

# Owen Sound Police Service

## Operations Plan Review 2020-2022



“Supporting and educating  
our community to enhance  
community safety”



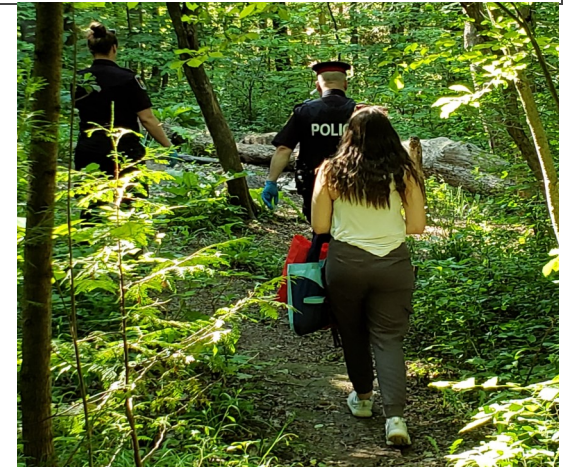
# Mental Health



TASK	OUTCOME
Provide advanced mental health and de-escalation training to uniform, special constables and communication members	• Completed hospital protocol training and MMHART referral training with Chris Hartley
Implement Police/Hospital Transition Protocol	• Completed
Increase referrals by 25%	• MMHART started October 15, 2019 • 2019: 3 referrals made, 2020: 4 referrals made, 2021: 6 referrals made so far
Efficiency review of MMHART program follow first 12 full-time months	• COVID has delayed this as some personnel for the program were not in office during this time

## Other noteworthy items.....

- A part of various working groups, such as; opioid working group, housing and homelessness round table, community drug and alcohol strategy and community safety and well-being advisory committee
- Applied for MMHART Grant



# Addictions



TASK	OUTCOME
Increase education and prevention initiatives	<ul style="list-style-type: none"><li>Joint education initiative with Y Housing staff on homelessness, substance misuse &amp; safety. This includes education and possible outreach with MMHART</li><li>Annual education during Teen Driver Safety week (Oct &amp; May) on safe/healthy choices while driving. Focused on the dangers of substance use and driving, texting and driving and excessive speeds</li><li>Partnership with M'Wikwedong has been established with the goal of providing education to Metis &amp; Indigenous youth on safety &amp; the law as it relates to substance use, social media &amp; other requests as outlined by the staff &amp; youth at M'Wikwedong</li></ul>



# Addictions....Continued



TASK	OUTCOME
Creation of drug investigation priority matrix	<ul style="list-style-type: none"><li>• Report Q3 2022</li></ul>
30% Increase in Grey County Joint Forces Operations	<ul style="list-style-type: none"><li>• Report Q2 2022</li></ul>
Explore non-custodial care option for intoxicated, elderly, and medically fragile persons	<ul style="list-style-type: none"><li>• Deferred due to Covid</li></ul>
Create new harm reduction partnerships with public health	<ul style="list-style-type: none"><li>• Report Q2 2022</li></ul>

# Traffic



TASK	OUTCOME
20% increase in hours spend on directed traffic enforcement	<ul style="list-style-type: none"><li>• With a few of our part-time officers retiring, this has impacted the amount of hours spent on traffic enforcement. We are currently in the process of filing those vacancies.</li></ul>
Develop and implementation of more efficient RIDE program techniques	<ul style="list-style-type: none"><li>• Deferred due to COVID</li></ul>
Training of additional officers in Commercial Motor Vehicle Enforcement, Drug Recognition and Advanced Accident Investigations	<ul style="list-style-type: none"><li>• Have not had the opportunity with the lockdowns/restrictions due to COVID</li></ul>
Develop a program to educate and increase community awareness on traffic related issues	<ul style="list-style-type: none"><li>• Street safety education for new comers has been developed and offered throughout 2021</li><li>• Traffic safety blitz was coordinated with both local high schools, focusing on traffic safety and awareness</li><li>• Youth in Policing Initiative students (YIPI) under supervision of the CSO developed a street safety program that is now offered to local youth organizations, including summer camps</li></ul>

# Communications



TASK	OUTCOME
Creation of a corporate media strategy	<ul style="list-style-type: none"><li>• Internal communications committee developed</li><li>• Corporate strategy has been developed, goal is to launch new strategy January 2022</li><li>• Education on communication &amp; the use of social media provided to staff</li></ul>
Enhanced use of social media including more frequent posts and continuous relevant content	<ul style="list-style-type: none"><li>• As of November 2021 there have been 236 social media posts</li><li>• Content strategically posted to showcase the broad scope of work OSPS and its members do within the City of Owen Sound.</li><li>• Annual data will continue to be extrapolated from each social media channel and shared with OSPS members to help educate on the importance and effectiveness of social media</li></ul>

# Communications...Continued



TASK	OUTCOME
Develop and deliver Citizens Police Academy program	<ul style="list-style-type: none"><li>• Deferred due to COVID</li></ul>
Content development for local media highlighting great work by members	<ul style="list-style-type: none"><li>• Police Week &amp; Communications Week have been opportunities to highlight the work of OSPS Staff showcasing the importance of a Community Police Service. In 2021 there was an effort to showcase the sectors of service the community may not know as much about, such as:<ul style="list-style-type: none"><li>⇒ C.O.R.E Officer</li><li>⇒ MMHART Program</li><li>⇒ YIPI Summer Students</li><li>⇒ Communications/Records</li><li>⇒ Auxiliary</li></ul></li></ul>

# Sustainability



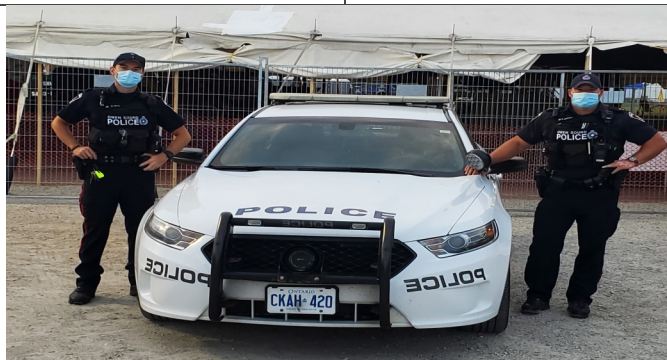
TASK	OUTCOME
Development of a succession plan	<ul style="list-style-type: none"><li>• Re implemented C.O.R.E</li><li>• 3 Sergeants wrote and passed inspectors exam</li><li>• Made changes and transfers internally to provide opportunity for succession, such as changing of Criminal Investigation Branch Sergeants and moving drug investigators</li></ul>
Market and pursue additional dispatch and records check contracts	<ul style="list-style-type: none"><li>• Successfully acquired several new fire contracts and a new records check contract</li></ul>
Development of a Communications and Marketing Plan	<ul style="list-style-type: none"><li>• Developed and set to start implementation January 2022</li></ul>
Creation of long term forecast budgeting	<ul style="list-style-type: none"><li>• Will report in Q4 2022</li></ul>
Explore options to improve organization efficiency and effectiveness through technology and grant funding opportunities	<ul style="list-style-type: none"><li>• Implemented Critical Testing to assist in our hiring process for I.T. and Dispatch</li><li>• Successful in receiving grant funding for HD open source analysts and provide training and</li></ul>
Review service delivery model to determine essential and non-essential services	<ul style="list-style-type: none"><li>• Deferred due to COVID</li></ul>



# Community Policing



TASK	OUTCOME
Increased presence and support in high traffic business areas	<ul style="list-style-type: none"><li>• Implementation of C.O.R.E officer</li><li>• Maintained foot patrols in the river district during lockdowns</li><li>• C.O.R.E officer interacting directly with business owners</li><li>• Implemented downtown video audit</li></ul>
Develop/maintain leadership role in community safety and well being	<ul style="list-style-type: none"><li>• Lead in the area for grants</li><li>• Significantly increased out grant funding. Over \$400,000 In grants</li><li>• Created community partnership with; United Way, M'Wikwedong , LGBTQ, Grey Bruce Poverty Task Force, Homeless Initiative</li></ul>



# Community Policing



TASK	OUTCOME
Revise youth programming model	<ul style="list-style-type: none"><li>• The KIDS program has been revised to better align with school and community needs. Some of the topics covered are:<ul style="list-style-type: none"><li>⇒ Youth and the Law</li><li>⇒ Social media awareness and internet safety</li><li>⇒ Human Trafficking</li><li>⇒ The legalization of marijuana</li><li>⇒ Peer to Peer youth engagement</li></ul></li><li>• Youth in Policing Initiative (YIPI) has been revised at OSPS over the past two years and have played an important role in educating children and new comer youth on safety and the law as it relates to youth.</li><li>• New updated Community Safety Village</li></ul>



# Community Policing



TASK	OUTCOME
Review technology options to enhance community interaction	<ul style="list-style-type: none"><li>• The use of online, video and social media has been used effectively to reach each desired audience, ensuring communication and education continued throughout the pandemic</li><li>• There will be a continued effort to review technology options that best meet the needs of the local community, priority populations, seniors, families and youth</li></ul>
Strengthen school programming	<ul style="list-style-type: none"><li>• Revamped current curriculum</li><li>• Regular check ins with all schools</li><li>• Received artwork from the Indigenous Studies Program at St Mary's</li></ul>
Redesign STAR table and increase referrals	<ul style="list-style-type: none"><li>• Increased amount of referrals done</li><li>• Increased meeting frequency from as needed to weekly</li></ul>

# Member Wellness



TASK	OUTCOME
R2MR training provided to all members	<ul style="list-style-type: none"><li>• Will report Q4 2022</li></ul>
Bi-annual events held in support of member wellness	<ul style="list-style-type: none"><li>• COVID impacted the amount of events we were able to hold</li><li>• 1 event: Grey Bruce First Responders Mental Health Night, followed by a movie night (Spring 2020)</li><li>• Had a BBQ for shift workers and Auxiliary</li></ul>
Examine/develop additional developmental opportunities for civilian members	<ul style="list-style-type: none"><li>• Completed cross training with different areas</li><li>• Allowed specials to become auxiliary</li></ul>
Leveraging technology for member wellness initiatives	<ul style="list-style-type: none"><li>• Online mental health initiative</li><li>• Online medical consults</li><li>• Peer Connect app</li><li>• Maintaining continuity checks with Lee our contracted psychotherapist</li></ul>
Review effectiveness of current member wellness/ check ins program	<ul style="list-style-type: none"><li>• Delayed due to COVID</li></ul>