

Quarterly Progress Report – February 2014

Oak Bay Police Department

2013–2017 Strategic Plan

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

Initiative	Action	Status	Evaluation
<p>1.1.1 Crime Prevention Presentations For Seniors</p>	<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>February 2014 Update</p> <p>This spring Constable Anthony replaced Constable Junio as our Community Liaison Officer. He has developed a presentation for seniors groups and delivered a presentation to the January meeting of the Probus Club of Oak Bay meeting at the Victoria Golf Course.</p>	<p>Not started</p> <p>Underway On track Completed</p> <p>Date:</p>	

<p>1.1.2 In Service Elder Abuse Awareness Training For Police Officers</p>	<p>Appropriate and up to date community support agency contact information is being compiled prior to this presentation being provided to officers.</p> <p>February 2014 Update</p> <p>Constable Anthony has developed a thirty minute training presentation for police officers. He has presented the session to all four platoons at our department over the past month.</p> <p>At the recent Area Chiefs meeting I offered to have him present to police officers from other departments in the Capital Regional District as well. He will start by making a presentation to the Area Police Chief meeting on March 6, 2014.</p>	<p>Not started Underway On track Completed Date:</p>	
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Strategic Direction #1 Reduce Crime and Enhance Public Safety: Traffic Safety and Enforcement

Initiative	Action	Status	Evaluation
<p>1.2.1 Speed Watch Program</p>	<p>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.</p> <p>February 2014 Update</p> <p>The Reserves have conducted two more Speed Watch deployments over the past two months.</p>	<p>Not started Underway On track Completed Date:</p>	
<p>1.2.2 Active Transportation to Schools</p>	<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>Not started Underway On track</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> <p>February 2014 Update</p> <p>On November 29, 2013, Constable Thompson and Chief Fisher participated in bike trains from Monterey Middle School and Allenby Park to Willows Elementary School with the Oak Bay Community Association.</p>	<p>Completed Date:</p>	
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Strategic Direction #1 Reduce Crime and Enhance Public Safety: Youth Crime Prevention

Initiative	Action	Status	Evaluation
<p>1.3.1 Delivery of WITS and LEADS programs to elementary students</p>	<p>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.</p> <p>February 2014 Update</p> <p>Constable Chanin is currently teaching WITS to grades K-3 at Glen Lyon Norfolk and Willows School. The program is new to GNS this year and the staff and students are quite pleased with the program thus far.</p>	<p>Not started Underway On track Completed Date:</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 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.</p> <p>February 2014 Update</p> <p>There have been three separate presentations of the PARTY program to Oak Bay students. These presentations were completed in November and December. This meets the commitment for this school year.</p>	<p>Not started Underway On track Completed Date:</p>	

<p>1.3.3 Participate In Greater Victoria Police Camp</p>	<p>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.</p> <p>Area Chiefs have recently decided to not proceed with a Greater Victoria Police Camp in 2014. Concerns were raised about the level of time commitment to organize the camp and the impact that time commitment was having on other organizational priorities in some of the police departments. The issue will be discussed again by the Area Police Chiefs in the fall of 2014 and a decision made about a possible camp in 2015.</p>	<p>Not started Underway On track Completed Date:</p>	
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Strategic Direction #1 Reduce Crime and Enhance Public Safety – Police Visibility

Initiative	Action	Status	Evaluation
<p>1.4.1 Police Post Expansion</p>	<p>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.</p>	<p>Not started Underway On track Completed Date:</p>	
<p>1.4.2 Mountain Bike Training</p>	<p>Chief Fisher taught a Police Mountain Bike User's Course on June 11-13, 2013, in Oak Bay. Constables Prill, Thompson, and Omoding, Reserve Constables Blackhall and Taylor and two Langford Bylaw officers attended the course.</p>	<p>Not started Underway On track Completed Date:</p>	

<p>1.4.3 Police-Student Sporting Event</p>	<p>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.</p> <p>On October 2, 2013, Chief Fisher, Deputy Chief Thom, Constables Chanin, Luedder, Omoding, Thompson, Lucas, and Reserve Constable Christensen played a soccer game with Monterey Middle School Students and members of the Oak Bay Fire Department at lunch.</p> <p>February 2014 Update</p> <p>On January 29, 2014 Chief Fisher, Deputy Chief Thom, Constable Anthony, Sergeant McMillan, Reserve Constable Blackhall and Christensen, attended Monterey Middle School and played dodge ball with about fifty students.</p>	<p>Not started Underway On track Completed Date:</p>	

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 Completed Date: 2013-04-29	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 Underway 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 Completed Date: 2013-01-31	
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.	Not started Underway On track Completed Date:	

Strategic Direction #3 Community Engagement

Initiative	Action	Status	Evaluation
3.1.0 Building Replacement discussion	<p>It is proposed that work on this initiative begin in 2014.</p> <p>February 2014 Update</p> <p>This issue was addressed in the budget approval process and the provisional 2014 Police Department budget has an allocation for \$25,000.00 to be directed towards a building assessment study.</p>	<p>Not started Underway On track Completed Date:</p>	
3.2.0 Publish column in local newspaper to inform public of integrated policing involvement		<p>Not started Underway On track Completed Date:</p>	
3.3.0 Publish overview page on municipal website to inform public of integrated policing involvement	<p>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.</p> <p>February 2014 Update</p> <p>Chief Fisher has prepared a document outlining descriptions of all of the integrated units that we participate in. The document lays out the responsibilities of each unit and the level of financial contribution the municipality is making to each unit. The document is currently with the Municipal Clerk for uploading and reformatting changes to the website.</p>	<p>Not started Underway On track Completed Date:</p>	

<p>3.4.0 Publish guide on department website to inform the public about calling 911 and general dispatch</p>	<p>Heather Fyfe is developing a presentation that will 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.</p> <p>February 2014 Update</p> <p>This guide has been prepared by Heather Fyfe and is ready to be uploaded to the website. The document is currently with the Municipal Clerk for uploading and reformatting changes to the website.</p>	<p>Not started Underway On track Completed Date:</p>	
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Strategic Direction #4 Developing Our Employees

Initiative	Action	Status	Evaluation
<p>4.1.0 Develop formal recruitment process</p>	<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>February 2014 Update</p> <p>The new recruitment policy has been approved, distributed to the membership, and added to our policy manual.</p>	<p>Not started Underway On track Completed Date: October 25, 2013</p>	
<p>4.2.0 Develop Employee Assistance program</p>	<p>At the April 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 On track Completed Date:</p>	

	<p>February 2014 Update</p> <p>Constable Payne has attended the Critical Incident Training Stress Foundation training course in Seattle.</p> <p>The draft policy has been developed this month and is being brought forward to the February Police Board meeting for review and approval.</p>		
4.3.0 Develop integrated training opportunities with other agencies	<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 On track Completed Date:</p>	
4.4.0 Develop in-house training sessions for Reserve Constables	<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 Underway On track Completed Date:</p>	