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# Regina Police Service

2006 Annual Report

*Dedicated to Building a Safe & Caring Community*

1717 Osler Street  
Regina, SK S4P 3W3  
[reginapolice.ca](http://reginapolice.ca)



# Message from the Chief

It is the nature of annual reports that they are produced some months after the close of the year in reference. This provides for completeness in activity / goal summaries and accuracy in statistics. However, as is the case in this instance, sometimes current events can overtake and change the context of the report. As I write these comments for the Regina Police Service's 2006 Annual Report, I have just announced my intention to retire, and so this report provides a special opportunity to speak about the Service, its members, its direction, its achievements, and its prospects for the future.

The strength of the Regina Police Service is its members: their work ethic, their teamwork, their integrity; their skills, and their relationship with our community. Regina is not an easy community to police, and we work constantly in an environment of scarce resources. In spite of these challenges, perhaps in light of them, the members of the Service, each and every day, provide sensitive, intelligent and professional policing to a diverse population. Through these daily efforts and special initiatives—such as the Auto Theft Strategy, crime trend analysis, and the Regina Inner City Community Partnership (RI CCP) Housing Standards Enforcement Team—we have seen overall crime in our City come down by more than twenty-five percent in the past five years. This improvement rests upon the efforts of our members (sworn and civilian alike) and the strength of our partnerships.

In some areas, our work is being recognized for its innovation and effectiveness. Our integrated information management system (I E I S) provides near real-time occurrence information throughout our Service, from the patrol cars, to the detectives' offices, to the communications centre, to the records and court documents area, and elsewhere. It is efficient, accurate and timely, providing officers with critical information for decision making and investigation when they need it, wherever they are. The Service's efforts and dedication to the recruitment of a representative workforce, has led to the secondment of Corporal Audra Young to the provincial Department of Justice to assist in the development of a province-wide Aboriginal recruiting strategy. The Service's Treaty Four Citizens' Police Academy is linking young Aboriginal men and women to policing as a potential career and creating lines of communication with surrounding tribal councils.

At the Regina Police Service, we have spoken of "community policing" as a relationship—as well as a policing philosophy and strategy. We have actively sought to foster and sustain the 'community policing relationship' with our community, focusing on the following characteristics: openness (communication and behaviour), responsiveness, co-operation, trust, respect, partnership (mutual assistance and support), closeness (concern and consideration), understanding (knowledge and awareness) and commitment. With this foundation, no matter the challenge, the Service and the citizens of Regina are well-positioned for the future. We are, I believe, justifiably proud of our organization, our profession and our work. Our mission remains: working with the citizens of Regina, to build a safe and caring community.

Thank you,

Cal Johnston  
(September 2007)



# REGINA POLICE HEADQUARTERS

# Pride

*Our pride in the Regina Police Service centres upon our work and commitment to the safety and well-being of our citizens.*

- Chief Cal Johnston

# Corporate Direction

## Mission Statement

The Regina Police Service, in co-operation with the citizens of Regina, is dedicated to building a safe and caring community.

## Values

The words "Public Service First" appear on every officer's badge and represent the core around which our activities occur. Our integrity is based on firm adherence to values that guide our plans, our work and our relationships as members of the Regina Police Service. These values are applied in a way that ensures a balance between the interests of the community, the organization and employees. We value:

### Quality Policing

We work hard to provide an effective, efficient, progressive, innovative and professional police service. We represent an enduring social institution that puts "public service first." We are responsible and accountable for our efforts.

### Common Sense

Our activities are based on intelligent plans and decisions. This decision-making is creative and thoughtful. We recognize that there is a need to manage complexity in this process. However, there is also a need for simplicity, realism and results in our decisions and actions.

### People

We wish to be known for how we deal with people within the community and within the organization. Our relationships are based on empathy, respect, honesty, tolerance, fairness, trust and compassion. Human dignity is a special thing.

### Co-operation

We cannot do our work alone. We recognize the value of teamwork within the organization and with the community. While there are differences, we can unite around common goals. All can contribute in a helpful way.

### Communication

We communicate with purpose. People need to be well-informed to do a good job and to encourage an environment that supports teamwork and positive, productive relationships. We also stay in touch with the community we serve.

### Improvement

We must be adaptable to deal with the challenges of today and tomorrow. We do a great job, but we also recognize a need to evaluate our work. There is always room for improvement. We learn on a continuous basis.

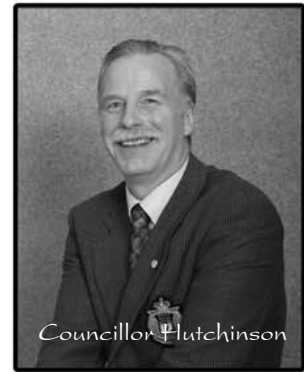
# Board of Police Commissioners

The Board of Police Commissioners is the governing body of the Regina Police Service and the vital link between the community and its police. The Board provides civilian governance, functioning much as a board of directors. As a statutory body, the Board can look to The Police Act, 1990 to determine the extent of its jurisdiction, power and duties.

In consultation with the Chief of Police, the Board establishes the objectives and priorities of the Regina Police Service. The Board also approves the budget, as prepared and presented by the Chief of Police, prior to its submission to City Council for approval. Another important role of the Board is to negotiate and approve collective bargaining agreements.

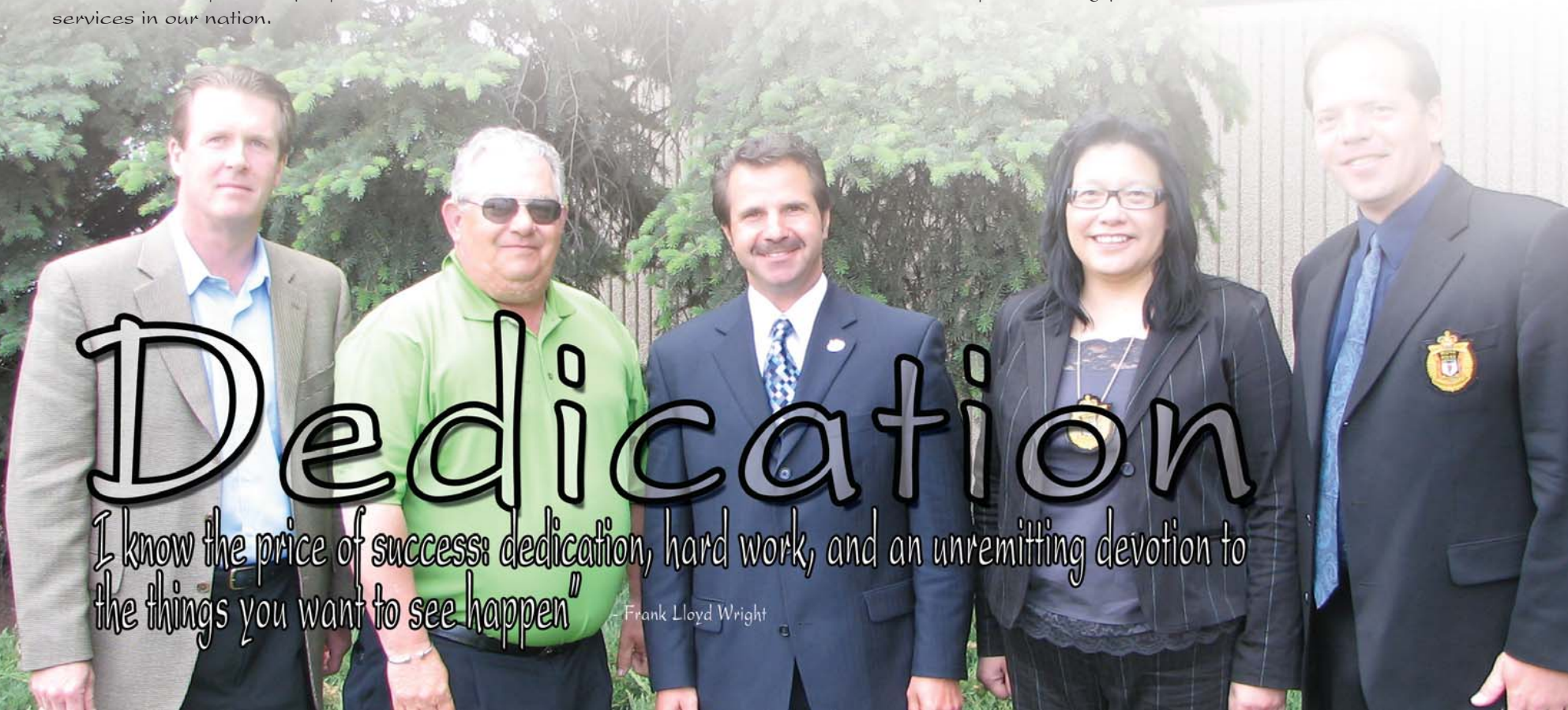
There are five members of the Board of Police Commissioners; the Mayor, two members of Council and two citizens-at-large, one of whom must be of Aboriginal descent. Members are appointed on an annual basis.

The Board of Police Commissioners extends gratitude and support to all the men and women of the Regina Police Service for their professionalism and dedication which contributes to make this one of the leading police services in our nation.



## Board Members 2006

Councillor Hutchinson - January - October 2006  
(from left to right)  
Councillor Fougere - November 2006  
Mr. Rasmussen  
Mayor Fiacco  
Ms. Lavallee  
Councillor Murray



# Dedication

"I know the price of success: dedication, hard work, and an unremitting devotion to the things you want to see happen"

Frank Lloyd Wright

# Service Delivery

## Crime Trend Analysis & Response

During 2006, the Regina Police Service has been closely monitoring crime trends. Within the Service, there are identified tactical crime trend analysts who are responsible for preparing crime reports on a daily basis. Each morning the crime report is brought to the operational managers meeting and discussed with the view to develop strategies to deal with ongoing or emerging crime trends; operational managers are thereby provided current information to curtail criminal victimization and officers from various units are deployed to deal with the particular crime pattern. This business practice has contributed to a reduction in criminal victimization.

## Service Centre Enhancements

To increase interaction between police and the community, enhance problem solving initiatives and provide a more visible police presence, the Regina Police Service's Community Service Centres changed desk service hours at the two Centres. The change allows officers to spend more time in the communities they serve. In addition, The Al Ritchie geographical responsibility was expanded to include the Core neighbourhood.

## Omnibus Survey

Each year the Regina Police Service participates in the City of Regina Omnibus Survey. The survey allows the Regina Police Service to analyze perceptions of community safety and effectiveness of service delivery. The 2006 City Omnibus Survey indicates that people consider Regina to be a safe city. Satisfaction with the Regina Police Service remains consistently high, as do reporting rates. Perceptions of safety, police visibility, and victimization have remained relatively stable since 2000. Overall, respondents identified continued satisfaction with the Regina Police Service and high perceptions of the City as a safe community.

## Regina Police Service Website

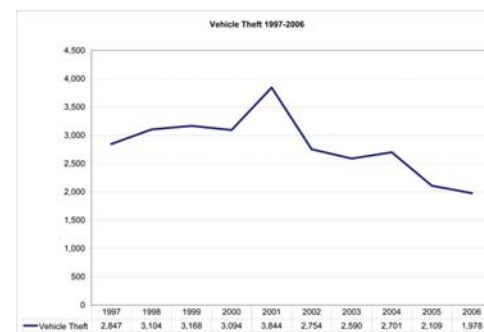
In January, the Regina Police Service launched its new website. It was determined that the website needed a more professional look, better functionality and usability. The website is updated regularly with information ranging from media releases to Regina Police Service activities.

## Break & Enter Strategy

The Regina Police Service has formulated a strategy to deal with the continuing problem of break & enter offences. The strategy provides a framework for addressing all types of break & enter offences by incorporating three areas of priority: prevention, community partners and investigation/enforcement. It focuses on: developing a public communications plan aimed at prevention; expanding the Auto Theft Strategy to include break & enters; and upgrading the processes used by investigators assigned to the Community Services Division and the Criminal Investigation Division. The 2006 break & enter offence number is the lowest it has been in the past ten years.

## Auto Theft Strategy

Regina's Auto Theft Strategy has produced significant results since its inception in January of 2002. The 2006 number is the lowest it has been in the past ten years, with the sharpest decline noted between 2001 and 2006 (-49.4 % change). The Auto Theft Strategy involves the provincial departments of Justice and Corrections and Public Safety, the Regina Police Service, Saskatchewan Government Insurance and various community agencies. The strategy is based on the three principles of responsibility, rehabilitation and reintegration.



## 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.



The strongest passion which I have is Honour

# Honour

- Philip James Bailey



# Infrastructure - Business Systems & Processes

## Space Planning

In 2006, a consultant was retained to undertake a study of the future space needs of the Regina Police Service and the condition and capacity of existing space infrastructure to handle growth in the Service. The study identified the need for some 50,000 square feet of additional space over a 10 year period. The development path to achieve this growth will involve the development of building space to the southeast of the Headquarters Building and includes significant changes to the existing Municipal Justice Building, while respecting its heritage aspects.

This large-scale project is currently scheduled for work in 2011, to be preceded by several years of pre-planning.

## Upgrading Training and Meeting Rooms

Training and meeting rooms at the Regina Police Service experience intense usage. Yet upgrades to improve their functionality had not been undertaken since the Headquarters Building was built three decades ago. In 2006, steps were taken to upgrade the Bruton-Harwood and Greer Rooms, the Parade Room and the Executive Conference Room. Besides cosmetic and comfort improvements, the rooms have been modernized to allow for the presentation of multi-media information to meeting participants. Further investments in the Regina Police Service Headquarters Building are being planned within available funds.

## Implementation of I E I S

(Integrated Electronic Information System)

Previous reports have described plans and efforts to implement a new integrated Computer Aided Dispatch (CAD) and Records Management System. This large project, which has involved several years of work, is now complete except for system refinements and enhancements that will be on-going as the Regina Police Service maximizes the system's features and capacity. The I E I S system significantly streamlines the input, storage and management of police information, while providing real-time access to the information for officers. The system holds the promise of enhancing the performance of the Regina Police Service.

The extensive and complex work required to implement the I E I S system, including business process changes, was led by the Service's Information Management and Technology Committee and assisted by many helpers throughout the organization. The Regina Police Service is currently being recognized nationally as a leader in the implementation of systems of this type.

A man with a goatee and a small hoop earring is sitting on a wooden bench outdoors. He is wearing a purple and white vertically striped dress shirt and a blue patterned tie. He has his hands clasped in his lap and is smiling warmly at the camera. The background shows a tree trunk and green foliage.

Infrastructure - Business Systems & Processes -  
Facilities, equipment, business systems and  
processes 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.

# Professional

... I want to be looked back on as being very innovative, very trusted  
and ethical and ultimately making a big difference in the world.

- Sergey Brin

# Partnerships & Community Engagement

## Regina Youth Justice Forum

Beginning in 2001, the Regina Youth Justice Forum began discussions on how to best integrate young people back into the community from incarceration, by providing supports and mechanisms for success. During the discussions, gang issues emerged as a priority and an Advisory Team was formed to look at prevention options for gang involvement, recruiting and successful exiting. Representatives from the Regina Youth Justice Forum; Regina Treaty Status Indian Services; Street Culture Project Inc.; Corrections and Public Safety; Department of Community Resources (and Employment); Regina Police Service and Saskatchewan Learning participated in the development of a proposal to the National Crime Prevention Centre to develop a gang prevention DVD resource. In the fall of 2006, "RU Down or RU Out – A Youth Perspective on Regina's Inner City Gangs" was released. It is a DVD compilation of the issues that young people face in many of our Saskatchewan communities.

## 3rd Annual Regina Police Service Half Marathon

For the third consecutive year, the RPS played host to one of Regina's largest running/walking events. The RPS Half Marathon attracted 775 runners and walkers from the Regina community and several locations across Saskatchewan. Runners and walkers battled tough weather conditions as they endeavoured to complete the 21.1 km course as individual participants or as members of relay teams. Over 20 RPS members participated in this event as participants or as race day volunteers. Many volunteer groups from Regina lent a hand in setting up and resourcing this huge undertaking.

## 11th Annual Open House

On May 31, 2006 the Regina Police Service opened its doors to the public for its 11th Annual Open House. The Open House, which runs concurrently with Crime Prevention Week, thanks Regina's for their continued support and reinforces ties with the community. Open House brings sworn members and civilian staff of the Regina Police Service together with Regina residents, allowing people to learn more about the many types of work done by the Police Service. The day showcases the Emergency Services Teams, acknowledges the role of police in public safety and celebrates the many partnerships between the Regina Police Service and other human service agencies and volunteer groups.

## 12th Annual Art Show

The Regina Police Service held its 12th annual Aboriginal Community Art Show during the month of May. Continuing its tradition of celebrating art, the Regina Police Service displayed the works of students from Regina's Scott Collegiate and Imperial Schools, post-secondary students in the Fine Arts Program at the First Nations University of Canada and students enrolled in the Mackenzie Art Gallery Urban Art Program. The artwork was on display throughout the month of May in the museum area of the Regina Police Service Headquarters Building.

## Rolling Stones Concerts

Regina's biggest rock show featured the Rolling Stones who played to a sold-out Taylor Field, with over 40,000 fans in attendance on both October 6th and 9th, and the Regina Police Service was there. The Regina Police Service sat on the organizing committee, was a visual presence at both shows and also assisted with the pyrotechnics. The Rolling Stones concerts were a highlight of the year and put Regina on the concert circuit.

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.

A photograph of two people smiling. The woman on the left is wearing a white long-sleeved t-shirt with 'SASKATCHEWAN ROUGHRIDERS' printed on it. The man on the right is wearing a green hard hat with 'SASKATCHEWAN ROUGHRIDERS' on the front and a grey t-shirt. He is holding a large brown teddy bear that is wearing a small white t-shirt with 'Childre Funda' and 'CR radio' on it. The woman is holding a gold trophy. In the background, there is a green and white flag with a logo and some coats hanging on a rack.

# Community

Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.

- Margaret Mead

# Human Resource Development

**Chief's Commendations:** Cst. R. Petkau, Cst. V. Crumly, Cst. P. Dennis, Cst. J. Kaiser, Cst. C. Ward, Cst. S. Steinke

**Meritorious Performance Award:** Sgt. D. Rae, Cpl. D. Fedor, Cpl. C. Hall, Cst. L. Horvath, Cst. S. Pelletier, Cst. K. Gorman, Cst. S. Thompson, Ms. M. Earl

**Community Policing Award:** S/Sgt. J. Siller, Cpl. P. Tate, Mr. M. Crumley

**Special Service Award:** Ms. B. Nielsen, Cst. R. Fraser

## **Teamwork Award:**

60 Cases of Arson Solved: Sgt. B. Benz, Sgt. C. Kemp, Cpl. K. Erichsen, Cpl. D. Callander, Cst. C. Sundby, Cst. C. Sebastian, Cst. N. Henderson, Cst. C. Craig, Cst. P. Gee, Cst. D. Duncan, Cst. D. Wollbaum, Cst. T. Ostapiw, Cst. W. Halstead, Cst. D. Csada

Information Management & Technology Committee: Supt. B. Morin, S/Sgt. J. Siller, Ms. L. Mohr, Ms. J. Baumgartner, Ms. S. Kloczko, Ms. P. Riou

Project iskweis: S/Sgt. M. Pritchard, Sgt. K. Calfas, Sgt. R. Willis, Cpl. C. Zaharuk, Cpl. B. Shannon, Cst. C. Ward, Cst. S. Balon, Ms. M. Deters, Ms. D. Zuck

**Retired Members:** Cpl. D. Fletcher, Sgt. D. Orban, Sgt. P. Chiddenton, Cpl. S. Bihun, Cpl. J. Clifton, Sgt. R. Bosche, Sgt. B. Kuzyk, D/Chief C. Weighill, Sgt. B. Findlay, Sgt. R. Ferguson, S/Sgt. R. Turley, Sgt. A. Philip, Cst. P. Kuhn, Sgt. C. Jeworski, S/Sgt. R. Buddecke, Sgt. M. Targett

**Promotions:** D/Chief T. Hagen, Supt. R. Morin, Supt. M. Roe, Insp. W. Hurlbert, Insp. R. Bourassa, S/Sgt. D. Coburn, S/Sgt. R. Buckingham, S/Sgt. L. Dudar, S/Sgt. D. Rae, Sgt. D. McKechnie, Sgt. R. Hosaluk, Sgt. T. Ewart, Sgt. T. Wall, Sgt. J. Walker, Sgt. A. Puglia, Sgt. M. Cain, Sgt. L. Chaulk, Sgt. C. Zaharuk, Sgt. A. Hendren, Sgt. D. Koch, Sgt. G. Shain, Cpl. T. Huber, Cpl. M. Jarocki, Cpl. E. Bray, Cpl. S. Sulymka, Cpl. J. Quere, Cpl. G. McNabb, Cpl. D. Ross, Cpl. D. Kosolofski, Cpl. P. Gee

**Civilian:** Ms. L. Shaw

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.



Integrity is the essence of everything successful.  
- Richard Buckminster Fuller

# Integrity

# Human Resource Development

## Engagements:

Probationary Constables: E. Black, K. Harris, C. Veitch, K. Hordichuk, A. Pengelly, M. Simons, J. Holmstrom, D. Kliman, T. Deibert, N. Bepalko, J. Boers, R. Hnetka, K. Malcolm, S. McKim, M. Rieger, H. Degelman, J. Salyn, S. Keshane, T. Weir

Experienced Probationary Constables: J. Lewis, G. Krawetz, C. Thacyk

Special Constables: D. Ackles, T. Boynton, N. Bepalko, M. Dennett, J. Boers, C. Neufeld, T. Weir

Civilian: C. Coons, G. Cousins, G. Buckland, L. Fiacco, D. Deutscher, M. Ferner, B. Campeau, J. Clark, B. Fowlie

## Exemplary Service Medal:

30 year Medal: D. Matheis, B. Benz, D. Langelotz, R. Bosche, G. Sonier

20 year Medal: J. Nelson, L. Morin, M. Dormuth, D. Schatz, B. Thompson, R. Huber, M. Kelsch, C. Kemp, L. Gray, W. Varnton, R. Dizey, R. Rayner, L. Anderson, K. Cosgrove, L. Geni, P. Engelhardt

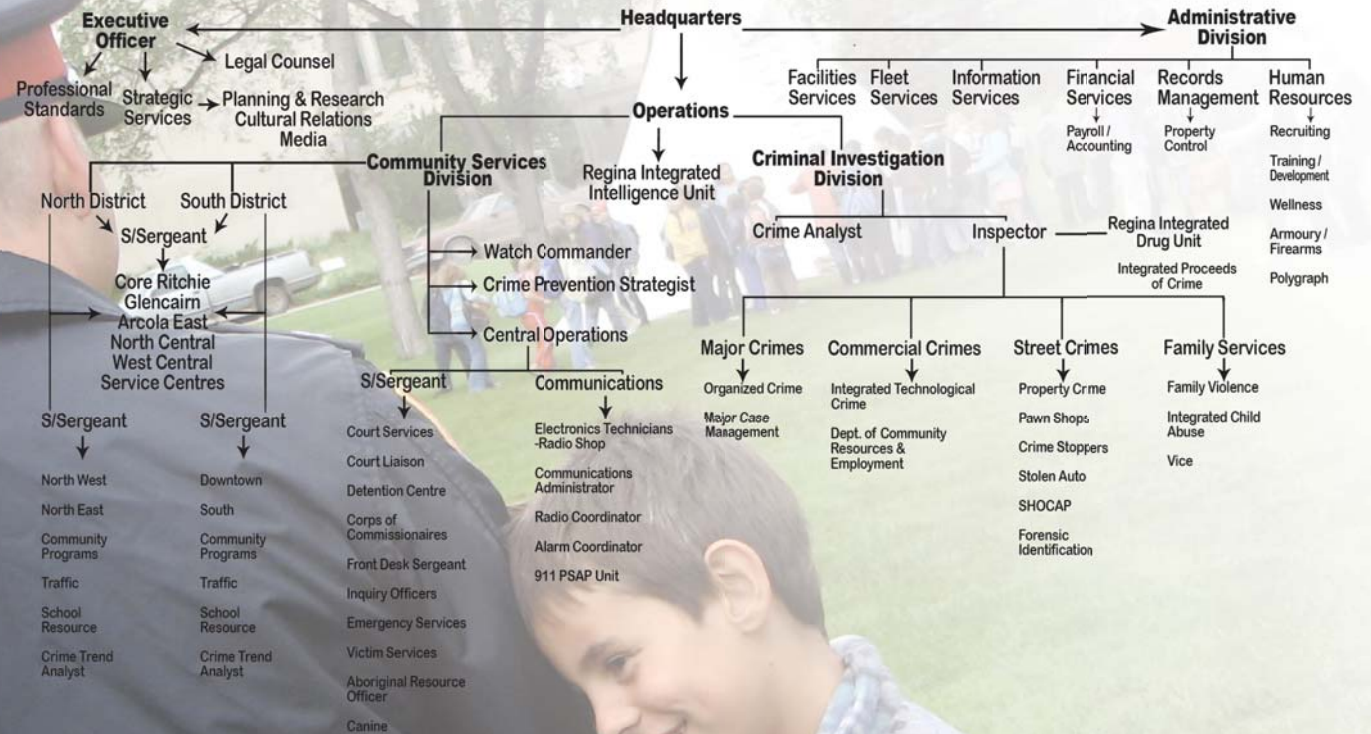
**Saskatchewan Protective Service Medal (25 year):** R. Bosche, R. Bourassa, T. Edwards, D. Gulka, R. Morin, A. Philip, M. Pritchard, M. Roe, R. Roteliuk, B. Schmidt, G. Shain, R. Van Dusen, R. Willis

**Gold X Pistols:** Insp. W. Hurlbert, S/Sgt. R. Buddecke, S/Sgt. W. Hamilton, Sgt. C. Jeworski, Cst. G. Criddle, Cst. D. Duncan, Cst. B. Eckert, Cst. K. Gorman, Cst. R. Hodgins, Cst. T. Lenius, Cst. J. Lorence, Cst. K. McFetridge, Cst. J. Oshanyk, Cst. S. Steinke, Cst. N. Strueby, Cst. D. Yadlowski

## SPARC

The Saskatchewan Police Aboriginal Recruiting Committee's (SPARC) objective is primarily to develop a strategy that will explore ways to attract Aboriginal candidates into a career in policing and to ensure Aboriginal recruits are provided with the necessary supports to achieve career success. SPARC is representative of all police agencies within the province of Saskatchewan. The working committee, established in 2006, has been sharing knowledge and best practices to develop and retain Aboriginal applicants in our respective police agencies.

# Organizational Structure



There is only one way to succeed in anything, and that is to give it everything. - Vince Lombardi

# Commitment



# 2006 Statistics

City of Regina Population*	181, 203
Police Authorized Strength*	342
Civilian Authorized Strength*	136
Special Constable Authorized Strength	4
Commissionaires Authorized Strength	21
Sworn Police to Population Ratio*	1:530
Police Service Personnel to Population Ratio*	1:379
Regina Police Service Gross Operating Budget	\$47,858,600
Dispatched Calls for Service	64,322
Criminal Code Reported Violations* (including Criminal Code Traffic)	26,475
Criminal Code Crime Rate* (excluding Criminal Code Traffic)	13,152

\* according to CCJS data for 2006

Crimes Against the Person - Criminal Code	3,420
Homicide	8
Attempt Homicide/Conspiracy	16
Assaults (Level i, ii, iii, and Other)	2,437
Sexual Assaults	150
Other Sexual Crimes	7
Kidnapping/Forcible Confinement/Abduction	35
Robbery	529

Property Crimes - Criminal Code	15,631
Arson	144
Break & Enter	2,850
Residential	1,615
Business	616
Other	619
Motor Vehicle Theft	1,978
Theft	6,367
Mischief/Wilful Damage	3,297

Other Criminal Code	
Prostitution	93

Traffic Offences	
Criminal Code Dangerous, Impaired and Other	3,679

Other Violations	
Controlled Drugs & Substances Act (CDSA)	428
Total Citations Issued	21,909

