

DELTA POLICE BOARD

OPEN MEETING AGENDA

Date 2025-01-15
Time 09:00 AM
Location City of Delta - Council Chamber - 4500 Clarence Taylor Cres



A. CALL TO ORDER	Land Acknowledgment: This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the sc̓áwaθ̓ən (Tsawwassen), x̓ʷməθk̓ʷəy̓əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today.	
B. ADOPTIONS ■	<ol style="list-style-type: none"> 1. Adoption of the Open Agenda - January 15, 2025 2. Adoption of the Open Minutes - December 11, 2024 	<p style="text-align: right;">A A</p>
C. PRESENTATIONS & DELEGATIONS	<ol style="list-style-type: none"> 1. Chief Cassidy Reappointment ■ 2. No Delegations 	<p style="text-align: right;">I I</p>
D. CONSENT AGENDA ■	<ol style="list-style-type: none"> 1. Action Document 2. Crime Statistics and Maps - December 2024 3. Chief's Monthly Activity Report - December 2024 4. Events Calendar 5. DPD News Releases 6. Compliments for the DPD Team 7. Podcast Name Use License/Agreement - "Bend Don't Break" 8. E-Comm December Update for Police and Local Government Partners 9. Letter from ADM re: Board Evaluation and Needs Assessment 2025 10. Communications Report - 2024 Q4 	<p style="text-align: right;">I I I I I I I I I I</p>
E. REPORTS & PRIORITY ITEMS	<ol style="list-style-type: none"> 1. Chief's Reports <ol style="list-style-type: none"> a. DPD Year in Review 2024 ■ b. CSWP KPIs - 2024 Q4 ■ c. Full Frontline Deployment of the Body-Worn Camera (BWC) Program ■ 2. BCAPB 2025 Membership Renewal ■ 	<p style="text-align: right;">I I A A</p>
F. NEW BUSINESS	<ol style="list-style-type: none"> 1. Any additional items as requested 	
G. CONTINUE MEETING IN PRIVATE	<p>In accordance with the <i>Police Act (S.69(2))</i>, a portion of a meeting may be held in private if any of the following are expected to arise:</p> <ol style="list-style-type: none"> a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement; b) a matter concerning a person's financial or personal affairs, if the person's interest in the matter outweighs the public's interest in the matter; c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter; d) a matter concerning information that a person has requested he or she be allowed to give in private to the Board or committee 	

H. ADJOURNMENT Motion to adjourn the Open Meeting.

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

OP B.2
DELTA POLICE BOARD
OPEN MEETING MINUTES

Date 2024-12-11
Time 09:00 AM
Location Council Chamber, Delta City Hall



Minutes of the Open Meeting held Wednesday, December 11, 2024 at 9:00am at Delta City Hall in Council Chamber, 4500 Clarence Taylor Crescent, Delta, British Columbia.

PRESENT

Ian Tait, Chair
Warren Dean Flandez, Vice-Chair
Lara Victoria
Lori Mayhew
Sharan Oberoi
Chief Laura Cassidy*

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

***Attended virtually**

REGRETS

Councillor Daniel Boisvert, Nikhil Pandey

A. CALL TO ORDER

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

B. ADOPTIONS

1. Adoption of the Open Agenda of December 11, 2024

MOVED/SECONDED

THAT the Delta Police Board approve the Open Agenda of December 11, as presented.

CARRIED UNANIMOUSLY

2. Adoption of the Open Minutes of October 16, 2024.

MOVED/SECONDED

THAT the Delta Police Board approve the minutes of the Open Meeting October 16, 2024.

CARRIED UNANIMOUSLY

C. PRESENTATIONS & DELEGATIONS

1. Appointment of Chief Constable Harjinder (Harj) Singh Sidhu

Chair Tait formally introduced Chief Constable Harj Sidhu to the Police Board. Chair Tait welcomed Chief Sidhu to his new role and expressed the Board's confidence in his leadership. Chief Sidhu addressed the Board, expressing his gratitude for the appointment and his commitment to serving the community with integrity and dedication. To commemorate the occasion, Chair Tait presented Chief Sidhu with a framed newspaper article recognizing his appointment as Chief Constable.

2. Reappointment of Warren Dean Flandez

Ms. Jassie Ram announced that City Council had reappointed Warren Dean Flandez as their appointee to the Police Board. Following the completion of his initial one-year term, Warren Dean Flandez has been reappointed for a two-year term, ending December 2026.

3. No Delegations

D. CONSENT AGENDA

1. Action Document
2. Crime Statistics and Maps - November 2024
3. Police Board Events Calendar
4. DPD News Releases
5. Compliments for the DPD Team
6. Finance Committee: Quarterly Finance Report, Q3, 2024
7. BCPPS 2.1.1 Recruit and Advanced Training Reporting Requirement
8. Letter: Introduction, Deputy Solicitor General of Ministry of Public Safety
9. E-Comm: Shareholder Consultation Session Presentation & Governance Review Material
10. E-Comm: November Update for Police and Local Government Partners
11. Updated 2025 Police Board Meeting Calendar

MOVED/SECONDED

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

CARRIED UNANIMOUSLY

Item D.11 pulled for discussion

Lara Victoria pointed out an error on the calendar.

Action: Staff will correct 2025 calendar legend to reflect BCAPB location is Delta.

E. REPORTS & PRIORITY ITEMS

1. Chief's Reports

- a. Body-Worn Camera Program Audit 2024

Chief Sidhu updated the Board on the results of the audit, as outlined in the agenda package.

b. Impaired Driving Enforcement 2024 Holiday Season

Chief Sidhu updated the Board on driving enforcement efforts over the holiday season, as outlined in the agenda package.

c. Action Item: E-Comm Cell Phone Levy/Funding Update

Chief Sidhu informed the Board that the request for funding was endorsed. The Minister of Public Safety has directed Police Services to do an independent study on this matter.

d. 2024 Promotional Process Results

Chief Sidhu updated the Board on the results of the promotional process, as outlined in the agenda package.

MOVED/SECONDED

THAT the Delta Police Board send letters of congratulations to the newly promoted Sergeants and Staff Sergeants.

CARRIED UNANIMOUSLY

Action: Staff to draft and send letters of congratulations on behalf of Board to newly promoted Sergeants and Staff Sergeants.

e. Statements from Police Chief Associations on Decriminalization

Chief Sidhu highlighted the need for a more holistic and evidence-based approach to decriminalization. He further emphasized the importance of having adequate supports and resources in place for this approach to succeed.

f. Community Navigator Unit Updates: Letter to Premier Eby re: Support Services for Vulnerable Individuals & Response from Premier's Office

Chief Sidhu updated the Board on the status of the Board's request, as outlined in the agenda package.

In response to inquiries, it was noted that:

- DPD works closely with the City on its Community Action Plan, and has identified service gaps over the past year.
- Review of the CNU program revealed that approximately 1000 hours of officers' time has been saved since its implementation.
- Additional support from the Province is needed for stakeholders and community partners to address the gaps effectively.
-

Item E.1 received for information.**2. Governance Committee: 2025 Committee Assignments**

Chair Tait updated the Board on 2025 assignments, as outlined in the agenda package.

MOVED/SECONDED

THAT the Delta Police Board approve the Committee assignments as provided in the agenda package and post the same on the Delta Police Board website.

CARRIED UNANIMOUSLY

Action: Staff to set up committee meetings and send out invites for 2025.

Action: Staff to update committee assignments on Police Board website and the Police Board portal.

3. BCAPB Updates

Lara Victoria provided updates for information.

Item E.3 received for information.

F. NEW BUSINESS

No New Business.

G. CONTINUE MEETING IN PRIVATE

In accordance with the *Police Act (S.69(2))*, a portion of a meeting may be held in private if any of the following are expected to arise:

- a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;
- b) a matter concerning a person's financial or personal affairs, if the person's interest in the matter outweighs the public's interest in the matter;
- c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
- d) a matter concerning information that a person has requested he or she be allowed to give in private to the Board or committee

MOVED/SECONDED

THAT the Delta Police Board continue the meeting in Private.

CARRIED UNANIMOUSLY

H. ADJOURNMENT

Delta Police Board Open Meeting adjourned at 9:31 am.

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

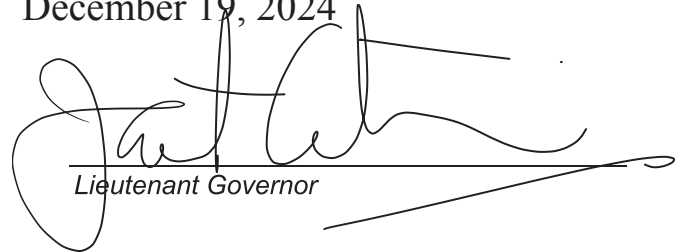
<p>_____</p> <p>Ian Tait Chair</p> <p>_____</p> <p>Date</p>	<p>_____</p> <p>Tracie Nunes Recording Secretary</p> <p>_____</p> <p>Date</p>
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PROVINCE OF BRITISH COLUMBIA

ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 677

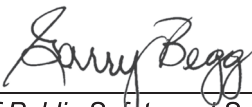
, Approved and Ordered December 19, 2024




Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that, effective December 31, 2024, the appointments set out in the attached Appendices A to G are made.



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. 14.04, 14.13, 23 and 24Other: OIC 168/2023; OIC 670/2023; M207/2023; OIC 415/2024; OIC 610/2022

O10865055

**APPENDIX A
DELTA POLICE BOARD**

- 1 Chief sx^wamisat (Laura Marie Cassidy) is reappointed as a member of the Delta Police Board for a term ending December 31, 2026.

**APPENDIX B
NELSON POLICE BOARD**

- 1 Eric Alexander Harris is reappointed as a member of the Nelson Police Board for a term ending December 31, 2025.

**APPENDIX C
SAANICH POLICE BOARD**

- 1 Craig Stanley Morton is reappointed as a member of the Saanich Police Board for a term ending December 31, 2025.

**APPENDIX D
SOUTH COAST BRITISH COLUMBIA TRANSPORTATION AUTHORITY
POLICE SERVICE DESIGNATED POLICING UNIT BOARD**

- 1 Christina Joelle Cook and George Matthew Madden are reappointed as members of the South Coast British Columbia Transportation Authority Police Service Designated Policing Unit Board for terms ending December 31, 2026.

**APPENDIX E
SOUTH COAST BRITISH COLUMBIA TRANSPORTATION AUTHORITY
POLICE SERVICE DESIGNATED LAW ENFORCEMENT UNIT BOARD**

- 1 Christina Joelle Cook and George Matthew Madden are reappointed as members of the South Coast British Columbia Transportation Authority Police Service Designated Law Enforcement Unit Board for terms ending December 31, 2026.

**APPENDIX F
VANCOUVER POLICE BOARD**

- 1 Allan Earl Black is reappointed as a member of the Vancouver Police Board for a term ending December 31, 2025.

APPENDIX G
WEST VANCOUVER POLICE BOARD

- 1 Mavis Christine Boucher is reappointed as a member of the West Vancouver Police Board for a term ending December 31, 2026.



DELTA POLICE BOARD OPEN MEETING ACTION DOCUMENT

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

ACTION ITEM	Meeting Date	Assigned to	Status
D.11 Updated 2025 Police Board Meeting Calendar Correct 2025 calendar legend to reflect BCAPB location is Delta.	December 11, 2024	Staff	Complete.
E.1d 2024 Promotional Process Results Send letters of congratulations on behalf of Board to newly promoted Sergeants and Staff Sergeants.	December 11, 2024	Staff	Complete.
E.2 Governance Committee: 2025 Committee Assignments Set up committee meetings and send out 2025 invites	December 11, 2024	Staff	Complete.
E.2 Governance Committee: 2025 Committee Assignments Update committee assignments on Police Board Website and Board portal.	December 11, 2024	Staff	Complete.

Monthly Police Board Statistics Report December 2024



Crime Type	Nov-24	Dec-24	Dec 3YR AVG	YTD 2023	YTD 2024	YTD 3YR AVG	Trend	YTD % Change 3YR Avg
Person Offences								
Homicide	0	0	1	2	0	2	▼	-100%
Attempted Homicide	1	1	0	2	2	1	▲	100%
Sexual Assault (Level I)	6	5	5	67	75	61	▲	23%
Sexual Assault (Level II, Level III)	2	2	1	28	26	24	▲	8%
Total Assaults (Common, Weapon, Aggravated)	28	23	24	445	379	372	▶	2%
Robbery	3	5	3	33	39	29	▲	34%
Violent Offences - Other	1	3	2	22	18	25	▼	-28%
Person Offences - Other	35	33	33	460	430	397	▲	8%
Total Person Offences	76	72	69	1059	969	911	▲	6%
Property Offences								
Break & Enter - Commercial	18	11	12	115	106	123	▼	-14%
Break & Enter - Residential	5	8	8	103	88	118	▼	-25%
Theft of Vehicle	14	11	7	99	99	100	▶	-1%
Theft from Vehicle	29	9	41	496	295	644	▼	-54%
Theft Over/Under \$5000	106	129	90	1114	1160	1019	▲	14%
Mischief to Property Over/Under \$5000	35	31	37	566	464	581	▼	-20%
Total Property Offences	242	252	243	3106	2817	3111	▼	-9%
Traffic Offences								
Fatal MVI	0	0	0	3	0	4	▼	-100%
Collisions (All)	101	115	138	1325	1271	1312	▼	-3%
Other Offences								
Intimate Partner Violence	13	7	11	184	146	145	▶	1%
Youth (*Excludes Traffic Offences)	2	2	6	60	45	66	▼	-32%
Weapon Violations	7	3	5	52	38	78	▼	-51%
Cybercrime	52	25	61	799	716	695	▲	3%
False Alarms (Dispatched)	22	22	44	385	323	538	▼	-40%
TOTAL CALLS FOR SERVICE	1,927	1,975	2,167	29,876	24,571	29,747	▼	-17%

TFN (Zone 3) Statistics Report

December 2024



Crime Type	Nov-24	Dec-24	Dec 3YR AVG	YTD 2023	YTD 2024	YTD 3YR AVG	Trend	YTD % Change 3YR Avg
Person Offences								
Homicide	0	0	0	0	0	0	▶	0%
Attempted Homicide	0	0	0	0	0	0	▶	0%
Sexual Assault (Level I)	0	0	0	2	0	2	▼	-100%
Sexual Assault (Level II, Level III)	0	0	0	0	1	1	▶	0%
Total Assaults (Common, Weapon, Aggravated)	0	0	1	22	7	18	▼	-61%
Robbery	0	0	0	2	1	3	▼	-67%
Violent Offences - Other	0	0	0	2	0	2	▼	-100%
Person Offences - Other	0	0	1	13	6	16	▼	-63%
Total Person Offences	0	0	3	40	15	41	▼	-63%
Property Offences								
Break & Enter - Commercial	0	0	1	2	1	5	▼	-80%
Break & Enter - Residential	0	0	1	7	0	8	▼	-100%
Theft of Vehicle	0	0	0	3	4	3	▲	33%
Theft from Vehicle	0	0	2	16	5	19	▼	-74%
Theft Over/Under \$5000	0	0	22	274	108	219	▼	-51%
Mischief to Property Over/Under \$5000	0	0	3	30	11	29	▼	-62%
Total Property Offences	0	0	29	364	138	305	▼	-55%
Traffic Offences								
Fatal MVI	0	0	0	0	0	0	▶	0%
Collisions (All)	0	0	4	53	12	44	▼	-73%
Other Offences								
Intimate Partner Violence	0	0	1	11	3	7	▼	-57%
Youth (*Excludes Traffic Offences)	0	0	1	3	4	7	▼	-43%
Weapon Violations	0	0	1	4	3	7	▼	-57%
Cybercrime	0	0	1	30	20	24	▼	-17%
False Alarms (Dispatched)	0	0	8	46	17	61	▼	-72%
TOTAL CALLS FOR SERVICE	142	49	124	1,647	1,400	1,405	▶	0%

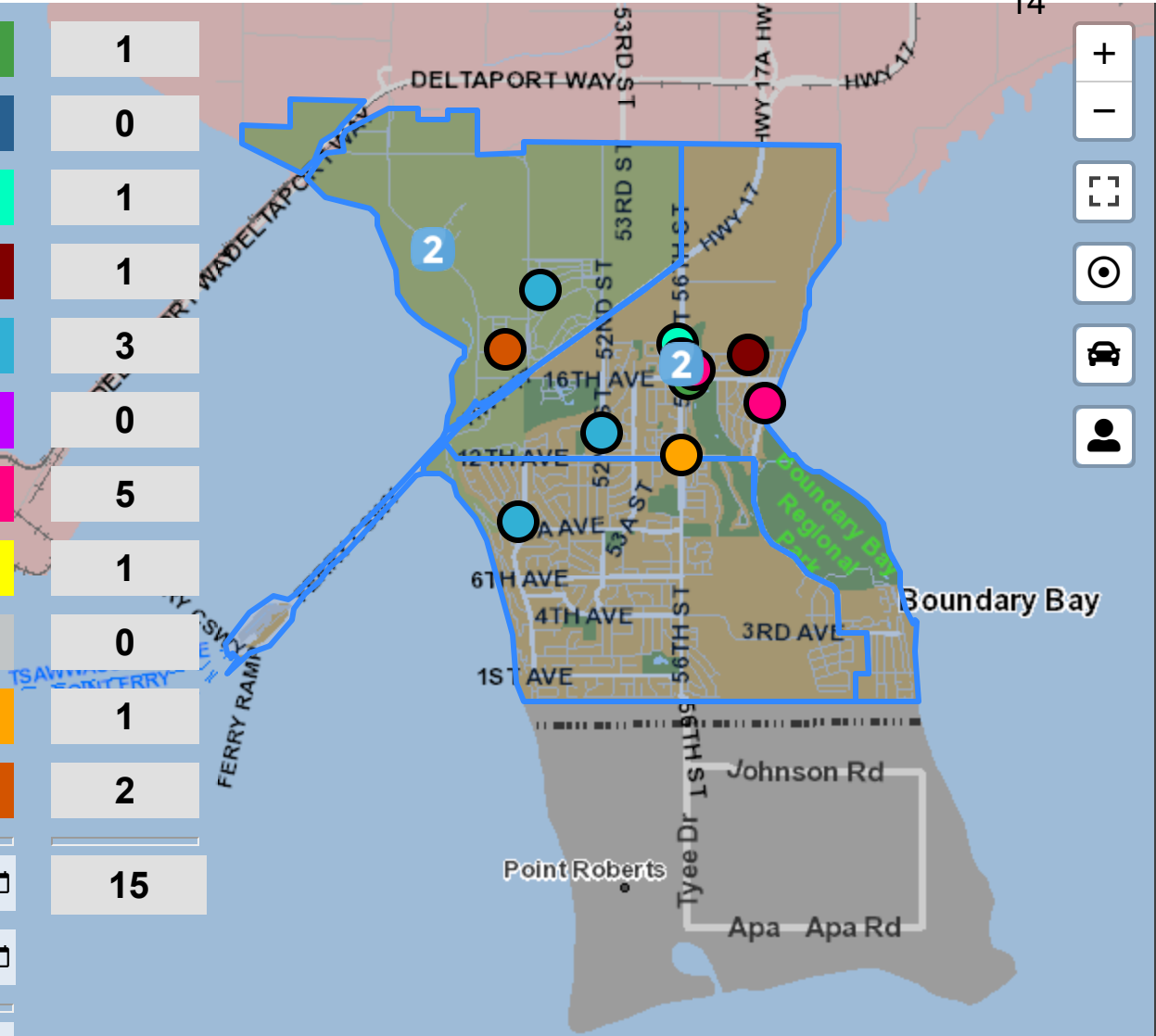
Delta POLICE



OP D 2



Res B&E	1
Bus B&E	0
Other B&E	1
Theft of Auto	1
Theft from Auto	3
Recovered Stolen	0
Assault	5
Sex Assault	1
Robbery	0
Bike Theft	1
Mail Theft	2
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12/01/2024	15
12/31/2024	
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View Results	



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

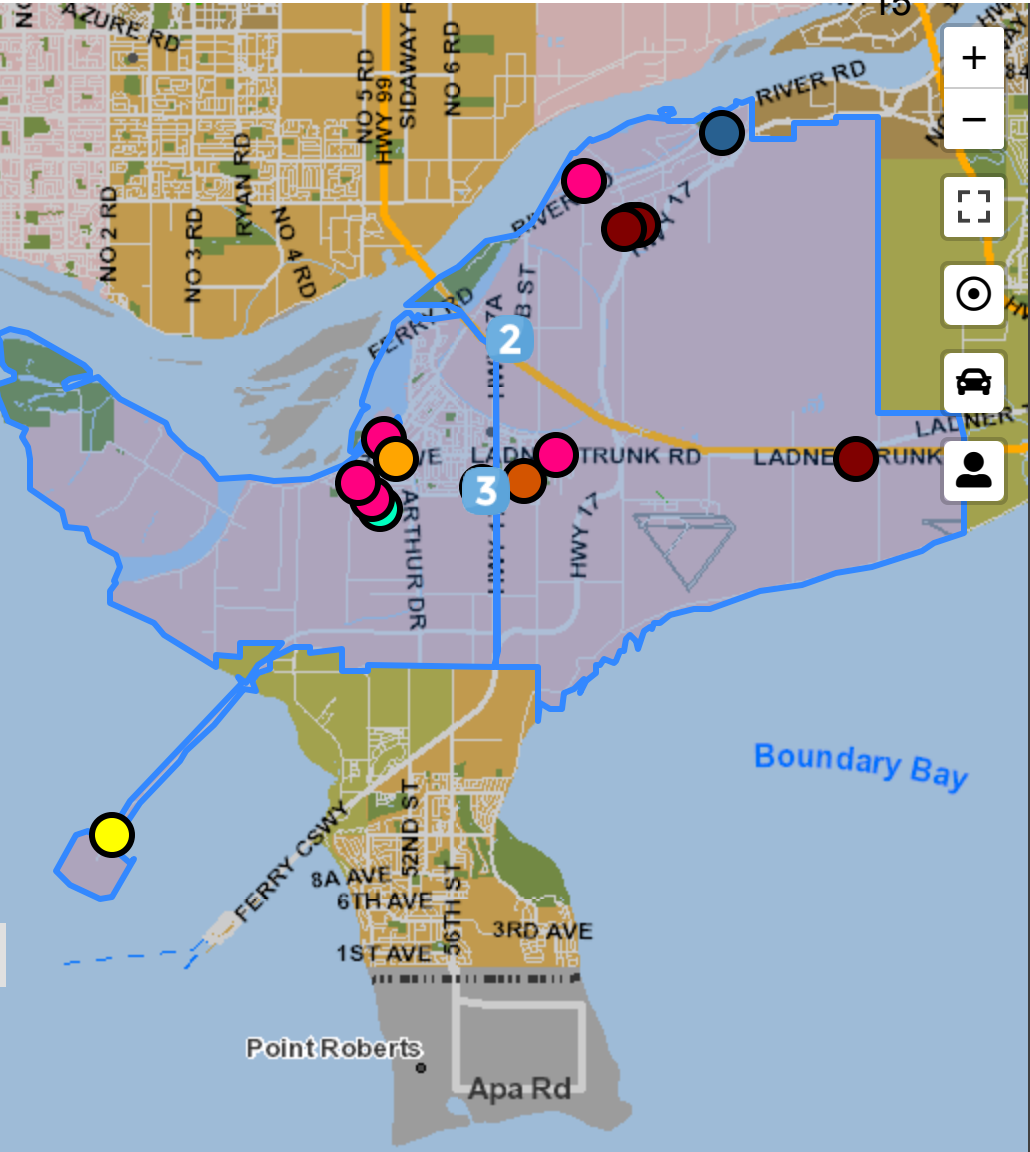
Delta POLICE



OP D 2



Res B&E	0
Bus B&E	1
Other B&E	2
Theft of Auto	4
Theft from Auto	0
Recovered Stolen	0
Assault	8
Sex Assault	2
Robbery	0
Bike Theft	2
Mail Theft	1
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12/01/2024	20
12/31/2024	
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View Results	

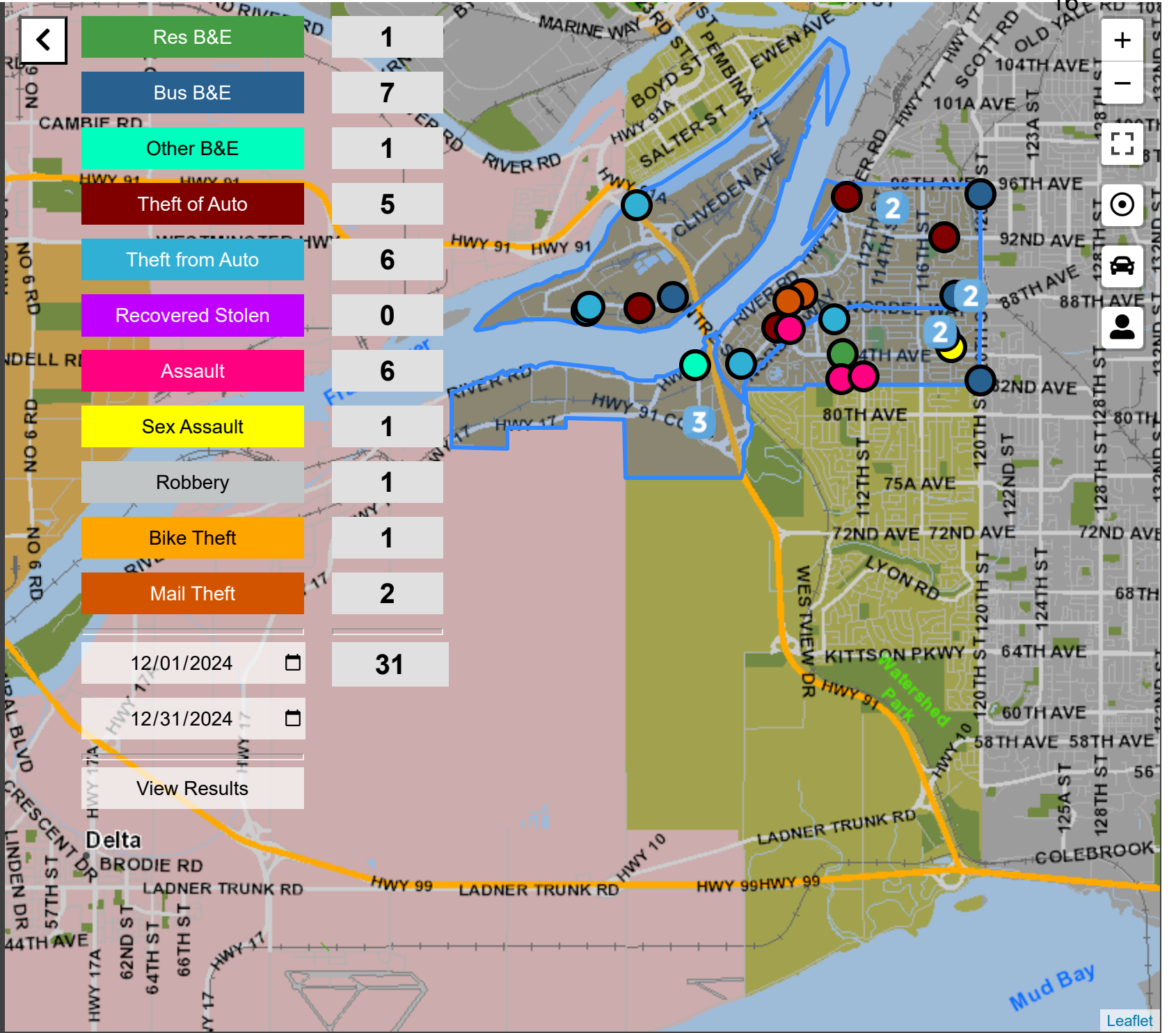


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Delta POLICE



OP D.2





DELTA POLICE BOARD

Excellence in Policing

DATE 2025-01-08	SUBMITTED BY Harj Sidhu, Chief Constable
SUBJECT Chief Constable Monthly Activity Highlights - December 2024	
ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision	

Date	Activity
December 3, 2024	Attended Quarterly Finance & Risk Management Committee Meeting
December 3, 2024	Attended 2 nd Annual BOOM Award Gala
December 4, 2024	Attended Quarterly HR Committee Meeting
December 4, 2024	Attended Quarterly Governance Committee Meeting
December 5, 2024	Attended DPD Police Staff Christmas Luncheon
December 5, 2024	DJI Interview on Drone as First Responder Program
December 6, 2024	Red FM Interview on Being Appointed Chief
December 6, 2024	Attended City Managers Christmas Social
December 9, 2024	Attended Tsawwassen Business Improvement Association Holiday Social
December 10, 2024	Attended Monthly Delta Police Foundation Meeting
December 11, 2024	Attended Monthly Police Board Meeting
December 11, 2024	Attended Police Board Christmas Lunch
December 12, 2024	Attended Monthly Senior Leadership Team Meeting
December 12, 2024	Attended North Delta DCPO Volunteer Christmas Party
December 13, 2024	Presented at Delta Leadership Team End of Year Wrap Up
December 14, 2024	Presented Ribbons at Law Enforcement Torch Run
December 16, 2024	Visited Reach Child & Youth Developmental Society
December 16, 2024	Visited Guru Nanak Food Bank
December 18, 2024	Attended Community Policing Bureau's Christmas Lunch
December 18, 2024	Visited Lighthouse Church Food Bank
December 19, 2024	Delta Optimist Interview on Being Appointed Chief

December 19, 2024 Visited McKee Senior Centre
December 19, 2024 Attended City Transportation Advisory Committee Meeting
December 19, 2024 Attended South Delta DCPO Volunteer Christmas Party
December 20, 2024 Attended Monthly Coffee with the Chiefs Meeting
December 20, 2024 Attended TFN Holiday Lunch
December 23, 2024 Omni Television Interview on Being Appointed Chief
December 25, 2024 Attended HQ Shift Briefing with Mayor Harvie
December 25, 2024 Attended North Delta Public Safety Building Shift Briefing

January 2025



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

February 2025



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17 Family Day	18	19 Police Board Meeting - ND PSB	20	21	22
23	24	25	26 Battle of the Badges	27	28	1
2	3	Notes				

March 2025



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



December 2024 News Releases



NEWS RELEASE
Police Seek Missing Man



News Release - Public Assistance Requested to Locate Missing Man**File 2024-22861**

Delta, BC – December 5th, 2024 – On December 4th, 2024, at 6:20pm, a car was left abandoned in the southbound lanes of Alex Fraser Bridge. The driver of the car has not been located, and no witnesses to the car being left on the bridge have been identified. While driving conditions at the time included fog, with rush hour traffic volume, police believe there are witnesses to the vehicle abandonment.

The driver of the car was believed to be a 46-year-old Surrey man by the name of Avtar. Checks with Avtar's family determined he was last seen at the family residence earlier that afternoon. Family and police are concerned for Avtar's well-being.

Avtar is described as 5'11" tall, weighing 230 lbs, with short black hair, short black beard, black rimmed glasses, possibly wearing a black toque, black winter jacket without hood, and pajama pants. Avtar has a tattoo on the back of his right hand. See the attached photo for an image of Avtar.



Image 1 Missing Male - Avtar

The abandoned car is described as a grey 2023 Volkswagen Taos.



Image 2 Stock Image -2023 Volkswagen Taos for Reference

Any information on the whereabouts of Avatar, or information about the vehicle abandonment can be reported to the Delta Police Department at (604)946-4411. If you have dash camera video from the Alex Fraser Bridge at approximately 6:10-6:20pm December 4th, 2024, please contact the Delta Police Department. Quote file number 2024-22861.

For further information, please contact:

A/Insp. James Sandberg
Delta Police Department
media@deltapolice.ca

URGENT REQUEST FOR PUBLIC ASSISTANCE



NEWS RELEASE

Public Assistance Requested to Locate Injured Missing Man

News Release - Public Assistance Requested to Locate Missing Man**File 2024-231215***Delta, BC – December 9th, 2024, 0830 am -*

The Delta Police are making an urgent request for residents in the Sunstone neighbourhood and immediate surrounding area to check their yards, sheds, and cars for an injured missing man.

At approximately 3:40 am the man left a residence on foot and wearing only underwear, with a significant injury. He has not been located. 21-year-old male, Tajas, is described as approximately 5'9" tall and 120 lbs.

Residents of the neighbourhood are asked to physically check yards, sheds, cars, or any areas where a person may be able to take shelter. The request is urgent, given the injury Tajas has sustained.

If Tajas is located, residents are to call 911 immediately, police and medical responders will attend. Residents are encouraged not to approach Tajas if he is located.

Multiple officers are currently in the area conducting a search as well as conducting a video canvas to aid in locating Tajas.

At this time, we are still working to secure a photo of Tajas.

For further information, please contact:

A/Insp. James Sandberg
Public Affairs Manager
Delta Police Department
media@deltapolice.ca





NEWS RELEASE

Update Regarding Missing Man

News Release – Update Regarding Missing Man**File 2024-23125***Delta, BC – December 10th, 2024 -*

The Delta Police Department regrets to share that Tajas, the subject of a missing person news release from December 9th, 2024, has been located and has sadly passed away.

Tajas's death is not considered suspicious and no further information will be released.

Our thoughts are with Tajas's family and friends during this difficult time, and we extend our deepest condolences for their loss.

Thank you to our community who provided help in looking for Tajas, including the public, as well as partner agencies South Fraser Search and Rescue, Delta Engineering, and Vodasafe.

A/Insp. James Sandberg
Public Affairs Manager
Delta Police Department
media@deltapolice.ca



NEWS RELEASE

Witnesses Sought for Collision Investigation



News Release



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

deltapolice.ca

Release date/time: Wednesday, December 11th, 2024
 Incident: Semi-truck Collision – Hwy 17
 Date/Time: December 9th, 2024, at 3:00 pm
 Location: 7500 block Hwy 17, Delta, BC
 DPD file: 2024-23160

Media Contact:

A/Insp. James Sandberg
 Public Affairs Manager
 604.940.5016
media@deltapolice.ca

Police Seek Witnesses to Collision that Closed Highway 17 for 6 Hours

Delta, BC – A fully loaded semi-truck drove through a concrete centre barrier, through two lanes of on-coming traffic, and a concrete barrier on the shoulder of the road. When it came to rest, it blocked one eastbound lane, two westbound lanes, and the westbound shoulder of Hwy 17, resulting in a road closure lasting several hours. This collision occurred on Monday, December 9th, 2024, at 3pm, in the 7500 block of Hwy 17, impacting the afternoon rush-hour. There were no injuries.

Investigators are now asking witnesses to this collision to come forward. If any dash camera video exists, we would like to obtain a copy. Specifically, officers are looking for any actions between the truck in question and any other vehicles travelling in the same direction at the time of the collision.

The truck is described as a maroon 2006 Volvo tractor with a black and white checkered flag decal on its side, pulling a tridem container chassis with a near-white container decal with “ONE” on the sides. The truck entered Hwy 17 eastbound from Deltaport Way and remained on Hwy 17 until the collision location.

“Currently, we are looking to determine if there is any interactions with other vehicles, to determine cause of this crash.

If you witnessed any pre-collision driving behaviour associated to this truck or other traffic around the truck, if you witnessed the collision itself, or if you have video, our collision investigators would like to speak with you,” said A/Insp. James Sandberg, Delta Police Department’s Public Affairs Manager.

 @deltapolice  Delta Police Department  @deltapd

Connect with us!

Collision witnesses or public who have dash camera video can contact the Delta police at (604)946-4411 and quote file number 2024-23160.





NEWS RELEASE

Police Renew Call for Public Assistance to Find Missing Man



News Release



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

deltapolice.ca

Release date/time: December 17th, 2024 3:00pm
 Incident: Missing Person – Call for Assistance
 Date/Time: December 4th, 2024, at 5:40 pm
 Location: Alex Fraser Bridge
 DPD file: 2024-22861

Media Contact:

A/Insp. James Sandberg
 Public Affairs Manager
 604.940.5016
media@deltapolice.ca

Police Renew Call For Public Assistance To Find Missing Man

Delta, BC – During a foggy afternoon commute on a well-travelled local highway bridge, a vehicle was left abandoned and the operator has not been seen since. On December 4th, 2024, at approximately 5:40 pm, a grey 2023 Volkswagen Taos SUV stopped in the curb lane of the southbound Alex Fraser Bridge. The car obstructed and impacted afternoon commuter traffic. The driver got out of the car and has not been located.



The driver, Avtar, is described as 5'11" tall, weighing 230 lbs, with short black hair, short black beard, black rimmed glasses, possibly wearing a light grey toque, black winter jacket without hood, and dark-colored pants. He has a tattoo on the back of his right hand. See the attached photo for an image of Avtar.

 @deltapolice  Delta Police Department  @deltapd

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“The Delta Police Department is renewing its appeal for witnesses to assist in determining what happened to Avtar. We know traffic was impacted almost immediately by the stopped vehicle, yet it wasn’t reported as abandoned for nearly 20 minutes. There are witnesses, and even the smallest piece of information could be crucial to our investigation. We are urging anyone who was traveling southbound on the Alex Fraser Bridge at approximately 5:40 p.m. and saw the stopped car in the lane or observed the driver near the vehicle to come forward. This includes a cyclist who was on the southbound (west) sidewalk at that time,” says A/Insp. James Sandberg, Public Affairs Manager for the DPD.

Any information on the whereabouts of Avtar, or information about the vehicle abandonment can be reported to the Delta Police Department at (604)946-4411. If you have dash camera video from the Alex Fraser Bridge at approximately 5:40-6:20pm December 4th, 2024, please contact the Delta Police Department. Quote file number 2024-22861.



Stock image – 2023 Volkswagen Taos



NEWS RELEASE

Delta Police Participate in Joint Boost and Bust Shoplifting Project

News Release



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

deltapolice.ca

Release date/time: December 18th, 2024
 Incident: Boost and Bust JFO
 Date/Time: December 12th, 2024
 Location: Surrey's City Centre
 DPD file:

Media Contact:

A/Insp. James Sandberg
 Public Affairs Manager
 604.940.5016
media@deltapolice.ca

Delta Police Participate in Joint Boost and Bust Shoplifting Project

Delta, BC – 25 people were arrested, 27 charges were sworn, two arrest warrants were executed, several weapons were seized, and thousands of dollars in stolen merchandise was recovered.

On December 12th, 2024, the Delta Police Department (DPD) joined forces with the Surrey Police Service (SPS) and the Metro Vancouver Transit Police for a one-day shoplifting project at Surrey's City Centre. The project was also supported by private enterprise loss prevention staff.

“Participating in joint projects with other police agencies increases law enforcement effectiveness, cross-trains officers, and builds a solid foundation of cooperative problem-solving. Officers learned new investigative skills from each other, processed several arrests, and returned stolen items to businesses. All in all, a very effective collaboration that the DPD looks forward to building upon with our partners from Surrey and Transit Police,” said Acting Inspector James Sandberg, Public Affairs Manager for the DPD.

“Shoplifting incidents often do not simply involve theft from businesses and the commensurate loss of product and inconvenience, they also can present risks to staff and customers at the retail locations,” said SPS Media Liaison Ian MacDonald.



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Delta Police Department



@deltapd

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NEWS RELEASE

Attempted Murder Charges Sworn



News Release



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

deltapolice.ca

Release date/time: December 18th, 2024
Incident: Attempted Murder
Date/Time: November 29th, 2024, at 9:39 am
Location: 8200 block River Rd, Delta, BC
DPD file: 2024-22512

Media Contact:

A/Insp. James Sandberg
Public Affairs Manager
604.940.5016
media@deltapolice.ca

Attempted Murder Charges Sworn

Delta, BC – On November 29th, 2024, at 9:39 am, the Delta Police Department (DPD) responded to a report of a car having been driven intentionally into the Fraser River, at the 8200 block or River Rd, Delta. The vehicle was off road and stuck in the foreshore of the river and not in the water. Prior to police arrival, Delta Fire Department firefighters and good Samaritans came to the aid of the female driver and two young children.

Two charges of attempted murder have been sworn against the driver of the car, who has been arrested and remains in custody awaiting her first court appearance. A publication ban is in place to protect the children's identity. The Delta Police Department will not be sharing the driver's identity information or any further details.

The DPD wishes to express gratitude to members of the public and the Delta Fire Department who intervened and provided assistance to the involved parties.



NEWS RELEASE

Police on Scene - Serious Assault



News Release



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

deltapolice.ca

Release date/time: December 19th, 2024, 3:30pm
Incident: Serious Assault
Date/Time: December 19th, 2024, 1:20pm
Location: 8000 block 117th St, Delta
DPD file: 24-23842

Media Contact:

A/Insp. James Sandberg
Public Affairs Manager
604.940.5016
media@deltapolice.ca

Police on Scene - Serious Assault

Delta, BC – The Delta Police are currently on the scene of a serious assault at a home in the 8000 block of 117th Street in North Delta. One person has been transported to hospital with serious injuries. One male has been arrested.

117th Street is closed between 80th Avenue and 80A Avenue. Investigators will be on scene for the next several hours.

Investigators have confirmed this is not a random attack and there is no public safety risk.

 @deltapolice  Delta Police Department  @deltapd

Connect with us!

Chief Constable H. Sidhu

Dear Chief Sidhu:

On Sunday, January 5th at 2:30 am, my granddaughter showed up at my house in a psychotic state (she suffers from bi-polar1). She was obviously in an elevated state as we suspected street drug use as well. It's a long story, but I haven't seen her this bad in the 18 years we've been dealing with her illness.

After trying to settle her, we finally called 911 as we realized she had to be back in hospital. She was released from [REDACTED] on [REDACTED]. My daughter (her Aunt), spoke to the officers when they arrived and explained the situation. I was sitting downstairs with [REDACTED]. They very quietly came down and entered the family room very respectfully. Cst. Randhawa quietly and very friendly spoke to [REDACTED] (who is terrified of the police). He asked if he could sit on the couch to talk to her before he made any move to do so, and she agreed. His gentle manner and compassion towards [REDACTED] calmed her a bit and he was able to get some information from her. While he was talking to [REDACTED] Cst. Labrosse was taking information down the hall from my daughter and then me. He was also very calm and considerate and took down so much information. Never saying, "that's enough", but more like "tell me everything". I was so appreciative of his manner and both the officers put my daughter and I at ease and assured us that we had done the right thing by calling 911.

I know the effects of mental illness. When a loved one suffers from this it is debilitating for the entire family and has torn many apart. Ours is no exception. However, when we are met with people like these two exceptional officers, it makes us feel confident that we are releasing [REDACTED] into good hands. All experiences with police departments (not Delta) haven't been as positive. They both explained to us what was going to happen once they got [REDACTED] into the cruiser. Several hours later, one of them called and updated my daughter so we knew exactly where she was and what happened when they arrived at [REDACTED].

I don't write letters randomly! I worked with [REDACTED] and know how the city works. I had a good working relationship with the then Police Chief (Jim Cessford) and the police department. Knowing that the department has only improved is welcoming.

I want to wish you well in your new position and want you to know that you have two excellent officers on your team who represent the Delta Police department admirably. We, the taxpayers of the city are very fortunate to have such an exceptional police department.

Sincerely,

[REDACTED]
Delta, B.C.



DELTA POLICE BOARD

Excellence in Policing

DATE 2024-12-18	SUBMITTED BY V. Helmuth, Manager, Risk & Legal
SUBJECT Podcast Name Licence - "Bend Don't Break"	
ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision "[Type Recommendations if for APPROVAL, OTHERWISE highlight & DELETE this line]"	

The "Bend Don't Break" podcast series was created by retired Chief Constable Neil Dubord in the course of his employment. Therefore, the episodes he created while Chief Constable, as well as the podcast name and associated graphic/logo, are the property of the Delta Police Department, i.e., the Board.

In anticipation of retirement, retired Chief Dubord considered whether he might wish to continue the podcast series, post-retirement, as his own endeavor. Doing so would have necessitated the Board granting him licence to use the podcast name and logo, which the Board was in agreement with at the time.

Upon his retirement, Neil Dubord advised that he did not intend to continue the podcasts. As a result, no licence agreement was ratified.

Neil Dubord has since continued the podcasts. There is no associated involvement by the Department. In order to allow him to use the name "Bend Don't Break", I prepared, and Board Chair Tait provided him with a licence agreement, which is now specific just to the name. Licence to use the graphic/logo is not required, as the new podcasts use a different one.

The licence agreement, allowing Neil Dubord to use the name "Bend Don't Break", has been signed by Board Chair Tait and Neil Dubord.

E-COMM DECEMBER UPDATE FOR POLICE AND LOCAL GOVERNMENT PARTNERS

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

All service levels met or exceeded year-to-November 30

- **Strong service levels for 9-1-1, police emergency call taking** – From January to November 30th, E-Comm exceeded service levels for police emergency call-taking in the Lower Mainland at 91% and 90% on Vancouver Island (service level target of 88% of calls answered in 10 seconds), 9-1-1 call-taking service levels were at 98% for January to November (target: 95% calls in 5 seconds).
- **Significant decrease in abandoned call rate for non-emergency** – In the Lower Mainland, the YTD abandoned call rate for non-emergency was 15%, which represents a decrease of over half from 2023 levels, and is the lowest level recorded for this period in 4 years. Our average speed to answer non-emergency calls in the Lower Mainland is now 2 minutes YTD, a drop of 50% from 2023. Service levels for non-emergency call-taking remain on target.

Provincial announcement

- **Minister announces independent review** – On December 5, B.C.'s Minister of Public Safety and Solicitor General announced the Province is initiating an independent review of E-Comm's governance, financial and operational models. E-Comm has long supported calls by UBCM, local governments, police chiefs and others for the Province to take a larger role in the governance and funding of 9-1-1 services in B.C. We welcome this step as an opportunity for the Province to gain a deeper understanding of E-Comm and identify options to further strengthen emergency communications in B.C. E-Comm will continue all services and strategic priorities underway during the review period, and will keep our agency partners updated as the review progresses.

Operations Transformation

- **Strengthening our workforce** – Last month we welcomed new non-emergency and emergency call takers to fill vacancies largely as a result of internal promotions. Most new hires in Q3 have been Operations positions (84%), and Technology (11%) in support of our service level commitments and building technology resiliency.
- **Planning for digital advancement** – Work is continuing to develop a digital strategy roadmap for our Operations department, which will determine how to best leverage technology and data advancements to support staff in serving callers and first responders.
- **Non-emergency call-taking for WVPD** – E-Comm will resume non-emergency call-taking for West Vancouver Police on January 14, 2025. This change follows a request from West Vancouver to return to E-Comm for non-emergency after transitioning service to Transit Police in 2022. The transition is expected to be a smooth integration, as WVPD's call volumes are relatively low and E-Comm already provides their emergency call-taking and dispatch services.
- **FIFA 2026 planning underway** – We officially launched our FIFA 2026 project focused on internal planning and preparations as a member of the Vancouver Host City Integrated Safety & Security Unit (ISSU). We are working on assessing operational and staffing needs alongside our public safety partners, with the shared goal of ensuring a safe and successful event.



DECEMBER 2024 UPDATE

TRANSFORMATION AND OPERATIONS UPDATES



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



+1.8 million 9-1-1 calls year to Nov 30



NER abandoned call rate decreased by over half from 2023 levels



Developing a digital strategy roadmap for our Operations department



Resuming non-emergency call-taking for West Vancouver Police Department



Welcomed new non-emergency and emergency call takers



FIFA 2026 PLANNING UNDERWAY

Launched our FIFA 2026 project focused on internal planning & preparation. Assessing operational and staffing needs alongside our public safety partners, with the shared goal of ensuring a safe and successful event.

LOWER MAINLAND YEAR-TO-NOV 30

	Target	2021	2022	2023	2024
9-1-1	95%/5s	92%	98%	98%	98%
Police Emergency	88%/10s	83%	84%	89%	91%
Police Non-Emergency	80%/180s	56%	44%	62%	80%
Fire Emergency	90%/15s	90%	88%	93%	94%

VANCOUVER ISLAND YEAR-TO-NOV 30

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



December 24, 2024
Ref: 674033

Chairs of Municipal Police Boards

Dear Chairs of Municipal Police Boards:

Re: Board Evaluation and Needs Assessments – 2025

Governance and oversight of municipal police agencies is a significant responsibility, and I am grateful to each of you for sharing your skills, abilities and experiences to serve as police board members. I write to you advise that the Board Evaluation and Needs Assessment process is one of the ways my staff will be supporting you in your role in 2025. I would like to thank those who participated in the 2023 Board Evaluation and Needs Assessment Survey.

The Survey results along with continued efforts by the Police Governance Unit to connect with board members and identify areas for additional support and resources has culminated in a more comprehensive and robust Board Evaluation and Needs Assessment framework.

As the Director of Police Services, I am responsible for superintending policing and law enforcement functions in British Columbia. As part of fulfilling my responsibility to superintend policing in the province, I am committed to providing police boards with the best support possible, including access to information and training. The Police Governance Unit will be reaching out to each board to collect various documents, if not already on file or available online, such as:

- Governance Manuals
- Board rules, processes, and policies
- Board priorities, goals, and objectives
- Annual Reports
- Meeting Minutes

.../2

Page 2

These documents will allow the Police Governance Unit to review compliance with legislated responsibilities within the *Police Act*, including the BC Provincial Policing Standards. The Police Governance Unit will connect with board members to provide any further information not provided in the documents requested.

The purpose of this assessment is to identify any gaps in compliance and provide support toward compliance through a report of findings that will be presented to each board. Information collected will also be used to update the BC Police Board Training Program content, to support effective practices for police boards across BC, and to inform new strategies and initiatives.

I thank you in advance for your participation in this process, and for your continued efforts toward public safety in BC.

Regards,



Glen Lewis
Assistant Deputy Minister
and Director of Police Services
Policing and Security Branch



DELTA POLICE BOARD

Excellence in Policing

<p>DATE 2025-01-06</p>	<p>SUBMITTED BY Harj Sidhu Chief Constable</p>
<p>SUBJECT Quarterly External Communications Report 2024, Quarter 4</p>	
<p>ACTION REQUIRED <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Approval/Action/Decision</p>	

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

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

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

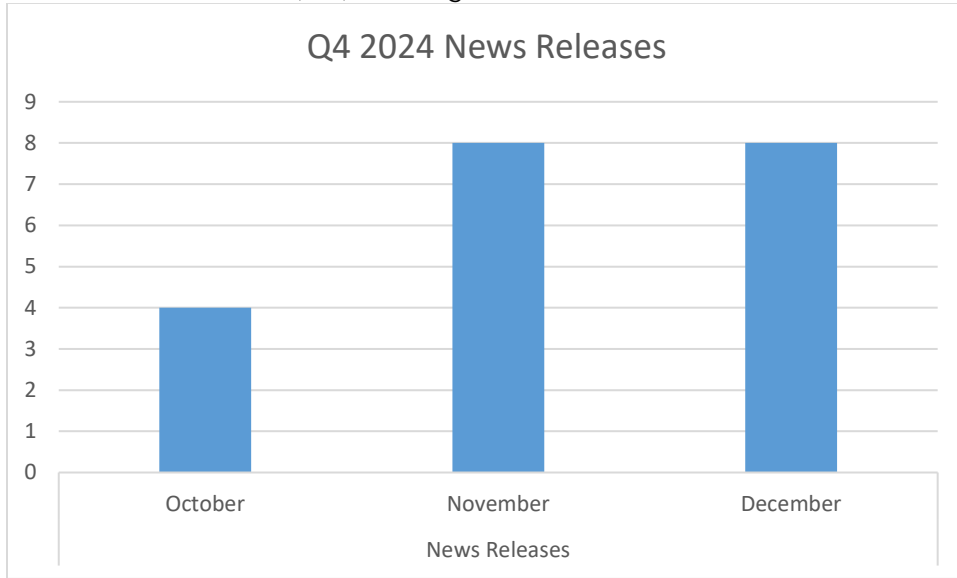
News releases are also sometimes shared via DPD social media channels. Additionally, social media channels are utilized for, but not limited to:

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

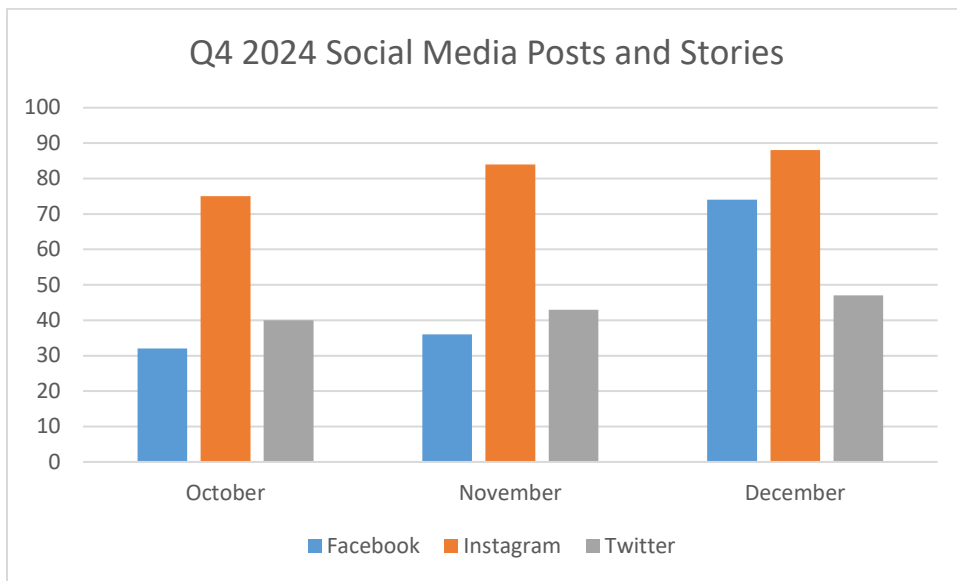
The below graphs provide information related to the number of news releases, social media posts and social media reach for the fourth quarter of 2024.

ATTACHMENTS

A. 2024 Quarter 4 (Q4) - Posting Volume

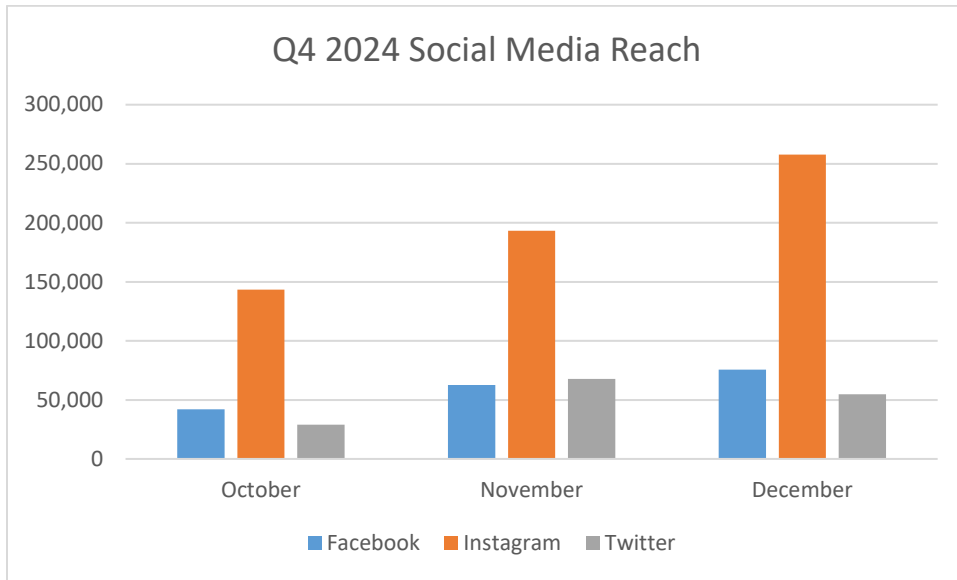


News Releases		
October	November	December
4	8	8



Social Media Posts/Stories

	October	November	December
Facebook	32	36	74
Instagram	75	84	88
Twitter	40	43	47



Social Media Reach

	October	November	December
Facebook	42,100	62,700	75,600
Instagram	143,366	193,250	257,739
Twitter	29,109	67,859	54,856

2024 YEAR IN REVIEW

**OFFICE OF THE
CHIEF CONSTABLE**

In 2024, we continued to advance public safety, strengthen our connections with the community, enhance our operational capabilities, and invest in our team's well-being. This Review highlights key achievements and success in these areas.

**DELTA
POLICE**



OPERATIONAL EXCELLENCE

We continued our focus on enhancing how we work as a team to serve our community. In 2024, by adopting new tools, running key projects, and refining our operations, we enhanced our ability to respond to the needs of our community.

- Responded to over 24,000 calls for service, reflecting the scope and dedication of our team.
- Expanded our body-worn camera (BWC) program, with 63 team members trained and 36 cameras in use.
- Focused on 23 major projects under our Annual Business Plan to operationalize our Community Safety and Well-Being Plan (CSWP).
- Launched the Drone as a First Responder (DFR) program to enhance response capabilities.
- Conducted an operational review, identifying strategies and efficiencies to enhance service delivery.
- Earned the recognition as one of BC's Top 100 Employers for the 6th consecutive year.



PUBLIC SAFETY & CRIME REDUCTION

Keeping Delta safe is at the heart of what we do. In 2024, we worked hard to reduce crime and maintain one of the lowest crime rates in the country, all while prioritizing a No Call too Small approach, ensuring we focus on community safety issues before they become entrenched.

- Maintained one of the lowest Crime Severity Index (CSI) scores (63.9) regionally, provincially (104.1) and nationally (80.2), reflecting the effectiveness of our proactive and crime reduction strategies.
- Effectively managed demonstrations tied to geopolitical tensions, ensuring public safety while minimizing impacts on local businesses and critical infrastructure.
- Achieved a 12% reduction in person offences, including violent crime, and an 11% reduction in property offences compared to 2023.
- Took over 600 impaired drivers off the roads.



INVESTIGATIONS & ENFORCEMENT⁵⁶

Our team continued to work tirelessly to investigate and disrupt criminal activity in our community. In 2024, through dedicated efforts, we saw the conclusion of many investigations and brought offenders to justice.

- Seized 87 kilograms of suspected MDMA during a traffic stop, disrupting high-level drug trafficking.
- Conducted a major drug trafficking investigation, resulting in the seizure of illegal drugs, cash, and firearms, and 30 charges against two suspects.
- Arrested a suspect involved in vehicle thefts and residential break-ins linked to thefts of garage door openers.
- Concluded a fuel fraud investigation involving over \$25,000 in fraudulent transactions, leading to 47 charges and civil forfeiture proceedings.
- Arrested 2 youth responsible for randomly discharging a pellet gun at pedestrians.
- Executed a high-risk vehicle stop to apprehend suspects involved in a home invasion on Westham Island.
- Launched an undercover investigation into a 2022 overdose death suspected to be a homicide, resulting in second-degree murder charges by approved by Crown.



COMMUNITY ENGAGEMENT & PARTNERSHIPS

Connecting with our community is key to building trust. In 2024, we listened, supported, and collaborated with community members and partners to address community concerns and strengthen relationships.

- Engaged the community through a survey to gather feedback on how we are doing and policing priorities for the future.
- Strengthened community connections by participating in and supporting events such as the Battle of Badges, Barnside Harvest Festival, Ride 2 Survive, Special Olympics Law Enforcement Torch Run, and the Police Foundation's Run, Walk, and Roll.
- Marked the one-year anniversary of the Community Navigator Unit, assisting over 300 vulnerable individuals in accessing essential services and resources to minimize contact with police.
- Worked with BCACP and CACP to highlight the need for a health-led approach to the opioid crisis, balancing public health and safety.
- Launched the Recruit Community Learning Program (RCLP) in collaboration with local community partners, for a community-focused learning approach.



TEAM DEVELOPMENT & WELL-BEING

Our team continued to work tirelessly to investigate and disrupt criminal activity in our community. In 2024, through dedicated efforts, we saw the conclusion of many investigations and brought offenders to justice.

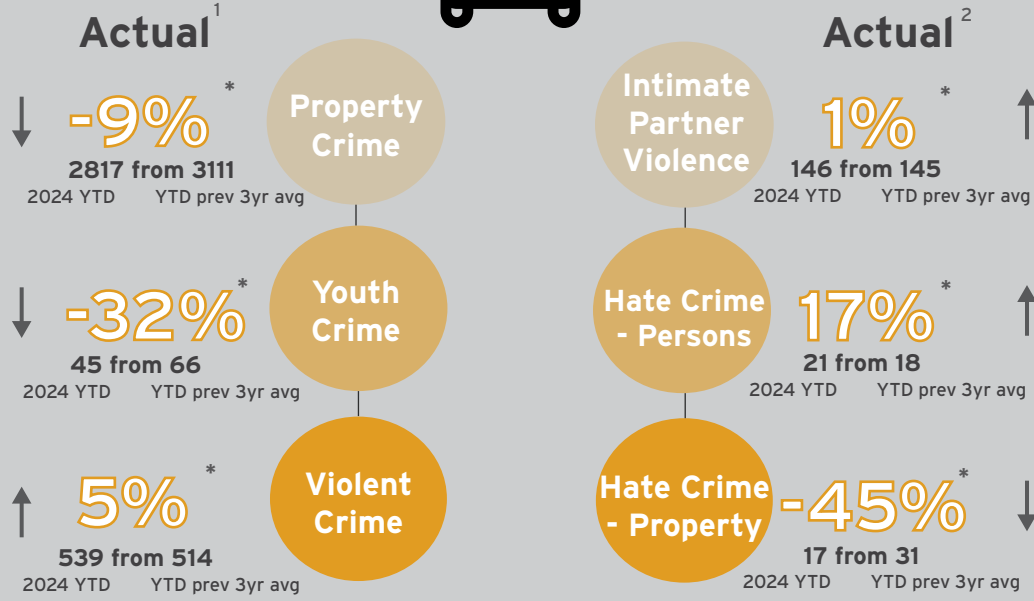
- Promoted 12 team members into Sergeant and Staff Sergeant positions.
- Welcomed 10 sworn and 26 non-sworn team members to our team.
- Celebrated our team through the Annual Awards Ceremony, and through prestigious honours, including the IACP's Top 40 Under 40 Award.
- Delivered over 124 training days covering 76 training topics.
- Implemented a Performance Review system.
- Introduced a psychological resiliency training program.



Community Safety & Well-Being Plan

KEY PERFORMANCE INDICATORS (KPIs)
2024 - QUARTER 4

Crime



* Goal: downward trend

*1,2 Actual is calculated by comparing the YTD average for the previous 3 years with the YTD average for the current year.

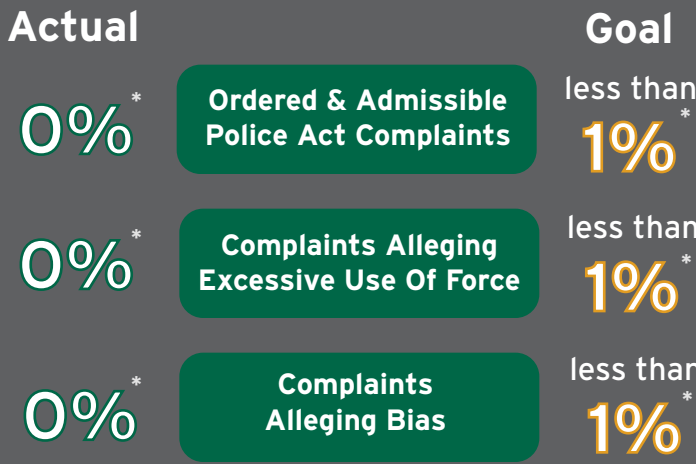
Crime Severity Index (CSI)

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

Goal: lower than provincial and national CSI



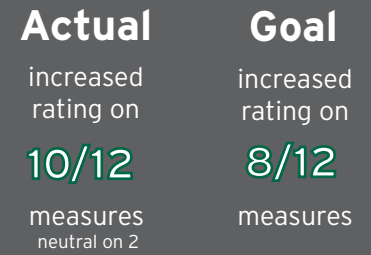
Police Legitimacy



* of all documented interactions

COMMUNITY SURVEY

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



Efficiency



*2 for those transported due to mental health



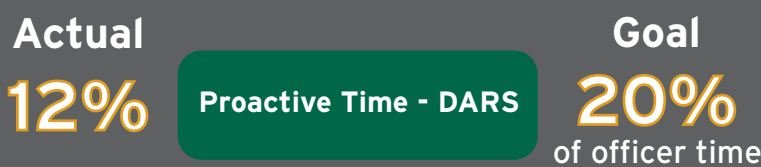
*3 from the time a call is received and officer is on scene



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



Community Safety & Well-Being



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

*4 From January to YTD



Delta POLICE



DELTA POLICE BOARD

Excellence in Policing

<p>DATE 2025-01-08</p>	<p>SUBMITTED BY Chief Harj Sidhu</p>
<p>SUBJECT Full Frontline Deployment of the Body-Worn Camera (BWC) Program</p>	
<p>ACTION REQUIRED</p> <p><input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision</p> <p>A) THAT the Delta Police Board approve the full deployment of Body-Worn Cameras (BWCs) to the Delta Police Department’s (DPD) frontline teams, including the purchase of 24 additional cameras under a five-year subscription model at an approximate total cost of \$99,000 and an annual cost of \$20,000.</p> <p>B) THAT future funding requirements for maintaining a 60-camera program and associated services be included in the 2026 budget planning process.</p>	

PURPOSE

The purpose of this report is to seek approval from the Delta Police Board (Board) for the full deployment BWCs across the DPD’s frontline teams, including the acquisition of 24 additional cameras under a subscription model. This will complete the full rollout of the program to the frontline teams, aligning with community expectations as reflected in recent community survey results, which demonstrate strong public support for DPD officers to wear BWCs.

DISCUSSION

Background

In 2020, the Delta Police Department (DPD) became the first organization in British Columbia (BC) to operationalize a Body-Worn Camera (BWC) program. This initiative has followed a phased approach to equipping frontline officers with BWCs, starting with Public Safety Operations and Traffic Services Section.

In early 2023, the DPD initiated Phase 1 of the BWC program within the Patrol Services Section (Patrol), deploying eight BWCs with eight Patrol officers participating in the pilot. Following a successful implementation and internal and external assessments, which revealed strong support from both the DPD team and the community, Phase 2 of the program commenced in 2024. As of January 7, 2025, 63 officers are participating in the BWC program, and the DPD currently has 36 BWCs in operation.

Use of BWCs is guided by BC Provincial Policing Standards (BCPPS) and DPD Policy OD19. The DPD conducts an annual audit of the BWC program, as required by BCPPS and DPD Policy OD19. The 2024 audit demonstrated a high compliance rate (95%), reflecting the program's successful integration into operations.

Program Objectives

The DPD's BWC program focuses on the following objectives:

1. Enhance transparency, public trust, and confidence in policing.
2. Enhance officer safety by discouraging the use of force against police.
3. De-escalate high-conflict situations to avoid the use of force by police.
4. Provide real-life training examples to enhance officer training.
5. Assist in resolving complaints about alleged officer misconduct, resulting in cost savings.
6. Enhancing evidence documentation, which also contributes to cost savings.

Community Trust and Confidence

The BWC program aligns with the DPD's community-first policing approach, emphasizing transparency and enhancing public trust. Community feedback has consistently demonstrated strong support for continued expansion of the program.

A recent community survey demonstrated strong support for DPD officers to wear BWCs.¹ The results strongly supported the program, with over 86.5% of respondents indicating that BWCs are very/somewhat important. Only 5.6% viewed them as unimportant, while 7.6% selected a neutral stance ("neither important nor unimportant"). These results highlight the community's expectation for DPD officers to use BWCs and their confidence in BWCs as tools to enhance transparency, accountability, and trust.

Current and Future Needs

The DPD currently deploys 36 BWCs:

- **20 purchased cameras:** Nearing the end of their service life; come with a one-year warranty.
- **16 subscription-based cameras:** Include two complete hardware replacements during the five-year subscription period and ongoing warranties and support.

To achieve full deployment across the frontline, the DPD will require 60 cameras, necessitating the acquisition of 24 additional cameras in 2025 under the subscription model. This expansion will equip all frontline officers ensuring comprehensive coverage across the frontline. The cost of these additional cameras is approximately \$99,000 over five years, with an annual cost of \$20,000, which can be managed within the 2025 budget. These are approximate costs, and final confirmation is awaited from the vendor.

The DPD will continue to employ a pooled BWC system, distributing 60 cameras across the frontline instead of assigning one per officer. This approach ensures operational effectiveness while significantly reducing costs, which would double under an individually assigned model.

Moving into 2026, the DPD will need to:

- Replace the end-of-life purchased cameras.
- Incorporate advanced software features such as Respond and Auto-Transcribe.²
- Fund a full-time transcription position.³

¹ Respondents were asked to rate their answers on a scale of importance: "very important," "somewhat important," "neither important nor unimportant," "not very important," "somewhat not important," and "not important at all."

² See attachment A for additional details. As an early adopter, the DPD is currently not paying for these features.

³ While the Auto-Transcribe feature improves efficiency, a dedicated transcription position is essential for full review, particularly for files going to court, to ensure accuracy, compliance with legal standards, and proper handling of complex scenarios such as multi-speaker conversations or background noise.

The total anticipated annual cost for full implementation, based on current rates, is approximately \$165,000, which includes:

- \$50,000 annually for 60 subscription-based cameras.
- \$42,000 annually for advanced software features.
- \$73,000 annually for a transcription position, including benefit loading.

All necessary components for the program's sustainability will be evaluated and incorporated into the 2026 budget and subsequent planning cycles.

The DPD is committed to cost-effectiveness, minimizing expenses wherever possible. Training and program coordination tasks are handled by individuals who hold other roles, managing these responsibilities as special projects. This approach eliminates the need to hire additional staff solely for the BWC program, thereby avoiding significant cost increases. For example, other organizations may assign a Staff Sergeant-level position and a full-time civilian coordinator to similar programs, with combined costs for the two positions exceeding \$250,000 annually. In contrast, the DPD has integrated these duties into existing positions, specifically the Public Safety Operations Acting Staff Sergeant and the Digital Evidence Management Coordinator, achieving greater efficiency. Additionally, the DPD has implemented a pooled BWC system, which, while requiring more planning and coordination, is significantly more cost-effective.

Advantages of the Subscription-Based Model

The subscription-based model offers several key benefits that align with the DPD's long term strategy for sustainable and efficient program management:

1. *Scheduled Hardware Refreshes*: Ensures reliable and updated equipment throughout the subscription period with two hardware replacements.
2. *Cost Predictability*: Simplifies budgeting and long-term cost management by spreading costs evenly over the subscription period.
3. *Ongoing Warranty and Support*: Includes comprehensive warranties and technical support, reducing the risk of downtime and additional expenses for repairs or replacements whereas the purchase option includes only a one-year warranty.

The subscription model ensures the DPD can maintain a cost-effective and operationally effective BWC program while avoiding the higher costs associated with individually assigned cameras.

Implementation Plan

The full rollout of BWCs will include on-duty training conducted in-house by S/Sgt. Jim Ingram. This training will ensure that all officers are proficient in the use of BWCs, including activation protocols, data management, and adherence to relevant policies and procedures. The in-house approach minimizes disruption to service delivery and avoids additional costs.

The rollout will extend to Community Safety Officers (CSOs) and the Tsawwassen First Nation (TFN) Service Team, reflecting the strong support previously obtained from the TFN Executive Council. This expansion will ensure comprehensive coverage across the entire frontline team. School Liaison Officers (SLOs) will be excluded from this rollout, consistent with the unique nature of their roles and the intentional decision to tailor BWC deployment to operational needs.

STRATEGIC ALIGNMENT: CSWP

Priorities: Community safety and crime prevention; Excellence through professionalization, technology and innovation.

CONCLUSION

The DPD's phased BWC program rollout has demonstrated strong operational success and

overwhelming community support. Completing the full rollout to the frontline with 24 additional subscription-based cameras will focus on several objectives outlined above including assisting with evidence documentation and support officer safety and public trust and confidence in DPD.

Future program sustainability, including replacing purchased cameras, funding a transcription position, and adding advanced software features, will be addressed in the 2026 budget and subsequent planning cycles.

ATTACHMENTS

A. Axon Respond and Auto-Transcribe Overview

Executive Summary: The Respond and Auto-Transcribe features for Axon Body-Worn Cameras (BWCs) are advanced functionalities designed to enhance operational efficiency, accountability, and officer safety.

1. Respond

Axon Respond is a real-time situational awareness tool integrated with Axon Body-Worn Cameras. It provides the following capabilities:

- **Real-Time GPS Tracking:** Enables command staff to monitor the location of officers during active incidents, improving coordination and response times.
- **Live Streaming:** Supervisors can view live video feeds from an officer's camera during critical situations, allowing for real-time decision-making and situational assessments.
- **Alerts and Notifications:** Automatically notifies command staff when specific actions occur, such as a weapon being drawn or a camera being activated, providing instant updates on unfolding incidents.
- **Incident Management:** Enhances communication between officers and dispatch or supervisors, enabling a more coordinated and efficient response to emergencies.

Benefits

- Improves officer safety through real-time monitoring.
- Provides better situational awareness for command staff.
- Enhances response times and decision-making in critical incidents.

2. Auto-Transcribe

The Auto-Transcribe feature uses artificial intelligence (AI) to automatically generate transcripts of audio captured during video recordings. This feature significantly reduces the manual workload associated with reviewing and documenting footage.

- **Automatic Speech Recognition (ASR):** Transcribes spoken words from recorded video into text format, allowing for easier review and record-keeping.
- **Keyword Search:** Enables users to search through transcripts for specific words or phrases, saving time when locating key details.
- **Customizable Accuracy:** Depending on the quality of audio and the system's training, transcripts can reach high levels of accuracy, but manual review may still be needed for sensitive cases.
- **Integration with Evidence Management:** Seamlessly integrates with Axon Evidence (formerly Evidence.com), linking transcripts to video evidence for easier case management.

Benefits

- Saves time by automating transcription tasks.
- Enhances efficiency in report writing and investigations.
- Improves accessibility of video evidence by allowing keyword searches.



DELTA POLICE BOARD

Excellence in Policing

DATE 2025-01-09	SUBMITTED BY Jassie Padda Ram
SUBJECT BCAPB Membership Renewal 2025	
ACTION REQUIRED <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Approval/Action/Decision THAT the Delta Police Board approve payment of the BCAPB membership renewal invoice for 2025 in the amount of \$1,070.00.	

PURPOSE

The purpose of this report is to obtain the Delta Police Board's (DPB) approval for the payment of a membership invoice in the amount of \$1,070.00 issued by the British Columbia Association of Police Boards (BCAPB).

DISCUSSION

The BCAPB, established in 1992, is a provincial non-profit association that facilitates information sharing and provides educational opportunities for its members which include municipal Police Boards.

The DPB has been a longstanding member of the BCAPB and pays an annual membership fee to maintain its membership. The DPB is represented on the BCAPB by two members: Lara Victoria as the primary representative and Chief Laura Cassidy as the alternate. Lara is also currently serving as the President of the BCAPB. The BCAPB also holds an annual conference; the 2025 Conference is being held in Delta, hosted by the DPB.

The 2025 membership fee is \$1,070.00, a slight increase from last year's fee of \$1,025.00.

CONCLUSION

The DPB has been a longstanding member of the BCAPB and should renew its membership for 2025 to continue the working partnership for educational, training and networking opportunities.

ATTACHMENTS

- A. BCAPB 2025 Membership Invoice
- B. Letter from BCAPB President, Lara Victoria

British Columbia Association of Police Boards

Invoice**2025 Annual Membership Fee**

BC Association of Police Boards

Amount Due: \$1,070.00

Date: December 12, 2024

To: Ian Tait
Chair, Delta Police Poard
4500 Clarence Taylor Crescent
Delta BC V4K 3W3

Please make cheque payable to:

British Columbia Association of Police Boards

And forward to:

Attn: Veronica Bandet
BC Association of Police Boards
PO Box 33012, Victoria RPO Colwood Corners, BC, V9B 6K3

If you have any questions regarding this invoice, please contact Veronica Bandet at 250-216-1205.

Thank you.

Telephone: 250-216-1205 Email: bcapbs@gmail.com
Address: PO Box 33012, Victoria RPO Colwood Corners, BC, V9B 6K3
Tel: 250-216-1205
Email: bcapbs@gmail.com

From: BCA Police Boards <bcapbs@gmail.com>
Sent: 12 December 2024 14:46
To: Ian Tait <itait@deltapoliceboard.ca>
Cc: Lara Victoria <laravictoria@deltapoliceboard.ca>; Jassie Ram <jram@deltapolice.ca>
Subject: BCAPB 2025 Membership Renewal

Sending on behalf of Lara Victoria, President, BCAPB

Dear Ian Tait, Delta Police Board Chair,

On behalf of the BCAPB Executive Board, please find enclosed the BC Association of Police Boards membership renewal for 2025.

BCAPB, once again, was extremely active throughout 2024. In May 2024, BCAPB held its annual Conference/AGM in Vancouver. The conference was well-received and informative. Thank you once again to the Vancouver Police Board for hosting the conference.

We have continued to be active in discussions with the Provincial Government as issues evolve and actively participate in various stakeholder meetings. We continue to liaise with the Municipal Chiefs, the BC Police Association, the Canadian Association of Police Governance and Police and the Ministry of Public Safety and Solicitor General.

In early 2024, BCAPB conducted a strategic session with the Watson Group. Following the insights and recommendations outlined in the report from Watson, BCAPB undertook a revision of its Constitution, Bylaws, and Mission Statement.

In the coming year we will continue to focus on:

- BCAPB strategic planning;
- Working with Police Services and the BC Municipal Chiefs;
- To support and follow the resolutions that shall be adopted at the 2025 AGM.

Stay tuned for information regarding our 2025 Conference to be held on May 7, 8 and 9, 2025, in Delta that will be hosted by the Delta Police Board.

Lara Victoria
President, BCAPB