



**OBJECTIVE**

**To create a Strategic Action plan for Central Saanich Police Service by November 30<sup>th</sup> 2009 for the years 2010 and 2011. This plan flows from the Priorities and Objectives established by the Central Saanich Police Board Strategic Plan approved in November 2009.**

<p><b>1. Legal Standards and Protection of Liability</b></p> <p><b>Goal:</b></p> <p><i>Provide ongoing evaluation toward the protection of liability and risk management ensuring compliance with the Police Act and legal standards.</i></p>	<ul style="list-style-type: none"> <li>▪ The administration manager will create an audit schedule to ensure compliance of Provincial Standards and forward a report to the Deputy Chief Constable by April 1<sup>st</sup> yearly.</li> <li>▪ The Deputy Chief Constable or his designate will conduct bi-annual reviews of the audit schedule and ensure compliance.</li> <li>▪ Ongoing reporting to the Chief Constable and Police Board</li> </ul>	<p>Annually (April 1<sup>st</sup>)</p> <p>Bi-Annually</p> <p>On-Going</p>
<p><b>2. Human Resources</b></p> <p><b>Goal:</b></p> <p><i>Build and maintain the organizational capacity to respond to community needs.</i></p>	<p>A. Selection, recruitment and retention</p> <ul style="list-style-type: none"> <li>• The Executive officers will continue to utilize the four stage hiring criteria for new personnel. These are bench marking evaluations, medical testing, background interviews as well as peer panel interviews.</li> <li>• The Chief Constable or his designate will conduct exit interviews of non-retiring members.</li> </ul> <p>B. Support of professional and personal development</p> <ul style="list-style-type: none"> <li>• The administration manager will create an enhanced tracking process by April 1<sup>st</sup> yearly to ensure the police service is maintaining individual, Departmental and Provincial training standards.</li> <li>• The training officer will meet yearly with supervisors to assess future training.</li> </ul>	<p>Annually (April 1<sup>st</sup>)</p> <p>Annually</p>



<p><b>3. Respond to community concerns regarding crime, safety and security</b></p> <p><b>Goal:</b></p> <p><i>Build and maintain the organizational capacity to respond to community needs.</i></p>	<p>Dispatch process</p> <ul style="list-style-type: none"> <li>• The administration manager will hold bi-annual quality assurance meetings with the Victoria OCC supervisor and provide a report to the Deputy Chief Constable.</li> <li>• Supervisors will conduct bi-annual reviews of random priority one and priority two calls for quality control and provide a report to the Deputy Chief Constable.</li> <li>• Supervisors will meet annually with Sidney RCMP supervisors and the Victoria OCC manager for quality control and provide a report to the Deputy Chief Constable.</li> <li>• Supervisors will conduct quarterly assurance reviews of random criminal investigations and provide a report to the Deputy Chief Constable.</li> </ul>	<p>Bi-Annually</p> <p>Bi-Annually</p> <p>Annually</p> <p>Quarterly</p>
<p><b>4. Police Enforcement and Public Education</b></p> <p><b>Goal:</b></p> <p><i>Conduct a yearly review of services the agency provides to Seniors, Youth and the Business community. The review will also include Traffic Safety initiatives.</i></p>	<ul style="list-style-type: none"> <li>▪ The Community Liaison Officers will complete a needs assessment, by April 1<sup>st</sup> yearly, of programs offered to youth, seniors and the business community and forward a report to the Deputy Chief Constable.</li> <li>▪ The Police Service will identify a traffic safety officer. This officer will complete an environmental scan and implementation plan within six months of assuming the role and forward the report to the Deputy Chief Constable.</li> </ul>	<p>Annually April 1<sup>st</sup></p> <p>Within 6 Months</p>



<p><b>5. Effective Communication</b></p> <p><b>Goal:</b>  <i>Conduct a yearly review of internal and external communication strategies with a goal to improve information sharing within and outside the Police Service.</i></p>	<p>A. Internal Communication:</p> <ul style="list-style-type: none"> <li>• The Community Liaison officers, Traffic Safety officer and General Investigation division will provide monthly activity reports to the Deputy Chief Constable and attend management meetings on a quarterly basis.</li> <li>• The information technology representative will assess the viability of an Intra-Net system and forward a report to the Deputy Chief Constable by March 2010.</li> </ul> <p>B. External Communication:</p> <ul style="list-style-type: none"> <li>• The media relations officer will coordinate the writing of at least two articles (yearly) to be considered for publication in local media on police related topics.</li> <li>• The Executive officers and the Police Board will continue to meet quarterly with Central Saanich Council.</li> <li>• Police Officers will make presentations to the Police Board on specific topics or investigations as directed by the executive officers.</li> </ul>	<p>Quarterly</p> <p>03/10</p> <p>Annually</p> <p>Quarterly</p>
<p><b>6. Review of the Strategic Plan</b></p> <p><b>Goal:</b>  <i>Measure the progress and effectiveness of the strategic plan.</i></p>	<ul style="list-style-type: none"> <li>▪ The Police Board and will monitor the progress of the Strategic Plan.</li> <li>▪ The Chief Constable will conduct bi-annual reviews of the strategic plan.</li> </ul>	<p>Bi-Annually</p>