

# SAANICH POLICE ANNUAL REPORT

## 2020



760 Vernon Avenue, Victoria, BC V8X 2W6



We acknowledge that the District of Saanich lies within the territories of the lək'wəŋən peoples represented by the Songhees and Esquimalt Nations and the W̱SÁNEĆ peoples represented by the W̱JOŁELP (Tsartlip), BOKEĆEN (Pauquachin), S̱ÁUTW (Tsawout), W̱SIKEM (Tseycum) and M̱ÁLEXEL (Malahat) Nations.

## MESSAGE FROM THE CHIEF



**Chief Constable Scott Green,  
Saanich Police Department**

On behalf of the Police Board and all our staff, I'm very pleased to present the 2020 Annual Report, which includes various aspects of our operation and accomplishments throughout the year.

In 2020, as in every year, the sworn and civilian personnel of the Saanich Police Department served our community with commitment, professionalism, honour, and integrity. I highlight this fact more than ever in this report because the year brought unprecedented challenges, including the COVID-19 global pandemic and significant public scrutiny and attention to the policing profession.

Despite these challenges, we remain steadfast in the commitment to our mission of providing quality police service by working with the community to keep Saanich safe. Throughout the year, we engaged in numerous initiatives to further our two major goals of being a service provider of choice and an employer of choice, both of which are critical to our success as an organization.

As a service provider of choice, our women and men worked diligently throughout the year serving our community within the context of a "no call too small to care about" philosophy. This, combined with being a full-service police agency with the lowest cost per capita of any municipal police department in the Province of BC,\* reflects our commitment to service excellence at the lowest cost possible.

Despite an often challenging anti-police narrative that surfaced in 2020, our department continued to build trusted relationships with our diverse group of community partners through the Greater Victoria Police Diversity Advisory Committee. These relationships include the Inter-Cultural Association of Greater Victoria, African Heritage Association of Vancouver Island, Victoria Native Friendship Center, Ismaili Muslim Faith Community, Victoria Immigrant and Refugee Centre Society, and many, many, more.

In furtherance of our goal of being an employer of choice, many new initiatives were undertaken in support of employee health and wellness, and this philosophy will continue into 2021 and beyond.

In keeping Saanich safe since 1906, we continue to strive for excellence in serving our community, while ensuring employee health and wellness remains a #1 priority.



\* 2020 Provincial data not available at the time of report publishing; data retrieved from: <https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/criminal-justice/police/publications/statistics/police-resources.pdf>



# MESSAGE FROM THE BOARD

The Saanich Police Board provides independent civilian oversight and governance of the Saanich Police Department, and Board members are chosen to reflect the diversity of the community. The Police Board acts in the best interest of the community and is independent from the police department and municipal government. The safety and well-being of our citizens and our community is at the heart of our work.

The Saanich Police Board is created by and given its authority under the *BC Police Act*. Our members include the Mayor of Saanich as Chair, and up to six members of the community. Police Board members are appointed by the provincial government, one of whom is on the recommendation of District of Saanich Council. We are appointed for varying terms and can serve a maximum of six years.

Our Police Board's main governance and oversight functions include: setting priorities, goals and strategic objectives in consultation with the Chief Constable; financial and budget oversight; and we are the employer of all sworn and civilian Police Department staff.

We are responsible for appointing the Chief Constable and evaluating the Chief's performance, which we do on an annual basis. We also approve policies which provide direction to the Police Department through the Chief Constable, who is responsible for day-to-day operations of the Police Department.

The Board holds monthly meetings at which we conduct our business and can receive delegations. During the COVID-19 pandemic, our meetings are being held online but are still accessible to the public. We also have three Board committees - finance, governance, and human resources, which meet as needed.

During 2020, we undertook several consultations with community groups as we work to ensure that policing in Saanich is responsive to the needs and realities of all its citizens.

We would like to thank all the dedicated employees of the Saanich Police Department for their professionalism, commitment, and perseverance, especially during the unusual conditions of the pandemic, to ensure the safety and well-being of all citizens.

## 2020 Board Members



**Mayor Fred Haynes, Chair**



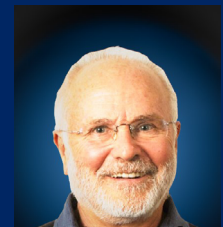
**Mr. Bawan Saravanabawan  
(appointed June 30, 2020)**



**Ms. Mary Collins**



**Mr. Glen Crawford**



**Mr. Irwin Henderson  
(resigned August 31, 2020)**



**Ms. Linda J. Murray**



# STRATEGIC PLAN HIGHLIGHTS

## PROGRESS AT A GLANCE

### ROAD SAFETY



Developed new Traffic Safety Unit (TSU) schedule to afford extended hours of traffic enforcement seven days per week.



Enhanced use of Automated License Plate Reader (ALPR) technology.



Proactive parking enforcement transitioned to Saanich Bylaw to focus police resources on road safety and crash reduction.

### INVESTIGATIVE EXCELLENCE



Introduced mandatory Trauma Informed Practice (TIP) training for all police personnel.



Added a second trauma-informed soft interview room.



Enhanced forensic digital examination capacity through private sector partnership.

### EFFECTIVENESS, EFFICIENCY, AND INNOVATION



Entered into partnership with Victoria Police Department for integrated delivery of police canine services.



Renegotiated existing Saanich / Oak Bay Police Services Agreement to maximize efficiencies in service delivery from a regional perspective.



Created a civilian Digital Evidence Technician position to more cost-effectively manage increased volume in digital evidence processing.





## DISASTER PLANNING AND RESPONSE



Our response to COVID-19 is highlighted below:



Activation of the Saanich Police Department Operations Centre (DOC) to support District of Saanich pandemic response efforts.



Participation in regular communication with network of external stakeholders to ensure best practices and safety measures.



Implementation of an Alternate Response Unit (ARU) to handle non-emergency calls by phone to reduce the frequency of in-person contacts.

## EMPLOYEE WELLNESS AND DEVELOPMENT



Expanded Employee Family Assistance Program (EFAP) benefits to include all employees.



Introduced voluntary annual mental health check-ins for all staff.



Created a Health & Wellness Committee to support and encourage a healthy work-life balance.

## COMMUNITY ENGAGEMENT



Maintained five full-time School Liaison Officers in 52 Saanich schools, despite COVID-19 challenges.



Obtained Federal funding in support of the Summer Student Crime Prevention Program.



Began the development of a Safe Place Program initiative to increase safety for members of the BIPOC, 2SLGBTQ, unhoused, and other marginalized communities.

Continued active partnerships with the Canadian Centre for Diversity and Inclusion and the Community Partnership Network.



# COMMUNITY ENGAGEMENT

## OPENING AT UPTOWN SHOPPING CENTRE #111/112 – 3680 UPTOWN BOULEVARD, VICTORIA, BC

*Operated by the community, for the community!*



The Community Safety Office will deliver current core programming including: Block Watch, Speed Watch, Cell Watch, Lock Out Auto Crime, Saanich Police “Ace” Mascot Program, Student Volunteers and Summer Students, and much more.

It will also run prevention programs, including fraud prevention, elder abuse, victims of crime programs, cyber-crime, cyber-bullying, home security, pedestrian and bike safety.

**Are you considering a career in policing?**

**Are you looking for opportunities to stay connected with your community?**





# SAFE PLACE PROGRAM



CREATING  
SAFE SPACES  
THROUGHOUT  
SAANICH

FOR THE **LGBTQ2+** COMMUNITY

Participating businesses, schools, and public spaces display a special decal to indicate they are a safe place for potential victims of hate crime targeting the LGBTQ2+ community.

Each Safe Place location commits to support potential victims by allowing them to enter their premises, call the police, and obtain support until help arrives.

THE GOAL OF THIS PROGRAM IS TO MAKE SAANICH A SAFE, WELCOMING,  
AND MORE INCLUSIVE COMMUNITY.

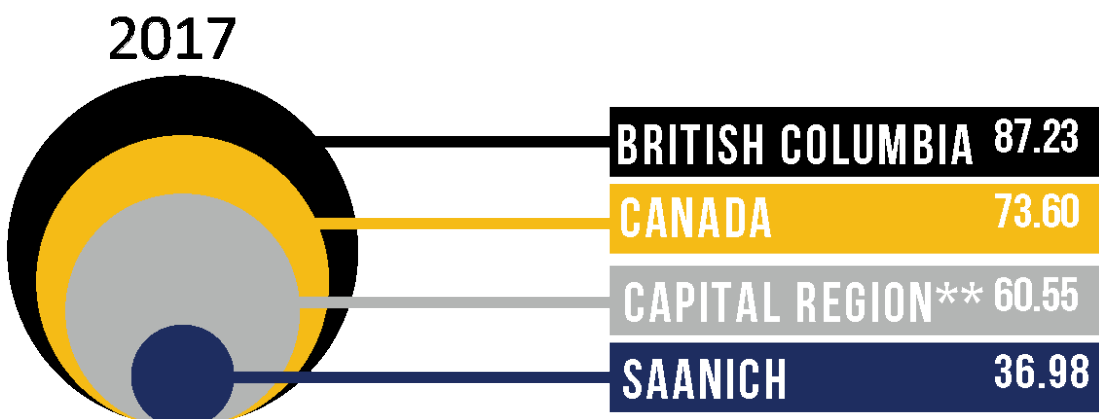
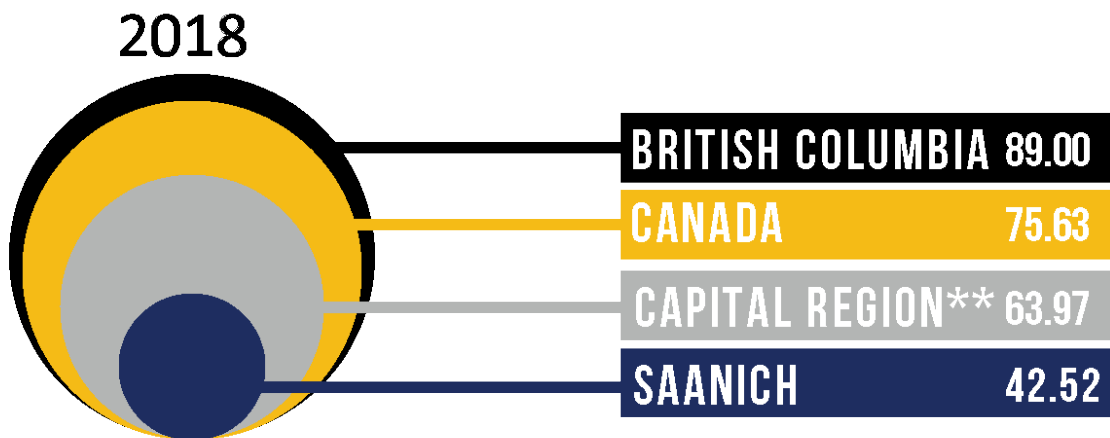
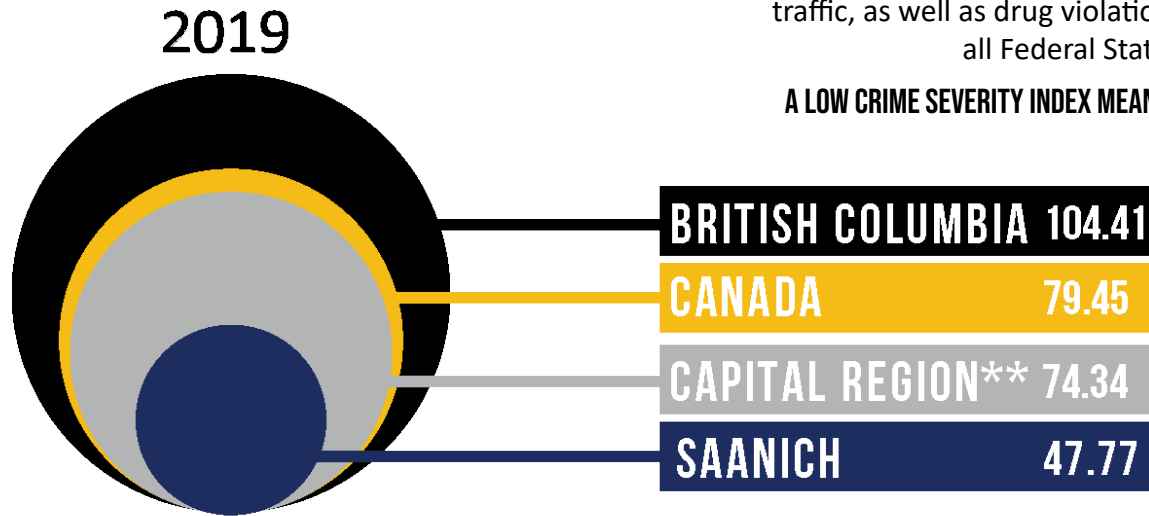


# SAANICH SAFETY

## CRIME SEVERITY INDEX\*

The Crime Severity Index is a tool for measuring police-reported crime in Canada that tracks changes in the severity of crime, not just volume. It covers all Criminal Code violations including traffic, as well as drug violations and violations of all Federal Statutes.

**A LOW CRIME SEVERITY INDEX MEANS A SAFER COMMUNITY.**



\*2020 Crime Severity Index data not available at the time of report publishing;  
Data retrieved from <https://www150.statcan.gc.ca/>



\*\*Capital Region, excluding Gulf Islands.



# COST PER CAPITA AND POLICING RESOURCES\*

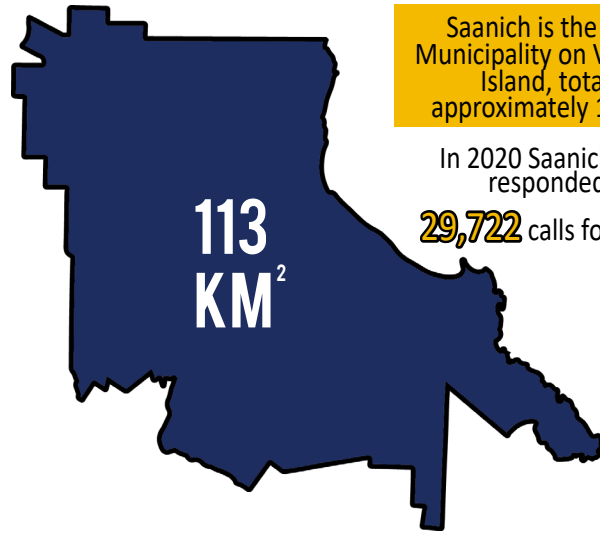


Municipal Police  
Departments, B.C.

Cost per Capita\*\*

**SAANICH** → **\$264**

ABBOTSFORD	\$339
CENTRAL SAANICH	\$301
DELTA	\$359
NELSON CITY	\$341
NEW WESTMINSTER	\$349
OAK BAY	\$277
PORT MOODY	\$356
VANCOUVER	\$463
VICTORIA	\$504
WEST VANCOUVER	\$388



Saanich is the largest  
Municipality on Vancouver  
Island, totaling  
approximately 113 KM<sup>2</sup>.

In 2020 Saanich Police  
responded to  
**29,722** calls for service.

**POPULATION**  
(based on 2016)

4,648,000  
114,148

**BRITISH COLUMBIA**  
**SAANICH**

**POPULATION  
PER OFFICER**  
(rounded averages)

654  
759

**BC MUNICIPAL  
AGENCIES AVERAGE**  
**SAANICH**

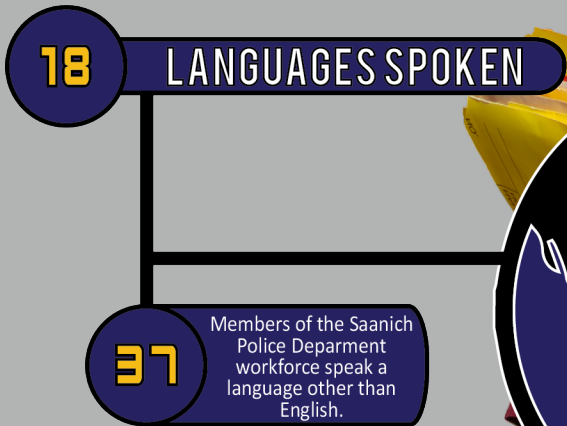
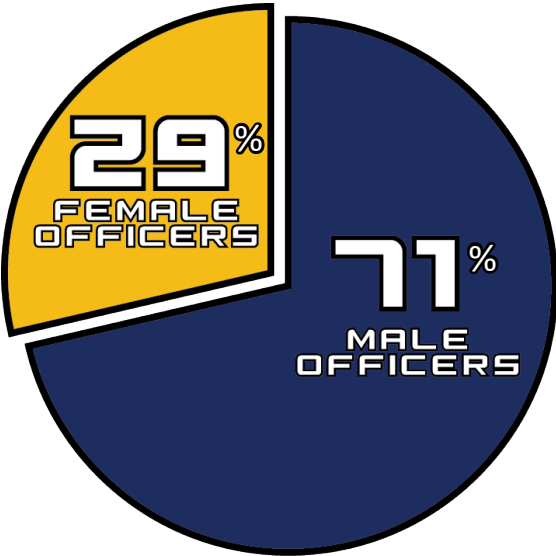


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\*\*Cost per person who resides in the corresponding jurisdiction

# SAANICH POLICE DEPARTMENT WORKFORCE



\*Based on December 2020 data

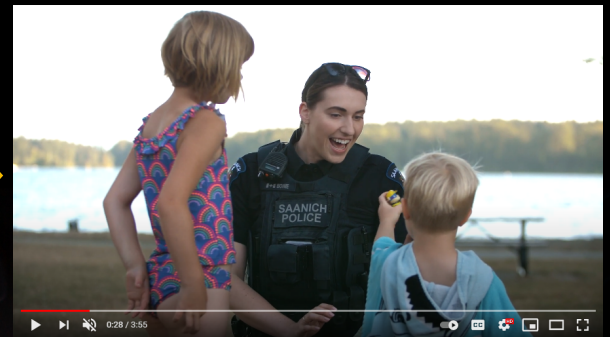


# JOIN SPD.CA

## JOIN SPD TO ...

- make a positive difference in people's lives
- work collaboratively with community partners to solve community problems
  - experience a challenging and rewarding career
- live, work, and play in an environment that supports an active, outdoor lifestyle
  - receive opportunities for personal growth and development
- be part of an organization that cares about its people and supports their health and wellness
  - receive industry-leading compensation and benefits
  - build a safer community for everyone

[CLICK HERE TO WATCH OUR RECRUITMENT VIDEO](#)



## JOIN SPD IF YOU ARE...

- a servant leader
- trustworthy, accountable, and fair
- emotionally intelligent
- community minded
- inclusive
- an independent thinker
- compassionate and empathetic
- a team player





# WE WOULD LIKE TO THANK THE COMMUNITY FOR THEIR CONTINUOUS SUPPORT THROUGH THE YEAR

"Please wear your badge with honour and be proud of what you stand for... Thank you for the way you protect and serve in every situation. Thank you for your strong minds when you face abusive situations where anger is directed at you and your forgiving spirit. You are my HEROS."

**"THANK YOU, BECAUSE WE NEED PEOPLE WHO GO TOWARDS DANGER"**

"I've seen a lot of anti-police sentiment, even here in Victoria... I am so thankful that when I interact with the police I feel safe and that I will be treated fairly and respectfully... we need you and are thankful for all you do :)"

"We want to thank you for your service during this difficult time of unrest... Stay safe and well!"

"From coming just to check in when my mum was worried about an intruder to responding to concerns about her safety, we thank you. Our gratitude to the officers specifically who helped her with her little dog... when she was in medical distress. Those officers took the dog with love from our immobile mum's hands to the central vet where she later died. We reach out to you with hugs for your response when we could not be there for our mum. That was above and beyond your call to duty"

“ This local stone has been chosen, washed, and painted to create a unique work of art for your pocket or desk. I hope that it will remind you that there is a community of citizens who gratefully support you. Thank you for your commitment to “UP HOLD THE RIGHT” and for your hard work in keeping our neighbourhoods strong, healthy, and safe. **COPSRock!**

Thank you for your service.”







"My son absolutely ADORES fire trucks, ambulances, and police cars ... I really wanted to show this incredibly kind, caring side of our officers. <3 We are so beyond appreciative and thankful for her (officer) showing our son the lights and the car :) He had such a huge smile, and she was so good with him. :) I just wish I'd caught her name to send a thank you/appreciation"

"Hello Saanich Police.  
Tonight you helped us..."

"I am beyond grateful for the prompt response, and how thorough you were in searching for him. You were so helpful to my family in our moment of deep panic."

"My wife ... and I thank all of the members of the Saanich police force for the excellent service that you people provide to the Saanich Taxpayers."

"I just wanted all of you to know that you are appreciated. You put yourself on the line for us every day..."



**WE WANT TO HEAR FROM YOU  
CLICK HERE TO ACCESS OUR WEBSITE**



SaanichPolice



@SaanichPolice



@SaanichPolice

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