VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

November 17, 2026 at 5:00pm

Boardroom & Livestreaming

1. ACKNOWLEDGEMENT

a. Territorial Acknowledgement

2. PRESENTATIONS

a. n/a

3. STANDING ITEMS

a. Declarations of Conflict of Interest

Pg. 1 b. Adoption of the Public Agenda of November 17, 2026

Pg. 2 c. Approval of the Public Minutes of October 20, 2026

d. Board Chair Update

e. Committee Updates

i. Governance Committee:

Pg. 5

- MOTION: *The Committee recommend the Board approve the Schedule of Police Board Meetings for 2027 as presented*

ii. Finance Committee:

Pg. 6

- MOTION: *The Committee recommend the Board accept the Q3 2026 Financial Report as presented*

f. Board Member Updates

g. Chief Constable Update

h. Deputy Chief Constables Updates

3. BUSINESS ARISING *(when applicable)*

a. n/a

4. NEW BUSINESS *(when applicable)*

a. n/a

5. RISE & REPORT *(when applicable)*

a. n/a

6. CORRESPONDENCE

a. n/a

VICTORIA & ESQUIMALT POLICE BOARD
Public Meeting Minutes
October 20, 2026 at 5:00pm
Boardroom

PRESENT

M. Hayes, Chair	S. Law	Insp. J. Lawson
M. Alto	N. Sukhdeo – v	Insp. J. Musicco
K. Armour	P. Thorkelsson	K. Kosich
A. Boardman	CC F. Wilson	T. Parton
E. Cull	DC J. McRae	Da. Phillips
P. Faoro	DC N. Hiltz	Do. Phillips
T. Kituri	Insp. B. Gubbins	C. Frobel

Recorder: D. Robertson

1. TERRITORIAL LAND ACKNOWLEGEMENT

Call to Order 5:00 pm

a. Territorial Land Acknowledgement (K. Armour)

2. PRESENTATIONS

a. Nijmegen March 2027 Presentation
Constable Dylan Clarkson and Constable Christian McMahon

3. STANDING ITEMS

a. Declaration of Conflicts of Interest
No conflicts declared.

b. Adoption of the Public Agenda of October 20, 2026

26-112 MOTION: *To adopt the Public Agenda of October 20, 2026 as presented.*
MOVED/SECONDED/CARRIED

c. Approval of the Public Minutes of September 15, 2026

26-113 MOTION: *To approve the Public Minutes of September 15, 2026 as presented.*
MOVED/SECONDED/CARRIED

d. Election of Chair and Vice Chair
- Review of the process
- Chief to lead to election of the Chair / then Chair will lead for Vice Chair

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- Chair candidate – self-nomination
  - Micayla Hayes
- By acclamation – Micayla Hayes appointed as Chair

- Vice Chair candidates – self-nominations
  - Paul Faoro
  - Andrea Boardman
- By secret ballot – Andrea Boardman appointed Vice Chair

5:39 pm N. Sukhdeo left the meeting

e. Board Chair Update – M. Hayes
- Congratulations to M. Alto and A. Boardman on their re-election
- Attended the CACP Conference – Indigenous Policing Summit in September
- Attended CAPG Conference in Edmonton in August – M. Hayes is on Executive
- Attended an E-Comm meeting in Vancouver in September

f. Committees Update:
- Finance Committee

26-114 MOTION: *To recommend the Board approve 5 spaces for Members at the CAPC/BCACP Women in Policing Conference in Vancovuer January 2027*
MOVED/SECONDED/CARRIED

g. Chief Constable Update – CC F. Wilson
- Our condolences for the loss to all the families and community of the Wainright tragedy
- Election congratulations
- Activities, Presentations etc.
  - Public assistance with apprehensions, missing persons – greatly appreciated
  - SIPA – Grand Opening
  - British Columbia Law Enforcement Memorial Ride / Memorial Parade
  - SMC Swearing in Ceremony
  - Meeting with Save-On-Foods re Public Safety concerns
  - Chuck-a-Puck event
  - PowWow for Truth & Reconciliation Day
  - Roundtable panel member – Homelessness & Public Safety
  - Daisy turned 6 years old!!!

h. Deputy Chief Constables Update
- DC. McRae
  - SIPA
    - going very well – lots of great feedback

- DC. N. Hiltz
  - Bike & Beat Program
    - C-Step funding ended – City of Victoria has come through with funding
    - Insp. J. Musicco to lead
    - Assist front line patrol to address street crime

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4. BUSINESS ARISING

a. n/a

5. NEW BUSINESS *(when applicable)*

a. Q3 Compliments Report
   - Lots of great feedback from the Community
   - Excellent to see the work done by the Sworn and Civilian at VicPD and the impact it has on members of the community
   - Good engagement and outreach by the Community Engagement Division

6. CORRESPONDENCE

a. City of Victoria letter to Minister of Public Safety Minister Anandasangaree

Meeting adjourned at 5:58 pm

DRAFT

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VICTORIA & ESQUIMALT POLICE BOARD

COMMITTEES UPDATES
Public Meeting
November 17, 2026

GOVERNANCE COMMITTEE

a. Schedule of the 2027 VEPB Board Meetings for approval

MOTION: *The Committee recommend the Board approve the Schedule of Victoria and Esquimalt Police Board Meetings for 2027 as presented*

VEPB Board Meetings 2027	3rd Tuesday of the Month	5:00 pm

January	19th	May	18th	September	21st
February	16th	June	15th	October	19th
March	16th	July	20th	November	16th
April	20th	August	17th	December	21st

FINANCE COMMITTEE

a. Presentation and acceptance of the Q3 Financial Report

MOTION: *The Committee recommend the Board accept the Q3 2026 Financial Report as presented*

HUMAN RESOURCES COMMITTEE

a. No motions or reports currently

VICTORIA & ESQUIMALT POLICE BOARD

DATE:	October 20, 2026
TO:	Victoria & Esquimalt Police Board
FROM:	Donna Phillips, Director of Financial Services
SUBJECT:	Q3 2026 Financial Report
ACTION:	For Information

SUMMARY:

This financial report is for the year-to-date period ending September 19, 2026. The target for spending is 73% of the fiscal year based on payroll. Actual spending is 66.8% of the total budget, representing 6.2% positive variance.

2026 Performance

Revenue and Expenditures

The following references Statement 2 to explain significant variances compared to the 73% target. For the purposes of this report, core services shared by the City of Victoria and Township of Esquimalt, and Victoria-only funded services are combined.

- **Salaries and Benefits** are 7% underspent overall due to vacancies, with overspending of Auxiliary Special Municipal Constables offsetting for the same reason.
- **Overtime** is 39% over target due to backfill for vacancies and timing of recoveries not yet received.
- **E-Comm** is 6% below target due to actual costs being lower than expected.
- **Professional and Third-Party Services** are 27% below target as the Community Resilience Fund is budgeted under this category while actual costs are charged to other accounts. Crime investigation, claims and litigation are also underspent year to date due to timing.
- **Training and Travel** is 32% below target due to fewer JIBC recruit seats used than budgeted (12 of 36) due in part to establishment of the South Island Police Academy and timing of training events and conferences.
- **Software** is 8% over target from increased license renewal costs due to inflation and foreign exchange, new SIPA staff licensing, and outfitting new location.
- **Equipment and Fleet** costs are 5% over target due to increasing fleet maintenance costs.
- **Lease and Rentals** are 21% above target due to vehicle lease costs and the new office space lease.
- **Telecommunications, General and Office Supplies, and Other Operating** costs are below budget due to timing of expenditure.
- **Insurance** costs are below budget year-to-date due to timing of expenditures but are forecasted to be over budget by year end due to rate increases.

- **Revenues** received are above target primarily due to receiving unbudgeted grants (C-STEP[1], ReVOII[2] and CFO[3]).
- **Reserve Transfers** are primarily recorded at year end, except for quarterly capital reserve transfers and occasional transfers from the Community Resilience Fund to offset expenses incurred. Reserve transfers for the full year have been estimated in the 2026 Forecast column.
- **Integrated Units** are below target due to disbandment of the Integrated Mobile Crisis Response Team (IMCRT) and costs for non-VicPD members invoiced at year end. The underspending is expected to grow by year end following VicPD's withdrawal from the Vancouver Island Integrated Major Crime Unit (VIIMCU).

2026 Forecast

Revenue and Expenditures

Total net expenditure is currently forecast at $85.2 million (94.8% of budget), a projected year-end surplus of $4.7 million, although this is subject to change:

	Annual Budget	Forecast	(Over) Under	% of Budget
Salaries and Benefits	$ 61,500,469	$ 57,748,896	$ 3,751,573	93.9%
Overtime	3,243,390	5,093,453	(1,850,063)	157.0%
Operating Expenditures	20,661,265	18,654,341	2,006,924	90.3%
Revenue	(672,250)	(1,588,918)	916,668	236.4%
Reserve Transfers	520,000	1,434,559	(914,559)	275.9%
Net Departmental Expenditures	85,252,874	81,342,330	3,910,544	95.4%
Integrated Units	4,640,419	3,900,310	740,109	84.1%
Total Net Expenditures	**$ 89,893,293**	**$ 85,242,640**	**$ 4,650,653**	**94.8%**

The projected year-end surplus further breaks down as follows:

Surplus related to Core Budget	$3,220,342
Surplus related to Victoria-Only Budget	1,430,311
Total Surplus Forecast	**$4,650,653**

Capital Expenditures

Overall capital spending is at 68% of budget, in line with project timing. Vehicles (77%) and Computer Equipment (83%) are on target, while Furniture and Building (32%) will ramp up later in the year as scheduled.

[1] C-STEP – Community Safety and Targeted Enforcement; funding from province and City of Victoria.
[2] ReVOII – Provincial Repeat Violent Offending Intervention Initiative.
[3] CFO – Provincial Civil Forfeiture Office.



QUARTERLY FINANCIAL REPORT
AS AT
SEPTEMBER 19, 2026

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Statement 1

Victoria Police Department
Operating Budget by Funder
For Period Ending September 19, 2026

Total Budget

	Budget	Actual	Variance	% Used
Operations	53,970,490	36,477,619	17,492,871	67.6%
Administration	32,646,108	22,611,802	10,034,306	69.3%
Total Core Budget	86,616,598	59,089,421	27,527,177	68.2%
Optional Resources	3,276,695	1,002,252	2,274,443	30.6%
Total	**$ 89,893,293**	**$ 60,091,673**	**$ 29,801,620**	**66.8%**

City of Victoria

	Budget	Actual	Variance	% Used
Operations	46,592,724	31,491,128	15,101,596	67.6%
Administration	28,183,385	19,520,769	8,662,616	69.3%
Total Core Budget	74,776,109	51,011,897	23,764,212	68.2%
Optional Resources	3,276,695	1,002,252	2,274,443	30.6%
Total	**$ 78,052,804**	**$ 52,014,149**	**$ 26,038,655**	**66.6%**

Township of Esquimalt

	Budget	Actual	Variance	% Used
Operations	7,377,766	4,986,491	2,391,275	67.6%
Administration	4,462,723	3,091,033	1,371,690	69.3%
Total Core Budget	11,840,489	8,077,524	3,762,965	68.2%
Optional Resources	-	-	-	-
Total	**$ 11,840,489**	**$ 8,077,524**	**$ 3,762,965**	**68.2%**

Statement 2

Victoria Police Department
Revenue and Expenditures
For the Period Ending September 19, 2026

Departmental	2025 Actual	2026 Budget	2026 Actual	2026 Variance	% Used	2026 Forecast	Forecast % Used
Expenditures							
Salaries - Police	$ 34,652,309	$40,545,918	$25,329,974	$ 15,215,944	62.5%	$37,034,962	91.3%
Salaries - Civilian Unionized	4,676,699	5,559,672	3,381,863	2,177,809	60.8%	5,163,243	92.9%
Salaries - Civilian Exempt	1,622,955	1,792,130	1,224,454	567,676	68.3%	1,760,849	98.3%
Auxiliaries	247,696	117,000	70,434	46,566	60.2%	110,558	94.5%
Aux Special Municipal Constables	254,666	170,000	360,738	(190,738)	212.2%	515,852	303.4%
Retirements[4]	202,123	-	775,153	(775,153)	0.0%	170,000	0.0%
Worksafe Recovery	(1,269,244)	(1,019,237)	(494,637)	(524,600)	48.5%	(1,007,375)	98.8%
Recoveries from Third Parties	(539,403)	(588,580)	(302,275)	(286,305)	51.4%	(627,901)	106.7%
Benefits - Police	10,667,056	12,654,288	8,490,244	4,164,044	67.1%	12,255,380	96.8%
Benefits - Civilian	2,017,513	2,269,278	1,615,398	653,880	71.2%	2,373,328	104.6%
Total Salaries and Benefits	**52,532,370**	**61,500,469**	**40,451,347**	**21,049,122**	**65.8%**	**57,748,896**	**93.9%**
Overtime							
Police and Special Municipal Constable	5,763,791	4,669,400	4,140,393	529,007	88.7%	6,250,213	133.9%
Civilians	175,808	157,500	159,083	(1,583)	101.0%	179,987	114.3%
Recoveries from Third Parties	(2,221,255)	(1,583,510)	(680,865)	(902,645)	43.0%	(1,336,747)	84.4%
Total Overtime	**3,718,344**	**3,243,390**	**3,618,611**	**(375,221)**	**111.6%**	**5,093,453**	**157.0%**
Operating Expenditures							
E-Comm 9-1-1	5,638,735	6,465,600	4,332,817	2,132,783	67.0%	5,752,360	89.0%
Professional/Third Party Services	2,634,063	3,390,689	1,550,360	1,840,329	45.7%	2,923,084	86.2%
Training and Travel	1,787,206	3,506,566	1,438,171	2,068,394	41.0%	2,365,758	67.5%
Software Licenses and Subscriptions	1,798,359	2,023,800	1,648,646	375,154	81.5%	2,124,300	105.0%
Equipment and Fleet	1,733,032	1,377,985	1,071,435	306,550	77.8%	1,589,709	115.4%
Telecommunications	755,065	796,000	532,944	263,056	67.0%	764,051	96.0%
General and Office Supplies	574,031	678,150	291,697	386,453	43.0%	628,422	92.7%
Building Maintenance	851,164	920,550	673,407	247,143	73.2%	944,590	102.6%
Uniforms and Protective Clothing	711,623	714,235	510,174	204,061	71.4%	704,485	98.6%
Insurance	333,962	385,350	228,549	156,801	59.3%	428,515	111.2%
Other Operating Costs	208,852	272,340	146,558	125,782	53.8%	231,177	84.9%
Lease and Rentals	149,727	130,000	122,458	7,542	94.2%	197,889	152.2%
Total Operating Expenditures	**17,175,819**	**20,661,265**	**12,547,216**	**8,114,048**	**60.7%**	**18,654,341**	**90.3%**
Total Gross Departmental Expenditures	**73,426,533**	**85,405,124**	**56,617,174**	**28,787,950**	**66.3%**	**81,496,689**	**95.4%**

[4] Total forecasted retirement costs are $1,300,000. The forecasted amount of $170,000 on this line represents costs attributable to the current year. The balance of forecasted retirement costs is included on the subsequent page under Transfer to Employee Benefit Obligation.

Victoria Police Department
Revenue and Expenditures
For the Period Ending September 19, 2026

Departmental	2025 Actual	2026 Budget	2026 Actual	2026 Variance	% Used	2026 Forecast	Forecast % Used
Revenue							
Special Duties	(480,029)	(500,000)	(301,536)	(198,464)	60.3%	(402,047)	80.4%
Records	(66,450)	(89,000)	(81,530)	(7,470)	91.6%	(108,707)	122.1%
Grants	(1,697,191)	(43,250)	(259,612)	216,362	600.3%	(1,038,802)	2401.9%
Recruiting Fees	(13,863)	-	-	-	-	(14,000)	N/A
Jail	(33,023)	(40,000)	(19,021)	(20,979)	47.6%	(25,362)	63.4%
Total Revenue	**(2,290,556)**	**(672,250)**	**(661,699)**	**(10,551)**	**98.4%**	**(1,588,918)**	**236.4%**
Transfer to Capital Reserve	1,200,000	1,400,000	922,500	477,500	65.9%	1,320,000	94.3%
Transfer to Employee Benefit Obligation[5]	1,454,836		-	-	0.0%	1,130,000	N/A
Transfer to FSR - Operating Surplus	367,162		-	-	0.0%	-	N/A
Transfer to Financial Stability Reserve - CRF	1,066,438		-	-	0.0%	68,400	N/A
Transfer from City of Victoria - C-STEP	(45,622)		-	-	0.0%	(402,370)	N/A
Transfer from Financial Stability Reserve	-	(500,000)	-	(500,000)	0.0%	(504,724)	100.9%
Transfer from Financial Stability Reserve - CRF	-	(380,000)	(15,133)	(364,867)	4.0%	(176,747)	46.5%
Total Reserve Transfers	**4,042,814**	**520,000**	**907,367**	**(387,367)**	**174.5%**	**1,434,559**	**275.9%**
Total Net Departmental Expenditures	**75,178,791**	**85,252,874**	**56,862,842**	**28,390,032**	**66.7%**	**81,342,330**	**95.4%**
Integrated Units							
Salaries and Benefits	3,073,022	3,927,305	2,201,061	1,726,244	56.0%	2,886,375	73.5%
Overtime	568,671	444,599	481,611	(37,012)	108.3%	736,860	165.7%
Operating Costs	2,598,109	3,472,744	713,275	2,759,470	20.5%	1,760,970	50.7%
Total Integrated Unit Expenditures	**6,239,802**	**7,844,648**	**3,395,946**	**4,448,702**	**43.3%**	**5,384,205**	**68.6%**
Integrated Unit Transfers	(127,978)	165,000	-	165,000	0.0%	206,115	124.9%
Revenue and Cost Sharing	(2,061,722)	(3,369,229)	(167,115)	(3,202,114)	5.0%	(1,690,010)	50.2%
Total Net Integrated Unit Expenditures	**4,050,102**	**4,640,419**	**3,228,831**	**1,411,588**	**69.6%**	**3,900,310**	**84.1%**
Grand Total Net Expenditures	**$ 79,228,893**	**$89,893,293**	**$60,091,673**	**$ 29,801,620**	**66.8%**	**$ 85,242,640**	**94.8%**

[5] The 2026 forecasted transfer represents the portion of estimated retirement costs that relate to prior years (pre-2026) and which are funded from the Employe Benefit Obligation fund. Refer also to footnote 4 on previous page.

Statement 3

Victoria Police Department
Capital Expenditures
For the Period Ending September 19, 2026

	Transfers to Capital Fund[6]	Budgeted Expenditures	Actual Expenditures	(Over) Under	%
Vehicles	-	800,000	616,837	183,163	77.1%
Computer Equipment	-	500,000	413,392	86,608	82.7%
Furniture and Building	-	400,000	126,249	273,751	31.6%
Total Capital	**$1,400,000**	**$ 1,700,000**	**$ 1,156,478**	**$ 543,522**	**68.0%**

[6] The budgeted "Transfer to Capital Fund" of $1,400,000 represents the planned annual transfer from operations to the capital reserve fund. The year-end forecast is $1,320,000 (refer to Statement 2), which is $80,000 lower than budget. That $80,000 was budgeted for the Crime Reduction Unit (CRU) vehicles, but the vehicles will be leased instead, so the budget allowance will be used for lease costs rather than transferred to the capital reserve.