



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

September 15, 2026 at 5:00pm

Boardroom 316

1. ACKNOWLEDGEMENT

- a. Territorial Acknowledgement

2. PRESENTATIONS

- a.

3. STANDING ITEMS

- a. Declarations of Conflict of Interest
- Pg. 1 b. Adoption of the Public Agenda of September 15, 2026
- Pg. 2 c. Approval of the Public Minutes of July 21, 2026
- d. Board Chair Update
 - ** Welcome New Member
 - i. Information - Election of Chair and Vice Chair
 - Pg. 4
 - Terms of Reference
 - ii. CAPG report
- e. Committee Updates
- f. Chief Constable Update
- g. Deputy Chief Constables Updates

3. BUSINESS ARISING *(when applicable)*

- a.

4. NEW BUSINESS *(when applicable)*

- Pg. 8 a. Appointment Letter & Bio – K. Armour, Esquimalt Community Member

5. RISE & REPORT *(when applicable)*

- a.

6. CORRESPONDENCE

- Pg.10 a. 2026 CACP Recognition Award
- Pg.11 b. Letter of Concern – E-scooters



VICTORIA & ESQUIMALT POLICE BOARD
Public Meeting Minutes
July 21, 2026 at 5:00pm
Boardroom

PRESENT

M. Hayes, Chair
M. Alto – v
A. Boardman
P. Faoro
T. Kituri
S. Law
N. Sukhdeo

CC F. Wilson
DC J. McRae
DC N. Hiltz
Insp. J. Ames
Insp. B. Gubbins
Insp. C. King
A/ Insp. S.Sgt. R. Brown

Insp. J. Malinosky
K. Kosich
T. Parton
Da. Phillips
Do. Phillips
Sgt. A. Van Eerd
C. Frobøl

Regrets: E. Cull, P. Thorkelsson
Recorder: D Robertson

1. TERRITORIAL LAND ACKNOWLEDGEMENT

- Call to Order **5:15 pm**
a. Territorial Land Acknowledgement (S. Law)

2. PRESENTATIONS

3. STANDING ITEMS

- a. Declaration of Conflicts of Interest
No conflicts declared.
- b. Adoption of the Public Agenda of July 21, 2026
26-71 MOTION: To adopt the Public Agenda of July 21, 2026 as presented.
MOVED/SECONDED/CARRIED
- c. Approval of the Public Minutes of June 16, 2026
26-72 MOTION: To approve the Public Minutes of June 16, 2026 as presented.
MOVED/SECONDED/CARRIED
- d. Board Chair Update – M. Hayes
- Welcome to DC N. Hiltz
 - Lots of Community Events with VicPD presence
 - Attended the West Vancouver Change of Command
 - Annual BCAPB Conference held in Whistler BC in May
 - M Hayes is again the Chair of this Board
 - Meeting with BCAPB Executive and E-Comm in September

- Part of a discussion on Uniform Standards

e. Committees Update:

- Finance Committee motion:

26-73 MOTION: *That the Finance Committee recommend the Board receive the Q2 Financial Report as presented*

MOVED/SECONDED/CARRIED

f. Board Member Update:

- None currently

g. Chief Constable Update – CC F. Wilson

- Welcome new Deputy Chief Natalie Hiltz
- JIBC Graduation – 96 graduates
- Mandatory Neurodivergent training for all Members
- SIPA – opening September 14th – starting class with 16 new VicPD recruits
- Community Engagement – Canada Day, Canoe Journey, Pride Parade, Interfaith Group
- Change of Command in West Vancouver
- Meetings with VIHA and BC Transit

h. Deputy Chief Constables Update – DC J. McRae

- Recent Large Events – many recent and upcoming events
 - Canada Day
 - Pride Parade
 - Moss Street Paint In
 - David Foster / Symphony Splash
- FIFA experience
 - All in Victoria very positive
 - Really enjoyable and most were great family events
 - Overtime costs - very low or minimal at VicPD

4. BUSINESS ARISING

a. OIC Re-Appointments (Kituri, Sukhdeo, Thorkelsson, Cull)

- Excited to have these Members on the Board

b. Compliments Report – April to June

- Wonderful to read this affirming feedback about our Members and their work in community

5. NEW BUSINESS *(when applicable)*

6. RISE & REPORT *(when applicable)*

7. CORRESPONDENCE

Meeting adjourned at 5:33 pm



VICTORIA & ESQUIMALT POLICE BOARD

TERMS OF REFERENCE: CHAIR

Updated: August 2024

1. APPOINTMENT

- 1.1 The Chair is elected by the Board members for a two-year term and may be elected for additional, consecutive terms. Board members must self-identify as candidates for Chair. If only one Board member agrees to act as Chair, that person is acclaimed as Chair. If a slate of candidates is identified, each candidate has the opportunity to speak for up to five minutes. After all presentations are completed, a secret ballot is taken. Voting rules for Board meetings apply.

2. ROLES AND RESPONSIBILITIES

- 2.1 The mandate of the Chair is to:
- a) Ensure that the Board behaves consistently with its own policies
 - b) Represent the Board in dealings with external parties
- 2.2 The roles and responsibilities of a Chair are distinct and separate from that of Councils. The Chair will ensure that the Board operates without political interference.
- 2.3 The Chair is primarily intended to participate in the role of neutral overseers of the Police Board's business, ensure the Board operates efficiently and effectively, and to act as a resource for the Board.
- 2.3. If the Chair is absent or unable to act, the Vice-Chair will assume the role and responsibilities of the Chair.
- 2.4 The Chair primary roles are to:
- a) Plan and lead Board meetings and to manage the affairs of the Board
 - b) Ensure that the Board is organized efficiently and meets its obligations and responsibilities
 - c) Work closely with the Chief Constable (the "Chief"), to ensure effective relations and communications with board members, the Department, municipal staff and Councillors, and the public
- 2.5 The Chair will be responsible for and approve the Board meeting agenda.

- 2.6 The Chair is the only Board member authorized to speak for the Board (beyond simply reporting Board decisions). Any other Board member must be specifically authorized by the Chair before speaking on behalf of the Board.
- 2.7 The Chair will work closely with the Executive Assistant, who reports to the Board.
- 2.8 The Chair is an *ex-officio* member of all Committees.
- 2.9 The Chair will work jointly and collaboratively to develop goals for the Board and Chairs and will review these goals with the Governance Committee prior to soliciting Board approval.

3. MANAGING THE ACTIVITIES OF THE BOARD

- 3.1 The Chair has the responsibility to:
- a) Facilitate a candid and full discussion of all key matters that come before the Board
 - b) Reach a consensus and develop teamwork within the Board without losing diversity of opinion or independent points of view
 - c) Communicate with the Board and the Chief regarding information about major developments or initiatives that may impact policing, particularly Municipal, Provincial or Federal initiatives that come to the Chair attention
- 3.2 The Chair has the responsibility to:
- a) Ensure that the Board approves the Department's strategic initiatives and monitors the progress of the initiatives
 - b) Ensure that the Board receives adequate and regular updates from the Chief on all significant issues that impact the performance and effectiveness of the Department

4. MANAGING THE BOARD MEMBERSHIP

- 4.1 The Chair has the responsibility to:
- a) Work with the Governance Committee, at least once per year, to ensure it reviews and updates a matrix that identifies the skills, experience and background that the ideal Board should possess
 - b) When a vacancy or re-nomination occurs, consult with the Governance Committee and the Ministry of Public Safety and Solicitor General, Police Services Division to prepare a skills profile for the position
 - c) work with the Governance Committee annually to recommend committee membership and community liaison appointments to the Board for review and approval
 - d) Meet with each individual Board member annually to assess where the Board and/or committees can operate more effectively and where the Board Chair could assist in improving the performance of the Board

4.2 The Chair has the responsibility to:

- a) Review all issues regarding a conflict of interest
- b) Review and assess Board member attendance and performance

5. WORK WITH MANAGEMENT

5.1 The Chair has the responsibility to:

- a) Act as the principal liaison between the Board and the Chief to help define problems, review strategy, and ensure the Chief is aware of concerns of the Board.
- b) Ensure that the Board monitors and evaluates the performance of the Chief to maintain the accountability of the Chief to the Board.

6. CONDUCT COMPLAINTS AGAINST THE CHIEF AND DEPUTY CHIEF CONSTABLES

- 6.1 Pursuant to the *Police Act*, the Chair is a discipline authority for conduct complaints (internal discipline or public trust complaints) made against the Chief or a Deputy Chief and shall adhere to the complaints process outlined in the Act.
- 6.2 The Chair may, at their discretion, use the Executive Assistant and legal counsel as resources to assist them in the processing of any conduct complaints against the Chief or a Deputy Chief.

7. COMMUNICATIONS

7.1 The Chair has the responsibility to:

- a) Act as the official spokesperson for the Board when consulting with the Chief prior to speaking on operational issues
- b) Ensure the Board is appropriately represented at official functions and meetings
- c) Appoint a Board Member as a spokesperson for the Board on specific matters when required to do so

8. MOTIONS, QUORUM AND VOTING

- 8.1 Section 25(3) of the *Police Act*, supported by the interpretation contained within the BC Board Handbook, states that the chair may only cast a vote at a meeting of a Board in the event of a tie vote between the other board members present. This restriction is premised on the inherent conflict of interest a mayor has, particularly with regard to issues of budget.



VICTORIA & ESQUIMALT POLICE BOARD

TERMS OF REFERENCE: VICE CHAIR

Updated: August 2024

1. APPOINTMENT

The Vice Chair is elected by the Board members for a two-year term and may be elected for additional, consecutive terms. As the Vice Chair plays a key role in supporting the Chair, it is necessary for Board members to consider the Board Chair's input. Board members must self-identify as candidates for Vice Chair. If only one Board member agrees to act as Vice Chair, that person is acclaimed as Vice Chair. If a slate of candidates is identified, each candidate has the opportunity to speak for up to five minutes. After all presentations are completed, a secret ballot is taken. Voting rules for Board meetings apply.

2. ROLE AND ACCOUNTABILITY

The Vice Chair's primary roles are to:

- Support the Chair
- Preside over Board meetings
- Take the lead on any Board issues when the Chair is unavailable or where there would be a conflict with Chair duties.
- While presiding over a Board meeting or acting in the Board Chair's place, the Vice Chair has, and may exercise, all the same rights, powers, and authority of the Board Chair, including the responsibility to speak on behalf of the Board.
- While presiding at a Board meeting, the Vice Chair will not have the right to vote, except to cast the deciding vote in the event of a tie.

3. DUTIES AND RESPONSIBILITIES

The Vice Chair has the responsibility to:

- Provide an independent perspective to the Board Chair pertaining to the Board's oversight activities and the management of issues raised with respect to conflicts of interest and standards of conduct.
- Provides feedback to the Board Chair and acts as a sounding board with respect to strategies, accountability, relationships, and other issues.
- Perform any additional duties requested by the Board.
- Preside over Board meetings when required.
- Act as the primary spokesperson for the Board when required.



CORPORATION OF THE TOWNSHIP OF ESQUIMALT

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File No. 7400-01

Xref: 0560-11

Sent via email

August 25, 2026

Victoria and Esquimalt Police Board
Victoria Police Department
850 Caledonia Ave
Victoria BC, V8T 5J8
Attention: Micayla Hayes, Chair

Dear Chair and Board Members,

RE: Esquimalt Appointment to the Victoria and Esquimalt Police Board

I am writing to advise that, at a Special Council meeting held on August 24, 2026, the Council of the Corporation of the Township of Esquimalt resolved as follows:

"That Council rise and report that Ken Armour was appointed as the community representative to the Victoria and Esquimalt Police Board for a one-year term commencing August 24, 2026."

Mr. Armour is eligible to serve on the Board as the Township's community representative following his resignation from elected office as Councillor. We respectfully request your assistance in arranging for his official swearing-in without delay to allow him to participate in the next scheduled Police Board meeting.

Mr. Armour can be contacted at [REDACTED]

Please advise if any further administrative steps or documentation are required to complete the appointment process.

Should you require any further information, please contact me at [REDACTED] or by email at deb.hopkins@esquimalt.ca.

Sincerely,

Deb Hopkins
Director of Corporate Services/Corporate Officer

cc: Katie Charlton, Director, Police Governance Unit, Policing and Security Branch,
Ministry of Public Safety and Solicitor General

Please welcome your new appointee: Ken Armour

Term Start Date: August 24 2026

Term End Date: August 24 2027

Maximum Term Date: August 24 2032

Appointee Contact Information:

Name: Ken Armour

Township of Esquimalt Community Appointee Biography:

Ken Armour has extensive experience in public policy, government and community affairs. He has held senior management positions with the provincial and federal governments, including roles in social policy, economic development, Indigenous relations, and research and innovation. Ken currently serves as CEO of Trades Training BC and as a Senior Advisor with BC Colleges, working with government, post-secondary institutions, employers and community partners on skills training and workforce development. He holds a Master of Public Administration, a Bachelor of Education and a Bachelor of Arts from the University of Alberta. He has also served in a number of community and governance roles in Esquimalt.



Canadian Association of Chiefs of Police
Association canadienne des chefs de police

June 1, 2026

Chief Constable Fiona Wilson, O.O.M.
Victoria Polic Department
850 Caledonia Avenue
Victoria, British Columbia, V8T 5J8

Subject: 2026 CACP Recognition Award

Dear Chief Constable Wilson,

On behalf of the President of the Canadian Association of Chiefs of Police, Commissioner Thomas Carrique, the CACP Board of Directors and the CACP membership, I am pleased to inform you that you have been selected as a recipient of the 2026 CACP Recognition Award.

This award recognizes members in good standing who have consistently demonstrated exceptional involvement, extraordinary support, and outstanding initiative in advancing the CACP's goals and strategic priorities. Chosen by the current President, the winners of the distinguished CACP Recognition Award are considered to be individuals who exemplify the Association's values of courage, integrity, respect, transparency, inclusiveness, excellence and compassion.

The award will be issued at the CACP Annual Summit's Opening Ceremonies on August 16, 2026, in Edmonton, Alberta, at the Edmonton Convention Centre. We would ask that you communicate with the CACP Event Coordinator, Taylor Piovesan at 613-595-1101 or by email, taylor@cacp.ca, as soon as possible to discuss the details of the presentation.

Sincerely,

Ms. Aviva Rotenberg
Chief Executive Officer



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Visit: www.cacp.ca

Subject: Please Don't Wait for a Tragedy on Our Regional Trails

August 25, 2026

Dear Ministers, Mayors, Councillors, Board Members, and Public Officials responsible for public safety and transportation,

Two weeks ago, my wife met a friend for breakfast at a new café just off the Galloping Goose Regional Trail.

When she arrived, she texted me that we had to try it some time. "*I love biking!!!*", she added.

Two hours later, my phone rang. In a shaky voice, she told me she had been in an accident.

An electric kick scooter rider crashed into her while she was making a left turn off the Goose. She had done her checks, signalled and ensured a crossing vehicle stopped before starting her turn. Suddenly, she realized she was about to be hit head on. The scooter rider had weaved around an oncoming cyclist and came up so fast she never saw him coming.

Thankfully, an off-duty paramedic heard the collision and called 911.

My wife escaped with whiplash, severe bruising, soreness, and a finger in a splint. Her bike did not. The frame was cracked and the crank bent beyond repair. The bicycle absorbed a blow that would have shattered her leg had she been just halfway through her next pedal stroke.

The paramedics, nurses and emergency room doctors all agreed: *it could have been much worse*.

What surprised me most was what I learned afterward.

Trying to understand the rules for e-scooters on shared-use trails led me through a maze of conflicting and incomplete information across municipal, regional and provincial websites. Eventually, I learned there are no insurance requirements and e-scooters are supposed to be limited to 25 km/h under the provincial pilot program. Yet the rider who hit my wife estimated he was travelling between 30 and 35 km/h, and many e-scooters go even faster.

I can't even be angry with him. I am a career public servant with a master's degree in public administration. If I couldn't easily find the rules of the trail, how could I expect him to?

As I dug deeper, what I found was troubling. National data shows e-scooter-related hospitalizations up 32% in a single year, with BC emergency visits among youth more than doubled. BC Children's Hospital reported nearly 60% of those injured admitted they were travelling over the 25 km/h limit.

In the few weeks before my wife's accident, a scooter rider died in Vancouver, a 54-year-old woman broke her collar bone in a collision and a Saanich Councillor shared his own concerns in the [Times Colonist](#) after breaking his hip in three places. That is just in BC.

We appear to be learning these lessons the hard way. Much of Europe and other peer jurisdictions have already tightened regulations in response to safety concerns with strict speed limitations, insurance requirements and licensure. We have the benefit of their experience, yet we aren't applying what they already know.

Instead, one year into a four-year pilot, there is almost no visible effort to communicate or enforce even the *existing* rules on our regional trails. There are no posted speed limits, little other signage, little public education, and no meaningful enforcement. The rider who struck my wife will face no repercussions despite her missing a week of work and needing to replace a \$1500 bike.

The result is predictable. Many do not know the rules. Others ignore them because there are no consequences. Meanwhile, our shared trails are becoming increasingly busy transportation corridors used by pedestrians, cyclists, e-bikes, and e-scooters travelling at vastly different speeds.

Imagine if we opened a new highway and only listed the speed limit on a government website. It would be dangerous and recklessly irresponsible. What makes our shared trails so different?

I am not asking you to ban e-scooters or rush in a new regulatory framework. I understand these things take time.

I am asking you to do the basics before there is a tragedy.

Please work within your authority to implement and enforce simple safety measures now:

- Clear signage identifying speed limits and trail rules
- Public education and awareness campaigns
- Meaningful enforcement of existing regulations
- Slow zones and other traffic-calming measures in high-conflict areas
- Additional safety measures at busy crossings and commuter corridors

The rules currently exist on paper. I ask you to ensure they exist in practice.

My wife was fortunate.

The next person may not be.

Sincerely,



Jethro Herring
Concerned Citizen, Trail-User and Husband
Victoria
[REDACTED]