



**SAANICH POLICE BOARD**  
**Public Meeting Minutes**  
Saanich Police Department • Virtual Meeting  
**Tuesday December 3, 2024**

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**PRESENT:**

<b>Chair:</b>	Mayor Murdock
<b>Board Members:</b>	L. Murray, J. Cambridge, C. Morton, S. Allan
<b>Staff:</b>	Chief Constable D. Duthie, Deputy Chiefs R. Warren and P. Douglas, Inspectors, S. Edwards, D. Underwood, T. Stevens, P. Smith, and D. Kowalewich and J. Ko
<b>Recording Secretary:</b>	A. De Medeiros
<b>Regrets:</b>	G. Beckett and D. Robertson

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The meeting was called to order at 1433 hours.

**1. TERRITORIAL ACKNOWLEDGEMENT**

Mr. Morton read the Territorial Acknowledgment.

**2. MOTION TO CONVENE IN A CLOSED IN CAMERA MEETING**

**MOVED** by Ms. Murray and **SECONDED** by Mr. Morton: "That the Board recess the public meeting and convene in a closed double in camera meeting."

**CARRIED**

THE PUBLIC MEETING WAS RECESSED AT 1435 HOURS AND RECONVENED AT 1507 HOURS.

**3. APPROVAL OF AGENDA OF DECEMBER 3, 2024**

**MOVED** by Mr. Morton and **SECONDED** by Ms. Allan: "That the agenda of the December 3, 2024, Police Board Public Meeting be approved as circulated."

**CARRIED**

**4. ADOPTION OF MINUTES OF NOVEMBER 5, 2024**

**MOVED** by Mr. Morton and **SECONDED** by Ms. Beckett: "That the minutes of the November 5, 2024, Police Board Public meeting be adopted as circulated."

**CARRIED**

For the Board's awareness, Chief Duthie introduced Constable Nick Murray, informing them that Constable Murray has been newly appointed as the Public Information and Communications Officer, a position that has been vacant since Constable Anastasiades resigned. The Board welcomed Constable Murray to the role.

## 5. CORRESPONDENCE

No items.

## 6. NEW BUSINESS ARISING

No items.

## 7. DIVISIONAL UPDATES

### 7.1 Patrol Division

Inspector Edwards provided a comprehensive overview of the Patrol Division's organizational structure and responsibilities, highlighting various initiatives and staff achievements over the past year. She emphasized the positive impacts of the patrol enhancement initiative implemented in March, which has significantly supported members' mental health and well-being. She also expressed gratitude to the Board for their unwavering support, concern for the Department, and interest in its activities.

The Board, in turn, thanked Inspector Edwards for the detailed update, which provided valuable context for some of their decisions. They extended their gratitude to the Patrol Division for their continued excellent service to the community of Saanich

## 8. COMMITTEE REPORTS (AS NEEDED)

### 8.1 Finance

No updates.

### 8.2 Governance and Strategic Planning

No updates.

### 8.3 Stakeholder Outreach

No updates.

### 8.4 Human Resources

No updates.

### 8.5 BCAPB

Mr. Cambridge provided a summary of the November meeting and highlighted the following:

- the Board met and approved the constitution, expressing gratitude to Linda for her efforts.
- The meeting included ministry staff and focused on key topics related to reforming the Police Act such as:
  - Ensuring diversity that represents the community and meets competencies.
  - Appointment distribution, considering a different model with less provincial and more municipal involvement, while keeping the association the same.
  - Discussing the extension of appointment terms.
  - Debating whether to standardize hiring and performance reviews or use a template for boards to consider, acknowledging that one solution may not work for all.

- Considering the roles of in camera versus public meetings.
- Clarifying whether Board staff are employees of the Board or the department.

**9. 2025 PROPOSED MEETING DATES**

**MOVED** by Mr. Morton and **SECONDED** by Ms. Murray: "That the 2025 Proposed Meeting Dates be approved as amended by changing the April 1<sup>st</sup> date to April 8<sup>th</sup>, 2025.

**CARRIED**

**10. OLD BUSINESS**

10.1 Board Calendar of Events

Received for information.

**11. ADJOURNMENT AND DATE OF THE NEXT MEETING: DECEMBER 3, 2024**

**MOVED** by Mr. Morton and **SECONDED** by Ms. Beckett: "That the December 3<sup>rd</sup>, 2024, Police Board Public Meeting is adjourned at 1540 hours and that the Board move to an in-camera meeting.

**CARRIED**

  
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Chair