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VicPD 2008 – 2010 Strategic Plan

Goal 4 – “Invest in the Best”

2009 Final Report

Performance Measures		2008	2009	2010
Measurement 1	completion of probation requirements	100%	100%	100%
Measurement 2	number of new applicants to VicPD	Increase by 10%	Increase by further 15%	Increase by further 20%
Measurement 3	retention rates	90% of all staff	90% of all staff	90% of all staff
Measurement 4	employee engagement and satisfaction	Establish benchmark	Increase	Increase
Measurement 5	percentage of partnerships analyzed	33%	33%	33%
Measurement 6	annual performance appraisals	100% completion	100% completion	100% completion

Measurement #1 - Completed Probation requirements:

PROBATION NUMBERS	2008	2009
total # on probation	13	13
total # completed probation	13**	13
% completed	100%	100%

** One recruit was on extended probation

Measurement #2 - Number of new applicants to VicPD:

NEW APPLICANTS to VicPD	2007	2008	2009
recruit applicants	75	120	131
exempt applicants	9	19	10
total # of applicants	84	139	141
percentage change	N/A	+61%	+1%

Measurement #3 - Retention rates:

RETENTION RATE - CIVILIAN	2008	2009
civilian resignations	4	2
total civilian employees	84	101
retention rate	95.3%	98%

RETENTION RATE - POLICE	2008	2009
police resignations	12	4
total police officers	251	254
retention rate	95.3%	98.8%

OVERALL RETENTION RATE	2008	2009
police / civilian resignations	16	6
total police / civilian employees	335	355
Retention rate	95.3%	98.3%

Measurement #4 - Employee engagement and satisfaction:

This initiative is an HR priority for 2010.

Measurement #5 - Percentage of partnerships analyzed:

One of the performance measures within Goal 4 – Invest in the Best was to conduct an analysis of our partnerships each year. By the end of 2009, due to financial challenges the department was only participating in 3 permanent partnerships.

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 analyzed the following partnerships and recommended the following:

1. Combined Forces Special Enforcement Unit (CFSEU) – maintain partnership.
2. Integrated Road Safety Unit (IRSU) – maintain partnership.
3. Justice Institute of British Columbia (JIBC) – maintain partnership.

Measurement #6 - Annual performance appraisals:

PERFORMANCE APPRAISAL COMPLETION RATES	2008	2009
civilian employees	76%	76.8%
police officers	53%	44.3%

Increased commitment to performance appraisals is a priority for 2010.

Inspector Les Sylven
 OIC Human Resources Division
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