

# SAANICH POLICE BOARD AGENDA

**Date:** Tuesday, May 7, 2024

**Time:** 1430 hours

**Place:** Kirby Room

## Territorial Acknowledgment:

It is appropriate that we begin by acknowledging that the District of Saanich lies within the territories of the ləkʷəŋən (lay-kwung-gen) peoples represented by the Songhees and Esquimalt Nations and the W̱SÁNEĆ (weh-saanich) peoples represented by the Tsartlip (Sart-Lip), Pauquachin (Paw-Qua-Chin), Tsawout (Say-Out), Tseycum (Sigh-Come) and Malahat (Mal-a-hat) Nations.

We are committed to celebrating the rich diversity of people in our community. We are guided by the principle that embracing diversity enriches the lives of all people. We all share the responsibility for creating an equitable and inclusive community and for addressing discrimination in all forms.

## Public Meeting Business:

SUBJECT	DISCUSSION INFORMATION APPROVE DECISION	PERSON RESPONSIBLE	ATTACHMENTS
1. Territorial Acknowledgement		Ms. Beckett	
2. Presentation by Ms. Mia Golden Mobile Youth Services Team (Myst) Re: Impacts of losing Police Liaison Officers in Schools			
3. Approval of Agenda of May 7, 2024	Approve	Mayor Murdock	
4. Adoption of Minutes of April 2 <sup>nd</sup> , 2024	Approve	Mayor Murdock	✓
5. Correspondence			
6. New Business Arising			
7. Divisional Updates			
8. Committee Reports			
8.1 Finance 8.1.1 Budget status including one time funding request	Information	Ms. Murray, Ms. Beckett & Mr. Morton	
8.2 Governance and Strategic Planning 8.2.1 Bill 17 Summary – Status and update	Discussion	Ms. Murray and Mr. Cambridge	✓
8.3 Human Resources 8.3.1 Chief Constable Duthie’s Contract Extension – Media Release	Information	Mr. Cambridge and Mr. Morton	✓
8.4 BCAPB 8.4.1 Apr & 11-12 <sup>th</sup> Conference Summary		Mr. Cambridge	
8.5 CAPG 8.5.1 2024 Annual Conference – attendees	Discussion/ Decision	Mr. Cambridge	

from Saanich Police Board, sponsorship and budget			
<b>9. Old Business</b>			
<b>10. Adjournment and Date of Next meeting: Tuesday June 2, 2024</b>	Decision	Mayor Murdock	



**SAANICH POLICE BOARD**  
**Public Meeting Minutes**  
 Saanich Police Department · Virtual  
**Tuesday, April 2<sup>nd</sup>, 2024**

**PRESENT:**

**Chair:** Mayor Murdock

**Board Members:** G. Beckett, J. Cambridge, C. Morton, L. Murray

**Staff:** Chief Constable D. Duthie, Deputy Chiefs R. Warren and P. Douglas, Inspectors, S. Edwards, D. Underwood, D. Robertson P. Smith, and D. Kowalewich

**Recording Secretary:** A. De Medeiros

**REGRETS:** J. Ko

The meeting was called to order at 1431 hours.

**1. TERRITORIAL ACKNOWLEDGEMENT**

Mayor Murdock read the prepared Territorial Acknowledgment.

**2. APPROVAL OF AGENDA OF APRIL 2, 2024**

**MOVED** by Ms. Beckett and **SECONDED** by Mr. Morton: "That the agenda of the April 2, 2024, Police Board Public Meeting be approved as circulated."

**CARRIED**

**3. ADOPTION OF MINUTES OF MARCH 5, 2024**

**MOVED** by Mr. Morton and **SECONDED** by Ms. Beckett: "That the minutes of the February 6, 2024, Police Board Public meeting be adopted as circulated."

**CARRIED**

**4. CORRESPONDENCE**

No items.

**5. NEW BUSINESS ARISING**

No items.

**6. DIVISIONAL UPDATES**

No items.

**7. COMMITTEE REPORTS (AS NEEDED)**

7.1 Finance

Ms. Murray advised there were no updates at this time.

7.2 Governance and Strategic Planning

No items.

7.3 Stakeholder Outreach

Ms. Beckett advised that the Committee met with Inspector Kowalewich to determine what the department is currently doing in terms of stakeholder outreach. The Committee plans to meet in May to develop a work plan and discuss how to approach the execution of the mandated community survey. The Committee anticipates bringing forward a draft workplan for the Board's consideration at the June Board meeting.

7.4 Human Resources

No items.

7.5 BCAPB

Mr. Cambridge reminded board members of the upcoming conference in Vancouver on the 11<sup>th</sup> and 12<sup>th</sup> and noted that it will be a great opportunity to get together as a board to discuss issues.

7.6 CAPG

No items.

**8. OLD BUSINESS**

No items.

**9. ADJOURNMENT AND DATE OF NEXT MEETING: MAY 7, 2024**

**MOVED** by Ms. Murray and **SECONDED** by Mr. Morton: "That the April 2, 2024, Police Board Public Meeting is adjourned at 1453 hours and that the Board move to an in-camera meeting."

**CARRIED**

The next Police Board meeting will be held on Tuesday April 2, 2024, at 1430 hours.

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Chair

*Police Amendment Act, 2024 – Summary of Changes – Municipal Police Boards*

Source: [Bill 17 – 2024: Police Amendment Act, 2024 \(leg.bc.ca\)](https://leg.bc.ca/Bill/17-2024/Police-Amendment-Act-2024)

*PLEASE NOTE: It will take time for the amendments to be added to the Police Act on BCLaws, I have used the wording from Bill 17 available online using the link above, which received Royal Assent April 25, 2024.*

- Section 23 – Board Composition
- Section 24 – Board Appointment Terms
- Section 25 – Board Chair and Vice-Chair
- Section 27 – Police Board Budget
- S.40.01 - Director’s Standards
- S.40.02 Board Member Training and Code of Conduct (To be brought into force by regulation)
- S.68 Duty to Complete Training (To be brought into force by regulation)
- S.70.1 Uniforms worn by constables and officers (To be brought into force by regulation)
- S.74.3 Regulations for Board Member Training and Code of Conduct (To be brought into force by regulation)
- S.171 Service and Policy Complaints – Dismissing Complaints
- S.173.1 Board Policy on the Handling of Service and Policy Complaints
- S.177(4) Service and Policy Complaints OPCC Recommendations for Board Training and Code of Conduct (To be brought into force by regulation)
- S. 177.01, 177.02 and 177.03 OPCC Investigating Systemic Issues (To be brought into force by regulation)

### **Section 23 – Board Composition**

Explanatory Note:

- authorizes the council of a municipality to appoint any member of the council to a municipal police board;
- clarifies section 24 (1) of the Act and renumbers that provision as section 23 (1.1) of the Act.

#### ***Section 23 is amended***

***(a) by repealing subsection (1) (a) and substituting the following:***

(a) a member of the council appointed by the council, , ***and***

***(b) by adding the following subsection:***

(1.1) A person may not be appointed under subsection (1) (b) or (c) if

- (a) the person is a councillor, or
- (b) the person is not eligible to be elected as a councillor.

*Transition – appointment of council member to board*

**132** (1) For the purposes of section 23 (1) (a) [*municipal police board*] of the amended Act, the council of a municipality that has a municipal police board must, within 3 months after the effective date, appoint a member of the council to the municipal police board.

(2) If a council member other than the mayor is appointed in accordance with subsection (1), the mayor's membership on the municipal police board ends when the council member's appointment takes effect.

(3) For certainty, section 24 [*term of membership on municipal police board*] of the amended Act applies to the council member appointed in accordance with subsection (1) of this section.

## **Section 24 – Board Appointment Terms**

Explanatory Note:

- clarifies the term for which a person may be a member of a municipal police board.

***Section 24 is repealed and the following substituted:***

### **Term of membership on municipal police board**

**24** (1) In respect of a member of the council appointed under section 23 (1) (a) to a municipal police board, the council member's membership on the board is for the term that the council determines, subject to the following restrictions:

- (a) the term must not be longer than 4 years;
- (b) the term ends if the person ceases to be a member of the council.

(2) In respect of a person appointed under section 23 (1) (b) or (c) to a municipal police board, the person's membership on the board is for the term, not longer than 4 years, that,

- (a) in the case of an appointment under section 23 (1) (b), the council determines, or

(b) in the case of an appointment under section 23 (1) (c), the Lieutenant Governor in Council determines.

(3) A person may be reappointed as a member of a municipal police board, but a person appointed under paragraph (b) or (c) of section 23 (1) must not, by way of appointments under either or both of those paragraphs, be an appointed member for a period of more than 6 consecutive years.

## **Section 25 – Board Chair and Vice-Chair**

Explanatory Note:

- requires a municipal police board to elect a chair and vice chair;
- sets out the powers and duties of the chair and vice chair.

***Section 25 is repealed and the following substituted:***

### **Chair and vice chair of municipal police board**

**25** (1) Once every 2 calendar years, a municipal police board must elect one of its members as chair and another member as vice chair.

(2) Despite subsection (1), if the office of the chair or vice chair becomes vacant, the municipal police board must elect a new chair or vice chair at the next meeting of the board after the vacancy occurs.

(3) The vice chair must act as chair if the chair is absent or unable to act.

(4) If both the chair and vice chair are absent or unable to act, the municipal police board members present at a meeting of the board must elect from among themselves a chair to preside at the meeting.

(5) The chair is a non-voting member of the municipal police board, with the exception that if there is a tie vote at a meeting of the board, the chair must cast the deciding vote.

*Transition – election of chair and vice chair*

**133** Despite section 25 (1) [*chair and vice chair of municipal police board*] of the amended Act, a municipal police board must elect a chair and vice chair promptly

after the council member's appointment, as made in accordance with section 132 (1) of this Act, takes effect.

## **Section 27 – Police Board Budget**

Explanatory Note:

- sets out the respective duties of a municipal council and the director in the event the council does not approve the municipal police board's budget for policing and law enforcement.

### ***Section 27 is amended***

***(a) by repealing subsections (3) and (4) and substituting the following:***

(3) If a council does not approve an item or amount in the provisional budget,

(a) the council must promptly notify the municipal police board, and

(b) the council or municipal police board may, at any time before May 15 of the year to which the provisional budget relates, request the director to determine whether the item or amount must be included in the budget.

(3.1) If on May 15 of the year to which the provisional budget relates, there are items or amounts in the budget that have not yet been approved by the council,

(a) the council must promptly notify the municipal police board, and

(b) the council must request the director to determine whether the item or amount must be included in the budget.

(3.2) After making a determination in respect of a request made under subsection (3) (b) or (3.1) (b), the director must notify the municipal police board, the council and the minister of the determination.

(4) A council must include in its budget the costs in the provisional budget prepared by the municipal police board, as adjusted to reflect the following:

(a) changes agreed to by the council and the board;

(b) determinations made by the director under this section. ,

***(b) in subsection (5) by striking out "the budget prepared by the municipal police board" and substituting "the board's budget, as adjusted under subsection (4), if applicable", and***



*(c) in subsection (6) by striking out "the board's budget and approved by the council" and substituting "the board's budget, as adjusted under subsection (4), if applicable".*

#### **S.40.01 - Director's Standards**

Explanatory Note:

- authorizes the director to make standards respecting specified matters;
- sets out the director's powers and duties relating to the director's standards.

#### **Director's standards**

**40.01** (1) The director may establish standards respecting the following matters:

- (a) the training of persons to become officers or IIO investigators;
- (b) the training and retraining of officers, IIO investigators or the chief civilian director;
- (c) the use of force;
- (d) accommodation, equipment and supplies to be used in relation to policing and law enforcement and places of detention;
- (e) the care, custody and supervision of individuals held in places of detention;
- (f) cooperation between the independent investigations office and the provincial police force, municipal police departments, designated policing units and designated law enforcement units in relation to investigations by the independent investigations office;
- (g) cooperation and coordination among the provincial police force, municipal police departments and designated policing units in relation to
  - (i) investigations into the whereabouts of missing persons,
  - (ii) investigations that are complex, and
  - (iii) investigations that involve serious crimes, including, without limitation, investigations of murder, attempted

murder, sexual assault, kidnapping, armed robbery or money laundering;

(h) principles, practices and strategies to be used in investigations referred to in paragraph (g);

(i) the collection, disclosure and analysis of information relating to the administration or management of, or to programs of or related to, policing and law enforcement;

(j) the promotion of unbiased policing and law enforcement services delivery;

(k) community consultation regarding the priorities, goals and objectives for policing and law enforcement;

(l) community input in relation to complaints policies required under section 173.1 (2) [*duty of municipal police board to establish policy respecting service and policy complaints*].

(2) The director must make the director's standards available to the public by posting the standards on a publicly accessible website maintained by or on behalf of the director.

(3) A director's standard is binding on an entity, a designated board, a municipal police board, the chief civilian director, a chief officer, a chief constable or the commissioner, as the case may be, only after

(a) the standard is approved by the minister,

(b) the standard is made available to the public under subsection (2), and

(c) the entity, designated board, municipal police board, chief civilian director, chief officer, chief constable or commissioner receives written notice of the standard.

(4) The director may amend or repeal a director's standard.

(5) The director may establish different standards for different classes of officers and different police forces, designated policing units, designated law enforcement units or other law enforcement agencies.

(6) A director's standard is not effective to the extent it conflicts with this Act or the regulations.

## **S.40.02 Board Member Training and Code of Conduct**

### **Director's functions respecting training and codes of conduct for members of boards**

**40.02** (1) Without limiting sections 39, 40 and 40.01, the director has the following powers, duties and functions:

(a) to approve training for the purposes of section 68.2 (1) [*duty of board members to complete training*];

(b) to exempt persons under section 68.2 (3) from the requirement to complete training;

(c) subject to the regulations, to monitor, determine and enforce compliance with sections 68.2 and 68.3 [*duty of board members to comply with codes of conduct*].

(2) The director may approve different training for different boards.

(3) For the purposes of subsection (1) (c), the director may

(a) conduct audits and investigations, and

(b) inspect the records, operations and systems of administration of a board, but only if the director gives written notice of the inspection

(i) to the minister, and

(ii) to the chair of the board.

## **S.68 Duty to Complete Training**

Explanatory Note:

- requires a member of a board to complete training respecting the role and responsibilities of the board.

### **Duty of board members to complete training**

**68.2** (1) A member of a board must complete training approved by the director respecting the role of the board and the responsibilities of the board members.

(2) Training under subsection (1) must be initiated and completed within the time periods specified by the director.

(3) The director may exempt a person from subsection (1) if the director is satisfied that the person already has training, experience or knowledge equivalent to members who have completed the training.

### S.68.3 Duty to abide by Code of Conduct

Explanatory Note:

- requires a member of a board to comply with the applicable code of conduct.

### **Duty of board members to comply with codes of conduct**

**68.3** A member of a board must comply with the applicable code of conduct established under section 74.3 [*regulations respecting training and codes of conduct for members of boards*].

### **S.70.1 Uniforms worn by constables and officers**

Explanatory Note:

- imposes duties on specified entities to ensure that certain officers comply with regulations respecting the wearing of uniforms, insignia, badges and symbols.

### **Uniforms worn by constables and officers**

**70.1** (1) A municipal police board and the chief constable of the municipal police department must ensure that its municipal constables and special municipal constables comply with the regulations respecting the wearing of uniforms, insignia, badges and symbols.

(2) A designated policing board and the chief officer of the designated policing unit must ensure that its designated constables comply with the regulations respecting the wearing of uniforms, insignia, badges and symbols.

(3) A designated law enforcement board and the chief officer of the designated law enforcement unit must ensure that its enforcement officers comply with the regulations respecting the wearing of uniforms, insignia, badges and symbols.

***Section 70.1 is amended by adding the following subsection:***

(4) The following must ensure that safety officers comply with the regulations respecting the wearing of uniforms, insignia, badges and symbols:

- (a) in the case of a safety officer appointed by a municipal police board, the municipal police board and the chief constable of the municipal police department;
- (b) in the case of a safety officer appointed by a municipal council, the municipal council;
- (c) in the case of a safety officer appointed by a safety officer employer, and except as otherwise provided by the regulations, the safety officer employer.

**S.74.3 Regulations for board member training and code of conduct**

Explanatory Note:

- authorizes the Lieutenant Governor in Council to make regulations for the purpose of sections 40.02, 68.2 and 68.3 of the Act.

**Regulations respecting training and codes of conduct for members of boards**

**74.3** (1) The Lieutenant Governor in Council may make regulations as follows:

- (a) respecting the director's powers, duties and functions under section 40.02 (1) (c) and (3) [*director's functions respecting training and codes of conduct for members of boards*];
- (b) for the purposes of section 68.3 [*duty of board members to comply with codes of conduct*], respecting codes of conduct for members of boards, including, without limitation, regulations that do any of the following:
  - (i) establish standards, duties and prohibitions respecting conduct;
  - (ii) set out powers, duties and functions of the Lieutenant Governor in Council, minister or director;
- (c) respecting compliance with and enforcement of sections 68.2 [*duty of board members to complete training*] and 68.3.

(2) For the purposes of preventing or addressing non-compliance with section 68.2 or 68.3, and without limiting subsection (1) of this section, a regulation under this section may authorize any of the following actions to be taken against a person who is a member of a board:

(a) in the case of a person appointed by the Lieutenant Governor in Council, authorize the Lieutenant Governor in Council to do any of the following:

(i) impose terms and conditions respecting the person's membership on the board;

(ii) suspend the person's membership on the board;

(iii) remove the person from the board;

(iv) rescind the person's appointment to the board;

(b) require the director to recommend to the minister that the Lieutenant Governor in Council take an action described in paragraph (a);

(c) in the case of a person not appointed by the Lieutenant Governor in Council, authorize the minister or director to take any of the actions referred to in paragraph (a).

(3) Regulations under this section may be different for different classes of persons, entities, bodies, or things.

### **S.171 Service and Policy Complaints – Dismissing Complaints**

Explanatory Note:

- sets out the grounds on which a municipal police board may dismiss complaints under s.171(1)(d) of the Act.

***Section 171 is amended***

***(a) by repealing subsection (1) (d) and substituting the following:***

(d) dismiss the complaint on any of the grounds set out in subsection (2.1); , ***and***

***(b) by adding the following subsection:***

(2.1) The board may dismiss a complaint if the board determines that any of the following apply:

- (a) the complaint is trivial, frivolous, vexatious or not made in good faith;
- (b) the complaint is filed for an improper purpose or motive;
- (c) the complaint concerns a policy or service matter that has been appropriately resolved;
- (d) the complaint is not about a policy or service matter that
  - (i) is under the general direction and management or operation of the municipal police department, or
  - (ii) is otherwise described in section 168 (1) [*making a service or policy complaint*].

*Transition – dismissal of pre-existing complaints*

**138** (1) In this section, "**pre-existing complaint**" means a complaint made under the former Act.

(2) Section 171 [*investigation of department service and policy complaints*] of the amended Act applies in relation to a pre-existing complaint if, on the effective date,

- (a) the complaint has not been withdrawn, and
- (b) the municipal police board has not yet taken an action under section 171 (1) of the former Act in respect of the complaint.

### **S.173.1 Board Policy on the Handling of Service and Policy Complaints**

Explanatory Note:

- requires municipal police boards to establish policies and procedures for handling service and policy complaints under Division 5 of Part 11 of the Act.

### **Duty of municipal police board to establish policy respecting service and policy complaints**

**173.1** (1) In this section:

**"complaints policy"** means the policies and procedures described in subsection (2);

**"complaints policy guidelines"** means the guidelines, if any, established by the police complaint commissioner under section 177 (4) (e.2) [*general responsibility and functions of police complaint commissioner*].

(2) A municipal police board must establish policies and procedures for handling, reviewing and responding to complaints made under this Division.

(3) A complaints policy must

(a) be established within the time period that the director specifies, and

(b) be consistent with the complaints policy guidelines, as those guidelines read on the date the director specifies.

(4) At least once every 4 years after establishing a complaints policy, a municipal police board must

(a) review the complaints policy, and

(b) if the complaints policy is not consistent with the complaints policy guidelines, amend the complaints policy to achieve consistency with those guidelines.

(5) Before establishing or amending a complaints policy, a municipal police board must provide an opportunity for members of the community to provide input respecting the complaints policy or amendments to the complaints policy.

(6) Promptly after establishing or amending a complaints policy, a municipal police board must post the complaints policy or amended complaints policy on a publicly accessible website maintained by or on behalf of the municipal police board.

*Transition – policy respecting service and policy complaints*

**139** (1) In this section, **"pre-existing municipal police board"** means either of the following:

(a) a municipal police board established under the former Act;



(b) the administrator or administrators who, under section 8 [*transition – Surrey Police Board*] of the *Police Amendment Act, 2023*, are deemed to be the municipal police board of the City of Surrey.

(2) Despite section 173.1 (3) [*duty of municipal police board to establish policy respecting service and policy complaints*] of the amended Act,

(a) a pre-existing municipal police board must establish a complaints policy under that section within 2 years after the effective date, and

(b) the complaints policy must be consistent with the complaints policy guidelines as those guidelines read on the date that is one year after the effective date.

#### **S.177(4) Service and Policy Complaints OPCC Recommendations for Board Training and Code of Conduct**

Explanatory Note:

- authorizes the police complaint commissioner to make recommendations to the minister or director in relation to sections 40.02, 68.2 and 68.3 of the Act.

***Section 177 (4) is amended by adding the following paragraph:***

(e.1) make recommendations to the minister or director respecting the following:

(i) the director's powers, duties and functions under section 40.02 [*director's functions respecting training and codes of conduct for members of boards*];

(ii) training for members of boards for the purposes of section 68.2 [*duty of board members to complete training*];

(iii) codes of conduct for members of boards for the purposes of section 68.3 [*duty of board members to comply with codes of conduct*]; .

#### **S. 177.01 OPCC Investigating systemic issues**

**Power of police complaint commissioner to investigate systemic issues**

**177.01** (1) In addition to any other powers and duties under this Part or Part 9 [*Office of the Police Complaint Commissioner*], the police complaint commissioner may, if the police complaint commissioner considers it necessary in the public interest, investigate a matter that the police complaint commissioner reasonably believes is

- (a) a systemic cause of or contributor to complaints, or
- (b) a systemic problem associated with investigations or the administration of discipline or proceedings under this Part.

(2) In considering under subsection (1) whether the investigation of a matter is necessary in the public interest, the police complaint commissioner must consider all relevant factors including, without limitation, the following:

- (a) the nature and seriousness of the matter;
- (b) the prevalence of the matter in relation to one or more municipal police departments;
- (c) whether the investigation is necessary to preserve public confidence in the disciplinary process;
- (d) whether the director has studied or investigated a similar matter.

(3) Before investigating a matter under this section, the police complaint commissioner must notify the director.

(4) The police complaint commissioner must

- (a) prepare a report on a matter investigated under this section, and
- (b) make the report available to the public by posting it on a publicly accessible website maintained by or on behalf of the police complaint commissioner.

(5) Based on information obtained from a matter investigated under this section, the police complaint commissioner may make recommendations to any of the following:

- (a) a municipal police department;
- (b) a municipal police board;
- (c) the director or minister;
- (d) a person, entity or body that the minister considers appropriate.

## **Powers in relation to systemic investigations**

**177.02** (1) The powers and duties set out in section 100 [*investigation powers in relation to municipal police departments*] apply in relation to investigations under section 177.01.

(2) In applying section 100 for the purposes this section, the following rules apply:

(a) references to an investigating officer must be read as references to the police complaint commissioner;

(b) references to a municipal police department must be read as references to a municipal police department or municipal police board;

(c) references to a member or former member must be read as references to a member or former member of a municipal police department or municipal police board;

(d) notification of an application for an order described in section 100 (5) must be given by the police complaint commissioner to the following:

(i) if the application relates to accessing premises or exercising a power in relation to a municipal police department, the chief constable of the municipal police department;

(ii) if the application relates to accessing premises or exercising a power in relation to a municipal police board, the chair of the municipal police board.

## **Duty to cooperate in systemic investigations**

**177.03** (1) The following must cooperate fully with the police complaint commissioner when the police complaint commissioner is investigating a matter under section 177.01 [*power of police complaint commissioner to investigate systemic issues*]:

(a) a member of a municipal police department;

(b) a member of a municipal police board.

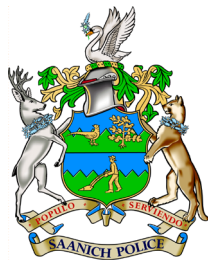
(2) The powers and duties set out in section 101 (2) to (5) [*members' duty to cooperate with investigating officer, answer questions and provide written statements*] apply in relation to investigations under section 177.01.

(3) In applying section 101 (2) to (5) for the purposes of subsection (2) of this section, the following rules apply:

(a) references to a member must be read as references to a member of a municipal police department or municipal police board;

(b) references to an investigating officer or discipline authority must be read as references to the police complaint commissioner.

(4) Section 102 [*use of statements made to investigating officer by members and former members*] applies in relation to a statement provided or answer given during an investigation under section 177.01 by a member or former member of a municipal police department or municipal police board.



## SAANICH POLICE BOARD

### Media release

For immediate release

April 26, 2024

### Saanich Police Board extends Police Chief's contract

Saanich, BC - The Saanich Police Board is pleased to announce the contract extension of Chief Constable Dean Duthie. The Board and Chief have agreed to a three-year employment contract extension until January 31<sup>st</sup>, 2029.

Duthie assumed the position of Chief Constable on February 1, 2022, after serving as Deputy Chief Constable. Over the past few years, no matter the challenge, Duthie has demonstrated that his leadership skills, values, and ethics are aligned with the community and the Saanich Police Board.

"We are so pleased to continue working with Dean Duthie in his role as Chief Constable," said Dean Murdock, Saanich Mayor, and Saanich Police Board Chair.

"The Police Board is grateful to Chief Duthie and the SPD senior leadership team for the exceptional leadership they provide to the department, the Board, and the people of Saanich. This contract extension provides the public safety assurance and continuity that the community deserves and expects."

"Every day I see our officers, civilian staff, and volunteers report for duty, I'm reminded of how each person contributes to our mission, values and shared vision," said Chief Constable Duthie. "It is a synergy. A passion for helping, supporting, and keeping others feel safe. It inspires me. And instills trust and confidence in the people we serve every day and night."

"My leadership focus and outlook strongly align with our values and strategic plan, which is to modernize and optimize supports, systems, and functions so officers and staff can effectively manage increasing and emerging pressures and expectations. Employee wellness, equity and inclusivity, organizational growth, community connections, and implementation of new and innovative technology are focal points that I am committed to enhancing and moving forward. This vision will help guide us as we continue to strengthen our ability to keep our dedicated officers and staff healthy, motivated, and equipped as they provide professional and ethical police and public safety services to people within our growing and evolving community."

Dean Duthie began his career in policing with the Saanich Police Department twenty-nine years ago. Since that time, he has advanced through the ranks gaining experience in a wide range of police operations, investigations, administration, and management, becoming Acting Deputy Chief in 2019 and Deputy Chief in 2020. Duthie holds a Bachelor of Arts Degree in Criminal Justice Studies from the University of the Fraser Valley and a Master of Education Degree in Leadership Studies from the University of Victoria, and an Executive Masters Degree in International Police Leadership from Charles Sturt University in Australia.

### Media contact:

Jason Hallman