



**CORPORATION OF THE  
TOWNSHIP OF ESQUIMALT**  
**Minutes - Final**  
**Special Meeting of Council**

Municipal Hall  
1229 Esquimalt Road  
Esquimalt, B.C. V9A 3P1

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Wednesday, October 16, 2024

5:00 PM

Saanich Room, Victoria Conference Centre, 720  
Douglas Street, Victoria B.C.

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**Special Joint Meeting of the Township of Esquimalt Council, City of  
Victoria Council and the Victoria & Esquimalt Police Board**

**Present:**

**Esquimalt Council:**

Councillor Ken Armour  
Councillor Andrea Boardman  
Councillor Tim Morrison

**Police Board:**

Micayla Hayes, Chair  
Mayor Marianne Alto  
Mayor Barbara Desjardins  
Elizabeth Cull  
Holly Courtright  
Tim Kituri  
Dale Yakimchuk

**Victoria Council:**

Councillor Jeremy Caradonna  
Councillor Chris Coleman  
Councillor Matt Dell  
Councillor Marg Gardiner  
Councillor Stephen Hammond  
Councillor Susan Kim  
Councillor Krista Loughton  
Councillor Dave Thompson

**VicPD:**

Chief Del Manak  
Deputy Chief Jason Laidman  
Acting Deputy Chief Jamie McRae  
Donna Phillips, Director of Finance  
Inspector Grant Hamilton  
Staff Sargeant Mike Darling  
Inspector Jeff Lawson  
Staff Sargeant Jennifer Ames

**Esquimalt Staff:**

Dan Horan, Chief Administrative Officer  
Ian Irvine, Director of Financial Services and IT  
Victoria McKean, Committee Coordinator

**Victoria Staff:**

Jocelyn Jenkins, City Manager  
Susanne Thompson, Deputy City Manager/Chief Financial Officer

**Regrets:**

Councillor Duncan Cavens, Esquimalt  
Councillor Jacob Helliwell, Esquimalt  
Councillor Darlene Rotchford, Esquimalt

**1. CALL TO ORDER**

Chair Hayes called the meeting to order at 5:03 PM. Mayor Alto recognized

that the City of Victoria is located on the homelands of the Songhees Nation and Xwsepsum Nation and thanked them for preserving these lands and waters over millennia through their stewardship.

## 2. SPECIAL MEETING MATTERS

### 1) [24-473](#) Victoria and Esquimalt Police Board - Joint Board/Councils Meeting

Chair Hayes thanked those who prepared the provisional budget and recognized the unique needs and challenges involved in developing a budget.

Elizabeth Cull, Finance Chair of the Victoria and Esquimalt Police Board, provided an overview of the budget process and factors that contribute to decision-making and development, highlighting the challenges in providing police services to two distinct communities, the uniqueness of the budget approval process, the budget consultation process, strategic considerations and policing priorities, and organization improvements.

Chief Del Manak provided an overview of crime and incident data, highlighting the Crime Severity Index which measures volume and severity of crime, strategic achievements, and organizational pressures such as workload demand, impact of trauma and work-related injuries, recruiting and retention challenges and the frequency and complexity of public protests and critical incidents.

Donna Phillips, Director of Finance, provided details on the provisional budget, highlighting an increased demand for services, civilian support for front-line officers, wage inflation, benefits, overtime cost and inflation on contractual and ongoing costs.

Elizabeth Cull, Chief Manak, and Donna Phillips responded to questions from the Board and Council members.

Comments included the following:

- In future presentations it would be helpful to have RCMP communities included in the crime and incident data presented.
- It is important to remember that both communities are in the process of investigating separating the combined force into two separate forces. This is rooted in joint frustrations regarding desired levels of service and the different natures of both communities. It is worth keeping in mind that we may be in a different place in 12-24 months.
- We are trying to do more with less. We need to be better at explaining to the public that this is a critically important service, and it must be funded appropriately. Efficiencies are perhaps possible and should be pursued.
- Ride-alongs with police officers may be of value to Councillors, and year-round engagement and participation is important beyond the joint meetings.

In response to questions from both Councils, the following information was provided:

- VicPD received feedback from the community that there is a desire for a larger, more visible police presence.
- With respect to School Liaisons, VicPD is still at the table working with the Board of Education to develop a safety plan that fits with the prescriptive mandate. If the police school liaison program is reinstated, VicPD is committing to allocating officers to restore their presence within the scope and form of the new program, once it emerges.
- The Reintegration Sergeant has been incredibly effective at maintaining relationships to support retuning officers.
- Recruitment challenges are impacted by the capacity of the Police Academy. VicPD is not alone with this challenge, it's a province-wide challenge. There are ongoing talks to increase the number of officers that can be trained to alleviate recruitment challenges.
- In terms of caseload per officer, VicPD is above the provincial average.
- The Mobile Youth Services Team (MYST) is composed of one police officer and one counsellor who work with at-risk youth. This program has been incredibly beneficial to both municipalities and is very important to VicPD.

Elizabeth Cull provided closing comments and expressed that VicPD is open to meeting with each municipality again for more discussion and encouraged both municipalities to collaborate to approve the budget.

### 3. ADJOURNMENT

The meeting adjourned at 6:49 PM.

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MAYOR BARBARA DESJARDINS

THIS DAY OF , 2024

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VICTORIA MCKEAN  
RECORDING SECRETARY  
CERTIFIED CORRECT