



PRINCE ALBERT BOARD OF POLICE COMMISSIONERS
PUBLIC AGENDA

TUESDAY, APRIL 30, 2024

8:00 A.M.

MAIN BOARDROOM, 2ND FLOOR CITY HALL

1. **LAND ACKNOWLEDGMENT:**

“As we gather here today, we acknowledge we are on Treaty 6 Territory and Homeland of the Dakota and the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.”

2. **APPROVAL OF AGENDA:**

That the Agenda for this meeting be approved, as presented.

3. **ADOPTION OF MINUTES:**

- 3.1 Minutes of the Board of Police Commissioners Meeting held March 26, 2024

Page 1

Recommendation:

That the Minutes be taken as read and adopted; and, that the Board Chairperson and the Board Secretary be authorized to execute the Minutes.

4. **PRESENTATIONS:**

5. **REPORTS:**

- 5.1 First Quarter of 2024 Crime Statistics Report

Page 5

Recommendation:

That the Report be received as information and filed.

5.2 Proactive Policing Report (PPU) Quarterly Report (Q1) **Page 17**

Recommendation:

That the Report be received as information and filed.

5.3 Strategic and Operational Plan Update **Page 20**

Recommendation:

That the Report be received as information and filed.

5.4 Assignment – Chief’s Executive Assistant – Board Secretary Responsibilities **Page 24**

Recommendation:

That the Board carefully consider appointing the role and responsibility of Board Secretary to the Chief’s Executive Assistant of the Prince Albert Police Service.

6. **CORRESPONDENCE:**

7. **DISCUSSION ITEMS:**

8. **NEXT MEETING:**

Tuesday, May 14, 2024
8:00 a.m.
Main Boardroom, City Hall

9. **ADJOURNMENT - A.M.:**

That this Board do now adjourn the Public meeting.



PRINCE ALBERT BOARD OF POLICE COMMISSIONERS
PUBLIC MINUTES OF MEETING

TUESDAY, MARCH 26, 2024 AT 8:00 A.M.
MAIN BOARDROOM, 2ND FLOOR, CITY HALL

PRESENT:

Janet Carriere, Chairperson
Mayor G. Dionne, Vice-Chairperson
Councillor B. Edwards
Councillor T. Head
Blaine Broker
Marlo Pritchard
Linda Greyeyes-Highway

P. Nogier, Chief of Police
F. Prince, Deputy Chief of Police
A. Dumont, Finance and Human Resources Manager
K. Toews, Executive Assistant

Terri Mercier, Interim Board Secretary

Meeting convened at 8:00 a.m.

2. APPROVAL OF AGENDA:

022. Moved by Councillor T. Head, AND RESOLVED:

That the Agenda for this meeting be approved with the following amendments to be considered under Item No. 7 – Discussion Items:

1. Update on the forty-five recommendations resulting from Special Inquiry of Prince Albert Police Service.
2. Resident inquiries and concerns.

3. ADOPTION OF MINUTES:

3.1 Minutes of the Board of Police Commissioners Meeting held February 13, 2024

023. Moved by M. Pritchard, AND RESOLVED:

That the Minutes of the Board of Police Commissioners Public Meeting February 13, 2024, be taken as read and adopted; and, that the Board Chairperson and Board Secretary be authorized to execute the Minutes.

4. PRESENTATIONS: N/A

5. REPORTS:

5.1 2023 Police Service Capital Spending

024. Moved by Mayor G. Dionne, AND RESOLVED:

That the Report be received as information and filed.

5.2 Combined Traffic Safety Saskatchewan (CTSS) Year End Report - 2023

025. Moved by B. Broker, AND RESOLVED:

That the Report be received as information and filed.

5.3 Community Safety Officer Year End Report - 2023

026. Moved by Councillor B. Edwards, AND RESOLVED:

1. That the Report be received as information and filed; and,
2. That the Board forward this Report to the Community Safety Officer (CSO) Program Manager as per the Saskatchewan CSO Policy Manual.

5.4 Prince Albert Police Service Proactive Policing Strategy Costs for 2023

027. Moved by Councillor T. Head, AND RESOLVED:

That the Board forward the following recommendations to City Council for approval:

1. That the 2023 Operational and Capital costs of the Prince Albert Police Service Multi-Year Proactive Policing Strategy in the amount

of \$534,178 be funded from the Proactive Policing Reserve for Year 2023;

2. That the amount of \$534,178 be transferred from the Proactive Policing Reserve for Year 2023 to fund the costs of the Prince Albert Police Service Proactive Policing Unit charged to the Police Service Operating Budget; and,
3. That the 2023 Police Special Tax Revenue collect in the amount of \$554,600, as per Bylaw No. 10 of 2022, be credited in full to the Proactive Policing Reserve for 2023 to offset the costs of the Proactive Policing Unit in future years.

6. CORRESPONDENCE:

6.1 Serious Incident Response Team (SIRT) Investigation Summary – Officer-Involved Shooting

028. Moved by Mayor G. Dionne, AND RESOLVED:

That the Correspondence be received as information and filed.

6.2 Response Letter – Funding Support for the First Nations Inuit Policing Program (FNIPP)

029. Moved by Mayor G. Dionne, AND RESOLVED:

That the Correspondence be received as information and filed.

7. DISCUSSION ITEMS:

1. Councillor Head requested an update on the forty-five recommendations resulting from Special Inquiry of Prince Albert Police Service.
2. Councillor Head advised of resident inquiries and concerns regarding radars, cameras and public safety.

8. NEXT MEETING:

Tuesday, April 16, 2024 at 8:00 a.m.
Main Boardroom, City Hall

9. **ADJOURNMENT – 8:53 A.M.:**

030. **Moved by Councillor T. Head, AND RESOLVED:**

That this Board do now adjourn.

CHAIRPERSON

BOARD SECRETARY



PRINCE ALBERT POLICE SERVICE

First Quarter of 2024 Crime Statistics

TITLE: First Quarter of 2024 Crime Statistics Report

DATE: 2024-April-10

To: Chief of Police

Board of Police Commissioners

PUBLIC

IN CAMERA

RECOMMENDATION:

The Board of Police Commissioners receive this report as information and file.

TOPIC & PURPOSE:

This report reviews the total statistics related to crime and calls. This public report is to keep our community and the Prince Albert Board of Police Commissioners informed on statistics.

BACKGROUND:

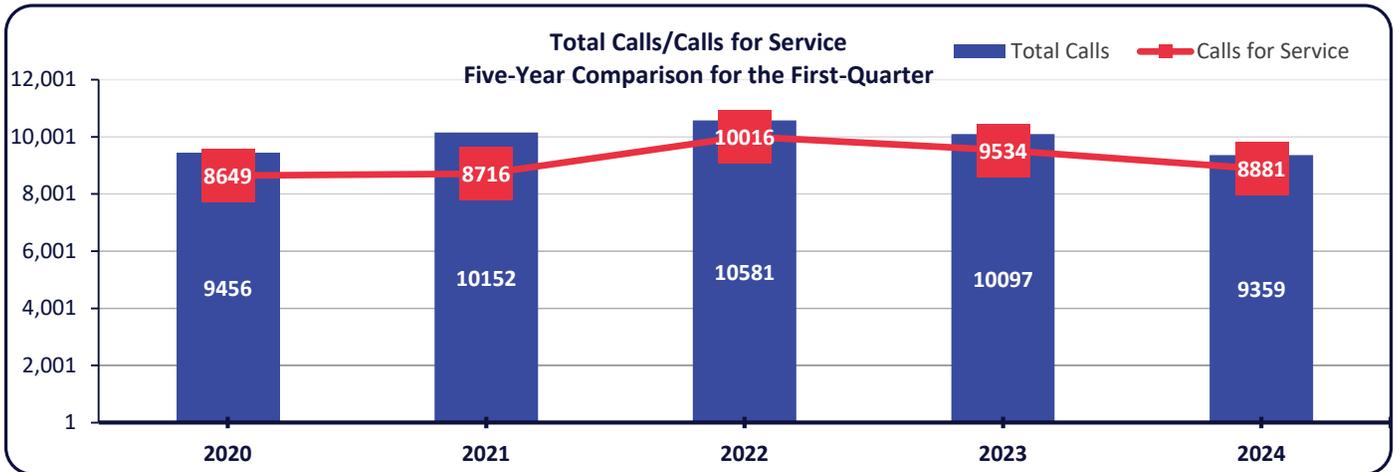
First quarter statistics, which include January, February and March statistics related to crime and calls are captured, reviewed, and released to the Board and public. The information in this report is measured and compared to previous years and is provided to identify anomalies or trends. This information can be used to determine community and organizational needs and support decisions on resource deployment. The first quarter and YTD are the same data, so for this report everything will be regarding the first quarter.

Calls

The **total calls**, for the first quarter of 2024 was 9359. This is a 7.31% decrease from the previous year.

The **proactive calls** or “neighborhood strengthening” efforts in the first quarter of 2024 were 422. This is a 20.53% decrease from the previous year. There were also 56 court related occurrences.

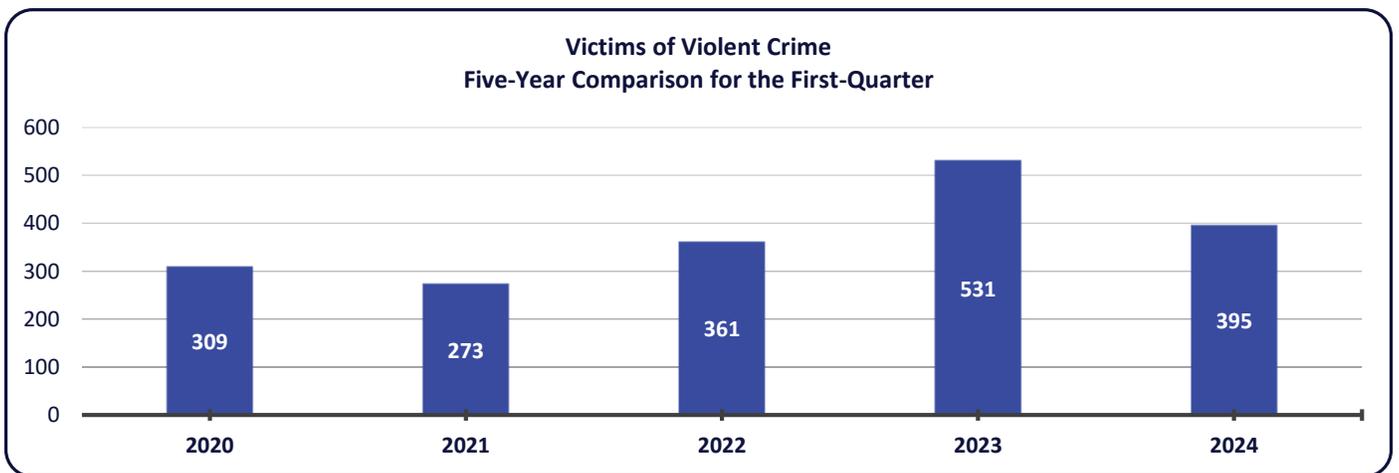
The **calls for service** received in the first quarter were 8881. That is a decrease of 6.85% from the previous year. Eviction calls decreased by 28.01% from 1949 (2023) to 1403 (2024); missing persons decreased by 50.2%, from 249 (2023) to 124 (2024).



Appendix 1: five-year comparison

Victims of Violent Crime

In the first quarter, there were 395 victims of violent crime. In 188 of those occurrences, the investigation resulted in criminal charges. Overall there was a 25.61% decrease in victims of violent crime from the previous year, when there was 531.



Appendix 2: five-year comparison

Homicides

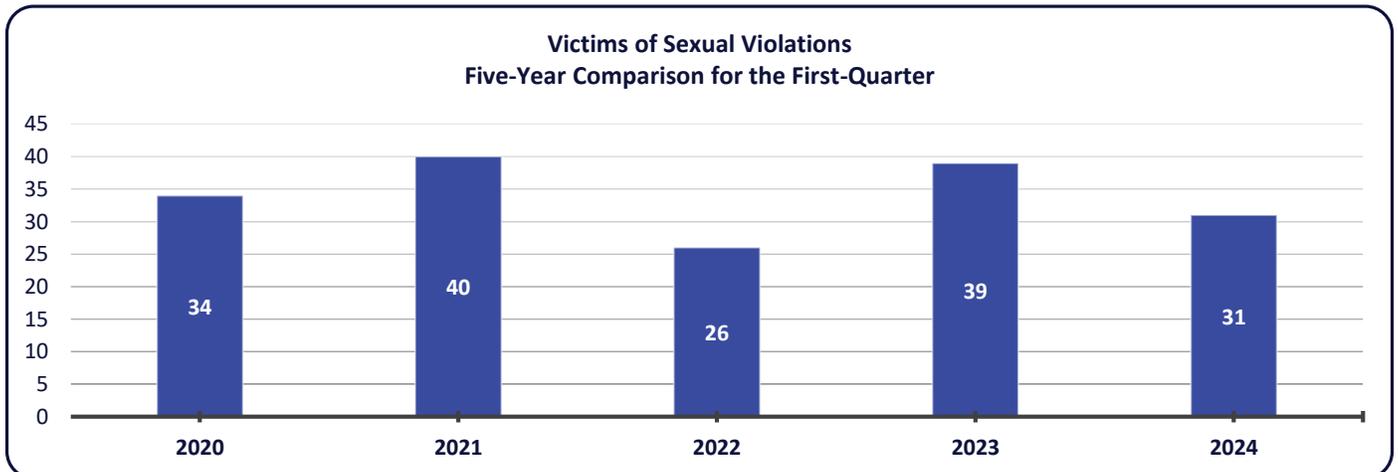
In the first quarter there have been zero (0) homicides. There was a 100% decrease in attempted murders in the first quarter, from five(5) in 2023 to 0 (zero) in 2024. There are nine (9) active homicide investigations, dating back to 2019.



Appendix 3: five-year YTD trend

Victims of Sexual Violations

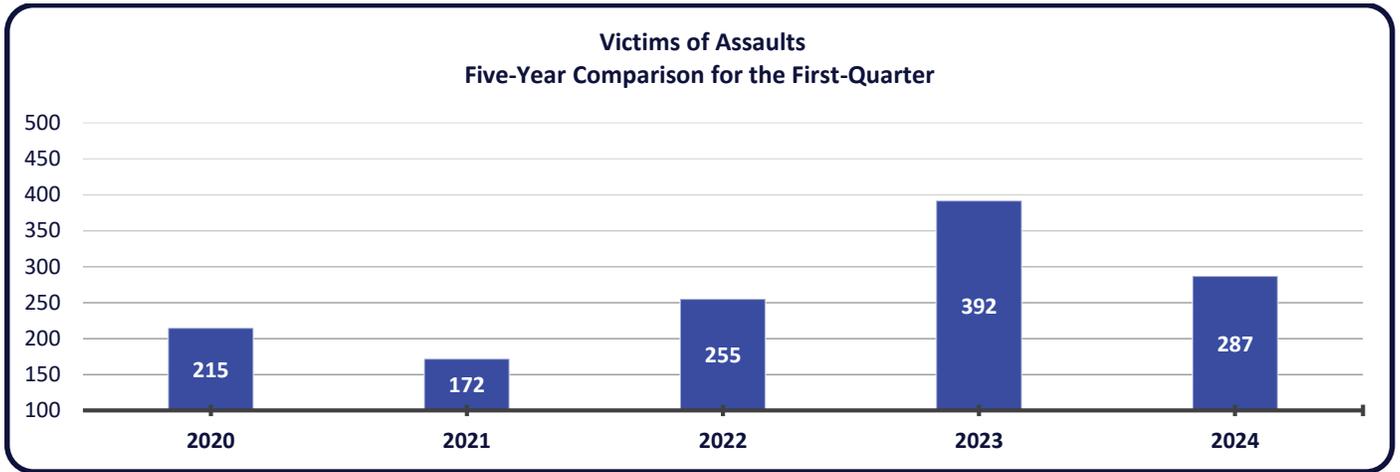
In the first quarter, 31 sexual violations that were reported. In four (4) of those occurrences, the investigation resulted in criminal charges. There are 16 investigations that remain active, and 11 that were concluded with no charges.



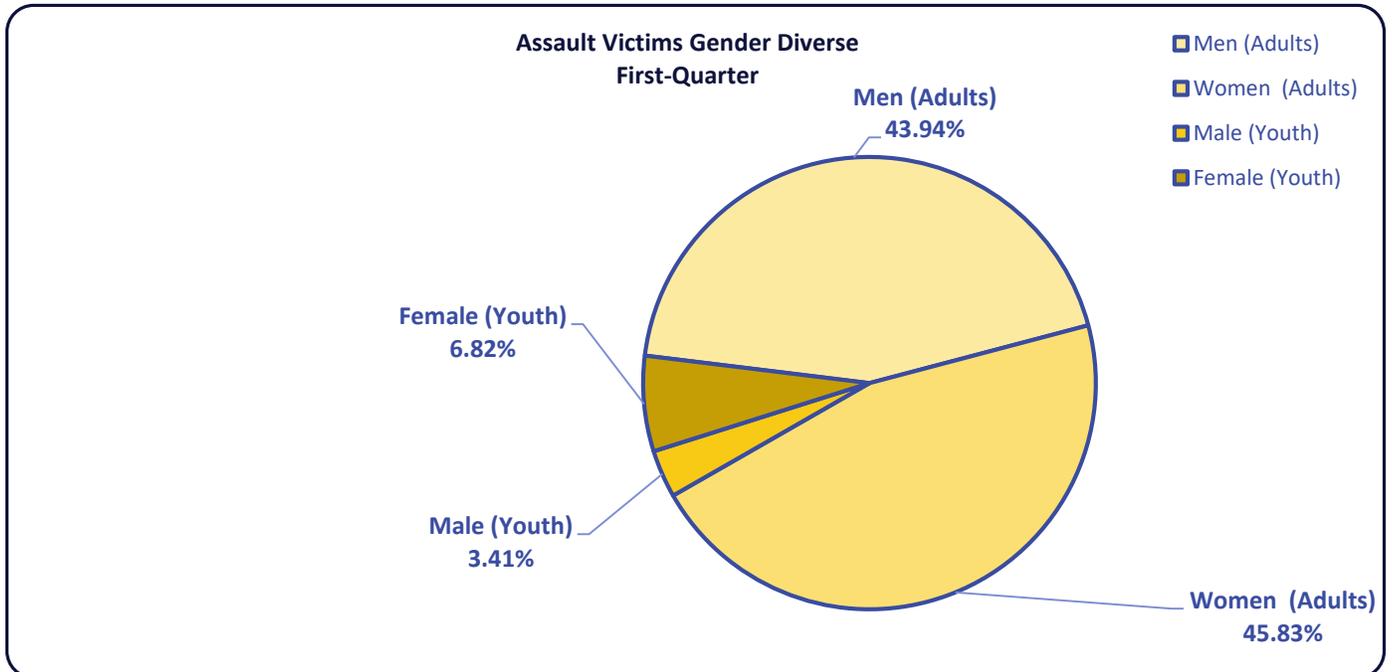
Appendix 4: five-year comparison

Victims of Assault

In the first quarter, there were 287 victims of assault. In 102 occurrences, the investigation resulted in criminal charges. Overall there was a 26.79% decrease in victims of assault from 2023.



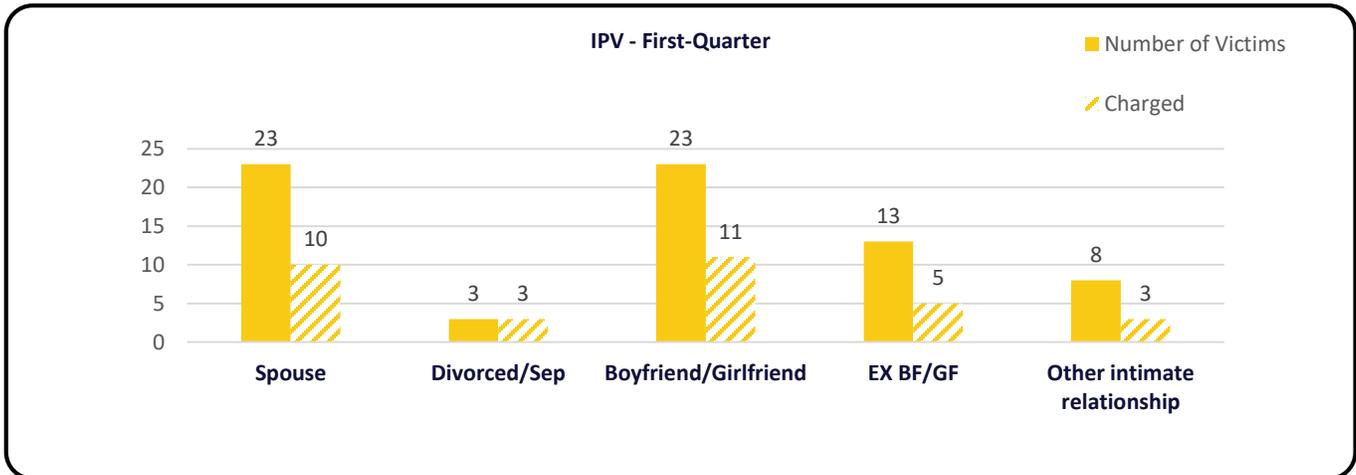
Appendix 5: five-year comparison



Appendix 6: age & gender/sex of victims

Intimate Partner Violence

In the first quarter, there were 70 assaults that were intimate partner violence (IPV). In 32 occurrences, the investigation resulted in criminal charges. In 38 occurrences, the suspect and victim lived in the same residence.

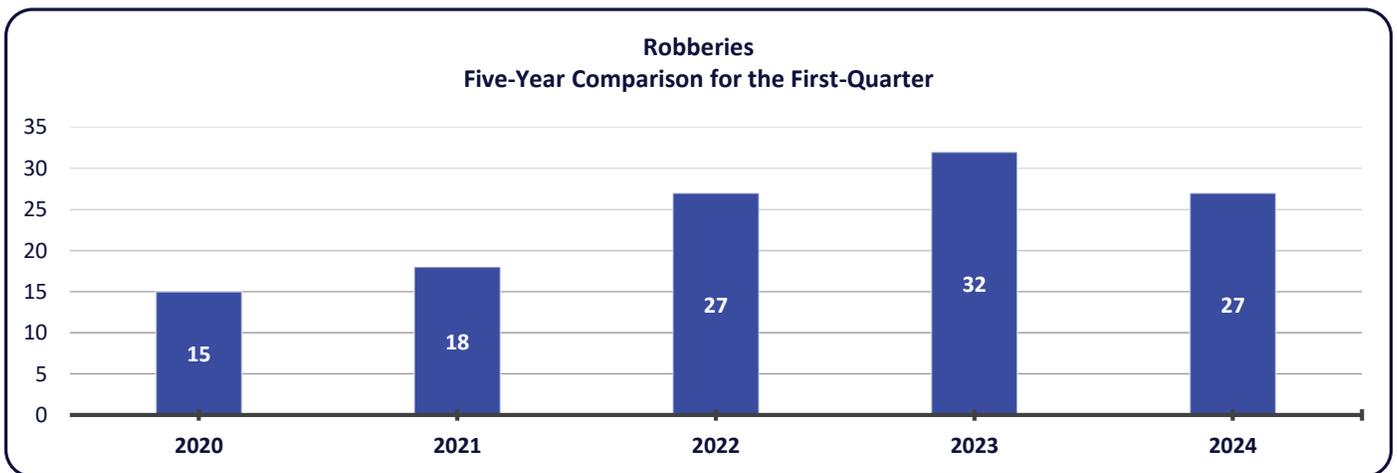


Appendix 7: first-quarter IPV assaults

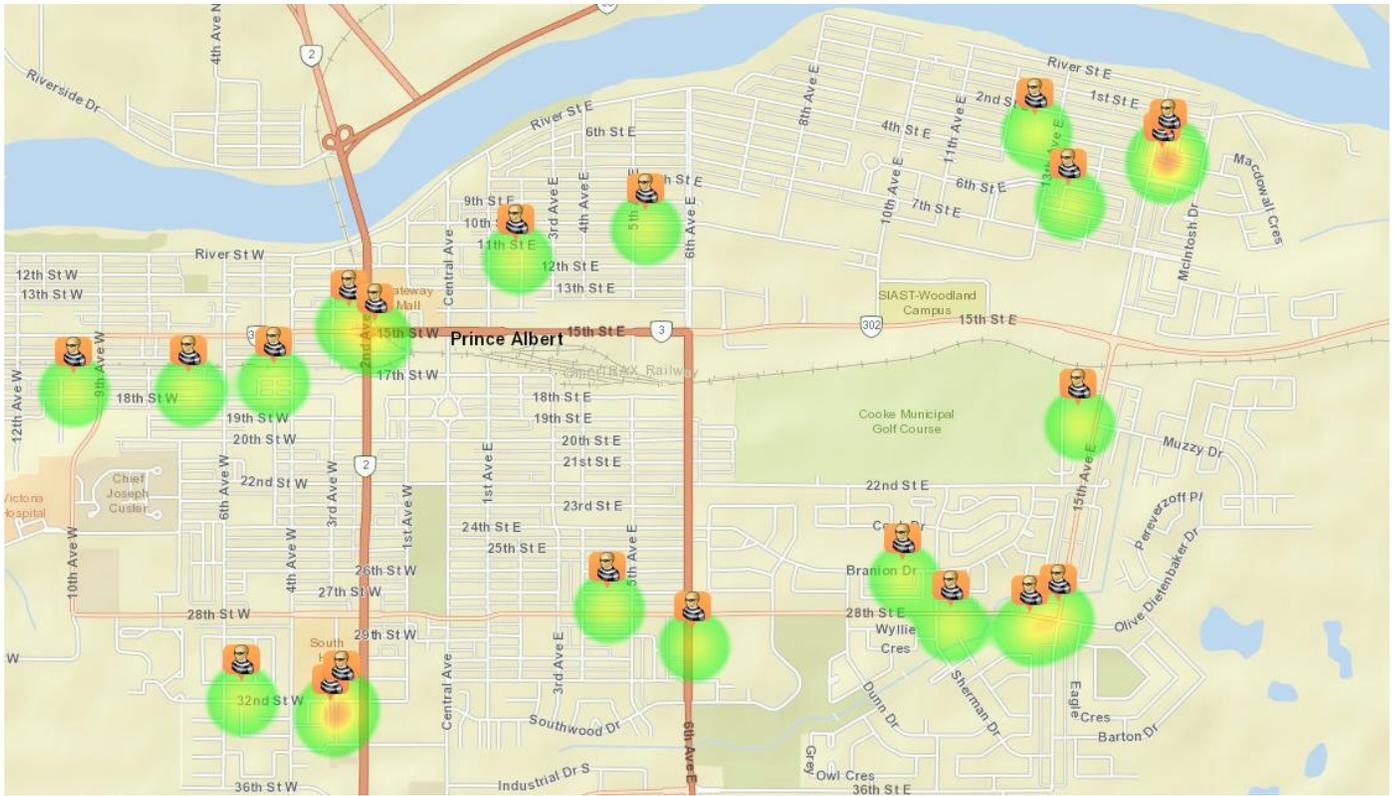
Robberies

In the first quarter, there were 27 robbery victims in 24 occurrences. In 6 occurrences, the investigation resulted in criminal charges. Overall this is above the average for the first quarter, which is 24 victims.

Victims were targeted in eight (8) occurrences, 12 were in open-air, seven (7) involved a vehicle being stolen. One (1) robbery was to a business and, three (3) are unknown.



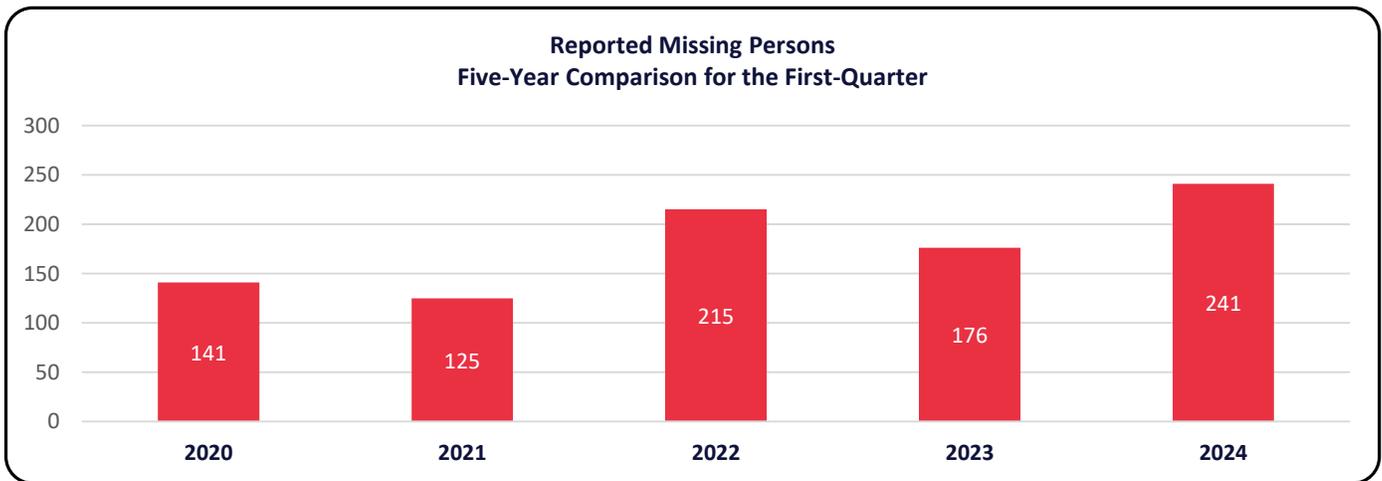
Appendix 8: five-year comparison



Appendix 9: first-quarter heat map of robberies

Missing Persons

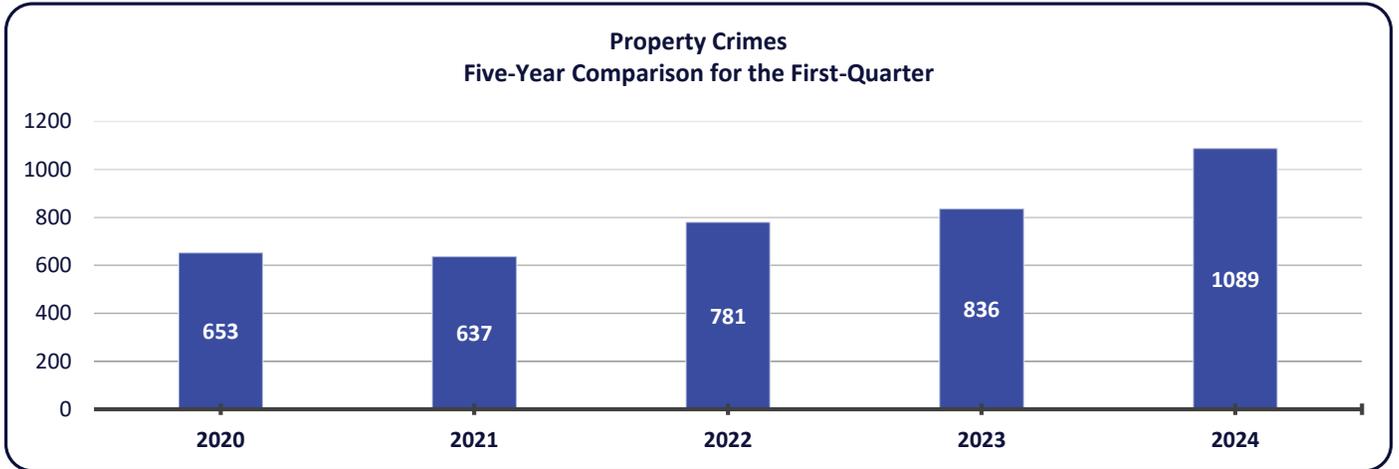
In the first quarter, there were 241 people reported missing. Currently, there are six (6) outstanding missing persons (this does not include historical missing persons of over one year); One (1) is a female youth, three (3) are male youth, and two (2) are adult males.



Appendix 10: five-year comparison

Property Crime

In the first quarter, there were 1089 occurrences of property crime. In 130 occurrences, the investigation resulted in criminal charges. Overall this is higher than the previous year and higher than the five-year average of 767.



Appendix 11: five-year comparison

Arsons

In the first quarter, there were 10 occurrences of arson. To date, investigations have not resulted in criminal charges. Overall there was a 23.08 % decrease from 2023 when there were 13 occurrences.

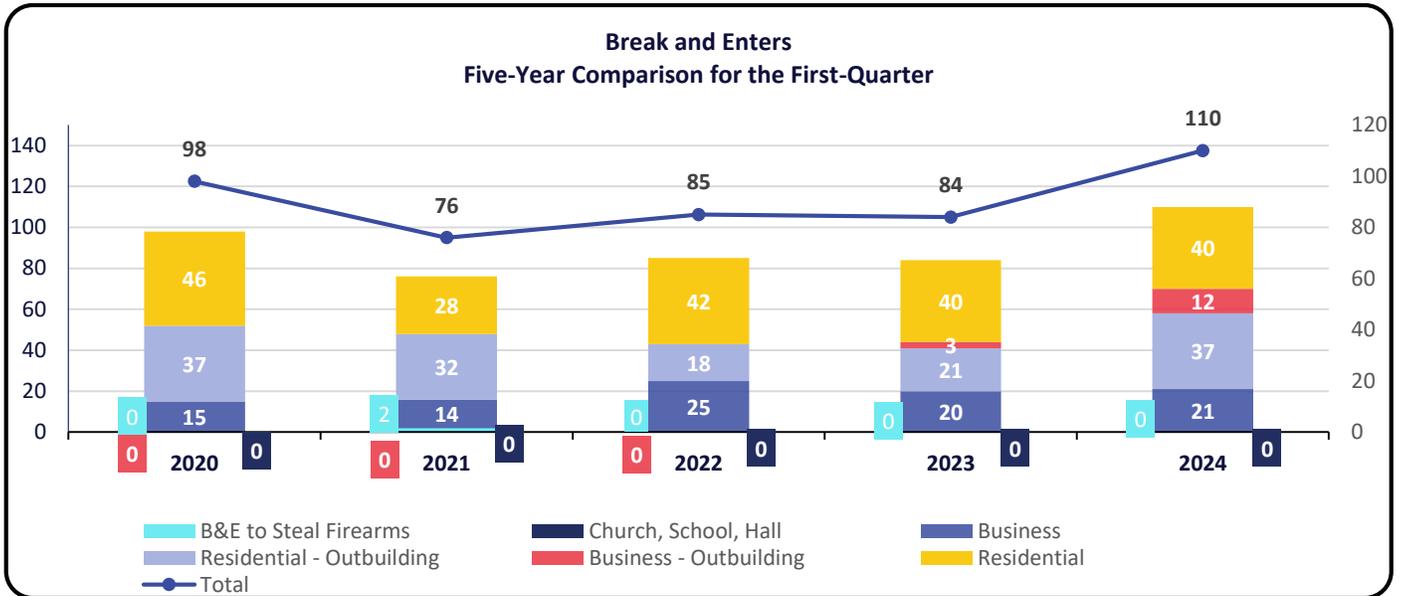


Appendix 12: five-year comparison

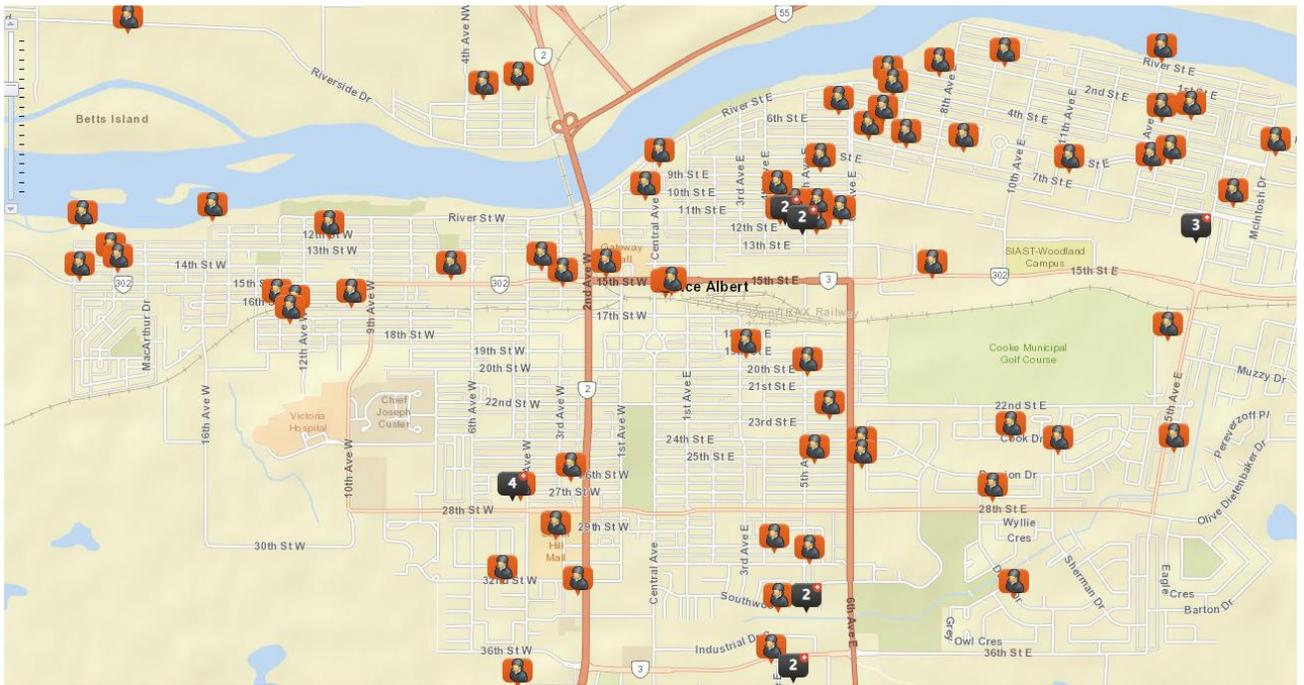
Break and Enters

In the first quarter, there were 110 occurrences of break-and-enter. In 19 of those occurrences, the investigation resulted in charges. Overall this is higher than the five-year average of 75.5.

The five-year comparison for break and enter is separated into types: residential, business, outbuilding, and break and enter to steal firearms.



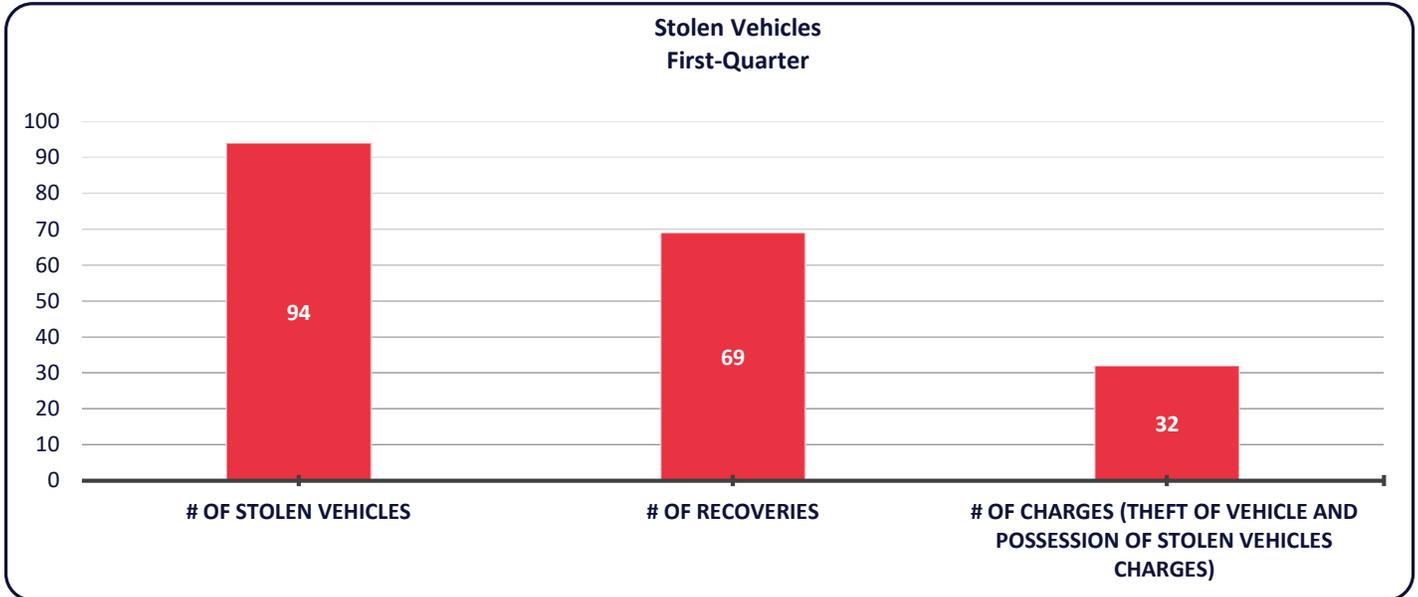
Appendix 13: five-year comparison



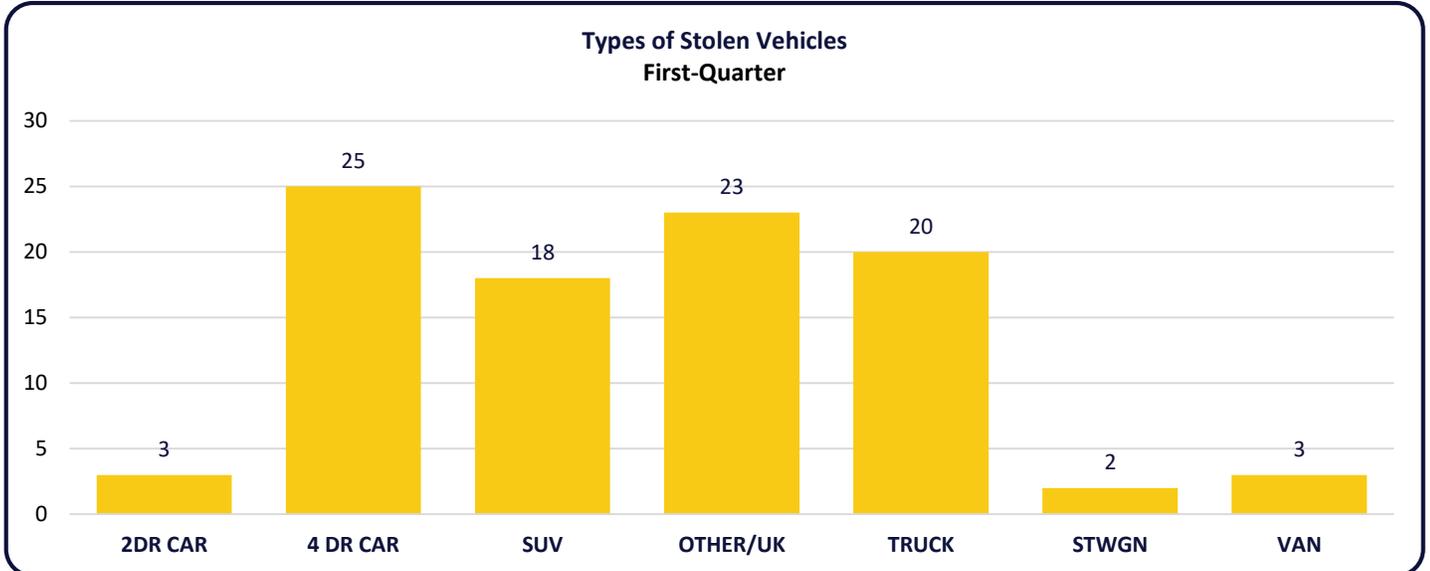
Appendix 14: first-quarter map of breaks and enters

Theft of Motor Vehicle

In the first quarter, there were 94 occurrences of vehicle theft. In 32 occurrences, the investigation resulted in criminal charges. Overall there was a 26.56 % decrease from 2023.



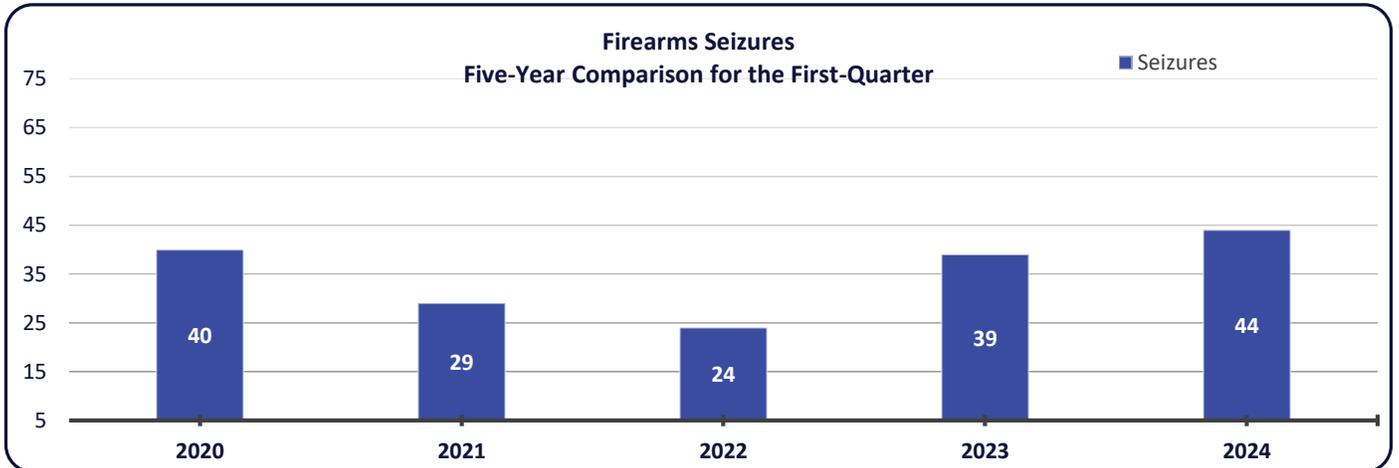
Appendix 15: recoveries and charges



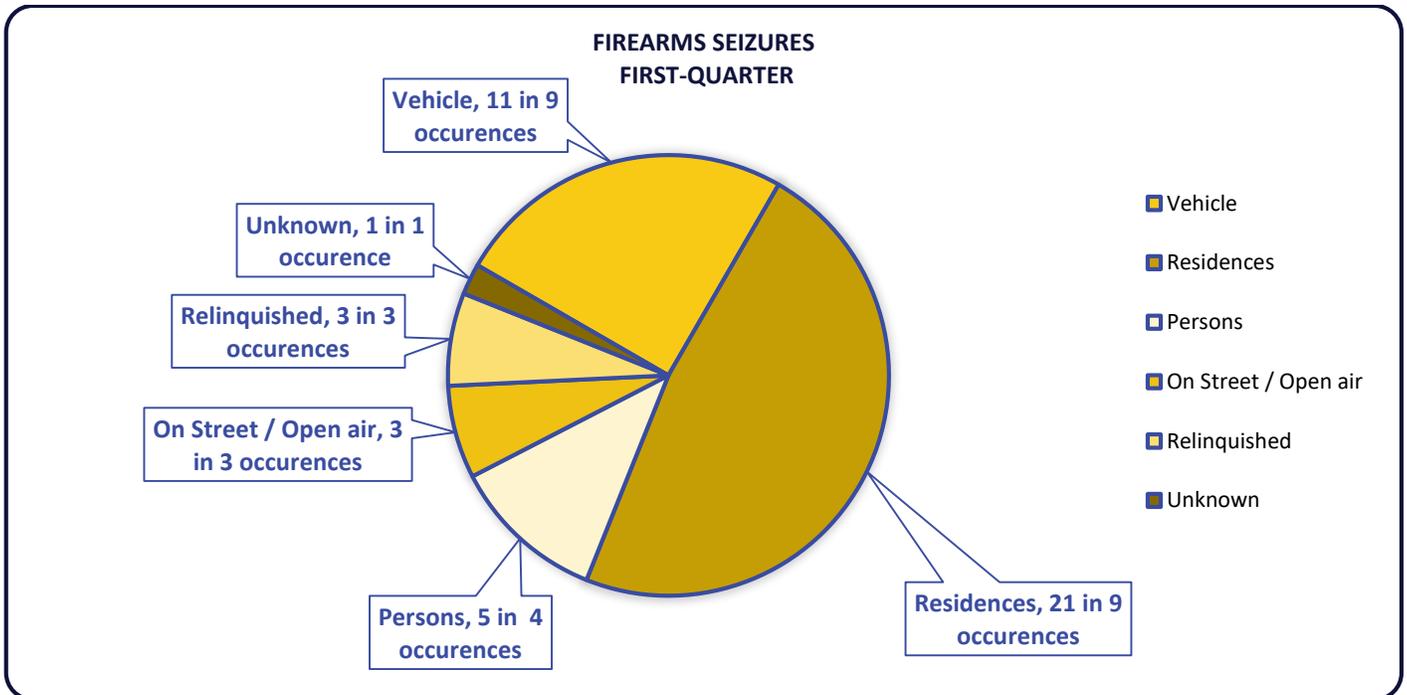
Appendix 16: first-quarter types of vehicles stolen

Firearms Seizures

In the first quarter, there have been 44 firearm seizures in 29 occurrences. In 21 occurrences, the investigation resulted in criminal charges.



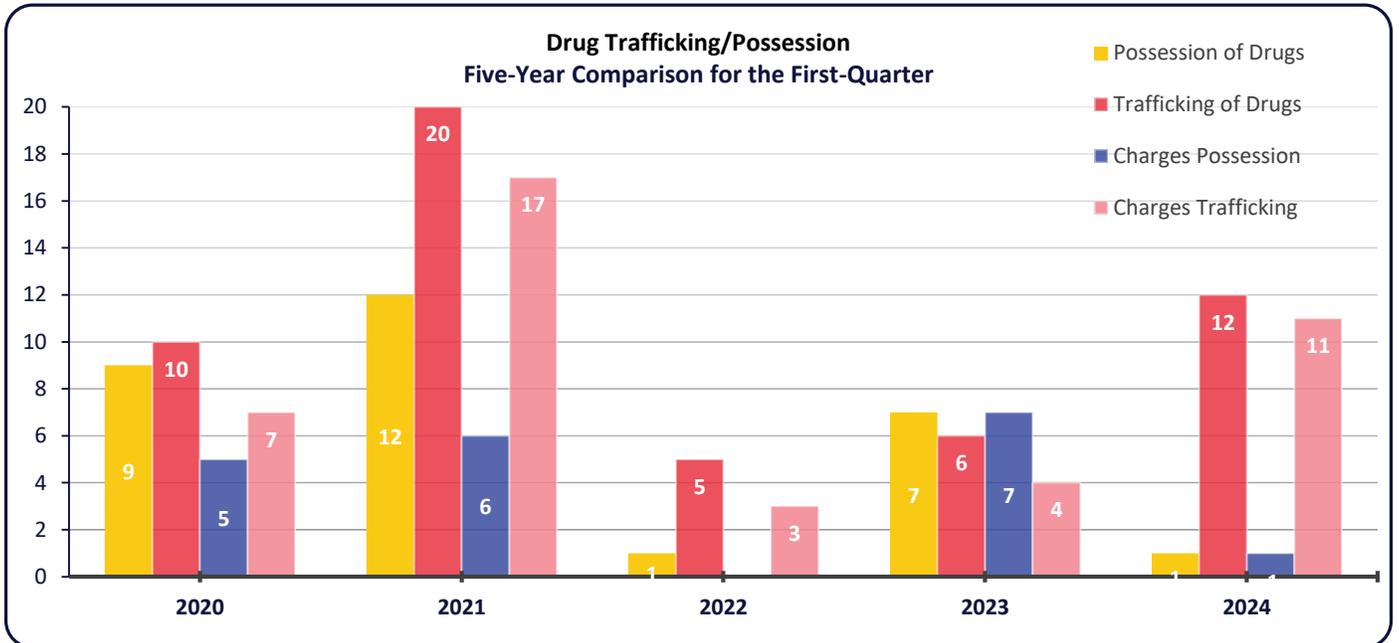
Appendix 17: five-year comparison



Appendix 18: how/where firearms were first-quarter

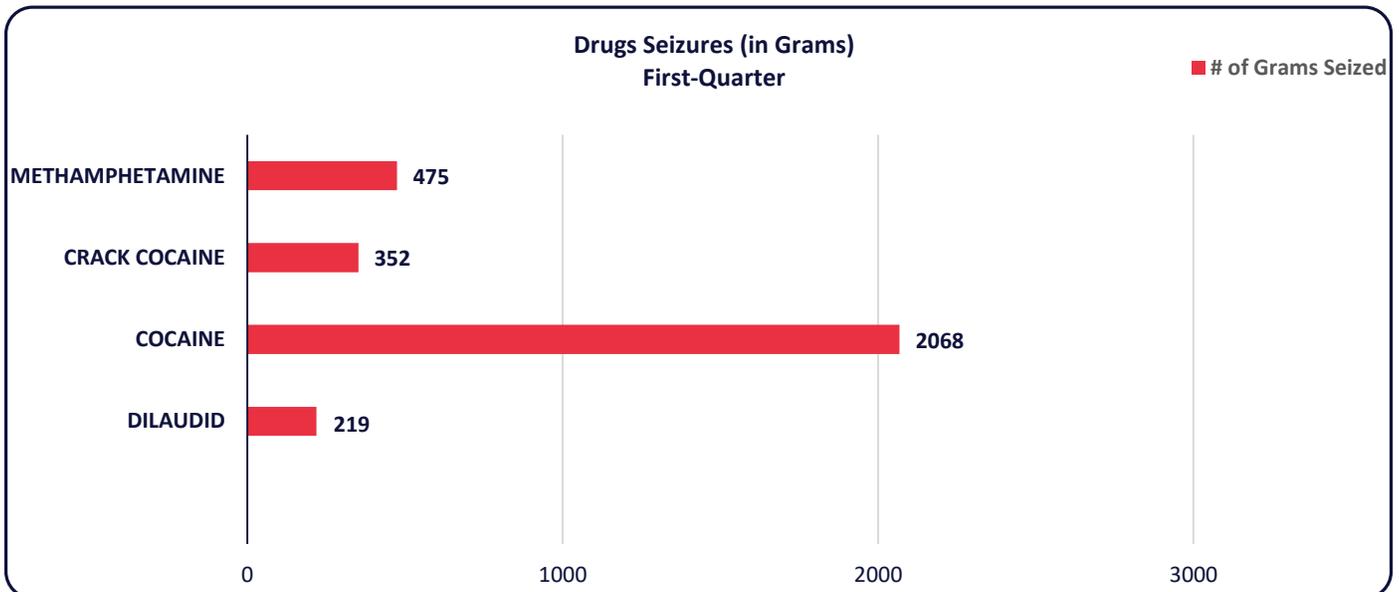
Controlled Drugs and Substances

In the first quarter, there were 12 drug trafficking investigations. In 11 occurrences, the investigation resulted in criminal charges. There was one (1) possession occurrence, resulting in one (1) charge.



Appendix 19: five-year comparison

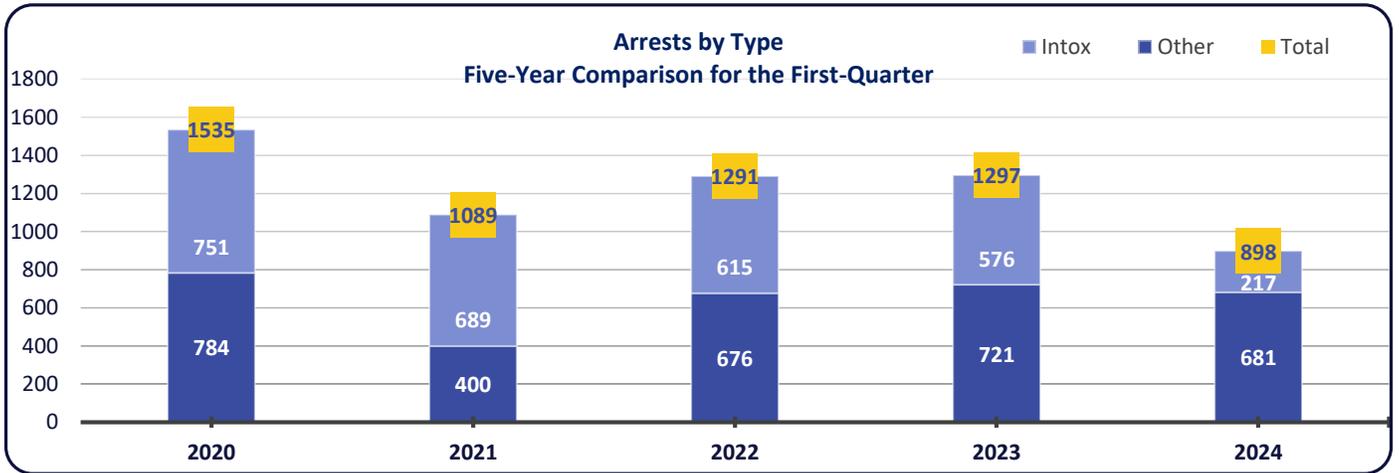
The five-year average of drug possession/trafficking occurrences is 15, the largest drug seizure was 2068 grams of cocaine.



Appendix 20: quantity of drugs seized (grams)

Arrests

In the first quarter, there were 898 arrests, 217 were for intoxication.



Appendix 21: five-year comparison

Warrants

In the first quarter, there were 607 new warrants issued. There was 667 warrants executed, 130 of those were issued by other agencies.

Tickets

In the first quarter, there were 1251 ticket violations, which is a 18.8% increase from 2023. Combined Traffic Services Saskatchewan (CTSS) issued 70.58% of those tickets.

The top three violations continue to be speeding, unregistered motor vehicles, and intoxication in public.

PRESENTATION: VERBAL AUDIO/VISUAL NONE

Prepared for: Deputy Chief Prince 

Approved by: Chief of Police Nogier 



PRINCE ALBERT POLICE SERVICE

Board Report

TITLE: Proactive Policing Report (PPU) Quarterly Report (Q1)

DATE: April 10, 2024

TO: Board of Police Commissioners

PUBLIC

IN-CAMERA

RECOMMENDATION

The Board of Police Commissioners receive this report as information and file.

STRATEGIC PLAN

Pillar – Public Safety

- Goal 1 - Enhance core policing functions in the prevention, intervention, and suppression of illegal activity in Prince Albert
 - Tactic 1.1 – Deploy patrols based on analysis of calls for service, crime trends, criminal intelligence and community concerns
 - Tactic 1.11 – Enhance human source management to curb criminal activity in Prince Albert

TOPIC & PURPOSE

To provide the Board a report with the activities of the Proactive Policing Unit (PPU) during the first quarter of 2024 (January 1 to March 31) to ensure the unit is achieving its objectives.

BACKGROUND

Effective January 14, 2024, the updated duty roster for the organization took effect that saw several new operational assignments. The PPU had two members reassigned back to patrol with three new Constables assigned to the unit providing a full complement of staff (including the Sergeant assignment, which remained the same as 2023).

An Operational Plan was created and implemented by the PPU with a concentrated effort toward break and enters/property crime. The timeframe for the Operational Plan spanned the months of

February and March. Consideration to several investigative techniques in collaboration with the Prince Albert Police Criminal Analyst (CRT) to gather intelligence on targets will maximize the effectiveness of this initiative in an attempt to suppress the amount of property crime by way of criminal charges / high visibility / source handling etc.

As part of the Operational Plan, an additional resource supplemented the PPU with a temporary secondment of one member from the Crime Reduction Team.

REPORT

Proactive Initiatives

The PPU attends monthly intelligence led meetings with representatives from the RCMP, PAPS, Saskatchewan Penitentiary, Pine Grove Correctional Center, Prince Albert Youth Residence, Saskatchewan Probation, and Correctional Services Canada (Parole). The PPU also participates in monthly meetings with City Bylaw and the Community Policing Unit to discuss/share information on problematic that result in significant calls for service. These meetings occasionally include Safer Communities and Neighborhoods (SCAN) as a means to direct the appropriate resources.

Prolific Offenders Confidential Informant Identification

The PPU arrested eight (8) people on outstanding warrant status during this quarter.

Resulting from the Operational Plan, utilization of Confidential Informants demonstrated success in locating stolen property and/or persons responsible for committing those crimes.

Investigations

The following investigations of note resulted in either criminal charges or recovery of stolen property:

2024-4000 – Subject found in possession of a Milwaukee backpack– PSP charge laid.

2024-4903 – Recovered stolen auto; charges laid on suspects for theft of Auto

2024-4904/4937 – Stolen 30-foot trailer from business within Prince Albert. Recovered the trailer and all of its property. Three people charged with various offences, including Breach CSO, warrants and possession of stolen property

2024- 5147 – Air tag in a stolen vehicle. Got photos of suspects at gas station/ liaised with RCMP. Eventually pinged out of town – RCMP seized the stolen auto.

2024-5176 – Located a stolen Pelican sled – value \$300.

2024-5634 – Arrest of two prolific offenders for breaching court order

2024-6555 – Seizure of stolen property from East Hill residence

2024-6724 – Subject arrested and charged with Break and Enter (convenience store located in Crescent Heights). Pursuant investigation resulted in an authorization to search the subject’s residence that resulted in further seizure of stolen property.

2024-8846 – Arrest of three subjects found in possession of a stolen trailer. Arrest warrant issued for a fourth person.

2024-8931 – Recovered a stolen auto outside the residence of a prolific offender

In addition to the Judicial Authorization mentioned in File #2024-6724, the PPU obtained three other authorizations during their investigations (two required for cell phones and one for a property that was later not required due to exigent circumstances).

Resulting from this Operational Plan, investigators identified several prolific offenders involved in property crime. Continuous monitoring of these offenders also identify residences in which investigators can utilize as a “starting point” for future investigations where property may potentially be located.

Property crime continues to challenge the community and has an indelible impact on community safety. Investigations have shown that property crime is no longer contained to a specific area or community but has transformed into a regional challenge that impact multiple jurisdictions. As police continue to pursue those responsible for property crime, whether through specific investigations or linkages utilizing statistical data in an attempt to identify prolific offenders, there are still an abundance investigational challenges. The PPU with proactive concepts to disrupt the impacts of property related crime on the community will continue to seek means in maximizing efficacy of resources with the police service.

PRESENTATION: VERBAL AUDIO/VISUAL NONE

Written by: Inspector Craig Mushka

Signature:



**Approved by: Patrick Nogier
Chief of Police**

Signature:





PRINCE ALBERT POLICE SERVICE Board Report

TITLE: Strategic and Operational Plan Update

DATE: April 9, 2024

TO: Chief of Police

Board of Police Commissioners

PUBLIC:

IN CAMERA:

RECOMMENDATION:

This report be received and filed for information purposes.

STRATEGIC PLAN:

Vision: Respect for community and professionalism in policing.

Mission: We partner and engage to build a safe and compassionate community.

Priorities: Public Safety, Celebrate Culture, Community Connections, Leadership.

TOPIC & PURPOSE:

This report serves as a public update on the work being done to advance our newly launched strategic plan in the spirit of accountability and transparency.

BACKGROUND:

Through 2022 and 2023 several layers of consultation occurred with the members of our organization and the community we serve. These consultations resulted in the creation of a new strategic plan that includes a new vision, mission, values and priorities. The plan is relevant and responsive to the needs of our organization and community, while guided by recommendations that resulted from the provincial inquiry. Each of the operational recommendations are embedded in our strategic plan, either in the goals or tactics to achieve those goals.

PROPOSED APPROACH & RATIONALE:

In order for the strategic plan to be successful, there must be effective measuring of outcomes. With the expertise of our IT department, a comprehensive tracking document has been created that will allow us to show the work being done to advance our vision. Each division is responsible for reporting on the activities and have been directed to make decisions with our plan in mind. This will ensure that our organization continues with our forward progress as we work to achieve our goals.

Within each of our priorities there are goals, and within those goals there are tactics. Goals are on-going and we will action several tactics to advance; for example – **Leadership > Goal 10 Increase internal efficiencies in how we operate.** However, the tactics we use in order to achieve that goal are more linear and can be measured; for example – **Tactic 10.1 Build expertise, capacity, and trust by encouraging informal leadership at all levels. Allocate funds for leadership training and development.**

Current Status:

We have launched our strategic plan internally and embraced our operational plan. We are beginning to document the work that has been done dating back to January 2024. The following are just some of the work that has already occurred.

PUBLIC SAFETY	CELEBRATE CULTURE	COMMUNITY CONNECTIONS	LEADERSHIP
<p>Creation of Patrol Support Unit</p> <p>Violent Threat Risk Assessment (VTRA) training and agreement</p> <p>Joint operation Air1 to combat vehicle “fail to stops”</p> <p>Obtained moratorium on Combined Traffic Safety Saskatchewan</p>	<p>Presentation at Wahkohtown Youth Conference by YWCA for Indigenous youth in care; public safety and reconciliation</p> <p>Coached and played in charity hockey game with Prince Albert Grand Council</p> <p>Attended and assisted with food serving at Northern Lights Casino Round Dance</p>	<p>Forensic Identification presentation Grade 6 Vickers School</p> <p>Women’s Commission meeting</p> <p>Engaged Mobile Crisis to deliver lunch and learns on best practices when encountering victims of sexual violence</p>	<p>Meeting of all supervisors to launch strategic plan and consult on goals and tactics</p> <p>Announced development and promotion of a new Sergeant</p> <p>Frequent meetings between leaders of PA Police Service and PA Police Association</p>

There is still much work to do to allow our plan is guiding our organization fully and to ensure we remain accountable. We will develop an external communication strategy, work at updating our many forms and documents as well as our branding.

With any change management, steps must be taken tactfully to ensure success. Measuring outcomes will be the priority while simultaneously looking to identify diverse tactics to advance our vision. Thoughtfully and purposely we will ensure that our strategic and operational plan is continuously advancing through daily decision making process while maintaining a commitment to the long term future of the Prince Albert Police Service.

FINANCIAL IMPLICATIONS:

In the pursuit of our strategic objectives and the adherence to provincial recommendations, our organization has encountered significant financial constraints that pose challenges to the full realization of our outlined goals. Notably, the ambition to implement critical initiatives, such as those outlined under Goal 4, Tactic 4.2, which directly responds to provincial recommendations #12, #13, #32, and #43, is currently beyond our financial capability. This tactic, essential for modernizing our operational infrastructure and enhancing efficiency through updated policies and software solutions, is hindered by our current fiscal reality.

For reference, the aforementioned recommendations that pertain to a complete policy review and update, including software for tracking are as follows:

Recommendation #12: *The PAPS requires a comprehensive policy review that reflects current best practices and industry standards in policing and the unique environment of a gateway community with complex criminal and community issues.... This review could be undertaken by a retired member of the PAPS or a PAPS member with duty/medical restrictions who has experience in Quality Assurance and Risk Management.*

Recommendation #13: *Policing by its very definition is a risk rich environment. The PAPS does not have any risk management or risk mitigation processes. The organization needs to identify and prioritize all Administrative and Operational risks, through a formal risk management program, and this must be part of an annual Strategic Pion.*

Recommendation #32: *The Chief of Police has the authority within The Police Act, 1990 to promote individuals as he/she sees fit. However, to build and maintain trust, confidence and mutual respect, every effort should be made to have robust communication with the Association and membership, and follow policy and process, when promoting any individual. There needs to be clear and comprehensive policy for promotion at all ranks within the Police Service.*

Recommendation #43: *The PAPS should have a policy on the use of Non-Disclosure Agreements, and this should be captured within Collective Bargaining.*

Our commitment to enhancing core policing capabilities, as detailed in Goal 1, and the broader spectrum of tactics identified to fortify our community’s safety, is similarly impacted by prevailing budgetary and resource limitations. The imperative to strengthen our policy framework and invest in supportive infrastructure remains a priority; however, the financial resources required to manifest these improvements are not fully available at this juncture.

Despite these fiscal challenges, our dedication to the strategic vision and the mission of fostering a safe and compassionate community remains unwavering. We are actively exploring avenues to optimize our existing resources and seeking alternative strategies to advance our strategic ambitions. The resolve to deliver exemplary service and uphold our commitment to public safety and professional policing standards is paramount. As we navigate these financial constraints, our focus on strategic innovation and operational efficiency will guide our efforts to sustain progress and continuously seek solutions that align with our fiduciary responsibilities.

It is with a transparent and collaborative approach that we bring these challenges to the attention of the Board of Police Commissioners, confident in our collective capacity to identify and pursue feasible pathways forward. Together, we are committed to overcoming these hurdles in a manner that upholds our shared commitment to excellence in service to our community.

PRESENTATION: **VERBAL** **AUDIO/VISUAL** **NONE**

Written by: Deputy Chief Farica Prince

Signature:



Approved by: Patrick Nogier, Chief of Police

Signature:





PRINCE ALBERT POLICE SERVICE

Board Report

TITLE: Assignment – Chief’s Executive Assistant – Board Secretary Responsibilities

DATE: April 8, 2024

TO: Board of Police Commissioners

PUBLIC

IN-CAMERA

RECOMMENDATION

That the Prince Albert Board of Police Commissioners carefully consider appointing the role and responsibility of Board Secretary to the Chief’s Executive Assistant of the Prince Albert Police Service.

STRATEGIC PLAN

Pillar: Leadership

Goal: Increase internal efficiencies in how we operate

Tactic: 10.2 – Regularly evaluate our service delivery model to mitigate risk & prioritize.

PROPOSED APPROACH & RATIONALE

In light of the unique challenges faced by the City of Prince Albert, including limited capacity, significant financial obligations, and various issues inherent to smaller communities, we find ourselves at a juncture where innovative and pragmatic solutions are essential for maintaining the efficacy and integrity of the Prince Albert Board of Police Commissioners. To this end, we are considering the option of assigning the responsibilities traditionally held by the Board's secretary to the Chief's Executive Assistant. This approach, prompted by our current constraints, is a testament to our commitment to adaptability and resourcefulness in times of need.

However, it is crucial that we approach this potential restructuring with a comprehensive understanding of the complexities it entails. The governance structure and roles as outlined in the Governance Policies from other jurisdictions provides us with a valuable framework for identifying the potential challenges of such an arrangement. Central to these concerns is the preservation of the Board's independence and the avoidance of any conflicts of interest that

might arise from having an individual with operational allegiances also perform governance functions.

The confidentiality of information, a cornerstone of the Board's operations, could be jeopardized, given the Executive Assistant's access to sensitive operational data. Balancing the priorities of the Board with those of the Chief's office may also prove challenging, potentially impacting the Board's ability to fulfill its governance responsibilities effectively.

Moreover, the proposed arrangement could blur the distinct lines between governance and operational management, a separation that is essential for the transparent and accountable functioning of the Police Service. Public perception and trust, heavily reliant on this clear delineation, could be adversely affected, underscoring the importance of maintaining a visible and functional division between the Board's oversight role and the Police Service's day-to-day operations.

Legal and regulatory compliance, another critical aspect of the Board's secretary's duties, poses additional concerns. The intricate legal landscape governing police services necessitates a secretary well-versed in these matters, a role that the Executive Assistant, with their operational focus, may not be fully equipped to navigate.

In conclusion, while the proposal to utilize the Chief's Executive Assistant for the Board's secretarial duties emerges from a place of necessity and innovation, it is imperative that we proceed with caution. Recognizing and addressing the potential challenges associated with this arrangement is crucial. It demonstrates our willingness to explore new solutions while remaining steadfast in our commitment to upholding the principles of governance, accountability, and public trust that define our service to the community. As we move forward, it will be essential to engage in open dialogue and collaboration, ensuring that any implemented changes serve the best interests of the Prince Albert Board of Police Commissioners, the Police Service, and the community at large.

FINANCIAL IMPLICATIONS

In preparing a summary of the financial challenges associated with appointing a secretary to the Board of Police Commissioners in Prince Albert, it's crucial to recognize the broader Canadian context in which such decisions are made, particularly in the realm of municipal policing and governance.

The appointment of a secretary to the Board of Police Commissioners in Prince Albert underscores a significant administrative and operational decision that entails careful financial planning and allocation. This role is pivotal for the efficient functioning of the Board, facilitating communication, scheduling, and documentation, among other responsibilities. The financial considerations for this appointment revolve primarily around the sourcing of the salary, which

straddles the municipal city funds and the police operating budget—a common quandary in Canadian municipal governance.

The financial challenge lies in determining the appropriate source and proportion of funding between the City and Police Operating funds. This decision must take into account several factors:

Budget Allocation and Prioritization: Both the City's budget and the Police Operating budget are subject to strict allocation guidelines and priorities. Adding a salary to either budget impacts other services and allocations.

Fiscal Responsibility: Ensuring that the funding model adopted adheres to principles of fiscal responsibility and transparency, providing value for taxpayers' money while supporting the effective governance of the Police Service.

Comparative Salaries: Understanding where the salary for the secretary position fits within the broader landscape of municipal and police service salaries across Saskatchewan and Canada. This involves considering the role's responsibilities, required qualifications, and comparative positions in similar-sized municipalities or police services.

Stakeholder Expectations: Balancing the expectations of various stakeholders, including city officials, the police service, the Board of Police Commissioners, and the public. The decision-making process must be transparent and justifiable to maintain trust and confidence in the governance of the police service.

Long-term Sustainability: Ensuring that the salary and associated costs are sustainable in the long term, given the dynamic nature of municipal and police service funding and the potential for fiscal pressures.

Addressing these challenges requires a collaborative approach, engaging with city finance officials, the police service leadership, the Board of Police Commissioners, and potentially other stakeholders to develop a funding model that is equitable, sustainable, and supportive of the Board's governance role. A thorough analysis of comparative salaries and funding models in similar Canadian jurisdictions, along with a clear articulation of the role's value to the governance and oversight of the police service, will be critical in navigating these financial challenges.

CONCLUSION:

The Executive Assistant’s position for the Chief of Police is scheduled to be filled on April 14, 2024 with possible acceptance and transition to Board secretary responsibilities in May – June of 2024. The Board needs to carefully evaluate and consider its options given the aforementioned discussion points. This report has been provided for the Board’s consideration prior to final approval and/or authorization to effectively transfer the Board Secretary’s responsibilities to Executive Assistant of the Chief of Police.

PRESENTATION: VERBAL AUDIO/VISUAL NONE

**Written by: Patrick Nogier
Chief of Police**

Signature: 