

THE BOARD OF POLICE COMMISSIONERS

SASKATOON, SASKATCHEWAN



February 5, 2014

Mayor D. Atchison, Chair
Commissioner C. Clark
Commissioner D. Hill
Commissioner G. Martell
Commissioner V. Pezer

Dear Board Members:

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

DATE: Thursday, February 13, 2014

TIME: 12:00 noon

PLACE: Committee Room A, Second Floor, City Hall

A copy of the agenda is attached.

Yours truly,

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

Joanne Sproule
Secretary to the Board

Attachment

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

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AGENDA

(OPEN TO THE PUBLIC)

BOARD OF POLICE COMMISSIONERS

SECTION A – MINUTES/DELEGATIONS/PRESENTATIONS

1. Minutes – of meeting held on January 23, 2014.

2. Delegations/Presentations

a) Police Facility Update

Mr. Dean Buchholz, Facilities Planner, Asset & Financial Management Department, will be in attendance to provide an update on the new Police Facility.

3. Chair's Report

4. Chief's Report

5. Environmental Scan

SECTION C – ROUTINE/STATISTICAL REPORTS

1. Appreciation to the Saskatoon Police Service

Attached is a report of the Chief of Police dated January 30, 2014 forwarding acknowledgements of appreciation/recognition to the Saskatoon Police Service.

SECTION E – OTHER

1. 2014 Approved Operating Budget

Attached is a report of the Chief of Police dated February 3, 2014 regarding the above.

AGENDA
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2. 2014 Approved Capital Budget

Attached is a report of the Chief of Police dated February 3, 2014 regarding the above.

3. Representative Workforce at the Saskatoon Police Service

The following enquiry was made by Commissioner Martell at the meeting of the Board of Police Commissioners held on January 23, 2014:

“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.”

In this regard, attached is a report of the Chief of Police dated February 5, 2014.

4. Brandon Daniels Inquest

Attached is a report of the Chief of Police dated January 14, 2014 regarding the above.

5. Board Meeting Schedule – 2014

Consideration of the remainder of the meetings dates for June, 2014 to December, 2014 was deferred to this meeting. The following dates are proposed:

Thursday, June 19, 2014
July – No meeting
August – No meeting
Thursday, September 18, 2014
Thursday, October 16, 2014
Thursday, November 20, 2014
Thursday, December 11, 2014

SECTION F – BOARD ENQUIRIES

1. Enquiries

"PUBLIC AGENDA"

C1)

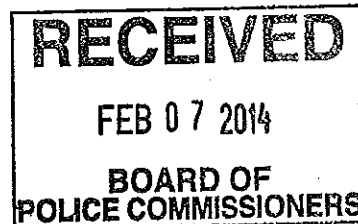
TO: His Worship Don Atchison, Chairperson
Board of Police Commissioners

FROM: Clive Weighill
Office of the Chief

DATE: 2014 January 30

SUBJECT: Appreciation to the Saskatoon Police Service

FILE NO.: 12,002



ISSUE:

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

RECOMMENDATION:

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

Written and Approved by: Bernie Pannell
Acting Chief of Police

Submitted by:

A handwritten signature in cursive script, appearing to read "Bernie Pannell".

Bernie Pannell
Acting Chief of Police

Dated:

A handwritten date in cursive script, appearing to read "Jan 30, 2014".

I just received a phone call from the owner of the Esso on the Run on 22nd St where the robbery occurred recently. He wanted thank communications for all of our help in keeping him and his staff safe. He stated that he received a phone call from the Investigating Officer that we have the two suspects in custody and that the last two weekends have been nerve wracking for his staff but they felt much safer knowing that communications were there to help. I asked him if he wanted to be forwarded to the investigating officer to thank him and he said that he had already thanked the officer but he wanted to be sure to thank the communications staff. I believe it was C Platoon on when the robbery occurred and I wanted to be sure that I forwarded the thanks.

Sincerely,

Tina

S/Cst. Tina Funk
"A" Comms

Tryon, Caren (Police)

From: Police Info (Police)
Sent: Monday, January 13, 2014 9:05 AM
To: Tryon, Caren (Police)
Subject: FW: Thanks for a job well done

Alyson Edwards
Director of Public Affairs
Saskatoon Police Service
306.975.8209

alyson.edwards@police.saskatoon.sk.ca
Visit us at saskatoonpoliceservice.ca

 Saskatchewan's
Top Employers

From: Vince Martin [REDACTED]
Sent: Friday, January 10, 2014 10:10 PM
To: Police Info (Police)
Subject: Thanks for a job well done

To all the good folks in blue:

I just wanted to reach out and say thank you to the Saskatoon Police Services for contacting with regards to some personal property that was found in the area behind my home. Although I had actually discarded these items in my trash bin; the fact that some good citizen would take the time to pick them up a couple blocks away and contact the police really help to make my day.

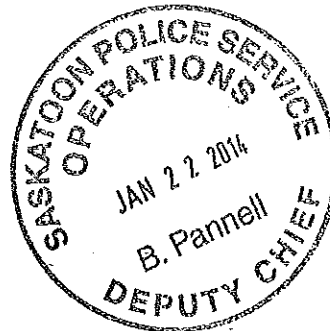
Saskatoon is a great place to live and due to the hard work of our police services and the good folks who live here And it is only going to get better.

I wish I could remember the constables name ... none the less, you all deserve a big bouquet for doing an outstanding job!

Keep up the great work

Vince Martin
[REDACTED]

Saskatoon





UNIVERSITY OF
SASKATCHEWAN

College of Nursing

College of Nursing

107 Wiggins Road
Saskatoon SK S7N 5E5 Canada
Telephone: (306) 966-6221
Facsimile: (306) 966-6621

January 13, 2014

Constable Derek Chesney
Saskatoon Police Services
130 4th Ave N
Box 1728
Saskatoon, Saskatchewan
S7K 3R6

Dear Constable Chesney:

I read the article in the January 10, 2014 StarPhoenix entitled "*Local beat cop honoured for blog post on homeless man.*" The reporter described your award winning tribute to Mr. Alvin Cote, who passed away in 2013.

On behalf of the faculty and staff at the University of Saskatchewan, College of Nursing I would like to commend you for your deep respect for the human spirit, the recognition of Mr. Cote that you highlighted to show how social situations do not define who we are as people and most important the role modelling you obviously provide to the citizens in your district. I am not so sure that it is Mr. Cote's story that made headlines but your story of caring for those you serve every day.

Your work is an inspiration to our students who are learning how the realities of life impact our health and well-being. Thank you for taking the time to honor the life of Mr. Cote.

Sincerely

Lorna Butler, RN, PhD
Professor & Dean
College of Nursing

✓ cc. Chief C. Weighill



SOCIAL MEDIA SALUTES

twitter



DECEMBER

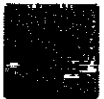
Tweets



Seth Armstrong @sethRock102 1d
Big thanks to @SaskatoonPolice and the Saskatoon Firefighters for showing up before I even knew my car was on fire!



Linda Delver @lindelver 4h
@SaskatoonPolice Well done! Jail is a good place for those 3 to spend this Christmas and a few more to come!!



Melissa @melissaleib 23h
Thanks for advisory. Important for all merchants #yxe #fraud RT @SaskatoonPolice: Public Advisory - Credit Card Fraud bit.ly/1bkujYt



Derbz @Darbykh 1d
@SaskatoonPolice ok thank you! Informative as always! Love that you're so accessible for questions



Sheri Benson @sherirbenson 3d
S/O to Chief Weighill @SaskatoonPolice for kicking off @UnitedWayStoon #GivingTuesdayCA \$7700 \$ raised so far #yxe rocks!



Sean Shaw @seanshaw 2d
went through my first RIDE stop ever in 18 yrs of driving last night. Glad to see @SaskatoonPolice keeping an eye on our roads!



donny madill @donnymadill 1h
@SaskatoonPolice well done guys/gals. Early christmas for the people getting their stolen property returned!



Rosie Blossoms @Rosie_Kaila 18h
My Mom's car was stolen and found today! What a relief! Thanks @SaskatoonPolice #yxe



Joanna Oesch @MermaidRo... 2d
Hi 5s to @SaskatoonPolice for warm hearts and helping hands! #thepuppywholosthisway



Char Wiebe @charwiebe 6d
Big shout out to @SaskatoonPolice and saskatoon fire fighters who were fighting a large fire on 8th st this eve in these frigid@temps #yxe



Barredo Events @BarredoE... 6d
#FridayThe13th what a lucky day already! KUDOS @SaskatoonPolice to such a speedy & successful response to our theft issue! #Yxe #SK



BT @Brion7 9d
@SaskatoonPolice @RealAlexD Right on. Thanks for everything you guys and gals do for the city of saskatoon!



TAC Concerts @taconcerts 11d
We were thrilled to have increased presence of @SaskatoonPolice last night. #thanks



DECEMBER

twitter

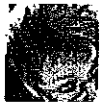
FEEDBACK



Shyra Irvine @Shyralrvine 20h
Thanks to the awesome @SaskatoonPolice for calling my dad for me so I could get my keys! Highly appreciated! ☺



Claire @Claire_MP 2d
Thank you @SaskatoonPolice and @SGItweets for having the stop check right smack dab in the middle of 8th St. #FindOutWhosNaughtyOrNice #yxe



Colleen Cote @CTAPinSK 4d
Thanks @SaskatoonPolice for ur presence at our 4way stops out east #appreciate it



Shauna Morrison @morrsh86 5d
Very impressed by the @SaskatoonPolice for responding so quickly to my complaint.



Saskatoon SAR @SaskatoonS... 2d
Thanks to our agencies of jurisdiction for your support this year! @StoonEOC @SaskatoonPolice @SaskatoonFire @RCMP SK Happy New Year!



Mitch Kachur @MitchKachur 2d
@SaskatoonPolice Hats off to SPS member who gave his toque to girl involved in in bridge incident yesterday and SP Greg Pender!



Arnold Van Lambalgen @avlavi

4am Hit and Run chase down. Add it to the "Storied Tales of Stonebridge"! Great work by @SaskatoonPolice.
pic.twitter.com/FbVYzwWw4P





DECEMBER

facebook

FEEDBACK

Comments...

News Release: Three Arrested - Fraudulent Credit Card Investigation - <http://bit.ly/1blq3qT>

Like · Comment · Share

4

43 people like this.



Lorraine Dean Another good bust SPS...congratulations 😊

4 hours ago · Unlike · 4



Lori Prostebby yaaaaaa, great job.

4 hours ago · Unlike · 2



Karen Kotyk MacKenzie Yessss !! Thank-you SPS, you are fantastic!!

3 hours ago · Unlike · 1



Kim Kriitmaa Good job....3 less scumbags on the loose !

3 hours ago via mobile · Like · 3



Paulette Haywood Good job SPS....!!! Fabulous work!!! Thank you for making our streets safer....now the courts just have to keep these people off the streets!!!!

3 hours ago via mobile · Unlike · 2



Tracy Schmidt Nice work!

3 hours ago · Unlike · 1



Pete Woronowski Thank you! Appreciate the heads up. Very best to you folks!

22 hours ago via mobile · Unlike · 2



Tara Starfire you all are doing lots of great work out there. 😊

December 6 at 4:56pm · Like



Darcy Glenn-Bauer My family and I just wanted to thank the stoon police for being on the freezing cold roads doing stop checks this holiday season!!!! It was -44 with the windchill last night!! It is too bad that u have to be out there and people are not being responsible.....but we thank you and appreciate you

December 7 at 11:23am via mobile · Unlike · 1



Teresa Gagne

thanks for finding my car so quicky. I always send a prayer to officers controlling traffic, in a chase, etc. I appreciate the service you provide.



Jamie Cleveland

Thank everyone within the Saskatoon Police Service. I sincerely appreciate all every single one of you do, every single day; keeping our amazing city safe! Merry Christmas, Seasons Greetings and Happy New Year!



DECEMBER

facebook

FEEDBACK

Comments...



Teresa Wasyliw Cooke Merry Christmas to all of our wonderful police officers and staff
10 hours ago · Unlike · 2



Janine Penney I wanted to say thank to all the Saskatoon Police Service. Last night as I was leaving work I went through a check stop on Mercher just off 8th street. Those police officers were standing out in the freezing cold making sure there weren't people driving drunk. But what really made my night after a bad night at work was the S.A.D.D from Aberdeen school handing out cards. Glad to see these young teens are on the write track. Great job guys!
8 hours ago via mobile · Unlike · 2



Donna Hay I truly appreciate the fact that the SPS keeps the citizens of our city who are interested in crime prevention, stats, and the general day to day issues that the force faces. It can't be easy to walk the tightrope between concerned citizens and trolls who simply want to incite controversy and anger amongst those who use and benefit from social media by posting nothing but garbage and nonsense. Please keep up the great work SPS!
Yesterday at 12:54pm · Unlike · 9



Vee Abbott I don't get much chance to read the paper, so it's great that SPS uses social media to let us know what's happening. Thank you! 😊
Yesterday at 1:12pm · Unlike · 3



Carrie Catton I'm wholeheartedly a fan. I rarely listen to the radio, and the news is oftentimes behind...I appreciate the updates when I have the opportunity to check. Kudo's SPS, keep it up 😊
And Merry Christmas to you all 😊
18 hours ago via mobile · Unlike · 2



Mary Johnson you guys ROCK!!!!
December 17 at 2:48pm · Unlike · 2



Meg Huntley
My family and I would like to thank the police officers who responded to our call this morning regarding an attempted break in this morning. Within 5 minutes of calling 911...the officers appeared. Thank you for responding so quick. It made the situation more bearable for all of us including my 6 year old son. Merry Christmas and thanks again.



DECEMBER

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FEEDBACK

Comments... My Saskatoon Police Experience.... Feel free to read and share!

Yesterday threw my whole day around... We found out we were victims of theft in our own home. A couple of small but costly items went missing. At first, I thought it's a case of misplacing two watches. But as the day went on, it became apparent that it was theft. The only other person in our home was the CLEANER.

I don't want to get into detail about her or the situation but the point of this post is this....

I was so devastated this happened as one of the watches was THE gift I gave Brett on our wedding day! So it's definitely sentimental. I was furious bec my faith in people was tarnished and my bubble was burst!

But then came real life heroes.

I called the Saskatoon Police (I didn't know what else to do) and came two officers. They went through the 'process' with me. Questions were asked and answered. Overall, my fear was that this was some M.O.- petty criminals pretending to be cleaners and leaving with their clients valuables! The police officers were very informative and made me feel better but were also realistic. Chances are we were not going to get the items back. I would have a better chance of going to twitter and tracking to see if they come up!

I had began to accept that the watches were lost forever...

Then a few hours after their initial visit, Const. Marek and Const. Siebert came back and handed us BOTH watches!!! (One was already sold on Kijiji) The odds were slim that they would even pay any attention to this, let alone SUCCESSFULLY turn up with the watches!!!!

I cannot thank them enough for such a response!!! After feeling like my privacy got invaded and disrespected, this situation and these officers' actions are blessings!

I know my story is such a small portion of everything the police force does, but I just wanted to share this... I don't say this often enough but THANK YOU to the people who keep our neighbourhoods and community safe! We take their presence for granted sometimes and they definitely get more than their fair share of negative comments and publicity, etc.

Stories like mine need to be shared because its a HAPPY ENDING!

I hope this puts a smile on your face as it did ours!!! Thank you Constables Marek and Siebert. Hats off to you!!!

HAPPY HOLIDAYS everyone!



DECEMBER

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FEEDBACK

Comments...



Lorraine Dean So glad you got your watches back. I am going to share this because I too believe that our Police Services need more pats on the back for all that they do.

5 hours ago · Unlike · 1



Nathan Veeman Good to hear, and great work from the police.

5 hours ago via mobile · Unlike · 1



Anita Lynn Brass Thanx for sharing ur story!!! 😊 Awesome work from the best!!!

5 hours ago · Unlike · 1



Nianh Pawle I'm glad to see that the Police here have the time to deal with some of the smaller issues as well as the bigger crimes. Sometimes it's the small stuff that is most upsetting and damages our ability to trust, and to feel safe in our homes and communities. It's not all about money.

5 hours ago via mobile · Unlike · 1



Mel D. Drake Good job Saskatoon Police!!!

5 hours ago via mobile · Unlike · 1



John R Wit ~+~ MERRY CHRISTMAS & God Bless Y'all ~+~

4 hours ago · Unlike · 1



Michelle Rusk Well done!

4 hours ago · Unlike · 1



Ken Cole Great Job SPS and Thanks for sharing Jess!

about an hour ago · Unlike · 1



Heather Donahue In September my brother had his vehicle broken into and had a number of things stolen from him. When we got down to the station to report it, they has recovered most of the stuff already. We were very happy at the great job SPS did.

about an hour ago via mobile · Unlike · 1



Tara Starfire Wow, awesome job!

I wish the city of Saskatoon would spend much more money on the SPS,

December 20, 2013 at 3:29pm · Unlike · 1



DECEMBER

facebook 

FEEDBACK

Comments...


Operation Overdrive is in full swing and last week a kind woman in our community made a very thoughtful gesture for officers conducting check stops near her home. Wanting to show her appreciation, and because of the frigid temperatures, she headed to Tim Horton's to pick up coffees. Unfortunately, when she returned, the officers had switched locations and she wasn't able to pass along her thanks and a warm cup of coffee.

Despite unfortunate timing, your thoughtfulness is greatly appreciated by all members of the Saskatoon Police Service!



Like · Comment · Share

 3

 233 people like this.



DECEMBER

facebook

FEEDBACK

Comments...

Earlier today, we received this Facebook message regarding an incident involving a member of the Saskatoon Police Service.

Thank you Dean Fey for taking the time to tell us about your positive interaction with the SPS. It's appreciated by all members.

"Earlier today one of your Sgts, driving a marked supervisor car stopped traffic for a young lady whose car went into the ditch at McOrmond Dr and College. All the people who stopped to help really appreciated him stopping traffic on a busy road until we got her car out. He kept us all safe and my fear of being smacked by an 18 wheeler was laid to rest. Please pass on my thanks to him. (It was around 1500hrs). And Merry Christmas to all of you!! 😊 "

Like · Comment · Share

27

576 people like this.

View 16 more comments



Julianna McLean I drove by and saw that scene yesterday with my eldest daughter, Kenzie Dunn. Saw the police car turn on it's lights and pull over to help at the scene. Yes, so thankful for our outstanding SPS crew. Merry Christmas!

December 14 at 3:46pm · Unlike · 👍 1



Ken Cole A hearty "Well Done" to the Sgt, and "Thanks" to all the people who helped the lady with her car, and a special Thanks to Dean Fey for passing on this story that shows there are still good people out there, in and out of uniform. Merry Christmas all!

December 13 at 4:38pm · Unlike · 👍 28



Edwin Morin This reminds me of the time I was pulling into the city and I saw the lights flashing on a police car, immediately I thought "looks like Someone up ahead got a speeding ticket" as I got closer, I notice it's not someone getting a ticket. He was changing a flat tire for someone. Made my day.

December 13 at 4:46pm via mobile · Unlike · 👍 54



Polly Effin Perfect This is the second time this week, I have seen a really positive post from friends regarding the help or understanding received by the SPS.

You guys are doing a really great job out there and deserve all the recognition!!

December 13 at 5:05pm · Unlike · 👍 30

Tiffany Crawshaw Fredriksen It's such a treat reading positive omments..Keep up the great work SPS..Have a safe and Happy holiday.

December 13 at 6:27pm · Unlike · 👍 1

Amela Darlene really nice to hear!!

December 13 at 7:13pm via mobile · Unlike · 👍 1

Sheena Rudock Thats great!! U guys are awesome I respect you or what you do! Merry Christmas!!

December 13 at 7:14pm · Unlike · 👍 2

Trenda Reimer-Spork It's great to hear the positive!!! Thankful o live in such a great city where people care about others!

December 13 at 7:55pm via mobile · Unlike · 👍 1

Jonathon Shocker Well done !!!

December 13 at 7:59pm via mobile · Unlike · 👍 1

Barb MacPhee Just got home from city. Thankful for the SPS and joking after traffic. It was a crazy time for them today So many small accidents.

December 13 at 8:11pm via mobile · Unlike · 👍 3



Debbie E. Angell It is good to hear stories that the above. I have experienced an insensitive officer in the past year, but I know most are helpful and can see they are doing a great job.

December 13 at 11:26pm · Like · 👍 1



DECEMBER

facebook

FEEDBACK

Comments...



Saskatoon Police Service shared Gary Grady's status.
December 12

Thanks for reaching out, Gary. We'll make sure he gets the message!

I need help within my circle of friends that have ties with the Saskatoon Police Service! Around 3:30pm today a officer in a dark unmarked car pulled me over on Faithfull Ave. He was polite, understanding and forgiving. Out of all my friends that can get a message to him! Please tell him...May he and his family have a Merry Christmas and Happy New Year! You do the SPS proud, you had no reason to do what you did, but you felt my frustration and made my day! Please Share!!!

Like · Comment · Share

1

160 people like this.

View 11 more comments



Dennis Heins Its to bad that there always one individual that speaks before they think. But here it is easy to see which one has no respect for police officers or the law itself because they prefer to make their rules.

December 13 at 11:18am · Like · 1



Saeed Ahmed ^You might wana check you glasses again, i did not say anything that you sir have mentioned. I respect the officers, all i said was you get a warning first, then a ticket nothing that is saying that i dont like the rules, laws or the officers.

December 13 at 6:31pm · Like



Angel Erasmus That's a wonderful thing to do for somebody! WTG SPS!

December 12 at 1:00pm · Unlike · 7



Sheena Rudock I have always had a good experience with the sps! I got pulled over for the same reason about a month ago and the 2 officers were very polite as well about it. 2 young cops on 108th a friday night about a month ago. So if the officers see this I as well would like to thank them and wish them a Merry Christmas

December 12 at 1:06pm · Unlike · 10



Bernard Ens I lived in Saskatoon for 35 years and never met a SPS Officer who was not friendly, polite and understanding. I had and still do have a lot of respect for the SPS. I wish all of them a very Merry Christmas and a Happy New Year.

December 12 at 2:08pm · Unlike · 11



Deborah Perry big thanks to all of the police officers who watch over the Broadway district for the merchants here, they are greatly appreciated!



Comments...

News Release: Three Arrested - Fraudulent Credit Card Investigation - <http://bit.ly/1blq3qT>

Like · Comment · Share

3

56 people like this.



Lorraine Dean Another good bust SPS...congratulations 😊
December 6 at 10:29am · Unlike · 5



Lori Prostebby yaaaaaa, great job.
December 6 at 10:29am · Unlike · 2



Karen Kotyk MacKenzie Yesssss !! Thank-you SPS, you are fantastic!!
December 6 at 10:34am · Unlike · 1



Kim Kriitmaa Good job....3 less scumbags on the loose !
December 6 at 10:36am via mobile · Like · 3



Paulette Haywood Good job SPS....!!! Fabulous work!!! Thank you for making our streets safer....now the courts just have to keep these people off the streets!!!!
December 6 at 11:16am via mobile · Unlike · 2



Tracy Schmidt Nice work!
December 6 at 11:31am · Unlike · 1



Lisa Hartung Thx:-)
December 6 at 1:38pm via mobile · Like



Maureen Larocque Ekvall Christmas shopping punk style!
December 6 at 1:39pm via mobile · Like



Samantha Elizabeth Thanks for arresting these losers!
December 6 at 2:27pm via mobile · Like · 1



Debbie Boyer Lane Good Job.... bread n water would be even better..for the losers....!!
December 6 at 4:10pm via mobile · Like



Vee Abbott Three caught...how many more are there? Good work, and thanks, SPS.
December 7 at 3:08pm · Like



Samantha Elizabeth Thanks for arresting these losers!
December 6 at 2:27pm via mobile · Like · 1



Debbie Boyer Lane Good Job.... bread n water would be even better..for the losers....!!
December 6 at 4:10pm via mobile · Like



Vee Abbott Three caught...how many more are there? Good work, and thanks, SPS.
December 7 at 3:08pm · Like



DECEMBER

facebook

FEEDBACK

Comments...



Karl Rowe

December 16 via mobile

On a break at work. Still thinking back to this morning. I was on my way to work and lost control of my car under the university bridge. I ended up inna snowbank. Right before I was gonna call a tow truck a white hyundai suv type car stopped. A gentleman got out and offered to help push it out. When I agreed he waved to his suv and 3 other gentlemen got out and helped push. Once the car was out of the snow the 3 returned to there viechle. The driver stayed and joked around a little with me. I thanked him and his friends for help. Right before he went back to his car he showed me his saskatoon police badge. It was took fast for me to get his badge number. He said have a good Christmas and left. 4 saskatoon police members helped me this morning. And I was only 10min late for work. If the sps can see this thank you to the 4 members for the help this morning.



Donna Hay I truly appreciate the fact that the SPS keeps the citizens of our city who are interested in crime prevention, stats, and the general day to day issues that the force faces. It can't be easy to walk the tightrope between concerned citizens and trolls ...

[See More](#)

2 hours ago • Unlike • 5



Vee Abbott I don't get much chance to read the paper, so it's great that SPS uses social media to let us know what's happening. Thank you! 😊

about an hour ago • Unlike • 1



Comments...

Operation Overdrive is in full swing and last week a kind woman in our community made a very thoughtful gesture for officers conducting check stops near her home. Wanting to show her appreciation, and because of the frigid temperatures, she headed to Tim Horton's to pick up coffees. Unfortunately, when she returned, the officers had switched locations and she wasn't able to pass along her thanks and a warm cup of coffee.

Despite unfortunate timing, your thoughtfulness is greatly appreciated by all members of the Saskatoon Police Service!



Like · Comment · Share

3

Corridawne Susan Vee MacKenzie, Mike Shanigans, Shelley Ballard-McKinlay and 231 others like this.



DECEMBER

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FEEDBACK

Comments...



Jennifer Ulvick Wishing the SPS a very Merry Christmas and a Happy New Year.

May all of you and your families have a great festive season. Remember the cookies and eggnog for Santa. Thank you for making Saskatoon a safe place for me to visit. All my best in 2014.

December 24, 2013 at 3:20pm via mobile · Unlike · 1



Hans-Jurg Buchi Have a safe and good season

December 24, 2013 at 3:22pm · Unlike · 1



Craig Shoemaker Merry Christmas too SPS

December 24, 2013 at 3:46pm via mobile · Edited · Unlike · 1



Vee Abbott Same to you. 😊

December 24, 2013 at 3:47pm · Unlike · 1



Jane M Westhouse Have a Safe Christmas also SPS. 😊 Thanks for all the hard work you all do to keep the City of S'toon safe.

December 24, 2013 at 3:48pm · Unlike · 1



Collin Kowalchuk Merry Christmas! Stay Safe and Thank You All!

December 24, 2013 at 4:32pm · Unlike · 1



Ian Colvine Hope it is a nice, quiet, uneventful Christmas for all the folks working to keep us safe. Thanks for everything you do.

December 24, 2013 at 8:22pm · Unlike · 1



John R Wit ~+~ MERRY CHRISTMAS ~+~

December 24, 2013 at 9:16pm · Unlike · 1



Vi Herout Merry christmas to all and happy New year to all . From violet herout.

December 24, 2013 at 9:39pm via mobile · Unlike · 1



Julianna McLean Merry Christmas! Was thinking of you all today.

December 24, 2013 at 9:42pm · Unlike · 1



Dawn Storm Thank you...especially those of you who are away from your families today.

December 25, 2013 at 1:15pm via mobile · Unlike · 1



Tara Starfire Have a safe and blessed Christmas! Thinking of you all ans sending prayers.

December 25, 2013 at 11:14pm · Unlike · 1



DECEMBER

facebook 

FEEDBACK

Comments...



Shelley Stahl Heuchert

My 5 and 7 year olds just witnessed 2 officers apprehend a 'bad guy' in the toys r us parking lot. They wanted me to send a message of thanks for keeping Saskatoon a safer place 😊 Happy New Year!!



Saskatoon Police Service

Awe, that's very sweet, Shelley. Thank you for passing on your kids' message. Would you/they mind if I passed it on to the rest of the Service?

Regards,
Kelsie



Shelley Stahl Heuchert

Not at all please pass it on, Cody and Laynie would be thrilled ! They had no idea how I would message the police- the probably figure I have everyone's cell phone number- haha. Most officers hear bad reviews...lol...it's good for them to hear the good ones! They weren't scared at all when they saw the police cars . They were relieved! - Shelley



Judy McCoy

Happy New Year to all our hard working police officers, we surely appreciate all that you do for our community. Have a safe evening all our brave men and women in blue



John Woodley

Have a safe and Happy New years Folks, and hopefully a quiet one. I know its to much to ask for the phones to be silent tonight. Take Care.



Bruce Johnson

Hey folks, thanks for being out there on this very cold night. Stay safe in all of your dealings. A very warm and Happy New Year to all at SPS. Thank-You



Bruce Johnson

On this Christmas eve and into the Christmas day I would like to thank all of the folks that do what they do to keep us safe. Your family's miss having you home on this night, however, we, your larger family, are very happy and thankful that you are out helping some and keeping the us all safe. Merry Christmas from my family to all of yours. Thanks for everything.



DECEMBER

facebook

FEEDBACK

Comments...



Kristy Dean

Just wanted to send you guys a HUGE thank you... I work at the Light House and two of your officers brought in a man who had been sleeping outside for the past two days! I am so thankful they knew they could bring him to us. He is now safe and warm and it's all due to your officers! Awesome job guys!!!



Teresa Gagne

thanks for finding my car so quickly. I always send a prayer to officers controlling traffic, in a chase, etc. I appreciate the service you provide.



Jamie Cleveland

Thank everyone within the Saskatoon Police Service. I sincerely appreciate all every single one of you do, every single day; keeping our amazing city safe! Merry Christmas, Seasons Greetings and Happy New Year!



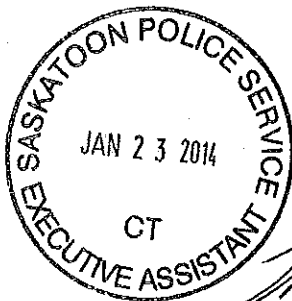
Ministry of
Justice

Public Prosecutions
Division

Saskatchewan

8th Floor, 224 4th Ave S
Saskatoon, SK S7K 5M5
Telephone : (306) 933-5149
Fax : (306) 933-7665

January 22, 2014



Saskatoon Police Service
Box 1728
130 4th Avenue North
Saskatoon, SK S7K 3R6

Attention: Chief of Police

Dear Sir:

Re: Cst. Mireau #792 - SPS Occurrence 101234-13

On January 16, 2014, I spoke to sentence on the above-noted matter involving the accused, Mwansa Chanda (DOB: May 16, 1987), in front of Judge L. Smith. Mr. Chanda entered a guilty plea to assaulting Cst. Mireau #792 contrary to Section 270(1)(b) on October 26, 2013.

Briefly the facts are that Cst. Mireau was the first police officer to arrive on scene at a report of a break and enter in progress. She approached four males with her firearm at the low ready and commanded them to lie down. Three of the males complied immediately, while Mr. Chanda approached her aggressively and was yelling. Cst. Mireau holstered her firearm and Mr. Chanda continued to approach while raising his fists and threatening to kill her. Cst. Mireau deployed her o/c spray which seemed to have no effect on Mr. Chanda. He took off running. Cst. Mireau continued to deal with the three other males at which point Mr. Chanda returned and approached Cst. Mireau, raising his arms and again threatening her. At this point, Cst. Mireau, believing that she was going to be punched, took Mr. Chanda to the ground. Backup arrived shortly thereafter.

During the course of sentencing, Judge Smith told Mr. Chanda how lucky he was that Cst. Mireau responded in the manner that she had and that things could have turned out much worse for Mr. Chanda. At the conclusion of sentencing, Judge Smith remarked that he was glad to know that there was a police officer with the courage that Cst. Mireau displayed. He also stated that he was impressed with her discretion and the way she exercised it in

*Danielle
Thank you for the great
job. Having the actions
of an SPS member recognized
by a judge in open court
this way reflects very
well on the Service
B. Pannell Acting Chief*

Saskatoon Police Service

January 22, 2014

Page 2

such an appropriate manner in the face of Mr. Chanda's actions. Judge Smith commented that as a citizen, he appreciated the way that Cst. Mireau handled such a difficult situation and asked that his comments and appreciation be expressed both to you and to Cst. Mireau. I trust that these remarks will be conveyed to Cst. Mireau.

Thank you.

Yours truly,



Christy Pannell
Crown Prosecutor

CP/jh

E1)

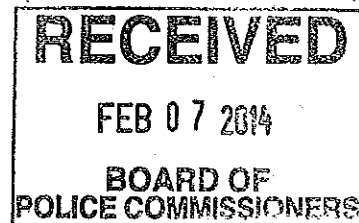
TO: His Worship Don Atchison, Chairperson
Board of Police Commissioners

FROM: Clive Weighill
Chief of Police

DATE: 2014 February 03

SUBJECT: 2014 Approved Operating Budget

FILE: 2,017



ISSUE:

City Council has given final approval of the 2014 Operating Budget for the Saskatoon Police Service. The total net approved budget amounts to \$76,008,600, an increase of \$3,977,400 5.52% over 2013.

Supporting documentation is enclosed.

RECOMMENDATION:

That the information be received.

Written by: Don Bodnar
Director of Finance

Approved by: Mark Chatterbok
Deputy Chief of Administration

Submitted by: 
Clive Weighill
Chief of Police

Dated: FEB 5/14

Saskatoon Police Service



APPROVED

2014 OPERATING BUDGET



Saskatoon Police Service
2014 Operating Budget

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2014 Approved Operating Budget – Summary

SASKATOON POLICE SERVICE 2014 OPERATING BUDGET SUMMARY		CITY COUNCIL APPROVED		
	2014 Budget	2013 Budget	Variance	%Variance
Revenues				
General Revenue	\$1,216,100	\$1,177,500	\$38,600	3.3%
Prov. Of Sask. Revenue	6,378,700	6,098,600	280,100	4.6%
Gov't Of Canada Revenue	1,125,600	799,300	326,300	40.8%
Total Revenues	8,720,400	8,075,400	645,000	8.0%
Expenditures				
Staff Compensation	69,611,400	66,151,000	3,460,400	5.2%
Operating Costs	13,596,600	12,580,900	1,015,700	8.1%
Debt Charges	-	-	-	0.0%
Cost Recovery	(258,800)	(224,500)	(34,300)	15.3%
Transfer to Reserves	1,779,800	1,599,200	180,600	11.3%
Total Expenditures	84,729,000	80,106,600	4,622,400	5.77%
Total Net Budget	\$ 76,008,600	\$ 72,031,200	\$ 3,977,400	5.52%
Total Staff - Full Time Equivalents (FTE)	633.61	625.61	8.00	1.28%
Total Staff - Positions	633.61	625.61	8.00	1.28%

OVERVIEW OF MAJOR PRESSURE POINTS

The Saskatoon Police Service approved net operating budget for 2014 is \$76,008,600. This includes \$84,729,000 in gross expenditures and \$8,720,400 in anticipated revenues. Total net increases over 2013 amount to \$3,977,400 (5.52%) and have been broadly categorized into three major pressure point areas Base, Growth and Service Level Changes.

Base \$2,901,200 (4.03%)

Base increases are related to additional funding requirements to maintain existing service levels and deal with the impact of rising staff compensation costs and inflation.

Growth \$1,079,700 (1.5%)

Growth increases include the operating impact for the first full year occupancy of the New Police Headquarters Facility which is estimated to be \$539,700 including Corporate Asset Management cross charges for maintenance, utilities, custodian costs and reserve contributions. Also included in the growth budget is a position growth package totaling \$531,800 to fund 7 staff positions comprised of 6 police and 1 civilian. These new positions will help address staffing demands in Patrol, Missing Person Investigations, Human Resources and Finance.

Service Level Changes \$ -3,500 (.005%)

2014 Service Level Changes include the net increase of 1.5 Federal Government funded secondment positions that are offset by a corresponding increase in revenues as well as a net decrease of \$3,500 related to the secondment of a position to the new Headquarters project.

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

2014 Approved Operating Budget – Summary

2014 OPERATING BUDGET - MAJOR PRESSURE POINT SCHEDULE

	Council Approved	2014 Increase	%
BASE			
Contractual Salary & Payroll Cost Increases		2,897,700	4.0228%
Base Adjustments		3,500	0.0049%
Revenues	(440,300)		
Inflation Impact	304,900		
Program Increases (Including Provincial & Federal Funded)	138,900		
	3,500		
Base Budget Increase		2,901,200	4.03%
GROWTH			
Operating Impact Of Previously Approved Capital			
P 2132 New Headquarters Building - Operating Cost Increase		539,700	0.7493%
Growth Positions		531,800	0.7383%
7 New City Funded Positions			
	FTE	2014	
6 Police			
5 Patrol Constables	5	395,700	
1 Missing Person Coordinator Constable	1	79,300	
	6	475,000	
1 Civilian			
1 Human Resources/Finance Clerk	1	56,800	
	7	531,800	
Fleet Addition Capital Reserve		8,200	0.0114%
Growth Budget Increase		1,079,700	1.50%
SERVICE LEVEL CHANGES			
New HQ Secondment - Net Adjustment		(3,500)	-0.0049%
1.5 Federal Government Funded Positions			
	FTE	2014	
1.5 Net Increase in Secondment Positions	1.5	204,700	
Federal Gov't Revenue Incr to Offset		(204,700)	
Service Level Changes		(3,500)	-0.005%
Total Budget Increase		3,977,400	5.52%

2014 Approved Operating Budget – Summary

SASKATOON POLICE SERVICE 2014 OPERATING BUDGET SUMMARY		CITY COUNCIL APPROVED		
	2014 Budget	2013 Budget	Variance	%Variance
Revenues				
General Revenue	\$1,216,100	\$1,177,500	\$38,600	3.3%
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Gov't Of Canada Revenue	1,125,600	799,300	326,300	40.8%
Total Revenues	8,720,400	8,075,400	645,000	8.0%
Expenditures				
Staff Compensation	69,611,400	66,151,000	3,460,400	5.2%
Operating Costs	13,596,600	12,580,900	1,015,700	8.1%
Debt Charges	-	-	-	0.0%
Cost Recovery	(258,800)	(224,500)	(34,300)	15.3%
Transfer to Reserves	1,779,800	1,599,200	180,600	11.3%
Total Expenditures	84,729,000	80,106,600	4,622,400	5.77%
Total Net Budget	\$ 76,008,600	\$ 72,031,200	\$ 3,977,400	5.62%
Total Staff - Full Time Equivalents (FTE)	633.61	625.61	8.00	1.28%
Total Staff - Positions	633.61	625.61	8.00	1.28%

REVENUE SUMMARY

Total revenues are budgeted to increase \$645,000 (8%) compared to 2013.

General Revenue sources are anticipated to increase \$38,600 (3.3%). The most significant change is a \$34,600 increase in revenue related to billing back the Regina Police Service (RPS) for Internet Child Exploitation (ICE) Unit expenses. The RPS manages Provincial wide operating funds for ICE Units.

Provincial Government revenue will increase \$280,100 (4.6%). The largest change is due to improved funding of \$217,600 for existing Provincial positions. The other notable increase is a \$49,700 increase in funding for the 911 Program.

Federal Government revenue will increase \$326,300 (40.8%) largely related to the addition of two seconded positions one for the Provincial Officer in charge of the Combined Forces Special Enforcement Unit (CFSEU) and the other for the Department of National Defense.

2014 Approved Operating Budget – Summary

EXPENDITURE SUMMARY

Staff Compensation

Staff Compensation is budgeted to increase \$3,460,400 (5.2%) over 2013.

Contractual salary and payroll costs are budgeted to increase \$2,879,429 which includes a 2014 salary contingency for police and civilian personnel and the impact of a large number less experienced staff moving up through negotiated pay levels.

2014 Staff Complement

A net total of 8 new positions are incorporated in the budget including a net increase of one due to secondments and 7 new City funded positions with \$449,900 in staff compensation costs. The total budgeted staff complement for 2014 is 633.6 positions.

	2014	2013	Change
Police	442.5	435.5	+ 7.0
Special Cst.	58.5	58.5	0.0
Civilians	132.6	131.6	+ 1.0
Total	633.6	625.6	+ 8.0

Personnel changes for 2014 are as follows:

Police – A total of seven new police positions are contained in the budget including 6 new City funded positions which are comprised of 5 Patrol Constables and 1 Missing Persons Investigations Constable. Seconded position changes will result in a net increase of one as a result of additions to the Combined Forces Special Enforcement Unit and the Department of National Defense and the removal of .5 of a position for each of the Canadian Police College and New Headquarters project.

Special Constables – No changes.

Civilians – One additional City funded civilian position is included in the budget adding a .5 FTE in both Human Resources and Finance.

2014 Approved Operating Budget – Summary

Operating Costs

Operating costs are budgeted to increase \$1,015,700 (8.1%) over 2013. Major pressure points impacting 2014 operating costs include the following:

- **The New Police Headquarters Facility** will have an operating impact estimated to be \$539,700 during the first full year of operation.
- **General inflation** will increase operating costs by an estimated \$304,900 the majority of which is related to a need to phase in a different patrol car as the production of the Crown Victoria, a long time standard for the SPS, has been discontinued.
- **Approved staff increases** incorporating 7 new City funded positions will result in an \$81,900 increase in operating costs mostly related to equipment and training needs.
- **Provincial and Federal program** operating costs are budgeted to increase \$81,800 mostly related to the addition of new positions.
- **Other program operating net cost increases** amounting to \$138,900 are reflective of a number of rising operational demands most notably in technology & equipment.

Debt Charges

The Service will not be carrying any debt charges in the 2014 Operating Budget

Cost Recovery

Cost recovery is estimated to increase by \$34,300 (15.3%) the net effect of increasing staff parking fees for the new Headquarters and reducing the recovery of costs related to the position seconded to the new HQ project which ends part way through 2014.

2014 Approved Operating Budget – Summary

Transfers to Reserves

Total transfers to reserves, capital and other, will increase \$180,600 (11.3%)

Transfers to Capital Reserves – Capital Contributions

The total annual provision to capital reserves will increase by \$178,200 and addresses 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 most significant increase will see \$158,200 added to the annual provision to the General Capital Reserve which funds additional vehicles. \$150,000 of this is a reallocation of existing budget funding while \$8,200 is linked to the budget growth package. This reserve is currently in a deficit position and funded at a level that cannot support ongoing fleet addition demands.

The annual provision to the furniture replacement component of the Facilities Renovations Reserve will increase by \$20,000 again through a reallocation of existing budget funding. This change will improve the management of purchases that are currently split between operating and capital budgets.

Transfers to Other Reserves

The final change to reserve funding is a \$2,400 inflation impact related to the Corporate Digital Data Reserve.

Total Transfer to Reserves

Budgeted transfers to reserves in 2014 will total \$1,779,800.

• Radio Reserve	\$ 273,100
• Renovations Reserve	\$ 150,000
○ \$100,000 – Renovations	
○ \$50,000 - Furniture Replacement	
• Equipment & Technology Reserve	\$1,090,500
• General Capital Reserve (Additional Vehicles)	\$ 258,200
• Corporate Digital Data Reserve	<u>\$ 8,000</u>
	<u>\$1,779,800</u>

2014 Approved Operating Budget – Appendix Additional Information

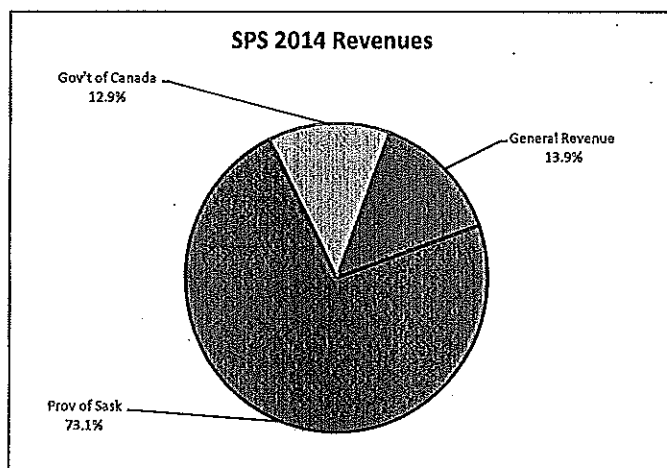
1. Budget Components

Revenue Sources

The Saskatoon Police Service 2014 operating budget includes \$8,720,400 in anticipated revenues. Province of Saskatchewan funding grants are the major source of this revenue accounting for \$6,378,700, 73.1% of total revenues. These grants fund programs such as the Provincial Enhanced Community Policing Program, the 911 emergency telephone answering program, the Child Center/Victim Services Program, and the Internet Child Exploitation Unit (ICE) to name a few.

General Revenue sources account for \$1,216,100, 13.9 % 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 \$1,125,600 12.9% of total revenues. This funding covers one position devoted to the national firearm enforcement program (NWEST), one position related to the RCMP's Canadian Center for Missing and Exploited Children and position secondments to the Department of National Defense, the Combined Forces Special Enforcement Unit, International Peace Operations and Integrated Proceeds of Crime.

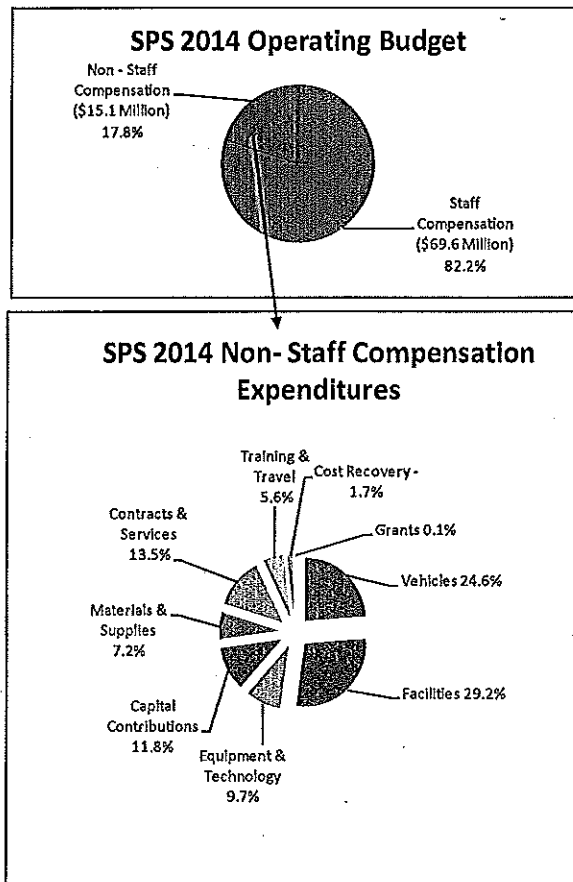


2014 Approved Operating Budget – Appendix Additional Information

Expenditure Categories

The Saskatoon Police Service 2014 operating budget includes \$84.7 million in gross expenditures. Staff compensation, which covers the cost of 633.61 positions, is the largest expenditure category accounting for 82.2% (\$69.6 million) of total expenditures. The remaining 17.8% (\$15.1 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, 53.8% 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 2014, 11.8% 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.



2014 Approved Operating Budget – Appendix Additional Information

2. Review of Budget Changes by Major Budget Component

Major Budget Components	2014 OPERATING BUDGET SUMMARY				APPROVED	
	2014 BUDGET		2013 BUDGET		VARIANCE	%VARIANCE
REVENUES						
General Revenue	\$1,216,100	13.9%	\$1,177,500	14.6%	38,600	3.28%
Prov. Of Sask. Revenue	6,378,700	73.1%	6,098,600	75.5%	280,100	4.59%
Gov't Of Canada Revenue	1,125,600	12.9%	799,300	9.9%	326,300	40.82%
Total Revenues	8,720,400	100%	8,076,400	100%	645,000	7.99%
EXPENDITURES						
Staff Compensation						
Salaries	59,457,700		56,624,100		2,833,600	5.00%
Severance Pay	465,000		465,000		-	0.00%
Payroll Costs	9,206,100		8,607,700		598,400	6.95%
Uniforms	482,600		454,200		28,400	6.25%
Total Staff Compensation	69,611,400	82.2%	66,151,000	82.6%	3,460,400	6.23%
Non- Staff Compensation						
Operating Costs						
Vehicles - Operating & Maint.	3,725,100	4.4%	3,314,300	4.1%	410,800	12.4%
Facilities - Operating & Maint.	4,423,200	5.2%	4,185,600	5.2%	237,600	5.7%
Contract & Services	2,043,100	2.4%	1,944,600	2.4%	98,500	5.1%
Technology & Equipment	1,468,300	1.7%	1,344,100	1.7%	124,200	9.2%
Training & Travel	843,700	1.0%	778,000	1.0%	65,700	8.4%
Materials & Supplies	1,081,200	1.3%	1,002,300	1.3%	78,900	7.9%
Grants/Subsidies	12,000	0.0%	12,000	0.0%	-	0.0%
Total Operating Costs	13,596,600	16.0%	12,680,900	15.7%	1,015,700	8.07%
Transfers to Reserves	1,779,800	2.1%	1,599,200	2.0%	180,600	11.3%
Debt Charges	-	0.0%	-	0.0%	-	0.0%
Cost Recovery	(258,800)	-0.3%	(224,500)	-0.3%	(34,300)	15.3%
Total Non-Staff Compensation	15,117,600	17.8%	13,956,600	17.4%	1,162,000	8.33%
Total Expenditures	84,729,000		80,106,600		4,622,400	5.77%
Total Net Budget	\$ 76,008,600		\$ 72,031,200		\$ 3,977,400	5.52%
Total Staff - Full Time Equivalents (FTE)	633.61		625.61		8.00	1.28%
Total Staff - Positions	633.61		625.61		8.00	1.28%

Revenues

Total revenues are budgeted to increase \$645,000 (7.99%) compared to 2013.

General Revenue sources are anticipated to increase \$38,600 (3.29%). The most significant change is a \$34,600 increase in revenue related to billing back the Regina Police Service (RPS) for Internet Child Exploitation (ICE) Unit expenses. The RPS manages Provincial wide operating funds for ICE Units.

Provincial Government revenue will increase \$280,100 (4.59%). The largest change is due to improved funding of \$217,600 for existing Provincial positions. The other notable increase is a \$49,700 increase in funding for the 911 Program.

Federal Government revenue will increase \$326,300 (40.82%) largely related to the addition of two seconded positions one for the Provincial Officer in charge of the Combined Forces Special Enforcement Unit (CFSEU) and the other for the Department of National Defense.

2014 Approved Operating Budget – Appendix Additional Information

Staff Compensation & Staffing

The 2014 budget includes \$69,611,400 in staff compensation expenditures, an increase of \$3,460,400 (5.23%) over 2013. This increase supports all negotiated salary and payroll cost increases as well as an increase of 8 positions.

The budgeted total staff complement for 2014 is 633.61 positions.

Police	442.5
Special Constables	58.5
Civilians	<u>132.61</u>
Total Positions	633.61

The three charts that follow highlight additional staffing information:

- 1) Staffing Summary
- 2) Summary of Government funded positions
- 3) Summary of staff compensation change

STAFFING SUMMARY

	Staff Positions			
	2014	2013	Change	%
Police Personnel				
Police Executive	14.00	13.00	1.00	7.7%
NCO's	130.50	130.50	0.00	0.0%
Constables	298.00	292.00	6.00	2.1%
Total Regular Police Members	442.50	435.50	7.00	1.6%
Special Constables	58.50	58.50	0.00	0.0%
Total Police Personnel	501.00	494.00	7.00	1.4%
Civilian Personnel				
Civilian Executive	6.00	6.00	0.00	0.0%
Exempt	20.80	20.80	0.00	0.0%
CUPE	105.81	104.81	1.00	1.0%
Total Civilian Personnel	132.61	131.61	1.00	0.8%
Total Personnel	633.61	625.61	8.00	1.3%

2014 Approved Operating Budget – Appendix Additional Information

2014 - 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)	6			6	<i>Provincial OIC (new 2014 budget)</i>
SHOCAP (Incl. 2 HRO, 1 HR)	9			9	
Enhanced Community Policing Program	18			18	
VICE - Child Sexual Exploitation	2			2	
ICE	3			3	
Special Investigations	1			1	
Targeted Enforcement - Assault	1			1	
Major Crime - Violent Crime	1			1	
Major Crime - Missing Persons/Historical Cas	1			1	
Serious Violent Offender	1		1	2	
Subtotal	43	0	1	44	
Child Center/Victim Services			4	4	
Missing Person Liaison			1	1	
Welfare Fraud Investigator	1			1	
911 Program	0.75	10	0.25	11	
Total Provincial Government Funded	44.75	10	6.25	61	
% of SPS by category	10.2%	17.1%	4.7%	9.7%	
Federal Government Funded					
CPCMEC	1			1	
CPC (Secondment)	0			0	<i>Contract ends June 30/13</i>
NWEST	1			1	
International Peacekeeping (Secondment)	1			1	<i>5 yr commitment starting '09</i>
IPOC (Secondment)	1			1	
Department National Defense	1			1	<i>Canine S/Sgt (new 2014 budget)</i>
Total Federal Government Funded	5	0	0	5	
% of SPS by category	1.1%	0.0%	0.0%	0.8%	
Total Government Funded Positions	49.75	10	6.25	66	
% of SPS by category	11.4%	17.1%	4.7%	10.5%	
Capital Funded - New HQ Bldg. Secondment	0.5			0.5	<i>reduced to 1/2 yr in 2014 budget</i>
Total Other Funded	0.5	0	0	0.5	
% of SPS by category	0.1%	0.0%	0.0%	0.1%	

2014 Approved Operating Budget – Appendix Additional Information

2014 STAFF COMPENSATION CHANGE - SUMMARY						APPROVED	
					FTE(Full - Time Equivalents)	FTE	\$ Amount
Contractual Salary Increases							2,221,000
Net Increase in Other Earnings & Allowances - Overtime, Acting Pay, Vacation Payout							156,156
Severance Pay - No Change							-
Increase in Payroll Costs							502,500
Uniforms - Net decrease in costs (2013 Reclassified to Staff Compensations - per City Hall Finance)							(6,600)
2014 New Federal Gov't funded Police positions							
	FTE	Sal & P.Cost	Uniforms	Total			
1 CFSEU OIC Inspector (secondment)	1	134,600	4,400	139,000			
1 DND K9 Staff Sergeant (secondment)	1	101,300	4,400	105,700			
-0.5 CPC Sgt (secondment ends June 30)	-0.5	(50,966)	-	(50,966)			
1.5	1.5	184,934	8,800	193,734	1.5		193,734
7 New 2014 City funded positions							
	FTE	Sal & P.Cost	Uniforms	Total			
5 Patrol Constables	5	310,300	21,800	332,100			
1 Missing Person Coordinator Cst.	1	63,000	4,400	67,400			
1 HR/Finance Clerk 7	1	50,400	-	50,400			
7	7.0	423,700	26,200	449,900	7		449,900
2014 Other Staffing Changes							
	FTE	Sal & P.Cost	Uniforms	Total			
-0.5 HQ Capital Project Secondment Staff Sergeant	-0.5	(56,063)	-	(56,063)			
-0.5	-0.5	(56,063)	-	(56,063)	-0.5		(56,063)
							(227)
8 Total Staff Compensation Increase						8.00	3,460,400

Staff Compensation Changes:

Contractual salary increases are budgeted at \$2,221,000 including all negotiated settlements, a 2014 salary contingency for police and civilian personnel and the impact of a large number less experienced staff moving up through negotiated pay levels. In addition other related salary costs for, overtime, acting pay and vacation payouts will also increase reflective of negotiated increases and historical actual expenditures. Payroll costs related to existing staff will increase \$502,500. This is the net result of the impact of increased salary costs as well as a \$154,500 increase in the Workers Compensation surcharge. Of note is that the three year phase in of a 2% increase in the Police Pension Plan contribution rate was completed in 2013. Uniform related expenditures have been reclassified as staff compensation as directed by City Hall Finance. Expenditures for patrol member uniforms, officer safety equipment, and specialty uniforms for units such as Bicycle Patrol, K-9 and Traffic, are budgeted to decrease \$6,600 reflective of an overall reduction in needs which are cyclical. A net increase of 1.5 Federal Government secondment positions will add \$193,734 in staff compensation costs. The addition of seven new City funded positions in 2014 will increase staff compensation costs by \$449,900. And finally, the secondment to the new HQ project will end mid way through 2014 resulting in a \$56,063 reduction in staff compensation.

2014 Approved Operating Budget – Appendix Additional Information

Non-Staff Compensation Expenditures

Total non-staff compensation expenditures are budgeted to total \$15,117,600 an increase of \$1,162,000 (8.33%) compared to 2013.

Major changes are as follows:

Vehicle – Operating & Maintenance

Vehicle related costs are budgeted to total \$3,725,100 an increase of \$410,800 (12.4%) compared to 2013. This funding supports capital replacement and operating costs for vehicles leased from the City's Vehicle & Equipment Branch, the cost of a small number of externally leased units as well as Air Support flight time. The most significant budget impact for 2014 is a \$283,200 increase in fleet costs related to a need to phase in a different patrol car as the production of the Crown Victoria, a long time standard for the SPS, has been discontinued. In addition V&E typical inflationary increases will add \$81,500 to operating costs while that addition of one patrol car for the 5 new Constables in 2014 will increase fleet rent and fuel by \$39,700.

Facilities – Operating & Maintenance

Expenditures for facility operations, maintenance and telephones are budgeted to total \$4,423,200 an increase of \$237,600 (5.7%). This expenditure category includes all facility repairs, maintenance, utilities, telephones, custodian services and offsite leasing costs. The operating impact for the first year occupancy of the New Police Headquarters Facility is the largest factor impacting this category with total incremental costs estimated to be \$539,700. This includes the incremental cross charges from Infrastructure Services partially offset by a \$1,081,700 savings in office lease costs and a \$235,300 savings in offsite parking costs. Helping to offset overall costs in this expenditure category are savings of \$93,700 with the move to VoIP telephones and a \$58,700 decrease in the cell phone contract costs.

Contracts & Services

Contracts and Services are budgeted at \$2,043,100 in 2014, an increase of \$98,500 (5.1%) compared to 2013. The most notable change is a \$141,800 increase in Commissionaire costs related to additional staffing needs for the new HQ. This cost is included in the overall new HQ operating impact amount of \$539,700 previously mentioned.

Technology & Equipment

Technology and equipment related expenditures are budgeted to total \$1,468,300 an increase of \$124,200 (9.2%). Increases in this category are varied and include \$40,000 related to additional computer license & support contracts as well as \$28,300 in inflationary increases related to computer license & support contracts. Firearms maintenance costs are budgeted to increase \$22,300. The remainder of the increases is due to operational needs predominately in Criminal Investigations.

2014 Approved Operating Budget – Appendix Additional Information

Training & Travel

Training and travel expenditures are budgeted at \$843,700 in 2014, a \$65,700 (8.4%) increase compared to 2013. Service wide training funds are budgeted at \$759,200 covering a variety of needs such as funds to support the need to train officers filling attrition vacancies in specialized positions, as well as to address the demands for up to date, ongoing training in areas such as management best practices, investigative techniques, major case management, crime prevention and emergency preparedness. New City positions will add \$28,700 in Police College and other training costs to the budget while an increase in Police College accommodation costs will increase the budget by \$20,000.

Materials & Supplies

\$1,081,200 has been budgeted for expenditures on materials and supplies, an increase of \$78,900 (7.9%) compared to 2013. One of the largest increases is in use of force training supplies which are budgeted to increase by \$51,100 due to an increase the amount of training and inflationary pressures. Office supplies, photocopying and printing are budget to increase \$50,200 to match rising usage demands including stocking additional document centers in the new HQ. Partially offsetting these increases is an \$18,300 reduction in adverting costs largely the result of a decrease in police candidate recruiting needs.

Transfers to Reserves

Total transfers to reserves, capital and other, will increase \$180,600 (11.3%).

Transfers to Capital Reserves – Capital Contributions

The total annual provision to capital reserves will increase by \$178,200 and addresses 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 most significant increase will see \$158,200 added to the annual provision to the General Capital Reserve which funds additional vehicles. \$150,000 of this is a reallocation of existing budget funding while \$8,200 is linked to the budget growth package. This reserve is currently in a deficit position and funded at a level that cannot support ongoing fleet addition demands.

The annual provision to the furniture replacement component of the Facilities Renovations Reserve will increase by \$20,000 again through a reallocation of existing budget funding. This change will improve the management of purchases that are currently split between operating and capital budgets.

Transfers to Other Reserves

The final change to reserve funding is a \$2,400 inflation impact related to the Corporate Digital Data Reserve.

2014 Approved Operating Budget – Appendix Additional Information

Total Transfer to Reserves

Budgeted transfers to reserves in 2014 will total \$1,779,800.

• Radio Reserve	\$ 273,100
• Renovations Reserve	\$ 150,000
o \$100,000 – Renovations	
o \$50,000 - Furniture Replacement	
• Equipment & Technology Reserve	\$1,090,500
• General Capital Reserve (Additional Vehicles)	\$ 258,200
• Corporate Digital Data Reserve	<u>\$ 8,000</u>
	<u>\$1,779,800</u>

Grants/Subsidies

Grants/Subsidies are budgeted to total \$12,000 in 2014 an amount set aside to support the Police Pipes and Drums Band. This budget item has remained the same as 2013.

Debt Charges

The Service will not be carrying any debt charges in the 2014 Operating Budget.

Cost Recovery

This budget category reflects a number of cost recovery situations including, staff parking fees, recovery of travel costs related to Saskatchewan Police College and Canadian Police College courses, and recovery of costs related to the position seconded to the Headquarters capital project. Cost recovery is estimated to increase by \$34,300 (15.3%) the net effect of increasing staff parking fees for the new Headquarters and reducing the recovery of costs related to the position seconded to new HQ project which end part way through 2014.

3. Program Budgets

2014 budget expenditures by program allocation are included in the attached schedules.

4. New Position Justification Summaries

Justification summaries for all new 2014 positions have been included later in this report.

5. 5 Year Historical Budget Summary

A schedule containing five year historical budget information are attached.

**2014 Approved Operating Budget – Appendix
Additional Information**

SASKATOON POLICE SERVICE - 2014 OPERATING BUDGET - MAJOR PROGRAM ALLOCATION

	FTE	% OF TOTAL	BUDGET	% OF TOTAL
POLICE BOARD	0.00	0.0%	168,300	0.2%
OFFICE OF THE CHIEF	2.00	0.3%	485,700	0.6%
LEGAL SERVICES DIVISION	2.00	0.3%	258,900	0.3%
PROFESSIONAL STANDARDS DIVISION	11.50	1.8%	1,249,200	1.5%
OPERATIONS				
OPERATIONS - DEPUTY CHIEF	1.50	0.2%	357,200	0.4%
PUBLIC AFFAIRS	4.80	0.01	515,300	0.6%
PATROL	362.25	57.2%	46,224,500	54.6%
CRIMINAL INVESTIGATIONS	150.00	23.7%	18,789,500	22.2%
TOTAL - OPERATIONS	518.55	81.8%	65,886,500	77.8%
ADMINISTRATION				
ADMINISTRATION - DEPUTY CHIEF	2.00	0.3%	342,900	0.4%
HUMAN RESOURCES DIVISION	13.00	2.1%	2,116,800	2.5%
TECHNOLOGICAL SERVICES DIVISION	10.75	1.7%	1,987,200	2.3%
CENTRAL RECORDS & ASSET MANAGEMENT DIVISION	63.81	10.1%	9,112,700	10.8%
FINANCE DIVISION	10.00	1.6%	3,120,800	3.7%
TOTAL - ADMINISTRATION	99.56	15.7%	16,680,400	19.7%
SPS TOTAL	633.61	100.0%	84,729,000	100.0%

2014 Approved Operating Budget – Appendix Additional Information

SASKATOON POLICE SERVICE - 2014 OPERATING BUDGET - MAJOR PROGRAM ALLOCATION					
		FTE	% OF TOTAL	BUDGET	% OF TOTAL
POLICE BOARD					
888	POLICE BOARD	0	0.0%	188,300	0.2%
OFFICE OF THE CHIEF					
900	OFFICE OF THE CHIEF	2	0.3%	485,700	0.6%
LEGAL SERVICES DIVISION					
871	LEGAL SERVICES DIVISION	2	0.3%	258,900	0.3%
PROFESSIONAL STANDARDS DIVISION					
876	PLANNING	5	0.8%	450,700	0.6%
887	INTERNAL INVESTIGATION	6.5	1.0%	798,500	0.9%
		11.5	1.8%	1,249,200	1.5%
OPERATIONS					
OPERATIONS - DEPUTY CHIEF					
872	OPERATIONS - DEPUTY CHIEF	1.5	0.2%	357,200	0.4%
		1.5	0.2%	357,200	0.4%
PUBLIC AFFAIRS					
866	PUBLIC AFFAIRS	3	0.5%	356,200	0.4%
893	CRIME STOPPERS	1.8	0.3%	159,100	0.2%
		4.8	0.8%	515,300	0.6%
PATROL					
880	COMMUNITY RESPONSE UNIT	18	2.8%	2,011,200	2.4%
901	COMMUNITY LIAISON OFFICERS	0	0.0%	67,900	0.1%
915	COMMUNITY SERVICES	0	0.0%	85,100	0.1%
919	PATROL	185	29.2%	25,147,200	29.7%
		203	32.0%	27,311,400	32.2%
HEADQUARTERS DIVISION					
592	CRIME FREE MULTI - HOUSING	2	0.3%	173,400	0.2%
874	911 PROGRAM	11	1.7%	1,085,500	1.3%
881	SERVICE CENTRE	13	2.1%	1,829,400	2.2%
897	CULTURAL RESOURCES	13	2.1%	1,456,200	1.7%
898	ALARM PROGRAM	0.95	0.1%	74,800	0.1%
903	COMMUNICATIONS	36.3	5.7%	3,513,100	4.1%
905	DETENTION	12	1.9%	1,654,400	2.0%
		88.25	13.9%	9,766,800	11.5%
SPECIALIZED UNIFORM OPERATIONS DIVISION					
870	WEEKEND & COMPSTAT SUPPORT	26	4.1%	2,850,700	3.4%
882	AIR SUPPORT UNIT	6	0.9%	912,200	1.1%
896	EXPLOSIVE DISPOSAL UNIT	0	0.0%	36,200	0.0%
909	EMERGENCY RESPONSE TEAM	0	0.0%	112,100	0.1%
912	PUBLIC SAFETY UNIT	0	0.0%	211,100	0.2%
914	CANINE UNIT	10	1.6%	1,357,700	1.6%
917	TRAFFIC	29	4.6%	3,666,300	4.3%
		71	11.2%	9,146,300	10.8%
TOTAL PATROL		362.25	57.2%	46,224,500	54.6%

2014 Approved Operating Budget – Appendix Additional Information

CRIMINAL INVESTIGATIONS

894	CRIMINAL INVESTIGATION DIV.	7	1.1%	1,052,500	1.2%
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INVESTIGATIVE SUPPORT DIVISION

862	CDN POL CENTER MISSING/EXPLOITED CHILDREN	1	0.2%	118,400	0.1%
864	TECH CRIME UNIT	3	0.5%	428,500	0.5%
865	INTERNET CHILD EXPLOITATION (ICE)	3	0.5%	366,600	0.4%
883	CRIMINAL INTELLIGENCE	5	0.8%	582,700	0.7%
890	COMBINED FORCES SPECIAL ENFORCEMENT UNIT	6	0.9%	888,900	1.0%
892	INTEGRATED DRUG UNIT	8	1.3%	1,158,300	1.4%
902	STREET GANG UNIT	14	2.2%	1,615,500	1.9%
906	IDENTIFICATION	19	3.0%	2,028,000	2.4%
910	CRIMINAL INTELLIGENCE	4	0.6%	527,600	0.6%
911	VICE	4	0.6%	469,800	0.6%
918	SPECIAL INVESTIGATIONS	6	0.9%	778,600	0.9%
		73	11.5%	8,962,900	10.6%

INVESTIGATIVE SERVICES DIVISION

861	TARGETED ENFORCEMENT	6	0.9%	765,900	0.9%
879	SHOCAP	10	1.6%	1,165,700	1.4%
884	FRAUD	12	1.9%	1,435,500	1.7%
885	GENERAL INVESTIGATIONS	14	2.2%	1,732,300	2.0%
899	PERSONAL VIOLENCE	14	2.2%	1,576,400	1.9%
907	MAJOR CRIME	12	1.9%	1,839,100	2.2%
908	SERIOUS VIOLENT OFFENDER	2	0.3%	259,200	0.3%
		70	11.0%	8,774,100	10.4%

TOTAL CRIMINAL INVESTIGATIONS		150	23.7%	18,789,500	22.2%
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OPERATIONS - TOTAL		519	81.8%	65,886,500	77.8%
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ADMINISTRATION

ADMINISTRATION - DEPUTY CHIEF

863	HEADQUARTERS PROJECT	0.5	0.1%	300	0.0%
873	ADMINISTRATION - DEPUTY CHIEF	1.5	0.2%	342,600	0.4%
		2	0.3%	342,900	0.4%

HUMAN RESOURCES DIVISION

875	HUMAN RESOURCES DIVISION	13	2.1%	1,863,500	2.2%
916	FIREARMS	0	0.0%	253,300	0.3%
		13	2.1%	2,116,800	2.5%

TECHNOLOGICAL SERVICES DIVISION

878	TECH. SERVICES DIVISION	10.75	1.7%	1,987,200	2.3%
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CENTRAL RECORDS & ASSET MANAGEMENT DIVISION

877	ASSET MANAGEMENT	6	0.9%	5,394,200	6.4%
889	EXHIBITS	2.4	0.4%	195,500	0.2%
891	LOST & FOUND	2	0.3%	109,800	0.1%
904	CENTRAL RECORDS	53.41	8.4%	3,413,200	4.0%
		63.81	10.1%	9,112,700	10.8%

**Asset Management includes general overhead costs such as facilities management, insurance, patrol uniforms and office supplies.*

FINANCE DIVISION

895	FINANCE	10	1.6%	3,120,800	3.7%
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**Finance includes general service-wide costs such as severance pay, new position operating costs and capital reserve provisions.*

ADMINISTRATION - TOTAL		100	15.7%	16,680,400	19.7%
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SPS TOTAL		633.61	100.0%	84,729,000	100.0%
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**2014 Approved Operating Budget – Appendix
Additional Information**



2014 Operating Budget - Position Justifications

Patrol Division – Constables (5)

Justification

Five new Constable positions are required in order to keep up with the growth in Saskatoon and surrounding area, as well as keep our police to population ratio close to our 10 year average.

In 2012 the Board of Police Commissioners added six additional Constable positions to address the growth and annexation of land on the east side of Saskatoon. The addition of these officers kept our police to population ratio at 184 officers per 100,000 population. The average police to population ratio in Saskatoon over the past 10 years has also been 184.

Based on the City of Saskatoon population projections of two percent growth per year the addition of five officers will bring the police to population ratio to 182.5. While this is below the 10 year average of 184, the addition of five officers this year will provide incremental growth in the Police Service while fitting into the agreed civic budget guidelines.

StatsCan reported the Canadian average police to population ration in 2011 was 201 officers per 100,000 population. Saskatoon's ratio was 188 officers per 100,000 population in 2011.

Measurable /Expected Results

Maintain our police presence and response times in our growing city and to allow for incremental growth of the Police Service. These additional officers will help keep our police to population ratio at a level that the Saskatoon Police Service Administration feels is adequate for Saskatoon.

Consequences/Risks/Impacts

Remaining at our current staffing level while the population of Saskatoon is growing will cause a decrease in our police to population ratio which has historically related to an increase in the reported crime rate. This may also result in the need to hire a large number of officers at some point in the future which may create challenges in terms of initial training at the Saskatchewan Police College and our field training program.

**2014 Approved Operating Budget – Appendix
Additional Information**

***Criminal Investigations Division
Missing Person Investigation Constable (1)***

Justification

Missing Persons are some of the most important and emotional cases that the police will investigate. The creation of the initial Habitual Runaway Investigator position has been successful in some areas, but there is still more work that can be done. Despite the successes in some areas the overall incidents continue to rise.

There has been a steady increase in the number of missing person cases annually and this trend continues.

- In 2010 when the Habitual Runaway Investigator's position was created there were 1,734 missing person cases in Saskatoon and the average time that a person was on CPIC as missing was 6.2 days.
- In 2012, there were 2,146 missing person cases, and the average length of time on CPIC was reduced to 5.06 days.
- The 2013 missing person cases continue to show an upward trend and the length of time a person remains missing continues to decrease. From January 1, 2013 until June 30, 2013 there were 1,197 missing person cases and the average length of time reduced person remains on CPIC is 4.1 days.

When the Habitual Runaway Investigator's position was implemented there were many cases where a person would be missing for months. Currently it is rare for cases to go past four weeks and currently there are no habitual runaway cases that are more than two weeks old. Creating a Missing Person Unit will provide an effective and efficient Investigator's position that meets the goals of the Saskatoon Police Service relative to missing person investigations.

Goal

A second investigative Constable position will allow for the creation of a Missing Persons Unit. This Unit will provide greater knowledge and investigative expertise in Missing Person investigations, which will reduce the dependence on general duty patrol officers.

Measurable Results

- 1) Reduce the number of incidents where an individual has been reported missing.
- 2) Reduce the length of time the person is missing or on the run.
- 3) Reduce dependence on general duty Patrol Officers in missing person investigations.
- 4) Reduce any failures in our current policy for missing person investigations.

**2014 Approved Operating Budget – Appendix
Additional Information**

Human Resources/Finance – Clerk 7 (1)

Justification

Over the past number of years the workload volume and complexity for both the Human Resources Division and Finance Division have grown and although staffing increases have taken place gaps still exist. The additional resources requested at the Clerk 7 level would be used to direct efforts to the following.

Human Resources:

This staffing submission requests the addition of a Clerk-Steno 7 (.5 FTE) position in the Training Unit. The Training Unit is experiencing increases in training requests from both Sworn and Civilian employees. Most of these duties are performed by the Clerk-Steno 10 position, whose primary duties/responsibilities are:

- Provides a variety of secretarial services for the Training Section including responding to telephone, in-person and written enquiries and preparation of letters, interdepartmental memos, course outlines and other training-related documents.
- Establishes, and prepares a calendar of, all internal and out-of-town training courses.
- Processes all training-related travel arrangements, including transportation, accommodation and travel advances. Reviews and processes all related expense claims.
- Maintains documentary and automated records and statistics related to training of police and civilian staff.

The volume of work has increased significantly for the Clerk-Steno 10 and this staff member must work overtime in order to keep up with the duties. It's important that the Unit is able to respond to requests and provide training information to employees in a timely manner. When an employee requests to attend a course, this position takes care of registration, booking the flights and booking accommodations. Because of the backlog with these requests, we will often either not register the employee in time for a highly sought-after course, or else we end up missing the early bird registration. This, coupled with more costly last minute flight and hotel bookings, ends up costing the Service extra money.

Finance:

The request for the addition of an Accounting Clerk 7 position (.5 FTE) addresses the need to improve staffing resources in the following areas of Finance.

- Staff Vacancy Backup Support - Increased backup support for the current Accounting Clerk 7s both in Payroll and Accounting is required for times of staff vacancies due to annual leave, sick leave etc. Regular transaction processing in Payroll and Accounting must continue regardless of staff vacancies.

2014 Approved Operating Budget – Appendix Additional Information

- Accounts Payable /Receivable Function -The Accounts Payable/ Receivable function is not able to meet rising service demands linked to the growth in the size of the Police Service, increases in business complexity. This area is staffed with 2 Accounting Clerk 7 positions and has not grown since 2003.
- Payroll - Despite ongoing efforts to improve efficiency in Payroll workload continues to be a concern as the Service grows and changes are made in collective agreements including the need for processes and controls related to various time banks increases in job share and part-time positions as well as an increased variety of shifts/hours of work and subsequent time monitoring and adjustments.
- Accounting & Budget Preparation/Monitoring/Reporting – Workload has steadily increased in this area particularly related to the growth in the number and complexity of Provincial and Federal funded programs/positions with agreements that require customized budget preparation and financial reporting. The addition of a Clerk 7 (.5 FTE) will allow for the reassignment of lower level duties from the Accounting Clerk 12 related to assistance with operating and capital budget preparation monitoring and reporting including Provincial Government Programs financial accounting and reporting.

Measurable /Expected Results

- Improved Human Resources customer service level given to all employees. Training requests would be handled sooner and the Unit will be able to deal with the increased workload.
- Improved audit and control of cash receipts, vendor and employee payments and outside agency invoicing.
- Improved backup coverage and decreased backlogs for positions involved in contractually mandated payment of employees and vendors.

Consequences/Risks/Impacts

- Continue to provide less than desirable customer service to our employees.
- Continue to pay overtime to the current staff member.
- Continue to incur higher costs because we are unable to meet early bird course registration deadlines and incur higher costs because of last minute flight and hotel bookings.
- Vendor payment delays and backlogs.
- Increased risk of incorrect payments to vendors and employees.
- Improved staff resources to properly review and analyze more complex payroll and general finance issues.

2014 Approved Operating Budget – Appendix Additional Information



5 YEAR HISTORICAL BUDGET INFORMATION

SPS - APPROVED OPERATING BUDGET

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2009	2010	2011	2012	2013
REVENUES	6,353,100	6,778,800	7,417,700	7,582,700	8,075,400
TOTAL EXPENSES	63,407,800	66,988,100	71,823,962	76,109,796	80,106,600
STAFF COMPENSATION	51,206,700	54,128,800	58,635,258	63,033,821	66,151,000
TRFS TO RESERVES	1,473,800	1,573,800	1,574,200	1,599,100	1,599,200
OPERATING EXPENSES	10,727,500	11,285,500	11,614,504	11,476,875	12,356,400
	63,407,800	66,988,100	71,823,962	76,109,796	80,106,600
NET BUDGET	57,054,700	60,209,300	64,406,262	68,627,096	72,031,200

Restated Budget

Restated Budget

SPS - ACTUAL REVENUES & EXPENDITURES

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2009	2010	2011	2012	2013
REVENUES	6,659,800	7,898,200	7,839,146	8,231,031	8,559,400
TOTAL EXPENSES	62,012,800	68,048,600	72,361,559	75,603,580	80,550,600
STAFF COMPENSATION	50,334,500	56,167,700	59,588,120	62,355,225	66,394,900
TRFS TO RESERVES	1,473,700	1,573,800	1,574,200	1,599,100	1,599,200
OPERATING EXPENSES	10,204,600	10,307,100	11,199,239	11,649,251	12,556,500
	62,012,800	68,048,600	72,361,559	75,603,580	80,550,600
NET BUDGET	55,353,000	60,150,400	64,522,413	67,372,549	71,991,200
BUDGET SURPLUS/ (DEFICIT)	1,701,700	68,900	(116,151)	1,154,547	40,000
	2.98%	0.10%	-0.18%	1.68%	0.06%

Projected
June

Approved Budget Change From the Previous Year (\$)

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2009	2010	2011	2012	2013
REVENUES	1,474,700	425,700	638,900	165,000	492,700
TOTAL EXPENSES	5,000,700	3,580,300	4,835,862	4,285,834	3,996,804
STAFF COMPENSATION	3,595,000	2,922,100	4,506,458	4,398,583	3,117,179
TRFS TO RESERVES	130,000	100,200	400	24,900	100
OPERATING EXPENSES	1,275,700	558,000	329,004	(137,629)	879,525
NET BUDGET	3,526,000	3,154,600	4,196,962	4,120,834	3,504,104
	6.59%	5.53%	6.97%	6.40%	5.11%

Approved Budget Change From the Previous Year (%)

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2009	2010	2011	2012	2013
REVENUES	30.2%	6.7%	9.4%	2.2%	6.5%
TOTAL EXPENSES	8.6%	5.6%	7.2%	6.0%	5.3%
STAFF COMPENSATION	7.6%	5.7%	8.3%	7.5%	4.9%
TRFS TO RESERVES	9.7%	6.8%	0.0%	1.6%	0.0%
OPERATING EXPENSES	13.5%	5.2%	2.9%	-1.2%	7.7%
NET BUDGET	6.6%	5.5%	7.0%	6.4%	5.1%

Approved Budget Expenditure % Of Total

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
YEAR	2009	2010	2011	2012	2013
STAFF COMPENSATION	80.8%	80.8%	81.6%	82.8%	82.6%
TRFS TO RESERVES	2.3%	2.3%	2.2%	2.1%	2.0%
OPERATING EXPENSES	16.9%	16.8%	16.2%	15.1%	15.4%
	-100.0%	100.0%	100.0%	100.0%	100.0%

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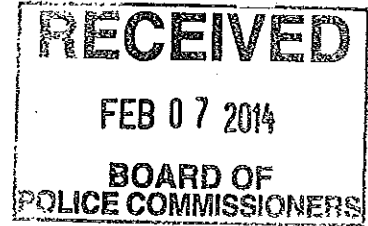
TO: His Worship Don Atchison, Chairperson
Board of Police Commissioners

FROM: Clive Weighill
Office of the Chief

DATE: 2014 February 03

SUBJECT: 2014 Approved Capital Budget

FILE #: 2,017



ISSUE:

City Council has given final approval of the 2014 Capital Budget for the Saskatoon Police Service. The total approved budget includes eight projects totaling \$1,500,000 all funded from Police capital reserves.

Supporting documentation is enclosed.

RECOMMENDATION:

That the information be received.

Written by: Don Bodnar
Director of Finance

Approved by: Mark Chatterbok
Deputy Chief of Administration

Submitted by: 
Clive Weighill
Chief of Police

Dated: FEB. 5 / 14

Saskatoon Police Service



APPROVED

**2014 CAPITAL BUDGET
2015 – 2018 CAPITAL PLAN**



Saskatoon Police Service
2014 Capital Budget 2015 – 2018 Capital Plan

TABLE OF CONTENTS

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Project DetailsFollow in Project Number Order	



EXECUTIVE SUMMARY

2014 Total Police Capital Budget – 8 Projects \$1,500,000

Capital Replacement	\$1,259,000 (83.9%)
Capital Expansion	<u>241,000 (16.1%)</u>
	\$1,500,000

Funding Sources

- All 2014 capital projects will be funded from Police Capital Reserves.
- Police Capital Reserves have sufficient funding to cover all projects in the 2014 budget. The General Capital Reserve which funds additional vehicles will move out of a deficit position based on 2014 approved increases to the annual provision into this reserve.
- The 2014 total annual provision from the Operating Budget into capital reserves is \$1,771,800.

- The forecasted balance in capital reserves at the end of 2014 is as follows:

Radio Reserve	\$ 780,031
Facility Renovations & Furniture Replacement Reserve	\$ 430,091
Equipment & Technology Reserve	\$ 192,018
General Capital Reserve (Additional Vehicles)	<u>\$ 41,514</u>
	\$1,443,654

A table forecasting the five year sufficiency of reserves is provided on Page 8.

Capital Threshold Increased from \$25,000 to \$50,000

- The 2014 Capital Budget/Plan has been prepared using the new Corporate threshold of \$50,000 for capital projects. This change has not resulted in a significant impact to the total dollar amount for capital requests however it has resulted in the consolidation of smaller projects into larger “pooled” capital projects.

Key Major Projects

P2499 Technology Replacement (\$625,000) - computer storage, desktop computers.
P2119 Radio Replacement (\$325,000) - portable and in-car mobile radios.
P2497 Equipment Replacement (\$159,000) – Traffic, Emergency Response Team.

A schedule listing all projects is included on Page 7 of this report.

Operating Budget Impact

2014 projects will have a minor impact on the 2014 Operating Budget.
Project 2389 Additional Vehicles will increase lease and fuel costs by \$39,700.

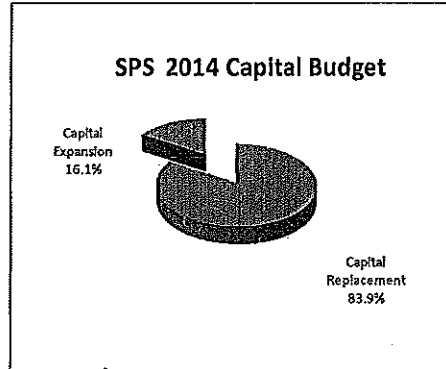


2014 CAPITAL BUDGET/CAPITAL PLAN - OVERVIEW

1. Capital Projects

2014 Budget

The 2014 Capital Budget includes eight projects for consideration totaling \$1,500,000 summarized as follows.



2014 Capital Budget - Expenditure Type

Capital Replacement

Radio	21.7%	\$ 325,000	
Equipment	10.6%	159,000	
Technology	41.7%	625,000	
Facilities	10.0%	150,000	
	83.9%	\$ 1,259,000	\$ 1,259,000

Capital Expansion

Radio	0.0%	\$ -	
Equipment	11.7%	176,000	
Technology	4.3%	65,000	
Facilities	0.0%	-	
	16.1%	\$ 241,000	\$ 241,000

	100%	\$ 1,500,000	
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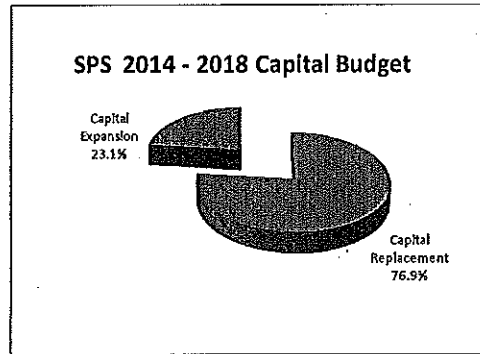
2014 Police capital investments include projects totaling \$1,500,000 of which \$1,259,000 is targeted for a number of asset replacement projects. These include \$625,000 for technology replacements such as computer network storage and desktop computers, \$325,000 related to radio replacements and \$159,000 for operational equipment for the Traffic Section and Emergency Response Team. Facility replacement projects include \$100,000 to conduct studies related to the replacement of the Outdoor Firearms Range and \$50,000 for general furniture replacement.

Planned capital expansion projects for 2014 total \$241,000. The largest identified need is \$113,000 for additional vehicles including one Patrol car and one vehicle for Criminal Investigations.



2014 – 2018 Total Capital Plan

Total capital requirements for the five year planning period of 2014 to 2018 amount to \$7,176,000 categorized as follows:



2014 - 2018 Capital Budget/Plan - Expenditure Type

Capital Replacement

Radio	26.6%	\$ 1,911,000	
Equipment	4.8%	347,000	
Technology	40.6%	2,911,000	
Facilities	4.9%	350,000	
	76.9%	\$ 5,519,000	\$ 5,519,000

Capital Expansion

Radio	0.0%	\$ -	
Equipment	14.3%	\$ 1,027,000	
Technology	8.8%	630,000	
Facilities	0.0%	-	
	23.1%	\$ 1,657,000	\$ 1,657,000

	100%		\$ 7,176,000
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The most prominent trend for future capital spending relates to asset replacement. Radio, equipment and technology replacement over the five year planning period of 2014 to 2018 is projected to cost \$5.5 million.

Future capital expansion projects total \$1.66 million including Equipment (\$1,027,000) and Technology (\$630,000). Proposed key projects include the \$777,000 in additional vehicles, \$300,000 for the expansion of computer network storage, \$200,000 to upgrade the 911 system and \$125,000 for an electronic ticketing system for Traffic and Patrol vehicles.

2. Capital Funding

All projects in the five year capital plan are proposed to be funded from existing Police capital reserves.



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 Police Service 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 2014 the total annual provision to capital reserves will increase by \$178,200 (11.18%) and addresses 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 most significant increase will see \$158,200 added to the annual provision to the General Capital Reserve which funds additional vehicles. \$150,000 of this is a reallocation of existing budget funding while \$8,200 is linked to the budget growth package. This reserve is currently in a deficit position and funded at a level that cannot support ongoing fleet addition demands.

The annual provision to the furniture replacement component of the Facilities Renovations Reserve will increase by \$20,000 again through a reallocation of existing budget funding. This change will improve the management of purchases that are currently split between operating and capital budgets.

Budgeted transfers to reserves in 2014 will total \$1,771,800.

• Radio Reserve	\$ 273,100
• Renovations Reserve	\$ 150,000
o \$100,000 – Renovations	
o \$50,000 - Furniture Replacement	
• Equipment & Technology Reserve	\$1,090,500
• General Capital Reserve (Additional Vehicles)	<u>\$ 258,200</u>
	\$1,771,800

The status of each reserve is summarized below. A table forecasting the sufficiency of reserves is provided later in this report on Page 8.

Radio Reserve

The Radio Reserve, which is used to finance projects related 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 to project funding demands. Based on the new reduced annual provision



the balance in the reserve at the end of 2014 is projected to be \$780,031. Future short and long term projects 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 \$30,000 for furniture replacement. The 2014 budget includes an increase of \$20,000 to the annual provision to the furniture replacement component through a reallocation of existing budget funding. This change will improve the management of purchases that are currently split between operating and capital budgets

Renovation Provision

In 2008 this annual provision was decreased by \$150,000 as part of approved plans to build a new police headquarters building which in turn has 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. The balance in this portion of the reserve at the end of 2014 is projected to be \$430,091. 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. Plans for furniture replacement in the years heading into a new Headquarters Building were uncertain and until plans were developed it was felt that a prudent approach would be to hold off on major planned furniture replacement. A portion of the funding typically set aside for annual replacement was therefore placed into reserve in 2009/10/11. With the plan to move existing furniture into the new Headquarters Building in 2013-14 a 2012 replacement project was approved for \$120,000 followed by a \$30,000 approved project for 2013.

In 2014 the annual provision to the furniture replacement component of the Facilities Renovations Reserve will increase 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 2014 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



Equipment & Technology Reserve

The Equipment & Technology Reserve is currently funded by an annual Operating Budget provision of \$1,090,500. 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.

The balance in the reserve at the end of 2014 is projected to be \$192,018 with sufficient funding to cover both short and long term project demands.

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. Due to a Corporate backlog of capital projects City Finance established more flexible guidelines allowing this reserve to enter into a short term deficit position of up to five years in order to fund applicable capital projects.

The balance in the Police General Capital Reserve at the end of 2013 is projected to be a deficit of \$103,686 and will likely continue into future years due to demands for fleet expansion. The 2014 operating budget addresses these funding shortfalls by including a \$158,200 increase to the annual provision into this reserve. \$150,000 of this is a reallocation of existing operating budget funding while \$8,200 is linked to the budget growth package. Based upon the new annual provision of \$258,200 this reserve will now adequately fund ongoing fleet addition demands.

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.



**2014 CAPITAL BUDGET / 2015 - 2018 CAPITAL PLAN
PROJECT SUMMARY TABLE**

CITY COUNCIL APPROVED	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	
	2014	2015	2016	2017	2018	2014 2018 Total
POLICE CAPITAL RESERVE PROJECTS	BUDGET	Plan	Plan	Plan	Plan	
<u>RADIO PROJECTS</u>						
P2119 Radio Replacements	325,000	511,000	375,000	350,000	350,000	1,911,000
<u>EQUIPMENT & TECHNOLOGY</u>						
P2497 Equipment Replacement	159,000	63,000	-	125,000	-	347,000
P2498 Equipment Expansion	63,000	-	-	187,000	-	250,000
P 2499 Technology Replacement	625,000	860,000	332,000	512,000	582,000	2,911,000
P 2610 Technology Expansion	65,000	125,000	100,000	100,000	240,000	630,000
Total Equipment & Technology	912,000	1,048,000	432,000	924,000	822,000	4,138,000
<u>FACILITIES RENOVATIONS</u>						
P2489 Furniture Replacement	50,000	50,000	50,000	50,000	50,000	250,000
P2611 Outdoor Firearms Range Repl.	100,000	-	-	-	-	100,000
Total Facility Renovations	150,000	50,000	50,000	50,000	50,000	350,000
<u>GENERAL CAPITAL PROJECTS</u>						
2389 Additional Vehicles	113,000	166,000	166,000	166,000	166,000	777,000
Total General Capital Projects	113,000	166,000	166,000	166,000	166,000	777,000
Total Police Reserve Projects	1,500,000	1,775,000	1,023,000	1,490,000	1,388,000	7,176,000
TOTAL	1,500,000	1,775,000	1,023,000	1,490,000	1,388,000	7,176,000



2014 CAPITAL RESERVE SUFFICIENCY FORECAST TABLE

		Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
	2013	2014	2015	2016	2017	2018
OPENING BALANCE:						
Radio	\$ 1,119,831	\$ 831,931	\$ 780,031	\$ 542,131	\$ 440,231	\$ 363,331
Renovations	\$ 330,091	\$ 430,091	\$ 430,091	\$ 530,091	\$ 630,091	\$ 730,091
Equip. & Technology	\$ 378,018	\$ 13,518	\$ 192,018	\$ 234,518	\$ 893,018	\$ 1,059,518
General Capital	\$ (138,686)	\$ (103,686)	\$ 41,514	\$ 133,714	\$ 225,914	\$ 318,114
Total Opening Balance	\$ 1,689,254	\$ 1,171,854	\$ 1,443,654	\$ 1,440,454	\$ 2,189,254	\$ 2,471,054
ADD ANNUAL PROVISION:						
Radio	273,100	273,100	273,100	273,100	273,100	273,100
INCR 20K Renovations	130,000	150,000	150,000	150,000	150,000	150,000
Equip. & Technology	1,090,500	1,090,500	1,090,500	1,090,500	1,090,500	1,090,500
INCR 158.2K General Capital	100,000	258,200	258,200	258,200	258,200	258,200
Total Annual Provision	1,593,600	1,771,800	1,771,800	1,771,800	1,771,800	1,771,800
FUNDING AVAILABLE:						
Radio	1,392,931	1,105,031	1,053,131	815,231	713,331	636,431
Renovations	460,091	580,091	580,091	680,091	780,091	880,091
Equip. & Technology	1,468,518	1,104,018	1,282,518	1,325,018	1,983,518	2,150,018
General Capital	(38,686)	154,514	299,714	391,914	484,114	576,314
Total Funding Availabl	3,282,854	2,943,654	3,215,454	3,212,254	3,961,054	4,242,854
LESS EXPENDITURES:						
Radio	(561,000)	(325,000)	(511,000)	(375,000)	(350,000)	(350,000)
Renovations	(30,000)	(150,000)	(50,000)	(50,000)	(50,000)	(50,000)
Equip. & Technology	(1,455,000)	(912,000)	(1,048,000)	(432,000)	(924,000)	(822,000)
General Capital	(65,000)	(113,000)	(166,000)	(166,000)	(166,000)	(166,000)
Total Expenditures	(2,111,000)	(1,500,000)	(1,775,000)	(1,023,000)	(1,490,000)	(1,388,000)
FORECASTED CLOSING BALANCE:						
Radio	\$ 831,931	\$ 780,031	\$ 542,131	\$ 440,231	\$ 363,331	\$ 286,431
Renovations	\$ 430,091	\$ 430,091	\$ 530,091	\$ 630,091	\$ 730,091	\$ 830,091
Equip. & Technology	\$ 13,518	\$ 192,018	\$ 234,518	\$ 893,018	\$ 1,059,518	\$ 1,328,018
General Capital	\$ (103,686)	\$ 41,514	\$ 133,714	\$ 225,914	\$ 318,114	\$ 410,314
Total Closing Balance	\$ 1,171,854	\$ 1,443,654	\$ 1,440,454	\$ 2,189,254	\$ 2,471,054	\$ 2,854,854

**2014 CAPITAL BUDGET / 2015-2018 CAPITAL PLAN
PROJECT DETAILS (\$'000s)**

2119 POLICE-RADIO REPLACEMENT

	PRIOR YEARS BUDGET	2014 BUDGET	2015 PLAN	2016 PLAN	2017 PLAN	2018 PLAN	2019 -2023 PLAN	TOTAL
GROSS COST DETAILS								
Equipment Purchases	875	325	511	375	350	350	1,485	4,271
Total GROSS COST DETAILS	875	325	511	375	350	350	1,485	4,271
FINANCING DETAILS								
POLICE RADIO RESERVE	(875)	(325)	(511)	(375)	(350)	(350)	(1,485)	(4,271)
Total FINANCING DETAILS	(875)	(325)	(511)	(375)	(350)	(350)	(1,485)	(4,271)

Project Description

This project provides for the replacement and/or addition of police radio equipment.

General Comments

Radio communication is critical to police operations. The current fleet of police portable and in-car mobile radios has an anticipated useful life of approximately 9 years. This project addresses the eventual replacement of these essential communication assets.

The 2013 capital budget calls for the replacement of 40 portable radios at an estimated cost of \$325,000.

Operating Impact

No increase anticipated.

**2014 CAPITAL BUDGET / 2015-2018 CAPITAL PLAN
PROJECT DETAILS (\$'000s)**

2389 POLICE - FLEET ADDITIONS

	PRIOR YEARS BUDGET	2014 BUDGET	2015 PLAN	2016 PLAN	2017 PLAN	2018 PLAN	2019 -2023 PLAN	TOTAL
GROSS COST DETAILS								
Fleet Additions	272	113	166	166	166	166	830	1,879
Total GROSS COST DETAILS	272	113	166	166	166	166	830	1,879
FINANCING DETAILS								
POLICE CAPITAL RESERVE	(65)	(113)	(166)	(166)	(166)	(166)	(830)	(1,672)
RESERVE FOR CAPITAL EXPENDITURES	(207)	0	0	0	0	0	0	(207)
Total FINANCING DETAILS	(272)	(113)	(166)	(166)	(166)	(166)	(830)	(1,879)

Project Description

This project provides for the expansion of the Police Service vehicle fleet including vehicle and related equipment costs.

General Comments

The 2014 project includes funding for 1 fully equipped marked patrol vehicle related to the plan for 5 additional Patrol officers and 1 unmarked unit for Criminal Investigations.

Future year plans allow for the fleet to expand by 2 to 4 vehicles depending on operational demands.

Operating Impact

2014 V&E annual rental and fuel charges are estimated to be \$39,700.

**2014 CAPITAL BUDGET / 2015-2018 CAPITAL PLAN
PROJECT DETAILS (\$'000s)**

2489 POLICE - FURNITURE REPLACEMENT

	PRIOR YEARS BUDGET	2014 BUDGET	2015 PLAN	2016 PLAN	2017 PLAN	2018 PLAN	2019 -2023 PLAN	TOTAL
GROSS COST DETAILS								
Furniture Replacement	150	50	50	50	50	50	250	650
Total GROSS COST DETAILS	150	50	50	50	50	50	250	650
FINANCING DETAILS								
POLICE FAC RENOVATION RES	(150)	(50)	(50)	(50)	(50)	(50)	(250)	(650)
Total FINANCING DETAILS	(150)	(50)	(50)	(50)	(50)	(50)	(250)	(650)

Project Description

This project provides for the replacement of furniture that has reached life expectancy.

General Comments

This project will enable the Police Service to replace existing furniture based on condition assessments and industry standards and for life expectancy.

It has been determined that existing furniture will be moved to the new Headquarters Building in 2013-14. 2014 funding is requested to replace furniture that is due for replacement according to the replacement schedule including items such as desks, file cabinets and chairs.

Operating Impact

No increase anticipated for 2014.

**2014 CAPITAL BUDGET / 2015-2018 CAPITAL PLAN
PROJECT DETAILS (\$'000s)**

2497 POLICE-EQUIPMENT REPLACEMENT

	PRIOR YEARS BUDGET	2014 BUDGET	2015 PLAN	2016 PLAN	2017 PLAN	2018 PLAN	2019 -2023 PLAN	TOTAL
GROSS COST DETAILS								
Equipment Purchase	0	159	63	0	125	0	848	1,195
Total GROSS COST DETAILS	0	159	63	0	125	0	848	1,195
FINANCING DETAILS								
POLICE OPER EQUIP & TECH RES	0	(159)	(63)	0	(125)	0	(848)	(1,195)
Total FINANCING DETAILS	0	(159)	(63)	0	(125)	0	(848)	(1,195)

Project Description

This project allows for the replacement of specialized equipment used by Police operations.

General Comments

This project provides for the replacement of specialized equipment used by Saskatoon Police Service operations including Patrol, Criminal Investigations, the Traffic Section and "Special Teams" - the Explosives Disposal Unit (EDU), the Emergency Response Unit (ERT) and the Public Safety Unit.

The 2014 project calls for funding to replace Traffic Section radar/laser instruments, Collision Analyst scene mapping equipment and Emergency Response Team protective equipment.

Operating Impact

No increase anticipated for 2014.

**2014 CAPITAL BUDGET / 2015-2018 CAPITAL PLAN
PROJECT DETAILS (\$'000s)**

2498 POLICE-EQUIPMENT EXPANSION

	PRIOR YEARS BUDGET	2014 BUDGET	2015 PLAN	2016 PLAN	2017 PLAN	2018 PLAN	2019 -2023 PLAN	TOTAL
GROSS COST DETAILS								
Equipment Purchase	0	63	0	0	187	0	50	300
Total GROSS COST DETAILS	0	63	0	0	187	0	50	300
FINANCING DETAILS								
POLICE OPER EQUIP & TECH RES	0	(63)	0	0	(187)	0	(50)	(300)
Total FINANCING DETAILS	0	(63)	0	0	(187)	0	(50)	(300)

Project Description

This project allows for the purchase of additional specialized equipment used by Police operations.

General Comments

This project provides for the purchase of additional specialized equipment used by Saskatoon Police Service operations including Patrol, Criminal Investigations, the Traffic Section and "Special Teams" - the Explosives Disposal Unit (EDU), the Emergency Response Unit (ERT) and the Public Safety Unit.

The 2014 project calls for funding to support the purchase of additional equipment for the Emergency Response Team (ERT) including night vision devices.

Operating Impact

No increase anticipated for 2014.

**2014 CAPITAL BUDGET / 2015-2018 CAPITAL PLAN
PROJECT DETAILS (\$'000s)**

2499 POLICE-TECHNOLOGY REPLACEMENT

	PRIOR YEARS BUDGET	2014 BUDGET	2015 PLAN	2016 PLAN	2017 PLAN	2018 PLAN	2019 -2023 PLAN	TOTAL
GROSS COST DETAILS								
Equipment Purchase	0	625	860	332	512	582	4,220	7,131
Total GROSS COST DETAILS	0	625	860	332	512	582	4,220	7,131
FINANCING DETAILS								
POLICE OPER EQUIP & TECH RES	0	(625)	(860)	(332)	(512)	(582)	(4,220)	(7,131)
Total FINANCING DETAILS	0	(625)	(860)	(332)	(512)	(582)	(4,220)	(7,131)

Project Description

This project provides for the replacement/upgrading of computer hardware and software including network servers, infrastructure, storage and security as well as desktop and in-car computers/technology.

General Comments

The 2014 project includes funding to support two multi-year projects, Network Storage Replacement and Desktop Computer Replacement.

Ever increasing information storage demands by our operational and office systems requires an appropriate response through scheduled replacement of the Storage Area Network (SAN) based technology. The reasons for implementing SAN technology for our organization are redundancy, consolidation and management.

The Police Service replaces desktop equipment on a scheduled basis with equipment able to accommodate advanced application, network and security technologies. Demands at the desktop are fueled by the advances in transporting new digital media such as video, audio and voice (VoIP) over high speed computer networks. A second primary requirement is new security policy which calls for strong authentication (identity) of individuals attempting access to police systems. Additionally, the new desktop will run the advanced application software and process old and new information types. Future year projects include replacement of network servers, the dictation system and the payroll/timekeeping system.

Operating Impact

No increase anticipated for 2014.

**2014 CAPITAL BUDGET / 2015-2018 CAPITAL PLAN
PROJECT DETAILS (\$'000s)**

2610 POLICE-TECHNOLOGY EXPANSION

	PRIOR YEARS BUDGET	2014 BUDGET	2015 PLAN	2016 PLAN	2017 PLAN	2018 PLAN	2019 -2023 PLAN	TOTAL
GROSS COST DETAILS								
Equipment Purchase	0	65	125	100	100	240	455	1,085
Total GROSS COST DETAILS	0	65	125	100	100	240	455	1,085
FINANCING DETAILS								
POLICE OPER EQUIP & TECH RES	0	(65)	(125)	(100)	(100)	(240)	(455)	(1,085)
Total FINANCING DETAILS	0	(65)	(125)	(100)	(100)	(240)	(455)	(1,085)

Project Description

This project allows for the purchase of additional technological equipment including computers, and associated hardware and software as well as other equipment that utilizes computer technology.

General Comments

The 2014 project calls for funding to support a two year project to implement an electronic ticketing system in Traffic and Patrol vehicles to improve field officer efficiency.

Future year projects include a new 911 system controller system.

Operating Impact

No increase anticipated for 2014.

**2014 CAPITAL BUDGET / 2015-2018 CAPITAL PLAN
PROJECT DETAILS (\$'000s)**

2611 POLICE-OUTDOOR FIREARMS RANGE REPLACEMENT

	PRIOR YEARS BUDGET	2014 BUDGET	2015 PLAN	2016 PLAN	2017 PLAN	2018 PLAN	2019 -2023 PLAN	TOTAL
GROSS COST DETAILS								
Concept Plan	0	100	0	0	0	0	0	100
Total GROSS COST DETAILS	0	100	0	0	0	0	0	100
FINANCING DETAILS								
POLICE FAC RENOVATION RES	0	(100)	0	0	0	0	0	(100)
Total FINANCING DETAILS	0	(100)	0	0	0	0	0	(100)

Project Description

This project provides for the replacement of the existing Police outdoor firearms range that now resides within the City limits and conflicts with the future development of Saskatoon.

General Comments

The City of Saskatoon has expanded and now includes City owned land occupied by the Police Firearms Outdoor Range. In order to facilitate the needs of Police firearms and Special Teams training, it is necessary to replace the existing outdoor range with a new facility for the following reasons:

1. Commuter Bridge and subsequent roadway is proposed along the north fence line of the existing outdoor range and will require the outdoor range to cease operation upon construction of the roadway.
2. Existing land is required for future neighbourhood development.
3. Perimeter highway which is proposed to be located 2,500 feet north of the existing outdoor range facility will be located in the firing direction.

Total project cost are to be determined however will include reclamation of the existing land, environmental studies to determine the extent of the clean up required, land acquisition and development , services and the possible construction of a new building.

The 2014 project includes funding to conduct a facility study, environmental study and consulting fees.

Operating Impact

No increase anticipated for 2014. Future operating budget impact unknown at this time.

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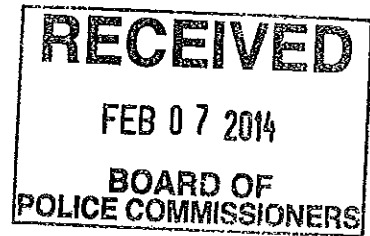
TO: His Worship Don Atchison, Chairperson
Board of Police Commissioners

FROM: Clive Weighill
Office of the Chief

DATE: 2014 February 05

SUBJECT: Representative Workforce at the Saskatoon Police Service

FILE #: 2,014



ISSUE:

The following enquiry was made by Commissioner Martell:

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

RECOMMENDATION:

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

DISCUSSION:

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

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

“PUBLIC AGENDA”

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

Employment Equity at the Saskatoon Police Service

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

In 2013, 28% of new Constables hired were from employment equity groups. Nine out of ten new Special Constables hired were from employment equity groups. This is encouraging because as more equity group members are hired to the rank of Constable they will have the opportunity to become eligible for promotion, thus increasing our diversity in supervisory positions. The numbers in the table below show that in 2013, over 51% of employees were equity group members.

In addition to the information in the below table, the Saskatoon Police Service has hired three new Aboriginal Constables to start in 2014. Two members are experienced Officers from another police agency and one member was promoted from a Special Constable position in Detention to a Regular Constable.

Table 1

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

“PUBLIC AGENDA”

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

Table 2

Workforce Analysis of Total Staff by Occupational Group as of December 31, 2013

Occupational Groups	Total	Female Employees		Aboriginal 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)	20	3	15.0%	0	1	1	5.0%	0	0	0	0.0%	0	0	0	0.0%
Supervisors (Staff Sergeants, Sergeants)	131	31	23.7%	4	14	18	13.7%	1	4	5	3.8%	0	3	3	2.3%
Constables	301	79	26.2%	8	22	30	10.0%	2	5	7	2.3%	2	14	16	5.3%
Special Constables	60	53	88.3%	2	1	3	5.0%	3	1	4	6.7%	2	1	3	5.0%
**Exempt Civilian	24	16	66.7%	1	0	1	4.2%	1	0	1	4.2%	0	1	1	4.2%
TOTAL	536	182	34.0%	15	38	53	9.9%	7	10	17	3.2%	4	19	23	4.3%

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

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

Executive:

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

Supervisors:

Supervisory positions are our middle management positions and include the ranks of Sergeant and Staff Sergeant. We presently have 110 Sergeants and 21 Staff Sergeants. Not all Sergeant positions require the supervision of others; however they can be transferred at any time and may take on a supervisory role. They are leaders in our organization due to their years of experience and they provide mentorship and coaching to our junior members.

“PUBLIC AGENDA”

Constables:

At December 31, 2013 we had 301 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, 2013 we had 60 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 10 additional Special Constable positions throughout the Service; 1 works at the Service Centre, 3 work in the Criminal Intelligence Section, 1 in Combined Forces Special Enforcement Unit, 1 in the Technological Crime Unit, 1 in Central Division, 1 in Audio Visual Disclosure Release, 1 in the Forensic Identification Unit and 1 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 30 out of scope staff members who are included in this report.

Table 3 specifies the Saskatchewan Human Rights Commission’s 2013 Goals for a Representative Workforce in Saskatoon.

Table 3

Saskatchewan Human Rights Commission
2013 Goals for a Representative Workforce in Saskatoon

Equity Group	2013 SHRC Goals	2013 SPS Actual Percentages	SPS Target Goals
Aboriginal People	13.1%	9.9%	16% by 2020
Members of a Visible Minority Group	6.6%	4.3%	8% by 2020
Persons with Disabilities	9.7%	3.2%	continue to increase where positions allow
Women in Underrepresented Occupations	47.0%	34.0%	47% by 2020

“PUBLIC AGENDA”

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 23 Aboriginal employees than we did 11 years ago, which is an increase of 43%. We recruited an additional 102 females and 16 visible minorities in that same time frame.

Aboriginal People: The Aboriginal population in Saskatoon continues to grow at a steady pace. Of particular note in Table 2 is that 13.7% of supervisors are Aboriginal, which is above the 2013 goal by the Saskatchewan Human Rights Commission. This is promising as the more Aboriginal employees that are promoted to the ranks of Sergeant and Staff Sergeant means that our Executive Team will likely become more representative in the near future. While this is a positive achievement, we also want to ensure that we are hiring Aboriginal people in to entry level positions (Constables and Special Constables) as we need to continue to increase the overall representation of Aboriginal employees. Each year, however, we increase our total staff complement because the Service requires new positions as the population of Saskatoon grows. This leaves us in a position of needing to recruit a higher percentage of Aboriginals at each hiring process than we previously have. The Recruiting and Cultural Resource Units are up to the challenge and are working diligently to attract more Aboriginal applicants with each process.

Females: As mentioned above, the Saskatoon Police Service has seen an increase of more than 100 female employees over the past 11 years. This is encouraging for the Service as it proves that policing is considered a career for both men and women. As we continue to hire females into all positions at the Saskatoon Police Service, we are confident that our percentage of female workers will increase each year.

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

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

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

I. Cultural Resource Unit

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

The Cultural Resource Unit has made significant contributions to improve relations with First Nations and Métis people in Saskatoon. The 2011 Insightrix Survey indicated that trust by Aboriginal people for the Saskatoon Police Service has held strong at approximately 68% in both the 2008 and 2011 surveys.

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

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

The Cultural Resource Unit also provides information on policing to First Nations and Métis organizations such as the Gabriel Dumont Institute, Saskatchewan Indian Institute of Technology, Dumont Technical Institute, the University of Saskatchewan Aboriginal Justice and Criminology program, and all other diverse institutions. Members of the Cultural Resource Unit also plan recruitment tours to First Nations and Métis communities within Saskatchewan.

“PUBLIC AGENDA”

II. Peacekeepers Leadership Development Program (ended in spring of 2013 and the Saskatoon Police Peacekeepers Cadets program beginning in fall of 2014)

The Peacekeepers Leadership Development Program was an anti-gang initiative for youth who were not currently gang members, but had the potential to be recruited as gang members. The program existed until the late spring of 2013. The program numbers were declining so it was decided that the program would be reviewed. Upon review, the decision was made to form a more structured group of police cadets. In doing so, the hope is to help develop youth at a younger age (10 to 15 years of age), potentially to consider policing as a career as they grow older. The primary target group for the program will be for the Aboriginal youth.

The Saskatoon Police Peacekeepers Cadets program is scheduled to begin in October 2014. Members of the Cultural Resource Unit will meet once per week with youth who will learn about leadership skills and how to make positive lifestyle choices. The program involves setting goals for participants that will help them develop key leadership attributes. In the program, youth will work with police officers, volunteers, and community partners while participating in weekly activities. They will be given volunteer opportunities within the community. The volunteerism is an important aspect of any community cadet program as it teaches the importance of giving back to the community. The ultimate goal is to provide these young people with the tools to become positive contributors to society. Constable Matt Maloney will oversee the cadet program, with Constable Marc Belanger acting in the capacity of “drill” instructor.

III. New Canadians

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

The Cultural Resource Unit began planning for an Interpreter’s Program in the spring of 2010. In December 2010, the program received funding from Citizenship and Immigration Canada and is currently running an “Interpreter Training for Policing” project. The project consists of two components, interpreter skills training and police knowledge. It is imperative to improve the quality of interpreter services so that a person’s Charter Rights is fully protected, and to support the effectiveness and efficiency of the justice system.

In 2013, the Saskatoon Police Service completed its third session of training 20 new community members the fundamentals and code of ethics needed to become interpreters and translators. To date, the Service can offer its members over 80 different languages to bridge the language barriers and to ensure everyone’s rights and responsibilities are fully understood.

“PUBLIC AGENDA”

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 will provide information and also explain 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.

IV. The Saskatoon Police Advisory Committee on Diversity

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 communities of Saskatoon and persons with disabilities, visual and hearing impairments and intellectual disabilities. SPACOD’s mission is to provide education and serve as a link between the Saskatoon Police Service and the diverse communities of Saskatoon. The group meets quarterly throughout the year. Because of some changes in the format of the committee, it did not meet in 2013. The plan is to reformat the committee and begin meeting again once the new police headquarters building is complete.

V. The Chief’s Advisory Committee on First Nations and Métis

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

VI. Diversity Breakfast

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

The Saskatoon Police Service speaker in 2013 was Constable Marc Belanger. Constable Belanger is a member of the Cultural Resource Unit acting in the role of Aboriginal/Diversity Recruiter. He returned from an International Policing tour in Afghanistan in late 2012.

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.

VII. Race Against Racism

The Saskatoon Police Cultural Resource Unit hosted its 3rd Annual Race Against Racism on September 21, 2013. This 3 or 5 KM run/walk/stroller roll commenced at Victoria Park and was sponsored by the Saskatoon Police Service and The Running Room Canada. In addition to raising awareness for diversity, another goal of this race is to provide a positive environment for people of all ages, cultures, religions and ethnic backgrounds to gather and promote an active healthy lifestyle, while encouraging positive police community relations.

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

The Saskatoon Police Service was able to donate the registration fees to the Saskatoon Food Bank and Learning Center. New this year was “Cram the Cruiser”, where non-perishable food items were stuffed into a police patrol car. These items were also donated to the Food Bank.

VIII. Diversity Training for New Recruits

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

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

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

Constable Marc Belanger from the Cultural Resource Unit maintains contact with students enrolled in the Aboriginal Police Preparation Program at the SIAST campuses. In addition, Constable Belanger assisted with the Treaty Four Citizens’ Police Academy held for two weeks in Regina in May of 2013. He also attends a multitude of cultural recruiting fairs and travels throughout Saskatchewan to present information on careers in law enforcement to community groups and students.

“PUBLIC AGENDA”

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

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

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

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

X. Saskatchewan Police Aboriginal Recruiting Committee (SPARC)

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

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

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

SPARC has developed a recruiting strategy designed to attract Aboriginal candidates into a career in policing. The main goal is to ensure candidates are provided with the required support systems to achieve career success. Aboriginal candidates include: First Nations, Métis, and

Inuit. Members from the Human Resources Division and the Cultural Resource Unit have sat on this committee since its inception.

XI. Summer Student Program

From May to September 2013, three graduates of the Aboriginal Police Preparation Program were offered Summer Student positions with the Saskatoon Police Service. The three were tasked with assisting the members of the Cultural Resource Unit and Crime Free Multi-Housing Unit. In September, two of the positions were extended until December 2013. During that time, the two students assisted the members of the Cultural Resource Unit with the implementation of a Youth Advisory Committee.

The purpose of the summer student program was 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.

XII. Youth Advisory Committee

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

In January of 2014, the first larger group of youth, mentored by Restorative Action Program workers, met with members of the Cultural Resource Unit to set some short-term goals and discuss how the Youth Advisory Committee should function. A future date will be set for Chief Weighill to meet directly with members of the Youth Advisory Committee. The initial plan is for the Committee to meet every month or two during the school year. This group will also be invited to participate in any programs being held during the summer months.

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

XIII. Video Project

After the Truth and Reconciliation event in June of 2012, it was decided that the Saskatoon Police Service should undertake a video project in order to highlight the many positive steps that the Service has taken over the past number of years to help build trust and foster relationships between the police and the Aboriginal community in and around Saskatoon.

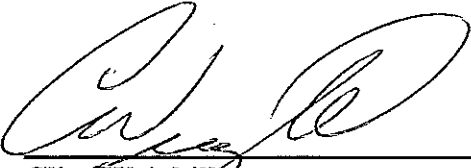
Our Aboriginal Relations Consultant is currently working closely with Blue Hill Productions as they near completion of this project. The video will be used during the delivery of community presentations.

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: Rosie Davidson, Human Resource Consultant
Sergeant Keith Salzl, Cultural Resource Unit

Approved by: Mark Chatterbok
Deputy Chief of Administration

Submitted by: 
Clive Weighill
Chief of Police

Dated: FEB 7/14

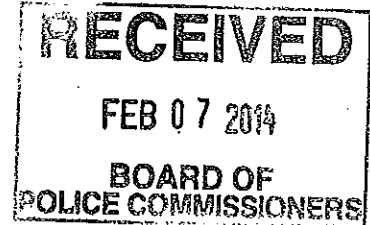
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TO: His Worship Don Atchison, Chairperson
Board of Police Commissioners

FROM: Clive Weighill
Office of the Chief

DATE: 2014 January 14

SUBJECT: Brandon Daniels Inquest



FILE #: 20,002

ISSUE:

A Coroner's Inquest was held October 28 to November 1, 2013 to examine the circumstances surrounding the death of Brandon Travis Daniels on July 3, 2010.

RECOMMENDATION:

That this report be received as information.

BACKGROUND:

Mr. Daniels had a recent history of mental illness and had been hospitalized for some time in 2010 as a result. On July 2, 2010 he was in Saskatoon visiting family members. In the late afternoon of July 2, 2010, Mr. Daniels purchased approximately 650 tablets of Tylenol and it appears that he ingested most of them over the next several hours. The Saskatoon Police Service received a call from a concerned citizen at 6:34 p.m. reporting a male vomiting while seated on a park bench near the Galaxy Theater. The officers arrested Mr. Daniels for public intoxication and took him to the police station where he was placed in Cell #14 at 7:10 p.m. Detention video shows that Mr. Daniels was checked on a number of occasions during his time in Cell #14. Nothing unusual was observed or reported until Mr. Daniels died sometime between 6:29 a.m. and 6:39 a.m. on July 3, 2010. Mr. Daniels had not been medically assessed at the time of his arrest or while he was in Detention. An Autopsy was performed and the cause of death was identified as acute acetaminophen toxicity.

A Coroner's Inquest is mandatory in these circumstances.

DISCUSSION:

The Coroner’s Jury made a number of recommendations which were intended to prevent similar deaths in the future.

Recommendations #1 through #5, and #10 from the jury were directed to the Saskatoon Health Region, Saskatchewan Health, Corrections and Public Safety (Saskatchewan) and other entities. Those recommendations are supported by the Saskatoon Police Service and they include making the existing paramedic in Detention program a permanent program (it is currently due to expire on June 30, 2013) and expanding it to 24-hours a day; expanding the number of beds at the Saskatoon Health Region’s Brief Detox Unit (BDU) to meet the best practice standards and the needs of the population of the City of Saskatoon; asking the Saskatoon Health Region to provide medical support professionals to the Lighthouse during those hours the Lighthouse operates its detox beds for intoxicated individuals (the Lighthouse opened those beds in a limited basis in the fall of 2013); establishing a Wellness Center (that includes a detox unit) in the city of Saskatoon; establishing a Provincial Remand Center to reduce the demands that are currently placed upon our Detention center; and re-establishing the police and crises team “PACT” program for a minimum 12 month pilot project to create a team, consisting of a police officer and a mental health professional, to respond to calls for service which involve citizens who are in a suspected mental health crisis.

Recommendation #6 was directed to the Saskatoon Police Service. The jury recommended an expansion of our drug recognition training (based upon the drug recognition video developed jointly between the Saskatoon Police Service and M.D. Ambulance Service) to include patrol officers and revisions to our business card sized ‘intox screening card’ for patrol officers. Drug recognition training is already a mandatory training requirement for any of our personnel who are likely to work in our Detention facility. We will be reviewing and revising the drug recognition training video in 2014 with the intention of making it more widely available to our officers. The business card sized “intox screening card” was developed by the Saskatoon Police Service in conjunction with our partners at the Saskatoon Health Region Brief Detox Unit (BDU), and the Lighthouse in July, 2013. We will be consulting with our partners to determine whether the wording on that card should be revised and expanded to include our ‘Rousability Chart’. The Saskatoon Police Service Policy already includes a Rousability Chart (to assist our Detention staff in determining when an apparently sleeping prisoner should be verbally and/or physically aroused from their sleep to check on their health), and that Rousability Chart has been posted in Detention for the past few years.

Recommendation #7 was directed to the Saskatoon Police Service. It requested that the Saskatoon Police Service post a letter or symbol on Detention cell doors to indicate possible health needs and the needs for closer monitoring of those prisoners. This change was implemented on January 9, 2014. The Jury also recommended that we review our policy to improve communications between our Detention staff and our Communications staff when missing persons' reports are made. We believe that the improved Detention and Booking software (which we intend to implement following the move to our new headquarters building) will address this issue.

Recommendation #8 was directed to the Saskatoon Police Service. The Jury recommended we employ additional Special Constables in Detention once we move to our new headquarters building in 2014. We intend to review our staffing requirements once we are in our new headquarters building. Our new Detention center will be larger (52 cells rather than our existing 34 cells) but it will also have a more efficient layout which should also improve the monitoring of our prisoners.

Recommendation #9 was directed to Sask911 and the Saskatoon Police Service jointly. The Jury recommended that we work with the Provincial 911 (Provincial Emergency Management and Fire Safety Program) to implement a new code for 911 call takers to use, namely "*person in distress – unknown cause*". There are a number of similar codes already available (such as 10-37: unknown problem; 10-31: person injured; and 10-53: needs ambulance) however, we will raise the Jury's suggestion with the Provincial body for their consideration.

CONCLUSION:

Mr. Daniels' death was a catalyst for change at the Saskatoon Police Service. He died on July 3, 2010 and by the fall of 2010 we had embarked upon a "best practices" survey of other major western Canadian police services detention practices. We subsequently implemented a number of changes to our policies, procedures, and training for our members.

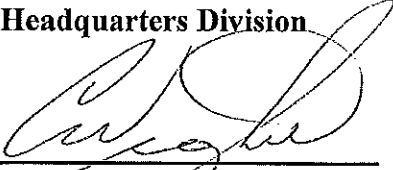
Perhaps the most significant change has been as a result of the efforts of the Saskatoon Board of Police Commissioners which formed an 'Action Accord Committee' and persuaded the Saskatoon Health Region to allocate the funding necessary to place a paramedic in our Detention 12 hours a day to assess the medical condition and needs of our prisoners. We firmly believe that this program has significantly enhanced the wellbeing of our prisoners.

"PUBLIC AGENDA"

We have welcomed the Jury's recommendations, and we sincerely believe that they will assist us in our ongoing and continuing efforts to improve the care of our prisoners.

Written by: **Greg N. Bains**
 Legal Services

Approved by: **Inspector Larry Vols**
 Headquarters Division

Submitted by: 
 Clive Weighill
 Chief of Police

Dated:

 FEB 5/14