

**PUBLIC AGENDA  
SASKATOON BOARD OF POLICE COMMISSIONERS**

Thursday, February 16, 2017, 12:00 pm  
Committee Room A, Second Floor, City Hall  
**COMMISSIONERS:**

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

**Pages**

**1. MINUTES/DELEGATIONS/PRESENTATIONS**

**1.1 Call to Order**

**1.2 Confirmation of Agenda**

**Recommendation**

That the agenda be confirmed as presented.

**1.3 Adoption of Minutes**

**Recommendation**

That the minutes of regular meeting of the Board of Police Commissioners held on January 11, 2017 be adopted.

**1.4 Delegations**

**1.4.1 Powerpoint Presentation - Police and Crisis Team (PACT)**

5 - 5

A report of the Chief of Police dated January 30, 2017 is attached.

Inspector Randy Huisman will be in attendance.

**Recommendation**

That the information be received.

1.5 Chair's Report

1.6 Chief's Report

1.7 Environmental Scan

2. CORRESPONDENCE/CITY COUNCIL REFERRALS

2.1 Canadian Association of Police Governance (CAPG) - Call for Resolutions - 28th Annual Meeting 6 - 7

Email attached.

**Recommendation**

That the Board provide its direction with respect to any proposed resolutions.

2.2 Canadian Association of Police Governance (CAPG) - Membership Renewal 8 - 12

Email attached. The annual fee is \$4,060.00.

**Recommendation**

That the Canadian Association of Police Governance membership be renewed (\$4,060.00).

3. ROUTINE/STATISTICAL REPORTS

3.1 Appreciation to the Saskatoon Police Service 13 - 47

A report of the Chief of Police dated January 30, 2017 is attached.

**Recommendation**

That the information be received.

3.2 Representative Workforce at the Saskatoon Police Service 48 - 58

A report of the Chief of Police dated February 6, 2017 is attached.

**Recommendation**

That the information be received.

3.3 SPS - Combined Traffic Annual Report for 2016 59 - 65

A report of the Chief of Police dated January 27, 2017 is attached.

**Recommendation**

That the information be received.

**3.4 2017 Capital Budget - Airborne Mapping System - Air Support Unit 66 - 67**

A report of the Chief of Police dated February 1, 2017 is attached.

**Recommendation**

That the information be received.

**3.5 2017 Approved Operating Budget 68 - 86**

A report of the Chief of Police dated January 30, 2017 is attached.

**Recommendation**

That the information be received.

**3.6 2017 Approved Capital Budget 87 - 97**

A report of the Chief of Police dated January 30, 2017 is attached.

**Recommendation**

That the information be received.

**4. RESPONSES TO BOARD REFERRALS**

**5. OTHER**

**5.1 Appointments - The Retirement Plan for Employees of the Saskatoon Board of Police Commissioners (Original Plan)**

**Recommendation**

That the following appointments to The Retirement Plan for Employees of the Saskatoon Board of Police Commissioners be approved and also provided to City Council as information:

Councillor M. Loewen

Bruce Haggard

C. Inglis-McQuay (Observer)

## **5.2 Appointments - Saskatoon Police Pension Plan (New Plan)**

### **Recommendation**

That the following appointments to the Saskatoon Police Pension Plan (New Plan) be approved and also provided to City Council as information:

Councillor M. Loewen (3 year term)

Bruce Haggard

## **6. BOARD INQUIRIES**

## **7. ADJOURNMENT**

**“PUBLIC AGENDA”**

**TO:** Darlene Brander, Chairperson  
Board of Police Commissioners

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

**DATE:** 2017 Jan 30

**SUBJECT:** Police and Crisis Team (PACT)

**FILE NO.:** 2,011

---

**ISSUE:**

The Saskatoon Police Service Police and Crisis (PACT) Program was implemented in 2014 with the launch of two teams of Police Officers and Crisis Workers co-responding to mental health calls. Data collected for the PACT program demonstrates how this client-centered approach has created positive outcomes including both arrest and emergency department diversions.

**RECOMMENDATION:**

That this report and PowerPoint presentation be received as information.

**CONCLUSION:**

**Written by:** Inspector Randy Huisman  
Central Division

**Approved by:** Superintendent Mitch Yuzdepski  
Patrol

**Submitted by:**

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

**Dated:**

  
\_\_\_\_\_  
Feb 7 17

## **Sproule, Joanne (Clerks)**

---

**From:** Canadian Association of Police Governance  
<communication=capg.ca@mail250.atl101.mcdlv.net> on behalf of Canadian Association of Police Governance <communication@capg.ca>  
**Sent:** Thursday, February 02, 2017 10:47 AM  
**To:** Sproule, Joanne (Clerks)  
**Subject:** [SPAM] - CAPG 2017 Call for Resolutions - Found word(s) receiving this email in the Text body

Ensure Your Voice is Heard! 2017 Call For Resolutions

[View this email in your browser](#)



## **CAPG 2017 Call for Resolutions**

### **CAPG 28th ANNUAL MEETING MONTREAL, QUEBEC**

An important part of each Annual Meeting of the Canadian Association of Police Governance (CAPG) is the consideration of Resolutions brought forward by our members. Members are invited to submit Resolutions in writing to the CAPG office any time before **SATURDAY, APRIL 1, 2017.**

Please review the attached Resolutions Guidelines that will assist you in preparing Resolutions for submission.

Voting on the Resolutions will take place at the Annual General Meeting in **MONTREAL, QUEBEC** on **SATURDAY, JULY 15, 2017** at CAPG's 28th Annual General Meeting.

If you have any questions on the guidelines or would like background on a

certain issue or to have access to the CAPG Resolutions database, please get in touch with Jennifer Malloy, Executive Director, at [jmalloy@capg.ca](mailto:jmalloy@capg.ca)

## **THIS IS YOUR CHANCE TO ENSURE YOUR VOICE IS HEARD!**

**Send your Resolutions to:**

**CAPG Resolutions Committee, 78 George Street, Suite 204, Ottawa, ON K1N 5W1 by email to [jmalloy@capg.ca](mailto:jmalloy@capg.ca)**

Attached you will find your 2017-2018 Guidelines for Drafting Resolutions.



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You are receiving this email because you are a member of the CAPG.

**Our mailing address is:**

Canadian Association of Police Governance  
78 George Street  
Suite 204  
Ottawa, ON K1N 5W1  
Canada

[Add us to your address book](#)

## **Sproule, Joanne (Clerks)**

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**From:** Canadian Association of Police Governance  
<communications=capg.ca@mail205.atl81.rsgsv.net> on behalf of Canadian Association of Police Governance <communications@capg.ca>  
**Sent:** Thursday, February 02, 2017 10:17 AM  
**To:** Sproule, Joanne (Clerks)  
**Subject:** CAPG Membership Renewal 2017-2018

It's time to renew your CAPG Membership!

[View this email in your browser](#)



## **What Members Are Saying About CAPG**

CAPG is a strong, relevant national voice for civilian governance of policing. It works collaboratively and proactively with members and partners to enhance civilian governance of policing in Canada. The CAPG represents its members' views to the federal government, through members' resolutions and federal lobby days. It facilitates information exchange, education and advocacy for municipal police governing bodies and First Nations police governing authorities.

A significant recent CAPG initiative, for example, is the development of the CAPG First Nations Police Governance Council which should have an impact on the shaping of a new First Nations Policing Program in collaboration with Public Safety Canada.

The CAPG collaborates with other police services sector stakeholders across the nation, including police leaders, police sector associations, provincial, federal and municipal governments and their departments, police learning organizations, and business partners.

The Vancouver Police Board has been a member of the CAPG since its inception. Our Board members derive significant value from the various CAPG services. I believe CAPG is the collective voice of its members and partners in Ottawa on policing and public safety.

Barj Dhahan, Vancouver Police Board, Director CAPG

Attached you will find your 2017-2018 Membership Form along with a document that outlines the benefits for Membership.



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You are receiving this email because you are a member of the CAPG.

**Our mailing address is:**

Canadian Association of Police Governance  
78 George Street  
Suite 204  
Ottawa, ON K1N 5W1  
Canada

[Add us to your address book](#)

Want to change how you receive these emails?



# Membership 2017 Form

April 1, 2017 –  
March 31, 2018

**PLEASE PRINT** (Submitting this form indicates agreement to submit payment for membership services)

**Board/Commission/Organization Name:**

**Mailing Address:**

**City:**

**Province:**

**Postal Code:**

**CAPG Liaison Name/Title\*:**

**Phone:**

**Fax:**

**Email:**

*\*The Board Liaison will receive all CAPG communiques and ensure these are circulated to the organization. If the Liaison changes, please contact the CAPG at [communications@capg.ca](mailto:communications@capg.ca)*

## MEMBERSHIP FEE SCHEDULE

### ANNUAL FEES FOR NON-POLICE BOARD ORGANIZATIONS

Non-Police Board Organization means any public body, educational institution, municipal, provincial or federal authority or not-for-profit association that is not a Police Board/RCMP Advisory Committee/Committee of Municipal Council, but that is engaged in policing, law enforcement, public safety, crime prevention, justice, corrections, or governance.

**Annual Fee**.....\$585.00

### ANNUAL FEES FOR POLICE BOARDS & RCMP/MUNICIPAL ADVISORY COMMITTEES

This includes Canadian municipal police boards, commission or committees including RCMP Advisory Committee/Committee of Municipal Council with a legislated mandate to govern its local police service, or a First Nations police governance body.

**Authorized Service Strength:**

**Uniform** \_\_\_\_\_

**Civilian** \_\_\_\_\_

**SERVICE TOTAL** \_\_\_\_\_

Service Total

Annual Fee

❖ up to 10 .....	\$290
❖ 11 to 25 .....	\$460
❖ 26 to 100 .....	\$725
❖ 101 to 250 .....	\$1,070
❖ 251 to 400 .....	\$1,390
❖ 401 to 1,000 .....	\$4,060
❖ 1,001 and up .....	\$5,800

### METHOD OF PAYMENT

\_\_\_\_ Visa \_\_\_\_ MasterCard \_\_\_\_ Cheque \_\_\_\_ Electronic Funds Transfer

Account Number: \_\_\_\_\_

Expiry: \_\_\_\_\_

Name of Cardholder: \_\_\_\_\_

Authorization Signature: \_\_\_\_\_

### SEND COMPLETED FORM & PAYMENT TO:

Canadian Association of Police Governance  
78 George Street, Suite 204  
Ottawa, Ontario K1N 5W1

Phone: 613.344.2384  
Fax: 613.344.2385  
Email: [communications@capg.ca](mailto:communications@capg.ca)

**Please make cheques payable to the Canadian Association of Police Governance**

# CAPG MEMBERSHIP BENEFITS

The Canadian Association of Police Governance (CAPG) primary role is to promote excellence in police governance and oversight in Canada. Our members benefit from a growing list of tools including educational opportunities, training and resources that assist police boards and commissions across Canada in their formal function of oversight and governance of municipal and First Nations police services.

## LEADING EDGE COMMUNICATIONS

CAPG brings members and partners together on a regular basis to share knowledge and develop deeper connections.

- **Community News** - A bi-weekly eBlast with updates on community/member items such as newsletters, upcoming events, municipal, provincial and national updates, and more.
- **Hill Times Headlines** - Distribution of exclusive Monday Morning Headlines from the Hill Times, Canada's premier Politics and Government newsweekly.
- **CAPG Board Connection** – CAPG's quarterly newsletter that keeps you informed and up to date on trends, happenings and innovations in police governance.
- **Social Networking** – Canada's leading police governance news items on Facebook, Twitter and LinkedIn.
- **CAPG Website** – The CAPG website delivers a wealth of information to the general public and members alike.
- **Community Calendar** – The CAPG has developed an interactive online calendar with upcoming events of interest. Members receive priority for advertising their upcoming events.
- **CAPG Job Board** – The **Job Board** provides members the opportunity to seek out the best candidates for their service. Job postings will also be added to LinkedIn CAPG Job Opportunity group and disseminated on social media.

## INNOVATIVE RESOURCES & LEARNING OPPORTUNITIES

CAPG ensures that members have independent access to the information and insights needed to be effective as police governance organizations.

### CAPG Conference & Summit Discounts

For over 26 years, the CAPG has delivered sector-leading conferences and summits on police governance, civilian oversight and policing in Canada. Our events offer engaging plenary and group discussions led by thought-leaders and field experts, skill building workshops led by some of the sectors leading minds, and networking opportunities with decision makers and executive level members. CAPG members receive significant savings to all CAPG events.



## **Member's Learning Portal**

The CAPG Learning Portal is an exclusive feature of CAPG membership. Delivering key resources and training for new and seasoned board and commission members, the CAPG Learning Portal provides members with a user-friendly tool allowing them to keep informed on best practices relating to policing policy and police governance.

Members can use the CAPG Learning Portal searchable database when seeking guidance for their organization, in developing policy, or to stay abreast on the latest from the police governance sector. Members can leverage the Discussion Forum to engage with the CAPG Community and seek guidance in matters of importance to their organizations.

## **Online Training and Webinars**

The CAPG's monthly webinar series delivers timely, engaging training and information sessions from a diverse list of field experts and knowledge brokers. Members receive a 50% discount on registration fees and receive priority registration.

## **Network Co-ordination between Membership**

CAPG co-ordinates and facilitates networking opportunities with boards, commissions, decision makers and other stakeholders across Canada.

## **Members Directory**

A full Members' directory, with up-to-date organizational information, is available on the website exclusively for CAPG members.

# **ADVOCACY & POLICY DEVELOPMENT**

Representing excellence in police governance, the CAPG articulates a common national voice on priority issues in police governance and community safety, and advocates for change.

The CAPG provides a platform where members can make a difference by influencing policy and decision makers. From highlighting how federal legislation can have significant impacts at the local level to conducting a grassroots advocacy campaign on issues identified by members via Resolutions, CAPG will ensure your voice is heard at the highest levels in the country.

# **VOLUNTEER OPPORTUNITIES**

CAPG provides members the opportunity to hone their leadership skills by participating in a variety of committees. CAPG members who are looking to engage with a national group of their peers, to build their network, develop their skills and contribute to the CAPG's mandate. The Committees are set out below and the Terms of Reference are available on the CAPG website.

1. Governance
2. Member Engagement & Advocacy
3. Research & Policy
4. Conference
5. First Nations



**“PUBLIC AGENDA”**

**TO:** Darlene Brander, Chairperson  
Board of Police Commissioners

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

**DATE:** 2017 January 30

**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. In December a total of 201 people took the time to comment on social media.

**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:** FEB 7 17

## Tryon, Caren (Police)

---

**From:** Web E-mail - Mayor's Office  
**Sent:** Friday, January 06, 2017 10:46 AM  
**To:** romannumber203@gmail.com  
**Subject:** RE: Form submission from: Contact the Mayor (Roman Todos)

Dear Mr. Todos:

On behalf of Mayor Charlie Clark, thank you for your email. We're glad to hear you had such a wonderful experience during your time with the Saskatoon Community Police Academy.

By way of this email, our office is sharing your correspondence with the Chief of Police so he can read about your experience as well.

Thanks again for your email.

### Office of the Mayor | tel 306.975.3202

City of Saskatoon | 222 3rd Avenue North | Saskatoon SK S7K 0J5  
[mayors.office@saskatoon.ca](mailto:mayors.office@saskatoon.ca)  
[www.saskatoon.ca](http://www.saskatoon.ca)

*If you receive this email in error, please do not review, distribute or copy the information.  
Please contact the sender and delete the message and any attachments.*

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

**From:** Roman M Todos [REDACTED]  
**Sent:** Thursday, December 29, 2016 5:22 AM  
**To:** Web E-mail - Mayor's Office <[Mayors.Office@Saskatoon.ca](mailto:Mayors.Office@Saskatoon.ca)>  
**Subject:** Form submission from: Contact the Mayor

Submitted on Thursday, December 29, 2016 - 05:21  
Submitted by user: Anonymous

Submitted values are:

First Name: Roman M  
Last Name: Todos  
Organization: N/A

[REDACTED]  
City: Saskatoon  
Province: Saskatchewan  
Postal Code: S7L 0B8

Phone: [REDACTED]

Fax Number:

Email: [REDACTED]

Confirm Email: [REDACTED]

Comments:

Dear Sir

I have had finally a opportunity to sit down and gather my thoughts about my 13 weeks in Saskatoon Community Police Academy

I would like thank you all for the opportunity to attend community police Academy. The time I had in class and the people I met was truly out standing inside and outside and my fellow students.

I got to see the Saskatoon police service in whole new light that was eye opening and helped made me understand what officers go through on a everyday bases.

It also got to see that members who really care about their jobs and their community.

I would also want to thank the officer I had my ride along with and those officers in communications and those had my sit along in cells. All these members where members of A patrol.

This experience will never forget and I telling all my friends about this experience of the school Also tell them that they should attend this school themselves.

Thank you For you time  
Yours truly Roman M Todos  
Attachment:

The results of this submission may be viewed at:  
<https://www.saskatoon.ca/node/395/submission/137764>

**Tryon, Caren (Police)**

---

Cst. Michael Morton #839  
East Division, C Platoon Patrol

**From:** Police Info (Police)  
**Sent:** Monday, January 16, 2017 9:18 AM  
**To:** Tryon, Caren (Police)  
**Subject:** FW: Positive Exchange with an Officer

*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 saskatoonpolice.ca*



**From:** Mark Matthews [REDACTED]  
**Sent:** Sunday, January 15, 2017 8:29 PM  
**To:** Police Info (Police)  
**Subject:** Positive Exchange with an Officer

I'm emailing you to inform you of an exchange I had with one of your officers. On September 16th 2016 I was pulled over by Constable Morton and from the get go he came across as a good guy. He informed me of my infraction and gave me some options on how to proceed. He seems like a great police officer from the little I interacted with him. I wanted to pass this along because I think being a police officer is a very difficult job and officers likely deserve to receive more praise and thanks for their work. In the end I received a ticket for my infraction but I left feeling good about the exchange and I think they says a lot about your officer. If someone can pass along to Constable Morton that he does a great job that would greatly be appreciated. You have a good officer in your department. Thank you and have a great day.

Regards,  
Mark

Michael,  
Thank you for your professional approach to your duties. You have left a positive image of yourself and the SPS.  
Well done!

*AB*  
A/Chief

Cst. Bradley McAvoy

**Tryon, Caren (Police)**

---

**From:** Police Info (Police)  
**Sent:** Thursday, December 15, 2016 4:48 PM  
**To:** Tryon, Caren (Police)  
**Subject:** FW: 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 [saskatoonpolice.ca](http://saskatoonpolice.ca)

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

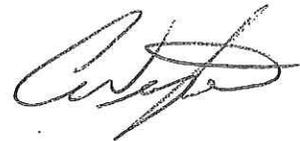
From: Rick & Marg Epp [REDACTED]  
Sent: Thursday, December 15, 2016 4:05 PM  
To: Police Info (Police)  
Subject: thanks

About 1:00 pm or so today my friend saved his dog and somebody else's from drowning in the river at the Sutherland beach dog park. Once out of the water we were hurrying to the west end of the bridge and encountered a police officer. He had been dispatched to see about the guy in the water. Happily we were in a position of not needing help but were also amazed at the rapid response to a call we didn't know had been made. I didn't get the officer's name as I was busy with the dogs and getting ready to drive my friend's car, but wish to thank him for his prompt attention and offers of a ride or any assistance we might have needed. My friend seems in good shape. Minutes after leaving the bridge we was in dry clothes and having hot coffee. I imagine you know who the officer was. Please extend our thanks to him for the offers of help. It was appreciated.

- Rick Epp

BRAD

THANK YOU FOR A QUICK  
RESPONSE AND OFFERS OF  
ASSISTANCE. WE APPRECIATE



**Tryon, Caren (Police)**

Cst. Jonathon Mann #767  
East Division, A Platoon Patrol

**From:** Police Info (Police)  
**Sent:** Monday, January 09, 2017 8:47 AM  
**To:** Tryon, Caren (Police)  
**Subject:** FW: Kudos for Cst Mann 767

*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 saskatoonpolice.ca*



---

**From:** Martel, Karin (Police)  
**Sent:** Sunday, January 08, 2017 12:54 AM  
**To:** Police Info (Police)  
**Subject:** Kudos for Cst Mann 767

[REDACTED] phoned communications to pass on her thanks to Cst Mann for treating her with dignity and respect and for his service. She said he made a ride in the police car with handcuffs on as pleasant as it could be. She wanted to make sure his supervisor would be made aware of her gratitude and hope Cst Mann will get a promotion or a raise or both.

Thank you,  
Karin

S/Cst Martel  
Police Communications  
D Platoon  
8769

JONATHON  
NOT VERY OFTEN ARE  
WE THANKED BY SOMEONE  
ARRESTED. YOU OBVIOUSLY  
TREATED HER WITH COMPLETE  
DIGNITY.  
*[Signature]*

**Tryon, Caren (Police)**

Cst. Daniel Wolfe #894  
NW Division, C Platoon Patrol  
Cst. Jody Levesque #679  
Central Division, C Platoon Patrol

**From:** [REDACTED] Diann [REDACTED]  
**Sent:** Monday, January 09, 2017 9:19 AM  
**To:** Tryon, Caren (Police)  
**Subject:** Kudos to 2 officers

Good morning Caren, would you please share the following message with Chief Weighill?

Good morning Chief.

On Friday Jan. 6/17 my cousin [REDACTED] signed herself out of St. Paul's hospital against her doctor's wishes. I then brought [REDACTED] and her mother back to my house.

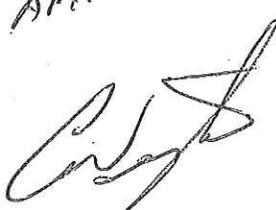
It quickly became obvious to me that [REDACTED] was extremely paranoid, and still was requiring medical assistance. I phoned her brother, [REDACTED] in Regina and explained to him what was happening. [REDACTED] had already been speaking with St. Paul's hospital staff. He then phoned Saskatoon City Police and explained our dilemma to them.

At approximately 6:45 PM two male officers attended my house, [REDACTED]. The one officer was CST. Daniel Wolfe, but I didn't get the other officers name.

I would like you to know that these officers behaved in a very professional and empathetic manner. After leaving my house with [REDACTED] they went to RUH emergency, and stayed with [REDACTED] until [REDACTED] arrived (approx. 30 minutes). Could you please let these officers know we really appreciated their help, and recognize them as well?

Sincerely

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

JODY / DANIEL  
THANK YOU FOR THE  
EMPATHETIC MANNER THIS  
CALL WAS HANDLED. AS NOTED  
TRULY APPRECIATED BY THE  
FAMILY  




# SOCIAL MEDIA SALUTES



## DECEMBER

### Tweets



**Joanne Smallbone**... 22 Dec 2016  
@SaskatoonPolice great job ICE!!  
You r getting the really bad  
guys...thank you!  
#keepourchildrensafe

in reply to Saskatoon Police



**Shelly VanB** @Shelly... 22 Dec 2016  
@SaskatoonPolice Thanks for  
doing the hard work!



**Amir M. Ahmad**  
@amirhouses

Great work from @SaskatoonPolice  
@AMJSaskatoon

**YXE Crime Stoppers** @StoonCrimeStop  
A cheque for \$6750 given to the  
@yxeFoodBank from @SaskatoonPolice which  
will buy 4720 litres of milk. #yxe



**Saskatoon Parame...** 24 Dec 2016  
Happy Holidays! And thanks to  
@IAFF3270 @IAFF80  
@MDAmbulanceCare  
@SaskatoonFire  
@SaskatoonPolice for keeping  
#yxe safe this holiday season!



**LivingYXE** @LivingYXE 24 Dec 2016  
@SaskatoonPolice  
@SaskatoonFire  
@MDAmbulanceCare

**LivingYXE** @LivingYXE  
Shoutout to all #yxe first  
responders working tonight and  
tomorrow!  
Thank you for keeping us safe +  
sound! ❤️



**Evan** @Evan68Ford 25 Dec 2016  
Merry Christmas to those keeping  
us safe while we enjoy Christmas  
in our homes. @SaskatoonPolice  
@SaskatchewanR2R @SPSAir1  
#thankyou



Taylor @328\_Taylor

Thank you @SaskatoonPolice, @MDAmbulanceCare, and @SaskatoonFire for keeping us safe and healthy this Christmas! It's greatly appreciated!



Rudymiss @willowca... 19 Dec 2016 @SaskatoonPolice thoughts to the members of the Police and Search and Rescue for their members who spent long hours looking with sad result



Marshall @mmemeth... 16 Dec 2016 Huge Shoutout to @SaskatoonPolice for braving the wicked cold weather to help people get home safe from the @SaskRushLAX Game! #yx #sps

in reply to Saskatoon Police



Ken Glauser @Glaus... 25 Dec 2016 @SaskatoonPolice Chief Weighill, you are the best!



SJ @sameer\_javed17 25 Dec 2016 Merry Christmas! ❄️ Thanks for keeping us safe the members who are working out there! @SaskatoonPolice



Claire @Claire\_MP 25 Dec 2016 shoutout to @SaskatoonPolice @SaskatoonFire @MDAmbulanceCare for being on the job today. Not easy to be away from home. Grateful 4 ur work



Charlie Clark @charl... 25 Dec 2016 Merry Christmas+Happy Hanukkah! Special thanks 2 all on duty today in #yx @cityofsaskatoon @SaskatoonPolice @SaskatoonFire @SaskatoonHealth



S.L.R. (R.L.S.) @SL... 25 Dec 2016 @SaskatoonPolice Merry Christmas & Happy New Year to those who serve & protect us. We're grateful for all you do. 🙏



Darren Hill @darrenhill1 26 Dec 2016 Thank you for all that you do! @CUPELocal859 @SaskatoonFire @SaskatoonPolice @IAFF3270 @IAFF80 @MDAmbulanceCare @ATULocal615 Happy Holidays



**Saskatoon Police** ... 26 Dec 2016  
Armed Robberies- 800 Block of  
Broadway Ave and 1000 Block of  
8th Street East [bit.ly/2hi0AFV](http://bit.ly/2hi0AFV)



**Cindy Beck**  
@cinsin7

@SaskatoonPolice great work!!



**Tina Beaudry-Mello**... 15 Dec 2016  
I want to thank @SaskatoonPolice  
Chief Weighill and the Elders  
Advisory for inviting me to listen &  
learn. Much to think about. #skpoli



**Carter Cheveldayof**... 15 Dec 2016  
Thank you @SaskatoonPolice for  
retrieving my sister's stolen car  
while catching the thief in the  
process!



**Saskatoon Police** ... 15 Dec 2016  
Patrol Cst's use these cards when  
they encounter language barriers.  
Then one of our trained  
interpreters is called to support.



**Elizabeth Nguyen**  
@LizTNguyen

@SaskatoonPolice what a great  
idea!



**Brittany Caffet**  
@Brittany650AM

Always happy to support the  
@SaskatoonPolice &  
@yxeFoodBank! 🇨🇦 🍏

**Brent Loucks** @650Brent  
Producer @Brittany650AM stays on the right  
side of the law. Gets chief's autograph on her  
copy of Stolen Goods SPS cookbook.



**Mike San Miguel**  
@msanmiguel3

Thanks @SaskatoonPolice for  
keeping our roads safe & helping us  
be with our families during the  
holiday season.

**Saskatoon Police** @SaskatoonPolice  
Officers are braving the cold to keep our roads  
safe tonight #dontdrinkanddrive #ArriveAlive  
#yxe





Andrea Hill @MsAndreaHill

Touched to see @SaskatoonPolice Chief Clive Weighill stop in to bid farewell to our departing colleagues. Thank you



Blaine Beaven @blainebeaven

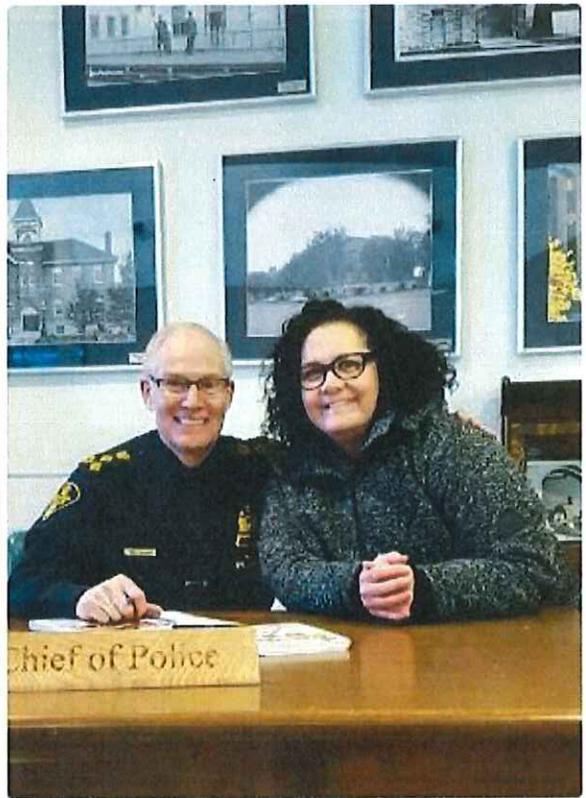
Community policing to community feeding! Great work @SaskatoonPolice #StolenGoods

Saskatoon Police @SaskatoonPolice Tune in to @ctvsaskatoon right away to catch "Chef" Weighill promoting recipes from #StolenGoods cookbook benefiting the Food Bank #yxe



Laurie @oconnorlaurie13

Got my copy of @SaskatoonPolice #StolenGoods recipe book today. Signed by the chief no less. All in support of @yxeFoodBank - Get cooking!



Evan @Evan68Ford 31 Dec 2016

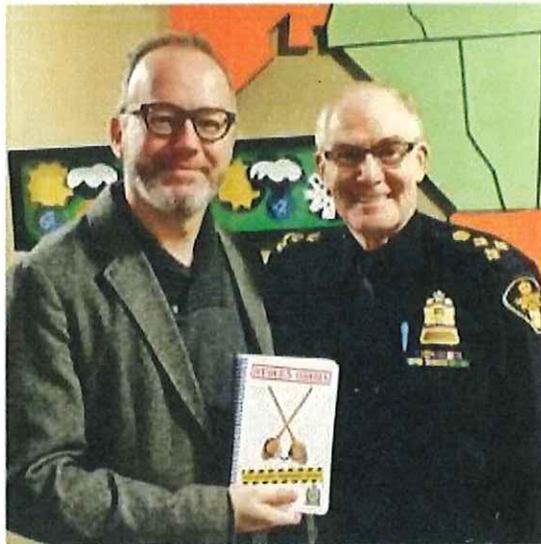
@SaskatoonPolice May be like a #brokenrecord but #thankyou for keepn our streets safe. We have a young drivr and worry w/all the imprd drivrs





David Fisher @DavidFisherCTV

Thanks @SaskatoonPolice Chief Weighill for being on @ctvsaskatoon at noon to promote the SPS Stolen Goods Cookbook supporting @yxeFoodBank.



jjbirns2 @JJBirnspublic 13 Dec 2016 @SaskatoonPolice @SPSCanine @yxeFoodBank @SaskSPCA 6 hour return trip and picked up a K9 calendar too! ❤️ awesome ladies manning the table.

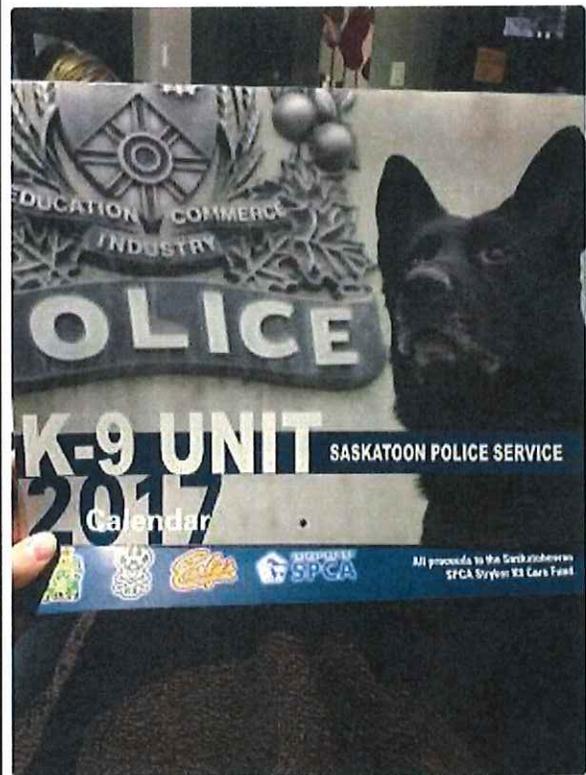


Drew @DrewGogo 12 Dec 2016 Picked up my copy of the @SaskatoonPolice cookbook, Stolen Goods,... [instagram.com/p/BN8Aok8gDe0A](https://www.instagram.com/p/BN8Aok8gDe0A)



Taylor Turner @TaylorTurner96

Got my brother in law to pick up the @SPSCanine unit calendar today while he was working!! Great cause to donate to 🙌👍 @SaskatoonPolice



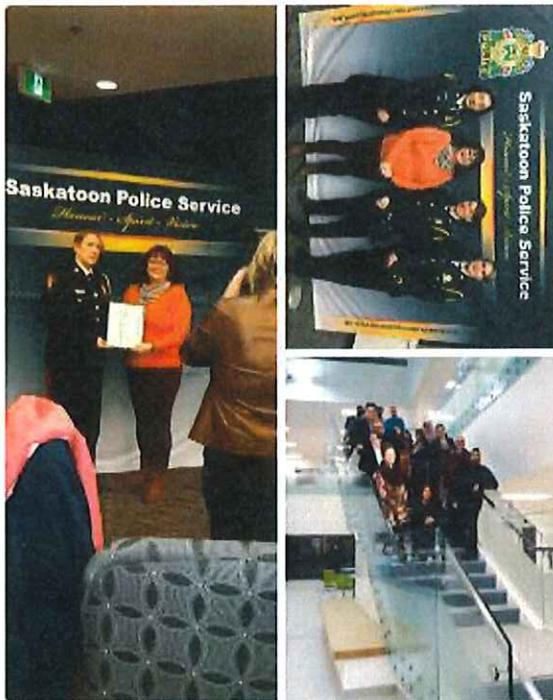
Jackson Mulenga ... 31 Dec 2016 @SaskatoonPolice Great I would rather go to my own home...thanks for the great job you all are doing.



Sharon @saskie35

After 13 great weeks at Community Police Academy, Class18 has graduated. Thanks to all SPS officers involved.

@SaskatoonPolice #SPSCPA2016



Sharon @saskie35 1 Dec 2016 @SaskatoonPolice It was fantastic! I learned so much & met a lot of dedicated officers. Feel connected & appreciate all you do for our city.



Charmain Laroque ... 8 Dec 2016 Thank you @SaskatoonPolice for the school tour today! The students and I learned so much!We are grateful



Dinkoyist Scholar @... 2 Dec 2016 @SaskatoonPolice wow thats one beautiful big Christmas tree



donny madill @donny... 3 Dec 2016 @SaskatoonPolice job well done!

CBC Saskatoon @CBCSaskatoon Saskatoon man found safe after family's plea for help cbc.ca/1.3879564 #yx



Sharon @saskie35 6 Dec 2016 I just picked up my K-9 calendars today! Wonder if #psdboss knows how to pawtograph? @SPSCanine @SaskatoonPolice



Sharon @saskie35

@SPSCanine @SaskatoonPolice





Comments...

12/04/2016 8:13PM

I just want to say thank you from the bottom of my heart to the officers who found my 6 year old son on circle drive and Clancy this morning. For their excellent work finding how to contact me, bringing my son to where I work, being amazing heroes. I am so very thankful. I wanted to cry today tears of joy. I wish I could thank the people who called them too but I don't know who those heroes are! God bless you and thank you all so much!



12/22/2016 2:53PM



Good job Saskatoon police depth keep up the good work

12/24/2016 12:50PM



Thank you for your service. Merry Christmas to you all and your families. Be safe. 🙏🙏🙏🙏

12/22/2016 7:31AM

A shoutout to you all but especially the two officers ( I'm sorry I can't remember your names) for the quick response to Laurier Drive Medical Clinic following a robbery of our Pharmacy at knifepoint. Certainly put us ( and the poor patients that were there ) at ease with the quick response! Thanks again and be careful out there ! Merry Christmas to you all!



Sincerely, Tanis Komada ( The RN that was on duty )

SAT 5:08PM



Hi I would like to give a big kudos to an officer who stopped his car to walk an elderly lady across the street by the YWCA. Such an inspiring thing to see. Thanks for the good work you do!!



Saskatoon Police Service

Published by News Release [?] · December 9 at 11:01am ·

Comments...

News Release: Arrest - Saskatchewan ICE Investigation  
<http://bit.ly/2htYmUs>



**Geraldine Boyer** I applaud the officers working in this department - it is gut wrenching at times, yet they continue because they know they are helping innocent kids and putting serious lawbreakers behind bars. Good for you, and thanks for getting another one of these awful people off the streets.

Unlike · Reply · Message · 8 · December 9 at 11:55am



**Melody Merlot** 😊 good job guys! Too many like this out there

Unlike · Reply · Message · 2 · December 9 at 1:02pm



**Steve Gilroy** Great job !!

Unlike · Reply · Message · 1 · December 9 at 2:04pm



**Gail Lapointe** Re Fredricksen A very tough job, thank you for protecting the children.

Unlike · Reply · Message · 1 · December 9 at 2:19pm



15,003 people reached

Boost Post

78

20 Comments 19 Shares



**Kyle Roy** Yuck... thanks guys

Unlike · Reply · Message · 2 · December 9 at 11:22am



**Shelley Clayton-Joslin** Awesome work!!

Unlike · Reply · Message · 1 · December 9 at 11:23am



**Pat Horner** Yes!! Awesomel Good work ICE- SPS !!!

Unlike · Reply · Message · 2 · December 9 at 11:30am



**Simon Reynolds** Great catch, his poor family ...

Like · Reply · Message · 1 · December 9 at 11:32am



**Laura Lemky** Keep up the good work, this stuff is going on ALL OVER! If you think it's not happening in your community your only fooling yourself. It's Everywhere

Like · Reply · Message · December 9 at 11:38am



**Lisa Burke** Great job ICE

Unlike · Reply · Message · 1 · December 9 at 11:42am



**Tracy Marshall** I cannot imagine having to investigate cases such as these. Thank you so much for what you do.



Comments...



Saskatoon Police Service

Published by News Release [?] · December 9 at 11:39am ·

News Release: Update: Possible Firearm Discharge - 600 Block of Idylwyld Dr. North (rel #:876 & 877) <http://bit.ly/2h62BbS>

12,306 people reached

Boost Post

17

15 Comments 26 Shares

Like

Comment

Share

Chronological



Tracy Johnston Thankfully no one was injured , good job SPS !!!!

Unlike · Reply · Message · 6 · December 9 at 11:46am · Edited



Paulette Haywood Good grief...what is our city coming to?? Shooting at police? just soo thankful no one was injured or worse...young lady in possession of bullets..?? No gun? Seriously.....

Unlike · Reply · Message · 5 · December 9 at 11:48am



Brittany Boehm Stay safe out there!

Unlike · Reply · Message · 1 · December 9 at 12:03pm



Melody Savage Thank you for all you do.

Unlike · Reply · Message · 1 · December 9 at 12:12pm



Cynthia Schneider Stay safe Saskatoon police keep up with your great work

Unlike · Reply · Message · 2 · December 9 at 12:38pm



Jacqui Williams-Keating Yes very happy everyone is okay and able to return home after their shift. Stay safe

Unlike · Reply · Message · 1 · December 9 at 3:42pm



Travis Wourms Glad nobody was injured. Appreciate the officers that put their lives on the line every day to protect citizens. Situations like this can be scary and are the reason I could not do law enforcement. Thank you SPS. Merry Christmas.

Unlike · Reply · Message · 4 · December 9 at 3:53pm



### Saskatoon Police Service

December 12 at 3:38pm · 🌐

The Chief is signing #StolenGoods cookbooks until 4pm, and by the looks of the line, he won't be getting off early!

Thanks to everyone who put in an order. Due to overwhelming interest, we had to increase our original order number, and last week confirmed we're having more printed in time for Christmas!

All proceeds will be presented to the Saskatoon Food Bank & Learning Centre before Christmas to make sure they can help even more families in time for the holidays.

### Comments...



**Judie J Birns** Driving 3 hours to get mine tomorrow...

Unlike · Reply · Message · 🗳️ 1 · December 12 at 7:19pm



**Bruce Johnson** Was the first in line today. The Chief started about 10 min early too. A 'Tip of the Hat' to the The Chief & all who made the book possible... now to get cookin'

Unlike · Reply · Message · 🗳️ 2 · December 12 at 9:24pm



**Dawn Grobb** Lovin' the cookbook! 😊👍

Unlike · Reply · Message · 🗳️ 1 · December 13 at 5:11pm



**Susan Galenzoski** Thanks to SPS for making this book and extra big thank you to Chief Weighill for being such a good sport and autographing each book with a different saying. They will be treasured. I hope you do this again sometime as it is a fantastic fundraiser.

Unlike · Reply · Message · 🗳️ 1 · December 14 at 9:43am



**Ian Striemer** A pleasure to be able to meet the chief, get him to autograph the cook books, and to shake his hand for this great idea to help the less fortunate in our community as well as for all of the day-to-day work his officers and staff put in on our behalf.

Like · Reply · Message · December 25 at 10:25pm



DECEMBER



Saskatoon Police Service added 2 new photos.

December 14 at 3:17pm · 🌐

Happy to trade in our Police hats for Santa Hats yesterday for the 7th Annual Santa to a Senior!

Photo Credit: Cst. Derek Chesney. Follow him on Twitter (@SPSDerekChesney) for more information and pictures highlighting the great work of our Cultural Unit.

### Comments...



10,960 people reached

Boost Post

👍❤️ 160

4 Comments 15 Shares



👍 Like

💬 Comment

➦ Share

Chronological ▾



**Denise Sliva** Linda Wood

Like · Reply · Message · December 14 at 4:43pm



**Linda Wood** Awe. Mom is enjoying this immensely!!!

Unlike · Reply · Message · 🗳️ 1 · December 14 at 4:51pm



**Helen Ashmeade** Thank you for joining us SPS! You guys and gals are amazing! ❤️

Unlike · Reply · Message · 🗳️ 3 · December 14 at 8:48pm



**Rita Moate** How beautiful!

Unlike · Reply · Message · 🗳️ 1 · December 14 at 9:07pm



DECEMBER

facebook 

FEEDBACK





Comments...



Saskatoon Police Service

December 16 at 3:24pm ·

PSD Baron was all smiles yesterday as he and canines from Prince Albert, SK Conservation and RCMP visited the pediatrics unit for the annual K9 Cops for Kids Christmas campaign. The event sees K9s and their handlers visit kids in hospital for the holidays and gives them a reason to smile.

Every child well enough to interact with the dogs got a chance to throw PSD Baron's ball, and as he retrieved it, he was rewarded with hugs.

Photo credit: @SPSCanine on Twitter. Follow them to see more behind the scenes photos of this event and our other K9's, as well as the great work they do.



14,953 people reached

**Boost Post**

236

8 Comments 21 Shares



Comments...



**Ashley Colombani** They also came and visited my son. We are so thankful for the smiles and the stuffed puppy Peyton received. You guys were/are wonderful!

Unlike · Reply · Message · 4 · December 16 at 3:53pm · Edited

1 Reply



**Michelle Robinson** Good job Baron!!!

Unlike · Reply · Message · 2 · December 16 at 4:31pm



**Tara Starfire** What a wonderful thing to do!  
And what a gorgeous dog!

Unlike · Reply · Message · 1 · December 16 at 4:46pm



**Samantha Richter** Kelly Tyler Thompson

Like · Reply · Message · 1 · December 16 at 4:53pm



**Kelly Tyler Thompson** Thank you!! He really loved it!

Unlike · Reply · Message · 1 · December 16 at 7:08pm



**Tracy Sweeney** My kids enjoyed the visit too. What a wonderful way to bring a smile to my son's face 1/2 hour before he went into surgery!!

Unlike · Reply · Message · 1 · December 16 at 6:13pm

1 Reply



**Christina Olson** he's a beautiful dog

Unlike · Reply · Message · 1 · December 16 at 6:51pm



**Andrea Cieszkowski** So amazing that they do this!! Gives the kids a bright spot in their day

Unlike · Reply · Message · 1 · December 17 at 9:42am



**Bradley James** Awe this is cute

Unlike · Reply · Message · 1 · December 17 at 12:47pm



Saskatoon Police Service

December 17 at 11:13pm · 🌐

Officers are braving the cold tonight to keep our roads safe. Please make the smart decision to not drink and drive tonight, or any other night.

Don't drink and drive; arrive alive.

### Comments...



40,531 people reached

Boost Post

👍❤️😱 927

44 Comments 71 Shares 🇸🇰



**Kathleen Tomkewich** Love this! Thank you for all you do!

Unlike · Reply · Message · 👍 8 · December 17 at 11:14pm



**Pauline Beres** Horrible night to be outside but so thankful that you are!

Unlike · Reply · Message · 👍 4 · December 17 at 11:28pm



**Diane Fontaine** As a former MADD Community Leader, our officers do such a great job of keeping us safe. Having participated in these nights with them it can be extremely tough to get through this.

Please be smart and have a designated driver or plan to keep your friends over for the night.

Be safe out there.

Unlike · Reply · Message · 👍 9 · December 17 at 11:55pm



**Tamra Lemmons** Thank you for all your efforts to keep people safe SPS.

Unlike · Reply · Message · 👍 4 · December 17 at 11:57pm



**Marylynn McKelvie Nurnberger** Thanks for doing a great job..

Unlike · Reply · Message · 👍 1 · December 18 at 12:34am



**Sharon Dianne Hertz** Thank you. 😊

Unlike · Reply · Message · 👍 1 · December 18 at 12:37am



DECEMBER

Comments...



Mary Anne Peequaquat Thank you SPS for all you do, be safe and keep warm ❤️

Unlike · Reply · Message · 1 · December 18 at 1:01am



Meg Mentanko Many, many thanks for your dedication and hard work!

Unlike · Reply · Message · 1 · December 18 at 1:10am



Allison Currie Stay safe. Everybody!

Unlike · Reply · Message · 1 · December 18 at 1:47am · Edited



Joan Neufeldt Thank you to each officer out there keeping our city safe!

Unlike · Reply · Message · 1 · December 18 at 1:49am



Aayat E TatHeera Thank you so much for keeping the roads and the people safe in such a cold and bad weather .

Unlike · Reply · Message · 1 · December 18 at 2:50am



Charita Parker Thank you SPS xxoo

Unlike · Reply · Message · 1 · December 18 at 2:56am



Terry Zoerb Stay warm and Thank you Keep safe 😊

Unlike · Reply · Message · 1 · December 18 at 4:28am



Evelyn Smith Wonderful work.

Unlike · Reply · Message · 1 · December 18 at 5:23am



Nelecita G. Orcajada Thank you for keeping Saskatoon safe

Unlike · Reply · Message · 1 · December 18 at 6:19am



Sheena Tremayne Thank you!

Unlike · Reply · Message · 1 · December 18 at 6:22am



Charlene Altenberg Thank you for all you do! Stay warm and stay safe! 🙌

Unlike · Reply · Message · 2 · December 18 at 7:09am



Hazel Perepeluk Good job..thanks for protecting us while we sleep...stay safe, keep warm.

Please remember ... Don't Drink and Drive..it kills innocent people ❤️❤️

Unlike · Reply · Message · 1 · December 18 at 7:23am



Roman M Todos Thank you for your service

Unlike · Reply · Message · 1 · December 18 at 7:24am



Daniella Chrystal It's not hard to make the smart choice, I went to a Christmas party and my plans changed I decided to drink. I wen outside plugged my car in so it would start for me the next day and then relaxed and enjoyed my Christmas party with a cab home. Not an issue to take a cab back in the next day and grab my car. It's not hard to make the right decision.

Unlike · Reply · Message · 2 · December 18 at 8:13am



Larry McIntosh Great work SPS thanks.

Unlike · Reply · Message · 1 · December 18 at 8:39am



Tom Camp Great job guys I work out in that freezing cold all day too so I know how hard it is.If I had the money I'd buy you all a big thermos of coffee or hot chocolate

Unlike · Reply · Message · 1 · December 18 at 8:55am



Randy Buchi Santiagogo Thank you SPS!

Unlike · Reply · Message · 1 · December 18 at 9:06am



Trevor Dreaver Thank you Thank you..keep the roads safe

Unlike · Reply · Message · 1 · December 18 at 9:19am



DECEMBER



FEEDBACK

Comments...



Bradley James Thank you SPS

Unlike · Reply · Message · 1 · December 18 at 10:32am



Alex Sirois I give cops a hard time, but keeping drunk drivers off the road is important.

Unlike · Reply · Message · 1 · December 18 at 11:40am



Junebug Sewap Thank you for your hard work, you guys ROCK!!!!!!

Unlike · Reply · Message · 1 · December 19 at 11:30pm



Saskatoon Police Service

Published by News Release [?] · December 22 at 9:26am ·

News Release: Two Charged After Street Robbery in the 1000 Block of Duchess St <http://bit.ly/2hLo6Pq>



Get More Likes, Comments and Shares

Boost this post for \$11 to reach up to 1,200 people.

7,621 people reached

Boost Post



Laura Lemky, Mac Wenzel and 21 others

4 Comments 2 Shares



Like



Comment



Share

Chronological



Neil Campbell Great job SPS! Now heres hoping the Crown opposes bail and the Judge goes for the max.

Like · Reply · Message · 6 · December 22 at 9:36am



Fernand R. Pare great job as usual!!

Like · Reply · Message · 1 · December 22 at 10:07am



Randy Weisgerber Great job! Just too bad she wasn't carrying something suitable and when she made the phone call could have worded it Uh there are 2 people laying on the street bleeding take your time!

Like · Reply · Message · 5 · December 22 at 10:20am



Comments...



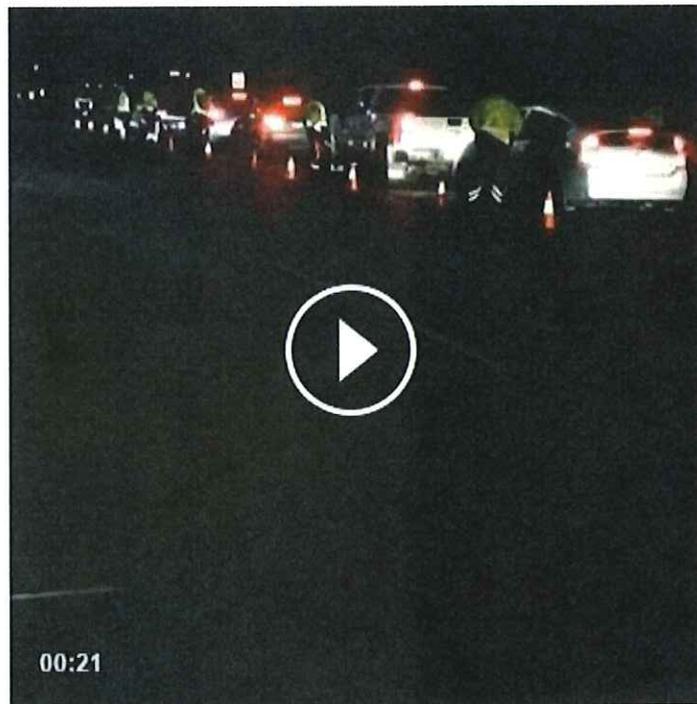
Saskatoon Police Service

December 22, 2016 at 1:54pm ·

Last night's sobriety checkpoint yielded 650 vehicles checked. Of those:

- 6 breath tests performed
- 4 unregistered vehicles
- 2 suspended drivers
- 2 impounded vehicles
- 1 alcohol in vehicle
- 1 roadside 72hr suspension

Please plan for a safe ride home if you plan on drinking throughout this holiday season.



28,435 people reached

Boost Post

428

51 Comments 78 Shares



**Jennifer Fehr** Great job SPS! Thank you

Unlike · Reply · Message · 10 · December 22, 2016 at 2:10pm



**James Heimbecker** Get em boys in blue

Unlike · Reply · Message · 2 · December 22, 2016 at 2:25pm



**Ruth Kuhn** great job when will this province wake up??

Like · Reply · Message · 1 · December 22, 2016 at 2:38pm



Comments...



**Kellie Rowe** good work.

Unlike · Reply · Message · 1 · December 22, 2016 at 3:14pm



**Lise MacInnis** Stay safe officers!

Unlike · Reply · Message · 2 · December 22, 2016 at 3:24pm



**Michelle Theresa** Thanks for keeping our streets safe!

Unlike · Reply · Message · 1 · December 22, 2016 at 2:44pm



**Ashlan Noell** Good job SPS!

Unlike · Reply · Message · 2 · December 22, 2016 at 3:38pm



**Rick Wood** Keep up the good guys get the drunks off the road

Like · Reply · Message · December 22, 2016 at 4:03pm



**Jürgen Bach** good job stay save have a Merry Christmas and a Happy New Year! Seasons Greetings from Germany

Like · Reply · Message · 1 · December 22, 2016 at 4:07pm · Edited



**Kevin Micheal** That's a lot better than I would have expected. Look at you Saskatoon, making better decisions

Like · Reply · Message · 5 · December 22, 2016 at 5:11pm



**Gail Lapointe Re Fredricksen** Thank you for keeping the roads safe.

Unlike · Reply · Message · 2 · December 22, 2016 at 5:35pm



**Susan Yurashak Michell** Thank you for policing us SPS. Everyone, just get a ride-all good

Unlike · Reply · Message · 1 · December 22, 2016 at 8:04pm



**AJ Elizabeth** Drove by this last night. I was pretty proud of you guys being out. Good job and keep up the great work.

Unlike · Reply · Message · 2 · December 22, 2016 at 9:53pm



**Amanda Mae Nordström** Saw you guys out there! Keep up the good work! Thank you for keeping our roads safe!

Unlike · Reply · Message · 6 · December 23, 2016 at 5:20am



**Tammie Jellison** Thank you SPS. Your hard work is appreciated!

Unlike · Reply · Message · 3 · December 23, 2016 at 11:10am



**Shirley Blanchette** Thanks for keeping our roads safe

Unlike · Reply · Message · 1 · December 24, 2016 at 12:46am



**Kathy Campbell** Thank you for trying to keep our roads safe.

Unlike · Reply · Message · 1 · December 24, 2016 at 12:49am



Saskatoon Police Service

Published by News Release [?] · December 22, 2016 at 2:32pm ·

Comments...

News Release: Arrest - Saskatchewan ICE Investigation <http://bit.ly/2hMQp0a>



Get More Likes, Comments and Shares

Boost this post for \$11 to reach up to 1,400 people.

14,802 people reached

Boost Post

69

13 Comments 26 Shares

Like

Comment

Share

Chronological



Andrea Stack Thank you for this work.

Unlike · Reply · Message · 4 · December 22, 2016 at 3:10pm



Beth Dirkzwager Awesome job. ICE. Now lets hope the rotten no good for nothing rots in jail in general pop.

Like · Reply · Message · December 22, 2016 at 3:27pm



Gerry Teigrob One would think he'd have better things to do...we'll done, RCMP!

Like · Reply · Message · December 22, 2016 at 5:03pm



Johanna Friedt Great job let's hope he's convicted and punished severely

Like · Reply · Message · 1 · December 22, 2016 at 5:53pm



Tami Bohle Great job ICE!! Keep up the great work!!

Unlike · Reply · Message · 2 · December 22, 2016 at 9:28pm



Jaime C Svenes great work

Unlike · Reply · Message · 1 · December 23, 2016 at 8:35am



Ron Graham Great work. I'm very proud of the work ICE does, however, I'm sure it can be very stressful having to see the things you do. I wish everyone working these types of crimes, has the most wonderful Xmas ever!

Unlike · Reply · Message · 2 · December 23, 2016 at 1:11pm



Barbie Sweeter good work ty for your service

Unlike · Reply · Message · 1 · December 23, 2016 at 2:05pm



DECEMBER



FEEDBACK



Saskatoon Police Service

December 25, 2016 at 10:00am

Comments...



13,646 people reached

Boost Post

143

13 Comments 25 Shares

Like

Comment

Share

Chronological



Ron Sikorski Merry Christmas Saskatoon Police Service and Thank you!

Unlike · Reply · Message · 1 · December 25, 2016 at 10:03am



Gale Mowbray Merry Christmas

Unlike · Reply · Message · 1 · December 25, 2016 at 10:06am



Veronica Nessman Merry Christmas Saskatoon Police and thank you for all you do for the city of Saskatoon!

Unlike · Reply · Message · 2 · December 25, 2016 at 10:10am



Jennifer Kay Merry Christmas!!! Very thankful that my very own is at home this Xmas !

Unlike · Reply · Message · 2 · December 25, 2016 at 10:11am



Amanda Semmler Merry Christmas

Unlike · Reply · Message · 1 · December 25, 2016 at 10:12am



Bob Tchozewski Good job chief MerryChristmas

Unlike · Reply · Message · 2 · December 25, 2016 at 10:15am



Carey Leikam Merry Christmas,job well done S.P.S!

Unlike · Reply · Message · 1 · December 25, 2016 at 11:42am



Joanne Ilg Merry Christmas, Saskatoon Police Service!!! God bless you all!!! Keep up the great job!

Unlike · Reply · Message · 2 · December 25, 2016 at 12:23pm



Comments...



**Cheryl Stewart** Thanks to the SPS for the great service you provide throughout the year!

Unlike · Reply · Message ·  2 · December 25, 2016 at 2:51pm



**Diana King**



Unlike · Reply · Message ·  1 · December 25, 2016 at 5:00pm



**Ba Lee Bay** Merry Christmas S P S

Unlike · Reply · Message ·  1 · December 25, 2016 at 10:31pm



**Geraldine Boyer** You have no idea how grateful we are to have the SPS members working to keep us and our city safe while we are enjoying time with family and friends. Your sacrifice means the world to us.

Unlike · Reply · Message ·  4 · December 26, 2016 at 7:40am



**Debbie Kostyna** Merry Christmas to all of the SPS and their families. Thank you for keeping us safe.

Unlike · Reply · Message ·  3 · December 26, 2016 at 10:18am



Comments...



Saskatoon Police Service

Published by News Release [?] · December 26, 2016 at 6:12pm ·

News Release: Armed Robberies- 800 Block of Broadway Ave and 1000 Block of 8th Street East <http://bit.ly/2hi0AFV>



Get More Likes, Comments and Shares

Boost this post for \$11 to reach up to 1,400 people.

18,422 people reached

Boost Post

137

32 Comments 12 Shares

Like

Comment

Share

Chronological



**Karen Jones MacLean** Wow! Good job!

Like · Reply · Message · 1 · December 26, 2016 at 6:17pm



**Brenda Featherstone** Wow to close to home

Like · Reply · Message · December 26, 2016 at 6:18pm



**Wilf Martin** Great job. Thanks also to support provided by a witness

Like · Reply · Message · 3 · December 26, 2016 at 6:18pm



**Jacquie Bouvier** Good job..

Like · Reply · Message · December 26, 2016 at 6:19pm



**HM Gra** Nice catch

Like · Reply · Message · December 26, 2016 at 6:21pm



**Kelsey KC Schmitt** Way to go SPS! And good on the eye witness!

Like · Reply · Message · 4 · December 26, 2016 at 6:22pm



**Fernand R. Pare** Now that is performance....Great job and nice to see the public gets involved to help the Police.....we are, after all in this together.....

Like · Reply · Message · 3 · December 26, 2016 at 6:24pm



**Shelley Hubbs** Nice job!!! Thanks for keeping our city safe!!

Like · Reply · Message · 1 · December 26, 2016 at 6:24pm



**Trevor Hay** Good job guys!!!

Like · Reply · Message · December 26, 2016 at 6:32pm



**Trevor Hay** Thank you SPS!

Like · Reply · Message · December 26, 2016 at 6:33pm



Comments...



**Spencer Jebson** Great job to the bystander and the sps!!!  
Like · Reply · Message · 3 · December 26, 2016 at 6:43pm



**Donna Hay** Great work SPS and the individual(s) who helped out.  
Like · Reply · Message · 3 · December 26, 2016 at 6:56pm



**Dawn Raven Bird** Great Job SPS 😊👍👍👍  
Like · Reply · Message · December 26, 2016 at 7:10pm



**Glenn Thomson** Good job by the witness and SPS  
Like · Reply · Message · 2 · December 26, 2016 at 7:26pm



**Barbie Sweeter** good work  
Like · Reply · Message · December 26, 2016 at 7:26pm



**Thad Zolowski** Woo woo! Great work SPS  
Like · Reply · Message · 1 · December 26, 2016 at 7:42pm



**Donna Lee Jones** 🙌  
Like · Reply · Message · December 26, 2016 at 9:16pm



**Ken Kun** Good Job SPS  
Like · Reply · Message · December 26, 2016 at 10:04pm



**Josh Jay Weigel** Good job getting these scum off the streets.  
Like · Reply · Message · December 26, 2016 at 10:20pm



**Ryan Tuttroen** Awesome work SPS! Keep it up!  
Like · Reply · Message · December 26, 2016 at 10:25pm



**Brigitte Mercier** Excellent work SPS and public.  
Like · Reply · Message · December 27, 2016 at 1:13am



**Jaime C Svennes** thanks to the witness and the SPS for acting so quick, excellent job all 👍  
Like · Reply · Message · December 27, 2016 at 11:12am



**Laura Lemky** Bravo!  
Like · Reply · Message · December 27, 2016 at 8:09pm



Comments...



Saskatoon Police Service

Published by News Release [?] · December 30, 2016 at 1:35pm ·

News Release: Arrest Made - Two Break and Enters - 1600 block Grosvenor Ave/1500 block Argyle Ave. <http://bit.ly/2ige611>



Get More Likes, Comments and Shares

Boost this post for \$11 to reach up to 1,400 people.

8,949 people reached

**Boost Post**



Kari Boyer, Edward Richtofin and 31 others · 9 Comments · 1 Share



Like

Comment

Share

Chronological



**Gerri Vandenheuvel** Good dog !

Unlike · Reply · Message · 2 · December 30, 2016 at 1:40pm



**Karen Tokar** "Suffered a minor injury consistent with a dog bite"...lol 😂😂  
😂 Just say it: "the dog took.him.down."!! Don't mess with the K9s people!!

Like · Reply · Message · 5 · December 30, 2016 at 8:38pm



**Fernand R. Pare** good catch!!!

Like · Reply · Message · 1 · December 31, 2016 at 7:30am



**Val Bonnet** This is a good arrest by our Police. Not sure if it was the K9 unit or someone's neighborhood dog but I'm so proud of them 😊

Like · Reply · Message · December 31, 2016 at 3:47pm



Comments...



Saskatoon Police Service

Published by News Release [?] · December 31, 2016 at 12:01am ·

News Release: Armed Robbery - 1000 Block Boychuk Dr - 24 year old man in custody. <http://bit.ly/2inp6rv>



Get More Likes, Comments and Shares

Boost this post for \$11 to reach up to 1,400 people.

16,074 people reached

Boost Post

59

21 Comments 16 Shares

Like

Comment

Share

Chronological



Edward Richtofin great work! 😊

Like · Reply · Message · December 31, 2016 at 12:12am



Debbie McNairn Awesome ....good job k-9 & officers 👍

Like · Reply · Message · December 31, 2016 at 12:16am · Edited



Chrys Tal Great job SCP!!! We appreciate you!!

Like · Reply · Message · December 31, 2016 at 5:55am



Joanne Ellis Nice catch!

Like · Reply · Message · December 31, 2016 at 7:11am



Fernand R. Pare great work by all involved.... 😊

Like · Reply · Message · December 31, 2016 at 7:26am



Ahmad Ranjha Great job

Like · Reply · Message · December 31, 2016 at 8:21am



Lisandro Colombani Awesome job! Thank you so much!

Like · Reply · Message · December 31, 2016 at 9:36am



Paulette Haywood In from Tisdale....?? Good grief....good job in catching him....awesome work !!

Like · Reply · Message · December 31, 2016 at 9:38am



Robin Neale Unbelievable the police charge so many, So quick,please before you post about high wages, ask a simple question. How much money would it take for YOU to respond to a call of a person with a gun who will do anything including kill you to escape.And you face this daily in SASK.

Like · Reply · Message · 1 · December 31, 2016 at 6:58pm



Dave Kovach Well said Robin! We did it without question because that was our job.We loved Saskatoon and we loved the SPS!

Unlike · Reply · Message · 3 · December 31, 2016 at 10:56pm



Comments...



Saskatoon Police Service

December 31, 2016 at 4:13pm

If you're planning on ringing in the new year with some celebratory drinks, please do not drive impaired. Call a cab. Call a friend. Call your parents. There are plenty of ways to find a safe and sober ride home.

Police are also offering rides for impaired drivers. The cost is a lot more than a cab and your final destination will be our house, not yours.

Also keep in mind that at the stroke of midnight, the new laws on drinking and driving take effect.



73,078 people reached

Boost Post

766

69 Comments 383 Shares



Bonnie Schafer Grindheim Have a safe New Year SPS

Unlike · Reply · Message · 1 · December 31, 2016 at 4:14pm



Jaymee Longclaws Have a safe New Years SPS.

Unlike · Reply · Message · 1 · December 31, 2016 at 4:16pm



Taylor Wandzura Happy New Year SPS

Unlike · Reply · Message · 1 · December 31, 2016 at 4:50pm



Rita Driskell Larsen Happy Newyears

Unlike · Reply · Message · 1 · December 31, 2016 at 4:52pm



Franks T. Maia Congratulations! Great sense of humor!!

Unlike · Reply · Message · 2 · December 31, 2016 at 4:52pm



Comments...



**Barb Myers** I hope all SPS stays safe tonight  
Unlike · Reply · Message · 1 · December 31, 2016 at 4:57pm



**Tiffany Crawshaw Fredriksen** Be safe and Happy new year! to all the first responders.  
Unlike · Reply · Message · 1 · December 31, 2016 at 4:58pm



**Nik Lev** Thank you SPS for hammering home these important PSA's!   
Unlike · Reply · Message · 2 · December 31, 2016 at 5:12pm



**Vangie Roseberry** Be safe out there happy New Years all the best in 2017  
Unlike · Reply · Message · 1 · December 31, 2016 at 5:22pm



**Chereen Delage** Great message!!!...Thank you SCP Department! Happy, Healthy and Safe New Year to you!  
Unlike · Reply · Message · 1 · December 31, 2016 at 6:19pm



**Amanda Lea Shufflita** Blahaha too funny happy new years.  
Unlike · Reply · Message · 1 · December 31, 2016 at 6:21pm



**Lenore Wourms** Happy New Years SPS. Thanks for your service. Stay safe!  
Unlike · Reply · Message · 1 · December 31, 2016 at 6:23pm



**Cheryl McCrae** Awesome message!  
Unlike · Reply · Message · 2 · December 31, 2016 at 6:40pm



**Bradley James** Thanks SPS  
Unlike · Reply · Message · 2 · December 31, 2016 at 6:48pm



**Beverly Korchinski** Great message. Keep to your word. Happy new year.  
Unlike · Reply · Message · 1 · December 31, 2016 at 7:01pm



**Barb Settler** I think this is a great message. Thanks SPS!  
Unlike · Reply · Message · 1 · December 31, 2016 at 7:38pm



**Michelle Theresa** I love this post! Well done SCPI Cheers  
Unlike · Reply · Message · 1 · December 31, 2016 at 9:29pm



**Haily Nadine Gervais-Villeneuve** Thank you for your service   
Unlike · Reply · Message · 1 · December 31, 2016 at 11:11pm

## “PUBLIC AGENDA”

**TO:** Darlene Brander, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Chief of Police

**DATE:** 2017 February 06

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

**FILE #:** 2014

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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 – Indigenous, 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, Indigenous people, visible minorities and persons with disabilities.

We are currently in a unique provincial situation in that the Indigenous youth population is growing, while the province’s non-Indigenous population is aging. Labour force participation by Indigenous 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.

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 and to build

## “IN-CAMERA”

legitimacy for the Saskatoon Police Service, especially within the diversity community. 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 2016, 41 percent of new Constables and 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 2016, more than 53 percent of employees were equity group members. (2002 is the year that the Saskatoon Police Service approved the initial Employment Equity Plan.)

**Table 1**

<b>Year</b>	<b>Females</b>	<b>Indigenous</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>
2015	188	61	23	24	296	555	<b>53.33</b>
2016	185	62	27	26	300	557	<b>53.86</b>

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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, 2016**

Occupational Groups	Total	Female Employees		Indigenous Employees				Employees with Disabilities				Visible Minority Employees			
		Total	%	F	M	T	%	F	M	T	%	F	M	T	%
Executive (Chief, Deputy Chiefs, Superintendents, Inspectors, Directors, Lawyer)	21	4	19.0%	0	1	1	4.8%	0	0	0	0.0%	0	0	0	0.0%
Supervisors (Staff Sergeants, Sergeants)	126	29	23.0%	2	15	17	13.5%	2	4	6	4.8%	0	6	6	4.8%
Constables	321	78	24.3%	8	29	37	11.5%	4	12	16	5.0%	1	13	14	4.4%
Special Constables	63	55	87.3%	3	1	4	6.3%	3	1	4	6.3%	3	2	5	7.9%
**Exempt Civilian	26	19	73.1%	3	0	3	11.5%	1	0	1	3.8%	0	1	1	3.8%
<b>TOTAL</b>	<b>557</b>	<b>185</b>	<b>33.2%</b>	<b>16</b>	<b>46</b>	<b>62</b>	<b>11.1%</b>	<b>10</b>	<b>17</b>	<b>27</b>	<b>4.8%</b>	<b>4</b>	<b>22</b>	<b>26</b>	<b>4.7%</b>

\*\*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 (4 positions), Inspectors (8 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 106 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.

**Constables:**

At December 31, 2016 we had 321 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, 2016 we had 63 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 twelve additional Special Constable positions throughout the Service; one works at the Service Centre, six work in the Criminal Intelligence Section, one in Central Division, one in Audio Visual Disclosure Release, one in Court Preparation, 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 32 out of scope staff members who are included in this report.

Table 3 specifies the Saskatchewan Human Rights Commission’s 2016 Goals for a Representative Workforce in Saskatoon.

**Table 3**

**Saskatchewan Human Rights Commission**  
**2016 Goals for a Representative Workforce in Saskatoon**

<b>Equity Group</b>	<b>2016 SHRC Goals</b>	<b>2016 SPS Actual Percentages</b>	<b>SPS Target Goals</b>
Indigenous People	14.0%	11.1%	16.0% by 2020
Members of a Visible Minority Group	11.0%	4.7%	8.0% by 2020
Persons with Disabilities	12.4%	4.8%	continue to increase where positions allow
Women in Underrepresented Occupations	46.0%	33.2%	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 32 Indigenous employees than we did 14 years ago, which is an increase of 52 percent. We recruited an additional 105 females and 19 visible minorities in that same time frame.

## “IN-CAMERA”

Indigenous People: The Indigenous population in Saskatoon continues to grow at a steady pace. Of particular note in Table 2 is that 13.5 percent of supervisors are Indigenous, which is nearly at the 2016 goal provided by the Saskatchewan Human Rights Commission. This is promising as the more Indigenous 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 Indigenous people into entry level positions (Constables and Special Constables) as we need to continue to increase the overall representation of Indigenous 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 Indigenous people 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 Indigenous applicants with each process.

Females: As mentioned above, the Saskatoon Police Service has seen an increase of 105 female employees over the past 14 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. In 2016, a female employee was promoted to the rank of Inspector.

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 Indigenous 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.

## “IN-CAMERA”

The Cultural Resource Unit is comprised of the following positions: one Sergeant, four Constables and one civilian member. One of the four Constables is a Visible Minority and one is Indigenous. The Indigenous Constable is in the position of Indigenous/Diversity Recruiter. His primary focus is to increase the number of Indigenous people interested in a career in law enforcement by recruiting and mentoring potential applicants.

The civilian member, who is also Indigenous, holds the position of Indigenous Relations Consultant. Her role is to focus on short and long term strategic planning for enhancing Indigenous relations within the community. The Consultant also advises Human Resources and the Indigenous/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 the Indigenous and diversity communities by attending various community events. These police officers attend and participate in community 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, events within our LGBTQ community and numerous other powwows, ceremonies, and feasts. 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 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, the Aboriginal Police Preparation Program at Saskatchewan Polytechnic 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 Information 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 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, elders 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.

### **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. It is estimated that the Cultural Resource Officers have presented to well over one thousand new Canadians in many presentations held at the new Police Headquarters.

In order to better address policing services within the new Canadian populations, the Cultural Resource Unit has been successfully running an “Interpreter Training for Policing” project since 2010. The funding for the first several sessions came from a Citizenship and Immigration Canada grant. In 2015 the Saskatoon Police Service began funding its own training. Twenty four people completed that training including one person from the Saskatchewan Deaf and Hard of Hearing Services. The training continued in 2016 and it now includes two First Nations language groups. It is expected that there will be another class in the fall of 2017. 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 of 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 eighty different languages to bridge the language barriers and to ensure everyone’s rights and responsibilities are fully understood.

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 a 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 and Queer (LGBTQ) people, 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 twenty five individuals representing Saskatoon’s diverse community from the University, LGBTQ Community, Saskatoon Tribal Council, Métis Family and Community Justice, Lighthouse, Fetal Alcohol Spectrum Disorder (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 Indigenous 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>.

A different speaker, generally a police officer, is asked to speak at the event to tell the audience their story. The presenters have come from a variety of backgrounds or have had experiences working in other countries.

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 6<sup>th</sup> Annual Race Against Racism in September 2016. A half-marathon distance was added to this event, which also continued with the 3 or 5 KM run/walk/stroller roll. It was again sponsored by the Saskatoon Police Service, The Running Room Canada and the City of Saskatoon’s Cultural Diversity and Race Relations Committee. With the addition of the half-marathon, 400 people partook in the event and over \$8000 was raised for the Saskatchewan Children’s Hospital Foundation. 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.

“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 and Experienced Officers**

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 twenty police officers (in each seminar) from all over the province, who learn about the changing demographics in Saskatchewan due to the growing Indigenous population

## **“IN-CAMERA”**

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

Constable Marc Belanger 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.

For the past several years, the Saskatoon Police Service has been hiring an Indigenous summer student. The Aboriginal Police Preparation Program has developed the majority of the possible candidates for the summer student program.

### **X. Treaty Four Citizens' Police Academy**

This 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 course. 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.

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

From May to September 2016, an Indigenous student from the University of Saskatchewan was offered a summer student position with the Saskatoon Police Service. The student was tasked with assisting the members of the Cultural Resource Unit.

## **“IN-CAMERA”**

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 student program in 2013 and was hired with Class #70 in the fall of 2014 as a Special Constable assigned to Detention. Ryan Pilon was hired for the summer of 2016 and he is currently in our application process.

### **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 became recognized as the Saskatoon Police Service Youth Advisory Committee.

In January 2014, the first larger group of youth, mentored by Restorative Action Plan 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 Youth Advisory Committee continues to meet with Cultural Resource Officers several times per year. They are encouraged to work on different projects that affect youth.

The primary 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 come from a diverse background.

### **XIII. Vulnerable Person’s Registry**

The Vulnerable Person’s Registry (VPR) was launched as a pilot project in 2016. The goal of this registry is to be able to have a databank of information on vulnerable people available to police so that we can better serve this segment of the population. For the first year, only people with autism could register. The intention is to expand the registry to other vulnerable groups in October 2017.

### **XIV. Gender Neutral Washroom**

In the spirit of continuing to promote diversity and inclusion, the Saskatoon Police Service was proud to formally unveil a gender neutral washroom in the lobby of its new Headquarters. This washroom was designated to be a gender neutral space so that all people feel welcome in our police service. The suggestion came out of the many discussions and connections that have taken place with the LGBTQ community in Saskatoon and was a direct result of the work done by the Saskatoon Police Advisory Committee on Diversity.

**XV. Elder’s Teachings**

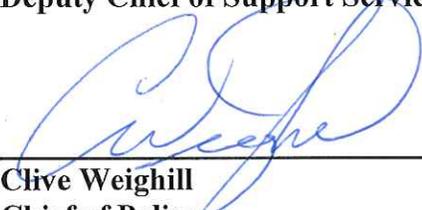
During 2016, the Indigenous Relations Consultant organized and hosted two classes of four sessions each where community Indigenous Elders provided traditional cultural teachings to police and other community members. These were very well attended, with close to 50 people participating in each session. Events like these aid in maintaining legitimacy for police within the First Nations and Métis communities in Saskatoon.

**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 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:** **Bobbi-Daye Larmer, Human Resource Consultant**  
**Sergeant Keith Salzl, Cultural Resource Unit**

**Approved by:** **Jeff Bent**  
**Deputy Chief of Support Services**

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

**Dated:** FEB 7/17

**“PUBLIC AGENDA”**

**TO:** Darlene Brander, Chairperson  
Board of Police Commissioners

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

**DATE:** 2017 January 27

**SUBJECT:** SPS – Combined Traffic Annual Report for 2016

**FILE #:** 2012

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**ISSUE:**

Combined Traffic Services Saskatchewan (CTSS) is a targeted policing initiative in which Saskatoon Police Service members work in a combined service delivery model with members of the Royal Canadian Mounted Police. The goal of this integrated unit is to reduce serious injuries and fatal collisions within Saskatoon and the surrounding highways.

**RECOMMENDATION:**

That the attached CTSS Annual Report for 2016 be received as information.

**BACKGROUND:**

2016 marked the third year that CTSS has been providing enforcement, education and safety initiatives to the public in and around Saskatoon. CTSS was created in 2014 from the recommendations of the Provincial Government’s Special Committee on Traffic Safety. It recommended a greater police presence on our highways in order to provide increased police presence and deterrence.

The Saskatoon Police staff nine Constables and one Sergeant to this team. The unit is complimented by 20 RCMP members that represent the Central Region of the province. The total staffing compliment is funded by the Province of Saskatchewan. 2016 marks the second full year of this team.

**DISCUSSION:**

As part of the CTSS mandate 30% of the time is dedicated to activity within the city of Saskatoon. In 2016 SPS CTSS issued over 11,000 summary offence tickets in total. In 2016 CTSS provided traffic enforcement in the City of Saskatoon 39% of the time and issued over 4,000 summary offence tickets in this community. Other public safety initiatives included offences under the Criminal Code related to impaired driving, dangerous driving and the execution of outstanding warrants of arrest. As part of their educational component they issued over 2,300 warnings for various offences.

**“PUBLIC AGENDA”**

As part of their special projects component the team participated in Christmas Sobriety Checks in and around Saskatoon, Back to School Safety Blitz and the Provincial STEP Program (Selective Traffic Enforcement Project).

**CONCLUSION:**

The participation of the Saskatoon Police Service in CTSS is a great example of collaboration between partner agencies including SGI, the Province, the RCMP and the SPS. The Saskatoon Police Service is part of the Provincial Steering Committee for CTSS. From all the feedback from our partners and our funding agency the Central Region CTSS Team are exceeding all of our expectations.

**Written by:** Superintendent Brian Shalovelo  
Operational Support

**Approved by:** Deputy Chief Jeff Bent  
Support Services

**Submitted by:**

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

**Dated:**

  
\_\_\_\_\_



# Combined Traffic Services Saskatchewan

## 2016 Annual Report



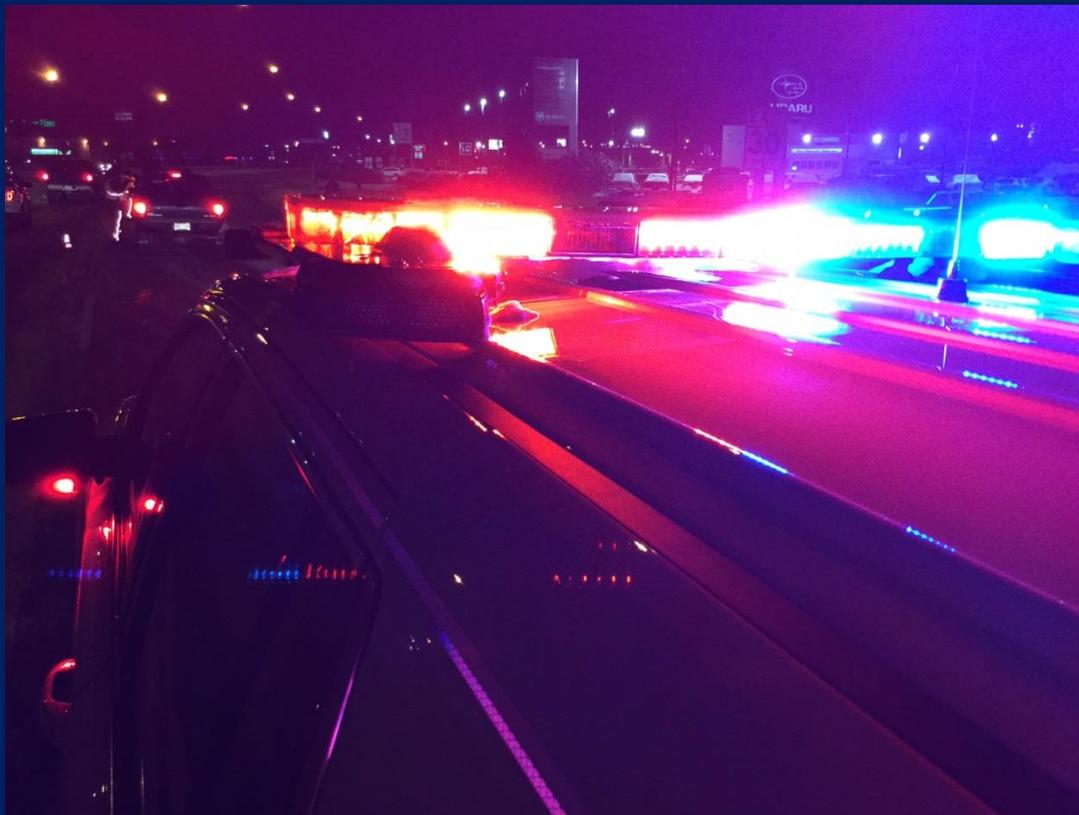
Sergeant Patrick Barbar

## Overview

CTSS is made up of 10 provincially funded positions, 9 Constables and 1 Sergeant. The unit's 10 members operate in conjunction with 20 RCMP traffic members with the Central Region of the CTSS.

The SPS members conduct roughly one third of their enforcement activity within the boundaries of the city of Saskatoon.

2016 marked the second full year of operation of the unit.



The method in which statistics were collected changed slightly from 2015 to 2016. Some categories of offences were added or deleted. In 2015, SOTs issued in Saskatoon were only tracked on days designated for city enforcement. In 2016, SOT's issued in the city on non designated days were also tracked (i.e. when members were heading in or out of the city).

## Yearly Summary (for 10 SPS members):

	2015	2016
All activity (incl. warnings, warrants, SOTs, etc.)	13,858	13,959

	2015	2016
Summary Offence Tickets	12,419	11,109
Warnings	1,116	2,334
Warrants Executed	108	150
Impounded Vehicles	141	245
Alcohol/Drug related driving offences (C.C. & Provincial)	24	40
Dangerous Driving	2	Now included in other CC
Other Criminal Code offences	43	167

## Summary Offence Ticket breakdown:

Use electronic communication device while driving	542	467
Speed infractions (includes school zones, orange zones) (*new breakdown for 2016)	8,666	*
<b>Speed</b> infractions (*new 2016)	*	5,883
Exceed <b>speed</b> by more than 50 km/h	120	94
Exceed <b>speed</b> by more than 35 km/h	769	696
Pass emergency vehicle at <b>speed</b> greater than 60 km/h	330	235
School zone (*new 2016)	*	310
Construction zone (*new 2016)	*	44
Fail to wear seatbelt (includes passengers)	566	403
Disobey stop sign	162	129
Disobey red or amber light	74	99
Passing offences	26	16
Drive without due care or attention	24	21
Unregistered Motor Vehicle	308	1071
Drive while suspended	154	402
Stunting	5	12
Fail to yield (*now incl. with stop signs)	9	*
Fail to stop for police (*now incl. with other - TSA)	4	*
Alcohol Gaming Regulations Act offences	18	28
Other	645	667



## Activity in Saskatoon

Summary Offence Tickets issued: **4,339**

Percentage of all SOTs issued: **39%**

Month	2015	2016
January	117	207
February	227	241
March	207	420
April	343	546
May	353	461
June	412	370
July	473	263
August	446	490
September	357	500
October	344	373
November	337	248
December	190	220
<b>Total</b>	<b>3806</b>	<b>4339</b>

## Special Projects

**Kindersley & Chamberlain Area Blitzes:** given the distance to Kindersley and Chamberlain, and the high volume of traffic on highway 7 and 11 on weekends, on 4 occasions during the year, SPS/CTSS members conducted 2-day campaigns in the Kindersley and Craik areas



**Selective Traffic Enforcement Program (STEP):** SPS/CTSS members attended STEP Joint Forces Operations in Regina and Moose Jaw

**Christmas Sobriety Checkstops:** SPS/CTSS members conducted checkstops in the city of Saskatoon, as well as Saskatoon and Warman detachments. SPS/CTSS members participated in all SPS checkstops conducted within Saskatoon. Members of the RCMP/CTSS and Corman Park Police also worked in conjunction with SPS/CTSS.

**May long weekend plan:** The SPS/CTSS Sergeant developed an operational plan to enhance road safety during the May long weekend. CTSS/RCMP teams from Saskatoon, Lanigan and Rosetown also participated. No fatal or serious injury crashes were reported within the central region during that period.

**Back to School blitz:** On September 1<sup>st</sup> and 2<sup>nd</sup>, SPS/CTSS worked with SPS traffic and RCMP/CTSS members on a 2-day sustained traffic project targeting school zones and other problem areas. More than 20 members were involved on each of those days.

## Fleet

CTSS/SPS has 4 dedicated vehicles. Three are marked, one is unmarked.

Total kilometers travelled by the 4 cars in 2016 **269,606 km**

**3 out of the 4 vehicles are now equipped with an Automated Licence Plate Reader (ALPR)**



<i>Car</i>	<i>2015</i>	<i>2016</i>	<i>Mileage on Jan 1, 2017</i>
487	80,321 km	61,033 km	141,354
488	78,498 km	72,401 km	150,899 km
489	50,855 km	48,890 km	99,745 km
490	87,996 km	87,282 km	175,278 km

**Total mileage in 2016: 269,606 km (297,670 in 2015)**

## “PUBLIC AGENDA”

**TO:** Ms. Darlene Brander, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Chief of Police

**DATE:** 2017 February 01

**SUBJECT:** 2017 Capital Budget - Airborne Mapping System – Air Support Unit

**FILE NO.:** 2012-2

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### **ISSUE:**

Police Service capital projects are typically approved as part of a corporate wide process with City Council approval coming in December of each year. In previous year’s unfunded projects or equipment were not identified in the Police Service Capital Budget submission. This year three projects were identified as not funded by the reserves, meaning, if funding is not secured from an outside source, the projects will not proceed. One of these unfunded projects is the 2610 - Air Support Unit Technology Package.

The Saskatoon Police Service has an opportunity to acquire an Airborne Mapping System which will greatly increase the efficiency of the Air Support Unit. The funding for this mapping system has been authorized by the Civil Forfeiture Committee of the Ministry of Justice, Policing and Community Safety Services.

### **RECOMMENDATION:**

1. That the Board receives this as information.

### **BACKGROUND:**

[\*The Seizure of Criminal Property Act, 2009\*](#) authorizes the government to take ownership of property which has been acquired through unlawful activity or used in unlawful activity. Under the law, the Director of Saskatchewan’s Civil Forfeiture Program may initiate civil forfeiture proceedings when property is believed to be proceeds or an instrument of unlawful activity.

Civil forfeiture proceedings are independent of criminal forfeiture proceedings allowed pursuant to the *Criminal Code of Canada*. A criminal proceeding or conviction is not required to achieve civil forfeiture. The civil forfeiture proceeding is against property, not individuals. Civil forfeiture does not result in a criminal conviction.



**“PUBLIC AGENDA”**

**TO:** Darlene Brander, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Chief of Police

**DATE:** 2017 January 30

**SUBJECT:** 2017 Approved Operating Budget

**FILE:** 2,017

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**ISSUE:**

City Council has given final approval of the 2017 Operating Budget for the Saskatoon Police Service. The total net approved budget amounts to \$87,644,400 an increase of \$3,320,500 (3.94%) over 2016.

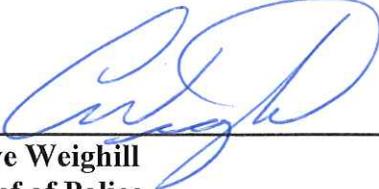
Supporting documentation is enclosed.

**RECOMMENDATION:**

That the information be received.

**Written by:** Earl Warwick  
Director of Finance

**Approved by:** Jeff Bent  
Deputy Chief, Support Services

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

**Dated:**   
**Attachment**

# **Saskatoon Police Service**

*Honour - Spirit - Vision*



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## **2017 OPERATING BUDGET**

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**APPROVED**



Saskatoon Police Service  
2017 Operating Budget

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## SPS 2017 Operating Budget

SASKATOON POLICE SERVICE 2017 OPERATING BUDGET SUMMARY			CITY COUNCIL APPROVED	
	2017 Budget	2016 Budget	Variance	%Variance
<b>Revenues</b>				
General Revenue	\$1,496,800	\$1,417,400	\$79,400	5.60%
Prov. Of Sask. Revenue	7,172,400	7,904,800	(732,400)	-9.27%
Govt Of Canada Revenue	460,000	509,700	(49,700)	-9.75%
<b>Total Revenues</b>	<b>9,129,200</b>	<b>9,831,900</b>	<b>(702,700)</b>	<b>-7.1%</b>
<b>Expenditures</b>				
Staff Compensation	77,964,300	75,652,300	2,312,000	3.06%
Operating Costs	17,126,000	16,820,200	305,800	1.82%
Debt Charges	-	-	-	
Cost Recovery	(193,900)	(193,900)	-	0.00%
Transfer to Reserves	1,877,200	1,877,200	-	0.00%
<b>Total Expenditures</b>	<b>96,773,600</b>	<b>94,155,800</b>	<b>2,617,800</b>	<b>2.78%</b>
<b>Total Net Budget</b>	<b>\$ 87,644,400</b>	<b>\$ 84,323,900</b>	<b>\$ 3,320,500</b>	<b>3.94%</b>
Total Staff - Full Time Equivalents (FTE)	653.11	644.81	8.30	1.29%
Total Staff - Positions	653.11	647.11	6.00	0.93%

### OVERVIEW OF MAJOR PRESSURE POINTS

The Saskatoon Police Service net operating budget for 2017 is \$87,644,400. This includes \$96,773,600 in gross expenditures and \$9,129,200 in anticipated revenues. Total net increases over 2016 amount to \$3,320,500 (3.94%) and have been broadly categorized into three major pressure point areas Base, Growth and Service Level Changes.

#### Base \$2,091,700 (2.48%)

Base increases are related to additional funding requirements to maintain existing service levels and deal with the impact of rising staff compensation costs, inflation and changing program needs. Also contained in this category is the operating impact for the fourth year occupancy of the New Police Headquarters Facility which will increase by \$273,400 related to Corporate Asset Management cross charges for facility reserve contributions.

#### Growth \$832,600 (0.99%)

This growth relates to four key items:

- End load of 4 constables hired in August 2016, approved in the 2016 Operating Budget - \$133,000
- 4 Patrol Constables added effective January 1, 2017 - \$286,600
- 2 Criminal Investigation Constables added effective January 1, 2017 - \$143,300
- FoIP Expansion – 1 lawyer and 1 Access and Privacy Officer added effective January 1, 2017 - \$242,400

Additionally, non-compensation increases related to the above positions are \$27,300

## SPS 2017 Operating Budget

### **OVERVIEW OF MAJOR PRESSURE POINTS (continued)**

#### Service Level Changes \$ 396,200 (0.47%)

2017 Service Level Changes include the decrease in service and decreased funding of provincial and federal government programs. The net result of these funding and service level changes is close to zero. The programs that have been discontinued are Center of Responsibility, Overdrive, Intersection Safety. Concurrently, the funding was cut for one position related to Social Assistance Investigation and one position related to CPCMEC. While there have been some funding decreases from the provincial and federal governments noted in this budget cycle, SPS acknowledges and thanks the provincial and federal governments for the programs and positions they continue to fund. The continued support is significant and worthy of acknowledgement.

Service Level increases relate to adding 24 hour EMT monitoring of the Detention area for added safety of all detainees and adding a matron to be available in the Detention area to better serve the needs of female detainees. Additional psychological support has also been added to support SPS members who have been involved in traumatic events.

The schedule on the following page itemizes the budget pressure points.

# SPS 2017 Operating Budget

## 2017 OPERATING BUDGET - MAJOR PRESSURE POINT SCHEDULE

approved by BoPC November 17, 2016 approved by Council November 30, 2016

BASE				2017 Increase	%
<b>Contractual Salary &amp; Payroll Cost Increases</b>				\$ 1,752,300	2.0781%
<b>Operating Impact Of Previously Approved Capital</b>				288,000	0.3415%
P 2132 New Headquarters Building - Reserve Increase	273,400				
New Headquarters Building - Operating Increases	14,600				
	288,000				
<b>Base Adjustments</b>				51,400	0.0610%
Revenues	(170,700)	FTE			
Inflation Impact	(35,600)				
Continuous Improvement	-				
Program Increases (volume change)	257,700				
	51,400	0			
<b>Base Budget Increase</b>				2,091,700	2.48%

SERVICE LEVEL CHANGES				2017 Increase	%
<b>Closed Provincial "Flow Through" Programs - COR, Overdrive and Intersection Safety</b>				-	0.0000%
Program Expenditures	(605,000)				
Prov Program Revenues	605,000				
	-				
<b>Government Funded Positions</b>				5,200	0.0062%
Welfare Fraud Support/CPCMEC Ended	-2	FTE	2017		
Additional expenses decreased	-		(263,200)		
Govt Revenue Decrease	268,400		-		
	5,200				
<b>SPS Initiated Service Level Changes</b>				391,000	0.4637%
Detention Change - MD Ambulance	229,700				
Detention Change - Commissionaires	91,300				
Additional psychological support for SPS members	70,000				
	391,000				
<b>Service Level Changes</b>				396,200	0.470%

GROWTH				2017 Increase	%
<b>Growth Positions</b>					
<b>New City Funded Positions</b>					
	FTE	2017	Endload 2018	2017/18	
<b>Police</b>					
Patrol Cst (4 from August 2016)	2.3	133,000		133,000	0.1577%
Patrol Constables - 4	4	286,571		286,571	0.3398%
CID Constables - 2	2	143,260		143,260	0.1699%
FOIP Expansion - 1 lawyer and 1 Access & Privacy Officer	2	242,355		242,355	0.2874%
	10.3	805,186	-	805,186	0.0000%
Non-compensation increase for all positions listed above				27,450	0.0326%
<b>Growth Budget Increase</b>				832,636	0.99%

	<b>FTE</b>			
<b>Total Budget Increase</b>	8.30		\$ 3,320,536	3.94%

2016 Net Approved Budget	84,323,900
2017 Increases	3,320,536
2017 Proposed Budget	87,644,436

## SPS 2017 Operating Budget

### REVENUE SUMMARY

**Total revenues** are budgeted to decrease \$702,700 (-7.15%) compared to 2016.

Due to the integrated nature of the Internet Child Exploitation (ICE) unit, funding changes may happen related to which agency administers the program in each year. Last year, the funding came from the Regina Police Service and was coded as General Revenue. This year the funding is coming from the RCMP and is coded as Government of Canada Revenue. The funding is a change from General Revenue to Government of Canada Revenue equaling \$68,100. In practice, there is no change in the unit.

**General Revenue** sources are anticipated to increase \$79,400 (5.60%). The most significant change includes a \$130,700 increase in Criminal Record Check Revenue.

**Provincial Government** revenue will decrease \$732,400 (-9.27%). The largest changes are related to elimination of funding for the Center of Responsibility (COR) Program (\$475,000), the elimination of the Overdrive Program (\$80,000) and the elimination of the Intersection Safety Program (\$50,000). Additionally, support for a Social Assistance Fraud Support position was eliminated (\$137,300).

**Federal Government** revenue will decrease \$49,700 (-9.75%) largely related to the end of funding for a CPCMEC position (\$131,100) offset by some minor increases.

### EXPENDITURE SUMMARY

#### Staff Compensation

Staff Compensation is budgeted to increase \$2,312,000 (3.06%) over 2016.

**Contractual salary and payroll costs** are budgeted to increase \$1,752,300 including increases for police and civilian personnel and the impact of a large number of staff moving up through negotiated pay levels.

**Staffing changes** include the following:

- an increase of 2.3 FTE for 4 constables hired in August 2016
- an increase of 4 constables in Patrol
- an increase of 2 constables in Criminal Investigations
- an increase of 2 civilian staff in the Legal Services department – 1 lawyer and 1 Access and Privacy Officer
- the reduction of two sergeants related to reduced provincial and federal program funding levels and effected through attrition account for the balance of the change

## SPS 2017 Operating Budget

### 2017 Staff Complement

A net increase of 8 positions is incorporated in the budget as noted above. The total staff complement for 2017 is 653.11 positions.

	2017	2016	Change
<b>Police</b>	460.0	456.0	4.0
<b>Special Cst.</b>	58.5	58.5	0.0
<b>Civilians</b>	134.61	132.61	2.0
<b>Total</b>	<b>653.11</b>	<b>647.11</b>	<b>6.0</b>

### Operating Costs

Operating costs are budgeted to increase \$161,100 (1.12%) over 2016. Major pressure points impacting 2016 operating costs include the following:

- **Service Level Changes** will result in a net decrease in operating costs by an estimated \$214,000 including increases to service levels related to psychologist services for members involved in traumatic events (\$70,000) and improvement in Detention including an increase to 24 hour EMT availability at Detention (\$229,700) and a matron being added to better serve the needs of female detainees (\$91,300). Reduction in service levels are attributed to the funding changes for Center of Responsibility (\$475,000), Overdrive (\$80,000) and Intersection Safety (\$50,000). These were “flow through” programs where the service related to the funding was accounted for separately and did not affect the staff complement.
- **Base and Inflation** will add \$222,100 to operating costs related to cost increases for existing operating costs and volume increases as more occurrences of the same activities take place. The increases are reflective of a number of rising operational demands which account for \$257,700 of the increase and include items such as increased budgeted hours for the Air Support Unit and an increase in Materials and Supplies. Inflation acted as a reduction in the operating budget taking \$35,600 of cost out compared to 2016. The largest contributor to the reduction is Fuel costs and Telephone costs.
- **Continuous Improvement savings and efficiencies impacting 2017 include:**
  - Accomplishments made in the category of Continuous Improvement through process improvements and strategic initiatives. The benefits of those accomplishments were not materially quantifiable from a monetary perspective but did help refocus employee activities to the benefit of the SPS and ultimately the City. Further efforts are intended to be expended to support savings. Details follow below.

## SPS 2017 Operating Budget

- Service-wide Operations Review - Over 140 persons interviewed, police benchmark comparisons conducted, stakeholders consulted. The review should be completed in November of this year. Results of the Operations Review may result in changes associated with Continuous Improvement, but if there are changes or what those changes may be is not yet known.
- Online Criminal Record Checks - Implemented an online criminal record check process. This has made line ups shorter at the police headquarters and simplified the process for persons requiring a check.
- Truth and Reconciliation – Created a police response to the Truth and Reconciliation Commission calls to action.
- Improved Indigenous Awareness – Conducted lunch and learn session’s specific to Indigenous history, residential schools, and Indigenous women. The lunch and learns were also attended by other criminal justice partners.
- SFP - Received a grant from Federal Government Crime Prevention fund for a “Strengthening Families Program” (SFP). The SFP is a Saskatoon based early intervention project designed to identify at risk children and youth which have a history of involvement in anti-social, high risk behaviors identified through police, school, health services or social services, as needing individual and family supports. The program goes to the root of community safety; healthy and positive family environments where children grow and flourish. The project identifies two groups; those between the ages of 6-11 and those between the ages of 12-17. The project avoids youth who have prior convictions as per the National Crime Prevention funding guidelines. This federally funded program brings together front line service providers to assist families overcome barriers to healthy families and healthy youth. The grant was confirmed after the budget was put in place, so this is not included in the approved budget, but the revenues and expenses are intended to offset.
- Wellness Coordinator - Cost share with the Police Association for a part time Wellness Coordinator.
- Community Safety Officers - Closer relationship with the Community Safety Officers. They now share our main radio channel and receive dispatch calls from the police communication centre.
- IT Governance Committee – Created an internal strategic information technology governance committee to prioritize and oversee technological initiatives.
- **Debt Charges**  
The Service will not be carrying any debt charges in the 2017 Operating Budget.
- **Cost Recovery**  
Cost recovery is estimated to remain at unchanged levels compared to 2016.

## SPS 2017 Operating Budget

- **Transfers to Reserves - Capital Contributions**

Total transfers to SPS reserves, capital and other, will remain unchanged compared to 2016. This fits Board approved policy that calls for the annual provision to capital reserves to be equal to the ten year average project cash flow requirement.

The new police headquarters facility will have an impact of \$273,400 in Corporate Asset Management cross charges for facility reserve contributions. This is the last year for a significant increase in cross charges from Corporate Asset Management related to facility reserve contributions. There may be more minor, inflationary increases in the future. For consistency with past years, this expense is captured in the Facilities – Operating and Maintenance category.

# SPS 2017 Operating Budget

## 2017 Operating Budget – Appendix Additional Information

### 1. Budget Components

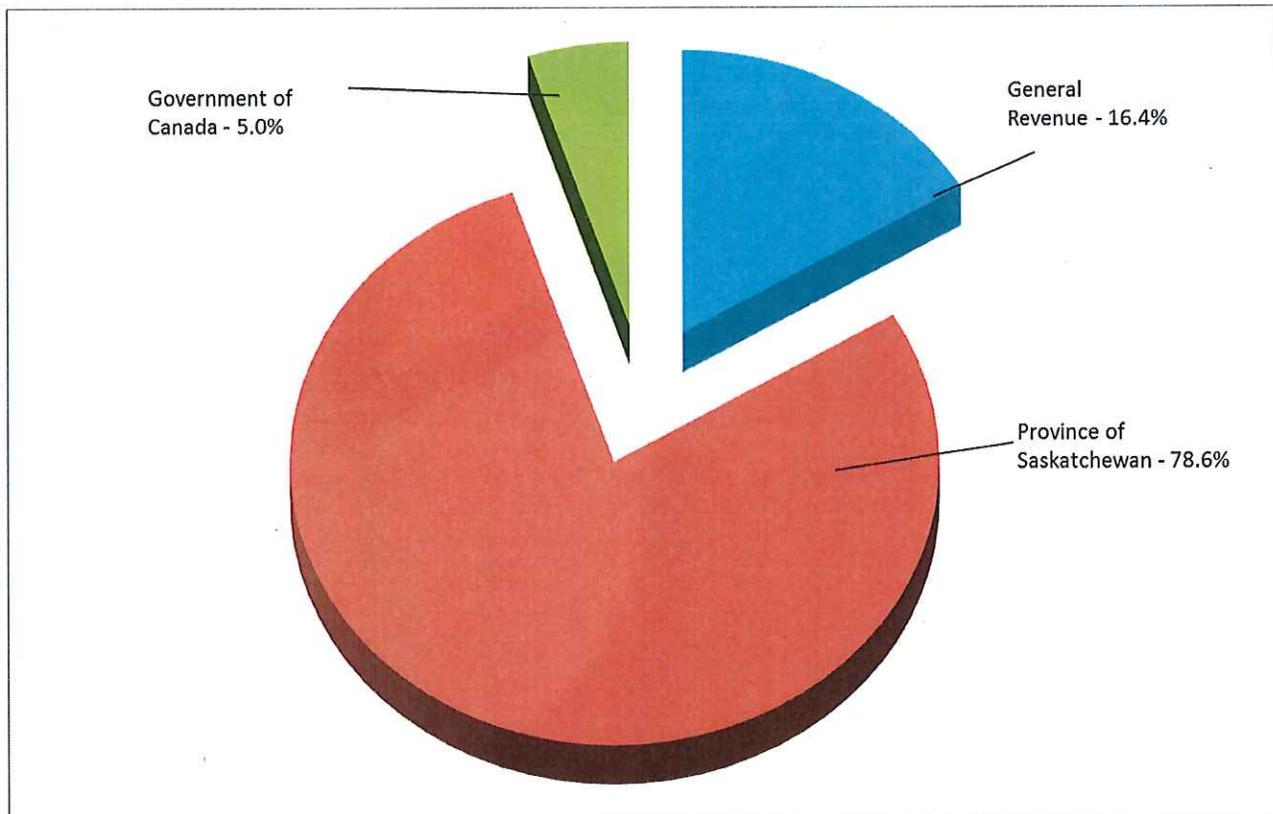
#### Revenue Sources

The Saskatoon Police Service 2017 Operating Budget includes \$9,129,200 in anticipated revenues. Province of Saskatchewan funding grants are the major source of this revenue accounting for \$7,172,400, 78.6% of total revenues. These grants fund programs such as the Provincial Enhanced Community Policing Program, the 911 emergency telephone answering program, the Serious Habitual Youth Offender Comprehensive Action Program (SHOCAP), the Internet Child Exploitation unit (ICE) and the Combined Traffic Services Saskatchewan unit to name a few.

General Revenue sources account for \$1,550,200, 17.0 % of total revenues. Revenues in this category are generated from providing services such as managing false alarms, providing criminal record checks and disposing of lost and found items.

The final revenue source comes from the Federal Government accounting for \$406,600, 4.5% of total revenues. This revenue funds programs such as the national firearm enforcement program (NWEST) and the Combined Forces Special Enforcement Unit (CFSEU).

### SPS 2017 Revenues



# SPS 2017 Operating Budget

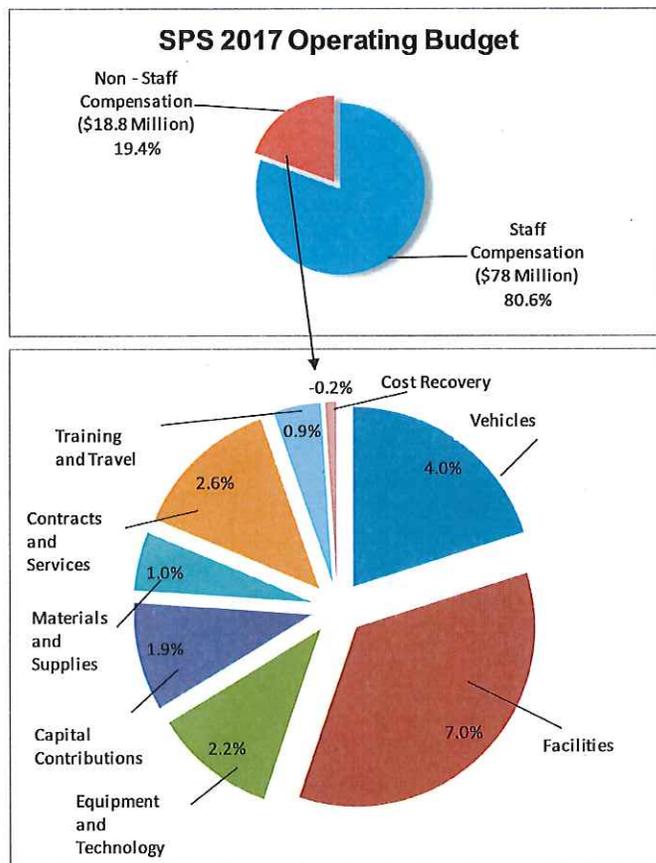
## Appendix - Additional Information

### Expenditure Categories

The Saskatoon Police Service 2017 operating budget includes \$96.8 million in gross expenditures. Staff compensation, which covers the cost of 653.11 positions, is the largest expenditure category accounting for 80.6% (\$78.0 million) of total expenditures. The remaining 19.4% (\$18.8 million) covers essential non-staff compensation expenditures such as vehicles, equipment, training, technology and facility operations.

As shown in the following graph, a significant proportion, 47.2% of non-staff compensation expenditures, are used to cover vehicles and facility related costs. The operating budget is also a source of funding for capital projects. In 2017, 17.9% of non-staff compensation expenditures are set aside to fund capital projects related to technology & equipment, police radios and vehicles as well as facility furnishings and renovations and cross charges from Corporate Asset Management related to facility reserve contributions.

### SPS 2017 Expenditures with Non-Staff Compensation Expanded



# SPS 2017 Operating Budget

## Appendix – Additional Information

### 2. Review of Budget Changes by Major Budget Component

Major Budget Components	2017 OPERATING BUDGET SUMMARY				CITY COUNCIL APPROVED	
	2017 BUDGET		2016 BUDGET		VARIANCE	%VARIANCE
<b>REVENUES</b>						
General Revenue	1,496,800	16.4%	\$1,417,400	14.4%	79,400	5.60%
Prov. Of Sask. Revenue	7,172,400	78.6%	7,904,800	80.4%	(732,400)	-9.27%
Govt Of Canada Revenue	460,000	5.0%	509,700	5.2%	(49,700)	-9.75%
<b>Total Revenues</b>	<b>9,129,200</b>	<b>100%</b>	<b>9,831,900</b>	<b>100%</b>	<b>(702,700)</b>	<b>-7.15%</b>
<b>EXPENDITURES</b>						
<b>Staff Compensation</b>						
Salaries	66,828,900		64,836,700		1,992,200	3.07%
Severance Pay	311,000		411,000		(100,000)	-24.33%
Payroll Costs	10,329,700		9,927,700		402,000	4.05%
Uniforms	494,700		476,900		17,800	3.73%
<b>Total Staff Compensation</b>	<b>77,964,300</b>	<b>80.6%</b>	<b>75,652,300</b>	<b>80.3%</b>	<b>2,312,000</b>	<b>3.06%</b>
<b>Non- Staff Compensation</b>						
<b>Operating Costs</b>						
Vehicles - Operating & Maint.	3,859,100	4.0%	3,871,000	4.1%	(11,900)	-0.31%
Facilities - Operating & Maint.	6,736,500	7.0%	6,405,400	6.8%	331,100	5.17%
Contract & Services	2,550,800	2.6%	2,760,700	2.9%	(209,900)	-7.60%
Technology & Equipment	2,122,500	2.2%	2,014,300	2.1%	108,200	5.37%
Training & Travel	829,600	0.9%	796,800	0.8%	32,800	4.12%
Materials & Supplies	1,015,500	1.0%	960,000	1.0%	55,500	5.78%
Grants/Subsidies	12,000	0.0%	12,000	0.0%	-	0.00%
<b>Total Operating Costs</b>	<b>17,126,000</b>	<b>17.7%</b>	<b>16,820,200</b>	<b>17.9%</b>	<b>305,800</b>	<b>1.82%</b>
Transfers to Reserves	1,877,200	1.9%	1,877,200	2.0%	-	0.00%
Debt Charges	-	0.0%	-	0.0%	-	-
Cost Recovery	(193,900)	-0.2%	(193,900)	-0.2%	-	0.00%
<b>Total Non-Staff Compensation</b>	<b>18,809,300</b>	<b>19.4%</b>	<b>18,503,500</b>	<b>19.7%</b>	<b>305,800</b>	<b>1.65%</b>
<b>Total Expenditures</b>	<b>96,773,600</b>		<b>94,155,800</b>		<b>2,617,800</b>	<b>2.78%</b>
<b>Total Net Budget</b>	<b>\$ 87,644,400</b>		<b>\$ 84,323,900</b>		<b>\$ 3,320,500</b>	<b>3.94%</b>
Total Staff - Full Time Equivalents (FTE)	653.11		644.81		8.30	1.29%
Total Staff - Positions	653.11		647.11		6.00	0.93%

## SPS 2017 Operating Budget

### Appendix – Additional Information

#### Commentary

Key revenue and expense changes were highlighted on pages 6 - 9.

Though highlights of the Non-Staff Expenditure changes were touched on in pages 7-9, a curious reader may want a bit more detail related to the major budget components.

Please note M\$ denote millions of dollars and K\$ denote thousands of dollars. An example is 0.1M\$ equals 100K\$ equals \$100,000.

Please see the following commentary:

#### Non-Staff Compensation Expenditures

Total non-staff compensation expenditures are budgeted to total 18.8M\$ an increase of 0.3M\$ (1.65%) compared to 2016.

Major changes are as follow:

##### Vehicle – Operating & Maintenance

Vehicle related costs are budgeted to total 3.9M\$ a decrease of 11.9K\$ (-0.31%) compared to 2016. This funding supports capital replacement and operating costs for vehicles leased from the City's Vehicle & Equipment Branch and the cost of a small number of externally leased units. The most significant budget change for 2017 is a 75K\$ decrease in fuel usage estimates.

##### Facilities – Operating & Maintenance

Expenditures for facility operations, maintenance and telephones are budgeted to total 6.7M\$ an increase of 0.3M\$ (5.17%). This expenditure category includes all facility repairs, maintenance, utilities, telephones, custodian services, offsite leasing costs and reserve contributions related to the police headquarters. The largest contributor to the increase was an increase in cross charge from the City for reserve contributions for the police headquarters totaling 273.4K\$.

##### Contracts & Services

Contracts and Services are budgeted at 2.6M\$ in 2017, representing a decrease of 0.2M\$ (7.60%) compared to 2016. The most notable changes are the reductions in contractual staffing and other operational costs related to the COR program of 0.4M\$ and the reduction of services related to the funding change for the Overdrive (0.1M\$) and Intersection Safety (0.1M\$) programs. Partially offsetting those decreases were increases in Commissionaire costs related to adding a female Commissionaire in Detention (0.1M\$) along with increased presence to 24 hour detention monitoring by EMTs (0.2M\$).

## SPS 2017 Operating Budget

### Appendix - Additional Information

#### Technology & Equipment

Technology and equipment related expenditures are budgeted to total 2.1M\$, an increase of 0.1M\$ (5.07%). This increase is largely related to computer and software support costs.

#### Training & Travel

Training and travel expenditures are budgeted at 0.8M\$ in 2017, representing an increase of 32.8K\$ (4.12%) compared to 2016.

#### Materials & Supplies

1.0M\$ has been budgeted for expenditures on materials and supplies representing an increase of 55.5K\$ (5.78%) compared to 2016. The two most notable changes are an increase of 20K\$ for conductive energy device training supplies and 20K\$ increase in carbine training ammunition.

#### Transfers to Reserves - SPS Capital Contributions

Budgeted transfers to reserves in 2017 will total \$1,877,200 distributed as follows:

• Radio Reserve	\$ 273,100
• Renovations Reserve	\$ 150,000
○ \$100,000 – Renovations	
○ \$50,000 - Furniture Replacement	
• Equipment & Technology Reserve	\$1,187,900
• General Capital Reserve (Additional Vehicles)	\$ 258,200
• Corporate Digital Data Reserve	<u>\$ 8,000</u>
	\$1,877,200

Total transfers to reserves, capital and other, will not change compared to 2016. This meets Board approved policy that calls for the annual provision to capital reserves to be equal to the ten year average project cash flow requirement.

#### Grants/Subsidies

Grants/Subsidies are budgeted to total \$12,000 in 2017, which is an amount set aside to support the Police Pipes and Drums Band. This line is reflected in the Contracts and Services category above.

## SPS 2017 Operating Budget

### Appendix - Additional Information

#### Debt Charges

The Service will not be carrying any debt and thus there will be no debt charges in the 2017 Operating Budget.

#### Cost Recovery

\$193,900 has been budget for Cost Recovery in 2017 no change compared to 2016. This budget category reflects cost recovery situations including staff parking fees and recovery of travel costs related to Saskatchewan Police College and Canadian Police College courses.

Other key items the reader may wish to know include:

<b><u>STAFFING SUMMARY</u></b>	<b>Staff Positions</b>			
	<b>2017</b>	<b>2016</b>	<b>Change</b>	<b>%</b>
<b>Police Personnel</b>				
Police Executive	14.00	13.00	1.00	7.7%
NCO's	127.00	129.00	-2.00	-1.6%
Constables	319.00	314.00	5.00	1.6%
<b>Total Regular Police Members</b>	<b>460.00</b>	<b>456.00</b>	<b>4.00</b>	<b>0.9%</b>
Special Constables	58.50	58.50	0.00	0.0%
<b>Total Police Personnel</b>	<b>518.50</b>	<b>514.50</b>	<b>4.00</b>	<b>0.8%</b>
<b>Civilian Personnel</b>				
Civilian Executive	6.00	6.00	0.00	0.0%
Exempt	23.80	20.80	3.00	14.4%
CUPE	104.81	105.81	-1.00	-0.9%
<b>Total Civilian Personnel</b>	<b>134.61</b>	<b>132.61</b>	<b>2.00</b>	<b>1.5%</b>
<b>Total Personnel</b>	<b>653.11</b>	<b>647.11</b>	<b>6.00</b>	<b>0.9%</b>

# SPS 2017 Operating Budget

## Appendix - Additional Information

### 2017 GOVERNMENT FUNDED POSITIONS

The Police Service budget includes a number of positions funded through government funding agreements.

Provincial Government Funded	Police	S/Cst	Civilian	Total	
CFSEU (Organized Crime Unit)	5			5	
SHOCAP (incl. 2 HRO, 1 HR)	0			0	<i>Transferred to Street Gang, GIS</i>
Enhanced Community Policing Program	11			11	
Police and Crisis Team (PACT)	2			2	
Combined Traffic Services Sask. (CTSS)	5			5	
Combined Traffic Services Sask. (SGI - CTSS)	5			5	
VICE - Child Sexual Exploitation	3			3	<i>Includes Sgt transferred from SHOCAP</i>
ICE	3			3	
Street Gang	8			8	<i>Includes 6 transferred from SHOCAP</i>
GIS	2			2	<i>Includes 2 transferred from SHOCAP</i>
Targeted Enforcement - Missing Persons Unit	2			2	<i>Includes 1 HR from SHOCAP</i>
Serious Violent Offender	1		1	2	
<b>Subtotal</b>	<b>47</b>	<b>0</b>	<b>1</b>	<b>48</b>	
Child Center/Victim Services			4	4	
Missing Person Liaison			1	1	
Welfare Fraud Investigator	0			0	<i>Concluded December 2016</i>
911 Program	0.75	10	0.25	11	
Automated Speed Enforcement	1			1	<i>New program December 2014</i>
<b>Total Provincial Government Funded</b>	<b>48.75</b>	<b>10</b>	<b>6.25</b>	<b>65</b>	
% of SPS by category	10.7%	17.1%	4.7%	10.1%	

Federal Government Funded	Police	S/Cst	Civilian	Total	
CPCMEC	0			0	<i>Concluded December 2015</i>
NWEST	1			1	
<b>Total Federal Government Funded</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	
% of SPS by category	0.2%	0.0%	0.0%	0.2%	

<b>Total Government Funded Positions</b>	<b>49.75</b>	<b>10</b>	<b>6.25</b>	<b>66</b>	
% of SPS by category	11.0%	17.1%	4.7%	10.2%	

<b>Total Other Funded</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
% of SPS by category	0.0%	0.0%	0.0%	0.0%	

# SPS 2017 Operating Budget

## Appendix - Additional Information

### 3. Program Budgets

2017 budget expenditures by program allocation are included here

<b>SASKATOON POLICE SERVICE - 2017 OPERATING BUDGET - MAJOR PROGRAM ALLOCATION</b>				
			CITY COUNCIL	APPROVED
	FTE	% OF TOTAL	BUDGET	% OF TOTAL
POLICE BOARD	0.00	0.0%	186,100	0.2%
OFFICE OF THE CHIEF	2.00	0.3%	530,100	0.6%
LEGAL SERVICES DIVISION	4.00	0.6%	535,500	0.6%
PROFESSIONAL STANDARDS DIVISION	10.50	1.6%	1,388,800	1.6%
<b>OPERATIONS</b>				
OPERATIONS - DEPUTY CHIEF	1.50	0.2%	449,000	0.5%
PUBLIC AFFAIRS	4.80	0.01	585,600	0.7%
PATROL	248.00	38.0%	29,311,600	33.4%
CRIMINAL INVESTIGATIONS	142.00	21.7%	15,688,000	17.9%
<b>TOTAL - OPERATIONS</b>	<b>396.30</b>	<b>60.7%</b>	<b>46,034,200</b>	<b>52.5%</b>
<b>SUPPORT SERVICES</b>				
SUPPORT SERVICES - DEPUTY CHIEF	1.50	0.2%	382,900	0.4%
OPERATIONAL SUPPORT DIVISION	139.25	21.3%	18,638,400	21.3%
HUMAN RESOURCES DIVISION	14.00	2.1%	2,539,300	2.9%
TECHNOLOGICAL SERVICES DIVISION	10.75	1.6%	2,445,800	2.8%
CENTRAL RECORDS & ASSET MANAGEMENT DIVISION*	64.81	9.9%	11,779,000	13.4%
FINANCE DIVISION*	10.00	1.5%	3,184,300	3.6%
<b>TOTAL - ADMINISTRATION</b>	<b>240.31</b>	<b>36.8%</b>	<b>38,969,700</b>	<b>44.5%</b>
<b>SPS TOTAL</b>	<b>653.11</b>	<b>100.0%</b>	<b>87,644,400</b>	<b>100.0%</b>
<p><i>*Asset Management includes general overhead costs such as facilities management, insurance, patrol uniforms and office supplies.</i></p> <p><i>*Finance includes general service-wide costs such as severance pay and capital reserve provisions.</i></p>				

## SPS 2017 Operating Budget

### 4. Year Historical Budget Summary

A schedule containing five year historical budget information are attached.

Approved Operating Budget					
	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2012	2013	2014	2015	2016
REVENUES	7,582,700	8,075,400	8,720,400	9,523,700	9,831,900
EXPENDITURES					
STAFF COMPENSATION	62,534,896	66,151,000	69,611,400	72,422,700	75,652,300
OPERATING EXPENSES	11,975,800	12,356,400	13,337,800	15,330,000	16,626,300
TRFS TO RESERVES	1,599,100	1,599,200	1,779,800	1,837,200	1,877,200
TOTAL EXPENDITURES	76,109,796	80,106,600	84,729,000	89,589,900	94,155,800
NET BUDGET	68,527,096	72,031,200	76,008,600	80,066,200	84,323,900

Actual Revenues and Expenditures					
	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2012	2013	2014	2015	2016
REVENUES	8,231,031	8,826,671	9,585,872	10,417,125	9,768,400
EXPENDITURES					
STAFF COMPENSATION	62,355,229	65,959,151	70,075,239	73,146,475	76,575,300
OPERATING EXPENSES	11,649,251	11,864,800	13,181,578	14,965,050	15,817,100
TRFS TO RESERVES	1,599,100	1,599,200	1,779,800	1,837,200	1,877,200
TOTAL EXPENDITURES	75,603,580	79,423,151	85,036,617	89,948,725	94,269,600
NET ACTUAL	67,372,549	70,596,480	75,450,745	79,531,600	84,501,200
BUDGET SURPLUS/ (DEFICIT)	1,154,547 1.68%	1,434,720 1.99%	557,855 0.73%	534,600 0.67%	(177,300) -0.21%

Projected  
September

Approved Budget Change from Previous Year (\$)					
	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2012	2013	2014	2015	2016
REVENUES	165,000	492,700	645,000	803,300	308,200
EXPENDITURES					
STAFF COMPENSATION	3,899,596	3,616,104	3,460,400	2,811,300	3,229,600
OPERATING EXPENSES	361,300	380,600	981,400	1,992,200	1,296,300
TRFS TO RESERVES	24,900	100	180,600	57,400	40,000
TOTAL EXPENDITURES	4,285,796	3,996,804	4,622,400	4,860,900	4,565,900
NET BUDGET	4,120,796 6.40%	3,504,104 5.11%	3,977,400 5.52%	4,057,600 5.34%	4,257,700 5.32%

Approved Budget Change from Previous Year (%)					
	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2012	2013	2014	2015	2016
REVENUES	2.22%	6.50%	7.99%	9.21%	3.24%
EXPENDITURES					
STAFF COMPENSATION	6.65%	5.78%	5.23%	4.04%	4.46%
OPERATING EXPENSES	3.11%	3.18%	7.94%	14.94%	8.35%
TRFS TO RESERVES	1.58%	0.01%	11.29%	3.23%	2.18%
TOTAL EXPENDITURES	5.97%	5.25%	5.77%	5.74%	5.10%
NET BUDGET	6.40%	5.11%	5.52%	5.34%	5.32%

Approved Budget Expenditure % of Total					
	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2012	2013	2014	2015	2016
STAFF COMPENSATION	82.20%	82.60%	82.20%	80.80%	80.30%
OPERATING EXPENSES	15.70%	15.40%	15.70%	17.10%	17.70%
TRFS TO RESERVES	2.10%	2.00%	2.10%	2.10%	2.00%
TOTAL EXPENDITURES	100.00%	100.00%	100.00%	100.00%	100.00%

**“PUBLIC AGENDA”**

**TO:** Darlene Brander, Chairperson  
Board of Police Commissioners

**FROM:** Clive Weighill  
Chief of Police

**DATE:** 2017 January 30

**SUBJECT:** 2017 Approved Capital Budget

**FILE:** 2017

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**ISSUE:**

City Council has given final approval of the 2016 Capital Budget for the Saskatoon Police Service (SPS). The total approved budget includes nine projects totaling \$2,906,000 all funded from Police capital reserves.

For the first time, the SPS has proposed Non-SPS Funded Capital projects. These are presented separately within the Capital Budget document.

Supporting documentation is enclosed.

**RECOMMENDATION:**

That the information be received.

**Written by:** Earl Warwick  
Director of Finance

**Approved by:** Jeff Bent  
Deputy Chief, Support Services

**Submitted by:**

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

**Dated:**  
**Attachment**

  
\_\_\_\_\_  
FEB 7/17



# Saskatoon Police Service

*Honour - Spirit - Vision*

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## 2017 CAPITAL BUDGET 2018 – 2021 CAPITAL PLAN

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**APPROVED**



**Saskatoon Police Service**  
**2017 Capital Budget 2018 – 2021 Capital Plan**

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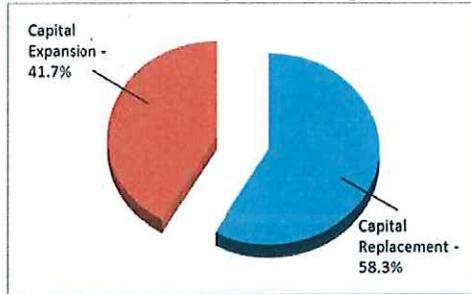
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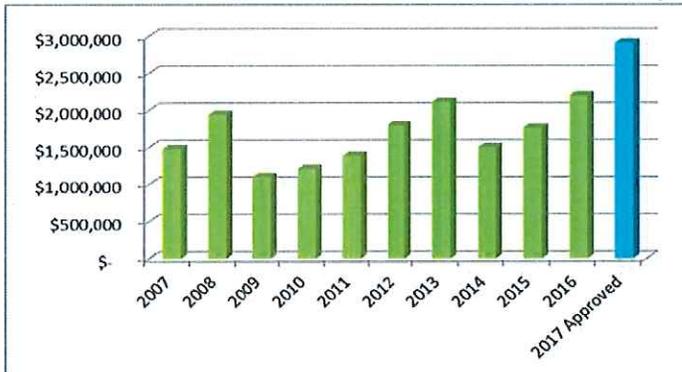
### EXECUTIVE SUMMARY

**2017 Total SPS Funded Capital Budget – 9 Projects      \$2,906,000**

#### SPS 2017 Capital Budget



10 Yr Approved Capital Budget /2017 Approved Budget



2017 Capital Budget - Expenditure Type			
<b>Capital Replacement</b>			
Radio	20.1%	\$ 585,000	
Equipment	3.4%	99,000	
Technology	31.8%	924,000	
Facilities	2.9%	85,000	
	<b>58.3%</b>	<b>\$ 1,693,000</b>	<b>\$ 1,693,000</b>
<b>Capital Expansion</b>			
Radio	0.0%	\$ -	
Equipment	10.8%	315,000	
Technology	21.3%	620,000	
Facilities	2.5%	72,000	
General	7.1%	206,000	
	<b>41.7%</b>	<b>\$ 1,213,000</b>	<b>\$ 1,213,000</b>
	<b>100%</b>		<b>\$ 2,906,000</b>

2017 Saskatoon Police Service (SPS) Capital Investments include nine projects totaling \$2,906,000 of which \$1,693,000 is targeted to address a number of asset replacement projects including \$924,000 related to technology and \$585,000 for radio replacements. Facility replacement projects include a \$35,000 cost share contribution to the Outdoor Firearms Range Clean-Up and Relocation project.

Planned capital expansion projects for 2017 total \$1,213,000 including \$315,000 for equipment, and \$206,000 for vehicle needs as well as \$620,000 for technology expansion. The biggest project in Technology Expansion is Identity Insight, which will help match multiple identities used by the same individual to improve the ability of the member to tie together multiple incidents to one person who has provided multiple identities.

All projects noted above are to be funded from Police Capital Reserves.



**Funding Sources**

All 2017 capital projects noted above are proposed to be funded from SPS Capital Reserves. The proposed total annual provision from the Operating Budget into capital reserves is \$1,869,200.

The forecasted balance in capital reserves at the end of 2017 is as follows:

Equipment & Technology Reserve	\$ -674,018
Radio Reserve	\$ 212,013
General Capital Reserve (Includes Additional Vehicles)	\$ 256,379
<u>Facility Renovations &amp; Furniture Replacement Reserve</u>	<u>\$ 490,535</u>
Total Forecasted Balance – All Capital Reserves	\$ 284,909

The Equipment and Technology Reserve will be in a negative balance, but the sum of the remainder of the reserves will have funds available that will exceed that negative balance. SPS is undertaking a significant Capital Review in late 2016/early 2017 to better ascertain the status of existing projects and prioritize the need for future projects.

**Operating Budget Impact**

2017 projects will not impact the 2017 Operating Budget however are anticipated to increase the 2018 Operation Budget by \$139,000. In 2018 Project 2499 Technology Replacement will increase operating costs by \$35,000, Project 2610 Technology Expansion will increase operating costs by \$50,300 while Project 2389 General Capital Projects will increase annual operating costs by \$54,000.

**Non-SPS Funded Proposed Capital Projects**

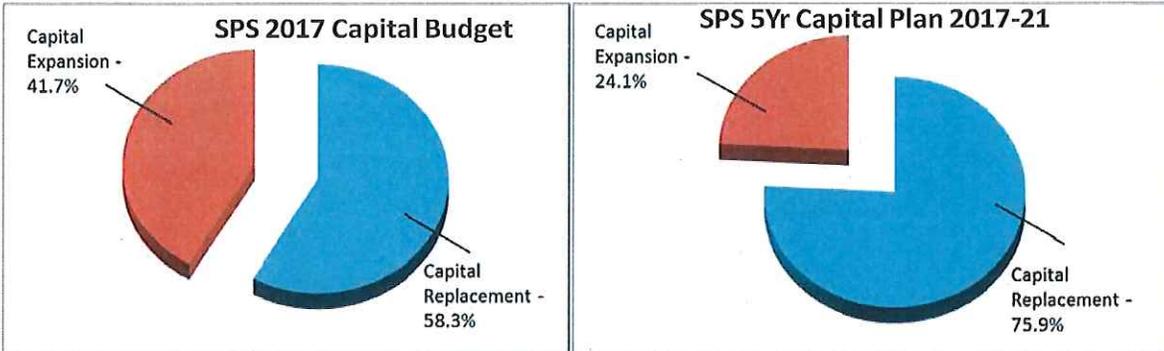
There are three proposed projects in the 2017 Capital Budget which are not intended to be financed by SPS reserves. This is the first time the SPS has budgeted projects in this manner. These additional capital projects total \$1,127,000. The difference between the SPS funded capital projects and these projects is, if funding is not secured from an outside source, the projects will fall off and not be completed. Please see the three projects below:

<b>CAPITAL PROJECTS Not funded by Reserves</b>	2017	2018
2918 Child Center Relocation - Unfunded	885,000	-
2912 CTSS - Additional Vehicle SUV - Provincial Funding	92,000	-
2610 ASU Technology Package - 3rd Party funding	150,000	150,000
	-	-
<b>Total Police Projects - Not funded by Reserves</b>	<b>1,127,000</b>	<b>150,000</b>



## 5 YEAR CAPITAL PLAN

### 1. Project Overview



2017 Capital Budget - Expenditure Type

Capital Replacement			
Radio	20.1%	\$ 585,000	
Equipment	3.4%	99,000	
Technology	31.8%	924,000	
Facilities	2.9%	85,000	
	<b>58.3%</b>	<b>\$1,693,000</b>	<b>\$1,693,000</b>
Capital Expansion			
Radio	0.0%	\$ -	
Equipment	10.8%	315,000	
Technology	21.3%	620,000	
Facilities	2.5%	72,000	
General	7.1%	206,000	
	<b>41.7%</b>	<b>\$1,213,000</b>	<b>\$1,213,000</b>
	<b>100%</b>	<b>\$2,906,000</b>	

2017 - 2021 Capital Budget/Plan - Expenditure Type

Capital Replacement			
Radio	16.3%	\$1,885,000	
Equipment	6.2%	721,000	
Technology	48.0%	5,566,000	
Facilities	2.8%	320,000	
	<b>75.9%</b>	<b>\$8,792,000</b>	<b>\$ 8,792,000</b>
Capital Expansion			
Radio	0.0%	\$ -	
Equipment	2.7%	\$ 315,000	
Technology	10.7%	1,240,000	
Facilities	0.6%	72,000	
General	10.1%	1,172,000	
	<b>24.1%</b>	<b>\$2,799,000</b>	<b>\$ 2,799,000</b>
	<b>100%</b>	<b>\$ 11,591,000</b>	

The most prominent trend for future capital spending relates to asset replacement. Radio, equipment and technology and facility replacement over the five year planning period of 2017 to 2021 is projected to cost \$8.8 million (76%) of total capital spending.

Future capital expansion projects total \$2.8 million (24%) of total capital spending. Proposed key projects include \$1.2 million in additional vehicles, \$250,000 related to Detention Video expansion and \$330,000 to increase the technology services network storage capacity.



**2. Capital Funding**

All projects in the five year capital plan are proposed to be funded from existing SPS capital reserves, except as otherwise noted.

**3. Sufficiency of Reserves**

**Overview**

The ability to adequately fund Police capital reserves is for the most part a function of comprehensive planning that forecasts future needs and the ability to match these needs with a corresponding appropriate annual provision from the Operating Budget. Over the years the SPS with the support of the Board and City Council has taken a number of steps to improve both the planning efforts and reserve funding levels highlighted within the comments that follow.

**Reserve Status**

In 2017 the total annual provision to the Police Equipment & Technology Capital Reserves will remain static. The static funding meets Board approved policy that calls for the annual provision to capital reserves to be equal to the ten year average project cash flow requirement.

Total Transfer to Reserves

Unchanged from 2016, budgeted transfers to reserves in 2017 will total \$1,869,200.

• Equipment & Technology Reserve	\$1,187,900
• Radio Reserve	\$ 273,100
• General Capital Reserve (Additional Vehicles)	\$ 258,200
• Renovations Reserve	\$ 150,000
○ \$100,000 – Renovations	
○ \$50,000 - Furniture Replacement	
	\$1,869,200

The status of each reserve is summarized below. A table forecasting the sufficiency of reserves is provided later in this report on Page 10.

**Equipment & Technology Reserve**

The Equipment & Technology Reserve annual Operating Budget provision in 2017 is proposed to be \$1,187,900. Projects requiring funding from this reserve have increased significantly over the past number of budget cycles largely due to improved efforts to identify asset replacement needs and the desire to take advantage of new technology. A number of steps have been taken in the recent past to ensure that this is properly funded.



- In 2009 the Board’s five year phase-in plan to improve reserve funding levels was completed. In total the annual provision grew by \$500,000 phased in with increments of \$100,000 per year over the five year period from 2005 to 2009.
- In 2012 a \$25,000 budget reallocation of existing budget dollars further increased annual reserve funding.
- The 2013 budget included another budget reallocation moving \$75,000 from annual Radio Reserve funding to the Equipment & Technology Reserve. This initiative was to help address rising capital asset replacement demands in a reserve that was forecasted to be in or near a deficit position for the next three years.
- In 2015 a \$57,400 budget reallocation of existing budget dollars again increased annual reserve funding.
- In 2016 a \$40,000 annual provision increase through a reallocation of existing approved equipment expenditure funding was effected.

The balance in the reserve at the end of 2017 is projected to be a deficit of \$674,018. Deficits are projected for 2018-2021; however, commitment to future projects is still under review. Efforts will continue to prioritize capital projects and potentially reallocate funding between capital categories. In the future, funding of capital reserves may take up a larger portion of the Operating Budget.

### **Radio Reserve**

The Radio Reserve, which is used to finance projects related to portable and in-car radios and equipment, is currently funded by an annual Operating Budget provision of \$273,100. In 2008 reserve provisions were increased by \$176,000 with the reallocation of funds previously used for capital debt payments related to a radio upgrade project. The 2013 budget reduced annual provisions to this reserve by \$75,000 to \$273,100 to more closely match project funding demands. In 2016 a contribution of \$35,000 was made to this reserve through the sale of retired radios. Based on the current annual provision the balance in the reserve at the end of 2017 is projected to be \$212,013. Future projects to the end of the five year planning period of 2021 are adequately funded based on current project estimates.

### **General Capital Reserve**

In 2010 Council approved City Administration’s proposal for the establishment of new Corporate-wide departmental capital reserves. This new initiative included a partial transfer of funds from the Reserve for Capital Project (RCE) to City departments. The purpose of the new reserve was to provide annual funding to departments for projects that would typically end up on a long list of discretionary RCE projects. The Police Service allocation was set at \$100,000 and has been used to fund vehicle fleet additions. In 2014 the operating budget increased the annual provision to this reserve by \$158,200. \$150,000 of this was a reallocation of existing operating budget funding while \$8,200 was linked to the budget growth package.

The balance in the Police General Capital Reserve at the end of 2017 is projected to be \$256,379. Future projects to the end of the five year planning period of 2021 are adequately funded based on current project estimates.



### **Facilities Renovations**

The Facilities Renovations Reserve is a source of funding primarily for renovations to existing facilities. Current annual funding is set at \$100,000 for renovations and \$50,000 for furniture replacement.

#### Renovation Provision

In 2008 this annual provision was decreased by \$150,000 as part of approved plans to build the new police headquarters building which in turn lessened the demand for renovations to current facilities. The \$150,000 of reduced reserve funding was reallocated to offset the cost of newly acquired leased space at that time.

The balance in this portion of the reserve at the end of 2017 is projected to be \$490,535. Future short and long term projects are adequately funded based on current plans.

#### Furniture Replacement Provision

In 2009 funding into the Renovations Reserve was increased by \$30,000 reflective of a plan to reallocate into reserve a portion of the current annual operating budget base used for normal furniture replacement. Since 2009, \$30,000 has been placed in a capital reserve to replace existing furniture due for replacement based on industry standards for life expectancy of existing furniture items. In 2014 the annual provision to the furniture replacement component of the Facilities Renovations Reserve was increased by \$20,000 to \$50,000 through a reallocation of existing budget funding allowing for improved management of purchases currently split between operating and capital budgets.

Future plans are for annual replacement projects of \$50,000. The balance in this portion of the facilities reserve at the end of 2017 is projected to be depleted with expenditures matching annual contributions into the reserve. In the future it is anticipated that this reserve will also stay balanced at net zero with expenditures matching annual contributions.

### **4. Capital Loans**

The Police Service does not have any outstanding capital loans. Borrowing for the new headquarters building is dealt with as a Corporate loan.



## 2017 CAPITAL BUDGET / 2018 - 2021 CAPITAL PLAN

APPROVED BY CITY COUNCIL	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	
POLICE CAPITAL RESERVE PROJECTS	2017 BUDGET	2018 Plan	2019 Plan	2020 Plan	2021 Plan	2017 - 2021 Total
<b><u>EQUIPMENT &amp; TECHNOLOGY</u></b>						
P2497 EQUIPMENT REPLACEMENT	99,000	74,000	120,000	428,000	-	721,000
P2498 EQUIPMENT EXPANSION	315,000	-	-	-	-	315,000
P2499 TECHNOLOGY REPLACEMENT	924,000	919,000	399,000	1,307,000	2,017,000	5,566,000
P2610 TECHNOLOGY EXPANSION	620,000	435,000	185,000	-	-	1,240,000
<b>Total Equipment &amp; Technology</b>	<b>1,958,000</b>	<b>1,428,000</b>	<b>704,000</b>	<b>1,735,000</b>	<b>2,017,000</b>	<b>7,842,000</b>
<b><u>RADIO PROJECTS</u></b>						
P2119 RADIO REPLACEMENTS	585,000	325,000	325,000	325,000	325,000	1,885,000
<b><u>GENERAL CAPITAL PROJECTS</u></b>						
P2389 ADDITIONAL VEHICLES	170,000	170,000	170,000	170,000	170,000	850,000
P2389 ADDITIONAL SPECIALTY VEHICLES	36,000	286,000	-	-	-	322,000
<b>Total General Capital Projects</b>	<b>206,000</b>	<b>456,000</b>	<b>170,000</b>	<b>170,000</b>	<b>170,000</b>	<b>1,172,000</b>
<b><u>FACILITIES RENOVATIONS</u></b>						
P2489 FURNITURE REPLACEMENT	50,000	50,000	50,000	50,000	50,000	250,000
P2618 FACILITY RENOVATIONS	72,000	-	-	-	-	72,000
P2618 OUTDOOR FIREARMS RANGE REMEDIATION	35,000	35,000	-	-	-	70,000
P2618 EXPLOSIVES CONTAINMENT VESSEL	-	300,000	-	-	-	300,000
<b>Total Facility Renovations</b>	<b>157,000</b>	<b>385,000</b>	<b>50,000</b>	<b>50,000</b>	<b>50,000</b>	<b>692,000</b>
<b>Total Police Reserve Projects</b>	<b>2,906,000</b>	<b>2,594,000</b>	<b>1,249,000</b>	<b>2,280,000</b>	<b>2,562,000</b>	<b>11,591,000</b>
<b><u>CAPITAL PROJECTS Not funded by Reserves</u></b>						
2918 Child Center Relocation - Unfunded	885,000	-	-	-	-	885,000
2912 CTSS - Additional Vehicle SUV - Prov. Funding	92,000	-	-	-	-	92,000
2610 ASU Technology Package - 3rd Party funding	150,000	150,000	-	-	-	300,000
	-	-	-	-	-	-
<b>Total Police Projects - Not Funded by Reserves</b>	<b>1,127,000</b>	<b>150,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,277,000</b>

**SPS - 2017 CAPITAL RESERVE SUFFICIENCY FORECAST TABLE**

Funding or room in reserves is represented as a credit, shown with brackets  
Unbracketed numbers equal an expenditure or deficit in funding

APPROVED BY		Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
CITY COUNCIL	2016	2017	2018	2019	2020	2021
<b>OPENING BALANCE:</b>						
Equip. & Technology	(129,182)	(96,082)	674,018	914,118	430,218	977,318
Radio	(540,813)	(523,913)	(212,013)	(160,113)	(108,213)	(56,313)
General Capital	(395,979)	(204,179)	(256,379)	(58,579)	(146,779)	(234,979)
Renovations	(547,535)	(497,535)	(490,535)	(255,535)	(355,535)	(455,535)
<b>Total Opening Balance</b>	<b>(1,613,509)</b>	<b>(1,321,709)</b>	<b>(284,909)</b>	<b>439,891</b>	<b>(180,309)</b>	<b>230,491</b>
<b>ADD ANNUAL PROVISION:</b>						
Equip. & Technology	(1,187,900)	(1,187,900)	(1,187,900)	(1,187,900)	(1,187,900)	(1,187,900)
Radio	(273,100)	(273,100)	(273,100)	(273,100)	(273,100)	(273,100)
General Capital	(258,200)	(258,200)	(258,200)	(258,200)	(258,200)	(258,200)
Renovations	(150,000)	(150,000)	(150,000)	(150,000)	(150,000)	(150,000)
<b>Total Annual Provision</b>	<b>(1,869,200)</b>	<b>(1,869,200)</b>	<b>(1,869,200)</b>	<b>(1,869,200)</b>	<b>(1,869,200)</b>	<b>(1,869,200)</b>
<b>FUNDING AVAILABLE:</b>						
Equip. & Technology	(1,317,082)	(1,283,982)	(513,882)	(273,782)	(757,682)	(210,582)
Radio	(813,913)	(797,013)	(485,113)	(433,213)	(381,313)	(329,413)
General Capital	(654,179)	(462,379)	(514,579)	(316,779)	(404,979)	(493,179)
Renovations	(697,535)	(647,535)	(640,535)	(405,535)	(505,535)	(605,535)
<b>Total Funding Available</b>	<b>(3,482,709)</b>	<b>(3,190,909)</b>	<b>(2,154,109)</b>	<b>(1,429,309)</b>	<b>(2,049,509)</b>	<b>(1,638,709)</b>
<b>LESS EXPENDITURES:</b>						
Equip. & Technology	1,221,000	1,958,000	1,428,000	704,000	1,735,000	2,017,000
Radio	325,000	585,000	325,000	325,000	325,000	325,000
General Capital	450,000	206,000	456,000	170,000	170,000	170,000
Renovations	200,000	157,000	385,000	50,000	50,000	50,000
<b>Total Expenditures</b>	<b>2,196,000</b>	<b>2,906,000</b>	<b>2,594,000</b>	<b>1,249,000</b>	<b>2,280,000</b>	<b>2,562,000</b>
<b>PROJECT CLOSURES/ ADJUSTMENTS:</b>						
Equip. & Technology	-					
Radio	(35,000.00)					
General Capital	-					
Renovations	-					
<b>Total Adjustments</b>	<b>(35,000.00)</b>					
<b>FORECASTED CLOSING BALANCE:</b>						
Equip. & Technology	(96,082)	674,018	914,118	430,218	977,318	1,806,418
Radio	(523,913)	(212,013)	(160,113)	(108,213)	(56,313)	(4,413)
General Capital	(204,179)	(256,379)	(58,579)	(146,779)	(234,979)	(323,179)
Renovations	(497,535)	(490,535)	(255,535)	(355,535)	(455,535)	(555,535)
<b>Total Closing Balance</b>	<b>\$(1,321,709)</b>	<b>\$(284,909)</b>	<b>\$ 439,891</b>	<b>\$(180,309)</b>	<b>\$ 230,491</b>	<b>\$ 923,291</b>