



January 29, 2025

Ref: 674385

Her Worship Barbara Desjardins
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Her Worship Marianne Alto
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Elizabeth Cull
Finance Committee Chair, Victoria and Esquimalt Police Board
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Dear Mayor Desjardins, Mayor Alto and Elizabeth Cull:

On July 24, 2023, the Victoria and Esquimalt Police Board (the Board) submitted a request asking me to make a determination under my authority in section 27(3) of the *Police Act*, RSBC 1996 c. 367, (the "Act"), resulting from the Township of Esquimalt Council and the City of Victoria Council decisions not to approve items in the Board's 2023 provisional budget.

Subsequent submissions were received from the City of Victoria and the Township of Esquimalt in the months of August 2023 and January 2024, with responses and additional information provided by the parties between February 2024 and July 2024.

I write now to provide my decision. I have set out my detailed findings below with a summary of findings appended as Appendix A.

Legal Considerations

Statutory Framework – The *Police Act*

The Act sets out the legal framework for the delivery of police services in British Columbia. The Act has recently been amended by the *Police Amendment Act, 2024*. However, all references to the Act in this decision are to the provisions in force at the relevant time – July 24, 2023, the date of the application for determination. I have set out below a summary of the relevant portions of the Act with full excerpts attached as Appendix B.

Section 2 of the Act charges the Minister of Public Safety and Solicitor General with the responsibility to ensure that an “adequate and effective level of policing and law enforcement is maintained throughout British Columbia.” Section 39 of the Act requires that the minister designate a director of police services (a “director”) who is responsible for superintending policing and law enforcement on behalf of the minister. Several of the director’s duties and powers under the Act relate to the Minister’s responsibility to ensure “adequate and effective” levels of policing.

Considering the complicated, dynamic, and interconnected nature of issues facing policing, the director must have a great deal of latitude in recommending to the minister what factors may or may not impact “adequate and effective” levels of policing in any given situation and at any given time. These items may include, amongst others:

- i) Staffing levels;
- ii) Human resource planning;
- iii) Vacancy management strategies;
- iv) Public confidence;
- v) Financial management and accountability;
- vi) Statutory and regulatory compliance;
- vii) Training and readiness; and
- viii) Equipment.

Section 15 of the Act sets out the financial obligations of a municipality with a population over 5,000 persons with respect to policing as set out in the Act, regulations or director’s standards, including:

- (i) Funding sufficient numbers to adequately enforce laws and maintain law and order;
- (ii) Funding adequate accommodation, equipment and supplies for the operation of the department and detention of persons in custody; and
- (iii) Funding care and custody of persons in detention.

The process for the director to follow on an application is set out in section 27(3) of the Act. At the time of the application for a determination, section 27(3) stated:

- If a council does not approve an item in the budget, the director, on application by the council or the municipal police board, must
- (a) determine whether the item or amount should be included in the budget,
- and

(b) report the director's findings to the municipal police board, the council, and the minister.

My authority is to make a decision on whether a budget item or amount in dispute should be included in the 2023 police budget.

Further Legal Context

The Esquimalt Police Department was amalgamated with the Victoria Police Department through an Order-in-Council and Ministerial Order approved December 18, 2002 (The Amalgamation Order). The Amalgamation Order allowed for the two municipalities to determine their respective share of the amalgamated police department's budget. In 2014, the municipalities of Victoria and Esquimalt and the Victoria and Esquimalt Police Board signed the Framework Agreement (the Agreement), which included provisions for cost sharing and resource allocation between the respective dedicated municipal divisions. The Agreement was extended by the parties on December 7, 2023, with two further automatic extensions to no later than December 31, 2026. Pursuant to section 12.5(a) of the Agreement, disputes regarding an item in a budget proposed by the Board that is not approved by one or more municipalities shall be dealt with in accordance with the Act.

In summary, the legal framework requires me to evaluate the factual information provided by the parties with respect to each budget item and consider:

- i) Is it necessary to meeting an obligation under the *Police Act*, regulation or director's standard including but not limited to:
 - a. Adequate and effective levels of policing and law enforcement.
 - b. Any priorities, goals and objectives of the following:
 - i. The Minister
 - ii. The Municipality
 - iii. The Police Board
 - c. Any duties of a municipality under the *Police Act* (s.15)

Factual Background

The facts I will rely on in making determinations are from my review of the various submissions of the Board and municipalities including:

- Victoria and Esquimalt Police Board Application and Submission, July 24, 2023
- Township of Esquimalt Submission, August 31, 2023
- City of Victoria Submission, January 31, 2024
- City of Victoria Response, February 15, 2024
- Victoria and Esquimalt Police Board Response, March 19, 2024
- Township of Esquimalt Response, March 21, 2024
- City of Victoria Additional Information, June 13, 2024

- Township of Esquimalt Additional Information, June 14, 2024
- Victoria and Esquimalt Police Board Additional Information, July 5, 2024

(collectively “the Submissions”)

The Submissions are appended collectively as Appendix C. Although I have reviewed these detailed submissions, for efficiency I will summarize only the relevant facts relied on in making each determination.

The items and amounts in dispute are as follows:

2023 Victoria Police Department Budget Items in Dispute			
Budget Item:	Amount included in the Board Provisional Budget:	Amount approved by the City of Victoria Council:	Amount approved by the Township of Esquimalt Council:
Financial Analyst	\$85,000	\$0	\$0
Records Supervisor	\$92,000	\$0	\$0
Records Archivist	\$56,250	\$0	\$0
Training Specialist	\$89,000	\$0	\$0
3 Police Officers	\$425,000	\$283,000	\$0
Body Worn Camera Pilot	\$150,000	\$0	\$0
Capital Funding	\$1,500,000	\$1,200,000	\$1,340,000
Professional Services	\$1,633,190	\$1,263,190	\$1,483,190
Retirements	\$100,000	\$0	\$100,000
Building Maintenance	\$964,630	\$643,085	\$864,630
TOTAL AMOUNTS:	\$5,095,070	\$3,389,275	\$3,787,820
TOTAL DISPUTED AMOUNTS:		\$1,705,795 (suggested reduction)	\$1,307,250 (suggested reduction)

The Board's provisional budget for the items in dispute totals \$5,095,070, with the City of Victoria Council seeking a reduction of \$1,705,795 for a total budget of \$3,389,275, and the Township of Esquimalt Council seeking a reduction of \$1,307,250 for a total budget of \$3,787,820 for the items in dispute.

Finding: The items enumerated in the chart entitled "2023 Victoria Police Department Budget Items in Dispute" are to the extent indicated unapproved by either one or both municipalities. Pursuant to s. 27(3) I have properly received an application from the Board with further supporting materials as described in the Submissions. Therefore, I must make a determination as to whether the respective items or amounts should be included in the 2023 budget.

I will address each item separately below, with my analysis of the information provided and my decision on the amount that should be included in the budget. A summary of my decisions in chart form is attached as Appendix D.

Decision

Item: Financial Analyst

Analysis:

Board position: According to the Board, the police service has a finance team that includes a Controller, Payroll Administrator, Supervisor, Building and Logistics Coordinator and an Administrative Assistant (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.4). The Financial Analyst position was requested by the Board to manage succession planning and reduce the risk to the organization during the transition between the retiring and incoming Controller in 2023 (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.4). The Board's Business Case for the position includes the following benefits to the organization (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.34):

- Greater support for planning and decision making within the organization.
- Consistency of information.
- Ability to establish benchmarks and key performance indicators.
- Provision of quality and timely information to the public, board and councils.
- Reduce reputational risk associated with inconsistent data or published data errors.
- Bridge skills gap and reduce risk to the organization to allow for succession planning.

Esquimalt position: The Township of Esquimalt submitted that the Victoria and Esquimalt Police Board's budget does not provide an adequate level of evidence-based data, research or analysis that could allow Esquimalt's Council to assess the Police Board's requests for additional resources (Township of Esquimalt Submission, August 31, 2023, p.2).

Victoria position: The City of Victoria proposed the Finance Analyst position be included in the 2024 budget (City of Victoria Submission, January 31, 2024, p.8).

Finding: It is my determination that a Financial Analyst is not required in the 2023 budget to provide adequate and effective policing to the communities of Victoria and Esquimalt or to meet legal requirements for budget management and oversight (s.27, s.15). The Board indicated that there are five full-time staff providing financial services and the position was requested primarily to support succession planning for the Controller. The Board did not provide sufficient evidence to support the need for the addition of a full-time financial analyst once the Controller position is filled or explain why the tasks associated to the requested position could not be completed by the five existing positions. This position could be included in a future request, with consideration of Esquimalt's request for further detailed information to support the increase in staff.

Amount to be included in the 2023 budget: \$0

Item: Records Supervisor

Analysis:

Board position: The Board submitted that the Information Support Services Section recently added a Manager, Supervisor position, for twenty-eight staff. The Board provided a Business Case with suggested consequences of not adding an additional Records Supervisor position, which are (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.43):

- Inconsistency and inaccuracy of information.
- Continue to use resources inefficiently and at the expense of other important work.
- Risk in lone supervisor capacity overload and longevity.

The Board submitted that a single supervisor for twenty-eight staff may not be sustainable, and a second supervisor could increase support to staff, provide supervisor backfill and assist with succession planning (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.5).

Esquimalt position: The Township of Esquimalt denied funding for this position (Township of Esquimalt Submission, August 31, 2023, p.1).

Victoria position: The City of Victoria recommended the Records Supervisor position be included in the Board's 2024 budget (City of Victoria Submission, January 31, 2024, p.8).

Finding: I have determined that a Records Supervisor position is not required in the 2023 budget to meet legal requirements within the *Police Act* including compliance with provincial policing standards or to provide adequate and effective policing to the communities of Victoria and Esquimalt. The Board acknowledged that the tasks are currently being performed by a Records Supervisor and this would be a duplicate position to provide backfill and assist with succession planning. The Board did not provide detailed information to justify the need for a second management position including work volume, why the tasks can only be completed by a manager, and other options explored to ensure the request is the most cost-effective.

Amount to be included in the 2023 budget: \$0

Item: Records Archivist

Analysis:

Board position: According to the Board, the Victoria Police Department has more than 480,537 police files to be reviewed and purged, 982 files that need to be sealed, and approximately 700 microfilms where police files with a 70-year retention period need to be transferred to the BC PRIME system (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.6 & p.38). The Board provided a Business Case for this position stating that “on average one file a day is received that needs to be sealed and 100 files a day meet the purging criteria. While the Archivist position will be able to retain the work that arises on a daily basis, additional auxiliary staff will still be required to address the backlog of work that exists” (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.38).

Victoria position: The City of Victoria agreed that the civilian positions requested may be important, but stated it is unclear why the four positions must be filled in 2023 (City of Victoria Submission, January 31, 2024, p.8).

Esquimalt position: The Township of Esquimalt also denied funding for this position (Township of Esquimalt Submission, August 31, 2023, p.1).

Finding: It is evident from the Board’s submission that current staffing is not able to address the significant backlog that must be addressed to meet legal requirements and protect private information for members of the public. It is evident that there is significant risk to compliance with legislation, including the *Youth Criminal Justice Act*, Part 6 Publications, Records and Information, the Protection of Privacy of Young Persons and Access to Records. Also for consideration is compliance with the *Identification of Criminals Act*, Destruction of Fingerprints and Photographs, ensuring files are up to date and information that should have been destroyed is not inadvertently shared through disclosure requests. Similarly, this position is needed to ensure compliance with the *Criminal Records Act*, in particular managing files where there has been a record suspension. A Records Archivist position must be included in the 2023 budget.

Amount to be included in the 2023 budget: \$56,250

Item: Training Specialist

Analysis:

Board position: The Board submitted that the PRIME Coordinator currently fulfills the training role for PRIME-related applications (police file management) meeting legal requirements for police file work (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.4). The position requested would support line-of-business applications that could improve efficiencies in specific business areas (VEPB Submission, July 24, 2023, p.7). The Business Case provided by the Board to support funding this position in 2023, included the

following consequences of not creating the position (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.48):

- Risks to the organization continue to grow.
- Inconsistency and inaccuracy of information.
- Continue to use resources inefficiently and at the expense of other important operational work.

Victoria position: The City of Victoria recommended including this position request in the 2024 budget (City of Victoria Submission, January 31, 2024, p.8).

Esquimalt position: The Township of Esquimalt denied funding for this position (Township of Esquimalt Submission, August 31, 2023, p.1).

Finding: I have determined this position is not necessary in the 2023 budget to provide adequate and effective policing in the communities of Victoria and Esquimalt or to meet legal requirements in the *Police Act*. The Board acknowledged there is an employee, the PRIME Coordinator, who currently completes the task of training for police file applications and the requested position is to support business applications that are not required to police the two communities. It is possible that these business applications will support efficient internal administration, and the position could be requested in a future budget as suggested by the City of Victoria. It is my determination that this item is not necessary in the 2023 budget.

Amount to be included in the 2023 budget: \$0

Item: 3 New Police Officers

Analysis:

Board position: The Board submitted that 27.5 officer positions were vacant in 2023, however, the officers who vacated the positions were non-deployable and still on the Victoria Police Department payroll. The Board proposed the following impacts of not approving funding equivalent to three officer positions (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.8):

- There are insufficient funds to hire replacement officers for the majority of these positions.
- VicPD (and other police agencies) continue to have new work downloaded to them from various sources.
- The lack of ability to meet the current expectations due to non-replaceable vacancies is made more critical by the impact of new work that is incoming.
- A failure to improve our capacity to replace non-deployable officers will result in erosion of services and the continued inability to meet current service expectations.

Esquimalt position: The Township of Esquimalt submitted that Esquimalt Council cannot approve funding for additional uniformed police officers when the evidence demonstrates that

Victoria Police Department could maintain public safety in Esquimalt with less officers (Township of Esquimalt Submission, August 31, 2023, p.1).

Victoria position: The City of Victoria notes that the police department has 24 unfilled positions and cannot currently staff positions that are already budgeted for. However, the City of Victoria's resolution approves hiring two additional officers but submitted that the Board has not demonstrated that three police officers are required to maintain sufficient numbers for generally maintaining law and order or to adequately enforce laws in Victoria and Esquimalt. (City of Victoria Submission, January 31, 2024, p.8).

Finding: One of the primary considerations I must account for is that as an amalgamated department, the Victoria Police Department is responsible for public safety for all areas under its jurisdiction. There are mechanisms within the agreements between the municipalities to determine the allotment of officers required between them. Therefore, when I consider resourcing needs, I am doing so from a view of adequate and effective policing within the Victoria Police Department's entire service area as a whole.

Secondly, the submissions of the three parties discuss two distinct issues that should not be conflated to determine what is necessary to ensure adequate and effective policing under the 2023 budget:

- 1) The need for additional funding to increase the number of police officers currently budgeted for by up to 3 officers; and
- 2) The need for additional funding to address the ongoing issue of existing positions that cannot be filled due to policy requirements including Worksafe BC (often referred to as "soft vacancies").

The data requirements to assess these issues in the context of adequate and effective policing as well as the strategies necessary to address them are distinct, hence the importance of ensuring clarity when discussing them. I encourage the parties to ensure they are employing a vacancy management strategy that distinguishes between these items and that documented budget decisions clearly do so as well.

Despite the request being framed as 3 additional police officers, I find what the Board is actually requesting is funding equivalent to three additional officers to offset the soft vacancy issues they document in their submission. In other words, a decision to increase funding would not increase the actual complement of police officers within the Victoria Police Department but could help mitigate to some extent the issues outlined with respect to the soft vacancy problem the Board describes in their submission.

I recognize in 2022, the City of Victoria crime severity index was the highest crime severity index among BC municipal police agencies and above the BC average (Victoria and Esquimalt Police Board Response, March 19, 2024, p.4). I also acknowledge that Victoria Police Department carried the highest caseload per officer and highest crime rate among municipal police agencies in British Columbia in 2021 (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.8). I also note that shared policing costs paid by the Township

of Esquimalt and the City of Victoria are determined based on a Budget Allocation Formula as set out in the Framework Agreement dated April 17, 2024 between the Victoria and Esquimalt Police Board, City of Victoria, and the Township of Esquimalt, and most recently extended on December 1, 2023.

The Board identified that there were insufficient funds to hire replacement officers for the majority of the vacant positions (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.8). The Board also noted that it is aggressively trying to fill vacancies.

It is my determination that funding equivalent to 3 police officers is required to help ensure adequate and effective policing across the entire jurisdiction.

Amount to be included in the 2023 budget: \$425,000

Item: Body Worn Camera (BWC) Pilot

Analysis:

Board position: The Board identified the following impacts of not participating in a pilot of body worn cameras (Victoria and Esquimalt Police Board Submission, July 24, 2023, p.9-10):

- **Lack of Transparency:** BWC provide an objective and visual record of police interactions with the public. Without this visual evidence, there is a higher risk of disputes and conflicting accounts of events. The absence of such transparency can erode public trust.
- **Accountability Concerns:** BWC serve as a tool to hold both police officers and civilians accountable for their actions during encounters. Without this oversight, there is a greater likelihood of misconduct going unnoticed and unaddressed.
- **Inadequate Evidence Collection:** BWC can capture crucial evidence at a crime scene or during investigations. Without this visual documentation, the collection of evidence solely relies on officer testimony and other sources.
- **Increased Litigation Risks:** BWC footage can provide valuable evidence in legal proceedings, both for the prosecution and defense. Without this evidence, legal disputes may become more contentious, relying heavily on witness testimonies, which can be subjective and prone to inconsistencies.
- **Missed Opportunities for Officer Protection:** BWC can also serve as a deterrent to aggression or violence towards police officers. Their presence may discourage confrontations or de-escalate situations.
- **Without this visual deterrent,** officers may face increased risks during interactions with potentially volatile individuals.
- **Reduced Community Relations:** BWC can help improve police-community relations by fostering transparency and accountability. Without this technology, community members may perceive the police department as less committed to transparency and less responsive to their concerns.

Victoria position: The City of Victoria submitted the fact that this new initiative is proposed as a pilot project and that this is an optional preference and not a fundamental requirement for adequate equipment (City of Victoria Submission, January 31, 2024, p.9). The Victoria City Council suggested the Board revisit this request in the 2025 budget.

Esquimalt position: The Township of Esquimalt Council denied this request (Township of Esquimalt Submission, August 31, 2023, p.1).

Finding: While the Board has summarized the key policy reasons for deploying BWC's, as of 2023, they were not legally required, and I have determined the BWC pilot project must not be included in the 2023 budget. I would like to recognize that the use of BWC's has evolved since 2023, and while they remain optional and not a legislated requirement, the RCMP, the provincial police service, rolled out the use of BWCs in several communities in November 2024. The Delta Police Department and Vancouver Police Department are using or in the process of implementing BWC's, the Port Moody Police Department have reported they intend to trial BWCs in 2025, and the Surrey Police Service hopes to implement BWCs now that it has become police of jurisdiction. I would encourage the municipalities to consider future requests to participate in the pilot project.

Amount to be included in the 2023 budget: \$0

Item: Capital Funding

Analysis:

Board position: The Board requested funds to complete office renovations and plans for a green vehicle fleet, providing the following identified risks if the funding is denied (Victoria and Esquimalt Police Board Application and Submission, July 24, 2023, p.10):

- Inadequate wellness, work, and collaboration space.
- Future Annual Building Escalation Costs
 - 2022 +5.0%
 - 2023 +4.5%
 - 2024 +4.0%
 - 2025 +3.5%
- Further delay in 'greening' the police vehicle fleet.

The Board acknowledged that \$1.2 million maintains the existing fleet capacity and IT infrastructure in 2023 (Victoria and Esquimalt Additional Information, July 5, 2024, p.2).

Victoria position: The City of Victoria submitted the capital reserve existing funding, plus the \$1.2 million contribution proposed by Council, far exceeded the requested \$1.48 million drawdown from the reserve (City of Victoria Additional Information, June 13, 2024, p.2):

- Beginning balance \$1.425 million

- Contribution +\$1.200 million
- Budgeted drawdown -\$1.480 million
- Expected ending balance \$1.145 million

According to the City of Victoria, the actual ending balance was \$1.627 million in 2023, providing inadequate justification for the 11.9% increase proposed by the Board.

Esquimalt position: The Township of Esquimalt supported \$1,340,000, and recommended the Board develop multi-year infrastructure plans to provide Councils with the ability to determine whether annual transfers to the capital reserves are adequate to achieve sustainable service delivery (Township of Esquimalt Submission, August 31, 2023, p.3).

Finding: Noting the disagreement between the parties, I have determined that office renovations and “greening” the police vehicle fleet are discretionary and not required for the 2023 budget, and that \$1,200,000 is necessary to fund police vehicles, equipment and infrastructure in 2023.

Amount to be included in the 2023 budget: \$1,200,000

Item: Professional Services

Analysis:

The Board requested funding for professional services to support the following initiatives:

- Psychological and Wellness support for employees;
- Indigenous Engagement;
- Emergency Preparedness;
- Equity, Diversity and Inclusion Strategies and Activities; and
- Computer Forensic Investigative Services.

Board position: Psychological and wellness support services, Indigenous engagement, emergency preparedness and equity diversity and inclusion strategies are supported in part by the *Mental Health and Well-Being Study of Sworn Officers and Civilians in the Victoria, British Columbia Police Department* by Dr. Curt Griffiths, from the Simon Fraser School of Criminology, and the Minister’s provincial policing priorities as of February 25, 2022. Computer Forensic Investigative services are required to complete investigations. The Board considered the cost of internal training to provide the above services but determined it was more cost effective to use contract services compared to the cost of specialized training for police officers to complete the same work (VEPB Submission, July 24, 2023, p.11).

Victoria position: The City of Victoria submitted that these professional services (external contract support) are not time sensitive requiring the funding requested in 2023, supporting a total amount of \$1,263,190 (City of Victoria Submission, January 31, 2024, p.10).

Esquimalt position: The Township of Esquimalt supported a total amount of \$1,483,190.

Finding: It is my determination that the Board's initiatives listed above are necessary to police the communities of Victoria and Esquimalt in 2023 to ensure compliance with legislation and provincial policing standards in effect, including Standard 6.0 Promotion of Unbiased Policing. I recognize the psychological wellness of police personnel is essential for sustainability of the workforce and interactions between personnel and the public served. It is necessary to identify gaps in existing emergency response procedures and resources to respond to crises, and computer forensic investigative services are required for adequate and effective policing in Victoria and Esquimalt in 2023. The Board has identified the need for contract services to achieve these outcomes due to lack of training and expertise internally. I have determined that the total amount requested by the board be included in the 2023 budget.

Amount to be included in the 2023 budget: \$1,633,190

Item: Retirements

Analysis:

Board position: The Board recommended contributions to the department's vested benefits fund recognizing the number of personnel approaching or within retirement age may result in expenditures of \$800-900,000 annually.

Victoria position: The City of Victoria noted there is no requirement under accounting rules to add any funds to this account for 2023 (City of Victoria Submission, January 31, 2024, p.10).

Esquimalt position: The Township of Esquimalt supported adding \$100,000 to this fund.

Finding: I have determined that this amount is not required in the 2023 budget to provide adequate and effective policing or to fulfill any legal requirements. As stated by the City of Victoria, the funds were not required in 2023 to meet retirement payouts.

Amount to be included in the 2023 budget: \$0

Item: Building Maintenance

Analysis:

Board position: The Board requested \$964,630 for building maintenance with \$100,000 for additional janitorial services and \$221,545 to reimburse the Township of Esquimalt and City of Victoria for direct operating costs for the buildings. The Board cited increased janitorial services to maintain COVID-19 level cleaning. The Board submitted the City of Victoria charged the Victoria Police Department a total of \$786,940, and the Township of Esquimalt charged the Department \$91,823.11 for a total of \$878,763.11 in 2023, leaving an actual shortfall of \$235,678.11 (VEPB Submission, March 19, 2024, p.4).

Victoria position: The City of Victoria proposes a one-third cut to the requested amount, leaving \$643,085 remaining for 2023 which the City submits allows for sufficient funds to maintain appropriate and adequate building maintenance standards (City of Victoria Submission, January 31, 2024, p.10).

Esquimalt position: The Township of Esquimalt supported funding \$864,630.

Finding: It is my determination that the actual costs of building maintenance as a component of the requirement to provide accommodation, in the amount of \$878,763.11, be included in the budget for 2023.

Finding: Amount to be included in the 2023 budget: \$878,763.11

Overall finding: It is my determination that the total amount in dispute that must be included in the 2023 police budget is \$4,193,203.11.

I would like to thank the parties involved for their comprehensive submissions and for providing the information requested to support this decision. I appreciate that each party was required to provide significant input on the ten items with detailed rationales, and I would like to recognize that these items required significant review and analysis to ensure a fair and reasonable outcome.

Regards,



Glen Lewis
Assistant Deputy Minister
And Director of Police Services
Policing and Security Branch

cc: Del Manak, Chief Constable, Victoria Police Department
Garry Begg, Minister of Public Safety and Solicitor General

Attachments: Appendix A – Summary of Findings
Appendix B - *Police Act*, 2023 Excerpts
Appendix C – The Submissions
Appendix D – Decision Chart