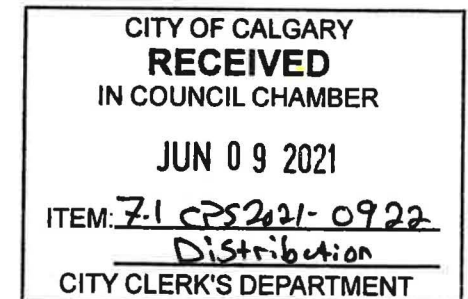




# Standing Policy Committee

**Presentation by Chief Constable Mark Neufeld**

**June 9, 2021**

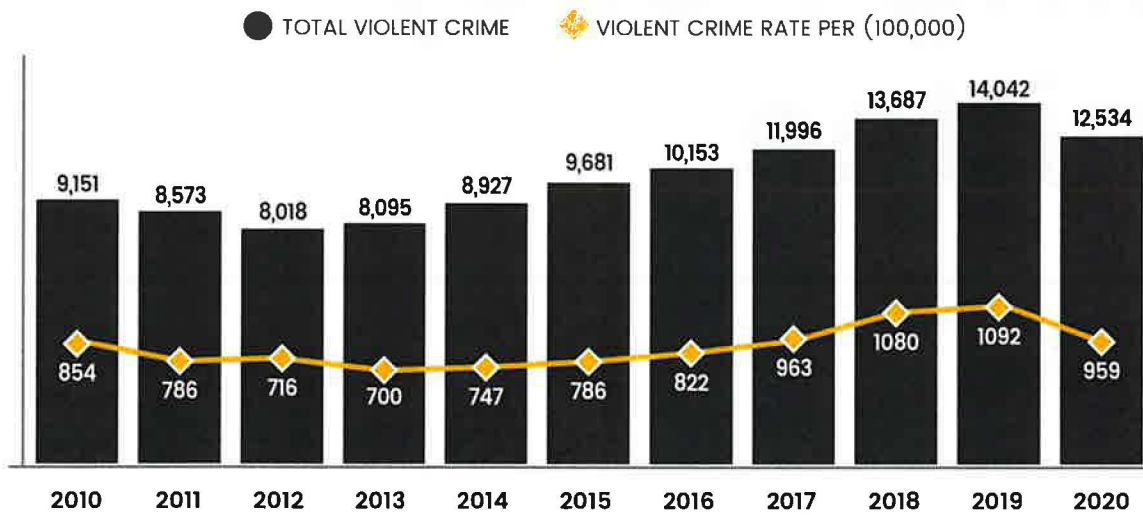




# BY THE NUMBERS 2020

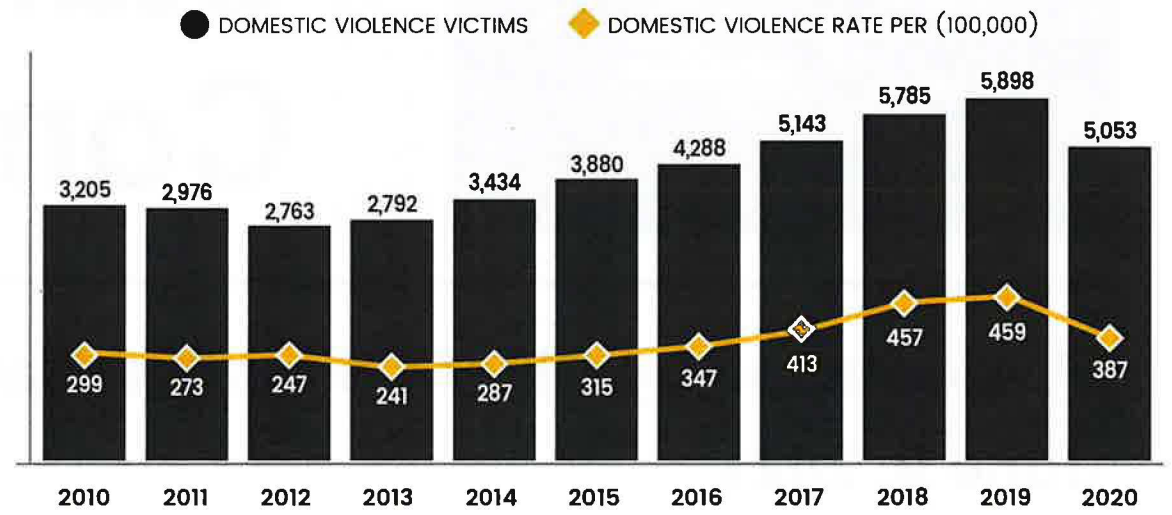
## VIOLENT CRIME VICTIMS & RATE

2010-2020



## DOMESTIC VIOLENCE VICTIMS & RATE

2010-2020

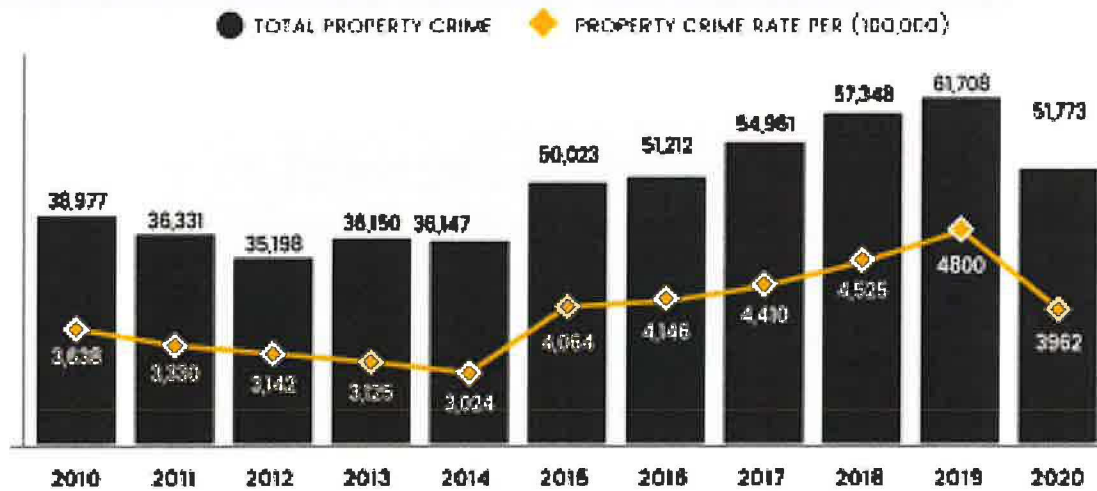




# BY THE NUMBERS CONTINUED...

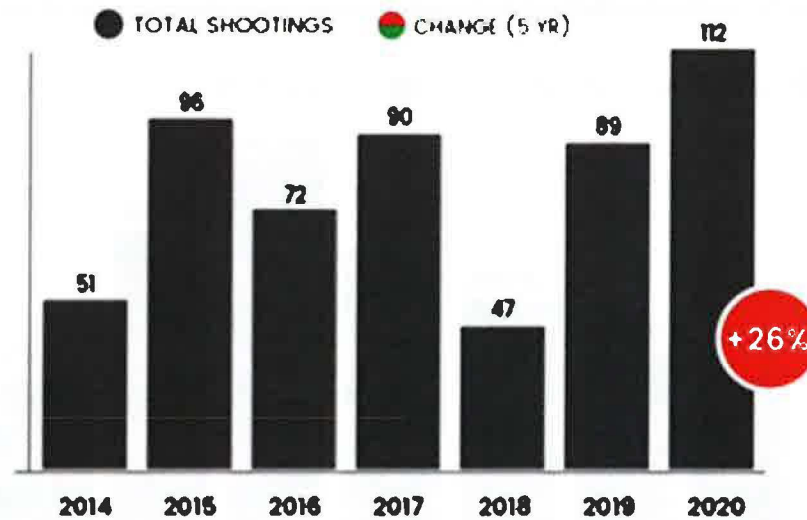
## CALGARY PROPERTY CRIME INCIDENTS & RATE

2010-2020



## CALGARY SHOOTINGS

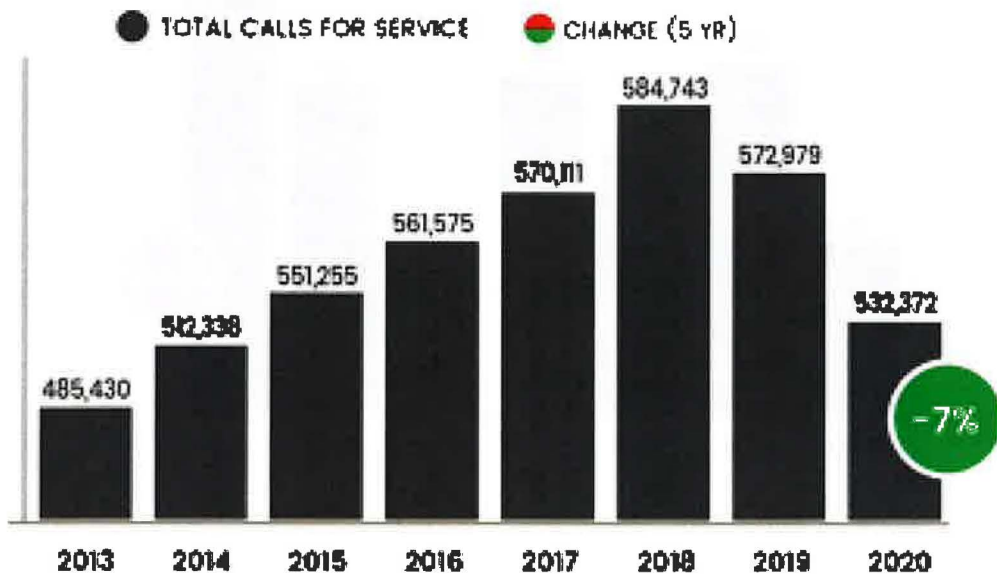
2014-2020





# BY THE NUMBERS CONTINUED...

## CALGARY CALLS FOR SERVICE 2013-2020



## DISORDER CALLS



24 times a day CPS receives calls from the public to assist someone who is suicidal or to execute a mental health warrant

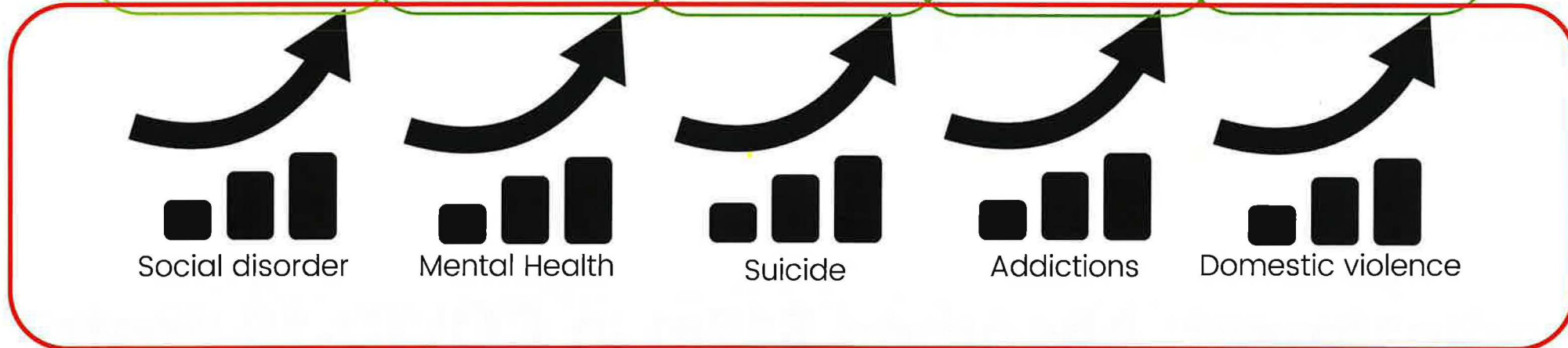
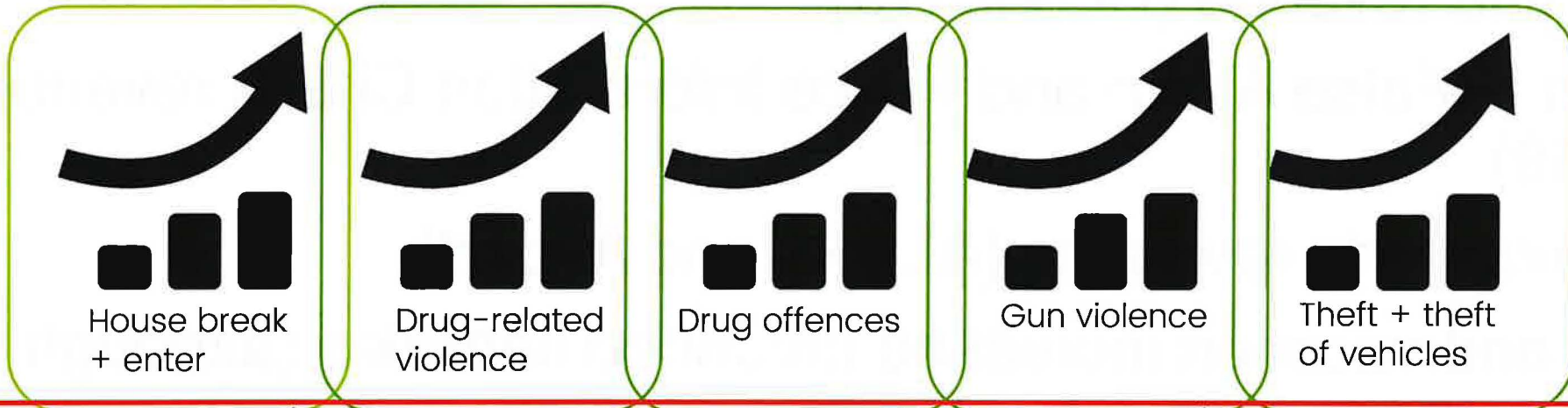
268 times a day CPS receives calls from the public where they have concern for their community safety and wellbeing





# By the numbers 2020+

## Anticipated economic-related crime trends





# Budget 2020

## 2020:

- Reduced fine revenue (COVID-19)
- Reduction in False Alarm and Police Information Check revenue (COVID-19)
- Loss of third-party revenues (ALERT and Airport)
- Overtime and vacation increased unfunded liabilities (although managed as the year went on)

**2020 adjustment: Absorbed \$12m in COVID-19 costs**



# Strategic Direction

**Shaping Our Future**



**Short and long-term Strategic Direction**





# CALGARY POLICE SERVICE

## OUR STRATEGY

SERVICE THROUGH VALUES

### OUR PROMISE

We strive to create an organization & community that is safe, diverse, inclusive & inspired.  
We are honoured to serve.



#### OUR MISSION

As One Team we build community safety & well-being through engagement, education, prevention, investigation, & enforcement.

#### OUR STORY OUR VALUES

- Respect
- Honesty
- Compassion
- Courage
- Fairness
- Accountability
- Integrity

#### OUR GOALS

- Increased community safety & well-being
- Increased public trust & confidence
- Increased equity, diversity & inclusion
- Increased efficiency & effectiveness
- Increased employee satisfaction & engagement

#### OUR RESOURCES

- Our People
- Infrastructure & Technology
- Finances
- Information, Intelligence, Evidence
- Community
- Partners

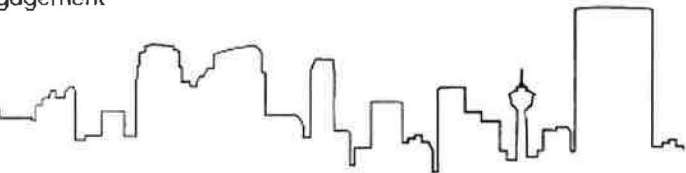
#### OUR APPROACH

- One Team service delivery
- Continuous commitment to anti-racism, equity, diversity & inclusion
- Clear roles & priorities driven by Our Goals
- Consistent organizational leadership and decision-making
- Prevention as a service-wide priority to address crime & victimization
- Problem-solving & investigative excellence
- Strong community engagement, allyship & results-oriented partnerships
- Continuous improvement through learning & innovation
- Optimize employee safety, wellness, & development



#### OUR VISION

- Calgary is the safest major city in Canada
- We are connected with, committed to, & representative of, all our communities
- We are police leaders in equity, diversity & inclusion
- We are the police employer of choice in Canada







# Efficiency / Effectiveness

## Re-structure of Service and reduction of senior positions

- \$1million in efficiencies
- Improved alignment to deal with gang and gun violence
- Enhanced connection to the communities we serve (District Operations Teams)
- Improved offender management
- Improved alignment of major crime response including domestic conflict, homicide and sex crimes

## Reduction in anticipated overtime

- \$4 million

## Reducing fleet spend

- \$4 million

## Increase in scope of online reporting

- CopLogic



# Anti-Racism, EDI and Call Response

**\$16 Million**

**Reallocated  
over  
2021 & 2022**

**\$5.2 Million**

**Committed  
in 2021**

**\$4.5 Million**

**Committed  
in 2022**

**26**

**Projects  
Funded**



# Other 2020 focus areas

## **Indigenous Roadmap**

Commitment to the Truth and Reconciliation

## **Prevention & Early Intervention**

Calgary Police Youth Foundation (Multi-Agency School Support Team, Youth At Risk Development, Power Play, Calgary Police Cadets and Integrated School Support Program), YouthLink (300% increase in school programs delivered)

## **Restorative Justice**

Calgary Indigenous Court / Calgary Drug Treatment Court and Youth Diversion

## **Continued HR Modernization**

Bureau of People & Organizational Development

## **Commitment to Anti-Racism, Equity, Diversity and Inclusion**

## **Organized Crime & Gun Crime and Domestic Violence**





# Increasing Demands 2020/21

**Socio-economic related  
crime**

**Hate-motivated crimes**

**Diversity Resource  
Team / Diversity  
Resource Boards**

**Protests/  
demonstrations**

2016: 334    2017: 443

2018: 438    2019: 585

**2020: 699**

**COVID-19 enforcement**

(education to enforcement)

**Speed reduction  
enforcement**

(new community  
limits)



# Complexity of policing



Clare's Law (2021 implementation)

Protecting Survivors of Human Trafficking

Mental Health Amendment Act

Provincial Administrative Penalties Act

Bill 47 – Cutting Red Tape (OH+S)

Pre-charge consultation initiative

Police Act Reform





# Our People

- On top of aforementioned impacts:

**Worldwide  
spotlight on  
policing**

**Acknowledgement  
of systemic  
racism**

**COVID-19**

**PSS Reforms**

**Resources**

- Mitigating measures:

- Functional Review, Service Optimization Review
- Ongoing work to address call volume and alternative call response
- Increased wellness services – Safeguard Program, Health Checks, Reintegration Program
- Wellness Livestreams





# Recruiting

## High attrition

- Resulted in increased vacancies

## COVID-19 challenges

- Limited class sizes
- Less resources to hire and train

## Past budget uncertainty

- Running civilian positions vacant
- Initially forewent growth, however now ramping up recruiting and hiring



# Sgt. Andrew Harnett



**Honouring  
Sgt. Andrew Harnett  
#4601**





Questions?

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