



NELSON POLICE DEPARTMENT
STRATEGIC PLAN 2024-29



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ROLES OF THE NPD

NELSON POLICE BOARD

- The NELSON POLICE BOARD provides civilian governance of the department through the Chief Constable. The Board:
- Is the employer of the sworn and civilian members of the Nelson Police Department.
 - Sets the strategic priorities for the Nelson Police Department, incorporating community needs, values, and expectations.
 - Receives training and current information about policing, policing policy, and related current demands on police.
 - Reviews annual operating plans and approves the budget to be presented to Municipal Council.
 - Recruits the Chief Constable and evaluates their performance.
 - Receives reports on achievement of priorities and the department's vision.

CHIEF CONSTABLE

- The CHIEF CONSTABLE provides chief executive leadership to the department and on behalf of the Board:
- Leads the day-to-day operations of municipal policing, the organizational development of the department, and its effective management and administration.
 - Executes the priorities and goals described within the strategic plan.
 - Reports to the Board on achievements of goals and targets described in the strategic plan.
 - Informs the Board of emerging issues, budget requirements, legislative changes, employee professional development, changes to the risk register, and critical incidents.
 - Delegates leadership of specific initiatives to members of the senior leadership team.
 - Stewards the financial resources of the department.

SWORN & CIVILIAN MEMBERS

- The SWORN AND CIVILIAN MEMBERS of the Nelson Police Department provide professional policing services to the City of Nelson:
- Effectively execute their day-to-day duties.
 - Display professional, respectful, compassionate policing, committed to the mission, vision, and values of the department.
 - Demonstrate commitment to public safety, crime reduction, and community vibrancy for all.



CHIEF CONSTABLE FISHER

MISSION

Professional, trusted, modern police department partnering with the diverse communities of Nelson to support public safety and community well-being.

VISION

The innovative, inclusive, compassionate, and progressive Nelson Police Department collaborates with the diverse citizens of Nelson to provide a safe, vibrant community where all are respected and treated equitably.

VALUES (S.E.R.V.E.)

- Service:** The sworn and civilian members of the Nelson Police Department provide exemplary policing as a critical public service to Nelson's citizens, communities, and partners.
- Equity:** Policing in Nelson is applied fairly, equitably, and compassionately to every individual in the community.
- Respect:** The Nelson Police Department serves the community with respect for diverse peoples, identities, perspectives, cultures, and traditions.
- Visibility:** The Nelson Police Department is committed to a positive and engaging presence in the community so that citizens feel safe.
- Excellence:** Policing in Nelson is held to a high standard of professionalism, integrity, transparency, competence, and accountability.

STRATEGIC DIRECTIONS

STRATEGIC DIRECTION #1: PEOPLE & CULTURE

1.1 Employee Supports

- Review recruitment and retention policy and process.
- Implement enhanced mental health supports.
- Review and strengthen officer safety protocols.
- Assess succession plans.

1.2 Performance Management

- Develop position specific gap analysis.
- Review and update position descriptions.
- Strengthen developmental model of performance management.

1.3 Employee Development

- Offer regular opportunities for continuing professional development.
- Provide EDI training for all staff in keeping with the intent of TRC Call to Action #57.
- Implement leadership development initiatives.



STRATEGIC DIRECTION #2: COMMUNITY ENGAGEMENT

2.1 Inclusivity

- Strengthen partnerships and collaboration with community stakeholders.
- Confirm and update the department's territorial acknowledgement statement.

2.2 Community Policing

- Evaluate the Community Safety Officer pilot and determine next steps.
- Review and renew the Restorative Justice program with key partners and practitioners.

2.3 Communication & Outreach

- Develop annual communication plan for specific audiences and issues (employees, partners, public).

STRATEGIC DIRECTION #3: MODERNIZATION

3.1 Facilities & Equipment

- Seek City funding for a Facility Feasibility Study
- Complete a 10- year Facilities Master Plan.
- Develop and initiate a technology strategy and equipment procurement schedule.

3.2 Innovation

- Establish and convene an employee innovations internal advisory group.
- Identify and scope at least one innovation per year for evaluation.

3.3 Analytics

- Develop a risk register and dashboard to inform priorities, operational planning, and budget decisions.
- Increase use of data analytics to support evidence-based decisions.



CONTACT US

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IN AN EMERGENCY, CALL 9-1-1