

SAANICH POLICE BOARD AGENDA

Date: Tuesday, September 1, 2020

Time: 1430 hours

Place: Kirby Room, Saanich Police Department

Public Meeting Business:

| SUBJECT | DISCUSSION INFORMATION APPROVE DECISION | PERSON RESPONSIBLE | ATTACHMENTS |
|--|--|-----------------------------|-------------|
| 1. Citizen's Award Presentation to Mr. Michael King | | Chief Green | |
| 2. UVSS Delegation | Information | Mayor Haynes | |
| 3. Adoption of Minutes of July 7, 2020 | Approve | Mayor Haynes | ✓ |
| 4. Correspondence | | | |
| 4.1 Recruit and Advanced Training | Information | Mayor Haynes | ✓ |
| 5. New Business Arising | | | |
| 5.1 Board Committee Appointments | | | |
| 5.2 Police Services Input – Recruitment of New Board Members | Information | Mayor Haynes | |
| 6. Divisional Updates (as needed) | | | |
| 7. Committee Reports (as needed) | | | |
| 7.1 Finance | | Mr. Crawford and Ms. Murray | |
| 7.2 Governance and Strategic Planning | | | |
| 7.2.1 Board Workshop | Decision | Ms. Murray | |
| 7.3 Human Resources | | Ms. Collins | |
| 7.4 BCAPB | | | |
| 7.4.1 Committee to Address Police Reform | | Ms. Collins | ✓ |
| 7.4.2 Community Partnership Network (CPN) | | Ms. Collins | |
| 7.5 CAPG | | Ms. Collins | |
| 8. Old Business | | | |
| 8.1 Community Engagement Initiatives | Information | Inspector Bryant | |
| 8.2 Postpone Joint Meeting with Esquimalt/VicPD Police Board | Decision | Mayor Haynes | |
| 9. Adjournment and Date of Next meeting – October 6, 2020 | Decision | Mayor Haynes | |



August 14, 2020
Ref: 575436

Chairs of Municipal Police Boards
Chair, SCBCTA Police Services Board
Chair, Stl'atl'imx Tribal Police Services Board
Chief Constables of Municipal Police Departments
Chief Officer Dave Jones, SCBCTA Police Service
Chief Officer Deborah Doss-Cody, Stl'atl'imx Tribal Police Service
Deputy Commissioner Jennifer Strachan, Commanding Officer, RCMP "E" Division

Dear Sirs/Madams:

I am writing to advise of recently approved changes to *BC Provincial Policing Standards (BCPPS) 2.1.1 Recruit and Advanced Training*.

As some of you may be aware, BCPPS 2.1.1 and related policy directives setting out the processes for requesting an exemption from the police recruit training program or appealing a decision of the Director of the Police Academy have been in place since the beginning of 2012 when they replaced the previous *Rules Regarding Training* regulation. Policing and Security Branch staff as well as police stakeholders involved in the recruiting and training processes have identified various areas where this standard could be streamlined or clarified, particularly with respect to the exemption process. Policing and Security Branch staff will convene a working group in Fall 2020 to further explore these opportunities.

In the meantime, BCPPS 2.1.1 has been amended to address an oversight when the standard replaced the *Rules Regarding Training* regulation in 2012. Specifically, where sections 2(1) and 3(1) of the *Rules Regarding Training* regulation explicitly excluded the chief constable and deputy constable from the requirement to attain the status of qualified or certified constable, this exclusion was omitted from similar sections in BCPPS 2.1.1. BCPPS 2.1.1 (1) and (2) have been amended by adding exceptions for the chief constable and deputy chief constable rank. This change will make clear that officers hired from outside of British Columbia for chief constable or deputy chief constable roles are not required to go through exemption process, which includes a physical abilities test and a minimum one-year field practicum. This change is consistent with past practice under the *Rules Regarding Training* and recognizes that the competencies required for these leadership positions are different from those of other ranks.

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Various
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A copy of the revised standard is enclosed and will be posted to our website at:

<https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>.

As noted above, further changes to BCPPS 2.1.1 will be explored, and this could include identifying new or different standards or processes related to hiring officers from outside of British Columbia for chief constable or deputy chief constable roles. If you are interested in providing input regarding other changes, please contact Jenni Bard, Director, Standards and Evaluation Unit at jenni.bard@gov.bc.ca.

Take Care,



Brenda Butterworth-Carr; Tr'injà shär njit dintläät
Assistant Deputy Minister
And Director of Police Services
Policing and Security Branch

pc: David Pilling, Director, Board Governance

Attachment: BCPPS 211

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|--|------------------------------------|
| Section 2.0 – Training for Police Officers | Page 1 of 4 |
| Sub Section 2.1 – Recruit and Advanced Training | Effective: January 30, 2012 |
| Subject 2.1.1 – Recruit and Advanced Training | Revised effective: August 11, 2020 |

Definitions

"Board" – a municipal police board or a designated board, as defined in the *Police Act*.

"Certified constable" - an officer who:

- (a) On or prior to April 1, 1977 was and has since that date been a continuous employee of a board by virtue of section 26 (3) of the Police Act;
- (b) Was appointed under section 4.1, 18.1 or 26 of the Police Act and is certified by the director of the Police Academy to have:
 - (i) Successfully completed the police recruit training program (blocks 1-4),
 - (ii) Been exempted from blocks 1-3 of the police recruit training program and successfully completed block 4 of the police recruit training program.
- (c) Is a member of the provincial police force who has served in the province for a minimum of two continuous years or more, and who successfully applied to be a constable in a municipal police department, designated policing unit or designated law enforcement unit.

"Director of police services" – the director of police services referred to in section 39 (1) of the *Police Act*.

"Director of the Police Academy" - the person employed to administer the Police Academy and to ensure that the training of recruits, qualified and certified constables is in compliance with the standards set by the director of police services.

"Field trainer" - a certified constable who is appointed by his/her chief constable or chief officer to supervise students of the police recruit training program during their practicum periods.

"Police Academy" - the entity authorized by the director of police services to administer provincially-approved recruit and advanced training for municipal constables, designated constables and enforcement officers.

"Police recruit training program" - periods of training at or under the auspices of the Police Academy during which students will acquire the knowledge, skills, experience and understanding to function as police officers. The police recruit training program is divided into 4 distinct blocks of training:

- (a) The first and third are comprised of curriculum developed by the Police Academy in consultation with the police training advisory committee and in compliance with standards set by the director of police services;
- (b) The second block is a practicum monitored by the director of the Police Academy or designate, during which the recruit works under the direct supervision of a field trainer; and
- (c) The fourth block is a minimum 1 year field practicum requiring a satisfactory competency-based assessment of performance by the recruit's supervisor and approved by the recruit's chief constable or chief officer and training officer and certified by the director of the Police Academy.

"Police training advisory committee" – a committee co-chaired by the director of police services (or designate) and the director of the Police Academy (or designate) and comprised of police representatives, to advise on the training programs conducted by the Police Academy.

"Qualified constable" – an officer who:

- (a) Was appointed under section 4.1, 18.1 or 26 of the Police Act and is certified by the director of the Police Academy to have
 - (i) Successfully completed blocks 1, 2, and 3 of the recruit training program, or
 - (ii) Been exempted from blocks 1, 2, and 3 of the recruit training program; or
- (b) Was a member of the provincial police force who has served in the province for a minimum of 12 continuous months but less than 24 continuous months, and who successfully applied to be a constable in a municipal police department, designated policing unit or designated law enforcement unit.

"Training officer" – an officer who has been appointed by their chief constable or chief officer to administer the training obligations of the police force and attend meetings of the police training advisory committee.

Standards

Training – qualified constable

- (1) The board must ensure that any officer it has appointed under section 4.1, 18.1 or 26 of the *Police Act*, with the exception of the chief constable or deputy chief constable, or chief officer or deputy chief officer:
 - (a) Attains the status of qualified constable within 18 months of their appointment, or;
 - (b) Is granted an extension to the time limit under (a) from the director of the Police Academy, upon application by the chief constable or chief officer.

Training - certified constable

- (2) The board must ensure that every qualified constable of the police force it governs, with the exception of the chief constable or deputy chief constable, or chief officer or deputy chief officer:
 - (a) Attains the status of certified constable prior to the third anniversary of their appointment under section 4.1, 18.1 or 26 of the *Police Act*; or
 - (b) Is granted an extension to the time limit under (a) from the director of the Police Academy, upon application by the chief constable or chief officer.

Exemptions

- (3) A chief constable or chief officer must apply to the director of police services to exempt a police officer employed outside of British Columbia or a person with previous police experience from attending the police recruit training program (blocks 1, 2 and 3 only).

NOTE: *the exemption process is outlined in BCPPS Policy Directive 2.2.1P – Exemption Process.*

Training function

- (4) The chief constable or chief officer must ensure that a training function is established for the police force. At minimum, the responsibilities of the training function must include:
 - (a) Maintaining training records;
 - (b) Ensuring that all required training, requalification and recertifications are completed; and
 - (c) Ensuring that training is provided through a provincially-approved training course where required. This includes recruit, core advanced and fee-for-service training.

Training records

- (5) The chief constable or chief officer must ensure that records are maintained of each training class, including:
 - (a) Course content;
 - (b) Names of attendees; and
 - (c) Performance of individual attendees, as measured by tests, if administered.

Municipal constable registry

- (6) The board must ensure that officers of the police force it governs are registered with the Police Academy by submitting, within 30 days of the commencement of their employment, and keeping current the following information:
 - (a) Full name and date of birth;
 - (b) Date of appointment;

- (c) Termination of employment; and
- (d) Successfully completed training or educational courses which are prerequisite to a status or rank.

Termination of training

- (7) Where the director of the Police Academy has determined, in consultation with the training officer of the police force of which the student is a member, that a student's participation in a course or program is unsatisfactory and the Director of the Police Academy so terminates the student's participation in the course or program, the chief constable must:
- (a) Inform the board; and
 - (b) Accept the decision; or
 - (c) Appeal the decision to the director of police services.

NOTE: the appeal process is outlined in BCPPS Police Directive 2.3.1P – Process for Appealing Decisions of the Director of the Police Academy.



July 10, 2020

Ms. Brenda Butterworth-Carr; Tr'injà shär njit dintläät
Assistant Deputy Minister
and Director of Police Services
Ministry of Public Safety and Solicitor General

Dear Ms Butterworth-Carr,

The core function of the BC Association of Police Boards (BCAPB) is to promote the public's understanding of police boards and their role in the community. We help guide police services to develop and maintain the highest standards of professionalism and accountability in their performance of their duties throughout our board membership. Never has there been a time where that calling has been so clear.

The BCAPB shares in the sadness and grief of the death of George Floyd and the cascading events that have followed in communities across our province, this country, and our neighbours to the south. At this watershed moment, our association is united in a collective response that we are listening and learning. The issues of racism and the profound impact for so many is a conversation we embrace and will bring to the forefront of our mandate.

We are encouraged to see many police boards championing and engaging in these tough discussions within their respective police departments and communities. This powerful moment has provided an opportunity to shift dialogues into action, helping build strong healthy relationships, trust within our communities and the police departments that we serve.

To-date, individual boards have been left to figure out their own pathways on how to navigate the complexity of the issues and address our communities' call for change. This is not efficient. The BCAPB is prepared to pull together a task force to consolidate our collective ideas, knowing we will achieve better outcomes if we are coordinated in our efforts and working towards the Province's vision of police reform. We cannot, however, do this in isolation. We welcome an opportunity to further the dialogue with Police Services to better understand the possibilities ahead. With the Minister's announcement on Wednesday, July 8 regarding the modernization of the *Police Act*, we also respectfully request an opportunity to participate in this process.

I am happy to discuss with you further.

Respectfully,

Leah Zille President
BC Association of Police Boards

Cc: BCAPB Executive, BC Association of Municipal Chiefs of Police, David Pilling