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Report to Victoria Police Board

Date: January 18, 2011

Subject: Framework re: 2011 Strategic Plan

Purpose

This report is for: INFORMATION DECISION (check one)

Executive Summary

The 2008-2010 Strength and Spirit strategic plan concluded Dec 31, 2010. Chief Graham and the police board are committed to creating a new strategic plan that will set clear direction and focus for the organization. A three-day planning session, involving a cross-section of 43 participants, was held in September 2010 to create a framework for a new strategic plan.

Based on the statutory requirements of the Police Act, the board is required, in consultation with the chief constable, to develop a strategic plan. The department is seeking board approval of the framework for the new strategic plan.

Chief Constable Comment

Chief Graham fully supports the framework of the 2011 strategic plan.

Previous Board Policy or Decisions

The police board reviewed and approved the previous 2008-2010 strategic plan.

Discussion

The department is seeking board approval.

Stakeholder Consultation

The framework for this strategic plan was developed by consensus from a group of 43 participants which included police board members, senior police managers, police officers and civilian employees and members from the community.

Risk Management Implications

Under the Police Act there is a statutory requirement for the municipal police board, in consultation with the chief constable, to determine the priorities, goals and objectives of the municipal police department.

Staffing Implications

n/a

Collective Agreement Issues

n/a

Financial or Budget Implications

There will be additional costs to rollout a new strategic plan as it will need to be marketed internally and externally. The Public Affairs Section will create a reasonable budget and use funds from our existing police budget.

Recommendation

The department is seeking the board's approval to accept and approve the framework for the 2011 strategic plan.

Follow-up, Monitoring or Reporting Back Dates Required

Deputy Chief Manak will provide monthly updates to the police board regarding the development of the five Bold Steps.

Attachments

One-page document - Framework re: 2011 Strategic Plan

Framework re: New Strategic Plan

Mission Statement:

We are trusted by the public to keep people safe by enforcing the law and ensuring peace and order

Core Values:

Integrity – We always act with the highest ethical standards. Our integrity drives us to serve with honor and courage.

Accountability – We are accountable to the public and will communicate with openness and transparency.

Respect – We build strong relationships by treating everyone with fairness, compassion and respect.

Professionalism – We continuously strive for excellence, demonstrating the highest standards of competence, leadership and professionalism.

Bold Steps:

1. Enhancing Operational Effectiveness (Inspector Jamie Pearce and Ms. Darlene Perry)
2. Developing the Best (Inspector Les Sylven)
3. Improving Communication (Inspector Steve Ing)
4. Regionalizing Public Safety (Inspector Clark Russell)
5. Building Capacity Through Relationships (Inspector John Craig)

2020 Central Vision Goal:

Within 10 years, our compelling Central Vision Goal is to be Canada's Safest Region

Strategic Vision Goals: We will know we have achieved our vision when:

- We are a successful *regional force* offering a new model of policing in North America.
- We are a recognized *leader in innovative policing*.
- We are rated as a *top employer* in Canada.
- Our policing effectiveness is enhanced by *strong community partnerships, confidence and support*.
- Citizens and visitors feel safe in *Canada's safest city*.