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## ARCHIVÉE - Contenu archivé

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ANNUAL REPORT

2012



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On the cover:

It's never too early to start recruiting! Cst Derrick Fox answers questions from a curious onlooker at the Canadian Police Canine Association Championship Trials



## CHIEF'S MESSAGE

For every organization - indeed, for every individual - change can be difficult. Change often presents some discomfort; it can pose risk. It can unfold when we're not quite ready for it; it can challenge us to find a balance between innovation and the status quo. But change is also essential to success and survival; it presents opportunities for growth and improvement. Change can make us stronger. That's true of communities, individuals and organizations, like the Regina Police Service. For us, 2012 has been a year of change and growth.

In 2012, after 110 years of service to our community, the Regina Police Service changed its corporate brand. The Service was using a crest with the words "Since 1892" and "Century of Service", which were appropriate identifiers for the time, but needed to be updated to reflect the Service's commitment to moving forward. The end result, after much information gathering and evaluation, was to develop the new crest, logo and insignia from the Regina Police Service Coat of Arms, which was Heralded to the Service in December, 2001, by Her Majesty, Queen Elizabeth the Second. It was appropriate to retain the Latin phrase "Vigilius Genus", which means "A Most Vigilant Breed". Another phrase which follows us into this new chapter, is "Public Service First", which has been on our badges since 1959. The badges and the words displayed on them...and the commitment behind those words, will

not change. On July 19th, the new crest was unveiled at our regular monthly Board of Police Commissioners Meeting. It is one step in a modernization of our brand, with the goal of updating our look and our corporate communications while reinforcing our values and re-stating our commitment to serving the citizens of Regina.

Regina's population growth is an exciting prospect; opportunities and economic prosperity are rising, but this growth can also bring stresses which, if left unattended, can manifest as crime. In Regina, we have seen continued improvement in our crime statistics. In 2012, the total number of reported incidents of crime and the per capita crime rate in Regina decreased again, bringing the per capita crime rate to its lowest level since 1977, when Statistics Canada first employed its current method of gathering and analyzing crime data. This is also the ninth year in a row that we have seen a decrease in crime. We are encouraged by this progress; but we recognize that there is more to do. Addressing crime and the root causes of crime requires balancing tradition and creativity: exploring innovative approaches and tempering these with methods that are tried and true. Our Service has adopted, and had success with, a partnership approach to the issues that drive crime. One such initiative is the 11UI program, which is now in its third full year of operation. With partners including the Ministry of Social Services, the Regina Qu'Appelle Health Region and the Ministry of Education, the program helps to identify youth under the age of 12 who are at risk of becoming involved in the Justice system and offers them and their families services and resources to make positive change.

We have also seen an increase, in recent years, in our newcomer population, enriching our community and making it more diverse. This change has identified a need for us to introduce ourselves to those who are new to our community. On April 24th, we unveiled a project, begun in 2010 by our Service's Cultural and Community Diversity Unit, working in partnership with the Regina Open Door Society, with funding from Citizenship and Immigration Canada. "Regina Welcomes the World" is a series of informational videos and handbooks designed to help newcomers become familiar with the Canadian legal system, policing and the role of police officers in Canada. The videos and handbooks were produced in ten different languages

reflecting the cultures most prevalent in our community. This project has also given our own employees a better understanding of the many cultures within our city, a welcome adjunct to our ongoing diversity training for our own staff. The handbooks and videos are available through the Open Door Society. Handbooks are also available at RPS. The videos will be available on our website: [www.reginapolice.ca](http://www.reginapolice.ca).

The physical footprint of the city is changing as well. Regina is home to the Global Transportation Hub, the creation of which has re-drawn the city's boundaries on the west side, created many employment opportunities and placed new responsibility on our Service. We also have new subdivisions springing up, such as Harbour Landing and Fairways West. As our city expands, so does the Service's need for space. The Service has embarked on a Facilities Renewal Project to provide a workplace that is functional, secure, sustainable, shows fiscal responsibility and meets the needs of the Service now and well into the future.

We also acknowledge the change in our governance with the 2012 municipal election. We would like to express our sincere thanks to outgoing Mayor, Pat Fiacco and to our outgoing members of the Board of Police Commissioners: Ms. Shelly Lavallee and Councilor Sharron Bryce. Your commitment, guidance and support have been invaluable.

All predictions point to continued growth for our City and increased prosperity and opportunity for our citizens. Your Police Service is committed to continued excellence as we keep step with our community's growth and change. We will adapt to meet new challenges; we will remain open to the opportunities that present themselves. We are dedicated to the safety of the citizens, now and always. To the men and women of the Regina Police Service: thank you for your continued dedication, diligence and respectful, professional service to the citizens of Regina.





## BOARD OF POLICE COMMISSIONERS

*Board of Police Commissioners (l. to r.) – Councillor Wade Murray, Councillor Terry Hincks, Mayor Michael Fougere , Commissioner Ron Rasmussen and Commissioner Gordon Selinger*

The Board of Police Commissioners provides civilian governance for the Regina Police Service on behalf of the community. It is responsible for the delivery of efficient and effective policing in compliance with provincial legislation. The Board and Chief of Police work closely to achieve the goals and objectives of the Strategic Plan and to ensure that performance measures are met or exceeded. Board members are appointed annually and include the Mayor, two members of Council and two citizens, one of whom must be of Aboriginal descent. Members are not experts in policing but provide support through their experience and awareness of the community's needs. Although the Board operates independently as a body governed by The Police Act, 1990, it provides a link between the Regina Police Service, the public, and City Council. The Board recognizes the strong relationships the Regina Police Service has built to increase public safety through community policing. It values the dedication and efforts of its employees and members who continue to work hard to build the strong relationships needed to support a safe, inclusive and harmonious community.

Municipal elections in Saskatchewan in 2012 resulted in changes to municipal government, including changes to City of Regina Boards and Committees. The current Board of Police Commissioners are: Mayor Michael Fougere, Councillor Wade Murray, Councillor Terry Hincks, Mr. Ron Rasmussen and Mr. Gordon Selinger. The Regina Police Service thanks the outgoing Board of Police Commission members for their dedication and commitment to public safety.

Outgoing members are (l. to r.) Mayor Pat Fiacco, Ms. Shelley Lavallee, and Councillor Sharron Bryce.





## SERVICE DELIVERY

*The Regina Police Service Core Functions – 1) emergency response, 2) quality investigations and response to non-emergency calls, 3) traffic safety and 4) crime prevention / community building – provide the framework for organizational objectives and provision of service to the community. The organization recognizes that citizens will define the quality of service they expect. We will continue to scan both internally and externally to develop strategies for improving and modifying the services we provide, balancing capacity, core functions, and expectations.*

### **Community Services Section (patrol)**

Community Services Division, or CSD, is sometimes commonly called Patrol, because it consists of uniformed officers responding to calls for service, but CSD also includes other frontline services such as Traffic Safety, School Resource, the Community Service Centres and the Downtown Beat. CSD also delivers more centralized services like the Inquiry Desk, Emergency Services, the Communications Centre, Victim Services and Detention. Frontline services are organized under three districts: Central, North and South.

Central District - the Central District consists of the North Central Community, Heritage Community and Downtown. Both Service Centres (North Central at 1264 Athol Street and Heritage at 103-1640 11th Avenue) are in the Central District as well as a full contingent of frontline officers and beat patrol. The district Management and NCO (non-commissioned officers) group meets regularly with community

associations and other human services agencies. Officers attend meetings and numerous community events like barbecues, powwows, sporting events, parades and walks. They also represent the Service on boards such as the Shared Facility Committee, the Regina Inner City Community Partnership and Safety Sub-committee. Service Centre officers are present in the respective centres from 10:00 a.m. to 2:00 p.m. from Monday to Thursday, spending the remainders of their shifts on patrol in the community on foot, bikes or in vehicles. These officers also work targeted enforcement projects to address issues like prostitution, theft from auto or traffic violations. The Beat Patrol is often on foot or on bikes in the downtown area, which makes them a natural choice for calls for service in the downtown and facilitating good working relationships with downtown businesses. Beat members are assigned to special events in the Downtown and Heritage areas including festivals, parades, demonstrations and celebrations.

North District - the North District consists of the

property within the city limits north of the Canadian Pacific main railway line, with the exception of the North Central Community Association, but including the Paul Dojack Youth Centre and the Global Transportation Hub. North District resources include frontline patrol members on four shifts, a tactical analyst and School Resource and Traffic officers. In 2012, the North District focused on the incidents arising from increased commercial truck traffic at the City's west end, the result of the completion of the first phase of the Global Transportation Hub. Typically these were calls for large commercial trucks using routes that are not truck routes and noise complaints. The North District also continued to work on reducing calls for service the Dewdney Avenue bar strip, a small geographic area on the 1800-2300 blocks of Dewdney Avenue which has a high concentration of entertainment and liquor-distribution outlets. For the third consecutive year, there was an increase in police resources assigned to the area during peak bar hours on weekend nights. The North District also oversees Traffic Safety for the whole city and in 2012, the Traffic Safety Unit provided traffic enforcement, collision reconstruction and investigations as well as selective enforcement projects in Regina. Impaired driving is always an issue and, once again, police and SGI partnered on several projects aimed at apprehending impaired drivers. There were fewer stationary projects in 2012 in favour of moving or "stealth" projects to detect impaired drivers and these projects returned the desired results with an increase in the number of impaired drivers apprehended.

South District - the South District encompasses the area south of Victoria Avenue, east of Winnipeg Street and west of Albert Street to the City limits. It includes the University of Regina, Wascana Centre and, like the North District, also includes some rapidly-growing residential developments. The South District Inspector has responsibility for assigned Patrol and School Resource officers, as well as a tactical analyst, the University Liaison Officer, an Early Intervention Resource Officer (11 and Under Initiative) and the ten-member Investigative Response Unit. In 2012, the Investigative Response Unit, or IRU, was transferred from Criminal Investigations Division (CID) to Community Services Division (CSD). The unit provides a timely enforcement and investigative response to emerging crime trends, for example an increase in similar-type break and enters in a specific area of the city. The South District oversees the entire

School Resource Officer section and, in 2012, there was an identified need to increase the number of School Resource Officers from 12 to 13, to provide service to the City's public and separate schools.

Victim Services Unit - made up of six staff and up to twenty volunteers, this Unit provides emotional support, practical information and referral to community resources for victims of crime and traumatic events. Information compiled through a provincial 2011-2012 survey indicates a very high level of satisfaction from respondents who received services from the Regina Police Service VSU. Almost all respondents (98.1%) said their needs were met - an emphatic endorsement of the care and commitment of the VSU staff and volunteers. In the course of a year, the VSU handles more than 1,800 files, has over 9,000 personal contacts with clients and carries out about 150 court accompaniments.

### **Criminal Investigations Division (CID)**

Criminal Investigations Division, or CID, is made up of Family Services, which investigates reports of child abuse; the Saskatchewan Internet Child Exploitation, or ICE, Unit; Street Crimes, which investigates property crime; Major Crimes, responsible for homicide, current and long-term missing persons and habitual offenders; Commercial Crimes, which investigates fraud and arson; and the Regina Integrated Drug Unit, an investigative team made up of RPS and RCMP investigators. Here are some of the year's highlights:

Street Crimes - In January of 2012 a dedicated Pawn Shop Investigator was added to Street Crimes. This Sergeant is responsible for connecting with Pawn Shops in the City. He also investigates any files where stolen property is pawned in the city. Beyond these duties, the Pawn Shop investigator also monitors metal thefts in the City of Regina. Over the past number of years there have been an increase in files where copper wire has been stolen. Our investigator works with the Metal Recyclers in the City to ensure stolen wire isn't ending up at these businesses.

Saskatchewan ICE Unit - The Saskatchewan Internet Child Exploitation, or ICE, Unit consists of members from the Regina Police Service, RCMP, Prince Albert Police Service and Saskatoon Police Service. There is one Provincial Coordinator, eight investigators and two Forensic technicians. In 2012 the ICE Unit was involved in 192 investigations; 59 individuals were arrested with a total of 93 charges laid. One project that illustrates the Unit's effectiveness is Operation Snapshot: a multi-jurisdictional investigation involving ICE Units from Saskatchewan, Alberta, Manitoba, Nunavut and the Northwest Territories. This complex project was initiated through the National Child Exploitation Coordination Centre (NCECC) and ran from June 1<sup>st</sup> to Oct 10<sup>th</sup>, 2012. Its goal was to focus on the most prolific offenders who use various file sharing networks to possess and distribute child pornography. Through the term of Operation Snapshot, there were 30 warrants executed, 13 of those in Saskatchewan. One of the searches (in Saskatoon) led to the rescue of an exploited child. Numerous computer and media devices were seized and some of the collections of child pornography exceeded 100,000 images. Ten males were charged through the investigations, although some files are still ongoing. The Provincial Government recognized all of the Saskatchewan ICE Unit members at the Saskatchewan Legislature on November 29, 2012, for this successful project and the Unit's continued work and commitment.

Family Services - The Regina Children's Justice Centre, or RCJC, is made up of Regina Police Service investigators and personnel from the Ministry of Social Services who work with the additional resources of the Crown and the Regina Qu'Appelle Health Region in an integrated Child Abuse Team. This working relationship is seen as leading-edge in Canada and is a model for Ottawa in a three-year study of five child-advocacy centres. It's hoped the data from the study called "Building Knowledge, Building Capacity" will help create super-centres across Canada in the future.

In January of 2012, members of the RCJC received funding from the Children's Justice Foundation, the Regina Police Service, and the Ministry of Justice and Attorney General to send two investigators the Victim Services Responder and a Social Services member to the world renowned National Child Maltreatment Conference in San Diego.

From March 19-21, the RCJC hosted the first ever "Corner house" Course in Canada. This is a Child Forensic Interview technique now used by members of the Family Services Child Abuse Unit and the Ministry of Social Services for interviewing young children aged 3-12 years. The course was attended by police officers and social workers from Saskatchewan as well as police officers from Alberta.

From April 22-28th the RCJC was highlighted on Government of Canada's website for the National Victims of Crimes Awareness Week. The RCJC and its staff were photographed in real work situations to demonstrate the excellent work done in the most difficult of situations - cases where children have been victimized.

Commercial Crimes - The Commercial Crime section continued its work in 2012 of investigating all types of fraud-related offences and delivering public education on common scams. Sometimes the event has to strike close to home in order to get people's attention. Such was the case with a "White Money" scam investigation in August. The Regina Police Service and RCMP Commercial Crimes units combined knowledge and resources to make arrests in a so-called white money scam; an elaborate scheme where suspects claim to have thousands of dollars altered to make them look like plain white (or in some cases, black) paper. The suspects then sell the victim a substance that can turn the paper back into real currency. Perpetrators of such scams often travel across the country victimizing many people in the process. Making arrests here in Regina was a success and it also gave the Service one more opportunity to remind the public that, "If it seems too good to be true, it probably IS too good to be true...".





## INFRASTRUCTURE – BUSINESS SYSTEMS AND PROCESSES

*Facilities, equipment, business systems and process are the tools with which our work gets done. The Service is committed to evaluating and adapting its business practices to ensure they meet service objectives and the organization's needs, are consistent with sound budgeting principles, and reflect forward planning.*

There are many parts of our Police Service that play a supporting role in the primary investigative and emergency response duties of the Regina Police Service, to ensure we do our work efficiently and safely.

### Information Technology Services

The Information Technology Services Section is responsible for almost every aspect of the computer technology, platforms, software and hardware used by our Service daily. Security of our information and the information we collect is always a primary goal. Much of our work utilizes two main systems: one for storage, organization and retrieval of case information and records; and another for the computer-aided dispatch of our officers and vehicles to calls for service.

Some of the I-T highlights in 2012 include:

**In-Car Video** - The in-car video has expanded to seven cars in 2012, with other staged installations to follow. The benefits include the ability to gather information for investigations or public complaints, enhanced officer safety and the ability to identify possible training needs. We also piloted new Taurus and Explorer police vehicles with new computer mounts and hardware.

**Service Desk Plus** - Responding to IT requests and issues is now automated by a service ticket management system that organizes issues and responds to the requester, freeing our IT specialists to focus their special skill set on solving the issues, not addressing them.

Infrastructure upgrades – These improvements primarily include replacing an aging disk storage system, as well as basic upgrades to software applications like Microsoft Office and Outlook as well as other business applications. The antivirus platform utilized by Regina Police Service also received an upgrade. Virtualization of old server hardware is an ongoing process.

## **PIEM**

The Police Information & Evidence Management (PIEM) section supports the RPS by entry, maintenance and presentation of information to and from the various police databases. In 2012 PIEM purchased Avid Ocean Systems dTective Suite for enhanced forensic multimedia capabilities. This includes the ability to decode proprietary system recordings and enhance poor quality video. The department's digital media analyst has been attending law enforcement video analysis training to enhance abilities and efficiencies in that regard.

PIEM also obtained the ability to submit vulnerable sector checks electronically which improved the response time to less than a week in the majority of cases.

Thousands of occurrences require review, classification, and management of information and associated media. In 2012 PIEM received 12,592 reports in Direct Entry Victim Reporting and on-line reporting, processed over 30,000 summary offence tickets, managed 6,088 court files, evidence and dispositions associated to them, and completed just over 20,000 police information checks. This year PIEM also provided approximately 50 days of training on information systems and reporting to new staff, recruits, supervisory and specialty positions following a complete revitalization of the training modules.

## **Facilities**

In 2012, the Regina Police Service embarked on a Facilities Renewal Project involving the Regina Police Service and the City of Regina. Its goals are to provide a workplace that is functional, secure, sustainable, shows fiscal responsibility and meets the needs of the Regina Police Service (and the community) well into the future. As a result of this, changes and renovations will be forthcoming. Implementation of Direct Digital Control (DDC) of the Regina Police Service headquarters heating, ventilation, and air conditioning is ongoing and nearing completion.

## **Fleet**

The Regina Police Service Fleet consists of approximately 150 vehicles. About one-third of these are used in front-line service delivery, such as patrol, canine and traffic. Many of the remaining are unmarked and general purpose vehicles. Fleet Services acquires and maintains all vehicles used by the department. This results in replacing 168 tires and 531 oil changes in 2012. Our cars covered 2,225,008 km this year, averaging about 48,000 km per vehicle, with the highest mileage of 50,556 km for one vehicle in 2012. The garage remained a busy place in 2012.

## **Communications**

The Communications Centre is usually the first contact with the public when people need us. In 2012, our Communications Centre call-takers answered a total of 165,109 administrative calls. In addition, the 9-1-1 calls for the year total 70,593 and we dispatched 57,364 calls for service (that doesn't include traffic stops).



## PARTNERSHIPS & COMMUNITY ENGAGEMENT

*The Regina Police Service seeks the input and talents of all members of the community in the effort to safeguard our neighbourhoods. We recognize effective policing has a positive impact on reducing neighbourhood crime, helping to reduce fear of crime and enhancing the quality of life in the community. It accomplishes these things by combining the efforts and resources of police, local government and community members.*

### Regina Welcomes the World

At the April 24th meeting of the Board of Police Commissioners, the RPS Cultural and Community Diversity Unit and Regina Open Door Society introduced *Regina Welcomes the World*, produced with funding from Citizenship and Immigration Canada. This initiative is a prime example of hallmarks of the Regina Police Service: forward thinking and partnership. *Regina Welcomes the World* recognizes the current change in our community's demographics. Our city is enjoying an explosion of cultural enrichment with the arrival of newcomers to Regina. The series of six informational videos and handbooks was developed to help these newcomers in becoming familiar with the Canadian legal system, policing and the role of police officers in Canada. The videos and handbooks are produced in English as well as nine other languages: Russian, Mandarin, French, Tagalog, Punjabi, Nepali, Urdu, Vietnamese, and Somali; recommended by the Open Door Society as the most common languages of our newcomer populations. The finished materials are available through the Cultural and Community Diversity Unit and the Regina Open Door Society. They are also being rendered for viewing through the Regina Police Service website at [www.reginapolice.ca](http://www.reginapolice.ca).

### Warrant Strategy

A warrant is a legal document issued by a Judge or Justice that compels the police to arrest and detain an individual who has committed an offence. Criminal Code warrants do not go away. If you have a warrant, the best strategy is to come to the front desk of the police station and deal with it as soon as possible. If you are applying for a job or volunteer position, a criminal record check will reveal any warrants. If you want to travel outside of Canada, you could be denied entry if you have outstanding warrants. Nobody wants the inconvenience or embarrassment of being stopped in front of family, friends or co-workers; and arrested because of a warrant that hasn't been dealt with. Our warrant strategy has been in effect since 2008. The main goal of the strategy is to hold offenders to account and to clear the outstanding warrants from our system. Assigning three warrants per month per officer has had a very positive impact on our outstanding warrants. This success is completely credited to the work of our front line staff. When the program started in June 2008, we had 4,152 wanted persons and 11,166 outstanding warrants. By the end of March 2012, we had 3,220 wanted persons and 4,086 outstanding warrants. We saw a decrease in outstanding warrants of over 63% with this strategy.

## 11UI

Now in its second full year of operation, the 11 and Under Initiative (11UI), has an established presence in our community. The 11UI has grown to include partners such as the Ministry of Social Services, the Regina Qu'Appelle Health Region, the Ministry of Education and the Regina Police Service. 11UI has an Early Intervention and Referral Officer and a Coordinator who facilitate partnerships between agencies and sit on both the working group and the steering committee for 11UI. Through an innovative model of service delivery and collaborative case management, the 11UI has the potential to: reduce contact with police; mitigate involvement of children and families in the child welfare system; ensure that children with mental health concerns have their needs met; and give children the opportunity to be engaged in a school placement that meets their needs.

Since 2011, the 11UI has demonstrated success in integrating services for vulnerable children and their families. This year, through a partnership with members of the Initiative and the Child Development Institute, 11UI facilitated training in Stop Now And Plan (SNAP). SNAP is identified as an evidence-based intervention by the National Crime Prevention Centre. This training comes in preparation for delivery at two community sites and in both school systems in Regina in 2013. 11UI has also provided children and their families with the opportunity to participate in structured leisure activities, which offers supervision and opportunities to develop pro-social attachments. This participation also fosters a sense of belonging within the community.



## Parade Float

In keeping with a commitment to community engagement, the Service assembled a Parade Float Committee, the members of which designed and built a float to be used in events like the Queen City Ex Parade, Treaty Four Parade and other local events. In researching designs, the Committee decided to incorporate ideas from the re-branding initiative with an emphasis on recruitment and partnerships in our community. The RPS Parade Float won 3rd place in the Corporate Division for the 2012 Queen City Ex.



## Rebranding

Over the years our city has changed and so has our Police Service, from vehicles to officers to the look of our brand. As of 2012, the Regina Police Service has been in existence for 120 years. We felt the need to update our crest to reflect the progressive nature of our service. The new crest incorporates the Regina Police Service Coat of Arms, the term ‘Vigilius Genus,’ a prairie lily and the Canadian Flag.



The rebranding project’s purpose was to update the RPS logo, particularly to replace the dated “Century of Service” and “Since 1892” text on the logo, which was launched in 1992. The shoulder flash was created in 1973, and introduced “Vigilius Genus” to our brand, which means “A Most Vigilant Breed.”

From the swearing-in of the town’s first constable in 1892 to its current state, the Regina Police Service has always been committed to creating safe, inclusive and harmonious communities.



## Showcase

The 2012 Regina Police Service Showcase marked the 17th annual open house event for our community. We had booths from community partners such as Search and Rescue Regina (SARR), as well as booths from our own divisions like the Communications Centre and Forensic Identification Unit. We also had live demonstrations showcasing our specialty teams. The scenarios involved Patrol, Canine, Explosive Disposal Unit, Crisis Negotiators, and SWAT. This year we had approximately 2000 guests attend. The event was also live-tweeted and posted to facebook to give those who couldn't attend a chance to see the action.



## Sirens For Life

The Service was a recipient of the Canadian Blood Services "Partners for Life" award on February 9, 2012. It's an initiative of Canadian Blood Services that uses the already-created "teams" that exist within business, organizations, government, church groups and other agencies to support and maintain current blood donors and recruit new blood donors. For a number of years, the RPS has been part of a challenge within that program called "Sirens for Life" which brings together emergency services employees from EMS, Fire & Protective Services, RPS and RCMP to challenge the same teams in Saskatoon. The challenge happens each year in July and last year, our combined "Sirens for Life" team brought in 160 donations during the month of July (2011).



## RPS Half-Marathon

The RPS Half-Marathon was held on April 29, 2012 and had a total of 850 registered participants including 23 RPS members and six relay teams. On race day there were 701 finishers including runners, walkers and relay teams. As in previous years, the race sold out in days. Road races in Spring can (and do) deliver all types of weather but on race day overcast and cool conditions made for great running weather and a successful event. Thank you to all of our participants and our wonderful volunteers.



## Pink Shirt Day

Pink Shirt Day - As part of the Regina Police Service's *Imagine No Bullies* Campaign, RPS employees were invited to proudly wear pink on April 4, 2012 for Pink Shirt Day. Pink Shirt Day was started when two Nova Scotia boys took a stand to support a fellow classmate who wore a pink shirt to school and was bullied. Official Day of Pink shirts and support stickers were sold as part of the Pink Shirt Day campaign, which was enthusiastically embraced by many Regina residents.



## Movember

November is a special month for the Regina Police Service, as “Movember” allows employees to take pledges, stop shaving and sport moustaches in support of the fight against prostate cancer. RPS members raised a total of \$6,091 which will be directed to support prostate cancer research.

One notable “moustache” tale: this year Inspector Tom Mansfield joined the Movember cause by *shaving off* his moustache for the Movember movement! Tom’s moustache has been around since 1978.





## Veteran's Appreciation Lunch

Since 2012, the Service has held an Annual RPS Veterans Appreciation Luncheon as a way of bringing the Service's retired employees together with current staff for an hour that involves food, fellowship and the inevitable swapping of stories.

### Other Events:

On April 11, 2012, the Regina Police Service hosted the annual Emergency Telecommunicators' Banquet, as part of a week-long, province-wide recognition of the contributions of Saskatchewan's 9-1-1 operators and other emergency service dispatchers from Police, Fire and Emergency Medical Services who handle emergency calls. Regina Police Service Communication Centre members of Shift 3 received the Sask9-1-1 Excellence in Teamwork Award at the banquet. This award is presented to teams demonstrating the highest levels of professionalism and performance in the line of duty.

In the Saskatchewan Protective Service Medal ceremony, held on June 11, 2012, seven RPS employees (three civilians and four officers) were recognized.

The 28th Annual presentation of the Police Exemplary Service Medal of Canada, to members of the Regina Police Service, was held on November 7, 2012, at Government House. Two RPS officers were awarded medals in recognition of 20 years of exemplary service characterized by good conduct, industry and efficiency. In addition, four members were awarded the First Bar in recognition of 30 years of service. The medals were presented by The Honourable Vaughn Solomon Schofield, Lieutenant Governor of Saskatchewan.

Employee Service Recognition (annually for RPS service of 15, 20, 25, etc. years of service) - 27 members were recognized.

In an annual RPS Awards ceremony, the Service presented awards to 33 individuals, 21 of whom are members of the Regina Police Service. The RPS Awards recognize individuals and organizations for their contributions to the community policing and public safety. The awards available each year are:

Special Service Award – presented to persons for their volunteer work in the community,

Community Policing Award – presented for work such as problem-solving or crime prevention initiatives,

Meritorious Performance Award – presented for operational or investigative work well above the standard,

Teamwork Award – presented to a section, unit, project team or other group of members and external partners in recognition of superior teamwork attributes in accomplishing a significant goal, and

Chief's Commendation – awarded in recognition of bravery or an exceptional contribution to the Service.



The Regina Police Service hosted the Canadian Police Canine Association (CPCA) Championship Trials from September 6th to 9th. This year, the 30 competitors from across Canada were joined by a police canine team from Belgium. The CPCA Championships are hosted by different police agencies from year to year. Regina last hosted this event in 2004; Prince Albert hosted in 2010 and the 2013 CPCA trials will be held in Saanich, B.C. The trials are not used as a certification or validation for the participating teams; all dogs competing at this competition have already been certified by their own agencies. The CPCA Championships are organized for the positive spin-offs of friendly competition, and networking between dog handlers and their respective agencies. Typically the trials consist of two or three days of competition, seminars and a public day. This year was also the 40th anniversary of the canine unit of the Regina Police Service.



## HUMAN RESOURCE DEVELOPMENT

*The Service's strength lies in its people, as they are the means by which our service is delivered. For the Service to reach its potential, personnel need to be well informed, constructively supervised and motivated. Executive Management is committed to clearly communicating expectations, constructive supervision and creating a positive environment that enables personnel development through formal education, self-education and volunteering within the community.*

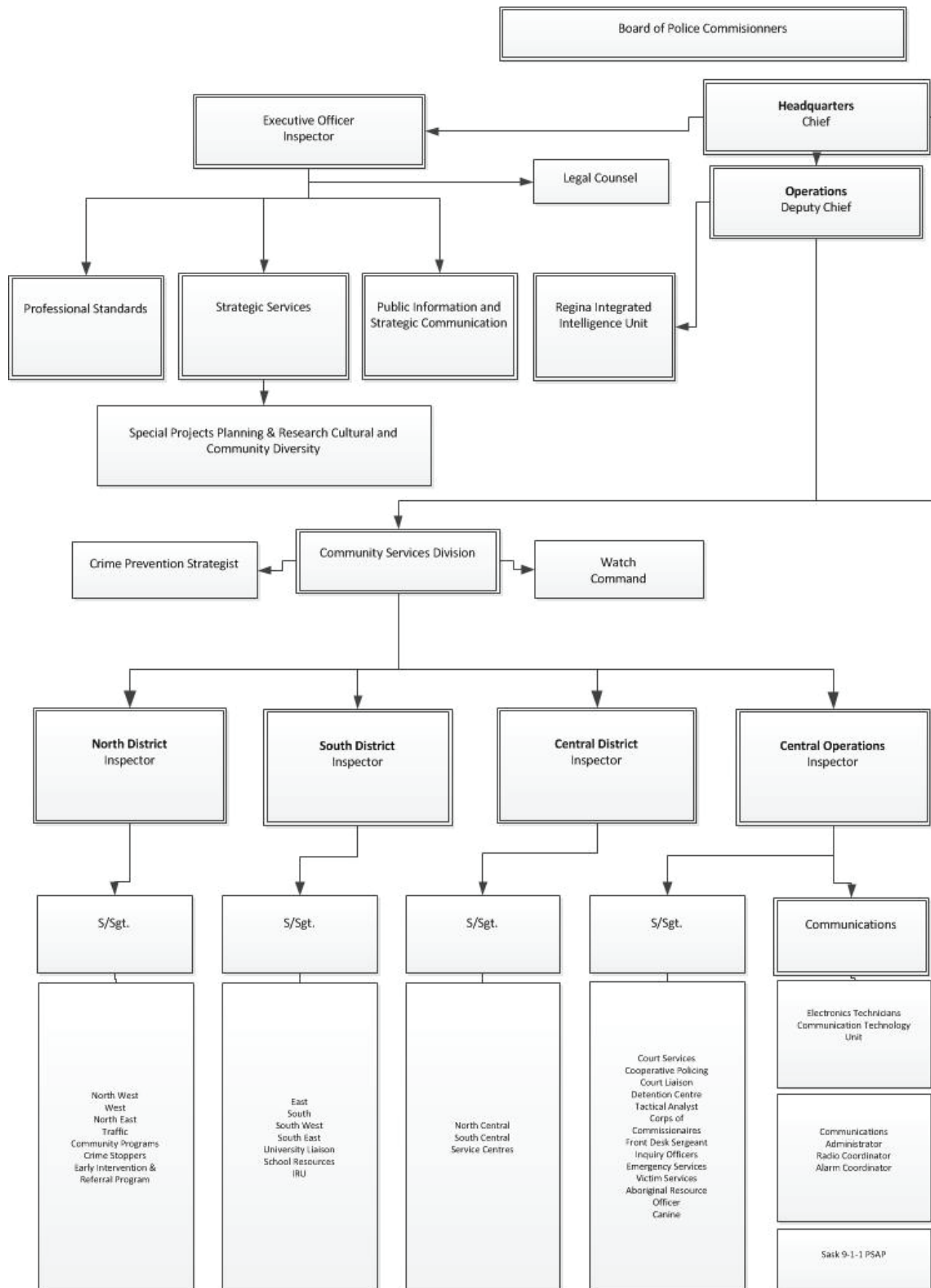


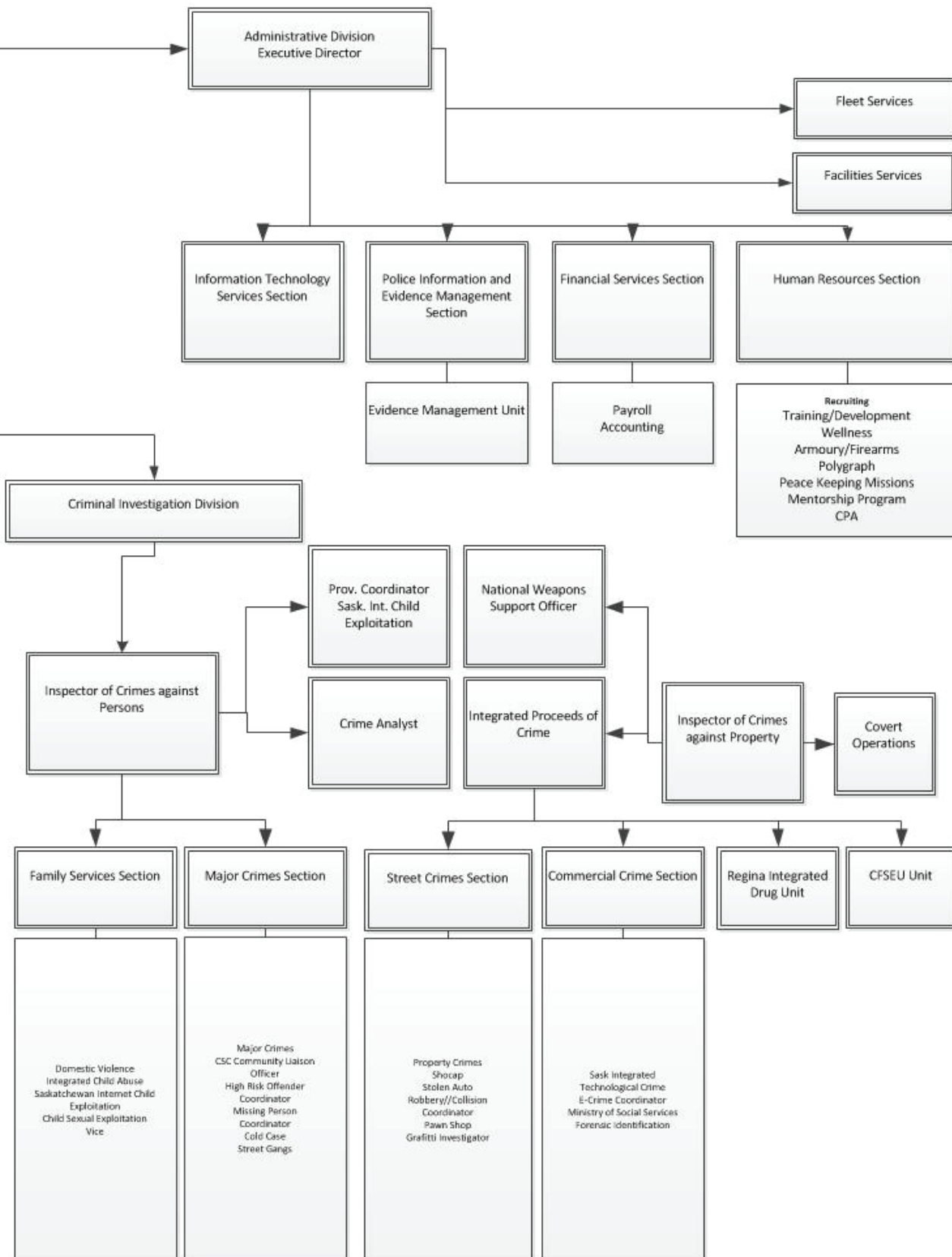
# Saskatchewan's Top Employers

The RPS achieved the Saskatchewan Top Employer distinction in 2012 through a selection process offered by Mediagroup Canada Inc. The process considers a number of factors that distinguish one employer over another when it comes to attracting quality candidates in an increasingly competitive job market. Some of our Service's distinguishing characteristics:

- 1) Provides maternity and parental leave top-up payments to new mothers as well as adoptive parents (to 95 percent of salary for 17 weeks).
- 2) Helps employees balance their personal and working lives through a variety of alternative work arrangements, including flexible hours, compressed work week and an earned-days off program;
- 3) Encourages ongoing employee development with generous tuition subsidies, subsidies for professional accreditation, in-house and online training programs, a formal mentoring program and career planning services;
- 4) Provides long term peace of mind for life after work with generous contributions to a defined benefit pension plan.

# Organization Chart





## PROMOTIONS

### Sworn

Bourassa, Chad  
Bray, Evan  
Davis, Troy  
Duncan, D. Scott  
Dureau, Ryan  
Eckert, Blair  
Ermel, Brent  
Ewart, Trevor

Fenwick, Shawn  
Gunderson, Jason  
Jackiw, Christopher  
Kuffner, Cameron  
Lamer, Derek  
Lorence, Jody  
Magee, Colin  
Ortman, Sherry

Pelletier, Shelly  
Seiferling, Timothy  
Semenchuck, Robert  
Shalansky, Amanda  
Steinke, Sheldon  
Virgin, David  
Westerman, Bryant  
Zaharuk, Corey

### Civilian

Ramanuj, Meghna  
Rensby, Jordan  
Switzer, Fran

## RETIREMENTS

### Sworn

Anderson, Lawrence  
Dombowsky, William  
Hoedel, Garry

Johnson, Brent  
Kubanowski, Anthony  
Pritchard, Marlo

### Civilian

Ackerman, Bonita  
Eiswirth, Diana  
Leroux, Beverly

## ENGAGEMENTS

### Sworn

Brewster, Joey  
Crowley, Jeffrey  
Czernick, Jarrett  
Gruber, Tyler  
Justason, Erik  
Manz, Tristan  
Nepper, Travis

Olayemi, Akinola  
Palka, Ryan  
Pike, Daryl  
Power, Lorinda  
Rampone, Christopher  
Spears, Jared  
Wooley, Sean

### Civilian

Anderson, Dana  
Barr, Barbara  
Blake, Maureen  
Butz, Gordon  
Manning, Warren  
Manz, Megan  
Marshall, Amanda

McGonigal, Rhonda  
McLeod, Patricia  
Parker, Leslie  
Shepard, Heather  
Simmons, Kyle  
Zacharuk, Maria

# 2012 STATISTICS

	2011	2012	% change
<b>City of Regina Population*</b>	202,350	205,871	2%
<b>Police Authorized Strength</b>	392	390	-1%
<b>Civilian Authorized Strength</b>	147	144	-2%
<b>Commissionaires Authorized Strength</b>	20	11	-45%
<b>Sworn Police to Population Ratio*</b>	1:516	1:528	2%
<b>Police Service Personnel to Population Ratio*</b>	1:375	1:386	3%
<b>Regina Police Service Gross Operating Budget</b>	\$62,794,000	\$65,733,600	5%
<b>Dispatched Calls for Service</b>	63,616	61,893	-3%
<b>Criminal Code Reported Violations*</b>	20,130	18,521	-8%
(Excluding Criminal Code Traffic)			
<b>Criminal Code Crime Rate*</b>	9,940	8,896	-11%
(Excluding Criminal Code Traffic)			
Homicide	7	7	0%
Attempt Homicide/Conspiracy	5	8	60%
Assaults (Levels I, II, III and Other)	2,048	2,025	-1%
Sexual Assault	113	138	22%
Other Sexual Crimes	21	24	14%
Kidnapping/Forcible Confinement	9	8	-11%
Robbery	318	269	-15%
<b>Property Crimes – Criminal Code TOTAL</b>	11,667	10,537	-10%
Arson	56	62	11%
Break & Enter	1,422	1,575	11%
Residential	767	684	-11%
Business	237	195	-18%
Other	571	543	-5%
Motor Vehicle Theft	1,014	1,015	0%
Theft	5,453	4,660	-15%
Mischief/Willful Damage	2,679	2,545	-5%
<b>Other Criminal Code</b>			
Prostitution	115	118	3%
<b>Traffic Offences</b>			
Criminal Code Dangerous, Impaired and Other	5,362	5,184	-3%
<b>Other Violations</b>			
Controlled Drugs and Substances Act	579	577	0%
Total Citations Issued	32,576	33,202	2%

\*provided by the City of Regina Health population data



Wanted to say THANK YOU very much. Some of your officers were going to a call this morning and stopped to help my pregnant wife get her car off the street after her emergency brake stuck. They checked back after the call to make sure she was safe.  
THANK YOU.



Police car number 17 has a very polite police officer in the passenger seat (: I like seeing police officers holding everyday convos with us humans!



I called in Saturday night and had a great experience with the person taking the call. Thanks for being there in a time of need.



I would personally think being a 911 operator would require a great amount of patience and understanding to get through the panic, anger and other emotions people are calling in with, it's great that they are there to take our calls when we're in trouble :) Also I hear our crime stats are down again, thanks for doing what you guys do best RPS!



Just wanted to say THANK YOU to all the patrol cars out there (yesterday especially) in the school zones making sure that people are slowing down!! Saving the lives of children all over the city! Thanks!



you guys are AWESOME ♥ Regina police



Way to go @reginapolice just saw 2 officers pushing a stalled car to the Esso on North Albert at 6th North. Good to see. #yqr #helpingout



@reginapolice thanks to the officers who came to help serve lunch at the elementary school I work at! My kids thought that was cool #metoo



S/o to the @reginapolice officer who waited with me for an hour and a half in the ditch today. Kind-hearted man!



it's wonderful to see more of you downtown. Makes me feel so much safer when walking after work.



@reginapolice impressed to see one of our city police help push out a car stuck in the snow #waytogo #yqr



Thanks @reginapolice for having radar set up in the school zones for the first day of school! #keepthekidssafe #greatjob #dontspeed



/ReginaPoliceService



/reginapolice