



PORT MOODY POLICE DEPARTMENT

2024-2026

STRATEGIC PLAN

TO SERVE AND PROTECT THE COMMUNITY
OF PORT MOODY, WITH EXCELLENCE.

TERRITORIAL ACKNOWLEDGMENT

The Port Moody Police Department carries out our business on the ancestral and unceded homelands of the kwikwəłəm (Kwkwetlem), səliwətał (Tsleil-Waututh), xʷməθkʷəyəm (Musqueam), Skw̓xwú7mesh (Squamish), qíćəy (Katzie), q'wa:ń ł'əń (Kwantlen), qiqéyt (Qayqayt), and Stó:lō (Sto:lo) Peoples, and extends appreciation for the opportunity to work on this territory

OUR MISSION ►

To serve and protect the community of Port Moody, with excellence.

OUR VALUES ►

Respect makes room for everyone to belong – even if you disagree it helps you be heard, and it requires you to listen. It works to understand, shows compassion, recognizes the dignity and worth of all people – and each contribution.

Courage walks forward – even in the face of fear. It acts with purpose and determination, makes the tough calls, and stands up for what is right. It responds to setbacks, difficulty and danger with confidence and resolve.

Trust builds relationships – on the streets and in our team and closes the gap between what you say, and what you do. It asks you to show up, tell the truth, act with integrity, and safeguard vulnerability.

Integrity demands strength to do what's right – even when it's hard to stand up for what you believe in – even when you are alone. It requires you to speak the truth, refuse to be compromised and keep your word.

Accountability is the difference between promises and results, the choice to be responsible for your decisions, actions, and outcomes. The confidence to be transparent, the humility to admit mistakes and the commitment to find a better way.



MESSAGE FROM THE POLICE BOARD CHAIR

On behalf of the Port Moody Police Board, it is my pleasure to present the Port Moody Police Department's 2024-2026 Strategic Plan.

The Police Board establishes policies and sets the direction for the Port Moody Police Department (PMPD). In this important work, we are guided by the mission and values articulated in the Strategic Plan. The PMPD's mission remains unchanged: to serve and protect the community of Port Moody with excellence. The safety of Port Moody's residents and visitors is paramount, and the decisions we make and the actions we take to achieve our mission must reflect our values: respect, courage, trust, integrity, and accountability.

Over the next few years, our mission and values will continue to act as our foundation as we work to achieve the strategic goals and actions outlined in this Plan. We are committed to reaching our goals, and to measuring our progress as we maintain and enhance community safety, support our employees, and move forward on organizational modernization and readiness. And we are committed to sharing information on our progress with the community. Through the PMPD's annual community report, for example, we will share statistics related to calls for service, incident response, and crime rates, as well as community engagement highlights and a financial summary.

I invite you to read through the 2024-2026 Strategic Plan to learn about the actions that will help us achieve our strategic goals and how we'll measure our progress. The Police Board and the PMPD's members and staff remain dedicated to serving the community and fostering a safe and liveable city where everyone feels welcome.

Mayor Meghan Lahti
Chair
Port Moody Police Board



MESSAGE FROM THE CHIEF CONSTABLE

I am pleased to share with you our latest strategic plan for the Port Moody Police Department. This plan represents a significant step forward in our commitment to ensuring the safety and well-being of our community while fostering transparency, collaboration, and innovation within our department.

Over the past months, we have engaged with community leaders, stakeholders, and our officers to shape a plan that is both forward-thinking and grounded in our core values. Our new strategic plan for 2024-2026 focuses on the following strategic goals:

1. **Community Safety:** We build and strengthen relationships with the community, proactively prevent crime, respond to calls for service, and enhance the quality of life for our citizens .
2. **Supporting our Employees:** Our staff and members feel welcome, included, and supported. Our workplace enables everyone to thrive and deliver exemplary service.
3. **Organizational Modernization and Readiness:** We strive to provide the necessary technology, human resources, and organizational capability so that our team can continue to provide exceptional services that meet growing community needs.

This strategic plan is not just a roadmap for our department for the next three years, but a commitment to our community. We recognize the importance of your trust and support, we are dedicated to upholding the highest standards of service, and we appreciate the support from the community.

Thank you for your ongoing support and partnership. Together, we will build a safer, stronger, and more connected community.

Dave Fleugel
Chief Constable

2024 STRATEGIC GOALS



1. Community safety

We build and strengthen relationships with the community, proactively prevent crime, respond to calls for service and enhance the quality of life for our residents.

As measured by ▼

Public satisfaction

Crime rates

Crime severity index



2. Supporting our employees

Our staff and members feel welcome, included, and supported. Our workplace enables everyone to thrive and deliver exemplary service.

As measured by ▼

Growth and development

Diversity, equity, and inclusion

Organizational culture



3. Organizational modernization and readiness

We strive to provide the necessary technology, human resources, and organizational capability so that our team can continue to provide exceptional services that meet growing community needs.

As measured by ▼

Human resourcing

Financial effectiveness

Innovation

2024 ▶

2025 ▶

2026 ▶

1. Community safety

- Deploy Reserve Constable Program
- Active Bystandership for Law Enforcement (ABLE) Phase 1

- Implement sustainable restorative justice program
- Recognize and support meaningful efforts towards Reconciliation and strengthen relationships with Indigenous peoples.

- Resolve E-Comm dispatch congestion
- Complete final phase of Active Bystandership for Law Enforcement (ABLE)

2. Supporting our employees

- Develop comprehensive recruiting, marketing plan
- Complete readiness for a facility dog

- Fully implement recruiting plan and dedicated website
- Achieve recognition as a top employer in BC and Canada

- Conduct (follow up) employee engagement survey
- Complete improvements to increase security for employee parking

3. Organizational modernization and readiness

- Complete an organizational review of civilian support functions
- Complete a PMPD accessibility plan

- Complete an organization review of operational police roles / responsibilities
- Implement Police Body Worn Camera program at the PMPD

- Evaluate unmanned aerial vehicle (UAV) options and opportunities to increase public safety
- Develop infrastructure to reduce emissions of police vehicle fleet



Port Moody Police Department
Public Safety Building
3051 St. Johns Street
Port Moody, BC V3H 2C4

© Port Moody Police Department 2024



portmoodypolice.com



604.461.3456



info@portmoodypolice.com



[@portmoodypd](https://twitter.com/portmoodypd)



[portmoodypd](https://www.instagram.com/portmoodypd)



facebook.com/PortMoodyPoliceDepartment