



## **SASKATOON** \_\_\_\_\_ **POLICE SERVICE**

**TO:** Shirley Greyeyes, Chairperson  
Board of Police Commissioners

**FROM:** Cameron McBride  
Office of the Chief

**DATE:** 2024 August 01

**SUBJECT:** 2024 Business Plan Mid-Year Report

**FILE #:** 2,022

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### **BACKGROUND:**

The Saskatoon Police Service (SPS) 2020-2024 Strategic Plan outlines the long-term goals for the SPS, while the 2024 Business Plan contains specific strategies and activities that are carried out to achieve these goals. This report provides an update of some of the strategies that are used to achieve our goals in 2024. The information is as of **June 30, 2024**.

### **RECOMMENDATION:**

That the Board receives this report as information.

### **STRATEGIC PRIORITY:**

This report supports all of SPS's strategic priorities, as it is an update on the progress of the 10 strategic goals and associated strategies and activities under the five themes, which are:

- Crime and Safety;
- Our People;
- Partnerships;
- Communications; and
- Innovation.

### **DISCUSSION:**

As presented to the Board of Police Commissioners on May 21, 2020 the 2020 – 2024 Strategic Plan outlines 5 themes and 10 goals. The 2024 Business Plan presented to the Board on January

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25, 2024 outlined 16 strategies and 43 activities aimed at achieving these goals. The progress of the 43 activities is shown below with 34 activities (79%) that are either complete, ongoing programs or in progress and will continue until the end of the year.

2024 Business Plan Activities			
Not Started	In Progress	Complete	Ongoing Program
9 Activities	20 Activities	5 Activities	9 Activities

Attachment 1 of this report provides a summary of the successes that the SPS has achieved toward these strategic initiatives.

Some of the 2024 Business Plan highlights include:

### Strategic Theme 1 - Crime & Safety

Crime and Safety continues to be at the core of the SPS that incentivizes the other themes that support the SPS mission to ensure a safe and secure environment.

The following highlight some activities regarding Crime and Safety:

- The Investigative Services Division is developing an Intimate Partner Violence (IPV) Response Team that is integrated with Family Service Saskatoon. The IPV Response Team will provide a proactive and preventative approach to intimate partner violence.
- SPS has established a monthly Operational Crime Reduction meeting that brings together executives from Patrol and Criminal Investigations to discuss and share information regarding significant criminal activities occurring in the community.
- The Street Crime Section continues to target drug traffickers of methamphetamine, fentanyl, and cocaine who are supplying in the community.
- SPS held a two-day Selective Traffic Enforcement Program as part of Canada Road Safety Week in May which focused on impaired driving, distracted driving, seat belt use, speeding, unlicensed driving/vehicle registration, and vehicle equipment regulations. The program resulted in 200 tickets being issued and 100 warnings.
- A targeted operational plan was implemented in Confederation Suburban Centre intended to deter, detect and investigate activities related to theft, public intoxication and suspicious activities. This operation resulted in 11 arrests.

### Strategic Theme 2 - Our People

People are the most important strength of the SPS. They carry out the mission to provide service based on excellence to ensure a safe and secure environment.

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The following highlight the activities conducted regarding Our People:

- The SPS implemented a peer-staffed Reintegration Program to assist members after a critical incident or long-term absence from the workplace. The program consists of nine members and one coordinator and is intended to better support members with their mental health and wellness.
- Mental health and wellness support for its members is a top priority for SPS, therefore a Mental Health strategy is being created based on best practices, the needs of our members, and advice from the Clinical Psychologist. Additionally, the SPS implemented a third-party financial wellness program in support of the overall wellness of sworn and civilian members.
- The SPS partnered with an external consultant to complete a comprehensive assessment and visioning for the Service’s Equity, Diversity and Inclusion (EDI) activities. This work included gaining a full understanding of the current state of EDI at the SPS.

### Strategic Theme 3 – Partnerships

Creating and maintaining partnerships with a variety of organizations and levels of government is very effective in building trust and establishing accountability with all members of the community.

Members of the SPS have hosted and participated in many events that foster strong relationships with the diverse communities we serve, including the Indigenous and multi-cultural communities, LGBTQ2S+, youth and seniors. The SPS also sits on the Saweyihtotan Steering Committee, Downtown Safety Committee, Street Activity Sub-committee, and Crime Prevention Through Environmental Design (CPTED) Review Committee.

Some of the highlights regarding Partnerships include:

- Engaging with Indigenous communities in Saskatoon by attending and hosting a number of events throughout the year.
  - SPS hosted the Calling Home Ceremony to honour all MMIWG2S+ persons and loved ones left behind.
  - The Canadian Association of Chiefs of Police (CACP) Symposium on MMIWG2S+ was held at Wanuskewin. SPS members participated in this two-day event and discussed how we, as a Service, can continue to walk the path forward to address the Calls for Justice for Police.
  - SPS took part in National Indigenous Peoples Day events that included the Rock Your Roots: Reconciliation walk and Tipi teaching in celebration of Indigenous Storytelling Month.

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- SPS, in collaboration with Huskie Athletics and Sanctum, are working together to identify the problems and risks of drug use for sports, proactive factors to help prevent drug use, and learn about community supports that are available.
- Members from the SPS participated in the Pride Parade for the first time since 2017. This was a momentous display of our continued efforts to work together to promote a safe and inclusive space and to have our members feel seen, supported and celebrated with our diverse communities.
- SPS is working on a plan to implement mandatory pre-charge diversion practices for low level offences. This work is being done with community-based organizations to help reduce recidivism and the overrepresentation of Indigenous adults and youth in the Criminal Justice System.

### Strategic Theme 4 – Communication

Effective communication is the cornerstone of any successful business plan. The SPS continues to provide as much information as possible to keep the public informed and educated on a variety of topics. Awareness campaigns, media releases and social media are key tools in order to maintain transparency and trust with the public. It is equally important that all employees are properly informed and made aware of the strategies undertaken by the SPS so they can be effective ambassadors to citizens in the community.

Many of the activities in the Communication theme are listed in the Partnerships section above. An additional highlight includes a Stakeholder Engagement Process conducted to solicit feedback from members of the SPS as part of the recruitment process for the new Chief of Police.

### Strategic Theme 5 – Innovation

The SPS has engaged in a number of activities that support continuous improvement. The following initiatives highlight the progress made by the SPS regarding Innovation:

- In June 2024, the SPS migrated to the Next Generation 9-1-1 (NG9-1-1) system as part of a provincial project. The NG9-1-1 is a national initiative driven by the Canadian Radio-television and Telecommunications Commission (CRTC) that sets the foundation for expanded 9-1-1 services in the coming years including Real-Time-Texting and sharing video during a live 9-1-1 call.
- A new option of Theft Over \$5,000 was added to online crime reporting system. With the new reporting systems, it assists in analyzing trends and allocating resources where they are most effective.
- SPS implemented a new initiative called “Community Request” which allows for information to be shared with officers from members of the public through using a secure

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link that is sent directly to an individual via email or text rather than having to download it on a USB or DVD.

### **CONCLUSION:**

The Saskatoon Police Service continues to make progress toward achieving the goals outlined in the 2020-2024 Strategic Plan. SPS members continue to be the difference as they deal with very difficult situations and must remain cognizant of the safety of the public as well as themselves and their own families. Our people continue to face these challenges with innovative and effective solutions *to continually improve public safety*.

### **ATTACHMENT:**

1. Attachment 1 – Saskatoon Police Service 2024 Business Plan Mid-Year Report

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