

Quarterly Report – December 2014

Oak Bay Police Department

2013–2017 Strategic Plan

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

Initiative	Action	Status
1.1.1 Crime Prevention Presentations For Seniors	<p>Cst. Rick Anthony, our Community Liaison Officer has developed a comprehensive program focused on protecting seniors from fraud. He has delivered sessions to:</p> <p>January 27th - Uplands Golf Course – PROBUS service club seniors fraud and safety talk to 30 people</p> <p>April 10th - RBC Seniors Fraud talk to 25 people</p> <p>May 13th - Carleton House fraud talk to 30 people</p> <p>June 25th - Shannon Oaks - Fraud talk to 15 people</p> <p>July 17th - Oak Bay United Church - woman’s safety talk to 22 people</p> <p>August 25th – Oak Bay Rotary Fraud talk to 45-50 people</p> <p>Nov. 07 – Oak Bay Block Watch Captains Appreciation Dinner to 60 people</p>	<p>This initiative has been completed. A new topic will be explored for 2015.</p>

<p>1.1.2 In Service Elder Abuse Awareness Training For Police Officers</p>	<p>Cst. Rick Anthony has presented on Elder Abuse Awareness to all the department's platoons.</p> <p>He has also presented to the Area Chief's group and made two presentations to Saanich PD as part of their development sessions.</p>	<p>This initiative has been completed</p>
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Strategic Direction #1 Reduce Crime and Enhance Public Safety: Traffic Safety and Enforcement

Initiative	Action	Status
1.2.1 Speed Watch Program	<p>The Oak Bay Police Department Reserve Program conducts the Speed Watch sessions. There were 4 outings in 2014.</p> <p>OBPD and the District of Oak Bay have each purchased a fixed speed reader board that can be placed at designated areas of concern. This is managed by the Community Liaison Member. The fixed reader boards were placed in school zones around Willows Elementary as a trial.</p>	<p>Ongoing</p> <p>The fall of 2014 was used as a trial for the new fixed boards. A more comprehensive plan will be used in consultation with the municipal traffic engineers in 2015.</p>
1.2.2 Active Transportation to Schools	<p>On May 23, 2014 a bike rodeo was conducted at Willows Elementary School with 120 Grade 4 students involved.</p> <p>On June 11, 2014 a bike rodeo was conducted at Glen Lyon Norfolk School with 50 Grade 5 students involved.</p> <p>On May 26, 2014 a bike rodeo was conducted with a Beaver Group.</p> <p>On May 29, 2014 a bike train took place with students of all age at Willows Elementary School.</p> <p>Oak Bay Police members escorted the student volunteers from the Willows School cross walk program to an appreciation lunch hosted by the Oak Bay Kiwanis Club.</p> <p>On November 29 Oak Bay Police had a presence at the 3rd Annual Oak Bay Bike Festival</p>	<p>This will be carried forward for the 2014/2015 school year.</p>

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

Initiative	Action	Status
<p>1.3.1 Delivery of WITS and LEADS programs to elementary students</p>	<p>WITS (K-3) and LEADS (4-5) were delivered at Willows Elementary to a total of 17 classes.</p> <p>WITS was introduced for to the Glen Lyon Norfolk School to students in K - 1 (5 classes). The positive response leads us to believe they will be open to expanding the age groups next year.</p>	<p>The sessions are complete for the 2013/2014 school year.</p> <p>These programs are being conducted again for the 2014/2015 school year. The first semester only saw it delivered to 80 students in Kindergarten and Grade on at the Glen Lyon Norfolk Private School. The public schools have not made room due to the delayed school year start.</p>
<p>1.3.2 Delivery of PARTY (Prevent Alcohol and Risk Related Trauma In Youth) program to Grade 10 students</p>	<p>The PARTY program is delivered to all Grade 10 students at Oak Bay High School. The format was 6 stations where the students could go from one station to the next where they heard 22 minute presentations. .</p> <p>Presentations on mental health awareness and related self-medication/substance abuse were made to Grade 9 and 11 students at Oak Bay High School (600 students). This was done during sessions held in February, March, and April.</p>	<p>The program is complete for the 2013/2014 school year.</p> <p>The PARTY program was conducted again for the 2014/2015 school year in Oct. and Nov. 2014 with 200 students attending.</p> <p>The mental health awareness initiative will be assessed for the 2014/2015 school year, taking part in the spring of 2015.</p>

1.3.3 Participate In Greater Victoria Police Camp	There was no police camp held during the Spring Break in 2014.	It is unclear if there will be a camp held in 2015. We will monitor.
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Strategic Direction #1 Reduce Crime and Enhance Public Safety – Police Visibility

Initiative	Action	Status
<p>1.4.1 Police Post and High Visibility Policing</p>	<p>The department’s high visibility efforts are monitored and reported on semi-annually.</p> <p>January to June 2014.</p> <p>Police Post – 115 hours Bike Patrols – 111 hours Foot Patrols – 256.5 hours Marine Patrols – 19 hours Static Traffic Monitoring – 417.5 hours</p> <p>July to December 2014</p> <p>Police Post – 147 hours Bike Patrols – 70.5 hours Foot Patrols – 395.5 hours Marine Patrols – 74 hours Static Traffic Monitoring – 275 hours</p>	<p>Ongoing</p>
<p>1.4.2 Mountain Bike Training</p>	<p>This training did not taken part this year.</p>	<p>There were limited opportunities this year. We will continue to identify a training opportunity within the CRD as there are some new members requiring this training. This will likely take place in spring of 2015.</p>

1.4.3 Police-Student Sporting Event	On February 29, 2014 Oak Bay Police members took part in a Dodge Ball game with the Leadership Class at Monterey Middle School. The Oak Bay Fire Dept. also had firefighters take part.	Completed for the 2014 calendar year. We will bring this forward for 2015.
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Strategic Direction #2 Integration – Leveraging Area Expertise and Sharing Resources

Initiative	Action	Status
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	There have been no short term secondments in 2014. There were investigations where members worked with other departments but for limited time frames. We have also had patrol members freed up to work with the Detective Office on individual investigations	This will be an ongoing initiative. Resourcing challenges in 2014 made this difficult to achieve. We will continue to seek this out in 2015
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.	Completed in January 2013.
2.4.0 Annual training by Integrated Mobile Crisis Unit	This training was delivered to all members in October 2013. One new member to the department received this training in May 2014. Local emergency room staff presented to each platoon on Personality Disorders, completed in June to August 2014.	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.

Strategic Direction #3 Community Engagement

Initiative	Action	Status
3.1.0 Building Replacement discussion	<p>A Facility Review was prepared in October 2013. This report highlighted the condition of key areas such as the roof and plumbing along with some needs identified by staff. This assisted in the discussion around a building replacement.</p> <p>Our annual budget proposal will include an allocation of \$25,000.00 each year to build adequate funds for a professional building assessment study.</p>	Ongoing
3.2.0 Publish column in local newspaper	Cst. Rick Anthony, our Community Liaison Officer had been writing a weekly column in the Oak Bay News. He highlighted traffic concerns and general public safety matters. In July 2014 the Oak Bay News indicated they could no longer commit the space in the paper so we will be submitting items as important topics come up.	Cst. Anthony will be meeting with the new editor of the Oak Bay News to discuss a format for submitting articles for publication.
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. Our contributions are at the 2013 rates. These will be reviewed for accuracy.	This will be carried forward to 2015 to have the rates published as we were waiting for the 2015 budget process.
3.4.0 Publish guide on department website to inform the public about calling 911 and general dispatch	<p>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.</p> <p>Ms. Fyfe presented at the 2013 Block Watch appreciation dinner. The municipal Emergency Preparedness Co-coordinator was present as well.</p>	Completed February 2014
3.5.0 School Liaison Officer will meet with the school based Parent Advisory Committees	<p>There were no meetings in 2014.</p> <p>There was meeting with the Willows PAC group in Oct. 2014 and one planned for the Monterey PAC group on Jan. 15,</p>	The new school liaison member will meet with the PAC groups in the 2014/2015 school year.

Strategic Direction #4 Developing Our Employees

Initiative	Action	Status
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	<p>Cst. Eric Payne attended Peer Support Training on September 20-22, 2014.</p> <p>Cst. Dorothy Junio is planned for the training in October 2014.</p> <p>Policy around the EAP was added to our policy manual on February 26, 2014. Csts. Payne and Junio are the peer support officers.</p>	Completed Date: February 26, 2014.
4.3.0 Develop integrated training opportunities with other agencies	<p>April 2014 the Saanich Forensic Identification Service presented to our members on the services they provide and tips on crime scenes, evidence protection, and new techniques.</p> <p>June 2014 the Conservation Service provided training to our members on the services they provide and information relevant to the police.</p> <p>December 2014 the Oak Bay Fire Dept. provided training to our members on attendance to fires and joint fire investigations.</p> <p>The Greater Victoria Emergency Response Team provided training to all supervisors and acting supervisors on first responder actions upon arrival at barricaded persons matters.</p>	This will be an ongoing initiative carried forward into 2015.

<p>4.4.0 Develop in-house training sessions for Reserve Constables</p>	<p>In 2013 Sergeant Craib and Constable Hickey developed and delivered as training package for a half-day session with the Reserve Constables. Areas covered to include: legal updates, local policy updates, and Speed Watch. In 2014 Reserve members were given access to on line police based training.</p> <p>We did not deliver anything in 2014.</p>	<p>There has been some transition in the Community Policing Unit that manages the program. A strategy has been put in place to ensure the training is delivered.</p> <p>There is a training session being planned for February 2015.</p>
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