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ANNUAL REPORT

2011

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On the cover:

Cpl. Claudio Serrano is greeted by a fan at the Queen City Exhibition.



ANNUAL REPORT

2011

CHIEF'S MESSAGE

Policing is so much more than enforcement of our Criminal Code, provincial statutes and bylaws. In looking at another year of our service to the community, a steady decline in the crime rate in our city is a key part of our “report card”; however, our Police Service makes many other contributions to our community life which have just as much impact. Their

effect may be more difficult to measure, especially in the short term, but they are meaningful and worthwhile investments, nonetheless.

The annual comparison of police-reported crime in July, comparing the 2010 crime numbers to 2009, showed another decrease in the crime rate in Regina. The eight percent decrease in the crime rate took Regina to its lowest level of crime since 1991 (when Statistics Canada started using its current method of collecting and comparing crime data). Since 1991, Regina’s crime rate has decreased 34.6%. We continue to make progress, but there is always more work to do.

The Regina Police Service commissioned a survey, carried out from August 15th to September 14th, which was designed by professors from the University of Regina and delivered by a research firm. The survey was called “Community Perceptions of the Regina Police Service”. It asked Regina residents about their perceptions of the Police Service and crime in our city. The survey results, presented in early 2012, were largely favourable but, naturally, also identified areas for improvement. Themes for improvement included greater police presence,

more positive police-youth interactions, more energetic policing of minor offences like graffiti and traffic violations and more community policing.

The year 2011 was certainly a year of connections and learning. As a Police Service we are always striving to improve. From and with our community, we learn about each other and ourselves. We acknowledge the contribution of others. Among the events and initiatives of the year 2011:

- Treaty Four CPA – May 7-18;
- Veterans' Appreciation Lunch – May 17th at the RPS gymnasium;
- Showcase – May 18th at Evraz Place;
- Saskatchewan's Top Employers – our third year to earn this distinction;
- Social Media – we are engaging the public in new ways through the work of our new Social Media Officer;
- National Police Boards Conference – August 18-20;
- United Way Campaign – October, 2011: another year, another record total: \$27,524.16;
- Media Police Academy – October 13th;
- Cold Case Conference – October 18-20;
- Chaplains' Conference – October 24-28;
- Online Reporting – November 15th: introduction of web-based reporting for some types of property crime;
- Tree of Warmth – November/December;
- Institute of Public Administration of Canada (IPAC) Conference - November 29-30;
- Exemplary Service Medals – November 3rd at Government House;
- The Regina Police Service Annual Awards for 2011 honoured 33 individuals (some of them community members) for contributions to policing, safety and the enhancement of life in our community.

The year 2011 was a difficult year, as well, in that we experienced the sudden and untimely death of a serving Regina Police Service officer. Constable Peter John Dennis, Badge #664, died tragically as the result of injuries sustained in a motor vehicle collision, on August 17, 2011, at the age of 44. Peter was not on duty at the time of the collision; he was on holiday and an innocent victim in the event that claimed his life. In his eight years with the Regina Police Service Peter distinguished himself as a dedicated worker, loyal colleague and caring person. Our large, extended "work family" is diminished with Peter's passing.

We also said goodbye in 2011 to two of our cherished Elders and long-time friends. Arthur "Art" Kaiswatum, of Piapot First Nation, an original member of the Regina Police Service Elders Advisory Council, passed away February 28, 2011, at the age of 61 years. And Isador Pelletier of Pasqua First Nation, also a member of the Elders Advisory Council from its inception, passed away on November 30, 2011, at the age of 74 years. Both men worked with our Police Service for many years building relationships between the Service and First Nations people in Regina and the surrounding area. Both men also provided our police officers and civilian employees with teaching on, and an appreciation for, the cultural significance of First Nations ceremonies through sweats, classroom instruction, wise counsel and friendship. We are grateful for their role in educating us and forging strong ties with our First Nations and Métis communities.

I would like to close by thanking the citizens of Regina for their co-operation and trust. I would also like to thank the members of the Board of Police Commissioners for their guidance and governance and I thank our sworn and civilian members who demonstrate their commitment to public safety every day. Together, we make our city a better place for all of our citizens.





Board of Police Commissioners:

Board of Police Commissioners (l. to r.) – Mayor Pat Fiacco, Councillor Sharron Bryce, Mr. Ron Rasmussen, Ms. Shelley Lavallee, Councillor Wade Murray.)

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.



IN MEMORY

Cst. Peter John Dennis, Badge 664, died tragically, at the age of 44, on August 17, 2011, as a result of a motor vehicle collision. Peter joined the Regina Police Service in January, 2003, in the fulfillment of his life-long dream to be a police officer. Peter loved working on cars and restoring vintage vehicles and, prior to his career in policing, worked as an automotive service technician. Peter's death deeply affected all of us at the Regina Police Service. Peter will always be remembered for his quiet dedication to his job, his wry sense of humour, his commitment to mentoring younger police officers, his deep love for his family and his willingness to listen to and help others. We will hold you in our hearts, Peter; rest in peace.



Arthur "Art" Kaiswatum, of Piapot First Nation, an original member of the Regina Police Service Elders Advisory Council, passed away February 28, 2011, at the age of 61 years. Art worked with our Police Service for many years, building relationships between the Service and First Nations people in Regina and surrounding area. Art worked with our Service and the Saskatchewan Police College to build understanding of the cultural significance of First Nations ceremonies: Art led many sweats for our members, their families and new recruits.

Isador Pelletier, of Pasqua First Nation, passed away on November 30, 2011, at the age of 74 years. Isador worked with the Service from 1990 as a Cultural Advisor, sat on the Elders Advisory Council from the time of its inception in 2000 and helped create the Service's first Community Feast. He was the first resident Elder for our Police Service and worked in the Chaplaincy program until 2009. He was instrumental in having Elders included in the Service's Employee Family Assistance program. Isador was dedicated to fostering relationships and understanding between police and First Nations and Metis peoples.

We have many photos of our departed Elders and friends, Art and Isadore, but First Nations cultural teaching says we should not display their photographs in this year of their passing.



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)

Eleven and Under Initiative (11UI) - Every adult who's been in the criminal justice system was once a child. Research shows us that early-life experiences (both positive and negative) shape who we become. The Eleven and Under Initiative (or 11UI) is a whole-community effort to help children (under 11 years of age) who are exposed to risk factors that may prompt them to engage in unhealthy or unlawful behaviours. The 11UI would help connect children and their families to the appropriate service providers who could encourage and support positive change. The Regina Police Service is one of many partners including: the Regina Public School Board, Regina Catholic School Board, the Ministry of Social Services, Child and Youth Services, Mental Health and Addiction Services, City of Regina, Ehrlo Counseling Services, the Regina Open Door Society and two Community Elders. This year has been a year of making key contacts, reaching agreement on how and when to share information, and planning. The ultimate goal is to help all of our children reach their full potential as healthy, productive members of society.

Report Impaired Drivers (RID) – This program, begun in October, 2010, is a partnership between our Police Service, SGI and Rawlco Radio. RID is meant to increase public awareness about the problem of impaired driving and encourages motorists to safely call 9-1-1 if they see impaired drivers.

RID statistics for 2011 are:

- RID phone calls received – 1528
- RID letters issued – 712
- RID interceptions – 129
- RID impaired occurrences – 46
- RID other charges – 76

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. At any given time in our city, there are many people who have outstanding warrants. Our Police Service is continuing a warrant strategy that seeks to hold offenders to account and reduce the number of wanted people in Regina. These include Criminal Code, Provincial Statute and Bylaw warrants. Here's the progress of the warrant strategy to date:

- June 2008 – 4,152 people wanted on 11,166 outstanding warrants;
 - December 2011 – 3,277 people wanted on 4,165 outstanding warrants;
 - The reduction in persons wanted is 875, (-21.1 percent overall);
 - The reduction in outstanding warrants is 7001, (-62.7 percent overall).
- To learn about how to deal with outstanding warrants (and why you might want to), go to www.reginapolice.ca.

Liquor Enforcement Teams and Foot Patrols – Regina’s Dewdney Avenue, between the 1800 and 2300 blocks, commonly called the Dewdney Avenue Bar Strip, has the highest concentration of businesses serving and selling liquor in Regina. Predictably, this area also gets a high number of calls for service (1717 in 2010), especially on weekend nights. In addition to checkstops and other traffic and patrol initiatives, police added Liquor Enforcement Teams (working with Saskatchewan Liquor and Gaming, Bylaw Enforcement and Fire and Protective Services) and high-visibility foot patrols from June 17 to October 29, 2011, during peak times (10:00 p.m. to 3:00 a.m.) on Friday and Saturday nights. These officers were assigned to interact openly with: patrons to deter unwanted behaviours; and business owners to encourage compliance with liquor laws and other legislation. Evaluation of this project looked for changes in the quantity, type and severity of calls for service. It was found that calls for service declined 7% from the previous year on Friday and Saturday nights. The level of injury and calls involving weapons declined during the project. Feedback received indicated police presence was noticed and appreciated both for the deterrent value as well as assistance received.

Liaison Officer, University of Regina – The University of Regina campus is a densely-populated area within our city during class hours. Having a police officer on campus, and in regular contact with the U of R, First Nations University of Canada and the Saskatchewan Institute of Applied Sciences and Technology, has enhanced both formal and informal communication with Campus Security, but also between the police and university faculty and students. It can also present recruitment opportunities. The Liaison Officer position (Constable) will continue in 2012.

Tactical Psychologist – Our Service, like other police agencies across Canada, has engaged a mental health professional (or MHP) to assist on barricaded persons or hostage-taking situations. In such an incident, this mental health professional can assist the Incident Commander in identifying the type of suspect and may help to predict that person’s behaviour: an advantage in achieving a safe outcome for all involved.

Criminal Investigations Division (CID)

In the Criminal Investigations Division, or CID, one of the most complex criminal investigations has been the ongoing homicide investigation into the deaths of three members of one family in 2010. On August 6, 2010, police discovered the bodies of 31 year-old Gray Nay Htoo, 28 year-old Maw Maw and their son, three year-old Seven June Htoo in their townhouse in the Uplands neighbourhood. The investigation into the murders has been one of the lengthiest, most complicated investigations in Regina Police Service history. In 2011, a team of six investigators continued to identify and assign investigative tasks involving, at times, over 20 police officers and more than 200 interviews. The RCMP has also assisted by assigning one RCMP member to this investigation. Progress in the case continues.

The Cold Case Conference, held in Regina from October 18-20, drew over 40 participants from across the country. This event, which drew on the expertise of many knowledgeable presenters, was designed to help develop the specialized skills to carry out complex and long-term investigations, including long-term missing persons cases.

The Regina Police Service took more pro-active steps in 2011 to raise awareness of the problem of urban marijuana grow operations in residential neighbourhoods. With the help of RPS’ Crime Analyst, the Regina Qu’Appelle Health Region, the Government of Saskatchewan’s Safer Communities and Neighbourhoods section, the City of Regina Bylaw Enforcement and Fire and Protective Services, our Public Information Section published web-based information for landlords and the public on recognizing possible signs of a grow op and how to make a police report.

In keeping with the Strategic Plan goals of increased enforcement and awareness, two new staff positions were developed in CID in 2011: another investigator in the Regina Integrated Drug Unit (which is comprised of Regina Police Service members and RCMP members) and a full-time graffiti investigator. As the name suggests, this officer is dedicated full-time to the investigation of graffiti offences and public education, helping Regina residents understand their critical role. The key to eradicating graffiti is to “Record, Report and Remove”.

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.

While our officers respond to 9-1-1 emergencies and carry out investigations, other parts of our Police Service “hum along” 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. One of the biggest changes in 2011 was the development of an Applications Support Team which focuses on supporting our employees' effective use of these two main systems. For example, extracting data from all of the information we collect helps to guide our decisions on where to use our people. Ultimately it helps us to be a better-informed, more efficient and more effective Police Service.

Some of the other I-T highlights in 2011 include:

In-Car Video - Like most police services, the Regina Police Service has begun a program of installing in-car video systems, starting with a pilot project in one car in 2011. The benefits include the ability to gather information for investigations or public complaints, enhanced



officer safety and the ability to identify possible training needs. The in-car video program will expand to seven cars in 2012, with other staged installations to follow.

Toughbook upgrade – Toughbooks are the computers in our police cars. They have been upgraded to newer models, with more adjustable mounts for the equipment. The advantages of having on-board computers are many; our officers have real-time access to information and photos needed to carry out their investigations.

Recording software upgrades – These are essential upgrades to the equipment used to record and monitor police interviews. The result is better, more accessible case information provided to the courts.

Infrastructure upgrades – Who doesn't use a computer in their daily work? These improvements include the basic upgrades to software applications like Microsoft Office and Outlook as well as other business applications. These upgrades take into account our future needs and improve the reliability of our systems by keeping them current and in good working order.

Facilities

The Regina Police Service Headquarters building at 1717 Osler Street was constructed in 1977 and expanded in 1986. The Service still also uses the Municipal Justice Building (built in 1930 and expanded in 1957) at 1770 Halifax Street to house Fleet Services (the garage), a fitness facility, some offices and training space. The Service has been developing a plan to assess space needs in the near future and for the coming 25 years. The process began with an assessment of the architectural, structural, mechanical, and electrical systems in our buildings. It has been agreed that the Service needs to do some repair, renovation or replacement of some facilities. In 2012, the Service will embark 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.

Fleet

The Regina Police Service Fleet is made up of approximately 150 vehicles: about 55 of these are used in front-line service delivery (patrol, canine and traffic). There are also twelve School Resource Officer cars and a number of unmarked and general transportation vehicles. Fleet Services acquires and maintains all vehicles used by the department: a job that involves about 650 to 700 oil changes per year and replacement of 170 to 200 tires per year. Our cars cover over two million kilometres in a year. The average patrol unit drives about 30-35 thousand km/year; supervisor cars travel about 50-thousand km/year. Our garage is a busy place. One of the challenges in 2011 was preparing for the phasing out of the Crown Victoria, a workhorse vehicle for most police departments across North America.

Communications in 2011

The Communications Centre is always a busy place, since it is usually our first contact with the public when people need us. In 2011, our Communications Centre call-takers answered a total of 175,777 administrative calls. In addition, the 9-1-1 calls for the year total 61,819 and we dispatched 63,616 calls for service (that doesn't include traffic stops).

In 2011, a quality assurance program was implemented. It's a way to give call-takers regular performance feedback, enhancing their skills. It also helps identify gaps or inconsistencies in policy or procedures. This, in turn, leads to better training programs and a consistent level of customer service. This program will be implemented across all Sask 9-1-1 agencies.

Criminal Record Checks

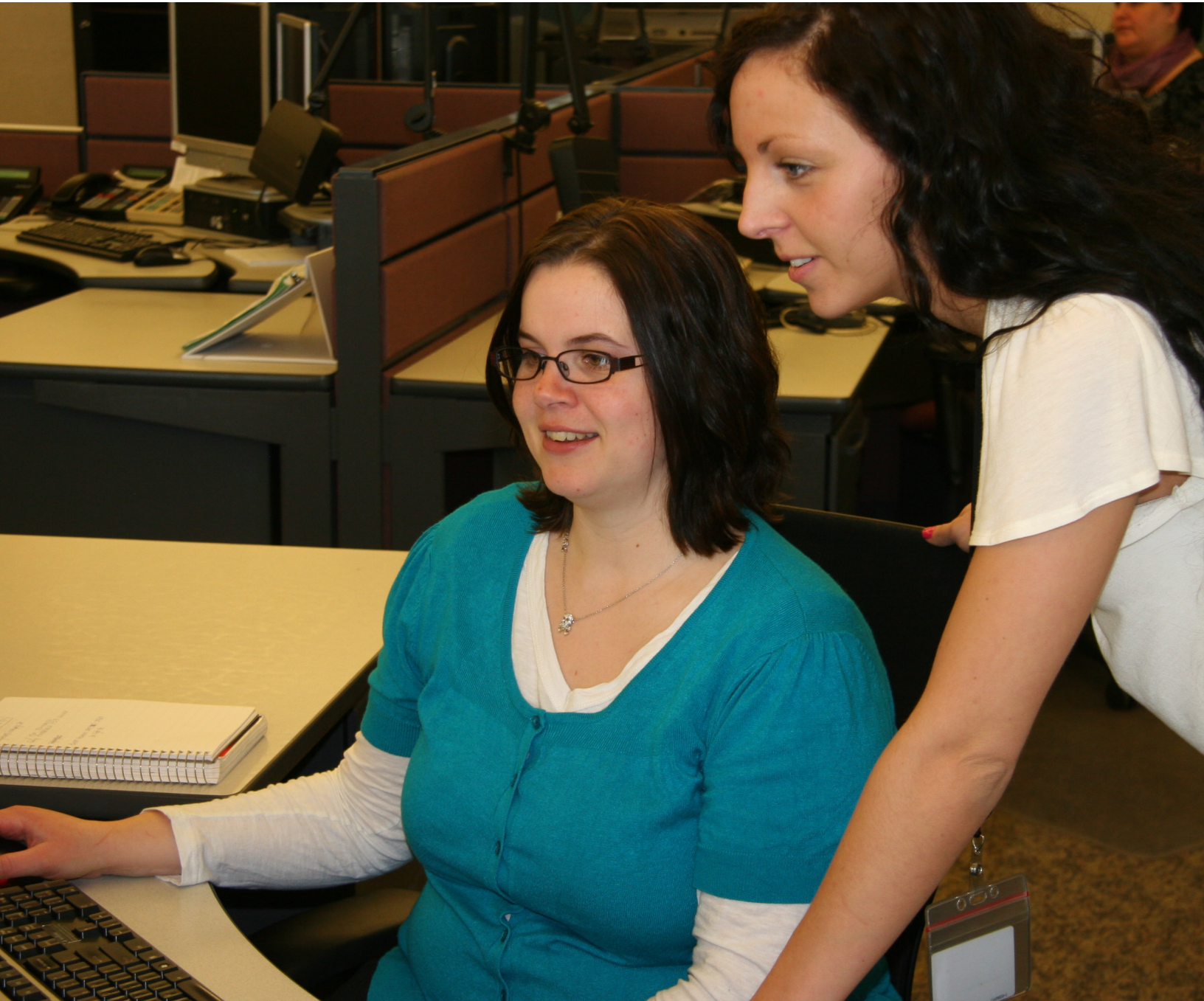
Changes by the Canadian Police Information Centre (Ottawa) in 2011 had the result of a longer processing time for some criminal record checks. That delay has been difficult for some members of the public seeking pre-employment and volunteer record checks. Our Police Service is exploring systems that would allow for electronic submission of fingerprints and speedier results. In the interim, some public education has been done to ask employers and organizations that require record checks for their volunteers to make their requests sooner.

Digital Media Analysis

The Police Information and Evidence Management section created a new permanent position for a Digital Media Specialist. This will meet the increasing demands to manage, clarify and copy various internal and external video evidence, interviews and third party surveillance media.

Online Reporting

On November 15th, our Service introduced Online Reporting for some types of property crime. The system encourages the public to use a web-based system to file incident reports from crime like garage break and enters and theft from auto. It doesn't remove the options of phoning in or coming in person to report these crimes; it simply recognizes that some of our citizens may find online reporting more convenient and seeks to provide another option to the public. Online reporting is available at www.reginapolice.ca.





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 Police Service Strategic Plan

The current Regina Police Service Strategic Plan was enacted in 2011. This document, which was developed from consultations with our community, partner agencies and our own employees, is a plan which guides our organizational action for the next four years. It also establishes a common understanding of our direction among our own management and staff. The Regina Police Service Strategic Plan 2011-2014 can be viewed online at www.reginapolice.ca.

Community Perceptions of the RPS Survey

The Service commissioned a survey, carried out from August 15th to September 14th, which was designed by professors from the University of Regina and delivered

by a research firm. The survey asked Regina residents about their perceptions of the Police Service and crime in our city. The survey questions related to six general topics: police effectiveness; police responsiveness; visibility and presence of police; fear of crime; trust and confidence in police; and, where applicable, perceptions of the police service centres located in Regina's Central District. The survey results, presented in early 2012, were largely favourable but, naturally, also identified areas for improvement. The entire survey can be viewed online at www.reginapolice.ca.

Policy Manual Update

The Service is also in the process of updating its Administrative and Procedures Manuals and amalgamating the two manuals into a single Policy

Manual. Updates to policy aren't unusual; revisions are quickly carried out when there are changes to legislation or developments in the policing profession that need to be incorporated into day-to-day operations. This current overhaul will also bring the manual into a more manageable electronic format and will introduce new policies in areas like the Service's use of social media.

In-House Crown Prosecutor

In 2011, the Regina Police Service entered into a one-year pilot partnership with the office of the Crown Prosecutor. The plan had a Prosecutor working in-house at the Police Service, screening all out-of-custody files. The goals of this arrangement included: reducing time-to-trial delays, reducing prosecutor's pre-court workload, increasing the quality of court investigation files and reducing officer court attendance.

Regina Welcomes the World

The Cultural and Community Diversity Unit embarked on an ambitious partnership project with the Regina Open Door Society and Citizenship and Immigration Canada. This project saw the development of videos and language menus for newcomers to Canada. We recognize that our community is becoming more

and more diverse, pointing to the need for education on topics ranging from traffic laws to child safety to domestic violence. The videos, which have been translated into ten different languages will be uploaded to an internet site so that newcomer families can easily access the information and know what to expect from police and what the police may ask of them.

Social Media

In 2011, our Police Service made a stronger commitment to communicating with our community through social media. With approval from the Board of Police Commissioners for a new civilian position, the Regina Police Service hired a social media officer in July. The social media officer's job is to use social media like facebook, twitter and YouTube to reach out and engage the people we serve. That means spending a lot of time "in conversation" with followers, sometimes answering questions about everyday police work; sometimes sending out interesting facts; sometimes directing people to other resources within our Service. Is it working? Well, from the end of July to the end of December, we grew our following from 11 to 810 on facebook and 662 to 2,438 on twitter and we're still going strong! If you aren't following us: why aren't you following us? @reginapolice and [facebook.com/reginapoliceservice](https://www.facebook.com/reginapoliceservice).



Other highlights of the year include:

Regina Police Service Half Marathon

April 17th, Wascana Centre.



Once again, the RPS Half Marathon Organizing Committee staged a very successful event, attracting close to 750 runners and walkers from Regina and beyond. The annual half marathon run, relay and walk takes participants through beautiful Wascana Park and has come to be a staple among local fitness enthusiasts. The race is not a fundraiser, but over the years has made donations to various local causes including Kidsport, the Red Cross, the YMCA and the Domestic Violence Early Intervention program of Family Service Regina.



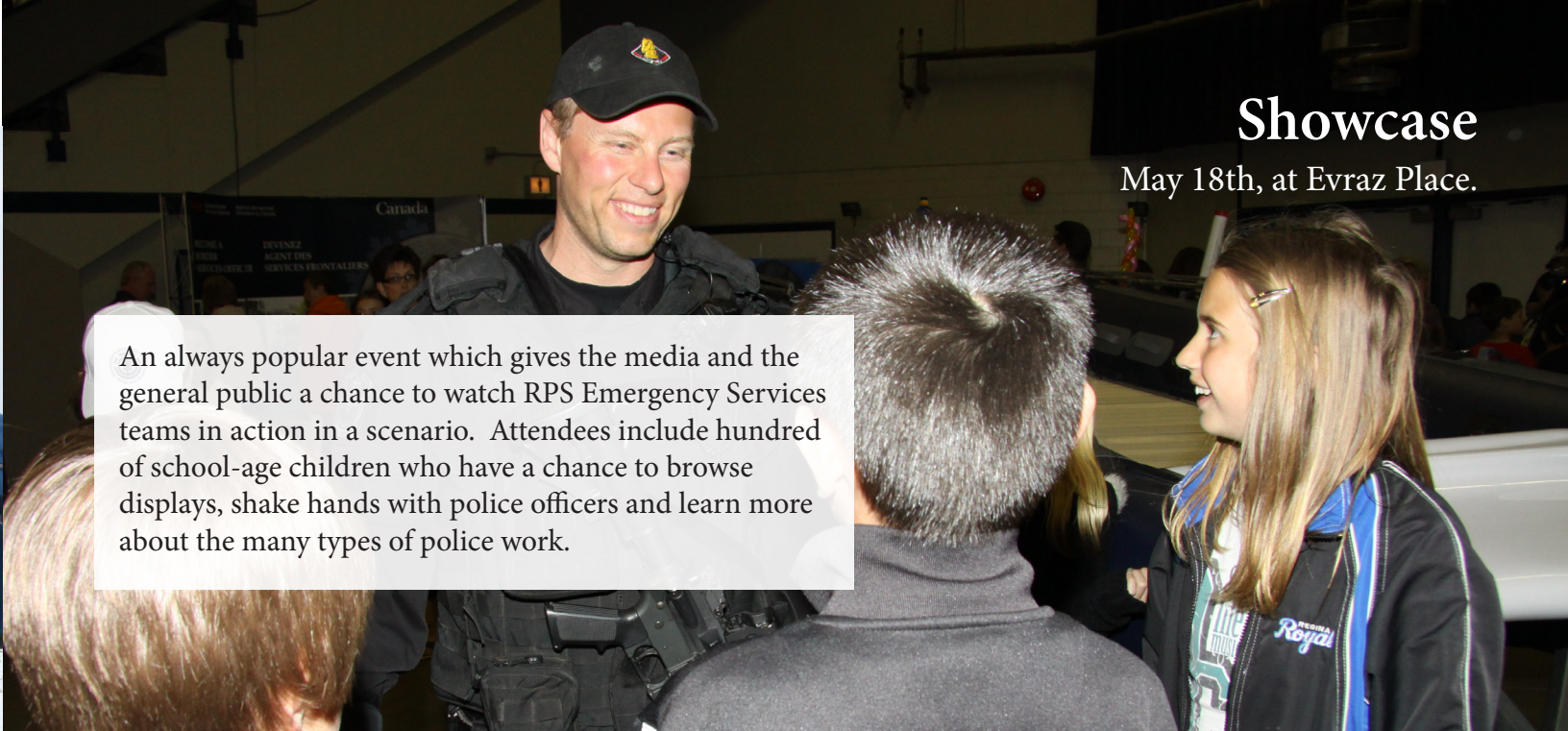
Veterans' Appreciation Lunch

May 17th, RPS Gymnasium.

This event, held in the RPS gymnasium, welcomes back retired police officers and civilian employees. It is a wonderful opportunity for everyone: from the newest of recruits to our most senior working members, to acknowledge the contribution of our retired members...and swap a few stories!

Showcase

May 18th, at Evraz Place.



An always popular event which gives the media and the general public a chance to watch RPS Emergency Services teams in action in a scenario. Attendees include hundreds of school-age children who have a chance to browse displays, shake hands with police officers and learn more about the many types of police work.

Saskatchewan's Top Employers

Once again, in 2011, our Service was designated as one of Saskatchewan's Top Employers in a process that selects and recognizes workplaces which strive to attract and retain quality employees. This is the 3rd year that RPS has been acknowledged as one of Saskatchewan's Top Employers.

Tree of Warmth

At the end of November, a bare Christmas tree was placed in the front lobby at RPS. By the end of the holiday season, it had been "decorated" by our employees with many, many items of warm clothing, mitts, hats and scarves for infants, children and youth in our community.

Citizens' Police Academy

Citizens' Police Academy is an eleven week program that gives citizens an inside look at police work, through a series of lectures, demonstrations and ride-alongs. CPA takes place one evening per week, with various police personnel presenting information about the work they and their colleagues do. Topics include Canine, Polygraph, Integrated Drug Unit, Major Crimes, Special Weapons and Tactics, Traffic Safety, Communications and Firearms. There were 55 participants in CPA Classes in 2011.

United Way Campaign

In 2011, the RPS United Way Campaign Committee ran our workplace campaign for most of the month of October. The grand total raised was an unprecedented \$27,524.16.





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.

PROMOTIONS

Sworn

Barber, D. Shane
 Barr, Ian
 Beauchesne, Pierre
 Benko, Candace
 Berting, Kelley
 Clark, Mark
 Collins, J. Rob
 Criddle, Guy
 Culling, Cory
 Danylyshen, Darrel
 Davies, Lorilee
 Davis, Troy
 Dudar, Lance
 Emery, Troy
 Fenwick, Shawn
 Filazek, Timothy
 Finkeldey, Darren
 Fraser, Richard

Gall, Todd
 Giroux, Gary
 Golden, Jonathan
 Gordon, Shannon
 Gunderson, Jason
 Hegi, Colin
 Hovdestad, Gregory
 Jackiw, Christopher
 Jarocki, Michelle
 Jerome, Todd
 Koch, Darcy
 Koroluk, Bob
 Lamer, Derek
 Le Clair, Rene
 Lindskog, Cory
 Lutz, Bart
 MacLean, Robert
 McCormick, Mark

McDonald, Darcy
 McFetridge, Kyle
 McKechnie, Darrin
 Riddell, Shane
 Serrano, Claudio
 Sherwin, Todd
 Silzer, Kevin
 Stach, Alana
 Struble, Trenton
 Strueby, Nathaniel
 Tate, Paul
 Thompson, Scott
 Tunison, James
 Verbeek, Mark
 Walker, John
 Ward, Casey
 Young, Kyla

Civilian

Kolybaba, Lori
 McMillan, Tyler
 Popowich, Elizabeth
 Schill, Wendy
 Seel, Kristin
 Shepperd, Kathy

RETIREMENTS

Sworn

Bourassa, Richard
Davis, Lance
Engelhardt, Peter
Ferraton, Roger
Gray, Lise
Kelsch, Mark
Kemp, Joseph “Curtis”

Leach, Bart
Lewis, Garth
Nelson, Jerry
Schatz, Darcy
Smith, Gordon
Wilkinson, Brian
Yarnton, William

Civilian

Argent, Cathy
Bellamy, Margaret “Louise”
Conger, Marjorie “Kim”
Flaherty, Colleen
Laurent, Claudine

ENGAGEMENTS

Sworn

Bradshaw, Kyle
Buhr, Ryan
Dunford, Brittany
Geiger, Samantha
Hanoski, Quinn
Kaip, Rylan
Khan, M. Omair
Labelle, Timothy
Martinson, Chad
Nicholson, Trisha

Panchuk, Jordan
Plomp, Tyler
Redekopp, Derek
Slatnik, Christine
Smith, Melissa
Wade, Anthony
Warkentin, Curtis
Westaff, Jason
Zulyniak, Brittany

Civilian

Bellamy, Ryan
Cooper, Theresia
Duncan, Amanda
Hubich, Erin
Madill, Kaeli
Malawski, Stephen
Murray, Paul
Paidel, Colleen
Rahman, Mostafizur
Raison, Tracy
Rink, Jocelyn
Seel, Kristin
Williams, Heather

Cultural Diversity Training

The Regina Police Service is committed to building our community and that means interacting with all parts of our community. In addition to providing training at the Saskatchewan Police College for all municipal police recruits, our Cultural and Community Diversity Unit coordinates Service-wide cultural diversity training sessions. In early 2011, all members of the Service (sworn and civilian) heard from a Nigerian delegation and a Ukrainian delegation to learn about customs, practices and the roles of women and men in families and in the community. We also learned about common interactions with police in their countries of origin; a valuable insight when trying to prevent misconceptions about police in Canada. In fall, 2011, speakers in from égale Canada presented information about hate crimes, bullying and fear in the Gay, Lesbian, Transgendered, Queer community. It was a moving presentation that gave insight into how we can build trust and encourage better communication in order to help people report crimes.



From October 24-28, the Regina Police Service hosted a national learning event for police chaplains from across the country. More than 70 delegates (above) of the Canadian Police Chaplain Association attended training sessions at RPS, and RCMP “F” and “Depot” Divisions on topics ranging from “The Role of a Police Chaplain” to “Post Traumatic Stress Disorder”. The philosophy of police chaplaincy reflects the belief that

a chaplain working in the police world is there for everyone, not just a particular congregation, faith or service agency. In times of tragedy, police chaplains bring experience, skills and training that are as specialized as the skill sets of other emergency responders. Chaplains also understand the difficulties of public bureaucracies, assisting with the "red tape" moments of life for officers and the public alike.

Other Conferences and Learning Events included:

- Treaty Four CPA – May 7-18;
- National Police Boards – August 18-20;
- Media Police Academy – October 13th;
- Cold Case Conference – October 18-20;
- Institute of Public Administration of Canada (IPAC) conference - November 29-30



Exemplary Service Medals – November 3rd, at Government House. Four RPS members were presented with their 30-Year Service Bar, eight members were presented with their 20-Year Exemplary Service Medal and one member received an International Peace Operations Commemorative Coin, to acknowledge participation in an overseas peace mission through the RCMP.

The Regina Police Service Annual Awards for 2011 were handed out in a ceremony on January

19th of 2012. In all, 33 individuals were honoured for their contributions to policing, safety and the enhancement of life in our community. Many, but not all of the recipients were police officers; there were also three private citizens who were recognized for acts of bravery: an ice surface rescue and an intervention during a robbery. Some of the other recipients included members of Saskatchewan Justice Prosecutions Branch, the RCMP and Saskatoon Police Service, recognized as valuable partners in policing.

2011 STATISTICS

	2010	2011	% change
City of Regina Population*	197,426	202,350	2%
Police Authorized Strength	386	392	2%
Civilian Authorized Strength	143	147	3%
Commissionaires Authorized Strength	21	20	-5%
Sworn Police to Population Ratio	1:511	1:516	1%
Police Service Personnel to Population Ratio	1:370	1:375	1%
Regina Police Service Gross Operating Budget	\$59,620,088	\$60,832,100	2%
Dispatched Calls for Service	62,587	63,616	2%
Criminal Code Reported Violations (Excluding Criminal Code Traffic)	20,147	20,113	0%
Criminal Code Crime Rate (Excluding Criminal Code Traffic)	10,205	9,940	-3%
Crimes Against the Person – Criminal Code TOTAL	3,128	3,050	-2%
Homicide	8	7	-13%
Attempt Homicide/Conspiracy	7	5	-29%
Assaults (Levels I, II, III and Other)	2,168	2,114	-2%
Sexual Assault	132	122	-8%
Other Sexual Crimes	15	25	67%
Kidnapping/Forcible Confinement	22	9	-59%
Robbery	380	324	-15%
Property Crimes – Criminal Code TOTAL	11,751	11,731	0%
Arson	59	56	-5%
Break & Enter	1,459	1,588	9%
Residential	746	760	2%
Business	308	238	-23%
Other	405	590	46%
Motor Vehicle Theft	1,154	1,010	-12%
Theft	5,075	5,501	8%
Mischief/Willful Damage	3,062	2,696	-12%
Other Criminal Code			
Prostitution	100	115	15%
Traffic Offences			
Criminal Code Dangerous, Impaired and Other	5,322	5,397	1%
Other Violations			
Controlled Drugs and Substances Act	511	577	13%
Total Citations Issued	27,967	31,291	12%

*provided by the City of Regina Health population data

On average, the Board of Police Commissioners receives 10 to 12 letters a month in appreciation of the work of the employees of the Regina Police Service. Here are just a few examples:

“I called your Communications Center to report a break and enter....the communications officer was absolutely excellent to deal with...she was empathetic...and very thorough. The officer really did go above and beyond my expectations”.

“The Queen City Ex would not be successful without the help of the Regina Police Service...The relationship we have maintained over the years has been excellent...”.

“Constable....responded to our call. He was sensitive to our concerns....he took additional time...the dedication of your officers to the people of this city is second to none”.



Thank you RPS for risking your lives every day to keep our community safe! You are more appreciated than you will ever know!



#FF @ReginaPolice - If you want to know how a great corporate Twitter account should run. Just amazing.



Thank you to all you hard working men and women at our Regina Police Service. You have a tough job and I appreciate all that you do.



@reginapolice thank! That at least gives me a clue. PS - excellent use of twitter, I appreciate that you answer... Gold star!



/ReginaPoliceService



/reginapolice

