

# Quarterly Progress Report – September, 2013

## Oak Bay Police Department

### 2013–2017 Strategic Plan

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

Initiative	Action	Status	Evaluation
1.1.1 Crime Prevention Presentations For Seniors	<p>On May 2, 2013, Chief Fisher met with a local forensic accountant to discuss fraud education materials. The forensic accountant has done presentations on this topic in the past and is a resident of Oak Bay. He provided material that he has used and offered to be a resource as we develop our presentations. Information has also been compiled from the BC Center for Elder Advocacy and Support. They have provided a series of handouts that can be used as take away items for attendees at the sessions.</p> <p>Constable Wagnell has delivered an elder abuse presentation to residents at Carlton House and it was well received.</p> <p>Additional sessions are being planned for this fall once Constable Junio returns to the Community Liaison position.</p>	<p>Not started</p> <p>Underway</p> <p><b>On track</b></p> <p>Completed Date:</p>	
1.1.2 In Service Elder Abuse Awareness Training For Police Officers	<p>Appropriate and up to date community support agency contact information is being compiled prior to this presentation being provided to officers.</p>	<p>Not started</p> <p><b>Underway</b></p> <p>On track</p> <p>Completed Date:</p>	

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

Initiative	Action	Status	Evaluation
1.2.1 Speed Watch Program	Two Reserve Constables have received training from the ICBC Road Safety Co-ordinator and Sergeant Craib to operate the Speed Watch equipment. They have completed two deployments and others are being scheduled.	Not started Underway <b>On track</b> Completed Date:	
1.2.2 Active Transportation to Schools	<p>Our officers worked with the Willows Elementary Parent Advisory Committee and held a bike rodeo at Willows on the afternoon of May 10. A second bike rodeo was held at Glen Lyon Norfolk elementary school on May 24, 2013.</p> <p>Our members participated in two bike trains to Willows School on May 29, 2013. One group travelled from Allenby Park to Willows and the other from Monterey School to Willows. Approximately 100 community members participated in the ride.</p>	Not started Underway <b>On track</b> Completed Date:	

## 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	Constable Chanin delivered six WITS and six LEADS presentations to students at Willows Elementary School during the months of May and June 2013. Both programs will be starting up again this fall now that school is back in session.	Not started Underway <b>On track</b> Completed Date:	
1.3.2 Delivery of PARTY (Prevent Alcohol and Risk Related Trauma In Youth) program to Grade 10 students	The PARTY Program will consist of two full day sets of presentations to all Grade 10 students from Oak Bay High School. The presentations are conducted in conjunction with doctors and other health service professionals. The two dates have been set for early 2014.	<b>Not started</b> Underway On track Completed Date:	
1.3.3 Participate In Greater Victoria Police Camp	Constable Chanin participated as a Group Leader and facilitator in the week long camp in March. Four Oak Bay students attended the camp. We had two civilian employees and three of our officers participate as actors throughout the week. Chief Fisher attended the graduation ceremonies with Constable Chanin.	Not started Underway <b>On track</b> Completed Date:	

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

Initiative	Action	Status	Evaluation
1.4.1 Police Post Expansion	Police Posts have been set up at the regular location on Oak Bay Avenue as well as periodically at Willows Beach Park and Casey's Market.	Not started Underway <b>On track</b> Completed Date:	
1.4.2 Mountain Bike Training	Chief Fisher taught a Police Mountain Bike User's Course on June 11-13, 2013, in Oak Bay. Constables Prill, Thompson, Gibbs and Omoding; Reserve Constables Blackhall and Taylor and two Langford Bylaw officers attended the course.	Not started Underway <b>On track</b> Completed Date:	
1.4.3 Police-Student Sporting Event	On March 28, 2013, Chief Fisher, Deputy Chief Thom, and Sergeant Goudie attended Oak Bay High School and played wheelchair basketball with students during the lunch hour.	Not started Underway <b>On track</b> Completed Date:	

## 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.	Not started Underway On track <b>Completed Date: 2013-04-29</b>	Completed.
2.2.0 Explore short term secondment opportunities	Constable Gibbs and two of our Reserve Constables worked in downtown Victoria for the Canada Day festivities to assist the Victoria Police Department.	Not started <b>Underway</b> On track Completed Date:	
2.3.0 Ensure all members have current Crisis Intervention and De-Escalation training	CID Training was provided to members by Sergeant Smith in early January 2013.	Not started Underway On track <b>Completed Date: 2013-01-31</b>	
2.4.0 Annual training by Integrated Mobile Crisis Unit	Deputy Thom will be contacting IMCRT to make arrangements for fall presentations at morning muster meetings.	<b>Not started</b> Underway On track Completed Date:	

### Strategic Direction #3 Community Engagement

Initiative	Action	Status	Evaluation
3.1.0 Building Replacement discussion	It is proposed that work on this initiative begin in 2014.	<b>Not started</b> Underway On track Completed Date:	
3.2.0 Publish column in local newspaper to inform public of integrated policing involvement		<b>Not started</b> Underway On track Completed Date:	
3.3.0 Publish overview page on municipal website to inform public of integrated policing involvement	Chief Fisher is in the process of drafting descriptions of each unit and the costs associated for Oak Bay's participation. They should be loaded on the website by November 1.	Not started <b>Underway</b> On track Completed Date:	
3.4.0 Publish guide on department website to inform the public about calling 911 and general dispatch	Heather Fyfe is developing a presentation that will be loaded onto our department website. A copy of the presentation will also be provided to the municipal Emergency Preparedness Co-ordinator so that she can distribute it as well at some of her public meetings and presentations.	Not started <b>Underway</b> On track Completed Date:	

## Strategic Direction #4 Developing Our Employees

Initiative	Action	Status	Evaluation
4.1.0 Develop formal recruitment process	<p>Changes have been implemented to our departmental recruiting process. On our most recent recruitment, advertisements were placed in local media and we received several applications. Prospective applicants now attend a peer panel interview with a member of the Association Executive, a patrol Constable, and one of our civilian support staff. That panel is asked to create a short list of candidates for consideration by the Chief and Deputy Chief. A second interview with the Chief and Deputy is held at which point a recommended candidate is identified. That candidate then has to pass psychological testing, a polygraph examination, and background reference and security checks. Departmental policy has been amended to reflect these changes and will be presented at the September Police Board meeting for review and approval.</p>	<p>Not started Underway <b>On track</b> Completed Date:</p>	
4.2.0 Develop Employee Assistance program	<p>At the Labour-Management meeting in April we discussed an appropriate training program for the second member to attend. Constable Junio has been identified as one of the EAP members. Constable Eric Payne has been selected as the second EAP member. Arrangements have been made for Constable Payne to attend the International Critical Incident Stress Foundation training course this September in Seattle. He will be attending the training seminars on Individual Crisis Intervention and Peer Support as well as the program on Suicide Prevention, Intervention and Postvention.</p>	<p>Not started Underway <b>On track</b> Completed Date:</p>	

<p>4.3.0 Develop integrated training opportunities with other agencies</p>	<p>Candidate spots were offered to outside agencies to attend the mountain bike course we held locally in June of this year. We had two Langford bylaw employees attend.</p> <p>We were offered one spot on a Saanich PD bike course that was held in August. We were unable to send a member due to illnesses and summer leave issues.</p> <p>Sergeant Maxwell, Constables Wagnell, Thompson and Chanin are attending a training seminar in September hosted by the Canada Border Services Agency in Victoria.</p> <p>Two of our officers are attending a Civil Forfeiture Training session with the Civil Forfeiture Office and other local police departments on September 18.</p>	<p>Not started Underway <b>On track</b> Completed Date:</p>	
<p>4.4.0 Develop in-house training sessions for Reserve Constables</p>	<p>Sergeant Craib and Constable Hickey have developed a training package for a half day session with the Reserve Constables. Areas covered will include: legal updates, local policy updates, and Speed Watch.</p>	<p>Not started <b>Underway</b> On track Completed Date:</p>	