



# PORT MOODY POLICE BOARD

## Regular Meeting AGENDA

**DRAFT**

Date:	November 6, 2023
Location	Port Moody Public Safety Building 3 <sup>rd</sup> Floor EOC, 3051 St. Johns Street Port Moody, BC - 5:00 pm

*\*Indicates Attachment*

### 1. CALL TO ORDER

**ACKNOWLEDGEMENT:** Port Moody Police Board carries out our business on the ancestral and unceded homelands of the kʷikʷəłəm (Kwkwetlem), səliłwətał (Tsleil-Waututh), xʷməθkʷəyəm (Musqueam), Skwxwú7mesh (Squamish), qícəy (Katzie), qʷa: ń ʷəń (Kwantlen), qiqéyt (Qayqayt), and Stó: lō (Sto:lo) Peoples, and extends appreciation for the opportunity to work on this territory.

### 2. ADOPTION OF AGENDA\*

- **THAT the Agenda for the Regular Police Board meeting of 06 November be adopted.**

### 2. APPROVAL OF MINUTES\*

- **THAT the Minutes of the 04 October 2023 Regular Police Board meeting be approved.**

### 3. DELEGATIONS/PRESENTATIONS

- No Delegations or Presentations this month.

### 4. STANDING ITEMS/UNFINISHED BUSINESS

#### 4.1 Community Concerns/Considerations

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

#### 4.2 2021 – 2023 PMPD Strategic Plan Action Item Status Report \*

- **THAT the November 2023 Strategic Plan Status Report be received for information.**

### 5. NEW BUSINESS

#### 5.1 First Nations Blanket Exercise \*

- 25 November 2023, 9 am – 12 pm, City Hall

### 6. REPORTS FROM COMMITTEE

#### 6.1 Governance Committee

- Verbal update

6.2 Finance Committee\*

- **THAT the November 2023 Finance Committee report be received for information.**

6.3 Human Resource Committee

- This is an In-Camera item.

7. INFORMATION ITEMS\*

7.1 Correspondence received: Announcement – Glen Lewis, ADM and Director of Police Services;

7.2 Correspondence received: Thank you from Mayor Ruimy, Maple Ridge, BC

7.3 Training Opportunity: Forum on Principles and Practices of Authentic Engagement with Indigenous Communities;

7.4

8. PUBLIC INPUT

9. ADJOURNMENT

**PORT MOODY POLICE BOARD  
REGULAR MEETING  
MINUTES**

**DRAFT**

**Wednesday, October 4, 2023 6:00 pm  
3<sup>rd</sup> Floor EOC, Public Safety Building  
3051 St. Johns Street, Port Moody, BC**

Minutes of the PORT MOODY POLICE BOARD Regular Meeting held 04 October 2023, Port Moody, British Columbia	
<b>PRESENT:</b>	Meghan Lahti, Chair Manjit Aujla David Fox Chloe Goodison Shahid Hussain Olga Kuznyetsova Darren Radford
<b>REGRETS:</b>	DC Cst. Stevens, Insp. Kaila, Shane Archibald
<b>STAFF:</b>	C/Cst. Dave Fleugel, Shane Archibald, Kim Tsok, Jeannie Ziraldo  Rhonda Doig, Recording Secretary
<b>GUESTS</b>	None
<b>CALL TO ORDER</b>	1. <b><u>CALL TO ORDER</u></b>  Mayor Lahti, Chair, called the meeting to order at 5:00 pm.  Territorial acknowledgement.
<b>AGENDA for 05 October 2023</b>	2. <b><u>APPROVAL OF THE AGENDA</u></b>  Moved. Seconded and Carried.  <b>THAT the Agenda for the Regular Meeting of the Port Moody Police Board held on 04 October 2023 be approved.</b>
<b>Minutes of the REGULAR MEETING held 11 September 2023</b>	3. <b><u>ADOPTION OF MINUTES</u></b>  Moved. Seconded and Carried.  <b>THAT Regular Meeting minutes of 11 September 2023 be approved.</b>
<b>DELEGATIONS/ PRESENTATIONS</b>	4. <b><u>DELEGATIONS/PRESENTATIONS</u></b>  No Delegations or Presentations this month.
<b>STANDING ITEMS/UNFINISHED BUSINESS</b>	5. <b><u>STANDING ITEMS/UNFINISHED BUSINESS</u></b>

<b>Community Concerns/ Considerations</b>	5.1	<p>Community Concerns/Considerations</p> <ul style="list-style-type: none"> <li>• Regimental funeral for fallen officer Cst. O'Brien was held today;</li> <li>• Addiction advocacy groups are voicing concern over the impending 'areas of usage' regulations and restrictions being introduced by the Province.</li> </ul>
<b>2021 – 2023 Strategic Plan Action Item Status Report</b>	5.2	<p>2021 – 2023 Strategic Plan Action Item Status Report</p> <p>Insp. Carroll provided a review of the Strategic Plan Action Item Report.</p> <ul style="list-style-type: none"> <li>• Activity on the Restorative Justice Program has stalled. Discussion. PMPD currently contracts with CERA. However, CERA offers more of an alternative measures program rather than a true victim centered approach. The Board requests a presentation on Restorative Justice by a service provider Departmental Senior Management feels would be most suitable.</li> <li>• A report on the Dispatch option with Coquitlam RCMP is overdue. This item should be changed to "yellow" in the report.</li> <li>• Employee engagement: the focus groups are complete and the facilitator is in the process of completing a recommendations report. It may no be possible for items to be actioned by December so this item should be changed to "yellow".</li> <li>• Body worn cameras – Delta PD will be providing one day training in the new year.</li> </ul> <p>Discussion regarding EV charging infrastructure for the Public Safety Building. Although switching to EV for patrol has been put on hold, infrastructure grants are still being looked at in planning for the future.</p> <p>Moved. Seconded and Carried.</p> <p><b>THAT the October 2023 Strategic Plan Status Report be received.</b></p>
<b>NEW BUSINESS</b>	6.0	<p><b><u>NEW BUSINESS</u></b></p> <p>No new business this month.</p>
<b>REPORTS FROM COMMITTEE</b>	7.	<p><b><u>REPORTS FROM COMMITTEE</u></b></p>
<b>GOVERNANCE COMMITTEE REPORT</b>	7.1	<p>Governance Committee</p> <p>Darren Radford provided an update on the PMPD Governance manual revisions completed to date. Discussion. The revisions to the manual were referred to the Governance Committee to review and complete the interim step of identifying any key changes made.</p>

The changes will be presented to the Board at the next meeting for consideration and decision.  
Moved. Seconded and Carried.

**THAT the PMPB Governance Manual be referred back to the Governance Committee for completion of a GAP Analysis on the manual.**

**FINANCE COMMITTEE  
REPORT**

7.2 Finance Committee

Manjit Aujla, Chair of the Finance Committee, reviewed the October 2023 Finance Committee report for information. The Department is currently in a deficit situation, down \$337K, mainly driven by the major kidnapping file. A reminder that the Audit Funds are sitting at just under \$16k at the moment and these funds are specifically for the Board to use to audit any area of the Department.

Moved. Seconded and Carried.

**THAT the October 2023 Finance Committee report be received for information.**

**HUMAN RESOURCE  
COMMITTEE**

7.3 Human Resource Committee

No report this month.

**INFORMATION ITEMS**

8. **INFORMATION ITEM(S)**

8.1 Correspondence received: Vancouver Police Board 2022 Annual Report.

**PUBLIC INPUT**

9. **PUBLIC INPUT**

None.

**ADJOURNMENT**

10. **ADJOURNMENT**

Meeting adjourned at 6:28 pm

**NEXT MEETING DATE**

11. **NEXT MEETING DATE**

The next Regular Meeting: **Monday, November 6, 2023: 5:00 pm**,  
3<sup>rd</sup> Floor EOC  
Port Moody Public Safety Building  
3051 St. Johns Street, Port Moody, BC

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Mayor Meghan Lahti, Chair

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Rhonda Doig, Recording Secretary



## PORT MOODY POLICE DEPARTMENT

### REPORT TO THE PORT MOODY POLICE BOARD

**DATE:** November 3, 2023  
**TO:** Chief Constable David Fleugel  
**FROM:** Insp Travis Carroll  
**SUBJECT:** 2023 Strategic Plan Action Item Dashboard

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Chief Fleugel,

Please find attached the Action Items as of this date.


Regards,

Insp Travis Carroll

#### Legend:

Completed - 

In Progress / On track – 

Slow / Expected Delay – 







Critical Delay / Not Started – 







**LR** – Last Report Status

**CR** – Current Report Status

**PR** – Predicted Report Status

## Action Item #1 Evolve Policing:

Project	Remarks	Target Date	Status		
			LR	CR	PR
Engage local and provincial health organizations through the Fraser Health Authority to request mental health resources to attend calls with police	<ul style="list-style-type: none"> <li>Completed</li> </ul>	Dec 31 2021			
Identify opportunities to meet needs of schools and youth while being sensitive to the diverse perceptions of police	<ul style="list-style-type: none"> <li>Completed</li> </ul>	Dec 31 2021			
Identify options for Tri-Cities Advisory Council to strengthen the voice of our diverse community	<ul style="list-style-type: none"> <li>Completed</li> </ul>	Dec 31 2022			
Improve Restorative Justice practices in Port Moody	<ul style="list-style-type: none"> <li>Restorative Justice research program presented to the Senior Management Team.</li> <li>Business case requested from Community Services in regards to creation of new In-House Restorative Justice Program.</li> <li>Refresher Restorative Justice training provided at the shift level.</li> <li>Monitoring Restorative Justice Assoc of BC and Provincial RJ Committee for insights on Provincial review. Concepts of RJ consultants and Grant funding being researched.</li> <li>August – Status quo. No forward movement to report</li> <li><b>UPDATE – November – VSU to provide update to SMT in November 2023. RJ training</b></li> </ul>	Dec 31 2023			

being delivered to CSS and VSU staff.					
Undertake an Equity, Diversity and Inclusivity (EDI) review and identify EDI opportunities for PMPD	<ul style="list-style-type: none"> <li>Funding for project approved from 2021 operating surplus.</li> <li>Project Plan in progress.</li> <li>Budget is sufficient.</li> <li>Deputy Chief Stevens provided an update in April Board meeting</li> <li>In person EDI interviews ongoing.</li> <li><b>UPDATE – October Accessibility BC Act improvements underway. Consultant engaged and Accessibility Committee actively recruiting staff.</b></li> </ul>	Dec 31 2023			
Prepare for expected changes from the provincial government's reform of the Police Act.	<ul style="list-style-type: none"> <li>Completed</li> </ul>	Dec 31 2022			
Complete body-worn camera impact assessment	<ul style="list-style-type: none"> <li>Monitoring BWC programs in LMD. i.e DPD and VPD trialing BWCs in Patrol.</li> <li>Product demo for Axon on October 27 2022</li> <li>BWC equipment quote obtained for planning purposes. DPD Policy obtained. Incorporation with DEMS being discussed.</li> <li>Delta Police and Calgary Police Service Policy and Training documents received and being evaluated.</li> <li>Cost structure being developed</li> <li>Potential for leasing of equipment revealed and being researched. Formal quote for ICDV requested including a single body cam from ALPR funding.</li> </ul>	Dec 31 2023			










<ul style="list-style-type: none"> <li>September – Program trial anticipated begin Fall of 2024 for deployment of BWC for members. Full adoption of BWC in 2025. Policy and budget process will continue throughout 2024.</li> </ul>			
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## 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"> <li>Completed</li> </ul>	Dec 31 2021			
Enhance specialized training of members assigned to investigate online crimes targeting children	<ul style="list-style-type: none"> <li>Completed</li> </ul>	Dec 31 2021			
Identify methods to improve road safety and address related community concerns	<ul style="list-style-type: none"> <li>Completed</li> </ul>	Dec 31 2021			
Develop and propose an internal audit framework for Board Review	<ul style="list-style-type: none"> <li>Completed</li> </ul>	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"> <li>Completed</li> </ul>	Dec 31 2022			
Increase number of officers that have participated in phase two of trauma-informed practice training	<ul style="list-style-type: none"> <li>Completed</li> </ul>	Dec 31 2022			
Expand outreach activities online and in-person to engage with the community	<ul style="list-style-type: none"> <li>Completed and ongoing.</li> </ul>	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"> <li>Conceptual meeting conducted with outside stakeholders and support received to move forward on dispatch and call taking options</li> <li>Meeting with Coquitlam RCMP to identify needs and expected costs to transition away from ECOMM.</li> </ul>	Dec 31 2023			

<ul style="list-style-type: none"> <li>• <b>UPDATE – October – Communications ongoing. Still awaiting a formal proposal from Coquitlam RCMP.</b></li> </ul>			
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### Action Item #3 Engage our People:







Project	Remarks	Target Date	Status		
Create a development and support plan process	<ul style="list-style-type: none"> <li>• Completed</li> <li>• Career Development and Interactive Competency Development forms being used.</li> </ul>	Dec 31 2021			
Create a performance management process	<ul style="list-style-type: none"> <li>• Completed</li> </ul>	Dec 31 2021			
Provide enhanced Training to new supervisors	<ul style="list-style-type: none"> <li>• Completed</li> </ul>	Dec 31 2021			
Introduce Leadership development training	<ul style="list-style-type: none"> <li>• Completed</li> </ul>	Dec 31 2021			
Complete an employee engagement survey, action recommendations, and set targets for future years	<ul style="list-style-type: none"> <li>• PMPD working with City of Port Moody on their Employee Engagement strategy.</li> <li>• Continuing to assess options for internal survey</li> <li>• 2015 Survey data reviewed and Talent Map being contacted to obtain pricing. Gallup survey and internal release being considered.</li> <li>• Significant budgetary impact to retain TalentMap. Other packages being explored.</li> <li>• TalentMap survey approved for funding. Details of implementation being drawn out.</li> <li>• Engagement Survey launched Feb 27. Completion rate very high.</li> </ul>	Dec 31 2023			






	<ul style="list-style-type: none"><li>Townhall meetings completed. Consultant identified to assist in creating action plans.</li><li>Implementation working group members identified and consultant engaged. Currently scheduling working group sessions.</li><li><b>UPDATE – November – Working group sessions concluded. Final report in draft. Benchmark levels identified for future surveys. Report to be provided to SMT and Police Board for action and implementation.</b></li></ul>				
Expand support for workplace stress and employee trauma	<ul style="list-style-type: none"><li>Completed</li></ul>	Dec 31 2022			
Expand annual psychological check-ins to civilian employees	<ul style="list-style-type: none"><li>Completed</li></ul>	Dec 31 2022			
100% of employees have a development plan	<ul style="list-style-type: none"><li>Completed</li></ul>	Dec 31 2022			
100% of employees participate in performance management	<ul style="list-style-type: none"><li>Completed</li></ul>	Dec 31 2022			
Evaluate the effectiveness of development and support plan process	<ul style="list-style-type: none"><li>Submissions expected Dec 1 2022</li><li>Submissions being reviewed and filed in Personnel folders.</li><li>All NCO's contacted RE: Missing submissions and several more submitted.</li><li>Several PACE form modifications being tested to improve the PACE program. Working group created to define exact needs better.</li><li><b>Update – Submissions due December 15 2023. Effectiveness will be evaluated into 2024.</b></li></ul>	Dec 31 2023			
Evaluate the effectiveness of performance management program	<ul style="list-style-type: none"><li>Submissions expected Dec 1 2022</li><li>No submissions received</li><li><b>Update – No performance management submissions in</b></li></ul>	Dec 31 2023			

	<b>progress at this time. Likely will be unable to effectively evaluate the process until 2024.</b>				
Evaluate leadership development program	<ul style="list-style-type: none"><li>• Training section developing NCO / Actor training curriculum.</li><li>• September– 5 NCO’s completed Professional Standards investigator course and one member able to attend NCO School based out of Delta PD.</li><li>• <b>Update – October – program continues to develop based on available training.</b></li></ul>	Dec 31 2023			

#### Action Item #4 Strengthen Technology & Policy:

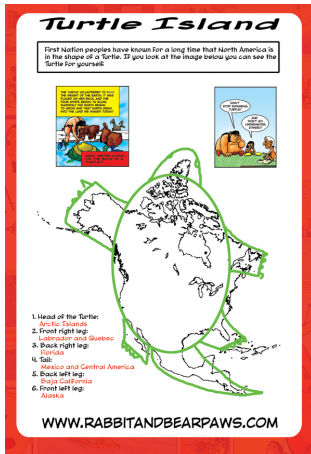
Project	Remarks	Target Date	Status		
Launch an internal intranet	<ul style="list-style-type: none"> <li>• Completed</li> </ul>	Dec 31 2021			
Implement 2020 digital security recommendations	<ul style="list-style-type: none"> <li>• Completed</li> </ul>	Dec 31 2021			
Transition to integrated forensic identification services	<ul style="list-style-type: none"> <li>• Completed</li> </ul>	Dec 31 2021			
Expand PMPD's wireless capability	<ul style="list-style-type: none"> <li>• Completed</li> </ul>	Dec 31 2021			
Establish Online crime reporting	<ul style="list-style-type: none"> <li>• Examining other PD's online reporting processes.</li> <li>• Examining interim processes</li> <li>• Versaterm solution will not be available before mid-2023 when the RMS is upgraded. Two other options being investigated.</li> <li>• Contract signed and currently in implementation phase.</li> </ul>	Dec 31 2023			

	<ul style="list-style-type: none"><li>Established specific functionality with the vendor. Planning internal training.</li><li>September – Online reporting launch. Media release conducted.</li></ul>				
Complete policy renewal project	<ul style="list-style-type: none"><li>Completed</li></ul>	Dec 31 2022			
Prepare for digital evidence through PRIME and identify resources required	<ul style="list-style-type: none"><li>DEMS costing inserted in 2022 budget.</li><li>PRIMECorp has testing environment available for use and Axon application available for testing.</li><li>Development and production environments created and configured.</li><li>April – One Patrol shift has been trained and actively using DEMS application. Once evaluated, rollout will continue to the rest of Patrol.</li><li>Shifts trained and system being implemented for housing of evidence and Taser 7 data.</li><li>September – Disclosure Clerk position filled.</li></ul>	Dec 31 2023			
Begin Digital disclosure to Crown Counsel Phase I	<ul style="list-style-type: none"><li>Completed</li></ul>	Dec 31 2022			
Incorporate Pandemic learnings in the business continuity plan	<ul style="list-style-type: none"><li>Completed</li></ul>	Dec 31 2022			
Assess feasibility of an electric vehicle fleet	<ul style="list-style-type: none"><li>Funding secured from 2021 Operating surplus to assess feasibility study of current and future PMPD needs.</li><li>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.</li></ul>	Dec 31 2023			

	<ul style="list-style-type: none"><li>• Feasibility study being conducted by the City of Port Moody Operations to include PMPD fleet.</li><li>• Consultant located to evaluate Public Safety building needs for EV Adaptation and electrical expansion.</li><li>• City Fleet study results required prior to establishing a full understanding of Public Safety building needs. Results expected in Spring of 2023. Consultant in place and funding likely available through BC Hydro / 3<sup>rd</sup> party Grants.</li><li>• City Fleet analysis received and being reviewed for how it relates to police.</li><li>• Fleet analysis doesn't recommend adoption of EV's at this time. Operational police vehicles were not recommended to transition to EV's due to limitations in the EV market. Admin and lower usage vehicles were suggested for EV transition in 2026.</li></ul>				
Conduct a PMPD policy and technology review	<ul style="list-style-type: none"><li>• Being planned for early 2023</li><li>• Network Security Assessment completed.</li></ul>	Dec 31 2023			
Begin digital disclosure to Crown Counsel Phase II	<ul style="list-style-type: none"><li>• Disclosure process for MCS has started.</li><li>• MCS disclosing all Reports to Crown Counsel in DWG format. Phase 3 extension requests have been made on behalf of the RCMP and Municipal Police in BC.</li><li>• August – Due date of August 31 2024. No further action to report for this Strat Plan</li></ul>	Dec 31 2023			
Establish funding for electric fleet infrastructure	<ul style="list-style-type: none"><li>• City electric fleet research in progress.</li><li>• Public Safety Building infrastructure being evaluated for EV expandability.</li></ul>	Dec 31 2023			

	<p>Consultation available for \$25,000 but potential for BC Hydro subsidy on Consult.</p> <ul style="list-style-type: none"><li>• <b>UPDATE – November – City EV report recommended limited EV change-over until 2026. Building and property development options to be evaluated prior to EV Charger installs. Action item recommended to be included in next Strategic Plan.</b></li></ul>			
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# The Blanket Exercise



Partake in Talking Circles, role playing and experiencing Turtle Island as one of the original people. Be prepared for experiential, emotional, thoughtful learning and taking your shoes off to be on the blankets. Walk through pre-contact, treaty-making, colonization and resistance. There is a strong truth to this exercise that inspires all Canadians to learn more about “Truth & Reconciliation” and how we can actively engage in it.

<https://www.kairosblanketexercise.org/about/>

Opening Circle: 30 min  
Blanket Exercise: 60 min  
Debrief Circle: 30-60 min  
(depending on the number of participants)

Materials:  
Water, boxes of tissue

[Shelleybear2010@hotmail.com](mailto:Shelleybear2010@hotmail.com)

***"Reconciliation is about forging and maintaining respectful relationships.***

***There are no shortcuts."*** -Justice Murray Sinclair <http://www.trc.ca/websites/trcinstitution/index.php?p=3>

- Participants are directed by facilitators representing a narrator and the European colonizers.
- Please be aware the debrief circle requires participants to remain present until complete.
- This is a 2.5-3 hour exercise. All are welcome, including persons with disabilities or mobility concerns.

## Facilitators Bio:

My Name is **Sam George Jr.** I am TSLEIL-WAUTUTH! I am the first Great Grandson to Tet swan o Slo holt, English Elected title and name Chief Dan George. My Mother Wanda was the first Granddaughter and my Grandmother Rose Marie was his first daughter, second child. My father is Sam George Sr., his father was Stephen and his mother was Maude. Both were from the Squamish Nation. I am happily married to Leah Whitebear for over 20 years. We have 5 beautiful children and 2 grandsons. I have been blessed as I am considered a "Knowledge Keeper/Elder" for my Nation. I have been doing the Blanket Exercise for over 10 years. I come from a history of survivors. All my grandparents and parents attended residential school, and it's the same with my wife's family.

**Shelley Saje Ricci** is of mixed Indigenous (Cree, Mohawk, Métis) and European ancestry from Treaty 6 Territory She has lived, worked, and raised her children on unceded Coast Salish Territory for the past 25 years. Shelley has worked in the child welfare system, the employment and career counselling sector, the education k-12 sector, the health care system, and the youth justice system. She has created and delivered workshops for several large unions and held leadership positions in the labour movement representing Indigenous Workers for the Canadian Union for Public Employees and the BC Federation of Labour. She is a passionate public speaker, facilitator and educator on topics of human rights, anti-racism, racial equity, Indigenous cultural safety and women's rights. She has a Bachelor of Arts in Sociology and is currently enrolled at SFU Beedie School of Business for her Executive MBA.





## PMPD BOARD COMMITTEE REPORT

### COMMITTEE NAME:

Finance Committee

(ESTIMATED TIME 10.00 Minutes)

### MEMBERS:

Manjit Aujla, David Fox and Olga Kuznyetsova

### REPORTING DATE:

November 6, 2023

### COMMITTEE UPDATE:

#### **1. Year to date Statement of Revenue and Expenses to September 30, 2023**

The year to date September 30, 2023 Statement of Revenue and Expenses is attached. The report indicates a deficit of \$219,703 (prior to any transfers from reserves to offset the deficit). The deficit is primarily a result of the costs associated with a recent major incident file that occurred in Port Moody on April 19<sup>th</sup>.

Overall Salaries are slightly favorable as of September 30<sup>th</sup>, civilian wages are under budget while member wages are over budget. Civilian wages are under budget due to lower guard wages, new Disclosure Clerk position which wasn't filled until the end of October, crime analyst hours as well as lower IT Standby pay. Member wages are over budget primarily due to the department temporarily being over strength in the beginning of the year as well as estimated leave payouts which are being partially offset by members at pay steps below 1<sup>st</sup> class constable and budget timing savings. Due to several recent retirements and departures, the PMPD is no longer overstrength and as of end of October are now below strength at 50 members.

Operating expenses are over budget which is primarily due to the costs associated with the major incident file as well as cell block costs which are being partially offset by savings in Administration operating expenses, Integrated Team costs as well as ECOMM. Major Crime costs are over budget with Outside Agency costs (primarily VPD) related to the major incident file. Cell block costs are higher due to contract guards being utilized when internal guard staff not available (offset by savings in guard salaries). Patrol costs are currently on budget however increased uniform and recruiting costs are being offset by lower firearms spending to date (timing). Administration costs are lower due to less spending on legal, internal audit, and DEMS. Integrated Team costs are under budget due to lower than expected retro pay amounts for ERT and PDS as well as the Province covering the retro pay for the IHIT team. ECOMM costs are under budget as a result of the department receiving a credit related to the 2022 radio levy and user equipment.

Revenues are under budget due to a shortfall in Traffic Fine Revenue. The City received \$457,000 in Traffic fine revenue for 2023 compared to a budgeted amount of \$565,974, resulting in a shortfall of \$108,974 for the year (\$81,731 pro-rated to the end of September).

It is anticipated that the department will draw down reserves (Major Incident, Recruiting & Future Operating (JIBC Recruit Fees)) to help offset the forecasted deficit. These transfers from reserves have not been reflected in the monthly financial statements.

## **2. Reserve Accounts**

There is no reserve account information for this month.

## **3. Audit**

With the employee engagement survey completed, the Board approved utilizing up to \$10,000 of audit funds to hire an external consultant to run focus groups for priority areas that were identified in the employee engagement survey. The focus groups were completed in September and the report from the consultant is pending and will be brought forward to the Police Board when complete. This leaves \$15,930 of available funding in the audit budget for 2023.

## **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, 2023**

	YTD Actual Adjusted*	YTD Budget	YTD Variance to Budget	Annual Budget	Prior Year YTD Actuals	Current Year Actuals vs. Prior Year Actuals Variance	
<b>Revenues</b>							
Traffic Fine Revenue	\$ 342,750	\$ 424,481	\$ (81,731)	\$ 565,974	\$ 357,387	\$ (14,637)	[1]
Revenue from Tenant	46,133	46,133	-	61,510	25,632	20,501	
Front Counter	36,257	33,750	2,507	45,000	33,981	2,276	
Victim Services	57,236	52,064	5,172	69,419	57,810	(574)	
Keep of Prisoners	4,844	4,871	(27)	6,495	860	3,984	
Other	91,007	76,875	14,132	102,500	67,805	23,202	
<b>Total Revenues</b>	<b>578,227</b>	<b>638,174</b>	<b>(59,947)</b>	<b>850,898</b>	<b>543,475</b>	<b>34,752</b>	
<b>Expenses</b>							
<b>Salaries</b>							
Members	\$ 6,828,271	\$ 6,759,347	\$ (68,925)	\$ 9,012,462	\$ 5,927,836	\$ (900,435)	[2]
Civilians	1,407,985	1,526,851	118,866	2,035,801	1,287,546	(120,439)	[3]
<b>Total Salaries</b>	<b>8,236,256</b>	<b>8,286,197</b>	<b>49,941</b>	<b>11,048,263</b>	<b>7,215,382</b>	<b>(1,020,874)</b>	
<b>Operating Expenses</b>							
Administration	\$ 414,303	\$ 520,448	\$ 106,145	\$ 693,930	\$ 322,196	\$ (92,107)	[4]
Cell Block	17,286	4,871	(12,415)	6,495	4,336	(12,950)	[5]
Major Crime	465,489	62,771	(402,718)	83,695	134,591	(330,898)	[6]
Civic Building	288,120	289,999	1,879	386,665	298,927	10,807	
ECOMM	571,124	608,288	37,164	811,050	489,783	(81,341)	[7]
Communications	1,187	4,223	3,036	5,631	1,520	333	
Community	29,279	33,468	4,190	44,624	23,395	(5,884)	
Emergency Reponse Team - Integrated	64,237	68,781	4,544	91,708	63,658	(579)	[8]
Front Counter	1,052	1,500	448	2,000	944	(108)	
Identification	133,073	133,073	-	177,431	124,427	(8,646)	
Integrated Homicide - Integrated	102,988	129,354	26,366	172,472	125,586	22,598	[8]
Police Dog Services - Integrated	85,334	96,061	10,727	128,081	93,263	7,929	[8]
Patrol	259,823	264,843	5,021	353,124	254,897	(4,926)	[9]
Traffic	2,610	1,242	(1,368)	1,656	4	(2,606)	
Victim Services	5,159	13,657	8,498	18,209	8,645	3,486	
Community Action Team	2,107	7,538	5,431	10,050	1,244	(863)	
Vehicles	445,712	439,069	(6,643)	585,425	402,522	(43,190)	[10]
<b>Total Operating Expenses</b>	<b>2,888,881</b>	<b>2,679,185</b>	<b>(209,697)</b>	<b>3,572,246</b>	<b>2,349,938</b>	<b>(538,943)</b>	
<b>Total Expenses</b>	<b>11,125,137</b>	<b>10,965,382</b>	<b>(159,756)</b>	<b>14,620,509</b>	<b>9,565,320</b>	<b>(1,559,817)</b>	
<b>Net impact</b>	<b>\$ 10,546,910</b>	<b>\$ 10,327,208</b>	<b>\$ (219,703)</b>	<b>\$ 13,769,611</b>	<b>\$ 9,021,845</b>	<b>\$ (1,525,065)</b>	

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

**Notes:**

[1] Traffic fine revenue - was received at the end of June and is lower than anticipated. The amount received was \$457,000 vs. budget of \$565,974 - resulting in a shortfall of \$108,974 for the year which is shortfall of \$81,731 pro-rated to the end of September.

[2] Member salaries higher than budget due to member count that was temporarily over strength earlier in the year and leave payouts which was partially offset by savings due to members at pay steps below 1st class constable and budget timing savings.

[3] Civilian salary savings due to lower guard wages as well as additional hours included in 2023 budget for Crime Analyst (permanent savings) & new Disclosure Clerk position (part timing & part permanent - position filled end of October) & lower IT Standby costs.

[4] Administration is under budget due to lower spending to date on legal expenses, internal audit, DEMS and other IT costs partially offset by higher training/conference costs.

[5] Cell Block expenses higher than budget due to filling guard shifts with Contractor vs. internal guard staff (done when no internal guard staff are available). This expense offsets with lower guard wages.

[6] Major Crime costs are over budget due to the outside assistance from VPD on the investigation costs related to File 23-2048.

[7] ECOMM expenses are underbudget due a credit received from ECOMM based on a reconciliation of the 2022 actual expenses vs. charged for our radio and user equipment levy.

[8] Integrated team costs lower than budgeted due to retro pay to RCMP members from prior years coming in less than anticipated.

[9] Patrol expenses are on budget - however there are offsetting costs - less spending on firearms (timing) and training (timing) offset by higher costs for uniforms and recruiting.

[10] Vehicle costs are slightly over budget - however higher vehicle maintenance costs are being largely offset by fuel savings.

**To:**  
**Subject:**

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**From:** PSSG Correspondence PSSG:EX <PSSG.Correspondence@gov.bc.ca>

**Sent:** October 6, 2023 4:12 PM

**Subject:** Announcement - Glen Lewis, ADM and Director of Police Services

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Dear Police Chiefs and Police Boards:

I am pleased to announce the permanent appointment of Glen Lewis to the role of Assistant Deputy Minister and Director of Police Services, within the Ministry of Public Safety and Solicitor General. Glen has demonstrated his knowledge and expertise while acting in this role for the past 10 months and has been selected for the role following a nation-wide search.

I am happy to have him as a permanent member of our executive team.

Glen has over 30 years of criminal justice experience, including as the first civilian Director of Policing in Manitoba, as well as Executive Director of Policing and Public Safety. He has served on the executive team of integrated investigative units for Missing and Murdered Indigenous Women and Girls, organized crime, and initiatives designed to address opioid use.

I know that we will all benefit from Glen's experience and wealth of knowledge and look forward to continuing to work with him in this role.

I would like to thank all of our partners in public safety, within BC and across the country for our valued relationships and the extraordinary service you provide to the people of British Columbia and beyond.

Congratulations Glen!

Sincerely yours,

Douglas S. Scott  
Deputy Solicitor General

October 27, 2023

Mayor Meghan Lahti  
City of Port Moody  
100 Newport Drive  
Port Moody, BC V3H 5C3

Dear Mayor Lahti,

I am writing to convey my heartfelt gratitude for the invaluable support and compassion shown by you, your law enforcement officers, first responders and staff following the tragic loss of Constable Rick O'Brien and injuries to two other officers. The events of that day put a heavy burden on our department and our community, and it was comforting to know that our neighbouring communities were standing with us.

The willingness to offer assistance and resources, from officers to first responders, and support staff, has been instrumental in helping us maintain the safety and security of our City. This collaborative effort not only strengthened our resolve but has demonstrated the power of solidarity.

Once again, I want to convey my sincere appreciation to you, City Council, the dedicated officers and first responders and the entire community of Port Moody for your steadfast encouragement during this difficult period. We are grateful to have neighbours like you who stand with us in times of need.

As we move forward, please know that Maple Ridge stands ready to reciprocate the support and assistance you have so generously provided. Our doors are always open to you, and should the need arise, we are here to stand by your side.

Together, we stand as a testament to the strength of our communities and the enduring legacy of Constable O'Brien.

Kind regards,



Dan Ruimy  
Mayor

cc: **David Fleugel, Chief Constable, Port Moody Police Department**  
Tim Savoie, City Manager





The Canadian Police Knowledge Network (CPKN) and the Canadian Association of Chiefs of Police (CACP) are working in collaboration with the Vancouver Police Department to host a two-day forum on Principles and Practices of Authentic Engagement with Indigenous Communities.

Historically, government agencies have rarely prioritized authentic engagement with Indigenous peoples. The relationships between public safety agencies and Indigenous communities has been particularly complex, often rooted in the role of these agencies as enforcers of colonial laws. Increasingly, public safety agencies across the country are striving to educate staff on pivotal concepts such as *cultural humility*, *anti-racism*, *cultural safety*, and *trauma-informed practice*.

Shaped by community consultation, this forum will explore authentic engagement with Indigenous communities with goals to improve safety, consultation practices, equitable access to resources, and the indigenization of public safety spaces and processes. Join us for a national conversation to explore principles and practices that foster authentic and positive engagement with Canada's First Nations, Métis, and Inuit communities.

#### **Target Audience:**

This forum welcomes those in public safety and policing across Canada who work with Indigenous communities to be a part of this important training and learning:

- Police executive members (inclusive of Chiefs, deputies, senior officers and civilians);
- Police professionals (sworn and civilian) specifically assigned to Indigenous engagement roles;
- Public safety personnel (CBSA, DFO, Corrections and other government agencies) specifically assigned to Indigenous engagement roles;
- Members of police and public safety support networks;
- Police human resources, training, recruiting and wellness personnel; and
- Community leaders who have influence in police and public safety organizations.

TIME	MONDAY, DECEMBER 4, 2023
17:00-19:00	Onsite Registration ( <i>Saturna Island Foyer</i> )

TIME	TUESDAY, DECEMBER 5, 2023
07:00	Onsite Registration ( <i>Saturna Island Foyer</i> )
07:00-08:30	Breakfast ( <i>Saturna Island Foyer</i> )
08:30-16:30	Program ( <i>Saturna Island</i> )
08:30-09:30	Opening Ceremonies
09:30-10:30	<p><b>Looking to Our Past</b></p> <p><b>Presenters</b></p> <ul style="list-style-type: none"> <li>• Norm Leech, Executive Director, Frog Hollow Neighbourhood House/Vancouver Aboriginal Community Policing Centre</li> <li>• Constable Steve Hanuse, Surrey Police Department</li> </ul> <p><b>Description</b></p> <p>This session will focus on the historical roots of the relationship between law enforcement and Indigenous peoples, the conflicting worldviews that prevent the achievement of common understanding or resolution of conflicts and what has been learned about healing trauma.</p>
10:30-11:00	Network Break ( <i>Saturna Island Foyer</i> )
11:00-12:00	<p><b>7 Generations Workshop</b></p> <p><b>Presenter</b></p> <ul style="list-style-type: none"> <li>• Julie Pellisier-Lush, Knowledge Keeper</li> </ul> <p><b>Description</b></p> <p>Taking people back to the place where they saw themselves as a part of the circle, they are connected pieces to their past, with the good and the bad, being representatives of all who came before, but also being the mentors of all those coming after. This workshop allows them to see the bigger picture, and figure out where they fit, what gifts the Creator gave them that they will put into their line. This activity allows participants to see that each decision and choice is important, like the 7 Sacred Teachings, each decision each word leads to the next.</p>
12:00-13:00	Lunch ( <i>Saturna Island Foyer</i> )
13:00-14:00	<p><b>Mending the gap between Indigenous People and Policing Agencies</b></p> <p><b>Presenters</b></p>



<b>TIME</b>		<b>TUESDAY, DECEMBER 5, 2023</b>	
		<ul style="list-style-type: none"> <li>• Jacqueline Michel, Executive Director, Vancouver Aboriginal Community Policing Centre</li> <li>• Lorelei Williams, Founder, Butterflies in the Spirit</li> </ul> <p><b>Description</b> Lorelei Williams and Jacqueline Michell will talk about their experience working as front-line workers and their interaction with public service providers. What works, what can be improved and recommendations on what needs to change.</p>	
<b>14:00-14:30</b>		<b>Network Break</b> ( <i>Saturna Island Foyer</i> )	
<b>14:30-15:30</b>		<p><b>Lighting the Fire Within: Culture and Trauma Informed Curriculum</b></p> <p><b>Presenters</b></p> <ul style="list-style-type: none"> <li>• Taylor Sayers, Director, Corporate Services, UCCM Anishnaabe Police Service</li> <li>• Detective Sergeant Todd Fox, UCCM Anishnaabe Police Service</li> </ul> <p><b>Description</b> In Ontario there have been numerous reports and inquiries conducted on police services, along with recommendations from other reports directed at policing. Some of the reports include: the 2019 National Inquiry into Missing and Murdered Indigenous Women and Girls, the Thunder Bay Police Services Board Investigation Final Report, the Honorable Frank Iacobucci Report: Police Encounters with People in Crisis, and the Ontario Provincial Police Independent Review Panel: Final Report to name a few. The recommendations focused on improving the relationships between the police and the community, and how the mental health and wellness of police service employees needs to be a priority. The UCCM Anishnaabe Police Service is delivering a comprehensive curriculum that is funded by Women and Gender Equality Canada that was created to operationalize the many recommendations. The curriculum is intended to create connections between the police and the community, ensure the health and well-being of the police service employees, and operational a culture and trauma informed approach. At this session attendees will learn about:</p> <ul style="list-style-type: none"> <li>• The development and delivery of the curriculum.</li> <li>• The curriculum and the experts who have delivered training to meet the objectives.</li> <li>• And feedback from participants – What they learned, how they operationalized it, and what it means to them.</li> </ul>	
<b>15:30-16:30</b>		<p><b>Wellness Check-in Activity</b></p> <p><b>Presenter</b></p> <ul style="list-style-type: none"> <li>• Norm Leech, Executive Director, Frog Hollow Neighbourhood House/Vancouver Aboriginal Community Policing Centre</li> </ul> <p><b>Description</b> Demonstration and interactive activity using Indigenous Tools to address trauma or vicarious trauma for frontline public workers.</p>	

TIME	TUESDAY, DECEMBER 5, 2023
16:30	Closing Remarks

TIME	WEDNESDAY, DECEMBER 6, 2023
07:00-08:00	Breakfast <i>(Saturna Island Foyer)</i>
08:00-15:30	Program <i>(Saturna Island)</i>
08:00-08:30	Opening Prayer
08:30-09:30	<p><b>Operation Northern Exposure: Lessons learned through meaningful engagement with our Indigenous Communities and Policing Partners</b></p> <p><b>Presenter</b></p> <ul style="list-style-type: none"> <li>Chief Roland Morrison, Nishnawbe Aski Police Service</li> </ul> <p><b>Description</b></p> <p>The Nishnawbe Aski Police Service began an initiative with the Halton Regional police, Peel Regional Police, and York Regional Police Services that allowed for the sharing of cultural knowledge. The participating officers visited communities served by Nishnawbe Aski Police Service and spent time answering calls and learning about the local Indigenous culture.</p> <p>It was meant to create an experience whereby the experience allowed for facilitated conversations on Indigenous perspectives, and allowed for an increased dialogue for how services can continue to strengthen relationships and reconciliations efforts. A total of 36 officers participated in the program. This session will highlight the officers' experiences, touch on the memorandum of understanding of the participating police services and discuss the importance and relevance of the exchange demonstrating how important partnerships are to success.</p>
09:30-10:30	<p><b>Experiences of Canada's Inuit Communities: Identifying Ways to Build Trust</b></p> <p><b>Presenter</b></p> <ul style="list-style-type: none"> <li>Crystal Martin, Founder, Okpik Consulting</li> </ul> <p><b>Description</b></p> <p>The aim is to equip law enforcement professionals, including police chiefs, officers, HR personnel, and executives, with the knowledge and tools needed to build trust with Canada's Inuit communities - a vital component of effective public safety. We'll delve into the unique challenges, historical context, and rich culture of Inuit, fostering a deep understanding. Emphasizing cultural competency, we'll stress the significance of respecting Inuit traditions for more effective and respectful interactions. Collaboration will be encouraged, highlighting strategies for meaningful engagement between law enforcement and Inuit communities. We'll also share real-life successful stories to inspire and provide practice models for trust-building efforts. Lastly, our goal is to empower you to take action and apply these insights to improve</p>

TIME	WEDNESDAY, DECEMBER 6, 2023
	public safety for Inuit communities and all Canadians, fostering safer and more inclusive environments where policing is not only effective but also culturally respectful.
10:30-11:00	<b>Network Break</b> ( <i>Saturna Island Foyer</i> )
11:00-12:00	<p><b>Building Trust: The Example of Tsuut'ina Nation Police Service</b></p> <p><b>Presenter</b></p> <ul style="list-style-type: none"> <li>• Inspector Dawn Blake, Tsuut'ina Nation Police Service</li> </ul> <p><b>Description</b> During this session Inspector Blake will touch on;</p> <ol style="list-style-type: none"> <li>1. The mountain of TRUST.</li> <li>2. Setting intentions for authentic community engagement.</li> <li>3. Examples from Tsuut'ina: "What we did" - Moments of Impact.</li> <li>4. Maintaining our relationships &amp; trust through growth and development.</li> </ol>
12:00-13:00	<b>Lunch</b> ( <i>Saturna Island Foyer</i> )
13:00-14:30	<p><b>Authentic Engagement in Practice – 100 Cups of Tea</b></p> <p><b>Presenter</b></p> <ul style="list-style-type: none"> <li>• Melody Shute, National Indigenous Portfolio Coordinator-West, Indigenous Affairs Secretariat Canada Border Services Agency, Government of Canada</li> </ul> <p><b>Description</b> Building layered relationships with Indigenous communities and organizations takes a commitment of time and resources. Not every layer can be created around a boardroom table with a formal agenda. We cannot start a relationship to further a predetermined set of goals and obligations as these should be informed and shaped by conversations. To have authentic engagement we must take the time to listen to and understand the communities we serve. We must take the time to build trust and find ways to collaborate in removing barriers for Indigenous Peoples. The process of engagement will always be evolving but our commitment needs to remain. A Maori friend told me that to build a true relation of understanding, two people must drink 100 cups of tea together. This is the level of commitment we need to bring to our engagement efforts.</p> <p>Since 2018, the Canada Border Services Agency (CBSA) has worked to integrate a Regional Indigenous Affairs Advisors (RIAA) in each of its regions; Atlantic, Quebec, Northern Ontario, Southern Ontario, Greater Toronto Area, Prairies, and Pacific. The RIAA's all have extensive frontline experience and are Indigenous or very strong Allies. One of their roles is to build relationships with Indigenous communities and organizations. Those relationships form the basis of our engagement and are foundational to any consultations that may be required. In this presentation, we will look at the journey and the effective practices and lessons we have learned along the way. Our successes will highlight some of what is possible and we will discuss</p>

TIME	<b>WEDNESDAY, DECEMBER 6, 2023</b>
	the many barriers, wrong turns and valuable lessons we have learned. We will share what our 100 cups of tea have taught us.
<b>14:30-15:30</b>	<b>BC First Nations Justice Council</b>
<b>15:30</b>	<b>Closing Prayer</b>
<b>15:45</b>	<b>Closing Remarks</b>