



City of
Peterborough

To: **Members of the General Committee**

From: **Richard Freymond**
Commissioner of Corporate and Legislative Services

Meeting Date: **October 19, 2020**

Subject: **Report CLSFS20-053**
Peterborough Police Services Board 2020-2023 Strategic Plan Update

Purpose

A report to inform Council that Les Kariunas from the Peterborough Police Services Board will attend the October 19, 2020 General Committee meeting to present an update on the Peterborough Police Services Board 2020-2023 Strategic Plan process.

Recommendation

That Council approve the recommendation outlined in Report CLSFS20-053 dated October 19, 2020, of the Commissioner of Corporate and Legislative Services, as follows:

That the presentation, providing an update on the Peterborough Police Services 2020-2023 Strategic Plan be received for information.

Budget and Financial Implications

There are no budget or financial implications of accepting the recommendation.

Background

Met Scan was retained by the Police Services Board to assist with the completion of the 2020-2023 Strategic Plan under the requirements of the new **Comprehensive Ontario Police Services Act, 2019** (The Act). The Act requires the consultants to obtain input from municipal councils as part of developing the Strategic Plan. In June and July 2019, Met Scan provided a survey electronically to members of Council for the City of Peterborough and the Townships of Selwyn and Cavan-Monaghan.

The presentation is attached as Appendix A. An update on the process will be provided at the October 19 meeting.

Submitted by,

Richard Freymond
Commissioner of Corporate and Legislative Services

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Attachments:

Appendix A: Police Services Board Presentation – 2020-2023 Strategic Plan



Peterborough Police Services Board's 2020-2023 Strategic Plan



Vision

**To be the best police service,
providing the highest standard of
professionalism in
partnership with our
community.**



Mandate

The current **Police Services Act** requires the Board to prepare a Business Plan at least once every three years.

When the new **Comprehensive Ontario Police Services Act** is in full force, the name will change to Strategic Plan and it will span four years.



Strategic Planning Process

The Board issued an RFP and selected Met Scan as the successful firm to complete the new Strategic Plan. They had extensive knowledge in the policing sector as well as experience developing similar plans for other police services.

Met Scan completed an environmental scan, conducted an extensive community survey and consulted with numerous stakeholders including:

- Members of the Service and the Board
- Members of all three Councils
- Numerous Community Agencies and Groups
- The Education and Healthcare Sector
- Justice Partners

Five Strategies

During the planning process, five key areas and common themes emerged:

1. Community Safety and Well-Being
2. Managing Information and Technology
3. Policy, Audit and Risk Control
4. The Physical Infrastructure of the Police Service
5. Ensuring the Wellness of our Members, Addressing Diversity and Succession Planning Within the Service

The Way Forward

These strategies are the result of the input from our communities, stakeholders and Members.

This information was critical in formulating the goals for the next four years and will help us continue to meet the communities' expectations, the needs of our Members and the ever changing police landscape.

With input from Chief Gilbert, the Board has set realistic time lines to achieve these objectives over the next four years.



Strategy #1:

Our Commitment to Community Safety and Well-Being

Objectives

- 1) Support and enhance consultations with community partners to ensure a collaborative approach to problem-solving is maintained within the PPS.**
- 2) Develop written documentation with community partners to define roles, partnerships and responsibilities.**
- 3) Review opportunities for information sharing with community partners and government organizations.**
- 4) Develop measureable outcomes with community partners.**



Strategy #2:

Our commitment to managing information and investigative solutions using current and emerging technology.

Objectives

- 1) Establish the new position of Information Technology (IT) Manager within the PPS structure**
- 2) Establish an IT strategy that outlines the direction, resources, staff, equipment and tools necessary for the PPS to move forward in relation to the established IT priorities.**
- 3) Develop IT measurable outcomes.**



Strategy #3:

Policy, audit and risk functions within any organization are essential to ensure accountability, identify risk and to ensure that organizational goals are being achieved.

Objectives

- 1) Hire a dedicated Policy, Audit, Risk Control Manager.**



Strategy #4:

Our Commitment to creating a physical infrastructure that supports the effective and efficient delivery of police services.

Objective:

- 1) Obtain Board and Council support for a recommended solution.



Strategy #5:

Our Commitment to develop an enhanced Human Resources Strategy that will address member wellness, diversity and succession planning.



Strategy #5 Continued...

Objectives:

- 1) Provide sufficient qualified staff for the Human Resources division.
- 2) Hire an external consultant to conduct a staffing review to determine the appropriate uniform and civilian staffing levels for the PPS.
- 3) Implement a succession and staff development plan.
- 4) Review and enhance wellness and return-to-work programs
- 5) Review and enhance recruiting and hiring processes to ensure a diverse staff that reflects the communities we serve.



Questions?