

Abbotsford Police Department
2024 Annual Report





# Vision

**Strength In Community** 

- Police Board Chair & Chief Constable
- **2** Strategic Priorities
- **3** Report Card Metrics
- (4) Personnel & Financials

# Mission

To make Abbotsford the safest city in BC

# **Values**

Integrity • Honour • Courage • Service



# MESSAGE FROM THE BOARD CHAIR

n behalf of the Abbotsford Police Board, I'm pleased to present the Abbotsford Police Department's 2024 Annual Report. This document summarizes policing data from the past year and highlights the achievements of our officers as they work to make Abbotsford the safest city in BC.

Each year, I'm honoured to attend AbbyPD's annual awards ceremony. I'm always moved by the stories of bravery and dedication—but what resonates most is shaking the hands of those officers. It's a powerful reminder that behind every story and statistic are real people who risk their lives daily to protect our community.

Recognizing our officers and their work is vital. In 2024, AbbyPD earned national and international recognition, receiving the National Police Award for Traffic Safety and the IACP Webber Seavey Award for the Pathways Gang Intervention Team—a program that helps steer at-risk youth away from gangs. Congratulations to AbbyPD on these well-deserved honours.

We also saw major progress on Phase 1 of the new AbbyPD headquarters. As Abbotsford grows, so does AbbyPD. This new facility will ensure officers and staff have the space and tools they need to serve our city for decades to come.



Thank you to the members of the Abbotsford Police Board for dedicating their time to provide independent civilian oversight. I appreciate their dedication to public safety. In 2024, I became the first elected Board Chair—an honour I take seriously as I continue working alongside my fellow members.

Finally, on behalf of the Board, I extend our sincere thanks to AbbyPD members, staff, and volunteers. You embody the Department's values of integrity, honour, courage, and service. You don't just protect our community—you're part of it. We are grateful for your outstanding service and proud of your commitment to Abbotsford.

**Mayor Ross Siemens** 



2024 represented my first full year as Chief
Constable of the Abbotsford Police
Department. This year confirmed what I
already knew - the officers, staff and volunteers of
AbbyPD are an incredible group of people
doing amazing work in pursuit of making
Abbotsford the safest city in BC. I am privileged and
proud to lead this amazing police service.

This has been an incredibly busy year for our team as we provided high-quality and timely incident response, conducted complex criminal investigations to a leading standard, improved our internal and external communications efforts, worked with our partners and the community to prevent crime and improve the wellness of many in our community, and took steps to innovate for the

# MESSAGE FROM THE CHIEF CONSTABLE

future. Throughout 2024, we have watched with excitement and curiosity as Phase 1 of our new police building home was being constructed. We have recently moved into our new space and thank the City of Abbotsford and all the Abbotsford community for their investment in this much-needed modern facility

In mid-2025, together with the police board, we will be reaching out to the Abbotsford community for input on our work in the community. This Community Survey will be the first step in the planning process for our new Strategic Plan that we intend to complete and launch in 2026. Thank you to my incredible team at AbbyPD and to the Abbotsford community that support us and our work.

#### **Chief Constable Colin Watson**



### **ABBOTSFORD POLICE BOARD**

### **VICE-CHAIR ROLE**

In 2024, the Police Act was amended to elect a "Vice-Chair" position on municipal police boards. The Abbotsford Police Board proudly elected Mr. Gordon Holloway as the Abbotsford Police Board's first Vice-Chair. Congratulations Mr. Holloway.

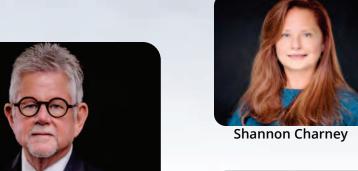
**Chief Constable Colin Watson** 

### **MESSAGE FROM THE VICE-CHAIR**

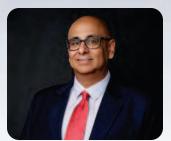
It is a privilege to serve as the first Vice-Chair of the Abbotsford Police Board and to contribute to this year's Annual Report. This milestone reflects the Board's ongoing evolution and commitment to strong, transparent governance in support of our police department and the community we serve.

Over the past year, we have witnessed the continued dedication of our officers and civilian staff in upholding public safety, fostering community trust, and adapting to the complex challenges of modern policing. As a Board, we are proud to support these efforts and to champion initiatives that promote accountability, equity, and meaningful engagement with all members of our community.

### **BOARD MEMBERS**







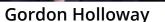








**Mandy Padda** 



### **STRATEGIC PRIORITIES**



Our 2023-2026 Strategic Plan is guided by our vision of "Strength in Community" and informed by valuable feedback from community members, stakeholders, and employees. The Strategic Plan is a frame that drives our priorities and supports our ongoing mission of making Abbotsford the Safest City in British Columbia.

**Chief Constable Colin Watson** 





- 1 OUR WORK
- 2 OUR PEOPLE
- (3) OUR COMMUNITY

# OUR WORK PRIORITY 1:



### PREVENTION, SUPPRESSION, AND INVESTIGATION OF VIOLENT CRIMES





AbbyPD is committed to developing and employing public safety strategies to address gang violence, intimate partner violence, sexual offences, and violent crimes associated with street disorder



IMPROVE ROAD SAFETY

AbbyPD is dedicated to improving road safety through educational programs, awareness campaigns, technological enhancements, and targeted enforcement



REDUCE PROPERTY CRIME

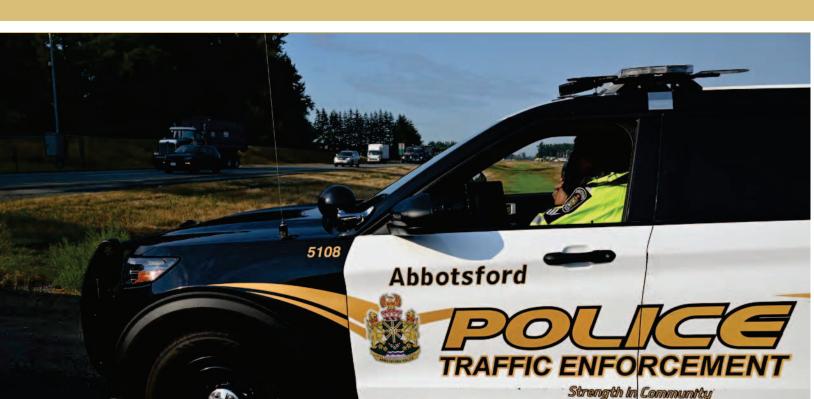
AbbyPD will reduce property crime through intelligence-led initiatives that target repeat offenders, support community collaboration, and seek opportunities to address the underlying causes of offending



### **HIGHLIGHTS FROM 2024:**

- √ AbbyPD's various units made referrals to seize offence-related property valued in the millions of dollars. This included 40 vehicles, five residences, and \$807,500 in cash
- √ The Criminal Investigation Branch conducted numerous investigations targeting criminal organizations and violent offenders. Included in these investigations are Projects "Nexus", "Jericho" and "Talladega," resulting in six arrests, three firearms seizures, and 17 Kg of illicit drugs being taken off the street
- √ Following months of investigation, AbbyPD's Major Crime and Drug Enforcement Units arrested and charged **three individuals** related to Project High Table for conspiracy to commit murder in addition to illicit drug-related charges. These individuals are alleged to have ties to the BC Gang Conflict







### **HIGHLIGHTS FROM 2024:**

- √ AbbyPD's Traffic Enforcement Unit (TEU) focused on "High Risk" driving behaviours (Excessive Speeding, Cell Phone usage, Impaired Driving) resulting in 2,105 tickets issued in 2024 (+14.5% from 2023)
- √ AbbyPD implemented a new e-ticketing process in all police vehicles in 2024 to enhance frontline traffic enforcement
- ✓ AbbyPD's TEU collaborated with the Commercial Vehicles Safety and Enforcement team to conduct six joint projects, resulting in 318 commercial vehicle inspections and the identification of 680 violations. 183 commercial vehicles were taken out of service as a result

### **HIGHLIGHTS FROM 2024:**

- √ 85 files were submitted to Abbotsford Restorative Justice and Advocacy Association (ARJAA) from AbbyPD. These referrals achieved a 90%+ success rate in achieving a successful resolution
- √ AbbyPD secured approximately **\$643,000** of grant funding from the BC Repeat Violent Offending Program, which permitted the targeting of offenders and locations where repeat offending was taking place. This work included a focus on retail thefts, where violence was often associated
- √ We increased to 125 businesses enrolled in "Project Agent," from 100, a project that gives police the authority to enter onto private commercial properties and deal with trespassers without the need to first contact the owners

### **CULTURE AND LEADERSHIP DEVELOPMENT**



# CULTURE AND LEADERSHIP DEVELOPMENT

AbbyPD will foster an environment that supports professional development and a safe and inclusive workplace



### RECRUITMENT AND RETENTION

AbbyPD will attract and retain skilled employees



### **EMPLOYEE WELLNESS**

AbbyPD will foster a workforce that is engaged, healthy, and resilient with an emphasis on employee wellness

### **HIGHLIGHTS FROM 2024:**

√ Emotional Intelligence & Organizational Collaboration were added to the core competencies for promotion to the rank of Staff Sergeant. The objective is to increase self-awareness and relationship management skills in leadership positions

√ 8 supervisors completed Emotional & Social Competency Inventory (ESCI) assessments with feedback. 2 HR branch team members are certified to interpret and deliver ESCI results

√ AbbyPD's Respectful Workplace policy was updated and a separate Sexual Harassment and Gender-Based Complaints Policy completed

√ AbbyPD's Peer Support and Critical Incident Stress Management policies were updated

√ Training and team building was completed with AbbyPD's Peer Support and Critical Incident Stress Management teams

√ AbbyPD's Peer Support and Critical Incident Stress Management teams successfully recruited 6 and 7 new members, respectively



### **RECRUITMENT AND RETENTION**

### **EMPLOYEE WELLNESS**

### **HIGHLIGHTS FROM 2024:**

- √ Conducted a comprehensive review and modernization of our application process to eliminate barriers and enhance accessibility for candidates
- √ Updated the AbbyPD Careers webpage to improve user experience and streamline access to key information
- √ Refreshed recruitment marketing materials to better reflect our organizational values, community appeal, and staff diversity
- √ Introduced a standardized exit interview process to gather consistent feedback during off-boarding

# Abbotsford

### **HIGHLIGHTS FROM 2024:**

√ Extensive preparation work was done in 2024, preparing for the launch of a Body Worn Camera project beginning in 2025. AbbyPD created Steering and Working Group committees, initiated a Privacy Impact Assessment, and initiated the development of policies

√ A sleep wellness workshop, with a focus on strategies for shift workers, facilitated by Dr. Glen Landry, was hosted by AbbyPD's Training Team



### **OUR COMMUNITY**

PRIORITY 3:

# EQUITY, DIVERSITY, INCLUSION (EDI) AND RECONCILIATION

AbbyPD will seek opportunities to enhance community relations and develop connections with Abbotsford's diverse populations

# COMMUNITY PARTNERSHIPS

AbbyPD will prioritize partnerships to enhance community engagement and improve public safety



















### EQUITY, DIVERSITY, INCLUSION (EDI) AND RECONCILIATION

**COMMUNITY PARTNERSHIPS** 

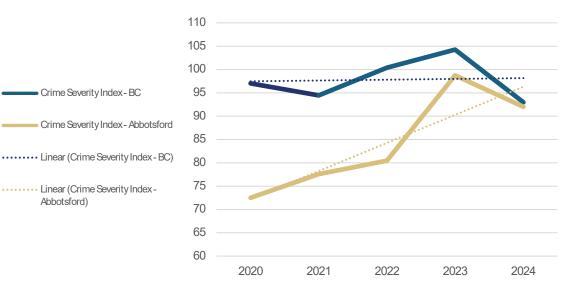
#### **HIGHLIGHTS FROM 2024:**

- ✓ AbbyPD created, and continues to maintain, an Accessibility Strategy, which has been posted on the website. Opportunity for the community to submit feedback has been made available via a dedicated email address
- √ The Human Resources team reviewed and revised civilian, sworn and volunteer interview practices to align with EDI principles
- √ **7** employees attended the 2024 Xwelítem Siyáya: Allyship & Reconciliation program
- ✓ AbbyPD participated in 11+ indigenous-focused events throughout the year to further relationships

#### **HIGHLIGHTS FROM 2024:**

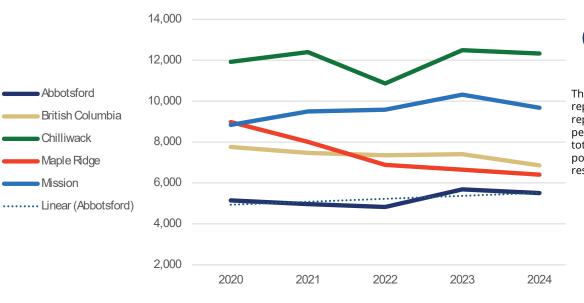
- √ The MICR (Mobile Integrated Crisis Response) program, in partnership with the Fraser Health Authority, continues to have a positive impact within the community and is serving as a preferred partnership model in mental health crisis response
- √ AbbyPD has increased use/referrals to CEDAR Outreach Society specifically to support unhoused individuals in an effort to reduce police contacts
- √ Project "Yankee Car" was implemented. This project involves Youth Squad Officers engaged with high-risk unsheltered youth subject to court-imposed conditions stemming from criminal charges. A key component of this program is connecting these youth to services where needed
- √ Project "SWIFT 2.0" is an enhanced partnership with the Ministry of Children and Families and Cyrus Center, focusing on unsheltered youth and connecting them with resources to divert from criminality

### REPORT CARD METRICS



### **Crime Severity** Index

The Crime Severity Index (CSI) in Canada is a measure that captures both the number and the seriousness of crimes reported to the police. Unlike the crime rate, which only counts the total number of crimes, the CSI considers the severity of each offense. Serious crimes, such as homicide or sexual assault, are ranked higher, while less severe crimes, like theft or vandalism, are weighted at



### **Crime Rate**

The crime rate per 100,000 in Canada represents the number of crimes reported to the police for every 100,000 people. It is calculated by dividing the total number of reported crimes by the population and then multiplying the result by 100,000.

### **Criminal Case Load**

Criminal case load figures represent the total number of criminal charges recommended by police, divided by the adjusted authorized number of sworn officers.

Crime Severity Index - BC

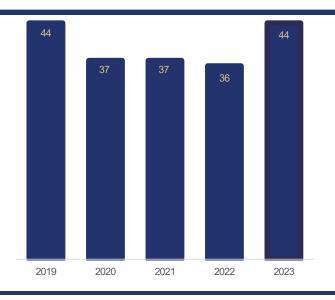
..... Linear (Crime Severity Index-

Abbotsford

Mission

Abbotsford)

The 2024 Criminal Case Load data is currently under review.



### **Road Safety**

<b>Distracted Driving Violations</b>	2024	539
	2023	196
	2022	279
	2021	122
	(2020	152

2024	4828
2023	3784)
2022	2485)
2021	2722)
2020	3921)

**Other Traffic Violations** 

**Traffic Fatalities** 

<b>Speeding</b>	Violations
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**Impaired Driving** 

**Prohibitions / Charges** 

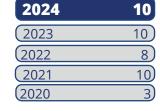
2024	1367
2023	1553
2022	971)
2021	2536)
2020	2448)

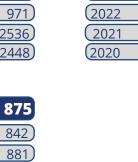
2024

2023

2022

2021





774)

550

2024 ANNUAL REPORT

### REPORT CARD METRICS

# 38,174 35,097

### **DISPATCHED CALLS**

PRIORITY 1 POLICE RESPONSE TIME 00:09:20 - 2024 00:09:33 (2023)

PRIORITY 2 POLICE RESPONSE TIME 00:12:24 - 2024 00:12:03 - 2023

### 911 CALLS

49, 626 - 2024

55, 963 - 2023

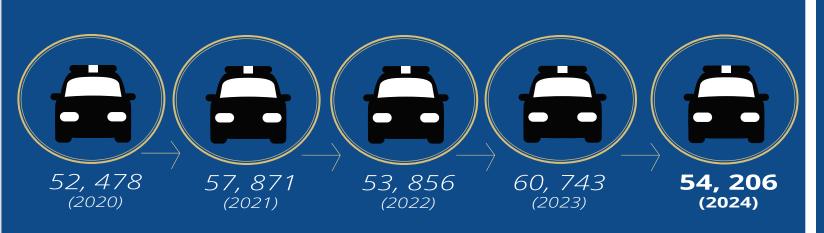
48, 448 - 2022 44, 914 - 2021 40, 113 - 2020

### **NON-EMERGENCY CALLS**

33,338 - 2024

22, 791 - 2023 36, 899 - 2022 46, 672 - 2021 35, 213 - 2020

### **CALLS FOR SERVICE**



### **PERSONNEL**



230 — SWORN POLICE OFFICERS



93 — CIVILIAN EMPLOYEES



5 — RESERVE CONSTABLES



120 — VOLUNTEERS

New Hires — Experienced Officers New Hires — Recruit Constables

**TOTAL ABBYPD STAFF** 

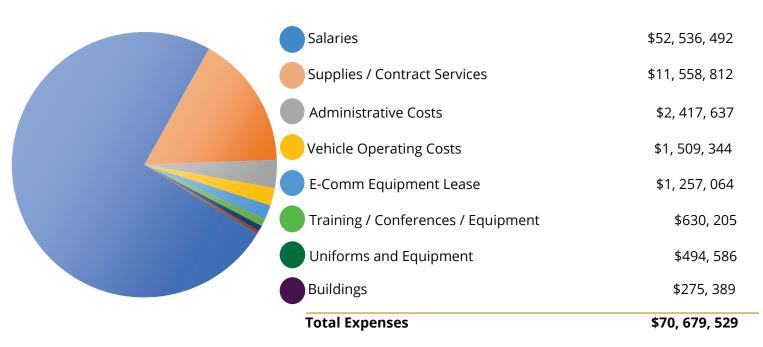
458

6

12

### **FINANCIALS**

**DECEMBER 31, 2024** 





### **FOCUS IN 2025**



2025 promises to be a busy and exciting year at AbbyPD. Here are some of the early areas of focus:

### **OUR WORK**

- Sustain and expand youth engagement initiatives
- Grow community engagement through streamlined and effective internal and external communication
- Conduct a Community Safety Survey to gather public input and guide priorities
- Apply a proactive and holistic approach to Equity, Diversity, Inclusion, and Accessibility (EDIA) in service to Abbotsford's diverse community

### **OUR PEOPLE**

- Enhance training and support to strengthen effective leadership across all levels
- Prioritize the recruitment and retention of both sworn officers and civilian staff
- Implement a front-line Body-Worn Camera pilot project to support transparency and accountability
- Oversee the transition into the new AbbyPD headquarters to support operational growth and modernization

### **OUR COMMUNITY**

- Optimize AbbyPD branch resources to ensure operational efficiency and fiscal responsibility
- Target criminal activity through strategic use of Provincial and Federal enforcement programs
- Establish a dedicated investigative team focused on sexual offenses to support survivors and improve outcomes
- Enhance road safety through enforcement, public education, and ongoing officer training
- Explore alternative response models for specific offenders and offenses to improve service delivery
- Explore alternative response options for specific offenders / offences
- Expand Project Agent to broaden its impact and effectiveness



# ABBOTSFORD POLICE DEPARTMENT

**STRENGTH IN COMMUNITY**