

ANNUAL REPORT



SASKATOON
POLICE SERVICE
BE THE DIFFERENCE

2021

SASKATOON POLICE



VISION

TO CONTINUALLY IMPROVE COMMUNITY SAFETY

MISSION

**AS PART OF THE COMMUNITY, WE WILL PROVIDE SERVICE BASED
ON EXCELLENCE TO ENSURE A SAFE AND SECURE ENVIRONMENT**

VALUES

**HONESTY – INTEGRITY – COMPASSION – FAIRNESS –
COMMITMENT – RESPECT – PROFESSIONALISM**

CHIEF'S MESSAGE



Chief Troy Cooper

It is my pleasure to present our 2021 annual report. The purpose of the report is to offer insight into the public safety measures taken over the past year, along with some of our successes and areas that remain a challenge. We were fortunate to be named a top Saskatchewan Employer for the ninth year in a row, and that record of accomplishment has certainly helped us recruit and retain amazing staff. The results of our community surveys indicate to me that the citizens of Saskatoon also recognize the sacrifice and service they are receiving, and we are grateful for such strong support.

Like most employers we spent a lot of time and attention in 2021 keeping our staff as safe as possible during the global pandemic. Our Human Resources Division spent most of the year tracking isolation requirements, vaccination statuses and helping us develop policy. Our Training Unit adapted to the environment by expanding online learning and through diligent and persistent planning, kept our Police College in operation. Our asset managers were kept busy ensuring protective equipment was available and managing supply chain issues. The Information Technology Division worked harder than ever making sure some administrative staff could work from home and so that we could all connect virtually with our partners. All of this was part of a team effort to ensure our organization could provide the same level of service based on excellence that our community expects.

We had an enforcement role with the public health orders as well, responding to 560 calls related to non-compliance where we issued 120 tickets. A lot of public safety resources went into protest management, making sure people were safe and that traffic flow and access to emergency services did not become a concern. Throughout the year we developed safety plans for 18 large scale protest events and we managed numerous smaller gatherings or rallies.

Despite the challenges of the pandemic we were able to move forward on many of our priorities, as you will see in this report. We implemented the Alternative Response Officer program, added a PACT team and created a new Equity, Diversity and Inclusion director role.

Some concerns from 2021 included an increased presence of firearms in the community for the second year in a row along with increased numbers of drug overdoses. Like many centers, we faced social issues that manifested as homelessness, addictions and mental health pressures. We know that by creating strong community partnerships, the strategies we have developed for these complex societal issues will see success.

I am extremely proud of the Saskatoon Police Service. The incredible accomplishments that took place last year highlighted the quality of our staff as well as the value of forging strong community partners to find solutions to complex issues. Reduced victimization rates and a Crime Severity Index that is trending in the right direction show us that we are on track. Thank you for your interest in our annual report!

SASKATOON BOARD OF POLICE COMMISSIONERS

The Saskatoon Board of Police Commissioners provides objective oversight of the Saskatoon Police Service (SPS) and serves as a conduit between the Service and the public.

The mission of the Saskatoon Board of Police Commissioners is to strengthen the culture of community safety in Saskatoon. **The Board has three goals:**

1. To provide effective and objective oversight of the SPS.
2. To be a highly effective conduit between the public and the SPS.
3. To strengthen the culture of community safety through effective and efficient police commission governance and operation.

The Saskatoon Board of Police Commissioners consists of the mayor, two members of Saskatoon City Council and four members of the public.

Three new members joined the Board of Police Commissioners in 2021, replacing Darlene Brander, Carolanne Inglis-McQuay, and Councillor Randy Donauer:

- Shirley Greyyes – Director of the Dakota Dunes Community Development Corporation;
- Brent Penner – Executive Director of Downtown Saskatoon; and
- Zach Jefferies – Local business owner and Councillor for the City of Saskatoon

The SPS would like to thank the past Board members for their service to the citizens of Saskatoon.



IN 2021 COMMISSION MEMBERS WERE:



Commissioner J. Custead, Chair



Commissioner Mayor C. Clark



Commissioner S. Greyeyes



Commissioner K. Healy



Commissioner Z. Jeffries



Commissioner M. Loewen



Commissioner B. Penner

The Board hears frequently from members of the community. Anyone wishing to address the Board at one of its public meetings can contact the Board by email at info@saskatoonpolicecommission.com or by letter addressed to:

Secretary, Saskatoon Board of Police Commissioners, c/o Saskatoon City Clerk, 222 3rd Ave N, Saskatoon, SK S7K 0J5

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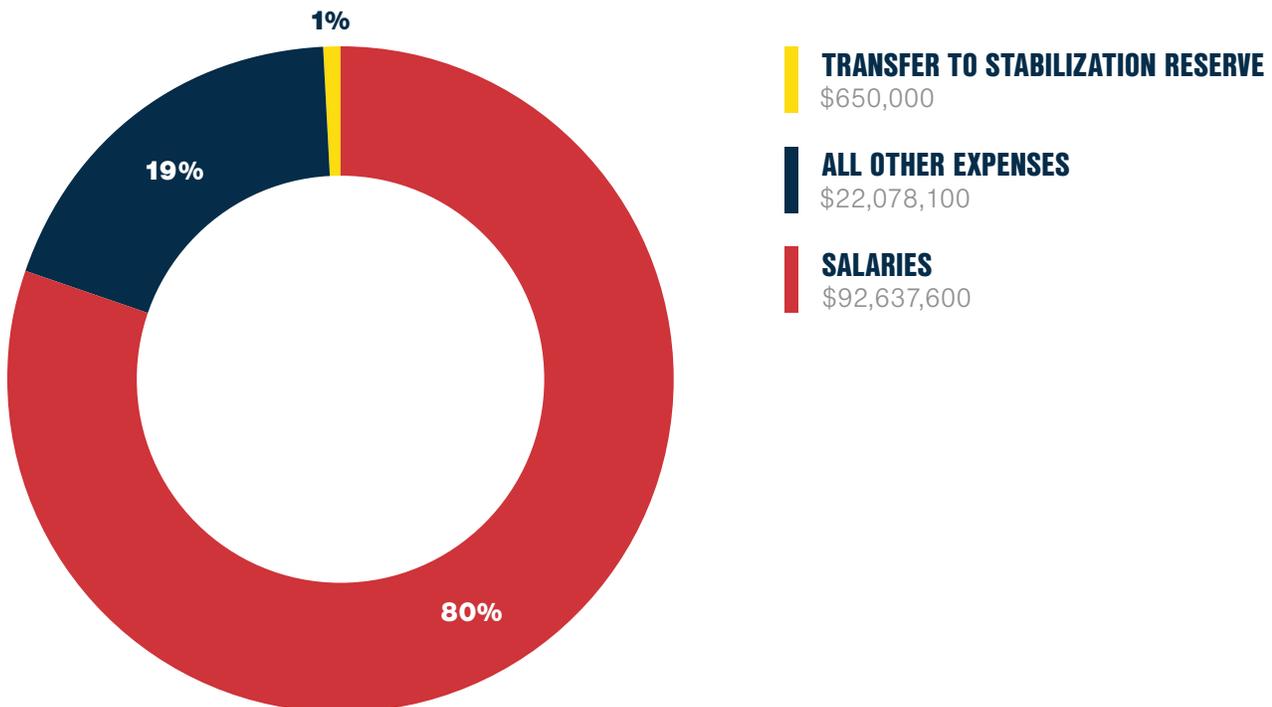
INNOVATION

BUDGETARY DECISIONS

In late November, the Saskatoon Board of Police Commissioners presented the 2022 operating and capital budget to City Council for approval. Some of the key highlights of the approved operating and capital budgets include:

- 10 new constable positions. 8 of these positions will be used to augment Patrol and one each will further support Major Crimes and the Crime Reduction Team (CRT). The Crime Reduction Team will be funded by the Provincial Government.
- 4 other positions. 2 special constables, one each to help CRT and Tech Crimes. The other two positions will help with access and privacy, and data collection.
- SPS took over funding the Saskatoon Crisis Intervention Service, adding \$203,700 to the SPS budget while reducing the city budget by the same amount.
- SPS increased the contribution to capital reserves from the operating budget by \$1,133,500, reallocating some existing operating budget and improving the current and future ability of the SPS to replace and add to capital equipment to better serve the citizens of Saskatoon.
- An additional \$500,000 was invested in developing and piloting the Body-Worn Camera project.

2021 SPS OPERATING BUDGET ALLOCATION



STRATEGIC THEMES

SUMMARY OVERVIEW

In accordance with the 2020–2024 SPS Strategic Plan, the Strategic Themes of Crime and Safety, Our People, Partnerships, Communication, and Innovation will again be used as a guide for the 2021 Annual Report.

The following table outlines the themes and goals contained in the 2020-2024 SPS Strategic Plan:

STRATEGIC PLAN THEMES	GOALS
CRIME & SAFETY	Develop and implement effective prevention, intervention and suppression strategies to combat the changing facets of crime and its cause;
	Maintain core policing operations and address community concerns that affect public safety.
OUR PEOPLE	Promote a healthy work environment and a culture of learning to ensure members reach their full potential;
	Resource a growing and diverse city to ensure our members are effective and safe.
PARTNERSHIPS	Enrich the relationships between the Saskatoon Police Service and the many diverse communities that we serve;
	Work with all levels of government to develop solutions to address community safety, health and social challenges.
COMMUNICATION	Ensure accessibility and enhance communications with the public, utilize communication to maintain transparency and public trust;
	Foster a culture of engagement and collaboration through improved internal communications.
INNOVATION	Ensure sustainability by developing leading practices and maintaining an innovative service;
	Utilize technology to increase effectiveness and efficiency.

CRIME & SAFETY

Addressing crime and community safety in Saskatoon is the highest priority for the SPS.

Some of the key activities in 2021 regarding crime and safety include:

- Continued efforts regarding partnerships to reduce crime and increase safety in the downtown and core neighbourhood areas;
- Monitoring and targeting prolific offenders to deter criminal behavior and decrease likelihood of revictimization;
- Review of the CompStat program to ensure its effectiveness to target high crime areas through focused policing efforts;
- Enhancing the cyber-crime strategy including up to date tools and training; and
- Partnering and leading programs that focus on the root causes of many crimes such as sexual violations and break and enters.

FIREARMS IN THE COMMUNITY

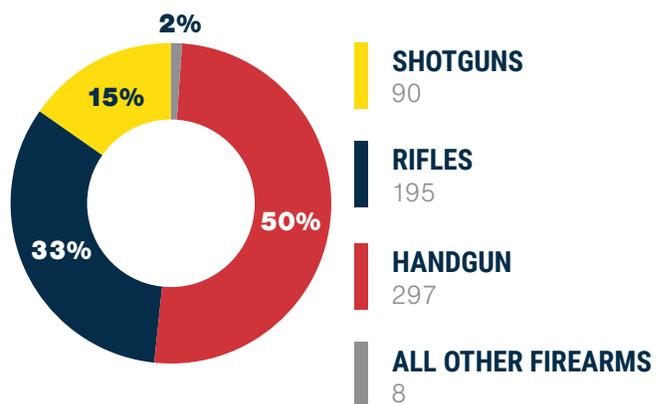
The presence and use of firearms have a direct impact on the safety and perceptions of public safety in a community. Crimes that involve firearms affect property values, businesses, and can perpetuate and amplify cycles of poverty, mental health and inequality.

The following statistics outline the firearm activities in Saskatoon in 2021:

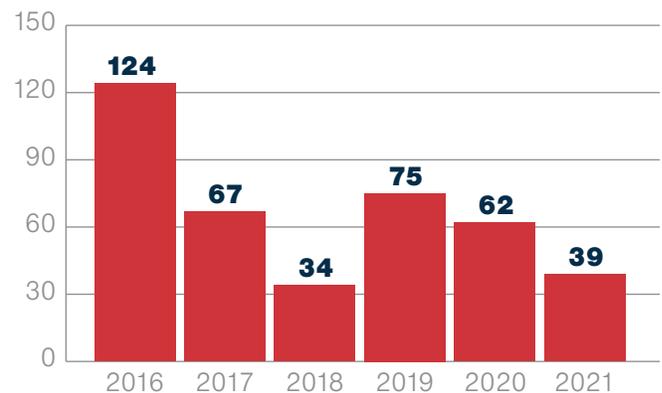
- There were 168 occurrences where a firearm was the most serious weapon present. This is equal to the number in 2020 but represents a 17% increase over the previous 5-year average of 143. There were no homicides linked to the use of firearms in 2021.
- The SPS responded to 54 incidents where a firearm was discharged. 70% of these discharges included victims being shot or shot at. The remaining 30% were those that targeted a residence, business or where reports of gunshots were confirmed but did not target a specific person or group;

- There were 590 firearms seized by the SPS. 392 of these (66%) were the result of an investigation or other police initiative while 198 (34%) were seized for public safety purposes or turned over to the SPS for destruction and not associated to a criminal event;
- The SPS received 39 reports of stolen firearms which represents a 37% decrease from the 62 firearms reported stolen in 2020 and a 46% decrease from the previous 5-year average.

FIREARMS SEIZED BY THE SASKATOON POLICE SERVICE BY TYPE, 2021



STOLEN FIREARMS, SASKATOON, 2016–2021



DRUG INVESTIGATIONS

The Street Crime Section is committed to the identification and reduction of illegal drugs in our community through the enforcement actions of the Saskatoon Drug Unit and Saskatoon Crime Reduction Team. Both are responsible for proactive investigations and enforcement of all provisions of the Controlled Drugs and Substances Act.

The Crime Reduction Team's investigative focus is on street level drug trafficking and the identification of organized groups responsible for distribution, importation and manufacturing. This focus is in addition to investigations of illegal firearms and gang violence associated to drug trafficking.

The Drug Unit investigative focus is on interprovincial organized crime groups responsible for the distribution, importation and manufacturing of illegal drugs.

Those illicit drugs that have the greatest impact on our community direct our investigative priorities. This includes but is not limited to investigations into the trafficking and distribution of methamphetamine, fentanyl based opioids and cocaine. These drugs contributed to over 500 calls to the SPS regarding unintentional overdoses in 2021. The trafficking of illegal drugs has evolved from dealers specializing in one commodity to multiple commodities motivated through availability and profit. Organized crime continues to dominate supply.

PROJECT OCTANE

The Saskatoon Crime Reduction Team and the SPS Drug Unit concluded a nine-month inter-provincial joint investigation with the Calgary Police Service Guns & Gangs Unit regarding a sophisticated drug network in the spring of 2021. The investigation also included RCMP F Division.

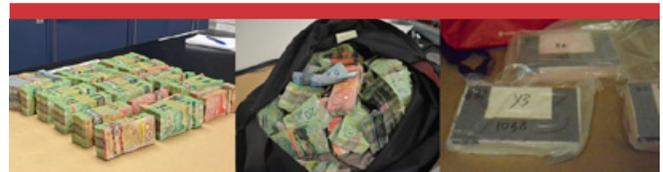
Five search warrants were executed on April 8, 2021 at four residences and a hotel room in Saskatoon where police seized:

- \$226,600 cash
- 4177.96 grams of cocaine
- 166.99 grams of fentanyl
- 67.06 grams of methamphetamine
- 568.92 grams of marijuana
- six vehicles

In July of 2021 various members of the group were charged with offences relating to organized crime, trafficking in cocaine, methamphetamine and fentanyl, and possession of proceeds of crime.

Also, as part of Project Octane, the Calgary Police Service executed 23 search warrants in Alberta, between April of 2020 and May 2021. This resulted an additional 73 charges being laid against nine people.

Integrated Crime Reduction Teams are comprised of RCMP and municipal police officers, and are funded through the Ministry of Justice, Corrections, Policing & Public Safety.



ALTERNATIVE RESPONSE OFFICERS TO ADDRESS SOCIAL DISORDER

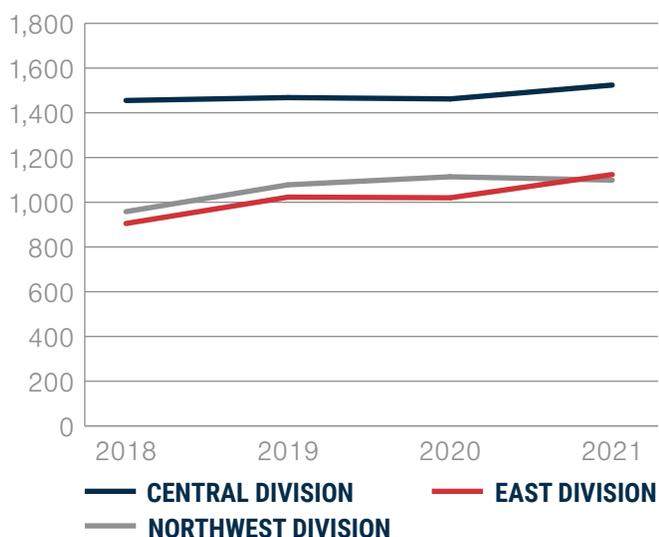
In 2021, the Alternative Response Officers (AROs) began walking the beat. The program, the culmination of a multi-year process that included a community needs assessment, offers a new tier of service delivery in Saskatoon. By providing a supporting role to enforcement and investigative support, the addition of AROs will increase the availability of regular patrol officers in responding to more serious calls for service.

Research and experience suggest that perceptions of community safety are addressed through improved community engagement and deterrence against social disorder events. The AROs primary responsibilities include facilitating outreach and referral services, developing relationships with community partners and business owners, and assisting regular patrol officers and members of the Traffic Unit.

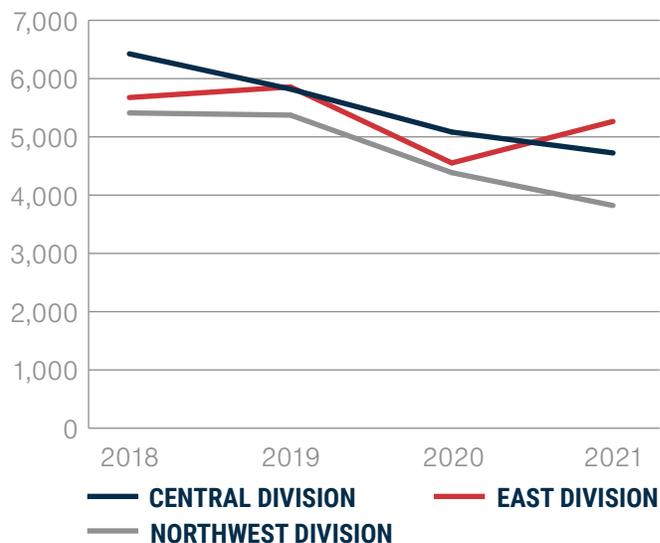
In their standard issue grey uniform shirts, special constable patches, and distinctly marked vehicles, citizens will notice that AROs have a different look to them than regular officers. They can be predominantly be found in Saskatoon’s downtown core.

2021 CRIME STATISTICS

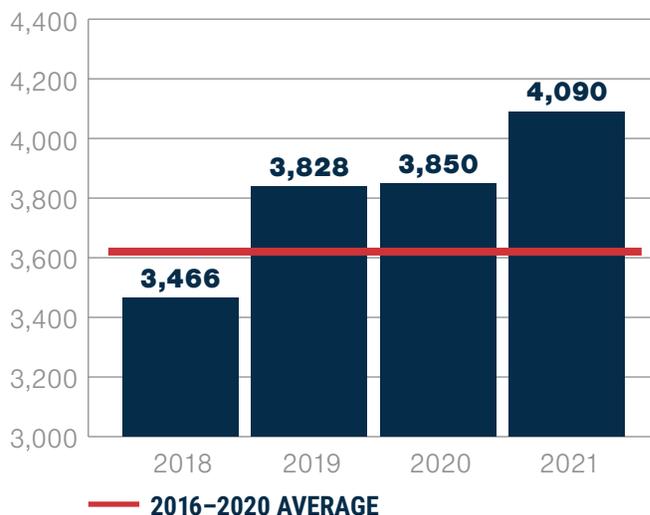
VIOLENT CRIME, BY DIVISION, 2018–2021



PROPERTY CRIME, BY DIVISION, 2018–2021

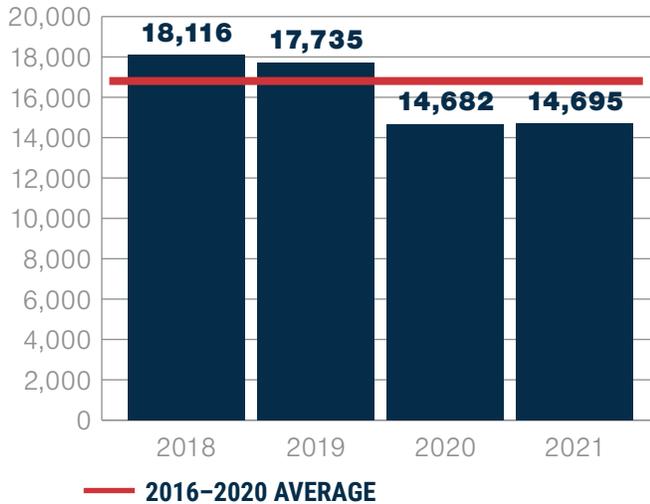


VIOLENT CRIME, SASKATOON, 2018–2021



Statistics on record as of March 10, 2022, taken from Saskatoon Records Management System. For a better understanding of Saskatoon Crime Statistics, visit www.saskatoon-policeservice.ca. Crime statistics are constantly being updated due to new information being received, changes in reporting procedures, and ongoing investigations. As a result data may differ from previously published reports.

PROPERTY CRIME, SASKATOON, 2018–2021



Statistics on record as of March 10, 2022, taken from Saskatoon Records Management System. For a better understanding of Saskatoon Crime Statistics, visit www.saskatoon-policeservice.ca. Crime statistics are constantly being updated due to new information being received, changes in reporting procedures, and ongoing investigations. As a result data may differ from previously published reports.

CRIMES AGAINST THE PERSON	2016–2020 AVERAGE	2020	2021
Homicides	11	13	7
Attempted Murder	6	3	6
Sexual Violations	401	408	445
Commodification of Sex Activity	61	14	12
Assaults	2,128	2,274	2,416
Armed Robbery	198	184	192
Robbery	140	124	125
Criminal Harassment (Stalking)	117	208	202
Uttering Threats	437	465	509
Kidnapping/Hostage Taking/Abduction	61	80	79
Other Crimes Against the Person	56	77	97
Total Crimes Against the Person	3,616	3,850	4,090

CRIMES AGAINST PROPERTY	2016–2020 AVERAGE	2020	2021
Arson	100	133	97
Break and Enter - Residential	948	878	907
Break and Enter-Residential Detached Building	554	552	570
Break and Enter - Non Residential	996	933	873
Break and Enter to Steal Firearm	17	8	13
Theft (Over & Under \$5000)	7,494	6,048	6,223
Theft of Motor Vehicle	1,059	923	967
Possession of Stolen Property	553	325	334
Fraud	1,953	1,852	1,842
Graffiti	698	303	368
Mischief/Willful Damage	2,497	2,727	2,501
Total Crimes Against Property	16,869	14,682	14,695

OTHER CRIMINAL CODE VIOLATIONS	2016–2020 AVERAGE	2020	2021
Controlled Drug and Substance Act	951	813	783
Weapons Possession Cont to Order/ Concealed	775	949	974
Firearms Related	24	37	33
Other Criminal Code	8,239	6,981	7,140
Criminal Code Traffic Violations	772	720	784
Total Other Criminal Code & CDSA	10,762	9,500	9,714

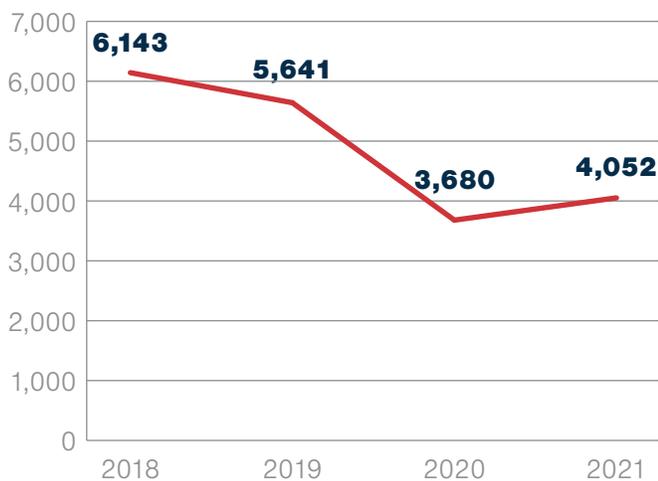
Statistics on record as of March 10, 2022, taken from Saskatoon Records Management System. For a better understanding of Saskatoon Crime Statistics, visit www.saskatoon-policeservice.ca. Crime statistics are constantly being updated due to new information being received, changes in reporting procedures, and ongoing investigations. As a result data may differ from previously published reports.

TRAFFIC COLLISIONS & ENFORCEMENT

The COVID-19 pandemic continued to significantly impact human behavior and social disorder in 2021.

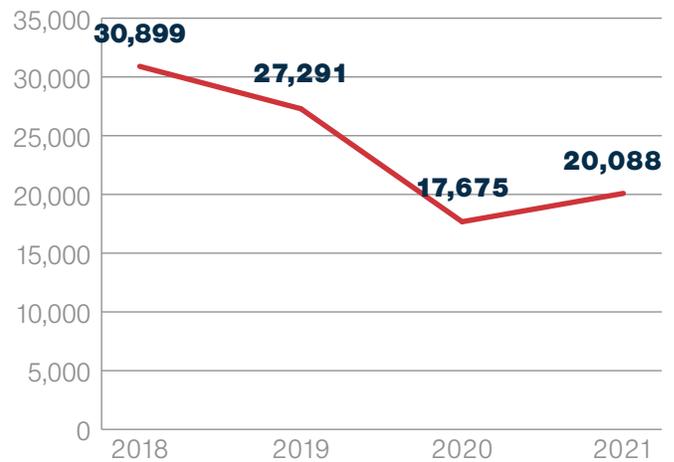
For example, 2020 saw a reduction in the number of traffic collisions which may partly be attributed to fewer motorists on the road due to provincial safety measures, including many businesses work-from-home policies. In contrast, reports of domestic disturbance may have been inflated in 2020 due to the stresses of the pandemic on relationships in households. The trend of both of these measures changed in 2021 where traffic collisions increased by 10% and domestic disturbance calls decreased by 4%.

TRAFFIC COLLISIONS, SASKATOON 2018–2021



Include disclaimer: Statistics on record as of Monday January 18, 2021, taken from Saskatoon Records Management System. Saskatoon Crime Statistics, visit www.saskatoonpoliceservice.ca. Crime statistics are constantly being updated due to new information being received, changes in reporting procedures, and ongoing investigations. As a result data may differ from previously published reports.

TOTAL TRAFFIC TICKETS ISSUED, SASKATOON 2018–2021



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CALLS FOR SERVICE

In 2021, the SPS received over 124,000 calls for service, however only nine percent, or approximately 11,100 calls, resulted in a criminal occurrence. The police service continues to receive a significant number of calls that are not criminal in nature. Further review of the 2021 figures show that 25.5% of all calls for service related to:

- 4,434 calls regarding drunkenness;
- 13,148 calls regarding a disturbance;
- 6,110 calls regarding a domestic situation;
- 4,653 calls to help find a missing person;
- 1,275 calls directly related to mental health; and
- 1,997 calls regarding an attempted suicide.

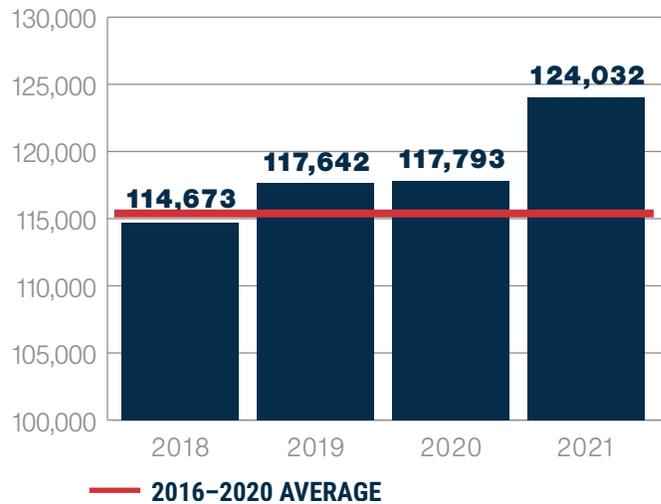
The SPS continues to explore several initiatives with the community to improve the overall response to these diverse and complex societal issues which include implementation of an alternative service delivery model, expansion of the Police and Crisis Team (PACT) as well as continued work with Mobile Crisis, Sawéyhtotân, the Okihcitawak Patrol Group (OPG) and the Community Support Program among other community initiatives.

The SPS continued to reprioritize strategic activities throughout 2021 as a result of the pandemic. Some of the **measures related to Crime and Safety produced lasting efficiencies including:**

- Prioritizing calls for service to ensure police were available for serious situations requiring immediate intervention;
- Utilizing the Call Back Unit to ensure an alternative reporting and feedback mechanism for the public; and
- Continued use of the Emergency Operations Center to ensure adequate response to emerging trends within Saskatoon’s emergency services network.

As a result, only 64.2% of total calls for service required a police officer to be dispatched. Of the calls for service that resulted in a Criminal Code offence, 61.4% had an officer dispatched. The remaining calls were able to be taken care of by the alternative means mentioned earlier.

CALLS FOR SERVICE, 2018–2021



TOP 10 CALLS FOR SERVICE	TOTAL CALLS	DIS-PATCHED	% DIS-PATCHED
Need Ambulance	20,460	1,322	6.5%
Suspicious Person	15,227	14,290	93.8%
Disturbance	13,148	11,994	91.2%
See Complainant	6,614	4,298	65.0%
Domestic - In Progress	5,310	4,940	93.0%
Missing Person	4,653	1,766	38.0%
Drunkenness	4,434	4,211	95.0%
Suspicious Vehicle	4,030	3,594	89.2%
Alarm	3,066	2,798	91.3%
Possible Impaired Driver	2,609	1,987	76.2%
Total Top 10 Calls	79,551	51,200	64.4%

Statistics on record as of March 10, 2022, taken from Saskatoon Records Management System. Saskatoon Crime Statistics, visit www.saskatoonpoliceservice.ca. Crime statistics are constantly being updated due to new information being received, changes in reporting procedures, and ongoing investigations. As a result data may differ from previously published reports.

OUR PEOPLE

People are the strength and backbone of the SPS, carrying out the mission of providing a service based on excellence to ensure a safe and secure environment.

The following highlight the activities conducted in 2021 to achieve the goals relating to Our People in the 2020–2024 Strategic Plan:

- The 2020 Equity, Diversity and Inclusion Report was presented to the Board of Police Commissioners that identifies the benefits of a diverse organization;
- 24 out of 38 (63.2%) hired sworn members in 2021 were from our target groups;
- Implementation of the formalized Indigenous Recruitment Strategy that enhanced advertising and targeted recruitment initiatives by engaging partners such as the Regina Police Service and Saskatoon Tribal Council;
- Completed a comprehensive training calendar for the upcoming year that includes training for the new TASER 7 CEW as well as the new body-worn cameras;

- The physical, mental and spiritual well-being of our people was addressed. This year, 425 out of 438 staff attended their scheduled sessions with the Clinical Psychologist. This included pre-employment psychological evaluations, Safeguard Program sessions, self-referrals, consults and Early Career Program sessions. Additionally, 119 members took advantage of one of 13 suicide awareness presentations;
- The Alternative Response Officer (ARO) program was implemented under the direction of a senior sergeant.

MORALE SURVEY

The Morale Survey is conducted periodically to take a snapshot of employee morale with the SPS. Member satisfaction decreased by eight percent, falling from 74% in 2018 to 66% in 2021. Stressors from the pandemic on employees may have affected this survey as well.



AWARDS

Recognizing SPS members for the quality of work they do is an important part of the “Our People” theme. The awards for exemplary service, long service and outstanding achievements would normally have been recognized at the annual Exemplary Service Awards Banquet but they were cancelled for the second year due to the pandemic.

Below are the awards received by SPS members in 2021:

40 FORTY-YEAR BAR

Superintendent Dave Hays

30 THIRTY-YEAR BAR

Sergeant Aaron Piprell

30 THIRTY YEARS' SERVICE

Joanne Clauson
Brenda Voth

20 TWENTY YEARS' SERVICE

Kim Barrett
Amy Radke
Caren Tryon

★ CHIEF'S AWARD OF EXCELLENCE

Constable Lisa Amy
Constable Lee Conrad
Constable Kevin Sanderson

★ SK ASSOCIATION OF CHIEFS OF POLICE EXCELLENCE IN POLICING AWARD

Sergeant Joel Bautista

★ CHIEF'S TEAM AWARD

Constable Tyler Prosofsky
Constable Justin Hendry
Constable Andrew Bodnarchuk
Constable Anthony Neufeld
Constable Kathleen Kent
Constable David Clarke
Constable Cy Bray

20 TWENTY-YEAR MEDAL

Inspector Nolan Berg
Inspector James Oliver
Staff Sergeant Dale Amyotte
Staff Sergeant Erin Coates
Staff Sergeant Tony Landry
Staff Sergeant Lisa Nowosad
Sergeant Wade Bourassa
Sergeant Gerald Bzdel
Sergeant Darren Funk
Sergeant Kyla Hicks
Sergeant Andrew Johnstone
Sergeant Scott Joslin
Sergeant Lee Jones
Sergeant Robert Lechner
Sergeant Chad Malanowich

Sergeant Grant McMillan
Sergeant Kelly Olafson
Sergeant Eddie Panamaroff
Sergeant Paul Pitzel
Sergeant Dean Pringle
Sergeant Bryon Sommacal
Sergeant Avery Spott
Sergeant Harley Stammes
Sergeant James Wilde
Sergeant Jason Worobec
Constable Steve Di Placido
Constable Beau Fouquette
Constable Garcia Brightley
Constable Christina Holovach
Constable Ben White

SASK911 TELECOMMUNICATOR OF THE YEAR AWARD



The SPS is proud to acknowledge the recognition of Special Constable Kathy Richards as the Sask911 Telecommunicator of the Year Award by the Saskatchewan Public Safety Agency.

Special Constable Richards was nominated by her peers for outstanding professionalism in her handling of a critical 911 call in January 2021, where she maintained communication with the victim of a severe assault where another individual had died violently at the hands of a suspect who had fled the scene. Special Constable Richards calmly spoke with the victim to keep him conscious and gather valuable information while ambulance and police units rushed to the scene. Her knowledge, experience and calm demeanor were on full display, proving fundamentally important to preserving life and ensuring a successful investigation.

SASK911 EXCELLENCE IN TEAM WORK AWARD

The SPS is also proud to acknowledge the SPS C Platoon Communications members as recipients of the Sask911 Excellence in Team Work Award.

C Platoon Communications was nominated for their extraordinary teamwork in relation to a call in February 2021

where a suspect called police and stated he had shot his father. Communications members quickly coordinated their actions by keeping the suspect calm and on the phone in order to relay critical information to dispatch while simultaneously notifying Medavie Health Services to attend. Furthermore, additional communications members connected the Communications Sergeant to monitor the call in real-time, allowing them to quickly replace a faltering dispatch headset, ping the suspect's cell phone, and ensure the CAD call was continuously updated; the call required 88 additional updates as information flowed in). At the same time, additional communications members redirected all non-related radio traffic to the secondary dispatch channel and activated the third dispatch desk to assist with the call load, all while managing the administrative phone lines.

At the outset of a critical call, the entire team immediately recognized the totality of the situation and coalesced into a smoothly functioning unit which executed an array of tasks with professional efficiency.

VAN DE VORST FAMILY AWARD

The SPS would like to acknowledge the following staff members who were awarded medallions on behalf of the local MADD (Mothers Against Drunk Driving) chapter in Saskatoon:

Constable Guillaume Lenormand
Constable Evan Pasternak
Constable Ray Robertson
Constable Melanie Olafson
Constable Vishal Jheengut
Staff Sergeant Patrick Barbar
Sergeant Dean Hoover
Constable Mike Graver
Constable Patrick Foster
Constable Tara Cummine

These officers were awarded the Van de Vorst Family Award for their efforts in removing impaired drivers from the roadway. Linda and Lou Van de Vorst lost their son, daughter-in-law, and two grandchildren when an impaired driver collided with their vehicle on the highway on January 3, 2016. The SPS is very supportive and proud of both the Van de Vorst's efforts, as well as our members, in ensuring safe roadways within our city.

NEW RECRUITS

The Saskatoon Police Service has been actively recruiting new members to replace senior members who have either retired or plan to retire in the near future. In 2021, the SPS welcomed 18 new regular constables. Five of these members were experienced officers from other smaller police agencies across the province.

We also welcomed 13 special constables to work in our Detention area and Communications Center. The newly formed Alternative Response Unit was staffed with six new alternative response officers that focused on safety in the downtown core.

The recently hired members came from all walks of life. Prior to their careers in law enforcement, they were former school teachers, electricians, paramedics and nurses. Our new members have a wide variety of post-secondary education and many of them speak more than one language including: Portuguese, Spanish, German, French, Punjabi and Italian. The new members are now fully qualified and ready to serve the citizens of Saskatoon.

DIVERSITY AND INCLUSION

Policing is an area that can provide a model of diversity where differences are embraced and a sense of belonging is fostered. In 2021, 63 percent of new constables and special constables hired were from employment equity groups.

The SPS remains committed to growing our representative workforce to one that is reflective of the community we serve.

While sworn and out-of-scope positions have grown by 56% since 2002, the SPS is very proud of the proportional improvement regarding the recruitment and retention of equity groups as outlined below:

43.3% ♀

FEMALE EMPLOYEES | 306

5.8%

EMPLOYEES WITH DISABILITIES | 41

6.1%

EMPLOYEES WHO BELONG TO A VISIBLE MINORITY GROUP | 43

10.0%

INDIGENOUS EMPLOYEES | 71

An Indigenous Recruitment Strategy was prepared and finalized in 2020 that includes a number of initiatives implemented in 2021.

Within the strategy, the SPS is striving to achieve 14% Indigenous representation. This number was referenced by the Saskatchewan Human Rights Commission as 14% of the Saskatchewan population identifies as Indigenous. As of the end of 2021, 10% of SPS employees self-identify as Indigenous.

Collaboration between the SPS Equity and Cultural Engagement Unit (formerly known as the Cultural Resource Unit), the Indigenous Relations Consultant, and the Indigenous Recruiting Officer in Human Resources, is paramount to increasing Indigenous representation within the SPS.

As part of its strategy, the **HR Division continues to:**

- Engage with the Indigenous Community in a meaningful way;
- Focus on relationships with youth to build trust through education, collaboration and outreach;
- Sustain and foster existing positive relationships with multi-cultural communities; and
- Foster the relationship with the LGBTQ2S+ community and enhance the service's knowledge of LGBTQ2S+ challenges related to policing.

TRAINING

Training is a critical component of the “Our People” theme as it is our members ultimately driving the Service forward. Appropriate training and development opportunities are necessary for SPS members to perform their duties effectively and efficiently in order to maintain community safety.

COVID-19 had a significant impact on SPS member training in 2021. The Training Unit focused on mandatory training required for members to ensure baseline standards were met. Any courses that were beyond the mandatory requirement were postponed or cancelled. Some of the training courses that did not require person-to-person interaction were completed virtually.

The Saskatchewan Police College in Regina, which provides training to new member recruits hired by the SPS, completed both semesters with a number of adjustments made to delivery method and class size.



PARTNERSHIPS

Creating and maintaining partnerships with a variety of organizations and various levels of government is crucial in building trust and accountability with all members of the community. The SPS was involved in many activities to develop and maintain partnerships in 2021, including:

RESTORATIVE ACTION PROGRAM (RAP)

In partnership with schools and community partners like the SPS, the Restorative Action Program (RAP) deals with conflict, bullying, physical violence, crime, mental health, substance abuse, suicide and self harm – with programming delivered to over 8000 youth in nine (9) Saskatoon high schools. RAP works with youth to develop and practice conflict management, relationship management, and leadership skills – focusing on prevention, intervention and reconnection. The SPS directly supports RAP through the provision of funding and a work environment conducive to collaborating with School Resource Officers (SROs).

EQUITY AND CULTURAL ENGAGEMENT UNIT

The Equity and Cultural Engagement Unit (ECEU) continued to maintain partnerships with the Indigenous community by sitting on the City's MMIWG Advisory Group and participated in the 4th Anniversary of the MMIWG report by hosting a Calling Home Ceremony. The ECEU also worked with the RCMP on the development of a province-wide Facebook page to support members of the gender and sexually diverse community within law enforcement.

COMMUNITY SATISFACTION SURVEY

Perhaps the most reliable measure used to monitor success of partnerships and relationships is the Community Satisfaction Survey, which is conducted every four years and touches the key areas such as community trust and satisfaction with the Service. In 2021, 87% of respondents indicated they were satisfied with the police service. This was higher than the national average of 75% in a recent survey by Angus Reid.

KNOCK ON THE DOOR PROGRAM

The SPS partnered with Victim Services, Saskatchewan Government Insurance (SGI), and MADD to produce a pamphlet which can be given to the families or victims involved in a serious or fatal collision. The pamphlet outlines contacts and resources that can be approached to obtain further information.

TRUTH AND RECONCILIATION

September 30, 2021 marked the first annual National Day for Truth and Reconciliation. It is an opportunity to recognize the truths of residential schools and pledge support to the survivors and communities so deeply impacted by their existence.

As part of the community, the SPS continues to learn and reflect on the effects of residential schools as we work to answer the Calls to Action set out by the Truth and Reconciliation Commission of Canada.

In recognition of this day, orange exterior lights and hearts featuring messages of strength and resiliency were displayed on the front lobby windows of SPS Headquarters.



AWARENESS WALK / SASKATCHEWAN MISSING PERSONS WEEK

For the third year, the family of Ashley Morin, now joined by the family of Megan Gallagher embarked on a days-long walk from Saskatoon to North Battleford bringing support and awareness to Missing and Murdered Indigenous Women and Girls. Members of the SPS Victim's Services Unit, who provide ongoing support and assistance to both families, joined them on this journey.

Ashley Morin was last seen on July 10, 2018 in North Battleford, Saskatchewan. Megan Gallagher was last seen on September 20, 2020 in Saskatoon, Saskatchewan. Two communities together as one, call home the missing.

POLICE AND CRISIS TEAM (PACT)

In partnership with Saskatoon Crisis Intervention Services (SCIS) and the Saskatoon Health Region (SHA), PACT provides an alternative response to those in the community having serious mental health crisis and/or addiction issues. The PACT program was formed in acknowledgment that police are often the first call for service that people make when going through a crisis and that not all calls for service demand the same response. A more nuanced and thoughtful approach to responding to these calls is often the better approach.

With a two-person team made up of a mental health social work professional from SCIS and one member of the SPS, the PACT team specializes in answering calls for service typically coded as attempted suicides, self-harm, welfare checks and suspected mentally ill. PACT is also responsible for the apprehension of individuals with a Mental Health Warrant as well as following up with subjects to ensure their own well-being as well as that of those around them. Each PACT team works collaboratively by sharing information and resources that each organization may not have immediate access to. **Some of the outcomes of the PACT program include:**

- Enhanced immediate response and service to persons experiencing mental health/addictions crisis;
- Reduce arrests for disturbance calls due to psychosocial crisis;

- Decrease volume and length of stay to emergency departments of avoidable mental health and addictions presentations;
- The ability to successfully resolve, de-escalate and triage to appropriate level of service;
- Improve public and personal safety by providing collaborative and effective crisis intervention; and
- The ability to direct individuals and family members to community support agencies and medical resources, transport to emergency Services or facilitate shelter needs

PACT was expanded to three teams in 2021 with hopes that a fourth team be added in the near future to ensure 24/7 coverage. The service PACT provides will be a critical alternative response mechanism for years to come.

SAWĒYIHOTĀN PROGRAM

Sawēyihotān is a strength-based community response by the Saskatoon Tribal Council (STC), partnering with a number of organizations, to support wahkomakan (relatives) in Saskatoon. Sawēyihotān means “blessing each other by showing respect for each other” and provides culturally-safe and relevant services to relatives, including mobile outreach, case management and transitional housing.

The SPS is committed in its continuing partnership with the STC on the Sawēyihotān program and has been involved since its inception.

From November 2020 to August 2021, Sawēyihotān reported the following successes:

- over 1,787 interactions with relatives;
- 590 interactions resulting in shelter accommodations;
- 97 interactions leading to short term housing;
- 17 of which were categorized as long-term housing support
- 280 people served by outreach during the cold weather strategy;
- 29 possible evictions were mediated by the outreach team.

COMMUNICATION

Effective communication is the cornerstone of any organization, and a police service is no exception. It is important to SPS administration that all employees be aware of the goals and strategies so they can be properly informed while sharing information with each other and acting as effective ambassadors in the community.

In 2021, the activities of the SPS in terms of communication focused on:

- Maintaining public trust through transparent and timely media releases and awareness campaigns;
- Rebranding the service with the “Be the Difference” slogan is ongoing with the website, video, presentation templates, backdrops and email signatures completed;
- Working closely with the Board of Police Commissioners on the understanding of relevant and emerging topics regarding policing on local, provincial, and national fronts; and
- Measures taken to improve internal communications between the Executive Team and members regarding the implementation of Fusion, body-worn Cameras, COVID-19, and other initiatives.

STRATEGIC PLAN 2020–2024 UPDATE

The 2020–2024 Strategic Plan serves as the five-year guiding document. It can be found on the SPS website at www.saskatoonpolice.ca.

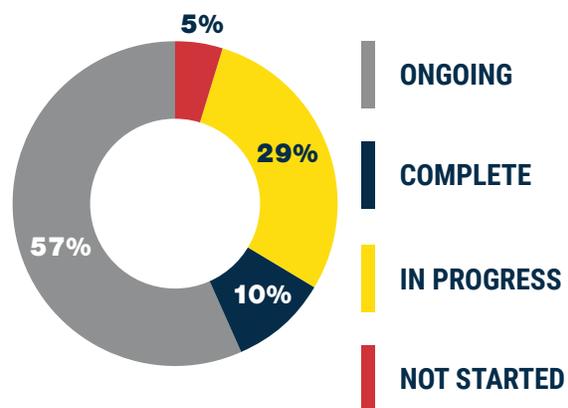


2021 SPS BUSINESS PLAN

In order to achieve the ten goals established in the 2020 – 2024 Strategic Plan, the 2021 Business Plan formulated 39 strategies and 146 activities to undertake last year. While the pandemic impacted the progress of many of the activities originally planned, the SPS was able to adjust its resources and priorities to make significant progress on many important initiatives.

Progress of the **146 activities** as at December 31, 2021 is shown below:

2021 BUSINESS PLAN ACTIVITIES AS OF DECEMBER 31, 2021



INNOVATION

The SPS's progress on Innovation in 2021 was to increase the efficiency and effectiveness of service delivery at the SPS.

BODY-WORN CAMERAS

In 2021, the SPS continued preparation for the Body-Worn Camera (BWC) Pilot. The goals of equipping front-line officers with BWCs are to:

- Provide additional evidence for investigations
- Support early case resolution in legal matters and public complaints
- Provide a record of police encounters with the public
- Increase public trust and confidence
- Increase police transparency and accountability
- Provide additional training and leadership tools

Operational staff liaised with other existing BWC programs in Canadian policing in order to examine lessons learned and develop SPS policy. In addition to working with our police partners, we collaborated with academic experts from both Ontario and Saskatchewan, the Canadian Association of Chief's of Police while adhering to federal and provincial privacy legislation.

Numerous key stakeholders were also briefed and consulted on the project in order to further its development and introduce the pilot. We engaged several government agencies including, but not limited to, the office of the Saskatchewan Information and Privacy Commissioner, Saskatchewan Human Rights Commission, Saskatchewan Public Complaints Commission, Ministry of Justice and Attorney General, Ministry of Corrections, Policing and Public Safety, and the Saskatoon Board of Police Commissioners. In the latter months of 2021, SPS met with local community groups and associations as well as several interest groups that provide guidance to the Chief of Police.

Notably, three BWC-related questions were included in the 2021 Community Satisfaction Survey. Ninety-eight percent of respondents supported the use of BWCs by police, and 88% believe their use will increase public trust.

SPS developed a procurement strategy in order to evaluate, test and select a vendor to provide hardware and software in order to capture, upload, redact and disclose BWC video. The contract was awarded to Axon Canada in the 4th quarter of 2021.

SPS continues to work towards BWC implementation by developing and implementing a training strategy. Officers will be trained on how to manage situations that may be sensitive in nature balancing the privacy rights of individuals with the anticipated benefits of using BWCs for law enforcement purposes.

More information on the program can be found at: saskatoonpolice.ca/bwc

DIGITAL INFORMATION MANAGEMENT SYSTEM (PHASE 1)

The Digital Information Management Solution (DIMS) is an IT portfolio of projects that together will improve how SPS captures, organizes, shares and discloses digital information over the next three years, prioritizing operational information and digital evidence. Efficiently utilizing digital information to make decisions and perform tasks, DIMS will give our members the tools they need to make a difference so they can spend more time understanding information rather than managing it.

Phase 1 included identifying and analyzing potential projects that would fit under this portfolio. From May-July 2021, IT conducted 72 interviews across SPS with a focus on identifying information management challenges experienced by operational sections and units. Based off these interviews, a portfolio of strategic projects was determined and analyzed to determine not only which provide the most benefit to SPS, but also which projects can be realistically implemented given timeline, budget and IT-resource constraints. A DIMS Portfolio Roadmap was then created in December 2021.

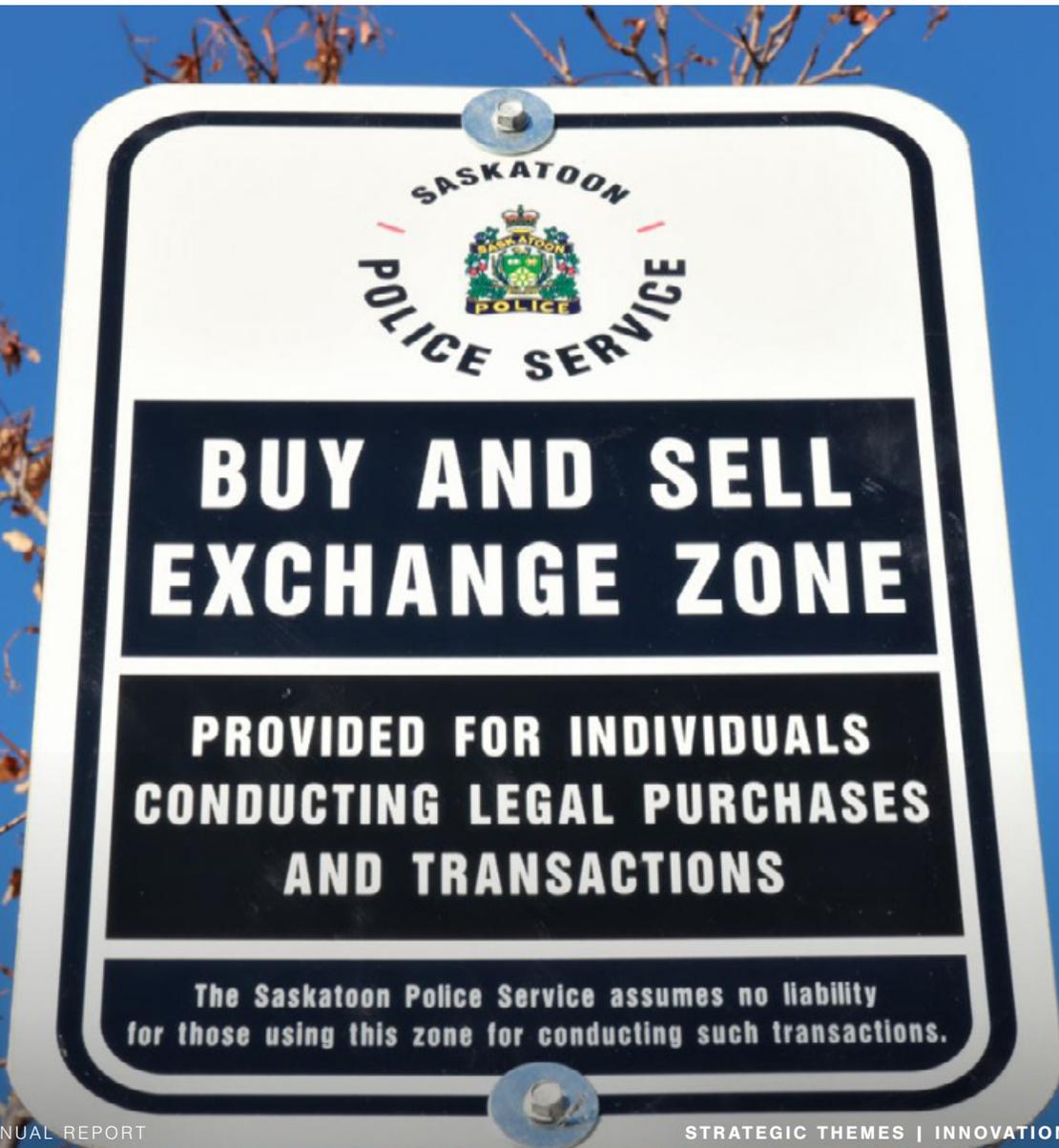
BUY AND SELL EXCHANGE ZONES

In April 2021, the SPS offered the public a designated safe place to conduct property transactions from online sales. The focus of this initiative is to enhance public safety and reduce crime. By implementing a Buy and Sell Exchange Zone, the SPS saw an opportunity to improve community safety and provide a dedicated space to conduct legal buy and sell transactions. Our goal is to prevent buy and sell frauds and reduce victimization.

Buy and Sell Exchange Zones were installed in the visitor parking lot on the west side of SPS Headquarters. Other **buy and sell safety tips:**

- Meet in a well-lit, non-secluded, public place like SPS Headquarters.
- Bring someone with you.
- Only pay for the product once you have viewed it and met the seller.
- Conduct transactions in cash; avoid using cheques and money wiring services.
- Report theft, fraud or suspicious activity to the buy and sell website and Police: <https://saskatoonpolice.ca/onlinereporting/fraud/>
- Ensure the item you are purchasing is not stolen property by utilizing CPIC: <https://www.cpic-cipc.ca/>

While Police are available to respond to criminal matters, they are unable to assist in negotiating civil property transactions.



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