



STRATEGIC PLAN

2024-2027

SMITHS FALLS POLICE SERVICE
COMMUNITY FIRST

smithsfalls.ca



OUR PHILOSOPHY

The philosophy of the Smiths Falls Police Service is
COMMUNITY FIRST



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MESSAGE FROM JODI EMPEY

Acting Chief - Smiths Falls Police Service

On behalf of our Police Service, we are pleased to present to you our four year Strategic Plan.

In the coming year, the Community Policing and Safety Act (replacing the Police Services Act of Ontario) will bring upon changes within the policing model.

However, with these changes our motto remains the same- Community First. Community engagement has been and will continue to be important to me and to our members. We will continue to strive to put our community first through initiatives such as having a full time Community Services Officer who engages with several committees such as Situation Table, RNJ, Big Brothers We are kids for youth program, Diversity and Inclusion, schools and service clubs. We also dedicate our full team to continue to interact with our youth in schools on a regular basis. That positive interaction is so important for our youth to see and be able to ask them anything they wanted to know.



Collaborating with our Community Partners is also a very important piece. Through partnerships with services such as Victim Services, Victim Advocates, LCIH, school boards, our MCRT team, LCMH, LGBTQ2S+, Smiths Falls for all, restorative justice, homelessness, RNJ services are just some of the partnerships we work with to assist with supporting our most vulnerable.

Proactive response to Policing is the most fundamental way of crime prevention, such as our ongoing road safety initiatives, ride programs, compliance checks of our high-risk offenders, patrols on foot and on bike throughout our communities and parks. Most of our Officers have worked in this community for several years and know our community and the problem areas.

As you read our Strategic Plan, it serves as a Commitment to our community. Redeveloping our Mission, Visions and Values was from listening to the needs of our Community.

As our Community continues to grow and evolve, so do we. Information and technology has been faster than ever. Instant information such as social media, has changed quite substantially. How we investigated cases now and their complexity has changed. Digital evidence has become a key component to our workload.

Our Strategic Plan and the feedback we received ensures that we enhance our service levels while continuing to be mindful of budgetary and staffing challenges. Utilizing grant opportunities for Victims of Crime, NG 911, Crime Prevention, Criminal Intelligence, Human Trafficking for example, are just some of the ways of cost preventative measures but also be able to support our community partners within our community.

Most importantly, the plan recognizes the health and wellness of our employees. It's important for the Police Services Board to understand the challenges of this profession and ensuring the staff is supported.

I am honored to have worked my entire 30 year career here in Smiths Falls with the men and women who have dedicated themselves to this service and partnering with a community that does want to work together to make this town a safe place to live in.



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OUR MISSION VISION AND VALUES



MISSION

Our Mission in partnership with our community, is to ensure the safety and security of all persons and property within the town of Smiths Falls.



VISION

Our Vision is to continue to create a positive environment within our community by inspiring public confidence, accountable policing and providing safety and security for all.



VALUES

Our Values is respect, professionalism and community leadership.

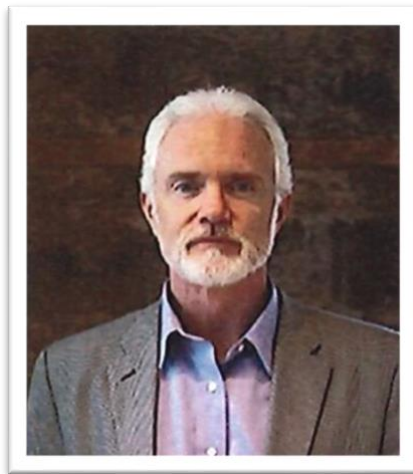
POLICE SERVICE BOARD CHAIR

Shawn Pankow

On behalf of the Smiths Falls Police Service Board, I am very pleased to present to our community our 2024-2027 Strategic Plan.

The world of policing is ever evolving, and it is important our service think and act strategically to ensure we are responding to the diverse needs of a growing and changing community, embracing and leveraging new technologies and processes and enhancing partnerships to maximize the level of service we are able to provide. Especially to victims of crime and our most vulnerable populations.

The Smiths Falls Police Service has long embraced its philosophy of "Community First", and remains committed to providing the citizens of Smiths Falls with appropriate assistance to victims of crime, effective crime prevention, law enforcement and public order maintenance and timely emergency response.



This plan has been developed with the community in mind, and its focus and individual priorities have been shaped by the extensive feedback received from stakeholders and our citizens. It has long been a priority of the police service board and our police service to be attentive and responsive to the needs and priorities of our community.

Our Police Service Board and police service are also very conscious of the need to deliver adequate and effective policing while providing good value for our taxpayers. Approximately 90% of our policing budget is committed to personnel, the majority being front-line officers. It is this commitment by Smiths Falls Town Council that enables municipal policing to continue in our community and creates certainty of dedicated officers in our town, every moment of every day.

You will see in this plan Key Performance Measures that will enable our PSB and police service to measure its success moving forward. Our board and service believe it is important to have in place measurements that can continue to indicate to us and our community our progress against key objectives.



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SMITHS FALLS POLICE ASSOCIATION

Aaron Tompkins

On behalf of the members of the Smiths Falls Police Association, I am pleased to support the Smiths Falls Police Service Business Plan for 2024-2027, as presented by the Police Services Board and senior management of the police service.

The Business Plan holds true to the “Community First” motto of the Smiths Falls Police Service and provides the framework for the Police Service. Our members, with direction of the Business Plan, provide timely, professional and a familiar face when assisting members of the public.

Our members are also very active in our community and host several events throughout the year such as: Kids, Cops & Canadian Tire Fishing Day, Charity Softball Tournament, events for Special Olympics, Law Enforcement Torch Run as well as many volunteer hours with community organizations.

We look forward to working with the Police Services Board and senior management with the transition from the current Police Services Act to the Community Safety and Policing Act, which is anticipated to come into effect on April 1, 2024.

The Smiths Falls Police Association also would like to congratulate Chief Mark MacGillivray on his retirement at the end of 2023 and our members look forward to continuing the professional working relationship with the new senior management once in place.

Yours in policing,

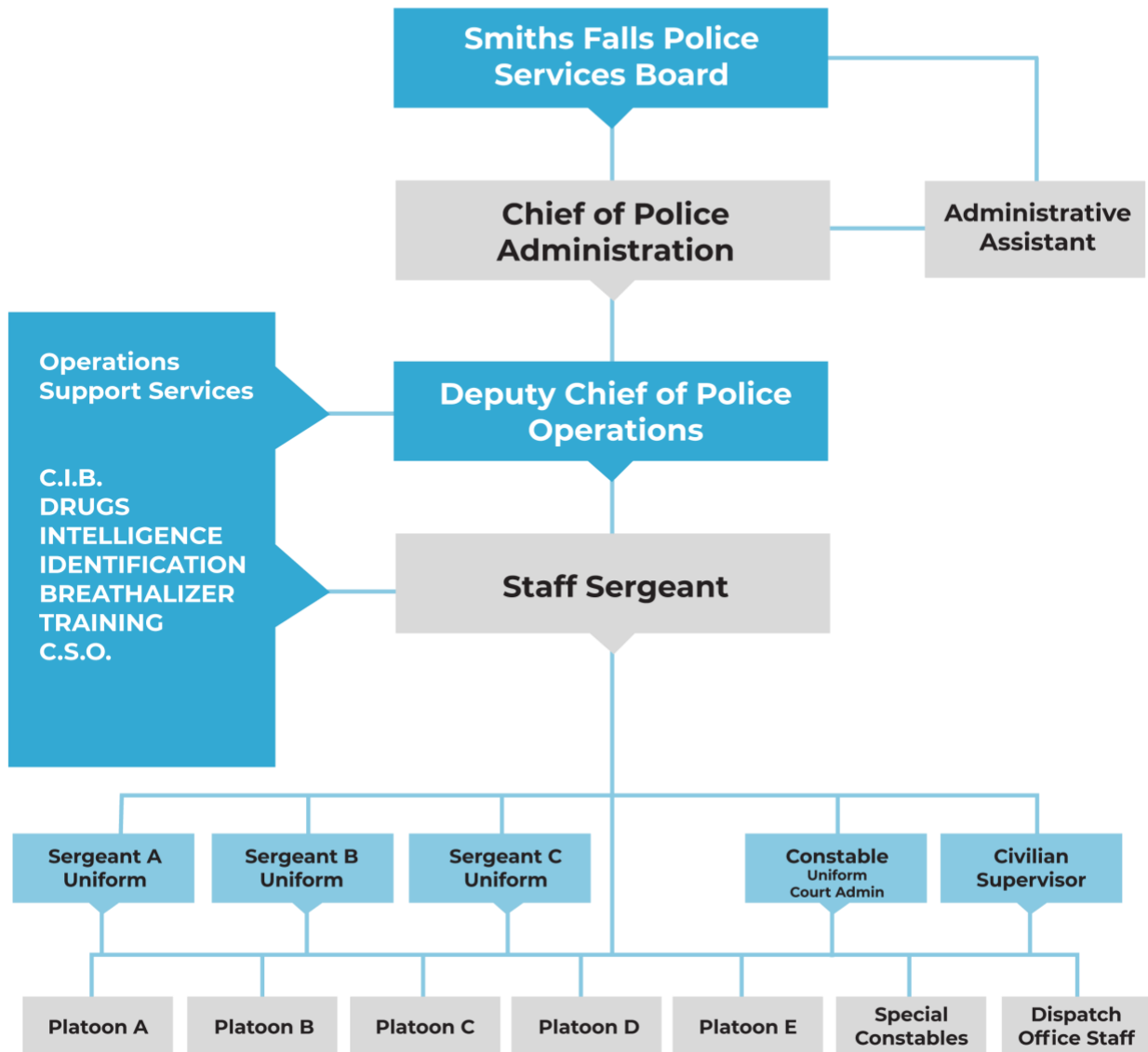
Aaron Tompkins

President

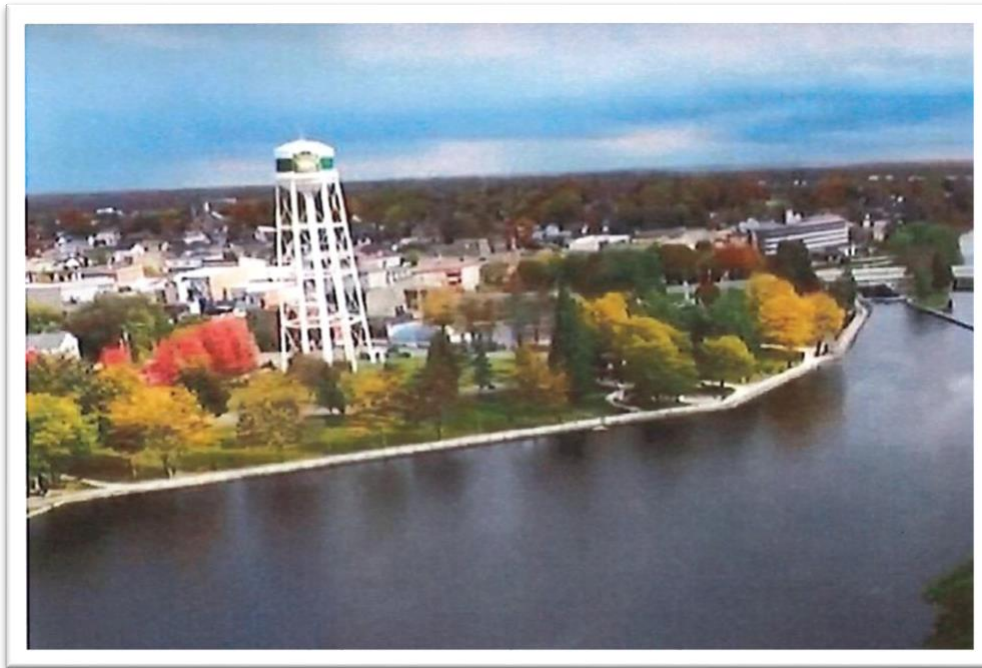
Smiths Falls Police Association

ORGANIZATION CHART

TOWN OF SMITHS FALLS POLICE SERVICES



ABOUT OUR TOWN



Smiths Falls is located in Eastern Ontario on the historic Rideau Canal Approximately 1 hour from Ottawa and Kingston. The population of Smiths Falls according to 2022 statistics was over 9,500 and growing. Smiths Falls has seen a growing population of apartment buildings and housing within the last couple of years.

Smiths Falls has all three emergency services within the town limits- police, fire and ambulance. It has easy access to beautiful cataraqui trails as well as many parks.

The town of Smiths Falls has a number of attractions throughout the year such as festivals, Rib Fest Station Theatre, two local golf courses - one home to Brooke and Brittany Henderson, Museums such as the Heritage House, Railway and Rideau Canal. Smiths Falls is also home to Le Boat, Tweed and soon to be the Hershey Factory again.

In addition to these highlights, the town also has the Gerry Lowe Memorial outdoor rink, outdoor volleyball, pickleball, basketball, and tennis courts as well as a large arena with two rink pads and a walking track. If you drive through the beautiful town you will see a lot of old properties that have been re-done as has the down town core.

There are many local restaurants and businesses in town where locals and tourists alike can shop and eat at a wide variety of restaurants.

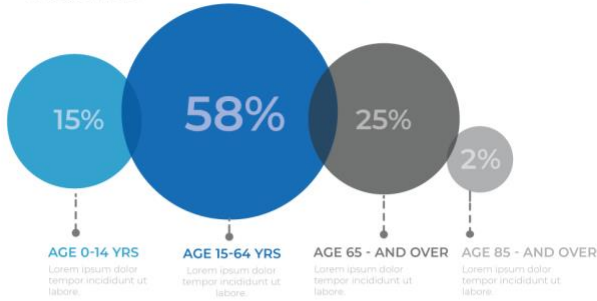


SMITHS FALLS - Rise at the Falls

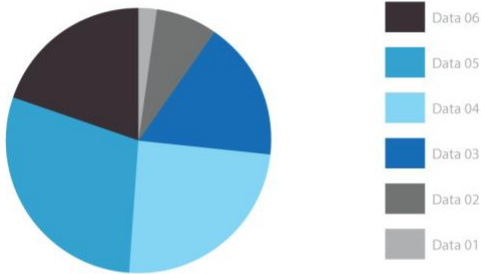
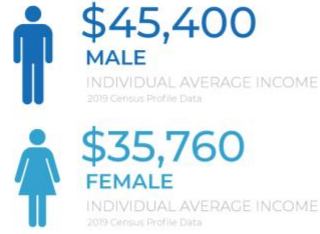
TOWN STATISTICS

POPULATION 9,517

2021 Census Profile Data



AVERAGE INCOME

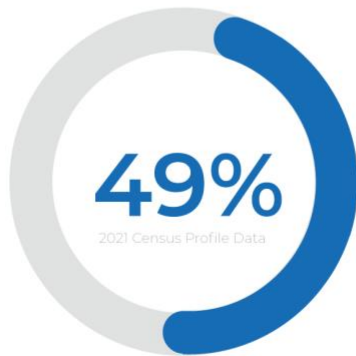


POPULATION DISTRIBUTION

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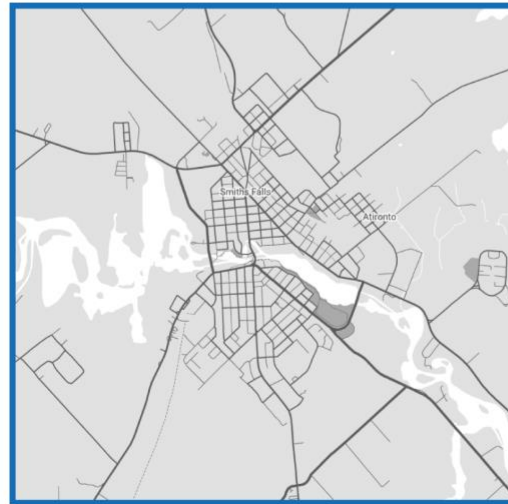
AVERAGE AGE

2021 Census Profile Data



MARITAL STATUS

49% of the population is Married or living Common-law



Land Area - 9.66 km² (3.73 sq mi)
 Population density - 909.1/km² (2,355/sq mi)
 Private dwellings - 4,387

2016 Census Profile Data

SMITHS FALLS POLICE SERVICE STATEMENT OF PRINCIPLES

The Smiths Falls Police Services Board is committed to the principle that people above all else are most important.

As such, the Board is committed to support its intentions and adhere to:

Principles of equity and fairness regarding the Canadian Charter of Rights and Freedoms, The Human Rights Code, The Police Services Act of Ontario and in the future, the Community Policing and Safety Act

Principles of community service and community policing embodied in the Police Services Act of Ontario and in the Police Services' motto and vision

Principle of continued and honest communication internally within the Police Service and the Community

Principles of sensitivity and compassion for victims of crime

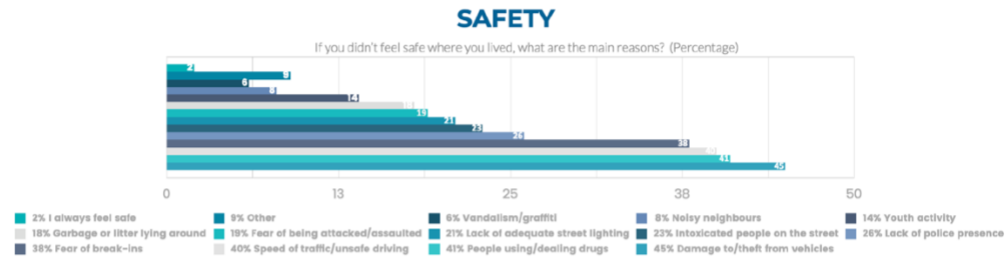
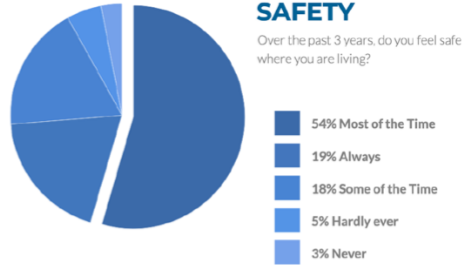
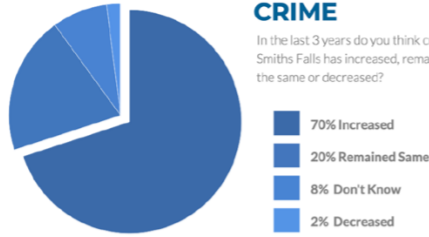
Principles of continuous improvement and education of members of the Smiths Falls Police Service

Principles of integrity, honesty, accountability and professionalism.

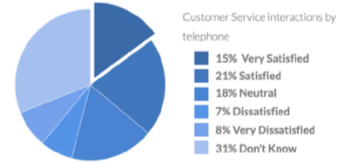
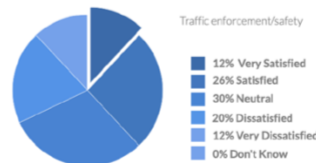
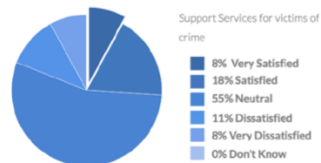
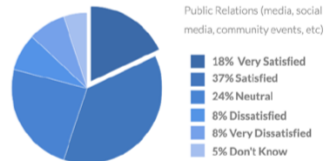
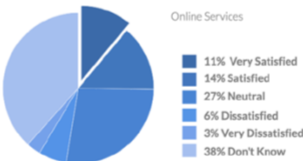
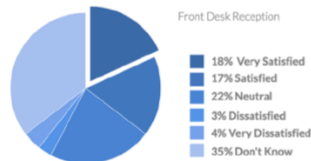
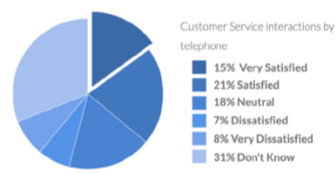
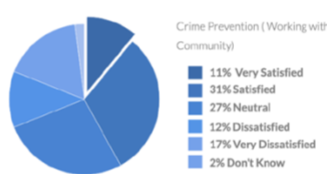


COMMUNITY SURVEY RESULTS

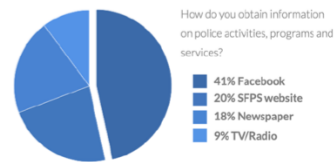
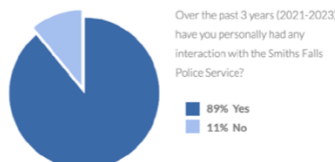
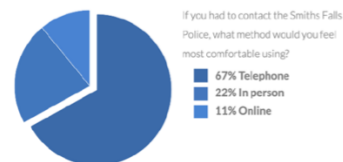
Thank-you to our Community members who participated in our 2024-2028 Smiths Falls Police Service Strategic Plan Community Survey. Out of a population of over 9500 we had 170 responses.



SFPS - SATISFACTION



INTERACTION



PRIORITY ONE

Crime Prevention and Crime Severity

OBJECTIVE

Implement strategies to advance a continued commitment in prevention of crime and reducing crime severity.

ACTIONS

Continue to monitor the crime severity index through Statistics Canada Proactive measures of enforcement - targeted patrols in high crime areas.

Bail reform and enhancement of the Compliance Checks with high risk offenders including the continued partnership with the ROPE squad.

Measure key principles of violent and non-violent crime and where they are occurring through statistical analysis.

Engaging in our schools with youth on crime prevention initiatives, safe schools protocols Continue with our proactive principles of foot, traffic and bike patrol.

Continue to work with our MCRT team (Mental Health Crisis Response Team) as a proactive approach to ensuring addiction, mental health and other supports are addressed.

PRIORITY TWO

Community Engagement and Partnerships

OBJECTIVE

To continue to implement a commitment to the wellbeing and safety of our community through positive interactions and partnerships.

ACTIONS

Have a dedicated Community Services Officer to facilitate a collaborative approach with community partners.

Develop memorandums of understanding with community partners to define our relationship, roles and responsibilities.

Utilizing Partnerships with community partners, schools and local agencies allow for a multi-disciplinary approach to delivering crime prevention initiatives and educational presentations.

Utilize Social Media and website to promote events, alerts, press releases and activities in our community.



Crime prevention and
Crime Severity



Community Engagement
and Partnerships



Human Resources



Supporting Victims of
Crime

PRIORITY THREE

Human Resources

OBJECTIVE

Develop a Human Resources Strategy to reflect diversity within our workplace and focus on the health and wellness of employees within the Smiths Falls Police Service.

ACTIONS

Continue to implement a more team approach in the workplace focusing on wellness for staff members including implementing positive strategies for wellness.

Continue with peer to peer support and peer counselling.

Having a continued succession planning within as well as opportunities for training and growth within this service.

Reaching out to members within our community with diverse backgrounds to encourage recruitment.

Ensuring support of having adequate staffing.

PRIORITY FOUR

Supporting Victims of Crime

OBJECTIVE

The Town of Smiths Falls has joined dozens of other municipalities in the province in declaring Intimate Partner Violence (IPV) an epidemic. The Smiths Falls Police Service is committed to work with all partners collaboratively to support victims of violence, the offenders and families in the prevention and reduction of Intimate Partner Violence Cases and crimes against persons.

ACTIONS

Continuing to engage and support Lanark County Interval House (LCIH) by attending Survivor Forums, engaging on Sexual Assault Domestic Violence (SADV) committee, Situation table, Probation and Parole, Victim/Witness Assistance Program (VWAP) high risk offender committee and participate in the Regional Domestic Violence Co-ordinators meeting.

Continue to have a dedicated Sergeant that oversees all domestic related incidents to review Continue to have officers trained in trauma informed interviewing techniques, engage with offenders on prevention and safety planning for victims.

Continue to utilize Victim Services and Victim Advocate to support victims of violence.

Utilize our Mobile Crisis Response Team and other community partners if addiction or mental health are playing a role.

Continue with Compliance Checks on high risk IPV offenders Bail for high risk IPV offenders.

Ensure Safety Planning is conducted with Victim Services.

Liase with our SADV partners within the hospital sexual assault team.

Education with our partners within our schools and community groups to reduce the number of Intimate Partner Violence cases and crimes against persons within our community.

THANK-YOU!

The Smiths Falls Police Services Board and Smiths Falls Police Service are dedicated to continuing to serve our community. We will continue to provide quality policing as we go forward with our four year priorities of our strategic plan.

We thank our Community, our Partners and Town Council for your support in our local police service. We continue to work alongside you in ensuring our community remains a safe place to reside and work.





STRATEGIC PLAN

2024-2027

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