



## 2022 EDMONTON POLICE SERVICE ANNUAL REPORT

### RECOMMENDATION

That the December 12, 2023, Edmonton Police Commission report EXT02215, be received for information.

#### Report Purpose

**Information only.**

*Note: Eric Ambtman, Chair, Edmonton Police Commission; Matthew Barker, Executive Director, Edmonton Police Commission; Lori Lorenz, Executive Director, Edmonton Police Service; Derek McIntyre, Superintendent, Edmonton Police Service; and Brian Harker, Director, Edmonton Police Service, are presenting this report, if selected.*

### Executive Summary

- Edmonton Police Service (EPS) is mandated by the Alberta *Police Act* and Alberta Provincial Policing Standards to produce a report covering its operations during the previous fiscal year.
- EPS submitted its 2022 Annual Report to the Edmonton Police Commission (EPC) in May 2023.
- The Annual Report developed by EPS is part of a robust accountability and planning framework that is aligned with best practice.
- The measures reported in the 2022 EPS Annual Report are organized by the four goals outlined in the 2020-2022 EPS Strategic Plan.
- Measures in the Annual Report are aligned to the Canadian Police Performance Measurement Framework.
- The 2022 Annual Report does not represent the most up to date information or reflect the EPS 2023-2026 strategic plan

# 2022 EDMONTON POLICE SERVICE ANNUAL REPORT

## REPORT

Under the Alberta *Police Act*<sup>1</sup> and Alberta Provincial Policing Standards<sup>2</sup>, the EPS is mandated to produce an Annual Report covering its operations during the previous fiscal year.

In May 2023, the EPS presented its 2022 Annual Report to the EPC. The Annual Report outlines the progress that EPS is making towards achieving strategic goals and initiatives. The Annual Report is one of many reporting tools used to report EPS progress on the performance of EPS. The report is produced annually and is made available to the public.

This Council Report is produced to support the request to present 2022 EPS Annual Report to the City Council.

### 2022 EPS Annual Report

The 2022 EPS Annual Report outlines the progress that EPS is making toward fulfilling legislative requirements, achieving the goals and initiatives outlined in the EPS Strategic Plan, and overall police performance.

#### Organization of Measurement

The measures reported in the 2022 EPS Annual Report are organized by the four goals outlined in the 2020-2022 EPS Strategic Plan.

1. Balance support and enforcement
2. Partner and advocate
3. Innovate and advance
4. Grow diverse Talents

#### Measurement Alignment

The measures used to indicate overall police performance in the 2022 EPS Annual Report are aligned to the Canadian Police Performance Measurement Framework (CPPMF). This is a Statistics Canada framework that was developed by analyzing reports produced by 39 police services in Canada with representation in every province. The CPPMF is characterized by four pillars:

1. Crime and Victimization
2. Police Activities and Deployment
3. Police Resources
4. Trust and Confidence in Police

#### Corporate Performance Framework

The EPS Corporate Performance Framework is aligned with the Alberta *Police Act*, Alberta Provincial Policing Standards, the Canadian Police Performance Measurement Framework

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<sup>1</sup><https://kings-printer.alberta.ca/documents/Acts/P17.pdf>

<sup>2</sup><https://open.alberta.ca/dataset/e8c7fcd6-069c-4ac1-90f6-df09101094ef/resource/397d4629-5643-4abc-9322-3827cd0b177a/download/jsg-provincial-policing-standards-version-2-3-2021-03.pdf>

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(CPPMF)<sup>3</sup>, and the EPS Strategic plan<sup>4</sup>. This demonstrates that EPS fulfills the legislative requirements, takes an integrated approach to performance measurement, and follows the best practices as suggested by CPPMF.

### Three Tiers of Measurement

The Corporate Performance Framework has tiers of measures to assess the performance of EPS at three levels - Corporate, Bureau and Operational/project levels. These measures are used internally to track and monitor performance at the operational and bureau levels. Upon review, organizational areas make changes to the way that they operate based on their learnings from performance monitoring to address issues or reinforce positive trends that they are seeing. Corporate measures are used in the Annual Report to indicate the progress that EPS is making towards achieving the goals and initiatives outlined in the Strategic Plan.

### **Reading the Annual Report**

The 2022 EPS Annual Report was developed in alignment with the Strategic Goals outlined EPS 2020-2022 Strategic Plan. For this reason, the measures and indicators outlined in the report may not align to the updated EPS 2023-2026 Strategic Plan.

### Indicators & Measures

It is important to differentiate between indicators and measures when reviewing the Annual Report. Details for both are provided below:

- **Indicator:** Serve as proxies for entire populations. These are things that EPS monitors, acknowledging that we are either impacted by or contribute to shifting along with many other stakeholders and external factors. EPS has limited influence on the indicators.
- **Measure:** Indicative of client populations or well-defined groups of people. These are things that EPS directly contributes to progressing. Unlike indicators, EPS has reasonable or substantial influence on the measures.

In addition, indicators and measures in the Citizen Perception Survey are difficult to compare to other jurisdictions. This is due to the change that EPS made to expand the survey to a broader group that is more reflective of the community. The EPS survey attempts to get a fair representation of gender, income, age, household property victimization that is also distinct from many other police service surveys. Other jurisdictions continue to send the survey to a consistent targeted audience, narrowing the diversity of responses received.

### **Planning at the Edmonton Police Service**

The process of strategic planning is critically important for a well-run organization as it sets priorities and allocates resources to deliver on those priorities. As per the approved EPS Strategic Planning Framework (Attachment 3) by EPC on July 19, 2019, the EPS strategic plan and business plan captured organizational outcomes and key work identified to deliver on its outcomes. Performance metrics reflected progress towards outcomes as part of the EPS Corporate

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<sup>3</sup> <https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00004-eng.htm>

<sup>4</sup> [https://edmontonpolicecommission.com/wp-content/uploads/2020/04/EPS-2020-2022-Strategic-Plan-Final-V2\\_reduced.pdf](https://edmontonpolicecommission.com/wp-content/uploads/2020/04/EPS-2020-2022-Strategic-Plan-Final-V2_reduced.pdf)

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Performance Framework. The EPS planning framework presents the goals and outcomes EPS intends to achieve annually, how EPS will work together to prioritize efforts and resources and how success will be measured to meet community needs.

The planning framework aligns to planning best practices, specifically those of visioning, planning, implementation, and evaluation outlined in the Sustainable Policing in Canada Framework<sup>5</sup>.

Some of the hallmarks of the EPS Planning Framework include:

- **EPS Strategic Plan:** Outlines the vision, mission, values, goals and outcomes of the organization.
- **EPS Business Plans:** Outlines the funding and strategic initiatives that will achieve the Strategic Plan.
- **Bureau Operational Plans:** Annual plans that set out the areas that the Bureaus will focus on to achieve the strategic plan.
- **Corporate Performance Framework:** Evidence-based accountability mechanism intended to provide the EPS with an integrated, systematic approach for identifying, developing, and using data and information to assess organizational performance.
- **EPS Annual Report:** Aligned to the Canadian Police Performance Measurement Framework, the Annual Report outlines the progress that EPS is making toward fulfilling legislative requirements, achieving the goals and initiatives outlined in the EPS Strategic Plan.

## ATTACHMENTS

1. EPS 2022 Annual Report
2. EPS 2022 Annual Report Council Presentation
3. EPS Strategic Planning Framework

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<sup>5</sup> <https://carleton.ca/sustainablepolicing/>