



VANCOUVER POLICE DEPARTMENT 2022 ANNUAL REPORT



The Vancouver Police Department (VPD) acknowledges that it proudly serves the public on the unceded traditional territories of the xʷməθkʷəy̍əm (Musqueam), skwxwú7mesh (Squamish), and sel̓ilwítulh (Tsleil-Waututh) Nations.

MESSAGE *from the chief*

Welcome to the 2022 annual report for the Vancouver Police Department.

In 2022, we saw many of the COVID-19 related sanctions lifted and normal activity returning to our businesses and neighbourhoods. As predicted by police and academic experts, with increased tourism and volumes of people returning to retail stores, restaurants, and entertainment districts, we also started to see an uptick in crime numbers.

This was evident in an increase in violent crime in 2022, up 2.4% from 2021. Theft increased by almost 20% over the previous year, fraud by 11%, and property crime overall by 5.8%.

These numbers will not surprise the many Vancouver residents and business owners who voiced their concerns about crime in our city – from the repetitive and costly issue of broken windows and graffiti, to violent and unprovoked attacks, to thefts from businesses, vehicles, and homes, to hate crime, and solutions for people experiencing homelessness and mental health issues.

Last year, the VPD received 218,447 calls for service, which works out to one call every two minutes and 24 seconds. While our officers respond as best as we can with the resources we have, we know that more needs to be done for people to feel safe in our city.

In the fall of 2022, our new mayor and council followed through on their commitment to hire 100 additional police officers and 100 mental health nurses. It will be a welcome relief to increase our staffing levels to meet current demands and will undoubtedly have an effect on public safety.

Our recruiters are not just looking for 100 new officers – they are also recruiting the officers we hire annually due to retirements or other vacancies. This will be our greatest hiring blitz since before the 2010 Olympics. While we will start seeing the benefits of these additional officers very soon, the full impact won't be felt until 2024.

It is a challenging time for recruiting in policing, with many police organizations in the region vying for the



same high quality applicant pool. In this report, you will learn about some of the different avenues we have for attracting new and experienced applicants, as well as what a career with the VPD might look like, including the many unique and varied opportunities we offer. Our recruiting efforts continue to include outreach into diverse communities, as we strive to be reflective of the city we serve.

These additional officers will allow us to increase our crime reduction efforts, and help enhance people's sense of safety in the city. We're looking forward to working with our Police Board, city council and community partners.

I am pleased to report that the VPD was within our budget for 2022.

If you or someone you know is interested in a career in policing, please visit JoinVPD.ca and learn why the Vancouver Police Department is the place to be.

CHIEF ADAM PALMER
VANCOUVER POLICE DEPARTMENT

CRIME

CRIMINAL OFFENCES	2021 NUMBER OF INCIDENTS	2022 NUMBER OF INCIDENTS	2021 RATE /1,000 POP	2022 RATE /1,000 POP	% CHANGE (RATE)
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VIOLENT CRIME	5,896	6,137	8.49	8.69	2.4%
Culpable Homicide	18	13	0.03	0.02	-29.0%
Attempted Murder	10	20	0.01	0.03	96.7%
Sexual Offences	645	644	0.93	0.91	-1.8%
Assaults	4,654	4,792	6.70	6.79	1.3%
Robbery	569	668	0.82	0.95	15.5%

PROPERTY CRIME	28,824	31,006	41.51	43.92	5.8%
Break-and-Enter	3,514	3,174	5.06	4.50	-11.2%
Theft of Motor Vehicle	858	959	1.24	1.36	9.9%
Theft from Auto	7,144	7,034	10.29	9.96	-3.2%
Theft (Over/Under \$5K)	9,097	11,062	13.10	15.67	19.6%
Possession of Stolen Property	317	320	0.46	0.45	-0.7%
Fraud	2,721	3,076	3.92	4.36	11.2%
Arson	347	340	0.50	0.48	-3.6%
Mischief (Over/Under \$5K)	4,826	5,041	6.95	7.14	2.7%

OTHER CRIME	5,677	5,536	8.18	7.84	-4.1%
Offensive Weapons	794	622	1.14	0.88	-23.0%
Other Criminal Code	4,883	4,914	7.03	6.96	-1.0%

TOTAL CRIME	40,397	42,679	58.18	60.45	3.9%
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DRUGS	984	636	1.42	0.90	-36.4%
Cannabis	23	33	0.03	0.05	41.1%
Cocaine	213	140	0.31	0.20	-35.4%
Fentanyl	284	164	0.41	0.23	-43.2%
Heroin	38	5	0.05	0.01	-87.1%
Methamphetamine	174	89	0.25	0.13	-49.7%
Other	252	205	0.36	0.29	-20.0%

BY THE

CRIMINAL OFFENCES	2021 NUMBER OF INCIDENTS	2022 NUMBER OF INCIDENTS	2021 RATE /1,000 POP	2022 RATE /1,000 POP	% CHANGE (RATE)
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TRAFFIC	1,226	1,046	1.77	1.48	-16.4%
Traffic Fatalities	22	19	0.032	0.025	-19.5%
Dangerous Operation of Motor Vehicle	124	120	0.18	0.17	-4.8%
Impaired Operation of Motor Vehicle	658	545	0.95	0.77	-18.5%
Fail/Refuse Breath/Blood Sample	128	116	0.18	0.16	-10.9%
Fail to Stop/Remain at Scene	103	99	0.15	0.14	-5.5%
Driving while Prohibited	191	147	0.28	0.21	-24.3%

OTHER					
Calls for Service *	226,552	218,447	326.28	309.41	-5.2%

	2021	2022
POPULATION	694,351	706,012

* In 2022, upwards of 90,000+ non-emergency calls were abandoned before they could be answered by E-Comm. In 2023, E-Comm has introduced initiatives to address service level concerns.

For more information on our data disclaimers and limitations, please refer to: [VPD.ca/crime-statistics](https://vpd.ca/crime-statistics).

Data run on January 17, 2023.
Rate change not presented for counts less than or equal to five.
These statistics are produced using the “most serious offence method.”
Note: Small baseline offence numbers make large percentage changes.
Numbers are subject to change due to ongoing investigations or reclassifications of incidents.

SURE WE BET WE CAN 2022

SUMMARY

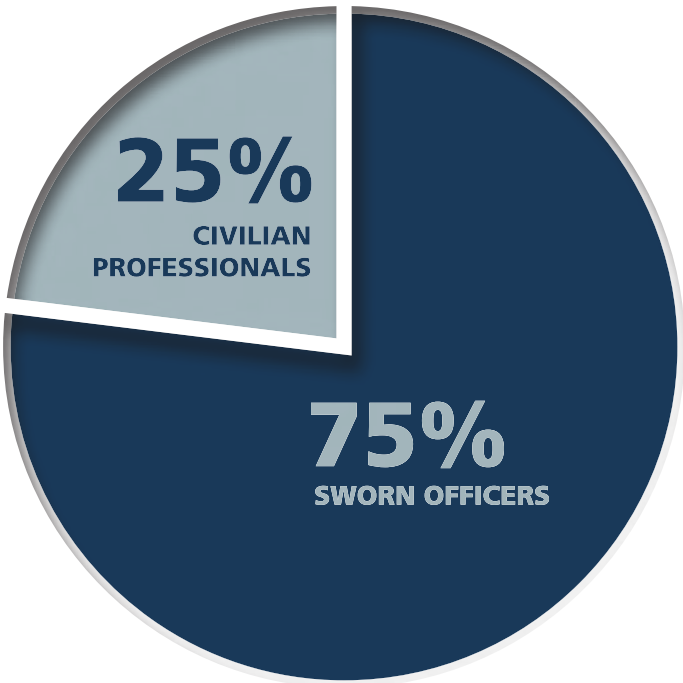
FINANCIAL SUMMARY	2021	2022	% CHANGE
	(\$1,000)	(\$1,000)	
Budget	\$323,597	\$349,650	8.1%
Actual Costs	\$334,152	\$349,612	4.6%
UNDER / (OVER) BUDGET	(\$10,555)	\$39	

With the exception of 2021, the VPD has finished within budget for 17 of the past 18 years.

The anomaly in 2021 was a result of the previous city council’s decision to hold the VPD’s 2021 budget at 2020 levels, and not fund the recurring, routine, mid-year benefits adjustment and arbitrated wage settlement. The Vancouver Police Board’s appeal of city council’s budget reduction resulted in the Province’s decision to restore the budget shortfall in 2022.

For more details, visit:
<https://vancouverpoliceboard.ca/about/financial-statements/>

AUTHORIZED STRENGTH	2021	2022	% CHANGE
VPD Sworn Officers	1,348	1,348	0.0%
VPD Civilian Professionals	441.5	441.5	0.0%
TOTAL POSITIONS	1,789.5	1,789.5	0.0%





THE PLACE TO BE:

Unique Opportunities for VPD Officers



CADETS

Detective Constable Wong

The teenage years can be a struggle for kids who may benefit from a little mentorship and direction. In Vancouver, students in Grades 10 to 12, learn life and leadership skills through teamwork, community service, and a lot of fun activities when they join the VPD Cadets. They get an inside look at many of our police units and take part in Department and community functions, like parades and charitable events.

VPD Cadet instructors foster an environment for the cadets to learn self-discipline, emotional and physical well-being, physical fitness, and leadership. They learn additional life skills by participating in outdoor and team activities, like snow-shoeing and hiking, and camping trips at the end of the year. Many of the cadets make lifelong friendships.

As one of the instructors, Detective Constable Wong was inspired by the perseverance of the cadets, who have faced, or were facing, unbelievable challenges.

“Being able to give these kids the tools to overcome challenges and build the confidence to find their own success is a pretty



amazing thing to witness and be a part of,” says Wong. “As a child, I dreamt of being a professional dancer, but I find this so much more rewarding.”

“For me, the most challenging part of being a police officer is being exposed to some of the worst and most unspeakable acts that one person can do to another,” she says. “However, you can also witness the best in people when they overcome difficult situations.”

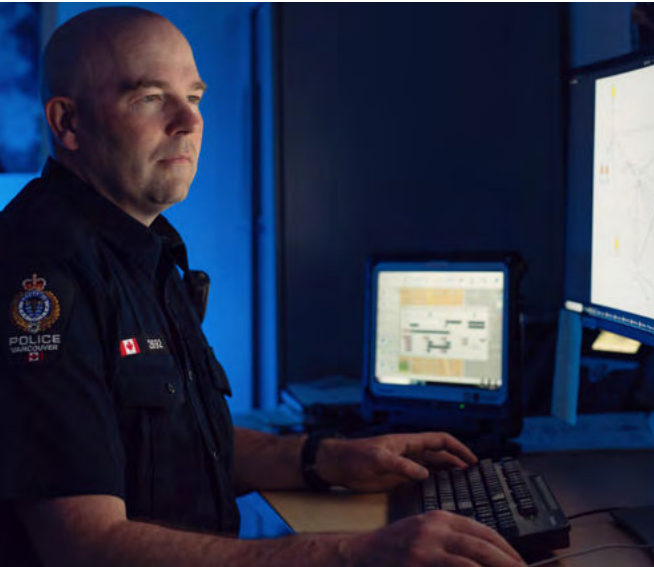
CYBERCRIME

Constable Dermot O’Boyle

If you are the victim of online fraud, a phishing scam, a ransomware attack, or even hacking, it is the members of the VPD Cybercrime Unit who investigate.

“A large part of our role is to support other sections of the VPD with the cyber aspects of their investigations,” explains Constable Dermot O’Boyle. “It’s not unusual for me to work with Patrol officers in the morning, then with the Gang Unit or Homicide detectives in the afternoon. Sometimes, we just give advice, but other times we can provide an essential piece of knowledge that helps investigators solve their case.”

The Cybercrime Unit is also called on to locate people who are in crisis. “It’s all hands on deck in our office. We work with internet and social media companies to find the person and help them,” he says. “While this is always a high-pressure situation, it is extremely rewarding to know you played a role in getting someone the help they needed.”



O’Boyle has been with the VPD for almost 15 years, and spent his first seven years in Patrol before investigating cybercrime. He worked temporarily with the Gang Crime Unit, and as tech support for VPD negotiators. As a member of the Public Safety Unit, he received tactical training for major public order events, and was on the front line during the 2011 Stanley Cup riot.

Prior to policing, O’Boyle earned a master’s degree in information management, and worked as a programmer in London, New Zealand, and Vancouver.

“I always dreamt of being a police officer,” says O’Boyle. “When I settled in Vancouver, and gained my Permanent Residency, I jumped at the chance to join the VPD.”

He admits the work is not without challenges, many of them beyond an investigator’s control.

“The worst part of my job is when I discover a suspect is located in a foreign country where we have no ability to extradite or prosecute.”

One memorable incident that stands out for O’Boyle involved a number of bomb threats that were sent to schools and public areas in Vancouver.

“I worked with our School Liaison Unit and various police agencies in Ontario to locate a possible suspect, which led to an arrest, multiple charges, and ultimately a substantial conviction. It was a great example of a modern multi-jurisdictional cybercrime file and making a real impact on public safety.”

EMERGENCY RESPONSE TEAM

Constable Frank Aquino

In movies and television shows, it is often the Emergency Response Team (ERT) that comes to the rescue in extremely perilous situations – rappelling off buildings, rescuing hostages, and disarming dangerous criminals. In real life, that is often the case, as well.

VPD ERT members use specialized training, equipment, tactics, and negotiation strategies to safely resolve high-risk incidents, and ensure that they are prepared for whatever comes their way.

Constable Frank Aquino is the longest-serving constable in ERT – for 16 out of his 26 years with the VPD. He served as a Canadian Army Reserve and was part of a UN deployment to the former Yugoslavia prior to becoming a VPD officer.

Even with a multitude of exciting, challenging, and rewarding experiences as an ERT member, Aquino’s most memorable moment as a police officer came during his time as a School Liaison officer.

“I had a conversation with a kid who lost someone just before they joined our Student Challenge, which is an eight-day mini police academy for local high school students,” he says. “I was in the same situation, and while I was talking to them, I felt like I was also talking to myself. It was a very emotional experience for both of us and I think we each learned something that helped us heal from the experience.

“You frequently compartmentalize trauma in this job to accomplish the mission - it’s a normal coping mechanism for first responders. The decompression from those incidents doesn’t



normally happen at work, but in this case it gave me some perspective on both our situations.”

While Aquino loves having the freedom to pursue the challenges of his work, he works hard to find a balance between work and family.

“I’ve always heard that becoming a first responder is a calling, similar to the responsibilities as a parent,” he says. “You feel a tremendous responsibility, which is challenging and rewarding at the same time.”

FORENSIC IDENTIFICATION UNIT

Constable Amy Harris



Officers who come to the VPD Forensic Identification Unit (FIU) spend their first two years as an understudy. They learn how to collect, examine, identify, and preserve evidence – from fingerprints to footwear, to photography and video, to firearms, to DNA and tool marks. They work at crime scenes throughout the city, and in a forensic examination area, investigating crimes that range from property offences to homicides. They often provide crucial evidence in court as expert witnesses.

Constable Amy Harris joined FIU in 2015. Her career at the VPD started in 2008, which included working in the Vancouver Jail as a jail guard. One year later, she became a VPD officer. Prior to policing, Harris completed her associate of arts in criminology at Kwantlen Polytechnic University and worked in the service industry.

Harris describes herself as a “people person” and a good problem-solver. “I grew up moving across the country, always having to make new friends and connections,” she says. “I loved playing team sports and martial arts. After gaining exposure to policing through volunteering, I knew I wanted a career helping people.”

As a forensic investigator, Harris has learned that investigations can be lengthy and occur in less than ideal work environments.

“It’s been challenging, but always interesting,” she says. “I’ve had to analyze homicide scenes, intricate drug labs, search hidden compartments in crime vehicles, and spend days on-end processing items of evidence in time-sensitive investigations. An entire investigation can potentially rely on one piece of evidence. It’s so rewarding to find that piece of evidence.”

MENTAL HEALTH UNIT

Detective Constable Desiree Sparrow



The VPD uses innovative strategies and a collaborative approach with other service providers in the community to assist people living with mental illness. For more than 40 years, the Department has partnered with Vancouver Coastal Health to help improve the quality of life for mutual clients living with mental illness, substance use, and addiction.

This collaboration is aimed at reducing harm to both clients and the community, and at reducing a client's involvement with the criminal justice system, law enforcement, and emergency health services, by providing a proactive coordinated response.

As one of these successful collaborations, Car 87 pairs a specially-trained Vancouver Police officer with a mental health professional to provide proactive on-site assessments and

intervention. The team decides on the most appropriate action, which may include referrals for community-based mental health follow-up or emergency intervention. This successful initiative has been in operation since 1978, the first of its kind in Canada, and has been adopted in many other countries.

Detective Constable Desiree Sparrow is a 24-year officer, who has spent the last five years in the Mental Health Unit. She has also worked in Patrol, the Mounted Unit, and in Recruiting. Before joining the VPD, she worked for the First Nations Emergency Services Society and studied criminology.

"We respond to calls from the public, community agencies, housing providers, VPD, E-Comm, and EHS," says Sparrow.

"There is so much variety in what we do, but a typical day would be meeting with a person to assess their mental health and then decide how best to help them, which sometimes means bringing them to hospital involuntarily."

In addition, Car 87 staff support other mental health teams with their client care, assist VPD patrol officers with calls, and locate people under the Mental Health Act and bring them to hospital.

"The best part of my job is my partnership with the nurses," says Sparrow. "I feel very fortunate to have such a great group of nurses to work with. It's also very rewarding when you have a positive impact on someone and know you've helped them."

HOMICIDE

Detective Constable Lawrence Lui

If there's a murder, attempted murder, or even a conspiracy to commit murder, in Vancouver, VPD Homicide investigators are on the case. They also investigate any death if the cause is suspicious or unknown, or if there are suspicious circumstances in a missing person case.

Detective Constable Lawrence Lui has spent 12 of his 26 years with the VPD as a homicide investigator. Homicide investigations can be lengthy and complex, and his valuable past experience working in the Forensic Identification Unit, Sex Crimes, the VPD-RCMP Joint Missing Women's Task Force, and in Patrol, have all contributed to his success in his present role.

"Surprisingly, I spend a lot of time behind a computer, writing and reviewing reports, managing and preparing files for disclosure," says Lui. "Other hours in a typical day, I spend attending scenes, conducting interviews, canvassing neighbourhoods, obtaining warrants, reviewing video, working with Crown counsel, liaising with the Coroners Service, and getting help from specialized VPD support units."

Lui often reflects on the cases he has worked on, many of which involved the elderly. He was an investigator in the homicides of Patricia Pelletier, who was murdered in 2010, Diana Mah-Jones and Richard Jones, who were killed in their home in 2017, and the manslaughter of 87-year-old Elizabeth Poulin, killed by someone who broke into her apartment while she was sleeping.



"I was able to work these last two cases from a very different perspective, as I was a Forensic Identification Unit understudy at the time," he says. "Being directly involved in processing the crime scenes firsthand, rather than as a homicide detective, was extremely insightful."

Lui has also seen that investigations can take a toll on the people involved.

"Every situation we see in Homicide always involves an incredible human tragedy. There is so much sorrow for the victim and their families. Sometimes it involves young children, which is especially difficult," says Lui. "But the best part of our work is finding answers for the grieving families of those killed, and restoring a sense of safety back to our community."

MARINE UNIT

Constable Ben Wong-Moon

The Marine Unit provides policing services for the communities that call the waters of Vancouver home. Being the largest port in Canada with nearly 100 miles of shoreline, the area of responsibility is vast and diverse. The Unit is responsible for the policing and public safety for the Port of Vancouver, the commercial shipping industry, 26 marinas, and all recreational vessels, including rental boats, kayaks, and stand-up paddleboards.

As the only full-time dedicated Marine Unit in Metro Vancouver, the officers often get calls to assist other agencies, as well as other VPD specialty units. When there are large events, like the Celebration of Light or paddling regattas, they are on hand, helping to ensure everyone stays safe on the water.

“We help keep recreational boaters safe by checking for Transport Canada boating safety requirements and looking for impaired boat operators, as well as investigate boat thefts,” says Constable Ben Wong-Moon. “We also support the Marine Mammal Rescue Centre with animal rescue and releases, and provide safe passage for cruise ships and other extra-large vessels in our harbour.”

Wong-Moon joined the VPD in 2003, and he has spent the last year in the Marine Unit. “Operating a boat was completely new



to me before I showed interest in the Marine Unit. It took me a few years of training to become a reserve constable with the Unit before I was successful in getting on full-time.”

After a 20-year career that has included working in Patrol, on the Emergency Response Team, and in Recruiting, Wong-Moon says his years as a school liaison officer were the most personally meaningful and fulfilling. He is, however, more than happy to finish his career in the Marine Unit.

“I love being on the water. I love every day being different. I love the challenges that arise and the opportunity to solve problems. Mostly, I love helping people.”

MOUNTED UNIT

Constable Maria Irving



When people think about a career in policing and the type of work that it entails, they probably don’t see themselves riding trails on horseback in the 1000-acre urban forest of Stanley Park. The horses and their riders may be popular while on patrol or at community and ceremonial events, but they are also a very important part of policing in a big city.

When it comes to managing crowds at large events and demonstrations or public disorder incidents, specially trained horses and riders can wade through and disperse groups. With the height advantage, they are highly visible and offer the officers a better vantage to view the crowd. The horses can easily reach places cars cannot, such as remote areas, beaches and trails.

Constable Maria Irving first came to the VPD as a cadet in the Aboriginal Cadet Program, and was introduced to many of the specialty units of the Department, including the Mounted Unit. She has spent the last five years of her 15-year career on horseback.

“I was a natural fit for the Mounted Unit,” she says. “I grew up in the small town of Merritt, a ranching community, and I rode horses recreationally and for work as a dude wrangler.”

Her work at the VPD has been varied, from Patrol to Property Crime, Public Affairs, and as a crisis negotiator. “But the Mounted Unit was one of the reasons I chose to come to VPD over other departments, so I was happy to make that happen.”

A photograph of Constable Trevor LeTourneau, a middle-aged man with a shaved head, smiling and leaning on his police bicycle. He is wearing a dark blue police uniform with patches that read "POLICE", "VAM", and "T. LETOURNEAU". The background is a blurred residential street with houses and greenery.

NEIGHBOURHOOD POLICING OFFICER

Constable Trevor LeTourneau

Constable Trevor LeTourneau is a Neighbourhood Police Officer, who spends his workday in the community helping solve local issues. He works out of the Granville Community Policing Centre, travelling through the downtown core on his police bicycle, building relationships with shop owners and employees, local residents and visitors, and with people who are homeless, drug-dependant, or suffering from mental health issues.

"I find that when I am on the bike I have way more conversations with people than I do when I am walking or especially while driving in a police car," he says.

LeTourneau regularly meets with community partners, such as outreach centres, mental health facilities, community centres, and shelters, trying to find solutions to issues in the neighbourhood.

After spending time as a professional photographer, LeTourneau joined the VPD in 2006. After 10 years on patrol, he worked for five years as a School Liaison Officer, before becoming a Neighbourhood Policing Officer.

"Even though it's been a few years since I was in the schools, I still get calls and emails from students that I made connections with," he says. "Some come to me for advice for things that have gone wrong in their lives, and others reach out because they want to become police officers. This week alone, two former students became police officers."

Growing up in a small town, he fondly remembers two local police officers, one of whom coached him in sports and gave talks at his school.

"I wanted to be a police officer much like him," he says. "I think my career has mirrored his career with the community involvement I have had."

LeTourneau acknowledges it can be difficult seeing the negative effects that substance abuse and mental health have on people and not always having solutions.

"Both addiction and mental health issues affect almost every family, and there is just not enough support to assist them, but I believe that what we do as police officers really does help our vulnerable citizens."



OFFICERS BRING THEIR EXPERIENCE TO THE VPD



I felt that there were more options, and different areas to work at the VPD,” says Jeffrey. “It was not an easy decision to leave Delta, but I have no regrets with my decision. Working at the VPD is like having multiple careers with one employer.”

DETECTIVE CONSTABLE RYAN JEFFREY

Hiring experienced Canadian police officers is an important part of the VPD’s recruiting strategy. These officers bring varied experience and are ready to hit the streets quickly, when compared to the training process for new recruits.

Experienced officers spend three years patrolling the streets of Vancouver before they can apply to specialty positions. Years of prior service are recognized when calculating salary and annual leave entitlements.

When Detective Constable Ryan Jeffrey made the move from the Delta Police Department to the VPD in 2007, he was looking for a bigger city style of policing.

“I felt that there were more options, and different areas to work at the VPD,” says Jeffrey. “It was not an easy decision to leave Delta, but I have no regrets with my decision. Working at the VPD is like having multiple careers with one employer.”

For Constable Peter Byun, it was the feeling that the RCMP just wasn’t the right fit for him that led him to the VPD in 2020.

“Deciding to transition to the VPD was one of the most difficult decisions I’ve made in my life,” he says. “I felt overwhelmed with the thought of starting fresh in a new organization, and it was difficult to leave behind all the friendships I had made.”

Constable Anijela Cizmar wanted to broaden her community relations and give back on a bigger scale, and left the Transit Police to join the VPD last year. “My family and I escaped from a war-torn country in the 90s, and the VPD was the first positive police interaction I had,” she says. “I wanted to follow in the

same footsteps as the police officers who helped me and give back what I was provided here in Canada.”

All three officers have taken advantage of many opportunities they hoped to find at the VPD.

Detective Constable Jeffrey, who has worked in Patrol, the Integrated Riot Investigation Team, and the Identity Theft Unit, also experienced policing during the 2010 Olympics and the 2011 Stanley Cup riot. He is now aptly posted as one of the constables responsible for recruiting experienced officers, and often shares his personal experience with officers considering changing agencies.

Since coming to the VPD, Constable Byun has co-led drug projects, written judicial authorizations, carried complex files, and trained new officers in the field. He recognizes that all agencies have the same goal to serve and protect their communities, but it is the culture at the VPD he appreciates most.

“I can say that the VPD takes care of their people,” says Byun. “It is essential that we are taken care of so we can take care of our community.”

Constable Cizmar would encourage anyone considering making the move to the VPD to go for it.

“I have investigated more complex files with the VPD in the past few months than I ever did with my previous agency.”

For more information on joining the VPD as an experienced officer, visit [JoinVPD.ca](https://www.joinvpd.ca).

GETTING A HEADSTART:

From Special Municipal Constable to sworn police officer



VPD Special Municipal Constables (SMC) are a valuable asset to our VPD team. They work in partnership with sworn officers, often reducing their workload by completing lower-risk tasks, and are trained to work in three different roles:

JAIL GUARDS book, search, guard, escort, and take care of people in our custody.

COMMUNITY SAFETY OFFICERS assist patrol officers with various lower-risk tasks, such as picking up statements, outside perimeter security at police incidents, and transporting and tagging property

TRAFFIC AUTHORITY PERSONNEL direct traffic at public, private, and community events.

Many of the SMCs hired by the Vancouver Police Department are looking for a career in policing. They are immersed in the inner workings of the Department, acquire valuable skills, and benefit from experience that serves them well when they become police officers.

Constable Kevin Regie Gnanaseelan was hired as an SMC in 2016, and worked as a Jail Guard and Community Safety Officer for a year before he was hired as a police officer. Now working as a detective seconded to the Combined Forces Special Enforcement Unit of B.C., he investigates organized crime in the province.

"Prior to policing, I wanted to become a lawyer and was set to attend university in Quebec," he says. "Just as my high school senior year was coming to an end, I took part in the VPD Student Challenge – an eight-day mini police academy – which showed me how rewarding and exciting a career in policing could be. I immediately changed my career plans and pursued a degree at SFU so that I could stay local and gain volunteer and related work experience."

Constable Jade Spencer-Tam, a VPD patrol officer, briefly considered policing after high school, but decided on a career in recreation with the Vancouver Park Board.

"As I moved up, I found it was more deskwork and less working directly with people," she says. "On my 28th birthday, I reconsidered policing, and was hired as an SMC in 2018."

As the son of a Vancouver Police officer, Constable Jordan Lasher always had policing aspirations in the back of his mind. He

attended information sessions and went on ride-alongs while in university, and knew it was the perfect job for him. He was hired as an SMC in 2018 and became a police officer in 2019, working patrol in the downtown business and entertainment hub of the city.

"It's a career where you get to help people on a daily basis," says Lasher. "I come from a high-level sports background, and key values such as leadership, communication, and teamwork are held in the same high regard."

All three officers agree that starting with the SMC program was a valuable stepping-stone to their policing careers.

"I gained significant skills as an SMC," says Regie Gnanaseelan. "In the Jail, I learned how to de-escalate when people were experiencing one of the most challenging days of their lives. As a Community Safety Officer, I participated in numerous outreach events and recognized the importance of connecting with the community."

For Lasher, the lasting relationships he formed with other officers and civilian professionals in the Department was one of the many benefits.

"Working with community members and agencies, as well as some of the most vulnerable population in the city, was helpful," he says. "You also gain a working knowledge of how the VPD operates internally and learn how to adapt to shift work."

It was in her police recruit training when Spencer-Tam discovered some of the many advantages that her time spent as an SMC provided.

"It was extremely beneficial to already know how to use the police computer, to have developed a radio ear, and to have built a great use-of-force foundation with the help of VPD instructors," says Spencer-Tam. "It was also helpful to learn about the policing culture, to become familiar with the VPD buildings, and to get to know VPD members and civilian staff."

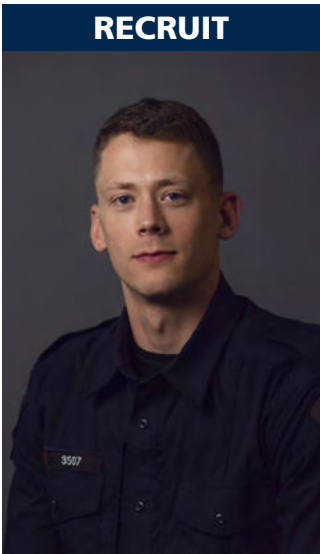
I am so grateful I had the opportunity to be an SMC first. I would highly recommend it to anyone considering a career in law enforcement."

For more information on our Special Municipal Constable Program, please visit JoinVPD.ca.

VPD OFFICERS CHOOSE UNIQUE CAREER PATHS

As the policing agency for an international port city, the VPD offers opportunities not found in many other agencies. Our Officers work on the streets of Vancouver and the water surrounding it, with a police dog as a partner or undercover in the drug world, engaging with the community as a neighbourhood police officer, in a crime lab or in the online world, on horseback, boat, motorcycle or bicycle – no two days are ever the same.

Vancouver Police officers have career paths that are as unique as they are, as you can see from these profiles of officers at different stages of their careers.



RECRUIT CONSTABLE FRASER SIEMENS
STARTED VPD: 2022

ASSIGNMENT: Justice Institute of BC Police Training

BEFORE POLICING: Born and raised in Langley
Bachelor of commerce degree, University of Victoria
Canadian Armed Forces for five years

CAREER PLANS: My focus is on short-term goals right now. When I graduate training, I look forward to earning the respect and trust of my peers, supervisors, and Vancouver citizens.

BEST PART OF THE JOB: The people I have had the chance to meet, learn from, and work with.

MOST CHALLENGING: The amount of homework.

Policing always appealed to me, as it appeared to be a fulfilling career with the chance to do meaningful work and make a positive difference in people’s lives. I enjoy physically active work in challenging situations with a team of like-minded people, all working toward a common goal valued above their own self-interests.

I have been fortunate to live, travel, and work across Canada and Europe, which has only reinforced the beauty and diversity of Vancouver for me. The VPD was the only police department I applied to.



CONSTABLE FREDDY LAU
STARTED VPD: 2018

ASSIGNMENT: Diversity Liaison Officer

PAST ASSIGNMENTS: Patrol, Major Crime Section mentorship

BEFORE POLICING: Criminology diploma
External and internal loss prevention
Military Police reservist
Jail guard / City employee
Fitness centre owner

CAREER PLANS: I’m still figuring out my career path, but one area I am interested in is the Marine Unit. I feel it would be a unique opportunity that would allow me to stay operational, while doing something completely different from my previous work experience.

5 YEARS

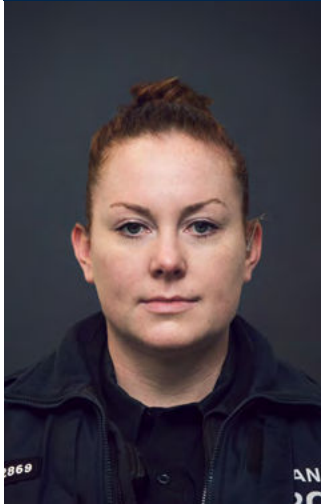
BEST PART OF THE JOB: As someone who is committed to serving the community, the best part of the job is undoubtedly being able to help people when they need it most. There is a deep sense of fulfillment that comes with knowing that you were able to help someone in a meaningful way – possibly on the most difficult day of their life.

MOST CHALLENGING: The job also comes with its challenges, particularly the emotional weight related to delivering news of the loss of a loved one, or being involved in traumatic events. These experiences can be emotionally taxing and can have a long-lasting impact on a person’s mental health.

It’s important to process traumatic incidents in a healthy way, and I consider myself lucky to be a police officer at a time when there such a huge focus on mental health and resiliency. Despite the challenges, the job is incredibly rewarding, and the ability to help people in their time of need far outweighs the difficult parts of the job.

Someone once told me to enjoy my work to the fullest, as it goes by quickly. I feel very grateful for the support I’ve received during my short time with the VPD so far.

11 YEARS



**DETECTIVE CONSTABLE DANIELLE BROCK
STARTED VPD: 2012**

ASSIGNMENT: Criminal Intelligence Unit

PAST ASSIGNMENTS: Patrol

BEFORE POLICING: Bachelor of arts in English and geography
Worked at Telus
Vancouver Jail Guard

CAREER PLANS: I hope to gain experience in a variety of investigative sections in the future, such as the Major Crime Section, and Planning and Research. I enjoy taking a leadership role on files, and have experience mentoring and training new police officers. One goal of mine is to eventually pursue promotion and continue to grow as a leader and mentor.

BEST PART OF THE JOB: Early in my career, I identified the Criminal Intelligence Unit (CIU) as a place I was very interested in working, so I sought out files and training opportunities to prepare me for the type of work CIU does. A two-month mentorship there only further confirmed my belief that this was the place I wanted to be.

The investigations I work on almost always start with a very small amount of evidence or information. They require a lot of digging, which I love.

Working in CIU has challenged me as an investigator, and opened my eyes to the impact that world events have on our relatively small city. I have really enjoyed the amazing relationships we have with outside agencies and working together on investigations and training.

11 YEARS

MOST CHALLENGING: In all areas of policing there are limited resources, and sometimes pursuing proactive projects can be difficult. The most challenging part of the job is focusing on the most important investigation at that moment and letting go of the rest.

The best advice I ever received on this job is that no matter what spot you are in, you make it what you want. You always have the ability to accomplish whatever goals you set for yourself.

16 YEARS



SERGEANT AIDA RODRIGUEZ
STARTED VPD: 2007

ASSIGNMENT: Professional Standards

PAST ASSIGNMENTS: Patrol, Sex Crimes Unit, Homicide Unit, Undercover Operator

BEFORE POLICING: Office Manager at a law firm
VPD Jail Guard

CAREER PLANS: I want to return to Patrol for a few years before returning to the Investigation Division. I have also been tempted to go to the Mounted Unit.

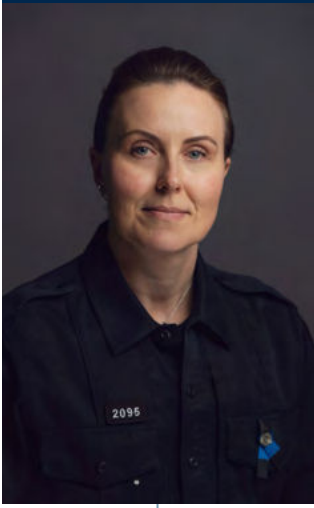
BEST PART OF THE JOB: It is very satisfying to provide positive results to people who have been victims of crime and to hold criminals accountable for their actions.

MOST CHALLENGING: It's hard to have people judge you for doing your job or expecting more from you than you are able to give. In reality, my only regret is not starting my policing career earlier, because even on my worst day, I still love this job.

When it comes to career advice I have received along the way, not being afraid to learn or step out of my comfort zone was some of the best.

I always try to remember that usually we are seeing people on their worst day – both victims and suspects. We can't let that taint our view of humanity.

22 YEARS



STAFF SERGEANT ANDREA ANDERSON
STARTED VPD: 2001

ASSIGNMENT: Traffic Section

PAST ASSIGNMENTS: Patrol, Strike Force, Traffic, Professional Standards

BEFORE POLICING: Worked at McDonalds and Chevron
Loss Prevention Officer at Superstore and Sears

CAREER PLANS: I would like to work in our Emergency Operational and Planning Section, organizing large events.

BEST PART OF THE JOB: The people I work with and the ability to try and do new things. I can't believe I get paid to ride a motorcycle.

MOST CHALLENGING: The outside criticism police officers face and inaccurate information spread in social media can be challenging.

I always joke with people that I have stumbled through my career. I never had a real career path laid out, but whenever an opportunity was offered, I seized it – even if I didn't think I was ready.



**SUPERINTENDENT SHELLEY HORNE
STARTED VPD: 1996**

- ASSIGNMENT:** Personnel Services
- PAST ASSIGNMENTS:** Patrol, Planning, Research & Audit Section, Sex Crimes Unit, Domestic Violence and Criminal Harassment Unit, Professional Standards Section, Human Resources, Inspector Discipline Authority, and leading the Special Investigation Section
- BEFORE POLICING:** Bachelor of arts degree in psychology from UBC
Head coach of a local summer swimming club
Worked in the restaurant industry
- BEST PART OF THE JOB:** Working in a team environment to continuously improve the supports and services we provide our employees so that they can effectively serve the community.

I have so many memorable career experiences, but my time in the Special Investigation Section stands out. My co-workers worked tirelessly to investigate crimes against children and other vulnerable victims. I was very fortunate to work with such a dedicated, skilled, and empathetic group of individuals, and I will never forget my time spent there.



**DEPUTY CHIEF CONSTABLE STEVE RAI
STARTED VPD: 1990**

- ASSIGNMENT:** Deputy Chief Constable, Support Services Division
- PAST ASSIGNMENTS:** Patrol, Court & Detention Services, Recruiting, Secondment to the former Coordinated Law Enforcement Unit, Community Policing officer, Emergency Response Team crisis negotiator, Critical Incident Stress Management Team, Forensic Interview Team, Executive Officer in the Chief Constable's Office, Duty Officer, Certified Bronze, Silver and Gold Public Order Commander, Human Resources, District Commander, Personnel Services
- BEFORE POLICING:** Immigrated to Vancouver from Punjab at a young age
Served with the Canadian Forces Reserves
Bachelor of arts degree in Asian studies
Master of arts degree in criminal justice
- BEST PART OF THE JOB:** I have had so many mini-careers within this career. Unlike many other professions, a policing career has allowed me to stay invigorated by taking on new challenges and gaining new expertise – all within the same profession.

- MOST CHALLENGING:** Our current social environment requires that we continue to evolve as a profession. This means introducing new technological solutions, and managing human resource and operational strategies, to ensure our entire organization is in alignment in meeting the community's needs and expectations.
- In all my years of policing, my best memories have always been, and will always be, about the people I've had the pleasure to work with in so many different roles. There is nothing better than being a part of a frontline patrol team, which most police officers will tell you.
- My advice for future police officers is to never forget the values and purpose for why you joined: to make the community better.

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