

# Saskatoon Police Service

*Honour - Spirit - Vision*



## Costs of Training

Deputy Chief

Bernie Pannell, M.O.M.



## Costs of Training

- Saskatchewan Police College
- Saskatoon Police Service
- Impact of Legislated Training (CEWs)
- Hidden costs of cutting back on training



## Saskatchewan Police College (SPC)

- Provincial Police Academy
- Established in 1974
- Located on University of Regina campus
- Operates under Authority and Control of Saskatchewan Police Commission
- Executive members of contributing Police Services sit on SPC Advisory Board



## Saskatchewan Police College (SPC)

- All municipal recruits must attend and pass 18 week Recruit Training Course
- Regulations under the Saskatchewan Police Act 1990 mandate other required courses throughout an officer's career
- Separate from the RCMP Training Academy



## Core Functions of SPC

- Recruit Training (18 weeks)
- Mandated courses
  - Operational Investigators Course
  - Senior Csts Course
  - Cultural Relations Course
  - Introduction to Management



## Recruit Training Costs

- \$4,005 accommodations and meals for 18 weeks
- \$ 600 books, gym equipment, 3 online courses, hearing and eye protection
- Recruits are hired employees and are paid a salary while at college
- These costs are responsibility of the Recruit's Police Service



## SPC Specialized Training

- Firearm instructor training and recertification
- Defensive Tactics instructor training and recertification
- Conducted Energy Weapon instructor training
- Field Training Officer training

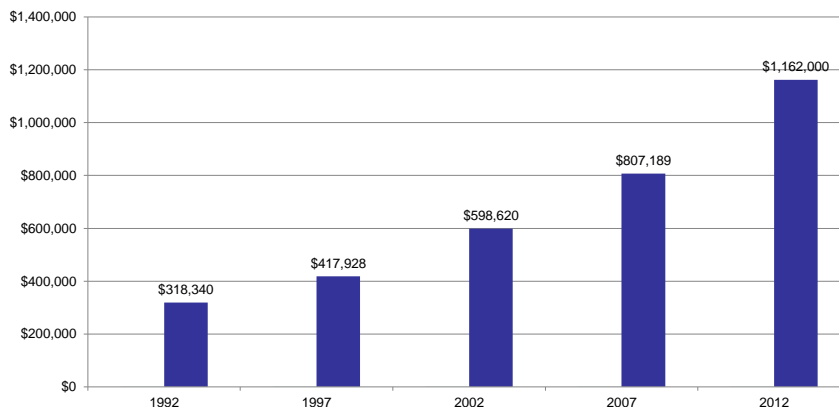


## Saskatchewan Police College (SPC)

- 2012
  - Budget \$1.162 Million
  - 25 training courses offered
  - 615 candidates took part



## SPC Budget 1992-2012



## SPC Cost Reduction Strategies

- Blended learning with online components
- Hosting training around Province to reduce costs for partners outside of Regina
- Ensuring specialists only instruct when necessary
- Leasing of RCMP facilities when possible (RCMP range and driving track)



# A Future Vision for Saskatchewan Police College

Increased Provincial partnership and collaboration between Government, Police, Corrections, and Educational Institutions to address Public Safety research, education and training.



## Saskatoon

- Population 246,300 Area 83 square miles
- One of the youngest and fastest growing cities in Canada
- Municipal and Provincial economies doing well
- 3<sup>rd</sup> in 2012 overall Crime Rate
- 2<sup>nd</sup> in 2012 Crime Severity Index



## Saskatoon Police Service

- 440 Sworn Members
- 190 Civilian and Special Constables
- 40 RCMP Members in Integrated Units
- 2013 Operating Budget \$80 Million
- 2013 Training Budget \$693,200
- New Headquarters Project (\$122 Million) scheduled completion October 31, 2013



## SPS Training

- 0.87% of total Operating Budget
- 5% of Non Staff Compensation Budget
- Instructors spent 14,415 hours instructing in 2011
  - 1.5% of total staff hours
  - Equivalent of 6.6 staff years spent on instructing in 2011



## New SPS HQ

- Training components of new HQ
  - 3 multipurpose classrooms
  - 10 lane firing range
  - Full size gymnasium
  - Fitness room
  - Defensive tactics room
  - Simulator room (Virtra)
  - Computer Classroom



## Legislative Changes and Mandatory Training

- January 21, 2013 Saskatchewan Police Commission approved use of Conducted Energy Weapons (CEWs) by Municipal Police Services
  - Agency CEW Policy needed to be developed and submitted for approval by Saskatchewan Police Commission





## CEW Training

- SPC tasked with developing CEW training course to train Instructors
- Instructor's course to be offered in mid October and consists of 3 hour online training course and 2 days of in class training
- Member training course consists of 3 hour online training and 8 hours classroom



## CEW Training

- Training to take place November and December, 2013
- SPS during this time is also coordinating move to new Headquarters
- Public expectation is that we do training immediately. Many think that CEWs were immediately deployed after January 21, 2013  
Police Commission approval



## Hard CEW Training Costs

- 7 Tasers for training, batteries, cartridges, training cartridges and holsters
  - \$79,500
- Compared to costs of 44 Operational Tasers, batteries, cartridges and holsters
  - \$71,000



## Other CEW Training Costs

Training of 4 Instructors and 223 frontline officers

- 2,860 total training hours required
  - 708 hours online training and \$5,675 at \$25 per candidate
  - 2,152 hours in-class training



## Hidden Costs of Not Training

- Training is an area where it is very easy to cut when budgets are tight
- Impact of reduced training is not immediately noticeable
- Future costs and impact of training cuts will be far greater than the immediate budget savings



## Hidden Costs of Not Training

- Inadequate investigations
- Court cases lost
- Increase in Public Complaints
- Increase in Professional Standards investigations
- Increased negative media stories
- Inquests, Inquiries and Judicial Reviews



# Loss of Public Confidence



## Need to Re-examine Police Training

- Look for new ways of training
  - Take advantage of new technology and techniques
- Ensure what we are training in is necessary and required
  - Focus on core Police functions
- Share training and best practices with other agencies