



AGENDA OAK BAY POLICE BOARD

Tuesday, May 27, 2025 - 4:00 PM

Oak Bay Municipal Hall – Council Chambers

2167 Oak Bay Ave, Victoria, BC V8R 1G2

We acknowledge that the land on which we gather is the traditional territory of the Coast and Straits Salish Peoples, specifically we recognize the Lekwungen-speaking Peoples, known today as the Songhees and Esquimalt First Nations, and that their historic connections to these lands continue to this day.

[Virtual Meeting Link](#)

1. CALL TO ORDER

2. APPROVAL OF AGENDA

3. ADOPTION OF MINUTES - Regular Meeting, April 22, 2025

4. STANDING ITEMS

4.1. Report From the Chair

4.2. BC Association of Police Boards (BCAPB) Update (Chair Murdoch)

4.3. Board Learning/Board Policy Review

i. Citizen's Satisfaction Survey – Community Consultation Memo (Chair Murdoch)

ii. Condensed Watson Training Opportunity (CC Chanin)

5. DEPARTMENT REPORTS:

5.1. Chief Constable's Monthly Update (CC Chanin)

5.2. Deputy Chief Constable's Monthly Update (DC Rice)

5.3. Accountability Report (DC Rice)

6. ONGOING BUSINESS (follow up on items from previous meeting)

6.1. Policy Management Outline (DC Rice)

7. RISE AND REPORT

8. NEW BUSINESS

9. CORRESPONDENCE FOR INFORMATION

- E-Comm May Update

10. ADJOURNMENT

Motion to adjourn the regular meeting of the Oak Bay Police Board and go In-Camera (closed meeting) where the Board will consider confidential matters that deal with personal or private information as outlined in the Police Act, Section 69(2)(a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement; (c) a matter concerning labour contract discussions, labour management relations, layoffs, or another personnel matter.

*** IN-CAMERA MEETING TO IMMEDIATELY FOLLOW ***



MINUTES OAK BAY POLICE BOARD

Tuesday, April 22, 2025 - 4:00 PM

Oak Bay Municipal Hall – Council Chambers

2167 Oak Bay Ave, Victoria, BC V8R 1G2

PRESENT: Mayor Kevin Murdoch, Chair
Christine Hall (virtual)
Bob Plecas
Ian Robertson (regrets)

Heather Cochran
Lawrence Lewis (regrets)
Robert Richards (regrets)

STAFF: Julie Chanin, Chief Constable (regrets)
Paula Kully, Board Secretary (regrets)

Kris Rice, Deputy Chief Constable

Meeting minutes compiled from recording

1. CALL TO ORDER

After some technical difficulties, the meeting was called to order at 4:21 pm by Chair Murdoch followed by a territorial acknowledgement.

2. APPROVAL OF AGENDA

3.

MOVED AND SECONDED THAT; the Agenda for the April 22, 2025 Police Board meeting be approved as presented.

CARRIED

4. ADOPTION OF MINUTES

MOVED AND SECONDED THAT; the Minutes from the Regular Police Board Meeting, of March 25, 2025 be approved as presented.

CARRIED

5. STANDING ITEMS

5.1. Report From the Chair

- Chair Murdoch advised that the final approval of the Council budget has been completed.
- He attended the Canadian Association of Police Governance where there was discussion on the lack of training for police boards in other jurisdictions.

5.2. BC Association of Police Boards (BCAPB) Update (Chair Murdoch)

- The BC Association of Police Boards meeting was held recently.
- The upcoming BCAPB conference focuses on governance and Chair Murdoch is moderating a panel.

- Friday of the conference is dedicated to governance.
- The province is engaging in regulatory changes; details are confidential.

5.3. Board Learning/Board Policy Review

Citizen's Satisfaction Survey

- Discussion on the Citizen Satisfaction Survey: The last survey was conducted in 2022 and finalized in 2023. It is required every three years.
- Consideration of using the municipal feedback platform (connect.obea.ca).
- Awareness of overlapping public consultations (e.g., active transportation, housing).
- Suggestions for broader public engagement: community meetings, informal sessions like "Coffee with a Cop."
- Targeted outreach to underrepresented groups (e.g., new Canadians, youth).
- Concerns raised: validity and representativeness of survey data, need for consistency with Public Safety Canada metrics, importance of reaching non-traditional voices.

Action: *The Board will explore options and revisit at next meeting. Consider potential collaboration with leadership and other boards for best practices.*

6. DEPARTMENT REPORTS:

6.1. Chief Constable's Monthly Update

6.2. Deputy Chief Constable's Monthly Update (DC Rice)

- In the absence of Chief Chanin, DC Rice provided a brief overview of the both the Chief's and Deputy's reports in addition to the written reports included in the agenda package.
- Hiring of first recruit constable in 20 years - Lauren Carr.
- Transport Canada provided training to two platoons under Project Sea Watch. Officers are now equipped for additional enforcement capabilities.

6.3. Accountability Report

- No new data to report

6.4. Quarterly Financial Report

- DC Rice reported that the Q1 financials are on track.
- No concerns were raised by staff or the Board.

7. ONGOING BUSINESS (follow up on items from previous meeting)

8. RISE AND REPORT

- There was discussion on the revised policy document and acknowledgement of the detailed review and improvements.

MOVED AND SECONDED THAT; OB180 Missing Persons Policy be approved as presented.

CARRIED

9. NEW BUSINESS

No new business

10. CORRESPONDENCE FOR INFORMATION

- March 25 letter from G. Lewis re: clarification on reporting requirements.
- E-Comm April Update

MOVED AND SECONDED THAT; the correspondence for information be received.

CARRIED

11. ADJOURNMENT

Motion to adjourn the regular meeting of the Oak Bay Police Board at 5:24 pm and go In-Camera (closed meeting) where the Board will consider confidential matters that deal with personal or private information as outlined in the Police Act, Section 69(2) (c) a matter concerning labour contract discussions, labour management relations, layoffs, or another personnel matter.

***** IN-CAMERA MEETING TO IMMEDIATELY FOLLOW *****



Oak Bay Police Department

MEMORANDUM

DATE: May 22, 2025
TO: Oak Bay Police Board
FROM: Kevin Murdoch – Oak Bay Police Board Chair
RE: Direction Requested – Community Consultation Process

As the Oak Bay Police Department (OBPD) continues to evolve and respond to community needs, a structured community consultation process can help inform Board direction, set organizational priorities, meet Provincial requirements, and assess satisfaction levels.

This memo has been prepared to help the Board contemplate possible approaches to consultation, which can best be designed from understanding the goals of consultation. The discussion will seek answers to the following questions:

1. What is the Purpose of Consultation

- Is the Board's primary intent to:
 - Meet the requirements of the Police Act (Section 6.1.2(6) of the BC Provincial Policing Standards mandates that police services in BC must conduct community surveys at least once every three years)
 - Assess satisfaction with the Oak Bay Police Department's current programs and service levels?
 - Gather input to support strategic planning?
 - Are there additional outcomes the Board would like to achieve through this process?
- A secondary question relates to type of data:
 - Is the Board seeking quantitative and/or statistically significant data from (which can be used like key performance indicators (KPIs) to measure effectiveness of policies over time)?
 - Is the Board seeking qualitative data that gives indication of community opinion and experience, able to catch areas of concern, but won't necessarily be statistically accurate?

2. What is the Best Timing for Input?

- Should the consultation take place in the current year or be scheduled for next year?
 - For background: District undertakes bi-annual surveys sent within the tax notice and by mailout. There is a possibility to ask the District to include a Police survey on the

alternate years. This would change the rate from once every 3 years to once every other year, starting in 2026.

- Are there particular seasons or events that should be considered when determining the timing?

3. Scope and Reach

- How broad should the engagement be? Costs must be considered for different approaches, but sample options could include:
 - A community-wide survey
 - In-community pop-up surveys (i.e. recreation centre, night markets)
 - Targeted interviews or focus groups
 - Engagement with key stakeholders or partner organizations
 - A combination of the above

4. Collaboration with the District of Oak Bay

- Should the consultation be conducted independently by Oak Bay Police or in partnership with the District of Oak Bay?
- If partnering, would the Board like to leverage District resources, such as communication channels or staff support?

A suitable motion would be to move:


THAT staff seek cost estimates for a community survey with the following attributes:

Additional Background Information:

Appropriate consultation levels and approaches are often considered within the International Association for Public Participation (IAP2) framework. This consists of 5 levels of public participation: Inform, Consult (this process), Involve, Collaborate, and Empower. More information can be found at www.iap2canada.ca.

IAP2 Spectrum of Public Participation

IAP2's Spectrum of Public Participation was designed to assist with the selection of the level of participation that defines the public's role in any public participation process. The Spectrum is used internationally, and it is found in public participation plans around the world.



	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
PROMISE TO THE PUBLIC	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.



Oak Bay Police Department

CHIEF'S REPORT

DATE: May 20, 2025

MEETING: Open In-Camera

Human Resources

Our new Recruit has started at the Justice Institute May 2, 2025, and is progressing very well. Our most recent hire has been with our team for just over a month and they have reported OBPD has provided a warm welcome and they are transitioning very smoothly to our department.

One of our casual police officers (SMC) has reapplied for a full time position and will be starting back as a full time employee May 30, 2025.

Recruitment

Oak Bay Police have secured one seat at the Justice Institute for the September 2025 Class. We continue to receive great interest in our recruit constable positions.

Community Engagement

Youth Drop in Center Oak Bay Recreation-Every Tues/Thurs at Lunch OBHI

Chief Chanin and D Platoon stepped in to run the Teen Center earlier this month our Community and Youth Office had taken some leave. The participation and attendance continue to grow with an increased number of students attending – particularly on the warmer days and when Freezies are provided.

Police Honours Night –April 23

DCC RICE attended British Columbia Police Honours Night – Government House to support Cst. Steven TWARDY who was an award recipient for Bravery and acknowledged for his actions to assist residents from a building that was on fire in Victoria.

RESERVE GRADUATION April 26

DCC RICE attended the Victoria/Oak Bay Reserve Constable Graduation on April 26, 2025. OBPD had 3 Reserve volunteers successfully complete the Reserve Constable Training provided by Victoria Police Department.

Family Fun Day Henderson Rec – Family Spring Fling May 2

Two of our Officers and two of our newly graduate Reserve Constables attended the Family Spring Fling and engaged with families and provided tours of the police vehicles.

Bicycle Safety Presentation-Bike Rodeo May 12.

D Platoon assisted with bicycle safety presentation at GNS Junior School May 12.

Police Camp Appreciation Dinner May 17.

Chief Chanin attended the Greater Victoria Police Foundation Appreciation Dinner for Team Lead Volunteers, Organizers, Board Members and some sponsors.

Traffic Safety Provincial Initiative-Road Safety Week May 13-19th Online Campaign and Enforcement

Cst. Jeremy GOFTON has been front and center on our online traffic safety campaign and conducting enforcement and organizing roadblocks and speed enforcement for Road Safety Week. (145km/40km zone on Beach Dr.)

Training

Transport Canada-April 29.

A Platoon received training from Transport Canada late last month which included information about the Canada Shipping Act and certification on conducting small vessel safety enforcement. This training will better equip officers when they are checking vessels at the boat launches in Oak Bay when mariners are arriving and departing.

Red Dot Transition Training – 2 Days May 5/6

Our officers have started the transition to Red Dot Sights on their firearms. Members of our training team are assisting SPD with this training and transition of members of both departments. Feedback thus far has been very positive for both the training and the new sighting system of our firearms.

Gold Commander Training May 20-23.

DCC RICE is completing his GOLD COMMANDER Training this month. DCC RICE is already a Bronze and Silver Commander. This training will allow DCC RICE to head the command triangle for any critical incidents that occur in Oak Bay and the CRD.

BC Police Board Conference May 7-9.

Chief CHANIN was grateful for the opportunity to attend the BCPB conference in Delta earlier this month with board Chair Kevin Murdoch, Ian Robertson and Rob Richardson.

SD 61 Update – School Liaison Officer

Next steps are to meet in early June to review the implementation plan of the School Liaison Officer Program.

Small Department Big Impact

File 2024-2100 Restorative Justice- excellent outcome reported from Restorative Justice Victoria. File is related to an internal theft from a store in Oak Bay. The employee and store owner agreed to participate in the restorative Justice program. The process from start to finish has taken almost a year for completion. The participant was so pleased with the process and grateful for the opportunity to participate they are now volunteering with Restorative Justice.

Julie Chanin
Chief Constable OBPD



Oak Bay Police Department

DEPUTY CHIEF'S REPORT

DATE: **Tuesday, May 27, 2025**

MEETING: Open In-Camera

Operational Update

February 2025 Call Data

1. Consistent statistical information for call volume in April 2025 vs April 2024. There were 34 criminal investigations this month vs. 24 in the same period last year.
2. The data for March 2025 appears consistent with no notable anomalies compared to February 2025.

Projects & Proposals:

The Police Volunteer Project is a community-driven initiative aimed at enhancing public safety and trust through the involvement of civilian volunteers in crime prevention and outreach efforts. Originating from a police volunteer affiliated with another policing organization, this proposal reflects a desire to bring a similar model to Oak Bay. The volunteer behind the initiative hopes to present more detailed plans to the Oak Bay Police Board in the near future. This brief introduction is intended to prompt early consideration and discussion among board members about the potential benefits and opportunities such a program could bring to the community. This program would be supplemental to the Oak Bay Police Reserve Program. Volunteers focus on education and do not have any policing powers of authority.

Request: The Board decide on approving a presentation for a future board meeting.

Calls of Note:

25-1017 – Peaceful Protest

On April 25, a small group conducted a peaceful protest with signage on a public sidewalk. Officers confirmed the group was not obstructing pedestrian traffic and departed voluntarily after a short time.

25-1007 – Assist with Domestic Violence Arrest

On April 25, Oak Bay officers assisted Saanich Police in locating and arresting a known domestic violence offender. The subject, a prohibited driver with suicidal ideation, was safely taken into custody in Oak Bay's jurisdiction without incident with assistance from the Greater Victoria Emergency Response Team (GVERT).

25-980 – Bank Robbery

On April 22, a male suspect presented a note at TD Bank and fled. Despite extensive patrols, the suspect was not located. CCTV footage was obtained and the investigation is ongoing.

25-872 – Fail to Stop / Collision

On April 10 at 10:30 PM, a 15-year-old unlicensed driver failed to stop for police, but no pursuit was initiated. The driver later crashed into a residence, causing property damage. No injuries reported. Multiple violation tickets issued.



Oak Bay Police Department

1703 Monterey Ave, Victoria, B.C., V8R5V6 Ph (250) 592-2424 Fax (250) 592-9988

ACCOUNTABILITY REPORT – OPEN

Reporting Period: **APRIL 2025**

	# New	# Ongoing	YTD	Not accepted*	Unsub.	Substantiated	File numbers
OPCC Complaints	0	1	1		0	0	OPCC 24-26765 (ongoing)
IIO Notifications	0	0	0				
Use of Force Reports	0	0	1				2025-108 GVERT (Display firearm) <i>Previous year-end totals:</i> 2021 – 7 Files 2022 – 8 Files 2023 – 6 Files 2024 – 11 Files

*Not accepted by OPCC and/or IIO

Kris Rice

Deputy Chief Constable

E-COMM MAY UPDATE FOR POLICE AND LOCAL GOVERNMENT PARTNERS

We are writing to share our monthly update on key activities at E-Comm to strengthen and improve our services on behalf of our police partners and the public we serve.

Service levels to April 30, 2025

- ***Strong service performance for police emergency call-taking, 9-1-1*** – Police emergency call-taking service levels remained strong, reaching 92% year-to-date (YTD) in the Lower Mainland and 91% on Vancouver Island. Both regions surpassed the set target of 88% of police emergency calls answered in 10 seconds. For 9-1-1, 98% of calls were answered within 5 seconds or less.
- ***Police non-emergency service levels remain strong, call volumes rise*** – Non-emergency (NER) service levels remained strong at 87% in the Lower Mainland, and 85% on Vancouver Island (target: 80% of calls answered in three minutes or less). Lower Mainland YTD NER call volumes rose 8.5% versus the same period in 2024, while police emergency call volumes *decreased* over the same period, by 3%. This may be an early sign that our ongoing public education efforts around service improvements are having a positive impact on reporting.

Transformation Updates

- ***New Westminster Police resume full non-emergency service with E-Comm*** – On April 15, E-Comm reassumed full-time non-emergency call-taking for the New Westminster Police Department. The reintegration went smoothly with no service level impacts expected.
- ***New emergency call takers begin on-the-job training*** – Four of our non-emergency call takers successfully completed their classroom training to become emergency call takers in April and moved to on-the-job learning on our Operations floor in the Lower Mainland.

Major Critical Incident in Vancouver

- ***Mass Casualty Incident at Vancouver Lapu Lapu Festival*** – On April 26, our Lower Mainland call takers and dispatchers responded to a mass casualty incident at the Lapu Lapu Festival in Vancouver. Extra staff came in to offer help and our Peer Support teams were engaged for those handling incredibly difficult calls with professionalism and compassion. Our hearts are with the family and friends of the victims, and our first responder partners who attended the scene.

Financial Forecasting for 2026

- ***2026 levy forecast*** – Our Finance Unit is working to prepare early levy forecast guidance to share with partners in the coming months. As engagement work on our new financial model has paused during the Province’s independent review of E-Comm, the existing methodology will be used to calculate the 2026 levy forecast.

Communications & Public Affairs

- ***Emergency Service Dispatchers and 9-1-1 Awareness Week*** – The critical work of our employees was acknowledged throughout 9-1-1 Week (April 13 – 19) with internal events and a social media campaign. Staff greatly appreciated visits from police and fire agencies, as well as online expressions of gratitude and support from partners, local governments, and the Province.

MAY 2025 UPDATE

LOWER MAINLAND YEAR-TO-APR 30

	Target	2021	2022	2023	2024	2025
9-1-1	95%/5s	99%	97%	99%	98%	98%
Police Emergency	88%/10s	89%	83%	91%	93%	92%
Police Non-Emergency	80%/180s	66%	46%	68%	87%	87%
Fire Emergency	90%/15s	92%	90%	95%	94%	97%

VANCOUVER ISLAND YEAR-TO-APR 30

	Target	2021	2022	2023	2024	2025
9-1-1	95%/5s	99%	97%	99%	98%	98%
Police Emergency	88%/10s	92%	91%	89%	91%	91%
Police Non-Emergency	80%/180s	88%	86%	81%	81%	85%

TRANSFORMATION AND OPERATIONS UPDATES



Non-emergency service levels strong, call volumes rise



New emergency call takers begin on-the-job training



E-Comm now providing full time non-emergency service for New Westminster Police

EMERGENCY SERVICE DISPATCHERS AND 9-1-1 AWARENESS WEEK APRIL 13 - 19

9-1-1 Week sees first responder visits, internal recognition events, and messages of gratitude from partners, local governments, and the Province

