

# Our Climb



**125**  
YEARS | A LEGACY of  
**EXCELLENCE**  
2010 – 2013

Preparing ourselves  
and our community | 2010  
2007

Community based, intelligence  
led, accountability driven policing | 2004

Discover your  
Delta Police Department | 2003

Leadership Model | 2000

Community Policing Model | 1995

Traditional Policing Model | 1994  
1888

*“High achievement always takes place in the framework of high expectation...”*

Message from the Chief Constable:

Delta Police Department is a planning organization. We believe that to deliver quality police services to our citizens, we must think, plan and act strategically. My 40 years of police experience has seen a great deal of change and increased complexity in policing and public safety. Having a gun and a badge is no longer enough in preparing police officers for the job; indeed it is having the ability to think critically, behave ethically and understand that policing is an ever-changing environment that creates an engaged and effective police force.



In order to ensure that we keep our police officers, civilian staff and volunteers prepared for present and future challenges, we include all levels of the organization in our strategic planning. Inclusion in the process creates an organization of strategic and critical thinkers – an invaluable asset to Delta Police Department.

The 2011 – 2013 strategic plan will lead Delta Police Department into our 125<sup>th</sup> anniversary. Between now and then, you will see we have much work to do in many areas to accomplish our goals. On behalf of the police officers, civilian staff and volunteers of Delta Police Department I am pleased to present our Strategic Plan, “125 Years: A Legacy of Excellence”

Yours Truly,

A handwritten signature in black ink, which appears to read "Jim Cessford".

Jim Cessford, Chief Constable

125 Years: A Legacy of Excellence



## Our Vision

*Delta* A safer and better  
community through  
*excellence* in policing.

## Our Strategic Goals

- Delta Roads: Safest in BC
- Strategic Crime Reduction
- Innovative Specialized Services
- Leading Edge Technology
- Leadership From Everyone
- Facilities Enhancement

## Our Mission

Serving Delta through value based leadership, professionalism and community partnerships that:

- Instill public trust and confidence
- Reduce crime and its impact
- Maintain safety and order

## Our Core Values

*Honour* HONOUR  
*Integrity* INTEGRITY  
*Trust* TRUST  
*Courage* COURAGE

125 Years: A Legacy of Excellence



In June of 2010, a cross section of the organization along with external community stakeholders gathered for a 2-day, intense brainstorming and planning session to identify future trends and challenges as well as opportunities for Delta Police Department and the community to enhance public safety. The session resulted in six *Strategic Goals* that will guide department activities over the next three years. The complete document totals over 60 pages of action steps to accomplish the following.

### Our Strategic Goals:

- Delta Roads: Safest in B.C.
- Strategic Crime Reduction
- Innovative Specialized Services
- Leading Edge Technology
- Leadership From Everyone

Every section in the department is responsible for developing and implementing a number of action steps to help achieve the six strategic goals. Over the course of the next three years, the action steps will be examined on a quarterly basis to ensure accountability to the plan. For Delta Police, it is not enough simply to create a plan; following through and accomplishing our set-out goals is the most important element of what we do.



## Strategic Planning Process



A new approach for the planning process involved the use of a graphic artist to 'draw' the discussions that took place over the two days. These images are rich with messages from the Chief, educational materials and overall themes of the session.



# Delta Roads: Safest in BC

Traffic Safety is a concern for all that live, work and travel through Delta. With a large seaport, BC Ferries terminal and a growing industrial park, Delta has a diverse mixture of vehicles sharing our roads. Delta Police Department is committed to making our roads safe for everyone through a number of initiatives including:

- Developing a Selective Traffic Enforcement Plan (STEP) as a road map for Traffic Safety Initiatives, Operational Plans and Special Events.
- Enhancing traffic safety education in partnership with DPD Media Section, School Liaison Officers and Patrol.
- Implementing Intelligence-led analysis of traffic collisions and statistical reviews to assist with targeted enforcement, education and safety initiatives.
- Ensuring appropriate resource levels exist to complement current and upcoming projects.
- Developing best practice and Major Case Management guidelines for fatal and serious collisions involving criminal code offences.



## Our Strategic Goals



# Strategic Crime Reduction

Delta Police believe in intelligence-led policing. It is not enough to simply react to crime; police must think and act strategically to stop criminal activity before it happens. Some high level goals for Strategic Crime Reduction include:

- Enhancing communications to the public to deliver timely information regarding current trends and topics (identity theft, luring, fraud scams, internet safety, etc.).
- Identifying additional training opportunities for members and civilians in Major Case Management and enhanced police tactics.
- Ensuring intelligence-led programs (COMPSTAT, Chronic Offenders) are using the most appropriate technology.
- Increasing the number of Block Watch communities throughout Delta.
- Utilizing Reserve Constables and Volunteers in crime reduction strategies.



## Our Strategic Goals



# Innovative Specialized Services

Delta Police are proud of the specialized services offered to the communities in Delta. The last strategic plan resulted in the development of the Community Health Intervention Program, specialized crime reduction teams and the introduction of Caber, Canada's first trauma dog used to help victims of crime. Moving forward, Delta Police continues to develop services to improve operations both internally and for the public including:

- Establishing a Domestic Violence Unit.
- Exploring opportunities for strategic integration with outside agencies.
- Working with non-police agencies to develop topical forums on crime reduction including bullying and domestic violence, resources for immigrants and programs for youth in the community.
- Establishing a Delta-wide Block Watch program.



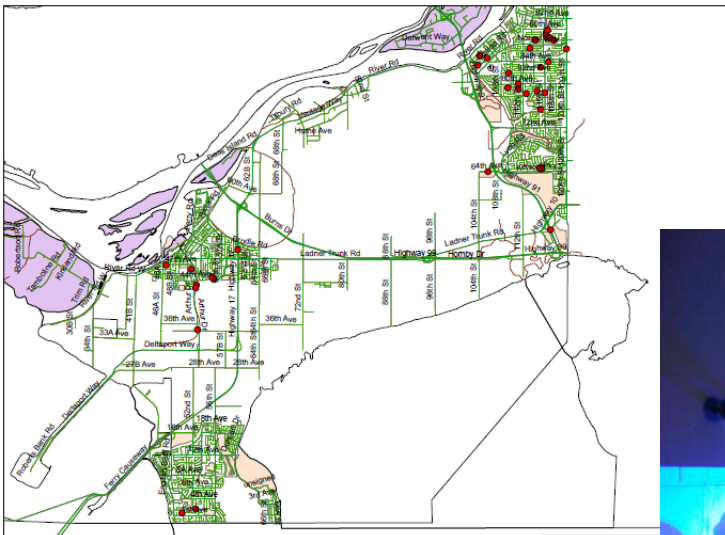
## Our Strategic Goals



## Leading Edge Technology

Technology is in a constant state of development. New technologies have changed how police respond to criminal activity. Investigations become increasingly complex as new forms of communications and information sharing are developed. Delta Police is seeking to ensure we equip our staff with the appropriate tools to fight crime and ensure we meet the needs of the public we serve. There are a number of operational and administrative goals in planning our investment into new technology which include:

- Developing an integrated approach to information systems software to ensure timely and accurate information for investigations and administration.
- Implementing digital fingerprint technology.
- Investing in crime scene and collision analysis equipment including thermal imaging and laser scan technology.
- Continuing to integrate with outside agencies in data and information sharing.



## Our Strategic Goals



# Leadership From Everyone

Developing strong leaders is a contemporary issue for many organizations throughout Canada. Delta Police believes that being a *leadership organization* takes continual work and commitment to developing leaders. We expect every member, civilian and volunteer to behave as a leader and have re-committed to this philosophy. Every section of the department has identified similar goals including:

- Making resources available to those who show interest in promotion and professional development.
- Establishing succession planning programs in all areas of the department.
- Establishing inter-departmental mentorship programs.
- Providing junior members with new opportunities during investigations.
- Offering training in a number of areas with a focus on leadership development.



## Our Strategic Goals



# Facilities Enhancement

The Delta Police Department continues to grow in size as a reflection of the communities of Delta. With growth comes the need for space; and paramount to quality policing is the need for appropriate accommodations for training, operations and administration of police services. Plans for capital facilities include:

- Developing an enhanced training facility for use-of-force and weapons training and re-qualification.
- Determining the appropriate timelines and feasibility of a new Headquarters building.
- Ensuring spatial needs for all sections are identified and improved to maintain effective work flow.
- Researching the feasibility of off-site Professional Standards office.



## Our Strategic Goals





With the development of Delta Police Department's Strategic Plan *125 Years: A Legacy of Excellence* comes a great deal of commitment from all staff members and volunteers in the organization. The two-day planning session set a foundation, developing our six Strategic Goals. However, a strategy is nothing without the ability to achieve intended outcomes.

Delta Police constantly works to develop measurable, timely and concise goals as we work towards our 125th Anniversary in 2013. The 2007—2010 Strategic Plan saw an 85% completion rate of over 1,000 action steps. We continue to raise the bar in the organization; the newly developed plan contains over 60 pages of action steps developed by every section and unit in the department. The highlights in this document are a small fraction of the work behind the scenes as Delta Police strives to deliver the top police services to the citizens who live and work in Delta.

## 125 Years: A Legacy of Excellence

