



HALIBURTON HIGHLANDS DETACHMENT

2023-2025 ACTION PLAN

OUR VISION

Safe Communities... A Secure Ontario

OUR MISSION

To serve our province by protecting its citizens, upholding the law and preserving public safety.



OUR VALUES

Serving with
**PRIDE,
PROFESSIONALISM
& HONOUR**

Interacting with
**RESPECT,
COMPASSION
& FAIRNESS**

Leading with
**INTEGRITY,
HONESTY
& COURAGE**

Always doing the right things for the right reasons

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Message from the Detachment Commander

“The Ontario Provincial Police (OPP) continues to have a clear path forward with the implementation of the 2023-2025 Strategic Plan. As an extension of, and building upon, the 2020-2022 Strategic Plan, we remain focused on and committed to our three strategic priorities, specifically our people, our work, and our communities. The plan will continue to guide our organization’s priorities, strategies, initiatives, and the requirements expected with the enactment of the regulations associated to the new Community Safety and Policing Act (CSPA),” OPP Commissioner Thomas Carrique.



I, along with the members of the Haliburton Highlands OPP Detachment, are pleased to present our 2023-2025 Action Plan. Our vision of ‘Safe Communities... A Secure Ontario’ remains steadfastly our commitment to our citizens and communities within the County of Haliburton.

In support of the County of Haliburton’s Community Safety and Well-Being (CSWB) plan, we are committed to working collaboratively with our community partners and key stakeholders in service to our citizens by upholding the law and preserving public safety. This defines what we do, each and every day, to deliver our provincial policing mandate.

Our Action Plan establishes our priorities, states our commitments, and outlines our primary areas of strategic focus for the next three years and was completed in consultation with our detachment members, community partners, as well as with your mayors who sit on the local Community Policing Advisory Committee (CPAC).

As in previous years, the 2023-2025 Action Plan will have three areas of focus: Crime, Roadways, Waterways and Trails, and Community Well-Being commitments. It aims at creating better outcomes for our people, our work, and our communities.

Our criminal investigations will be intelligence led, with a trauma informed, victim centered approach. This approach aligns with both our OPP Values and our County’s CSWB Plan. Investigations will focus on compassion, respect, and support with the intent of restoring a sense of safety and security to those victimized by crime, while at the same time holding offenders accountable for their actions. Our standard is investigative excellence, for which we continually strive to achieve.

Safety on our roadways, waterways and trails remains a priority in our Action Plan. The goal of traffic, trail and marine safety will be achieved through education, engagement, and enforcement efforts. High visibility patrols, the use of data and analytics, and collaborating with our community partners to identify educational opportunities are some of the ways we are committed to making our active transportation routes safer everyday.

Strengthening co-response and intervention models through our Mobile Crisis Response Team (MCRT), that focuses on prevention, harm reduction and risk intervention strategies for those in a mental health crisis will be a priority.

I also look forward to working with my emergency services partners, Fire and Emergency Medical Services (EMS), in re-establishing the Haliburton County Tri-Services Committee where we will meet on a regular basis to review and address common concerns and issues in providing effective service to our communities.

HALIBURTON HIGHLANDS Detachment

Lastly, through recruitment efforts, we will be actively recruiting from our community members, those that are qualified and interested in giving back to their communities by joining our service.

I look forward to serving you and our communities in the coming years.

S/Sgt Robert Flindall
Detachment Commander
Haliburton Highlands OPP

Our Detachment

Haliburton County consists of the Municipality of Dysart et al, the Municipality of Highlands East, the Township of Algonquin Highlands, and the Township of Minden Hills.

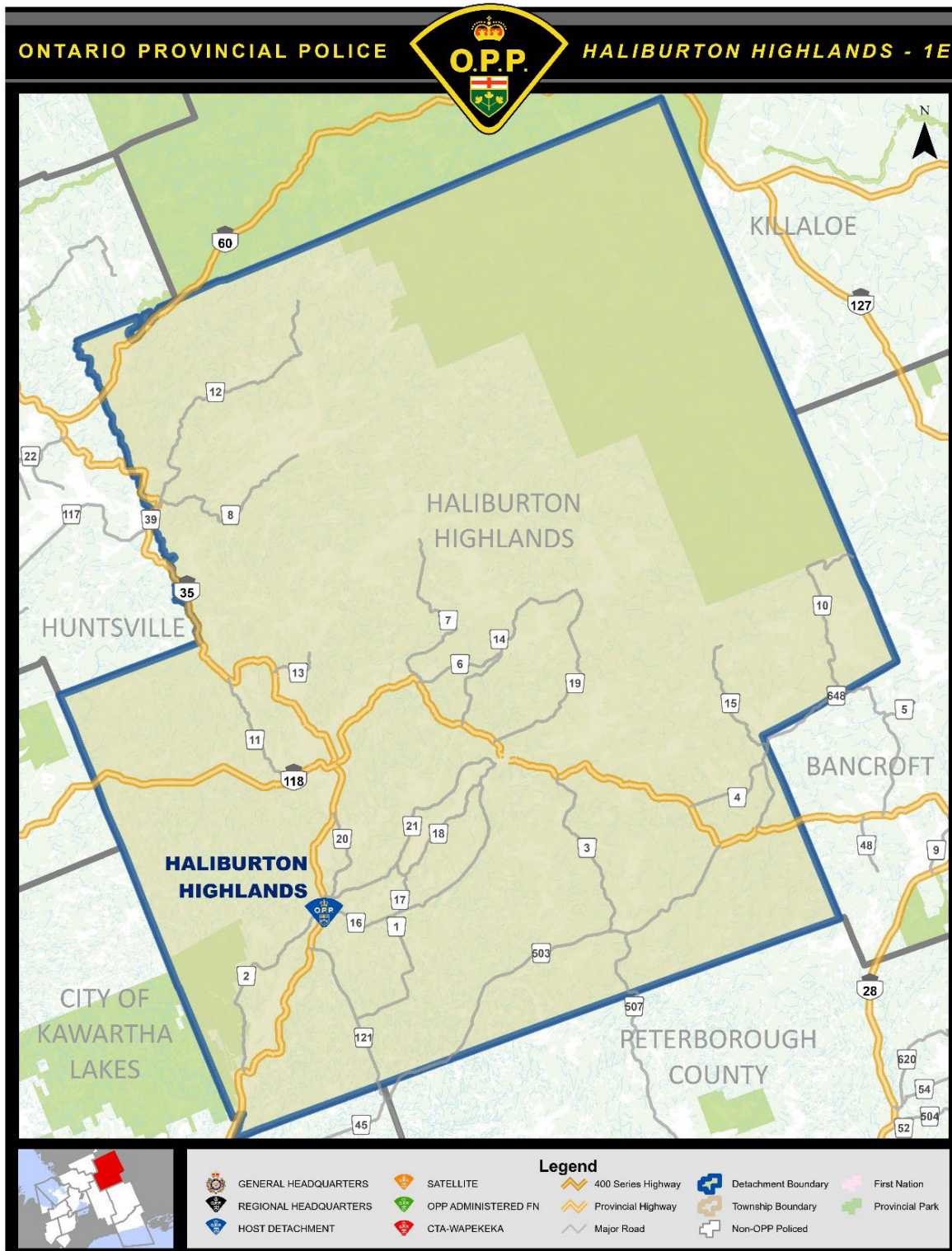
Haliburton County consists of 20,571 permanent residents, with an estimated seasonal population in excess of 45,000 people, which is a 13.9% increase from 2016. Seniors comprised 35.2% of the total population in 2021 compared to 18.5% for Ontario.

The County is somewhat a rural community. Permanent residents occupy 46.09% of the dwellings, and the remaining 53.91% of the dwellings are seasonal. The 2021 census confirmed private dwellings decreased by forty-one, however, the number of permanently occupied dwellings has increased by 1271 dwellings. Based on these statistics, 1312 dwellings have been converted from seasonal occupancy to permanent occupancy.

The unemployment rate for Haliburton County is slightly above the province's, being at 9.6% in 2021 compared to 7.4% for the province. The job market is largely based upon retail, trade and construction industries. Accommodation and food services as well as arts, entertainment and recreation also employ a large portion of the labour force in the county and a higher proportion compared to the province. Part-time and part-year jobs contribute greatly to the county's economic activity.

With an area of 4,071.86 square kilometres, more than 900 lakes (600 named), and approximately 940 kilometres of trails, Haliburton Highlands Detachment area is very popular with hunters, anglers, water sport enthusiasts, snowmobilers, and all other forms of outdoor activity enthusiasts.

Our Detachment Area (map)



Action Plan Commitment Summary

The OPP’s action planning process ensures compliance with the Adequacy and Effectiveness of Police Services Regulation (Adequacy Standards) filed as O. Reg. 3/99 in 1999.

Through analysis and consultation, the following areas of focus were identified for the next three years. These are reflective of local issues; activities will be addressed, monitored and adjusted as needed.

Crime	Roadways, Waterways and Trails	Community Well-Being
We are committed to reduce the harmful impact on our communities from the production and trafficking of opioids and other illicit drugs in Haliburton Highlands.	To sustain a continuous and year-round focus on the causal factors of motorized vehicle collisions on our area roadways.	To seek out and identify efficiencies in integrated, collaborative response solutions in providing support to community members who are experiencing a mental health crisis.
We are committed to effective case management of all investigations with a goal of minimizing violent crime and to reduce victimization in our communities.	To maintain an effective presence on our area All Terrain Vehicle (ATV) and Motorized Snow Vehicle (MSV) trails to manage the significant increase in recreational use of our trail system through out the year.	Re-establish the Haliburton County Tri-Services Committee.
We are committed to effective case management of all property crime investigations with a goal of minimizing harm and victimization within our communities.	To maintain an effective presence on our area waterways to manage the significant increase in recreational use of our lakes and rivers throughout the summer season.	Seek out and identify members of the public who might be interested in a career in policing, both in regular uniform as well joining our detachment Auxiliary unit.
	We are committed to enforcement, engagement and education efforts regarding the increasing presence of commercial motor vehicles (CMV) on our area roadways.	Support and optimize the Haliburton Highlands Auxiliary Program for crime prevention and community engagement.

Crime

Description: Haliburton Highlands members are committed to investigative excellence and to the completion of high-quality investigations with a victim centered approach. We will continue to build upon excellence in frontline operations and criminal investigations by enhancing cooperation, information-sharing and ensuring timely decision-making is actioned. We will capitalize on evolving technologies to maximize our response to crime and to provide ongoing support to victims of crime. Intimate Partner Violence (IPV) and sexual assaults continue victimize many people in our communities. Trauma informed and victim centered approaches to our investigations will provide the level of support needed for these victims within our communities.

Illicit drug use continues to be a major concern for our communities as it is a contributing factor to such activities as property crime and an increased risk factor for violent crime. Opioid use has had a significant impact on our area communities. This priority will be addressed by continuing our strategy of engagement with other service providers and working collaboratively on education and enforcement. The foundation provided within the construct of Ontario's Mobilization and Engagement Model of Community Policing will provide the framework to develop sustainable solutions in our day-to-day work together with our community partners.

Commitment	Outcomes	Actions
<p>We are committed to reduce the harmful impact on our communities from the production and trafficking of opioids and other illicit drugs in Haliburton Highlands.</p>	<p>Our Community Street Crime Unit (CSCU), with support from frontline members and key stakeholders, will continue to work collaboratively with regional resources to focus on the source of the illegal drug trade within our communities. We will also work towards reducing the social impacts of addiction in unison with our community partners.</p>	<p>Investigative techniques and regional supports will be engaged to provide a multi-jurisdictional approach to address the sources of illegal activity.</p> <p>We will continue to engage our Regional Community Street Crime Unit supports and the OPP Organized Crime Enforcement Bureau to work closely with our local Community Street Crime Unit in serial and/or multi-jurisdictional investigations to uncover and target the illegal drug trade flowing into the County of Haliburton at the source.</p> <p>Collaborative opportunities with our community partners will be sought out to identify innovative ways in supporting community members that deal with the challenges associated with addiction.</p>
<p>We are committed to effective case management of all investigations with a goal of minimizing violent crime and to reduce victimization in our communities.</p>	<p>The Haliburton Highlands Detachment is committed to investigative excellence, with a focus on completing timely, high-quality, trauma informed and victim-centered approached investigations.</p>	<p>Every member will complete thorough, timely and effective investigations with a victim centered approach.</p> <p>Intimate Partner Violence and Sexual assault investigations, under area crime supervisor leadership, will be reviewed on an ongoing basis to ensure compliance with organizational policies and procedures.</p>

		<p>All members will attend mandatory Intimate Partner Violence training.</p> <p>We will increase the number of trained officers in the detachment in sexual assault, child interviewing, Criminal Investigations 100, Major Case Management, Powercase and Victim Centered / Trauma Informed Approach training.</p> <p>Continued collaboration with community partners to identify opportunities to enhance support and resources to all victims of violent crime.</p> <p>Enhanced monitoring of high-risk offenders released on bail for violent crimes through a re-invigorated Offender Management Apprehension Program.</p> <p>We will continue to educate our citizens through sharing results of crime enforcement in the local media to expand social awareness and improve crime prevention.</p>
<p>We are committed to effective case management of all property crime investigations with a goal of minimizing harm and victimization within our communities.</p>	<p>Our Community Street Crime Unit (CSCU), with support from frontline members and key stakeholders, will continue to work collaboratively with regional resources to focus on reducing property related crimes within our communities.</p>	<p>Our Community Street Crime Unit, along with frontline members, will be tasked with undertaking complete and thorough investigations into all property related crimes, using a multi-jurisdictional approach by accessing all available regional and organizational resources. Our goal will be the reduction of property related crimes within our communities.</p> <p>Education and outreach will be undertaken with community groups with the goal at reducing property related victimization.</p> <p>Auxiliary members will be trained in Crime Prevention Through Environment Design (CPTED). CPTED is the design and effective use of the built-in environment to improve citizens quality of life by reducing fear and the incidence of property crime. Auxiliary members with CPTED training will be engaged in supporting victims of property crime.</p>

		<p>Collaborative opportunities with our community partners will be sought out to identify innovative ways in supporting community members victimized by property related crime.</p> <p>Enhanced visibility through foot patrols will restore a sense of safety and security in our communities.</p> <p>Increased media and social media releases will inform and keep community members apprised of property related crime within their communities.</p>
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Roadways, Waterways and Trails

Description: To serve our Province by protecting its citizens, upholding the law and preserving public safety defines what we do each day and every day to deliver our provincial policing mandate. We will continue to work hard to ensure the many kilometres of our roadways, waterways and trails are safe for all citizens of, and visitors to Haliburton County.

Commitment	Outcomes	Actions
<p>To sustain a continuous and year-round focus on the causal factors of motorized vehicle collisions on our area roadways.</p>	<p>Haliburton Highlands members are committed to the reduction of traffic collisions on our area roadways with goal in improving traffic safety for our citizens throughout the county.</p>	<p>Enhanced visibility and enforcement will be emphasized during high volume traffic times, specifically during morning and afternoon commutes, as well as during long weekends through out the year.</p> <p>"The Big Four" causal factors of motor vehicle collisions, speeding, impaired driving, inattentive/distracted driving and the lack of occupant restraint use will be a focus of enforcement efforts.</p> <p>Analytical review of collisions through Regional Operational Analysts (ROA) will provide us with key data on identifying and creating focused and directed patrols for enforcement efforts.</p> <p>We will maintain traffic visibility and enforcement through our Reduced Impaired Driving Everywhere (R.I.D.E.) program and enhanced Festive R.I.D.E. campaigns.</p> <p>We will continue to support Provincial and National Traffic Campaigns throughout the year.</p> <p>We will provide ongoing training to our members in the area of traffic enforcement and collision investigation.</p> <p>All members will be trained in Standardized Field Sobriety Testing (SFST) with the goal of enhancing impaired driving investigations.</p> <p>Members will be identified to attend Drug Recognition Expert (DRE) training to enhance our ability to investigate drivers who are impaired by drugs.</p>

		<p>Establishment of a Police-Roads Department Committee to review and analyze collision trends within the county, with the goal to improve roadway safety through environmental design.</p> <p>Dangerous and impaired driving is unacceptable at all times and in all circumstances and that messaging will be conveyed through our media releases, key messaging, presentations for area schools and community groups.</p>
<p>To maintain an effective presence on our area All Terrain Vehicle (ATV) and Motorized Snow Vehicle (MSV) trails to manage the significant increase in recreational use of our trail system through out the year.</p>	<p>Prevent or reduce serious injuries or fatalities on our area trails within Haliburton County.</p>	<p>Over the next three years, we will endeavor to increase the number of our ATV and MSV trained members in the detachment.</p> <p>Continue our collaboration with our Regional S.A.V.E. members, who support our enforcement and visibility efforts on the County of Haliburton trail system all year long.</p> <p>To continue our partnership with our neighboring detachments to promote collaboration in responding to calls for service through 'closest to the call' guidelines for ATV and MSV calls for service.</p> <p>Analytical review of ATV and MSV complaints through Regional Operational Analysts (ROA) will provide us with key data on identifying and creating focused and directed patrols for enforcement efforts.</p> <p>Use engagement, education and enforcement opportunities to enhance trail safety for all users. This includes partnering with the Ministry of Natural Resources and Forestry (MNRF) for both engagement and enforcement.</p> <p>Enhanced media and social media messaging promoting ATV and MSV safety throughout the year.</p>

<p>To maintain an effective presence on our area waterways to manage the significant increase in recreational use of our lakes and rivers throughout the summer season.</p>	<p>Prevent or reduce serious injuries or fatalities on the waterways in Haliburton County.</p>	<p>Over the next three years, we will endeavor to increase the number of our marine trained members in the detachment.</p> <p>Continue our collaboration with our Regional S.A.V.E. members, who support our enforcement and visibility efforts on the County of Haliburton waterways all year long.</p> <p>To continue our partnership with our neighboring detachments to promote collaboration in responding to calls for service through 'closest to the call' guidelines for marine calls for service.</p> <p>Analytical review of marine complaints through Regional Operational Analysts (ROA) will provide us with key data on identifying and creating focused and directed marine patrols for enforcement efforts. In addition, each year we will work with our ROA in developing a marine plan for the detachment.</p> <p>Use engagement, education and enforcement opportunities to enhance waterway safety for all users. This includes partnering with Parks Canada and the Ministry of Natural Resources and Forestry (MNRF) for both engagement and enforcement. Work collaboratively with marinas and other sport retailers in promoting safety practices and wearing of personal floatation devices. Participate in water safety educational opportunities such as swim to survive and the Children's Water Festival.</p> <p>Enhanced media and social media messaging promoting marine safety through out the year.</p>
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<p>We are committed to enforcement, engagement and education efforts regarding the increasing presence of commercial motor vehicles (CMV) on our area roadways.</p>	<p>To reduce the number of commercial motor vehicle complaints and collisions on our area roadways.</p>	<p>Over the next three years, we will endeavor to increase the number of our CMV Inspectors and CMV Inspection trained members in the detachment.</p> <p>Utilize analytics through our Regional Operational Analyst (ROA) to identify areas with a high volume of Commercial Motor Vehicle traffic complaints. Utilize focused enforcement initiatives to target CMV operators that are not adhering to regulations or rules of the road.</p> <p>Collaborate with provincial partners to conduct 2 CMV enforcement blitzes within the detachment area each year.</p> <p>Seek opportunities for education with CMV businesses to educate their employees on rules of the roads and the impact of improper driving behaviour on area roadways.</p>
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Community Well-Being

Description: A collaborative and progressive Haliburton Highlands OPP Detachment will partner and build relationships with a shared vision for safety and well-being. Our primary areas of focus will be through community engagement, integrated response models and victim assistance. Uniform and Auxiliary recruitment will be actively undertaken to identify suitable candidates from our communities in an effort to provide opportunities for members of the public to give back to their communities.

Commitment	Outcomes	Actions
<p>To seek out and identify efficiencies in integrated, collaborative response solutions in providing support to community members who are experiencing a mental health crisis.</p>	<p>To increase support for and improve outcomes for members in our community that experience a mental health crisis.</p> <p>To enhance relationships with hospital staff through a more efficient patient transfer of care process.</p>	<p>Establish a Police-Hospital Committee with a focus on improving patient transfer of care processes, thereby reducing officer wait times and improving outcomes for members of our community suffering a mental health crisis.</p> <p>Continued support for our Mobile Crisis Response Team (MCRT) in partnership with the Canadian Mental Health Association and Haliburton Highlands Health Services.</p> <p>Coordinate the development of co-response/intervention partnerships with our community stakeholders.</p> <p>To participate in round table discussions and liaise with our key municipal service providers and municipal leaders.</p> <p>To provide ongoing training to our members, promoting consistency and education in relation to mental health calls for service.</p>
<p>Re-establish the Haliburton County Tri-Services Committee.</p>	<p>Re-establishing and expanding the Tri-Services Committee mandate will increase the level of service that police, fire and ambulance provides to our community members.</p>	<p>Engagement with our emergency services stakeholders on a quarterly basis to review and address common concerns and issues in providing effective service to our communities.</p> <p>Through the committee, establish training opportunities between all three services with the goal to improve relationships and improve efficiencies at emergency calls for service.</p>

<p>Seek out and identify members of the public who might be interested in a career in policing, both in regular uniform as well joining our detachment Auxiliary unit.</p>	<p>Through recruitment, identify interested community members in becoming frontline police officers or volunteers in our detachment Auxiliary Unit.</p>	<p>Engage in police officer and auxiliary recruitment efforts at local community events throughout the year.</p> <p>Engage with our local high schools to seek out students who might be interested in a career in policing.</p>
<p>Support and optimize the Haliburton Highlands Auxiliary Program for crime prevention and community engagement.</p>	<p>Improved engagement with Auxiliary members.</p> <p>Elevate the Auxiliary Program to ensure members are valued and utilized to support Haliburton Highlands commitments.</p>	<p>Increased communication between Haliburton Highlands Detachment Leadership and Auxiliary Leadership.</p> <p>Utilize Auxiliary members at major events.</p> <p>Support Provincial Auxiliary Day.</p>



2023-2025

HALIBURTON HIGHLANDS DETACHMENT ACTION PLAN

PROGRAMS & SERVICES

Alcohol and Gaming Enforcement	Drug Evaluation and Classification	Provincial Operations Centre
Asset Forfeiture	DNA Coordination	Public Order
Auxiliary Policing/Chaplaincy	Emergency Management	Remotely Piloted Aircraft Systems
Aviation/Flight Operations	Emergency Response	Repeat Offender Parole Enforcement
Biker Enforcement	Explosives Disposal	RIDE (Reduce Impaired Driving Everywhere)
Blood Stain Analysis	Federal Firearms Program Delivery	Search and Rescue
Breath Analysis/Drug Recognition	Federal and Provincial Road Safety Countermeasures	Security Assessments and Enquiries
Canine Search, Rescue, Tracking and Detection	Forensic and Identification Services	Surveillance - Electronic and Physical
Chemical, Biological, Radiological, Nuclear and Explosive Response	Fraud, Corruption, Economic/ Financial Crime Investigation	Tactical and Emergency Medical
Child Exploitation Investigation	Hate Crimes/Extremism Investigation	Tactics and Rescue
Civil Litigation File Coordination	Illegal Gaming Investigation	Technological Crime/ Digital Evidence Forensics and Analysis
Civilian Data Entry	Incident Command	Threat Assessment
Collision Reconstruction and Investigation	Indigenous Policing	Traffic Safety
Commercial Vehicles and Dangerous Goods	Information Technology	Training
Communications	Intelligence	Underwater Search and Recovery
Community Policing	Justice Officials and Dignitary Protection Services	United Nations Policing Missions
Community Street Crime Units	Marine, Motorized Snow and Off-road Vehicle and Motorcycle Patrol	Urban Search and Rescue United Nations Policing Missions
Complaint Investigation	Media Relations	Video Forensics
Computer-Aided Dispatch	Missing Persons and Unidentified Bodies	Violent Crime Linkage Analysis
Contraband Tobacco	Offender Transportation	Victim Assistance, Support and Response
Court Case Management	Ontario Sex Offender Registry	Weapons Enforcement
Crime Analysis	Organized Crime Enforcement	Witness Protection
Crime Gun Analysis	Physical Security Services	
Crime Prevention and Community Safety	Polygraph	
Crime Stoppers	Provincial Anti-Terrorism	
Criminal Investigation Services and Major Case Management	Provincial Cybercrime Strategy	
Crisis Negotiation	Provincial Human Trafficking Strategy	
Drug Enforcement		

The above list corresponds with the *Adequacy and Effectiveness of Police Services Regulation (Adequacy Standards, O. Reg. 3/99)*. The list further provides an overview of various OPP programs and services but should not be considered complete.

CONTACT THE OPP

REACH THE OPP BY PHONE

- Call 9-1-1 for emergencies
- Don't hang up, stay on the line
- Call 1-888-310-1122 for non-emergency calls
- TTY 1-888-310-1133
(for the Deaf, Hard of Hearing and Speech Impaired)
- Know your location

SPEAK WITH AN OFFICER IN PERSON

To arrange to meet an officer at a detachment, go to www.opp.ca to use the Local Detachment Finder and follow the prompts.

PROVIDE AN ANONYMOUS TIP

- Call Crime Stoppers at 1-800-222-8477 (TIPS)
- Visit www.crimestoppers.ca

REPORT ONLINE

You now have the option to report select occurrences to police from the convenience of a computer.

Visit www.opp.ca/reporting to use the Citizen Self Reporting system. Specific incidents can be reported online at your convenience without attending a detachment or waiting for an officer.

You can use this system to report:

- Driving Complaints
- Lost/missing property
- Mischief/damage to property
- Mischief/damage to vehicle
- Stolen licence plate(s) and/or validation sticker
- Theft From vehicle
- Theft

Do not use this system if this is an emergency! If it is, call 9-1-1.

9-1-1 is for police, fire, or medical emergencies only.

Every time an accidental or hang-up 9-1-1 call is received, OPP officers are dispatched.

You may be taking police officers away from a real emergency.

#KnowWhenToCall

If you've dialed in error, stay on the line and speak with the communicator. This will eliminate the need for the emergency operator to call back. As per OPP policy, officers will still be dispatched to ensure you are safe.

ACTION PLAN

2023-2025



**HALIBURTON
HIGHLANDS
DETACHMENT**

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