



— SASKATOON —  
**POLICE SERVICE**  
BE THE DIFFERENCE

2025 Business Plan

# Mid-Year Update



*Continually Improve Community Safety*

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# Introduction

The 2025 Saskatoon Police Service (SPS) Business Plan outlines the SPS' Goals, Strategic Outcomes and Initiatives planned for 2025 in the following Strategic Themes:

***Crime and Safety • Our People • Partnerships • Innovation***

This document provides key updates on the status of 36 initiatives planned to support the SPS' vision to: ***Continually Improve Community Safety***. In the first half of this year, the SPS made meaningful progress in all but one initiative.

2025 Business Plan Initiatives			
Not Started	In Progress	Ongoing Program	Complete
1	28	3	4

The progress detailed in this report is in addition to the SPS' business as usual which, from January to June, included almost 83,600 calls for service, an increase of 9% over the first half of 2024.

Much of the work underway this year is aligned to what we heard from SPS employees and community members through consultations we conducted between late 2024 and early 2025. The key updates to follow include references to indicate if the work is tied to that feedback. These references are marked as:

- *CF* – Community Feedback
- *EF* – Employee Feedback



# Vision

*Continually Improve Community Safety*

# Mission

*As part of the community, we will provide service based on excellence to ensure a safe and secure environment.*

# Values

## **Honesty**

We will be reputable, adhering to truthfulness and being free from deceit.

## **Integrity**

We will lead by example, being incorruptible and doing the right thing regardless of the pressures or personal risk we face.

## **Compassion**

We will be mindful of the distress of others and demonstrate a sympathetic understanding in our desire to assist them.

## **Fairness**

We will demonstrate impartiality, being free from self-interest, prejudice or favouritism.

## **Commitment**

We will show dedication to the goals of the Service and to our personal development and wellness as we persist in our endeavors to consult, work with and serve the community.

## **Respect**

We will recognize the right of all people, regardless of their personal situation, to live without ridicule, and as such we will display courteous regard for people in every situation.

## **Professionalism**

We will be above reproach and exhibit a proficient, conscientious, and business-like demeanor in dealing with those we serve.



# 2025 Business Plan Summary

THEME	GOAL	STRATEGIC OUTCOME
<b>CRIME AND SAFETY</b>	Implement effective strategies to combat crime and protect the public.	Collaborative public safety through partnerships with municipal, provincial and national stakeholders.
		Disruption of gun violence, gang activity and illicit drug and human trafficking.
	Maintain core policing operations and address community concerns.	Safer roads in our community.
		Sustainable policing practices to meet changing community needs.
<b>OUR PEOPLE</b>	Promote a healthy work environment and learning culture.	Enhancing the well-being of our people.
		Training for employees on policing best practices, wellness and leadership.
	Resource to ensure member effectiveness and safety.	Enhanced recruitment and retention of employees.
		A more inclusive and diverse SPS.
<b>PARTNERSHIPS</b>	Enrich relationships between the Saskatoon Police Service and communities served.	Engagement with Indigenous communities in a purposeful and meaningful way.
		Strong relationships with the diverse community we serve.
	Work with all levels of government to develop solutions to community challenges.	Sustainable solutions for community safety and social challenges.
<b>INNOVATION</b>	Ensure sustainability by developing leading practices.	A strong foundation for an efficient organization.
	Utilize technology to increase effectiveness and efficiency.	Enhanced use of technology for operational services and information sharing.



# Crime and Safety

## Goal 1: Implement effective strategies to combat crime and protect the public

Strategic Outcome 1.1 Collaborative public safety through partnerships with municipal, provincial and national stakeholders		
Initiative	Status	Key Updates
1.1.1 Implement an Intimate Partner Violence Response Team (IPVRT).	Complete	<ul style="list-style-type: none"> <li>• IPVRT operational January 2025               <ul style="list-style-type: none"> <li>- IPVRT is identifying and managing intimate partner violence (CF)</li> </ul> </li> </ul>
1.1.2 Pilot a Warrant Enforcement Unit (WEU).	In Progress	<ul style="list-style-type: none"> <li>• WEU operational March 24, 2025               <ul style="list-style-type: none"> <li>- WEU prioritizes warrants to act on based on prolific and serious offenders (CF)</li> </ul> </li> <li>• From March to July:               <ul style="list-style-type: none"> <li>- 122 offenders arrested on warrants (violent offender/offense list)</li> <li>- 175 warrants executed (violent offender/offense list)</li> </ul> </li> </ul>
1.1.3 Evaluate and strengthen city wide safety planning.	In Progress	<ul style="list-style-type: none"> <li>• Identifying community safety needs and implementing safety intervention strategies or safety plans (CF)               <ul style="list-style-type: none"> <li>- Strategies implemented include but are not limited to:                   <ul style="list-style-type: none"> <li>➢ The High Visibility Enforcement &amp; Crime Disruption Project</li> <li>➢ Hiring additional Alternative Response Officers</li> <li>➢ Enhancing shelter safety plans</li> <li>➢ Phase 2 of the Pleasant Hill Intervention Strategy</li> </ul> </li> <li>- Completed plans are evaluated and findings are used to improve future projects (CF)</li> </ul> </li> </ul>
1.1.4 Develop collaborative partnerships with key stakeholders to address retail crime and its impact on public safety.	In Progress	<ul style="list-style-type: none"> <li>• Conducted 4 days of retail blitz in May 2025 (CF)</li> </ul>

Community members suggested the SPS:

- increase warrant enforcement;
- proactively police high activity areas;
- expand the Alternative Response Unit and
- consult and partner with businesses for theft prevention.



# Crime and Safety continued

## Goal 1: Implement effective strategies to combat crime and protect the public

<b>Strategic Outcome 1.2 Disruption of gun violence, gang activity and illicit drug and human trafficking</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
1.2.1 Evolve partnership with the Saskatchewan Firearms Office to address firearms used in criminal offenses.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Establishing process and procedures to take firearms used in criminal offenses to the Saskatchewan Firearms Office                             <ul style="list-style-type: none"> <li>Evaluating SPS staffing impact for this process</li> </ul> </li> </ul>
1.2.2 Target drug dealers who continue to harm our community.	<b>Ongoing Program</b>	<ul style="list-style-type: none"> <li>The SPS' ongoing work to target drug dealers included but is not limited to 17 investigations resulting in charges, arrests and seizures as noted in press releases between January and June (CF)</li> </ul>
1.2.3 Collaborate with key stakeholders to identify ways to regulate bear spray in our community.	<b>Complete</b>	<ul style="list-style-type: none"> <li>Proposed a bylaw amendment to regulate the sale of bear spray (CF)                             <ul style="list-style-type: none"> <li>Business Licence Bylaw changes approved by Council July 30, 2025</li> </ul> </li> </ul>

Community feedback indicated the prevalence of drugs, weapons and social disorder impacts the feeling of public safety.

Community members suggested the SPS advocate for bylaws regarding bear spray.



# Crime and Safety continued

## Goal 2: Maintain core policing operations and address community concerns

<b>Strategic Outcome 2.1 Safer roads in our community</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
2.1.1 Enhance traffic enforcement to reduce dangerous driving.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>• Traffic Unit conducting ongoing targeted speed enforcement</li> <li>• New alcohol screening devices deployed; all frontline officers trained on the new device</li> <li>• Completed two-day Saskatchewan Selective Traffic Enforcement Program in May</li> </ul>
2.1.2 Implement a data-driven approach to traffic safety, combining education and enforcement to promote safer roads.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>• Developing and implementing proactive traffic safety public awareness campaigns</li> <li>• Participated in Traffic Safety Drug Impaired Study with the U of S</li> </ul>
<b>Strategic Outcome 2.2 Sustainable policing practices to meet changing community needs</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
2.2.1 Develop a comprehensive evaluation framework to analyze the impacts of social disorder calls for service, focusing on community outcomes and response effectiveness.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>• Deployed Patrol Wagon with experienced officers to respond to social disorder calls (CF)</li> </ul>
2.2.2 Implement a quality assurance framework for continuous improvement.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>• Implemented increased training for Acting Administrative Staff Sergeants (CF, EF)</li> <li>• Delivered Patrol Supervisor workshop (CF, EF)</li> <li>• Delivered Patrol In-Service training (CF, EF)</li> <li>• Returned to residential Break &amp; Enter call response in April (CF)</li> <li>• Developed and delivered training sessions for new and existing Criminal Investigation Bureau members (CF, EF)</li> <li>• Service Centre hours expanded in June (CF, EF)</li> </ul>

Community members suggested the SPS:

- increase public education and awareness about police related matters;
- improve response to low priority calls;
- ensure employees receive continuous training; and
- streamline and improve accessibility for reporting.



# Our People

## Goal 3: Promote a healthy work environment and learning culture

<b>Strategic Outcome 3.1 Enhancing the well-being of our people</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
3.1.1 Build a wellness strategy for all sworn and civilian members.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Completed environmental scan on internal and external wellness resources (CF, EF)</li> <li>Comprehensive wellness framework in development (CF, EF)</li> </ul>
3.1.2 Evaluate peer support programs based on research and best practices.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Completed environmental scan of external public safety peer support programs (CF, EF)</li> <li>Completed review of existing peer supported employer programs (CF, EF)</li> </ul>
3.1.3 Design and develop educational programs to promote well-being	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Completed internal wellness training needs assessment (CF, EF)</li> <li>Delivered a variety of wellness learning experiences to SPS employees (CF, EF)</li> </ul>
<b>Strategic Outcome 3.2 Training for employees on policing best practices, wellness and leadership</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
3.2.1 Evaluate training needs throughout the organization.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Conducting needs assessment to determine training gaps and implementing training based on findings (CF, EF)</li> <li>Researching best practices to assist in development of training strategies and programs (CF, EF)</li> <li>Developing training plans based on best practice findings (CF, EF)</li> </ul>
3.2.2 Explore a service-wide approach to training.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Developing a training framework for the organization (CF, EF)</li> <li>Reviewing current policies and legislation related to training (CF, EF)</li> </ul>
3.2.3 Integrate leadership development across the organization	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Leadership seminar delivered to Patrol Bureau, Criminal Investigation Bureau and the Executive Team (EF)</li> </ul>

SPS employee and community feedback indicated a safe, healthy and well-trained workforce is central to the SPS providing quality service.

# Our People continued



## Goal 4: Resource to ensure member effectiveness and safety

<b>Strategic Outcome 4.1 Enhanced recruitment and retention of employees</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
4.1.1 Strengthen the overall SPS recruitment strategy to maximize the pool of candidates to support both regular recruitment and the Safer Communities and Neighbourhoods initiative (SCAN).	<b>In Progress</b>	<ul style="list-style-type: none"> <li>The Recruiting Unit promoted the SPS as an employer of choice through multiple career fairs, presentations and participation in community events (CF, EF)</li> <li>The Equity and Cultural Engagement Unit continues to promote the SPS through their relationships with various organizations (CF, EF)</li> </ul>
4.1.2 Evaluate staffing needs across the organization to support increased operational police activity.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Staffing needs identified and requests submitted for police professional personnel including HR, IT and Central Records (CF, EF)</li> </ul>
4.1.3 Implement an Applicant Tracking System (ATS) to support the recruitment process	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Completed research on vendors for applicant tracking system</li> </ul>
<b>Strategic Outcome 4.2 A more inclusive and diverse SPS</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
4.2.1 Begin implementation of recommendations from the Equity, Diversity and Inclusion (EDI) Audit	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Prioritized EDI recommendations from EDI audit</li> <li>Implemented POPAT physical support plans for new recruits (CF)</li> <li>Completed review of EDI training available on Canadian Police Knowledge Network</li> </ul>
4.2.2 Continuous improvement of communication from leadership to the Service	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Developed Patrol Communications Strategy (EF)</li> <li>Chief conducted Spring Update for SPS personnel (EF)</li> </ul>

Employees and community agree that SPS staffing is a high priority.

Community members suggested:

- SPS officers be representative of the community, and
- SPS increase administrative support

Employees indicated enhanced, transparent and continuous communication from SPS leadership is important.

# Partnerships

## Goal 5: Enrich relationships between the Saskatoon Police Service and communities served



<b>Strategic Outcome 5.1 Engagement with Indigenous communities in a purposeful and meaningful way</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
5.1.1 Implement the Action Plan towards Truth, Reconciliation and Treaty Implementation	<b>In Progress</b>	<ul style="list-style-type: none"> <li>• Translation to Indigenous languages for SPS brochures is in progress (CF)</li> <li>• Implemented 5-day Indigenous Studies program for Recruit In-Service training (CF)</li> <li>• Development of videos and social media posts in regards to Indigenous People's Day (CF)</li> </ul>
<b>Strategic Outcome 5.2 Strong relationships with the diverse community we serve</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
5.2.1 Continue partnerships with the school boards to deliver positive police interactions with the students	<b>Ongoing Program</b>	<ul style="list-style-type: none"> <li>• School Resource Unit officers are assigned to specific schools to strengthen relationships with teachers and students (CF)</li> <li>• The School Resource Unit Sergeant is part of school board committees to enhance relationships with school administrators (CF)</li> </ul>
5.2.2 Provide diverse support to community-based organizations	<b>Ongoing Program</b>	<ul style="list-style-type: none"> <li>• Supported Saskatoon Open Door Society Volunteer Appreciation event in the SPS gym (CF, EF)</li> <li>• SPS Pride BBQ raised \$2,259 for Camp Caterpillar (CF, EF)</li> <li>• Participated in Pride Parade (CF, EF)</li> <li>• Participated in Rock Your Roots (CF, EF)</li> </ul>

Community members suggested the SPS increase its understanding of Indigenous experience and history.

Feedback from SPS employees and community members indicated both groups want the SPS to continue its community engagement work to further build trust and understanding.



# Partnerships continued

**Goal 6: Work with all levels of government to develop solutions to community challenges**

<b>Strategic Outcome 6.1 Sustainable solutions for community safety and social challenges</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
6.1.1 Formalize and enhance our relationships with Saskatchewan public safety agencies.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Identified and executed on priorities for the Police/Fire/EMO interoperability Committee</li> </ul>
6.1.2 Enhance interoperability between Saskatchewan public service agencies.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>Implemented recommendations from tabletop exercise with SaskPower</li> <li>Implemented recommendations from live exercise with the Saskatoon Airport</li> <li>Sask-Alert Training completed by Public Relations and Strategic Communications staff</li> </ul>
6.1.3 Establish interoperability agreement with the University of Saskatchewan Protective Services.	<b>Complete</b>	<ul style="list-style-type: none"> <li>Renewed and updated Memorandum of Understanding with U of S Protective Services</li> </ul>

The SPS continues to expand and improve its interoperability capabilities with partner agencies to be prepared for emergencies when they strike.



# Innovation

## Goal 7: Ensure sustainability by developing leading practices

Strategic Outcome 7.1 A strong foundation for an efficient organization		
Initiative	Status	Key Updates
7.1.1 Design a framework to modernize policies and procedures	In Progress	<ul style="list-style-type: none"> <li>Researching best practices for policy and procedures, including review of policy from other Canadian police agencies</li> </ul>
7.1.2 Review and design improved organizational documentation and reporting.	In Progress	<ul style="list-style-type: none"> <li>Review and assessment of organizational documentation underway</li> <li>Simplifying processes and documentation to support administrative efficiency</li> </ul>
7.1.3 Produce the 2025 Strategic Plan	Complete	<ul style="list-style-type: none"> <li>2025 Strategic Plan completed</li> </ul>
7.1.4 Explore opportunities and alternatives to meet the needs of a growing SPS	In Progress	<ul style="list-style-type: none"> <li>Assessing alternatives for additional employee parking (EF)</li> <li>Offsite storage to meet growth needs identified and procurement underway</li> </ul>
7.1.5 Explore and assess opportunities to utilize Artificial Intelligence to improve efficiency through reduction of administrative workloads.	Not Started	<ul style="list-style-type: none"> <li>This work is deferred due to other priorities and resource constraints</li> </ul>

The SPS continues to modernize practices to optimize resources and improve efficiency.



# Innovation continued

## Goal 8: Utilize technology to increase effectiveness and efficiency

<b>Strategic Outcome 8.1 Enhanced use of technology for operational services and information sharing</b>		
<i>Initiative</i>	<i>Status</i>	<i>Key Updates</i>
8.1.1 Identify and assess technology options for efficient and effective community interaction and investigation.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>• Plan developed for an improved online reporting platform (CF, EF)</li> <li>• Software implemented to streamline reporting for vehicle pursuit/evade incidents (EF)</li> <li>• Software solution being used to allow public to upload video to the SPS (CF, EF)</li> </ul>
8.1.2 Explore and assess options to leverage technology for improved internal communication.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>• Business case for an internal communications platform approved (EF)                             <ul style="list-style-type: none"> <li>- Implementation pending budget and resource availability</li> </ul> </li> </ul>
8.1.3 Implement technologies to support interagency electronic communications between the SPS and partner emergency response organizations.	<b>In Progress</b>	<ul style="list-style-type: none"> <li>• The SPS is leading the City of Saskatoon's project to link the City's radio network with the Provincial Public Safety Telecommunications Network</li> </ul>

SPS employee feedback indicated employees appreciate how the implementation of technology can create workload efficiencies and improve investigations.

