



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

Nov 18, 2025 at 5:00pm

Boardroom & Zoom

1. ACKNOWLEDGEMENT

- a. Territorial Acknowledgement

2. STANDING ITEMS

- a. Declarations of Conflict of Interest
- b. Adoption of the Public Agenda of November 18, 2025
- Pg. 1 c. Adoption of the Public Minutes of October 21, 2025
- d. Board Chair Update
- e. Committees Update
- f. Board Member Engagement Update
- g. BC Association of Police Boards (BCAPB) and Canadian Association of Police Governance (CAPG) Update - Chair Hayes
- h. Chief Constable Update
- i. Deputy Chief Constables Update

3. NEW BUSINESS

4. CORRESPONDENCE *(Information Only)*

- Pg. 5 a. Letter from Township of Esquimalt to the Ministry of Public Safety & Solicitor General re Support for VicPD's proposal to establish Satellite JI Program

5. RISE & REPORT *(when applicable)*



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

September 16, 2025 at 5:00pm

Boardroom & Zoom

PRESENT

M. Hayes, Chair
M. Alto
A. Boardman
H. Courtright
E. Cull
P. Faoro
N. Sukhdeo

P. Thorkelsson
CC F. Wilson
DC M. Brown
DC J. McRae
Insp. C. Brown
Insp. B. Gubbins
Insp. C. King

Insp. J. Malinosky
K. Kosich
Da. Phillips
Do. Phillips
R. Shojaei

Recorder: Maria Shokpeka

1. STANDING ITEMS

a. **Territorial Land Acknowledgement**

b. **Declaration of Conflicts of Interest**

No conflicts declared.

c. **Approval: Public Agenda of October 21, 2025**

25-92

MOTION: *To approve the Public Meeting Agenda of October 21, 2025 as presented.*
MOVED/SECONDED/CARRIED

d. **Approval: Public Minutes of September 16, 2025**

25-93

MOTION: *To approve the Public Meeting Minutes of September 16, 2025 as presented.* **MOVED/SECONDED/CARRIED**

e. **Board Chair Update**

No updates of note.

f. **Committees Update**

Refer to the document provided. Committee matters arising included:

Finance

Refer to the Q3 Financial Report provided – for information. Do. Phillips provided a verbal overview. Overtime spending is tracking high, and the 2026 provisional budget has been finalized and will be presented at the Joint Board Councils meeting on October 22, 2025.

The finance committee brings forward the following recommendation.

25-94 **MOTION:** *That the Board approve Chair Hayes' request for reimbursement, up to \$500, for extraordinary costs related to childcare during the 2025 Chief Constable search.* **MOVED/SECONDED/CARRIED**

Governance

Refer to the report provided. P. Faoro noted the opinion of the township of Esquimalt which stated that the board remuneration policy should apply fairly to all board members across the board. The governance committee brings forward the following recommendation.

25-95 **MOTION:** *That the Board amend the Remuneration & Expense Claims Policy to include elected officials appointed to the Victoria and Esquimalt Police Board for remuneration as per the Board policy; and that new language be added to the existing Remuneration & Expense Claims Policy that states "Elected Officials may request to opt out of the Remuneration Policy if the Remuneration & Expense Claims Policy conflicts with a local Bylaw, policy and/or Act".* **MOVED/SECONDED/CARRIED**

g. Board Member Engagement Update

- E. Cull attended a public presentation of the Vital Signs report.
- M. Hayes, E. Cull, P. Faoro attended a number of Lunch and Learn sessions offered by the Ministry of Public Safety and Solicitor General (MPSSG).
- M. Hayes attended the Building Bridges Evidence Based Policing Conference and provided a verbal report on some of the learnings from this conference.

h. BC Association of Police Boards (BCAPB) & Canadian Association of Police Governance (CAPG) Update

- The BCAPB is currently focused on strengthening its capacity to support member boards and grow its membership base, as well as exploring sustainable funding models.
- CAPG offers specialized meetings, and from attending both first nations governance council and policing

i. Chief Constable Update

- Visited all four patrol watches, walked the beat, and worked alongside City Works; spoke with each patrol team.
- Held 1:1 meetings with community members in Esquimalt and attended a community event at Rainbow Kitchen.
- Finalized a Letter of Understanding (LOU) with the Union, allowing VicPD to hire retired officers in part-time or full-time roles for up to three years.
- Attended Chief Steve Rai's Change of Command Ceremony in Vancouver.
- Staffing update: Hired a Director of CED to support strategic plan rollout and upcoming recruitment efforts.

2. NEW BUSINESS

a. **Invitation to Social Functions from the Police Board to Mayors and Councils**

To foster stronger relationships beyond budget-related meetings, it was proposed that the board host social events with each mayor and council. While there is currently no designated social liaison on the board, it was recommended that a board member assume responsibility for initiating these invitations. The board agreed to identify and map out opportunities where the VEPB can engage with city and township representatives in relaxed, informal settings.

H. Courtright will take the lead in coordinating these engagement efforts.

Meeting adjourned at 5:36pm



CORPORATION OF THE TOWNSHIP OF ESQUIMALT

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October 30, 2025

Glen Lewis, Assistant Deputy Minister
Ministry of Public Safety & Solicitor General
Policing and Security Branch
PO Box 9285 STN PROV GOVT
Victoria BC V8W 9J7

RE: JIBC Police Academy, Proposal for Victoria Satellite Program

Dear Assistant Deputy Minister Lewis,

On behalf of the Township of Esquimalt, I am writing to express our strong support for the Victoria Police Department's (VicPD) proposal to establish a Justice Institute of British Columbia (JIBC) satellite police recruit training program in Victoria in the new year.

If successful, this initiative will bring a reputable and cost-effective training model to Vancouver Island—one that strengthens local capacity to develop future leaders in policing.

The Township values the importance of investing in high-quality, specialized education for the future of effective police service delivery. Establishing a satellite program on Vancouver Island would reduce costs for recruits, provide a more accessible training option for Vancouver Island communities, and create additional recruitment opportunities for Island-based candidates.

We welcome your consideration and support for VicPD's proposal to hold a JIBC satellite police recruit training program in Victoria. We believe this initiative represents a meaningful step toward strengthening local policing capacity and ensuring that new recruits are well-prepared to meet the evolving needs of our communities.

Sincerely,

A handwritten signature in black ink that reads "Barbara Desjardins".

Mayor Barbara Desjardins

cc: Victoria Esquimalt Police Board