



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, December 11, 2025 at 4:30pm
Central Saanich Council Chambers

PRESENT:

Board Chair: Renee Johansson

REGRETS:

Jim Rondeau

Board Members: Mike McKay
Sarah Riddell
Blair Fisher
Diane Hollinshead
Jordan Marin

Chief Constable: Ian Lawson
Board Administrator: Emmalee Gray

Guest: S/Sgt. Nigel Smallwood

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: W̱JOLÉLP (Tsartlip), BOKÉCEN (Pauquachin), S̱ÁUTW̱ (Tsawout), W̱SIKEM (Tseycum) and MÁLEXEŁ (Malahat) Nations.

b. Declaration of Conflicts of Interest

No conflicts declared.

c. Approval: Regular Meeting Agenda of December 11, 2025

56.25 MOVED AND SECONDED
That the agenda be approved as presented.
CARRIED UNANIMOUSLY

d. Approval: Regular Meeting Minutes of November 13 and 24, 2025

57.25 MOVED AND SECONDED
That the minutes of the Police Board Meeting held November 13 and 24, 2025 be approved as presented
CARRIED UNANIMOUSLY



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e. General Service Update – Chief’s Report

- See report as attached.
- The Deputy Chief was interviewed by CTV today to address the role of the recently created Greater Victoria ICE Team.
- The Chief advised that there has been no follow-up related to the recent CTV interview related to regional amalgamation.

f. Finance Update

- The Chief spoke to the Finance Report as attached.
- Discussion regarding Board Member Fisher’s budget presentation to Council.

58.25

MOVED AND SECONDED

That the Board refers Council’s request to the Finance Committee for their review and presentation to the Board to inform preparation for the next budget meeting.

CARRIED UNANIMOUSLY

g. Committee Reporting

i. Motion re: Administrative Position – HR Committee

- The HR Committee discussed the Chief Evaluation documents and their rediness for presentation to the Board.

59.25

MOVED AND SECONDED

That the Board adopt the Chief Evaluation materials as they stand and reflect post evaluation on further adoption to the Governance Manual.

CARRIED UNANIMOUSLY

60.25

MOVED AND SECONDED

That the Board support the Administrative position as proposed by the Chief.

CARRIED UNANIMOUSLY

ii. Proposal for Policy Review Process – Governance Committee

- Board Member Marin presented a Policy Review Process matrix for the Board’s information.

62.25

MOVED AND SECONDED

That the Board adopt the Policy Review Policy as presented.

CARRIED UNANIMOUSLY



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2. NEW BUSINESS

a. Tabling of Motion for report on Jail Guards to January

61.25

MOVED AND SECONDED

That the Board supports the tabling of the Jail Guard report to January 2026.

CARRIED UNANIMOUSLY

b. Acknowledgment for Deputy Chief Hackett (retirement)

- Deferred to email discussion.

3. CORRESPONDENCE

a. Council Motion to Police Board re: Finance Items

- Covered under 1.(f)

b. Response from Province re: Cell Phone Levies

- See letter attached.

c. Correspondence from Province: Updates on CID Training and amendments to BC Provincial Policing Standards

- See letter attached.

4. CLOSED MEETING

Meeting closed 17:17

62.25

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 17:27



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ADJOURNMENT

63.25 **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 DECEMBER 11, 2025.



RENEE JOHANSSON
CHAIR OF THE POLICE BOARD



EMMALEE GRAY
BOARD ADMINISTRATOR