



SASKATOON
POLICE SERVICE
BE THE DIFFERENCE



2020 ANNUAL
REPORT

VISION

TO CONTINUOUSLY IMPROVE COMMUNITY SAFETY

MISSION

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

VALUES

HONESTY | INTEGRITY | COMPASSION | FAIRNESS
COMMITMENT | RESPECT | PROFESSIONALISM





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CHIEF'S MESSAGE



**TROY
COOPER**

CHIEF

Thank you for your interest in our annual report. This report will focus on some of our activity over the last year and will provide insight into the product of community engagement and strategic planning. As an industry leader, the Saskatoon Police Service is fortunate to enjoy solid community support and a wide range of partnerships which combined, help to create a safe and healthy place to live and work.

2020 was a challenging year for many businesses and institutions involved in responding to the front line of a global pandemic. As a Service we leaned heavily on our human resource sections to ensure staffing levels were never threatened and that our policies adapted to keep our own staff safe. We formed strong relationships with emergency measures operations locally and provincially to stay informed and to make sure protective equipment and cleaning supplies were sufficient for our rapidly changing needs. New laws and a new enforcement focus changed our role within the community and took us in a direction we could never have predicted. While we adjusted to face the challenges of COVID-19 we also witnessed a call for police reform that began as an examination of policing in the United States but quickly expanded to include Canadian policing as well. We have been asked to consider our place in the continuum of public safety and how we respond to community needs. Although the year was challenging, I am so proud of how our staff rose to meet these challenges without ever losing focus on our priority of keeping Saskatoon citizens safe. They are committed to being the difference, and you are in great hands.

CHIEF'S MESSAGE

2020 was the first year of our new Strategic Plan and performance management process. I believe that having that plan in place as a guide allowed us to navigate an ever-changing environment successfully. We had a number of highlights during the year including:

- **Safely managing several large-scale protests**
- **Property crime was reduced by 17 percent**
- **Increased weapon possession enforcement by 23 percent**
- **Our officers used life-saving naloxone 34 times at overdose scenes**
- **We formed a new community policing unit in a core neighborhood**
- **16 tickets were issued for non-compliance of Public Health Orders**
- **Approval was received for body-worn cameras and an alternative policing model**
- **New resources were approved for the front line and to assist in complex and serious investigations**

I would like to thank the Board of Police Commissioners for their support, and especially thank our outgoing Chair Darlene Brander and Vice Chair Carolanne Inglis-McQuay for their many years of commitment. They have built a strong foundation for our future.

Finally, I would again like to thank the members of the Saskatoon Police Service for taking care of each other and for providing such a respectful, professional service during a difficult period.

BOARD OF POLICE COMMISSIONERS

The Saskatoon Board of Police Commissioners has three goals:

- 1** | To provide effective and objective oversight of the Saskatoon Police Service.
- 2** | To be a highly effective conduit between the public and the Saskatoon Police Service.
- 3** | To strengthen the culture of community safety through effective and efficient Police Commission governance and operation.

The Saskatoon Board of Police Commissioners consists of the Mayor, two members of the Saskatoon city council and four members of the public. **The 2020 Commissioners were:**



**DARLENE
BRANDER**

CHAIR



**CAROLANNE
INGLIS-MCQUAY**

VICE-CHAIR



**CHARLIE
CLARK**



**MAIRIN
LOEWEN**



**RANDY
DONAUER**



**JYOTSNA
(JO) CUSTEAD**



**KEARNEY
HEALY, Q.C.**

For Chair Brander and Vice-Chair Inglis-McQuay, 2020 was the final year of service on the Saskatoon Board of Police Commissioners. The SPS would like to thank them both for their six years of service on the Board and to the citizens of Saskatoon.

If you wish to speak to the Board at one of its public meetings, or write a letter to the Board, please contact the Board by email at info@saskatoonpolicecommission.com or by letter at:

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

2020 YEAR IN REVIEW

COVID-19

COVID-19 presented numerous challenges for the Saskatoon Police Service (SPS) throughout 2020. Like many organizations, the SPS was required to adapt to rapidly changing conditions brought on by the COVID-19 pandemic. Many of these adaptations extended into 2021.

The SPS response to the pandemic has evolved considerably since March 2020. Some of these changes have led to more efficient ways of doing business without sacrificing service provision. These will be further evaluated to be continued on a permanent basis.

One such change was the Telephone Reporting Unit (TRU). In consideration of the health and wellbeing of SPS members and the general public, certain types of calls for services were responded to by police officers in the Telephone Reporting Unit. This unit is staffed 24 hours a day by sworn members of the SPS and primarily responds to non-urgent calls for service. The formation of the TRU freed up additional frontline officers to more quickly answer emergency calls for service while reducing points of contact between members and the public to stop the potential risk of community transmission.

As another preventative measure to minimize the spread of COVID-19 between members of the SPS and the public, the SPS closed the Service Centre to the public from March 18 to May 21, 2020. Once reopened, the Service Centre implemented **safety and distancing measures** to ensure the health of SPS members and the public. Members of the public were still encouraged to call 306-975-8300 to report non-urgent matters to reduce the number of people in the Service Center at any one time.

In accordance with directives set out by Saskatchewan's Chief Medical Health Officer, other preventative measures that the SPS implemented following the onset of the COVID-19 pandemic and extended into 2021 were:

- **Personal Protective Equipment (PPE) worn by all frontline staff when dealing with the public. Additional PPE is donned by frontline staff depending on risk of interaction**
- **COVID screening questions were asked by communications on incoming calls for service where an officer was dispatched;**
- **Rigorous cleaning practices were further enhanced in Detention cells following the release of arrestees. Police vehicles also received extra cleaning following Police transports to Detention;**
- **Social distancing and sanitary measures in offices, meeting rooms, break-areas, fitness room and gymnasium;**
- **Mandatory wearing of masks inside SPS Headquarters and when interacting with co-workers;**
- **Members that were able to do so were encouraged to work from home;**
- **Single-person patrol cars to reduce patrol's member-to-member contact and to maintain social distancing;**
- **Limitations on social bubbles between members during break-times; and**
- **Meetings with community groups and associations moved virtually rather than in-person**

There were a total of **12 confirmed positive cases of COVID-19** amongst civilian and sworn SPS members in 2020.

MOVEMENTS FOR POLICE REFORM

In addition to the COVID-19 pandemic, the death of George Floyd in the United States initiated a number of rallies across North America in recognition of the Black Lives Matter (BLM) movement. Most of the rallies called for changes to the way police interacted with visible minorities and the way money was allocated to police by municipalities. The latter point has become known as the “Defund the Police” movement. A rally in support of BLM was held in Saskatoon in June 2020.

The SPS recognizes the significance of this movement and other movements related to BLM such as Indigenous Lives Matter. It is movements such as these that lead to positive societal change where everyone in the community, including the SPS, can benefit.

The SPS supports calls for reform to make the service more transparent and our community safer. The SPS has been and continues to be willing to engage with various community leaders to understand what the community needs, the role of police, and what police are doing currently to address the issues brought up by the BLM and Defund the Police movements.

The SPS are proactively engaged in a number of initiatives to improve transparency and trust, and find solutions to enhance safety and security within the community.

A few of the initiatives that the SPS is currently engaged in to address these calls for change include:

- **Expansion of the Police and Crisis Team (PACT) to respond to persons in need who are experiencing significant mental health or addiction issues;**
- **Implementation of an Alternative Service Delivery Model to respond to community safety concerns in the most appropriate and cost effective manner;**
- **Continued involvement and support with community safety initiatives such as Sawêihtotân, the Restorative Action Program (RAP), Mobile Crisis, Community Support Program and the Okihtcitawak Patrol Group (OPG);**
- **Implementation of an Equity, Diversity, and Inclusion Executive position responsible for ensuring that the fundamentals of equity, inclusion and diversity are recognized and incorporated throughout the organization and its culture.**

In addition, a project is currently underway to review police calls for service to determine which calls could be redirected to an alternative service provider given a threat assessment and the capabilities of the alternative provider. More details on this project are expected in 2021.

We understand that there is always more work to be done, but the SPS believes these are steps in the right direction that will ultimately lead to enhanced safety and security for the entire Saskatoon community.

RIDE TO REMEMBER



The 5th Annual Ride to Remember commenced from the SPS headquarters on September 25th. The ride is to commemorate fallen police and other peace officers.

While past years' rides typically span between Saskatoon and the Legislative Building in Regina, this year's Ride to Remember was modified due to COVID-19 protocols. The one-day ride in Saskatoon was followed two days later with a separate one-day ride in Regina.



PHOTOS COURTESY OF MATT SYCH



PHOTOS COURTESY OF MATT SYCH

BLIZZARD

The snowstorm that occurred on November 8th is one that Saskatoon residents will not soon forget.

With forecasts predicting a significant snow storm sweeping through most of central and northern Saskatchewan, the SPS preemptively established a tactical operation centre to respond directly to calls for service related to the storm.

Between 8 AM on November 8 and noon on November 9, the **police received a total of 311 calls** for service – 131 of which were responded to by the Tactical Operations Centre. **Most of these 131 calls were related to stranded motorists.**

In partnership with the Saskatoon Fire Department and Saskatoon Search and Rescue, the SPS responded to these calls for service using snowmobiles and modified all-terrain vehicles.



Source: Twitter - @FireChiefYXE

To reduce the risk of becoming stuck on local roadways, SPS officers often were forced to park their patrol vehicles on a busier, well-travelled street and walk to a call for service.

There were 12 accidents in this time period that required police response.

In total, over 30 centimetres of snow fell over the weekend of November 7-8, the largest snow storm experienced in Saskatoon since January 2007.

Source: <https://thestarphoenix.com/news/local-news/in-person-classes-in-saskatoon-cancelled-as-city-digs-out-from-storm>

MOBILE TESTING UNIT

In September 2020, the SPS unveiled a brand new Mobile Testing Unit, which would allow officers to test drivers for alcohol or drug impairment at the scene immediately after making a vehicle stop. The Mobile Testing Unit has an Intoximeter EC/IR II to test for alcohol impairment and a Draeger DrugTest 5000 Oral Fluid Device used to test for drug impairment.

The new unit will be used primarily at check stops conducted by the SPS and Combined Traffic Services Saskatchewan (CTSS).

Rather than taking a possible impaired driver to the police station to conduct the tests and complete paperwork, the unit would allow officers to do all this at the scene.

The unit will assist in not only catching drivers operating a motor vehicle while impaired by alcohol or drugs, but it also serves an educational purposes in informing residents to refrain from driving while impaired.

Source: Saskatoon Star Phoenix



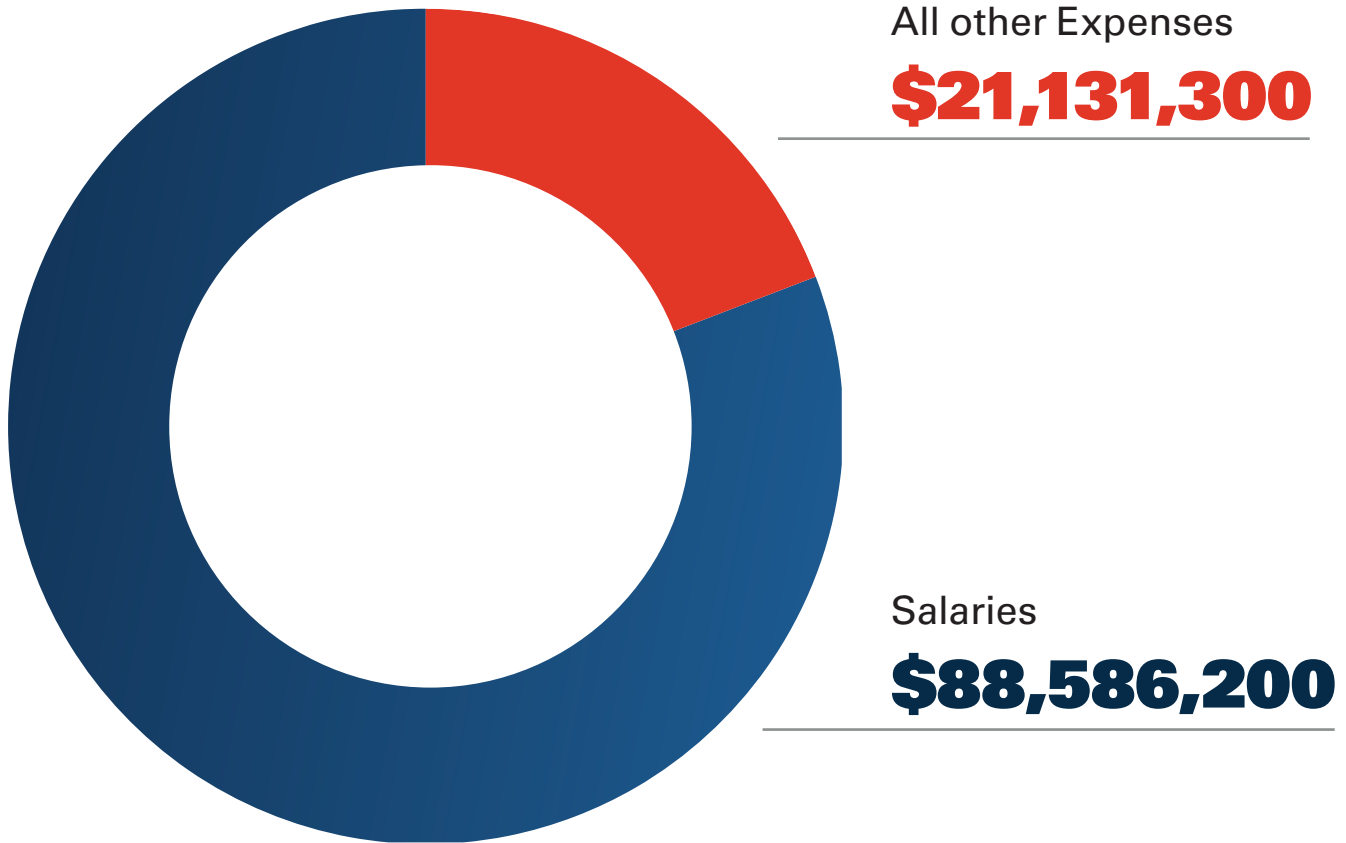
2020 YEAR IN REVIEW

BUDGETARY DECISIONS

In December, the SPS Board of Police Commissioners presented the 2021 operating and capital budget to city council for approval. Some of the key highlights of the approved 2021 operating and capital budget include:

- **4 new Constable positions. These positions will be used to double the current PACT team as well as supplement Patrol;**
- **5 new Special Constable positions that will replace 4 Communications Sergeants and 1 ViClas Sergeant. These sergeants will be able to be redeployed to other identified areas of need in the service;**
- **\$350,000 to implement an alternative response model that will use Special Constables instead of Constables to respond to appropriate calls in a more effective and efficient manner;**
- **Funding to continue the Strengthening Families program throughout 2021, even though federal funding is set to end mid-year. This program will be re-evaluated for budget years 2022 and beyond; and**
- **\$491,000 investment in the development of a Body-Worn Camera project, with the expectations of a deployment of approximately 40 cameras by early 2022.**

OPERATING BUDGET INFO



THE SPS RECOGNIZED AN OPERATING BUDGET POSITIVE VARIANCE OF \$914,200 IN 2020.

STRATEGIC THEMES

SUMMARY OVERVIEW PAGE

In accordance to the 2020-2024 SPS Strategic Plan, the Strategic Themes of Crime and Safety, Our People, Partnerships, Communication, and Innovation will be used as a guide for the 2020 Annual Report. The following table provides a synopsis of the themes and goals outlined in the 2020-2024 SPS Strategic Plan:

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

The remainder of this annual report will provide an update on each Strategic Theme including key initiatives in progress or completed and performance metrics.

CRIME AND SAFETY

CLARE'S LAW

The Interpersonal Violent Disclosure Act (known as Clare's Law) came into effect in Saskatchewan on June 29, 2020 and was enacted to help victims of interpersonal violence. Saskatchewan was the first province in Canada to implement Clare's Law.

Clare's Law is named after Clare Wood, a young woman who was murdered in 2009 by her ex-boyfriend in Manchester, United Kingdom. It was after her murder that Wood's family learned the accused had spent six years in prison for holding a woman at knife-point for 12 hours.

Clare's Law authorizes a municipal police service to disclose certain risk-related information to a current or former intimate partner where such information will assist the current or former partner in making informed decisions about their safety and relationship. The Saskatoon Police Service and Province of Saskatchewan worked closely with privacy experts to ensure appropriate protocols were in place prior to Clare's Law being enacted.

There are two protocols for disclosing this type of information:

RIGHT TO ASK → **IS TRIGGERED BY A MEMBER OF THE PUBLIC APPLYING TO A POLICE SERVICE FOR A DISCLOSURE**

RIGHT TO KNOW → **IS TRIGGERED BY THE POLICE SERVICE MAKING A PROACTIVE DECISION TO DISCLOSE INFORMATION TO PROTECT A POTENTIAL VICTIM**

Clare's Law is not a substitute for reporting domestic violence. Saskatoon residents can report domestic violence by calling the Saskatoon Police Service at 306-975-8300 or, if it is an emergency, call 911.



CRIME AND SAFETY

OVERDOSES

Saskatoon saw a record number of overdose and overdose-related deaths in 2020. Fentanyl, an opioid narcotic, was the primary driving force behind most of the overdoses. Fentanyl is typically prescribed to medical patients to cope with severe pain and primarily comes in pill form, although it can also appear in powdered and patch forms. The drug is commonly mixed with illicit drugs such as cocaine and heroin, often without the purchasers knowledge. Fentanyl is known to be 50-100 times more potent than heroin, oxycodone and morphine.

There are steps everyone can take to help reduce overdoses in Saskatoon.

KNOW THE SIGNS OF AN OVERDOSE:

- TROUBLE WALKING OR TALKING
- PINPOINT PUPILS
- SEIZURES
- SLOW HEARTBEAT
- SHALLOW BREATHING
- BLUISH OR COLD/CLAMMY SKIN

Source: <https://www.saskatchewan.ca/residents/health/accessing-health-care-services/mental-health-and-addictions-support-services/alcohol-and-drug-support/opioids>

Naloxone kits are an important tool to treat a person having an overdose as naloxone temporarily reverses its effects. The kits are provided by the Province of Saskatchewan through the Take Home Naloxone Kit Program, which provides free training and kits for anyone who is at risk of an opioid overdose or anyone that may witness an opioid overdose. Naloxone kits can also be purchased at pharmacies across Saskatchewan. The Pharmacy Association of Saskatchewan website has a list of pharmacies that carry naloxone for purchase. Having a naloxone kit nearby could mean the difference between life and death for someone experiencing an overdose.

Source: <https://www.saskatchewan.ca/residents/health/accessing-health-care-services/mental-health-and-addictions-support-services/alcohol-and-drug-support/opioids/take-home-naloxone-program-sites>

Source: <https://www.skpharmacists.ca/document/5254/PAS%20NALOXONE%20REGISTRY.PDF>

The SPS is a part of multiple committees trying to help reduce the number of overdoses and illicit drug use. Locally, the SPS is part of the Safe Community Action Alliance, which continued meeting in 2020 following a brief hiatus due to COVID-19, and the Crystal Meth Working Group. On the provincial level, Chief Troy Cooper is part of a committee creating a Provincial Drug Strategy. Additional overdose-related initiatives are planned for 2021 at the local and provincial level. Members in SPS Criminal Investigations are part of national and provincial task forces with an aim to reduce the amount of illicit drugs on Saskatoon streets.

CRIME AND SAFETY

TACTICAL SUPPORT UNIT

Preparations were made in 2020 to implement a newly scheduled and structured Tactical Support Unit at the SPS. On January 1, 2021, 16 full-time members and 8 part-time members commenced their roles in the TSU. This shift to a new TSU structure is expected to improve patrol availability as the training requirements under the previous TSU system often pulled officers away from their frontline duties.



DOWNTOWN INITIATIVES

Safety in Saskatoon's downtown is an organizational priority for the SPS.

Members of SPS Foot Patrol Unit patrol the downtown and other areas of Central Division during the summer months. In December, a foot patrol initiative known as the Christmas Beat Blitz was set in motion to help reduce crimes of opportunity during the holiday shopping season.

SPS has found that foot patrols have been effective at proactively addressing crime and fostering relationships with downtown and Central Division residents and business owners. Improvements are in the works to make downtown foot patrols more focused and guided by members of the community. Additional patrol presence in the Pleasant Hill and Riversdale neighbourhoods is part of the mandate of the Community Mobilization Unit (CMU).



CRIME AND SAFETY

COVID-19 MEASURES

In response to the onset of the COVID-19 pandemic in March 2020, the Saskatoon Police Service created a call code to more appropriately track instances where police were called to enforce Public Health Orders enacted by the Saskatchewan's Chief Medical Health Officer. Between March 20 and December 31, the SPS received a total of 1,353 Public Health Order calls for service.

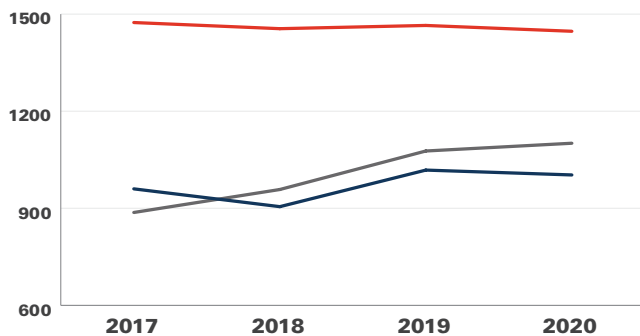
A total of 16 COVID-related tickets were issued in 2020 by the SPS. These tickets were related to failing to isolate, failing to wear a mask, or otherwise failing to comply with COVID-related health measures.

CRIME AND SAFETY

2020 CRIME STATISTICS

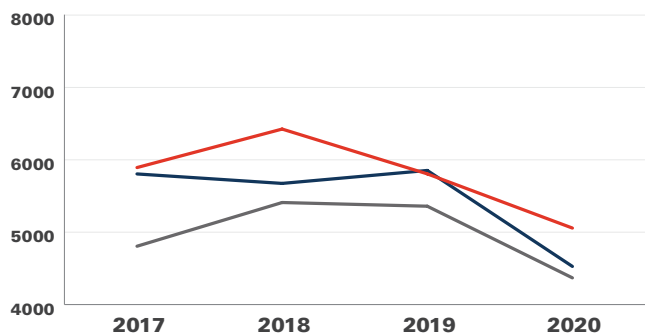
The COVID-19 pandemic has had a significant impact on human behavior and criminal activity in 2020. As a result, it is difficult to isolate the progress made on many statistical measures due to the societal impact. For example, decreases in Property Crime have likely been impacted by pandemic restrictions. Alternatively, increases in Domestic Disturbance calls may be inflated in 2020 due to the impacts of the pandemic on individual households. The SPS will continue to monitor these trends into 2021 and beyond and adjust our planning as required in order to maximize the impact SPS can have on these trends.

VIOLENT CRIME BY DIVISION

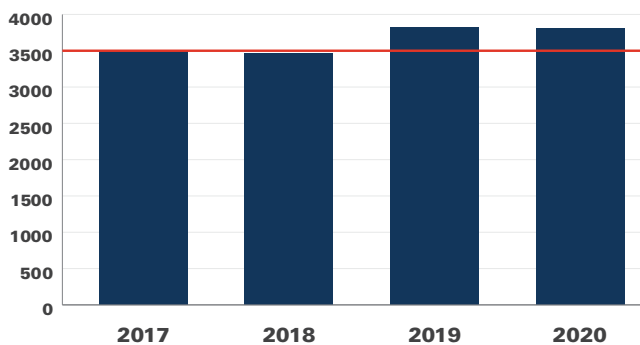


■ CENTRAL DIVISION ■ EAST DIVISION ■ NORTHWEST DIVISION

PROPERTY CRIME BY DIVISION

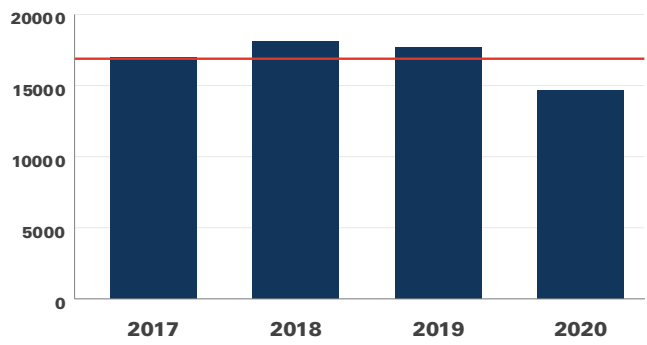


VIOLENT CRIME CITY-WIDE



— AVERAGE

PROPERTY CRIME CITY-WIDE



Statistics on record as of Friday, January 22, 2021, taken from Saskatoon Records Management System. For a better understanding of Saskatoon Crime Statistics, visit www.saskatoonpolice.ca. Crime statistics are constantly being updated due to new information being received, changes in reporting procedures, and ongoing investigations. As a result data may differ from previously published reports.

Crimes Against the Person	2015-2019 Average	2019	2020
Homicides	10	16	12
Attempted Murder	6	8	3
Sexual Violations	377	489	403
Commodification of Sex Activity	73	55	14
Assaults	2097	2,213	2,260
Armed Robbery	198	186	182
Robbery	148	172	123
Criminal Harassment (Stalking)	94	108	207
Uttering Threats	424	439	461
Kidnapping/Hostage Taking/Abduction	51	67	69
Other Crimes Against the Person	47	65	77
Total Crimes Against the Person	3,525	3,818	3,811

Crimes Against Property	2015-2019 Average	2019	2020
Arson	93	71	133
Break and Enter - Residential	950	1013	885
Break and Enter-Residential Detached Building	537	639	551
Break and Enter - Non Residential	986	1022	927
Break and Enter to Steal Firearm	20	27	7
Theft Over \$5000 + Other Theft Under \$5000	7580	8001	6027
Theft of Motor Vehicle	1083	931	921
Possession of Stolen Property	583	486	315
Fraud	1868	2040	1842
Graffiti	710	934	303
Mischief/Willful Damage	2,476	2,542	2,719
Total Crimes Against Property	16,886	17,706	14,630

Other Criminal Code Violations	2015-2019 Average	2019	2020
Controlled Drug and Substance Act	979	700	811
Weapons Possession Cont to Order/Concealed	689	774	949
Firearms Related	19	17	37
Other Criminal Code	8494	7447	6684
Criminal Code Traffic Violations	788	635	718
Total Other Criminal Code & CDSA	10969	9573	9199

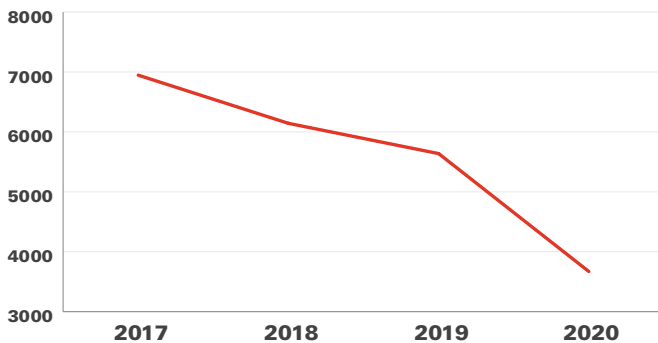
Statistics on record as of Monday February 1, 2021 taken from Saskatoon Records Management System. For a better understanding of Saskatoon Crime Statistics, visit www.saskatoonpolice.ca. Crime statistics are constantly being updated due to new information being received, changes in reporting procedures, and ongoing investigations. As a result data may differ from previously published reports.

CRIME AND SAFETY

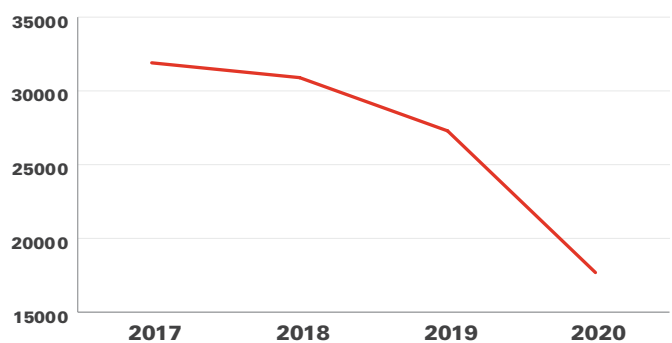
TRAFFIC ENFORCEMENT

Traffic collisions and violations have continued to decrease since 2017. This is a promising trend that indicates the work of SPS Traffic, SGI, and other agencies is making a difference in increasing the safety of Saskatoon roadways. It is important to note, however, the impact the pandemic may have had in the 2020 statistics. Anecdotally, traffic volumes throughout the pandemic continue to be lower than normal due to ongoing restrictions, public health orders, and work-from-home policies that have been implemented by many organizations across Saskatoon. The SPS will continue to monitor these trends and adjust the annual traffic plan as required.

TRAFFIC ACCIDENTS



TICKETS ISSUED



Statistics on record as of Friday January 22, 2021, taken from Saskatoon Records Management System. For a better understanding of Saskatoon Crime Statistics, visit www.saskatoonpolice.ca. Crime statistics are constantly being updated due to new information being received, changes in reporting procedures, and ongoing investigations. As a result data may differ from previously published reports.

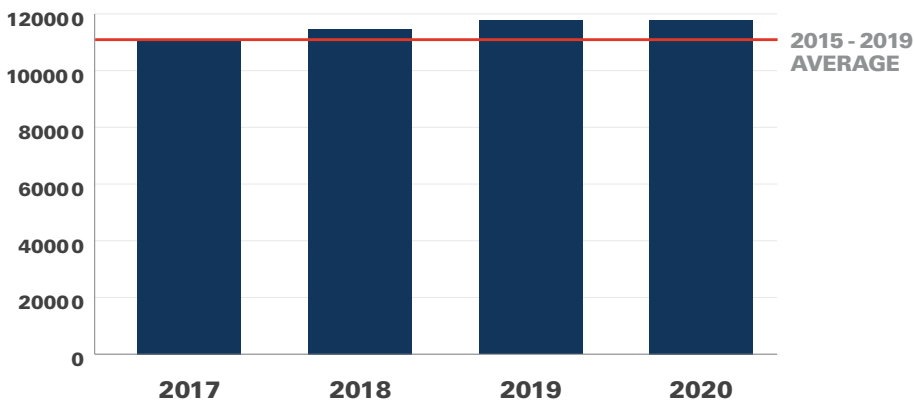
2020 CALLS FOR SERVICE

In 2020, the SPS responded to over 117,000 calls for service, however, of those only 10.4% resulted in a criminal occurrence. As previously reported, this data suggests that the police respond to a significant amount of calls that are not criminal in nature and may be better responded to through other resources or could be eliminated all together with an increase in proactive measures. Further review of the 2020 figures show that 25.6% of all calls for service related to:

<p>4,591 CALLS TO RESPOND TO PUBLIC INTOXICATION;</p>	<p>12,230 CALLS TO RESPOND TO A DISTURBANCE;</p>	<p>6,450 CALLS TO RESPOND TO A DOMESTIC SITUATION;</p>
<p>4,207 CALLS FOR A MISSING PERSON;</p>	<p>923 CALLS DIRECTLY RELATED TO MENTAL HEALTH;</p>	<p>1,796 CALLS FOR ATTEMPTED SUICIDE.</p>

With this in mind, the SPS continues to work on several initiatives with the community to improve the overall response to these diverse issues. This includes implementing an Alternative Service Delivery Model, expansion of the PACT team as well as continued work with Mobile Crisis, Sawêyihotân, the Okihcitawak Patrol Group (OPG) and the Community Support Program, among other community initiatives.

CALLS FOR SERVICE



Statistics on record as of Friday January 22, 2021, taken from Saskatoon Records Management System. For a better understanding of Saskatoon Crime Statistics, visit www.saskatoonpolice.ca. Crime statistics are constantly being updated due to new information being received, changes in reporting procedures, and ongoing investigations. As a result data may differ from previously published reports.

OUR PEOPLE

PSD OLIVER

Joining the SPS in 2020 was the newest four-legged recruit, PSD Oliver. He and his handler completed training and began serving on Saskatoon streets in August.



OUR PEOPLE

PROMOTIONS



RANDY HUISMAN

Following the retirement of Deputy Chief Mark Chatterbok, the SPS announced Randy Huisman would be the new Deputy Chief of Operations. Huisman has served as a member of the SPS for 33 years.

CAMERON MCBRIDE AND PATRICK NOGIER

Inspectors McBride and Nogier were both promoted to the rank of Superintendent. Superintendent McBride will oversee Patrol while Superintendent Nogier will oversee Criminal Investigations.



The following sworn and civilian members of the SPS were promoted in 2020:

- Brittany Bakenzstos
- Kim Barrett
- Steve Barss
- Tim Berg
- Nolan Berg
- Matt Bradford
- Les Brauner
- Jared Brentnell
- Tanita Bunkosky
- Erin Coates
- Jill Day
- Amanda Gaboury
- Vince Gabruch
- Amy Gobeil
- Tonya Gresty
- Andrea Horsnell
- Mike Horvath
- Mike Johnson
- Cheri Kolysher
- Amber Lang
- Julie Montgomery
- Kai Noesgaard
- Claire Paulsen
- Blair Pellerin
- Darren Pringle
- Devon Racicot
- Tosha Ternes
- Kelly Tryon
- Kelly Williams
- Lorraine Wonsiak

OUR PEOPLE AWARDS

Recognizing SPS members for the quality of work they do is an important part of the “Our People” theme. Below are a compilation of awards received by SPS members in 2020.

As a result of COVID-19, the Saskatoon Police Service annual Mess Dinner and Exemplary Service Awards Banquet were cancelled.

However, the following awards for Exemplary Service, Long Service and outstanding achievements would have been recognized at the 2020 banquet:

THIRTY-YEAR BAR

Inspector

- Dale Solie

Sergeant

- Brent Kuemper

THIRTY YEARS' SERVICE

- Don Elliott
- Mel Natske

TWENTY YEARS' SERVICE

- Jaymeann Buhr
- Lisa Kuzma

Special Constable

- Judith Curren

CHIEF'S AWARD FOR COMMUNITY SERVICE

Superintendent

- Randy Huisman

GENERAL SERVICE MEDAL OF CANADA

Staff Sergeant

- Nolan Berg

Sergeant

- Erin Coates

TWENTY-YEAR MEDAL

Staff Sergeants

- James Repesse

Sergeants

- Reena Arnst
- Wendell Barsi
- Matthew Bradford
- Michelle Kinzel
- Dave Larocque
- Corey Lenius
- Joel Hedlin

CHIEF'S AWARD OF EXCELLENCE

Constables

- Kevin Sanderson
- Michael Scanlan

SUPERINTENDENT'S AWARD OF COMMENDATION

Constables

- Nathan Lynchuk
- Michael Morton
- Chris Martin
- Justin Michell
- Tre Jimmy

OUR PEOPLE AWARDS

Calgary Police Service Chief's Award Team Citation for Investigative Excellence

Several SPS members received the Calgary Police Service Chief's Award Team Citation for Investigative Excellence for their assistance and efforts in Operation Brisk. **These SPS members included:**

Sergeants

- Darrin Harvey
- Kevin Montgomery
- James Wilde
- Chelsea Shepherd

Constables

- Kathy Nash
- Michelle Volk
- Zach Flath
- Ryan Beerling
- Tyler Melnychuk

Special Constable

- Traci Scarrow
- Matthew Matieshin

Operation Brisk was a nearly two-year complex investigation into an organized crime group. The investigation resulted in multiple people being charged in connection to 166 stolen vehicles worth more than \$4 million dollars.

International Association of Chiefs of Police (IACP) 40 under 40 Award

Ashley Smith was recognized by the International Association of Chiefs of Police (IACP) on its 40 under 40 list. This exclusive list represents the top rising leaders from around the globe, exemplifying leadership, dedication, and service to their communities and the law enforcement profession. Ashley serves as the Director of the SPS's Legal Services Division.

OUR PEOPLE AWARDS

Van de Vorst Family Award

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

Constables

- Nathan Gawryluk
- Kyle Gilbertson
- Mike Graver

Constables

- Spencer Bourhis
- Matthew Hartery
- Peter McDade

The SPS is very supportive and proud of their efforts to ensure safe roadways within our city.

These officers were awarded the Van de Vorst Family Award for their efforts in removing impaired drivers from the roadway, to ensure the safety of others within the community. Linda and Lou Van de Vorst lost their son, daughter-in-law, and two grandchildren when an impaired driver collided with their vehicle on the highway on January 3, 2016.

SASKATCHEWAN ASSOCIATION OF CHIEFS OF POLICE (SACP) EXCELLENCE IN POLICING AWARDS

The SPS would like to acknowledge **Staff Sergeant Patrick Barbar** who was the recipient of the SACP Leadership Award in 2020.





OUR PEOPLE

NEW RECRUITS

The Saskatoon Police Service officially welcomed its eight newest members. The new constables graduated in April from Saskatchewan Police College's Recruit Class #80.

The eight constables were originally part of a group of 21 training at the SPC in Regina, however COVID-19 restrictions made continuing there impossible. The SPS Human Resources Training Unit quickly pivoted to deliver the remaining training while respecting physical distancing requirements at SPS Headquarters.

The new members are now fully qualified and serving the citizens of Saskatoon.

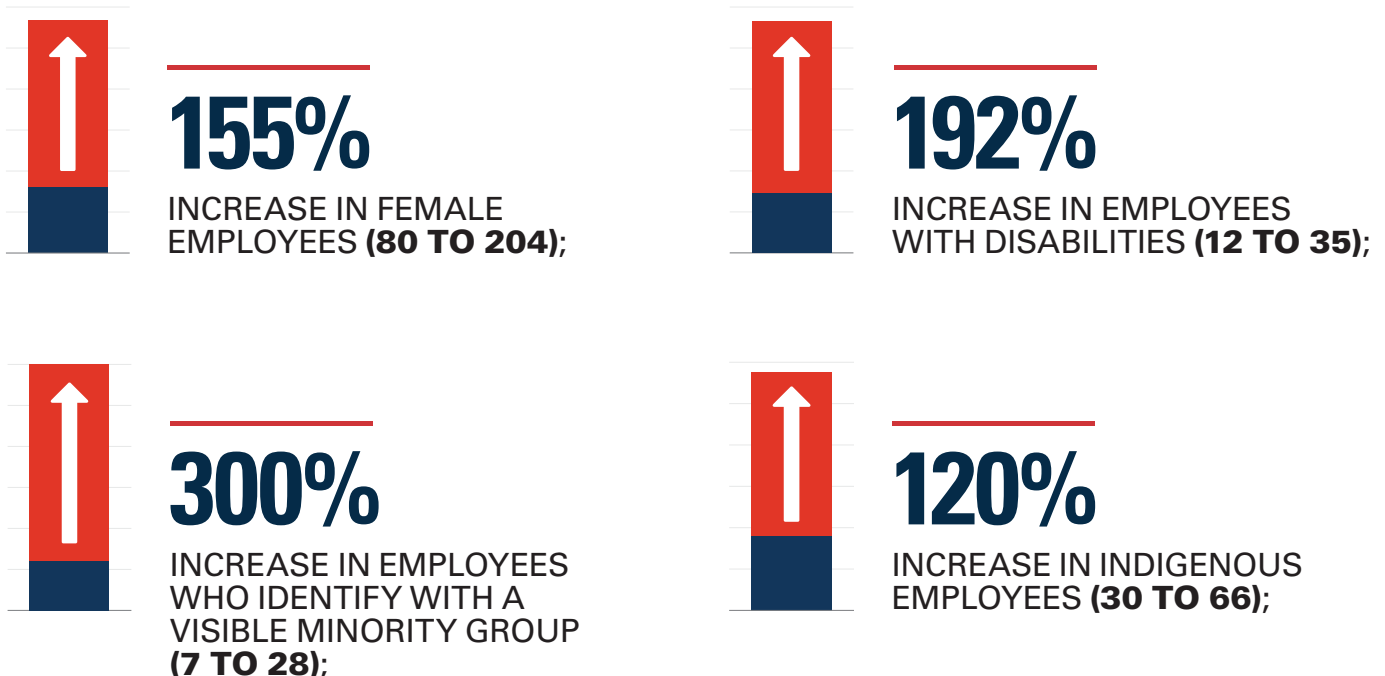
OUR PEOPLE

DIVERSITY AND INCLUSION

An updated Equity, Diversity and Inclusion report was presented to the Board of Police Commissioners in May, which highlighted the SPS's commitment to growing our representative workforce to one that is reflective of our community. Four key goals will guide the SPS through this process:

- 1 | Build positive relationships and partnerships with community equity groups;**
- 2 | Educate and attract individuals from equity groups to a career in law enforcement;**
- 3 | Assist individuals in the recruitment process to maximize the likelihood of their success;**
- 4 | Foster an equitable, diverse and inclusive workplace culture.**

SINCE 2002, THE SPS HAS MADE CONSIDERABLE GAINS IN THIS AREA



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

Within the strategy, the SPS is striving to achieve a 14% Indigenous representation at the Service. This number is referenced by the Saskatchewan Human Rights Council as 14% of the Saskatchewan population identifies as Indigenous.

At the end of 2019, 10.1% of SPS employees identified as Indigenous.

Collaboration between the SPS Equity and Cultural Engagement Unit (formerly known as the Cultural Resource Unit), the Indigenous Relations Consultant, and Indigenous Recruitment in Human Resources is a crucial component to achieve this target.

The Indigenous Recruitment Strategy will be implemented by engaging in the following initiatives:

1 | Build positive relationships and partnerships with community equity groups

- Engage with Indigenous community leaders to discuss future recruitment strategies;
- Attend Indigenous events to strengthen relationships and discuss recruitment opportunities with stakeholders;
- Representation at the Saskatchewan Polytechnic Aboriginal Policing Preparation Program to discuss opportunities at the SPS.

2 | Educate and attract individuals from Indigenous communities to a career in law enforcement

- Target and attend relevant career fairs to encourage Indigenous people to consider a career at the SPS;
- Utilize LinkedIn to recruit potential candidates that have an appropriate mix of education and experience;
- Enhance the use of recruitment and advertising targeting Indigenous groups;
- Examine the possibility to utilize an external recruiting agency to assist in recruitment;
- Hold information sessions both in-person and using social media.

3 | Assist individuals in the recruitment process to maximize the likelihood of their success

- Provide coaching and practice examinations for SIGMA testing to increase candidate success in continuing on to subsequent stages of the recruitment process;
- Provide physical fitness plans to applicants to increase their ability to pass the physical testing requirement;
- Assist in providing valuable pre-requisite experience.

4 | Foster an equitable, diverse and inclusive workplace culture

- Success of this goal will be measured through staff morale survey and Indigenous retention rates.

The Indigenous Recruitment Strategy will be reviewed on an annual basis to evaluate its success.

OUR PEOPLE

TRAINING

Training is a critical component of the “Our People” theme as it is the SPS members ultimately driving the organization forward. Appropriate opportunities are necessary for SPS members to perform their duties effectively and efficiently.

The COVID-19 pandemic had a significant impact on SPS member training in 2020. The Training Unit re-prioritized all training to focus on mandatory training required for members to ensure baseline standards were met. Any courses that were beyond the mandatory training requirement were postponed or cancelled. Some of the courses that did not require person-to-person interaction were completed virtually.

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

PARTNERSHIPS

One of the key themes of the 2020 – 2024 Strategic Plan is Partnerships. The SPS has been working on the following activities in 2020:

- **Enhancing engagement with the Indigenous, multi-cultural, gender and sexually diverse, youth, and seniors communities;**
- **Work efficiently and effectively with City of Saskatoon partners; and**
- **Collaborate with the Provincial Government to develop action plans to address mental health and addiction challenges.**

Partnerships were arguably the most impacted by the COVID-19 pandemic. Due to the limit of in-person gatherings, many events and opportunities to engage stakeholders face-to-face were cancelled. Despite this, the SPS remained committed to moving forward on this theme despite the challenges, but still with consideration for community health and well-being. Some of the highlights from 2020 include:

- **The Chief's Advisory Committee met in June and September, and the Indigenous Women's Advisory Circle met in June, July, August, September, and October.**
- **The SPS continues to engage with OUT Saskatoon which included 3 meetings in 2020.**



PARTNERSHIPS

POLICE AND CRISIS TEAM (PACT)

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

With a two-person team made up of a mental health social work professional from the SCIS and a police officer, the PACT team specializes in answering calls for service typically coded as attempted suicides, threats of self-harm, welfare checks and calls where mental health is suspected to be a contributing factor. PACT is also responsible for the apprehension of individuals with a Mental Health Warrant as well as following up with subjects to ensure their well-being and safety. Each PACT team works collaboratively with each other by sharing information and resources that the partner organization may not have immediate access to. Some of the benefits of the PACT program are as follows:

- **enhanced immediate response and service to persons experiencing mental health/addictions crisis;**
- **reduce arrests for disturbance calls due to psychosocial crisis;**
- **decrease volume and length of stay at emergency departments for patients with avoidable mental health and addictions issues;**
- **the ability to successfully resolve, de-escalate and triage to an appropriate level of service;**
- **improve public and personal safety by providing collaborative and effective crisis intervention;**
- **the ability to direct individuals and family members to community support agencies and medical resources, transport to Emergency Services or facilitate shelter needs.**

It is an organizational priority to expand the PACT program. The SPS believes the service PACT provides will be a crucial alternative response mechanism for years to come.

Source: <https://saskatoonpolice.ca/pact/>

PARTNERSHIPS

COMMUNITY MOBILIZATION UNIT

Starting in July 2020, the Community Mobilization Unit (CMU) began patrolling the streets of Saskatoon's core neighbourhoods of Pleasant Hill and Riversdale. The eight-member CMU team was established following approval by the Saskatoon Board of Police Commissioners and city council in the fall of 2019 to address calls for service and to respond to the anticipated opening of Prairie Harm Reduction's supervised consumption site. These additional officers in the CMU, two of which will be patrolling the area 24-hours a day, provide much-needed resources to this area of Saskatoon and will reduce the need for police to be diverted from calls for service in other areas of the city.

"Too often we find ourselves pulled in various directions, running from call to call, and these members are able to focus on the community, on the people who live and work in the area, and just provide a more community-based, personal relationship style of policing," said Cameron McBride of the Saskatoon Police Service.

CMU officers underwent training from Prairie Harm Reduction (formerly AIDS Saskatoon) on the role and history of supervised consumption sites, police's role in harm reduction, hepatitis, HIV and other infectious diseases spread through intravenous transmission and the affects these diseases have on intravenous drug users. In addition to the de-escalation training that all SPS officers receive, members of the CMU receive additional training on how to effectively assist people experiencing mental health crises.

An understanding of the challenges faced in these core neighbourhoods and surrounding the supervised consumption site is critical for CMU program success.

"We've made a real concerted effort already to start relationship building, getting to know who lives and works in the area and...building a line of communication to the people who are there," McBride said.

The Prairie Harm Reduction Supervised Consumption site opened in October 2020 and is located at 1516 20th Street West.

Source: <https://theprovince.com/news/local-news/new-police-unit-patrolling-area-around-future-safe-consumption-site-focussed-on-relationship-building/wcm/b63ecdd4-0720-44af-a365-29e3d40bdb74>



PARTNERSHIPS

SAWĒYIHTOTĀN PROGRAM

In September, the Saskatoon Tribal Council (STC) announced it will lead a pilot program to improve homelessness and addiction in downtown Saskatoon.

The program name - Sawēyihotān – is the Cree word referring to everyone’s humanity.

The first phase of the pilot program will involve working directly with users of the Lighthouse to find them appropriate short-term assistance with housing and addiction services. Through the STC’s White Buffalo Youth Lodge, the program will work with other front line services to find people more permanent solutions to housing and addictions issues.

• Source: <https://thestarphoenix.com/news/local-news/stc-led-saweyihotan-pilot-project-very-different-from-the-way-things-normally-work>

The SPS is committed to partnering with the STC on the Sawēyihotān pilot program and has been attending bi-weekly advisory committee meetings since the program’s inception.

COMMUNICATION

The SPS's theme of Communications focused on several key activities:

- **Maintaining public trust through transparent and timely external communications;**
- **Rebranding the service with the “Be the Difference” slogan;**
- **Improvements to internal communications; and**
- **Including internal and external stakeholders in decisions that impact them.**

The COVID-19 response required extensive internal communication to ensure members were kept informed of changes to policy and procedure. Through the COVID-19 Emergency Operations Centre, efforts were made by the entire organization to adjust operations to ensure staff safety and well-being. Regular internal updates in response to the regular changing landscape of the province's response to the pandemic were communicated with input from the Saskatoon Police Association. Additionally, a question-and-answer account was developed in the early days of the pandemic to directly address concerns from sworn and civilian staff.



COMMUNICATION

BE THE DIFFERENCE

In November, the SPS introduced the “Be the Difference” campaign, a rebrand of SPS that included a new logo and a series of features of members’ efforts that embodied the slogan both at work and in the community.



SASKATOON

POLICE SERVICE

BE THE DIFFERENCE

A sample of some of these features are included below:



STAFF SERGEANT

RICHARD BUECKERT

As a police officer, Richard makes a difference as a mentor and shift leader to patrol officers.

As part of the community, Richard makes a difference by bringing that same leadership and mentorship to his role as a community volunteer. For more than five years, he has coached numerous sports teams and while doing so created a positive learning and developmental experience for hundreds of youth across Saskatoon. Without volunteers like Richard, sports programs aren’t able to run meaning that youth miss out on the opportunity to meet new friends, develop life skills, and stay healthy.

BE THE DIFFERENCE



SERGEANT
COREY LENIUS

As a police officer, Corey makes a difference by bringing justice and closure to families who have lost loved ones to violence.

As part of the community, Corey has made a difference advocating and successfully creating a zone so girls can play baseball. When the zone was created in 2014, 40 girls signed up. Today, thanks in part to Corey's efforts, over 300 girls now have the opportunity to play. He continues to make a difference in girls baseball as both a coach and the president of the Saskatoon Royals.



CONSTABLE
TAMARA PAULSEN

Cst. Tamara Paulsen didn't always know she wanted to be a Police Officer, but she knew she wanted make a difference in people's lives. Her nervous mom couldn't stop her daughter from stepping into the risky career, so she instilled in Tamara compassion, education and empathy; traits that helped create the amazing woman and Police Officer that Tamara Paulsen is today so that she can make a difference in our community.

Additional SPS member features were released of **Staff Sergeant Tony Nadon, Sergeant Erica Weber,** and brothers **Inspector Darren Pringle and Sergeant Dean Pringle.**

Stay informed with the latest updates from SPS by following us on social media platforms Facebook, Twitter, and Instagram.

STRATEGIC PLAN 2020-2024



Beginning in late 2019, the SPS engaged its people, local business leaders, and community partners for guidance on the strategic direction of our police service.

In 2020, the SPS built and released a strategic plan anchored by five themes – Crime and Safety, Our People, Partnerships, Communication, and Innovation. These five themes were created in accordance with the outreach conducted in late 2019 and early 2020.

This document will serve as the SPS’s guiding strategic document over the next five years. **The 2020-2024 Strategic Plan can be found online at the SPS website at www.saskatoonpolice.ca.**

INNOVATION

The Saskatoon Police Service’s progress on Innovation in 2020 centered on the following activities:

- **The continued work to implement the City-wide ERP/ Fusion program on January 1, 2021;**
- **Preparing for the procurement, policy development and eventual deployment of a Body-Worn Camera program; and**
- **Upgrades to the SPS Information Technology Infrastructure.**

All of these initiatives are aimed at either increasing the efficiency or effectiveness of SPS’s service delivery.

INNOVATION

FUSION

Along with staff at the City of Saskatoon, SPS members prepared for the implementation of Fusion, a single master database that will combine and standardize finance, asset management, human capital management and supply chain management activities across nearly all aspects of the City of Saskatoon.

Prior to Fusion, there were a total of 279 systems in place to manage this diverse range of activities for the City of Saskatoon. Having all of these activities managed through one system will deliver time and cost savings.

The Fusion project has a number of key operational benefits. These include:

- **One master data source;**
- **Accurate and timely data analytics for informed business decisions in real-time;**
- **Enhanced controls reducing financial and reputational risk;**
- **Significant reduction of manual, paper-based, and duplicate processes;**
- **Improved and standardized processes across the organization;**
- **Support for cost-effective and timely software upgrades.**

Fusion will be officially rolled out and used by all SPS members in 2021. Additional phases will be rolled out throughout the year and into 2022.

The Fusion project was a large undertaking that will ensure the SPS is innovative and efficient in their activities for years to come.

INNOVATION

BODY-WORN CAMERAS

For the last two years the Saskatoon Police Service has been preparing for the deployment of Body-Worn Cameras (BWC's).

Like some of our Canadian police partners, we have been studying the technology as an opportunity to improve transparency, assist in the collection of evidence, and increase public trust. Led by SPS operational personnel and Information Technology staff, the BWC team has begun consultation with internal and external stakeholders, subject-matter experts from other Canadian police agencies, reviewed research and best practices, and began the process of developing policies and procedures related to the usage of BWCs.

Limited deployment of BWCs are expected in early 2022.

ALTERNATIVE RESPONSE OFFICERS

Preparations were also made in 2020 for the Alternative Service Delivery model.

This initiative provides a brand new policing capability to the citizens of Saskatoon through the employment of a new class of unarmed Special Constables known as Alternative Response Officers (AROs). AROs will focus on high community priority/lower risk duties that involve direct service delivery, enforcement support, and investigative support. Working in tandem with their armed police officer peers and colleagues from other human service agencies, this new "tier" of public safety professional provides a cost-effective community engagement bridge between enforcement and outreach.

Determination of what an ARO will do was born out of a multi-step process including a community needs assessment and service gap analysis.

AROs will play a key role in prevention and intervention and address community concerns through greater community engagement and responsiveness. The deployment of an ARO as the mechanism for addressing lower risk/higher priority community concerns in a different, more cost-effective way is one such manner in which the SPS is fulfilling its strategic commitments.

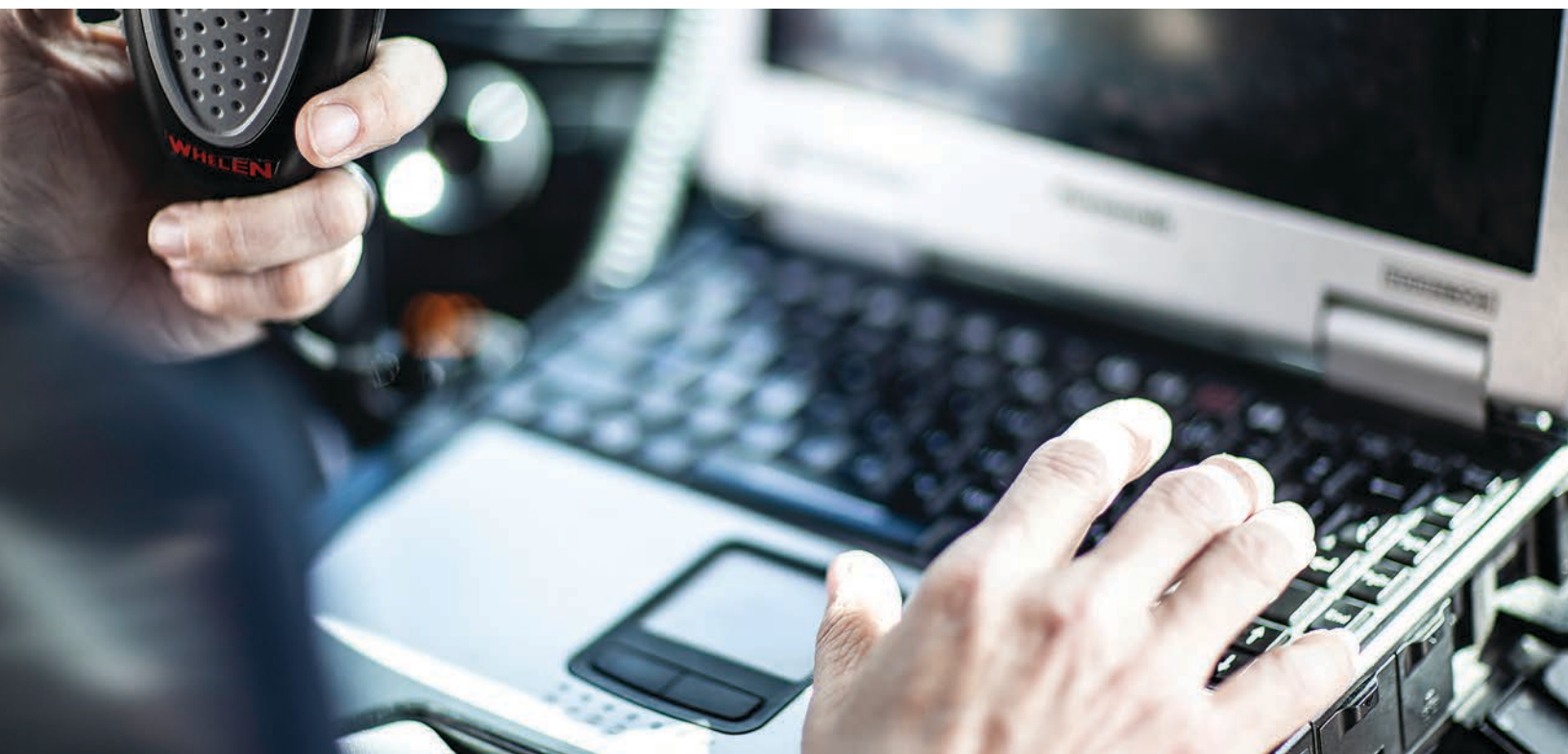
INNOVATION

EQUITY AND CULTURAL ENGAGEMENT UNIT

The SPS Cultural Resource Unit rebranded itself to the Equity and Cultural Engagement Unit in 2020. This name change and shift in mandate has created additional responsibilities for the unit to work more broadly in the community.

The unit held a number of community engagements in 2020 and addressed issues relating to Black Lives Matter, Indigenous Lives Matter, Anti LGBTQ2S+ and COVID-related Asian community concerns. The ECEU was also involved in the Race Against Racism, which was held virtually from September 17-20 due to COVID restrictions.

The unit is using its community contacts to deliver training to SPS members on the gender and sexually diverse community in order to foster a relationship of understanding. The unit also sought input from the gender and sexually diverse community to better understand how bias impacts their reporting of violent crime.





BE THE DIFFERENCE.