Oak Bay Police Department -2015

2013–2017 Strategic Plan

**Strategic Direction #1 Reduce Crime and Enhance Public Safety: Elder Crime Prevention**

|  |  |  |
| --- | --- | --- |
| **Initiative** | **Action** | **Status**  **Evaluation** |
| 1.1.1 Crime Prevention Presentations For Seniors | BCAA Elder Driving Initiative  Reach out to ‘hidden’ seniors  Scooter Safety Rodeo  Participation in the World Elder Abuse Awareness Day  Presentation to Seniors on personal Safety | Current |
| 1.1.2 In Service Elder Abuse Awareness Training For Police Officers | Sessions to local police agencies on Elder Abuse awareness | Current |

**Strategic Direction #1 Reduce Crime and Enhance Public Safety: Traffic Safety and Enforcement**

|  |  |  |
| --- | --- | --- |
| **Initiative** | **Action** | **Status**  **Evaluation** |
| 1.2.1 Speed Watch Program | The Oak Bay Police Department Reserve Program to conduct Speed Watch sessions.  Develop a community based Speed Watch Program  The Community Liaison Officer to partner with the District of Oak Bay and facilitate 6 deployments of the the fixed Speed Reader Board | Current |
| 1.2.2 Active Transportation to Schools | The School Liaison Officer to coordinate the department’s involvement in a series of school bicycle events such as bike rodeos and bike trains.  To promote School Cross Walk programs.  To take part in the annual Oak Bay Bike Festival. | Current |

**Strategic Direction #1 Reduce Crime and Enhance Public Safety: Youth Crime Prevention**

|  |  |  |  |
| --- | --- | --- | --- |
| **Initiative** | | **Action** | **Status**  **Evaluation** |
| 1.3.1 Delivery of WITS and LEADS programs to elementary students | | To take steps to introduce these programs in the 2015/2016 school year. | Current |
| 1.3.2 Delivery of PARTY (Prevent Alcohol and Risk Related Trauma In Youth) program to Grade 10 students | | Deliver this program in the 2015/2016 school year | Current |
| 1.3.3 Participate In Greater Victoria Police Camp | Identify if there will be a Police Camp in the area in 2015. | | Current |

**Strategic Direction #1 Reduce Crime and Enhance Public Safety – Police Visibility**

|  |  |  |
| --- | --- | --- |
| **Initiative** | **Action** | **Status**  **Evaluation** |
| 1.4.1 Police Post and High  Visibility Policing |  | Current |
| 1.4.2 Mountain Bike Training | To seek out a Police Bike Training Course in 2015. | Current |
| 1.4.3 Police-Student Sporting Event | To identify a youth bases sporting event Oak Bay PD members can take part in. | Current |

**Strategic Direction #2 Integration – Leveraging Area Expertise and Sharing Resources**

|  |  |  |
| --- | --- | --- |
| **Initiative** | **Action** | **Status**  **Evaluation** |
| 2.1.0 Formalize partnership with Saanich Police in the Vancouver Island Integrated Major Crime Unit | The MOU has been signed and we are now a full partner in the Vancouver Island Integrated Major Crime Unit as of April  29, 2013. | Completed on 2013-04-29 |
| 2.2.0 Explore short term secondment opportunities | Seek out opportunities in 2015 | **Current** |
| 2.3.0 Ensure all members have current Crisis Intervention and De Escalation training | CID Training was provided to members by Sergeant Smith in January 2013.  The 3 year update due for the end of 2015. | Completed in January 2013. |
| 2.4.0 Annual training by  Integrated Mobile Crisis  Unit | For 2015 we will explore if the Integrated Mobile Crisis Unit has any updated material to provide or look for another source of training in the area of mental health response. | Current |

**Strategic Direction #3 Community Engagement**

|  |  |  |
| --- | --- | --- |
| **Initiative** | **Action** | **Status**  **Evaluation** |
| 3.1.0 Building Replacement discussion | To continue the building replacement process through the District of Oak Bay Strategic Plan Priority on Infrastructure | Current |
| 3.2.0 Publish column in local newspaper | The Community Liaison Officer to meet with the current editor of the Oak Bay News to discuss a format for submitting articles for publication.  In service training sessions for all Sergeant and Acting Sergeants on Media interviews and releases | Current |
| 3.3.0 Publish overview page  on municipal website to inform public of integrated policing involvement | A description of the Integrated Policing Units within the Capital Regional District is currently on the website. To update with the 2015 numbers. | Current |
| 3.4.0 Publish guide on department website to inform the public about calling 911 and general dispatch | Civilian employee Heather Fyfe has developed the presentation and distributed it to the municipal Emergency Preparedness Co-coordinator. Added to our website in February 2014.  Ms. Fyfe presented at the 2013 Block Watch appreciation dinner. The municipal Emergency Preparedness Co-coordinator was present as well. | Completed February 2014 |
| 3.5.0 School Liaison Officer will meet with the school based Parent Advisory Committees | The School Liaison Officer will continue with the PAC meeting for the 2014/2015 school year. | Current |

**Strategic Direction #4 Developing Our Employees**

|  |  |  |
| --- | --- | --- |
| **Initiative** | **Action** | **Status**  **Evaluation** |
| 4.1.0 Develop formal  recruitment process | The new recruitment policy has been approved, distributed to the membership, and added to our policy manual. | Completed Date: October 25, 2013 |
| 4.2.0 Develop Employee  Assistance Program | Cst. Eric Payne attended Peer Support Training on September 20-22, 2014.  Cst. Dorothy Junio is planned for the training in October 2014.  Policy around the EAP was added to our policy manual on February 26, 2014. Csts. Payne and Junio are the peer support officers. | Completed Date: February 26, 2014. |
| 4.3.0 Develop integrated  training opportunities with other agencies | To seek out training opportunities in 2015 and deliver training at Oak Bay Police Dept. musters. | Current |
| 4.4.0 Develop in-house training sessions for  Reserve Constables | The Support Services Sergeant to deliver training to the department’s Reserve Constables and seek out training opportunities with the neighbouring agencies. | Current |