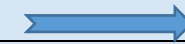


## KRPF STRATEGIC PLAN - ANNUAL PERFORMANCE SNAPSHOT 2021

PROUDLY SERVING THE TOWNS OF QUISPAMIS AND ROTHESAY



*“Our Community, Our Commitment”*

**KRPF MISSION: *To work in partnership with the communities we serve to improve the quality of life by ensuring the order, security, peace and safety of the citizens of the towns of Quispamsis and Rothesay, NB.***

**KRPF VISION: *Excellence in policing services achieved through community commitment, partnerships, innovation, and leadership.***

A. YOUTH	B. TRAFFIC SAFETY	C. EMPLOYEE WELLNESS	D. EXCELLENCE IN INVESTIGATIONS, CRIME REDUCTION, & PREVENTION	E. CONNECTION TO OUR COMMUNITIES
<p><b>Objective:</b> <i>Contribute to healthy youth in KV by reducing youth crime and fostering healthy relationships between Youth and the Police.</i> The KRPF will prevent and reduce Youth Crime by expanding and leveraging partnerships with internal and external partners that address issues associated to youth at risk in an evidence based manner while engaging youth in a manner that fosters healthy relationships with police.</p> <p><b>Measure:</b> Number of risk assessment tools completed by front line members and number of youth referred to ISD</p> <p><b>Measure:</b> Number of Youth Criminal Charges <b>Target:</b> Reduction from our 3-year average</p> <p><b>Measure:</b> Number of engagement, education, and prevention efforts undertaken by Community Policing and Patrol</p> <p><b>Measure:</b> Percentage of Youth files reviewed by Community Policing Officer <b>Target:</b> 100% of files</p> <p><b>Supporting Initiatives:</b> <b>A1.</b> Implementation of Youth at Risk Strategy using a risk assessment tool. <b>A2.</b> Increase engagement with Youth through various education programs and prevention efforts. <b>A3.</b> Develop partnership with Integrated Service Delivery or alternate service provider to assist with referrals from the Youth at Risk strategy and use of the assessment tool. <b>A4.</b> Establish process to undertake review and assessment of all Youth files by Community Policing Officer to determine appropriate follow-up strategy for Youth where applicable.</p>	<p><b>Objective:</b> <i>To have the safest roadways of any municipality in New Brunswick.</i> All members of KRPF will work to ensure we have the safest roadways possible.</p> <p><b>Measure:</b> Number of fatal, injury, and property damage collisions (3 year average) <b>Target:</b> A reduction in # of injury and fatal collisions</p> <p><b>Measure:</b> Number of Impaired Driving Charges (all categories) <b>Target:</b> Increase over 2020</p> <p><b>Measure:</b> Number of Distracted Driving Charges &amp; Warnings <b>Target:</b> 20% increase over 2020</p> <p><b>Measure:</b> Number of check stops conducted by each Platoon at strategic locations and times to address traffic safety priorities.</p> <p><b>Supporting Initiatives:</b> <b>B1.</b> Organize strategic traffic enforcement operations and provide educational sessions focused on our traffic safety priorities with participation from Patrol and Traffic Units. <b>B2.</b> Develop list of traffic enforcement “hotspots” (priority locations) with tracking of associated enforcement actions taken. <b>B3.</b> Promotion of KRPF Road Safety Calendar by each traffic member on Platoon to foster engagement of all front-line members on traffic safety issues &amp; priorities <b>B4.</b> Encourage engagement on traffic safety priorities by all front line members by creating and using a traffic strategic priority effort tracking tool for posting with monthly updates broken down by Platoon.</p>	<p><b>Objective:</b> <i>To have engaged, healthy and productive employees working in a healthy work environment.</i> The KRPF and the KRPF Police Board recognize our employees as our greatest asset. Building on our core values, we will continually strive to foster &amp; promote capable &amp; resilient employees with a commitment to physical, emotional, and spiritual well-being.</p> <p><b>Measure:</b> Reduction in total number of shifts that operate at the shift minimum (outside of Mon-Fri day shifts) <b>Target:</b> 25% reduction</p> <p><b>Measure:</b> # of single sick days taken <b>Target:</b> Reduction from previous year</p> <p><b>Measure:</b> Building addition plan drawing and tender <b>Target:</b> One of each</p> <p><b>Measure:</b> # of Team Building &amp; Wellness Activities undertaken</p> <p><b>Supporting Initiatives:</b> <b>C1.</b> Pursue strategies to reduce the total # of shifts in a year (outside of Mon - Fri day shifts) that are at shift minimum. <b>C2.</b> Continued implementation of Competency Based Management with 2021 focus on fully functional promotion process and annual performance appraisal process. <b>C3.</b> Development of meaningful Leadership Development Program. <b>C4.</b> Undertake employee engagement and healthy workplace efforts (peer support, team building and wellness activities, EAP). <b>C5.</b> Continue building upgrades/renovations and finalize planned drawings and tender for building addition. <b>C6.</b> Review and assess Health and Wellness incentive program with aim to make improvements and increase participation.</p>	<p><b>Objective:</b> <i>To be the safest community(s) in Canada.</i> KRPF will be leaders and innovators in policing and continually strive to ensure our communities remain safe places to live.</p> <p><b>Measure:</b> Juristat Clearance rate &amp; Crime Severity Index <b>Target:</b> To be in the top ten in Canada for both</p> <p><b>Measure:</b> Number of Intelligence-led operations focused on individuals causing the most harm in our community <b>Target:</b> 4</p> <p><b>Supporting Initiatives:</b> <b>D1.</b> Implementation of Bench Strength Mapping process to identify and address performance gaps. <b>D2.</b> Undertake intelligence-led operations to combat organized crime and/or those causing the most harm in our communities. <b>D3.</b> Internal use only <b>D4.</b> Conduct quarterly file reviews by the KVVAV Advocacy Groups on all sexual crimes (1300 series) meeting the review process criteria. <b>D5.</b> Increase engagement from patrol on the intelligence file. <b>D6.</b> Complete transition to Fredericton Dispatch centre and implementation of all supporting technology. <b>D7.</b> Independent review of sampling of IPV files and investigative processes.</p>	<p><b>Objective:</b> <i>To ensure alignment in the delivery of policing services with the needs and expectations of our communities.</i> Consistent with our core values, the KRPF will deliver policing services in a manner that meets or exceeds the expectations of our communities with an aim to maximize community safety, the quality of life of all citizens, and value for money invested by taxpayers.</p> <p><b>Measure:</b> Cost per capita for Municipal Agencies in NB <b>Target:</b> To remain in the bottom third</p> <p><b>Measure:</b> # of policies reviewed as part of E5 below <b>Target:</b> 100%</p> <p><b>Measure:</b> Annual Budget <b>Target:</b> To come in on budget</p> <p><b>Supporting Initiatives:</b> <b>E1.</b> Complete orientation process and economics of policing presentation to newly elected councils and board members. <b>E2.</b> Complete consultations with community representatives of diverse groups regarding policing services in KV. <b>E3.</b> Complete Equity, Diversity, &amp; Inclusion training for all KRPF employees. <b>E4.</b> Continue to pursue modern operational and cost-effective solutions for Information Technology challenges. <b>E5.</b> Complete review of all KRPF policies to assess for the presence of any implicit or latent bias that may adversely impact any segment of the population we serve. <b>E6.</b> Increase # of criminal records checks completed through partnership. <b>E7.</b> Completion of public survey on policing services in KV.</p>

**HONESTY**

**COMPASSION**

**INTEGRITY**

**PURSUIT OF EXCELLENCE**

**ACCOUNTABILITY**

**PROFESSIONALISM**

**RESPECT**