



Winnipeg Police Service Auxiliary Force Cadets





WPS Cadets Are:

- Unique element within the WPS staff sector
- Members of the Winnipeg Police Association
- Special Constables



Some Agreement Conditions

- Work in pairs when walking the beat
- Equipped with handcuffs, baton, OC spray and vests
- Never work as a “partner” with an officer
- Directly dispatched to traffic lights out and non-violent intoxicated persons
- Relieve General Patrol to guard mental health patients and crime scenes.



Wage & Benefits

Hourly & Annual Wage

| Year | Cadet | Annual | Police | Annual |
|------|---------|----------|---------|----------|
| 1 | \$15.31 | \$31,840 | \$24.13 | \$50,200 |
| 2 | \$16.49 | \$34,290 | \$26.33 | \$54,763 |
| 5 | NA | NA | \$43.88 | \$91,273 |

| Deployment Cost | Cadet Unit | GP or Beat Unit |
|-----------------|----------------|-----------------|
| | \$30.62 hourly | \$70.21 hourly |



WPS Goals

Visual Presence

Cruiser Car Checks

Minor property reports

Mental Health Patients

Directing Traffic

Minor Property Reports

Administrative Duties

Building Relationships

Guarding Crime Scenes

Neighborhood Safety Audits

Crime Prevention
Awareness

Non Violent Intoxicated
Persons



Visual Presence **58%**



Walking Beat **50%**

4 Units deployed in focused area daily



Building Relationships **8%**

Average 6 times a week community engagement



Operational Efficiencies **35%**

Front line support



Directing Traffic

Average 4 calls per day, 150 hrs monthly

60% reduction in response time

31% reduction in calls WPS could not attend



Guarding Crime Scenes

Average 1 call per day

100 hrs monthly



Operational Efficiencies **35%**

Front line support



Non Violent Intoxicated Persons

Average 9 per day, 300 hours monthly

61% reduction in response time

7% reduction in calls not attended



Guarding Non Violent Mental Health Patients

Average 1 every second day 65 hours monthly



Operational Efficiencies **35%**

Major Events



Community Events:

13 city wide or community events annually



Operational Events:

Ground and missing person searches



Cadet Demographics

| Averages | CADET | POLICE |
|---------------------|-------|--------|
| Age | 22 | 28 |
| Application numbers | 100 | 450 |
| Number hired | 14 | 45 |





Human Resource Div Impact

4 Year Overview

- 8 classes
- 130 Cadets hired for complement of 68
- 111 applied for WPS Constable, 49 successful
- 22 resignations



Training Unit Impact

Two Classes Required Annually:

- 8 week training course
- 7 week field training program





Lessons Learned

Peace Officer Status

- Clarify authority to delegate status

Recruiting

- Wage
- Limited applicant pool



Set Boundaries & Key Goals

- Internal & external ideas



Lessons Learned

Consolidated Model

- Costly, but effective



Internal & Public Adoption was:

- Faster than expected
- Better than expected



Key Considerations

Factors in Winnipeg:

- Competitive Police applicant pool (450 per class)
- Independent Training Academy
- Winnipeg Police Association includes Staff Sector



Overall Outcomes

Consistent visual presence

Police can focus on “core police duties”

Resource for major events



Overall Value

New option of sustainment
Enhanced policing services
Mentoring our future



Follow Up Information

Electronic Information Package

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