



PORT MOODY POLICE BOARD

Regular Meeting AGENDA

DRAFT

Date:	November 10, 2022
Location	Port Moody Public Safety Building 3 rd Floor EOC, 3051 St. Johns Street Port Moody, BC - 5:00 pm

**Indicates Attachment*

Prior to the meeting being Called to Order, Mayor Meghan Lahti to affirm the Oath of Office as Chair of the Police Board; overseen by Chief Constable Fleugel.

1. CALL TO ORDER

ACKNOWLEDGEMENT: *Port Moody Police Board meets on the traditional territory of k'w'ik'w'əłəm (Kwikwetlem), which lies within the shared territories of the Saálilwatał (Tsleil-Waututh), sáqəciyałtaməx'w (Katzie), x'wəmkwəyəm (Musqueam), qiqéyt (Qayqayt), Skwxwú7mesh Úxwumixw (Squamish), and 'stə:lo (Sto:lo) nations.*

2. ADOPTION OF AGENDA*

- **THAT the Agenda for the Regular Police Board meeting of 10 November 2022 be approved.**

3. APPROVAL OF MINUTES*

- **THAT the Minutes of the 12 October 2022 Regular Police Board meeting be adopted.**

4. DELEGATIONS/PRESENTATIONS

- No Delegations or Presentations this month*

5. STANDING ITEMS/UNFINISHED BUSINESS

5.1 Community Concerns/Considerations

- **THAT (any) community concerns/considerations be received for information.**

5.2 2021 – 2023 PMPD Strategic Plan - Action Item Status Report*

- **THAT the November 2022: 2021 – 2023 Strategic Plan Status Report be received for information.**

6. NEW BUSINESS

- No new business this month.

7. REPORTS FROM COMMITTEE

7.1 Governance Committee

- This report is an In-Camera item this month.

7.2 Finance Committee*

- **THAT the November 2022 Finance Committee Report be received for information.**

7.3 Human Resource Committee

- No report this month.

8. INFORMATION ITEMS*

8.1 UBCM Correspondence to Minister of Public Safety re: 911 Service Delivery in BC dated 06 October 2022;

8.2 Ministry of Public Safety Correspondence re: Request for Law Enforcement Policies and Procedures Related to Civil Disobedience Ref: 634961 dated 19 October 2022;

8.3 University of Victoria Request for Study Participation re: Policing, Leadership, and Diversity: A Provincial Case Study;

8.4 Appreciation Received: Various.

9. PUBLIC INPUT

10. ADJOURNMENT

**PORT MOODY POLICE BOARD
REGULAR MEETING
MINUTES**

DRAFT

**Wednesday, October 12, 2022 5:00 pm
3rd Floor EOC, Public Safety Building
3051 St. Johns Street, Port Moody, BC**

Minutes of the PORT MOODY POLICE BOARD Regular Meeting held 12 October 2022, Port Moody, British Columbia	
PRESENT:	Mayor Rob Vagramov (<i>arrived 5:21 pm</i>) David Fox Chloe Goodison Shahid Hussain Olga Kuznyetsova Manjit Nijjar Darren Radford
REGRETS:	Shane Archibald
STAFF:	C/Cst. Dave Fleugel, DC Cst. Leslie Stevens, Insp. Manj Kaila, Insp. Travis Carroll, Jeannie Ziraldo, Kim Tsok Rhonda Doig, Recording Secretary
GUESTS	None
Prior to calling the meeting to order a minute of silence was observed for the two fallen officers in Ontario today.	
CALL TO ORDER	1. <u>CALL TO ORDER</u> As per the Rotating Chair schedule, Ms. Manjit Nijjar called the meeting to order at 5:06 pm.
AGENDA for 12 September 2022	2. <u>APPROVAL OF THE AGENDA</u> Moved. Seconded and Carried. THAT the Agenda for the Regular Meeting of the Port Moody Police Board held on 12 October 2022 be approved.
Minutes of the REGULAR MEETING held 12 September 2022	3. <u>ADOPTION OF MINUTES</u> Moved. Seconded and Carried. THAT Regular Meeting minutes of 12 September 2022 be approved.
DELEGATIONS/ PRESENTATIONS	4. <u>DELEGATIONS/PRESENTATIONS</u> Ms. Jeannie Ziraldo, PMPD's new HR Manager, introduced herself to the Board.

**STANDING
ITEMS/UNFINISHED
BUSINESS**

5. **STANDING ITEMS/UNFINISHED BUSINESS**

**Community Concerns/
Considerations**

5.1 Community Concerns/Considerations

C Cst. Fleugel provided a two community concerns for information:

- There has recently been a number of small, human caused fires in the area which has created cause for concern. Over the last week, there has been six small brush fires on the Forest Parkway trails north of David Avenue. Police are asking for the public's assistance as these occurrences are under thorough investigation.
- A complaint was received through the Mayor's office regarding car carriers unloading on St. Johns Street in front of the dealerships and reducing the 3 traffic lanes down to 1 in the process. Police looked into this and did have safety concerns; Commercial Vehicle Safety Enforcement (CVSE) was contacted and a conversation was held with the dealership as well. The dealership agreed to reduce unloading to one lane and will utilize safety practices with cones etc.

Moved. Seconded and Carried.

THAT the community concerns/considerations be received for information.

**2021 – 2023 Strategic
Plan Action Item Status
Report**

5.2 2021 – 2023 Strategic Plan Action Item Status Report

Moved. Seconded and Carried.

THAT the 2021 – 2023 Strategic Plan Status Report be received for information.

The Board requested that the report also provide tracking on what has changed from the previous month. It was suggested that the report be amended to reflect each items status last period, current and predicted.

NEW BUSINESS

6.0 **NEW BUSINESS**

No new business this month.

**REPORTS FROM
COMMITTEE**

7. **REPORTS FROM COMMITTEE**

**GOVERNANCE
COMMITTEE REPORT**

7.1 Governance Committee

No Governance Committee Report this month.

FINANCE COMMITTEE REPORT	7.2	<p>Finance Committee</p> <p>The October 2022 Finance Committee Report was reviewed by committee Chair, Manjit Nijjar. The Year to Date statement as of August 31st, 2022 was included in the package for information and reports a continued surplus primarily driven by wages, partially offset by higher operating costs.</p> <p>Moved. Seconded and Carried.</p> <p>THAT the October 2022 Finance Committee Report be received.</p>
HUMAN RESOURCE COMMITTEE	7.3	<p>Human Resource Committee</p> <p>This report is an In-Camera item this month.</p>
INFORMATION ITEMS	8.	<p><u>INFORMATION ITEM(S)</u></p> <p>No information items this month.</p>
PUBLIC INPUT	9.	<p><u>PUBLIC INPUT</u></p> <p>None.</p>
ADJOURNMENT	10.	<p><u>ADJOURNMENT</u></p> <p>Meeting adjourned at 5:57 pm</p>
NEXT MEETING DATE	11.	<p><u>NEXT MEETING DATE</u></p> <p>The next Regular Meeting: <u>Monday, November 7, 2022: 5:00 pm</u>, 3rd Floor EOC Port Moody Public Safety Building 3051 St. Johns Street, Port Moody, BC</p>

Rob Vagramov, Chair

Rhonda Doig, Recording Secretary



PORT MOODY POLICE DEPARTMENT

REPORT TO THE PORT MOODY POLICE BOARD

DATE: October 4, 2022
TO: Chief Constable David Fleugel
FROM: Insp Travis Carroll
SUBJECT: 2022 Strategic Plan Action Item Dashboard





Chief Fleugel,

Please find attached the Action Items as of this date.


Regards,








Insp Travis Carroll








Legend:

Completed - 	LR – Last Report Status
In Progress / On track – 	CR – Current Report Status
Slow / Expected Delay – 	PR – Predicted Report Status
Critical Delay / Not Started – 	





Action Item #1 Evolve Policing:













Project	Remarks	Target Date	Status		
			LR	CR	PR
Engage local and provincial health organizations through the Fraser Health	<ul style="list-style-type: none">Completed	Dec 31 2021			

Authority to request mental health resources to attend calls with police			
Identify opportunities to meet needs of schools and youth while being sensitive to the diverse perceptions of police	<ul style="list-style-type: none"> Completed 	Dec 31 2021	
Identify options for Tri-Cities Advisory Council to strengthen the voice of our diverse community	<ul style="list-style-type: none"> Enquiries made with Coquitlam RCMP for Diversity Councils. Connections made with Tri-Cities Immigration Partnership for meeting with newcomers' groups within the Tri-Cities. Immigrant Advisory Table meeting attended on August 25 2022. Further meetings planned. October - PMPD has secured a seat for Anti-Racism support Working group with Tri-cities Local Immigration Partnership 	Dec 31 2022	  
Improve Restorative Justice practices in Port Moody	<ul style="list-style-type: none"> Evaluating service deliverables of CERA and researching available options with Victim Services Unit and Youth Liaison Officer. Restorative Justice research program presented to the Senior Management Team. Business case requested from Community Services in regards to creation of new In-House Restorative Justice Program. Restorative Justice training being scheduled. 	Dec 31 2022	  










Undertake an Equity, Diversity and Inclusivity (EDI) review and identify EDI opportunities for PMPD	<ul style="list-style-type: none"> Funding for project approved from 2021 operating surplus. Deputy Chief Stevens is researching consultants. October - Deputy Chief Stevens is actively contacting consultants and scheduling meetings. Several building upgrades have been identified with little or no cost. 	Dec 31 2022			
Prepare for expected changes from the provincial government's reform of the Police Act.	<ul style="list-style-type: none"> Completed 	Dec 31 2022			
Complete body-worn camera impact assessment	<ul style="list-style-type: none"> Monitoring BWC programs in LMD. October - Product demo for Axon on October 27 2022 Discussions regarding testing of Evidence.com, BWC and establishing background policies / procedures and BCPPS Standards for use. 	Dec 31 2023			


















Action Item #2 Service Excellence:

Project	Remarks	Target Date	Status		
Pilot digital forensic services provider to assist cyber investigations	<ul style="list-style-type: none"> Completed 	Dec 31 2021			
Enhance specialized training of members assigned to investigate online crimes targeting children	<ul style="list-style-type: none"> Completed 	Dec 31 2021			
Identify methods to improve road safety and address related community concerns	<ul style="list-style-type: none"> Completed 	Dec 31 2021			
Develop and propose an internal audit framework for Board Review	<ul style="list-style-type: none"> Completed 	Dec 31 2021			














Explore partnership with a Child and Youth Advocacy Centre to better serve child victims of crime	<ul style="list-style-type: none"> Chief Constable sitting on a Provincial Committee on Child and Youth Advocacy. Discussion held with VPD on Regional action for a CYA center October - Coquitlam RCMP was met with and is supportive of the program but no imminent plans. They will ensure PMPD and Coquitlam RCMP have seats at a table when developed 	Dec 31 2022			
Increase number of officers that have participated in phase two of trauma-informed practice training	<ul style="list-style-type: none"> Online TIP training on-going Several specifically identified members have completed In-Person TIP training. October - Six members have completed, nine more booked before year end. 	Dec 31 2022			
Expand outreach activities online and in-person to engage with the community	<ul style="list-style-type: none"> Improvements made to PMPD website and social media platforms. Quality and quantity of online outreach / interaction is continuing to improve. Golden Spike Days, Rib Fest, Eagle Ridge Hospital Foundation Fundraiser Concert, Garage 529 Registration events, boating safety pop ups at Rocky Point, LE Torch Run all attended with very positive results. October – CP Holiday Train being scheduled for attendance. Most post-pandemic events have been re-engaged with in the community. Ongoing. 	Dec 31 2022			
Explore dispatch options to increase effectiveness of police radio communications to met community needs now and in the future	<ul style="list-style-type: none"> October - Conceptual meeting conducted with outside stakeholders and support received to move forward on dispatch and call taking options 	Dec 31 2023			










Action Item #3 Engage our People:









Project	Remarks	Target Date	Status		
Create a development and support plan process	<ul style="list-style-type: none"> Completed October - Career Development and Interactive Competency Development forms being used. 	Dec 31 2021			
Create a performance management process	<ul style="list-style-type: none"> Performance and Career Evolution (PACE) being rolled Policy approved by Police Board. Go live planned for Fall 2022 Awaiting Intranet form completion NCO's briefed on the usage of the Development and Support Plan despite awaiting the completion of the form. October 2022 - Dev and Sup Plan forms restructured and in development. Offline forms expected to be available for Supervisors to document Management of Performance situations. Online testing to continue. HR to review and confirm process. 	Dec 31 2021			
Provide enhanced Training to new supervisors	<ul style="list-style-type: none"> Completed 	Dec 31 2021			
Introduce Leadership development training	<ul style="list-style-type: none"> Completed 	Dec 31 2021			
Complete an employee engagement survey, action recommendations, and set targets for future years	<ul style="list-style-type: none"> PMPD working with City of Port Moody on their Employee Engagement strategy. Continuing to assess options for internal survey October - 2015 Survey data reviewed and Talent Map being contacted to obtain pricing. 	Dec 31 2022			

	Gallup survey and internal release being considered. <ul style="list-style-type: none">• Significant budgetary impact to retain TalentMap. Other packages being explored.• Critical delay expected due to budgetary restrictions. Funding will be required in 2023.				
Expand support for workplace stress and employee trauma	<ul style="list-style-type: none">• CISM has formed part of regular operating business. Clinical counselling is now included in Employee benefit plan. Action: Working with Work safe BC and assessing best practices in this area.• Reintegration Team formed in 2021 and posting for new members issued October 2022.• Referral process developed with HR.	Dec 31 2022			
Expand annual psychological check-ins to civilian employees	<ul style="list-style-type: none">• Civilians included in budget for annual psychological check-ins.	Dec 31 2022			
100% of employees have a development plan	<ul style="list-style-type: none">• PACE started on June 21 for sworn members• Civilian competencies developed.• Training scheduled for July 7 2022	Dec 31 2022			
100% of employees participate in performance management	<ul style="list-style-type: none">• PACE Development and Support Plan due to start in Fall 2022 for sworn members. NCO’s provided some direction for initiating these forms.• Civilian process in place.	Dec 31 2022			
Evaluate the effectiveness of development and support plan process	<ul style="list-style-type: none">• Submissions expected Dec 1 2022	Dec 31 2023			
Evaluate the effectiveness of performance management program	<ul style="list-style-type: none">• Submissions expected Dec 1 2022	Dec 31 2023			
Evaluate leadership development program	<ul style="list-style-type: none">• Not started	Dec 31 2023			

Action Item #4 Strengthen Technology & Policy:

Project	Remarks	Target Date	Status		
Launch an internal intranet	<ul style="list-style-type: none"> Completed 	Dec 31 2021			
Implement 2020 digital security recommendations	<ul style="list-style-type: none"> Completed 	Dec 31 2021			
Transition to integrated forensic identification services	<ul style="list-style-type: none"> Completed 	Dec 31 2021			
Expand PMPD's wireless capability	<ul style="list-style-type: none"> Completed 	Dec 31 2021			
Establish Online crime reporting	<ul style="list-style-type: none"> Examining other PD's online reporting processes. Examining interim processes October – Versaterm solution will not be available before mid-2023 when the RMS is upgraded. Two other options being investigated. 	Dec 31 2022			
Complete policy renewal project	<ul style="list-style-type: none"> High risk policies have been overhauled. New and urgent policies being developed. Low risk policies being renewed. October - Policy Renewal Project has addressed high-risk policies and built the processes and framework for the transition to an on-going program of continual renewal and development. 	Dec 31 2022			
Prepare for digital evidence through PRIME and identify resources required	<ul style="list-style-type: none"> DEMS costing inserted in 2022 budget. October - Contacted PRIMECorp to determine if a DEV/Sandbox environment is available for our 	Dec 31 2022			

	department. The DEMS project will require the use of standardized naming conventions according to the MOU for Crown disclosure. The training for this is still being developed. A test environment will allow the department to begin planning access and security controls for the information.				
Begin Digital disclosure to Crown Counsel Phase I	<ul style="list-style-type: none">MCS disclosure clerk has received enhanced training with VPD lead instructorMCS members are in the process of training and have begun disclosing files in this manner.PMPD is part of MOU with Crown to commit to this change.Training of MCS members and Disclosure clerk is continuing with VPD.PMPD concerned about Phase 3 and will require further civilian resourcing to support implementation.Subject Matter experts from various departments being scheduled to train Patrol members in the Disclosure process. Initial scheduling taking place now.October - Crown Counsel disclosure is now occurring in the format outlined by the MOU.	Dec 31 2022			
Incorporate Pandemic learnings in the business continuity plan	<ul style="list-style-type: none">PMPD has a robust Site Safety plan that establishes procedures for future implementation if necessary.AB400 in place as of March 17 2022. Policy Directions modified to reflect current pandemic response.	Dec 31 2022			
Assess feasibility of an electric vehicle fleet	<ul style="list-style-type: none">Funding secured from 2021 Operating surplus to assess	Dec 31 2022			

	<p>feasibility study of current and future PMPD needs.</p> <ul style="list-style-type: none">• RCMP contractor has assessed electrical capacity of Public Safety Building. Minor electrical expansion required to allow for EV Expansion and RCMP project. RCMP will fund this expansion.• Feasibility study being conducted by the City of Port Moody Operations to include PMPD fleet.• October 2022 - Consultant being sought to evaluate Public Safety building needs for EV Adaptation and electrical expansion.				
Conduct a PMPD policy and technology review	<ul style="list-style-type: none">• Being planned for early 2023	Dec 31 2023			
Begin digital disclosure to Crown Counsel Phase II	<ul style="list-style-type: none">• Disclosure process for MCS has started.	Dec 31 2023			
Establish funding for electric fleet infrastructure	<ul style="list-style-type: none">• City electric fleet research in progress.	Dec 31 2023			



PMPD BOARD COMMITTEE REPORT

COMMITTEE NAME:

Finance Committee

(ESTIMATED TIME 10.00 Minutes)

MEMBERS:

Manjit Nijjar, David Fox and Olga Kuznyetsova

REPORTING DATE:

November 10, 2022

COMMITTEE UPDATE:

1. Year to date Statement of Revenue and Expenses to September 30, 2022

The year to date September 30, 2022 Statement of Revenue and Expenses is attached. The report indicates a surplus of \$560,921.

The main source of the surplus is wages. Member wages are under budget primarily due to vacancies earlier this year, members at pay steps below 1st class constable, as well as several members on WCB which is offset by higher overtime and acting pay. Civilian wages are also lower than budget due to lower guard wages as well as additional hours requested for positions (HR additional hours started in September and for IT the hours have not been incurred yet).

Operating expenses are overall slightly under budget as a result savings in Administration costs, however these savings are being largely offset by higher costs for Major Crime, Building, and Patrol. Administration costs are lower due to less spending on internal audit, digital evidence, legal fees and board expenses. Major Crime costs are higher because earlier in the year there was a temporary arrangement with the New Westminster Police Department where they took on the professional standards role for PMPD so that our professional standards Sergeant could be redeployed to cover operational needs until the vacancies had been filled. Building costs are higher due to additional enhanced cleaning protocols due to COVID-19. Patrol expenditures are higher due to increased recruiting and uniform costs related to the significant number of new hires during 2022, these expenditures are partially offset by savings in training and firearms (however savings in training and firearms are likely timing differences at this point as these accounts are expected to be on budget for the year). Uniform and recruiting costs will both be over budget for the year due to the costs associated with hiring and outfitting eight new police members that were hired in 2022 as well as due to general price increases for uniform items.

Revenues are under budget due to a shortfall in traffic fine revenue as well as our tenanted space being vacant – however the RCMP has started paying the lease costs effective May 1st. Traffic fine revenues are down 15% compared to the amount that was received in the prior year (the

annual budget for 2022 is based on what was received in the prior year). The traffic revenue distributions to all jurisdictions were down a similar amount. The reason for the decrease is that overall the Province collected less traffic fine revenue as well as the e-ticketing costs were factored into the distribution calculation for this year (whereas in 2020 and 2021 they were not). The 2022 payment amount we received was based on traffic fine revenues collected from April 1, 2020 to March 31, 2021 so likely the traffic fine revenue was down due to that period being significantly impacted by COVID-19.

The City plans to fund the shortfall of Traffic fine revenue of \$89,400 as well as the extra building cleaning costs of \$27,200 with the Provincial COVID-19 relief funds. This entry has not yet been posted by the City and therefore has not been reflected in the September financial statements.

2. Reserve Accounts

There is no reserve account information for this month. Updated reserve account information was provided during the Budget workshop.

3. Audit

A Risk Management workshop was held in October to review the risks identified in the PWC report. This served to update the Board on the action plans and progress to date. The top six risks facing the department were each reviewed along with the department's mitigation activities and strategies for each risk.

RECOMMENDATIONS / MOTIONS:

1. For receipt, information and discussion.
2. For receipt, information and discussion.
3. For receipt, information and discussion.

**Port Moody Police Department
Revenue and Expenses
For the period ended September 30, 2022**

	YTD Actual Adjusted*	YTD Budget	YTD Variance to Budget	Annual Budget	Prior Year YTD Actuals	Current Year Actuals vs. Prior Year Actuals Variance
Revenues						
Traffic Fine Revenue	\$ 357,387	\$ 424,481	\$ (67,094)	\$ 565,974	\$ 424,480	\$ (67,093)
Revenue from Tenant	25,632	46,133	(20,501)	61,510	-	25,632
Front Counter	33,981	33,750	231	45,000	28,514	5,467
Victim Services	57,810	50,754	7,056	67,672	51,649	6,161
Keep of Prisoners	860	4,775	(3,915)	6,367	3,353	(2,493)
Other	67,805	50,179	17,626	66,905	17,221	50,584
Total Revenues	543,475	610,072	(66,597)	813,428	525,217	18,258
Expenses						
Salaries						
Members	\$ 5,927,836	\$ 6,436,604	\$ 508,768	\$ 8,582,138	\$ 5,957,863	\$ 30,027
Civilians	1,287,546	1,369,663	82,117	1,826,217	1,129,889	(157,657)
Total Salaries	7,215,382	7,806,266	590,885	10,408,355	7,087,752	(127,630)
Operating Expenses						
Administration	\$ 322,196	\$ 453,654	\$ 131,458	\$ 604,872	\$ 290,374	\$ (31,822)
Cell Block	4,336	4,775	439	6,367	3,549	(787)
Major Crime	134,591	48,653	(85,938)	64,871	37,977	(96,614)
Civic Building	298,927	279,915	(19,012)	373,220	280,069	(18,858)
ECOMM	489,783	501,069	11,286	668,092	383,813	(105,970)
Communications	1,520	4,140	2,620	5,520	2,027	507
Community	23,395	34,214	10,820	45,619	38,026	14,632
Emergency Reponse Team - Integrated	63,658	63,658	-	84,877	62,105	(1,553)
Front Counter	944	1,500	556	2,000	750	(194)
Identification	124,427	121,319	(3,108)	161,758	82,831	(41,596)
Integrated Homicide - Integrated	125,586	125,586	-	167,448	122,523	(3,063)
Police Dog Services - Integrated	93,263	93,263	-	124,351	90,989	(2,274)
Patrol	254,897	216,827	(38,070)	289,103	177,866	(77,031)
Traffic	4	1,217	1,213	1,623	278	274
Victim Services	8,645	16,182	7,537	21,576	1,814	(6,831)
Community Action Team	1,244	7,391	6,147	9,854	2,684	1,440
Vehicles	402,522	413,207	10,685	550,943	392,426	(10,096)
Total Operating Expenses	2,349,938	2,386,571	36,633	3,182,094	1,970,101	(379,837)
Total Expenses	9,565,319	10,192,837	627,517	13,590,449	9,057,853	(507,466)
Net impact	\$ 9,021,845	\$ 9,582,765	\$ 560,921	\$ 12,777,021	\$ 8,532,636	\$ (489,209)

* These financial statements have been adjusted to include estimates for significant accruals and prepaid amounts.

Notes:

[1] Traffic fine revenue of \$476,516 was received at the end of June (budget was \$565,974), resulting in a shortfall of \$89,458 for the year which is \$67,094 pro-rated to the end of September. Traffic fine revenue distributions to all jurisdictions were down a similar amount as the traffic fine revenues that were distributed in 2022 were collected during the period April 1, 2020 to March 31, 2021 and were likely impacted by COVID-19.

[2] Revenue from Tenant - currently tenant spot will soon be renovated in Police building (this is a recovery of building costs) but RCMP have signed a lease with the City and have started paying rent on May 1st.

[3] Member salary savings primarily due to members at pay steps below 1st class constable rank, vacancies earlier in the year, several members on WCB and members using banked overtime offset by higher overtime costs and acting pay costs. A portion of the salary variance savings is offset with higher costs in Major Crime due to NWPDP fulfilling the PSS role temporarily to end of May (incurred expense to NWPDP vs. salary costs).

[4] Civilian salary savings due to lower guard wages as well as additional hours included in 2022 budget for HR and IT (HR hours implemented starting in September but IT hours haven't been implemented yet).

[5] Administration is under budget due to lower spending to date on internal audit, board expenses, DEMS, software, equipment maintenance and legal expenses.

[6] Major Crime costs higher than budgeted due to PMPD filling our Professional Standards position with a member from NWPDP which we pay for from operating expenses - this is a temporary solution due to our staffing shortages (arrangement ended as of end of May). This expense is offset by savings in Salaries.

[7] Civic Building - janitorial costs higher due to extra COVID-19 cleaning protocols still in place as well as minor repairs not covered under our contract with the City.

[8] Identification costs are higher than the prior year as PMPD joined the Integrated Forensic Identification Team in April 2021 so operating expenses related to the Integrated teams weren't incurred until April 2021 when we joined the team.

[9] Patrol expenses higher than budget due to increased uniform and recruiting costs which is partially offset by lower Firearms and Training costs. Patrol expenses higher than in the prior year due to more spending on recruiting and uniforms which is a result of a number of member positions that have been filled in early 2022 as well as increase in uniform costs.

[10] Vehicles costs slightly lower than budget due to savings on vehicle insurance which is partially offset by higher fuel and maintenance costs for the vehicles.

October 6, 2022

The Honourable Mike Farnworth
Minister of Public Safety and Solicitor General
P.O. Box 9010 Stn Prov Govt
Victoria, BC V8W 9E2
Email: PSSG.Minister@gov.bc.ca

Re: 911 Service Delivery in B.C.

Dear Minister Farnworth,

On behalf of the Union of B.C. Municipalities (UBCM), I am writing to request that the provincial government assume greater responsibility for emergency communications in British Columbia. As part of this request, UBCM is recommending that the Province work with local governments and other key stakeholders to implement much-needed changes to support 911 service delivery. These changes should include the following:

- Creation of a provincial 911 governance model, with local government representation, to address policy and service standard issues;
- Development of consistent 911 service standards, without increasing service costs for local governments; as well as guidance for police, fire and ambulance call takers across B.C.;
- Development of a provincial strategy for the modernization of 911 services, including opportunities to best utilize Next Generation 911 technology; and,
- Implementation of a 911 call answer levy on cellular devices, to address current and future financial challenges associated with the delivery of 911 services.

The increasing frequency and severity of disasters, 911 service disruptions earlier this year, and growing annual call volume have all highlighted system vulnerabilities and emphasized the importance of a resilient and reliable emergency communications system. Stronger provincial leadership and implementation of the proposed reforms would help address many ongoing issues, while putting British Columbia in a better position to take advantage of Next Generation 911 capabilities.

The development of a funding mechanism will help B.C. move towards a sustainable service delivery model where new costs are not transferred to local taxpayers. UBCM has repeatedly sought for the implementation of a call answer levy on cellular devices, including a request that all associated revenue be administered by an

independent body. Last month, UBCM's members endorsed a resolution re-iterating the need for a 911 funding mechanism, as well as governance and operational reforms to help modernize and improve service delivery.

Modernization of the emergency communications system will also be critical to effectively respond to broader issues across B.C. For example, the Special Committee on Reforming the Police Act has recommended that, as part of a continuum of response to mental health, addictions and other complex social issues, the Province integrate mental health within 911 call options. UBCM, in its formal response to this report, is supportive of this recommendation.

UBCM has long supported improvements to 911 service delivery, including through participation on a 2019 provincial steering committee and prior work to advance a call answer levy on cellular devices. The upcoming deadline to implement Next Generation 911 and recent events have accelerated the need for improvements to the current framework. It is important for the Province to take a greater leadership role, and work with local governments and other stakeholders to address new and ongoing challenges related to 911 service delivery.

I thank you for considering UBCM's recommendations, and look forward to your response.

Sincerely



Jen Ford
UBCM President

cc: *Douglas Scott, Deputy Solicitor General, Ministry of Public Safety and Solicitor General*

David Pilling, A/ Executive Director, Municipal Police Governance & Oversight, Ministry of Public Safety and Solicitor General

Oliver Grüter-Andrew, President and Chief Executive Officer, E-Comm 911

Jasmine Bradley, Executive Director of Communications & Public Affairs, E-Comm 911

October 19, 2022
Ref: 634961

Chairs of Municipal Police Boards
Chair of SCBCTAPS Board
Chair of Stl'atl'imx Tribal Police Services Board
Chief Constables of Municipal Police Departments
Chief Officer of SCBCTA Police Service
Chief Officer of Stl'atl'imx Tribal Police Service
Deputy Commissioner, Commanding Officer, RCMP "E" Division

Dear Sirs/Madams:

Re: Request for Law Enforcement Policies and Procedures Related to Civil Disobedience

The Policing and Security Branch (PSB) is responsible for a number of activities pertaining to government's management of civil disobedience throughout the Province, including the provision of situational awareness across impacted agencies; regular briefings to senior officials; and ongoing engagement and collaboration with law enforcement, including the Royal Canadian Mounted Police (RCMP) and municipal police departments. As you are aware, there have been a number of high-profile protests related to the natural resources sector and in opposition to COVID-19 mandates. These protests have provided PSB an opportunity to review and enhance our response to better serve British Columbians.

In late 2021, the Deputy Minister to the Premier provided direction to the Ministry of Public Safety and Solicitor General and the Ministry of the Attorney General, in addition to other interested stakeholders, to develop options for a new model of managing civil disobedience across the Province. In response, PSB is exploring strategies to enhance government's understanding and management of unlawful protests. As part of this work, PSB will be initiating a review of existing police policies and training related to civil disobedience to help inform potential areas for improvement and to identify where support could be provided moving forward.

To help inform this review, I am seeking your collaboration in the sharing of information pertaining to your agency's policies and procedures, directives, training materials, or other guidance documents relevant to civil disobedience, large public events, or protests. In particular, PSB is interested in reviewing:

.../2

- Identification of courses and training materials your agency is able to share. This may include collective exercises with other professions (e.g., fire, ambulance, etc.), as well as training delivered to specialized teams responding to civil disobedience;
- Guidance documents with recommended best practices for policing at protests; and
- Policies or resources your police agency has on civil disobedience, protests, crowd control, or any other relevant topics.

It would be of assistance if you could please provide the requested information for your organization by **October 31, 2022**, to:

Evelyn Kalman
Senior Program Manager, Serious and Organized Crime Division
Policing and Security Branch
Phone: 236-478-1622
Email: Evelyn.Kalman@gov.bc.ca

Ms. Kalman is the project lead and can be contacted for further information on this work.

Thank you in advance for your cooperation and ongoing assistance in this important work.

Regards,



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

pc: Brian Sims, Executive Director, Serious and Organized Crime Division
Evelyn Kalman, Senior Program Manager, Serious and Organized Crime Division

To: PMPD Info <Info@portmoodypolice.com>
Subject: Request for Police Board Representatives

This email is intended for the Police Board

Researcher: Karen Hira

Contact: karenhira1@gmail.com; 250-884-5394

Research Title: Policing, Leadership, and Diversity: A Provincial Case Study

Good morning,

My name is Karen Hira and I am a second year PhD student at the University of Victoria. I am writing to you to request your board's participation in my research study: Policing, Leadership, and Diversity: A Provincial Case Study.

This case study seeks to explore how a lack of diversity at the police leadership and governance level and lack of inclusion within wider police processes and culture of non-RCMP municipal police departments in British Columbia produce racial inequality and thus, create the necessary conditions to mitigate structural changes to policing.

I am seeking your support to collect:

1. Any internal or external data collection (raw de-identified or aggregate data and results) pertaining to the collection of demographic data (sex, ethnicity/race, age, etc.) of the police department and/or police board over the past 20 years

2. All current board policy related to:

- Recruitment
- Selection
- Diversity
- Inclusion

Additionally, I would be interested to set-up an interview with past/current BIPOC (Black, Indigenous, People of Color) personnel from your Board to identify challenges related to obtaining diversity related information and initiatives that have been implemented. Interviews will take approximately 45-60 minutes to complete and a second/follow-up interview can be arranged if needed. While participation is voluntary, your assistance is essential if this research is to be used to provide accurate future recommendations. Additional information about the interview process is below.

Consent and Ethics: All individuals who wish to participate in this interview will be required to provide written and informed consent. This interview guide has been reviewed and approved by the University of Victoria Ethics Board.

Target Population: Any past or current or former BIPOC Board member of a non-RCMP municipal police department.

Use of Information Collected: Information collected in this interview will be used to:

- Assist in filling current gaps in literature related to demographic data, leadership trends, diversity and inclusion, and experiences of BIPOC in policing and police governance;
- Provide a snapshot of comparative agencies (all municipal, all non-RCMP contracted, all in B.C.) over a 20-year period to identify trends;
- Combine and expand on methods used in previous studies; and
- Develop a provincial case study of B.C. to support the development of a provincial action plan.

Dissemination of Information Collected: Evaluation findings will be disseminated publicly via journal and/or book publication. Findings will also be disseminated to the Ministry of Public Safety and Solicitor General in a reader friendly format (brief report with infographics).

Power-over Considerations: Current or future employment with a police agency will not be affected in any way, whether individuals choose to participate or not.

Protection of Confidentiality and Anonymity: Participants will be anonymous in the dissemination of results. The interview is completely voluntary and confidential, and no police agency will know who participated in the interview and who did not - unless the participant discloses to the agency on their own accord.

If you have any questions or wish to participate, please do not hesitate to contact me or my supervisor directly.

Supervisor:

Dr. Kim Speers

250.721.8057

kspeers@uvic.ca

October 13, 2022

Chief Constable Dave Fleugel
Port Moody Police Department
3051 St. Johns Street
Port Moody, BC V3H 2C4

Dear Chief Constable Fleugel:

Re: Letter of Appreciation for the Port Moody Police Department

On behalf of the Port Moody Police Board (PMPB), please accept this letter as a show of our appreciation and to convey our sincere thanks to the entire Port Moody Police Department (PMPD).

On September 12th, PMPD Senior Management Team presented to the Board a brief summary of department's key accomplishments and status of the four major objectives for the calendar year 2021 as a part of the PMPD's 2021 - 2023 Strategic Plan commitments. The Board was impressed to learn that almost 100% of all action plans, due by the end of 2021, were successfully completed in spite of the fact that it was a very challenging year due to the COVID pandemic and also a shortage of staff due to attrition. The Board appreciates that each and every member of PMPD has made valuable contributions and worked hard to accomplish all the deliverables for 2021 under the four key Strategic Plan Objectives:

- **Evolving Police;**
- **Service Excellence;**
- **Engage Our People; and**
- **Strengthen Technology and Policy.**

All four objectives are aimed at serving and protecting the community of Port Moody with excellence.

As a result of dedication, diligence, and expertise of the PMPD, Port Moody is today one of the safest communities in Metro Vancouver. During 2021, in spite of all the challenges and COVID related stresses, our police department has further improved the safety and security of our community. Let me highlight a few statistics to make my point. Compared to 2020, Port Moody has experienced the following at the end of 2021:

- **Auto theft has declined 8%;**
- **Break and entry rate has declined by 17%;**
- **Property crime has declined by 5%;**
- **Crime rate against person has stayed almost the same;**
- **Crime Severity Rate Index for Port Moody is 37.8 compared to 92.9 for all of B.C. and 73.7 for all of Canada.**

These are outstanding achievements and yet the per capita cost for PMPD is 2% less than the average per capita cost of policing in 11 Municipal Police Services around BC.

We would also like to point out that it is not only the PMPB that is appreciative of PMPD's service excellence; the whole community of Port Moody recognizes our police department's contribution to the safety and security of our community. In a recent community survey conducted by the City of Port Moody, it was confirmed that Citizen Satisfaction Rate for PMPD is 95% among community members surveyed by phone and 82% among community members surveyed via on-line; the second highest among all services provided by the city.

In conclusion, the Port Moody Police Board and the community as a whole are proud and grateful to our Police Department for its continued service excellence.

Sincerely,

Port Moody Police Board

November 4, 2022

Attention: Chief David Fleugel
Port Moody Police Department
3051 St. Johns Street
Port Moody, British Columbia
V3H 2C4

cc: Constable Sam Zacharias
Sergeant Fraser Renard

Re: Tweet-Along with Constable Sam Zacharias

Dear Chief Fleugel,

I would like to thank you for facilitating my tweet-along with Cst. Sam Zacharias on October 28, 2022. I thoroughly enjoyed riding with him and sharing his activities with the Twitter community.

The public's reception to our event was overwhelmingly positive. Our tweets promoted important discussions about the intersections between research and practice and received more than 60,000 impressions and 10,000 engagements.

Cst. Zacharias is deeply committed to community policing. His enthusiasm for his work and his pride in your organization are both contagious. He approaches policing with passion, purpose, and professionalism.

I look forward to our continued conversation and collaboration.

Please let me know if you have any questions.

Sincerely,



Rylan Simpson, Ph.D.

Assistant Professor
School of Criminology
Simon Fraser University
8888 University Drive
Burnaby, British Columbia
V5A 1S6

Phone: 778-782-7081 (B) | 604-996-1613 (C)

E-mail: rylan_simpson@sfu.ca

Twitter: [@rylan_simpson](https://twitter.com/rylan_simpson)

Website: <http://www.rylansimpson.com>

From: noreply@esolutionsgroup.ca <noreply@esolutionsgroup.ca>

Sent: Thursday, October 20, 2022 4:12 PM

To: Jill Cochran <JCochran@portmoody.ca>

Subject: New Response Completed for Compliments and Complaints

CAUTION - EXTERNAL EMAIL: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. If you feel this email is malicious or a scam, report it with the Report Message button in Outlook.

Hello,

Please note the following response to Compliments and Complaints has been submitted at Thursday October 20th 2022 4:10 PM with reference number 2022-10-20-012.

- **Please provide your comments and relevant specific details (e.g. date, time, location, service details, etc.). We will try to respond to your feedback within one working day.**

Hi there,

I am writing in to say what how great the Port Moody Police are.

I have have had many interactions with the officers both in and outside of the Police station in the past 3 years, and every time I have been so impressed with how professional, polite and helpful they have been.

I have lived in many Cities in Europe, America and South Africa, and have to say that I have never experienced such consistently exemplary service and help.

I wanted to let you know because I know that problems or complaints are often reported, but compliments not so often.

- **Would you like to be contacted for follow up?**

No

[This is an automated email notification -- please do not respond]