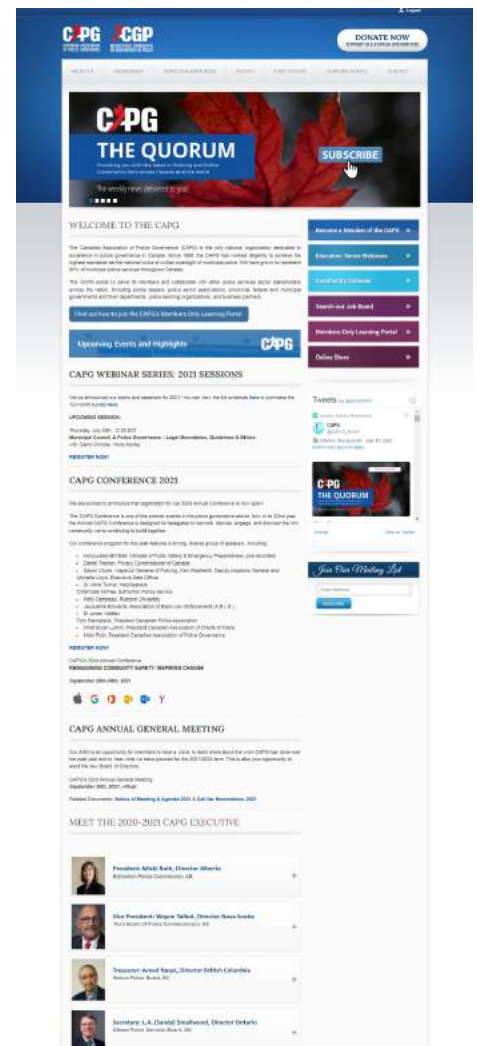
	Single Issue	3 months	6 months (-10 %)	9 months (-15%)	12 months (-20%)
1 - Leaderboard 600 x 150	x	\$3000	\$5400	\$7650	\$9600
2 - Center half banner 260 x 160	x	\$2000	\$3600	\$5100	\$6400
3 - Bottom banner 560 x 160	x	\$2250	\$4050	\$5737	\$7200
Sponsored post Text only	\$500	x	x	x	x

3

The CAPG website is a resource tool not only for our membership but for anyone interested in policing matters. We get hundreds of unique visits per month from across North America.

	Single Issue	3 months	6 months (-10 %)	9 months (-15%)	12 months (-20%)
Scrolling Ad Pane on Homepage	x	\$3500	\$6300	\$8925	\$11200
Job listing (free for members)	\$250	\$600	x	x	x
Event listing on Homepage	\$500	\$1200	\$2000	x	x
Event listing on Calendar and/or Upcoming Conferences (free for members)	\$250	\$600	\$1000	x	x

All promotional material and themes subject to approval.



Contact the CAPG

MORE ADVERTISING = MORE DISCOUNTS

If you are interested in advertising through multiple CAPG outlets please contact us to discuss how we can meet your advertising needs and to apply further discounts to your unique package.



JENNIFER MALLOY

Executive Director

Email: jmalloy@capg.ca | Phone: 613.344.2384 | Fax: 613.344.2385 | Twitter: @jennncapg

Canadian Association of Police Governance
78 George Street, Suite 204
Ottawa, Ontario
K1N 5W1

CAPG.CA | CAPGCONFERENCE.CA

Twitter: @CAPG_ACGP

Facebook: /CanadianAssociationofPoliceGovernance

LinkedIn: /Canadian-Association-of-Police-Governance

Why Sponsor Us?

CAPG sponsorship provides organizations the ability to increase exposure, build relationships and enhance their image with the community. We offer competitive opportunities for your brand to get recognized. Join our community!





MEMO
DELTA POLICE BOARD
Regular Meeting

From: **Jassie Ram**
Date: **August 31, 2021**
Subject: **CAPG AGM Voting Designate and Attendance**

The Annual General Meeting (AGM) of the Canadian Association of Police Governance (CAPG) will be taking place on Thursday, September 30, 2021 at 11:30 am EST (8:30 am PST).

As per CAPG Bylaws, only one member per Board is permitted to carry a vote and that member needs to be identified by September 24 to receive voting login instructions. Additionally, registration for the AGM is separate from the Conference registration and names of those attending need to be submitted to the CAPG by September 24 to receive login instructions.

Action:

- 1) Identify Voting Designate at September 16, 2021 meeting.
- 2) Board members attending the AGM are requested to advise Ms. Sharon Sparrow by September 22, 2021.

Respectfully Submitted:

Jassie Ram
Corporate Planning Manager/Board Liaison
Delta Police Department

Attachments

- A – CAPG 2021 AGM Package



MEMO
DELTA POLICE BOARD
Regular Meeting

From: **Jassie Ram**
Date: **August 17, 2021**
Subject: **CAPG Webinar Purchase**

The Canadian Association of Police Governance (CAPG) provides educational webinars for Police Boards/Commissions throughout the year at \$100 + HST per webinar. A Delta Police Board member has expressed interest in attending future webinars and gaining access to an archived webinar held in July 2021, titled "*Municipal Council & Police Governance – Legal Boundaries, Guidelines & Ethics.*" The cost to access the archived webinar is \$100.

Below is a list of the remaining 2021 CAPG webinars (exact dates are usually confirmed a month or so before the webinar):

- September 2021 Leadership and Decision Making in Policing
- October 2021 Shifting the RCMP to a Municipal Service – Lessons Learned on the Way
- November 2021 Police Recruiting – Developing the Most Effective Strategy for a Reflective Service
- December 2021 Police Board Governance – A Primer to Brush up on your Basics

The 2022 webinar list will be brought to the Board when released for the Board to consider and decide which webinars it should be registered for. The Board can opt for a bundle registration that provides access to all webinars for \$1,100 (saving of \$100).

Action: The Board is requested to:

- 1) consider purchasing the *Municipal Council & Police Governance* webinar archive (\$100) as per the Board members' request, and
- 2) Determine registration for future 2021 webinars.

Respectfully Submitted:

Jassie Ram
Corporate Planning Manager/Board Liaison
Delta Police Department



PEACEKEEPING IN FIRST NATIONS COMMUNITIES

GOVERNING FOR COMMUNITY SAFETY,
WELLBEING AND GOOD RELATIONS

SEPT 27, 2021



SEPT 28-30

REIMAGINING COMMUNITY SAFETY

INSPIRING
CHANGE

AGENDA OVERVIEW

The CAPG Conference is the leading event in the Police Governance sector. Now entering its 32nd year, the Annual CAPG Conference is held over a three day period during which delegates are encouraged to network, discuss, engage, and discover the rich community we continue to foster.

REIMAGINING COMMUNITY SAFETY AND WELLBEING: INSPIRING CHANGE

The events of the last year have left an indelible mark on municipalities across the nation. The pandemic has dramatically changed how communities function, and reform demands for policing have only gotten stronger, making it more important than ever that we seek out new modes of operation.

In our capacity as change-makers, how can we draw from the lessons learned by other communities to address the complex challenges we face?

The 2021 CAPG Conference offers you a unique opportunity to collaborate with familiar voices of experience as well as with new and emerging thought leaders in the field of Policing and Police Governance. Stay prepared for the challenges ahead by learning the tools and skills you need to inspire meaningful change in your own community.

WHO SHOULD ATTEND

- ▶ MEMBERS OF MUNICIPAL POLICE BOARDS, COMMISSION, ADVISORY COMMITTEES
- ▶ POLICE CHIEFS, DEPUTY CHIEFS, AND EXECUTIVES
- ▶ GOVERNMENT, POLICY MAKERS, AND ACADEMICS

[CLICK HERE TO REGISTER](#)



FEATURED SPEAKERS



Daniel Therrien
Privacy Commissioner
of Canada



Chief Dale McFee
Edmonton Police
Service



Tom Stamatakis
President, Canadian
Police Association



Chair Diane Deans,
Ottawa Police
Services Board



Devon Clunis
Inspector General of
Policing, Ontario



Jacqueline Edwards
Association of Black Law
Enforcement (A.B.L.E.)



Chief Bryan Larkin
President, Canadian
Association of Chiefs
of Police



Dr. Alina Turner
CEO, HelpSeeker,
University of Calgary,
School of Public Policy



El Jones
Poet Laureate, Halifax



**Deputy Chief Steve
Bell**
Ottawa Police
Services



PEACEKEEPING IN FIRST NATIONS COMMUNITIES

GOVERNING FOR COMMUNITY SAFETY,
WELLBEING AND GOOD RELATIONS

SEPT 27, 2021



SEPT 28-30

REIMAGINING COMMUNITY SAFETY

INSPIRING
CHANGE

ABOUT CAPG

The Canadian Association of Police Governance (CAPG) is the only national organization dedicated to excellence in police governance in Canada. Since 1989, the CAPG has worked diligently to achieve the highest standards as the national voice of civilian oversight of municipal police. We have grown to represent 80% of municipal police services throughout Canada.

The CAPG exists to serve its members and collaborate with other police services sector stakeholders across the nation, including police leaders, police sector associations, provincial, federal and municipal governments and their departments, police learning organizations, and business partners.

PRICING

Prices are per organization. Up to 10 organization members may attend under a single registration. You will be prompted to provide contact information for your chosen attendees upon registration.

PRICING	FIRST NATIONS VIRTUAL CONFERENCE ONLY SEPT 27, 2021	CAPG VIRTUAL CONFERENCE ONLY SEPT 28 - 30, 2021	BUNDLE
MEMBERS (*AND/OR FIRST NATIONS)	*\$300	\$700	\$850
NON-MEMBERS (*AND NON-FIRST NATIONS)	*\$500	\$900	\$1,050

[CLICK HERE TO REGISTER](#)



ADJUSTING TO A VIRTUAL FORMAT

This virtual event delivers the same access to Police Governance knowledge, resources and community we have spent decades building and cultivating only in a broader, more accessible and safer format.

We do know, however, that there can be bumps along the way when it comes to adjusting to a new method of learning. The following video gives an in-depth overview of our virtual event platform - **Pheedloop**.

Watch the Pheedloop Introduction Video



GOVERNING FOR COMMUNITY SAFETY, WELLBEING AND GOOD RELATIONS

AGENDA

FNPGC 7TH ANNUAL CONFERENCE

The First Nations Police Governance Council (FNPGC) was established in 2014 by directors and members of the Canadian Association of Police Governance (CAPG). With a primary focus on building capacity, the FNPGC has developed a national conference for self-administered First Nations Police Governance Authorities, Commissions and Community Consultative Committees.

This one-day event is traditionally held the day prior to the CAPG Conference and is offered at a discount to CAPG attendees, with an additional price adjustment for CAPG members and First Nations participants.

SPEAKERS



Dan Bellegarde

Chair, FNPGC | Chair, Board of Police Commissioners at File Hills First Nations Police Service



Dr. Nicholas (Nick) A. Jones

Associate Professor in the Department of Justice Studies at the University of Regina



Debbie Boushey

Vice Chair, Anishinabek Police Services Board

MONDAY, SEPTEMBER 27

10:45 AM ET

WELCOME REMARKS

Dan Bellegarde, Chair, FNPGC

11:00 AM ET

FNPGC PUBLIC SAFETY PROJECT – PRESENTATION OF RESULTS

Dr. Nick Jones, University of Regina
Dan Bellegarde, FNPGC

12:00 PM ET

BUILDING YOUR POLICE SERVICE'S ORGANIZATIONAL HEALTH: SUSTAINABLE STAFFING – RESOURCING THE HUMAN RESOURCES ASPECT OF POLICING

Debbie Boushey, Vice Chair, Anishinabek Police Services Board

1:30 PM ET - 1:45 PM ET BREAK

1:45 PM ET

FIRST NATIONS POLICING PROGRAM

What was promised, what we have and what we want.

Panelists will include:

Julian Falconer
Public Safety Canada
First Nations Policing Program (FNPP)
Assembly of First Nations (AFN)
ON FN Police Governance

3:00 PM ET - 3:15 PM ET BREAK

3:15 PM ET

OFFICER WELLNESS & THE OPIOID CRISIS: ROLE OF GOVERNANCE IN ESTABLISHING GOOD POLICIES.

4:15 PM ET

SYSTEMIC RACISM IN POLICING AND ESTABLISHING SELF-ADMINISTERED FN POLICE SERVICES

5:00 PM ET

CLOSING REMARKS

REIMAGINING COMMUNITY SAFETY AND WELLBEING: INSPIRING CHANGE

AGENDA

TUESDAY, SEPTEMBER 28

10:50 AM ET	LAND ACKNOWLEDGEMENT & OPENING REMARKS Micki Ruth , President and Chair, Canadian Association of Police Governance (CAPG) and Edmonton Police Commission Chair Diane Deans , Ottawa Police Services Board (OPSB)
11:00 AM ET	REIMAGINING COMMUNITY SAFETY Chief Peter Sloly , Ottawa Police Service
11:30 AM ET	Devon Clunis , Inspector General of Policing, Ontario Ken Weatherill , Deputy Inspector General Michelle Lloyd , Executive Data Officer
12:15 PM ET	Daniel Therrien , Privacy Commissioner of Canada

1:00 PM ET - 1:30 PM ET BREAK

1:30 PM ET	MOBILIZING MUNICIPALITIES & INSPIRING CHANGE: PANEL 1 Leadership: Deputy Chief Steve Bell , OPS Governance: Chair Diane Deans , OPSB Service: Superintendent Isobel Granger , OPS Community: Joan Riggs and Sahada Alolo , Ottawa Police Services Community Equity Council
3:40 PM ET	MOBILIZING MUNICIPALITIES & INSPIRING CHANGE: PANEL 2 Dr. Holly Campeau , Assistant Professor of Sociology and Criminology, University of Alberta Jacqueline Edwards , Association of Black Law Enforcement (A.B.L.E.) El Jones , Poet Laureate, Halifax Ron Hampton , Former Executive Director, National Black Police Association - USA (NBPA) Andrew George , Executive Director, National Black Police Association - UK

WEDNESDAY, SEPTEMBER 29

11:00 AM ET	POLICING IS A WICKED PROBLEM Dr. Alina Turner , CEO, HelpSeeker University of Calgary, School of Public Policy Marty Thomson , Manager, Social Development, City of Lethbridge Micki Ruth , Chair, Edmonton Police Commission (EPC) Matthew Barker , Executive Director, EPC Chief Dale McFee , Edmonton Police Service (EPS) Cal Corley , CEO, CSKA
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1:00 PM ET - 1:10 PM ET BREAK

1:30 PM ET	DECRIMINALIZATION & OTHER BURNING ISSUES Panel on decriminalization for simple possession & other burning national issues for CACP / CPA / CAPG. CACP: Chief Bryan Larkin , President CAPG: Micki Ruth , President CPA: Tom Stamatakis , President
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3:30 PM ET - 3:40 PM ET BREAK

3:40 PM ET	BREAKOUTS – CONCURRENT 1. Jaime Rogers: Medicine Hat: Ending Homelessness, 2. Tim Black: Whitebird Program: CAHOOTS Deescalation / Harm Reduction – 30 years of success 3. Irfan Chaudhry: Unconscious Bias 4. Indigenous Relations – TRC / MMIWG recommendations to police and the role of governance
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THURSDAY, SEPTEMBER 30

11:30 AM ET	CAPG AGM: BUSINESS OF THE ASSOCIATION
12:45 PM ET	LAUNCH FOR CAPG 2022 SASKATOON BOARD OF POLICE COMMISSIONERS

1:00 PM ET - 1:15 PM ET BREAK

1:15 PM ET	ROUNDTABLE DISCUSSIONS – CONCURRENT Small Services Medium Services Large Services First Nations
2:45 PM ET	FINAL CLOSING REMARKS & WRAP UP



PEACEKEEPING IN FIRST NATIONS COMMUNITIES

GOVERNING FOR COMMUNITY SAFETY,
WELLBEING AND GOOD RELATIONS



REIMAGINING COMMUNITY SAFETY

INSPIRING
CHANGE

HOST



SPONSORS



Canadian Police Association
Association canadienne des policiers





August 19, 2021
Ref: 622499

Chief Constables of Independent Municipal Police Departments
Deputy Commissioner, Commanding Officer, "E" Division
Chief Officer, SCBCTA Police Service
Chief Officer, Stl'atl'imx Tribal Police Service
Chief Officer, Combined Forces Special Enforcement Unit BC
Chairs of Municipal Police Boards
Chair, SCBCTA Police Service Board
Chair, Stl'Atl'Imx Tribal Police Services Board

Dear Sirs/Madams:

Re: Provincial Policing Standards on the Promotion of Unbiased Policing

I am writing to advise you that *BC Provincial Policing Standards* (hereafter the Standards) on the Promotion of Unbiased Policing were approved by the Minister of Public Safety and Solicitor General on July 30, 2021. The Standards feature various coming-into-effect dates to allow time for implementation and are enclosed here for your convenience; the Standards will be posted on the government website shortly (<http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>).

The Standards will require police agencies and police boards to have policies and procedures on specific matters and to take specific actions to ensure that policing services throughout BC are delivered equitably, and in a manner that is responsive to the needs and realities of racialized or otherwise marginalized persons and communities. Specifically, the standards when in effect will include requirements on Police Boards and on Chief Constables related to:

- emphasizing the duty of all employees to provide services impartially and equitably, in a manner that upholds human rights, and without discrimination;
- the overall approach to policy development, including considering the potential impacts of the policy on different groups and on public trust, and seeking input from service providers or others outside policing who have relevant expertise and experience;

.../2

- specific topics for which policies and/or procedures must be in place to protect rights, improve responses to socially or racially marginalized individuals, and address barriers to reporting to police and access to service;
- auditing and data analysis in areas relevant to equitable policing, and the reporting of findings to the police board and Director of Police Services;
- promoting community awareness amongst police officers and members of police boards and requiring where possible experiential learning opportunities, and engaging with a broad section of the community on policing priorities and service delivery;
- enhancing and monitoring the diversity of the police force and requiring policies and processes to ensure workplaces are diverse and free of harassment; and
- training for police officers on key foundational aspects of police responses to racialized or marginalized persons, including trauma-informed practice, Indigenous cultural safety, responses to and investigations of intimate partner violence, and skills to recognize and minimize biases (fair and impartial policing).

As you may also know, the process of developing these Standard began a number of years ago. I recognize that there are currently several broad and interconnected Ministerial mandate commitments and government-wide initiatives that will address related matters. Specifically, priorities, commitments and initiatives related to reconciliation, accessibility, anti-racism, and diversity, inclusion and gender equity. In addition, and moving forward, my office will also monitor the work of and outcomes from the *Special Committee on Reforming the Police Act* whose scope is to examine, inquire into, and make recommendations to the Legislative Assembly on reforms related to the modernization and sustainability of policing under the *Police Act*, including the role of police with respects to complex social issues, including mental health and wellness, addictions and harm reduction; the scope of systemic racism within BC's police agencies; and whether there are measures necessary to ensure a modernized *Police Act* is consistent with the *United Nations Declaration on the Rights of Indigenous Peoples*.

My office will ensure alignment of the Standards with the outcomes of these initiatives and with the work of the First Nations Justice Council in relation to the *First Nations Justice Strategy*. These are important initiatives and dialogues that will guide the work of the Policing and Security Branch as we move forward.

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Page 3

In the meantime, the Branch's work on other Standards continues. For example, Standards on the police responses to and investigations of sexual assaults are currently in early phases of development. Further, the criteria and process for approving training for police officers related to First Nations and Indigenous communities in BC will need to be determined. If you have any questions about these standards, please contact Lucie Vallieres, Senior Program Manager, Policing and Security Branch (lucie.vallieres@gov.bc.ca).

Thank you in advance for your attention to these matters.

Regards,



Wayne Rideout
Assistant Deputy Minister
And Director of Police Services
Policing and Security Branch

pc: David Pilling, Director of Police Governance, Policing and Security Branch

Enclosures: Approved BC Provincial Policing Standards 6.1.1, 6.1.2, 6.1.3, 3.2.5, 3.2.6
Principles for BC Provincial Policing Standards 6.1.1, 6.1.2, 6.1.3, 3.2.5, 3.2.6



Guiding Principles Related to Provincial Policing Standards:

BCPPS 6.1 Community Partnerships & Equitable Policing

BCPPS 3.2.5 Training to promote equitable and unbiased policing

BCPPS 3.2.6 Training to enhance service delivery to vulnerable communities

Page 1 of 3

Police agencies, governments and communities throughout British Columbia share a commitment to ensuring policing is delivered in an equitable manner throughout the province. Work is occurring at all levels of government to recognize and address inequities, protect rights, and improve responsiveness of the criminal justice system for women affected by violence, Black, Indigenous and Persons of Colour, and marginalized communities. These standards are a component of broader efforts to promote unbiased policing and access to justice in BC.

These standards respond to the issues raised in many reports, inquiries, and by community-led advocacy. The final report of the Missing Women Commission of Inquiry (MWCI), recommended standards to promote equality in the delivery of policing services, increase responsiveness to the needs of vulnerable persons, and enhance governance of policing.

Since then, additional reports have documented the experiences of socially and/or racially marginalized communities, including Indigenous peoples, within the justice system. Examples include related decisions from human rights tribunals, the [Truth and Reconciliation Commission](#) and the [National Inquiry into Missing and Murdered Indigenous Women and Girls](#). These proceedings have produced recommendations and are driving further work in BC aimed at improving the experience of Indigenous peoples within the justice system, such as the [Declaration of the Rights of Indigenous Peoples Act](#), and the [BC First Nations Justice Strategy](#).

The Missing Women Commission of Inquiry

Between 1997 and 2002, numerous women were reported missing from Vancouver's Downtown East side, by friends and families who feared for the women's safety. Robert Pickton was arrested in 2002 and convicted of six counts of second-degree murder and sentenced to life in prison in December 2007. Twenty additional murder charges were stayed by the Crown Counsel in August 2010.

In 2010, in response to the horrific events and criticism surrounding the police investigations, the Province established the *Missing Women Commission of Inquiry*. [Forsaken, The Report of the Missing Women Commission of Inquiry](#) was released in 2012 and included 63 recommendations, many of which related to policing.

The Commission found that systemic bias contributed to police effectively under-prioritizing and under-investigating reports of missing women, and that this was a manifestation of the broader patterns of systemic discrimination within society. Specifically, Commissioner Oppal found that negative stereotyping about women involved in survival sex work, many of whom were Indigenous women, existed within the exercise of individual discretion and collective decision-making by police during the investigations of their disappearances.

Further, efforts to reform and modernize policing in BC are ongoing. In 2020, the Legislative Assembly of British Columbia appointed the Special Committee on Reforming the Police Act to conduct a broad inquiry into policing, including examining the role of police with respect to complex social issues; examining the scope of systemic racism within policing in BC; and ensuring consistency of a modernized *Police Act* with the *United Nations Declaration on the Rights of Indigenous Peoples*. Other projects related to unbiased policing including regarding gender equity and anti-racism will inform further advances to these standards moving forward.



Guiding Principles Related to Provincial Policing Standards:

BCPPS 6.1 Community Partnerships & Equitable Policing

BCPPS 3.2.5 Training to promote equitable and unbiased policing

BCPPS 3.2.6 Training to enhance service delivery to vulnerable communities

Page 2 of 3

The standards seek to provide consistent pathways for advancing equitable and unbiased policing throughout the province by requiring policies and procedures, training, audit activity, and community engagement. The standards will provide a basis for auditing and oversight by the Director of Police Services pursuant to Section 40(1) of the Police Act.

The underlying principles of the standards are that:

- **Individuals and communities have the right to receive unbiased and equitable policing.**

Racism, sexism, and other forms of discrimination are unacceptable in Canadian society, including in policing. The right to equal protection and benefit from the law without discrimination is embedded in the *Canadian Charter of Rights and Freedoms* and human rights legislation. All actors within the criminal justice system share a legal and moral duty to provide unbiased and equitable services and to refrain from discrimination. For policing, these duties are also reflected in the BC Police Code of Ethics.

- **Dialogue and collaboration are key to building trust and achieving common goals of unbiased and responsive policing.**

Police and the communities they serve work toward common goals for policing through partnerships and ongoing dialogue. Trust is key to achieving these partnerships and often starts from an acknowledgement of injustices and current impacts.

- **History continues to impact trust and relationships today.**

Throughout Canadian history, the justice system has systemically discriminated against women, Indigenous peoples, and socially and/or racially marginalized groups. It is important to acknowledge this history and its legacy today.

Police were often the frontline agents and enforcers of discriminatory laws and policies and, as a result, many people continue to view policing as oppressive. Acknowledging the role of policing in these events and the ongoing impact on police-community relations today is an important step in promoting equitable and unbiased policing.

- **Racism, bias, and discrimination are prevalent.**

Biases are cognitive shortcuts used to process information and all people, even well-intentioned people, have biases. However, biases are not acquired in a vacuum. They reflect and are the product of patterns of power and privilege, colonialism, racism, sexism, and other forms of discrimination in society. Biases may be unconscious and may influence choices and actions without conscious thinking or decision-making.



Guiding Principles Related to Provincial Policing Standards:

BCPPS 6.1 Community Partnerships & Equitable Policing

BCPPS 3.2.5 Training to promote equitable and unbiased policing

BCPPS 3.2.6 Training to enhance service delivery to vulnerable communities

Page 3 of 3

- **It is important to recognize and overcome bias, racism, and discrimination in policing.**

If policies and procedures fail to consider the diverse needs and experiences of the community, bias, racism, and other forms of discrimination can manifest in the actions and decisions of individuals or at a systemic level. Recognizing and taking steps to address this, such as through training, supervision, monitoring, policy development, and community engagement, are critical to promoting unbiased policing.

- **Unbiased policing must also include efforts to remove barriers to justice and police services.**

The compounding and intersecting effects of systemic racism and sexism, social marginalization, and different identity factors can result in an increased risk of being affected by violence and less likely to report it, further compounding vulnerability. Previous negative experiences with police and other public services can result in fear of police, of not being believed, of not being taken seriously, or that a positive outcome is not likely when making a report. Additional barriers may include difficulties connecting with police due to language or cultural barriers.

Adapting processes to reduce or eliminate barriers promotes inclusion and equitable access to justice, particularly for vulnerable groups and individuals who may be reluctant to contact police.

- **Promoting inclusion and diversity within police forces is important.**

Police agencies should aim to reflect the diversity in the communities they serve and promote a workplace culture that is supportive, inclusive, and free from harassment or discrimination.

- **Promoting equitable and unbiased policing is an ongoing process.**

Police agencies in B.C. are taking important and constructive steps to provide equitable and responsive policing. Equity in policing requires leadership, supported by ongoing monitoring of service delivery, data collection and analysis, transparency, accountability, and community engagement. Policing must continuously adapt to respond to the needs of diverse and evolving communities being served. These standards will also evolve to assist those persons and entities listed in s. 40(1.2) of the Police Act and will continue to clarify the actions and attitudes expected of them in relation to unbiased policing.



Section 6.0 –	Promotion of Unbiased Policing	Page 1 of 5
Sub Section 6.1 –	Community Partnerships and Equitable Policing	Effective: July 30, 2023 Revised: n/a
Subject 6.1.1 –	Promoting Unbiased Policing	

Definitions

“Police officer” – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

Standards

Duty to promote equitable policing

The Board, or the Commissioner must ensure that:

- (1) The duty of all employees to deliver services impartially and equitably, in a manner that upholds human rights, and without discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, gender identity and expression, political beliefs, types of employment, economic or social standing is communicated to all employees of the police force.
- (2) The police force’s commitment and expectation that all employees will provide services in a culturally safe, responsive, and trauma-informed manner is communicated to all employees of the police force.

Policy framework to support equitable policing

The Board, or the Commissioner must ensure that:

- (3) The process of establishing, amending, or routinely reviewing the policies and procedures of the police force includes analysis or consideration of whether:
 - (a) the policy or procedure promotes equitable and impartial service delivery and public trust and confidence in the police force, and
 - (b) whether individuals or groups may be disproportionately impacted by the policy or procedure (e.g., [Gender-Based Analysis Plus](#)).
- (4) The persons responsible for the analyses described in Standard (3) above are provided with resources and information to assist in the analysis.

Written procedures to support equitable policing, the protection of rights, and access to justice

The Chief Constable, Chief Officer, or Commissioner must ensure that:

- (5) Written procedures are examined annually to ensure consistency with legislative amendments and applicable case law related to right to equal treatment, protection and benefit under the law, including the *Canadian Charter of Rights and Freedoms* and the obligations of police, related to:
 - (a) informing persons of the reason for their arrest or detention;
 - (b) informing a detained or arrested person of their right to counsel and providing that person with access to the same;
 - (c) detaining a person;
 - (d) obtaining confessions and admissions from a person; and
 - (e) gathering of evidence, including search and seizure.
- (6) Written procedures governing personal searches are in place that incorporate the right to equal treatment, protection and benefit under the law, including the *Canadian Charter of Rights and Freedoms* and the obligations of police that, at minimum:
 - (a) provide direction on recognizing and handling items of cultural or religious significance in a culturally sensitive way;
 - (b) provide direction on accommodations to be offered and/or made when conducting searches, in a manner that is responsive to the gender identity or expression of the person being searched; and
 - (c) outline criteria and procedures for conducting, authorizing, documenting, and monitoring the use of strip searches and internal searches.
- (7) Written procedures are in place governing investigations likely to involve persons in vulnerable circumstances, including, but not limited to:
 - (a) intimate partner violence;
 - (b) sexual assaults;
 - (c) offences related to the sex industry;
 - (d) offences involving youth; and
 - (e) incidents believed to be, or reported to police as being motivated by racism, prejudice, or hate.
- (8) Written procedures or guidance governing police interactions with persons in vulnerable circumstances, including, but not limited to:
 - (a) persons who may be vulnerable due to age (i.e., children or older adults);
 - (b) persons with disability or who may have communication barriers (e.g., language, hearing or speech);
 - (c) persons with apparent mental health and/or substance use problems;
 - (d) persons with diverse gender identity or expression;

- (e) victims or witnesses who may be less inclined to report or speak to police because of precarious legal status (e.g., victims or witnesses who have outstanding warrants against them, or with precarious immigration status); and
 - (f) persons living in public spaces (e.g., persons relying on, or sleeping in public spaces).
- (9) The views of persons impacted, or relevant service providers or advocates of those impacted, are sought and considered in developing or making significant changes to the procedures or guidance referred to under Standards (6), (7), and (8).
- (10) Written procedures governing police response to and investigations of offences related to intimate partner violence are consistent with the Provincial policy on relationship violence and include trauma-informed practices.
- (11) Written procedures governing police response to and investigations of offences related to persons involved in the sex industry are consistent with the BC Association of Chiefs of Police *Sex Work Enforcement Guidelines*.
- (12) Written procedures governing police response to persons with apparent mental health and/or substance use problems emphasize de-escalation, integrated and collaborative approaches between police agencies and health authorities, and consider evidence and best practices outlined in the BC Government [*Interfaces between mental health and substance use services and police*](#) toolkit.

Services to support access to justice

The Chief Constable, Chief Officer, or Commissioner must ensure that:

- (13) Written procedures include requirements that officers provide victims of crime with information and services, including referrals to victim services, in keeping with the obligations of police under the *Canadian Victims Bill of Rights* and the *Victims of Crime Act* and in a culturally appropriate manner, as appropriate to the circumstances.
- (14) The police force accepts and supports third party reports by community-based victim services (where these exist) on behalf of adult victims of sexual assault.
- (15) Written procedures or guidance are available to officers governing the decision to use, and how to access interpreters or translation services to provide services in other languages spoken in the area served.
- (16) The use of interpreters in taking statements is consistent with the Memorandum of Understanding on disclosure, signed between the BC Prosecution Service, the Public Prosecution Service of Canada (BC), and all police agencies in British Columbia.

Audit and review activity

The Chief Constable, Chief Officer, or Commissioner must ensure that:

- (17) Audits are conducted annually to examine compliance with departmental policies or procedures related to at least one of the following topics:
- (a) personal searches, referred to in (6) above;
 - (b) investigations likely to involve persons in vulnerable circumstances, referred to in (7) above;
 - (c) interactions with persons in vulnerable circumstances, referred to in (8) above,
 - (d) the provision of information and services to victims of crime, referred to in (13) above;
 - (e) third party reports, referred to in (14) above; or
 - (f) use of interpreters or translation services, referred to in (15) and (16) above.
- (18) In an effort to monitor for systemic inequities in service delivery, an analysis of at least one of the following types of records is conducted at least once a year, disaggregated by ethnicity, and gender or sex of subjects:
- (a) Subject-Behaviour-Officer-Response reports;
 - (b) prisoner bookings; or
 - (c) other records as identified by the Board.
- (19) A report of the audits and analyses referred to in Standards (17) and (18) is provided to the Board or, in the case of the provincial police force, the Commissioner.

The Board, or the Commissioner must:

- (20) Within 60 days of receipt of a report referred to in Standard (19), provide to the Director of Police Services a copy of the report and a summary of any action(s) planned or taken by the Board in response to the report.

Policies to guide a police board's response to Service and Policy Complaints

The Board must:

- (21) Ensure that written policy governing the response to Service and Policy complaints requires consideration of whether the complaint includes allegations of discriminatory policies or practices when determining which course of action permitted by s. 171 (1) of the *Police Act* is necessary to respond adequately to a complaint, including at minimum whether to refer the matter to the Chief Constable as permitted by sub-section (a), or to initiate a study or investigation as permitted by sub-section (b) or (c).

Policies and procedures

The Chief Constable, Chief Officer, or Commissioner must ensure that:

(22) Policies and procedures are consistent with these *BC Provincial Policing Standards*.



PROVINCIAL POLICING STANDARDS

Section 6.0 –	Promotion of Unbiased Policing	Page 1 of 2
Sub Section 6.1 –	Community Partnerships and Equitable Policing	Effective: July 30, 2023 Revised: n/a
Subject 6.1.2 –	Community engagement	

Definitions

“Police Officer” – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

Standards

The Board, or the Commissioner must ensure that:

Community awareness and outreach

- (1) The police force maintains a community relations component or function to liaise, build relationships and ensure communication, with community representatives, service providers or advocates reflective of the demographic makeup of the community.
- (2) Information is provided to police officers about the area served, including at minimum:
 - (a) its demographic makeup;
 - (b) local First Nation community(ies) and elected and traditional leadership;
 - (c) the history, traditions, and laws of the local First Nation(s), including the history and legacy of police relations with the local First Nation(s) and Indigenous community(ies); and
 - (d) key services and resources available through other public and social service agencies (e.g. services and resources relating to assisting persons living or relying on public spaces, support for specific groups).
- (3) Information is provided to members of the Board about:
 - (a) the demographic makeup of the area served by the police force;
 - (b) the local First Nation community(ies) and elected and traditional leadership;
 - (c) the history and current status of Indigenous peoples, including the history and legacy of police relations with Indigenous peoples in British Columbia; and
 - (d) the history, traditions, and laws of the local First Nation(s), including the history and legacy of police relations with the local First Nation(s) and Indigenous community(ies).

- (4) The information provided in Standards (2) and (3) above:
- (a) is, where possible, developed with input from, or delivered in collaboration with, relevant groups to whom the information refers;
 - (b) is periodically reviewed and updated to ensure relevancy and accuracy; and
 - (c) is provided in a manner that is conducive to: fostering relationship building, ongoing learning, and where possible, experiential learning.

Community input on priorities and objectives

- (5) Processes are in place to seek input on the priorities, goals and objectives for policing and law enforcement, from a broad spectrum of their community, including from:
- (a) municipal council(s);
 - (b) Indigenous leaders;
 - (c) school district(s);
 - (d) community organizations and groups (e.g. advocacy groups, leadership at places of worship, Indigenous organizations);
 - (e) members of the public;
 - (f) the business community.

Community satisfaction

- (6) A survey of citizen satisfaction with and attitudes toward police services, consistent with [Public Safety Canada's standardized metrics](#) endorsed by the Canadian Association of Chiefs of Police is conducted at least once every three years, in a manner that supports accessibility and mitigates systemic barriers to participation.

Integrating community relationships into performance management

The Chief Constable, Chief Officer or Commissioner must ensure that:

- (7) The performance management tool for the evaluation of recruits by field training officers includes consideration of the knowledge, skills, and abilities related to community relationship building, including with marginalized, racialized, or vulnerable persons.
- (8) Community relationship building, including with marginalized, racialized, or vulnerable persons and community organizations or groups, is a consideration when assessing officer performance.

Policies and procedures

- (9) Policies and procedures are consistent with these *BC Provincial Policing Standards*.

Section 6.0 –	Promotion of Unbiased Policing	Page 1 of 1
Sub Section 6.1 –	Community Partnerships and Equitable Policing	Effective: July 30, 2023 Revised: n/a
Subject 6.1.3 –	Promoting diversity within the police force	

Standards

The Board, or the Commissioner must ensure that:

Reflective police force

- (1) The police force's hiring, promotion, and retention policies and practices are non-discriminatory, free of systemic barriers, and include strategies related to increasing and maintaining diversity in the police force.
- (2) The police force's recruitment materials depict gender equity and minority representation.
- (3) The police force engages in targeted recruitment activities to attract under-represented groups.
- (4) The police force monitors the diversity within the police force in relation to the area served, including at a minimum sex and ethnicity variables.

Workplace harassment

- (5) The police force promotes a work environment in which all individuals are treated with respect and dignity, including written policy that prohibits bullying or any form of harassment, including sexual harassment.
- (6) The police force has processes in place to support the reporting and investigation of workplace bullying or harassment.

Policies and procedures

- (7) Policies and procedures are consistent with these *BC Provincial Policing Standards*.



PROVINCIAL POLICING STANDARDS

Section 3.0 –	Training Courses and Development	Page 1 of 1
Sub Section 3.2 –	Provincially-Approved Training Courses	Effective: July 30, 2024 Revised: n/a
Subject 3.2.5 –	Training to promote equitable and unbiased policing	

Definitions

“Front-line police officer” – any police officer who as part of their duties is regularly interacting with the public and may be in contact with persons in crisis situations.

“Front-line supervisor” – any police officer who directly supervises a front-line police officer.

“Police officer” – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

“Provincially-approved equivalent” – training that has been acknowledged by the Director of Police Services as adequate to meet the BC requirements pertaining to a provincially-approved training course.

Standards

The Chief Constable, Chief Officer or Commissioner must ensure that:

- (1) All front-line police officers and front-line supervisor have completed *BC Fair and Impartial Policing Training* or a provincially-approved equivalent training course.

Training records

- (2) Written records are maintained of the training required by this standard that has been completed by each police officer in the police force.



PROVINCIAL POLICING STANDARDS

Section 3.0 –	Training Courses and Development	Page 1 of 2
Sub Section 3.2 –	Provincially-Approved Training Courses	Effective: Standards (1)-(5): July 30, 2024 Standards (6)-(7): December 31, 2022 Revised: n/a
Subject 3.2.6 –	Training to enhance service delivery to vulnerable communities	

Definitions

“Front-line police officer” – any police officer who as part of their duties is regularly interacting with the public and may be in contact with persons in crisis situations.

“Front-line supervisor” – any police officer who directly supervises a front-line police officer.

“Police officer” – a constable appointed under the *Police Act* or an enforcement officer appointed under s. 18.1 of the *Police Act*.

“Provincially-approved equivalent” – training that has been acknowledged by the Director of Police Services as adequate to meet the BC requirements pertaining to a provincially-approved training course.

“Provincially-approved training” – training that has been acknowledged by the Director of Police Services as adequate to meet BC requirements pertaining to training on a specific topic or set of topics.

Standards

Indigenous cultural safety

The Chief Constable, Chief Officer, Commissioner, or Chief Civilian Director of the Independent Investigations Office (“IIO”) must ensure that:

- (1) All police officers or IIO investigators:
 - (a) have completed a training course, developed and delivered in collaboration with representatives from, as applicable, the local First Nation(s) and/or Indigenous organizations, which includes at minimum, the history and legacies of police relations with Indigenous peoples in the community; or
 - (b) have completed a provincially-approved training on the history and current status of Indigenous peoples, including the history and legacies of police relations with Indigenous peoples in British Columbia.

- (2) For the purpose of Standard (1)(b), provincially-approved training includes at least one of the following:
- (a) the Provincial Health Services Authority (San'yas) *Indigenous Cultural Safety* Training justice module; and
 - (b) *[note: other training courses may be added as/when provincial approval is granted]*
- (3) Further to Standards (1) and (2) above, and in addition to Standards 6.1.2 (2), encourage, and seek opportunities for police officers to attend learning events that are, where possible, experiential and specific to the local First Nation(s) or Indigenous peoples in the areas.

Trauma-Informed practice

The Chief Constable, Chief Officer, Commissioner, or Chief Civilian Director of the IIO must ensure that:

- (4) All front-line police officers, front-line supervisors, or IIO investigators have completed *Trauma-Informed Practice Foundations Curriculum for Justice, Public Safety, and Anti-Violence Community Sectors in British Columbia* online training or a provincially-approved equivalent training course.
- (5) In addition to Standard (4) above, IIO investigators, front-line police officers, and front-line supervisors who are part of a specialized unit or team responsible for investigations involving vulnerable witnesses or victims (e.g. intimate partner violence, sexual assault, human trafficking, or other such investigations), must update their skills and knowledge about trauma-informed practice every 3 years, at a minimum.

Relationship Violence

- (6) All front-line police officers and front-line supervisors have completed *Evidence-based, Risk-focused Intimate Partner Violence Investigations*.
- (7) Every front-line police officers and front-line supervisors who have completed the *Evidence-based, Risk-focused Intimate Partner Violence Investigations* training course in (6) above must refresh their skills by successfully completing the training course once every five years.

Training records

- (8) Written records are maintained of the training required by these standards that has been completed by each police officer in the police force, or each IIO investigator in the case of the IIO.

MEMO TO DELTA POLICE BOARD

Regular Meeting

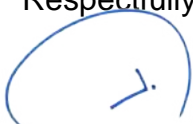
From: **Neil Dubord, OOM, AdeC**
Date: **September 8, 2021**
Subject: **Board Informational Sessions**

Beginning October 2021, the Delta Police Department (DPD) is hosting informational sessions/tours for the Delta Police Board members. The sessions are intended to provide Board members ongoing orientation to the DPD and insight into the various sections that form part of the overall DPD operations, keeping the community safe. Additionally, these sessions will provide a networking opportunity for the Board members to engage with the diversity of talent that assists the DPD in providing excellence in policing to the community of Delta.

All sessions will be held at either Headquarters or the North Delta Public Safety Building at 09:00 a.m. and will be approximately one hour in duration. Should your schedule permit attendance, please RSVP to Sharon Sparrow at ssparrow@deltapolice.ca by September 23, 2021 for the October and November sessions. The remainder of the RSVP's will be collected closer to the actual scheduled which will be finalized by the October meeting.

Session	Date	Location
Tsawwassen First Nation Service Team	October 29, 2021 09:00 a.m.	DPD TFNST Office
Traffic Service Dog Unit and Violence Suppression Team	November 12, 2021 1:00* p.m. *due to Team scheduling	PSB
District Community Police Offices	January 2022	TBD
Regional Municipal Training Center	February 2022	TBD
Cybercrime Unit	March 2022	TBD
Mental Health Unit	April 2022	TBD
Youth Liaison Team	May 2022	TBD
Fleet Services	June 2022	TBD

Respectfully Submitted:



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

Delta Police Department

Community Safety Plan 2018 - 2022

2021 Quarter 2 (Q2) Overview Key Performance Indicators

CRIME SEVERITY INDEX

The Crime Severity Index (CSI) is an indication of the overall severity of crime.

Goal: Lower than previous year. 2019= 64.59

-11.69%

CRIMES AGAINST PERSONS

Including Assault, Robbery, Domestic Violence, and Sexual Assault.

Goal: 5% reduction in 3 year average.

-9.9%

CRIMES AGAINST PROPERTY (ALL)

Including Break and Enter, Theft Over/Under \$5,000, Mischief, Theft of/from vehicle.

Goal: 5% reduction in 3 year average.

-8.4%

YOUTH CRIME

Youth (Charged/Suspect Chargeable/Charges Recommended).

Goal: 5% reduction in 3 year average.

33.3%

COLLISIONS (FATAL) 2021

DPD sets a target of ZERO fatalities on our roads.

Goal: 0

0

COLLISIONS (ALL)

Injury and non-injury collisions that require police attendance.

Goal: 5% reduction in 3 year average.

+16.6%

8:26

PRIORITY 1 RESPONSE TIMES

Goal: 8 minutes or less.

**Delta Police Department
BOARD REPORT
Regular Meeting**



From: Hilary Madore, Finance Manager

Date: June 30, 2021

ICBC Donation – Volunteer Recognition

▪ **RECOMMENDATIONS:**

- A. THAT the Board receive this report for information.
- B. THAT a letter of appreciation be sent to ICBC.

▪ **PURPOSE:**

The purpose of this report is to advise the Board of a donation from ICBC for volunteer recognition.

▪ **DISCUSSION:**

ICBC has historically hosted an annual volunteer appreciation luncheon for volunteers but in recent years has instead provided a donation to Delta Police Department in order to host a similar event, provide meals when assisting at the various community events or purchase marked clothing items for the volunteers.

ICBC has provided a donation of \$750, which is intended to recognize volunteers in our DCPOs and the work done by these volunteers in relation to ICBC sponsored programs. It is proposed to utilize these funds during 2021 to purchase marked clothing items for DCPO volunteers, and/or provide meals for annual volunteer appreciation events or when assisting at the various community events.

▪ **IMPLICATIONS:**

Financial Implications:

The donation from ICBC will be utilized by each DCPO for volunteer recognition expenses.

▪ **RELATED POLICY:**

Delta Police Department Policy AD12 states that “Donations and gifts of over \$500 will be reported to the Police Board”.

▪ **CONCLUSION:**

The donation from ICBC will be used to provide volunteer recognition at each of the DCPOs upon reopening in the fall.

Respectfully Submitted:

A handwritten signature in black ink, appearing to read 'H. Madore', with a stylized, flowing script.

Hilary Madore, CPA CMA
Finance Manager, Delta Police Department