

Consultation with Council follow up

November 2, 2023 **Victoria Council**

1

Council's Public Safety Priorities

- ▣ Visibility & community-based policing
- ▣ Integration and coordination with service providers
- ▣ Reducing bike thefts
- ▣ Increasing safety at night
- ▣ Police assistance for bylaw enforcement



2

Actions Taken:

- Front-line re-organization (pilot)
 - ▣ Joint effort of staff, management, and the union
 - ▣ Creation of a new unit (GIS)
- Impact
 - ▣ Increased morale on the front line
 - ▣ Overtime decreased 35%
 - ▣ Proactive policing increased (RCCs up 15%)
 - ▣ Suspension of Beat & Bike section



3


Actions Taken:

- Propose continuation and enhancement of
 - ▣ Late Night Task Force
 - ▣ Downtown Foot Patrol
- Continued focus on Outreach
 - ▣ Consolidation of Outreach into one team
 - ▣ Requested funding from the Province to expand Outreach services
 - ▣ Continued engagement with service providers
- Participation in Victoria's Community Safety and Well-Being Plan
- Backfill for Special Municipal Constable Front Desk Service




4

Council's Concerns

- ▣ Cost pressures
 - ▣ Carefully balancing needs for visibility and maintaining presence and response
 - ▣ Lack of options for reporting incidents online that don't require a police response
 - ▣ Need to balance resources required to maintain police resources for visibility vs response within current constraints
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5

Challenge: Cost Pressures

- ▣ Costs to maintain the status quo
 - ▣ Wage inflation
 - ▣ Loss of provincial grant funding
 - ▣ Upgrades to equipment
 - ▣ Recruitment
 - ▣ Increases in external costs
 - E-Comm
 - Police Academy
 - Liability & risk insurance
 - ▣ New Resources
 - ▣ Reintegration Sergeant
 - ▣ Training Constable
 - ▣ Internet Child Exploitation Investigator
 - ▣ Audit/FOI Analyst
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6

Actions Taken: Efficiency

- Re-organization pilot has reduced overtime
- Leveraging Microsoft products to reduce software costs
- Pilot fleet lease program to reduce maintenance and administration
- HRIS system to streamline HR processes
- New online crime reporting tool
 - ▣ Reduced cost, easier to use
 - ▣ More control over forms and content

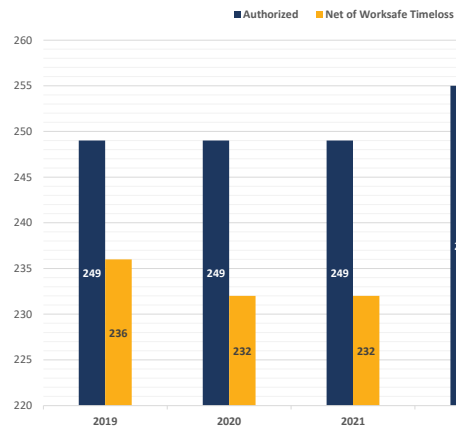
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Actions Taken: Engagement

- Implementing multi-year budgeting next year
- Commitment to increase engagement and collaboration with Councils

8

Challenge: Staffing and Injuries



9

Actions Taken: Staffing

- Investing in our wellness strategy
 - ▣ In-house psychology program
 - ▣ Physical wellness programs
 - ▣ Support teams, partnerships, and other resources
 - ▣ Occupational stress intervention dog
 - ▣ Annual wellness checks
 - ▣ Reintegration Sergeant (2024 budget)
- Increase investment in recruitment
 - ▣ Targeted campaigns for recruits and experienced officers

10

Questions & Discussion



11