



Central Saanich Police Service

1903 Mount Newton Cross Road, Saanichton, B.C. V8M 2A9

Tel: 250.652.4441 | Fax: 250.652.0354

CENTRAL SAANICH POLICE BOARD REGULAR MEETING MINUTES

Thursday, November 13, 2025 at 4:30pm
Central Saanich Council Chambers

PRESENT:

Board Chair: Renee Johansson

Board Members:

Mike McKay
Sarah Riddell
Blair Fisher
Jordan Marin
Jim Rondeau
Diane Hollinshead

Chief Constable:

Ian Lawson

Deputy Chief:

Kevin Hackett

Guest:

S/Sgt. Nigel Smallwood

REGRETS:

1. STANDING ITEMS

a. Territorial Land Acknowledgment

We gratefully acknowledge that the ancestral land on which we work are within the traditional territories of the W̱SÁNEĆ peoples: W̱JOLEŁP (Tsartlip), BOKÉĆEN (Pauquachin), S̱ÁUTW̱ (Tsawout), W̱SIKEM (Tseycum) and MÁLEXEŁ (Malahat) Nations.

b. Declaration of Conflicts of Interest

No conflicts declared.

c. Approval: Regular Meeting Agenda of November 13, 2025

47.25

MOVED AND SECONDED

That the agenda be approved as presented.

CARRIED UNANIMOUSLY

d. Approval: Regular Meeting Minutes of September 11, 2025 and October 22, 2025

48.25

MOVED AND SECONDED

That the minutes of the Police Board Meeting held September 11 and October 22 be approved as presented

CARRIED UNANIMOUSLY



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e. General Service Update – Chief’s Report

- See report as attached.
- The Chief attended the Police Foundations breakfast and recommended that the Police Board Chair attend future meet ups.
- CTV has requested an interview related to police staffing levels. The interviewer has also asked to speak with the Board however the Board has agreed that the Chief should be the sole respondent to the request.

f. Operations Update – Deputy Chief’s Report

- See report as attached.
- S/Sgt. Smallwood presented recent strategic plan activities and general updates on the Service, including changes to the mandate for Jail Guards resulting in a higher level of personal responsibility.

51.25 MOVED AND SECONDED

That the Chief prepare a report regarding changes to the mandate of Jail Guards and detailing the issues at hand and potential solutions to be presented at the December Board meeting.

CARRIED UNANIMOUSLY

g. Finance Update

- The Board engaged in a general discussion regard the Finance Committee’s recommendations for the 2026 budget approval.
- The CFO presented adjustments to the 2026 budget that reflected a decrease to the overall percentage.
- The Board discussed an intended refresh of the Strategic Plan.
- Board Member Fisher will present the Budget to Council on November 24th.
- See 2026 Budget reports as attached.

49.25 MOVED AND SECONDED

That the Board approve the Finance Committee’s 2026 Budget recommendation.

CARRIED UNANIMOUSLY

50.25 MOVED AND SECONDED

That point 4 of the Finance Committee’s recommendations be referred to the HR Committee for their consideration.

CARRIED UNANIMOUSLY

h. Policy Review

- Board Member Marin will begin reviewing and prioritizing policy updates.



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i. Committee Reporting

- Each Committee presented updates related to their work.

j. Forward Calendar Review

- No updates.

2. NEW BUSINESS

a. Election of Vice-Chair

- The Chair announced that they are stepping away from the Board in June 2026.

52.25 MOVED AND SECONDED

That Board Member Blair Fisher be appointed as the Board Vice Chair for the term of two (2) years.

CARRIED UNANIMOUSLY

b. Appointment to HR Committee

53.25 MOVED AND SECONDED

That Board Member Jordan Marin be appointed to the HR Committee for a term of two (2) years.

CARRIED UNANIMOUSLY

3. CORRESPONDENCE

- A letter was received via email to the Chair from Island Health in response to the Board's letter regarding hospital wait times.

4. CLOSED MEETING

Meeting closed.

54.25 CLOSED POLICE BOARD MEETING

1. *That the Board convene a closed meeting that excludes the public pursuant to the following sub sections of Section 69 of the Police Act, Section 69 (2)(c) - A matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter.*
2. *That the Board continue the In- Camera Meeting in closed session.*

Recess



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ADJOURNMENT

55.25 **MOVED AND SECONDED**
 That the Meeting be recessed.
 CARRIED UNANIMOUSLY

CERTIFIED A TRUE AND CORRECT COPY OF THE MINUTES OF REGULAR POLICE BOARD MEETING,
HELD ON THURSDAY NOVEMBER 13, 2025.

A handwritten signature in black ink, appearing to read "Renee Johansson".

RENEE JOHANSSON
CHAIR OF THE POLICE BOARD

A handwritten signature in black ink, appearing to read "Emmalee Gray".

EMMALEE GRAY
BOARD ADMINISTRATOR