



# 2021 BI-ANNUAL REPORT TO THE COMMUNITY

*July - December 31, 2021*



## MESSAGE FROM THE CHAIR



Dear Edmontonians,

As another difficult and trying year comes to an end, I want to acknowledge that this past year has been filled with challenges for the residents of Edmonton, the Commission, and the Service alike.

Over a year ago now, with the arrival of vaccines against COVID-19, we all thought we would be able to put this pandemic behind us but unfortunately this is still not the case. My sincere hope is that 2022 will see the lifting of COVID restrictions and that we will once again be able to see our family, friends, and colleagues in person.

My tenure with the Edmonton Police Commission has officially come to a close and I want to say that it has been an honour and a privilege to serve the community in this capacity for the last six years. Both myself and the rest of the Commission have dedicated ourselves in pursuing ongoing positive change within the Edmonton Police Service that built upon community safety and well-being.

We have continued to see positive outcomes from the Service's Vision 2020 project which reviewed and reorganized their organization with the goal to better manage demands for service and has positioned the EPS as one of the top modern police services in the country.

The Commission also believes the ongoing work within the Community Safety & Well-Being Bureau is imperative to enhancing community safety by removing individuals from the arrest/release/remand cycle and will continue to support this important initiative in light of budget reductions from City Council.

The Commission also had the opportunity to receive the Community Feedback report and the Service's Commitment to Action plan in 2021. Through the input gathered from community discussion sessions and the online questionnaire, the Service was able to identify common priorities for the residents of the City of Edmonton. The information gathered was also used to inform ongoing work under the Service's Commitment to Action which identifies enhancements in the areas of policy, procedures, and practises. For more information on both reports visit our website at (add link).

Going forward, the Commission will continue to focus on the City's safety and well being needs, including working with our community partners to ensure an integrated approach to service delivery. We all need to come to the table to address complex social issues and are committed to continuing to build connections with agencies that deal with mental health, addictions, homelessness, and poverty.

Equally important is the Commission's continued efforts in addressing systemic racism, unconscious biases, and barriers that may impact our organization, systems, and processes. We have a long-term proactive commitment to engage with issues surrounding equity, diversity, and inclusion to better reflect the needs of Edmontonians and create the pathway of accountability as keepers of the public trust.

Our Commission's diverse backgrounds and lived experiences contribute to this success and our ongoing commitment to driving these changes forward will ensure that the City of Edmonton is safe, equitable, and inclusive.

**Micki Ruth**  
**Chair, Edmonton Police Commission**

## MESSAGE FROM THE CHIEF



Though 2021 was yet another year of challenges, it was also a year of holding important conversations with the community, enacting change within the social safety ecosystem, and working with partners to build a safer city for all Edmontonians. I am humbled by the hard work and dedication of the Edmonton Police Service's (EPS) many civilian and sworn members in making these things possible.

Over the past three years, we have seen the single largest decrease in crime that Edmonton has experienced for some time. It's encouraging to see we are closing the gap between our city's crime severity index and that of our provincial and national averages. While the pandemic certainly plays a part, it is important to recognize how the work of our members and policing approaches that balance support and enforcement have helped drive down crime, victimization, and repeat offenses in our city. EPS has spent considerable effort bolstering traditional policing activities while creating new diversion pathways with partners through our Community Safety and Well-being Bureau. Addressing both the criminal element and social needs in tandem allows us to focus on the root cause of the complex issues impacting Edmonton. We remain committed to this approach and upholding service levels as we work through recent budget reductions from City Council.

Listening to community voices during our Commitment to Action has also helped EPS set course on delivering better outcomes and service for Edmontonians. The conversations had during engagement sessions were by no means easy, but they

were necessary in building a city where everyone feels safe. Results of the 2021 Citizen Perception Survey mirrored what we heard throughout our engagement sessions, aligning with nationwide trends in sentiment toward enforcement agencies and indicating a need to continue improving confidence in police and overall feelings of safety. EPS has begun acting on this feedback and will release a comprehensive Commitment to Action roadmap in 2022 outlining how we plan to move forward.

Finally, I would like to acknowledge the work of Chair Ruth as her time with the Edmonton Police Commission comes to an end. Under her leadership we have taken many positive steps toward enhancing public safety, and I look forward to building on that progress in the years to come.

**Dale McFee**  
**Chief of Police**

## MESSAGE FROM THE EXECUTIVE DIRECTOR



*Guardian of Public Trust*

The second half of 2021 was a busy, challenging, but fulfilling year for the team supporting Commissioners.

Our team continued to primarily work from home, only coming into the office on rotation in support of COVID protocols. While working from home has become second nature to the team, we continued to adapt and change in order to provide sustainable support to Commission meetings, projects and requests in a timely efficient way.

Our team supports Commissioners in a variety of ways to demonstrate to the public that, at all times, Commissioners act in the public best interests and are trusted professionals in their field. We also provide support to ensure Commissioners are well placed in a position that demonstrates a clear separation between police governance and elected officials with respect to the oversight and operations of a police service.

The Commission members' depth, breadth, lived experiences, education, awareness of community matters, desire for constructive conversation and passion for driving change in policing should not be underestimated. The current Commission is a diverse group with six women, four men, six members from the BIPOC communities, and two from the 2SLGBTQ+ communities.

These Commissioners, appointed by Council after a comprehensive talent search, share many Edmontonians goals for change in a positive way. They constantly strive towards outcome-based results that improve community, wellbeing, and inclusivity of all Edmontonians. They understand that change must be certain, and it must progress in a comprehensive and steady manner that ensures outcomes are developed, measured, and assessed at regular intervals.

Commissioners are proud of the changes that have been implemented by the police service in recent years. Investments in social programming and partnerships have meaningfully changed how the police delivers services to Edmontonians. Under the Commissioners' guidance, the police have made significant budget investments in doing things differently, with more compassion, and with a close eye on measurements and human-centered outcomes. There have been positive preliminary results in Edmonton, not only with decreasing crime rates exceeding the decreases seen in other parts of Alberta, but also in how police culture is becoming more focused on community safety, wellbeing, and inclusivity.

Moving forward, my team and I will adapt to the changing environment and continue, as ever, to support Commissioners in the way they need to reach their goals for policing in Edmonton.

**Matthew Barker**  
**Executive Director, Edmonton Police Commission**

## COMMISSIONER CORNER – WHO ARE WE

*The Edmonton Police Commission consists of two city councillors and nine appointed citizens who live and work in our community and represent the views of all Edmontonians on policing matters.*

*Several of the Commission members tenures are over at the end of this year and we would like to thank the contributions of Micki Ruth, Laurie Hawn, Janet-Sue Hamilton and Councillor Tim Cartmell. Councillor Anne Stevenson was recently appointed to the Commission by Council and we will also have new City of Edmonton residents joining us in 2022.*



### MICKI RUTH, CHAIR

Chair Ruth has been a member of the Commission since 2016. With a significant background in human resources, Ms. Ruth brings a solid management background having managed diverse teams in the aviation, telecommunications and financial services organizations. Ms. Ruth's board and commission experience is significant as she has participated as a member of the Halifax Regional Municipality's Board of Police Commissioners from 2011 to 2014 and the Advisory Board for Halifax District RCMP.



### JOHN MCDOUGALL, VICE CHAIR

Mr. McDougall joined the Canadian Armed Forces in 1989 as an Army Medical Technician and has served at a variety of bases across Canada. John worked his way from a Private to the highest rank a non-commissioned officer can reach, Chief Warrant Officer and was recently promoted to Major. John has been a very active advocate for LBGTQ2+ rights in the community and in the CAF and has been a very active and constant advocate. John has sat on the Board of Directors for the Canadian Association of Physician Assistants (CAPA) as well as director of volunteers for the Edmonton Pride Board.



### LAURIE HAWN

Laurie Hawn joined the RCAF in 1964 and received pilot wings in 1967. Serving over 30 years throughout Canada, in Europe and the United States, he attained the rank of Lieutenant-Colonel. Retiring in 1994, he entered the financial services business, where he successfully opened and managed branch offices and held senior supervisory positions in this highly regulated and demanding industry. In 2006, Mr. Hawn took a seat as the Member of Parliament for Edmonton Centre. He retained that seat in the 2008 and 2011 elections. As part of his current role with the Commission, he sits on the Board of REACH, Edmonton's Council for Safe Communities.



### JANET-SUE HAMILTON

Janet-Sue has worked in the field of social services agencies in Yellowknife, Dawson Creek, Winnipeg, Regina, Fort McMurray until being permanently located to Edmonton in 1988. She has had a career in federal public service for the last 32 years working in the Department of Indian Affairs, then for Correctional Service of Canada. Her work experience as a Warden within the federal correctional system consisted of being Warden at the Edmonton Institution for Women and the Edmonton Institution for Men. She retired in 2010 and keeps herself active within the community of Edmonton by serving on 2 boards: Canadian Mental Health Association and Aboriginal Counselling Services.



### ERICK AMBTMAN

Mr. Ambtman holds degrees in Economics from the University of Manitoba and the London School of Economics. He worked as the Executive Director of Aboriginal Friendship Centres in Calgary, Rocky Mountain House, Red Deer and Fort McMurray. He completed an internship in South Africa working for a social housing company doing community development. Erick has also been the Executive Director of the Edmonton Mennonite Centre for Newcomers and is currently the Executive Director for Poverty Edmonton. He has been the chair of the Alberta Association of Immigrant Serving Agencies, the vice-chair of the Edmonton Chamber of Voluntary Organizations, board member of the Canadian Immigrant Settlement Sector Alliance, the Alberta representative on the National Settlement Council and member of Edmonton's Vital Signs Committee.

## COMMISSIONER CORNER – WHO ARE WE



### ANEELA HUSSAINALY

Aneela is a management consultant, entrepreneur and dedicated volunteer. She was part of IBM's Global Business Services team for 10 years & worked out of the Toronto office. After years of advising multinational businesses, Aneela is now an entrepreneur in the early childhood development field. She has volunteered her time & knowledge with youth sporting, resiliency and development initiatives and currently sits on the Board of Directors for the TELUS World of Science and is a member of the Ismaili Council for Canada.



### ASHVIN SINGH

Mr. Singh is a lawyer with a broad taxation practice, advising many prominent Albertan organizations on tax controversy, litigation and planning matters. He also advises on estate planning matters and assists in contentious estate and trust litigation. Ashvin was called to the bar in 2015 and joined the firm of Felesky Flynn LLP in 2018. He is the co-founder of two start-up enterprises in Edmonton – PlastiQ, a company that seeks to revolutionize the payment space, and dealcloser, a transformative legal transaction platform. He also currently sits as Director of several local organizations such as the Alberta Dental Foundation, Valley Zoo Development Society, Edmonton Pride Festival Society and the Nuit Blanche Edmonton Society.



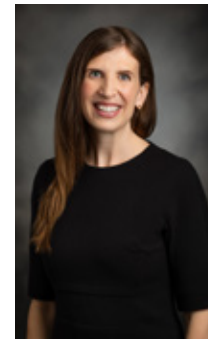
### JODI CALAHOO-STONEHOUSE

Ms. Calahoo-Stonehouse is Cree and Mohawk from Michel First Nation and the current Executive Director of the Yellowhead Indigenous Education Foundation. She holds a BA from the Faculty of Native Studies and is completing a MSc with the Faculty of Resource Economics and Environmental Sociology at the U of A. She also works with the Edmonton Shift Lab, a social innovation lab on anti-racism. Jodi is the founder of Miyo-Pimatisiwin Productions and the producer and broadcaster of an Indigenous radio program called Acimowin. She was instrumental in building the Wahkotowin Lodge, an Indigenous Legal Lodge at the U of A and the first of its kind for any post-secondary institution in Canada. She is currently co-producing a series called Love Medicine: interviews with indigenous and non-indigenous wisdom keepers.



### COUNCILLOR SARAH HAMILTON

Sarah Hamilton is the City Councillor for Edmonton's Ward 5. She has worked as an educator, journalist, small business owner, and in various public service-oriented roles in provincial and municipal government. In her role with the Minister of Health, Sarah worked on several projects such as the Southwest Wellness Initiative, which sought to bring together wellness strategies at different levels of government. As an adjunct professor in Chicago she taught Media Studies and Communications, working with students from diverse backgrounds to help develop their communication and critical thinking skills. Most recently, Sarah founded and operated SPARROW Communications & Public Relations, working with several non-profit businesses throughout Edmonton.



### COUNCILLOR ANNE STEVENSON

Councillor Stevenson was just elected to City Council in October of 2021 and brings her experience as an urban planner who is passionate about building an equitable city that serves all residents. Following an undergraduate in international development and economics at Trent University, she went on to complete a masters in city design at the London School of Economics. She spent seven years working at the City of Edmonton and volunteering on affordable housing and social research initiatives. In 2019, Anne joined Right at Home Housing Society, where she worked to provide affordable housing solutions to meet the diverse needs of our community before being elected to Council.



### KEMI KUFUOR-BOAKYE

Ms. Kufuor-Boakye is a graduate of the University of Alberta with a Bachelor of Commerce degree and holds the designations of Chartered Professional Accountant and Certified Internal Auditor. She currently serves as the Senior Financial Officer for the University of Alberta Library and Museums. Kemi was the inaugural co-chair of the University of Alberta Library's Equity, Diversity, and Inclusion Committee from 2017-2019. Kemi is currently a member of the Junior League of Edmonton where she served as the General Secretary on the Board from 2017-2019. She is also a current member of the Finance and Audit Committee for both the YWCA of Edmonton as well as the Canadian Research Knowledge Network.

## COMMISSION REPORTING – GOVERNANCE & OVERSIGHT IN ACTION

### PUBLIC MEETINGS

For July 1 to December 31, 2021 the Edmonton Police Commission held four public meetings. The Commission provides advance notice of upcoming meetings through the media and its website at: <https://edmontonpolicecommission.com/>. Agendas reports and minutes of those meetings are also available on the Commission’s website.

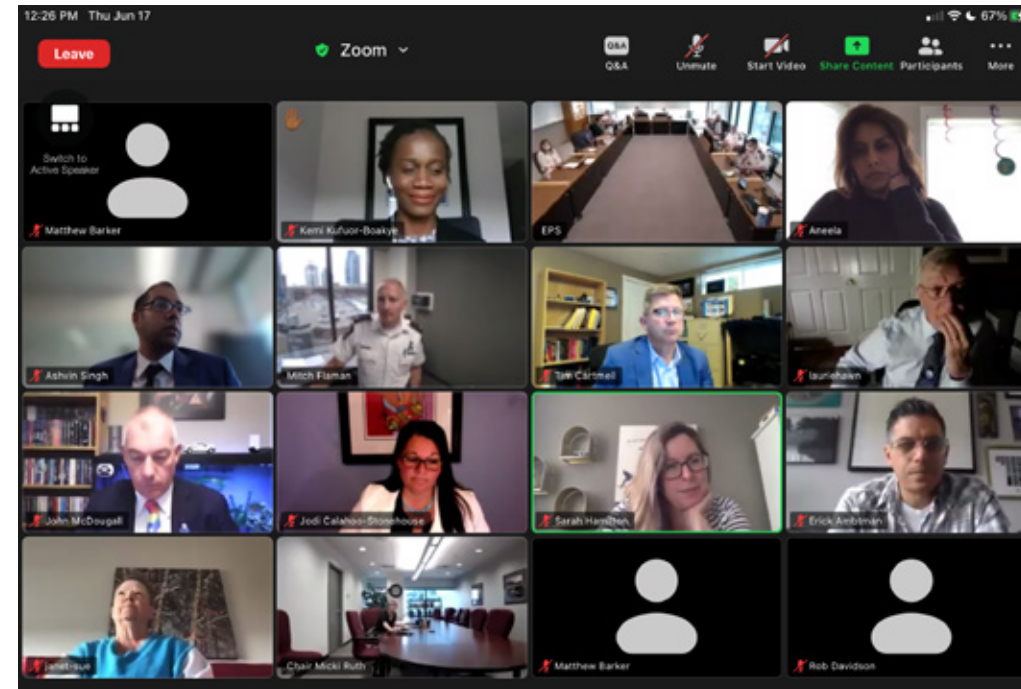
Due to COVID-19 all meetings had to be held virtually during this time period using the Zoom meeting platform and log in information for the general public was available to view our meetings and was published on our website.

The Commission welcomes both media and public guests to attend meetings and/or make a presentation to the Commission. Our forms to make an application to speak to the Commission are available on our website at:

<https://edmontonpolicecommission.com/request-to-speak-2/> and <https://edmontonpolicecommission.com/wp-content/uploads/2019/05/Guidelines-For-Guests-EPC-Public-Meetings.pdf>.

The Commission receives presentations from EPS and community agencies on various topics. For July 1 to December 31, 2021, topics included:

- The EPS’ Corporate Performance Framework
- Vision 2020
- Control Tactics
- Traffic Safety Action Plan
- Human-Centered Engagement & Liaison Partnership (HELP) Unit
- City of Edmonton Shelter Standards
- Commitment to Action & Community Feedback Report
- Street Check Report Audit



*Providing independent civilian oversight and governance of the Edmonton Police Service to ensure a safe community*

## COMMITTEE MEETINGS

Commission work is supported by 4 standing committees that meet several times a year:  
Human Resources, Finance & Audit, Governance, and Professional Standards.

Ad hoc committees are created as needed, such as a search committee for hiring a new Chief of Police or Internal Auditor.

### GOVERNANCE COMMITTEE

The purpose of the Governance Committee is to provide a focus on governance that will enhance performance for both the Commission and Service. The primary purpose of the Governance Committee is to consider and recommend actions and propose policies that are in alignment with the Commission's and Service's strategic plans, priority areas and strategic goals.

Some accomplishments for  
July 1 – December 31, 2021:

- Reviewed the Service's Advocacy Forecast
- Updated the Commission's Contracting & Procurement policy & reviewed the City of Edmonton's Living Wage policies
- Reviewed and provided input to the Service's Business Plan Performance Report, Annual Business Plan Year End Results & Report Card Update
- Reviewed and gave recommendations on the roles & responsibilities of the Commission Chair & Vice Chair
- Updated the Acting Chief, Gifts, & Code of Conduct & Reporting a Breach policies
- Gave input into the Commission's Operational Plan
- Reviewed the Core Officer Use of Force training
- Directed changes to Use of Force reporting by the police service to the EPC

### HUMAN RESOURCES COMMITTEE

The purpose of the Human Resources Committee is to provide a focus on areas of human resources that will enhance performance for both the Commission and Service. The primary purpose of this committee is to consider and recommend actions and propose policies that are in alignment with recruitment and retention, succession planning, performance planning, and review.

Some accomplishments for  
July 1 – December 31, 2021:

- Assisting in the Commission's Self-Evaluation project
- Development of the Chief's Performance Plan

### FINANCE & AUDIT COMMITTEE

The Finance & Audit Committee is responsible to assist the Commission in fulfilling its obligations and oversight responsibilities related to - Financial Planning and Reporting; the Audit Process; Internal Controls; and Risk Management. The committee makes recommendations to the Commission for approval when required.

Some accomplishments for  
July 1 – December 31, 2021:

- Providing input into the Service's 10-year Capital Investment Outlook for 2023 – 2032
- Review of month budget variances for both the Commission & Service
- Provided input into the 2021 - 2023 Internal Audit Plan
- Reviewed both the 2020 Property & Exhibit audit & the Agency Weapons audit
- Assisted in developing the Contractual Reporting Semi-Annual Report for City Council
- Reviewed the Street Check legislation update & the Traffic Safety Act revenue update
- Received the Service's Continuity of Operations Program report
- Discussed proposed concepts on how to manage the 2022 budget reductions

### PROFESSIONAL STANDARDS COMMITTEE

The purpose of the Professional Standards Committee is to monitor and oversee the public complaint process. While the Service is responsible for investigating complaints, the committee and the Public Complaint Director ensure investigations are thorough, fair to all parties, and are conducted in accordance with laws and policies.

Some accomplishments for  
July 1 – December 31, 2021:

- Received and reviewed the Professional Standards Branch monthly reports, their 2021 Q2 Report, the Relieved From Duty Report, & the Extension Requests
- Reviewed the LERB decisions, Disciplinary Hearing decisions, and the ASIRT Concluding Letters

*Inspiring trust and innovation in policing and community safety through effective oversight*



### PROFESSIONAL DEVELOPMENT

The Commission values and recognizes the necessity for providing and maintaining appropriate learning and development opportunities to fulfill their responsibilities to the organization in the role of providing governance and oversight.

To that end the Commission supports an ongoing commitment to training, education and development for all its members in the pursuit of governance excellence.

In addition to the public meetings and sub-committee meetings, members also participated in the following educational opportunities for July 1 to December 31, 2021:

- Canadian Association of Police Governance (CAPG) 30th Policy Summit
- CAPG Webinars:
  - Municipal Council & Police Governance – Legal Boundaries, Guidelines & Ethics
  - Tiered Policing
  - The “Alignment Gap” in Policing
  - Strategic Planning for Police Governing Authorities

- ICD Webinar: The Future of Work and the Role of the Board
- Communicating Virtually: Laying the Foundation for a Successful Brand
- United Way - Virtual Collaborate for Change Summit
- 32nd Annual, 2021 First Nations and CAPG Virtual Conference
- Board Leadership Alberta - Governing in Changing Times
- Safer Cities 2021 - RCMP to a Municipal Service
- Social Impact powered by AI/ML with the Edmonton Police Foundation
- Community Safety & Well-being - CAPG Summit



## COMMISSION REPORTING - THE SAFER FOR ALL REPORT

On December 8th, 2021, both the Commission and Service made a presentation to City Council during their 2022 budget deliberations. (Access link here for complete presentation: <https://pub-edmonton.escrimemeetings.com/filestream.ashx?DocumentId=126042>).

It was highlighted for Council that not only did the Service have to manage an \$11M reduction to their operational budget because of a decision made by council in 2020 (\$5.5M in 2021 and \$5.5M in 2022), but that they have also experienced a total of \$19.3M revenue shortfall due to one-time and ongoing cost reductions over the same time period. The Commission and the Service requested that Council follow their City Administration’s recommendation to increase police funding to address growth factors as per the funding formula policy and allocate the amount anticipated in the 4th year of the 4-year budget cycle which was approximately \$11M.

Council decided to allocate only \$1M of the total \$11M increase to address the extra statutory holiday and its associated costs implemented in 2021. This decision to not provide funds pursuant to the funding policy will require the Commission and the Service work together to find efficiencies. Allowing for growth in population, increased calls for service, and crime severity, the Service has managed to direct funding to new programs that focus on social interventions. Chief McFee’s Vision 2020 produced a restructuring of the organization to better manage service demands and positioned EPS as one of the top modern police services among the country. This new model focuses on fundamentally changing how police provide services to marginalized and vulnerable populations. Both the Service and the Commission are committed to follow through with these new initiatives and to maintain the Community Safety and Well-Being Bureau as we believe this work is imperative in keeping our community safe by removing individuals from the arrest/release/remand cycle.

The Commission was also proactive prior to these budget deliberations in anticipation of providing input into the next 4-year planning cycle by engaging with an external consulting group, Community Safety Knowledge Alliance (CSKA), to explore matters of police funding that includes research from academia and the not-for-profit sectors. This report will be presented to Council in 2022 and will include peer funding level comparators and performance accountability mechanisms. We are confident that the consultant group will come back with recommendations for the best methods to fund our police service in order that they can meet public safety expectations for the residents of the City of Edmonton and fulfill all legal obligations set out under the Police Act.



## POLICE ACT



*Guardian of Public Trust*

## PARTNER & ADVOCATE

### HELP HAS A NEW HOME IN EDMONTON

The Edmonton Police Service Human-centred Engagement and Liaison Partnership (HELP) now has a new home to help them serve the needs of the city's most vulnerable.

HELP moved into their new base of operations at the Union Building to allow EPS and its agency partners to better collaborate and coordinate support services within the community and ultimately change lives for the better.

Chief Dale McFee and HELP employees welcomed community partners, special guests and media for the official opening of the building on July 7, 2021.

Rather than the traditional police response of arrest and incarcerate, HELP seeks to divert people from the criminal justice system and into the necessary social, health and community supports they desperately require.

These solutions are unique to the individual, as are the resources required, and include everything from addictions counselling and healthcare, to transportation and housing, employment and financial support, and even instruction in basic life skills.

This full spectrum of services also includes individual case management and follow-up by HELP Navigators from Boyle Street Community Services to reduce the risk of individuals falling between the cracks.

The expertise and assistance of community partners is crucial to creating successful outcomes, and HELP currently brings together the shared programs and resources of: the Edmonton Police Service, Boyle Street Community Services, Alberta Health Services, Homeward Trust, Bent Arrow Traditional Healing Society, George Spady Society, Mustard Seed Society, REACH Edmonton, Bissell Centre Edmonton, Boyle McCauley Health Services, E4C, the City of Edmonton, and the Government of Alberta.

Also partnering with HELP to improve the quality of life for Edmontonians is Katz Group Real Estate, which has graciously donated the Union Building in the Central McDougall neighbourhood for HELP to use for five years.

HELP is part of the Edmonton Police Service's Vision 2020 Plan to work smarter, partner with the community, and reduce calls for service through diversion and desistance strategies.

For more information on HELP, please visit [www.edmontonpolice.ca/HELP](http://www.edmontonpolice.ca/HELP).



HELP community partners gather for the opening of the Union Building.



*“This building is a symbol of our joint dedication to improve the lives of our most vulnerable community members.”*

– EPS Chief Dale McFee

## BALANCE SUPPORT & ENFORCEMENT

### COMMITMENT TO ACTION COMMUNITY FEEDBACK REPORT RELEASED

Since the launch of the Commitment to Action initiative, the Edmonton Police Service (EPS) has been listening to a diverse range of voices from the community and is now making changes to the organization based on this input.

Chief Dale McFee launched the EPS Commitment to Action on September 21, 2020, following worldwide calls for changes to policing and public safety.

EPS employees connected with members of Black, Indigenous, racialized, and underserved communities, and listened to both their positive and negative experiences with police as well as their ideas for change.

In addition, EPS also gathered the perspectives of its non-profit / social sector partners and business community stakeholders.

Comments were shared at EPS and community-hosted listening sessions, a variety of partner and educational presentations, as well as online.

Despite the challenges of the pandemic and the need to shift from in-person to Zoom meetings, a total of 64 engagement sessions were held with over 641 participants providing meaningful feedback.

The full Commitment to Action Community Feedback Report was presented to the Edmonton Police Commission and approved on November 18, 2021.

While some tangible recommendations have already been made, other upcoming changes require a thoughtful and systemic approach to ensure long-term impact.

#### The Community Feedback Report identified six key themes for EPS as priorities:

- **Relationship Building** – Build relationships with diverse communities through ongoing initiatives both formally and informally.  
New EPS initiatives include Nisohkamâkewin Council, Chief’s Community Council, and Sexual Orientation, Gender Identity and Expression (SOGIE) Council, Crime and Trauma-informed Support Services (CTSS), Youth Intervention Hub, ANZA Entrepreneurship Ecosystem, and family liaison position in the Major Crimes Branch.
- **Partnership Development** – Focus on creative partnerships with social service agencies and cultural organizations for better outcomes.  
New EPS initiatives include Police and Crisis Response Team (PACT), Human-centred Engagement and Liaison Partnership (HELP), Professional Standards Branch (PSB) partnership development, Integrated Call Evaluation and Dispatch Centre, and the Relentless Youth Worker pilot program.
- **Training and Professional Development** – Expand training to help officers better understand and assist vulnerable communities.  
New EPS initiatives include bias awareness and trauma informed training, experiential learning at social agencies, interpreter and translator training, and community-led curriculum development and training.
- **Communication and Transparency** – Provide better access to information through various communication methods.

New EPS initiatives include the Know Your Rights campaign in 17 languages, community engagement in the public complaint process, the Recruit Selection Marketing Strategy, and Interactive Community Crime Dashboard.

- **Innovation** – Explore innovations to optimize the time and resources of officers. New EPS initiatives include the Health IM app for officers responding to persons in mental health crisis, High Risk Encampment Response Team, HELP and Downtown Division pilot project, and online crime reporting in multiple languages.
- **Community Engagement** – Continue conversations with diverse communities year-round to hear concerns and collaborate on solutions.  
New EPS initiatives include Chief hosted listening sessions, the Crime Prevention Hub, and collection of race-based data for better analytics.

Moving forward, the Commitment to Action Community Feedback Report will help create a roadmap to guide the EPS into the future, and ultimately help to improve community safety and wellness in Edmonton.

For more information or to view the report, please visit [www.commitmenttoaction.ca](http://www.commitmenttoaction.ca).



*“What we’re doing is creating a space for engagement with the community. To hear experiences and to listen. I’m proud of the positive change we’ve been able to implement and look forward to what’s to come.”*

– EPS Chief Dale McFee

### SERVING AND PROTECTING ALL OF US

The Edmonton Police Service has launched the first animal cruelty investigation unit in Canada.

In 2020, EPS members handled upwards of 400 animal cruelty investigations concerning intentional harm to animals or cases of severe neglect that exposed some form of criminal activity, and one investigation even assisted in identifying a homicide suspect.

Research has shown that those who abuse animals are more likely to commit other violent crimes, and this connection between animal and human crimes prompted the creation of the new EPS Animal Cruelty Investigation Unit (ACIU).

“There’s a ‘violence link’ between animal cruelty and other violent crimes,” said Constable Ted Dyck of the ACIU. “Our investigations are most often linked to other criminal activities whether it be family violence, child abuse, sexual assault, homicide, arson, firearm offences, or drugs.”

The new unit is committed to investigating animal cruelty, training other officers on the links to criminal behavior, and encouraging the public to report suspected abuse or neglect.

The unit also works closely with City of Edmonton Animal Care and Control, Alberta Fish and Wildlife, Alberta Veterinary Medical Association, and the Alberta Crown Prosecution Service to ensure the safety of animals in Edmonton.

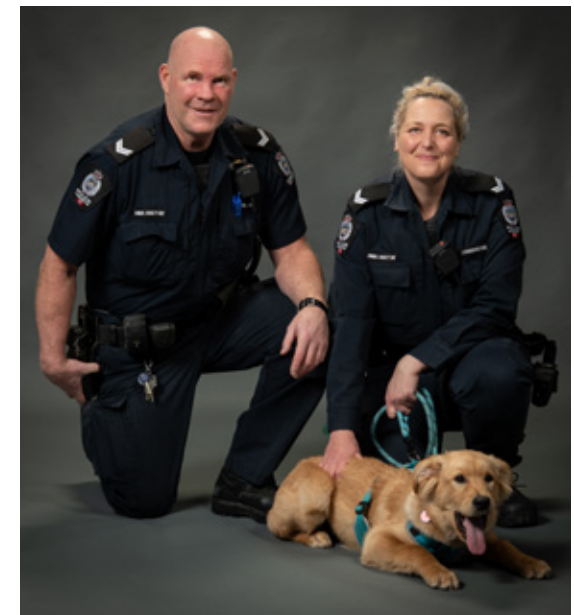
Because animal cruelty cases are so complex and traumatic, they require experienced officers with a special set of investigative skills and legal knowledge, as well as compassion for all living things.

Constable Ilka Cunningham of the ACIU adds, “Animal abuse investigations are unique in that the victim, much like an infant, is unable to provide a statement. As police officers, it’s our duty to protect and serve all of us, especially the ones without a voice.”

For more information, please visit [www.edmontonpolice.ca/ACIU](http://www.edmontonpolice.ca/ACIU).



Constable Ted Dyck and Constable Ilka Cunningham



*Research shows the link between animal cruelty and violent crimes. Individuals with a history of animal cruelty were 11 times more likely to have committed homicide as well.*

### HELPING IDENTIFY POLICE OFFICERS TO THOSE WITH SIGHT LOSS

The Edmonton Police Service is adding the word “POLICE” in Braille to its warrant cards to help officers identify themselves to people impacted by blindness.

“Police officers can be easily identified in uniform or by their badges, but we needed another way to be recognized when interacting with persons who have vision loss,” said EPS Detective Rae Gerrard. “It’s not uncommon for persons with vision loss to ask to feel police badges to verify they are legitimate, so the addition of Braille helps to quickly identify police officers and build trust.”

Braille is a system of raised dots that people who are blind or partially sighted can use to read with their fingers.

After consultation with the local CNIB and sight loss community, it was determined that the addition of a Braille sticker to the police warrant card would be the most cost-effective means of providing officers with enhanced credentials.

“CNIB applauds the Edmonton Police Service for taking this step towards increased accessibility and inclusion,” said Marc Workman, Manager of Operations for Western Canada, CNIB Foundation. “Adding Braille to identification cards will help those living with sight loss feel confident and safe when interacting with members of the EPS.”

CNIB statistics indicate that approximately 1.5 million Canadians live with sight loss, and an estimated 5.59 million more have an eye disease that could cause sight loss. In Alberta, there are approximately 160,000 people with mild to very severe vision loss.

The Accessible Canada Act (Bill C-81) sets out the responsibilities for organizations to improve accessibility, and create communities, workplaces and services that enable everyone to fully participate in society without barriers. Through ongoing community engagement and a commitment to action, the Edmonton Police Service continues to make changes to become more inclusive and better serve all citizens.

**POLICE**



# COMMISSION FINANCIAL REPORTING

## FINANCIALS

### EDMONTON POLICE COMMISSION (EPC)

BUDGET VARIANCE BY MAJOR CATEGORY FOR THE PERIOD ENDING DECEMBER 31, 2021 (\$000'S)

	CURRENT PERIOD*			
	BUDGET	ACTUAL	VARIANCE	%
<b>EXPENDITURES</b>				
<b>PERSONNEL</b>				
Salary	626	577	49	8%
Benefits	131	99	32	25%
EPC Overtime	5	-	5	100%
	<b>762</b>	<b>676</b>	<b>87</b>	<b>11%</b>
<b>NON-PERSONNEL</b>				
Materials & Supplies	2	2	0	7%
Furniture & Equipment	3	8	(5)	-141%
Contracts & Services	369	241	127	35%
Building Cost	134	132	1	1%
Internal Services &	<b>1</b>	<b>1</b>	<b>(0)</b>	<b>-12%</b>
Travel and Training	87	17	69	80%
Other General Costs***	19	11	8	40%
	<b>614</b>	<b>413</b>	<b>201</b>	<b>33%</b>
<b>TOTAL EXPENDITURES</b>	<b>1,376</b>	<b>1,088</b>	<b>288</b>	<b>21%</b>
<b>REVENUE</b>	-	-	-	
<b>NET POSITION</b>	<b>1,376</b>	<b>1,088</b>	<b>288</b>	<b>21%</b>

\* Variances for the current period are determined through a comparison of the year-to-date budget and actual results, and is composed of timing differences that are expected to reverse during the remainder of the year.

## EXPENSES

FOR THE PERIOD ENDING DECEMBER 31, 2021

	M. Barker	M. Ruth	J. McDougall	L. Hawn	A. Hussainaly	J. Hamilton	E. Ambtman	A. Singh	J. Calahoo - Stonehouse	K. Kufuor-Boakye
Conferences	572.84	1438.73	3361.98	250.95	340.95	125.95	0	0	307.84	340.95
Hosting	2,395.06									
<b>TOTAL</b>	<b>2967.9</b>	<b>1438.73</b>	<b>3361.98</b>	<b>250.95</b>	<b>340.95</b>	<b>125.95</b>	<b>0</b>	<b>0</b>	<b>307.84</b>	<b>340.95</b>

## COMMISSIONER MEETING ATTENDANCE RECORD

FOR THE PERIOD ENDING DECEMBER 31, 2021

COMMISSIONER	# COMMISSION MEETINGS ATTENDED
MICKI RUTH, CHAIR	10/10
JOHN MCDUGALL, VICE CHAIR	10/10
JANET-SUE HAMILTON	10/10
LAURIE HAWN	10/10
ANEELA HUSSAINALY	10/10
ASHVIN SINGH	10/10
ERICK AMBTMAN	9/10
JODI CALAHOO-STONEHOUSE	10/10
KEMI KUFUOR-BOAKYE	10/10
SARAH HAMILTON	7/9
TIM CARTMELL	8/8
ANNE STEVENSON	1/1

# EPS FINANCIAL REPORTING & CRIME STATISTICS

## CAPITAL BUDGET

2019-2022 (\$000'S)

	2019	2020	2021	2022	TOTAL
REQUESTED CAPITAL BUDGET					
<i>Renewal</i>	\$24,816	\$20,416	\$24,247	\$14,405	\$83,884
<i>Growth</i>	\$11,104	\$15,011	\$16,982	\$6,278	\$49,375
<b>TOTAL</b>	<b>\$35,920</b>	<b>\$35,427</b>	<b>\$41,229</b>	<b>\$20,683</b>	<b>\$133,259</b>

APPROVED CAPITAL BUDGET

<i>Renewal</i>	\$21,455	\$22,953	\$18,254	\$16,705	\$79,367
<i>Growth</i>	\$2,933	\$2,547	\$1,939	\$1,858	\$9,277
<b>TOTAL</b>	<b>\$24,388</b>	<b>\$25,500</b>	<b>\$20,193</b>	<b>\$18,563</b>	<b>\$88,644</b>

## NET OPERATING REQUIREMENT

2019-2022 (\$000'S)

	2017	2018	2019	2020	2021
<i>Edmonton Police Service</i>	\$319,508	\$337,377	\$357,627	\$377,007	\$388,617
<i>City of Edmonton</i>	\$2,666,672	\$2,885,095	\$3,026,617	\$2,922,022	\$3,101,711
<i>(Total Tax Supported Net Expenditure Budget)</i>					
<b>PERCENT OF EPS/EPC BUDGET TO TOTAL TAX SUPPORTED</b>	<b>12.0%</b>	<b>11.7%</b>	<b>11.8%</b>	<b>12.9%</b>	<b>12.5%</b>

Notes:

EPS Adjusted Budget for 2021 as of July 2021 Budget Adjustment Statement

## 2020-2021 EPS CCJS CSI STATS

Area/Source	2020		
	CRIME SEVERITY INDEX	VIOLENT CRIME SEVERITY INDEX	NON-VIOLENT CRIME SEVERITY INDEX
EDMONTON CMA - CCJCSS	105	111	102
<i>Edmonton Municipal - CCJCSS</i>	116	127	111
<i>Edmonton Municipal - EPS</i>	116	129	111

Area/Source	2021		
	CRIME SEVERITY INDEX	VIOLENT CRIME SEVERITY INDEX	NON-VIOLENT CRIME SEVERITY INDEX
EDMONTON CMA - CCJCSS	NA	NA	NA
<i>Edmonton Municipal - CCJCSS</i>	NA	NA	NA
<i>Edmonton Municipal - EPS</i>	106	123	99

## CCJCSS ANNUAL POLICE-REPORTED CRIME STATS RELEASE

CCJCSS releases their police-reported crime report yearly (every July)

The CSI numbers for Edmonton are for the Edmonton Census Metropolitan Area (CMA) and will include surrounding communities in its statistic (to see what communities make-up the CMA, please see the BN glossary of Terms)

Since UCR coding is delayed and is fluid, in its yearly release, CCJCSS will update previous years CSI to be current

## EPS CSR-02 COGNOS REPORT

CSI is calculated in "real-time" (every 24 hours) – the numbers are fluid and change as new UCRs are applied/removed

CSI statistic is calculated using EPS police jurisdiction ONLY (City of Edmonton)

CSR-02 uses the 2019 population numbers provided to us by CCJCSS for the calculation of the CSI



# EPS 5 YEAR STAFF COMPLEMENT

## EPS STAFF COMPLEMENT

EPS STAFFING NUMBERS	AS OF 2022 JANUARY 1												
	2016 ACTUAL FTE'S	2015-2016 ACTUAL VARIANCE	2017 ACTUAL FTE'S	2016-2017 ACTUAL VARIANCE	2018 ACTUAL FTE'S	2017-2018 ACTUAL VARIANCE	2019 ACTUAL FTE'S	2018-2019 ACTUAL VARIANCE	2020 ACTUAL FTE'S	2019-2020 ACTUAL VARIANCE	2021* ACTUAL FTE'S	2020-2021 ACTUAL VARIANCE	JAN 1, 2022 ACTUAL FTE'S
SWORN	1801.29	N/A	1831.34	1.67%	1822.825	-0.46%	1874	2.81%	1839.17	-1.86%	1835.26	-0.21%	1,835.26
CIVILIAN	742.32	N/A	773.61	4.22%	812.43	5.02%	830.6	2.24%	829.82	-0.09%	887.42	6.94%	887.42
FULL COMPLEMENT	2543.61	N/A	2604.95	2.41%	2635.255	1.16%	2704.6	2.63%	2668.99	-1.32%	2722.68	2.01%	



### GATHERING TO REMEMBER ALBERTA'S FALLEN HEROES

The Alberta Police and Peace Officers' Memorial Day is held each year to remember those that died in the line of duty, and to recognize families, friends and colleagues who have suffered the devastating loss of a loved one. Chief Dale McFee, the EPS Honour Guard, Pipes and Drums, Choir, as well as officers from across the police service joined law enforcement partners for the ceremony at the Alberta Legislature Grounds on September 26, 2021.

## ADDITIONAL INFORMATION – COMMISSION & SERVICE PUBLICATIONS

The Edmonton Police Commission and Edmonton Police Service publish a number of reports that provide further details on policing in Edmonton.

### EPC PUBLICATIONS:

- Quarterly & Semi-Annual Reports To The Community
- Professional Standards Reports
- Strategic Planning Reports
- Citizen Survey Results

### EPS PUBLICATIONS:

- Approved Operating Budgets
- Annual Policing and Business Plans
- Control Tactics Reports
- Criminal Flight Reports
- Response Times and Dispatch Call Volumes

These and other publications can be found at [www.edmontonpolicecommission.ca](http://www.edmontonpolicecommission.ca) and [www.edmontonpolice.ca](http://www.edmontonpolice.ca).

The Edmonton Police Service's website also contains a dashboard which displays policing data that is easy to access, understand, and engage with. Their policing metrics provide an assessment of the city's current state in 4 key areas: Reduced Crime & Victimization, Investigative Excellence, Increased Efficiency & Effectiveness, and Commitment to Professionalism. The dashboard can be accessed at <https://dashboard.edmonton.ca/eps>.

The City of Edmonton also has a public citizen dashboard that gives Edmontonians access to the latest data on a wide range of municipal services. Several are related to policing such as Crime Severity Index, Safe City measures, and Vehicle Collision rates. The Dashboard is available at [https://www.edmonton.ca/city\\_government/citizen-dashboard-city-by-the-numbers](https://www.edmonton.ca/city_government/citizen-dashboard-city-by-the-numbers).



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