



VICTORIA & ESQUIMALT POLICE BOARD

REVISED 2 Public Meeting Agenda

February 24, 2026 at 5:00pm

Boardroom & Zoom

1. ACKNOWLEDGEMENT

- a. Territorial Acknowledgement

2. STANDING ITEMS

- a. Declarations of Conflict of Interest
- Pg. 1 b. Adoption of the Public Agenda of February 24, 2026
- Pg. 2 c. Adoption of the Public Minutes of January 20, 2026
- d. Board Chair Update
- Pg. 5 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

- a. VicPD CSWB plan – Chief Wilson
- b. FIFA – DC McRae

4. CORRESPONDENCE

- Pg. 6 a. Board Appointment Letter – Chair Hayes



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

PRESENT

M. Hayes, Chair	N. Sukhdeo	Insp. J. Malinosky
M. Alto	P. Thorkelsson [v]	S/Sgt. J. Ames
A. Boardman	CC F. Wilson	K. Kosich
H. Courtright	DC J. McRae	T. Parton
E. Cull	Insp. C. Brown	Da. Phillips
P. Faoro	Insp. B. Gubbins	Do. Phillips
T. Kituri	Insp. C. King	
S. Law	Insp. J. Lawson	

Recorder: P. Dixon

1. STANDING ITEMS

a. Territorial Land Acknowledgement

b. Declaration of Conflicts of Interest

No conflicts declared.

c. Approval: Public Agenda of January 20, 2026

26-05 **MOTION:** *To approve the Public agenda of January 20, 2026 as presented.*
MOVED/SECONDED/CARRIED

d. Approval: Public Minutes of December 16, 2025

Due to unforeseen circumstances, Minutes were not captured for this meeting.

e. Board Chair Update

Insp. C. Brown is retiring after 27 years of service with VicPD. The table congratulated him on his retirement and thanked him for his valuable contributions and expertise over the years.

f. Committees Update

No committees meetings update.

g. Board Member Engagement Update

- P. Faoro attended the Sergeants promotional ceremony which took place on December 18, 2025
- M. Hayes attended the VicPD swearing-in ceremony for eight Recruit Constables on January 9, 2026.

h. BC Association of Police Boards (BCAPB) Update

Refer to the 25-12-17 invoice provided at the meeting by Chair Hayes.

26-06 **MOTION:** *That the board approve payment of the BCAPB 2026 annual membership renewal in the full amount of \$1,385.*
MOVED/SECONDED/CARRIED

i. Canadian Association of Police Governance (CAPG) Update

The CAPG website is being launched in two weeks and will include new interactive features.

j. Chief Constable Update

Chief Wilson provided updates on operational calls and files of note, as well as public and internal engagements she attended.

k. Deputy Chief Constables Update

VicPD is re-introducing a dedicated Beat Team, marking a significant step forward in community-based policing. The Beat Team is composed of seven VicPD officers assigned to walk designated areas of the city, and two dedicated officers assigned to support Bylaw.

3. NEW BUSINESS

a. Update: Beat Team / Bylaw Deployment

Refer to the update above.

b. Update: Decriminalization Pilot Project and Impact on Members

- The three-year decriminalization pilot project allowing small amounts of drugs for personal possession has concluded and the province will not pursue an extension.
- Following a police request in April 2024, focus shifted to clarifying member responsibilities regarding simple possession (Section 41) and associated training was conducted.
- Current practice prioritizes discretion and avoiding jail time for individuals with substance use disorder. Arrests are now infrequent and based on individual assessment.

4. RISE & REPORT

26-07 **MOTION:** *THAT the Victoria and Esquimalt Police Board approve the inclusion of a standing agenda item titled "Service or Policy Complaints" within the Board's meeting structure;*
AND THAT the Board confirm that Service or Policy Complaints may be considered in a public meeting where legally permissible and with appropriate redactions, consistent with the Police Act and the Board's Protocol for Service or Policy Complaints (October 2024);
AND THAT the Board direct that preliminary discussion regarding admissibility, process, or sensitive information continue to be addressed in camera where required;

AND THAT the clarified meeting structure and process take effect beginning February 2026.

MOVED/SECONDED/CARRIED

Reminder *VEPB Board meetings are the 3rd Tuesday of every month – February’s meeting will be held on February 24, 2026 due to schedule conflicts.*

Meeting adjourned at 5:39



VICTORIA & ESQUIMALT POLICE BOARD

COMMITTEES UPDATE (February 3, 2026) Public

GOVERNANCE

No discussions of note

HUMAN RESOURCES

No discussions of note

FINANCE

a. BCAPB Conference Registration and Sponsorship

MOTION: *to sponsor the 2026 BCAPB Conference in the amount of \$1000*

MOTION: *to approve three Board members to attend BCAPB in Whistler, May 20-22, 2026*



By Email: premier@gov.bc.ca
PSSG.Minister@gov.bc.ca; Nina.Krieger.MLA@leg.bc.ca

February 19, 2026

The Honourable David Eby, Premier of British Columbia
The Honourable Nina Krieger, Minister of Public Safety and Solicitor General
PO BOX 9041 STN Prov. Govt.
Victoria, BC V8W 9E1

Dear Premiere Eby and Minister Krieger:

Re: Urgent Need for Standardized Approach to Police Board Appointments

I am writing on behalf of the British Columbia Association of Police Boards (BCAPB) to address a critical issue regarding the governance and independence of municipal police boards in our province.

The BCAPB is dedicated to ensuring that police oversight in British Columbia remains transparent, accountable, and, importantly, free from political interference. Recent developments regarding a potentially new appointment process for the Surrey Police Board, and subsequent comments from the Mayor of Vancouver, have raised significant concerns among our membership regarding the integrity of this independence.

Specifically, we refer to the recent announcement concerning the replacement and appointment of members to the Surrey Police Board. It is our understanding that the process for filling these vacancies will rely on consultation between the Premier's office and Mayor's office.

First, we would like to flag that external Council appointments, including those to the Police Board, are done at the will of Council under the Community Charter. This reflects a best practice of "the body," and not the Chair owning appointment responsibility, and we feel

this principle should continue for all appointments. In the recent social media comments around the Surrey Police Board, it appears that the consultation will bypass the City Council, and perhaps the CABRO appointment process. Either shift creates a troubling precedent.

As Vancouver Mayor Ken Sim has publicly requested a similar arrangement for appointments to the Vancouver Police Board, we feel that clarification, and standardization, of the process is urgently needed. To be clear, we are not opposed to Elected officials and/or Police Boards having a role in providing input into appointments, but are flagging potential issues with the changes that have been proposed in the public realm.

To ensure public trust and effective oversight, the BCAPB strongly recommends that the Province adopt a standardized appointment process anchored in the following principles:

- **Separation from Political Election Cycles:** The selection and reappointment of board members should be decoupled from municipal election cycles to ensure continuity and prevent wholesale board changes induced by election results. This is the underlying principle embedded in the established CABRO appointment process.
- **Council Oversight over Mayoral Discretion:** Any municipal consultation regarding provincial appointees must recognize the collective authority of the Municipal Council, rather than the singular office of the Mayor. This ensures diverse representation and checks and balances because it avoids the Mayor hand-picking only those who share a particular viewpoint.
- **Merit-Based Independence:** The process must prioritize skills matrices and good governance practices that ensure appointees are selected for their expertise and independence, doing everything possible to insulate police governance from political interference. This is currently part of the CABRO assessment process.

We believe that a consistent, fair and transparent process is the only way to maintain the credibility of police oversight in British Columbia.

We respectfully request a meeting with you and your ministry staff to discuss these concerns and to collaborate on a framework that ensures all police board appointments in BC follow best practices for independent governance.

We look forward to your positive response and to working together to strengthen public safety governance in our province.

Sincerely,


Micayla Hayes

President

BC Association of Police Boards (BCAPB)

Cc: Tara Richards, Deputy Solicitor General (PSSG.Correspondence@gov.bc.ca)
Glenn Lewis, Assistant Deputy Minister and Director of Policing and Law
Enforcement Services (glen.lewis@gov.bc.ca)