

From: "Mochrie, Paul" <Paul.Mochrie@vancouver.ca>
To: "Direct to Mayor and Council - DL"
Date: 10/23/2023 12:40:35 PM
Subject: FW: SLO Annual Operating Cost
Attachments: SLO Training Courses.pdf

Good afternoon Mayor and Council,

In response to a question that she received from Council during her recent presentation on the School Liaison Officer program, I am forwarding the following information from Deputy Chief Wilson regarding the cost of the program.

Deputy Chief Wilson has also provided the attached details of training provided to SLOs.

Best,
Paul

From: WILSON, Fiona <fiona.wilson@vpd.ca>
Sent: Monday, October 23, 2023 10:00 AM
To: Mochrie, Paul <Paul.Mochrie@vancouver.ca>
Cc: Palmer, Adam <adam.palmer@vpd.ca>; ENG, Nancy (VPD) <Nancy.Eng@vpd.ca>
Subject: SLO Annual Operating Cost

Good morning Paul,

When I last presented at Council, there was a question from Councilor Carr about the cost of the SLO program. Please feel free to share that the annual operating cost associated with the SLO program is approximately \$3.0 million:

- Salaries, statutory and contractual wage-related benefits and overtime for 2 sergeants, 15 school liaison officers and 1 civilian professional (youth coordinator) are approximately \$2.8 million
- Annual operating cost for 15 SLO vehicles is about \$200,000

Many of the annual overhead costs such as uniforms and cleaning; computers, cellular phones and licensing; supplies/materials; facilities and equipment are centralized and managed department-wide and are not allocated specifically to a program or unit; therefore, excluded in the cost estimate above.

The one-time incremental cost to bring back the SLO program is approximately \$60,000 and includes new uniforms that are less formal, a smaller weapon, and training costs. Minor facilities renovations were also incurred to re-configure the SLO Unit.

The purchase of 15 unmarked vehicles (approximately \$40,000 each) were included as part of the annual capital budget for the VPD's 2023 vehicle replacement program.

Fiona

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School Liaison Officer Training Courses

The following document outlines all of the training courses to be completed by School Liaison Officers (SLOs) as part of the reimagined SLO program. The training listed below includes a vast range of courses offered by the Vancouver Police Department (VPD), both in-classroom and online, as well as additional webinars and learning activities offered by community organizations. Further to mandatory training for the School Liaison Unit (SLU), which includes all requisite training courses, collaborative and supplementary training have also been outlined, detailing courses taken in conjunction with the Vancouver School Board (VSB), as well as additional, supportive training. As such, this document will be revised on an ongoing basis as new opportunities are presented and training practices/requirements are updated.

Mandatory Training

Equity, Diversity, and Inclusion

Collectively referred to as Equity, Diversity, and Inclusion (EDI), the courses and activities listed below are grouped together given the interconnectedness of each concept in fostering fair, impartial, and welcoming spaces. In addition to ensuring the representation and participation of historically underrepresented peoples or groups, EDI training helps to bring awareness, attention, and understanding to topics such as privilege, power, belonging, and accessibility. This includes learning about people of different genders, sexual orientations, races, ethnicities, cultures, religions, abilities, and/or ages, as well as additional factors, conditions, and attributes that contribute to identity and diversity.

The mandatory EDI training courses and activities for SLOs include:

- Fair and Impartial Policing
- Anti-Racism Awareness
- Cultural Awareness and Humility
- Indigenous Awareness 101: Promoting Culturally Safe Practices
- Sweat Lodge Ceremony with VPD Indigenous Liaison Protocol Officer on Sk̓w̓x̓wú7mesh Úxwumixw traditional territory
- Widening the Frame: Towards Indigenous Cultural Safety and Decolonial Trauma-Informed Practice
- 2SLGBTQ+
- Mental Illnesses and Disorders
- Autism Spectrum Disorder

Trauma-Informed Practice

Recognizing and appropriately responding to trauma requires a unified and targeted approach that safeguards and centres the physical, emotional, and psychological well-being of all peoples. Implementing a trauma-informed practice requires a strength-based framework that is underscored by an assumption that safety, autonomy, collaboration, trust, and empowerment must each be present in order to support survivors of trauma. As the bridge between school communities and law enforcement agencies, it is thus crucial for SLOs to understand the principles of trauma-informed practice, and to have the knowledge and capacity to apply this across diverse populations served.

The mandatory trauma-informed practice training for SLOs include:

- Trauma-Informed Practices Foundations Online Course for Justice, Public Safety, and Anti-Violence Community Sectors in British Columbia
- Trauma-Informed Approaches to Working with Persons with Mental Health and Substance Use Issues
- Trauma-Informed Approaches to Working with Immigrant and Refugee Victims/Survivors
- Trauma-Informed Approaches to Working with Persons with Disabilities
- Vicarious Trauma in the Justice, Public Safety and Anti-Violence Sectors
- Trauma-Informed Practice for Victims of Sexual Assault
- Trauma-Informed Policing in Practice

Specialized Investigation & Youth

Despite centering their roles and responsibilities on the development of interpersonal relationships with students, families, teachers, staff, and administrators in varying school environments, SLOs are law enforcement officers required to conduct interviews and investigations when applicable. As such, given the unique nature of their work and the duality of their position, SLOs benefit from added training to ensure they are equipped with the requisite knowledge to conduct specialized investigations.

The mandatory specialized investigation and youth courses for SLOs include:

- Restorative Justice – Youth Provincial Crown Counsel
- BC Intimate Partner Violence Investigations
- Introduction to Cannabis Legislation
- BC Cannabis Control and Legislation Course
- Cybercrime Investigations Level 1
- Foundational Principals of Major Case Management
- Major Crime Investigative Techniques Training
- Fundamentals of File Coordination Course

- Investigative Interviewing Course
- Forensic Interviewing of Children
- Online Undercover Course

Leadership & Effective Communication

As leaders within the VPD and the various school communities served, the SLOs represent the best of what effective, responsive, and conscientious policing looks like. In order to cultivate ongoing growth and development, the SLU has highlighted specific courses focused on strengthening leadership and communication skills.

The mandatory leadership and effective communication courses for SLOs include:

- Effective Presentations Program
- Coach Officer Training
- Respectful Workplaces within British Columbia
- Crisis Intervention and De-escalation
- De-escalation training - ICAT Delta PD

Force Options & Miscellaneous

All deployable, on-duty law enforcement officers are required to maintain force options credentialing in accordance with provincial standards. The SLOs are held to the same expectations and as such, the following force options and other miscellaneous courses have been identified as being mandatory:

- Force Options Pistol Re-Qualification
- Vascular Neck Restraint Qualification
- Expandable/Collapsible Baton Qualification
- Oleoresin Capsicum Spray Qualification
- Workplace Hazardous Materials Information System

Collaborative Training

As part of the Memorandum of Understanding, joint training between the VPD's SLU and the VSB has been identified as an integral opportunity for mutual and collaborative learning. The following courses have been offered by the VSB to bolster the collective knowledge, awareness, and understanding of all staff associated with the reimagined SLO program.

- Anti-Racism and Equity Training
- Neurodivergence Training
- Peace of the Circle – Restorative Justice

Supplementary Training

The following courses, conferences, and/or learning activities are not mandatory but will be attended by various SLOs and/or their supervising Sergeants in order to augment existing knowledge and inform best practice.

- National Student Safety and Security Conference – November 28 – December 1, 2023
 - To be attended by SLU Sergeants in the United States in order to learn more about school violence, youth at risk, and mitigating the threat of school shootings from an American perspective