

Recommendation		Status	
		Not Started, In Progress, Completed, Not Doing	
1	1.1	1.1 It is recommended that an objective foundation for the philosophies and practices of the SPS be founded on the four principles, described below. These are touchstones to guide the values and, ultimately, the mission, vision, and strategic approach of the agency. • Professional organization • Community safety and law enforcement continuum • Wellness model • Learning organization (Chapter 1.4 refers)	Not Started
2	2.1	2.1 The City should seek clarification from the Province to determine which Act has precedence regarding the executive management of the police service. (Chapter 2 refers)	Not Started
3	2.2	2.2 The City, in consultation with the Chief of Police, should enhance the Nuisance Bylaw to more effectively address public disorder and antisocial behaviour. More specifically, the City should consider the adoption of a Community Standards Bylaw. (Chapter 2 refers)	Not Started
4	2.2	2.2 As part of this process recommended in 2.2 (above), the Police Services Committee, in consultation with the City and the Chief of Police, should clarify the appropriate responsibilities for bylaw enforcement and ensure that the public police are concerned with matters of public safety involving disorder and antisocial behaviour where the use of coercive force may be anticipated. (Chapter 2 refers)	Not Started
5	2.3	2.3 SPS policies and procedures should be reviewed and brought to appropriate adequacy standards adopted in other jurisdictions. (Chapter 2 refers)	In Progress
6	4.1	4.1 The City should enact an Alarms Bylaw to permit the more efficient use of SPS resources. (Chapter 4 refers)	Not Started
7	4.2	4.2 The temporal workload, crime trends, major events, and training needs should be assessed annually to provide a planned approach to deployment. (Chapter 4 refers)	In Progress
8	4.3	4.3 From the shift deployment models outlined, a selection should be made which facilitates the more effective use of police resources given the workload and training needs for the SPS. (Chapter 4 refers)	Not Started
9	4.4	4.4 MOUs or Letters of Agreement should be established with partner agencies to ensure that the SPS fully meets the provincial standards and the policing needs of the City. (Chapter 4 refers)	Not Started
10	4.5	4.5 An MOU between SPS and the RCMP to outline the terms and conditions for access to PROS, use of information and file retention issues should be established	In Progress
11	5.1	5.1 The mandate of the Police Services Committee should be amended as noted above and, if necessary, the relevant changes made to Bylaws. (Chapter 5 refers)	Not Started
12	5.2	5.2 The membership of the Police Services Committee should be amended as noted above and, if necessary, the relevant changes made to Bylaws. (Chapter 5 refers)	Not Started
13	5.3	5.3 A continuum of police accountability and governance should be established which delineates the authorities and responsibilities of each component of the continuum. (Chapter 5 refers)	Not Started
14	5.4	5.4 A strategic plan should be developed for community safety and security which incorporates the perspective of Council and that of the Chief Administrative Officer, the Police Services Committee, and the Chief of Police. (Chapter 5 refers)	Not Started
15	6.1	6.1 The SPS should consider which deployment model best suits the needs of the public, the Department, and the staff and, if required, adjust the deployment model accordingly. (Chapter 6 refers)	In Progress
16	6.2	6.2 Given changing trends both seasonally in Summerside and over time, generally, in all jurisdictions, the review of structural needs and occasional adjustment should be a periodic process. (Chapter 6 refers)	Not Started
17	6.3	6.3 The mandate of the MCU should be reviewed to ensure timeliness of follow up investigation, in particular for complex files that may be hampered by the shift scheduling of patrol members. (Chapter 6 refers)	Not Started
18	7.1	7.1 A Human Resources Plan should be developed and should include: • enhanced selection and hiring processes • succession planning • personal service contracts for the executive • attendance management processes • a positive workplace procedures (Chapter 7 refers)	Not Started
19	7.2	7.2 The SPS should introduce a portfolio system to provide an opportunity to enhance the skills, knowledge, and abilities of personnel both individually and at the team and organizational level. (Chapter 7 refers)	In Progress
20	8.1	8.1 The Human Resources Plan should include training and requalification for: • meeting provincial standards • the organization's needs • local community needs • officer development	Not Started
21	9.1	9.1 The Communication centre policies and procedures should be revised to professional standards. (Chapter 9 refers)	Not Started
22	9.2	9.2 The SPS and City should establish mutual aid communication protocols. The Collective Agreement must be considered.1 (Chapter 9 refers)	Not Started
23	9.3	9.3 The SPS should provide professional training and certification for Communication Operators. (Chapter 9 refers)	Not Started
24	9.4	9.4 The Communication Centre should be equipped with adequate IT communication systems, including: • radios • radio operating equipment • computer hardware and software • RCMP radio channel • ergonomic furniture	In Progress
25	9.5	9.5 Review the Centre's functions and remove those not within the SPS mandate and permit the Communications Operator to focus upon police related call receipt and dispatch functions. (Chapter 9 refers)	In Progress
26	9.6	9.6 Develop a business case for parttime front counter coverage during week day peak hours 4 - 8 pm. (Chapter 9 refers)	In Progress
27	9.7	9.7 Consideration should be given to the development of a capital plan to provide for the installation of MDT's and the parallel data reporting systems. (Chapter 9 refers)	Not Started
28	9.8	9.8 In the absence of an automated incident reporting system, develop a file retention policy for notes and provide a serial numbered notebook for use by the call takers and to store completed books in the exhibit room. (Chapter 9 refers)	In Progress
29	10.1	10.1 The SPS should provide batons to all sworn personnel and establish an adequate Conducted Energy Weapons function. (Chapter 10 refers)	In Progress
30	10.2	10.2 A preventive maintenance schedule for CCTV equipment should be implemented. (Chapter 10 refers)	Not Started
31	11.1	11.1 Long and short term finance plans should be developed. (Chapter 11 refers)	Not Started
32	11.2	11.2 Opportunities for further cost recovery initiatives, such as 'pay duties' should be investigated. (Chapter 11 refers)	Not Started
33	11.3	11.3 The use of overtime payments as a means to backfill positions should be reviewed. (Chapter 11 refers)	Completed
34	12.1	12.1 The SPS should develop a strategic plan for policing which dovetails with both the City of Summerside Strategic Plan and the Community Safety & Security Plan. (Chapter 12 refers)	Not Started
35	12.2	12.2 The development of an internal and external communication plan should include the use of a developed and maintained website presence for the SPS. The SPS website can be either stand alone, or incorporated into the City of Summerside website. (Chapter 12 refers)	Completed
36	13.1	13.1 The Police Services Committee in consultation with the Chief of Police should ensure performance measures are included in the everyday operation of the SPS. (Chapter 13 refers)	In Progress
37	14.1	14.1 The implementation of change should be led by the Police Services Committee in consultation with Council on City responsibilities and with the Chief of Police regarding SPS responsibilities. This task needs to be undertaken in a positive workplace environment utilising a collegial approach to problem management and resolution. (Chapter 14 refers)	Not Started
38	14.2	14.2 The planning phase and operational components should be completed in 2012 and the implementation of capital plans by 2014. (Chapter 14 refers)	In Progress

Status	Count	Legend	Color
Not Started	24	Not Started	No Fill
In Progress	12	In Progress	Green
Completed	2	Completed	Blue
Not Doing	0	Not Doing	Red Text