



EPS BUSINESS PLAN
2023 – 2026

March 2024 Update

EDMONTON
POLICE
SERVICE

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PURPOSE OF A BUSINESS PLAN

The Business Plan is a companion to the 2023-2026 Strategic Plan, which outlines the Edmonton Police Services' (EPS) understanding of its environment and opportunities as well as a process for tracking progress and planning. The Strategic Plan describes the desired state of EPS at the end of 2026, which will bring the organization closer to its vision of being a forward-thinking police service that strengthens public trust through addressing crime, harm, and disorder.

The EPS Business Plan 2023–2026 highlights the work and efforts undertaken by the organization to achieve the goals and outcomes outlined in the Strategic Plan on an annual basis and subsequent funding allocations.

The Edmonton Police Commission is the civilian body to which the Edmonton Police Service is accountable. Members of the Police Commission are appointed by the Provincial Government and Edmonton City Council and oversee policing in the city. Members of the Police Commission make decisions and issue instructions as a statutory body under the Alberta Police Act.

The EPS is created under the authority of section 27 (1) of the Province of Alberta's Police Act, which stipulates "a municipality shall establish and maintain an adequate and effective municipal police service under the general supervision of a municipal police commission." Under the Act, police services in Alberta must communicate budget information through their local police commission. With that in mind, this document is written with the Edmonton Police Commission as the primary audience.

The Business Plan will evolve over time as new information is learned, results are evaluated, and resources re-aligned to best achieve the outcomes.

EPS STRATEGIC PLAN AT A GLANCE



VISION: A forward-thinking police service that strengthens public trust through addressing crime, harm and disorder.

MISSION: To be relentless on crime and a leading partner in building community safety.

VALUES: Integrity | Accountability | Respect | Innovation | Courage | Community

GOAL 1



BALANCE SUPPORT AND ENFORCEMENT

Understand individual circumstances and ensure people are appropriately transitioned to systems that provide support and/or enforcement to increase community safety.

OUTCOMES

- EPS effectively uses data analysis to identify, respond to, and reduce high harm crimes.
- EPS members consistently achieve investigative excellence resulting in enhanced police legitimacy.
- EPS reduces repeat offenses through proactive policing.

GOAL 2



PARTNER AND ADVOCATE

Use EPS knowledge and experience to facilitate effective strategic partnerships that together drive community safety.

OUTCOMES

- EPS increases public safety through partnerships with communities and other stakeholders in the social services ecosystem.
- EPS increases the effectiveness and sustainability of partnerships by using joint ownership of goals and outcomes.

GOAL 3



CONNECT, SHARE, AND EVOLVE

As Edmonton and the world are changing, EPS is listening, learning, and evolving with our community. EPS will share more about policing and our people to further humanize the individuals within our membership.

OUTCOMES

- Public understanding of EPS' role in community safety is increased through engagement.
- EPS uses feedback and input from the public to inform strategic and operational decisions.

GOAL 4



INNOVATE AND ADVANCE AS ONE TEAM

As one team, make decisions with EPS overall in mind, and encourage a culture of innovation and advancement.

OUTCOMES

- EPS increases data driven decision making to better predict policing needs and effectively re-direct resources to where they are most needed.
- EPS fosters a culture of idea generation, innovation, and tolerance for smart risk taking.
- EPS realizes efficiencies by using a 'One EPS' approach to capital budget planning and allocating.

GOAL 5



SUPPORT AND GROW DIVERSE TALENTS

Support the well-being of individuals that make up the EPS and establish a diverse and inclusive workforce and environment to grow talent and create a resilient organization

OUTCOMES

- EPS enhances the physical and mental well-being of employees through impactful health and wellness programs.
- EPS is strengthened through a diverse and inclusive workforce whose employees have a strong sense of belonging.
- EPS addresses modern policing needs through a refreshed perspective and approach to recruitment and training.
- EPS employees have diversified skillsets and access to new opportunities.

GOALS, OUTCOMES, AND STRATEGIC INITIATIVES

As the companion to the 2023-2026 Strategic Plan, the EPS Business Plan 2023–2026 highlights the work and efforts undertaken by the organization on an annual basis and subsequent funding allocations. The goals, outcomes and strategic initiatives frame and align this work to the 2023-2026 Strategic Plan.

PERFORMANCE MEASUREMENT

The indicators and measures in this document are part of the EPS corporate performance framework. It is important to highlight the differences between indicators and measures, as outlined below:

Indicators

These broad data points are indicative of the safety and wellness of the communities that EPS serves. EPS believes that the actions it takes to influence these factors must be complemented by many other partners and stakeholders to make a meaningful difference.

Measures

These data points are more targeted and speak to things that are within the span of control of EPS to directly influence.

PROGRESS REPORTING

The strategic initiatives below were identified during the development of the EPS Strategic Plan 2023 – 2026 as initiatives required to help achieve the outcomes highlighted in the Strategic Plan. These initiatives are updated periodically to reflect changes in organizational focus or new developments.

The Legend below is used to provide a graphic illustration of the status of each strategic initiative relative to plan.

LEGEND

| Symbol | Description |
|---|----------------------------|
|  | Completed |
|  | In Progress |
|  | Paused/ On-Hold |
|  | Not started/Future Year(s) |
|  | Cancelled |
|  | New Initiative |