



VICTORIA & ESQUIMALT POLICE BOARD

January 21, 2026

Victoria Mayor and Council
City of Victoria

Via Email

Dear Mayor and Council:

RE: Appeal Implementation on Decision from Section 27 (3.1) 2026

A decision was received on January 9, 2026 pursuant to the *Police Act* Section 27(3.1) pertaining to the Police Board's request for a review of the 2025 budget shortfall of \$925,425 for seven positions.

The decision allows for the reinstatement of \$598,128 for six positions - four police officers and two civilian professional staff, as follows:

2 Strike Force Officers	\$210,725
2 Community Resource Officers	\$210,725
1 Community Programs Manager (civilian)	\$100,892
1 Cybersecurity Analyst (civilian)	\$75,786
Total	\$598,128

It is noted that the above salary and benefit costs are pro-rated for eight (8) months, for a planned hire date of May 1st. Associated one-time hiring costs for equipping and training the officers and for recruiting costs were not approved by the ADM and Director of Policing and Law Enforcement at the Ministry of Public Safety and Solicitor General, citing that sufficient information was not provided to make a determination.

The Victoria and Esquimalt Police Board passed the following motions on January 20, 2026:

THAT the Board approves the addition of \$598,128 to its 2026 Budget for the eight-month pro-rated annual salaries and benefits for six new positions, including two Strike Force Officers, two Community Resource Officers, one Community Programs Manager (civilian) and one Cybersecurity Analyst (civilian), as a result of the 2025 Budget appeal decision pursuant to Section 27 of the *Police Act* and as communicated on January 9, 2026 by Glen Lewis, Assistant Deputy Minister and Director of

Policing and Law Enforcement Services, Policing and Security Branch, Ministry of Public Safety and Solicitor General.

THAT the Board submit a detailed breakdown of the associated one-time hiring costs for the six positions approved from the 2025 Budget appeal submission to Glen Lewis, Assistant Deputy Minister and Director of Policing and Law Enforcement Services, Policing and Security Branch, Ministry of Public Safety and Solicitor General for the purposes of making a determination under Section 27 of the *Police Act* on inclusion in the Police Board's budget.

Please refer to the attached details for this budget change.

Sincerely,

A handwritten signature in black ink, appearing to read 'M Hayes', written in a cursive style.

Micayla Hayes
Chair, Victoria & Esquimalt Police Board

2026 Provisional Budget – Appeal Implementation

	Victoria GL Code	Total	Victoria	Esquimalt
2025 Approved Budget		\$78,998,912	\$68,199,760	\$10,799,152
2026 Increase Excluding New Positions		6,160,278	5,318,168	842,110
2026 Shared New Positions (8)		1,594,780	1,376,774	218,006
Total 2026 Core Budget^		\$86,753,970	\$74,894,702	\$11,859,268
Appeal (2025) Inclusion in 2026 Budget:				
Investigative Services Division, Strike Force Section 2 Strike Force Officers – Salaries	2590.4004	162,096	139,937	22,159
2 Strike Force Officers – Benefits	2590.4104	48,629	41,981	6,648
Community Services Division, Outreach Section 2 Community Resource Officers – Salaries	2581.4004	162,096	139,937	22,159
2 Community Resource Officers – Benefits	2581.4104	48,629	41,981	6,648
Community Engagement Division, Community Programs 1 Community Programs Manager - Salary	2547.4010	77,609	67,000	10,609
1 Community Programs Manager - Benefits	2547.4102	23,283	20,100	3,183
Information Risk Management Division, Information Technology Services 1 Cybersecurity Analyst – Salary	2550.4016	58,297	50,328	7,969
1 Cybersecurity Analyst – Benefits	2550.4102	17,489	15,098	2,391
Total Budget Addition		\$598,128	\$516,364	\$81,764
Salaries = \$460,098, Benefits = \$138,030				
Total Revised 2026 Core Budget^		\$87,352,098	\$75,411,066	\$11,941,032

^Excludes Framework Agreement Section 5 Optional Resources funded 100% by the City of Victoria (\$3,091,695).

Total Budget Revisions

2026 Budget Revisions	Victoria GL Code	Original Budget	Appeal Award	Revised Budget
Investigative Services Division (ISD), Strike Force - Police Salaries	2590.4004	\$1,015,120	162,096	1,177,216
ISD, Strike Force - Benefits	2590.4104	314,710	48,629	363,339
Community Services Division (CSD), Outreach – Police Salaries	2581.4004	1,410,220	162,096	1,572,316
CSD, Outreach - Benefits	2581.4104	437,190	48,629	485,819
Community Engagement Division (CED), Community Programs – Exempt Salaries	2547.4010	-	77,609	77,609
CED, Community Programs - Benefits	2547.4102	23,410	23,283	46,693
Information Risk Management (IRM), Information Technology Services – Civilian Salaries	2550.4016	683,530	58,297	741,827
IRM, Information Technology Services - Benefits	2550.4102	310,760	17,489	328,249
Total – Budgets Revised		\$4,194,940	\$598,128	\$4,793,068

Forecast Revisions 2026 to 2030

FORECAST ORIGINAL	Victoria GL	2027	2028	2029	2030
ISD SF Salaries-Police	2590.4004	1,152,820	1,193,160	1,234,910	1,278,140
ISD SF Benefits-Police	2590.4104	357,380	369,900	395,140	408,990
CSD CROs Salaries-Police	2581.4004	1,601,520	1,657,560	1,715,560	1,775,620
CSD CROS Benefits-Police	2581.4104	496,480	513,880	548,940	568,180
CED Community Programs - Salaries Exempt	2547.4010	-	-	-	-
CED Community Programs - Benefits	2547.4102	25,460	26,090	27,610	28,300
IRM ITS - Salaries-Civilian	2550.4016	743,290	761,870	780,920	800,450
IRM ITS - Benefits	2550.4102	341,100	350,730	372,290	382,820
FORECAST REVISED					
ISD SF Salaries-Police	2590.4004	1,428,947	1,478,954	1,530,709	1,584,290
ISD SF Benefits-Police	2590.4104	442,978	458,497	486,836	503,895
CSD CROs Salaries-Police	2581.4004	1,877,647	1,943,354	2,011,359	2,081,770
CSD CROS Benefits-Police	2581.4104	582,078	602,477	640,636	663,085
CED Community Programs - Salaries Exempt	2547.4010	132,203	136,831	141,618	146,574
CED Community Programs - Benefits	2547.4102	66,441	68,509	71,515	73,736
IRM ITS - Salaries-Civilian	2550.4016	838,377	859,335	880,821	902,849
IRM ITS - Benefits	2550.4102	370,576	380,942	403,258	414,562
Net Annual Increase		1,021,200	1,055,708	1,091,380	1,128,260

Forecast years include annualized costs, including known or estimated wage increments.