



STRATEGIC PLAN 2023-2028

MORDEN POLICE BOARD

INTRODUCTION

In accordance with *The Police Services Act* the Morden Police Board (Board) must establish a multi-year plan for the board and the Morden Police Service (Service). In doing so, the Board will, while collaborating with the Chief of Police, develop a strategic plan that will establish the priorities and objectives for the Service.

This Strategic Plan was developed between the Board and the Service using information gathered from:

- community consultations;
- the 2023 community engagement survey;
- occurrence analysis; and
- quarterly reports made by the Chief of Police.

The strategic plan establishes an organizational focus for the police service and delivery of the policing services while reflecting the public interest and incorporating the community's needs and values within its objectives, goals, and strategies.

ROLES AND RESPONSIBILITIES

The Role of the Board

The responsibilities of the Morden Police Board are as follows:

- Govern the Service in accordance with *The Police Services Act* of Manitoba.
- Set goals, objectives, and priorities for the Service.
- Monitor implementation of the goals, objectives, and priorities for the Service.
- Seek out and receive input from municipal residents regarding community safety and security needs.
- Monitor and effectively manage the financial activities of the Morden Police Service.
- Provide advice to the municipality regarding the finances and resources needed by the Service.
- Provide periodic reports, as reasonably required, to such key stakeholders as the province, city council, and the citizens of Morden.
- Recruit and appoint the Chief of Police and, if necessary, appoint any Acting Chief of Police.
- Monitor the performance of the Chief of Police or Acting Chief of Police.

The Role of the Chief of Police

The main responsibilities of the Chief of Police are outlined in subsection 22(1) of the Act and are as follows:

- The enforcement of law, the prevention of crime and the preservation of public peace in the municipality.
- The management, administration, and operation of the Service.
- The maintenance of discipline in the Service.
- Ensuring that the Service meets all the requirements imposed by *The Police Services Act* and that police officers carry out their duties in accordance with the Act.
- Implementing policies established by the Board respecting the Service.

The Role of the Service

- Commitment to making Morden Manitoba's safest community.
- Continuous education, crime prevention, building inclusive partnerships, intervention, protection, enforcement, and investigation.

INFORMATION GATHERING

Community Conversations

The Board hosted two sessions in December 2023 with community stakeholders to solicit feedback and ideas for consideration by the Board in its strategic planning.

What We Heard

What is the biggest challenge facing our community/neighborhood when it comes to public safety?

Mental health

- Concern for the safety of affected individuals and impact on community.
- Lack of capacity to aid individuals requiring mental health support.

Drugs

- Drug abuse impacts public safety and can lead to crime, poverty, and violence.

Traffic

- Reduce traffic related risks to safety.

What are the policing values you would like to see strengthened in our community?

Most participants felt professionalism was a value requiring more clarity or a descriptor and that integrity encompassed all that the Service and community is about. Integrity is the most important.

Is there a value that should be a core value of the Service?

Most participants were pleased with the core values; however, some suggested that inclusivity and community be core values as well.

How can your organization contribute to a safe environment and help prevent crime in Morden?

Building a sense of community

- Neighbourhood watch.
- Stay involved with community.

Education

- Provide forums for individuals new to Canada to learn about traffic rules and violations.
- Organizations can open learning opportunities to the Service and Board.
- Hold conversations to prevent crime and teach staff how to respond to aggressive behaviours.

Communicate

- Interagency conversations
- Provide more information about the role of the Board.

Community Engagement Survey

The Community Engagement Survey was available in February 2023 and could be completed online. There were 478 respondents. Below are the highlights of the survey.

How likely do you think it is that the following activities occur in Morden?

- Drug Crime 91%
- Theft under \$5000 85%
- Cybercrime 83%
- Youth Crime 80%
- Fraud 79%

Consider the traffic within Morden, what are the top concerns Morden Police Service should focus on in the future?

- Speeding 63%
- Impaired Driving 56%
- Distracted Driving 52%

Where should Morden Police Service focus their efforts on in the future?

- Community Policing 72%
- Increasing Visibility 66%
- Providing Education & Information about Cyber Crime 44%

Theme # 1 - Enforcing the controlled substances laws and regulations, promoting harm reduction & providing education about the drugs on the street.

Theme # 2 – Monitoring traffic within the city, with a focus on intersections and school zones.

Theme # 3 – Being visible in the community, walk the streets and being present at community events.

Theme # 4 – Making connections with youths.

Theme # 5 – Educating members on mental health issues and domestic violence.

VISION, MISSION & VALUES

Our Vision

MORDEN – MANITOBA'S SAFEST COMMUNITY.

Our Mission

To reduce crime and provide a safe environment through strategic policing and strong community partnerships.

Our Values

Professionalism

We maintain high ethical standards on and off duty.

Accountability

We are answerable to those we work with and the community.

Integrity

We Function within our legal authority, using discretion with competence, fairness, and honesty.

Respect

We value diversity, building inclusive partnerships, and will be fair and consistent in our interactions with each other and the community.

OUR PRIORITIES AND OBJECTIVES

Keep our Streets Safe through Education and Enforcement

- Promote road safety and driver responsibility.
- Promote neighborhood safety and the security of property.
- Promote bike and pedestrian safety.
- Participate in traffic enforcement initiatives.

Promote Community Policing and Partnerships

- Monitor the activities of the Community Resource Officer to identify community needs.
- Continued participation in working groups to exchange knowledge and identify community needs.
- Enhance visibility by creatively engaging with the community.
- Continue to support the Citizens on Patrol Program.

Enforce Drug Laws

- Collaborate with other law enforcement agencies on joint projects.
- Facilitate community presentations and education about drugs and drug enforcement laws.
- Create investigative units or assign dedicated personnel to specialize in drug enforcement initiatives.

To Sustain our Workforce

- Deliver on health and wellbeing.
- Promote competitive wages and benefits.
- Foster a learning culture and opportunities for professional development.

METRICS

Keep our Streets Safe through Education and Enforcement

- Number of social media posts and followers.
- Promotional activities related to bike and pedestrian safety.
- Participation in provincial initiatives.

Promote Community Policing and Partnerships

- Number of Community Resource Officer activities and initiatives.
- Number of community meetings attended.
- Number of community engagements.
- Number of Citizens on Patrol Program volunteer hours.

Enforce Drug Laws

- Number of joint force operations.
- Number of drug related presentations.
- Number of K9 drug deployments.
- Number of drug investigations.

To Sustain our Workforce

- Health and wellbeing supports.
- Compensation compared to other jurisdictions.
- Number of educational opportunities.
- Officer compliment reflective of community growth and service needs.