

PORT MOODY POLICE BOARD Regular Meeting AGENDA

DRAFT

Date:	September 12, 2022
Location	Virtual via Zoom
	https://us06web.zoom.us/j/83910022880?pwd=VjdYTFN2dVRJNWVVN0d1dVovMXBJUT09
	Port Moody. BC - 5:00 pm

*Indicates Attachment

1. CALL TO ORDER

ACKNOWLEDGEMENT: Port Moody Police Board meets on the traditional territory of k^wik^wəÅəm (Kwikwetlem), which lies within the shared territories of the Səlílwətał (Tsleil-Waututh), sqʾəċiyʾaʔłtəməx^w (Katzie), x^wməðkwəyʾəm (Musqueam), qiqéyt (Qayqayt), S<u>kwx</u>wú7mesh Úxwumixw (Squamish), and 'stɔːloʊ (Sto:lo) nations.

- 2. ADOPTION OF AGENDA*
 - THAT the Agenda for the Regular Police Board meeting of 12 September 2022 be adopted.

3. APPROVAL OF MINUTES*

- THAT the Minutes of the 04 July 2022 Regular Police Board meeting be approved.
- 4. DELEGATIONS/PRESENTATIONS
 - Presentation: Vienna Lam, Crime Analyst 2022 Strategic Plan Progress Report*

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 September 2022: 2021 2023 Strategic Plan Status Report be received for information.
- 6. NEW BUSINESS
 - 6.1 October 2022 Police Board meeting date (C Cst. Fleugel)
 - For discussion and decision
 - 6.2 Port Moody Police Board size and composition (Governance Committee)
 - For discussion and decision

- 7. REPORTS FROM COMMITTEE
 - 7.1 Governance Committee
 - This report is In Camera this month
 - 7.2 Finance Committee*
 - THAT the September 2022 Finance Committee Report be received for information.
 - 7.3 Human Resource Committee No report this month.
- 8. INFORMATION ITEMS*
 - *8.1* Correspondence received: Ref: 633618 Ministry of Public Safety; PSB: *Training Requirements in BC Provincial Policing Standards coming into effect;*
 - 8.2 Thank you received: BCAPB Conference sponsorship
 - 8.3 Appreciation received
- 9. PUBLIC INPUT
- 10. ADJOURNMENT

		PORT MOODY POLICE BOARD REGULAR MEETING MINUTES Monday, July 4, 2022 5:00 pm rd Floor EOC, Public Safety Building 051 St. Johns Street, Port Moody, BC
		Minutes of the PORT MOODY POLICE BOARD Regular Meeting held 04 July 2022, Port Moody, British Columbia
PRESENT:		Mayor Rob Vagramov Chloe Goodison Shahid Hussain Olga Kuznyetsova Manjit Nijjar Darren Radford
REGRETS:		David Fox. Kim Tsok
STAFF:		C/Cst. Dave Fleugel, DC Cst. Leslie Stevens, Insp. Manj Kaila, Insp. Travis Carroll, Shane Archibald
		Rhonda Doig, Recording Secretary
GUESTS		One member of the public.
		Prior to the meeting being called to order, new Port Moody Police Board provincial Police Board member appointees Ms. Olga Kuznyetsova and Mr. Darren Radford affirmed the Oath of Office, overseen by Chief Constable Fleugel.
CALL TO ORDER	1.	CALL TO ORDER
		Mayor Vagramov called the meeting to order at 5:00 pm.
AGENDA for	2	ADOPTION OF THE AGENDA
04 July 2022		Moved. Seconded and Carried.
		THAT the Agenda for the Regular Meeting of the Port Moody Police Board held on 04 July 2022 be adopted.
Minutes of the	3.	APPROVAL OF MINUTES
REGULAR MEETING held 06 June 2022		Moved. Seconded and Carried.
		THAT Regular Meeting minutes of 06 June 2022 be approved.
DELEGATIONS/	4.	DELEGATIONS/PRESENTATIONS
PRESENTATIONS		No delegations and/or presentations this month.

STANDING ITEMS/UNFINISHED BUSINESS	5.	STANDING ITEMS/UNFINISHED BUSINESS		
Community Concerns/ Considerations	5.1	Community Concerns/Considerations		
Considerations		Insp. Kaila provided a recap of the Golden Spike Days event held over the July 1 st weekend. Over 40,000 attendees were expected over the 3-day event. There were a few calls generated from the park but no issues to report. Overall, the event was a success.		
		Mayor Vagramov enquired about a recent vehicle incident he witnessed on Heritage Mountain. No details provided.		
		Moved. Seconded and Carried.		
		THAT the community concerns/considerations be received for information.		
2021 – 2023 Strategic Plan Action Item Status	5.2	2021 – 2023 Strategic Plan Action Item Status Report		
Report		C Cst. provided a brief overview of the Strategic Plan for the new Board Members information and that the monthly dashboard is provided to keep the Board up to date on the progress being made on the various Strategic Plan action items. As the plan is approaching the halfway mark, a report including Key Performance Indicators will be presented in September.		
		Mr. Hussain asked how many Policies that are considered high priority are to be reviewed and approved by the end of the year. Shane Archibald indicated that there are the Use of Force policies plus approximately a dozen more that are high priority.		
		Moved. Seconded and Carried.		
		THAT the 2021 – 2023 Strategic Plan Status Report be received for information.		
NEW BUSINESS	6.0	NEW BUSINESS		
2022 Canadian Association of Police	6.1	2022 CAPG Conference		
Governance (CAPG) Conference		CAPG annual request for Conference support was received for consideration and decision.		
		Moved. Seconded and Carried.		
		THAT the Port Moody Police Board approves the sponsorship amount of \$500 – Peer Level – for the 2022 CAPG Conference.		

REPORTS FROM COMMITTEE	7.	REPORTS FROM COMMITTEE	
GOVERNANCE 7.1 COMMITTEE REPORT		Governance Committee	
		The July 2022 Governance Committee Report was an In-Camera meeting item this month.	
FINANCE COMMITTEE REPORT	7.2	Finance Committee	
REPORT		The June 2022 Finance Committee Report was reviewed by committee member, Manjit Nijjar. The Year to Date statement as of May 31 st , 2022 was included in the package for information and reports a continued surplus of \$343K primarily driven by wages, partially offset by higher operating costs. The Department is short in revenue partially due to the loss in Traffic Revenue. PMPD received less in Traffic Revenue than was budgeted this year.	
		Moved. Seconded and Carried.	
		THAT the July 2022 Finance Committee Report be received.	
HUMAN RESOURCE COMMITTEE	7.3	Human Resource Committee	
COMMITTEE		The June 2022 Human Resources Committee report was an In- Camera meeting item this month.	
INFORMATION ITEMS	8.	INFORMATION ITEM(S)	
		Moved. Seconded and Carried.	
		THAT the Information Item(s) for June 2022 be received.	
		8.1 Lower Mainland District Integrated Team 2021 Annual	
		Report; 8.2 E-Comm 9-1-1 2021 Annual Report and 2021 Financial Statements;	
		8.3 Correspondence received; Ref: 631866 BC Policing and Security Branch Re: Criminal Record/Police Information Checks;	
		8.4 OIC 312-2022: Order in Council: Appointment of Ms. Kuznyetsova and Mr. Radford. Reappointment of Ms. Owens-Goodison and Mr. Hussain to the Port Moody Police Board.	
		Discussion ensued regarding E-Comm.	
		Moved. Seconded and Carried.	
		THAT the Port Moody Police Board approves the addition of a 9-1-1 Cellular Phone Levy as an issue of advocacy.	

PUBLIC INPUT	9.	PUBLIC INPUT
		C Cst. Fleugel provided an introduction of staff members present at the meeting for public information.
ADJOURNMENT	10.	ADJOURNMENT
		Meeting adjourned at 5:22 pm
NEXT MEETING DATE	11.	NEXT MEETING DATE
		The next Regular Meeting: <u>Monday, Sept. 12, 2022: 5:00 pm</u> , TBD via Zoom OR 3 rd Floor EOC Port Moody Public Safety Building 3051 St. Johns Street, Port Moody, BC

Rob Vagramov, Chair

Rhonda Doig, Recording Secretary



PORT MOODY POLICE DEPARTMENT

STRATEGIC PLAN Progress Report Part 1

2022

Port Moody Police Department Public Safety Building 3051 St. Johns Street Port Moody, BC V3H 2C4

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OBJECTIVE 1

Evolve Policing

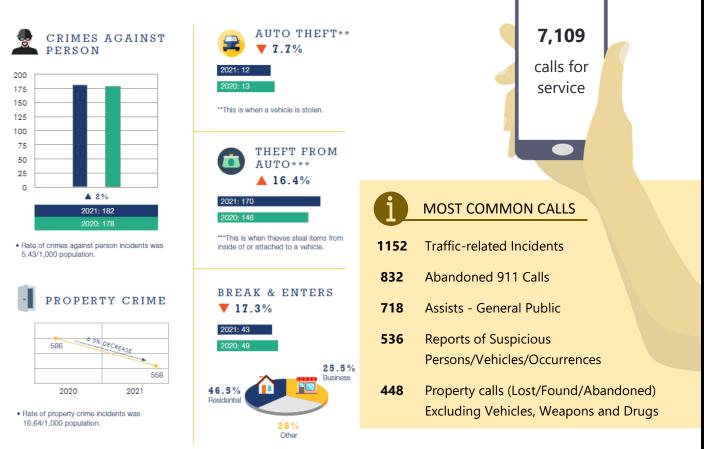
To meet the demands of a diverse and growing population, the Port Moody Police Department has endeavoured to evolve policing to meet the needs of our growing community. This includes being responsive to changes in our cultural landscape, as well as taking proactive approaches to improving policing standards.

469 calls were

emergencies in progress!

Crime Rates

Why do numbers sometimes change? Retrospective statistics are updated annually to account for changes due to final outcomes of investigations, delayed reporting of historical crimes, updates to data gathering methodologies, and changes to legal classifications of offences (e.g., decriminalization of cannabis or introduction of new cybercrime laws).



What do these numbers include?

Crimes Against Person includes child-related offences, assaults, harassment, kidnapping, murder and murder attempts, robbery, and utter threats. Property Crime includes autotheft, thefts, break & enter, arson, property lost (reported). Auto theft refers to all thefts of vehicles, including cars, trucks, and motorcycles. Theft from auto refers to all thefts from a vehicle, and not the vehicle itself.

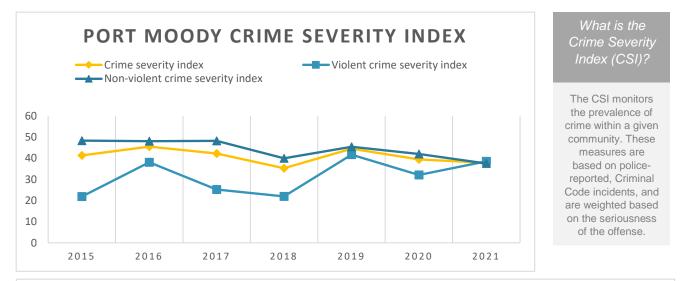
For more details, see Port Moody Police Department's 2021 Community Report. http://portmoodypolice.ca/about/annual-report/

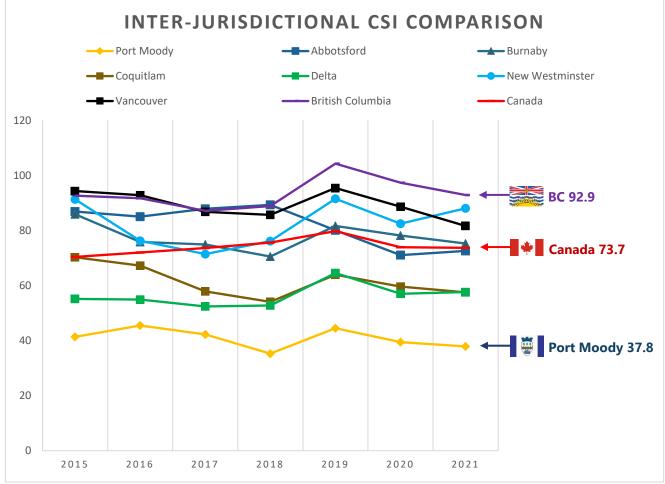
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Crime Severity Index

Port Moody has continued to rank as one of the safest cities in British Columbia,

based on the Crime Severity Index and weighted clearance rates among Canadiaan provinces, territories and census metropolitan areas. In 2021, Canada as a whole saw a decrease in CSI by -0.30% (73.68) compared to the previous year, whereas Port Moody scored decreased by -4.0% and maintains a appreciatively low score of 37.8 CSI. Port Moody boasts the lowest score and one of the most improved compared to all surrounding cities.





References

Statistics Canada. Table 35-10-0063-01. Crime severity index and weighted clearance rates, police services in British Columbia.

Statistics Canada. Table 35-10-0026-01. Crime severity index and weighted clearance rates, Canada, provinces, territories and Census Metropolitan Areas.



OBJECTIVE 2

Service Excellence

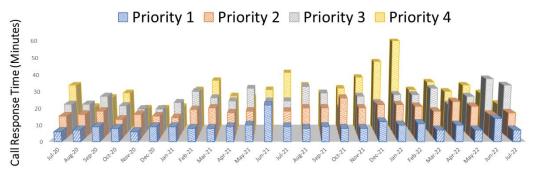
Being responsive starts with understanding what is most important to members of our community. As frontline service providers, we endeavour to improve call response rates. PMPD has also established an annual survey that we will use to identify what the community wants us to prioritize, receive direct feedback, and evaluate public satisfaction..

Call Response

The geography of Port Moody, the relatively small number of calls for service and the optimally located Public Safety Building enables rapid deployment of members to all calls.



Priority one calls trigger an immediate response with lower priority calls rarely "stacked" and also responded to quickly. Response may be delayed in rare instances where multiple incidents occur at the same time; however, non-emergency call queues at ECOMM and delayed dispatching account for the most significant source of slower "response" by PMPD. Some Priority one calls (e.g., Missing Persons) will present as a delayed response. Overall, the high standard of response times to priority calls continues to be maintained.



Monthly Average per call type from July 2020 - July 2022

Public Satisfaction & Community Feedback

Three data sources were triangulated to help assess public satisfaction of PMPD services and how we can meet community needs.

- Port Moody Police Department's Community Survey (2022)
- Port Moody City's Citizen Survey (2022)
- Age-Friendly Assessment Community Action Plan (2020-2030)

PART ONE PMPD's Community Survey PMPD 4.2 Average Stars ur pose Understand perceptions of crime and safety Identify community concerns Gather feedback and sentiments We want to hear from you! This survey was advertised in person through a billboard, Port Moody Recreation Centre, Rocky Point Park, City Hall and Library,

Visit portmoodypolice.com next May for your say!

as well as digitally through community partners and social media.

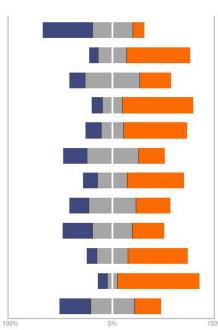
Community Concerns

Participant's Priority Ratings

Medium

Low

High



Bicycle theft Mental health concerns Damage to or theft from vehicles **Domestic violence** Drug crimes Damage to property (incl. graffiti, vandalism) Traffic offences (speeding, failing to stop, reckless driving, impaired/distracted driving) Theft of vehicle (auto theft) Homelessness & vagrancy

Break and enter

Violence crime (gang activity, homicides, and sexual assault)

Fraud

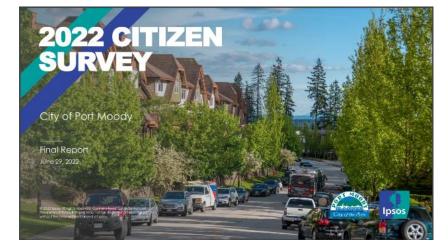
Open Feedback Priorities

Traffic Enforcement (21) Specific Crimes (18) School &/ Youth-related Support (12) Increase Police Visibility (5) Mental Health Focus (5)



PART TWO

Port Moody City's 2022 Citizen Survey

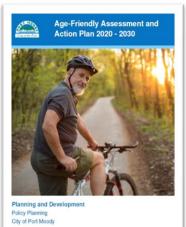


A total of 400 participants shared their feedback on Port Moody's governance and services during the summer of 2022.



Port Moody Police ranked second highest for citizen satisfaction among both telephone and online respondents (95% and 82% respectively).

PART THREE



PMPD is committed to growing with our community. In light of the three action items outlined by the Age-Friendly Assessment (<u>Link</u>), we have taken steps to address each goal to better support the seniors within our community.

Age-Friendly Assessment Community Action Plan



PMPD partnered with the Alzheimer Society of B.C. to deliver dementia awareness-training to police and frontline staff.

PMPD hosted community safety workshops for seniors and will continue to improve programming.



Port Moody Public Safety Building public washrooms are senior-friendly, with grab bars and grips for improved accessibility.

The Port Moody Public Safety Building parking stalls closest to the entrance are now been designated for those with mobility difficulties.



Strategic Plan Action Items

Dated action items were identified as additional key performance indicators (KPIs) as a means of helping us achieve our objectives. See the Port Moody Police Department's Strategic Plan for more information.

ACTION ITEM #1

EVOLVE POLICING

The Port Moody Police Department commits to evolve the delivery of policing services to meet the changing needs and expectations of the community.

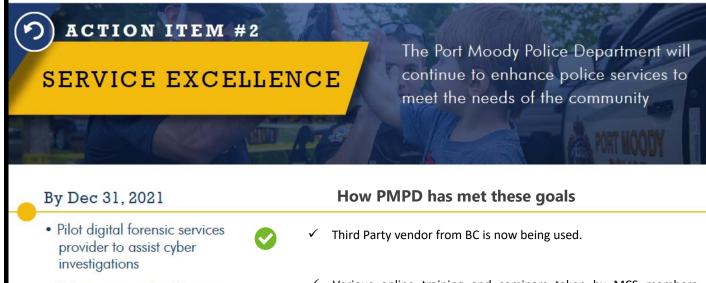
By Dec 31, 2021

- Engage local and provincial health organizations through the Fraser Health 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

How PMPD has met these goals

- MOU allowing for coordinated work with Fraser Health (TriCities Car 67 program) is in place.
- \checkmark Police help-line with FH Psych nurse is in place.
- Regular connection and communication with TriCities Mental Health Unit for assistance with Outreach opportunities.
- Youth Liaison and PMPD Management maintains a strong relationships with SD43 Administration.
- ✓ Youth Liaison regularly participates in school activities, including fitness programs with students.
- The Youth Liaison focusses on connection with youth outside of formal uniform enforcement and may deploy in plain clothes.
- ✓ The Youth Liaison utilizes a partially unmarked police vehicle to reduce anxiety.





- Enhance specialized training of members assigned to investigate online crimes targeting children
- Identify methods to improve road safety and address related community concerns

 Develop and propose an internal audit framework for Board Review

- ✓ Various online training and seminars taken by MCS members focussing on online exploitation, child luring and case studies.
- ✓ Sgt in Major Crime attended the Canadian Police College for training as a Team Commander.
- ✓ S/Sgt IC Operations and Traffic coordinator participate in regular Traffic Review and Coordination Working Group (TRAC) meetings with City of Port Moody.
- ✓ Regular deployment of the Speed Watch Trailer and Black Cat speed detection device.
- ✓ Two members currently assigned to Integrated Road Safety Unit.
- ✓ Open Traffic coordinator position has been filled.
- ✓ A request has been made for Police Services to fund an Automatic License Plate reader for Traffic Section deployment. No ETA.
- ✓ PWC created a Risk Management framework and multiple risks identified
- Six to eight risk selected as priorities by the Senior Management Team
- ✓ Risk Mitigation strategies to be developed and updated to the Police Board.
- Annual Risk Management workshop to be scheduled to re-examine identified risks and identify changes.

Thanks to Cst. Sam Zacharias, Community and Media Relations Officer, we have also greatly improved our social media presence. 136 Updates 2,900 Followers 99 Posts 194 Tweets 2.400 Followers 12,600 Followers **20** Volunteers 38 Community Events, Talks and Presentations (volunteer hours suspended for the year due to COVID-19) @PortMoodyPD @ChiefFleugel @pmpd vsu youtube.com/portmoodypd

TO SERVE AND PROTECT THE COMMUNITY OF

PORT MOODY WITH EXCELLENCE

Part 2



OBJECTIVE 3

Engage our People

PMPD is able to maintain a competitive edge by investing in our staff, technology, and policy development. Leading with a growth mindset, PMPD understands that the only way to meet present day needs is to modernize policing services.

Staff Engagement

PMPD's ability to keep our community safe is the direct result of the hard work and dedication of our members and staff for policing services. As such, PMPD prioritizes employee safety and well-being – especially during a global health crisis.

Career Development

- A new performance management and support plan process (PACE) was implemented increase employee engagement.
- Role-specific training was offered to improve employee skillsets.

Rapid Pandemic Response

- PPE and COVID-19 Rapid Antigen Tests available for all employees.
- Remote work and flexible shift options during the height of pandemic.
- Immediate adaptation of new safety protocols, including increased cleaning of all surfaces, designated work spaces, gym sign-ups, and implementation of virtual conferencing when possible.





PMPD is excited to introduce Jeannie Ziraldo, our new Human Resources Manager. Jeannie boasts over a combined 30 years of human resources experience. Jeannie will champion the effort to evaluate staff engagement and develop an action plan moving forward.



OBJECTIVE 4

Strengthen Technology & Policy

In direct response to the Digital Security Recommondations Report (2020), PMPD has developed its own internal communication services, improved data stewardship practices, and endeavoured to train our personnel. In an effort to become more environmentally sustainable, several improvements have also been made to our Public Safety Building.



Building Upgrades

Energy-efficient lighting and glass barriers (internal windows) were installed. Discussions with the city regarding electric charging stations are ongoing.



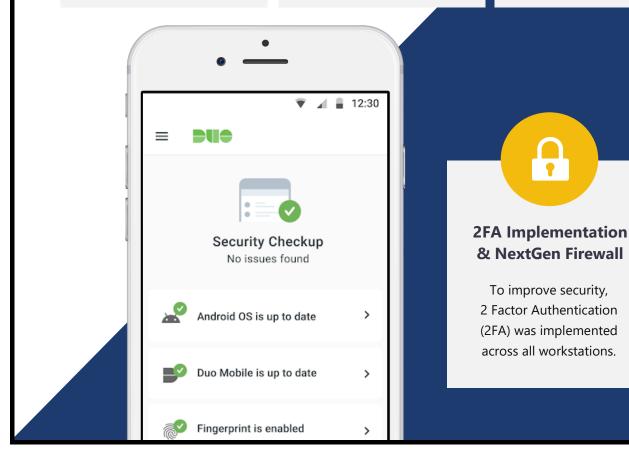
PMPD Intranet

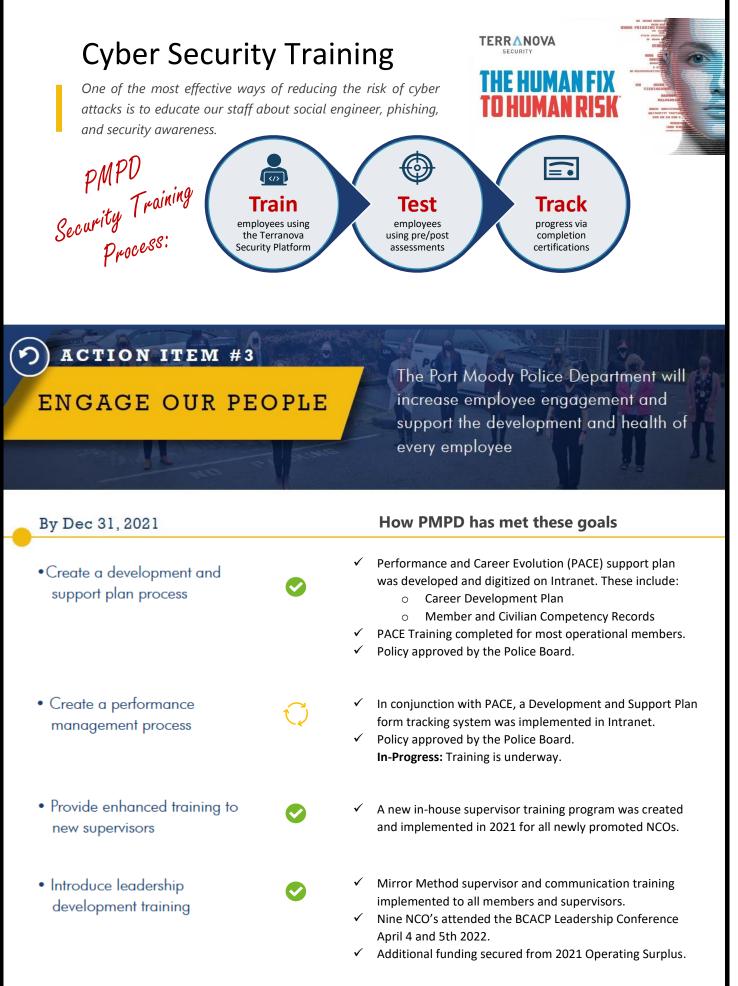
An Intranet was launched to improve internal communication. Features include a News Center, Knowledge Base (resource hub), and room booking services.

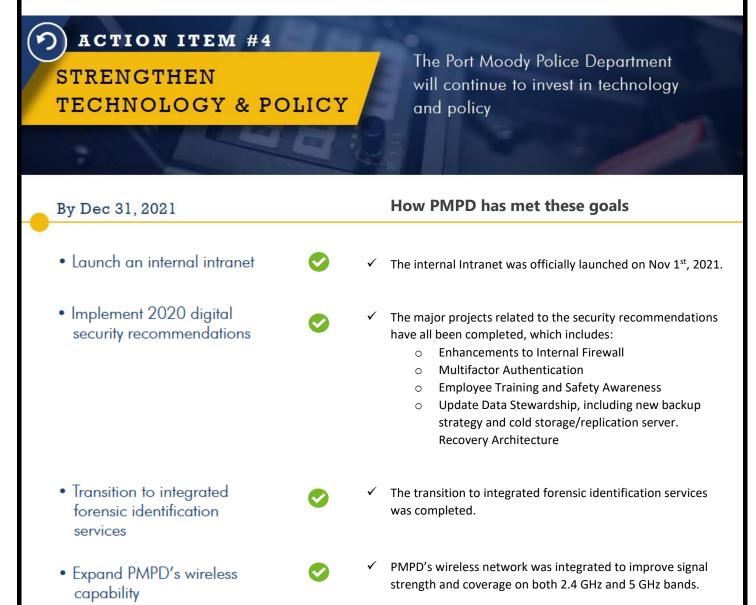


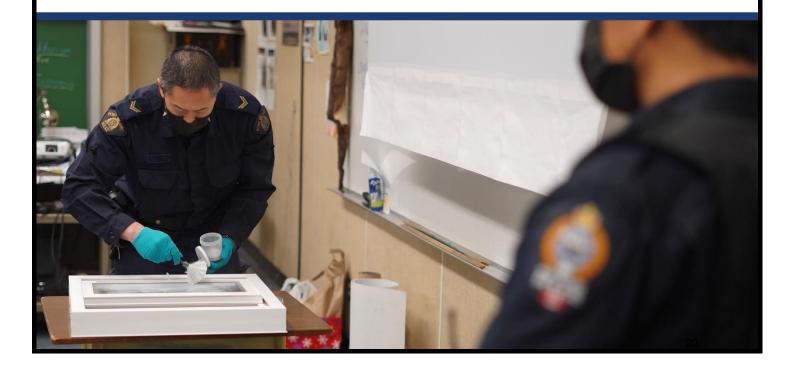
Improved Signal

A wireless network was integrated to improve signal strength and coverage on both 2.4 GHz and 5 GHz bands. Phone and video system updates were made.





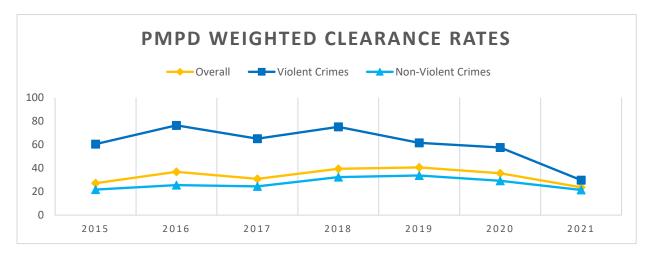




Crimes Solved

Weighted Clearance Rates are based on the idea that more serious, violence offenses should hold more weight than less serious crimes. Examples of violent crimes include homicides, assaults and burglaries, whereas non-violent crimes include vandalism, disturbing the peace, and minor theft.

True clearance rates tend to be <u>higher</u> than presented because there are many instances where an accused is identified but no charges are laid or charges are dropped. Below is Port Moody's weighted clearance rates (percentage solved) from 2015 to 2021.



Proactive Policing Programs

Crime prevention and deterence plays a big role in PMPD's strategy to combat crime and key contributors to why Port Moody continues to rank as one of the safest cities.

Major Proactive Policing Projects Include:

- Increased training on eTicketing software and machines.
 Onboarding for the RoadSafe BC traffic dashboard completed.
- 2. Garage 529 Bike Registration Partnership to deter bike thefts and improve efficiency of stolen bike returns.
- 3. Development and implementation of a Research Agreement program to promote intercollaborative efforts with local university partners.

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Financial Effectiveness and Efficiency

Municipal Police Departments are funded by the municipality. In British Columbia, there are 11 such departments. When conducting a rank comparison between the cheapest and most expensive costs per resident from the Police Resources in BC (2020) Report, Port Moody's police costs per capita falls exactly on the median (middle) compared to other municipal agencies and is cheaper than the average by \$8 (2%).

Average Cost per Capita	Port Moody Cost per Capita	Difference
\$357	\$349	-2.3%

Municipality	Population	Authorized Strength	Adjusted Strength	Pop. Per Officer	Total Costs	Cost per Capita
Victoria	113,430	249	249	456	\$60,149,374	\$530
Vancouver	698,946	1,348	1,348	519	\$333,352,791	\$477
Delta	112,259	194	197	569	\$41,313,691	\$368
West Vancouver	47,068	79	81	580	\$16,994,093	\$361
Abbotsford	161,708	213	220	735	\$57,007,747	\$353
Port Moody	35,156	52	53	661	\$12,268,461	\$349
Nelson City	11,557	18	18	642	\$3,928,767	\$340
New Westminster	82,590	113	115	716	\$26,082,910	\$316
Saanich	125,107	166	166	754	\$35,744,794	\$286
Central Saanich	18,353	23	23	798	\$5,108,122	\$278
Oak Bay	18,918	23	23	823	\$5,170,257	\$273

FINANCIAL SUMMARY

Financial Summary	2021	2020	% Change
Budget	\$12,201,220*	\$11,311,903	7.9%
Cost	\$11,842,317*	\$10,589,216	11.8%
Under Budget	\$358,9031	\$722,6871	

* The Police Budget and Actual for 2021 no longer includes the growth allocation from the City - this results in increased actual and budgeted costs of approximately \$487,000 in 2021.

¹ Primarily vacant positions

Authorized Strength	2021	2020	% Change
PMPD Sworn members	52	52	0%
PMPD Civilian members	17*	16*	6.3%
Total Positions	69	68	1.5%

*FTE=Full Time Equivalent

2020 Police Operations			
Salaries	\$9,441,357		
Non-salary expenses/vehicle expenses	\$2,400,960		



PORT MOODY POLICE DEPARTMENT

REPORT TO THE PORT MOODY POLICE BOARD

DATE:	September 8,	2022
DAIE.	September 0,	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. Action items for 2023 are now included.

Regards,

Insp Travis Carroll

Legend:

Completed -
In Progress / On track –
Slow / Expected Delay –
Critical Delay / Not Started –

Action Item #1 Evolve Policing:

Project	Remarks	Target Date	Status
Engage local and provincial	Completed	Dec 31 2021	
health organizations			Ch
through the Fraser Health			
Authority to request mental			<u> </u>
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	• Completed	Dec 31 2021	
Identify options for Tri-Cities Advisory Council to strengthen the voice of our diverse community	 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. 	Dec 31 2022	
Improve Restorative Justice practices in Port Moody	 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	 Funding for project approved from 2021 operating surplus. Deputy Chief Stevens is researching consultants. 	Dec 31 2022	ightarrow
Prepare for expected changes from the provincial government's reform of the Police Act.	Completed	Dec 31 2022	Ø
Complete body-worn camera impact assessment	Monitoring BWC programs in LMD.	Dec 31 2023	Not Started

Action Item #2 Service Excellence:

Project Remarks Target Date Status	Project	Remarks	Target Date	Status
------------------------------------	---------	---------	-------------	--------

Pilot digital forensic services provider to assist cyber investigations	Completed	Dec 31 2021	Ø
Enhance specialized training of members assigned to investigate online crimes targeting children	Completed	Dec 31 2021	Ø
Identify methods to improve road safety and address related community concerns	Completed	Dec 31 2021	
Develop and propose an internal audit framework for Board Review	Completed	Dec 31 2021	
Explore partnership with a Child and Youth Advocacy Centre to better serve child victims of crime	 Chief Constable sitting on a Provincial Committee on Child and Youth Advocacy. Discussion held with VPD on Regional action for a CYA center Discussions with Coquitlam RCMP regarding Tri-Cities CYA Center concept. 	Dec 31 2022	
Increase number of officers that have participated in phase two of trauma- informed practice training	 Online TIP training on-going Several specifically identified members have completed In-Person TIP training. Internal TIP Instructor career opportunity posted. 	Dec 31 2022	
Expand outreach activities online and in-person to engage with the community	 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. Ongoing. 	Dec 31 2022	
Explore dispatch options to increase effectiveness of police radio communications to met community needs now and in the future	Initial discussion started	Dec 31 2023	•

Action Item #3 Engage our People:

Project	Remarks	Target Date	Status
Create a development and support plan process	• Completed	Dec 31 2021	Ø
Create a performance management process	 Performance and Career Evolution (PACE) being rolled Policy approved by Police Board. Go live planned for Fall 2022 Awaiting Intranet form completion 	Dec 31 2021	\bigcirc
Provide enhanced Training to new supervisors	Completed	Dec 31 2021	
Introduce Leadership development training	Completed	Dec 31 2021	Ø
Complete an employee engagement survey, action recommendations, and set targets for future years	 PMPD working with City of Port Moody on their Employee Engagement strategy. Currently assessing options for internal survey 	Dec 31 2022	0
Expand support for workplace stress and employee trauma	 CISM has formed part of regular operating business. Clinical counselling is now included in Employee benefit plan. Action: Working with Worksafe BC and assessing best practices in this area. 	Dec 31 2022	
Expand annual psychological check-ins to civilian employees	 Civilians included in budget for annual psychological check-ins. 	Dec 31 2022	\bigcirc
100% of employees have a development plan	 PACE started on June 21 for sworn members Civilian competencies developed. Training scheduled for July 7 2022 	Dec 31 2022	\bigcirc
100% of employees participate in performance management	 PACE Development and Support Plan due to start in Fall 2022 for sworn members Civilian process being developed 	Dec 31 2022	\bigcirc
Evaluate the effectiveness of development and support plan process	Submissions expected Dec 1 2022	Dec 31 2023	Not started

Evaluate the effectiveness of performance management program	٠	Submissions expected Dec 1 2022	Dec 31 2023	Not started
Evaluate leadership development program	•	Not started	Dec 31 2023	Not started

Action Item #4 Strengthen Technology & Policy:

Project	Remarks	Target Date	Status
Launch an internal intranet	Completed	Dec 31 2021	Ø
Implement 2020 digital security recommendations	Completed	Dec 31 2021	
Transition to integrated forensic identification services	Completed	Dec 31 2021	Ø
Expand PMPD's wireless capability	Completed	Dec 31 2021	Ø
Establish Online crime reporting	 Examining other PD's online reporting processes. Examining interim processes Contacted Versaterm for one potential 	Dec 31 2022	
Complete policy renewal project	 High risk policies have been overhauled. New and urgent policies being developed. Low risk policies being renewed. Currently ongoing 	Dec 31 2022	\bigcirc
Prepare for digital evidence through PRIME and identify resources required	• DEMS costing inserted in 2022 budget.	Dec 31 2022	\bigcirc
Begin Digital disclosure to Crown Counsel Phase I	 MCS disclosure clerk has received enhanced training with VPD lead instructor MCS 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. 	Dec 31 2022	

	 Training of MCS members and Disclosure clerk is continuing with VPD. PMPD concerned about Phase 3 and may require further civilian resourcing to support implementation. Options being discussed to provide consistent training and Subject Matter experts to proceed to Training Patrol members in the Disclosure process. 		
Incorporate Pandemic learnings in the business continuity plan	 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	 Funding secured from 2021 Operating surplus to assess feasibility study of current and future PMPD needs. 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. 	Dec 31 2022	
Conduct a PMPD policy and technology review	Being planned for early 2023	Dec 31 2023	Not started
Begin digital disclosure to Crown Counsel Phase II	 Disclosure process for MCS has started. 	Dec 31 2023	
Establish funding for electric fleet infrastructure	• City electric fleet research in progress.	Dec 31 2023	Not started

Rhonda Doig

From:Mayor Rob Vagramov <RVagramov@portmoody.ca>Sent:August 24, 2022 1:05 PMTo:Shahid HussainCc:Police Board; David Fleugel; Rhonda DoigSubject:Re: Rules and Processes for Inviting an Additional Member to PMPB

Sounds good,

Rhonda pls add to agenda :)

- Mayor Rob City of Port Moody

facebook.com/PomoRob mayor@portmoody.ca 778 898 0ROB (0762)

On Jul 22, 2022, at 8:38 AM, Shahid Hussain <<u>Shahid.Hussain@portmoodypoliceboard.com</u>> wrote:

Hello Rob

Thanks for reaching out to Dave Pilling. His response clarifies our questions clearly. It seems there are no restrictions relating to trying to add another board member as long as we have a good rationale and also the board size doesn't have to be an odd or even number. I would suggest that we wait until the September board Meeting to pass a resolution if the board members are still supportive of the motion that we passed last month. July and August are vacation months for many people and it will be difficult to set up a virtual meeting. So, see you in September.

Shahid

From: Mayor Rob Vagramov <<u>RVagramov@portmoody.ca</u>> Sent: July 19, 2022 10:58 AM To: Shahid Hussain <<u>Shahid.Hussain@portmoodypoliceboard.com</u>> Cc: Police Board <<u>Board@portmoodypoliceboard.com</u>>; Dave Fleugel <<u>dfleugel@portmoodypolice.com</u>>; Rhonda Doig <<u>Rhonda.Doig@portmoodypolice.com</u>> Subject: Fwd: Rules and Processes for Inviting an Additional Member to PMPB

Shahid!

I've followed up on your previous email regarding expansion of our Board.

Just received a response to your/our questions, and I'm forwarding them below.

I would be happy to make this request formally on behalf of the Board as mentioned by Mr Pilling, and would appreciate a resolution to lean on. Perhaps we could do this at our next meeting in Sept, or we could call a social meeting to have this passed.

Hope this information is helpful!

- Mayor Rob City of Port Moody

facebook.com/PomoRob mayor@portmoody.ca 778 898 0ROB (0762)

Begin forwarded message:

From: "Pilling, David PSSG:EX" <<u>David.Pilling@gov.bc.ca</u>> Date: July 19, 2022 at 10:53:27 AM PDT To: Mayor Rob Vagramov <<u>RVagramov@portmoody.ca</u>> Cc: "Charlton, Katie A PSSG:EX" <<u>Katie.Charlton@gov.bc.ca</u>> Subject: RE: Rules and Processes for Inviting an Additional Member to PMPB

Hi Rob, I've answered your questions in RED below. Also, I'd can set up a quick call if you would like to discuss this further.

Thank you for reaching out. David David Pilling, LLB A/ Executive Director, Municipal Policing Governance & Oversight Policing and Security Branch | Ministry of Public Safety and Solicitor General David.Pilling@gov.bc.ca | Tel: 778-698-8375 | Cel: 250-208-3675

A safe, secure, just and resilient British Columbia

From: Mayor Rob Vagramov <<u>RVagramov@portmoody.ca</u>> Sent: Friday, July 15, 2022 11:33 AM To: Pilling, David PSSG:EX <<u>David.Pilling@gov.bc.ca</u>> Subject: Fwd: Rules and Processes for Inviting an Additional Member to PMPB

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi David,

I have a question arising from our Police Board regarding adding seats to the Board.

- Is this possible? Yes. Typically we ask the Chair to formally request an expansion of the board and the number of seats, supported by a brief rationale for doing so. We have done this with a few boards in the past 2-3 years as demands on boards increase. The request can be sent to me or the Director of Police Services, Wayne Rideout. Ultimately it is the Minister and the Lieutenant Governor In Council's decision, but if the rationale is sound, we have not seen any requests rejected recently.

- What is the maximum number? **S. 23 of the Police Act says the Province appoints up to seven members and council appoints 1.**

- Does a PB need to be odd numbers? There is no requirement for this.

- Are there any legislated limits? See above

Any additional thoughts you may have would be helpful.

Hope all is well!

- Mayor Rob City of Port Moody

facebook.com/PomoRob mayor@portmoody.ca 778 898 0ROB (0762)

This response is provided by Mayor Rob and may not reflect the City of Port Moody's official position or that of Council.

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COMMITTEE NAME:

Finance Committee

(ESTIMATED TIME 10.00 Minutes)

MEMBERS:

Manjit Nijjar, David Fox and Olga Kuznyetsova

REPORTING DATE:

September 12, 2022

COMMITTEE UPDATE:

1. Year to date Statement of Revenue and Expenses to July 31, 2022

The year to date July 31, 2022 Statement of Revenue and Expenses is attached. The report indicates a surplus of \$422,295.

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 and IT) in the 2022 budget which have not been incurred yet due to the 2022 Operating budget just being approved in May.

Operating expenses are overall slightly over budget as a result of higher costs for Major Crime, Building, and Patrol which are partially offset by savings in Administration. 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. Administration costs are lower due to less spending on internal audit, digital evidence, and board expenses.

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.

2. Reserve Accounts

There is no reserve account information for this month.

3. Audit

The Governance Committee requested PMPD review the top 4 to 6 risk areas and provide an analysis of how the risks were being managed. PMPD is in the process of preparing a report which will be presented at the Board risk workshop in October. At the workshop the Board can determine whether to utilize any of the internal audit funding for 2022.

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 July 31, 2022

Pausausa	-	TD Actual Adjusted*		YTD Budget	Ņ	YTD Variance to Budget	An	nual Budget	-	Prior Year ID Actuals	A	rrent Year ctuals vs. rrior Year Actuals /ariance
Revenues Traffic Fine Revenue	\$	277,968	¢	330,152	¢	(52,184)	¢	ECE 074	\$	330.151	¢	(50,400) [4]
Growth	φ	277,900	φ	330,152	φ	(52,164)	φ	565,974	φ	316,787	φ	(52,183) [1] (316,787) [2]
Revenue from Tenant		- 15.382		- 35.881		(20,499)		- 61.510		- 310,707		15,382 [3]
Front Counter		26,949		26,250		(20,499)		45,000		- 23,799		3,150
Victim Services		46,241		39,475		6,765		67,672		40,370		5,871
Keep of Prisoners		860		3,714		(2,854)		6,367		1,194		(334)
Other		52,891		39,028		13,863		66,905		15,667		37,224
Total Revenues		420,290		474,500		(54,210)		813,428		727,968		(307,678)
Expenses Salaries												
Members	\$	4.603.041	\$	5.006.247	\$	403.206	\$	8,582,138	\$	4,567,116	\$	(35,925) [4]
Civilians	Ψ	986.235	Ψ	1,065,293	Ψ	79,058	Ψ	1,826,217	Ψ	866,299	Ψ	(119,936) [5]
Total Salaries		5,589,276		6,071,540		482,264		10,408,355		5,433,415		(155,861)
Operating Expenses												
Administration	\$	258,126	\$	352,842	\$	94,716	\$	604,872	\$	245,501	\$	(12,625) [6]
Cell Block		1,874		3,714		1,840		6,367		2,869		995
Major Crime		120,092		37,841		(82,250)		64,871		29,748		(90,344) [7]
Civic Building		230,581		217,712		(12,869)		373,220		216,052		(14,529) [8]
ECOMM		379,939		389,720		9,782		668,092		290,108		(89,831)
Communications		1,520		3,220		1,700		5,520		2,027		507
Community		21,079		26,611		5,533		45,619		28,604		7,526
Emergency Reponse Team - Integrated		49,512		49,512		-		84,877		48,304		(1,208)
Front Counter		744		1,167		423		2,000		650		(94)
Identification		97,571		94,359		(3,212)		161,758		56,854		(40,717) [9]
Integrated Homicide - Integrated		97,678		97,678		-		167,448		95,296		(2,382)
Police Dog Services - Integrated		72,538		72,538		-		124,351		70,769		(1,769)
Patrol		194,452		168,643		(25,808)		289,103		133,477		(60,975) [10]
Traffic		-		947		947		1,623		278		278
Victim Services		7,049		12,586		5,537		21,576		1,422		(5,627)
Community Action Team		1,244		5,748		4,504		9,854		1,881		637
		327,983		321,383		(6,600)		550,943		311,958		(16,025) [11]
Total Operating Expenses		1,861,981		1,856,222		(5,759)		3,182,094		1,535,798		(326,183)
Total Expenses		7,451,257		7,927,762		476,505		13,590,449		6,969,213		(482,044)
Net impact	\$	7,030,967	\$	7,453,262	\$	422,295	\$	12,777,021	\$	6,241,245	\$	(789,722)

* 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 \$52,184 pro-rated to the end of July. 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] Growth - the police budget no longer includes Growth.

[3] Revenue from Tenant - currently tenant spot is vacant 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.

[4] 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 NWPD fulfilling the PSS role temporarily to end of May (incurred expense to NWPD vs. salary costs).

[5] Civilian salary savings due to lower guard wages as well as additional hours included in 2022 budget for HR and IT but these hours haven't been implemented yet because the budget was just approved in May by City Council.

[6] Administration is under budget - largely due to timing of expenses due to early part of the year - lower spending to date on internal audit, board expenses, DEMS, software, equipment maintenance and legal expenses.

[7] Major Crime costs higher than budgeted due to PMPD filling our Professional Standards position with a member from NWPD 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.

[8] Civic Builiding - janitorial costs higher due to extra COVID-19 cleaning protocols still in place.

[9] 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.

[10] Patrol expenses higher than budget due to increased uniform and recruiting costs which is partially offset by 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.

[11] Vehicles costs higher than budget due to higher fuel and maintenance costs for the vehicles.



August 25, 2022 Ref: 633618

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

Dear: Sirs/Madams:

Re: Training Requirements in BC Provincial Policing Standards coming into effect

I am writing to bring to your attention various requirements, including training requirements, in recently approved *BC Provincial Policing Standards* (hereafter the Standards) that are coming into effect in the year ahead. Specifically, I would like to highlight the following Standards:

Standard 3.2.6(6) – Training to enhance service delivery to vulnerable communities (Effective date: December 31, 2022)

- All front-line police officers and front-line supervisors have completed *Evidence-based*, *Risk-focused Intimate Partner Violence Investigations* (BC-IPV).
- Please note that prior to the effective date, your officers must take this refreshed training course which now combines and replaces the requirement to take both the *Domestic Violence I: Evidence-based, Risk Focused Domestic Violence Investigations* and *Domestic Violence II: Assessing Risk and Safety Planning in Domestic Violence* (DVI and DVII) which are no longer available.

.../2

Mailing Address: PO Box 9285 Stn Prov Govt Victoria BC V8W 9J7 Telephone: 250 387-1100 Facsimile: 250 356-7747 Website: www.gov.bc.ca/pssg Page 2

<u>Standard 3.2.7 – Major Case Management (MCM) Training for Command Triangle Roles</u>. (Effective date: January 12, 2023)

• Consistent with the requirements in <u>Standard 5.2.2</u>, officers or IIO investigators must have successfully completed a provincially-approved training course for the Command Triangle role for which they are assigned. A list of the provincially-approved training can be located in the Standard. Those who completed MCM training for a Command Triangle Role prior to the effective date of the Standard may still act in a Command Triangle Role in which they were previously trained.

Additionally, the Standards associated with Community Partnerships and Equitable Policing (i.e. Standards <u>6.1.1</u>, <u>6.1.2</u>, and <u>6.1.3</u>) will come into effect July 30, 2023. These Standards require police agencies and police boards to have policies and procedures on specific matters and to take specific actions to ensure that policing services throughout BC are delivered equitably, and in a manner that is responsive to the needs and realities of racialized or otherwise marginalized persons and communities.

While not in effect until 2024, I also wanted to highlight that the following Standards also have training components so that you may plan accordingly:

<u>Standard 3.2.5 (1) – Training to promote equitable and unbiased policing</u> (Effective July 30, 2024)

• All front-line police officers and front-line supervisors have completed *BC Fair and Impartial Policing Training* or a provincially-approved equivalent.

<u>Standard 3.2.6 (1)-(5) – Training to enhance service delivery to vulnerable communities</u> (Effective July 30, 2024)

- All police officers or IIO investigators: (a) have completed a training course, developed and delivered in collaboration with representatives from, as applicable, the local First Nation(s) and/or Indigenous organizations, which includes at minimum, the history and legacies of police relations with Indigenous peoples in the community; or (b) have completed a provincially-approved training on the history and current status of Indigenous peoples, including the history and legacies of police relations with Indigenous peoples in British Columbia.
- All front-line police officers, front-line supervisors, or IIO investigators have completed *Trauma-Informed Practice Foundations Curriculum for Justice, Public Safety, and Anti-Violence Community Sectors in British Columbia* online training or a provincially-approved equivalent training course.

.../3

Page 3

Finally, I wanted to address the temporary suspension of several Standards pertaining to use of force requalification. The temporary suspension was to support BC police agencies in their operational and business continuity and has been in effect from March 21, 2020. This suspension will lift effective May 1, 2023.

All Standards are posted on the government website for you to review in full. (http://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards).

If you have any questions about these standards, please contact Lucie Vallieres, Senior Program Manager, Standards and Training, Policing and Security Branch (<u>lucie.vallieres@gov.bc.ca</u>).

Thank you in advance for your attention to these matters.

Regards,

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

pc: Supt. Deborah Bourne, OIC E Division Training, Pacific Regional Training Centre Jennifer Keyes, Director of Police Academy, Justice Institute of BC

Mailing Address: PO Box 9285 Stn Prov Govt Victoria BC V8W 9J7 Telephone: 250 387-1100 Facsimile: 250 356-7747 Website: www.gov.bc.ca/pssg



July 25, 2022

His Worship Mayor Rob Vagramov Chair, Port Moody Police Board 3051 St. Johns Street Port Moody BC V3H 2C4

Dear Mayor Vagramov:

Re: BC Association of Police Boards 2022 Conference & AGM – Sponsorship

On behalf of the BC Association of Police Boards Executive and the 2022 Conference Committee, I wish to express our thanks to the Port Moody Police Board for your generous sponsorship of \$475.00 towards a meal break for the 2022 Conference and AGM.

Your sponsorship and support is appreciated and contributed to the success of this event.

Thank you once again.

Sincerely,

Charla Huber, MA, CIHCM President, BCAPB

pc: Rhona Doig



aug 11, 2012

Cot. Dicenso + Colleques; ...so very much!

a special thank you to you and the ather people who responded so quickly to my yestelday, Jugust 10th. you are much appreciated in our community. P.S. Ilso grateful for the two follow-up phone calls.