



VERNON NORTH OKANAGAN RCMP



**STRATEGIC
PLAN
2023-2028**

Message from the Officer in Charge

As the Officer in Charge of the Vernon North Okanagan Detachment, I am pleased to share our five-year strategic plan. I would like to first acknowledge that we are fortunate to live and work in this amazing area which is the traditional and unceded territories of the Syilx people of the Okanagan and also the Sepwepémc Nation, specifically the territory of the Spltasin People. I consider myself fortunate to work with such a dedicated team of people who work hard every day to keep our communities safe.

The 2023-2028 Vernon North Okanagan Strategic Plan was developed through consultation with our members, staff, community and our external stakeholders across the Vernon North Okanagan detachment area in order to recognize and address existing policing issues. In January of 2023, I met with our policing supervisors to discuss crime trends and identify policing priorities. The Senior Management Team and I then met with our external stakeholders who included elected officials, program managers and key players in our communities to discuss our approach to policing and to listen to their ideas on how we can provide the best service for our areas of responsibility. We also reached out to the public to hear issues of importance in their communities and held a meeting where we listened to their concerns. The valuable input gathered from these meetings has been used to create this plan with the goal of ensuring the Vernon North Okanagan remains a safe place to live.

Our four strategic priorities are Public Safety, Vulnerable Persons, Community outreach and Policing excellence. We will focus on providing an outstanding police service by developing strong mental health and resiliency in our police officers. We will build and maintain the public trust through timely and accurate communication. We will work collaboratively with our partners to assist vulnerable persons and strive to foster safer communities through evidence based, targeted and collaborative enforcement.

I am confident the Vernon North Okanagan Detachment remains in a position to respond to future demands for policing services with continued support and assistance from our community partners. Our plan is continually monitored to adapt to the trends in our communities.



A handwritten signature in white ink, appearing to read 'S. Baher'.

Superintendent Shawna Baher
Officer in Charge
Vernon North Okanagan RCMP

NATIONAL



Serious and
Organized
Crime



National
Security



Youth



Aboriginal
Communities



Economic
Integrity

BC RCMP



Enhanced Public
Safety



Organizational
Excellence



Accountability
& Governance



OUR TEAM

OFFICER IN CHARGE

OPERATIONAL SUPPORT

FRONTLINE POLICING

GENERAL INVESTIGATION

Admin Support

Civilian Support Services

General Duty

Serious Crimes

Targeted Policing

Media Relations

Civilian Support
Staff

Police Dog
Services

Special Victims
Unit

Task Force

School Resource
Officer

RCMP Victim
Services

Forensic
Identification
Services

Sex Crimes

Downtown
Enforcement Unit

Professional
Standards Unit

Restorative
Justice

Indigenous
Policing Services

Domestic Violence
Unit

Prolific Target
Team

Community Safety
Unit

Reserve
Constables

Crime Analyst

RCMP Volunteers

Community Safety
Office



Where we work...

7210
sq km

Approximate geographical land mass we are responsible for policing

5
Regional Districts

Regional District of North Okanagan, Regional District of Central Okanagan, Columbia-Shuswap Regional District, Thompson-Nicola Regional District, Regional District of Kootenay Boundary

90,000
population

Entrusted with the safety of nearly 90,000 residents

9
Communities

Police of jurisdiction for the communities of Armstrong, Enderby, Falkland, Lumby, Spallumcheen, Coldstream, Vernon, as well as the Splatshin and Okanagan Indian Band

The Vernon North Okanagan RCMP acknowledges that it proudly serves the public on the unceded traditional territories of the Splatshin (Sepwepémc) and Syilx (Okanagan) Nations



community consultation

Strategic Planning is a process to recognize and address existing issues which impact the Vernon North Okanagan Detachment in order to effectively allocate police resources. Our strategic plan is reviewed annually, taking into consideration changes in client input, human resources, funding, community issues and trends with the goal of keeping Vernon North Okanagan a safe and secure community.

The Vernon North Okanagan Detachment 2023-2028 Strategic Plan is created with input from both the internal membership as well as our external stakeholders. It is designed as a guide to enhance existing police services. In order to maximize our effectiveness, we must focus on areas that will have the greatest impact in the community.

Our STRATEGIC PRIORITIES



public safety

foster safer communities through evidence based, targeted and collaborative enforcement in the Vernon North Okanagan.

vulnerable persons

work collaboratively to assist vulnerable persons in the community in greatest need and are at risk of harm or exploitation.

community outreach

build and maintain relationships within the Vernon North Okanagan communities to increase public trust.

policing excellence

supporting our members to build confidence, resiliency and empower members to reach their full potential.



public safety

foster safer communities through evidence based, targeted and collaborative enforcement in the Vernon North Okanagan

Prolific and Priority Offenders

- Maintain an inventory of prolific offenders and ensure monitoring through curfew compliance checks.
- Work with local judiciary and probation to ensure effective and enforceable release conditions.
- Increase use of Crime Analyst to identify crime series and potential priority offenders to focus resources in areas which will have the greatest impact on reducing crime.
- Address property crime through trend analysis, target suspected offenders, and proactive patrols of hot spot areas.
- Increase crime preventative education through to the public through media outlets, social media and in-person presentations.

Street Entrenched Population

- Maintain a foot patrol program with the focus on enforcement and increase visibility to downtown shop owners.
- Organize Enhanced Downtown Enforcement Initiative (EDEI) bi-annually.
- Work with Municipal by-law officer, CN Police and other partners to reduce encampments in public spaces.
- Utilize the Community Safety Office to provide education to businesses on strategies to minimize negative contacts with street entrenched.
- Target addresses for Crime Prevention Through Environmental Design (CPTED) audits.

Road Safety

- Ensure individual Frontline members contribute to traffic enforcement and road safety initiatives through monthly reporting.
- Utilize community policing volunteers for 'Speedwatch', 'Three Strikes You're Out' and 'Cell Watch' campaigns.
- Increase efforts in alcohol related driving enforcement by Frontline members and provide training in Standardized Field Sobriety Testing and associated impaired investigation training.
- Provide pedestrian, bicycle and other vulnerable road user safety education and awareness.

Performance Measure:

- Downward trend of Property Crime Offences
- Upward trend in traffic contacts by members.



vulnerable persons

work collaboratively to assist vulnerable persons in the community in greatest need and are at risk of harm or exploitation.

Special Victims

- Identify high risk cases of Intimate Partner Violence and participate in Integrated Case Assessment Team (ICAT).
- Continued support for the Oak Child and Youth Advocacy Centre for child victims of crime.
- Offer victim supports including RCMP Victim Services and Archway Society.
- Work with partners to provide support for chronic missing youth.

Toxic Drug Crisis

- Maintain enforcement efforts with respect to Provincial Tactical Enforcement Priority targets to target opioid suppliers and traffickers.
- Support collaborative harm reduction initiatives including to provide at risk persons with referrals to substance use services and offer Intramuscular (IM) Naloxone kits to prisoners at risk of an overdose upon release from custody.

Mental Health Calls

- Work with Interior Health to reduce hospital wait times for emergency apprehensions under the Mental Health Act.
- Partner with Community Response Team to assist with Mental Health Act apprehensions.
- Advocate for working partnership between Interior Health worker and frontline responders to staff a coordinated crisis response team car.
- Research various tools to assist police response to a mental health crisis calls for service including Health IM application.
- Understand that a person in mental health crisis may still be held accountable for their criminal actions.
- Collaborate with community partners to optimize roles, responsibilities and resources.
- Support a pilot project of Interior Health Mental Health nurse at the Operational Communication Centre in Kelowna to triage mental health calls and assist responding frontline officers.

Performance Measure:

- Downward trend in mental health related calls for service.



community outreach

build and maintain relationships within the Vernon North Okanagan communities to increase public trust

Youth Connection

- Recruit candidates and facilitate the annual RCMP Youth Academy.
- Increase referrals to Restorative Justice Program to provide youth offenders with accountability & problem-solving options.
- Increase positive engagement and relationships with school communities.
- Provide youth information regarding alcohol and drug use, sexual consent, and digital safety to ensure youth make healthy choices.

Community Engagement

- Increase the public profile of VNOD within the community through the use of the mainstream media and VNOD social media platforms.
- Increase public confidence in the Vernon North Okanagan RCMP through timely and accurate communication.
- Maintain innovative partnerships with justice officials, probation, prosecutors, mental health & drug addiction services with the common objective of root problem solving and reducing repeat calls for service.
- Facilitate community outreach events including 'Coffee with a Cop', 'Emergency Services Showcase' and 'Cram the Cruiser'.
- Participate in community hosted events such as the United Way Drive thru Breakfast and the Salvation Army Starfish backpacks program.
- Expand use of innovative ideas within social media platforms.

Indigenous Communities

- Provide a consistent liaison between the RCMP and Indigenous communities.
- Strengthen the relationship between police and the Okanagan Indian Band and Splots'in First Nation.
- Increase partnerships with Indigenous communities including participation in Community Consultative Group meetings.
- Enhance police understanding of indigenous voices and lenses through participation of the Indigenous Police Section officer in culturally sensitive events, community functions and reconciliation.
- Utilize Indigenous Police Section officer to foster a foundation of acceptance and understanding between Indigenous communities and frontline officers.

Performance Measure:

- Increase the number of persons following VNOD social media platforms.



policing excellence

the Vernon North Okanagan RCMP is committed to supporting our members to build confidence, resiliency, and empowering them to reach their full potential

Employee Wellness & Recognition

- Conduct informal North Rural detachment visits by OIC and Ops Officer to engage rural members.
- Participate in Critical Incident Stress Management (CISM) initiatives, including Psychological Body Armour training, to enhance mental health wellness and resilience of members.
- Ensure Critical Incident Stress Debriefs (CISD) are conducted on upsetting incidents.
- Increase in recognition and appreciation of members for outstanding service.
- Provide a safe and respectful work environment in tune with members' needs and in line with the RCMP's Equity, Diversity and Inclusion strategy.

Member Training

- Build capacity of our members to conduct thorough investigations to provide quality service to the public.
- Ensure mandatory training and periodic health assessments are complete and up-to-date.
- Ensure Independent Learning Plans (ILP) are meaningful, highlight desired courses and career path interests.
- Provide local training and HRMIS accredited courses including AFQ, CAFQ, CEW, ASD, Radar/Laser, and ICIR.
- Seek opportunities with guest speakers to provide informal training to frontline officers at daily watch briefings.

Good Governance and Technological Advancement

- Create civilian employee support position responsible for the management, download and maintenance of detachment technological equipment which falls outside of the realm of IT support such as Police Vehicle Watch Guard, Body Worn Camera, Ion Scanner, and Digital Field Triage.
- Research cost-sharing opportunities within Southeast District regarding local analysis and examination of seized cell phones, laptops and other technology.
- Allocate time for pro-active work by reducing attendance to non-police required calls for service.
- Increase information sharing of sections with meaningful information relayed on VNOD E-Brief presentations, daily pass-on reports and at Watch Briefings.
- Utilize local subject matter experts from partner agencies to increase education on topical issues in the community.

Performance Measure:

- Target of four (4) team building activities at the detachment.



our Mission

To preserve the peace, uphold the law and provide quality service in partnership with our communities.

our Vision

The RCMP is a healthy and inclusive organization trusted by employees, partners and the public that keeps Canada safe by consistently delivering exceptional policing services and continually striving to grow and improve.

our Values

**ACT WITH INTEGRITY • SHOW RESPECT • DEMONSTRATE COMPASSION
TAKE RESPONSIBILITY • SERVE WITH EXCELLENCE**



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