

SAANICH POLICE BOARD AGENDA

Date: Tuesday, October 6, 2020

Time: 1430 hours

Place: Kirby Room, Saanich Police Department

Public Meeting Business:

SUBJECT	DISCUSSION INFORMATION APPROVE DECISION	PERSON RESPONSIBLE	ATTACHMENTS
1. Appreciation to Mr. Steven Baileys, Dr. Moussa Magassa and Mr. Ron Rice		Inspector Douglas	
2. IMCRT Presentation	Information	Deputy Chief Schenk	✓
3. Adoption of Minutes of September 1, 2020	Approve	Mayor Haynes	✓
4. Correspondence			
4.1 Opioid Crisis	Information	Mayor Haynes	✓
5. New Business Arising			
6. Divisional Updates (as needed)			
7. Committee Reports (as needed)			
7.1 Finance		Mr. Crawford and Ms. Murray	
7.2 Governance and Strategic Planning		Ms. Murray	
7.3 Human Resources		Ms. Collins	
7.4 BCAPB	Information	Ms. Collins	
7.5 CAPG		Ms. Collins	
7.5.1 Conference Oct 29-Nov 1	Information		✓
8. Old Business			
9. ICA: Cultural and Diversity Events	Information	Mayor Haynes	
10. Public Awards/Commendations and Letters (June-September)	Information	Chief Green	✓
11. Adjournment and Date of Next meeting – November 3, 2020	Decision	Mayor Haynes	



SAANICH POLICE DEPARTMENT INFORMATION NOTE

August 10, 2020

PREPARED FOR: Chief Constable S. Green

ISSUE: Saanich Police Board Request for Information Regarding SPD Response to Mental Health Calls

BACKGROUND:

Following a July 16, 2020, Times-Colonist newspaper article, "[Police board backs chief's plan for civilian-led response to social cases](#)", the Saanich Police Board expressed interest in receiving an update on the current SPD response to mental health crisis calls. The Board also requested further information regarding the VicPD proposal described in the article.

DISCUSSION:

SPD Participation in the Integrated Mobile Crisis Response Team (IMCRT):

The Saanich Police Department has participated in the Integrated Mobile Crisis Response Team, or IMCRT, since its inception in 2006. IMCRT is a partnership between Island Health and local police created to provide services to people in psychiatric or situational crisis throughout the CRD and Salt Spring Island. IMCRT is an agile, quick response team comprised of Island Health nurses, counselors, child and youth mental health clinicians, and police officers from Saanich and Victoria.

IMCRT developed as a multi-disciplinary mobile crisis response team that can assist vulnerable people, family members, police agencies and other service providers by making available nurses, social workers, child/youth counselors, and occasionally a psychiatrist to offer rapid consultation, assessment, and linkage to community treatment programs. Police officers who work with IMCRT for 2-3 years bring back to their departments advanced skills and education related to mental health and substance use issues, along with comprehensive knowledge of the services that can be of assistance. IMCRT calls have increased dramatically over the past ten years, from 3019 calls in 2009 to 4757 calls in 2019.

IMCRT assists police to appropriately direct individuals to ER/Psychiatric Emergency Services who require further assessment and treatment, while for 90-95% of cases IMCRT is able to explore alternatives for less intrusive community-based care. Sharing of information between Island Health professionals and police for individuals at potential risk of harming themselves or others allows for more informed risk assessments, decision-making, and mitigation of risk. IMCRT officers are able to facilitate the exchange of information, respond to police calls with a health professional that would have otherwise required two police officers, facilitate minimal wait-times at ER for police, and formulate collaborative safety plans. IMCRT is represented on the Early Warning System working group which helps identify high users of emergency services with the intention to connect to health services when appropriate

IMCRT operates seven days a week, 365 days a year, from 1300 hours to midnight. The regional police contribution to the team is two full-time police officers, one each from SPD and VicPD, with vacation relief provided by officers from any regional department that can contribute including RCMP, a police vehicle, and associated equipment required by the police officers in the course of their duties. The Island Health contribution to the team includes a full-time program coordinator, two full-time nurses, two full-time social workers, two full-time child/youth clinicians, backfill coverage for all clinical positions, reimbursement of police vehicle insurance costs, a secondary Island Health fleet vehicle, office space/supplies, and psychiatrist case reviews with the team three afternoons per week (Dr. Mani Bhasin). The overall operational functioning of the team is overseen by a small steering committee comprised of the Island Health program coordinator for Mental Health and Substance Use Access and Crisis Services (Rob Schuckel), OIC IMCRT (Victoria Police Insp. Mike Brown), and Island Health coordinator of child/youth crisis/hospital services (Susie Girling). The team operates under an established Memorandum of Agreement between the regional chiefs of police and Island Health.

IMCRT services include:

- Telephone triage, consultation, and internal communication;
- Face-to-face emergency psychiatric assessment of the individual and the biopsychosocial context within which the problem has emerged, in the least intrusive manner possible while maintaining public/team safety;
- Same-day crisis intervention and short-term outreach stabilization/support until other longer-term urgent follow-up services can be accessed;
- Urgent linkage with other service providers in the community, to facilitate options for ongoing support and treatment;
- Education to clients, families and other service providers regarding mental health and addictions issues and resources, public safety and risk-related information, and identification of gaps in service;

- Facilitate transport and admission to hospital when appropriate;
- Assistance to police in making decisions around provisions for involuntary conveyance and committal under the Mental Health Act (MHA), Section 28, including on-scene ERT consultation when requested;
- Peer and volunteer support; working closely with consumers to establish consumer support programs, and with crisis line and other volunteers to provide basic support and information post-crisis;
- Clinician(s) and Police Officers respond when information suggests significant potential danger to self and/or others, likely MHA apprehension, or gross disorganization. Two-clinician response when information received suggests no imminent danger to self and/or others;
- Weekly case review time available to crisis responders from team psychiatrist in addition to accompanying the team on a call if prearranged for particularly complex and difficult situations;
- Facilitate Mental Health Act (Form 21, Form 4) conveyances on those referred from Eric Martin Pavilion, Mental Health & Substance Use Services (Children/Youth and Adult), and family physicians.

SPD has had one constable embedded full-time in IMCRT team since its inception:

2006 – 07	Cst. Tyra Reid
2008 – 10	Cst. Wayne Unger
2010 – 12	Cst. Dan Mayo
2013 – 16	Cst. Mat Jones
2017 – 20	Cst. Michael Gee
2021 –	Cst. Shawn Taneja

The total operating budget for the police positions in IMCRT was \$367K in 2020 and will be \$374K in 2021. This budget is shared by all CRD municipal and RCMP police agencies. SPD is responsible for paying 28.4% of this budget, as determined by the approved integrated units funding formula, which will translate to \$106K in 2021. This amount is included as one of our integrated units in the overall SPD operating budget.

The program coordinator Mr. Rob Schuckel and Constable Michael Gee have been invited to deliver a brief presentation to the Police Board. They were unavailable to attend the September Board meeting but have been added to the agenda for Tuesday, October 6, 2020.

Details of VicPD Proposal:

On July 21, 2020, I contacted Deputy Chief Laidman who advised that City of Victoria council have struck a three-member committee to consider a total overhaul of the city’s response to

the many social issues facing the downtown core. This has included scrutiny of the police response to mental health calls and questions of whether the police are the appropriate resource for responding to cases of people experiencing psychiatric crisis. Chief Manak responded by initiating a VicPD proposal for presentation to the Victoria Esquimalt Police Board. This proposal will see VicPD partner with Island Health to co-chair a 90-day task force that evaluates the need for, and potential models of, a civilian-involved mobile crisis intervention service integrated into the public safety system to address health (including mental health) and social needs. DC Laidman has been tasked with working with Island Health partners to operationalize this proposal. VicPD research analysts are currently conducting an environmental scan of other programs and approaches.

DC Laidman clarified that the VicPD proposal is not expected to be ready until late September when Chief Manak is scheduled to present it to their Board, and suggested that the final recommendations will likely propose an expansion or enhancement of the existing IMCRT model. Given that IMCRT is a regional team and the SPD is a participating agency in the current model, VicPD welcomes the continuing participation of SPD in any new approaches to responding to mental health crisis calls.

On July 22, 2020, I contacted Island Health program coordinator for MHSU Access and Crisis Services Mr. Rob Schuckel. Mr. Schuckel confirmed that he is actively working with DC Laidman and VicPD research analysts on an environmental scan and literature research of existing models across North America and Europe in support of Chief Manak's VicPD proposal for their Police Board. Mr. Schuckel indicated that, as IMCRT is a regional unit, he believes SPD should be a part of any new proposal.

Mr. Schuckel advised that crisis response is just one component of a more global or holistic approach that Island Health is taking towards reviewing how they work with police to support homeless and vulnerable populations and address the street-level health issues more frequently encountered by VicPD in the urban core, as well as preparing for further outbreaks ("next wave") of COVID-19 pandemic. He noted that there has been a large shift in IMCRT's work from attending scenes with Patrol in an immediate crisis response capacity to office-based case management and referrals to community care and social supports, as a result of a resource gap. Mr. Schuckel suggested that providing additional resources to the case management function would increase IMCRT's capacity to support police by attending calls for service as first responders where safe to do so. He will be able to speak to this more directly in his October 6th presentation to the Board.

On August 7, 2020, I contacted Chief Constable Manak regarding his proposal which was the subject of the Times-Colonist article. Chief Manak reaffirmed his desire to see SPD participate in any new civilian-led mental health response model and shared his memorandum which is

attached to this briefing note.

Finally, the Times-Colonist article referenced the Calgary-based Downtown Outreach Addictions Program (DOAP). On July 23, 2020, I conducted a telephone interview with Mr. Adam Melnyk, Manager of the DOAP program. He was able to clarify that DOAP is strictly a mobile diversion response to street-level intoxication that transports clients to sobering centres and connects them to follow-up resources. Notably, DOAP is not a mental health crisis response team, they do not have a mental health mandate, and are not staffed with mental health workers. This program may be of interest to City of Victoria council in the context of responding to street-level intoxication in the downtown core; however, it is not relevant to the discussion of determining the appropriate response to mental health crisis calls.

CONCLUSION:

Since it was introduced in 2006, IMCRT has been an effective partnership between police services, Island Health child and youth services, and adult mental health and substance use services, to promote diversion from acute hospital resources, linkage to community service providers, efficient use of police resources, and well informed decision-making related to public safety issues that include a significant mental health component. In response to increased public scrutiny of police response to mental health calls, VicPD are currently studying ways to enhance the current model. All stakeholders welcome the participation of the SPD in any new service delivery model.

ATTACHMENTS: Appendix 1 – Chief Manak July 14, 2020 memo to Victoria – Esquimalt Police Board

Prepared by:
Deputy Chief Gary Schenk

Reviewed by:	Initials:	Date:
<i>Scott Green</i>	SG	2020-08-10



VICTORIA POLICE DEPARTMENT

Memorandum

DATE: July 14, 2020
TO: Victoria & Esquimalt Police Board
FROM: Chief Del Manak
SUBJECT: Exploration re: Civilian-Led Mental Health Response Team

There has been much public discussion recently about the potential for governments, health service providers, and police agencies to explore alternative civilian-led mental health response models.

Due to the ongoing prevalence of mental health factors in many of our calls for service as well as the cumulative effect of the “downloading” of responsibilities in this area, I wholeheartedly welcome this discussion. As you may recall, the July 2019 *VicPD Transformation Report* highlighted that this was an area VicPD was committed to reviewing as an important element in the ongoing transformation of VicPD as we continue to look at new ways to provide 21st century policing to our citizens.

To that end, I am seeking the Police Board’s support in pursuing a partnership with Island Health to explore alternative civilian-led mental health response models that would divert “low risk” mental health calls from VicPD to a professional civilian-led mental health team. In order to move forward, VicPD and Island Health will be conducting an environmental scan to create an inventory of mental health response and outreach services that are currently in place, including the successful partnerships that exist today between VicPD and Island Health on the Assertive Community Treatment (ACT) teams and the Integrated Mobile Crisis Response Team (IMCRT). Having a complete inventory of current community mental health services will help identify gaps in service and response.

I know that VicPD will still be required to respond to mental health calls where there is a risk of violence or where an apprehension may be required, however, I am hopeful that a review of alternative models may offer new options in which some of the “low risk” mental health calls can be diverted to other partners. We will therefore be looking at various civilian models across North America through an evidence-based lens, hopefully leading to the implementation of a model that works for our region and our police department.

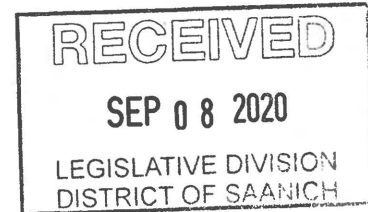
The motion that I have drafted with Island Health is as follows, and I request the Police Board's support of this initiative.

MOTION:

Recommendation to the Board: that the Island Health Board of Directors and the Victoria & Esquimalt Police Board endorse a partnership between Island Health and the Victoria Police Department to co-chair a 90-day task force that evaluates the need for, and potential models of, a civilian-involved mobile crisis intervention service integrated into the public safety system to address health (including mental health) and social needs. The service may possibly be dispatched through the South Vancouver Island 911/Police Dispatch Centre (E-Comm). As part of its work, the task force will work with associated stakeholders to conduct an environmental scan to assess all current mental health response programs, consider alternate models from other jurisdictions, assess the evidence base for such programs, and consider the role of police and other first responders in the program. The findings of the task force will be brought back to the respective boards by no later than September 2020.

**The Corporation of the District of Saanich****Report**

To: Saanich Council
From: Mayor Fred Haynes
Date: September 4, 2020
Subject: Opioid Drug Crisis and Overdoses

**RECOMMENDATION**

1. That Council write to the Offices of the Prime Minister, the Premier, and the Federal and Provincial Ministers of Finance, Health, Mental Health and Addictions and Municipal Affairs and Housing, requesting they commit to providing adequate funding, new policy frameworks, and legislative changes to effectively and holistically address the opioid crisis, mental health issues and their connections to homelessness in the municipalities of British Columbia and Canada; and that Council request that this approach include the decriminalization of controlled substances for personal use and the provision of a safe supply of opioids.
2. That Council direct staff to forward this report to our regional Mayors, the Capital Regional District and the British Columbia Urban Mayors' Caucus, requesting their support.

BACKGROUND:

Saanich residents, Council and our staff are aware of the damaging impacts of the opioid crisis across the region and British Columbia. Unintentional drug overdoses are presenting a major public health crisis. British Columbia's chief coroner, Lisa Lapointe, reports 175 people died of drug overdoses in July, following the record death toll of 177 reached in June.

On Monday August 31, 2020, the International Overdose Awareness Day was marked by an online candlelit vigil. Over 5,560 British Columbians, made up of family, neighbours, colleagues and friends, have passed away since 2016. Paramedics responded to 2,706 non-fatal overdoses just in July, a record high.

Recently Canada's police chiefs called for decriminalization of personal possession of controlled substances for personal use as a way to address substance abuse, addiction and these tragic deaths. They also proposed increasing access to health care, treatment and social services to help guide people away from the criminal justice system.

Our Provincial Health Officer, Dr. Bonnie Henry, has long called for the decriminalization of controlled substances for personal use. These calls are echoed by Moms Stop the Harm, a Canada-wide advocacy group pushing for more effective harm-reduction strategies, including the decriminalization and safe supply of drugs.

Government and health care experts report that at the centre of the current epidemic of overdose death is the replacement of diverted pharmaceutical pills and imported heroin with extremely potent synthetic opioids, primarily in the forms of Fentanyl and Carfentanil. Overlaid on top of this, the COVID-19 pandemic adds its turmoil to those using illicit drugs. Important in-person services have shifted online. The resulting isolation has caused more people to use in isolation, exacerbating overdose deaths. In March, the Government of British Columbia announced a program to enable a safe supply of opioids. This program is recognized to be saving lives by reducing overdose deaths from toxic street drugs.

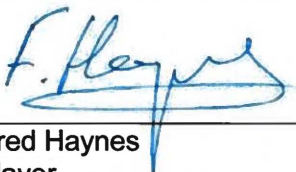
The Honourable Judy Darcy, Minister of Mental Health and Addictions of British Columbia, acknowledged that after years of underfunding, the gaps in the system are enormous. Recently in a well-regarded action, the Government of British Columbia announced \$13.5 million for 50 to 70 new addiction-treatment beds for adults and \$36 million for 123 new beds for youth. Providing this funding through the Canadian Mental Health Association, Minister Darcy recognized that adding addiction treatment beds is just one part of the continuum of care.

Opioid addiction, overdose deaths and mental health need to be treated holistically. Minister Darcy noted the Ministry of Mental Health and Addictions has been providing more and better training for people in emergency rooms to deal with both mental health and addictions issues, especially in the case of overdoses. "We have been working to try and connect those people, not just have them discharged but have them connected to services in the community."

In Saanich our Police Department participates in and supports the Integrated Mobile Crisis Response Team (IMCRT) made up of Island Health nurses, counselors, child and youth mental health clinicians and police officers from Saanich and Victoria. The team responds to people in psychiatric or situational crisis providing consultation, mobile crisis response and assessment and short-term follow-up and referral services as needed. While the IMCRT operates seven days/week its hours are limited to 1pm until midnight which restricts the team's ability to address mental health incidents that occur outside those hours. This results in front line police dealing with all *Mental Health Act* calls when IMCRT is unavailable. There is also a regional Assertive Community Treatment (ACT) Team. Made up of mental-health nurses, police, parole officers and social workers, this team helps connect vulnerable people with longer term support services.

These holistic models have proven their effectiveness, however in each case, there is only one team so it cannot respond to all those with mental health or addiction issues who could benefit from these supports. Funding resources to provide additional mental health nurses, social workers, expanded community support, more teams and 24/7 supports are needed.

Mental health, addictions, opioid overdoses and overdose deaths are intimately connected with the issues of homelessness across our region. These massive societal problems are collectively outside both the capacity and the scope of municipalities. They need to be addressed by appropriate funding and commitments to new policy and legal frameworks from the Federal and Provincial governments.



Fred Haynes
Mayor
Chair, Saanich Police Board

October Saanich News Article - OpioidCrisis

I believe many Saanich residents are aware of the damage inflicted by the opioid crisis across British Columbia. Over 5,600 British Columbians have passed away since 2016. These deaths include family, neighbours, colleagues and friends. In June, we saw a record high of 177 drug overdose deaths followed by 175 deaths in July. Municipalities cannot overlook this health emergency.

Opioid overdoses and deaths, mental health and addictions are intimately connected with the issues of homelessness. These massive societal problems are linked and collectively are outside the capacity and scope of municipalities. They need to be addressed by appropriate funding and commitments to new policy and legal frameworks by Federal and Provincial governments.

Recently, Saanich Council committed to request the Provincial and Federal governments to take action. The request for adequate funding, new policy frameworks, and legislative changes to effectively and holistically address the opioid crisis, mental health issues, and their connections to homelessness is vital, given the cost of ending the crisis is too large for municipalities to deal with alone.

Currently, our Saanich Police Department supports the Integrated Mobile Crisis Response Team that is made up of health care professionals from Island Health and police officers from Saanich and Victoria. The team supports those experiencing psychiatric or situational crisis but is restricted to responding during limited hours. The Assertive Community Treatment Team, comprised of mental health nurses, police, parole officers and social workers, connect vulnerable persons with longer term support services. While these initiatives have proven effective, funding resources to provide further support are necessary.

Recently, the Provincial government announced a new Public Health Order giving improved access to harm reduction, treatment, mental wellness supports and recovery services. This could bring improvements to our communities. Council is requesting that the Federal government provide additional supports.

I am hopeful that with greater Federal action and support with the Province's new commitment, we will be better able to address these combined crises in a more impactful manner.



Friday, October 30	11:45am 5:30 pm		
11:45 – 12:00	CAPG 31st Conference	Welcome & Opening Remarks CAPG President Address by 2020 Conference Hosts – Victoria & Esquimalt Police Board Housekeeping, Technical Issues & Overview of Program	Micki Ruth, CAPG President Co-Chairs: Mayor Lisa Helps & Mayor Barbara Desjardins Barbara Mantello (Facilitator)
12:00-12:15	<i>"It's Now or Never"</i>	This is the MOMENT to shift perspectives and empower actions to change policing in Canada	Andrew Graham, Queen's University
12:15 – 12:30	<i>Minister of Public Safety Chat with CAPG President Micki Ruth</i>	Some of the topics up for discussion are de-funding police, systemic racism, health checks, use of force, and legalization of drugs	Hon. Bill Blair , Minister of Public Safety & Emergency Preparedness Micki Ruth, CAPG President
12:30 – 12:45	Delegate Interaction Q&A	Bring your questions, send them in advance or simply listen to the rich dialogue stemming from these	Designates from Policing Policy Directorate Public Safety Canada
12:45 – 1:00	Health Break Networking (there will be rooms where delegates can virtually chat with other delegates)	Health Break Networking	Health Break Networking
1:00 – 1:45	Panel discussion	Emerging issues in Police Governance: De-funding Systemic Racism Health Checks Use of Force	Dr. Christian Leuprecht , RMOC & Queen's University Tom Stamatakis , President Canadian Police Association (CPA) Ron MacDonald , President Canadian Association of Civilian Oversight of Law Enforcement (CACOLE) Peter Sloly , Chief, Ottawa Police Service Dr. Laura Huey , University of Western Ontario (invited)
1:45 – 2:00	Health Break Networking (there will be rooms where delegates can	Health Break Networking	Health Break Networking



CAPG'S 31ST ANNUAL CONFERENCE
prioritizing wellness through
governance
 OCT 30 - NOV 2, 2020

	virtually chat with other delegates)		
2:00 – 3:00	Break Outs Zoom Rooms Facilitated group discussions led by CAPG Board members Recommendations/ discussion captured will be shown on screen at breaks	Room 1 – De-funding Room 2 – Systemic Racism Room 3 – Health Checks Room 4 – Police Use of Force	Facilitator: Carole McDougall Facilitator: Wayne Talbot Facilitator: Darlene Brander Facilitator: Am Naqvi
3:00 - 3:15	Health Break Networking (there will be rooms where delegates can virtually chat with other delegates)	Health Break Networking	Health Break Networking
3:15 – 4:00	Panel Discussion	How to incorporate and embrace wellness into your police services strategy and framework –wellness of employees and community	Leading practices showcased by representatives chosen by the 3 national police associations: CACP: CPA: CAPG:
4:00 – 4:15	Health Break Networking (there will be rooms where delegates can virtually chat with other delegates)	Health Break Networking	Health Break Networking
4:15 – 5:30	Round-table Discussions Zoom Rooms	Small Services (1-99 members civilian & sworn) Medium Services (100- 450 members civilian & sworn) Large Services (+450 members civilian & sworn) First Nations Services	CAPG Directors to Facilitate: Small: Medium: Large: First Nations:



CAPG'S 31ST ANNUAL CONFERENCE
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 OCT 30 - NOV 2, 2020

Saturday, October 31, 2020	12:00 to 2:15 pm CAPG members only	CAPG members only	CAPG members only
12:00 to 2:00 pm	CAPG 31ST ANNUAL GENERAL MEETING	Business of the Corporation - By-laws - Amendments to Articles - Resolutions - Nominations & Elections - Audited Financial Statements - Appointment of Auditor - Committee Reports - Awarding of the Emil Kolb Award	President Treasurer Committee Chairs Executive Director
2:00 to 2:15	<i>CAPG 2021 Host</i>	<i>Ottawa Police Services Board - Presentation</i>	
Monday, November 2, 2020	11:15am to 3:45 pm		
11:15 – 11:25	Welcome & outline of program	Facilitator	Barbara Mantello
11:25 -11:30		Introduction of the Film by Conference Committee Chair, Wayne Talbot	Wayne Talbot , Chair Truro Board of Police Commissioners, CAPG Director & member of the Executive Committee, Chair Conference Committee
11:30 – 1:00pm	CAPG Screening of Film: ERNIE & JOE: Crisis Cops Link to Vimeo will be sent with your registration	Part of the San Antonio Police Department’s ten-person mental health unit, Ernie Stevens and Joe Smarro are putting compassionate policing practices into action. Ernie & Joe chronicles their daily encounters with people in crisis, showing how their innovative approach to policing – which takes mental health into account – is having a dramatic effect	Documentary filmmaker Jenifer McShane’s new film puts the viewer in the car of two police officers who are part of the San Antonio Police Department’s ten-person mental health unit. McShane spent three years, on and off, riding with Ernie and Joe-chronicling their work and their partnership.



		on the way police respond to these challenges	
1:00 – 1:15	Health Break Networking (there will be rooms where delegates can virtually chat with other delegates)	Health Break Networking	Health Break Networking
1:15 – 2:15	Panel Discussion & Q & A	Importance of de-escalation training to produce good outcomes. Discussion on skills needed to handle people in distress. Mental health awareness	Panelists: Ernie Stevens Joe Smarro PACT Edmonton MCIT Toronto
2:15-2:30	Health Break Networking (there will be rooms where delegates can virtually chat with other delegates)	Health Break Networking	Health Break Networking
2:30 – 3:30	Panel Discussion Live Session	Eliminating Barriers and Recruiting for Future Police Services: Diversity, Equity & Inclusion	Panelists: Lindell Smith Wayne Talbot Dan Bellegarde Darlene Brander Sandy Smallwood
3:30 – 3:45	Wrap up by facilitator – outcomes, next steps and setting a path forward together		Barbara Mantello
	Closing Remarks by CAPG President		CAPG President



SAANICH POLICE
Police Board : Awards / Commendations
Jun-01-2020 to Sep-30-2020

Personnel	Date	Summary
Cst. Kris Andrew	Jul-22-2020	Division Commander's Commendation - off-duty assistance provided at a house fire
Ms. Tina Ashmore	Jun-24-2020	Division Commander's Letter of Recognition - electronic fingerprint and disposition projects
Cst. Francisco Aviles	Jul-23-2020	Division Commander's Commendation – actions displayed during high-risk critical aggravated assault
Cst. Lindsay Blackett	Sep-15-2020	Chief Constable's Life Saving Award
Ms. Kaza Brook	Jun-24-2020	Division Commander's Letter of Recognition - electronic fingerprint and disposition projects
Cst. Matt Cawsey	Jul-23-2020	Division Commander's Commendation – actions displayed during high-risk critical aggravated assault
Ms. Kathryn Cottam	Jun-24-2020	Division Commander's Letter of Recognition - electronic fingerprint and disposition projects
Cst. Shelley Eddy	Sep-15-2020	Chief Constable's Life Saving Award
Cst. Aaron Grewal	Sep-15-2020	Chief Constable's Life Saving Award
Cst. Andrew Harward	Aug-25-2020	20 Year Police Exemplary Service Medal
Cst. Erin Heywood	Sep-18-2020	JIBC Recruit Class 162: Chiefs of Police Shield of Merit
Sgt. Kevin Holmes	Jul-23-2020	Division Commander's Commendation – actions displayed during high-risk critical aggravated assault
Ms. Natalie Kaisinger	Jun-24-2020	Division Commander's Letter of Recognition - electronic fingerprint and disposition projects
Mr. Bryan Kirke	Jun-24-2020	Division Commander's Letter of Recognition - electronic fingerprint and disposition projects
Cst. Mark Kubitza	Aug-25-2020	20 Year Police Exemplary Service Medal
Cst. Ryan Miller	Jul-23-2020	Division Commander's Commendation – actions displayed during high-risk critical aggravated assault
Insp. Steve Morgan	Aug-25-2020	British Columbia Police Officer Commission
S/Sgt. Darrell Underwood	Aug-25-2020	20 Year Police Exemplary Service Medal
S/Sgt. Andy Walsh	Aug-25-2020	30 Year Police Exemplary Service Medal
Cst. Justin Whittaker	Jul-23-2020	Division Commander's Commendation – actions displayed during high-risk critical aggravated assault



SAANICH POLICE
Police Board : Public Appreciation Letters
Jun-01-2020 to Sep-30-2020

Personnel	Date	Summary
Cst. Kris Andrew	Jun-26-2020	Empathetic and incredibly considerate assistance provided on sudden death file
Cst. Richard Burdet	Sep-02-2020	Mr. & Mrs. [REDACTED] Impressed with professionalism & reassurance
Insp. Trevor Dyck	Jul-20-2020	Exemplary work investigating child abuse file resulting in guilty plea to multiple charges
Cst. Aaron Grewal	Sep-02-2020	[REDACTED] family extends their appreciation for professional and caring manner
Cst. Mike Hales	Aug-24-2020	For outstanding professionalism, kindness while providing assistance in an expedient manner.
Cst. Mark Hendren	Jul-20-2020	Exemplary work investigating child abuse file resulting in guilty plea to multiple charges
Cst. Clayton McKay	Aug-28-2020	For compassionate, calm and kind assistance to assist navigation through a difficult time.
Sgt. Jody Pavesic	Jul-20-2020	Exemplary work investigating child abuse file resulting in guilty plea to multiple charges
Sgt. Jonathan Semkiw	Aug-28-2020	For compassionate, calm and kind assistance to assist navigation through a difficult time.
Cst. Blair Stearn	Jul-20-2020	Exemplary work investigating child abuse file resulting in guilty plea to multiple charges
Sgt. Andy Stuart	Jul-20-2020	Exemplary work investigating child abuse file resulting in guilty plea to multiple charges
Cst. Niki Sundher	Jul-20-2020	Exemplary work investigating child abuse file resulting in guilty plea to multiple charges
Cst. Shawn Taneja	Jun-01-2020	Quick and respectful response to suspicious person in neighbourhood
Cst. Frazer Timmermans	Jun-01-2020	Quick and respectful response to suspicious person in neighbourhood
Cst. Kitrina Trytten	Jul-14-2020	Huge kudo for assistance provided during vehicle break down in the middle of Quadra Street
S/Sgt. Darrell Underwood	Jul-20-2020	Exemplary work investigating child abuse file resulting in guilty plea to multiple charges
Cst. Justin Whittaker	Jul-20-2020	Exemplary work investigating child abuse file resulting in guilty plea to multiple charges