

EPS 2021 Annual Report Council Presentation

Edmonton Police Service

EDMONTON
POLICE
SERVICE

Governance Structure of Police Services



EPS is governed by two key documents:

1. Police Act
2. Policing Standards

Accountability & Reporting

EPS operates under a well-defined and strong accountability and reporting regime



EPS Reports To EPC

Monthly

- EPS Financial Report – Operating*
- 30 Day Relief from Duty Report

Bi-Monthly

- Professional Standards Branch Extension Requests

Quarterly

- Professional Standards Branch*
- Audit & Risk Update

Semi-Annual

- EPS Control Tactics*
- Civil & Grievance Settlement Negotiated Settlements
- Priority Unfunded Initiatives
- External Funds
- Contractual Report
- EPS Business Plan Performance Report
- Continuity of Operations
- Workplace Harassment Report
- Supplementary Operating & Capital Budget Adjustments
- EPS Audit Recommendations Implementation
- EPC/EPS Advocacy Forecast
- HR Strategic Plan Update

Annual

- EPS Strategic Plan*
- EPS Annual Report*
- Professional Standards Branch Annual Report*
- Criminal Flight Event Annual Report*
- Internal Audit Annual Report
- Attrition Report
- Legal Spending
- Review Table of Rewards
- Internal Audit Charter
- Occupational Health & Safety Audit Results
- Contractual Reporting Annual Report
- Corporate Risk Profile Report
- Succession Planning

Note: Asterisks indicate reports are publicly available on the EPC website

EPS Planning Framework

Corporate Performance

Strategic Design

Project Management

Planning:

Medium Term:

- EPS Strategic Plan
- EPS Business Plan

Short Term:

- Bureau Operational Plans

01. Adjust/Plan

01

02. Implement

Management:

- Continuous Improvement projects

EPMO

- Project Management
- Change Management

02

03. Measure

Measurement:

- KPIs & Target Setting (Outcomes based)
- Dashboards (Activity & Output based)
- Data utilization (improve operational efficiency)

EPMO

- Project KPIs

03

04. Evaluate & Explore

04

Strategic Planning:

- Mid-Year & Year End Strategic Offsites
- Branch & Program Specific Strategy Development

Evaluation:

- Periodic program or functional evaluation

05. Report & Recommend

Reporting:

- EPS Annual Report
- Business Plan Update

EPMO

- Project Management Reporting

05

Good decisions at the right time

Gold Standard Sustainable Policing Framework

Sustainable Policing Framework Components

- Environmental Scan
 - ✓ Dimensions to be Covered: social, economic, political, technology, demographic, global, stakeholder views
- Guiding Statements
 - ✓ Vision
 - ✓ Mission
 - ✓ Values
 - ✓ Strategic Purpose (through Goals & Outcomes)
- Operational Focus
 - ✓ Crime Prevention (Goal 1)
 - ✓ Community Relations (Goals 2 & 3)
 - ✓ Employee-focus (Goal 5)
 - ✓ Organizational Performance Assessment (Indicators & Measures for each Goal)

Purpose

Informs: Strategy & Operations

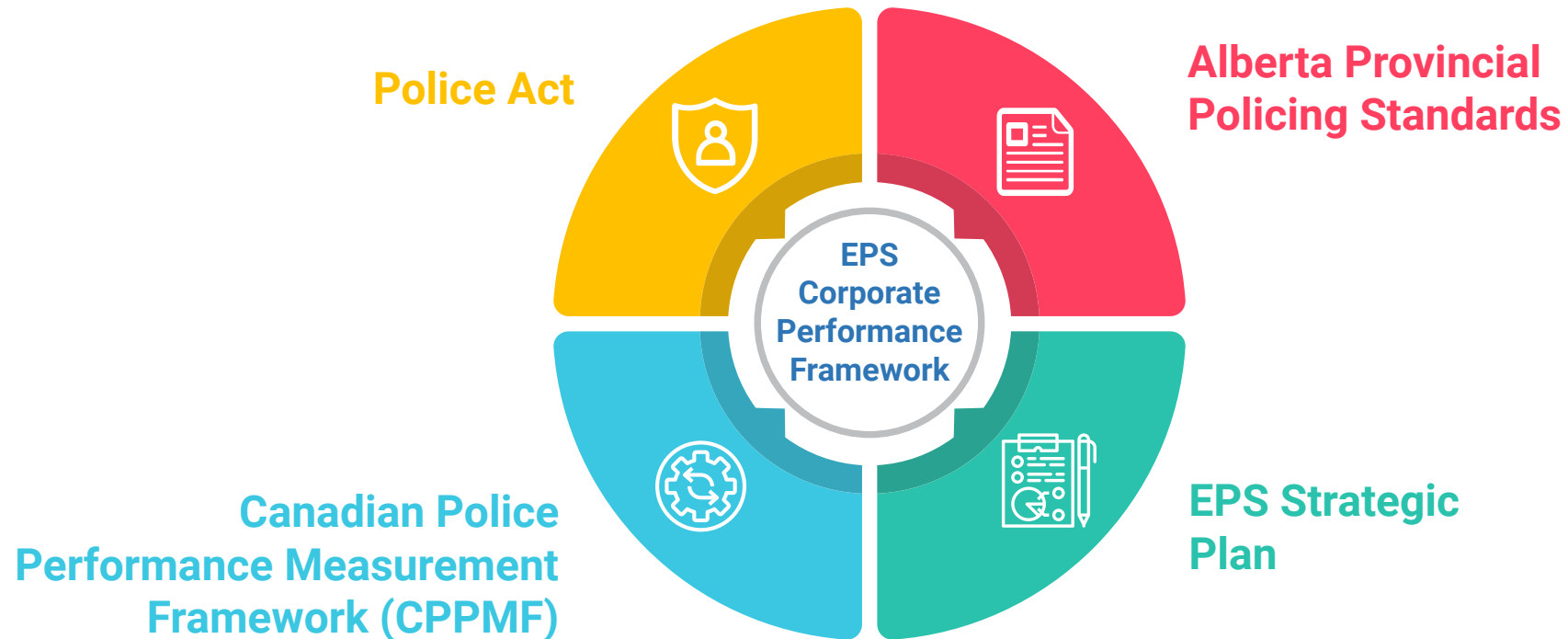
- Provides police managers with essential information and allows them to assess the ongoing operations of the department

Drives: Accountability & Transparency

- Provides essential data that can be used for "reporting out" to public officials and members of the community

Corporate Performance Management Framework

Performance Framework is in line with Police Act, Alberta Provincial Policing Standards, and CPPMF and EPS Strategic plan.



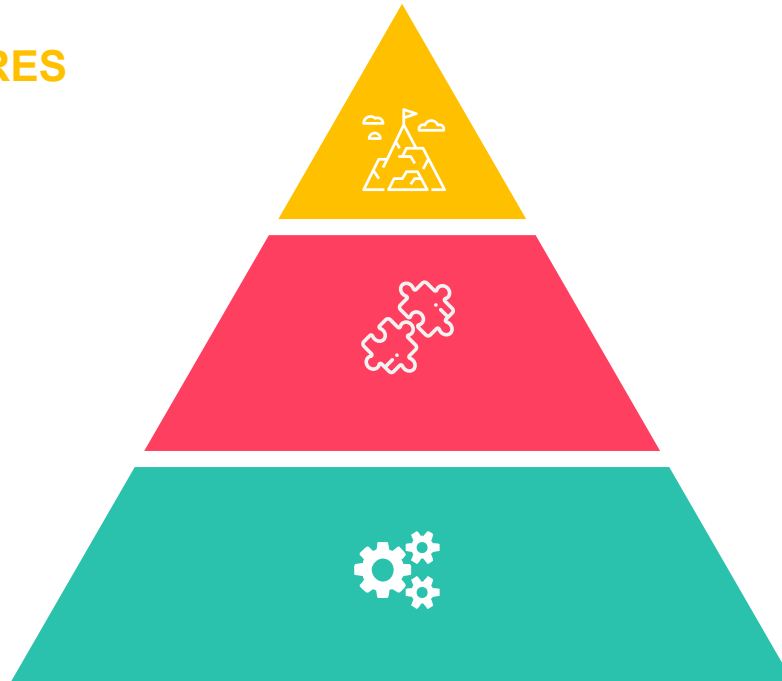
Corporate Performance Hierarchy

EPS has tiers of metrics to assess organizational performance at community/corporate, bureau and operational levels

**COPORATE MEASURES
/INDICATORS**

**BUREAU
MEASURES**

**OPERATIONAL/P
ROJECT
MEASURES**



LEVEL	PRIMARY AUDIENCE	Reporting
EP S	External / Internal	Annual Report
Bureau/Division	Internal	Operational Plan
Branch	Internal	Internal Dashboard/ Reports



Corporate Performance Hierarchy

EPS has tiers of metrics to assess organizational performance at community/corporate, bureau and operational levels





ELEMENT	MEASUREMENT	ACCOUNTABILITY	MEDIUM OF REPORTING	FREQUENCY OF REPORTING
Goal	Indicator	Edmonton as a Community	Annual Report (External)	Dependent on Data Source
Strategic Outcomes	Outcomes Measures	Chief and Deputy Chiefs	Annual Report (External)	Annually
Bureau Outcomes	Outcomes Measures	Deputies and Superintendents/ Executive Directors	Operational Plans (internal)	Bi-Annually
Initiatives/ Projects	Project Measures	Project Sponsor	Strategic Initiatives Dashboard (internal)	Quarterly
Programs	Outcome Measures Output Measures Process Measures	Branch Leadership	Public and Internal Dashboards	Varies

2021 Annual Report Measures



Pillar 1: Crime and Victimization

Measure	Outcome	EPS Goal
Violent Crime Rate	EPS reduces victimizations in high crime areas	 <p>Balance Support and Enforcement</p>
Violent Crime Victims		
Percentage of People Victimized More than Once		
Property Crime Rate	EPS resources are made available to reduce calls for service	
Property Crime Victimization		
Referrals – Youth	EPS connects offenders, witnesses, and victims to services so that diversion pathways are created	 <p>Partner and Advocate</p>


Pillar 2: Police Activities & Deployment

Measure	Outcome	EPS Goal
Dispatched Calls for Service	EPS is effective at using existing resources to address complex problems	 GOAL 3 Innovate and Advance
Distinct People Charged	EPS resources are made available to reduce calls for service	 GOAL 1 Balance Support and Enforcement
Occurrences in Suppression Zones	EPS uses evidence and data to determine root causes to prevent crime	 GOAL 3 Innovate and Advance
Traffic Fatalities		
Referrals – Human-centred Engagement and Liaison Partnership (HELP)	EPS manages offenders more effectively through collaboration and partnerships to reduce recidivism	 GOAL 2 Partner and Advocate
Breaches - Violations		

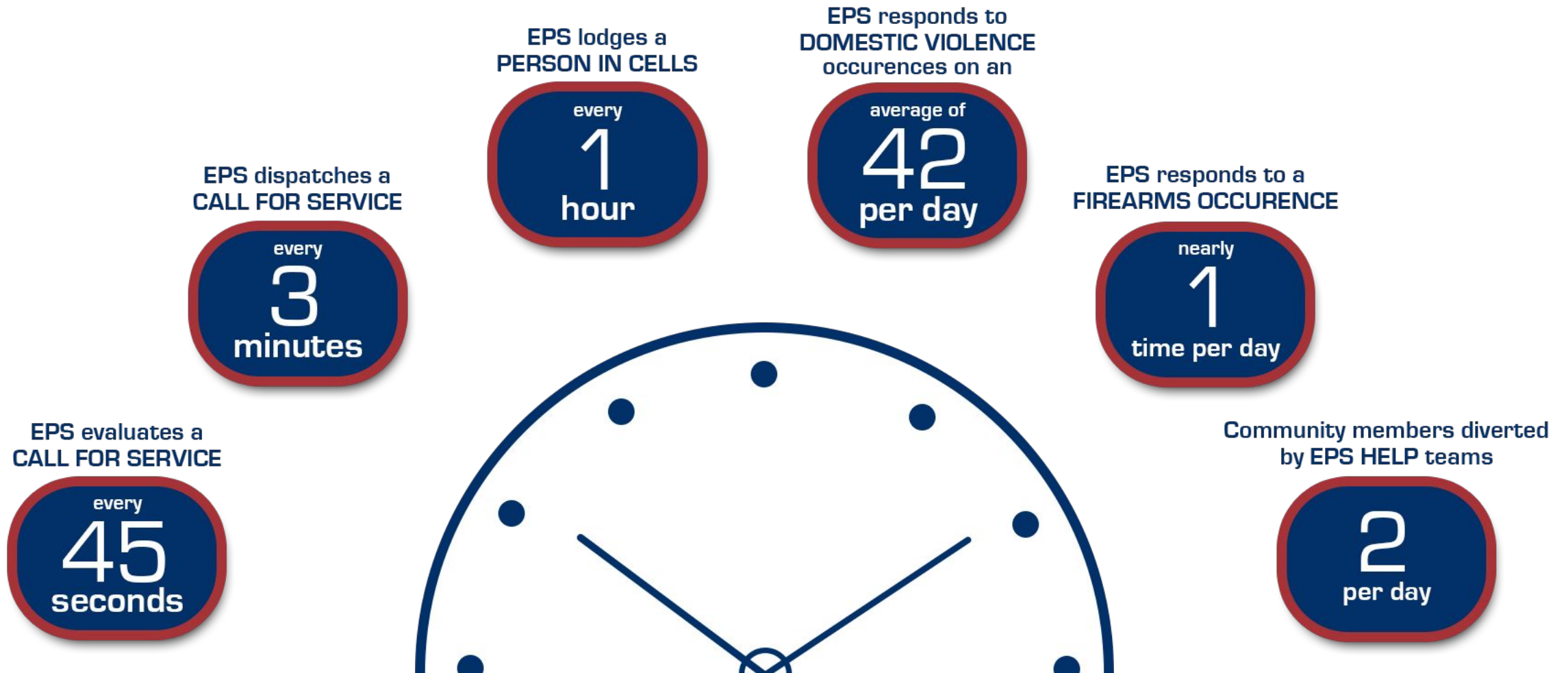
Pillar 3: Public Trust

Measure	Outcome	EPS Goal
Misconduct & Public Complaints	EPS has a diverse workforce to be more effective	 <p>GOAL 4 Grow Diverse Talent</p>
Rate of Complaints per 10,000 Dispatched Calls	EPS members are given clear expectations and priorities to guide action more effectively	
Median Time to Conclude a Police Investigation	EPS members feel valued, respected, and rewarded for the work that they do driving employee satisfaction, productivity and retention	
Use of Force Reports	EPS uses a variety of responses informed by needs, data and evidence to enhance public safety	 <p>GOAL 1 Balance Support and Enforcement</p>
Use of Force Occurrences		
Total EPS CAD Events	EPS has a range of perspectives which allow it to continuously adapt to a changing environment	

Pillar 4: Resources

Measure	Outcome	EPS Goal
Diversity in Senior Ranks (Women/Indigenous/Racialized)	EPS has a range of perspectives which allow it to continuously adapt to a changing environment	 <p>Grow Diverse Talent</p>
Proportion of Sworn:Civilian	EPS has a diverse workforce to be more effective	
Attrition Rate (Sworn & Civilian)		
Cost of Living Adjustment	EPS members feel valued, respected, and rewarded for the work that they do driving employee satisfaction, productivity and retention	
Percent Change in EPS Budget	EPS is effective at using existing resources to address complex problems	

The work of EPS



THANK YOU

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