

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 INITIATIVE: Develop a communication strategy targeting traffic issues raised by the community

Measure: Number of educational campaigns targeting traffic issues [Sgt Scott](#) **Target:** 4

SUPPORTING INITIATIVE: Develop a traffic enforcement strategy using analytics to proactively manage traffic safety concerns

Measure: Monthly traffic enforcement report [Insp. Operations](#) **Target:** 12

Measure: Number of moving violations by patrol/traffic [Insp. Operations](#) **Target:** Maintain 3 year average

SUPPORTING INITIATIVE: Promote, initiate, and participate in Traffic Joint Force Operations

Measure: Number of strategic Joint Force traffic Operations [Insp. Operations](#) **Target:** 1/Quarter

PRIORITY NEIGHBOURHOODS & VULNERABLE POPULATIONS

SUPPORTING INITIATIVE: Increase community partnerships to improve access to resources for Priority Neighbourhoods and Vulnerable Populations.

Measure: Establish opportunities for consultation and engagement with priority neighborhood & Vulnerable Populations [SLT](#) **Target:** 4 / year

SUPPORTING INITIATIVE: Proactively initiate projects to increase awareness and promote programs targeting community issues

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/platoon & unit

INTIMATE PARTNER VIOLENCE

SUPPORTING INITIATIVE: Update IPV Policy to address gaps

Measure: Implement IPV Policy [Insp. Operations](#) **Target:** End of 2nd Quarter 2024

SUPPORTING INITIATIVE: Improve response and investigations of intimate partner violence occurrences

Measure: Conduct quarterly risking exercise [DC](#) **Target:** Year 2

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

Measure: Implement IPV education campaigns for youth at middle school level [Community Officer](#) **Target:** 1/middle school by Year End 2024

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

Measure: Number of youth charged criminally Insp. Operations	Target: Maintain 3 year average	
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SUPPORTING INITIATIVE: Revive & renew the Youth Advisory Committee

Measure: Establish Youth Advisory Committee Insp. Administration	Target: End of 1 st Quarter 2025	
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SUPPORTING INITIATIVE: Maintain officer interactions with youth in school CPO

Measure: Number of school presentations on youth-related topics Insp. Operations	Target: 10 Presentations at Middle and High schools directed at youth, parent and/or school officials.	
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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 INITIATIVE: Develop and deliver a calendar of annual wellness-related learning opportunities and events

Measure: Number of annual wellness-related learning opportunities HR	Target: 10/year	
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SUPPORTING INITIATIVE: Facilitate access to wellness-supporting resources e.g., on-site access to health professionals; health-risk assessments; vaccine clinics; etc)

Measure: Number of wellness-supported events HR	Target: 1/quarter – establish baseline attendance in year one	
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SUPPORTING INITIATIVE: Revive the Health & Wellness Committee

Measure: Active Committee	Target: End of 2024	
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OCCUPATIONAL HEALTH AND SAFETY

SUPPORTING INITIATIVE: Improve uniform and equipment inventory/management program

Measure: Develop profile of Quartermaster Function including fleet management & asset management. Insp. Admin. & HR	Target: Year End 2024	
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SUPPORTING INITIATIVE: Develop and implement annual core training plan for all divisions/units/SLT that includes annual legislative requirements and current hot topics in policing

Measure: Divisional Unit Training Plans Insp. Admin. HR	Target: End of 2 nd Quarter 2024	
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SUPPORTING INITIATIVE: Develop/improve physical spaces that support well-being (e.g. outdoor spaces for relaxation; kitchen; quiet room; outdoor meeting space; gym/garage)

Measure: Number of wellness-supporting areas in building expansion D/C	Target: 4	
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ORGANIZATIONAL CULTURE

SUPPORTING INITIATIVE: 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)

Measure: KRPF Internal Communications Plan [SLT](#) **Target:** Year 2

SUPPORTING INITIATIVE: Review and improve Health & Wellness Incentive Program

Measure: Revised program implementation [HR & Wellness Committee](#) **Target:** Year End 2024

SUPPORTING INITIATIVE: Develop and implement leadership skills development program

Measure: Number of leadership skills development opportunities at all levels Chief & [HR](#) **Target:** 4

WORKFORCE PLANNING

SUPPORTING INITIATIVE: Cadet Sponsorship Program

Measure: Number of Cadet sponsorees **Target:** 2023/2024: 3
2024/2025: 4

SUPPORTING INITIATIVE: Develop succession plans for at-risk positions and create knowledge transfer plans

Measure: Quarterly Succession Planning Committee Meetings [HR](#) **Target:** 1/quarter

SUPPORTING INITIATIVE: Increase Administrative Support Staff

Measure: 1-2 Hires [HR](#) **Target:** End of 2nd Quarter

EXCELLENCE IN INVESTIGATIONS AND CRIME REDUCTION

Objective: *To be the safest community(s) in Canada*

REDUCTION OF CRIME

SUPPORTING INITIATIVE: Crime Prevention/Public Awareness Campaign

Measure: Social Media Posts **Target:** Biweekly

Measure: Crimes of the Week [DC](#) **Target:** 4/year

SUPPORTING INITIATIVE: Create a Crime Reduction strategy

Measure: Finalized crime reduction strategy and action plan [Chief](#) **Target:** End of 2nd Quarter 2024

SUPPORTING INITIATIVE: Operationalize the Provincial Restorative Justice Framework

Measure: Implementation complete **Target:** End of 2nd Quarter 2024

PUBLIC TRUST AND CONFIDENCE

SUPPORTING INITIATIVE: Review and update Community Relations Position to increase opportunities for community/partner engagement		
Measure: Updated Community Relations position profile	DC	Target: End of 2 nd Quarter 2024
SUPPORTING INITIATIVE: Increase transparency of appropriate KRPf strategic documents and policies		
Measure: Number of KRPf policies posted on KRPf website	Chief	Target: 3 new policies by year end 2024
SUPPORTING INITIATIVE: Develop a performance review process for the Chief of Police		
Measure: Implementation of comprehensive process	Board Chair	Target: In 2024

SERVICE EXCELLENCE

SUPPORTING INITIATIVE: Review and implement Managerial Review recommendations.		
Measure: Completed required action items	DC	Target: 100%
SUPPORTING INITIATIVE: Develop partnerships in the community to promote preparedness and business continuity in the event of a critical incident		
Measure: Number of multi-agency critical response exercises.	DC	Target: 1/year
SUPPORTING INITIATIVE: Increase internal awareness of emerging crime trends.		
Measure: Number of learning opportunities	Insp. Admin.	Target: 4 in 2024
Measure: Local Intelligence Reports to SLT	Insp. Admin.	Target: Monthly
Measure: New local Human Confidential Sources	Insp. Admin	Target: 2 in 2024
SUPPORTING INITIATIVE: Improve use of current technology to increase capacity and quality of investigations.		
Measure: Increase number of people trained		Target: 2 by year end 2024
Measure: Number of maps of critical infrastructure in community	DC	Target: 2 by year end 2024

DIVERSITY, EQUITY, AND INCLUSION

SUPPORTING INITIATIVES: In collaboration with various associations and community partners, create an anti-racism strategy		
Measure: Finalize anti-racism strategy	Insp. Operations	Target: 2024
SUPPORTING INITIATIVE: Develop a communication strategy aimed at promoting diversity, equity & inclusivity in our workplace and our community		
Measure: Finalize communication strategy	Insp. Operations	Target: 2024
SUPPORTING INITIATIVE: Increase KRPf participation in multicultural events, programs, or training		
Measure: Number of multi-cultural community and/or training events attended by KRPf employees	Insp. Operations	Target: 1 per person/annually