



New Westminster Police Department

REPORT

To: Mayor Johnstone, Chair, and Members
New Westminster Municipal Police Board

Date: November 23, 2022

From: Chief Constable David Jansen

Item: 2.1

Subject: New Westminster Police Department and Police Board Onboarding Presentation

RECOMMENDATION

That the New Westminster Police Board receive this report for information.

PURPOSE

The purpose of this report is to provide New Westminster City Council with an overview of the New Westminster Police Department (NWPD), including its functions, structure and general information on statistics.

DISCUSSION

The NWPD was established on March 10th, 1873, and reaches 150 years old in 2023. This makes the NWPD one of the oldest police departments in Canada, older than the RCMP.

The NWPD's authorized strength is 114 sworn members and 35 civilian professionals.

There is one Chief Constable and one Deputy Chief Constable who oversee four Inspectors.

The four Inspectors oversee the four divisions that make up the NWPD. These divisions include:

Patrol Division

This division includes Patrol watches, Traffic Unit, Gang Suppression Unit, Crime Reduction Unit and the Marine Unit. It is the largest front line response division and is mostly uniform.

Authorized Strength within the entire Division is 66 sworn members. There are currently 53 sworn members in Patrol.

Administration Division

The majority of our civilian professionals are within this division. The division includes the Freedom of Information Unit, Human Resources Unit, Property Services Unit, Quality Control Unit, Court Services Unit, Finance, PRIME Unit and Information and Technology Unit.

Authorized Strength within the entire division is 2 sworn members. There are currently 2 sworn members at this time, and 27 civilian professionals.

Prevention Services Division

This division is comprised of the Victim Assistance Unit, Training Unit, Specialized Investigations Unit, Crime Prevention Unit, Mental Health Unit and the Child and Youth Resource Unit. In addition, this division oversees and manages those staff who serve with the Crisis Negotiation Team, Tactical Troop, Protection Services and all secondments.

Authorized Strength within the entire Division is 13 sworn members. There are 10 sworn members at present and four civilian professionals.

Support Services Division

This division primarily encompasses plain clothes detectives who are within the Major Crime Unit, Street Crime Unit, Forensic Identification Unit, Criminal Intelligence Unit, as well as the Crime Analysts and Electronic File Disclosure staff.

Authorized Strength within the entire division is 27 sworn members. There are currently 24 sworn members, and two civilian professionals in this division.

On average, the NWPD responds to approximately 55 calls for service every day. This number is expected to grow considerably once the NWPD resumes responsibility of answering some non-emergency calls in-house.

The staffing minimum for our front line staff in patrol division is 6 members per shift, except for Friday and Saturday when 7 members are required.

Sworn Member Staffing

At the time of this report, 95 of 114 members are operationally deployable, with vacancies as follows:

1. Three hard vacancies.
2. Ten police recruits at the police academy.
3. Four maternity/paternity.
4. Two leave of absences.

Secondments

A secondment is a temporary assignment of an employee to another organisation, such as an Integrated Policing Unit.

The employee maintains their substantive position at the NWPDP, and is paid by the NWPDP. The NWPDP bills the Integrated Policing Unit for the employee's salary and recovers 100% of the seconded employee's salary, benefits and other expenses. The Integrated Policing Unit also manages the day-to-day activities of the seconded employee. The intent is for the employee to return to their substantive position on completion of the secondment.

What is the Purpose of a Secondment

Secondments are resourcing options for integrated policing units or special projects, to help inter-agency mobility, to provide lateral career development opportunities for employees, and to help strengthen the investigative capacity of the NWPDP.

From an employee and organization perspective, secondments are an excellent way to gain professional development and experience that is not possible within our city's size, range of calls, and budget limitations. This also helps to promote recruiting and retention of employees for the department. In addition, secondments support integrated policing units so that cities can realize economy of scale, share best practices and provide a level of service not possible if every function had to be funded and resourced by each police department.

What is an Integrated Policing Unit

Integrated units provide services to more than one jurisdiction. A unit may comprise of officers from more than one police agency or from two or more levels of policing (i.e. federal, provincial, and municipal). More than one police jurisdiction may fund an integrated unit.

Federal Integrated Units

Primarily the federal government funds federal integrated units. They include members from independent municipal, RCMP municipal, provincial and federal forces.

Examples of Federal units the NWPD are part of are:

- Integrated National Security Enforcement Team (INSET)
- Federal Serious and Organized Crime (FSOC).
- Provincial Integrated Units
- The provincial government primarily funds provincial integrated units. They include members from independent municipal, RCMP municipal, provincial and federal forces.
- Examples of Provincial integrated units the NWPD are part of are:
 - Combined Forces Special Enforcement Unit (CFSEU)
 - Integrated Road Safety Unit (IRSU)
 - Hate Crime Task Force

Regional Integrated Units

Regional integrated units provide services to specific regions of the province. They include members from independent municipal, RCMP municipal, provincial and federal forces. Jurisdictions share the cost of these units based on a pre-determined funding formula. Examples of Regional integrated units the NWPD are part of are:

- Emergency Response Team (ERT)
- Integrated Collision Analysis and Reconstruction Service (ICARS)
- Integrated Homicide Investigation Team (IHIT)
- Integrated Police Dog Services (IPDS)

At present, the NWPD has 29 sworn members seconded to integrated policing units. This is separate from the authorized strength of 114 members and any increase or decrease to a seconded position has no impact on the authorized strength of the NWPD.

Below is a list of the Integrated Policing Units that the 29 NWPD members are currently seconded to.

- Integrated Homicide Investigations Unit
- Municipal Undercover Unit
- Integrated Road Safety Unit
- JIBC Police Academy
- National Weapons Enforcement Team
- Integrated LMD Police Service Dog Team
- Provincial Tech Crimes Unit
- Provincial Hate Crime Unit
- Integrated Auto Theft Unit
- Combined Forces Special Enforcement Unit
- Integrated National Security Enforcement Team

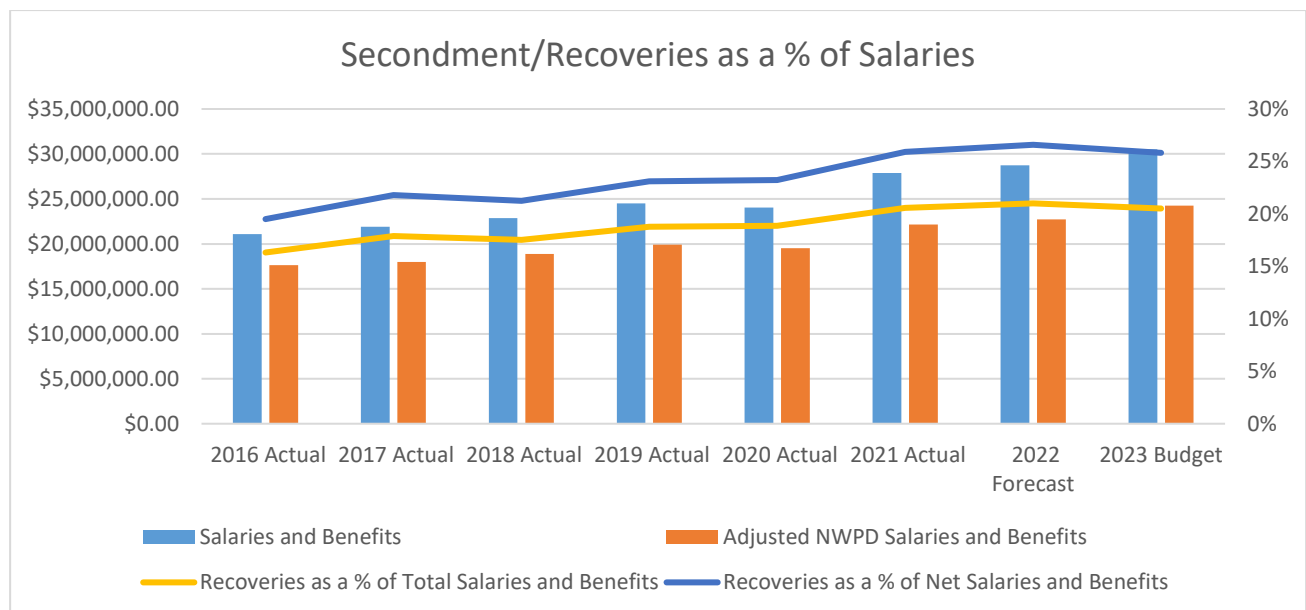
- Integrated LMD Emergency Response Team
- Real Time Information Centre
- Federal Serious Organized Crime
- Integrated Collision Analysis and Reconstruction Service
- Metro Vancouver Transit Police

Budget Impact of Secondments

When evaluating the police budget, it is helpful to understand secondment recoveries and how they impact the budget. The below graph outlines how secondments and recoveries have increased year over year and as a percentage of salaries. In 2016, recoveries represented 16% of the total salaries and benefits, while in 2022 they had increased to 21%. Recoveries increased by \$2.3million from 2016 to 2021 and are forecasted to hold a steady percentage of salaries in 2023 at about 6.2 million.

The impact of these recoveries is not realized within the police expense line of the City's financial statement, as the revenue is posted to general revenue for public presentation. You can view the true impact of the recoveries in the notes section of the financial statement. (Note 15: SEGMENTED INFORMATION)

The below graph outlines Secondments and Recoveries as a percentage of salaries.



Budget Analysis and Regional Comparison

Additional context on how the city, and the New Westminster Police Department budget compares to other municipalities in the region is helpful in reviewing the proposed budget.

The following comparison and historical data is based in large part upon information provided by Police Services resourcing documents from 1992 through to 2020, and the 5 year analysis of NWPD budget requests. The comparisons made are in relation to other municipal police departments, including Vancouver PD, Victoria PD, West Vancouver PD, Delta PD, Saanich PD, Port Moody PD and Abbotsford PD.

Overall, this analysis shows that NWPD's budget increases during this timeframe have been significantly less than the other police agencies and relatively flat year over year, while also showing that our authorized staffing levels have not increased with the population growth.

Chart # 1 shows the variance in police agency budgets between 2001 and 2020 (the latest available data), during which the NWPD had the lowest increase amongst other agencies comparatively.

Chart # 1 – Department Budget Changes 2001 to 2020

Department	2001 Budget	2020 Budget	Change
Abby PD	\$ 17,847,680	\$ 57,007,747	219%
PMPD	\$ 3,949,084	\$ 12,268,461	211%
VicPD	\$ 22,160,355	\$ 60,149,374	171%
VPD	\$ 130,786,381	\$ 333,352,791	155%
DPD	\$ 16,551,889	\$ 41,313,691	150%
Saanich PD	\$ 16,532,164	\$ 35,744,794	116%
WVPD	\$ 8,629,319	\$ 16,994,093	97%
NWPD	\$ 13,708,547	\$ 26,082,916	90%
Average	\$ 28,770,677	\$ 72,864,233	153%

Chart # 2 reflects NWPD sworn member staffing growth between 2001 and 2020. During this time, our sworn member staffing level increases were the second lowest when likened to comparative municipal police agencies.

Chart # 2 – Staffing Comparison 2001 to 2020

Department	2001 Staffing	2020 Staffing	Change
PMPD	30	52	73%
Abby PD	148	213	44%
DPD	143	194	36%
VPD	1096	1348	23%
Saanich PD	138	166	20%
VicPD	218	249	14%
NWPD	106	114	8%
WVPD	77	79	3%
Average	245	302	23%

Chart # 3 compares the changes in population between 2001 and 2020. During this time, the population in New Westminster increased 52%, which is the highest growth of the comparative municipal policed communities, which saw an average population increase of 26%.

Chart # 3 – Population Changes 2001 to 2020

Department	2001 Population	2020 Population	Change
NWPD	54,207	82,590	52%
VicPD	75,369	113,430	50%
PMPD	24,162	35,156	46%
Abby PD	116,078	161,708	39%
VPD	573,154	698,946	22%
Saanich PD	107,129	125,107	17%
DPD	101,750	112,259	10%
WVPD	44,756	47,068	5%
Average	137,076	172,033	26%

Chart # 4 compares the changes in population to police officer (pop to cop) ratios from 2001 to 2020. Between 2001 and 2020, the NWPD pop to cop ratio decreased, from one police officer for every 511 citizens in 2001, to one police officer for every 716 citizens in 2020. This represents the largest decrease amongst the comparative agencies.

Chart # 4 – Population to Police (Pop to Cop) Ratio 2001 to 2020

Department	2001 Pop to Cop	2020 Pop to Cop	Change
DPD	712 to 1	569 to 1	20% Improvement
PMPD	805 to 1	661 to 1	18% Improvement
Abby PD	784 to 1	735 to 1	6% Improvement
Saanich PD	776 to 1	754 to 1	3% Improvement
VPD	523 to 1	519 to 1	1% Improvement
WVPD	581 to 1	580 to 1	Neutral
VicPD	410 to 1	456 to 1	11% Decrease
NWPD	511 to 1	716 to 1	40% Decrease
Average	638 to 1	622 to 1	3% Improvement

Chart # 5 provides an overview of NWPD staffing levels going back as far as 1992, when the NWPD had an authorized strength of 103 sworn members, a number that fluctuated slightly over the next several years.

In 1999 and 2000, the NWPD received funding for five positions directly from gaming revenue obtained from the new Riverboat Casino, however, this funding was lost in 2001 and staffing levels were reduced accordingly.

Chart # 5 – NWPD Authorized Strength 1992 to 2022

Year	Authorized Strength
1992	103
1993-94	104
1995	103
1996	101
1997	103
1998	105
1999	110
2000	111
2001-2003	106
2004-2008	107
2009-2015	108
2016-2017	110
2017-2022	114

The Crime Severity Index (CSI) is calculated by Statistics Canada and is based on the number of police calls in a community and the severity of each reported crime. The CSI data is generated from police-reported crime and uses the Uniform Crime Reporting (UCR) Survey method, which classifies incidents according to the most serious offence (MSO) occurring in the incident (generally the offence which carries the longest maximum sentence under the Criminal Code of Canada). In categorizing incidents, violent offences always take precedence over non-violent offences. For example, an incident involving both a breaking and entering offence and an assault is counted as an incident of assault.

Chart # 6 provides the 2021 CSI for New Westminster and the comparison cities, showing that New Westminster ranks 3rd highest in the overall CSI, 2nd highest in violent crime and 3rd highest in non-violent crime¹.

Chart # 6 – Crime Severity Index 2021 by city

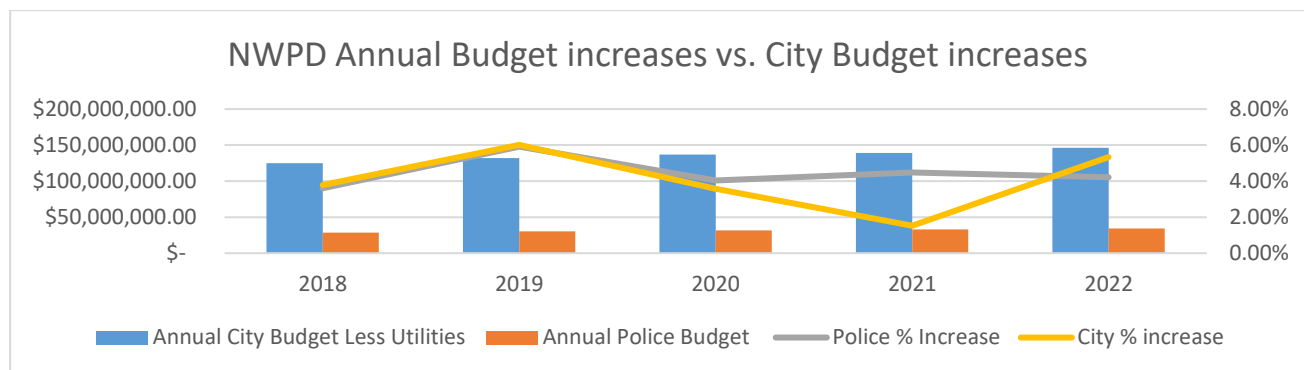
CSI 2020	Overall	Violent Crime	Non-Violent Crime
Victoria	148.43	183.13	135.6
Vancouver	90.11	98.88	86.75
New Westminster	88.04	102.2	82.73
Abbotsford	72.59	82.46	68.86
Delta	57.62	50.12	60.18
West Vancouver	50.31	37.46	54.81
Saanich	48.32	54.15	46.11
Port Moody	37.84	38.53	37.5
<i>British Columbia</i>	<i>92.86</i>	<i>95.86</i>	<i>91.82</i>
Canada	73.68	92.5	66.73

Chart # 7 provides the annual CSI for New Westminster for the last 5 years, which shows a 23% overall increase, including an 82% increase in violent crime CSI and an 8% increase in non-violent offences (note the non-violent CSI numbers are estimated to higher than shown given the high percentage of abandoned non-emergency call due to Ecomm performance challenges).

Chart #7 – Annual CSI in New Westminster 2017 to 2021

New Westminster CSI					
Statistic	2017	2018	2019	2020	2021
Overall	71.43	76.15	91.51	82.48	88.04
Violent Crime	55.87	46.93	83.12	80.04	102.2
Non-Violent	76.85	86.48	94.32	83.17	82.73

Chart # 8 outlines the annual budget increases for the police department in comparison to the City of New Westminster's overall annual budget increases. The 5-year average annual budget increase for the police department was 4.45%, which is slightly above the city's annual budget increase of 4.05%. This analysis was prepared using the Schedule "A" of the Consolidated Financial Plan.

*Chart #8 – 5-year Annual police budget increases compared to the City of New West*

Approved for Presentation

Dave Jansen
Chief Constable