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VicPD 2008 – 2010 Strategic Plan

Goal 4 – Invest in the Best

2008 Annual Report

Performance Measures:

Measurement	2008	2009	2010
completion of probation requirements	100%	100%	100%
number of new applicants to VicPD	Increase by 10%	Increase by further 15%	Increase by further 20%
retention rates	90% of all staff	90% of all staff	90% of all staff
employee engagement and satisfaction	Establish benchmark	Increase	Increase
percentage of partnerships analyzed	33%	33%	33%
annual performance appraisals	100% completion	100% completion	100% completion

Measurement #1 - Completion of Probation requirements:

PROBATION NUMBERS	2007	2008
total # on probation	21	13
total # completed probation	20	12**
% completed	95%	92%

** One recruit is currently on extended probation

Measurement #2 - Number of new applicants to VicPD:

NEW APPLICANTS to VicPD	2007	2008
recruit applicants	75	120
exempt applicants	9	19
total # of applicants	84	139
percentage change	-8%	65%

Measurement #3 - Retention rates:

RETENTION RATE - CIVILIAN	2007	2008
civilian resignations	8	4
total civilian employees	82	84
retention rate	90.3%	95.3%

RETENTION RATE - POLICE	2007	2008
police resignations	6	12
total police officers	240	251
retention rate	97.5%	95.3%

OVERALL RETENTION RATE	2007	2008
police / civilian resignations	14	16
total police / civilian employees	322	335
Retention rate	95.7%	95.3%

Measurement #4 - Employee engagement and satisfaction:

This initiative has been put on hold and will be re-visited with Chief Graham.

Measurement #5 - Percentage of partnerships analyzed:

One of the performance measures within Goal 4 – Invest in the Best was to conduct an analysis of 33% of our partnerships each year. In 2008, the department participated in twelve¹² different partnerships, meaning four of these partnerships required analysis in 2008.

The following criteria were used to determine the effectiveness of each partnership:

- Review each partnership through the lenses of the strategic plan and determine if it supported the goals of our strategic plan
- Determine the direct benefit(s) to the department from the partnership
- Determine how beneficial the partnership was for personal and professional development of our police officers
- Examine the global benefit of a partnership if it was formed as part of a larger regional or provincial unit

The Human Resources Division, in consultation with the Chief Constable and Deputy Chief Constable, analyzed the following four partnerships and recommended the following:

1. Integrated Municipal Provincial Auto Crime Team (IMPACT) – maintain partnership
2. Integrated Road Safety Unit (IRSU) – maintain partnership
3. Justice Institute of British Columbia (JIBC) – maintain partnership
4. Ministry of Public Safety and Solicitor General – Civil Forfeiture Office (CFO) – do not renew partnership

A comprehensive report summarizing each partnership is available upon request.

Measurement #6 - Annual performance appraisals:

PERFORMANCE APPRAISAL COMPLETION RATES	2007	2008
civilian employees	35%	76%
police officers	48%	53%