



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

June 16, 2026 at 5:00pm

Boardroom & Zoom

1. ACKNOWLEDGEMENT

- a. Territorial Acknowledgement

2. PRESENTATIONS

- a. Track and Trace – C.C. F. Wilson

3. STANDING ITEMS

- a. Declarations of Conflict of Interest
- Pg. 1 b. Adoption of the Public Agenda of June 16, 2026
- Pg. 2 c. Approval of the Public Minutes of May 12, 2026
- d. Board Chair Update
- Pg. 4
 - 2026 CACP Award / Recognitions
- e. BC Association of Police Boards Update
 - BACPB Conference May 2026
- f. Committees Update
- Pg. 5
 - Finance: MOTION C26-42
- g. Board Member Engagement Update
- h. Chief Constable Update
- i. Deputy Chief Constables Update
 - Fugitive Return Program – DCC J. McRae

3. NEW BUSINESS *(when applicable)*

- a.

4. RISE & REPORT *(when applicable)*

- a.

5. CORRESPONDENCE *(when applicable)*

- Pg.22 a. Thank you letter to Chief Wilson from INVICTM



VICTORIA & ESQUIMALT POLICE BOARD
Public Meeting Minutes
May 12, 2026 at 5:00pm
Boardroom & Zoom

PRESENT

M. Hayes, Chair
M. Alto
A. Boardman – v
H. Courtright
E. Cull
T. Kituri
S. Law

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

Insp. J. Lawson
Insp. J. Malinosky
K. Kosich
T. Parton
Da. Phillips
Do. Phillips

Regrets: P. Faoro, N. Sukhdeo
Recorder: D Robertson

1. TERRITORIAL LAND ACKNOWLEDGEMENT

- a) Call to Order **5:00 pm**
- b) Territorial Land Acknowledgement (T. Kituri)

2. STANDING ITEMS

- a) Declaration of Conflicts of Interest
No conflicts declared.
- b) Adoption of the Public Agenda of May 12, 2026
26-40 MOTION: *To adopt the Public Agenda of May 12, 2026 as presented.*
MOVED/SECONDED/CARRIED
- c) Approval of the Public Minutes of April 21, 2026
26-41 MOTION: *To approve the Public Minutes of April 21, 2026 as presented.*
MOVED/SECONDED/CARRIED
- d) Board Chair Update
 - M. Hayes recognized the upcoming retirement of DC M. Brown and acknowledged his immense contributions to Vic PD over his 30-year career.
- e) Committees Update:
 - E. Cull Acknowledged the public posting of the 2025 Q4 Financials
 - Da. Phillips spoke to the report

- f) BC Association of Police Boards Update
 - M. Hayes will speak to this after the BCAPB Conference next week
- g) Board Member Update
 - T. Kimuri attended the Swearing-In Ceremony of the 11 new recruits
 - Amazing to see the support from Vic PD to new recruits as well as recruit families
- h) Chief Constable Update – CC F. Wilson
 - Strategic Planning update
 - Community Engagement opportunities
 - Operational report:
 - Community Services
 - Recruitment, training and wellness
 - SIPA launch
 - Regional and National engagement
- i) Deputy Chief Constables Update – DC J. McRae
 - FIFA update – Insp. C. King will be the Gold Commander
 - C-POII – (Chronic Property and Public Disorder Intervention Initiative) is a provincial program includes Police, Crown Council, Corrections and Probations working with repeat offenders
 - Pilot programs in other cities were successful
 - It builds on the success of ReVOII (Repeat Violent Offending Intervention Initiative)
 - Funding for the initiative is given to the other partners but not the Policing side
 - C-STEP funding is available to VicPD, but the administration of the work is not covered

3. NEW BUSINESS

- a) H. Courtright – Appointment Term Expiry
 - M. Hayes spoke to the expiry of appointment term of Board Member H. Courtright and thanked the Member for her dedication and commitment to the Board
 - H. Courtright responded she was honored to have worked on the Board and wanted the public and community to know that a Municipal appointment was not a position that reported to the municipality but instead acted in the best interests of the community at large.

4. RISE & REPORT

Meeting adjourned at 5:30 pm



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



VICTORIA & ESQUIMALT POLICE BOARD

COMMITTEES UPDATE (June 16, 2026) Public

FINANCE

C26-42 MOTION: *That the Finance Committee recommend the Board approve the 2026 Budget Appeal for 2 Patrol Officers Pursuant to Section 27(3) of the Police Act.*

HUMAN RESOURCES

No discussions of note

GOVERNANCE

No discussions of note



2026 Budget Appeal
Pursuant to Section 27(3) of the *Police Act*

DRAFT

VicPD Budget Appeal Pursuant to Section 27(3) of the *Police Act*

May 2026

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We acknowledge we are on the traditional and unceded territories of the ləkʷəŋən (Lekwungen) represented by the Songhees and Esquimalt First Nations.

Table of Contents

Executive Summary.....	4
Underlying Principles of Appeal.....	5
Detailed Budget Breakdown.....	6
Impact of Underfunding.....	8
Data in Support of Appeal.....	10
Conclusion.....	122
Appendix A – Victoria Letter of Decision.....	144
Appendix B – Esquimalt Letter of Decision.....	155
Appendix C – 2026 Provisional Budget.....	166

Executive Summary

On February 26, 2026, in accordance with section 7.1 of the Framework Agreement between the Victoria and Esquimalt Police Board (the “Board”), the City of Victoria, and The Township of Esquimalt, and requiring submission no later than February 28, 2026, the Board submitted the final version of its Provisional 2026 Budget, for approval by municipalities.

It included new staffing requests for one (1) Traffic Officer and four (4) Patrol Officers.

Esquimalt Council voted in favour of the full budget on March 16, 2026. However, on March 12th, Victoria Council declined to provide funding for two (2) new Patrol Officers requested. This resulted in a budget shortfall as follows:

2 Patrol Officers – salary and benefits	\$232,990
Associated one-time hiring costs	\$165,700
Total Not Approved by Victoria Council	\$398,690

The budget presented by the Board represents the minimum budget required to provide adequate and effective policing as required by the *Police Act*.

Section 27(3) of the Police Act states:

If a council does not approve an item in the budget, the director, on application by the council or the municipal police board, must:

- (a) Determine whether the item or amount should be included in the budget, and
- (b) Report the director’s findings to the municipal police board, the council, and the minister.

Therefore, this document serves as official application for a determination on whether two (2) Patrol officers should be included in the 2026 budget and provides the rationale and case for support for the positions.

Underlying Principles of Appeal

The Victoria Police Department (VicPD) is a single, amalgamated police department created by Ministerial Order No. M365, and Order-in-Council No. 1137 dated December 18, 2002. VicPD provides policing services to the Township of Esquimalt and to the City of Victoria under the governance of the Victoria and Esquimalt Police Board (Board).

Current Policing Climate and External Pressures on Policing

A number of policing challenges that are both unique and similar to other large urban police departments have been previously outlined in VicPD's request for review under the *Police Act* Section 27(3) for the 2025 Budget and are not repeated in this document.

The Framework Agreement

VicPD operates under an agreement between the Victoria and Esquimalt Police Board (Board), the City and the Township, commonly referred to as the "Framework Agreement".

Some aspects of the operational, strategic, financial, and governance functioning of VicPD are set out in an agreement between the Board, the Township of Esquimalt and the City of Victoria dated April 17, 2014 along with subsequent Extension Agreements, commonly referred to as the "Framework Agreement" on policing. Contained within the Framework Agreement is a dispute resolution process. All matters not specifically addressed in the *Police Act* or within the Framework Agreement are the responsibility of the Board through the Chief Constable.

Police Act

According to Section 27(6) of the *Police Act*, a municipal police board must not make an expenditure that is not specified in the board's budget and approved by councils. Should the Board deem any of the above unapproved items necessary to provide adequate and effective policing, the remaining option is to apply to the Director of Police Services, under section 27(3) of the Act. If the Director of Police Services then determines those items should be included in the budget, councils must comply with funding.

Over the past nine years (2017 to 2025), six annual budgets were rejected by one or both municipalities. Only two budgets (2020 and 2021) saw modest increases during the pandemic and received Council approval. VicPD has requested Ministry intervention for rejected budgets using the Section 27(3) provision four times in that period, not including this 2026 request.

This has resulted in a substantial commitment of administrative and human resources, impacting capacity to allocate resources to other priorities areas. The Board is hopeful that the current funding arrangement can be objectively reviewed for future.

Detailed Budget Breakdown

The Board's final submission of the 2026 Provisional Budget is included in Appendix C and is summarized as follows:

	2025	2026	Total Increase	Increase		
				Victoria 86.33%	Esquimalt 13.67%	% Incr.
Base	\$ 78,998,912	\$ 84,929,190	\$ 5,930,278	\$ 5,119,609	\$ 810,669	7.51%
Appeal Rulings:						
Late Night Task Force	-	230,000	230,000	198,559	31,441	0.29%
6 positions, excluding hiring costs	-	598,128	598,128	516,364	81,764	0.76%
Total appeal rulings	-	828,128	828,128	714,923	113,205	1.05%
New Resources:						
4 Patrol, 1 Traffic	-	582,490	582,490	502,864	79,626	
One-time hiring costs	-	414,250	414,250	357,622	56,628	
Total New Resources	-	996,740	996,740	860,486	136,254	1.26%
Total Core Budget	\$ 78,998,912	\$ 86,754,058	\$ 7,755,146	\$ 6,695,018	\$ 1,060,128	9.82%
Optional Resources (S.5 Framework)				100%	0%	
Beat and Bylaw Unit - 9 officers	-	1,607,630	1,607,630	1,607,630	-	2.04%
One-time hiring costs	-	242,945	242,945	242,945	-	0.31%
Overtime for 2 Bylaw officers	-	185,000	185,000	185,000	-	0.23%
Sub-total Beat and Bylaw Unit	-	2,035,575	2,035,575	2,035,575	-	2.58%
Crime Reduction Unit - 8 officers	-	1,025,165	1,025,165	1,025,165	-	1.30%
One-time hiring costs	-	215,955	215,955	215,955	-	0.27%
Sub-total Crime Reduction Unit	-	1,241,120	1,241,120	1,241,120	-	1.57%
Total Optional Resources	-	3,276,695	3,276,695	3,276,695	-	4.15%
Total Budget	\$ 78,998,912	\$ 90,030,753	\$ 11,031,841	\$ 9,971,713	\$ 1,060,128	13.97%

The budget consists of two distinct parts consisting of the core budget with shared funding from Victoria and Esquimalt based on the most recently agreed upon budget allocation formula, and the optional resources portion in accordance with section 5 of the Framework Agreement, which allows a single municipality to increase policing resources serving its community.

The budget proposal, both core and optional resources, has been approved by both municipalities, except for two (2) Patrol Officers in the amount of \$398,690, which was not approved by Victoria.

The municipal budget decisions are summarized as follows:

	Total Budget		
	Proposal	Approved	Not Approved
<u>Core Budget</u>			
Victoria	\$ 86,754,058	\$ 86,355,368	\$ 398,690
Esquimalt	\$ 86,754,058	\$ 86,754,058	\$ -
<u>Optional Resources</u>			
Victoria	\$ 3,276,695	\$ 3,276,695	\$ -
Esquimalt	N/A	N/A	\$ -
Combined Budget Approval	\$ 90,030,753	\$ 89,632,063	\$ 398,690
Victoria share of funding	\$ 78,171,474	\$ 77,827,285	\$ 344,189
Esquimalt share of funding	11,859,279	11,804,778	54,501
	\$ 90,030,753	\$ 89,632,063	\$ 398,690

As a further note to the 2026 Budget, a final *Police Act* Section 27(3.1) ruling was received on March 2, 2026 regarding associated hiring costs for six (6) new positions awarded from the 2025 Budget appeal in the amount of \$261,230. This amount was added to the 2026 Budget per Board motion on March 8, 2026 and both municipalities were notified on March 25, 2026. However, this amount is not included in the final budget proposal submitted to municipalities in February 2026 and as outlined on the previous page because notification was received after the deadline for submission to the municipalities.

Impact of Underfunding

A full business case for four (4) Patrol Officers is attached to the budget request in Appendix C. The business case recommendation states that the positions are needed to:

- Address an increasing disparity between population served and the number of deployed officers
- Address departmental caseload volume that is approximately 28% higher than the provincial average
- Respond to significant urban challenges in the City of Victoria and the Township of Esquimalt
- Address time demand and constraints for deployed officers due to increased service expectations and environmental constraints outside of the control of the department
- Improve response times and visibility in the communities served
- Mitigate impacts on officers from complexity and volume of calls for service, leading to operational fatigue.

Updated Case for Support: Strengthening Victoria and Esquimalt's Frontline Policing Capacity

The Victoria and Esquimalt Police Department (VicPD) is requesting support for the addition of two patrol officers to ensure the continued delivery of effective and responsive policing services to our growing communities. Patrol is the very core of our operational function, representing the frontline response to most of the policing demands and the foundational element of public safety. These officers will be critical in maintaining and improving our ability to serve and protect the residents of Victoria and Esquimalt.

Our officers respond to a diverse and increasingly complex range of calls for service. These include emergencies such as violent disputes and random stranger assaults, mental health crises and apprehensions, toxic drug crises, missing persons searches and investigations, disturbances, suspicious situations, traffic accidents, and instances of public disorder. Meeting our statutory obligations and upholding public safety depend on our capacity to respond swiftly and effectively to these urgent demands.

Our initial request was for four additional patrol officers, each assigned to one of the four operational watches, ensuring comprehensive coverage throughout the 24-hour policing cycle. This balanced approach would have provided consistent increases in capacity across all shifts, and importantly, allowed for the deployment of additional members to proactive, visible policing initiatives, like dedicated foot patrols, which demonstrably build community trust and deter crime.

The reduction in approved positions means we cannot evenly distribute the increased capacity, and the intended improvement of one officer per watch will not be realized. This doesn't meaningfully stabilize our patrol capacity and continues to place considerable pressure on our frontline

members who are already facing increasing demands. Limited patrol resources directly translate to a diminished ability to respond quickly to priority calls, hindering proactive policing efforts, and potentially compromising officer safety when responding to incidents requiring multiple personnel.

The reality is patrol workload is not static; it is demonstrably increasing in both volume and complexity. Modern policing consistently requires responding to challenging situations involving mental health crises, overdose events, street disorder, repeat offenders, major events, protests, and increasingly complex missing person investigations. These incidents often require significant officer time on scene and multiple units, further straining already stretched patrol availability. This demand is further compounded by significant population growth. The City of Victoria has experienced substantial growth over the past decade, and the population of Esquimalt is projected to expand exponentially in the coming years.

The consequence of inadequate patrol staffing is a potential reduction in our service levels and a corresponding impact on community safety. We face limitations in our ability to provide timely responses to calls for service, and a restricted capacity for proactive policing and visible presence in areas experiencing heightened disorder or community concern. This increased strain will likely necessitate greater reliance on overtime, leading to officer fatigue and potential delays in response times, particularly during peak demand periods.

Investing in these two patrol officers directly aligns with the established priorities of both Victoria and Esquimalt councils – priorities focused on enhancing public safety, increasing visible policing, and effectively addressing street disorder. The Township of Esquimalt voted in favour of supporting the addition of four patrol officers instead of two. This aligns with feedback received from the Esquimalt Council's representative on the Board, acknowledging that a meaningful stabilization of our patrol capacity will provide a direct advantage through dedicated Bylaw support to the Township as requested by the municipality.

Adequate patrol staffing is not simply a departmental need; it is foundational to achieving these shared goals and ensuring the VicPD can meet the expectations of the communities we serve. We urge your continued support in ensuring the safety and well-being of Victoria and Esquimalt residents.

Data in Support of Appeal

This section provides data supporting the Victoria Police Department's (VicPD) appeal for funding to hire two additional police officers within the Patrol Division. The data demonstrates increasing demands on existing resources and highlights the necessity of bolstering our capacity to effectively serve the public and ensure public safety.

Data Sources:

- Sections 1, 2, and 3 reference the published report: *"Police Resources in British Columbia, 2024"*, Ministry of Public Safety and Solicitor General, Policing and Security Branch.
- The data in sections 4, 5, and 6 derive from internal data on calls for service.

1. Comparative Case Load

VicPD consistently handles a high volume of cases. In 2024, VicPD had one of the highest case loads per officer amongst municipal police departments in the province with 41 cases per officer. VicPD's case load was 28% above the municipal police. While Victoria represented only 7.9% of the municipal-police population base, it accounted for 12.5% of Criminal Code offences, exceeding its share of adjusted strength (9.8%) and costs (9.6%). This demonstrates a workload burden disproportionate to its resident population.

Victoria's case load is 28% higher than Vancouver, and 86% higher than both Saanich and Delta. Compared to Saanich, which has a similar population, Victoria experiences nearly double the per-officer caseload, despite having a comparable number of residents.

2. Comparative Crime Rate

In 2024, VicPD had the second highest Criminal Code crime rate per capita of 87, which is 58% higher than the average for municipal police departments in the province. It has the second-highest total Criminal Code offence volume after Vancouver. Specifically, Victoria's crime rate is 45% higher than Vancouver's, 190% higher than Saanich's, and 156% higher than Delta's. Compared to Saanich, Victoria experiences roughly three times the crime rate. This underscores the unique demands placed on VicPD as a core city for the Capital Regional District (CRD).

3. Staffing Growth and Core City Demands

While VicPD increased authorized strength from 243 officers in 2015 to 257 in 2024 (a 5.8% increase), this growth lags behind overall provincial increases for the same period (8.7% for municipal departments, 10.3% province-wide). This comparatively modest growth occurs against a backdrop of significantly increased demand. *Police Resources in British Columbia (2024)* recognize

that high crime rates in "core cities" may reflect a concentration of workers, visitors, and service users excluded from resident population denominators. Victoria, as a downtown, employment, tourism, government, and social service hub, experiences this "core city demand" effect, meaning its crime rates are not solely reflective of its resident population.

According to *Police Resources in British Columbia (2024)*, VicPD's cost per capita (\$632 in 2024) is materially distorted by the core city dynamic. When costs are normalized against Criminal Code workload, VicPD's cost per Criminal Code offence (\$7,249) is approximately 23% below the municipal police department benchmark of \$9,408. This suggests that VicPD is not simply a high-cost outlier, but rather it is a high-demand jurisdiction where cost appears high per resident but is comparatively lower per recorded Criminal Code offence.

4. High-Priority Incident Response Times:

Analysis of dispatched calls for service over the past four years (2022 – 2025) reveals that approximately 8% represent Priority 1 (P1) calls – those posing an immediate threat to life or property. While seemingly a smaller percentage, a recent analysis of P1 response times revealed an approximate average P1 response time of 10 minutes. This response time exceeds broadly accepted benchmarks and directly impacts VicPD's ability to provide timely intervention and potentially mitigate harm. Increasing patrol officer availability will contribute to a reduction in these response times.

5. Volume & Nature of Calls for Service:

From 2022 to 2025, VicPD has responded to a substantial volume of Calls for Service. Calls for Service averaged 49,660 annually, with approximately 78-79% of these calls being dispatched. The top four call types demonstrate significant demand:

- Unwanted Person: 24,580 calls (15% of total calls)
- Check Wellbeing: 12,975 calls (8% of total calls)
- Theft: 9,654 calls (6% of total calls)
- Assist EHS/Fire: 9,571 calls (6% of total calls)

These calls, while often not requiring immediate emergency response, consume significant officer time dedicated to investigation, mediation, and follow-up. The substantial volume of "Unwanted Person" and "Check Wellbeing" calls specifically, points to a growing need for officers to address community social issues, diverting resources from proactive policing and critical incident response. "Unwanted Person" calls increased by 51% between 2022 and 2025. This is consistent with Victoria being a social services hub with core city policing demands.

6. Call Intake Method & Dispatch Rate:

VicPD consistently dispatches approximately 78-79% of all received calls. This demonstrates a high rate of active response and commitment to addressing community concerns. This high dispatch rate, coupled with the sheer volume of calls, is indicative of a disproportionate demand on VicPD's frontline patrol resources.

Conclusion:

The data presented clearly demonstrates a sustained and significant demand on VicPD's Patrol Division. The combination of high call volumes, a substantial percentage requiring dispatch, demands for faster P1 response times, and the "core city" demand dynamic underscore the need for increased officer capacity. Hiring two additional officers will allow VicPD to:

- Reduce response times to critical incidents.
- Improve proactive policing and community engagement.
- Alleviate the administrative burden on existing officers.
- Enhance overall public safety within the City of Victoria and Township of Esquimalt.

Conclusion

Our case for support of funding the two patrol officers is summarized as follows:

- The 2026 Budget reduction from four to two officers in Patrol will materially affect the operational ability of the department to deliver effective frontline policing.
- The original request was strategically designed to add one dedicated member to each of four operational watches, covering the full 24-hour policing cycle. It was a measured and workload-based adjustment designed to strengthen patrol capacity across all watches and shifts.
- Without the full complement of requested officers, the department's ability to address demand pressures and maintain consistent service levels is significantly constrained.
- A balanced approach with the addition of four officers would have provided consistent increases in capacity, and importantly, allowed for the deployment of additional members to proactive, visible policing initiatives, like dedicated foot patrols, which demonstrably build community trust and deter crime.

The VicPD is comprised of talented, diverse and dedicated people who work tirelessly and professionally, proudly serving to keep everyone in Victoria and Esquimalt safe. Working side-by-side with other community stakeholders, police officers prevent, deter and investigate crime, help and support individuals in crisis, deliver justice for victims of crime and their families, and protect vulnerable persons in the community from violent predatory individuals eager to exploit or prey on them.

The Board constantly strives to provide adequate and effective police services for the City of Victoria and the Township of Esquimalt, representing diverse communities with unique needs and priorities. Within a challenging Canadian and regional policing environment, Victoria Council's decision to deny funding for two Patrol officers is disappointing.

Your affirmation of our appeal will ensure that we meet the challenges outlined and our legislative obligations. With your support, we can create a safer and more secure environment for everyone in our community.

We trust that you have received sufficient information and rationale for this submission. Should you have inquiries or request further information, please contact Deputy Chief Constable James McRae.

On behalf of

Elizabeth Cull
Finance Committee
Victoria and Esquimalt Police Board
Attachments:

Appendix A – Victoria Letter of Decision

Appendix B - Esquimalt Letter of Decision

Appendix C – 2026 Provisional Budget, including:

- Business Case for Patrol Officers new staffing resources on page 35

Appendix A – Victoria Letter of Decision

THE CITY OF VICTORIA



OFFICE OF THE MAYOR

April 2, 2026

Micayla Hayes, Chair
Victoria & Esquimalt Police Board
850 Caledonia Avenue
Victoria, BC, V8T 5J8
micayla.hayes@vicpd.ca

Re: Victoria City Council Response to the Police Board Budget

Good afternoon, colleagues, I trust this finds you well.

As noted in my March 12, 2026, email to you all, on that day Victoria Council voted on its whole city budget for 2026, including the police services portion of the city budget.

Council considered the most recent revised police board budget request, and declined to provide funding for all four (4) "shared" patrol officers. Instead, it approved this motion:

Increase the number of patrol officers by 2 in the police budget, rather than by the 4 proposed, with the intention of phasing in the balance of these resources over time.

CARRIED (5 to 4), OPPOSED: Mayor Alto, Councillor Coleman, Councillor Gardiner, Councillor Hammond

No other changes were made to the revised police board budget request. Victoria's dedicated 9 patrol officers and 8 Crime Reduction Officers remain in the budget.

Now, city staff will craft the bylaws necessary to implement the budget, and those bylaws will return to Council April 16 for preliminary readings, and again April 23 for final ratification.

While not impossible, it would be unusual for any further changes to be made to the budget.

Respectfully,

cc.
Police Board Finance Chair Elizabeth Cull
Police Chief Fiona Wilson

Appendix B – Esquimalt Letter of Decision



CORPORATION OF THE TOWNSHIP OF ESQUIMALT

Municipal Hall, 1229 Esquimalt Road, Esquimalt, B.C. V9A 3P1
Website: www.esquimalt.ca Email: info@esquimalt.ca

Telephone (250) 414-7100
Fax (250) 414-7111

File No. 7400

Sent via email
board@vicpd.ca

March 19, 2026

Victoria and Esquimalt Police Board
Victoria Police Department
850 Caledonia Ave
Victoria BC, V8T 5J8

Dear Members of the Victoria and Esquimalt Police Board,

I am writing to confirm that the Township of Esquimalt Council voted in favour of supporting the Victoria Police Department budget on Monday, March 16, 2026.

In recognition of the City of Victoria's decision to withhold funding for two patrol officer positions, the Township did not yet include a tax increase at this time to cover Esquimalt's proportionate share of those specific costs. This is a practical decision that does not change Council's resolution to support the proposed police budget. If the City of Victoria changes its position on funding the two patrol officer positions, the Township will be immediately prepared to provide its share of the funding.

Should the Victoria and Esquimalt Police Board choose to request a review under section 27(3) of the *Police Act*, the Township of Esquimalt will confirm Council's support for the Board's proposed budget. If the determination of the Director of Police Services is in favour of the Board, the Township will also be immediately prepared to provide its share of the funding for the two patrol officer positions.

The Township's main point of contact on policing is Judy Kitts, Director of Strategic Initiatives, who can be reached at judy.kitts@esquimalt.ca or by phone 250-414-7117.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Horan".

Dan Horan
Chief Administrative Officer

cc: Chief Constable Fiona Wilson
City of Victoria Mayor and Council

Appendix C – 2026 Provisional Budget

<to be attached>

DRAFT



**Leadership in Counter Terrorism
Alumni Association**

18 May 2026

Fiona Wilson

Chief Constable

Victoria Police Department
850 Caledonia Avenue, Victoria, BC, V8T 5J8

Dear Chief Constable Wilson:

Re: Thank You for your participation and presentations at the 2026 INVICTM International Symposium Supporting Victims of Terrorism and Mass Violence and the 2026 Leadership in Counter Terrorism Conference.

On behalf of the International Network Supporting Victims of Terrorism and Mass Violence (INVICTM), and the Leadership in Counter Terrorism Alumni Association (LinCT-AA), John and I would like to extend our sincere appreciation for your meaningful contributions to both the International INVICTM Symposium, and the LinCT-AA Conference recently held in New York.

The INVICTM Symposium “*Reimagining Victim Support in a Changing World*” was strategically held the day prior to the Leadership in Counter Terrorism Alumni Association (LinCT-AA) International Counter Terrorism Conference, reflecting the close alignment between our organizations, with INVICTM proud to serve as an affiliate member of the LinCT-AA. Together, these closely connected events brought together senior leaders and practitioners from international, federal, and local governments, all charged with protecting national security and public safety, while reinforcing the importance of ensuring that victims, survivors, families, and those impacted by terrorism have a meaningful voice at the table.

As you know, the LinCT-AA Conference, under the **theme “Five Eyes, 25 Years: Enduring Partnerships Countering Evolving Threats,”** convened members of the Five Eyes intelligence community alongside law enforcement, public safety professionals, academic experts, and private-sector partners. Your participation in both events provided an important opportunity to further highlight your agency’s leadership and commitment to victim-centred approaches, while strengthening dialogue, collaboration, and shared learning among an influential international audience. Collectively, these forums created a unique platform linking operational counter-

terrorism efforts with victim-centred preparedness, response, recovery, and resilience, ensuring that the voices and experiences of those impacted by terrorism remain central to these critical discussions.

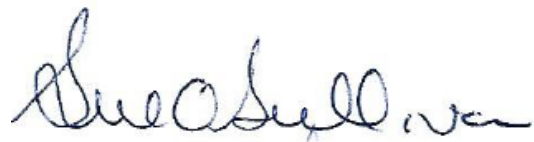
As both a moderator and presenter at the two events, your perspective as both a police leader and family member was powerful, thoughtful, and deeply impactful. Through sharing your lived experience, you brought an important voice to discussions surrounding preparedness, response, recovery, and resilience following acts of terrorism and mass violence. Your ability to speak from both the head and the heart resonated strongly with participants and reinforced the importance of ensuring that victims, survivors, families, and all those impacted by terrorism are recognized as essential partners in public safety and recovery efforts. True progress in public safety is not created for victims, but with them.

Your contributions also strongly reinforced the themes of both events, helping to frame the importance of partnerships, preparedness, and ensuring that responses to terrorism and mass violence remain grounded in dignity, compassion, and humanity. Equally important, your presentations reinforced the value of bringing together senior leaders and practitioners from international, national, and local governments to strengthen collaboration in protecting national security and public safety, while ensuring that the voices and experiences of victims and survivors remain central to those discussions. You made a significant contribution to strengthening our international network of shared learning, collaboration, and progress.

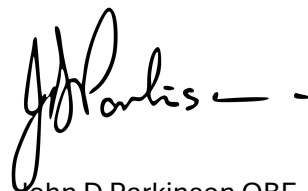
John and I would also like to acknowledge your continued leadership and contributions to the LinCT-AA, including your support in the planning of this year's conference and your recent appointment as Vice President of the LinCT-AA Board.

Thank you again for your leadership, and your continued commitment to advancing positive change. It was truly an honour to have you participate in both events, and we look forward to continuing to work together in support of victims, survivors, and safer, more resilient communities.

With sincere appreciation,



Sue OSullivan, Chair
International Network Supporting Victims of
Terrorism and Mass Violence
ED Canada LinCT-AA



John D Parkinson OBE
Executive Managing Director
LinCT Alumni Association

Cc: Micayla Hayes Chair, Victoria and Esquimalt Police Board