

# THE BOARD OF POLICE COMMISSIONERS

SASKATOON, SASKATCHEWAN



Addendum added to end of  
agenda

April 8, 2015

Mayor D. Atchison, Chair  
Commissioner D. Brander  
Commissioner C. Clark  
Commissioner D. Hill  
Commissioner C. Inglis-McQuay

Dear Board Members:

**NOTICE OF MEETING  
SASKATOON BOARD OF POLICE COMMISSIONERS**

**DATE:** Thursday, April 16, 2015

**TIME:** 12 noon

**PLACE:** Committee Room A, Second Floor, City Hall

A copy of the agenda is attached.

Yours truly,

A handwritten signature in blue ink, appearing to read 'Joanne Sproule'.

**Joanne Sproule**  
Secretary to the Board

Attachment

cc: City Councillors  
Mr. Robert Gibbings, Q.C.  
Chief of Police (13)  
Deputy Chiefs of Police (2)  
Mr. Greg Bains, Legal Counsel, SPS  
Saskatoon Police Association  
Saskatoon Executive Officers Association  
Sergeant, Planning Unit  
Director, Finance Division  
Manager, Public Affairs  
Director, Central Records & Asset Management Division  
City Solicitor  
Public Library - main branch (1)  
Gallery (2)

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**AGENDA**  
**(OPEN TO THE PUBLIC)**

**BOARD OF POLICE COMMISSIONERS**

**SECTION A – MINUTES/DELEGATIONS/PRESENTATIONS**

1. Minutes – of regular meeting held on March 19, 2015.
2. Chair's Report
3. Chief's Report
4. Environmental Scan
5. Presentation - Saskatoon Police Service Alternative Measures Program

Attached is a report of the Chief of Police dated April 2, 2015, regarding the above matter. A presentation will be provided by Constables Shannon Parker and Pam Fouquette.

RECOMMENDATION: that the information be received.

**SECTION B – CORRESPONDENCE/CITY COUNCIL REFERRALS**

1. Communications to Council
  - Leona Sterling, regarding Saskatoon Crime
  - Ingrid Haslbeck, regarding various issues
  - Doreen McLellan, regarding various issues

Attached are copies of the above-referenced communications.

RECOMMENDATION: that the information be received and forwarded to the Saskatoon Police Service for any further handling or response.

**SECTION C – ROUTINE/STATISTICAL REPORTS**

1. 2014 Year End Operating Budget Report

Attached is a report of the Chief of Police dated March 24, 2015, regarding the above matter.

**AGENDA**  
**(Open to the Public)**  
**Board of Police Commissioners**  
**April 16, 2015**  
**Page 2**

RECOMMENDATION: that the information be received.

2. Use of Force Statistical Reporting  
2014 – January 01 – 2014 December 31

Attached is a report of the Chief of Police dated April 2, 2015, regarding the above matter.

RECOMMENDATION: that the information be received.

3. Representative Workforce at the Saskatoon Police Service

Attached is a report of the Chief of Police dated April 1, 2015, regarding the above matter.

RECOMMENDATION: that the information be received.

4. Appreciation to the Saskatoon Police Service

Attached is a report of the Chief of Police dated April 2, 2015 forwarding acknowledgements of appreciation/recognition to the Saskatoon Police Service.

RECOMMENDATION: that the information be received.

**SECTION E – OTHER**

1. CAPG Director

Attached is an email from CAPG regarding the nomination and support of the local board for representative as a CAPG Director.

RECOMMENDATION: that the Board of Police Commissioners confirm its support for Commissioner Clark to continue in his capacity as a CAPG Director.

**AGENDA**  
**(Open to the Public)**  
**Board of Police Commissioners**  
**April 16, 2015**  
**Page 3**

2. Contractual Services

Attached is a summary of contractual services provided to the Board of Police Commissioners during the first quarter of 2015.

RECOMMENDATION: that the information be received.

3. Police Re-deployment 2015

Attached is a report of the Chief of Police dated April 16, 2015 regarding the above.

RECOMMENDATION: that the information be received.

**SECTION F – BOARD INQUIRIES**

1. Inquiries

A5

“PUBLIC AGENDA”

**TO:** His Worship Don Atchison, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Office of the Chief

**DATE:** 2015 April 02

**SUBJECT:** Saskatoon Police Service Alternative Measures Program

**FILE NO.:** 11,019

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**ISSUE:**

Members of the Saskatoon Police Service developed and implemented the Alternative Measures Program to address goals in the 2010-2014 and 2015-2019 Business Plans to search for more effective and efficient ways to operate.

Accused persons can be diverted away from the justice system by participating in the Alternative Measures Program in appropriate circumstances.

**RECOMMENDATION:**

That this report be received as information.

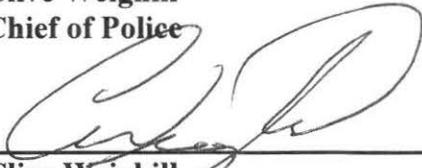
**CONCLUSION:**

Constables Parker and Fouquette successfully implemented the Alternative Measures Program to the Saskatoon Police Service. The program has improved the service we provide and relationships with partners including Loss Prevention Officers, Federal and Provincial Crown Prosecutors and community service providers. It has also resulted in cost savings including reducing the number of calls our Patrol members attend, time for Police, Crown prosecutors and court workers to prepare files.

**Written and Approved by:**

**Clive Weighill  
Chief of Police**

**Submitted by:**

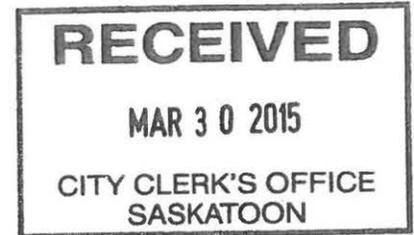
  
\_\_\_\_\_  
**Clive Weighill  
Chief of Police**

**Dated:**

  
\_\_\_\_\_  
April 8/15

BI  
5000-1

**From:** Web NoReply  
**Sent:** March 29, 2015 10:53 AM  
**To:** City Council  
**Subject:** Form submission from: Write a Letter to Council



Submitted on Sunday, March 29, 2015 - 10:52  
Submitted by anonymous user: 71.17.51.4  
Submitted values are:

Date: Sunday, March 29, 2015  
To: His Worship the Mayor and Members of City Council  
First Name: Leona  
Last Name: Sterling  
Address: 220 Fairford Street W.  
City: Moose Jaw  
Province: Saskatchewan  
Postal Code: S6H1V6  
Email: [sleona08@gmail.com](mailto:sleona08@gmail.com)

Comments:

Although I no longer live in the City I still hold property there.  
I trust council will take a serious look at what can be done to stem the tide of crime.  
Sad to see Saskatoon change from  
"Saskatoon Shines to  
"Saskatoon Crimes"

To all appearances it seems there are most political interests taking up council's priorities that the emergent issues.

Sincerely  
Leona Sterling

The results of this submission may be viewed at:  
<https://www.saskatoon.ca/node/398/submission/12616>

**From:** Web NoReply  
**Sent:** March 31, 2015 3:23 PM  
**To:** City Council  
**Subject:** Form submission from: Write a Letter to Council



Submitted on Tuesday, March 31, 2015 - 15:22  
Submitted by anonymous user: 207.47.248.173  
Submitted values are:

Date: Tuesday, March 31, 2015  
To: His Worship the Mayor and Members of City Council  
First Name: Ingrid  
Last Name: Haslbeck  
Address: 239 Forrester Road  
City: Saskatoon  
Province: Saskatchewan  
Postal Code: S7M 4K2  
Email: ingrid@blackstrap.com  
Comments:

I have a positive and many negative comments.  
First off I was very happy to hear about the drug bust. Getting the drugs off of the streets is very important and I was very impressed to hear what the police had done.  
But hearing about the gangs we have more big issues and something has to be done. The police now have a nice new facility so we need to see our tax dollars at work. It does not make use feel any better when we hear crime is going to go up because of the gangs. We pay taxes and we want to feel safe.  
The methadone project where those that are hooked on drugs can go and get this product to get off of the harder drugs. It will definitely make more money for the government. I am assuming those of us who have jobs are paying for this to keep these people high. I have sympathy for them but there has got to be a better way. How is this going to be monitored. Because I feel they will say Yippee now they get high for free; well free for them but not free for the tax payers.  
My next issue is I had heard that the government is very happy to say they have enough money for the welfare to look after those you don't work.  
I have no problem if people really need this to make it through but I have a problem when people keep having more children just to get more welfare.  
I have a problem when I see the people on welfare smoking and drunk. They need welfare yet they can afford to buy alcohol and cigarettes. Really???? Are you ok with that? I'm not. There has to be a better way to get them off the streets and working.  
They should be drug and alcohol tested. They need to know if they test positive they lose their welfare rights. I know people where the company gives them random testing in order to keep their jobs. Why shouldn't they have to get tested to keep their welfare? If these people can afford to drink and smoke on welfare shouldn't they have to get a job. Again the people who are working are paying for this and we don't get a tax break.  
If they are getting welfare they need to be told if you have any more children you will not receive more you will have to get a job. They need to know that they will not be rewarded for having more children. If you want to have more kids then they need to be able to look after them properly by working.

You go downtown and it is so dangerous there and so many welfare people drunk even in the early morning. They said they would have more police on foot but you very seldom see them. I have a friend who works downtown and is out and about a lot and she says she hasn't seen them yet. There has to be a better system.

My next issue ties all of the above together. We are being told that by the time we retire we may not have any pension left. Isn't that nice...we work we pay taxes we pay into the old age pension. The people who work for the government will have large pensions they don't have to worry. Hard working people like us pay for everything and yet the government is happy to have enough money to look after the welfare people. We hear more and more how some of our government officials are embezzling money, going on great holidays, purchasing large items.

Yet I have a friend who has worked all his life and his back was injured so he couldn't drive truck anymore, he called welfare for help so he could buy food and pay rent. Do you know he was refused? Think about it he worked, he paid taxes, he paid for the welfare people, he's paid so that anyone working for the government is entitled to their pension but when it came time to help him they said no. Yet the people on welfare are getting money for alcohol and cigarettes. The welfare system should be ashamed of themselves. There was a cry for help but no lets keep giving to the people who I am quite sure can work BUT DON'T. And oh boy we have money for the methadone project. But someone who really needed it couldn't get the help because the other person at the other end had the power.

It seems to me like the people that are trying hard to make a living get the short end of the stick. I think the system needs to be re-looked maybe you think it's working from your end but it certainly is not working for the people that are trying hard to make ends meet and by the way paying your wages. Cut some corners such as shut off the Christmas lights that is a waste of electricity, stop buying those weird works of art. So much money is going into the mendal art gallery REALLY???? It is ridiculous to see what our taxes dollars are wasted on.

Snow removal that's a laugh...we get told if you don't clear the sidewalks then you will be fined yet they pile it so high in front of the homes that people that depend on parking their can't, people driving their can't see if someone is coming. Yet if you try to do something at your home you get told well the city owns that, but clear your side walks or you will be fined; it's your responsibility but don't forget you can't do that because that is city property. The city owns so many feet in front of your homes and we get fined if the city sidewalks are not cleared. Give me a break.

I am very frustrated by the way we are treated like second class citizens. And no it doesn't matter who gets elected you can't believe in any ones promises. Nothing changes all you hear we got to tax more; heck you already take most of what I earn. I earned it yet you get to take most of it and it is because of bad spending decisions you make on how our money should be spent. we have to do proper budgets in order to pay our bills etc. Why can't the government do the same? Maybe they can't put that kind of money into the Mendel Art Gallery because they are refusing to help people that really need it. Wiser decisions need to be made.

Very frustrated. All I know is the tangible and Intangible. Things I see and things I feel.

Thank you for reading my letter of frustration. In no way am I trying to be rude but sometimes you just feel like enough is enough will anybody please listen and make some positive changes.

Thank you for your time.

The results of this submission may be viewed at:  
<https://www.saskatoon.ca/node/398/submission/13092>

150-1  
March 30, 2015

RECEIVED

APR 07 2015

CITY CLERK'S OFFICE  
SASKATOON

Mayor Dan Atchison  
and City Council,

Our city used to be a good city to live in, now  
we're not so sure. Violence is getting worse, with  
safety being a great concern. Our police can't be every-  
-where, it has helped to put more officers on the beat,  
but our justice system doesn't help matters at all, if  
the suspects are caught they get only a slap on the  
wrist, don't know what we have lawyers and judges for.

The rental properties are in terrible shape, and the  
landlords are getting away with raising the rent, and  
not keeping the property up. Many of these places need  
to be inspected regularly living conditions, and safety  
and the tenants need to comply with the rules.

One complaint I have is our city garbage trucks  
that pick up our bins. They drop them down so hard,  
our bin is cracked since February. Lamas put the bin  
down, alot better.

The new Korman art gallery is costing us alot of money  
and now we are very upset of the fees that will be  
charged to go into that building. We didn't need this  
expensive building in the first place. I wonder how many  
families are going to go through that place at that price!  
Sure disappointing!

The new parking meters sure aren't anything to brag  
about. Too complicated, and many people are going to  
avoid them. Why the changes?

A big salute to Pat Large, she didn't do anything  
wrong, and needs an apology from all the councillors for  
childish behavior. We tax payers have a right to know what is  
going on.

yours truly,  
Mrs. Deven McFellon  
212 Campion Cres. S7H 3T9

C1

**"PUBLIC AGENDA"**

**TO:** His Worship Don Atchison, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Office of the Chief

**DATE:** 2015 March 24

**SUBJECT:** 2014 Year End Operating Budget Report

**FILE #:** 2,017



**ISSUE:**

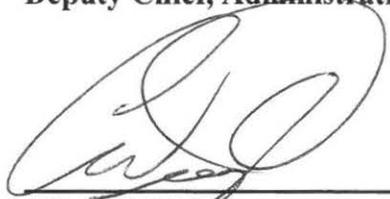
The 2014 fiscal year for the Saskatoon Police Service ended December 31, 2014. A report has been prepared summarizing the overall Operating Budget performance including an analysis of major variances between budget and actual results.

**RECOMMENDATION:**

That the information be received.

**Written by:** Don Bodnar  
Director of Finance

**Approved by:** Mark Chatterbok  
Deputy Chief, Administration

**Submitted by:**   
\_\_\_\_\_  
Clive Weighill  
Chief of Police

**Dated:** MARCH 26/15  
**(attachment)**

# **Saskatoon Police Service**



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## **2014 YEAR END OPERATING BUDGET REPORT**

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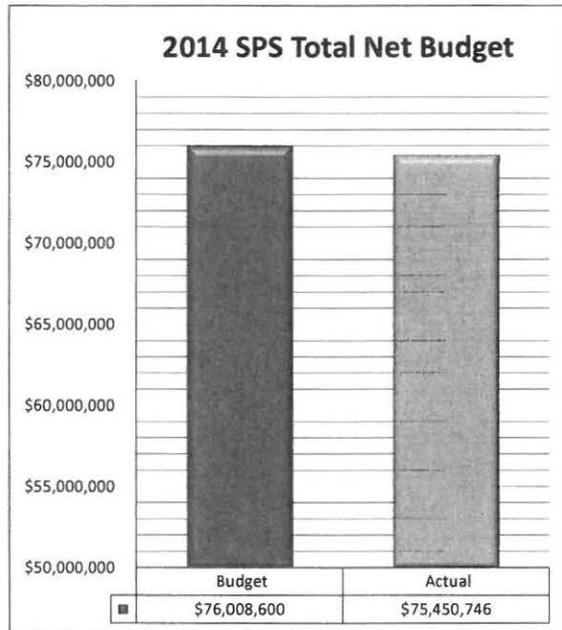
Saskatoon Police Service  
2014 Year End Operating Budget Report

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Revenues.....	3
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**Performance Overview**

The Saskatoon Police Service ended fiscal 2014 with a budget surplus of \$557,854 (.73%). Total revenues were \$865,472 higher than budgeted including Criminal Record Checks, Special Duty as well as in a number of revenue sources that were also accompanied by increased costs such as Provincial and Federal Government funded programs. Total expenditures were \$307,618 over budget including over expenditures of \$463,839 in staff compensation costs while non-staff compensation costs were \$156,222 under budget.



	2014 BUDGET	2014 ACTUAL	VARIANCE	%VARIANCE
<b>Revenues</b>	\$ 8,720,400	\$ 9,585,872	\$ 865,472	9.92%
<b>Expenditures</b>				
<b>Staff Compensation</b>	69,611,400	70,075,239	(463,839)	(0.67%)
<b>Non - Staff Compensation</b>	15,117,600	14,961,379	156,222	1.03%
<b>Total Expenditures</b>	84,729,000	85,036,618	(307,618)	(0.36%)
<b>Total Net Budget</b>	\$ 76,008,600	\$ 75,450,746	\$ 557,854	0.73%

### Revenues

2014 revenues were \$865,472 (9.92%) over budget. Provincial grant revenue was \$327,201 higher than anticipated accounting for a significant portion of the positive variance. Increased Provincial Government revenue was largely due to receiving \$184,792 in non-budgeted revenue for operating costs related to the new Provincial Integrated Traffic Unit as well as \$114,285 in increased funding for a number of programs including the Internet Child Exploitation program, and the Combined Forces Special Enforcement Unit. Other notable positive variances included \$230,392 in higher than expected Criminal Record Check Revenue and \$210,175 in non-budgeted Special Duty Revenue.

### Expenditures

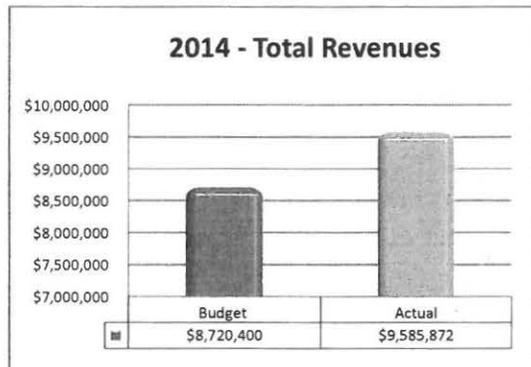
Total expenditures were over budget \$307,618 (.36%) including staff compensation which was over budget \$463,839 (.67%) and non – staff compensation costs under budget by \$156,222 (1.03%). Over expenditures in staff compensation were largely related to overtime costs. Under expenditures in non – staff compensation costs were a combination of lower spending requirements in various areas with the most significant being in materials and supplies which was \$263,578 under budget. Facility operating & maintenance expenditures were \$166,440 over budget mostly related to the delay in completion of the new Police Headquarters Building.

**VARIANCE ANALYSIS:**

The following is a more detailed analysis of significant revenue and expenditure variances.

**REVENUES:**

- Total revenues for 2014 were \$865,472 (9.92%) over budget.



	2014 BUDGET	2014 ACTUAL	VARIANCE	%VARIANCE
<b>REVENUES</b>				
General Revenue	\$727,800	\$1,060,651	\$332,851	45.73%
Special Duty Revenue	-	210,175	210,175	No Budget
Prov. Of Sask. Revenue	6,378,700	6,705,901	327,201	5.13%
Gov't Of Canada Revenue	1,125,600	1,085,423	(40,177)	(3.57%)
Grant Revenue		8,194	8,194	No Budget
False Alarm Admin. Rev.	488,300	515,528	27,228	5.58%
<b>TOTAL REVENUES</b>	<b>8,720,400</b>	<b>9,585,872</b>	<b>865,472</b>	<b>9.92%</b>

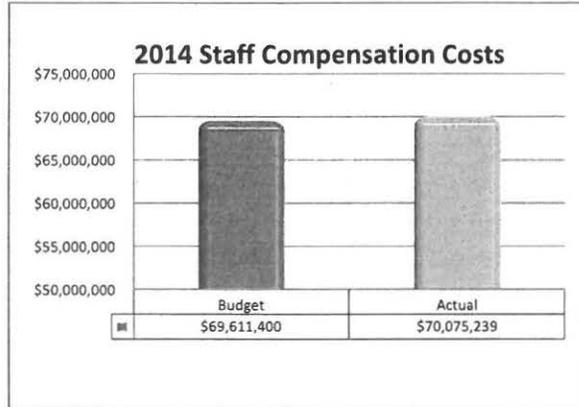
- **General Revenues** were \$332,851 (45.73%) higher than expected with the largest variance reported in Criminal Record Check revenue which was \$230,392 over budget. In addition revenue for ICE program costs billed back to the Regina Police Service, who assist in managing this Provincial program, were \$51,061 higher than budgeted. The remainder of the variance was made up of a number of small amounts spread among various cost centers.
- **Special Duty Revenue** is not budgeted however has amount to \$210,175 for the year.
- **Provincial Government Revenues** were \$327,201 over budget (5.13%). A large portion of this positive variance was related to receiving \$184,792 in non-budgeted revenue for operating costs related to the new Provincial Integrated Traffic Unit. In addition the most recent Provincial budget included an increase of \$5,000 for each Provincially funded position increasing revenues by \$157,500. A number of smaller Provincial program revenue increases amounting to \$114,285

account for the remainder of the positive variance. These increases were partially offset by an unanticipated reduction in Sask911 program funding reducing 2014 revenues by \$129,375.

- **Government of Canada Revenues** were \$40,177 (3.57%) under budget primarily due to the net effect of funding for secondments the most significant being unrealized revenue of \$160,800 for an International Peacekeeping secondment that was budgeted but did not occur. Higher than budgeted secondment revenue included funding for a Department of National Defense K-9 Staff Sergeant (\$57,299) and a Canadian Police College short term secondment (\$37,125).
- **Grant Revenue** which was not budgeted totalled \$8,194 all in Cultural Resources.
- **False Alarm Program** administration fees were over budget by \$27,228 (5.58%) due to an increase in the number of registered alarmed premises.

**STAFF COMPENSATION:**

- **Total Staff Compensation** expenditures (salary, severance pay, payroll costs and uniforms) were \$463,839 (.67%) over budget.



	2014 BUDGET	2014 ACTUAL	VARIANCE	%VARIANCE
<b>Staff Compensation</b>				
Salaries	\$59,457,700	\$60,151,619	(\$693,919)	(1.17%)
Severance Pay	465,000	310,670	154,330	33.19%
Payroll Costs	9,206,100	9,218,301	(12,201)	(0.13%)
Uniforms	482,600	394,649	87,951	18.22%
<b>Total Staff Compensation</b>	<b>69,611,400</b>	<b>70,075,239</b>	<b>(463,839)</b>	<b>(0.67%)</b>

- **Salary** expenditures were \$693,919 (1.17%) over budget with \$908,729 in higher than expected Other Earnings – overtime costs accounting for the most significant variance.

A summary of all major variances is as follows:

Major Variances

➤ Salary Contingency - (Over) Under Budget	237,340
➤ Staff Vacancy Savings	1,017,178
➤ Non-Budgeted Positions	(859,836)
Net Vacancy/Non-Budgeted Variance	157,342
➤ Other Earnings - (Over) Under Budget	\$ (908,729)
➤ Net Other Variances	(179,872)
Total Salary Variance	\$ (693,919)

**Salary Contingency - 2013 & 2014 Contract Settlements**

Salary Contingencies for 2013/2014 police salary increases were \$237,340 under budget based on the actual settlement for the Police Association. Executive Officer wage increases for 2013/14 are yet to be determined as we await the results of collective bargaining. Pending retroactive pay for all police personnel has been accrued as a 2014 expenditure.

**Net Vacancy/Non-Budgeted Position Variance**

Efforts to maintain authorized staffing levels throughout the year were an ongoing issue as the Service attempted to match the timing of new hires to vacancies. Although staff vacancies were substantial this past year the Service managed to limit net staff vacancy savings to \$157,342.

**Staff Vacancy Savings**

Staff vacancy savings noted above totalling \$1,071,178 included these significant contributors:

➤ Maternity/Parental leave savings	\$ 398,229
➤ Position backfilling savings	430,673
➤ Staff vacancy savings	237,557
➤ WCB savings	104,253
➤ Sick Bank Savings	11,063
➤ Leave without pay savings	90,104
Subtotal	1,271,878
Less Budgeted Savings	(254,700)
	\$ 1,017,178

**Maternity/Paternity Leaves**

Maternity and paternity leaves amounting to \$398,229 were a significant factor impacting salary cost savings as 17 officers have were on leave at some point during this past year.

**Position Backfill Savings**

\$430,673 of savings were realized in 2014 due staff turnover and the backfilling of positions at a rate lower than budgeted.

**Staff Vacancy Savings**

Staff vacancy savings amounted to \$237,557 in 2014 the majority of which was related to civilian positions.

**Non Budgeted Positions**

Non-budgeted police position costs amounted to \$529,911 related to regular sworn members hired in advance of vacancies as well as non-budgeted government funded positions. \$111,776 was spent on non-budgeted Special Constable positions in Communications while non-budgeted civilian position costs amounted to \$218,149. The civilian positions were mostly related to Asset Management and the move into the new headquarters building as well as in Central Records.

**Other Earnings**

Other Earnings were \$908,729 over budget largely due to overtime. Overtime payouts were \$705,878 higher than expected while the value of the Overtime Bank rose by a non-budgeted amount of \$216,440. The number of hours in the Overtime Bank increased by 2,912 valued at \$125,348 while negotiated wage increases resulted in a \$91,092 increase. The other notable over budget area included vacation pay adjustments which were \$64,062 over budget. These adjustments were made up of vacation pay on extra earnings such as overtime, acting pay etc. Under budget categories included vacation payout to retirees (\$39,422), acting rank pay (\$35,540) and field training officer pay (\$21,478).

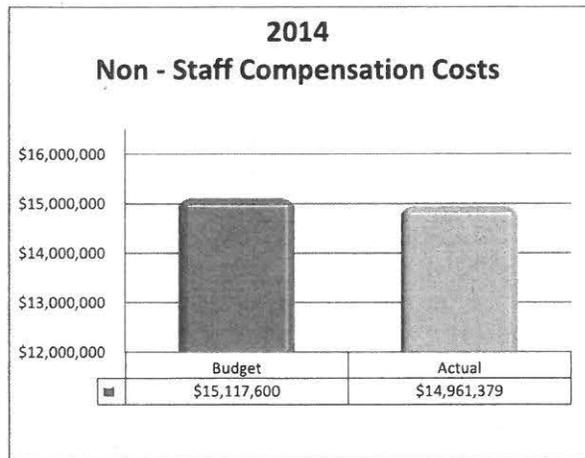
**Contractual Severance Pay** was \$154,330 (33.19%) under budget largely due to a reduced number of retirees than anticipated. There were 9 severance payouts made this past year.

**Payroll Costs** were \$12,201(.13%) over budget. This overall minor net variance is the result of the net effect of negative variances linked to salary under expenditures offset by various positive variances including differences in accrued contingencies.

**Uniforms** were \$87,951 (18.22%) under budget. \$30,900 of this positive variance was related to general uniform costs including a timing variance linked to 2014 new position costs. Additional funding for these positions was approved in the 2014 budget however a majority of the costs to outfit the new recruits occurred in late 2013. Other notable under budget areas include operational units that require speciality uniform items such as Special Teams (Public Safety Unit, Tactical Support Unit), Criminal Investigations and Traffic.

**NON- STAFF COMPENSATION COSTS:**

Total non-staff compensation costs for 2014 were \$156,222 (1.03%) under budget.



	2014 BUDGET	2014 ACTUAL	VARIANCE	%VARIANCE
<b>Non-Staff Compensation Costs</b>				
<b>Categorized Operating Costs</b>				
Vehicles - Operating & Maintenance	3,725,100	3,691,009	34,091	0.92%
Facilities - Operating & Maintenance	4,423,200	4,589,640	(166,440)	(3.76%)
Contract & Services	2,043,100	2,108,431	(65,331)	(3.20%)
Technology & Equipment	1,468,300	1,557,188	(88,888)	(6.05%)
Training & Travel	843,700	807,863	35,837	4.25%
Materials & Supplies	1,081,200	817,622	263,578	24.38%
<b>Total Operating Costs</b>	<b>13,584,600</b>	<b>13,571,753</b>	<b>12,847</b>	<b>0.09%</b>
<b>Transfers to Reserves</b>	<b>1,779,800</b>	<b>1,779,800</b>	<b>-</b>	<b>0.00%</b>
<b>Grant/Subsidies</b>	<b>12,000</b>	<b>12,000</b>	<b>-</b>	<b>0.00%</b>
<b>Cost Recovery</b>	<b>(258,800)</b>	<b>(402,175)</b>	<b>143,375</b>	<b>(55.40%)</b>
<b>Total Non-Staff Compensation Costs</b>	<b>15,117,600</b>	<b>14,961,379</b>	<b>156,222</b>	<b>1.03%</b>

**Vehicles – Operating & Maintenance** Under budget \$34,091 (.92%).

This category included minor variances in a number of accounts with the largest in V&E Rent which was \$50,658 under budget.

**Facilities – Operating & Maintenance** Over budget \$166,440 (3.76%).

Facility costs were over budget mostly due to the delay in completing the new Police Headquarters Building including the following. The most significant negative variance was in facility leasing costs which were \$327,177 over budget as a result of lease extensions linked to the delay in moving into the new headquarters building. This over expenditure is net of a \$366,990 year-end adjustment charging a portion of the additional lease costs to the Headquarters Capital Project. Other notable over budget accounts included Building Maintenance (\$156,386), VoIP phones costs (\$55,434) and Leased Facility Utilities (\$39,070).

Partially offsetting these negative variances was a \$462,900 reduction in new HQ operating costs for City Facilities Management cross charges. These reduced costs were largely linked to energy management and were the net effect of the savings due to the delay in moving into the new HQ and the extra cost of running both headquarters at the same time.

**Contract & Services** Over budget \$65,331 (3.2%).

The most significant over budget area was \$104,384 in Special Program/Project expenditures. The majority of these costs were recovered including, \$24,273 for the Healthy Lifestyles/Drug Awareness Program as well as expenditures for hosting courses that were by in large cost recovered from other police agencies including \$22,308 for a Car – Pedestrian Accident Course and \$12,478 for an Advanced Forensic Interviewing Course. Contractual Services which were also over budget by \$52,570 mostly related to Police Board business. These variances were partially offset by under expenditures in Special Services amounting to \$74,987 comprised of the following major areas; the Drug Unit (\$61,551), the Police Board (\$40,415) and Legal Services which was \$45,243 over budget.

**Technology & Equipment** Over budget \$88,888 (6.05%)

Noteworthy over budget accounts include Computer Equipment Maintenance (\$84,337), Computer Hardware Expenses (\$35,021), Computer Software Expenses (\$30,024) and Office Equipment (\$28,689) partially offset by under expenditures in a number of accounts including Regular Equipment Maintenance (\$64,987). Included in Computer Equipment Maintenance were expenditures for the new initiative related to a Printer Services contract which resulted in a net savings in fax/printer cartridges and photocopying costs

**Training & Travel** Under budget \$35,837 (4.25%).

2014 expenditures were under budget in both training and travel. Travel expenditures were \$15,774 under budget while training was under budget in a number of areas most significant of which was Saskatchewan Police College training (\$58,071). The most notable over budget account was in General Division training which was \$81,324 higher than budgeted of which approximately half was billed back to the government including ICE (\$31,264) and CFSEU (\$12,829).

**Materials & Supplies** Under budget \$263,578 (24.38%). Significant under budget accounts include Fax/Printer Cartridges (\$144,050) and Internal Printing (\$30,514) which is related to the switch the new Printer Services contract which is reflected in printer operating costs accounted for in Computer Maintenance. As well Advertising was \$110,289 under budget including lower than expected spending in Human Resources (\$49,364), Cultural/School Resources (\$18,919) and Public Affairs (\$ 17,154). Prisoner Meals were \$27,194 over budget mostly due to higher than budgeted rate increases.

**Transfers to Reserves** On budget.

**Grants/Subsidies** On budget.

**Cost Recovery** Over budget \$143,375 (55.4%).

Significant positive variances included the following; cost recovery for Police Association “union business”( \$50,079), Red Light Camera Program salaries (\$33,162) and the New HQ Project Secondment (\$41,480). One of the larger negative variance was related to the delayed move to the new HQ resulting in \$40,900 less parking cost recovery.

(Financial Statement Operating Variance Summary Report Attached)



**SASKATOON POLICE SERVICE - 2014 OPERATING VARIANCE SUMMARY REPORT  
FOR THE YEAR ENDING DECEMBER 31, 2014**

	2014 BUDGET	2014 ACTUAL	VARIANCE	%VARIANCE
<b>REVENUES</b>				
General Revenue	\$727,800	\$1,060,651	\$332,851	45.73%
Special Duty Revenue	-	210,175	210,175	No Budget
Prov. Of Sask. Revenue	6,378,700	6,705,901	327,201	5.13%
Gov't Of Canada Revenue	1,125,600	1,085,423	(40,177)	(3.57%)
Grant Revenue		8,194	8,194	No Budget
False Alarm Admin. Rev.	488,300	515,528	27,228	5.58%
<b>TOTAL REVENUES</b>	<b>8,720,400</b>	<b>9,585,872</b>	<b>865,472</b>	<b>9.92%</b>
<b>EXPENDITURES</b>				
	2014 BUDGET	2014 ACTUAL	VARIANCE	%VARIANCE
<b>Staff Compensation</b>				
Salaries	\$59,457,700	\$60,151,619	(\$693,919)	(1.17%)
Severance Pay	465,000	310,670	154,330	33.19%
Payroll Costs	9,206,100	9,218,301	(12,201)	(0.13%)
Uniforms	482,600	394,649	87,951	18.22%
<b>Total Staff Compensation</b>	<b>69,611,400</b>	<b>70,075,239</b>	<b>(463,839)</b>	<b>(0.67%)</b>
<b>Non-Staff Compensation Costs</b>				
	2014 BUDGET	2014 ACTUAL	VARIANCE	%VARIANCE
<b>Categorized Operating Costs</b>				
Vehicles - Operating & Maintenance	3,725,100	3,691,009	34,091	0.92%
Facilities - Operating & Maintenance	4,423,200	4,589,640	(166,440)	(3.76%)
Contract & Services	2,043,100	2,108,431	(65,331)	(3.20%)
Technology & Equipment	1,468,300	1,557,188	(88,888)	(6.05%)
Training & Travel	843,700	807,863	35,837	4.25%
Materials & Supplies	1,081,200	817,622	263,578	24.38%
<b>Total Operating Costs</b>	<b>13,584,600</b>	<b>13,571,753</b>	<b>12,847</b>	<b>0.09%</b>
Transfers to Reserves	1,779,800	1,779,800	-	0.00%
Grant/Subsidies	12,000	12,000	-	0.00%
Cost Recovery	(258,800)	(402,175)	143,375	(55.40%)
<b>Total Non-Staff Compensation Costs</b>	<b>15,117,600</b>	<b>14,961,379</b>	<b>156,222</b>	<b>1.03%</b>
<b>TOTAL EXPENDITURES</b>	<b>84,729,000</b>	<b>85,036,618</b>	<b>(307,618)</b>	<b>-0.36%</b>
<b>TOTAL NET BUDGET</b>	<b>\$ 76,008,600</b>	<b>\$ 75,450,746</b>	<b>\$ 557,854</b>	<b>0.73%</b>



**SASKATOON POLICE SERVICE - 2014 OPERATING VARIANCE SUMMARY REPORT  
FOR THE YEAR ENDING DECEMBER 31, 2014**

	2014 BUDGET	2014 ACTUAL	VARIANCE	%VARIANCE
<b>REVENUES</b>				
4000 General Revenue	727,800	1,060,651	\$332,851	45.73%
4018 Special Duty Revenue	-	210,175	210,175	No Budget
4176 Prov. Of Sask. Revenue	6,378,700	6,705,901	327,201	5.13%
4177 Govt Of Canada Revenue	1,125,600	1,085,423	(40,177)	(3.57%)
4178 Grant Revenue	-	8,194	8,194	No Budget
4404 False Alarm Admin. Rev.	488,300	515,528	27,228	5.58%
<b>TOTAL REVENUES</b>	<b>8,720,400</b>	<b>9,585,872</b>	<b>865,472</b>	<b>9.92%</b>
<b>EXPENDITURES</b>				
<b>Staff Compensation</b>				
5000/01 Salaries	59,457,700	60,151,619	(693,919)	(1.17%)
5012 Severance Pay	465,000	310,670	154,330	33.19%
5100/01 Payroll Costs	9,206,100	9,218,301	(12,201)	(0.13%)
5180 Uniforms	482,600	394,649	87,951	18.22%
<b>Total Staff Compensation</b>	<b>69,611,400</b>	<b>70,075,239</b>	<b>(463,839)</b>	<b>(0.67%)</b>
<b>Operating Costs</b>				
<b>Vehicles - Operating &amp; Maintenance</b>				
5201 Car Allowance	5,400	7,808	(2,408)	(44.59%)
5711 Accident Repair	9,000	8,779	221	2.46%
5800 V & E Rent	2,542,200	2,491,542	50,658	1.99%
5801 External Rentals	222,000	236,899	(14,899)	(6.71%)
5805 External V&E Rentals	215,900	235,338	(19,438)	(9.00%)
6210 Fuel Lube Oil	630,700	616,896	13,804	2.19%
6225 External Fuel	99,900	93,748	6,152	6.16%
<b>Total Vehicles - Operating &amp; Maintenance</b>	<b>3,725,100</b>	<b>3,691,009</b>	<b>34,091</b>	<b>0.92%</b>
<b>Facilities - Operating &amp; Maintenance</b>				
5300 Telephone & Fax	166,300	175,265	(8,965)	(5.39%)
5304 Cell Phones	180,400	23,096	157,304	87.20%
5306 VOIP	-	55,434	(55,434)	No Budget
5307 Cell Phone Service Monthly Charge	-	169,795	(169,795)	No Budget
5305 Data Communication Expense	129,700	159,517	(29,817)	(22.99%)
5600 Building Maintenance	106,100	262,486	(156,386)	(147.40%)
5610 IS-Facilities Branch Services	3,596,900	3,134,000	462,900	12.87%
5803 Lease Costs	228,300	555,477	(327,177)	(143.31%)
6002 Water & Sewer (Offsite)	1,200	3,020	(1,820)	(151.65%)
6003 Natural Gas (Offsite)	3,800	18,159	(14,359)	(377.86%)
6004 Electricity (Offsite)	10,500	33,391	(22,891)	(218.01%)
<b>Total Facilities - Operating &amp; Maintenance</b>	<b>4,423,200</b>	<b>4,589,640</b>	<b>(166,440)</b>	<b>(3.76%)</b>
<b>Contract &amp; Services</b>				
5301 Freight	7,600	8,222	(622)	(8.19%)
5500 Special Services	617,100	542,113	74,987	12.15%
5530 License & Insurance	164,200	162,565	1,635	1.00%
5549 Towing	30,000	19,985	10,015	33.38%
5550 Contractual Services	978,400	1,030,970	(52,570)	(5.37%)
5555 Corporate Information Services	49,900	49,900	-	0.00%
5562 Memberships	28,300	22,235	6,065	21.43%
5900 Special Programs	114,500	145,696	(31,196)	(27.25%)
5901 Special Programs	-	4,975	(4,975)	No Budget
5902 Special Projects	-	35,706	(35,706)	No Budget
5903 Special Projects	-	6,200	(6,200)	No Budget
5913 Special Projects	-	24,273	(24,273)	No Budget
5915 Intersection Safety	50,000	52,034	(2,034)	(4.07%)
6701 Banking Fees	3,100	3,558	(458)	(14.78%)
<b>Total Contract &amp; Services</b>	<b>2,043,100</b>	<b>2,108,431</b>	<b>(65,331)</b>	<b>(3.20%)</b>



**SASKATOON POLICE SERVICE - 2014 OPERATING VARIANCE SUMMARY REPORT  
FOR THE YEAR ENDING DECEMBER 31, 2014**

	BUDGET	ACTUAL	VARIANCE	%VARIANCE
<b>Technology &amp; Equipment</b>				
5700 Equipment Maintenance	241,000	176,013	64,987	26.97%
5701 Computer Equip. Maintenance	117,300	201,637	(84,337)	(71.90%)
5710 Radio Maintenance	230,400	220,469	9,931	4.31%
6105 Computer Equipment	137,000	111,033	25,967	18.95%
6106 Computer Software Expense	570,600	600,624	(30,024)	(5.26%)
6107 Computer Hardware Expense	14,200	49,221	(35,021)	(246.62%)
6130 Office Equipment	17,100	45,789	(28,689)	(167.77%)
6300 Fixed Asset Purchases	115,100	120,246	(5,146)	(4.47%)
6301 Computer Fixed Assets	25,600	32,155	(6,555)	(25.60%)
<b>Total Technology &amp; Equipment</b>	<b>1,468,300</b>	<b>1,557,188</b>	<b>(88,888)</b>	<b>(6.05%)</b>
<b>Training &amp; Travel</b>				
5200 Travel	84,500	68,726	15,774	18.67%
5540 Staff Training - General	396,600	477,924	(81,324)	(20.51%)
5541 Staff Training - Specific	10,000	22,148	(12,148)	(121.48%)
5542 Staff Development	121,000	88,590	32,410	26.79%
5945 In House Training	42,300	30,500	11,800	27.90%
5946 CPC Training	96,000	84,746	11,255	11.72%
5947 SPC Training	93,300	35,229	58,071	62.24%
<b>Total Training &amp; Travel</b>	<b>843,700</b>	<b>807,863</b>	<b>35,837</b>	<b>4.25%</b>
<b>Materials &amp; Supplies</b>				
5302 Postage	15,400	18,253	(2,853)	(18.52%)
5400 Advertising	295,400	185,111	110,289	37.34%
5404 Publications	16,800	16,801	(1)	(0.01%)
6100 Office Supplies	95,900	95,864	36	0.04%
6101 Office Paper	41,000	37,166	3,834	9.35%
6102 Fax/Printer Cartridges	147,400	3,350	144,050	97.73%
6110 Internal Printing	50,800	20,286	30,514	60.07%
6120 External Printing	36,400	46,569	(10,169)	(27.94%)
6200 Materials & Supplies	328,300	307,127	21,173	6.45%
6220 Meals	47,700	74,894	(27,194)	(57.01%)
6233 Audio Visual Materials	6,100	12,200	(6,100)	(99.99%)
<b>Total Materials &amp; Supplies</b>	<b>1,081,200</b>	<b>817,622</b>	<b>263,578</b>	<b>24.38%</b>
<b>Total Operating Costs</b>	<b>13,584,600</b>	<b>13,571,753</b>	<b>12,847</b>	<b>0.09%</b>
<b>Transfers to Reserves</b>				
6400 Transfer to Reserves - Capital	1,771,800	1,771,800	-	0.00%
6455 Transfer to Reserves - Operating	8,000	8,000.00	-	0.00%
<b>Total Transfers to Reserves</b>	<b>1,779,800</b>	<b>1,779,800</b>	<b>-</b>	<b>0.00%</b>
<b>Grants/Subsidies</b>				
6500 Subsidies	12,000	12,000	-	0.00%
<b>Cost Recovery</b>				
8996 Cost Recovery - Salaries	-	(72,336)	72,336	No Budget
8999 Cost Recovery - Other Costs	(258,800)	(329,839)	71,039	(27.45%)
<b>Total Cost Recovery</b>	<b>(258,800)</b>	<b>(402,175)</b>	<b>143,375</b>	<b>(55.40%)</b>
<b>TOTAL EXPENDITURES</b>	<b>84,729,000</b>	<b>85,036,618</b>	<b>(307,618)</b>	<b>(0.36%)</b>
<b>TOTAL NET BUDGET</b>	<b>76,008,600</b>	<b>75,450,746</b>	<b>557,854</b>	<b>0.73%</b>

C2

“PUBLIC AGENDA”

**TO:** His Worship Don Atchison, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Office of the Chief

**DATE:** 2015 April 02

**SUBJECT:** Use of Force Statistical Reporting  
2014 January 01 – 2014 December 31



**FILE NO.:** 10,030

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**ISSUE:**

Use of force statistical reporting will be submitted to the Board of Police Commissioners on a yearly basis. The attached report details use of force reporting from January 1, 2014 to December 31, 2014. The use of force by police officers is allowed by law and must be used in a judicious manner. As part of the Saskatoon Police Service's review of these incidents, members are required to leave a report when force is used on any member of the public to ensure that all incidents conform to the law, police training and policy.

**RECOMMENDATION:**

This report is received as information.

**BACKGROUND:**

Members of the Saskatoon Police Service are required to complete and submit a Use of Force Report each time force is used in the performance of their duties. The Saskatchewan Police Commission has mandated this report.

The Use of Force Review Committee is responsible for the review of all Use of Force forms submitted by members of the Saskatoon Police Service. The information from these forms is reviewed to ensure adherence to Policy, address training issues and to identify emerging trends. The Committee is comprised of the East Division Inspector, the Headquarters Staff Sergeant, the Personal Violence Staff Sergeant, the Training Unit Sergeant and a Defensive Tactics Instructor.

**DISCUSSION:**

The Use of Force form requires members to indicate actions taken from a list of 20 different types of force. There may be more than one type of force used during any one

## **“PUBLIC AGENDA”**

incident. It is for this reason the numbers in the type of force used categories are not consistent with the number of occurrences.

In 2014 there were 205 Use of Force reports submitted. The number of reports is up in 2014 compared to 2013. In 2013 there were 152 Use of Force reports. One factor influencing the increase in number of reports is the use of the Conducted Energy Devices (CEW). The CEWs were first deployed by the Saskatoon Police Service in December of 2013. In 2014 there were 26 reports involving the CEW. Of those reports 8 where the CEW was accidentally discharged at the testing station prior to officers being deployed to the street, 11 events where the CEW was pointed at a subject but not activated and 7 events where the CEW was used on a subject.

Another reason for the increase in number of use of force reports can be attributed to the addition of the category of police vehicle pursuits that was added in 2013. In 2013 the provincial government requested that we track pursuits as a use of force. As a result in 2013 there were 41 police pursuits and 61 Pursuits in 2014.

There were 51 suspects reported as injured and 58 suspects who received medical attention. The difference in these numbers relates to the 7 CEW deployments where policy requires the suspect to receive medical attention in all cases. With the injured suspects, Canine bites accounted for 17 incidents, physical strikes 13 and take downs resulting in injury accounted for 10 reported injuries.

Reports of force used during initial contact increased in 2014. Under force used “Initial Contact” can be at any time prior to:

- Placing the subject under arrest
- Transporting
- Searching/handcuffing
- Incarcerating (Detention)

Firearms were discharged in 2 incidents in 2014 that were not involved with animal destruction. One was an accidental discharge into a loading station and the other was an officer firing at a vehicle that was attempting to drive into the officer, who was on foot.

The nine year average of Use of Force reports has been 126.1 per year.

### **CONCLUSION:**

There were over 10,000 arrests brought into Detention in 2014 and force was used by the police in 205 incidents. The review of the 2014 Use of Force reports show that the Saskatoon Police Service members are doing a good job in complying with policy and in reporting, justifying and articulating all uses of force.

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Taking into account the addition of CEW Deployments, CEW accidental discharges and increased pursuits to this report the Service is following a similar trend to past years. The Police Service is currently reviewing our Use of Force Policy to ensure that it is still current and in line with best practices of other provincial agencies.

**Written by:** **Brian Shalovelo, Inspector  
East Division**

**Approved by:** **Bernie Pannell, Deputy Chief  
Operations**

**Submitted by:**

  
\_\_\_\_\_  
**Clive Weighill  
Chief of Police**

**Dated:**

April 2 / 15

Use of Force Summary Comparisons									
	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>Type of Force Used</b>									
Firearm Discharged	6	4	0	0	2	3	0	5	2
Firearm Pointed	19	15	15	11	8	6	7	11	13
Baton	5	8	5	4	3	3	3	3	3
OC Spray	34	33	22	21	12	16	13	14	9
Conducted Energy Device	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	15
Conducted Energy Device-Pointed	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	11
Vehicle Pursuits	n/a	n/a	n/a	n/a	n/a	n/a	n/a	41	61
<b>Physical Control Technique</b>									
Physical Strike	59	26	46	45	40	18	42	34	42
Takedown/Throw	60	36	31	28	25	11	43	43	35
<b>Force Used During</b>									
Initial Contact	79	53	50	49	48	36	34	40	96
Searching/Handcuffing	47	12	23	17	12	9	20	25	17
Placing Under Arrest	85	61	61	73	55	38	53	51	75
<b>Injury Status</b>									
Suspect Injured	59	49	57	60	48	37	48	43	51
Medical Attention	40	22	29	35	29	36	44	31	58
Officer Injured	27	17	13	12	16	6	11	11	13
Medical Attention	9	2	3	3	5	0	3	1	7
<b>Total Occurrences Where a Use of Force Report Was Submitted</b>	<b>160</b>	<b>112</b>	<b>111</b>	<b>111</b>	<b>99</b>	<b>77</b>	<b>109</b>	<b>152</b>	<b>205</b>

\*Conducted Energy Devices not deployed until December 2013

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“PUBLIC AGENDA”

**TO:** His Worship Don Atchison, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Office of the Chief

**DATE:** 2015 April 01

**SUBJECT:** Representative Workforce at the Saskatoon Police Service



**FILE #:** 2,014

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**ISSUE:**

The following enquiry was made by Commissioner Martell in 2014. The Board has since requested that this report be presented annually.

“With the Board’s commitment to building a workforce representative of the community it serves, what is the percentage of First Nations and Métis staff at all levels and what is the plan and timeline to achieve a representative workforce.”

**RECOMMENDATION:**

That the following report be received. This report includes information regarding the four Employment Equity groups – Aboriginals, Visible Minorities, Persons with Disabilities and Females.

**DISCUSSION:**

The Saskatoon Police Service has been actively recruiting new members to replace a large number of senior officers who have either retired, or plan to retire in the near future. As the population of Saskatoon grows, an even greater demand is placed on our Recruiting Unit to hire more police officers. The Saskatoon Police Service has been exploring areas that have not traditionally produced a large number of applicants in the past, including women, Aboriginal people, visible minorities and persons with disabilities.

We are currently in a unique provincial situation in that the Aboriginal youth population is growing, while the province’s non-Aboriginal population is aging. Labour force participation by Aboriginal people, as well as new Canadians, will be essential to the economic growth of Saskatoon. Human Resource personnel at the Saskatoon Police Service must utilize this information to guide and shape our recruitment initiatives.

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Policing is an area that can provide a model of diversity where differences are embraced and a sense of belonging is fostered. Our workforce needs to be representative of the community we serve in order to achieve a stronger connection with the citizens of Saskatoon. The challenge for police agencies is to capture these employment equity groups, to attract them to the service, to support them within police organizations, and to allow the culture of policing to expand through their positive inclusion.

### **Employment Equity at the Saskatoon Police Service**

The Saskatoon Police Service has improved best practices that are consistent with Employment Equity. Within the Service’s business plan are goals to enhance and manage human resources while reflecting the diversity of our community.

In 2014, 40 percent of new Constables hired were from employment equity groups and over 57 percent of new Special Constables hired were from employment equity groups. This is encouraging because as more equity group members are hired to the rank of Constable they will have the opportunity to become eligible for promotion, thus increasing our diversity in supervisory positions. The numbers in the table below show that in 2014, more than 54 percent of employees were equity group members.

In addition to the information in the below table, the Saskatoon Police Service has hired one new Aboriginal Constable and one new Aboriginal Special Constable to start in 2015.

**Table 1**

<b>Year</b>	<b>Females</b>	<b>Aboriginals</b>	<b>Persons With Disabilities</b>	<b>Visible Minorities</b>	<b>Total Equity Group Members</b>	<b>Total Sworn and Out of Scope Employees</b>	<b>% of Equity Group Members</b>
2002	80	30	12	7	129	386	<b>33.42</b>
2007	126	42	5	18	191	477	<b>40.04</b>
2008	151	44	7	19	221	492	<b>44.92</b>
2009	157	50	9	19	235	501	<b>46.91</b>
2010	164	52	9	19	244	511	<b>47.74</b>
2011	172	52	11	23	258	522	<b>49.43</b>
2012	178	52	19	23	272	530	<b>51.32</b>
2013	182	53	17	23	275	536	<b>51.31</b>
2014	189	58	23	25	295	546	<b>54.03</b>

**“PUBLIC AGENDA”**

Table 2 below highlights the distribution of equity group members by occupational group, not including CUPE 59 civilian staff, who are reflected in the City of Saskatoon’s Equity Plan.

**Table 2**

**Workforce Analysis of Total Staff by Occupational Group as of December 31, 2014**

Occupational Groups	Total	Female Employees		Aboriginal Employees				Employees with Disabilities				Visible Minority Employees			
		Total	%	F	M	T	%	F	M	T	%	F	M	T	%
<b>Executive (Chief, Deputy Chiefs, Superintendents, Inspectors, Directors, Lawyer)</b>	20	3	15.0%	0	1	1	5.0%	0	0	0	0.0%	0	0	0	0.0%
<b>Supervisors (Staff Sergeants, Sergeants)</b>	135	32	23.7%	4	14	18	13.3%	2	3	5	3.7%	0	5	5	3.7%
<b>Constables</b>	304	81	26.6%	9	24	33	10.9%	4	8	12	3.9%	2	13	15	4.9%
<b>Special Constables</b>	62	55	88.7%	3	1	4	6.5%	4	1	5	8.1%	3	1	4	6.5%
<b>**Exempt Civilian</b>	25	18	72.0%	2	0	2	8.0%	1	0	1	4.0%	0	1	1	4.0%
<b>TOTAL</b>	546	189	34.6%	18	40	58	10.6%	11	12	23	4.2%	5	20	25	4.6%

\*\*Exempt Civilian does not include members covered by the C.U.P.E. Local 59 Collective Agreement as these members are reflected in the City of Saskatoon’s Employment Equity Plan.

The occupational groups for the Saskatoon Police Service are defined as follows:

**Executive:**

The Executive consists of Chief (1 position), Deputy Chiefs (2 positions), Superintendents (2 positions), Inspectors (9 positions), Directors (5 positions) and Lawyer (1 position).

**Supervisors:**

Supervisory positions are our middle management positions and include the ranks of Sergeant and Staff Sergeant. We presently have 115 Sergeants and 20 Staff Sergeants. Not all Sergeant positions require the supervision of others; however they can be transferred at any time and may take on a supervisory role. They are leaders in our organization due to their years of experience and they provide mentorship and coaching to our junior members.

## “PUBLIC AGENDA”

### **Constables:**

At December 31, 2014 we had 304 Constables. The Constable position consists mainly of our front line officers although we have some positions in investigations and community service oriented positions such as Schools and Cultural Resources.

### **Special Constables:**

At December 31, 2014 we had 62 Special Constables. Most positions are utilized within our Communications/Dispatch Section. They are responsible for answering public complaints and dispatching members to calls for service. There are also eight Special Constables in Detention. These employees detain arrests and process prisoners for court. We have ten additional Special Constable positions throughout the Service; one works at the Service Centre, three work in the Criminal Intelligence Section, one in Combined Forces Special Enforcement Unit, one in the Technological Crime Unit, one in Central Division, one in Audio Visual Disclosure Release, one in the Forensic Identification Unit and one in the Major Crime Section.

### **Civilian Out of Scope:**

Most of the Police Service civilian staff fall under CUPE 59 and are included in the City of Saskatoon statistics. The City of Saskatoon has its own reporting mechanism for Employment Equity. Aside from the unionized employees in mainly clerical and support positions, our Service has 31 out of scope staff members who are included in this report.

Table 3 specifies the Saskatchewan Human Rights Commission’s 2014 Goals for a Representative Workforce in Saskatoon.

**Table 3**

**Saskatchewan Human Rights Commission**  
**2014 Goals for a Representative Workforce in Saskatoon**

<b>Equity Group</b>	<b>2014 SHRC Goals</b>	<b>2014 SPS Actual Percentages</b>	<b>SPS Target Goals</b>
Aboriginal People	14.0%	10.6%	16.0% by 2020
Members of a Visible Minority Group	11.0%	4.6%	8.0% by 2020
Persons with Disabilities	12.4%	4.2%	continue to increase where positions allow
Women in Underrepresented Occupations	46.0%	34.6%	47.0% by 2020

### **Plan to Achieve a Representative Workforce**

The Saskatoon Police Service has made significant improvements since 2002 to become a more diverse and representative workforce. As illustrated above, we have an additional 28 Aboriginal employees than we did 12 years ago, which is an increase of 48 percent. We recruited an additional 109 females and 18 visible minorities in that same time frame.

## “PUBLIC AGENDA”

Aboriginal People: The Aboriginal population in Saskatoon continues to grow at a steady pace. Of particular note in Table 2 is that 13.3 percent of supervisors are Aboriginal, which is nearly at the 2014 goal provided by the Saskatchewan Human Rights Commission. This is promising as the more Aboriginal employees that are promoted to the ranks of Sergeant and Staff Sergeant means that our Executive Team will likely become more representative in the near future. While this is a positive achievement, we also want to ensure that we are hiring Aboriginal people in to entry level positions (Constables and Special Constables) as we need to continue to increase the overall representation of Aboriginal employees. Each year, however, we increase our total staff complement because the Service requires new positions as the population of Saskatoon grows. This leaves us in a position of needing to recruit a higher percentage of Aboriginals at each hiring process than we previously have. The Recruiting and Cultural Resource Units are up to the challenge and are working diligently to attract more Aboriginal applicants with each process.

Females: As mentioned above, the Saskatoon Police Service has seen an increase of more than 100 female employees over the past 12 years. This is encouraging for the Service as it proves that policing is considered a career for both men and women. As we continue to hire females into all positions at the Saskatoon Police Service, we are confident that our percentage of female workers will increase each year.

Persons with Disabilities: Because of the rigorous physical requirements to become a Police Officer, we are often unable to hire persons with disabilities into the Regular Constable positions. Unfortunately, this hinders our ability to meet SHRC’s goals for this employment equity group. We do, however, recruit persons with disabilities into Special Constable and Exempt Civilian positions.

Visible Minorities: As indicated below, our Cultural Unit has many initiatives underway that will help develop positive and meaningful relationships with members of visible minority groups. In regard to New Canadians, these positive interactions will hopefully help us attract and hire more visible minorities to work for the Service. Initiatives such as this take time and commitment, but we are continuing to see improvements since 2002.

The Saskatoon Police Service is diligently working towards a representative workforce and is currently involved in several collaborative initiatives:

### **I. Cultural Resource Unit**

The Cultural Resource Unit strives to provide service based on the core values of the Saskatoon Police Service, in order to build partnerships and understanding within the community. Building partnerships with Aboriginal people, and all culturally diverse communities within Saskatoon, will enhance awareness and communication between the Saskatoon Police Service and our community, promoting tolerance and social cohesion.

The Cultural Resource Unit has made significant contributions to improve relations with First Nations and Métis people in Saskatoon. The 2014 Inshtrix Survey indicated that trust by Aboriginal people for the Saskatoon Police Service has increased from 68 percent in the 2008 and 2011 surveys to 69 percent in the 2014 survey.

## **“PUBLIC AGENDA”**

The Cultural Resource Unit is comprised of the following positions: one Sergeant, five Constables and one civilian member. One of the five Constables is a Visible Minority and one is Aboriginal. The Aboriginal Constable is in the position of Diversity Recruiter. The civilian member, who is Aboriginal, holds the position of Aboriginal Relations Consultant. Her role is to focus on short- and long-term strategic planning for enhancing Aboriginal relations within the community. The Consultant also advises Human Resources and the Diversity Recruiter of prospective candidates, and also assists with addressing barriers in our recruiting processes.

Our Cultural Resource Officers, School Resource Officers and Community Liaison Officers provide support and assistance to our Aboriginal and multicultural communities by attending various diversity events. These police officers attend and participate in community cultural activities in order to maintain a presence and continue to build trust and positive relationships. Events include but are not limited to: the FSIN Powwow, Chinese New Year, annual Muslim and Jewish celebrations, numerous other powwows, ceremonies, and feasts and events within our LGBT community. The Cultural Resource Officers attend Oskayak, Misbah and the three French Schools, and act in the role of School Resource Officers within these schools. These officers are also involved with community school activities and events at Wanuskewin, Central Urban Métis Federation Inc., the Saskatoon Indian and Métis Friendship Center and White Buffalo Youth Lodge.

The Cultural Resource Unit also provides information on policing to First Nations and Métis organizations such as the Gabriel Dumont Institute, Saskatchewan Indian Institute of Technology, Dumont Technical Institute, the University of Saskatchewan Aboriginal Justice and Criminology program, and all other diverse institutions. Members of the Cultural Resource Unit also plan recruitment tours to First Nations and Métis communities within Saskatchewan. Furthermore, the Cultural Resource Unit provides information to our growing and diverse community through our newcomer agencies, Newcomer Centre, Saskatoon Open Door Society, Global Gathering Place, Saskatoon Intercultural Association and the International Women of Saskatoon.

### **II. Saskatoon Police Peacekeeper Cadets**

The Saskatoon Police Peacekeeper Cadets program began in October 2014 in partnership with Saskatoon Public Schools. Members of the Cultural Resource Unit meet once per week with 28 youth from Princess Alexandra Elementary School. The program is designed to provide youth with structure, discipline, individual goal setting, the desire to stay in school and participate in organized sports, leadership opportunities and community involvement. In the program, youth will work with police officers, volunteers, and community partners while participating in weekly activities. They are given volunteer opportunities within the community. Volunteerism is an important aspect of any community cadet program as it teaches the importance of giving back to their community. The ultimate goal of the program is to provide these young people with the tools to become positive contributors to society. Constables Maloney, Gee and Chesney will oversee the cadet program. Constable Belanger will act in the capacity of the “drill” instructor.

**III. New Canadians**

The Saskatoon community changes daily with the arrival of immigrants and refugees from all corners of the globe. To aid these New Canadians in transitioning to a foreign country, and being mindful that the police in some countries are not always trustworthy, the Cultural Resource Officers assist with their integration into Saskatoon by offering education on our traffic, alcohol and common Criminal Code laws. Presentations on employment opportunities within the Saskatoon Police Service are also given to New Canadians.

The Cultural Resource Unit has been successfully running an “Interpreter Training for Policing” project since 2010 with funding from Citizenship Immigration Canada. The project consists of two components, interpreter skills training and police knowledge. It is imperative to improve the quality of interpreter services so a person’s Charter Rights is fully protected and to support the effectiveness and efficiency of the justice system. To date, the Saskatoon Police Service can offer its members over 80 different languages to bridge the language barriers and to ensure everyone’s rights and responsibilities are fully understood.

In 2014 a refresher course was offered to those interpreters who had successfully taken the training offered by the Saskatoon Police Cultural Resource Unit. The purpose of this training was to build on the interpreter’s skills, introduce new techniques and offer real life scenarios to further enhance the abilities of the interpreters.

In the spring and the fall of 2015, “Interpreter Training for Policing” will be offered again with the goal of further closing the language barriers that may exist within our community by actively seeking out languages that best reflect our community.

In addition to this program, funding was provided from Citizenship and Immigration Canada to create a DVD. The Saskatoon Police Service has created this DVD to educate and provide information to the community regarding the services we provide to Saskatoon. Each chapter provides information and explains some of the rights and responsibilities each individual has under the Charter of Rights and Freedoms when they are dealing with the Saskatoon Police Service. The DVD, “Bridging the World,” is now available and is widely used throughout the community as learning and teaching tool. The DVD is available for all to view at a kiosk located in the Service Centre at the Saskatoon Police Service.

**IV. The Saskatoon Police Advisory Committee on Diversity (SPACOD)**

The Saskatoon Police Advisory Committee on Diversity (SPACOD), created through recommendations by the Stonechild Inquiry, assists in strengthening relationships with First Nations and Métis People, New Canadians, the Lesbian, Gay, Bisexual and Transgender (LGBT) communities of Saskatoon and persons with disabilities, visual and hearing impairments and intellectual disabilities. SPACOD’s mission is to provide education and serve as a link between the Saskatoon Police Service and the diverse communities of Saskatoon. The group meets quarterly throughout the year. SPACOD is represented by 25 individuals representing Saskatoon’s diverse community from the University, LGBT Community, Saskatoon Tribal Council, Métis Family and Community Justice, Lighthouse, Fetal Alcohol Spectrum Disorder

## **“PUBLIC AGENDA”**

(FASD) Network, Community Living, Friendship Inn, Autism Services, City of Saskatoon, newcomer agencies and others.

### **V. The Chief's Advisory Committee on First Nations and Métis Issues**

The Chief's Advisory Committee consists of First Nations and Métis Elders and some community members. They meet quarterly (seasonally) with the Chief of Police and members of the Saskatoon Police Service to provide the Chief of Police and Cultural Resource Officers constructive feedback and direction on issues concerning Aboriginal people. Following the morning meetings, the Chief and several members of the Saskatoon Police Service attend a sweat lodge ceremony with the Elders and community members.

### **VI. Diversity Breakfast**

Every March the Saskatoon Police Service hosts a breakfast in support of the International Day for the Elimination of Racial Discrimination. The focus of the breakfast is to recognize diversity in the community, as well as our own police service, and to commemorate the International Day for the Elimination of Racial Discrimination which is March 21<sup>st</sup>.

The Saskatoon Police Service speaker in 2014 was Constable Derek Chesney. Constable Chesney had been a Constable in the Beat Unit for the past four years and is now a member of the Cultural Resource Unit. He was recognized for a blog post he wrote called "Farewell to Alvin." The post first appeared on the Saskatoon Police Service blog "Cops and Bloggers" after a well-known street person and friend of his, Alvin Cote, passed away in April 2013.

Slate Magazine, an online pop culture magazine out of the United States, awarded Constable Chesney with the Most Valuable Cop award at its First Annual Slate Crime Blog Crime Awards in 2014. The event honors the year's most notable achievements in the field of crime. Constable Chesney received this award for his connection with Alvin Cote as well as for his involvement with the entire community.

Each year, a New Canadian youth(s) is/are recognized for his/her contribution to the community and education by receiving an award provided to assist the student(s) with future education during this breakfast.

### **VII. Race Against Racism**

The Saskatoon Police Cultural Resource Unit hosted its 4<sup>th</sup> Annual Race Against Racism on September 13, 2014. This 3 or 5 KM run/walk/stroller roll commenced at Victoria Park and was sponsored by the Saskatoon Police Service and The Running Room Canada. In addition to raising awareness for diversity, another goal of this race is to provide a positive environment for people of all ages, cultures, religions and ethnic backgrounds to gather and promote an active healthy lifestyle, while encouraging positive police community relations.

The event was again a success. Over 400 participants and volunteers were involved including members of various Saskatoon community groups and organizations.

## **“PUBLIC AGENDA”**

The Saskatoon Police Service was able to donate the registration fees to TeleMiracle 39. “Cram the Cruiser” continued where non-perishable food items were stuffed into a police patrol car. These items were donated to the Saskatoon Food Bank.

### **VIII. Diversity Training for New Recruits**

Cultural Resource Unit members delivered Diversity Training at the Saskatchewan Police College as part of the training for new recruits and for the Cultural Relations Course. Also, as an integral part of the Operational Investigators Course, presentations were delivered to approximately 20 police officers (in each seminar) from all over the province, who learn about the changing demographics in Saskatchewan due to the growing Aboriginal population and the immigration strategy. They also get an understanding of our Cultural Resource Unit and the important work that is done to build better relationships with the diverse community that we serve.

Participants are encouraged to share their experiences as we work towards creating increased understanding, respect and harmony in our communities. As our police service grows to reflect the diversity in our province the values of integrity, honesty, respect and fairness are increasingly important.

### **IX. Treaty 4 Police Academy and the Aboriginal Police Preparation Program**

Constable Marc Belanger from the Cultural Resource Unit maintains contact with students enrolled in the Aboriginal Police Preparation Program at the Saskatchewan Polytechnic campuses. In addition, Constable Belanger assisted with the Treaty Four Citizens’ Police Academy that was held for two weeks in Regina in May 2014. He also attends a multitude of cultural recruiting fairs and travels throughout Saskatchewan to present information on careers in law enforcement to community groups and students.

**The Treaty Four Citizens’ Police Academy** is an interactive two-week program that gives participants hands on experience in some of the facets of policing. Participants are certified in First Aid and Level “C” CPR and complete some of the testing required in a hiring competition. Participants are housed at Luther College in Regina for two weeks and experience the life of a police recruit at Police College. They attend daily lectures, fitness classes, drill and deportment and receive mentoring on a daily basis.

Constable Belanger took on the role of facilitator and instructor for the two week period. Upon completion of the program, participants who are interested in pursuing a career in policing and who meet the qualifications are invited to participate in hiring competitions with the police service of their choice.

**The Aboriginal Police Preparation Program** is designed to provide specific training to assist students to be successfully recruited into careers in Municipal, Federal or Aboriginal police services.

## **“PUBLIC AGENDA”**

The program consists of 26 weeks of instructor-led training reflecting the emphasis on communication and interpersonal skills. There is a minimum 75 percent attendance and a 60 percent pass mark for each exam. Students are expected to display teamwork and cooperation as they must participate in assigned group activities. There is a fitness component to the program so students can meet the fitness tests and medical/health standards necessary for successful recruitment.

### **X. Saskatchewan Police Aboriginal Recruiting Committee (SPARC)**

The Saskatchewan Police Aboriginal Recruiting Committee (SPARC) was initiated by the Saskatchewan Government in 2005 in response to the Commission on First Nations and Métis Peoples and Justice Reform, re: Neil Stonechild Inquiry.

The Commission determined there was a lack of Aboriginal police officers within the police services in the province. The Ministry of Justice identified the need for the development of an Aboriginal recruiting strategy that would assist Saskatchewan police services in the recruitment of Aboriginal police officers.

SPARC first started with representation from the seven major police services in Saskatchewan and the RCMP. It consisted of sworn officers and civilians that included recruiters, media relations, and cultural liaison officers. Over the past several years, SPARC has formed partnerships with fourteen other agencies that have security positions within their organizations or have policing and/or teachings incorporated in their curriculum.

SPARC has developed a recruiting strategy designed to attract Aboriginal candidates into a career in policing. The main goal is to ensure candidates are provided with the required support systems to achieve career success. Aboriginal candidates include: First Nations, Métis, and Inuit. Members from the Human Resources Division and the Cultural Resource Unit have sat on this committee since its inception.

### **XI. Summer Student Program**

From June to September 2014, two graduates of the Aboriginal Police Preparation Program were offered Summer Student positions with the Saskatoon Police Service. The two were tasked with assisting the members of the Cultural Resource Unit and Crime Free Multi-Housing Unit.

The purpose of the summer student program is to offer the students an opportunity to observe in detail what policing is like and to help them decide if policing is something they want to do as a career.

Brandon Roberts was part of our first Summer Students program in 2013 and was hired with Class # 70 (Fall 2014) as a Special Constable assigned to Detention.

**XII. Youth Advisory Committee**

The Service recognizes the need to work closely with all segments of our community and we recognize the value that youth input can have when working on issues that involve youth. In late summer of 2013, a small group of community members, including two youth, began meeting with police officers and the police summer students to begin the process of getting youth engaged with the police. The group will be recognized as the SPS Youth Advisory Committee.

In January 2014, the first larger group of youth, mentored by Restorative Action Program workers, met with members of the Cultural Resource Unit to set some short-term goals and discuss how the Youth Advisory Committee should function.

The goal of the Committee is to create a direct link between Saskatoon’s youth and the Police Service. The majority of the youth on the Committee will come from a diverse background.

During 2014 the Youth Advisory Committee worked to create a questionnaire to gauge youth opinions of policing in Saskatoon and the Saskatoon Police Service. This questionnaire was youth created and youth driven. The questionnaire will be provided to all high school students including those youth that are in custody and still fall within the age range. It is the committee’s goal to provide an accurate report to assist the Saskatoon Police Service to become more aware of youth issues and get involved in solutions.

**XIII. Video Project – Never the Same Day Twice**

After the Truth and Reconciliation event in June 2012, it was decided that the Saskatoon Police Service should undertake a video project in order to highlight the many positive steps that the Service has taken over the past number of years to help build trust and foster relationships between the police and the Aboriginal community in and around Saskatoon. Our Aboriginal Relations Consultant worked closely with Blue Hill Productions on the completion of the video. It will be used during the delivery of community presentations and as a recruiting video.

The DVD was launched on January 29, 2015.

The video can be viewed online at: <https://www.youtube.com/watch?v=lhfJy0JwKy8>

**CONCLUSION:**

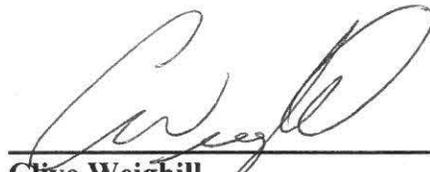
The Saskatoon Police Service continues to work towards a workforce that is more reflective of the population it serves. Achieving a representative workforce takes time, commitment, and a coordinated effort. While significant gains have been made, there are still many challenges. First Nations and Métis people have many other career options and law enforcement is not a career choice for many. The Saskatoon Police Service has an integral role to play in developing and maintaining positive, meaningful relationships with members of our diverse community. The challenge will be to continue to implement proactive measures which positively impact the

**“PUBLIC AGENDA”**

applicant pool for Employment Equity groups. The Saskatoon Police Service will continue to work with our multicultural partners to achieve the goals of our Employment Equity Plan.

**Written by:** **Mila Friesen, Human Resource Consultant**  
**Constable Matthew Maloney, Cultural Resource Unit**

**Approved by:** **Mark Chatterbok**  
**Deputy Chief of Administration**

**Submitted by:**   
\_\_\_\_\_  
**Clive Weighill**  
**Chief of Police**

**Dated:** April 2 / 15

C4

"PUBLIC AGENDA"

**TO:** His Worship Don Atchison, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Office of the Chief

**DATE:** 2015 April 02

**SUBJECT:** Appreciation to the Saskatoon Police Service

**FILE NO.:** 12,002

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**ISSUE:**

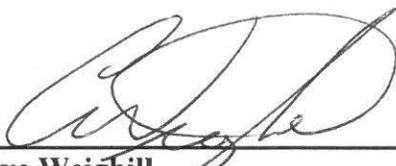
To keep the Board of Police Commissioners apprised of appreciation/recognition to the Saskatoon Police Service.

**RECOMMENDATION:**

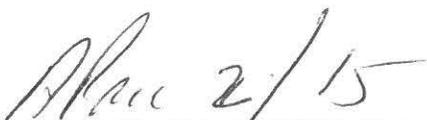
That this report and the attached correspondence be received as information.

**Written and Approved by:** Clive Weighill  
Chief of Police

**Submitted by:**

  
\_\_\_\_\_  
Clive Weighill  
Chief of Police

**Dated:**

  
\_\_\_\_\_

**Tryon, Caren (Police)**

Cst. Shelby Georget #723  
Central Division, D Platoon Patrol

**From:** Police Info (Police)  
**Sent:** Thursday, March 12, 2015 8:59 AM  
**To:** Tryon, Caren (Police)  
**Subject:** ] - File # 15-20365

Hi Caren,  
The officer was Shelby Georget.

Thanks

*Alyson Edwards*  
*Director of Public Affairs*  
*Saskatoon Police Service*  
*306.975.8209*  
[alyson.edwards@police.saskatoon.sk.ca](mailto:alyson.edwards@police.saskatoon.sk.ca)  
*Visit us at saskatoonpoliceservice.ca*

*SHELBY*  
*THANK YOU FOR THE*  
*EXCELLENT MANNER THAT*  
*CALL WAS HANDLED. YOUR*  
*COMPASSION CAME THROUGH*  
*WHILE ASSISTING MR. IRONBOLD.*  
*C. Georget*



**From:** deborah [REDACTED]  
**Sent:** Sunday, March 08, 2015 9:57 AM  
**To:** Police Info (Police)  
**Subject:** [SPAM] - File # 15-20365 - Found word(s) report in the Text body

Dear Saskatoon Police Service,

I am writing today because we had an experience that rarely happens here in my area. I want to be as honest as possible in writing this because it affected so many things for me and my grandchildren. I am so grateful that the officer who attended conducted himself in such a manner that he helped us in ways that cannot be properly explained. After a few calls that were absolutely horrendous, one with a 911 call that took 2 hours for officers to come, to another call where I was told basically, I was a liar.

This officer, and I am sorry I did not get his name, showed us that not all of the officers that come out on these calls are inhuman. He showed us a very human side to his work, reassuring me that this incident was as bad as it felt for us. He treated the kids with such patience and kindness, asking what their names were, asking compassionate questions and making suggestions as to how we can stay safe and also to keep our property safe. I wanted to ensure that this officer was at the very least, thanked for his manner and his diligence in this.

It is a rare thing in this neighborhood to be treated in a very human way, and I know that first hand. If there were more officers like this, we may be more inclined to report activity and not be so afraid to be mistreated. He changed my misgivings into appreciation for your police service. As a person with a not so nice past, I have never wandered from responsibility and acceptance of that, however, we do not need to spend our lives being persecuted for the same things we paid for. I am thankful for this officer today, so much so, that I had to write this. Please let him know that we appreciated this and that his handling of this was noted and it helped my

grandson in particular. He had been thinking of one day becoming a police officer, but after a few interactions (not in a bad way) he was changing how he saw the SPS. I tried my best to help not think in terms of the negative, and in one call, this officer changed what I had been trying to do for a while.

A huge THANK YOU to you guys. And though I have had a few bad experiences, I am praying each day that more and more of your team knows that we all appreciate being humanized in the calls that are made, we want to trust and be safe too. I feel very grateful today to you all in the services you provide, simply because of one good officer last night.

Thank you

D. [REDACTED] and grandchildren

February 26/2015

SOS Board Members.

Thank you for providing this community performance. Your efforts are greatly appreciated!

M. Chatterjee M.D.

THANK YOU

Dear Chief Wapshill,  
Once again I wish to thank you for your support of the Beakerton Police Department coming to perform for our premiere at St. Volodymyr Villa.

The group members.

Thanks again!

My sincere gratitude for the time and effort put into the music by all

Sincerely,  
Dean Snygal

Kindert Seminar Beakerton



Royal Canadian Mounted Police  
Gendarmerie royale du Canada

Security Classification/Classification/dési  
**Unclassified**

Sgt. Darrin Harvey  
SIIU

RCMP VIP Security  
6101 Dewdney Avenue  
Bag Service 2500  
Regina, Saskatchewan  
S4P 3K7

Your File    Votre référence

Saskatoon Police Service  
PO Box 1728  
Saskatoon, SK  
S7K 3R6  
ATTN: Chief of Police Clive Weighill

Our File    Notre référence

2015-02-10

Dear Sir:

**Visit of Former First Lady of the US Hillary Rodham Clinton**

On behalf of the RCMP, we want to thank your Police Service for the assistance you provided during the visit of the Former First Lady of the U.S. Hillary Rodham Clinton held in Saskatoon on January 21, 2015.

We would like to especially thank Sgt Darrin Harvey for his assistance in both site security planning and traffic coordination for the motorcade. His experience and knowledge in the VIP security field continues to be an asset to our team. And once again, his involvement and professionalism contributed to a safe and successful VIP visit to the city of Saskatoon.

Thank you again for your assistance and we look forward to working with you and your Police Service in the near future.

Sincerely,

*Shelly Lowe*  
Sgt. Shelly Lowe  
F Division VIP Security

*Rob Thorarinson*  
Insp. Rob Thorarinson  
OIC Federal Support Service

cc. Sgt. Darrin Harvey

*Darrin*

*Thank you for your assistance in helping to coordinate this visit. Your efforts contributed to having a successful event.  
M Chatterjee, Chief*

Kobis, Kelly, Mike, Greg, Manuel, Jeremy & Keith:  
Thank-you for your efforts in this lengthy investigation & the successful conclusion.  
Well done!

Tryon, Caren (Police)

From: Police Info (Police)  
Sent: Tuesday, March 03, 2015 8:54 AM  
To: Tryon, Caren (Police)  
Subject: A thank you

M. Chatterlock A/Chief

SIPEST Members

Alyson Edwards  
Director of Public Affairs  
Saskatoon Police Service  
306.975.8209  
alyson.edwards@police.saskatoon.sk.ca  
Visit us at saskatoonpoliceservice.ca

- Sgt. Robin Wintermute #371
- Cst. Kelly Tryon #635
- Cst. Mike Johnson #530
- Cst. Greg Pozniak #629
- Cst. Manuel Jean-Louis #5189
- Cst. Jeremy Knodel #5140
- Cst. Keith Veldman #5183



From: Joan [REDACTED]  
Sent: Monday, March 02, 2015 5:56 PM  
To: Police Info (Police)  
Subject: Re: Saskatoon Police Service - News Release #2015-0117 - Drug Investigation - Arrests/Search Warrants Executed

Thank you for taking more drugs and dealers off the street. I appreciate your efforts.

Sent from my iPad

On Mar 2, 2015, at 1:37 PM, <info@police.saskatoon.sk.ca> <info@police.saskatoon.sk.ca> wrote:

# Saskatoon Police Service

"Honour - Spirit - Vision"

## NEWS RELEASE

Date: March 2, 2015 13:36  
Released by: Alyson Edwards  
Subject: Drug Investigation - Arrests/Search Warrants Executed  
Release Number: 2015-0117  
Occurrence Number: 15-78942

Eight men are facing a total of 30 charges following a lengthy investigation into a dial-a-dope operation in Saskatoon.

The investigation by members of the Saskatoon Integrated Drug Enforcement Street Team led to the arrests and the execution of search warrants at four residences over the weekend; in the ten block of 15<sup>th</sup> Street East, 100 block of St. Lawrence Court, 700 block of Hart Road, and 300 block of Pendency Road. With support from Patrol, the Air Support Unit, Tactical Support Unit, Saskatoon Intelligence Unit, Saskatoon Gang Unit, and members from the Integrated Organized Crime North, investigators located more than \$70,000 in cash, 208.5 grams of hard cocaine, and 5.6 grams of soft cocaine.

The men, ranging in age from 20 to 36, are facing charges including possession for the purpose of trafficking and possession of the proceeds of crime. Two of the men were found to be in breach of court conditions in Alberta.

The men are expected to appear in Saskatoon Provincial Court on Monday, March 2, 2015. (Court information #s 43176244, 43176245, 43176246, 43176248-50).

Integrated Organized Crime North (which includes SIDEST) is an integrated unit made up of members of the Saskatoon Police Service and RCMP F Division.

*Follow us on [Twitter](#), [Facebook](#), or visit our website at [www.police.saskatoon.sk.ca](http://www.police.saskatoon.sk.ca)*

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*Public Affairs Office, Ph: 306-975-8209*

***This is an automated message. This email address has been subscribed to receive Saskatoon Police Service News Releases. Click [HERE](#) to change subscription options.***



January 19, 2015

Sergeant Lorne Ingram  
Saskatoon Police Service  
P.O. Box 1728  
Saskatoon, SK S7K 3R6  
Canada

Re: Letter of Commendation for:  
**Constable Eddie Panamaroff**

Dear Sergeant Ingram:

My name is Jon Pascal and I am the Director of the Krav Maga Worldwide Force Training Division. From November 3-7, 2014, we conducted a Krav Maga Defensive Tactics Law Enforcement Instructor Certification Course at Krav Maga Maryland in Columbia, MD.

During this course I had the pleasure of working with Constable Eddie Panamaroff. I was very impressed by his professionalism, dynamic work ethic and commitment to excellence in training. During my 15 years of defensive tactics training, I have taught personnel from over 800 agencies and academies throughout the United States. Your agency should be proud to have sent Constable Panamaroff as a representative. During this physically demanding course I saw his passion and uncompromising commitment to bringing the very best in law enforcement training to your agency personnel as exemplified by his hard work throughout the week.

I encourage you to take the opportunity to personally view some of the recently learned Krav Maga training methods in a dynamic demonstration. These training methods are designed to give your sworn personnel the ability to use the appropriate level of force in a time of need, and build the skills and attributes desired in your officers.

The mission of the Krav Maga Worldwide Force Training Division is "to save lives by providing the best law enforcement training possible."

Again, it was a pleasure to work with such a fine representative of your staff. I look forward to fostering this relationship.

Sincerely,

Jon Pascal, Director  
Krav Maga Worldwide, Inc.  
Force Training Division  
jpascal@kravmaga.com

*Eddie*  
335  
Thank-you for your efforts while attending this training course. You left a very positive impression! Well done.  
M. Chatterjee AT Chief

Cst. Tara Danielson #706  
East Division  
C Platoon Patrol

Cst. Eric Flogan #528  
Central Division  
C Platoon Bike Unit

March 8, 2015

Cst. Terra Danielson #706 and Chief of Police  
Cst. Eric Clive Weighill

On December 15, 2014 Cst. Terra Danielson  
and Cst. Eric attended at [REDACTED] Crescent.

[REDACTED] the occupant of the home, was in mental  
distress. I had called for help and officers  
attended the scene.

The officers treated [REDACTED] with great  
respect and what calmed the situation was that  
the officers listened to him and sat with him  
in the living room. [REDACTED] showed them his art  
work and talked with them. Terra Danielson  
related words to [REDACTED] on a personal level. He  
was then taken to RUTH and later admitted to  
the Dubé Mental Health Centre.

I want Police Chief Clive Weighill to know that these two officers turned a bad situation into a calm situation, and they should be acknowledged in a job well done. They are great assets to the Saskatoon Police Service, and I want to thank them.

I am enclosing a copy of a letter that [REDACTED] wrote after he was discharged from the Dabé Centre. He was working on an art project that he wanted to do for the Police Service. As you can see from the letter, he had four figures in a circle (a young Aboriginal boy, a girl playing basketball, a youth in a wheelchair and a young girl with literary technology.) Around the base would read "Honour Spirit Vision". Each figure had a path that led to the centre

saying "The Paths of our Youth." In the centre would be a male and female police officer with a police dog. I am enclosing [redacted] initial sketch works.

Unfortunately, [redacted] had many struggles and passed away on March 6<sup>th</sup>. I don't want his ideas to be forgotten, so I am sending this letter. Maybe SCYAP would be interested in the ideas. I know these ideas may go nowhere, but I promised [redacted] I would send them in.

Again, I want to thank you and especially for Police Chief Clive Weighill to know he has two very special officers.

Thankyou!

Donna [redacted]  
[redacted]

Saskatoon

(Enclosures)

S/Sgt. Ajay Chevli, Central Division  
Cst. Kim Robson, Community Liaison Officer  
Donna Thiessen, Crime Free Multi Housing

March 13, 2015

Police Chief Clive Weighill  
Saskatoon Police Service  
76 – 25<sup>th</sup> Street East  
Saskatoon, SK S7K 3P9



Chief Weighill: *Clive*

On behalf of the Safer Communities Task Force, I want to pass on thanks to your organization for the continued presence and involvement. I have personally attended a number of these difficult situations and had comment from Health, Social Services, Zoning and Fire on the great value of the team approach. All members of the group bring varied skill sets to the task force and we have witnessed many success stories.

We are experiencing an elevated level of personal risk to staff dealing with certain individuals or groups and the settling presence of your officers enables timely resolution in a safer environment.

Cordially yours,

*Dan Paulsen*

**Dan Paulsen**  
**Fire Chief**

/bjs

*AJ, Kim & Donna  
Thank-you for your contributions  
to this initiative. Keep up the  
great work. Mark Chatterbox  
AF Chief*

## Tryon, Caren (Police)

---

**From:** Goulet, Monica (Police)  
**Sent:** Tuesday, March 24, 2015 10:44 AM  
**To:** Tryon, Caren (Police)  
**Subject:** FW: Thank you

FYI...Monica

---

**From:** Rhonda Gordon [<mailto:rgordon@otc.ca>]  
**Sent:** Friday, March 20, 2015 1:39 PM  
**To:** Chesney, Derek (Police); Goulet, Monica (Police)  
**Subject:** Thank you

Thank you very much for the wonderful breakfast this morning. What a wonderful way to start the day with emanating words of Elimination of Racial Discrimination!

High five to the Saskatoon City Police

R

*In the Spirit of Treaties.....*

*Rhonda Gordon  
Office Manager  
Office of the Treaty Commissioner  
#215-2553 Grasswood Road  
Saskatoon, SK S7T 1C8*

*(P) 306.244.2100*

*(F) 306.667.5654*

*(C) 306.227.3462*

[www.otc.ca](http://www.otc.ca)



# SOCIAL MEDIA SALUTES



## MARCH

### Tweets



**Kris @zirkova** 11d  
@SaskatoonPolice Great to see an officer enforcing speeding laws on 11th st today.

Details

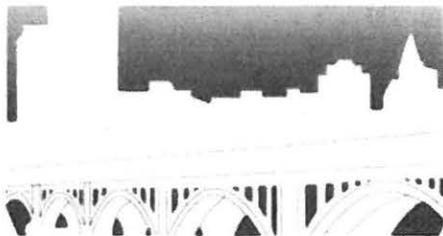


**donny madill @donnymadill** 11d  
@CBCSaskatoon @CBCSask @SaskatoonPolice Sounds like those thugs are gonna have a fun weekend! Good job guys

View



**Saskatoon SAR @SaskatoonS...** 9d  
Thanks @SaskatoonPolice Association for donation supporting our Emerg. Comms Project! #appreciation #SoCloseToOurGoal pic twitter.com/3RxeSdeBCx



**bobberz mckay @bobberzmckay** 7d  
@SaskatoonPolice dear city cops you guys are way cooler then rcmp. I love you guys. Keep being beautiful. Btw derek cheznie is cool



**Julie O'Connor @JulieOConnor89**

Too cute! RT @SaskatoonPolice Happy #NationalPuppyDay! Meet 11mo old Viper! Start training as soon as the snow melts! pic.twitter.com/DfmH4CkaJ5



**tina @tinadawn92** 5d  
Thank you to the officer out side of Walmart doing the investigation to stop and hand my daughter a tattoo and say hi! @SaskatoonPolice



MARCH



FEEDBACK



**Kevin Boutilier** @CableBoots 13d  
@jcreary6 @hitchstoon good times with the new neighbours...Great job by the @SaskatoonPolice to make us feel safe.Sorry if the Java was cold

View



**Trent** @TrentJAG 13d  
Shout out to @SaskatoonPolice for everything they do. I really appreciate the sacrifices you make.

Details



**Deanna** @deannaL4 14d  
Nice to see you this morning @SaskatoonPolice.  
#keepouryxe kidssafe

Details



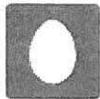
**Jeffrey A. Richards** @Toont... 15d  
@SaskatoonPolice Long arm of the law always gets it's man! Good job to all involved!

View



**Sam Barsi** @sambarisi 16d  
Thanks @SaskatoonPolice for dealing with my B&E at work today. It's gonna be a long day. #yxe

Details



**Scott Kammer** @sjmkammer 15d  
@SaskatoonPolice @worm5in yes. Please be safe.

View



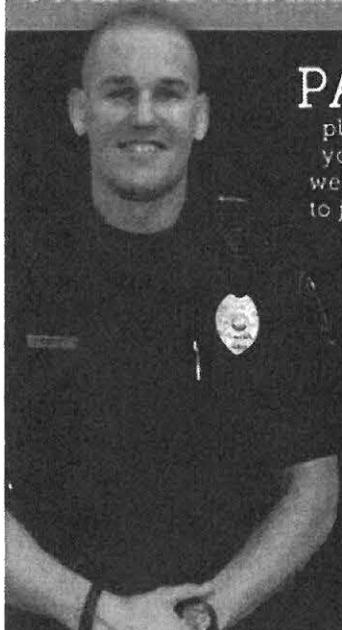
**marc schaffer** @P2pilot 17d  
Saskatoon police service...a finer bunch of people you will never meet. Keep up the good work!



**bobberz mckay**  
@bobberzmckay

@SaskatoonPolice police arent bad. They are good sweet officers treat them with respect please and thanks love tiana  
pic.twitter.com/PU895x2BeE

**PUBLIC SERVICE ANNOUNCEMENT**



**PARENTS**  
please stop telling your children that we will haul them off to jail if they are bad.

We want them to run to us if they are scared...

NOT be scared of US

Thank You!

www.saskatoon.ca/police

Twitter Facebook YouTube nixle

8:12pm 28 Mar 2015 Twitter for Android

15 RETWEETS 14 FAVORITES



Reply to @bobberzmckay @Saskatoo



**Josh** @joshbarr39 2d  
@bobberzmckay @SaskatoonPolice I've not once had an issue with police here. I'm also not a belligerent moron in public that breaks the law.



# MARCH



# FEEDBACK



**Caleb Chandra Mohan** @ca... 19d  
I have so much respect for the @SaskatoonPolice !! someday hope to have the honour of being known as one of them! #respect

Details



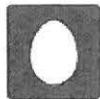
**I like 42 too** @ilike42too 18d  
@SaskatoonPolice props to Badge 623 for directing traffic during our #StopBillC51 rally. Professional polite guy #c51 #stopharper

Details



**Mitch Wiesinger** @MitchWies 20d  
Shout out to @SaskatoonPolice for just being awesome. #iwishiwasonone #onedaymaybe

Details



**dennis ruggles** @dmanruggles 23d  
@SaskatoonPolice great job getting that wedding ring Back to the dying man and his family. Delivering it to them was very kind

Details



**Rissy♥Habs** @RissyLovesH... 23d  
@SaskatoonPolice I just want to say I have so much ♥ for the officers who made a point to get the ring back to that family!! #compassion

Details



**Audrey Meyer** @NanwhalFjord 27d  
Also #FF @SaskatoonPolice and thanks for keeping this city safe



**Jason Aebig** @jasonaebig 25d  
Nice work @SaskatoonPolice: Stolen wedding ring reunited with #yxex man mins before he passes ow.ly/i/8Vh91 ow.ly/K3w23

Details



**Vanscoy RM Police** @vans... 24d  
@SaskatoonPolice Getting the ring back and hearing what happened after is what makes Policing worth doing. Great job by all involved.

Details



**valerie king** @sk\_mom2many 24d  
@SaskatoonPolice compliments 2 u all on outstanding work-truly caring & compassionate hearts 03/07RUH

Details



**Ryan** @Rapz58 24d  
@SaskatoonPolice seen some beat cops walking down by the bus depot today. Great to see proactive policing. #community #safety #changes

Details



**Jeffrey A. Richards** @Toont... 27d  
@SaskatoonPolice Good job!!!

View



**D.J.** @DJWidenmaierS 29d  
@SaskatoonPolice awesome job to the Officers who helped push a stalled car at Ave W this morn!

Details



**Ben J. Schmidt** @benjschmidt 28d  
Let @SaskatoonPolice use my drive way for a speed trap in #yxex. Funny how something so simple makes me feel so good. Catch the speeders!



MARCH



FEEDBACK



**Ben J. Schmidt** @benjschmidt 28d  
@SaskatoonPolice Thank you for setting up speed traps in Montgomery #MPCA #yxex



**flow 'zine Saskatoon** @flow... 30d  
@SaskatoonPolice @DavidShieldcbc #Roundemup! #nicework  
View



**Stephanie McCormick** @stoophmc

@SaskatoonPolice @rcmpgrcpolice thank you for all that you do. Stay safe out there. pic.twitter.com/EXF70m4TPV

SaskTel 10:25 AM 100%

Your Post



**Stephanie McCormick** 3 mins

Ten years ago today I was on my way to Winnipeg for a track meet. That same day, four RCMP officers were killed in Mayerthorpe, Alberta. While most of Canada knew these men as policemen, I was lucky enough to have Brock as my cousin. His laugh was contagious and his stories always full of adventure. And most importantly, the room always lit up when he was in it. Brock, we love you and miss you like crazy. In some ways I can't believe ten years have passed, but then we remember your smile and your hugs and it feels like forever. To my amazing friends who have supported me, especially when I first found out in Winnipeg, thank you from the bottom of my heart. You have no idea how much your love has helped. And my amazing family - you are some of the strongest people I know and I love you so much.



**Janice MacGregor** @Ms\_M... 30d  
@SaskatoonPolice Good job SPS! Proud of you ladies, gents and service dogs for all of your hard work.  
View



**daniel bater** @papa\_d24 32d  
@SaskatoonPolice great job dispersing the party next door. Now my dogs can stop barking and my house can sleep. Cheers!



**MARCH**

facebook

**FEEDBACK**

**Comments...**



**Saskatoon Police Service**

March 2 at 2:07pm

News Release: Drug Investigation - Arrests/Search Warrants Executed - <http://bit.ly/1N9t5By>

7,868 people reached

**Boost Post**

Like Comment Share 45 6



**Donna Lee Jones** Well done!

Like Reply March 2 at 2:50pm



**John C Zuck** Thankyou!

Like Reply March 2 at 4:08pm



**Marilyn Smith Osborn** Bravo!

Like Reply March 2 at 9:44pm



**Aaron Unger**

I work the night shift as a Security Officer in what might not be described as one of the safest areas of Saskatoon. I noticed that especially in the very early morning hours today (From about 0220 to 0600 March 15, 2015) Saskatoon Police Service seemed to really have a lot going on. I would just like to take this opportunity to thank you for all that you do for our city and for the many times that you have come to help out us Security Officers as we are also working to keep people safe. Every time that I personally have had interaction with Saskatoon Police Service Officers while on the job it has been a very positive experience. I am very impressed with the way that we are able to work together in order to keep people safe and the positive relationship that we have with each other. Big thanks to Saskatoon Police Service!



**Marcia McLellan**

Please pass along a heartfelt thank-you to all the officers who responded to the hit and run at Blairmore Wal Mart today!! Some of our associates were very shaken by what had taken place and your crew were very professional as well as respectful to all witnesses and people involved. Kudos to the Saskatoon Police Service!!!



**MARCH**

facebook

**FEEDBACK**

## Comments...



**Kaitlyn Mhairie Zeiler**

1 hour 25 min · Reply

Just want to say thank you again to Saskatoon police, you guys don't get enough credit. I work in a bad area of Saskatoon, not only do you guys stop in the store for random checks and just to chat you also have a fast response time when something is going on, whether it be a drunk, or a incident with a outrageous customer. most evenings we don't have security so it makes me and my staff feel better knowing you guys are always near. Thank you again



**Tracy Brooklynn Aileen** Yes! There you go Amanda Arnault! You think its so easy to do what the SPS do lets see you join, pass and do better!!

To the SPS thank you for all you do, although it never seems to be enough, must of us do appreciate the danger you men and woman put yourselves in, day in and day out, to protect our city.

**THANK YOU SASKATOON POLICE SERVICE!!**

Unlike · Reply · 1 · 26 mins · Edited



MARCH

facebook

FEEDBACK

Comments...

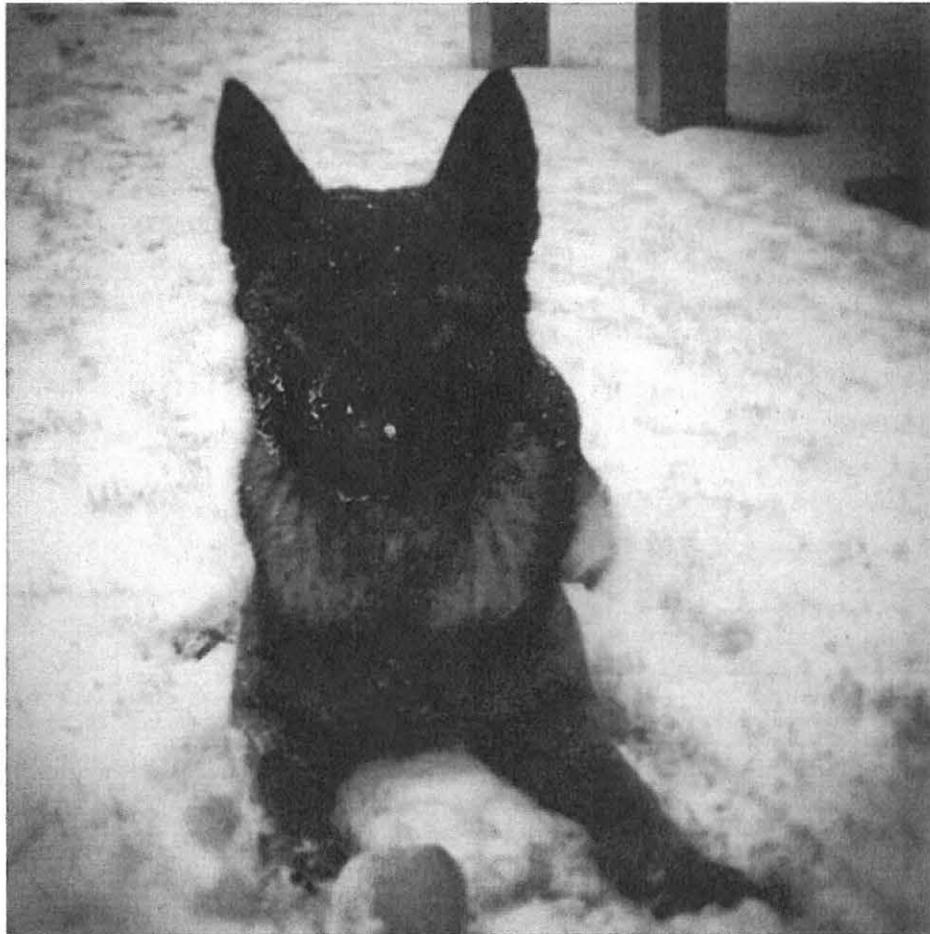


Saskatoon Police Service

Posted by Kelsie Atvson Karen 191 March 23 at 12:49pm Edited

Happy #NationalPuppyDay! Meet the newest member of the SPS canine family. 11-month old 'Viper'! Right now he's just enjoying the snow but he's excited to start training as soon as it melts!

#YXE #K9



15,456 people reached

Boost Post

Unlike Comment Share

Saskatoon Police Service, Angela Banman, Ashley Anne Phillips, Shawn Hagel and 759 others like this.





**MARCH**

facebook

**FEEDBACK**

### Comments...



**Patti Goliboski** Agree with Mitch.. Keep doing what your doing, bc it is making a difference.. One take down at a time!!!

Like Reply 6 March 13 at 12:50pm



**Shelley Clayton-Joslin** It is because you are awesome!! Thanks for all you do 😊😊

Like Reply 2 March 13 at 12:58pm



**Carmen Smutt Hession** agree!

Like Reply March 13 at 1:05pm



**Tracey Laroque** awesome wok for all you do for are city we prayed for you all at are church last night for protection God bless you for all you do

Like Reply 1 March 13 at 1:37pm



**Deb Lowery Olson** you are awesome! we know your only 3 digits away! thanks for always having our backs!

Like Reply March 13 at 2:52pm



**Hisham Elshoni** YES, They are awesome

Like Reply March 13 at 3:11pm



**Susan Yurashak Michell** I agree! Thanks for being there ready to help us all!!

Like Reply March 13 at 5:59pm



**Lizzie Wymer** I know that guy!! Ha

Like Reply March 13 at 6:56pm



**Arwen Thibault** High 5 SPS! 😊

Like Reply March 13 at 6:59pm



**Carey Leikam** Agreed,keep up the good work.

Like Reply March 14 at 2:35am



**Bert Grand** Agree :^)

Like Reply March 14 at 2:44am

----- Original Message -----

E1

**Subject:** CAPG Nominations

**Date:** 2015-03-31 10:12 am

**From:** Pippa Rogers <[progers@capg.ca](mailto:progers@capg.ca)>

**To:**

**Copy:** jmalloy <[jmalloy@capg.ca](mailto:jmalloy@capg.ca)>

**Reply-To:** [progers@capg.ca](mailto:progers@capg.ca)

Hello CAPG Directors,

As we move into Nominations season, the CAPG needs confirmation from each of you that you have the support of your board to continue in your capacity as CAPG Director.

Please sign and return the Nominations form, attached herein, to the following email address:  
[nomination@capg.ca](mailto:nomination@capg.ca)

Thank you.

--

**Pippa Rogers** | Communications and Event Manager | The Canadian Association of Police Governance

157 Gilmour St, Suite 302 | Ottawa, ON K2P 0N8

**Tel:** 613-235-2272 | **Mobile:** 613-447-8555 | **Fax:** 613-235-2275 | [www.capg.ca](http://www.capg.ca)

**Confidentiality Note**

The information contained in this communication is confidential and is intended only for the use of the individual or entity to whom it is addressed. The contents of this communication may also be subject to legal privilege, and all rights of that privilege are expressly claimed and not waived. If you have received this communication in error, please notify us immediately and delete the communication without making a copy. Thank you for your assistance.

## Schedule A NOMINATION FORM

**TO BE SIGNED BY BOARD CHAIR AND NOMINEE:**

We \_\_\_\_\_ being members in good standing of  
CAPG, nominate \_\_\_\_\_ for the position above.

We also confirm that:

- We represent a geographical region of Canada represented by the Association's Members (By-laws – Article 5.2);
- We are members in good standing of the association; (By-laws – Article 5.3(a));
- The nominee resides in the province where our Police Board/Commission is located (By-laws – Article 5.3(b));
- The nominee is willing to commit to the association for more than one year (typically a three-year commitment is preferable);
- The nominee has the time to contribute fully in 3 face-to-face meetings a year (one in Ottawa, one board retreat, one at the annual conference);
- The nominee has the financial support of our Police Board/Commission to cover the cost of their attendance at the three meetings a year including airfare and accommodation (estimated financial commitment is \$5,000);
- The nominee is able to participate in a two-hour bi-monthly teleconference board meeting; and
- The nominee is willing to sit on at least one working committee and actively participate in the work of that committee.

Signature:

Name: (please print)

Chair of Board

**NOMINEE:**

I \_\_\_\_\_ being a member of, \_\_\_\_\_ consent to this nomination.

I am currently a \_\_\_\_\_ (provincial, municipal, citizen appointment)  
representative on my police board/commission and I have \_\_\_\_\_ years left to serve.

I am eligible for another reappointment for \_\_\_\_\_ years.

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_ Date \_\_\_\_\_

Signature:

Name: (please print)

**RETURN THIS FORM BY EMAIL TO [NOMINATIONS@CAPG.CA](mailto:NOMINATIONS@CAPG.CA) BY FRIDAY, JUNE 5, 2015.**

E2

Summary of Expenditures  
For Services Provided in the First Quarter

Board of Police Commissioners

April 2015

	January	February	March	TOTAL
Percy Communications	\$1,155.53	\$960.23	\$3,982.34	\$6,098.10
Aon Hewitt				
Lawson Lundell	\$593.15			
Board Solicitor (R. Gibbings)	\$3,019.03	\$29,126.28		\$32,145.31

**E3**

**TO:** His Worship Don Atchison, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Office of the Chief

**DATE:** 2015 April 16

**SUBJECT:** Redeployment of Front Line Resources

**FILE NO.:** 3,011

---

**ISSUE:**

The following informational report outlines the results from the recent redeployment exercise and future staffing requirements for the Service.

**RECOMMENDATION:**

That the Board of Police Commissioners receives and files this report.

**BACKGROUND:**

The Police Service has been having difficulty keeping pace with demand for service in all sectors of the city, increased gang and drug activity, and negative perceptions of safety. A redeployment of resources has been undertaken to assist with meeting demand.

**DISCUSSION:**

There are several factors driving the demand for police services:

- Increase in the drug trade, especially methamphetamine usage;
- Growth in the city population (48,000 since 2005) and area size including new developments – Stonebridge, Rosewood, Evergreen, Hampton Village, East side Annexation from Corman Park, etc., totaling 41.39 square kilometers;
- Police being called to non-crime events. Examples: people suffering from mental health/substance abuse issues, homeless people, drunkenness, noisy parties, suspicious persons, suspicious vehicles, etc.;
- Gang activity;
- Traffic complaints;
- Increasing public events with large gatherings requiring a police presence;

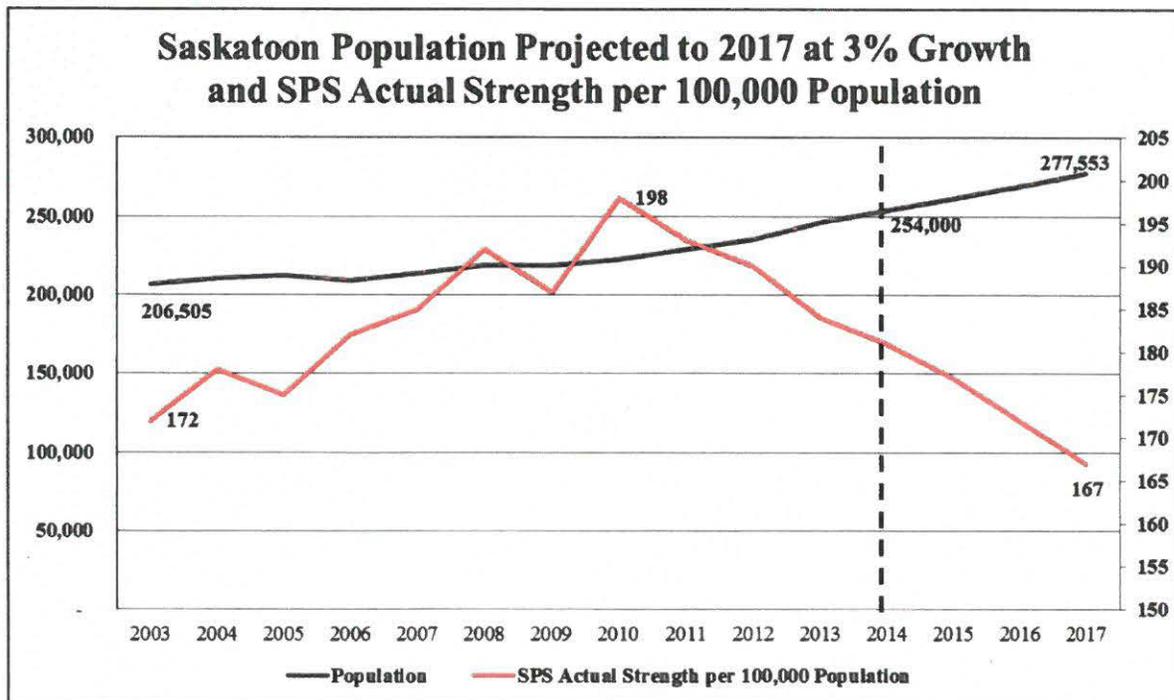
## “PUBLIC AGENDA”

- Legislative changes that require police to spend much more time to complete tasks;
- Increased training requirements;
- Increase in cyber crime, cyber bullying, internet fraud.

Due to accelerated growth in Saskatoon, the ratio of police to population has been steadily declining. The police to population ration in itself is not an indicator of adequate staffing levels for a police service. It does however serve as an indicator to illustrate whether the number of police in a community is growing or decreasing.

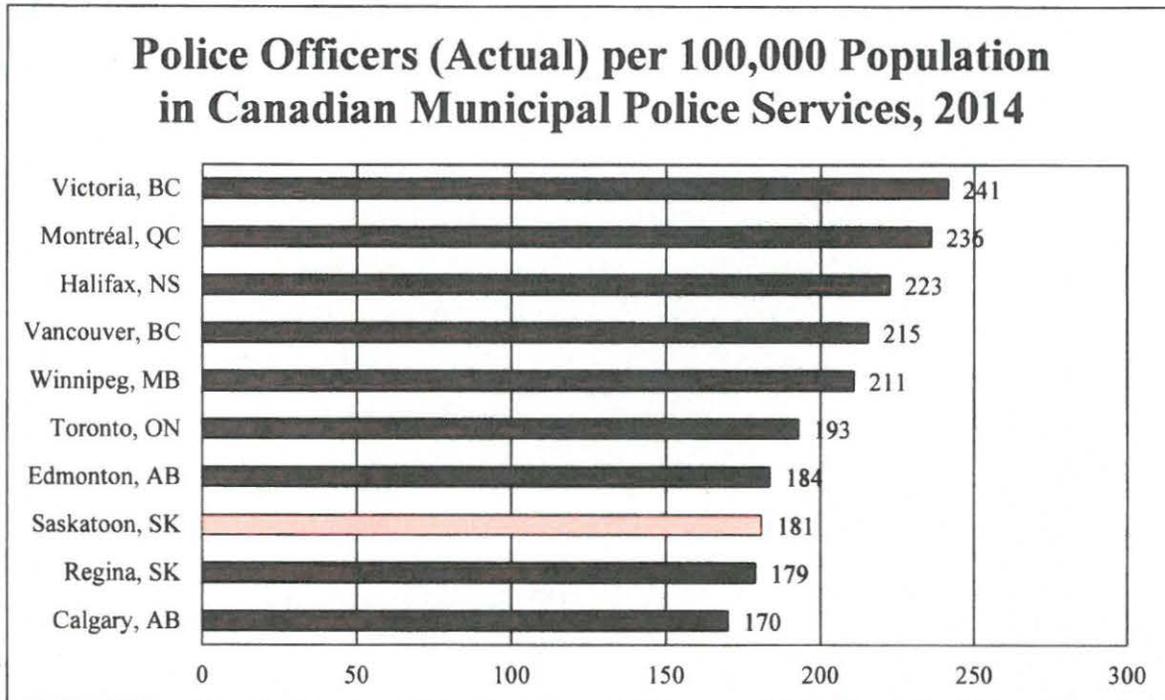
In 2010 there were 198 police officers per 100,000 population that has now reduced to 181 per 100,000. As the ratio of police officers decreases, it lessens visibility of the police and the ability to keep pace with demand. To return to previous levels of 198 officers per 100,000 population, the Service would require approximately 45 police officers.

The chart below demonstrates a further reduction in the ratio to 167 officers per 100,000 by 2017 if the Service does not keep pace with growth. It would then take approximately 72 officers to return to 198 officers per 100,000 population. The Canadian average is 200 officers per 100,000 population.

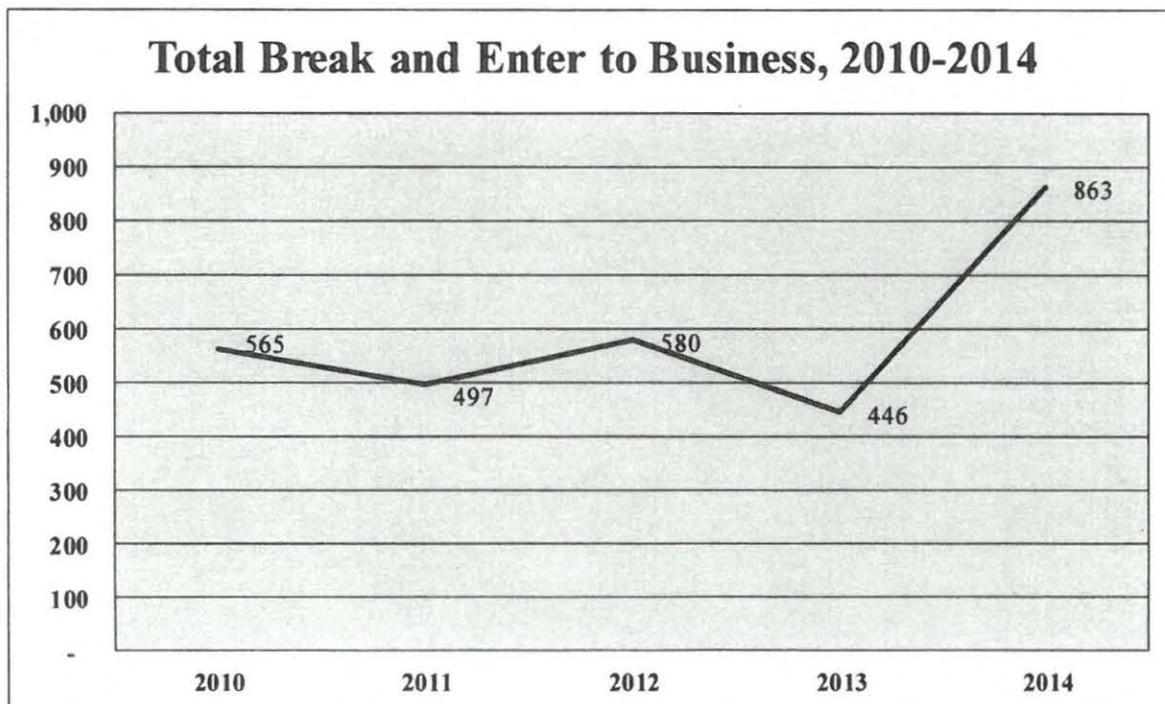


**2014 Population Estimate – 254,000**

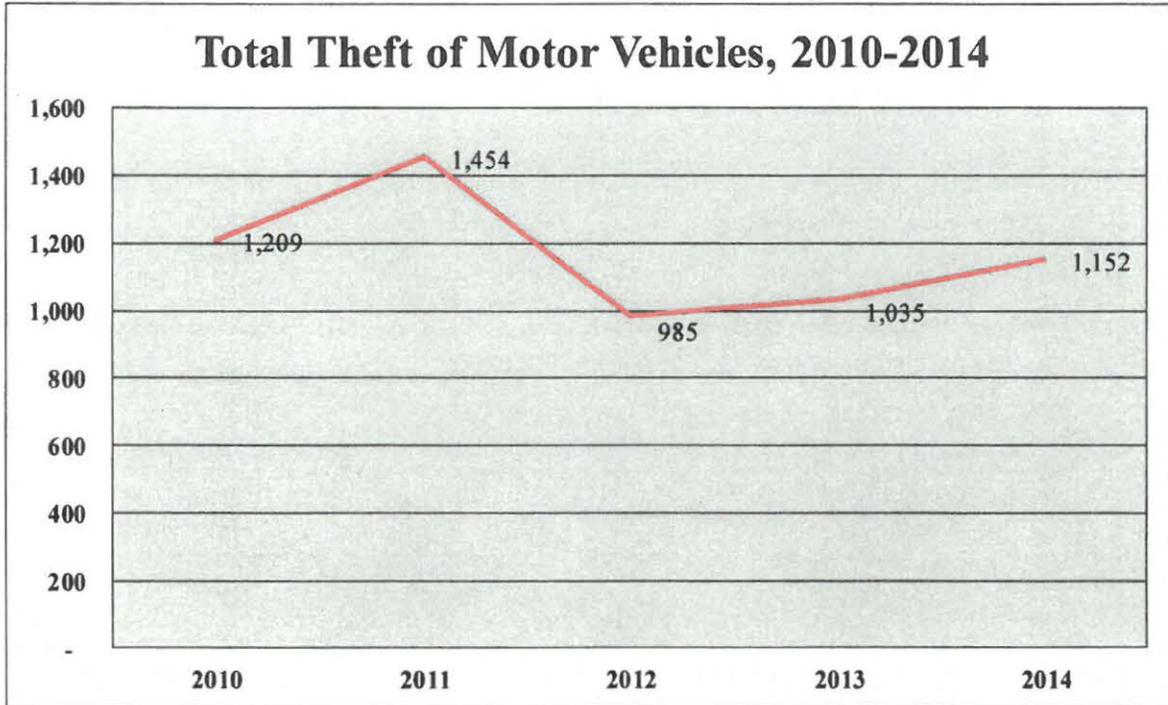
Source: (population) City of Saskatoon Planning and Development Branch



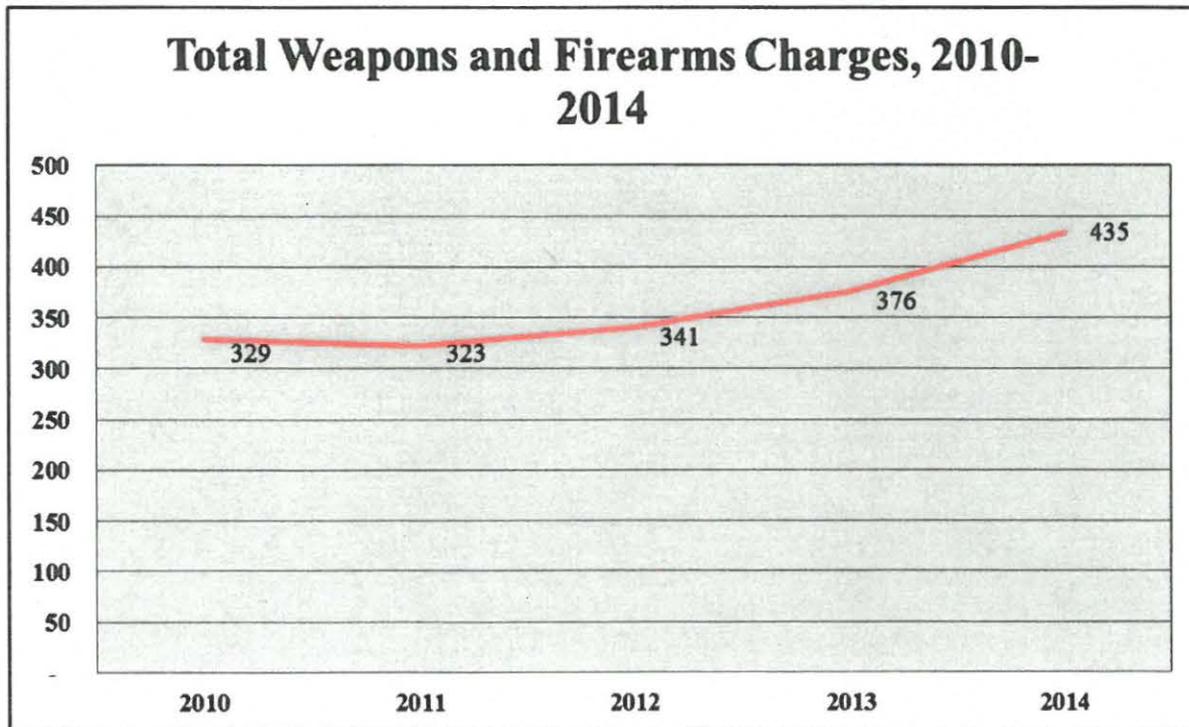
The next four charts illustrate that we have seen a tipping point in relation to crime, specifically property crime and weapons offences. After two years of decreases we are now experiencing an increase in crime.



Source: Saskatoon Police Service Records Management System (RMS)  
(accessed: April 02, 2015)



Source: Saskatoon Police Service Records Management System (RMS)  
(accessed: April 02, 2015)



Source: Saskatoon Police Service Records Management System (RMS)  
(accessed: April 02, 2015)

## **“PUBLIC AGENDA”**

For the past two years the Police Service has not been able to meet our dispatch response times for calls. Our goal is to answer calls within 17 minutes 90% of the time. We are only achieving answering calls within 17 minutes 82% of the time.

We have learned from research and public surveys that the public wants: more visibility of the police, increased traffic enforcement, reduced crime, and more involvement from police within the community.

The Service has also learned through citizen suggestions and complaints that they are not totally satisfied with the time it takes to respond to their calls for service. Our service complaints have been rising over the past few years, primarily due to our inability to attend calls in a timely manner and not spending sufficient time with victims when we do attend. We are also experiencing frustration by front line members who feel they cannot provide a proper level of service to the community. They feel they do not have the time to practice community policing/problem solving strategies, due to resource limitations, coupled with a high call load.

### **Redeployment 2015**

To quantify the number of front officers required to meet demand, the Superintendent responsible for Patrol Division completed a staffing analysis. He and his team explored staffing numbers and demand for service from the previous redeployment in 2007 to January 2015. His report concluded we require approximately 34 additional positions for front line policing.

The Police Administration recognizes that a budgetary increase required to increase by 34 officers is not financially feasible. Therefore a redeployment exercise similar to the exercise in 2007 was conducted, with a goal of redeploying 24 members from other areas of the Service to patrol and front line call response.

It is felt that sufficient numbers in the patrol area will accomplish the following goals:

- More visibility of police;
- Improved response to calls for service;
- Increased time for individual officers to practice community policing initiatives within their geographical assignments;
- Increased safety for our front line officers and community members;
- Reduced stress and frustration for our front line officers;
- Training requirements;
- Increased time for investigations at the patrol level.

To identify the required resources and accomplish our service delivery strategy, a model was adopted to fairly and clinically examine units for redeployment. Every section of the Police Service was rated in relation to the following core functions:

## “PUBLIC AGENDA”

- 1) Does the unit provide an emergency response?
- 2) Does the unit provide a quality investigative component or answer non-emergency calls?
- 3) Does the unit provide traffic enforcement?
- 4) Does the unit provide crime prevention or community building?

Additionally the units were rated on the following categories:

- 1) Does the unit directly support our infrastructure?
- 2) Would the absence of the unit critically impair our core functions?
- 3) Do we receive revenue or have contractual reasons to maintain the unit?
- 4) Does the unit require specialization?

A committee comprised of the Deputy Chiefs and Superintendents completed a mini-audit of the entire organization utilizing the aforementioned rating tool. They put forth a list of units/sections to be further evaluated for redeployment.

A redeployment exercise was held on March 31, 2015 with all Sergeants (that managed units with three or more members), Staff Sergeants, Inspectors, Superintendents, and Deputy Chiefs in attendance. During this detailed examination, a complete work breakdown for each of the units was conducted. As a group, the managers then determined resourcing requirements by asking the following questions:

- 1) Could the unit's activities be eliminated?
- 2) Could the unit take on additional responsibilities?
- 3) Could the unit amalgamate with another unit to maximize resources?
- 4) Could some of the unit's work be done by another unit or agency?
- 5) Could the unit function with fewer resources without critically impairing its mandate?

The exercise resulted in 14 Constables and 2 Sergeants being made available for redeployment. Although 16 positions were made available, the goal of 24 officers could not be reached. There was a significant difference to this redeployment compared to the work done in 2007. In 2007, the Service had several administrative positions that could be reduced and the officers redeployed. In this exercise, there were very few administrative positions; therefore operational units would have been severely affected by further reductions past the 16 identified. Further reductions past the 16 identified would have critically impaired investigative and traffic functions. The transfers will take place on July 1, 2015.

## **“PUBLIC AGENDA”**

The positions redeployed in this exercise are as follows:

- 4 – Constables from Traffic enforcement
- 4 – Constables from the Gang Unit
- 1 – Constable from the Vice Unit
- 1 – Constable - Community Liaison Officer
- 1 – Constable - School Resource Officer
- 1 – Constable from the Crime Analysis Unit
- 1 – Constable from Graffiti investigations
- 1 – Constable from Human Resources
- 1 – Sergeant from Patrol Administration
- 1 – Sergeant from Professional Standards (Internal Investigations)

The redeployment of the above members will require Administration to examine how we are structured and the service we are providing. Adjustments to structure and service levels (the type of dispatch call we attend) will be required as we move forward.

### **Future Staffing Level Requirements**

As stated in the previous paragraphs, the Canadian average for staffing is 200 police officers per 100,000 population. Although Saskatoon still has the 2<sup>nd</sup> highest crime rate in Canada for cities over a population of 100,000, the Police Administration feels confident we can safely police the city without returning to a ratio of 198 officers per 100,000 population. The Administration suggests a ratio in the area of 185 – 190 officers per 100,000 population can efficiently police the city.

The need not to return to 198 per 100,000 is predicated on the recent efficiencies put into effect:

- ✓ Redeployment in 2007 has seen lasting positive effects;
- ✓ Redeployment in January 2015 of 16 Weekend Support/CompStat constables back to Patrol;
- ✓ Redeployment in 2015 returning 16 officers back to the street scheduled for July 1, 2015;
- ✓ Provincial/SGI funding for 2015 and 2016 for traffic enforcement officers integrated with the RCMP;
- ✓ Implementation of Automated Speed Enforcement (photo radar);
- ✓ CompStat and daily crime analysis informing the Service where to place resources in relation to trends in crime;
- ✓ Action Accord, partnering with FSIN, Saskatoon Tribal Council, Saskatoon Health Region has reduced housing intoxicated persons in Detention cells by 30%;
- ✓ Action Accord has secured funding for Paramedics in Detention. Funding from the Saskatoon Health Region is \$150,000 yearly;
- ✓ Increased requirements to fund “special duty police” at public events where large crowds are present and liquor will be sold and consumed. Policy now requires the organizer to pay for “Special Duty” police officers rather than straining Patrol staffing. In 2014 the Police Service recouped \$142,000;
- ✓ Little Chief Community Police Station was closed. This was a good experiment with community policing, however the Station was underutilized;

## **“PUBLIC AGENDA”**

- ✓ Civilianization of previous police positions in the area of Planning and Research, Crime Analysis, Cultural Relations, and the use of Commissionaires, thus saving approximately \$348,000 yearly;
- ✓ Increased funding from the Province to pay for positions in Serious Violent Offender Unit, Victim Services, and Aboriginal Missing Persons;
- ✓ Crime reporting online for less serious offences. The system currently takes approximately 2000 reports per year, thus reducing the demand for dispatching police units to those addresses;
- ✓ Formulation of the HUB model to work collaboratively with Social Services, Health, Mental Health, Education, Police, and the Tribal Council, to intervene with individuals or families that are at elevated acute risk;
- ✓ Formulation of the Police and Community Team (PACT). The two teams each pair a police officer with a mental health professional to assist Patrol when encountering persons suffering from mental health issues.

To achieve a minimum of 185 officers per 100,000 the Service would require an immediate increase of an additional 10 officers. If the city continues to grow at or near present rates, the Service will require a minimum of 12 additional officers per year.

The hiring of new police officers entails significant lag time. The recruiting process takes approximately three months. Candidates have to be screened, undergo psychological and physical testing, and background checks must be completed. The Saskatchewan Police College has two recruit classes per year, one class in January and one class in August. Each of the candidates spends four months in college and then an additional six months teamed with a training officer. A hiring plan must be formulated in advance to accommodate future hires.

### **CONCLUSION:**

The Police Administration conducted a redeployment exercise in an attempt to maintain an adequate call response. The redeployment does not answer the need for additional police resources.

The Administration is confident that the ratio of police officers does not need to return to 198 officers per 100,000 population. A complement in the area of 185 – 190 officers per 100,000 should be adequate due the recent efficiencies put into effect.

**"PUBLIC AGENDA"**

To achieve the suggested staffing numbers, the Service will require 10 additional officers immediately. To maintain the staffing numbers based on current growth projections, the Service will require 12 additional officers per year.

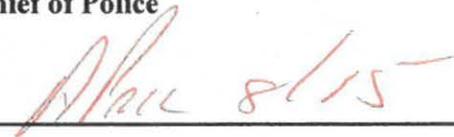
**Approved by:**

**Clive Weighill  
Chief of Police**

**Submitted by:**

  
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**Clive Weighill  
Chief of Police**

**Dated:**

  
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# THE BOARD OF POLICE COMMISSIONERS

SASKATOON, SASKATCHEWAN



April 15, 2015

Mayor D. Atchison, Chair  
Commissioner D. Brander  
Commissioner C. Clark  
Commissioner D. Hill  
Commissioner C. Inglis-McQuay

Dear Board Members:

**ADDENDUM**  
**SASKATOON BOARD OF POLICE COMMISSIONERS**

In addition to the Board of Police Commissioners agenda, the attached item will also be considered at the meeting to be held on Thursday, April 16, 2015.

Yours truly,

*for*   
**Joanne Sproule**  
Secretary to the Board

Attachment

cc: City Councillors  
Mr. Robert Gibbings, Q.C.                      Public Library - main branch (1)  
Chief of Police (13)                              Galléry (2)  
Deputy Chiefs of Police (2)  
Mr. Greg Bains, Legal Counsel, SPS  
Saskatoon Police Association  
Saskatoon Executive Officers Association  
Sergeant, Planning Unit  
Director, Finance Division  
Manager, Public Affairs  
Director, Central Records & Asset Management Division  
City Solicitor

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**A G E N D A**  
**(OPEN TO THE PUBLIC)**

**BOARD OF POLICE COMMISSIONERS**

**SECTION C – ROUTINE/STATISTICAL REPORTS**

5. 2014 Annual Report Card

Attached is a report of the Chief of Police dated April 15, 2015 forwarding the 2014 Annual Report Card of the Saskatoon Police Service.

RECOMMENDATION: that the information be received.

**“PUBLIC AGENDA”**

**TO:** His Worship Don Atchison, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Office of the Chief

**DATE:** 2015 April 15

**SUBJECT:** 2014 Annual Report Card

**FILE #:** 2,004

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**BACKGROUND:**

The Board and Police Administration have agreed on a template and criterion to assist with measuring crime and efficiency of the Police Service.

The Report Card is provided to the Board annually.

**RECOMMENDATION:**

That the Board receives the report as information.

**DISCUSSION:**

The Board and Police Administration have agreed on a template and criterion to assist with measuring crime and efficiency of the Police Service. All categories are rated by using the current year's data as compared to the previous five year average. In 2011 the Service rated 8.5 out of a possible 10 points, in 2012 it has rated 9 out of 10, in 2013 it rated 9.5 out of 10, in 2014 the score is 7.5.

When comparing 2014 to the previous five year average, crime is less in every category with the exception of Weapons related charges. Although crime is lower when comparing to the 5 year average, we have experienced an increase in property crime in 2014, compared to 2013. Crime may rise and fall within a community due to several factors such as economics, weather and community mobilization, it is one indication of the work being conducted by the Police Service.

Within the enforcement and workload category of the Report Card, the Service has attained numbers exceeding the five year average in collision reduction and answering calls in our Communications Centre. In 2014 complaints against police from the public are less than the previous five year average.

The goal for group 2 dispatch calls fell short. The goal is to respond to 90% of group 2 calls within 17 minutes. We responded to group 2 calls 82% within 17 minutes.

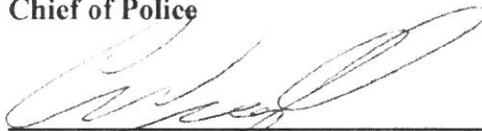
**“PUBLIC AGENDA”**

**CONCLUSION:**

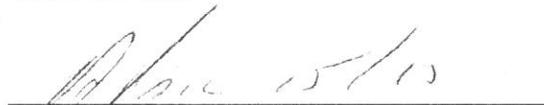
The Police Service met and exceeded all goals with the exception of an increase in weapon related charges; traffic tickets issued, and dispatch response times. The crime stats look favorable when compared to a 5 year average, however we are experiencing increases in break and enters, auto theft, and weapons calls when comparing 2014 to 2013.

**Written & Approved by:** Clive Weighill  
Chief of Police

**Submitted by:**

  
\_\_\_\_\_  
Clive Weighill  
Chief of Police

**Dated:**

  
\_\_\_\_\_



# Saskatoon Police Service

## 2014 Annual Report Card



### Mission Statement

*"In partnership with the community, we strive to provide service based on excellence to ensure a safe and secure environment."*

Item #	Score Value	Measurement	2014 Rate*	Prev. 5-year Average	Score
<b>CRIME STATISTICS - 2014</b>					
1	2.0	<b>Overall Crime</b>			
		Total Criminal Code Excluding Traffic	9,974	11,158	2.0
2		<b>Specific Targeted Crimes</b>			
	0.25	Sexual Violations	108	121	0.25
	0.25	Assaults	812	1,046	0.25
	0.25	Robbery/Armed Robbery	155	180	0.25
	0.25	Total Break and Enter	819	821	0.25
	0.25	Total Theft Under \$5,000	2,300	2,370	0.25
	0.25	Theft of Motor Vehicle	448	534	0.25
	0.25	Total Mischief	1,086	1,551	0.25
	0.25	Weapons Possession Cont to Order/Conceal	163	142	-
	2.0	<b>Total Specific Targeted Crime Rate</b>	<b>5,759</b>	<b>7,252</b>	<b>1.75</b>
<b>ENFORCEMENT AND WORKLOAD - 2014</b>					
3	1.0	<b>Traffic Tickets Issued</b>	13536	13657	-
4	1.0	<b>Collision Reduction</b>	2911	3239	1.0
5	1.0	<b>Public Complaints</b>	15	26	1.0
6	1.0	<b>Answering Calls for Service**</b>			
		90% of 911 calls to be answered within 20 seconds	98%	n/a	0.5
		80% of general calls to be answered within 20 seconds	76%	n/a	-
		<b>Total for Category</b>			<b>0.5</b>
7	1.0	<b>Response Times***</b>			
		90% of Group 2 calls responded to within 17 minutes:	82%	n/a	-
		90% of Group 3 calls responded to within 70 minutes:	94%	n/a	0.50
		<b>Total for Category</b>			<b>0.5</b>
8	1.0	<b>Budget 2014</b>	<b>2014 Budget</b>	<b>2014 Actual</b>	1.0
<b>Total</b>	<b>10.0</b>				<b>7.75</b>

\* Rate refers to total incidents per 100,000 population

\*\* Based on SaskTel Perimeter System Data provided by Communications Section

\*\*\* There were only 2 Group 1 calls in 2014; call groups are currently under review