



**ABBOTSFORD
POLICE DEPARTMENT**

STRENGTH IN COMMUNITY

2025 Annual Report



www.abbypd.ca



**ABBOTSFORD
POLICE DEPARTMENT**

STRENGTH IN COMMUNITY

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VISION

Strength in Community

MISSION

To Make Abbotsford the
Safest City in BC

VALUES

Integrity · Honour · Courage · Service

ABBYPD
STRENGTH IN COMMUNITY

Message from the Board Chair

On behalf of the Abbotsford Police Board, I am honoured to present the Abbotsford Police Department's 2025 Annual Report. In these pages you'll find last year's policing data highlighting the brave and vital work our officers do each and every day to make Abbotsford the safest city in B.C.

Whether it is tackling the extortion crisis or responding to emergencies at homeless encampments, AbbyPD is making progress and leading the way on some of the toughest issues facing communities across our province.

Our exceptional police department deserves a first-rate headquarters and in 2025 we were pleased to see the new AbbyPD headquarters get another step closer to opening its doors with the completion of Phase 1 of construction. This project will help ensure that AbbyPD officers and staff are equipped with the space and resources they need to continue serving our community as it continues to grow.

It has been an honour to serve as Abbotsford Police Board Chair during this City Council term, and I am grateful to my fellow Board members for their steadfast dedication to keeping our community safe. Thank you for donating your time to provide independent civilian oversight and governance of AbbyPD.

In closing, on behalf of the Abbotsford Police Board, I would like to express our sincere gratitude to all AbbyPD members, staff and volunteers for proving that the department's values of "integrity, honour, courage and



service" is not just a motto, it is a code you live by. You are a source of pride and inspiration for our community, and while this report looks back on everything you've accomplished over the past year, we can't wait to see what you'll accomplish next.

Board Chair
Ross Siemens

Message from the Chief Constable

The year 2025 tested our organization in new and demanding ways. I continue to take great pride in the professionalism, dedication, and compassion shown every day by the officers, staff, and volunteers of the Abbotsford Police Department. This past year required us to adapt quickly and decisively in the face of evolving and complex public safety challenges.

Most notably, incidents of extortion-related violence placed significant pressure on our community and our resources. These crimes were disruptive, intimidating, and deeply concerning to residents and business owners alike. In response, AbbyPD pivoted our operational approach - strengthening investigative capacity, enhancing intelligence led policing, deepening partnerships with other law enforcement agencies, and working closely with community and business leaders to disrupt offending and restore confidence. Our ability to shift priorities while maintaining high quality frontline response is a testament to the resilience and skill of our people.

Despite these challenges, our members continued to deliver timely emergency response, advance complex criminal investigations, invest in crime prevention and community wellness initiatives, and modernize how we communicate and operate as an organization. We remained focused on innovation, accountability, and service, even as circumstances demanded flexibility and resolve. As we look ahead, the lessons of 2025 will shape how we plan, train, and protect our community into the future.



I am profoundly grateful to the members of AbbyPD for their unwavering commitment, and to the Abbotsford community for their trust, cooperation, and support during a challenging year. Together, we will continue our work to keep Abbotsford safe, resilient, and strong.

Chief Constable
Colin Watson



Vice-Chair



GORDON HOLLOWAY

Police Board Committees:
Executive (Vice-Chair),
Finance (Chair), and
Human Resources
BCAPB Representative (Alternate)

Police Board



PAULA OLMSTEAD

Police Board Committees:
Governance & Policy



MANDY PADDA

Police Board Committees:
Finance
BCAPB Representative



AMRIK NARANG

Police Board Committees:
Governance & Policy (Chair)



AMAR RAI

Police Board Committees:
Human Resources &
Finance Committee



SHANNON CHARNEY

Police Board Committees:
Human Resources (Interim Chair) and
Governance & Policy



Strategic Priorities

Our Work

1

Our Work

Prevention, Suppression, and Investigation of Violent Crimes

AbbyPD remains dedicated to advancing effective public safety strategies that address gang violence, intimate partner violence, sexual offences, and violent crime associated with street disorder, while prioritizing community safety and victim support.

Highlights from 2025

- AbbyPD units employed Civil Forfeiture (CF) as one strategy to combat criminal activity. In 2025, 57 vehicles—valued at \$667,445—were seized, along with \$149,408 in cash. In total, Civil Forfeiture related to criminal activity has resulted in seizures amounting to \$816,052.
- AbbyPD established a dedicated Sex Crimes Unit (SCU) to enhance trauma informed support and investigative capacity for victims of sexual offences. The unit was fully staffed, governed by approved SOPs, budget, and training standards, and officially launched in May 2025. A trauma informed interview room has been completed on site, with an external space underway in partnership with Archway and anticipated in 2026.
- An automated DataHub was developed and is now used in weekly and monthly intelligence meetings to support an intelligence led approach to resource deployment. Regular feedback meetings with operational stakeholders ensure data relevance, alignment, and interoperability across units. This process has improved real time operational awareness and planning.



57 Vehicles Seized in 2025
 valued at **\$667,445**
 along with **\$149,408 in cash**

Improve Road Safety

AbbyPD will strengthen road safety outcomes through a comprehensive approach that prioritizes education, public awareness, technological innovation, and targeted enforcement initiatives.

Highlights from 2025

- Road safety was enhanced through targeted enforcement and public education initiatives led by the Traffic Enforcement Unit (TEU) and Patrol, with a focus on high risk driving behaviours including excessive speeding, distracted driving, and impaired driving. These efforts resulted in 2,464 violation tickets issued, representing a 16.5% increase over 2024 and exceeding the 5% increase target. Impaired driving enforcement increased significantly, with 1,190 offences recorded, a 47% rise from the previous year. In addition, TEU leveraged \$116,450 in provincial funding to specifically target high risk, repeat offending drivers.
- Through targeted commercial vehicle enforcement conducted in partnership with CVSE. Four joint enforcement projects resulted in 67 commercial vehicle inspections and the identification of 161 violations. Enforcement actions included the issuance of 63 violation tickets and the removal of 34 commercial vehicles from service, representing 51% of those inspected.



Reduce Property Crime

AbbyPD will take a comprehensive approach to reducing property crime by focusing on repeat offenders, working closely with community partners, and pursuing opportunities to address the social and behavioural drivers of crime.

Highlights from 2025

- AbbyPD continued to use alternative response options for select offenders and offences to connect individuals with community supports and reduce repeat involvement in the criminal justice system. In 2025, 111 files were referred to the Abbotsford Restorative Justice and Advocacy Association (ARJAA), representing a 30% increase from 2024. These referrals achieved a 91% successful resolution rate. Through ARJAA, six individuals were also provided opportunities to engage with Qwi:Qwelstóm.
- Business liaison opportunities were strengthened through increased awareness and expansion of Project Agent services. Two targeted media campaigns were completed to promote the program's benefits, resulting in the addition of 10 new business partners and coverage for 73 additional businesses. Program participation increased from 100 to 125 associated businesses. Collaboration with the Abbotsford Downtown Business Association was enhanced, alongside increased officer visibility through dedicated downtown foot patrols.



Strategic Priorities

Our People

2

Our People

Culture and Leadership Development

AbbyPD is committed to building a safe, inclusive, and supportive work environment that enables continuous professional development.

Highlights from 2025

- AbbyPD strengthened NCO leadership and supervision through the implementation of a four NCO Patrol model following a comprehensive pilot and evaluation. The evaluation confirmed improvements in coaching and mentoring, investigative quality, documentation oversight, community complaint responses, and compliance with provincial standards. Patrol specific NCO training focused on high liability areas was developed and delivered with full attendance. Leadership development was further supported through ESCI assessments and the establishment of an Individual Development Plan framework for future use.
- AbbyPD successfully implemented a modernized succession planning framework for senior supervisors, aligning leadership development with future organizational needs. A supervisor meeting held in February 2025 introduced a revised feedback process, resulting in more relevant, structured, and actionable input for participants. While a second meeting did not occur in Q4 2025, two supervisor meeting dates are planned for 2026 to continue this development work.

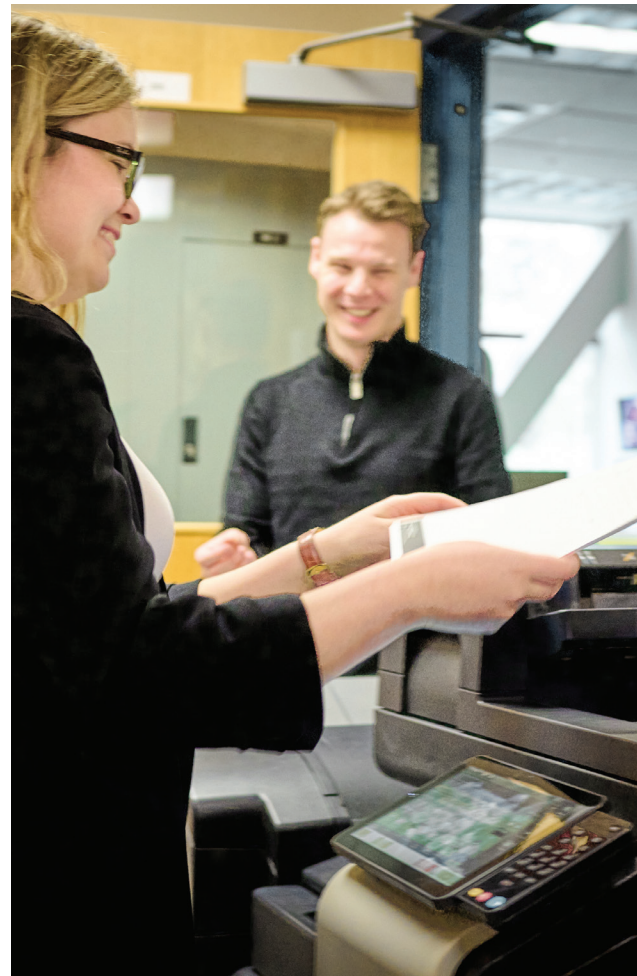


Recruitment and Retention

AbbyPD will build and sustain a skilled workforce by attracting qualified candidates and retaining experienced employees.

Highlights from 2025

- Civilian recruitment and retention were strengthened through targeted initiatives focused on workforce stabilization and modernization. Recruitment brochures specific to civilian positions were developed and deployed, and low recruitment roles were reassessed with updated messaging and enhanced social media outreach. A bi-monthly strategic staffing review process was implemented to support proactive workforce planning. As a result, Support Services staffing levels (FTE/PTE) have stabilized by 67% since the introduction of these reviews.



Employee Wellness

AbbyPD will actively support employee health and wellbeing to build a resilient, motivated, and engaged workforce.

Highlights from 2025

- AbbyPD conducted a time limited pilot of body worn cameras (BWC) to assess operational value and impact. The trial launched in May 2025 across two patrol shifts, with 16 cameras deployed. Over 6,000 hours of video were recorded, with approximately 10% uploaded to support Real Time Crime Centre (RTCC) operations. The pilot concluded in December 2025, and an independent evaluation was completed by the University of the Fraser Valley, with findings finalized in April 2026.



Strategic Priorities

Our Community

3

Our Community

Community Partnerships

AbbyPD will prioritize collaborative partnerships that foster meaningful community engagement while driving improvements in public safety.

Highlights from 2025

- AbbyPD advanced youth engagement through the development of a dedicated Youth Leadership Program. A planning committee was established and a Program Director appointed in April 2025, with funding secured through APF and a venue confirmed for a 2026 launch. Program promotion was completed through media, outreach materials, and school presentations. Strong community interest was demonstrated with 146 applications received, from which 32 youth were selected to begin the program in March 2026.
- Community engagement efforts were undertaken to inform the next four year Strategic Plan. Community survey metrics were established in April 2025, with the survey conducted from June to August 2025, generating 4,101 responses—a 13.6% increase from 2022. Outreach included door to door engagement, community events, pop up booths, and targeted media promotion, with translation support provided where needed. Key themes identified are now informing early development and consultation for the 2026+ AbbyPD multi year strategic plan.
- AbbyPD advanced its Strategic Communications Strategy through a comprehensive review and enhancement of its digital presence, including website and social media platforms. Improvements



to navigation, mobile accessibility, and content alignment increased public access to current programs and safety priorities. Social media reach expanded significantly, with followers increasing by 35,000, content output up 1,800%, and total views reaching 85.5 million in 2025. The scale of growth has informed proposals for additional communications staffing.

Our Community

Equity, Diversity, Inclusion (EDI) and Accessibility

AbbyPD will proactively pursue opportunities to strengthen community relationships and build meaningful connections with Abbotsford's diverse populations.



Highlights from 2025

- AbbyPD advanced a proactive and comprehensive EDIA approach through the development and rollout of updated Respectful Workplace and new Sexual Harassment policies. Recruitment and assessment processes were modernized, including application materials and integrity screening tools. An Accessibility Strategy was developed and published, and internal policies continue to be reviewed through an EDIA lens. Employee education on the Respectful Workplace policy is scheduled for early 2026.
- AbbyPD continued collaborative efforts with Indigenous communities in support of reconciliation, including the completion of a historic research project with the University of the Fraser Valley and the Stó:lō Nation, funded through the Civil Forfeiture Grant Program. The report is currently under review, with additional grant funding sought to extend this work into 2026. AbbyPD members also participated in cultural humility training hosted by S'iyolemtel in Sts'ailes.



Report Card Metrics

Personnel Data

Call Data

Road Safety Data

2025 Financials

Report Card Metrics

Personnel Data

233
Sworn Officers



97
Civilian Employees



15
Reserve Constables



120
Volunteers



Call Data

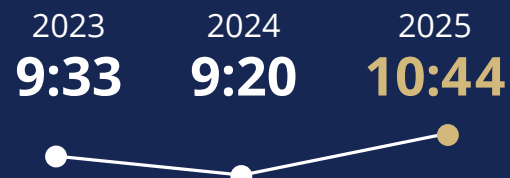
DISPATCHED CALLS

Five-year trend



PRIORITY 1 RESPONSE TIME

Average time (mm:ss)



PRIORITY 2 RESPONSE TIME

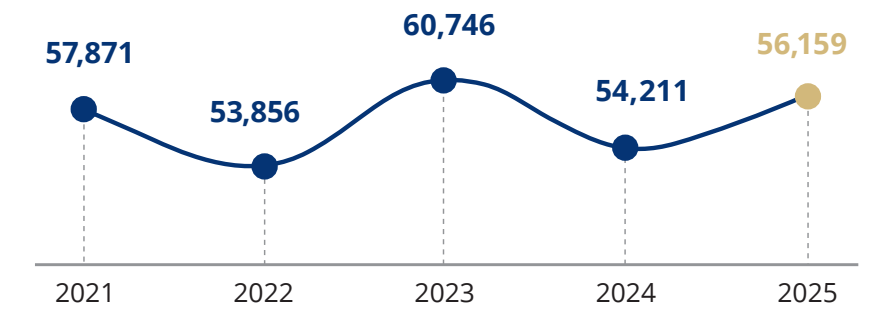
Average time (mm:ss)



Call Data

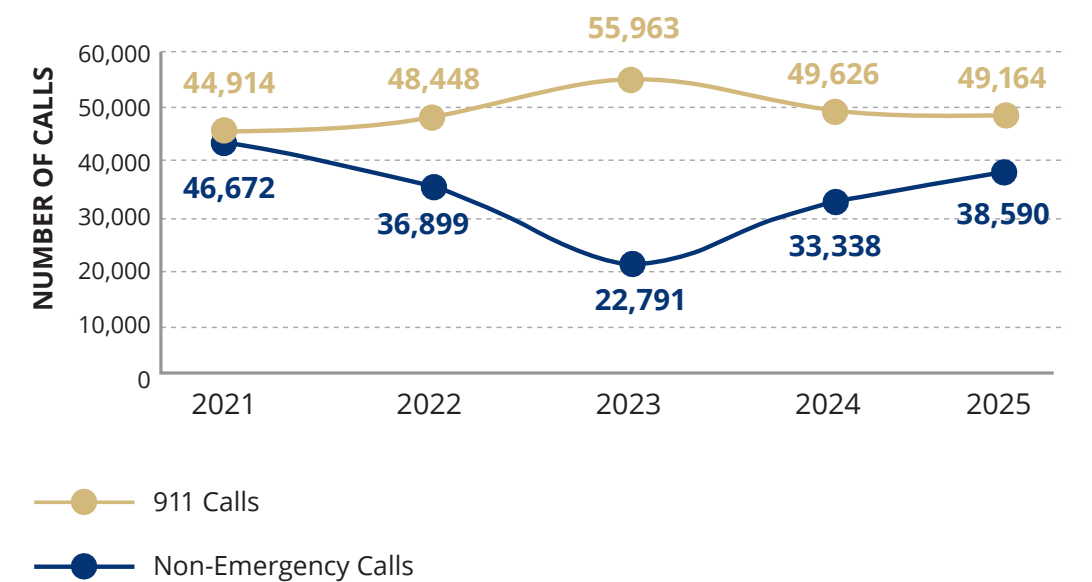
CALLS FOR SERVICE

Five-year trend



EMERGENCY AND NON-EMERGENCY CALL TRENDS

Five-year trend of 911 and non-emergency call volumes from 2021-2025

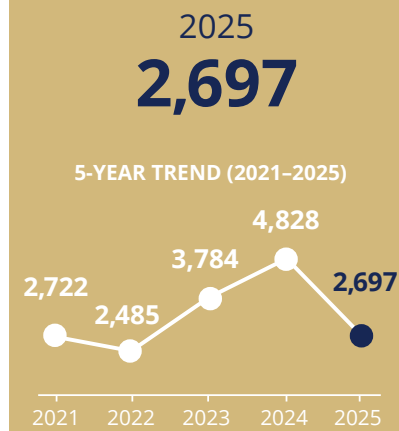


Road Safety Data

IMPAIRED DRIVING PROHIBITIONS / CHARGES



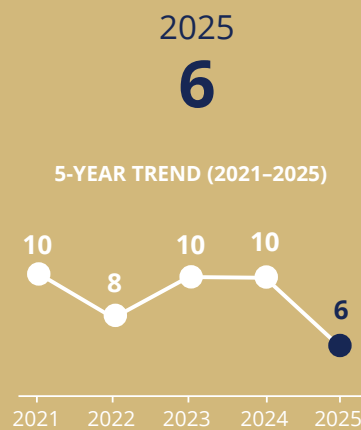
OTHER TRAFFIC VIOLATIONS



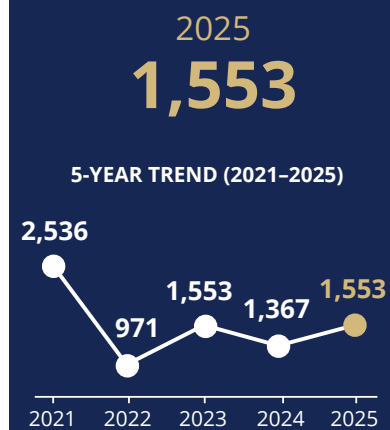
DISTRACTED DRIVING VIOLATIONS



TRAFFIC FATALITIES



SPEEDING VIOLATIONS



2025 Financials

SUMMARY

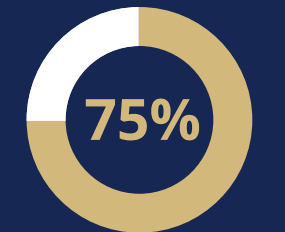
A summary of 2025 operating expenditures by category

EXPENSE CATEGORY	AMOUNT (IN MILLIONS)
Salaries	\$56.1M
Supplies/Contract Services	\$7.0M
E-Comm Dispatch	\$4.8M
Administrative Costs	\$2.4M
Vehicle Operating Costs	\$1.5M
E-Comm Equipment Lease	\$1.4M
Training/Conferences/Memberships	\$0.6M
Buildings	\$0.5M
Uniforms and Equipment	\$0.5M

TOTAL 2025 EXPENDITURES \$74.9M

TOTAL 2025 OPERATING BUDGET

\$74.9M



75% of the 2025 operating budget is allocated to salaries and benefits.

2025 Financials Summary

2025 Annual Report

Salaries	\$56,124,237
Supplies/Contract Services	\$7,007,143
E-Comm Dispatch	\$4,789,900
Administrative Costs	\$2,439,022
Vehicle Operating Costs	\$1,473,668
E-Comm Equipment Lease	\$1,398,328
Training/Conferences/Memberships	\$612,299
Buildings	\$537,799
Uniforms and Equipment	\$525,285

\$74,907,681



ABBOTSFORD
POLICE DEPARTMENT

STRENGTH IN COMMUNITY

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