

2016 BUSINESS PLAN UPDATES



STRATEGIC THEMES

Mobilizing and Engaging Our Community

Community Safety and Law Enforcement

Service Excellence

Our Members



REPORTING & ACCOUNTABILITY

Each area is co-lead by members of the Senior Leadership Group who are responsible for mobilizing and engaging people and resources

Reporting against key indicators and performance measures

Accountability to the Police Services Board

Annual Reporting to the Community



2016 Business Plan Updates

Strategic Theme: *Mobilizing and Engaging Our Community*

*Co-leads: Inspector Mike Chapman, Patrol Operations Division
& Craig Maki, Manager of Communications*



GOAL 1

- Building sustainable networks with agencies, organizations, and citizen groups engaged in increasing access to community supports
 - Rapid Mobilization Table
 - Violence Threat Risk Assessment
 - Mental Health Protocol with HSN
 - Noah’s Space
 - Violence Intervention & Prevention Program
 - Community Action Networks
 - Sudbury & Area Victim Services

giant support one moment
laugh collaborate
network community share
inspire



GOAL 2

- Identifying new and enhanced strategies to further assist community members through working groups, service support networks, and public input
 - Focused Patrols
 - Missing and Murdered Indigenous Women



GOAL 3

- **Updating systems and processes to effectively communicate these strategies to the public**
 - Upgrading GSPS website
 - Intergrade traditional media and social media
 - Increase in presence on Facebook and Twitter
 - Addition of Instagram account





GOAL 4

- Reaffirming our commitment to crime prevention and the collaborative provision of victim assistance programs
 - Community Safety Personnel hired and assigned to Crime Prevention and Senior Liaison positions
 - Vulnerable Persons Registry
 - GSPS personnel assigned to work directly with SAVS



GOAL 5

- **Developing new opportunities for our volunteers**
 - Five different volunteer programs
 - Auxiliaries
 - Citizens on Patrol
 - Storefront Friendly Call Program
 - Lion's Eye in the Sky
 - Event Volunteer
 - GSPS hosts annual Volunteer Appreciation Awards Night





Lions Eye in the Sky
Volunteer Camera Monitoring Program

OUR MISSION:



Celebrate GSPS Volunteers

An Evening of Recognition
Thursday, April 14th, 2016
Cocktail hour and Photo booth - 5:00 pm
Buffet Dinner - 6:00 pm
Entertainment - 7:00 pm
Awards - 7:30 pm



2016 Business Plan Updates

Strategic Theme: *Community Safety and Law Enforcement*

*Co-leads: Inspector Dan Despatie, Criminal Investigations Division
& Lori Marconato, Manager of Records and Customer Service*



GOAL 1

- Targeting drugs and organized crime through enhanced partnerships



Community
Drug Strategy



GOAL 2

- Reducing incidents of violent crime through increased analytics, prevention and intervention techniques
 - Implementation and roll-out of crime mapping, Crime Plot, on website
 - Approximately 2,950 page views
 - Over 50% increase from third quarter to fourth quarter



GOAL 3

- Heightening enforcement of prolific offender strategies through risk-focused and strategic analysis



Department of Justice
Canada

Ministère de la Justice
Canada



Ontario



GOAL 4

- Expanding youth crime initiatives through community youth empowerment
 - Approximately 15,000 youth engaged through various initiatives
 - Open house
 - Courage to Stand
 - B.U.R.S.T. Camp
 - Leadership Conference





GOAL 5

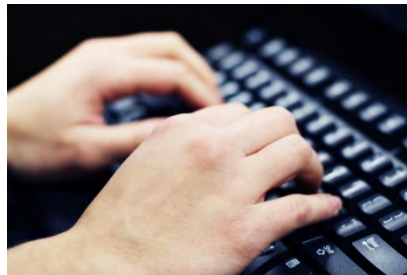
- Developing new approaches for safeguarding homes and property through collaborative, innovative crime prevention initiatives

Crime Prevention Through Environmental Design



GOAL 6

- **Securing the safety of citizens through strategic focus on keeping our roads safe**
 - Expansion of online reporting, CopLogic, to include:
 - Road Watch
 - Safe Driving Concerns
 - 112 reports in third and fourth quarter



2016 Business Plan Updates

Strategic Theme: *Service Excellence*

*Co-leads: Inspector John Somerset, Administrative Support
& Paul Notman, Manager of Information Technology*



GOAL 1

- Consistent internal and community messaging on the development of community safety and well-being partnerships and public education strategies

Our Community – Our Commitment



GOAL 2

- **Our increased visibility and participation in community events**
 - Members of GSPS attended 124 community events in 2016
 - These 124 events were attended by over 8,700 citizens
 - GSPS personnel participated in 342 meetings and community presentations





GOAL 3

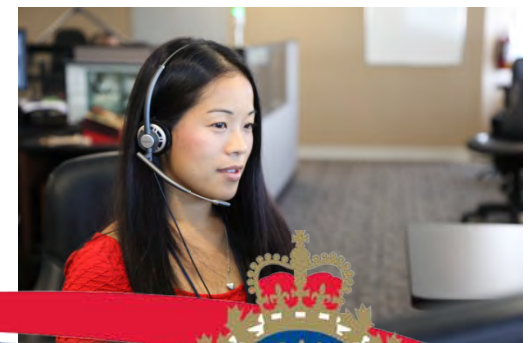
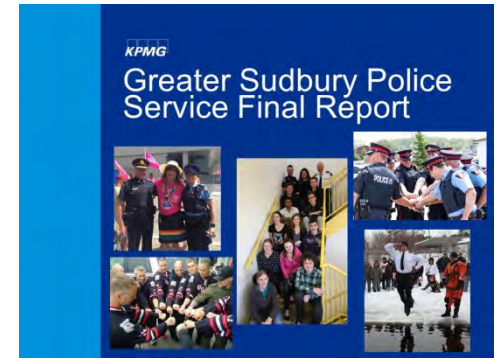
- **Demonstrated Service commitment that recognizes and respects community diversity**
 - 123 individuals attended a Multicultural and Race Relations Advisory Meeting
 - Addition of a Multicultural Community Liaison Coordinator
 - Addition of an Aboriginal Women Violence Prevention Coordinator





GOAL 4

- Detailed efficiency and effectiveness reviews and ongoing best practice research to advance levels of excellence in all aspects of service provision
 - KPMG final report
 - Creation of Internal Continuous Improvement Committee
 - Addition of Communications Training Coordinator
 - Four new Communicators hired



GOAL 5

- To ensure facilities and equipment meet the needs of our members
 - Architectural Review of Headquarters
 - Presentation to and budget approved PSB and Council
 - Collaboration with CGS on facilities expansion/renovation plan
 - Ongoing use of simulator training for Officers
 - De-escalation
 - Mental health
 - Grand opening of new Copper Cliff Storefront
 - McClelland Arena



2016 Business Plan Updates

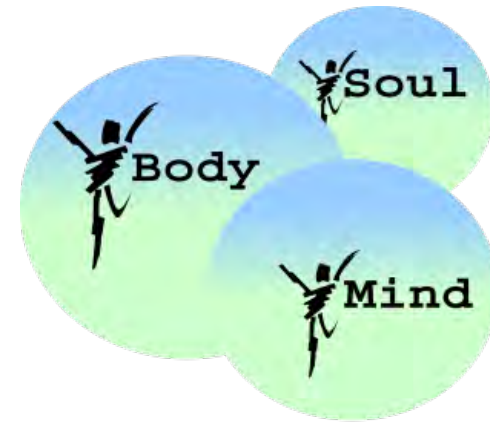
Strategic Theme: *Our Members*

*Co-leads: Insepctor Todd Zimmerman, Operational Support
& Carrie-Lynn Hotson, Manager of Human Resources and Professional
Development*



GOAL 1

- Developing workplace wellness strategies to enhance working conditions and foster a healthy productive environment



G.S.P.S.
HEALTH & WELLNESS



GOAL 2

- **Monitoring communication protocol reviews to increase awareness and improve the effectiveness of information delivery**
 - Five new internal committees
 - Sworn Promotional Process
 - Scheduling
 - Civilian Job Selection Process
 - Tenure
 - Transfer



GOAL 3

- Tailoring internal and public acknowledgements of contributions made by our team members to appropriately reward exceptional effort



GOAL 4

- Implementing leadership development training and accomplishment recognition to encourage career advancement
 - Creation of GSPS Performance Management Portal



SURNAME	G1	G2	EMPLOYEE ID	SUPERVISOR	
Harvi	Maja	A	0000298118	First Name	Last Name
POSITION			DATE	BRANCH	
Student Intern			18-Mar-2016	Human Resources	



GOAL 5

- Recruitment, career and succession planning to increase options and promote goal achievement
 - Addition of Multicultural Community Liaison Coordinator on a one-year internship
 - Community outreach and presentations in increase Diversity Recruitment Strategies
 - Aboriginal Recruitment Workshop



QUESTIONS

