

KRPF STRATEGIC PRIORITIES ANNUAL PERFORMANCE PLAN STATUS AND PROGRESS REPORT

On track: 

On track but some issues: 

Off track: 

COMMUNITY SAFETY & CRIME PREVENTION

Objective: *Implement crime prevention initiatives, AREA OF FOCUS serious crime and identified community crime trends, and respond effectively to citizen calls for service.*

TRAFFIC SAFETY

Supporting Initiatives

Develop a communication strategy targeting traffic issues raised by the community.

- **This was surpassed through weekly social media educational posts and Youth Traffic Initiative**

Measure: Number of educational campaigns targeting traffic issues **Traffic** Target: 4 

Develop a traffic enforcement strategy using analytics to proactively manage traffic safety concerns.

- **Accomplished**
- **Overall increase of 20%**

Measure: Monthly traffic enforcement report **Insp. Operations** Target: 12 

Measure: Number of moving violations by patrol/traffic **Insp. Operations** Target: 2% increase per platoon 

Promote, initiate, and participate in Traffic Joint Force Operations

- **Completed over 10 Joint Force Operations**

Measure: Number of Joint Force traffic Operations **Insp. Operations** Target: 3 

PRIORITY NEIGHBOURHOODS

Supporting Initiatives

Establish opportunities for consultation and engagement to provide the community a voice to improve outcomes for priority populations.

Increase community partnerships to improve access to resources.

- **Conducted 1 consultation with a priority neighbourhood. Chief attended a number of events hosted by Saint John New Commers at various locations.**
- **A community wide consultation was conducted and actioned in late 2022 for 2023**

Measure: Number of priority neighborhood community consultations **Chief** Target: 2 / year 

Proactively initiate projects to increase awareness and promote programs targeting community issues e.g. Adopt-a-Neighborhood; foot patrols.

- **More foot Patrols now than ever**
- **Every platoon completed at least one community project**
- **These items are monitored quarterly on the Ops Briefing results**

Measure: Number of foot patrols conducted by each platoon **Insp. Operations** Target: 4 per month/Platoon 

Measure: Number of community projects **Insp. Operations** Target: 2 projects/year/neighborhood 

INTIMATE PARTNER VIOLENCE

Supporting Initiatives

Conduct Management Review of IPV Files / Investigations

- **Management Review completed and we received high scores**

Measure: Number of IPV file Management Reviews <i>Insp. Operations</i>	Target: 1	
--	-----------	--

Improve response and investigations of intimate partner occurrences.

- **Adopted Coordinated Community Response and was presented in Block Training.**

Measure: Bi-Annual report identifying issues with mitigating solutions <i>DC</i>	Target: Year 2	
--	----------------	--

Develop a communication strategy to improve public education to raise awareness of family violence as a community issue.

- **Two presentations completed**

Measure: Number of IPV education campaigns <i>Insp. Operations</i>	Target: 1/year	
--	----------------	--

YOUTH

Supporting Initiatives

Improve the ability to proactively manage or respond to potential violence involving youth.

Increase collaboration and improve communication with Provincial coordinator, Violence threat and Risk Assessment (VTRA), Integrated Service Delivery (ISD) and other partners - ANIKA

- **5 Youth charged in 2023**

Measure: Number of youth charged criminally <i>Insp. Operations</i>	Target: Reduction from 3-year average	
---	---------------------------------------	--

Develop strategy to better understand and address youth issues in schools *CPO*

- **Surpassed**
- **Completed**

Measure: Number of consultations with youth community partners <i>Insp. Operations</i>	Target: 2 per year	
--	--------------------	--

Measure: Present recommendations to SLT <i>Insp. Operations</i>	Target: By end of first quarter 2023	
---	--------------------------------------	--

Increase officer interactions with youth in school *CPO*

- **Every platoon did at least 1 presentation. There was no Community Relations Officer in 2023.**

Measure: Number of school presentations on youth-related topics <i>Insp. Operations</i>	Target: 10 Presentations at Middle and High schools directed at youth, parent and school officials; 1 per platoon; 6 by community relations	
---	---	--

EMPLOYEE ENGAGEMENT AND WELL-BEING

Objective: Foster a healthy, safe and inclusive environment that supports employee well-being and engagement.

INDIVIDUAL HEALTH AND WELL-BEING

Supporting Initiatives

Develop and deliver a calendar of annual wellness-related learning opportunities and events

- **Monthly Lunch & Learns, Block Training included Diversity Related Topics, Conflict Resolution Training offered to all sergeants**

Measure: Number of annual wellness-related learning opportunities <i>HR</i>	Target: 12 – establish baseline attendance in year one	
---	--	--

Facilitate access to wellness-supporting resources e.g., on-site access to health professionals; health-risk assessments; vaccine clinics; etc)

<ul style="list-style-type: none"> Offered two vaccine/health screening clinics. Supported meal/team building events for platoon units. Christmas pancake breakfast, various employee appreciation initiatives. 			
Measure: Number of wellness-supported events	Wellness Committee	Target: 1/quarter – establish baseline attendance in year one	
Explore opportunities to promote and support healthy living and work life balance in a policing environment.			
<ul style="list-style-type: none"> Haleo sleep clinic, What Wellness Means to Me Monthly Draw, Upgraded Blue Cross Health Benefits program 			
Measure: Number of health promotion pilot projects	Wellness Committee	Target: 2	
OCCUPATIONAL HEALTH AND SAFETY			
Supporting Initiatives			
Improve uniform and equipment inventory/management program.			
<ul style="list-style-type: none"> On track. New position identified for near future. 			
Measure: Situational Analysis with proposed improvements	Insp. Admin.	Target: By end of first year	
Develop and implement annual core training plan for all divisions/units/SLT that includes annual legislative requirements and current hot topics in policing.			
<ul style="list-style-type: none"> Training has been identified in accordance with specific unit needs. 			
Measure: Divisional Unit Training Plans	Insp. Admin. HR	Target: 100%	
Develop/improve physical spaces that support well-being (e.g. outdoor spaces for relaxation; kitchen; quiet room; outdoor meeting space; gym/garage)			
<ul style="list-style-type: none"> Have identified outdoor space. New equipment has been purchased including gym equipment, Guardian Lights for officers, portable radios, parking lot lights, office furniture for various offices 			
Measure: Number of wellness-supporting areas	Wellness Committee	Target: 4	
ORGANIZATIONAL CULTURE			
Supporting Initiatives			
Develop an internal communications strategy that improves communication across all levels of the organization (includes management/union; members at work, members on leave and retirees)			
<ul style="list-style-type: none"> Still pending 			
Measure: KRPF Internal Communications Plan	SLT	Target: Year 2	
Continue implementation of competency-based Performance Management model			
<ul style="list-style-type: none"> This is now how we do business. 			
Measure: Number of completed performance agreements	HR	Target: 100%	
Develop and implement leadership skills development program.			
<ul style="list-style-type: none"> Three events held. Also sought external expertise 			
Measure: Number of leadership skills development opportunities for Sgt/Cpls	HR	Target: 2	
WORKFORCE PLANNING			
Supporting Initiatives			
Conduct an annual organizational/position review			
<ul style="list-style-type: none"> Succession Planning Committee & Policy developed on Position Reassignment 			
Measure: Presentation of recommendations to SLT	Insp. Admin	Target: By end of 3 rd quarter	
Develop succession plans for at-risk positions and create knowledge transfer plans			
<ul style="list-style-type: none"> Completed 			
Measure: Annual Succession Planning Report / Action Plan	HR	Target: 1/year	

Measure: Present recommendations to SLT	Insp. Admin	Target: End of 3 rd quarter 2023	
<p>Conduct a comprehensive review of distribution of administrative duties.</p> <ul style="list-style-type: none"> This was completed and implemented. 			
Measure: Implement recommendations	Chief	Target: Year 2	
<h2>EXCELLENCE IN INVESTIGATIONS AND CRIME REDUCTION</h2> <p>Objective: <i>To be the safest community(s) in Canada</i></p>			
<h3>REDUCTION OF CRIME</h3>			
<p>Supporting Initiatives</p> <p>Develop an enhanced communication strategy for front line officers with recommendations to improve sharing of operational information.</p> <ul style="list-style-type: none"> This is in place. New daily reporting form was created and in use daily. This is shared with all staff. Intelligence file created and in use. Cst Curren received training. This is now how we conduct business. 			
Measure: Situational Analysis with proposed improvements	DC	Target: April 30, 2023	
<p>Create a Crime Reduction strategy</p> <ul style="list-style-type: none"> The practices are in place – daily hotel checks, increase in development of criminal intelligence, conditional release checks, sharing of intelligence within daily reports The strategy and action plan has not been organized formally on paper. 			
Measure: Number of implemented crime reduction practices	Chief	Target: by April 30, 2023	
Measure: Finalized crime reduction strategy and action plan	Chief	Target: Year end 2023	
<h3>PUBLIC TRUST AND CONFIDENCE</h3>			
<p>Supporting Initiatives</p> <p>Improve public communication to increase community awareness of KRPF services</p> <ul style="list-style-type: none"> Meet a member, annual report, Cadet Sponsorship Program, Chief Year End Message, public awareness on K9 Unit, Oldies 96 			
Measure: Finalized Public Communication Strategy	DC	Target: Year end 2023	
<p>Increase transparency of appropriate KRPF strategic documents and policies</p> <ul style="list-style-type: none"> This is in place. Items such as budget and other reports are posted on our web page. We have also done interviews on local radio and in newspaper to talk about our direction, budgets, building expansion, etc. More to come There has been a significant increase of social media posts. This needs to continue to grow. 			
Measure: Number of KRPF policies posted on KRPF website	Chief	Target: 3 policies by May 30, 2023	
Measure: Number of social media posts	Insp. Admin	Target: Weekly	
<p>Conduct a comprehensive review of the recommendations outlined in the Chantal Moore Inquest</p> <ul style="list-style-type: none"> This was completed 			
Measure: Number of Moore recommendations implemented by KRPF	DC	Target: Year 2024	
<ul style="list-style-type: none"> Developed but not yet operationalized 			
Measure: Performance of the Chief of Police	Board Chair	Target: Implement comprehensive process in 2023	
<h3>SERVICE EXCELLENCE</h3>			
<p>Supporting Initiatives</p> <p>Included Quality of Investigations as a topic for Provincial Managerial review in 2023 and implement recommendations.</p> <ul style="list-style-type: none"> This was completed and included in the provincial Managerial Review recently conducted. 			
Measure: Situational Analysis with proposed improvements	DC	Target: Implementation by year end	

<p>Develop partnerships in the community to promote preparedness and business continuity in the event of a critical incident</p> <ul style="list-style-type: none"> This has been completed with a tabletop exercise with several stake holders at the table – EMO, Fire, EMS and others. 		
Measure: Number of multi-agency critical response exercises. DC	Target: 1/year	
<p>Deliver critical training for front line officers to best address policing realities around social media in schools, mental wellness calls (de-escalation), and management of critical event.</p> <ul style="list-style-type: none"> Verbal Judo, Sgt. Tabletop Critical Incident exercise, Critical Incident Command Course, CPKN Deescalation, Facebook Guide for Investigators, TikTok Lunch and Learn, ISD Presentation at Block Training 		
Measure: Number of learning opportunities on social media and youth Insp. Admin.	Target: 1 in 2023	
Measure: Number of learning opportunities toward Management of Critical Incidents Insp. Admin.	Target: 1 in 2023	
Measure: Number of learning opportunities toward responding to Wellness Checks, Mental health calls for service Insp. Admin	Target: 1 in 2023	
<p>Improve use of current technology to increase capacity and quality of investigations.</p> <ul style="list-style-type: none"> Policy was developed and implemented. Mapping of schools is underway. Also planning to map high profile properties. 		
Measure: Technology in Investigations Policy DC	Target: Deliver by August 30, 2023	
Measure: Number of maps of critical infrastructure in community DC	Target: 100% by year 3	
DIVERSITY, EQUITY AND INCLUSION		
Supporting Initiatives		
<p>In collaboration with various associations and community partners, create an anti-racism strategy</p> <ul style="list-style-type: none"> In progress 		
Measure: Finalize anti-racism strategy Insp. Operations	Target: 2024	
<p>Develop a communication strategy aimed at promoting diversity, equity & inclusivity in our workplace and our community</p> <ul style="list-style-type: none"> Goes hand in hand with Anti-Racism strategy 		
Measure: Finalize communication strategy Insp. Operations	Target: 2024	
<p>Increase KRPf participation in multicultural events, programs or training</p> <ul style="list-style-type: none"> Many events 		
Measure: Number of multi-cultural community and/or training events attended by KRPf employees Insp. Operations	Target: 1 per platoon/unit annually	