

Oak Bay Police Department -2015 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	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	These presentations are still in the planning stage as of this quarter.

1.1.2 In Service Elder Abuse Awareness Training For Police Officers	Sessions to local police agencies on Elder Abuse awareness	There has been no sessions held this quarter.
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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 to conduct Speed Watch sessions.</p> <p>Develop a community based Speed Watch Program</p> <p>The Community Liaison Officer to partner with the District of Oak Bay and facilitate 6 deployments of the fixed Speed Reader Board</p>	<p>In March the CLO met with the municipal engineer department to plan for the deployment of the speed reader board.</p>
1.2.2 Active Transportation to Schools	<p>The School Liaison Officer to coordinate the department's involvement in a series of school bicycle events such as bike rodeos and bike trains.</p> <p>To promote School Cross Walk programs.</p> <p>To take part in the annual Oak Bay Bike Festival.</p>	<p>February 2015 we took part in an appreciation lunch for the students involved in the Willows School crossing guard program.</p> <p>Bike rodeo events planned for next quarter.</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>To take steps to introduce these programs in the 2015/2016 school year.</p>	<p>Monterey School has indicated they will not be able to provide room in the curriculum to hold LEADS in the balance of this year. We will work on the 2015/2016 school year.</p> <p>Willows has WITS planned for next quarter.</p> <p>St. Michael's private school indicates they have their own programs. The SRO has asked to be included in their planned sessions.</p>
<p>1.3.2 Delivery of PARTY (Prevent Alcohol and Risk Related Trauma In Youth) program to Grade 10 students</p>	<p>Deliver this program in the 2015/2016 school year</p>	<p>The PARTY program to be held in the Fall.</p> <p>February 2015 there were 8 drug awareness presentations made to the grade 9 students at Oak Bay High.</p>

1.3.3 Participate In Greater Victoria Police Camp	Identify if there will be a Police Camp in the area in 2015.	There have been no plans for a 2015 Police Camp in 2015. It is felt it is too big of a project for Oak Bay to organize on behalf of the area's police departments.
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Strategic Direction #1 Reduce Crime and Enhance Public Safety – Police Visibility

Initiative	Action	Status
1.4.1 Police Post and High Visibility Policing	For the first quarter of 2015: Police Post: 48.5 hours Bike Patrols: 28.5 hours Foot Patrols: 171.5 hours Marine Patrols: 20 hours Static Traffic Enforcement: 168 hours	Ongoing
1.4.2 Mountain Bike Training	To seek out a Police Bike Training Course in 2015.	Saanich PD is planning on a training session the Fall of 2015. OBPD will reserve 2 spots.

1.4.3 Police-Student Sporting Event	To identify a youth bases sporting event Oak Bay PD members can take part in.	Our intention is to hold an event in the beginning of the 2015/2016 school year in the Fall.
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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	Seek out opportunities in 2015	To date we have had one member involved in a matter that cannot be discussed in this report.
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.	There has not been any related training held in the first quarter.

Strategic Direction #3 Community Engagement

Initiative	Action	Status
3.1.0 Building Replacement discussion	To continue the building replacement process through the District of Oak Bay Strategic Plan Priority on Infrastructure	Ongoing There is a 2015 budgeting item for a Needs Analysis Assessment for the police department and fire department. A service provider is currently being sought
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	January 27, 2015 Interview with the Oak Bay News on a Robbery Prevention Program. The in-service training is being developed.
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.	Not completed in first quarter. We did update the website with new Police Information Check procedures.
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.	No meetings this quarter.

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	To seek out training opportunities in 2015 and deliver training at Oak Bay Police Dept. musters.	<p>Ongoing</p> <p>March 2015 a series of Bank of Canada counterfeit presentations were made to the platoons.</p> <p>February 2015 the Restorative Justice Victoria presented to the platoons as the new service provider for OBPD.</p> <p>March 2015 The new Crimestoppers program representatives presented to the platoons.</p>

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.	This is ongoing as we transition to the new Support Services Sgt. in spring 2015.
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