

# 2013

## BUSINESS PLAN

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Lambton  
DETACHMENT





GOALS	<b>PUBLIC SAFETY</b>	<b>RELATIONSHIPS</b>	<b>WORKFORCE</b>	<b>EFFECTIVENESS</b>
	<p><b>Excellence in the delivery of core police services through Intelligence-Led Policing.</b></p>	<p><b>Strong, effective partnerships with our communities, stakeholders and colleagues.</b></p>	<p><b>A sustainable pool of members with expertise, pride and dedication.</b></p>	<p><b>Demonstrated efficiency and effectiveness operating in an increasingly complex and challenging policing environment.</b></p>
STRATEGIES	<ol style="list-style-type: none"> <li>1. Crime prevention and reduced victimization in our communities.</li> <li>2. Investigative excellence through Intelligence-Led Policing.</li> <li>3. Excellence in the response to and management of major investigations, critical incidents and emergencies.</li> <li>4. Save lives and reduce crime on our highways, waterways and trails.</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop and implement a coordinated approach to internal communications.</li> <li>2. Focus external communications to increase awareness of the OPP's mandate, to our communities and stakeholders.</li> <li>3. Advocate for and support sustainable First Nations policing and safe communities.</li> </ol>	<ol style="list-style-type: none"> <li>1. Support and enable continuous training, learning and development opportunities for our employees.</li> <li>2. Foster a culture of recognition and accountability through meaningful performance management.</li> <li>3. Promote a healthy workforce and healthy workplaces.</li> </ol>	<ol style="list-style-type: none"> <li>1. Enhance information management with technology.</li> <li>2. Effective financial management and fiscal accountability.</li> <li>3. Embed environmental responsibility into our culture and our business practices.</li> <li>4. Continue to modernize equipment for all employees.</li> </ol>
	INDICATORS	<ul style="list-style-type: none"> <li>• Crime Abatement Strategy statistics.</li> <li>• Crime and traffic statistics.</li> <li>• Street checks.</li> <li>• Major investigation debriefings.</li> <li>• Major event evaluations.</li> <li>• Framework for Police Preparedness for Aboriginal Critical Incidents application.</li> </ul>	<ul style="list-style-type: none"> <li>• OPP Community Satisfaction Survey results.</li> <li>• Ontario Public Service (OPS) Employee Engagement survey results.</li> <li>• Training opportunities provided to First Nations police services.</li> </ul>	<ul style="list-style-type: none"> <li>• OPS Employee Engagement survey results.</li> <li>• OPP member survey.</li> <li>• E-Learning statistics.</li> <li>• Human resource data systems.</li> </ul>

## Table of Contents

	<u>Page</u>
Message from the Detachment Commander	2
Facts and Figures	3
Our Communities	7
Community/Stakeholder/Partner Consultations	9
2011-2013 Business Plan (Year 3)	10

## Message from the Detachment Commander

The Lambton Ontario Provincial Police (OPP) is proud to provide policing services in the Municipalities of the Lambton Group and the Village of Point Edward. I am pleased to announce 2013 marks the final year in the OPP Strategic Plan (2011-2013). The OPP Strategic Plan articulates organizational direction and ensures consistency in service delivery. The Lambton OPP Detachment Business Plan is aligned to the Strategic Plan while also responding to unique community safety concerns. This Business Plan communicates our activities and public commitments for 2013.

The concern regarding the high cost and sustainability of policing in Ontario continues. Our communities and our province are facing extraordinary challenges; in response the OPP is committed to a continuous improvement approach to the delivery of policing services. While we recognize we cannot control every aspect of the increasingly complex policing environment, we have a responsibility to identify opportunities, make adjustments and lay the groundwork for our future prosperity and public safety in Lambton County.

The OPP is cognizant of our ongoing and challenging economic environment. We are committed to providing municipalities with cost-effective and professional police services. Using an analytical approach, our detachment is able to identify directed patrol strategies which put our members in the right places at the right times to target specific public safety concerns. Analysis, whether of crime or traffic statistics, and the resulting intelligence, continues to allow us to position ourselves strategically, deploy our resources and maximize our impact. In 2013, we will continue to embed an analytical approach into our resource deployment. We will continue to provide excellence in our delivery of front line policing services as well as meeting and exceeding all expectations of the core police services as defined within the *Police Services Act*.

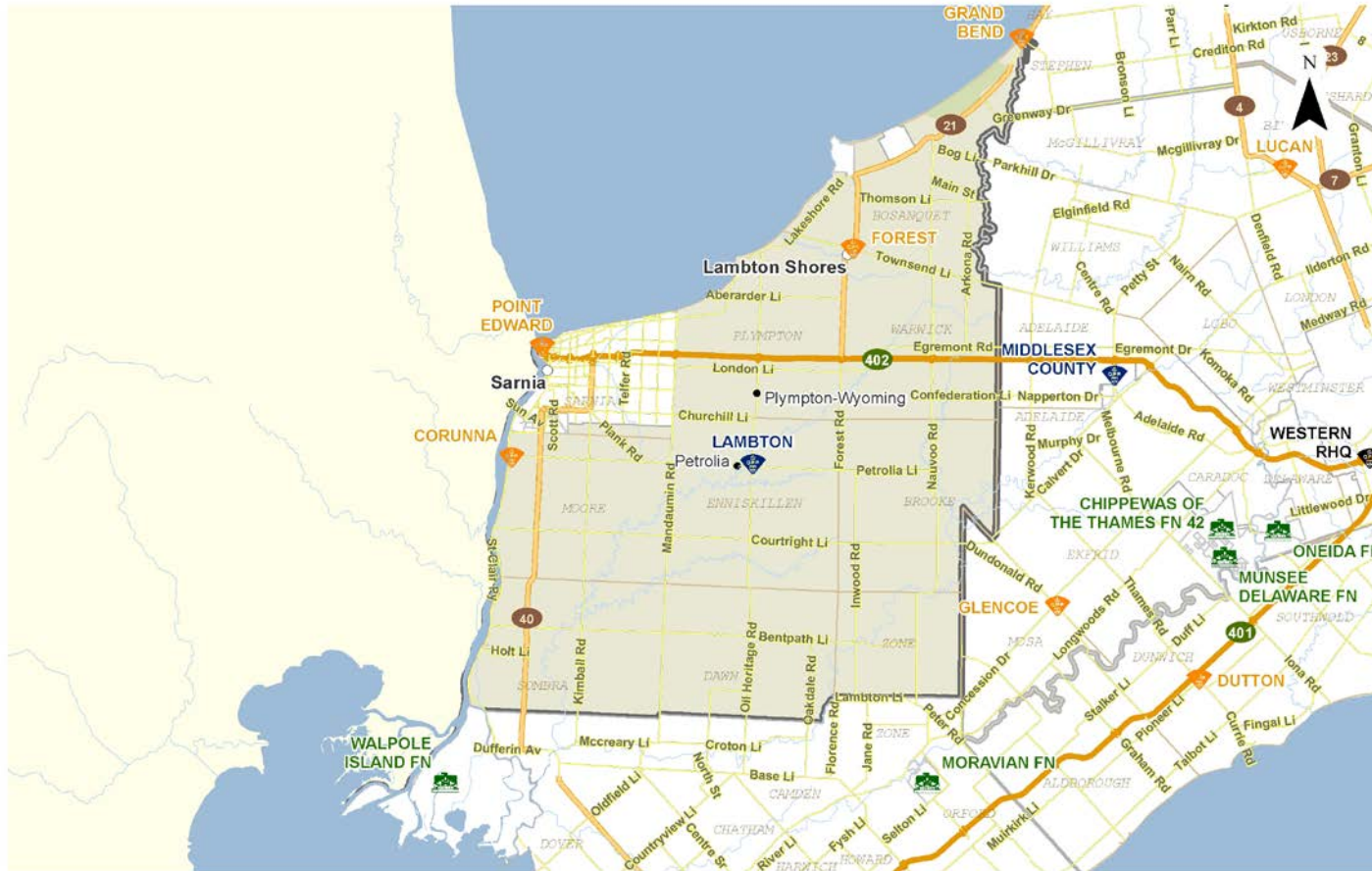
True measures of our success are reflected within the Municipalities of the Lambton Group and the Village of Point Edward through the reduction of crime, people feeling safer, and reduced victimization. Safe communities are a foundation for prosperous communities. The evolving complexities of crime, in addition to the unpredictable nature and demands of major investigations, critical incidents and emergency response, require a significant and continued investment to ensure public safety. I know our detachment members are up to the challenge.

The continued dedication of our members together with the support and governance of our local police services boards and municipalities are integral for our continued success in keeping our communities safe. As Detachment Commander, I look forward to working with our officers, community partners and stakeholders in our ongoing pursuit and obtainment of the OPP Core Values of Professionalism, Accountability, Diversity, Respect, Excellence and Leadership.

Scott Janssens  
Inspector  
Detachment Commander  
Lambton Detachment



# Facts and Figures



Legend			
	General Headquarters		Host Detachment
	OPP Administered First Nation		400 Series Highway
	Regional Headquarters		Provincial Highway
	OPP Policed First Nation		Major Road
	Large Towns		Detachment Boundary
	National Park		Cities
	Provincial Park		Large Towns
	Conservation Area		Township Boundary

Lambton Detachment

## OVERVIEW

**Detachment Personnel - Staff Strength Headcount Table 1-1**

Uniform	Total
Inspector	1
Staff Sergeant	2
Sergeant	11
Constable	99
<b>TOTAL Uniform</b>	<b>114</b>
<b>Civilian</b>	<b>10</b>
Civilian Classified	10
<b>TOTAL Civilian</b>	<b>10</b>
<b>TOTAL</b>	<b>124</b>

*Includes employees on leave of absence except those on Long Term Income Protection. Excludes Unclassified Civilians and Casual Part-Time Police.  
Source: Workforce Information Network (WIN) Extract 22JAN13*

**OPP Facilities in Detachment Area Table 1-2**

Facility	2012
Detachment Office	1
Satellite Office	4
Other	X
Other	X

**Detachment Patrol and Obligated Duty Hours Worked (Field Personnel) Table 1-3**

	2010	2011	2012	% Change
Criminal Code	41,556.00	43,914.50	44,318.25	0.92%
Traffic	19,428.50	18,952.00	19,124.25	0.91%
Other	127,668.25	127,957.75	121,581.25	-4.98%
Patrol	44,491.00	48,869.50	51,306.50	4.99%
<b>TOTAL</b>	<b>233,143.75</b>	<b>239,693.75</b>	<b>236,330.25</b>	<b>-1.40%</b>

*Source: Ontario Provincial Police, Daily Activity Reporting System, 16FEB13  
Note: The % change is based on last year over previous year.*

This data tells us:

- The increase in criminal code calls for service did not negatively impact on our overall proactive patrol hours.

**Criminal Code & Provincial Statute Charges Laid Table 1-4**

	2010	2011	2012	% Change
Highway Traffic Act (HTA)	7,531	7,867	8,235	4.7%
Criminal Code Traffic	302	228	236	3.5%
Criminal Code Non-Traffic	1,831	1,962	1,816	-7.4%
Liquor Licence Act (LLA)	1,107	1,296	1,096	-15.4%
Other	1,262	1,289	1,291	0.2%
<b>All Violations</b>	<b>12,033</b>	<b>12,642</b>	<b>12,674</b>	<b>0.3%</b>

*Source: Ministry of the Attorney General Integrated Court Offence Network (ICON), 14JAN13*

*Note: These annual counts are based on the date charges were entered into MAG's ICON and not the date charges occurred. The % change is based on last year over previous year.*

This data tells us:

- Increase in HTA, Criminal Code Traffic, and Other.
- Decrease in Criminal Code Non-Traffic and LLA.

## CRIME

### Drug-related

Table 2-1

	2010	2011	2012	% Change
Possession	134	126	114	-9.52%
Trafficking	62	26	35	34.62%
Importation & Production	15	6	9	50.00%
<b>Total Drugs</b>	<b>211</b>	<b>158</b>	<b>158</b>	<b>0.00%</b>

Source: Records Management System (RMS Niche), 23FEB13

Note: These annual counts are based on primary UCR offence level counts only, actual occurrences. The % change is based on last year over previous year.

This data tells us:

- Prescription drug abuse is common and these substances are more difficult to detect during traffic stops. These substances are available at several drug stores and have reduced the need for importation and production.

### Major Crimes

Table 2-2

Offence	2010	2011	2012	% Change
01-Murder	0	0	0	-
02-Sexual Assault	27	32	30	-6.25%
03-Robbery	6	2	6	200.00%
04-Assault	174	166	147	-11.45%
05-Break & Enter	237	210	211	0.48%
06-Auto Theft	39	46	44	-4.35%
07-Theft Over	20	9	10	11.11%
08-Theft Under	508	508	422	-16.93%
09-Mischief	297	255	257	0.78%
10-Impaired	106	81	92	13.58%
<b>Total</b>	<b>1,414</b>	<b>1,309</b>	<b>1,219</b>	<b>-6.88%</b>

Source: Records Management System (RMS), 23FEB13

Please note: These annual counts are based on primary UCR offence level counts, actual occurrences. The % change is based on last year over previous year.

This data tells us:

- Our focus on preventing property crime (ILP-CAS) and increased R.I.D.E. is evident from these statistics.

### 2012 Intelligence-Led Policing – Crime Abatement Strategy (ILP-CAS)

Table 2-3

Number of Checks	Number of Charges
649	160

Source: Daily Activity Reporting (DAR), 22JAN13 Note: These counts are based on those entered into DAR Local Statistics Area under the ILP-CAS statistics.

This data tells us:

- We are holding criminals accountable for their court ordered conditions.
- This serves to reduce the chance for recidivism. People that are involved in property crimes often have substance abuse issues, the goal is to reduce property offences by highlighting these parties for compliance checks.

Please note, the following offences are included accordingly:

UCR Codes for Offences*
<b>01-Murder:</b> 1110, 1120, 1130
<b>02-Sexual Assault :</b> 1310, 1320, 1330
<b>03-Robbery:</b> 1610
<b>04-Assault:</b> 1410, 1420, 1430, 1480
<b>05-Break &amp; Enter:</b> 2120
<b>06-Auto Theft:</b> 2135
<b>07-Theft Over:</b> 2130, 2132, 2133
<b>08-Theft Under:</b> 2140, 2142, 2143
<b>09-Mischief :</b> 2170-0001/0002, 2172, 2174, 2176
<b>10-Impaired:</b> 9210, 9220, 9230, 9240, 9250

For a more detailed explanation of Uniform Crime Reporting Codes see Statistics Canada, Uniform Crime Reporting at: [www.statcan.gc.ca](http://www.statcan.gc.ca)

## TRAFFIC

**Motor Vehicle Collisions (MVC) by Type** **Table 3-1**  
(Includes Roadway, All-Terrain Vehicle and Motorized Snow Vehicle Collisions)

	2010	2011	2012	% Change
Fatal Motor Vehicle Collisions (MVCs)	6	3	9	200.00%
Personal Injury MVCs	114	114	101	-11.40%
Property Damage MVCs	878	814	765	-6.02%
<b>Total MVCs</b>	<b>998</b>	<b>931</b>	<b>875</b>	<b>-6.02%</b>
Alcohol-related MVCs	39	21	40	90.48%

Source: Ontario Provincial Police, Collision Reporting System (CRS) 20FEB13  
Note: The % change is based on last year over previous year.

This data tells us:

- Despite our focus on traffic enforcement and reducing impaired driving there is a significant increase in alcohol-related motor vehicle collisions.

**Primary Causal Factors in Fatal MVCs on Roadways** **Table 3-2**

	2010	2011	2012	% Change
<b>Total Fatal MVCs</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>166.67%</b>
<b># of Fatal MVCs where speed is a Factor</b>	1	0	1	-
<b># of Fatal MVCs where alcohol is a Factor</b>	2	1	1	0.00%
<b># of Fatalities where lack of seatbelt use is a Factor</b>	1	1	2	100.00%
<b># of Fatal MVCs where distracted driving is a Factor</b>	0	1	1	0.00%
<b># of Fatal MVCs where wildlife is a Factor</b>	0	0	0	-

Source: Ontario Provincial Police Collision Reporting System (CRS), 21FEB13  
The % change is based on last year over previous year.

This data tells us:

- High visibility RIDE checks are a strong deterrent to drinking and driving. Regular and funded RIDES continue to be conducted throughout the year.

**Fatalities in Detachment Area** **Table 3-3**

	2010	2011	2012	% Change
<b>Roadway</b>				
Fatal Incidents	5	3	8	166.67%
Persons Killed	5	4	9	125.00%
Alcohol Related	2	1	3	200.00%

<b>Marine</b>				
Fatal Incidents	0	0	1	-
Persons Killed	0	0	2	-
Alcohol Related	0	0	0	-

<b>Off-Road Vehicles</b>				
Fatal Incidents	1	0	1	-
Persons Killed	1	0	1	-
Alcohol Related	0	0	0	-

<b>Motorized Snow Vehicles</b>				
Fatal Incidents	0	0	0	-
Persons Killed	0	0	0	-
Alcohol Related	0	0	0	-

Source: Ontario Provincial Police Collision Reporting System (CRS) 19FEB13  
Note: Motorized Snow Vehicles statistics are reported seasonally from October 1<sup>st</sup> to March 31<sup>st</sup> each reporting period. The % change is based on last year over previous year.

This data tells us:

- Fatal incidents overall have increased.
- There were two fatalities on the waterways and one involving an off-road vehicle.



## Our Communities

### **LAMBTON COUNTY O.P.P. DETACHMENT**

- Lambton County O.P.P. provides policing services to nine (9) municipalities, with a population of approximately 126, 000. The landscape of our communities portrays residential, rural, agricultural and commercial areas.
- Highway 402 in Lambton County is a major thoroughfare in the Province of Ontario providing direct and efficient transportation of commercial and passenger vehicles. Traffic congestion and significant weather events provide policing challenges throughout the year.
- Lambton County borders major waterways utilized for transportation of commercial goods and personal pleasure craft during the summer months.
- There are three international border crossings in Lambton County: Sombra, Ontario, Walpole Island First Nation Community and the Blue Water Bridge. All international crossings facilitate thousands of commercial and passenger vehicles a day affording economic stability to the Province of Ontario and Canada.
- The summer months present unique policing challenges to the Lambton County O.P.P. The Pinery Provincial Park and the Village of Grand Bend present significant population increases with an influx of tourists.
- Lambton County is home to significant commercial & industrial contributors. “Chemical Valley” in St. Clair Township is host to the largest grouping of refining and chemical companies in Canada. The substantial business presence in Lambton County provides positive employment sustainability and economic contributions to the community.
- The OLG Casino in Point Edward attracts individuals from all across the province and country. This entertainment venue provides a positive financial contribution to the community while providing employment opportunities to numerous residents in Lambton County.
- The Lambton County O.P.P. assists First Nations Communities of Walpole Island and Stony Point First Nation with policing resources with a partnership in fostering community relationships.
- In 2013, a significant number of wind turbines will be erected in Lambton County. While these turbines provide employment opportunities, there are local residents that are opposed to placement and presence of the turbines in Lambton County.

**Community Satisfaction Survey**

**Year: 2011**

The research company R.A. Malatest & Associates Ltd. conducted this telephone survey between January 28, 2011 and April 3, 2011. Randomly selected telephone numbers and Random Digit Dial were used to sample respondents who were at least 16 years old, where no member of the household was employed by the OPP.

There were 383 surveys completed representing:

- 164 respondents from the Municipality of Lambton Shores
- 100 respondents from the Township of St. Clair
- 98 respondents from Central, which consists of Point Edward, Plympton-Wyoming, Petrolia, Oil Springs, and Enniskillen
- 21 respondents from East, which consists of Dawn-Euphemia, Brooke-Alvinston Township, and Warwick

1.	The OPP and the Community – 97.9% of respondents felt “very safe” or “safe” in their community.
2.	The OPP and the Community – 91.4% of respondents felt “satisfied” or “very satisfied” with the OPP’s ability to work with communities to solve problems.
3.	The OPP and the Community – 93.4% of respondents were “satisfied” or “very satisfied” with the OPP’s visibility in their community while 93.0% were “satisfied” or “very satisfied” with the OPP’s visibility on the highways.
4.	OPP’s Effectiveness – 84.3% of respondents were “satisfied” or “very satisfied” with the OPP’s enforcement of aggressive driving laws while 88.8% were “satisfied” or “very satisfied” with the OPP’s enforcement of drunk driving laws.
5.	Overall Satisfaction – 93.7% of respondents were “satisfied” or “very satisfied” with the quality of police services provided by the OPP.

## Community/Stakeholder/Partner Consultations

The OPP's business planning process ensures compliance with Ontario's *Adequacy Standards O. Reg. 3/99*. This process and Ontario's Mobilization and Engagement Model of Community Policing facilitate community consultation in the identification of crime, traffic, and social order problems and solutions.

	Group(s)	Concerns/Input	Page Number
1.	Lambton Group Police Services Board	Crime Prevention and reduced victimization in our communities. Effective financial management and fiscal accountability.	13,25,26
2.	Point Edward Police Services Board	Crime Prevention and reduced victimization in our communities. Youth Issues – Bullying, Drug Use. Traffic Safety – Impaired driver apprehension, occupant restraints, aggressive and distractive driving. Effective financial management and fiscal accountability.	13,17,18,25,26,
3.	Victim Services of Sarnia Lambton	Increase in number of referrals to meet the short term needs of victims of crime and tragic circumstances, by providing emotional support, practical assistance, and referrals to community resources.	13,19
4.	Lambton Kent District School Board	Youth Issues – Bullying, Drug Use Emergency Guidelines for Lockdown Procedures.	13,19
5.	Municipal Community Policing Committee	Crime Prevention and reduced victimization in our communities. Internet safety for teens and parents Crime Prevention for Seniors.	13,17,19
6.	Lambton County Safe Roads Committee	Traffic Safety – strategic messaging via social media, highway signage, public awareness sessions.	14, 15, 16

## 2011-2013 Business Plan (Year 3)

**Strategy – Crime prevention and reduced victimization in our communities.**

Public Safety Activities	Indicators	Lead	Linkages
Complete training with detachment members on Ontario’s Mobilization and Engagement Model of Community Policing.	<ul style="list-style-type: none"> <li>○ 100 % detachment members have a working knowledge of the Model.</li> </ul>	Detachment Managers	Crime Prevention Section  OPP Academy  Regional Manager, Crime Prevention and Investigation
Conduct community-based presentations demonstrating the local, practical application of Ontario’s Mobilization and Engagement Model of Community Policing.	<ul style="list-style-type: none"> <li>○ Number of presentations delivered to the community.</li> </ul>	Detachment Managers	Crime Prevention Section  Regional Manager, Crime Prevention and Investigation
Through crime analysis, identify directed patrol and/or crime prevention strategies.	<ul style="list-style-type: none"> <li>○ Statistical comparisons post implementation including calls for service at identified locations.</li> </ul>	Lambton Detachment Property Crimes Unit	Crime Prevention Section  Regional Manager, Crime Prevention and Investigation
Implement Safeguard Ontario as a ‘target hardening’ process.	<ul style="list-style-type: none"> <li>○ Re-victimization rate for break and enters during the 12 months following an initial break-in.</li> <li>○ Number of members trained at CPTED Level One.</li> </ul>	Property Crime Supervisor OPP Auxiliary Officers	Crime Prevention Section  Regional Manager, Crime Prevention and Investigation

Public Safety Activities	Indicators	Lead	Linkages
	<ul style="list-style-type: none"> <li>○ Number of Home Security/Property Audits conducted.</li> </ul>		
Re-visit unsolved property crimes at 90 days to identify new information.	<ul style="list-style-type: none"> <li>○ Clearance rate for property crime.</li> </ul>	Property Crime Unit Detachment Supervisor	Constable
Support Operation Heat/Operation Freeze “positive ticketing” initiative to engage local youth.	<ul style="list-style-type: none"> <li>○ Number of youth engaged and “ticketed” every six months.</li> </ul>	Detachment Managers	Constables Sergeants Community Services Officers

**Strategy – Investigative excellence through Intelligence-Led Policing.**

Public Safety Activities	Indicators	Lead	Linkages
Support the intelligence cycle with information gathered at the frontline.	<ul style="list-style-type: none"> <li>○ Number of street checks (LE88s) submitted.</li> <li>○ Number of UCR 8855s submitted.</li> </ul>	Detachment Sergeants	Provincial Operations Intelligence Bureau (POIB)  Organized Crime Enforcement Bureau (OCEB)
Identify an intelligence liaison officer and hate crime liaison officer within the detachment.	<ul style="list-style-type: none"> <li>○ Officer(s) identified.</li> <li>○ Attendance at Regional Intelligence Training Session.</li> <li>○ Attendance at Annual Hate Crimes Conference.</li> </ul>	Detachment Managers	POIB  Regional Intelligence Coordinator
Enhance quality of witness statements and suspect interviews.	<ul style="list-style-type: none"> <li>○ Number of members who have attended training related to basic interview</li> </ul>	Detachment Managers	Regional Training Coordinator

Public Safety Activities	Indicators	Lead	Linkages
	and interrogation techniques, cognitive training, and search warrant writing workshops.		Regional Crime Operations  Criminal Investigations Branch
Provide information to Provincial Operations Intelligence Bureau (POIB) to be processed through the intelligence cycle.	<ul style="list-style-type: none"> <li>○ Number of street checks (LE88) submitted.</li> <li>○ Number of UCR 8855s submitted.</li> </ul>	Detachment Managers	POIB Detachment Sergeants Organized Crime Enforcement Bureau (OCEB)
To ensure an Offender Management Strategy is in place to address broader criminal activity.	<ul style="list-style-type: none"> <li>○ Number of compliance checks</li> </ul>	Property Crimes Supervisor	Constables Sergeants
Integrate internal and external partnerships to promote investigative excellence.	<ul style="list-style-type: none"> <li>○ Number of contacts and collaborative partnerships developed</li> </ul>	Detachment Managers	Detachment Sergeants, Regional Crime, Neighbouring Police Services

**Strategy – Excellence in the response to and management of major investigations, critical incidents and emergencies.**

Public Safety Activities	Indicators	Lead	Linkages
Ensure Continuity of Operations Plan (COOP) is updated and tabletop exercise conducted annually.	<ul style="list-style-type: none"> <li>○ 100% compliance reported by September 30, 2013.</li> </ul>	Detachment Managers	Field Support Bureau (FSB)
Review and participate in municipal emergency planning activities ensuring compliance with the <i>Emergency Management and Civil Protection Act of Ontario</i> .	<ul style="list-style-type: none"> <li>○ 100% compliance reported at year end.</li> </ul>	Detachment Commander	FSB  Detachment Managers
Ongoing evaluation of current practices to improve effective and timely response to calls for service.	<ul style="list-style-type: none"> <li>○ All Benchmark notifications are made in a timely fashion according to policy.</li> </ul>	Detachment Managers	Detachment Sergeants  Constables
Attend and participate in local CVECO (Chemical Valley Emergency Response Organization) and CAER (Community Awareness Emergency Response) Committees.	<ul style="list-style-type: none"> <li>○ Participation in all monthly meetings and planned exercises.</li> </ul>	Lambton Detachment Traffic and Marine Supervisor	CVECO  CAER

**Strategy – Save lives and reduce crime on our highways, waterways and trails.**

Public Safety Activities	Indicators	Lead	Linkages
Target the “Big Four” factors in death and injuries on highways, waterways and trails: impaired driving, lack of occupant restraint/safety equipment, aggressive driving and distracted driving.	<ul style="list-style-type: none"> <li>○ Number of fatalities, personal injury and property damage collisions over previous year. (See table 3-1)</li> </ul>	Lambton Detachment Traffic and Marine Supervisor	Highway Safety Division (HSD)  Region  Corporate Communications Bureau (CCB)
Members are trained and conducting highway enforcement activity, "looking beyond the plate" to reduce criminal activity on our highways.	<ul style="list-style-type: none"> <li>○ Number of members trained at detachment.</li> <li>○ Number of charges due to seizure of illegal goods.</li> </ul>	Detachment Managers	OCEB  HSD  OPP Academy
Ensure members are trained and conducting highway enforcement activity, “looking beyond the plate” to reduce criminal activity on our highways.	<ul style="list-style-type: none"> <li>○ Number of members trained at detachment.</li> <li>○ Number of charges due to seizure of illegal contraband</li> </ul>	Detachment Managers	Constables Sergeants
Create opportunities with local partners and Community stakeholders to support the provincial rollout of the <i>Collision Prevention Through Environmental Design</i> (CPTED) program.	<ul style="list-style-type: none"> <li>○ Identify community partners/stakeholders.</li> <li>○ Report back on success.</li> </ul>	Detachment Managers	Lambton Detachment Traffic and Marine Sergeant
Continue to increase the number of opportunities with local partners and community stakeholders to combat crime and save lives.	Identify the number of community policing committees/groups.	Lambton Detachment Traffic and Marine Supervisor	Lambton Safe Roads Committee



<b>Public Safety Activities</b>	<b>Indicators</b>	<b>Lead</b>	<b>Linkages</b>
Through crime and traffic analysis, identify directed patrol strategies.	<ul style="list-style-type: none"> <li>o Statistical comparisons post implementation.</li> <li>o Quarterly review of Collision Reporting System data conducted.</li> </ul>	Detachment Managers	HSD Regional Traffic Managers
Maximize the safety of students, teachers and school employees through educational opportunities. Gather floor plans and emergency lock down procedures for all of our schools.	<ul style="list-style-type: none"> <li>o Visits by School Resource Officers (SRO) patrol and Community Services Officers (CSO).</li> </ul>	Detachment Managers Property Crimes Unit Supervisor	Lambton Kent District School Board School Resources Officers

**Strategy – Develop and implement a coordinated approach to internal communications.**

<b>Relationships Activities</b>	<b>Indicators</b>	<b>Lead</b>	<b>Linkages</b>
Conduct regular shift briefings to identify areas of focus and maintain awareness of local issues.	<ul style="list-style-type: none"> <li>o Frequency of shift briefings.</li> </ul>	Frontline Supervisors	Detachment Sergeants, Constables, CCB
Implement a regular process to facilitate two-way communication between the Detachment Commander and members, focused on business planning progress, trends and issues.	<ul style="list-style-type: none"> <li>o Mechanism established.</li> <li>o Frequency of application.</li> </ul>	Detachment Managers	Detachment Sergeants
Ensure internal Field Officer Training takes place for all new officers each year. Conduct recruit training under the direction of the assigned coach officer.	<ul style="list-style-type: none"> <li>o One yearly training session completed.</li> <li>o Number of officers trained each year</li> </ul>	Assigned Coach Officer Shift Supervisor	Assigned Coach Officer Shift Supervisor
Ensure Quarterly M.I.P. (Management Inspection Process) is completed	<ul style="list-style-type: none"> <li>o 100 % compliance reported at year end.</li> </ul>	Detachment Managers	Detachment Sergeants

**Strategy – Focus external communications, including an awareness of the OPP’s mandate, to our communities and stakeholders.**

Relationships Activities	Indicators	Lead	Linkages
Utilize local media to enhance public education and highlight ongoing successes and achievements in all aspects of our core police services to our Police Services Boards and the broader community.	<ul style="list-style-type: none"> <li>○ Number of award nominations and commendations.</li> <li>○ Number of targeted media releases.</li> </ul>	Community Service Officers	CCB Detachment Managers  Community Services Officers  Detachment Sergeants
Identify opportunities to leverage existing social media to better inform and engage the community and stakeholders.	<ul style="list-style-type: none"> <li>○ Number of opportunities identified and implemented.</li> </ul>	Community Service Officers	
Include education component(s) in plans to communicate various safety initiatives to the public.	<ul style="list-style-type: none"> <li>○ Number of proactive targeted public education initiatives.</li> </ul>	Community Service Officers	CCB Regional CSO
Strengthen customer service driven communications with our police services boards, municipalities and other community stakeholders.	<ul style="list-style-type: none"> <li>○ Positive feedback from our Stakeholders.</li> </ul>	Detachment Commander	CCB Business and Financial Services Bureau (BFSB)

**Strategy – Advocate for and support sustainable First Nations policing and safe communities.**

Relationships Activities	Indicators	Lead	Linkages
Support the deployment of officers to First Nation communities both locally and provincially.	<ul style="list-style-type: none"> <li>○ Number of officers deployed to Pikangikum, Big Trout Lake and Weagamow.</li> <li>○ Number of officers deployed to other First Nation communities.</li> </ul>	Detachment Managers	Aboriginal Policing Bureau (APB)
Support effective partnerships with local First Nation policing partners.	<ul style="list-style-type: none"> <li>○ Number of joint events, initiatives/strategies.</li> <li>○ Number of secondments, job shadowing and mentoring opportunities.</li> </ul>	Detachment Managers	APB Regional Crime Detachment Crime  First Nations Liaison Officers
Continue to liaise with First Nations community representatives to further develop an enhanced reciprocal understanding of issues and, where applicable, develop, conduct, implement direct enforcement efforts.	<ul style="list-style-type: none"> <li>○ Frequency of meetings.</li> <li>○ Number of targeted enforcement efforts.</li> </ul>	Detachment Managers	APB Regional Crime Detachment Crime First Nations Liaison Officers

**Strategy – Support and enable continuous training, learning and development opportunities for our employees.**

Workforce Activities	Indicators	Lead	Linkages
Provide civilian and uniform members with increased opportunities to access and participate in a <u>variety of learning opportunities</u> as identified in performance, learning and development plans (PLDP).	<ul style="list-style-type: none"> <li>○ 100% compliance for completion of PLDPs.</li> <li>○ Number of opportunities provided.</li> <li>○ Number of members provided opportunities.</li> </ul>	Detachment Managers	Career Development Bureau (CDB)
Provide members with a <u>variety of leadership development opportunities</u> including training, temporary assignments and secondments as identified in PLDPs.	<ul style="list-style-type: none"> <li>○ 100% compliance for completion of PLDPs.</li> <li>○ Number of opportunities provided to members.</li> </ul>	Detachment Managers	CDB
Acquire Crisis Intervention Training.	<ul style="list-style-type: none"> <li>○ One detachment member will be trained.</li> </ul>	Detachment Managers	CDB
Provide members with a variety of learning opportunities to expand their knowledge of diversity, human rights and cultural awareness.	<ul style="list-style-type: none"> <li>○ Number of members who have completed training for                             <ul style="list-style-type: none"> <li>● Mental Health Issues.</li> <li>● Native Awareness.</li> <li>● Workplace Discrimination and Harassment Prevention (WDHP).</li> <li>● Crisis Intervention Training (CIT).</li> <li>● Other training related to local demographics.</li> </ul> </li> </ul>	Detachment Managers	CDB FSB

**Strategy – Foster a culture of recognition and accountability through meaningful performance management.**

Workforce Activities	Indicators	Lead	Linkages
Ensure all members have meaningful and current PLDPs to enhance selection and succession planning processes.	<ul style="list-style-type: none"> <li>○ Every employee PLDP is used to track :                             <ul style="list-style-type: none"> <li><u>Performance</u></li> <li>a) Identify key commitments/ responsibilities.</li> <li>b) Identify how those responsibilities will be achieved.</li> <li>c) Document results.</li> <li><u>Learning</u></li> <li>a) Identify learning needs and career interests.</li> <li>b) Identify realistic activities to address needs.</li> <li>c) Document results.</li> </ul> </li> <li>○ 100% compliance as demonstrated by the Management Inspection Program (MIP) and regional databases.</li> </ul>	Detachment Managers  Detachment Sergeants	CDB
Integrate PLDPs into local candidate selection processes.	<ul style="list-style-type: none"> <li>○ Number of processes where PLDPs were integrated.</li> </ul>	Detachment Managers Detachment Sergeants	CDB

**Strategy – Promote a healthy workforce and healthy workplaces.**

Workforce Activities	Indicators	Lead	Linkages
Support, contribute and/or participate in the delivery of an annual Wellness Day and ongoing wellness activities.	<ul style="list-style-type: none"> <li>○ Number of activities undertaken or attended.</li> <li>○ Number of members who have viewed the mental health DVD.</li> </ul>	Detachment Fitness Appraiser	CDB Region
Utilize the Monthly Accommodation Report to track, monitor and support meaningful work assignments.	<ul style="list-style-type: none"> <li>○ Number of meaningful work assignments provided.</li> <li>○ 100% in monthly reporting compliance.</li> </ul>	Detachment Sergeants	CDB
Encourage/support detachment members to volunteer as peer support/Critical Incident Stress Response team members.	<ul style="list-style-type: none"> <li>○ Number of members participating/volunteering/trained.</li> </ul>	Detachment Sergeants	Region

**Strategy – Enhance information management with technology.**

Effectiveness Activities	Indicators	Lead	Linkages
Audit data quality of Niche Records Management System (RMS) and Daily Activity Reporting (DAR) reports to enhance the application of data in evidence-based decision making across the organization.	<ul style="list-style-type: none"> <li>○ Increased data integrity demonstrated through ongoing audits.</li> <li>○ 100% compliance with policy for entry and approval timelines.</li> <li>○ Number of members trained in RMS in 2013.</li> </ul>	Detachment Sergeants	Communication and Technology Services Bureau (CTSB)  Business and Financial Services Bureau (BFSB)
Integrate PLDPs into local candidate selection processes.	<ul style="list-style-type: none"> <li>○ Number of processes where PLDPs were integrated.</li> </ul>	Detachment Managers	Detachment Sergeants
Integrate existing methods of data collection, storage and usage through the use of technology.	<ul style="list-style-type: none"> <li>○ Streamlined data collection processes Improved ability to collect, retrieve and process data.</li> </ul>	Detachment Managers	Detachment Sergeants

**Strategy – Effective financial management and fiscal accountability.**

Effectiveness Activities	Indicators	Lead	Linkages
Maximize workforce resources through the effective management of standby, call-back and paid duty approvals.	○ 100% compliance.	Detachment Commander	BFSB
Ensure all qualifying overtime is pre-approved and, where necessary, scored correctly in the Employee Pay Equivalency Report (EPER).	○ 100% compliance.	Detachment Commander	BFSB Detachment Managers
Ensure accurate monthly reporting on expenditure forecasts.	○ +/- 1% of expenditure forecasts.	Detachment Commander	BFSB Detachment Managers
Ensure uniform and civilian staff and managers are afforded financial training.	○ Number trained.	Detachment Commander	OPP Academy
Present in meeting format, the OPP estimate, mid-year and year-end reconciliation reports to municipalities/mayors/PSBs.	○ Meetings conducted within one week of receipt of reports from Municipal Policing Bureau separate from scheduled community safety meetings.	Detachment Commander	Detachment Managers



**Strategy – Embed environmental responsibility into our culture and our business practices.**

Effectiveness Activities	Indicators	Lead	Linkages
Where possible, reduce vehicle idling times, ensure routine and complete vehicle checks, and follow the OPP vehicle maintenance policy.	<ul style="list-style-type: none"> <li>○ 100% compliance with vehicle maintenance policy.</li> </ul>	Detachment Commander	Fleet, Supply and Weapons Services Bureau (FSWSB)
Implement sustainable "green measures" practices for meetings and conferences (e.g. OPP Green Fleet <i>Best Practices</i> , carpooling, video/teleconferencing, reduced printing and reduced consumption of paper and disposables).	<ul style="list-style-type: none"> <li>○ Number of green measures implemented.</li> </ul>	Detachment Commander	Detachment Managers



# 2013

## BUSINESS PLAN

### OPP Programs and Services:

24-Hour Proactive and Reactive Policing/Investigation  
Aboriginal Policing  
Auxiliary Policing  
Aviation  
Behavioural Sciences and Analysis  
Canine  
Chemical, Biological, Radiological, Nuclear and Explosive Response  
Child Exploitation Investigation  
Communications  
Community Policing  
Complaint Investigation  
Court Case Management  
Crime Prevention  
Crime Stoppers  
Crisis Negotiations  
Differential Response  
Drug Enforcement  
E-Crime (Electronic Crime)  
Emergency Planning and Response  
Forensic Identification  
Hate Crimes/Extremism Investigation  
Illegal Gaming Investigation  
Incident Command  
Intelligence  
Major Case Management  
Marine/Motorized Snow Vehicle/  
All-terrain Vehicle  
Media Relations  
Offender Transportation  
Ontario Sex Offender Registry  
Organized Crime Investigation  
Protective Services  
RIDE (Reduce Impaired Driving Everywhere)  
Search and Rescue  
Surveillance - Electronic and Physical  
Tactics and Rescue  
Technical Traffic Collision Investigation  
Traffic Safety  
Training  
Underwater Search and Recovery  
Urban Search and Rescue  
ViCLAS (Violent Crime Linkage Analysis System)  
Victim Assistance

The above list corresponds with The Adequacy & Effectiveness of Police Services Regulation (Adequacy Standards, O. Reg. 3/99). The list further provides an overview of various OPP programs and services but should not be considered complete.



## Lambton **DETACHMENT**

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