

# **Board of Police Commissioners**

Tuesday, June 26, 2025 9:00 AM

Main Floor Multi-Purpose Area Police Service Centre



#### OFFICE OF THE CITY CLERK

#### Public Agenda Board of Police Commissioners Tuesday, June 26, 2025

#### Approval of Public Agenda

#### **Adoption of Minutes**

Minutes of the meeting held on May 27, 2025.

#### **Communications**

PO25-15 Möbius Benefit Administrators, Inc.: The Regina Police Pension Plan 2024 Annual Report

#### Recommendation

That this communication be received and filed.

PO25-16 Möbius Benefit Administrators, Inc.: The Target Retirement Income Plan for the Regina Police Service 2024 Annual Report

#### Recommendation

That this communication be received and filed.

#### **Administration Reports**

PO25-17 Contact Interview Annual Report, 2024

#### **Recommendation**

That this report be received and filed.

PO25-18 Regina Police Service Strategic Plan and Recruitment Annual Reports, 2024

#### Recommendation

That this report be received and filed.

PO25-19 Monthly Crime Statistics – May 2025

#### Recommendation

That this report be received and filed.

#### **Resolution for Private Session**

#### AT REGINA, SASKATCHEWAN, THURSDAY, MAY 27, 2025

# AT A MEETING OF BOARD OF POLICE COMMISSIONERS HELD IN PUBLIC SESSION

#### AT 9:00 AM

These are considered a draft rendering of the official minutes. Official minutes can be obtained through the Office of the City Clerk once approved.

Present: Commissioner Yashu Bither, in the Chair

Mayor Chad Bachynski Councillor Shobna Radons Councillor George Tsiklis

Commissioner Robert Nowosielski Commissioner Manmeet Singh Commissioner Anastassia Dubois

Also in Council Officer, Elaine Gohlke Attendance: A/City Clerk, Amber Ackerman

Legal Counsel, Katrina Swan

A/Chief, Lorilee Davies
Deputy Chief, Trent Stevely
Superintendent, Tim Seiferling
Superintendent, Kelly Trithart
A/Superintendent, Gary Giroux
Staff Sergeant, Dean Yadlowski

Executive Director, Corporate Services, Elizabeth Nguyen

Manager, Human Resources, Alissa Sullivan

Manager, Public Information & Strategic Communication,

Lindsey Hoemsen

Financial Services Manager, Tracy Raison

Commissioner Bither noted that Anastassia Dubois had signed her Oath of Office.

#### APPROVAL OF PUBLIC AGENDA

Councillor Radons moved, AND IT WAS RESOLVED, that the agenda for this meeting be approved, as submitted.

#### ADOPTION OF MINUTES

Mayor Bachynski moved, AND IT WAS RESOLVED, that the minutes for the meeting held on April 29, 2025 be adopted, as circulated.

#### ADMINISTRATION REPORTS

PO25-11 Biometrics: 1-year Review – Monitoring the health and safety of detainees in custody

#### Recommendation

That this report be received and filed.

S/Sgt Dave Kliman and Matthew Carleton made a PowerPoint presentation to the Board.

Commissioner Nowosielski moved, AND IT WAS RESOLVED, that this report be received and filed.

PO25-12 Use of Force Year-End 2024

#### **Recommendation**

That this report be received and filed.

Inspector Brad Walter made a PowerPoint presentation to the Board.

Commissioner Singh moved, AND IT WAS RESOLVED, that this report be received and filed.

PO25-13 Variance Report as at April 30, 2025

#### Recommendation

That this report be received and filed.

Councillor Tsiklis moved, AND IT WAS RESOLVED, that this report be received and filed.

PO25-14 Monthly Crime Statistics – April 2025

#### Recommendation

That this report be received and filed.

Commissioner Nowosielski moved, AND IT WAS RESOLVED, that this report be received and filed.

#### RESOLUTION FOR PRIVATE SESSION

Councillor Tsiklis moved, AND IT WAS RESOLVED, that in the interest of the public, the balance of agenda items for this meeting be considered in private session and that the Board recess for 15 minutes.

The Board recessed at 10:02 a.m.	
The media left.	

Secretary

3

Chairperson

Thursday, May 27, 2025



June 18, 2025

To: City Clerk

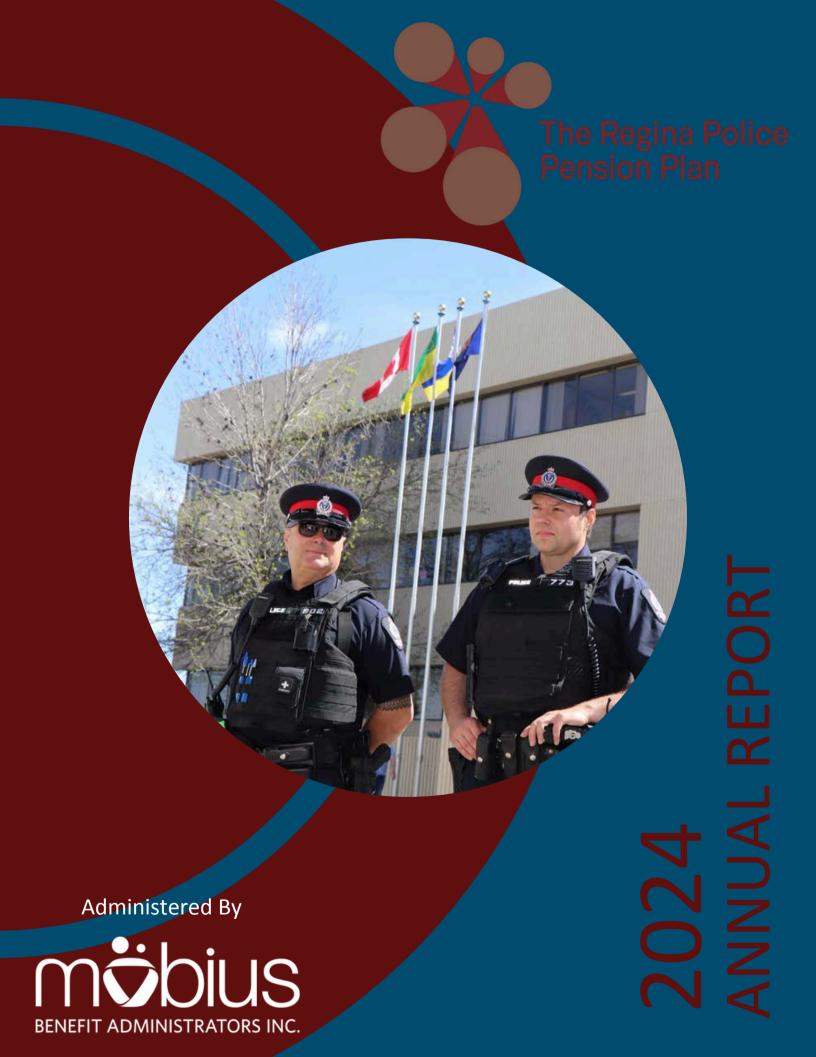
Attention: Elaine Gohlke

The Regina Police Penson Plan 2024 Annual Report Re:

Annually, the Administrative Board of the Target Retirement Income Plan for the Regina Police Service provides the Commission, and makes available to the members, spouses of members and beneficiaries, the Board's Annual Report. Attached is the Annual Report for the year ended December 31, 2024. Included in the Annual Report are the key highlights and activities of the Board for the past year, as well as the audited 2024 financial statements, which were approved by the Administrative Board at its meeting of May 29, 2025.

Yours truly,

Colyn R. Lowenberger, President & CEO Möbius Benefit Administrators Inc.



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# MESSAGE FROM THE CHAIRPERSON

As the chairperson of the Regina Police Pension Plan Administrative Board, I am pleased to present the 2024 annual report, which includes the audited financial statements for the year ended December 31, 2024.

Since the closure of this Plan, we have continued to manage the accrued benefits, which remain payable and continue to grow through salary increases and cost of living adjustments.

In May 2017, we developed a plan to help us reduce the risk in our pension plan and it has been successfully executed. We have completed the shift from public equities to low-volatility global equities. The final allocation to alternative assets is set and will be funded in the coming quarters. Ongoing portfolio monitoring will remain a priority.

Looking ahead, we are in the process of developing a strategic plan that addresses future challenges and opportunities. This will involve:

- Enhancing Member Engagement & Education to ensure that members have a comprehensive understanding of the benefits available to them, including how those benefits work and their value.
- Focusing on Plan Sustainability by continuously enhancing investment and funding strategies to balance risk and returns, while ensuring the financial health of the pension plan and adapting to economic changes and demographic shifts.
- Strengthening Governance by ensuring robust governance structures to oversee plan management, compliance, and performance.

Our pension plan is on a steady path towards reducing risk and securing financial stability. We remain dedicated to implementing effective strategies and maintaining transparent communication with all stakeholders. Thank you for your continued support and trust.

Bob Watt chairperson, ADMINISTRATIVE BOARD



We remain dedicated to implementing effective strategies and maintaining transparent communication with all stakeholders. Thank you for your continued support and trust.







Funding Status
Based on the 2024
Actuarial Estimate.

83.7%

Percentage does not reflect smoothing methodologies that are used in an actuarial valuation to reduce the volatility of contributions.

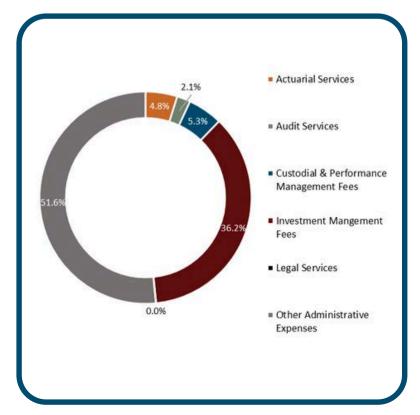
FINANC HIGHLIGHTS

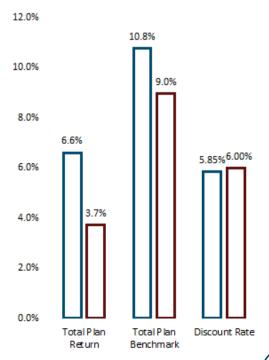
\$4.9 Million
Total
Contributions

\$18.7 Million
Investment
Gains

\$20.6 Million
Pension Benefits
& Refunds

\$1.5 Million
Operating
Expenses





2024 2023

#### Did you know?

Our oldest pensioner is 96 and has been receiving a pension for over 48 years!

932
Members
Down from 947 in 2023

389 Active 524 Retirees & Survivo

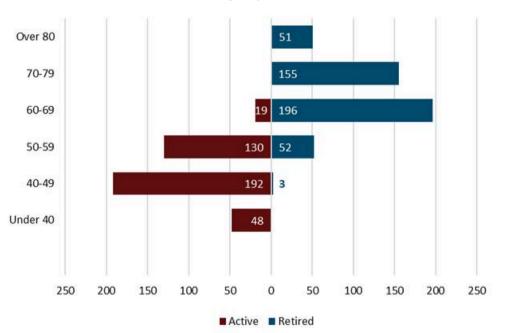
11 Deferred

8 Former Members

# MEMBER

**DETAILS** 

### **Demographic Profile**



2024
Active to
Retired
Member
Ratio

.85:1

Average Pensionable Earnings

\$144,227

Average Pensionable Service (Years)

8.4

Average Transfer
Deficiency Payment

\$20,916

Average Monthly Lifetime Pension

\$2,798



The Plan was frozen as of June 30, 2014, with the Regina Board of Police Commissioners agreeing to fund the entire existing deficit and all future deficits that may arise.

On July 1, 2014, the Target Retirement Income Plan for the Regina Police Service came into effect. The new plan provides pension benefits for service on or after that date.

Even though the Regina Police Pension Plan is frozen, each member's Pensionable Earnings will continue to increase up until the date of retirement, for purposes of calculating pensions.

The Regina Board of Police Commissioners assumed full responsibility for the past service deficit, with a 40-year amortization period, as well as any future deficit. The Commission currently makes monthly deficit repayment contributions to the Plan based on a flat percentage of 6.19% of gross pensionable earnings for active members in TRIP.

#### **Benefits Include:**

#### **A Lifetime Monthly Pension**

Based on a percentage of average highest consecutive years' earnings and years of pensionable service

#### **Bridge Benefit**

For those who qualify the Bridge Benefit is payable from early retirement to age 65

#### **Flexible Retirement Options**

Members may retire and receive a monthly pension as early as age 55 or at any age with 25 years of service

#### **Partial Inflation Protection**

Applied annually to benefits earned prior to July 1, 2014 at 50% of increase in CPI up to a maximum of 3.0% per year

#### **Termination Benefits**

Portability options

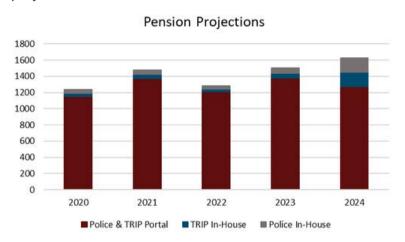
#### **Survivor Benefits**



## Website and Online Tools

- Member Forms
- Member Web Portal
- Member Handbooks

The Member Web Portal is a secure, cost-effective platform that provides active members with access to their annual statements, detailed plan information, and the ability to run unlimited pension projections.



547

Individual Sign-ins to the Member Web Portal in 2024 a decrease of 2.0% from 2023

Stakeholder Engagement & Communication

The Board's Communication Policy continues to serve as the foundation for our overall communication strategy, guiding how we engage with all target audiences.

In 2024 and moving forward, the Plan is reinforcing its commitment to this policy by focusing on stakeholder engagement, member education, and adopting best practices in communication.



Through focused outreach and improved communication channels, we aim to empower members and stakeholders with the information they need to make confident, informed decisions and stay meaningfully connected to the Plan.



# **PLAN SPONSOR**

### **Board of Police Commissioners**

Plan governance is outlined in Schedule "A" - Regina Police Pension Plan - Plan Text, as amended effective July 1, 2014.

This governing document along with Pension, Income Tax and other federal and provincial legislation, determines how the Plan operates and how members' benefits are calculated and paid.

Employee and Employer representatives of the Administrative Board are appointed as set out in Section 12.1 of the Plan Text.









#### **Administrative Board**

3 Members appointed by the Commission 1 Observer

2 Members appointed by the Regina Police Association (RPA)

1 Observer

1 Employee Member of the Regina Police Senior Officers' Association (SRPA)

1 Observer

The Administrative Board has a fiduciary duty to act in the best interest of all members and supervises the administration of the Plan in accordance with the provisions of the Plan Text, and other applicable legislation. As the Plan Administrator their duties and responsibilities include but are not limited to:

- Delegates and supervises the administration of the Plan
- Engages experts and consultants as necessary
- Manages and invests the assets of the Trust Fund
- Maintains the Plan Text
- Appoints the Actuary
- · Appoints the Auditor

# Who We Are

The Administrative Board is required to meet at least quarterly, and quorum is 4 members. All decisions to be made by the Administrative Board must be made by resolution passed by a majority vote of the members of the Administrative Board present at the meeting, which majority must include all Commission appointed members of the Administrative Board present at the meeting.



The Board met 4 times during 2024

#### **Bob Watt - Chairperson**

Appointed by the Commission in 2013
4 Meetings Attended

#### **Bernie Eiswirth**

Appointed by the RPA in 1995 4 Meetings Attended

#### Celina Philpot - Vice-Chairperson

Appointed by the Commission in 2023 4 Meetings Attended

#### **Sergeant Jason Gunderson**

Appointed by the RPA in 2014 4 Meetings Attended

#### **Deanna Bergbusch**

Appointed by the Commission in 2024 4 Meetings Attended

#### **Inspector Chris Jackiw**

Appointed by the SRPA in 2024 2 Meeting Attended

#### **Observers**

Section 12.1(11) of the Plan Text permits the attendance by non-voting observers at Administrative Board meetings: (11) The Regina Police Association, the Commission and the Regina City Police Senior Officers' Association may each invite one person to attend an Administrative Board meeting as an observer of the Administrative Board's proceedings, provided that each such individual must first enter into an agreement satisfactory to the Administrative Board regarding maintaining confidentiality of the Administrative Board's proceedings.

#### **Deputy Chief Lorilee Davies**

Appointed by the Commission in 2022
4 Meetings Attended

#### Sergeant Colin Hegi

Appointed by the RPA in 2023 4 Meetings Attended

#### **Inspector Kyle McFetridge**

Appointed by the SRPA in 2024 2 Meetings Attended

Length of Time Served on the Board

66%

0-4 Years



33%

5+ Years

\$14,179 Cost of Travel, Education, Membership Fees and Training during 2024 (Where a Board Member is on more than 1 Board the cost is shared)

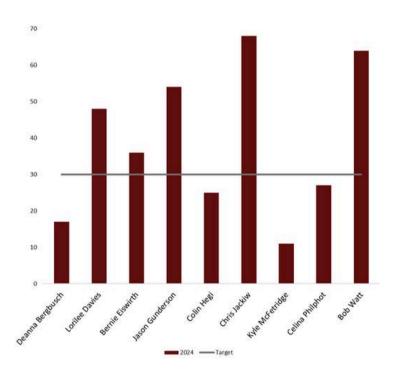
350

Hours spent on Education and Training during 2024 (Excluding Board Meetings)

The Administrative Board of the Regina Police Pension Plan recognizes the importance of education to the successful fulfillment of the fiduciary duty to the members of the Plan.

To that end, the Board has developed the Trustee Education Policy based on the following principles:

- •Board members are required to make policy decisions to facilitate the administration of the Plan;
- •Board members have an obligation to participate in Board meetings in a meaningful way; and
- •a unique body of knowledge is required to carry out the roles and responsibilities of the Board.





#### Minimum Annual Training Requirements

The Trustee Education Policy requires that, in addition to basic education obtained within the first three years of becoming a Trustee:

- new Trustees must attend a minimum of 60 hours of educational opportunities on an triannual basis; and
- senior Trustees must attend a minimum of 60 hours of educational opportunities on an biannual basis.

The Board must ensure the Plan is able to meet the pension obligations as they occur and secure the long term solvency of the Plan as its duty to our Plan Members.

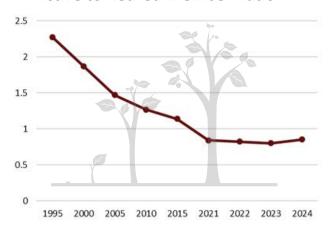
A valuation of the Plan is required at least every three years as per The Pension Benefits Act, 1992 (Saskatchewan) and must be filed with the Financial and Consumer Affairs Authority—Superintendent of Pensions; and the Canada Revenue Agency.

The Plan's actuary is chosen through a competitive process as outlined in the Board's Purchasing Policy. Aon was chosen in this process and is the Plan's current Actuary.

The Plan continued to experience financial challenges as it matured resulting from members retiring earlier and pensioners living longer; decreasing interest rates; changes in the economic environment and benefit improvements. As a result the Plan was closed to new members and all current active members joining The Target Retirement Income Plan (TRIP) for the Regina Police Service.

# A Maturing Plan

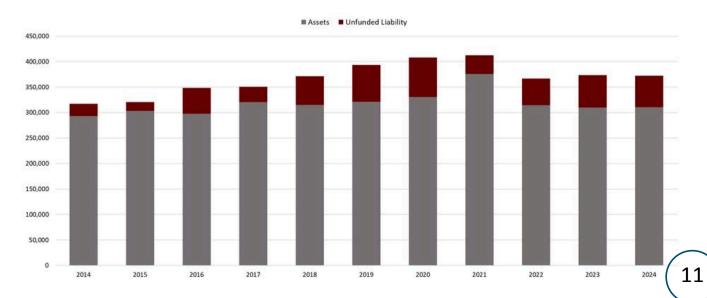
#### Active to Retired Member Ratio



As an additional risk management tool the Board adopted a Liability Management Policy. It defines the Board's process for actively managing margins and other elements used to determine actuarial liabilities used for funding purposes. The Policy calls for a management valuation to be completed each year to gauge the financial status of the plan. If it is determined that the then-current contribution rates can be maintained, the Policy promotes 'off-cycle' filing of actuarial valuations.



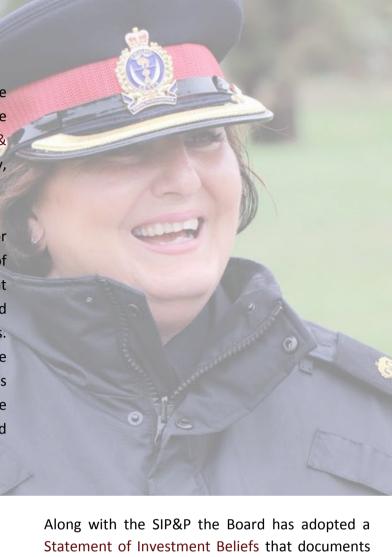
The actuarial liability projected from the last valuation done as of December 31, 2023, on a going concern (best estimate basis) shows an unfunded liability of \$63.2 million and a funding ratio of 83.08%. The next valuation will be carried out no later than as at December 31, 2026. Percentage reflects smoothing methodologies that are used in valuations to reduce the volatility of contributions.



# Overview

The Administrative Board oversees the investments of the Pension Plan in accordance with the Statement of Investment Policies & Procedures (SIP&P) which is reviewed annually, and whenever a change is required.

The SIP&P provides general policy guidelines for the management and investment of the assets of the Plan and sets out the Board's investment beliefs and risk philosophy, the asset mix and diversification policy, and permitted investments. The SIP&P's guiding principle is based on the "prudent investor" approach which recognizes risks that would be unsupportable for a single investment may be suitable for a well-diversified portfolio.



The primary investment objectives are:

- 1.Earn a minimum inflation-adjusted return of 3.6%;
- 2.Earn a rate of return that exceeds the benchmark portfolio;
- 3.Earn a rate of return that exceeds the assumed annual investment return for each asset class; and
- 4.Earn rates of return that exceed the returns earned on the relevant market index over rolling 4-year periods (active mandates)

ng

Long term strategic asset allocation decisions are the <u>most</u> <u>important factor</u> in determining investment risk and return.

Investment Management Structure

the Board's view on how to fulfill its investment

underlying the investment of the Plan assets. The

Statement of Investment Beliefs focuses on:

Risk Management and Asset Allocation

and articulates the beliefs

Policy Implementation

responsibilities

Active Investment Managers

# Strategy & Risk Management

## **Liability Driven Investing**

The Superintendent of Pensions for Saskatchewan indicated that a condition of the 40-year amortization was that a de-risking plan for the investment portfolio must be developed within three valuation cycles.

The Board approved that the Plan engage Fiera Capital Corporation as a strategic partner to collaboratively develop and implement a de-risking plan. The Plan's primary objective was to reduce risk within three valuation cycles while keeping contributions stable.

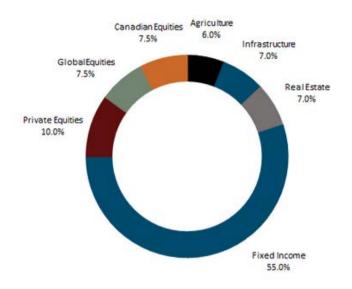
Initial Steps for the de-risking plan included:

- 1. Reducing the interest rate risk in the fixed income portfolio by transitioning from the current portfolio holdings into a liability driven investing (LDI) bond portfolio with a fixed income duration equal to the duration of the Plan's liabilities.
- 2. Further improving the interest rate hedge ratio through the use of a bond overlay. An overlay is a way to reduce interest rate risk while maintaining investments in other asset classes with higher expected returns.

Further de-risking actions - Steps 3 - 5 to improve hedge ratio to 100% have included:

- Transitioning Global Equity Assets to a low volatility manager (Unigestion) in early 2019;
- Commitment made to Infrastructure in 2018 with initial capital called for investment in July 2019; and
- Commitment made to Agriculture in early 2020 with intial capital called for investment in August 2020.
- Portfolio risk (tracking error) has been reduced beyond the 40% reduction target. The Hedge Ratio is 100%. All commitments to alternative assets have been made.

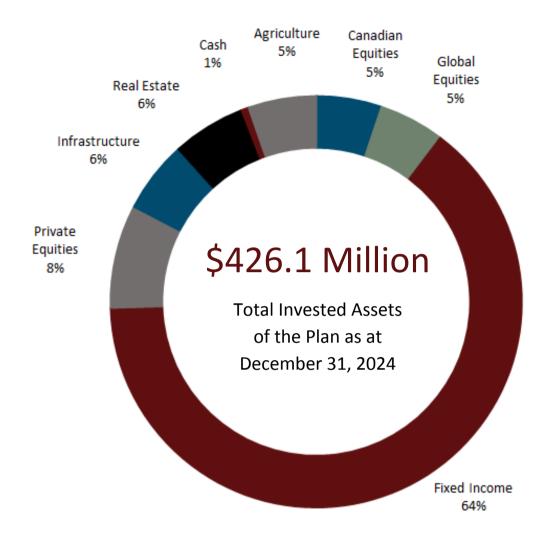
The de-risking steps completed to date are reflected in the Long Term Asset Mix.



The objective of the LDI strategy is to manage the interest rate exposure of the Plan. Risk is controlled by investing in a well-diversified portfolio of asset classes, including private equity, infrastructure, agriculture and real estate which show little correlation to traditional asset classes. The use of investment managers employing differing investment styles further addresses Plan risk.

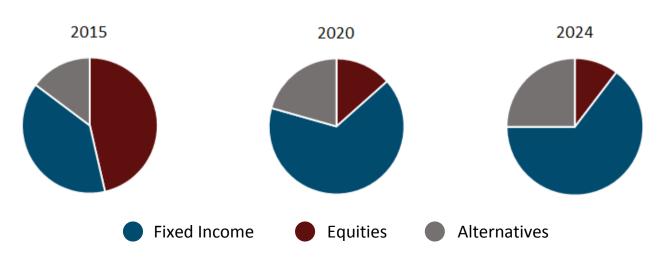
The glide path put in place in 2017 has been successfully implemented with the completion of the reduction in allocation to public equities and shift to low volatility global equities. The final portfolio allocation to alternative assets has been made and will be funded over the coming quarters. Portfolio monitoring will remain in place going forward.

# 2024 Plan Asset Mix



Professional investment management services are obtained through competitive procurement processes. The Board performs regular performance reviews on all managers, ensuring they are meeting objective targets as set out in the Statement of Investment Policies & Procedures.

The Plan's assets are invested across several asset classes and with multiple investment managers to reduce the overall risk to the Plan. By spreading the investments out among different types of assets, different geographical areas and different investment styles, the overall risk to the Plan is reduced and the returns of the Plan become less volatile.



The actual management and asset allocation structure of the Regina Police Pension Plan as at December 31, 2024 is shown below:

Asset Class	Manager	Amount* (thousands)	% of Holdings
Canadian Equity	QV Investors Inc.	\$ 21,919	5.1
Global Equity	Unigestion	\$ 21,971	5.2
Private Equity	Hamilton Lane	\$ 8,031	1.9
	Northleaf Capital Partners	\$ 26,892	6.3
Real Estate	Greystone Managed Investments	\$ 24,457	5.7
Infrastructure	Axium	\$ 24,851	5.8
Fixed Income	Fiera Capital	\$ 157,781	37.0
Fixed Income (Repurchase Agreements)	Fiera Capital	\$ 115,032	27.0
Agriculture	Hancock Natural Resource Group	\$ 22,679	5.3
Cash		\$ 2,498	0.7
Total Assets		\$ 426,111	100.0
Fixed Income Financing Costs (Overlay)	Fiera Capital	\$ 115,689	(27.1)

<sup>\*</sup>Amount includes small cash balances held by each manager within their investment portfolio



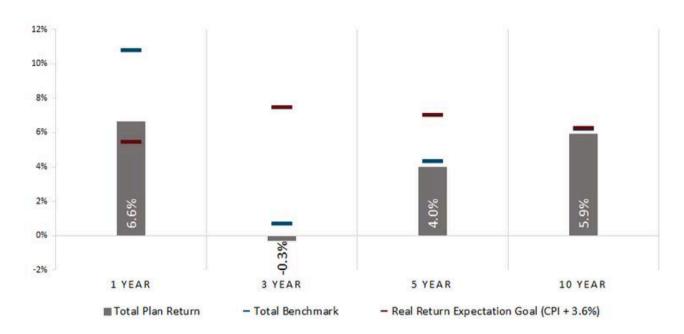
# INVESTMENT RESULTS

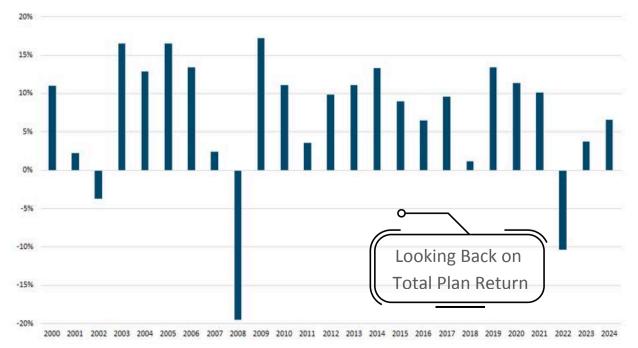
On a total fund basis the 2024 return of the Regina Police Pension Plan was 6.6%, underperforming the custom benchmark by 4.2%. 2024 returns were a result of positive returns across all asset classes and strong returns in Canadian and Global equities and Agriculture. The Plan beat the real return expectation goal by 1.1%.

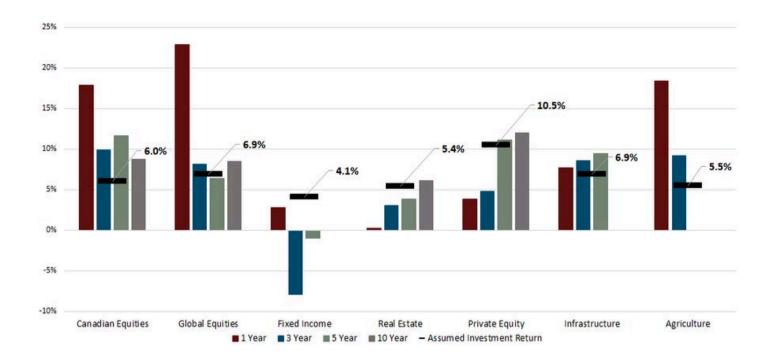
6.6%

OVERALL FUND

RETURN







Canadian Equity
17.8%

Return

Throughout 2024 the S&P/TSX Composite Index experienced varied performance across quarters. In the first quarter, it lagged behind the S&P 500 due to limited tech exposure but ended up in positive territory driven by rising oil prices and commodities. The second quarter saw sentiment dampened by tax policy changes, leading to a moderate decline, with Materials and Consumer Staples performing best. The third quarter marked a strong recovery, with Canadian equities outperforming their U.S. counterparts. Canada's stock market finished 2024 with a double-digit return with the S&P TSX Composite up 21.7% for the year.

Global Equity
22.9%
Return

Throughout 2024, stocks rose on tech euphoria and the promise of eventual rate cuts, despite economic data coming in hotter than expected. The S&P 500, Dow Jones Industrial Average, and Nasdaq Composite Index all reached all-time highs, driven by strong earnings from tech giants like Nvidia, Amazon, and Meta. International developed markets slightly underperformed their American peers, with notable gains in Japanese equities due to semiconductor industry exposure. In the second quarter, optimism around rate cuts and AI-driven efficiencies continued to propel American stocks, while geopolitical tensions briefly rattled investors. The UK's FTSE 100 led international markets, buoyed by positive economic data and signals of forthcoming rate cuts. European markets faced profit-taking and political uncertainty, impacting performance. Equities managed solid returns despite a volatile third quarter, as American investors shifted focus from AI to economic slowdown fears. A large Fed rate cut in September revived investor sentiment, despite weak U.S. labor market data and disappointing tech earnings. The S&P 500 posted decent returns in Q4 amid U.S. presidential election turbulence, with geopolitical upheaval and mixed tech earnings affecting sentiment. International markets were mixed, with political upheaval in France and tax hikes in the UK impacting returns.

**Private Equity** 

3.9% Return Throughout last year, sentiment among private equity dealmakers improved due to greater macro clarity and resolving valuation gaps. The first quarter saw increased secondary exits. By mid-year, U.S. private equity showed promising signs with increased deal and exit activity. Rate-cut expectations boosted optimism, leading to more completed deals and a focus on revenue growth. The tech sector attracted significant interest, supported by favorable financing conditions. Despite political uncertainty, firms managed through challenges, anticipating more deals as valuation gaps narrowed and geopolitical shifts became clearer.

**Fixed Income** 

2.8% Return Throughout last year, global fixed income markets faced challenges and fluctuations. In the first quarter, rising developed-market government yields and mixed central bank signals led to underperformance in Canadian and U.S. bond markets. The second quarter saw a recovery in Canadian fixed income markets due to lower government yields, while global markets remained stable. In the third quarter, a decline in developed-market yields and initial rate cuts by central banks drove a rally in global fixed income markets, with Canadian and U.S. bonds performing well. However, the last quarter of the year brought significant pressure from rising U.S. government yields, driven by strong economic data and fiscal concerns, resulting in deeper losses for U.S. bonds and stability in Canadian markets.

**Real Estate** 

0.2%

Return

Throughout last year, Canadian real estate transaction activity remained selective. Industrial, retail, and multi-unit residential sectors showed strong fundamentals, while the office sector faced leasing challenges and a flight to quality. Office construction significantly declined, and vacancy rates rose, although the first quarter saw positive net absorption for the first time since 2020. The national industrial availability rate increased due to new supply. The performance gap between high-quality and lower-tier office assets widened, and building conversions continued. Confidence remains higher in multi-unit residential, retail, and industrial spaces, while the office sector continues to face a flight to quality.

Agriculture

18.4%

Return

Throughout last year, farm production costs showed a mixed outlook with declines in interest rates, fertilizer, and chemical costs, but increases in seed, labor, and equipment expenses. Geopolitical events, including the Russian/Ukraine conflict and Middle East chaos, hampered grain and oilseed exports. The transition to an El Nino weather pattern in the U.S. boosted crop yields, adding to large grain inventories. Weakness in pulp and paper markets led to stockpiling of sawmill residuals. Agricultural prices varied, with gains in coffee and berries but declines in cotton, corn, and almonds. Softwood framing lumber prices remained sluggish, while structural panel prices improved. Farm income declined due to low crop prices and inflation of input costs. Despite challenges, homebuilders showed slight optimism post-election. However, the Trump administration's policies could impact agribusiness in 2025, affecting farm labor and trade.

Infrastructure

7.7% Return Throughout last year, infrastructure fundraising experienced fluctuations. The first quarter of 2024 saw a significant drop from the previous quarter's highs but still marked an increase from early 2023. Investor appetite remained strong, particularly for energy transition and critical infrastructure sectors. The second quarter returned to a slower fundraising pace due to high interest rates and asset sale challenges. The Federal Reserve's rate cut in September positively impacted long-duration infrastructure assets. The buildout of Al-purposed infrastructure continued rapidly, boosting demand for data centers and clean power. Despite easing inflation and gradual policy rate cuts, infrastructure remained an attractive investment option, with positive fundraising outlook and growing institutional allocations.

2024 Financial Statements



#### MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The accompanying financial statements of The Regina Police Pension Plan (the "Plan") have been prepared by management of Möbius Benefit Administrators Inc., who has been retained to provide certain administrative services to the Plan. The financial statements have been prepared in accordance with CPA Handbook Part IV— *Accounting Standards for Pension Plans*, as issued by the Accounting Standards Board of Canada. Management is responsible for ensuring the integrity and fair presentation of the financial statements, along with the other information in the annual report.

In discharging our responsibilities, management maintains acceptable systems of internal controls designed to ensure transactions are appropriately authorized, assets are safeguarded and accounted for; and proper financial records are maintained, accurate and reliable. This involves policies and procedures, including annual code of conduct attestation of all employees, regular reconciliations and reviews, and segregation of duties.

The Administrative Board of the Plan is responsible for overseeing that management fulfills its responsibilities for financial reporting and internal controls. The financial statements have been reviewed and approved by the Administrative Board.

The Plan's external auditor, KPMG LLP, is appointed by the Administrative Board of the Plan. KPMG has conducted an independent audit of the financial statements and have expressed their opinion on the fair presentation of the financial statements, which is outlined in their Independent Auditor's Report.

Colyn R. Lowenberger

President and CEO

**Director, Corporate Services** 

Janie Warken) Ch. Janie Markewich, CPA, CMA, CA



**KPMG LLP** 

Hill Centre Tower II 1881 Scarth Street, 20th Floor Regina, SK S4P 4K9 Canada Telephone 306-791-1200 Fax 306-757-4703

#### INDEPENDENT AUDITOR'S REPORT

To the Administrative Board of the Regina Police Pension Plan

#### **Opinion**

We have audited the financial statements of Regina Police Pension Plan ("the Plan"), which comprise:

- the statement of financial position as at December 31, 2024
- the statement of changes in net assets available for benefits for the year then ended
- the statement of changes in pension obligations for the year then ended
- and notes to the financial statements, including a summary of material accounting policy information

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Plan as at December 31, 2024, and its changes in net assets available for benefits and its changes in pension obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

#### **Basis for Opinion**

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our auditor's report.

We are independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Other Information

Management is responsible for the other information. Other information comprises the information, other than the financial statements and the auditor's report thereon, included in the 2024 Annual Report.

Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.



#### Page 2

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit and remain alert for indications that the other information appears to be materially misstated.

We obtained the information, other than the financial statements and the auditor's report thereon, included in the 2024 Annual Report document as at the date of this auditor's report. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in the auditor's report.

We have nothing to report in this regard.

# Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Plan's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Plan's financial reporting process.

#### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

#### We also:

• Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.



#### Page 3

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that
  are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness
  of the Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Plan's to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the
  disclosures, and whether the financial statements represent the underlying transactions and events in a
  manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Chartered Professional Accountants

LPMG LLP

Regina, Canada May 29, 2025

#### STATEMENT OF FINANCIAL POSITION

(in thousands of dollars)

As	at	De	206	m	he	r	31

	2024	2023
ASSETS		
Investments—Note 4	\$ 287,328	\$ 270,710
Investment under repurchase agreements—Note 4	115,032	119,371
Investments under securities lending—Note 4	23,751	31,834
Accrued investment income receivable	1,188	1,212
Contributions receivable	241	195
Prepaid expenses	210	185
Accounts receivable	20	17
	427,770	423,524
LIABILITIES		
Investment liability—Note 4	115,689	113,089
Investment transactions payable	42	-
Accounts payable	267	264
	115,998	113,353
Net assets available for benefits	244 772	210 174
	311,772	310,171
Pension obligations—Note 5	372,424	367,746
Deficit	\$ (60,652)	\$ (57,575)

Board Member

See accompanying notes.

APPROVED BY:

Robert Natt \_Board Member

#### STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

(in thousands of dollars)

For the ye	ear ended	December	31
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	2024	2023
INCREASE IN NET ASSETS		
Net investment income—Note 6	\$ 4,289	\$ 4,120
Increase in fair value of investments		
Net realized gains	8,672	6,767
Net unrealized gains	5,790	1,392
Contributions	4,929	4,646
	23,680	16,925
DECREASE IN NET ASSETS		
Benefit payments	20,498	19,831
Pension refunds—Note 7	67	163
Operating expenses—Note 11	1,514	1,433
	22,079	21,427
Net increase (decrease) for the year	1,601	(4,502)
Net assets available for benefits, beginning of year	310,171	314,673
Net assets available for benefits, end of year	\$ 311,772	\$ 310,171

See accompanying notes.

#### STATEMENT OF CHANGES IN PENSION OBLIGATIONS

(in thousands of dollars)

For the year ended December 31		
	2024	2023
INCREASE IN PENSION OBLIGATIONS		
Interest accrued on obligations	\$ 21,448	\$ 19,750
Change in assumptions—Note 5	6,324	-
Experience losses—Note 5	-	1,606
	27,772	21,356
DECREASE IN PENSION OBLIGATIONS		
Change in assumptions—Note 5	-	50,828
Experience gain—Note 5	2,529	-
Benefit payments	20,498	19,831
Pension refunds—Note 7	67	163
	23,094	70,822
Net increase (decrease) increase for the year	4,678	(49,466)
Pension obligations, beginning of year	367,746	417,212
Pension obligations, end of year	\$ 372,424	\$ 367,746

See accompanying notes.

#### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 1. Description of the Plan

The Regina Police Pension Plan (the "Plan") is a defined benefit pension plan covering employees of the Regina Board of Police Commissioners (the "Commission"). The following description is a summary only. For more complete information, reference should be made to the Plan text.

#### a) Funding policy

Effective July 1, 2014 the Commission assumed full responsibility for past and future deficits and is being funded in accordance with section 36.8 of *The Pension Benefits Regulations*, 1993. The Pension Benefits Regulations, 1993 contains special funding rules that the provincial government adopted to support the introduction of the new Police Target Retirement Income Plan (TRIP). The Commission contributes 6.19% of pensionable earnings.

#### b) Benefits

Retirement pensions are based on the number of years of service multiplied by 1.26% to 2% of the best three years average salary. No benefits are provided for service subsequent to June 30, 2014.

Termination and survivor benefits are also available under the Plan.

The Plan also provides for payment of lump sum benefits when a member dies or ceases to be employed by the Commission, subject to lock-in provisions.

#### c) Retirement

The normal retirement age is 60 for a police employee and 65 for a civilian employee. A member may retire on any day immediately following the completion of at least 25 years of service or has attained the age of 55. A member who is a police employee may retire on any day immediately following the completion of at least two years of service and who has attained the age of 50.

#### d) Income taxes

The Plan is a registered pension plan as defined in the *Income Tax Act* and is not subject to income taxes. Retirement allowances paid from the Plan are subject to deductions that are withheld and remitted to the Canada Revenue Agency.

#### 2. Basis of preparation

#### a) Statement of compliance

The financial statements have been prepared in accordance with Canadian accounting standards for pension plans as outlined in Part IV of the CPA Canada Handbook section 4600, Pension Plans. For matters not addressed in section 4600, IFRS Accounting Standards issued by the International Accounting Standards Board (IASB) has been followed.

The financial statements were authorized and issued by the Plan's Administrative Board (the Board) on May 29, 2025.

#### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 2. Basis of preparation (continued)

#### b) Basis of measurement

The financial statements have been prepared using the historical cost basis except for financial instruments which have been measured at fair value, and pension obligations which have been measured at present value.

These financial statements are prepared to assist Plan members and others in reviewing the activities of the Plan for the fiscal period, but they do not portray the funding requirements of the Plan or the benefit security of individual Plan members.

#### c) Functional and presentation currency

These financial statements are presented in Canadian dollars, which is the Plan's functional currency and are rounded to the nearest thousand unless otherwise noted.

#### 3. Summary of material accounting policies

The following policies are considered to be material:

#### a) Investments

All investments are recorded at fair value on a trade date basis. The fair value of cash and short-term investments is based on cost, which approximates fair value due to the immediate or short-term nature of these investments. The fair value of bonds is based on model pricing techniques that effectively discount prospective cash flows to present value taking into consideration duration, credit quality and liquidity. The fair value of equities is based on quoted market values based on latest bid prices. The fair value of private equities is based on values supplied by the investment manager using industry standard valuation techniques. The fair value of equity pooled funds is based on the net asset value per unit determined by the investment manager with reference to the underlying investments' year-end prices. The fair value of pooled real estate, infrastructure and agriculture investments are based on the most recent certified written appraisals from qualified independent appraisers.

#### b) Investments under securities lending program

Securities lending transactions are entered into on a collateralized basis. The securities lent are not derecognized on the Statement of Financial Position given that the risks and rewards of ownership are not transferred from the Plan to the counterparties in the course of such transactions. The securities are reported separately on the Statement of Financial Position on the basis that the counterparties may resell or re-pledge the securities during the time that the securities are in their possession.

Securities received from counterparties as collateral are not recorded on the Statement of Financial Position given that the risks and rewards of ownership are not transferred from the counterparties to the Plan in the course of such transactions.

#### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 3. Summary of material accounting policies (continued)

#### c) Investments under repurchase agreements

Investments under repurchase agreements includes securities sold under repurchase agreements which are economically similar to collateralized loans. The Plan's repurchase agreements represent short-term funding transactions in which the Plan sells securities owned and simultaneously commits to repurchase the same securities at a specified price on a specified date in the future. The Plan retains substantially all of the risks and rewards associated with the pledged securities, thus the Plan continues to recognize them in the Statement of Financial Position, with the obligation to repurchase the securities recorded as an investment liability. During the term of the repurchase agreement, counterparties have the right to repledge, loan or use the pledged collateral in the absence of default by the Plan. The interest expense related to these investment liabilities is recorded on the accrual basis.

#### d) Investment income and transaction costs

The Plan recognizes interest income as earned, dividends when declared, pooled fund revenue when a distribution is declared, realized gains and losses on investments when the investment has been sold and unrealized gains and losses based on the changes in market value of the investments held. Interest is generally receivable on a semi-annual basis. Realized gains and losses represent the difference between the amounts received through the sale of investments and their respective cost base. Transaction costs are recognized in the statement of changes in net assets available for benefits in the period incurred.

#### e) Other financial instruments

Receivables and payables are classified and measured at amortized cost. As they are short term in nature, their carrying value approximates fair value.

#### f) Foreign exchange

Foreign investment purchases, sales and income are recorded in Canadian dollars at exchange rates in effect at the transaction date. Foreign denominated investments and accrued income are translated at year end exchange rates. The unrealized gains and losses arising from the translation are included in the statement of changes in net assets available for benefits as part of the change in fair value of investments.

#### g) Contributions

Contributions are accounted for on the accrual basis.

The employer of members is responsible for the accuracy and completeness of contributions remitted and of employee payroll information on which benefit payments are determined.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 3. Summary of material accounting policies (continued)

### h) Use of critical estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires management to make critical estimates and use assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Significant items subject to estimates and assumptions include the valuation of investments (note 4) and the determination of the pension obligations (note 5). Actual results could differ from those estimates.

### i) Amendments to standards

Amendments to Section 4600 (December 2022) and 2023 Annual Improvements to Accounting Standards for Pension Plans (November 2023) came into effect January 1, 2024. The amendments include:

- i) providing clarity that a statement of changes in pension obligations does not apply to defined contribution plans;
- ii) guidance on accounting and disclosures for pension plan splits and amalgamations;
- iii) guidance on accounting and disclosures for guaranteed buy-in and buy-out annuity contracts;
- iv) presentation guidance for combination pension plans; and
- v) risk disclosures for interests in master trusts.

The nature of these amendments did not have an impact on the financial statements.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 4. Investments

The investment objectives of the Plan are to ensure the Plan has sufficient assets to optimize the risk/return relationship of the Plan and to generate sufficient cash flows to meet pension benefits payments. Due to the long-term horizon of the Plan's benefits, the Plan takes a long-term investment perspective. The Plan has the following investments:

INVESTMENTS	2024	2023
Cash	\$ 3,741	\$ 2,596
Short-term investments	1,525	3,393
Canadian bonds	135,591	117,946
Canadian equities	18,734	12,300
Private equities	34,310	40,678
Pooled funds:		
Infrastructure	24,851	23,320
Real estate	24,457	28,397
Agriculture	22,148	20,541
Global equities	21,971	21,539
	287,328	270,710
Investments under repurchase agreements:		
Canadian bonds	115,032	119,371
Investments under securities lending:		
Canadian bonds	21,816	24,173
Canadian equities	1,935	7,661
	23,751	31,834
Total	\$ 426,111	\$ 421,915

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 4. Investments (continued)

Investment concentration in any one investee or related group of investees is limited to no more than 10% of the total market value of the Plan's assets and no more than 30% of the votes that may be cast to elect the directors of the investee.

To achieve its long term investment goal, the Board has adopted the following long-term target asset mix which includes equity for returns and a well-diversified portfolio of assets.

		Min weight	Benchmark weight	Max weight
Asset class		(%)	(%)	(%)
Equities	Canadian	5	7.5	12
	Global	5	7.5	12
	Private equity	5	10	15
Fixed Income	Provincial bonds	10	20	30
	Corporate bonds	5	15	25
	Real return bonds	45	55	65
	Financing costs (overlay)	(30)	(35)	(45)
Alternatives	Real estate	4	7	12
	Infrastructure	4	7	12
	Agriculture	4	6	12
Total			100	

The Plan's assets may be invested through in-house investment activities or through external investment managers including, without limitation: investment funds, segregated funds, unit trusts, limited partnerships and similar vehicles.

The Plan's asset mix includes investments in alternative assets and private equity through limited partnership arrangements for the sole purpose of investing on behalf of the Plan. The Board has made the following commitments:

Asset class	Currency	Commitment amount	Remaining to be called
Private equity	USD	\$ 62,000	\$ 8,070

The remaining to be called amounts are called based on the individual needs of each investment. Advance notices are provided from investment managers. Commitments are met through income generated from investments and holding liquid assets that can be readily converted to cash. Funding of called commitments is recorded on the date the funds are provided.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 4. Investments (continued)

### Cash and short-term investments

The Plan's Statement of Investment Policies and Procedures (SIP&P) permits investments in cash and short-term investments which consist of cash on hand, Canadian and US money market securities, such as treasury bills issued by the federal and provincial governments and their agencies, obligations of trust companies and Canadian and foreign banks chartered to operate in Canada, including bankers' acceptances, commercial paper, term deposits and contracts with life insurance companies.

### Canadian bonds

The Plan's SIP&P permits investment in bonds, notes and other debt instruments of Canadian issuers whether denominated and payable in Canadian dollars or a foreign currency, including mortgage-backed securities guaranteed under *The National Housing Act (Canada)*, term deposits and guaranteed investment certificates. The SIP&P also permits investment in private placement of bonds that are rated by a recognized rating agency. Additionally, the SIP&P states that a minimum of 80% of fixed income must be invested in investment grade bonds as rated by a recognized credit rating service.

The Plan's Canadian bonds consist of government bonds as well as corporate bonds. The Plan holds government bonds with a carrying value of \$227,162 (2023 - \$215,963). These bonds have a term to maturity greater than three years and an average effective interest rate of 3.96% (2023 - 3.94%).

### **Equities**

The SIP&P permits investments in equity securities, and equity substitutes that are convertible into equity securities, which are listed and traded on recognized exchanges, and unlisted equity securities, such as private placement equities, where the investment manager determines the security will become eligible for trading on a recognized exchange within a reasonable and defined timeframe, not to exceed six months, and the issuing company is publicly listed on a recognized exchange.

Private equity positions may include common or preferred equity positions, private or publicly traded debt of private companies, venture capital or publicly listed companies where the investment manager determines the security will become privately held within a reasonable and defined timeframe.

Equities consist of both publicly traded shares and private equity investments. The Plan holds equity investments in Canada and global markets through a combination of separately managed accounts and pooled equity funds that have no fixed distribution rate. The dividend yield on those accounts was 1.5% at the end of 2024 (2023–1.7%). The Plan reinvests those earnings.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the Year Ended December 31, 2024

### 4. Investments (continued)

### **Alternatives**

The Plan may invest in real estate, either directly, or through closed or open-end investment funds, or through participating debentures or shares of corporations or partnerships formed to invest in real estate for pension funds. The mandate of each fund, partnership or corporate structure will vary with the long-term goal of assembling a diversified real estate portfolio.

The Plan may invest in infrastructure through a limited partnership, or other legal structure designed to limit liability and achieve tax efficiency. Infrastructure investments may include stocks in individual projects, debt instruments, or through closed or open-ended funds.

Agriculture investments may include equity positions, debt instruments, or through closed or open-ended agriculture funds.

The Plan owns units in a pooled real estate fund, a pooled infrastructure fund and a pooled agriculture fund. These pooled funds have no fixed distribution rate and returns are based on the success of the fund managers.

The Plan is invested in infrastructure investments within a 100 percent owned subsidiary called Echelon Pension Investment Corporation. The fair value of these investments is shown as an Infrastructure investment.

### Securities lending program

Through its custodian, the Plan participates in an investment securities lending program for the purpose of generating fee income. Non-cash collateral of a minimum percentage of the market value of the loaned securities is retained by the Plan until the loaned securities have been returned. Initial collateral levels shall be no lower than 102% of the borrowed securities. A higher collateralization rate of 105% may apply if the borrowed security and the collateral are denominated in different currencies. The market value of the loaned securities is monitored on a daily basis with additional collateral obtained or refunded as the market value of the loaned securities fluctuates. In addition, the custodian provides indemnification against any potential losses in the securities lending program. While in the possession of counterparties, the loaned securities may be resold or re-pledged by such counterparties. At December 31, 2024, the Plan held collateral of \$24,979 (2023 – \$33,535) for the loaned securities.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 4. Investments (continued)

### Repurchase agreements

A repurchase agreement (REPO) is a type of bond overlay strategy used to assist in de-risking the pension plan. A REPO involves the sale of securities and a simultaneous agreement to repurchase those securities at a future date. The proceeds from the sale are used to purchase longer dated securities, thereby increasing fund duration and providing a better match to long duration liabilities. The repurchase agreements have a term to maturity of less than one year.

REPOs are covered by a General Master Repurchase Agreement (GMRA). The agreement covers collateral exchanges between the contracting parties on a daily basis to protect the party whose net value of the position is positive. While the agreement can vary from one counterparty to another, there is generally a threshold amount beyond which collateral must be transferred between the parties to minimize the risk of default. The collateral transferred to counteract these gains or losses generally takes the form of money market instruments or government bonds.

### Fair value of investments

Fair value is best evidenced by an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgement and is based on market information where available and appropriate. Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

Level 1 – where quoted prices are readily available from an active market.

Level 2 – inputs other than quoted prices included in Level 1 that are observable for the investment, either directly (for example, as prices) or indirectly (for example, derived from prices).

Level 3 – inputs for the investment that are not based on observable market data.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 4. Investments (continued)

The following table illustrates the classification of the Plan's investments within the fair value hierarchy as at December 31:

		2024		
Asset class	Level 1	Level 2	Level 3	Total
Cash & short-term investments	\$ 5,266	\$ -	\$ -	\$ 5,266
Canadian bonds	-	135,591	-	135,591
Equities	18,734	-	34,310	53,044
Investments under repurchase agreements:				
Canadian bonds	-	115,032	-	115,032
Investments under securities lending:				
Canadian bonds	-	21,816	-	21,816
Canadian equities	1,935	-	-	1,935
Pooled funds:				
Equities	-	21,971	-	21,971
Real estate	-	-	24,457	24,457
Infrastructure	-	-	24,851	24,851
Agriculture	-	-	22,148	22,148
Total	\$ 25,935	\$ 294,410	\$ 105,766	\$ 426,111
Investment liability		\$ 115,689		

		2023		
Asset class	Level 1	Level 2	Level 3	Total
Cash & short-term investments	\$ 5,989	\$ -	\$ -	\$ 5,989
Canadian bonds	-	117,946	-	117,946
Equities	12,300	-	40,678	52,978
Investments under repurchase agreements:				
Canadian bonds	-	119,371	-	119,371
Investments under securities lending:				
Canadian bonds	-	24,173	-	24,173
Canadian equities	7,661	-	-	7,661
Pooled funds:				
Equities	-	21,539	-	21,539
Real estate	-	-	28,397	28,397
Infrastructure	-	-	23,320	23,320
Agriculture	-	-	20,541	20,541
Total	\$ 25,950	\$ 283,029	\$ 112,936	\$ 421,915
Investment liability		\$ 113,089		

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 4. Investments (continued)

Level 3 reconciliation	Private equity	Real estate	Infrastructure	Agriculture	2024	2023
Opening balance	\$ 40,678	\$ 28,397	\$ 23,320	\$ 20,541	\$ 112,936	\$ 120,361
Purchases	1,462	-	296	-	1,758	1,091
Sales/return of capital	(8,808)	(4,000)	(9)	(789)	(13,606)	(7,272)
Realized gains	3,324	2,650	-	276	6,250	3,947
Net change in unrealized	l					
gains/(losses)	(2,346)	(2,590)	1,244	2,120	(1,572)	(5,191)
Closing balance	\$ 34,310	\$ 24,457	\$ 24,851	\$ 22,148	\$ 105,766	\$ 112,936

There were no investments transferred between levels during 2024 or 2023.

Investment manager fees for alternative assets are recorded as part of the capital contribution made for these assets and flow through net unrealized gains/losses above. For 2024, the portion of the capital calls for alternative assets (Level 3 asset class) allocated to investment manager fees was \$864 (2023—\$920).

### 5. Pension obligations

The present value of pension obligations is determined using the projected accrued benefit actuarial cost method and reflects management's best estimates of future investment performance, salary escalation, age at retirement and future pension indexing up to the rate of inflation. Aon is the appointed actuary for the Plan. The actuarial value of the pension obligations has been determined as of December 31, 2024 by extrapolating the figures from December 31, 2023, the date of the last actuarial valuation. The next actuarial valuation required by legislation will be December 31, 2026.

The assumptions used in the valuation were developed with reference to expected long-term market conditions. Significant long-term assumptions used in the valuation were:

Assumption	2024 rate (%)	2023 rate (%)
Inflation rate	2.25	2.25
Discount rate	5.85	6.00
Rate of general earnings increase	2.75	2.00 for 2023,
		2 75 thereafter

As the Plan benefits are based on final highest average consecutive three years earnings, the pension obligation is sensitive to changes in the assumed real rate of pensionable earnings increases which impacts future benefits and the assumed real rate of return on Plan assets, which is used in the discounting of these future benefits.

A change in the following assumptions (with no change in other assumptions) would have the following approximate effects on the pension obligations:

50 basis point decrease/increase	Approximate effect on pension obligations (\$)
Discount rate	+23,025 / -20,817
Rate of pensionable earnings	-1,940 / +2,005

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 5. Pension obligations (continued)

The pension obligations balance at December 31, 2024 includes an extrapolated transfer deficiency holdback balance. The Plan is required to hold back a certain percentage of commuted value transfer benefits as the Plan's solvency ratio is less than 1.0. An initial transfer equal to the solvency ratio times the total transfer value is permitted. The residual amount plus applicable interest is paid no later than five years of the initial payment. Transfer deficiency holdbacks owing as of December 31, 2024 totaled \$167 (2023 - \$194).

### 6. Net investment income

	2024	2023
Bond interest	\$ 8,335	\$ 8,195
Dividend income	1,123	1,386
Cash and short-term investments	152	124
Interest expense	(5,321)	(5,585)
Total	\$ 4,289	\$ 4,120

### 7. Pension refunds

	2024	2023
Termination benefit payments	\$ 67	\$ 163
Death benefit payments	-	-
Total	\$ 67	\$ 163

### 8. Capital management

The Plan defines its capital as consisting of net assets available for benefits, which consists primarily of investments. Investments are managed to fund future pension obligations. The extent that net assets available for benefits are greater or less than pension obligations is reflected as a surplus or a deficit. The objective of managing the Plan's capital is to ensure that the Plan is fully funded on a going-concern basis to pay the Plan's benefits over the long term.

The Plan receives capital from the Commission's contributions. The Plan also benefits from investment income and market value increases on its invested capital. The Board has delegated the operational investment decisions to external investment management firms, subject to investment mandates and performance standards as defined in the Plan's SIP&P.

### 9. Investment risk management

Investment risk management relates to the understanding and active management of risks associated with invested assets. Investments are primarily exposed to credit risk and market risk (consisting of interest rate risk, foreign currency risk, equity risk and geopolitical environment risk). They may also be subject to liquidity risk and real asset risk. The Plan maintains a SIP&P that establishes a diversified portfolio through different asset classes, geographies, and sectors; requires diversification by investment managers and styles; and sets limits on the size of exposure to individual investments to manage risk. The Board reviews and approves the SIP&P annually.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the Year Ended December 31, 2024

### 9. Investment risk management (continued)

### Credit risk

Credit risk refers to the potential for counterparties to default on their contractual obligations to the Plan. Credit risk is managed through certain criteria and limits established in the SIP&P and is mitigated by entering into contracts with counterparties that are considered high quality. Quality is determined via the following credit rating agencies: Morningstar DBRS, Standard and Poor's and Moody's Investor Service. The maximum credit risk to which the Plan is exposed to is limited to the carrying value of the financial assets summarized as follows:

Asset class	202	4 2023
Canadian bonds	\$ 272,43	<b>9</b> \$ 261,490
Equities under securities lending	1,93	<b>5</b> 7,661
Short-term investments	1,52	<b>5</b> 3,393
Cash	3,74	<b>1</b> 2,596
Accrued investment income receivable	1,18	8 1,212
Contributions receivable	24	<b>1</b> 195
Accounts receivable	2	0 17
Total	\$ 281,08	<b>9</b> \$ 276,564

Receivables are generally received in less than 30 days. The Plan may invest in cash and short-term investments with a credit rating of at least R1 or equivalent. The Plan's Canadian bonds consist of government and corporate bonds with ratings ranging as follows:

Rating	2024	2023
AAA	\$ <b>140,445</b>	\$ 137,818
AA	88,762	79,965
A	26,972	27,112
BBB	16,260	16,595
Total	\$ 272,439	\$ 261,490

### Market risk

Market risk is the risk that the value of an investment will fluctuate due to market risk factors. Market risk factors include interest rate risk, foreign currency risk, equity risk and geopolitical environment risk.

The impact on the net assets of the Plan due to a 10% increase/decrease in the respective benchmark portfolio index using a three year historical measure of the sensitivity of the returns relative to the returns of the benchmark portfolio index, as of December 31, 2024 would result in a 7.0% (2023–7.4%) change in the value of the portfolio.

### Interest rate risk

Interest rate risk refers to the effect on the market value of the Plan's investments due to fluctuation of interest rates. The risk arises from the potential variation in the timing and amount of cash flows related to the Plan's assets and liabilities. Due to the indexing of benefit entitlements and the relatively long duration of pension benefits, the Plan's liabilities are influenced by inflation and long-term rates of return. Alternatively, asset values are affected more by equity markets and short-term changes in interest rates. The fixed income portfolio has guidelines on duration and distribution which are designed to mitigate the risk of interest rate volatility.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 9. Investment risk management (continued)

### Interest rate risk (continued)

At December 31, 2024 a 100 basis point increase/decrease in interest rates would result in a \$30,268 (2023—\$30,307) change in the value of the Plan's fixed income portfolio.

### Foreign currency risk

Foreign currency risk arises from the Plan holding investments denominated in currencies other than the Canadian Dollar. Fluctuations in the relative value of the Canadian Dollar against these foreign currencies can result in a positive or negative effect on the fair value of the investments. The Plan is exposed to foreign currency risk through its global equity investments and the underlying assets and transactions of its real estate, agriculture and infrastructure investments. The Plan manages foreign currency risk by limiting investment in foreign securities. The Board has adopted a non-hedge policy benchmark.

At December 31, 2024, 14.0% (2023 - 14.9%) of the Plan's assets are held in US dollars. Based on the current non-hedged policy, a 10% change in the US exchange rate will result in a 1.4% (2023 - 1.5%) change in the value of the portfolio. As of December 31, 2024 a 10% decrease in the value of the US dollar, relative to the Canadian Dollar, would have resulted in a \$5,961 loss (2023 - \$6,292 loss) in the value of the Plan's investments.

### **Equity risk**

Equity risk refers to the effect on the market value of the Plan's investments as a result of stock market dynamics. The Plan's investments are exposed to stock market dynamics and changes in equity prices in Canada, the United States and other non-American markets through its Canadian and global equity fund investments. Equity price risk is managed through strategic geographical and sector allocations.

### Geopolitical environment risk

The current geopolitical environment increases uncertainty in financial markets with a possible resurgence of trade tariffs and inflation, including upward pressure on commodity prices and the potential for global supply-chain disruptions. With the recent changes in the U.S. Government, the threat of protectionism increases the risk of tariffs, stagflation, turbulence in the financial markets, and a weakening of the Canadian Dollar against other currencies. Management will continue to monitor the impact of geopolitical risk on its use of judgements, estimates, and assumptions.

### <u>Liquidity risk</u>

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Plan maintains an adequate amount of liquid assets with varying maturities in order to ensure the Plan can meet all of its financial obligations as they fall due. Liquidity risk is managed by limiting the Plan's exposure to illiquid assets.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 9. Investment risk management (continued)

### <u>Liquidity risk (continued)</u>

The following chart summarizes the Plan's contractual cash flows:

	Carrying	Less than 1			
As at December 31, 2024	amount	year	1-2 years	2-4 years	5 years
Investment liability	\$ 115,689	\$ 115,689	\$ -	\$ -	\$ -
Accounts payable	267	267	-	-	-
Investment transactions payable	42	42	-	-	-
Transfer deficiency holdback (Note 5)	167	66	84	17	-
As at December 31, 2023					
Investment liability	\$ 113,089	\$ 113,089	\$ -	\$ -	\$ -
Accounts payable	264	264	-	-	-
Transfer deficiency holdback (Note 5)	194	30	25	131	8

### Real asset risk

The primary risks associated with real assets are susceptibility to market and economic conditions, as well as geographical risk and associated regulatory and political risks. To mitigate these risks and adverse impacts in any one segment of the market or geographic location, the Plan's real asset investments are diversified across geographies, sectors, and asset/property type.

### 10. Related party transactions

The Plan had the following transactions with related parties. These transactions are in the normal course of operations and are recorded at the exchange amount, which is the amount of consideration established and agreed to by the related parties. The following transactions with related parties are included in the financial statements:

Related party transactions	2024	2023
Prepaid expenses includes the following amount:		
Möbius Benefit Administrators Inc.	\$ 207	\$ 183
Accounts receivable includes the following amounts:		
Target Retirement Income Plan for the Regina Police Service (TRIP)	\$ 1	\$ 1
Accounts payable includes the following amounts:		
Regina Civic Employees' Superannuation and Benefit Plan (RCESP)	\$ -	\$ 2
Möbius Benefit Administrators Inc.	34	6
Total	\$ 34	\$ 8
Administrative services from Möbius Benefit Administrators Inc.	\$ 781	\$ 681

Möbius Benefit Administrators Inc. is a related party as the Plan is a shareholder of the corporation. The TRIP and RCESP are related parties as they and the Plan are under common significant influence of the City of Regina.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

### 10. Related party transactions (continued)

The Plan, along with all of the other shareholders of Möbius Benefit Administrators Inc., have each provided a limited guarantee of \$300 (2023 - \$300) on the borrowed amount of a financing agreement between Möbius Benefit Administrators Inc. and an external third party.

### 11. Operating expenses

Administration expenses	2024	2023
Administrative services	\$ 781	\$ 681
Actuarial services	73	65
Audit services	31	30
Other administrative expenses	24	19
Legal services	1	-
GST rebate	(24)	(22)
Total	\$ 886	\$ 773
Investment expenses		
Investment manager fees	\$ 548	\$ 579
Custodial and portfolio measurement fees	80	81
Total	\$ 628	\$ 660
Total operating expenses	\$ 1,514	\$ 1,433





To: City Clerk

Attention: Elaine Gohlke

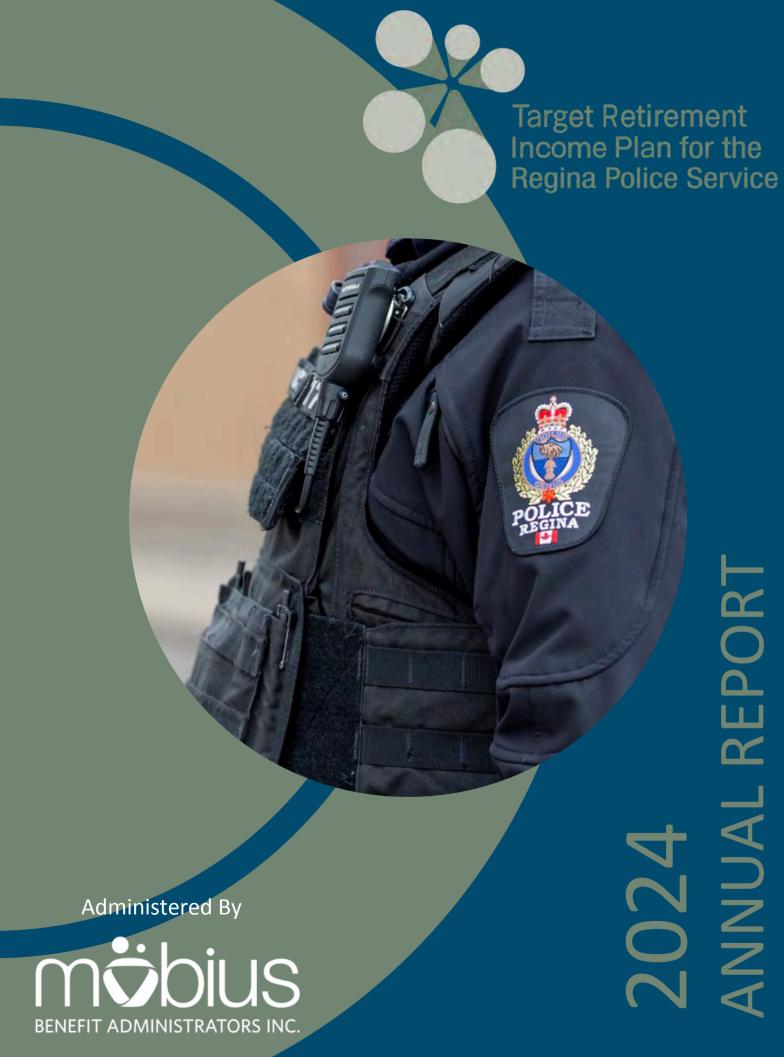
Target Retirement Income Plan for the Regina Police Service 2024 Annual Re:

Annually, the Administrative Board of the Target Retirement Income Plan for the Regina Police Service provides the Commission, and makes available to the members, spouses of members and beneficiaries, the Board's Annual Report. Attached is the Annual Report for the year ended December 31, 2024. Included in the Annual Report are the key highlights and activities of the Board for the past year, as well as the audited 2024 financial statements, which were approved by the Administrative Board at its meeting of May 29, 2025.

Yours truly,

Colyn R. Lowenberger, President & CEO

Möbius Benefit Administrators Inc.



## CONTENTS



### **CONNECT WITH US**

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EMAIL pensions@mobiusbenefits.ca
PHONE 306-559-8200

FAX 306-559-8225

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### MESSAGE FROM THE CHAIRPERSON

I am honoured to present the 2024 Annual Report, marking a significant milestone in our journey. The Target Retirement Income Plan for the Regina Police Service celebrates its 10th anniversary this year, a decade of dedicated service, growth, and commitment to securing a better future for our members.

Over the past ten years, we have navigated challenges, celebrated many successes, and continually adapted to the evolving landscape of pension management. This year, our focus has been on enhancing benefits, ensuring the security of our members' pensions, and making strategic changes to benefit thresholds. These efforts reflect our unwavering commitment to the wellbeing of our members.

As part of our ongoing efforts, we are in the process of developing a comprehensive strategic plan aimed at further strengthening our pension framework. This plan is set to focus on plan sustainability and growth, while also enhancing member engagement and education through targeted communication strategies.

As we celebrate this 10-year milestone, we remain committed to our mission of providing secure and sustainable pension benefits. I am grateful for the continued support and dedication of the Administrative Board, and I look forward to another decade of success and growth.

On behalf of the Board, I'd like to thank the staff at Möbius Benefit Administrators for their commitment and professional service in the administration of the Plan. I'd also like to take this opportunity to thank my fellow trustees for their continued dedication to our plan members.

Bernie Eiswirth
CHAIRPERSON,
BOARD OF TRUSTEES



As we celebrate this 10year milestone, we
remain committed to our
mission of providing
secure and sustainable
pension benefits.





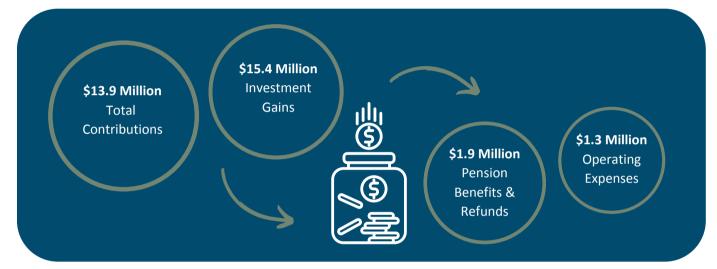


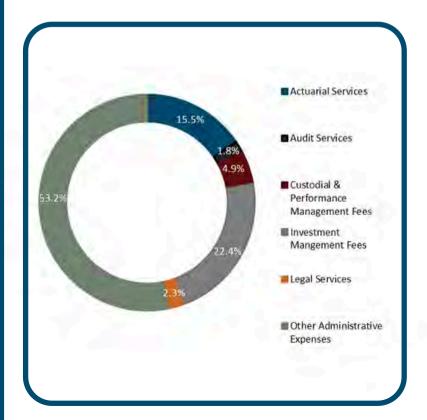


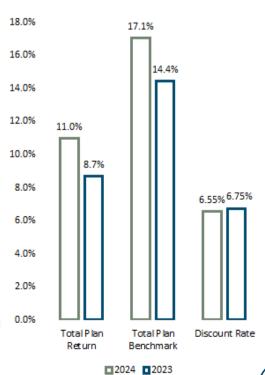
126%

**Funding Status** Based on the 2024 **Actuarial Estimate** 









### Did you know?

It is TRIP's 10 Year Anniversary in 2024!

814

Members
Up from 765 in 2023

687 Active

109 Retirees & Survivors

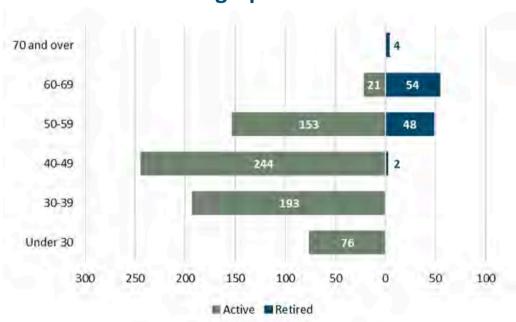
13 Deferred

**5 Former Members** 

(owed Transfer Deficiency Payments)

### MEMBER MERITARIA METAILS

### **Demographic Profile**



2024

Active to

Retired Member

Ratio

6.3:1

Average Pensionable Earnings

\$125,418

Average Pensionable Service (Years)

7.8

Average Transfer
Deficiency Payment

\$11,502

Average Monthly <u>Life</u>time Pension

\$859

### Target Benefit Plan

The Plan provides eligible members with retirement income for service on or after July 1, 2014, based on a formula that considers the member's earnings and length of service in the Plan.

The Plan is considered a prescribed plan (i.e. "target benefit plan") within section 40(5) of The Pension Benefits Act, 1992 (Sask). Such a plan is a hybrid between a defined benefit plan and a defined contribution plan.

Like a defined benefit plan, benefits are based on a formula that takes into account the member's earnings and length of service in the Plan. It is financed by member and Commission contributions and investment earnings. However, like a defined contribution plan, actual benefits are dependent upon the plan's experience over time, in the case of our Plan it is dependent on the Affordability Ratio.

### **Benefits Include:**

### **A Lifetime Monthly Pension**

Based on a percentage of average final 5 consecutive years' earnings and years of pensionable service

### **Bridge Benefit**

For those who qualify the Bridge Benefit is payable from early retirement to age 65

### **Flexible Retirement Options**

Members may retire and receive a monthly pension as early as age 55 or at any age with 25 years of service. An officer Member may also retire and receive a monthly pension as early as age 50 with at least 2 years of service

### Vesting

Vested in the Plan after 2 years of continuous service

### **Termination Benefits**

Portability options

### **Survivor Benefits**

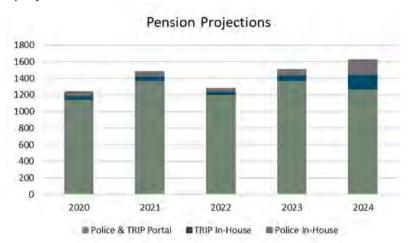




### Website and Online Tools

- Member Forms
- Member Web Portal
- Member Handbooks

The Member Web Portal is a secure, cost-effective platform that provides active members with access to their annual statements, detailed plan information, and the ability to run unlimited pension projections.



### 547

Individual Sign-ins to the Member Web Portal in 2024 a decrease of 1.9% from 2023

### Stakeholder Engagement & Communication

The Board's Communication Policy continues to serve as the foundation for our overall communication strategy, guiding how we engage with all target audiences.

In 2024 and moving forward, the Plan is reinforcing its commitment to this policy by focusing on stakeholder engagement, member education, and adopting best practices in communication.



Through focused outreach and improved communication channels, we aim to empower members and stakeholders with the information they need to make confident, informed decisions and stay meaningfully connected to the Plan.



### TRUST AGREEMENT

Plan governance is outlined in the Trust Agreement, while benefit provisions are contained in the Plan Text

### **Plan Partners' Committee**

3 Commission Appointees

2 Regina Police Association **Appointees** 

1 Regina Police Senior Officers' **Association Appointee** 

The duties and powers of the Plan Partners' Committee include:

- Appoint or remove the Independent Trustee
- Determine the compensation for the Independent Trustee
- Receives the Annual Report on behalf of the Sponsors
- · Determines the Pension Benefits







### **Board of Trustees**

2 Members appointed by the Commission

1 Alternate Trustee

2 Members appointed by the Regina Police Association (RPA)

1 Alternate Trustee

1 Member appointed by the Regina Police Senior Officers' Association (SRPA)

1 Alternate Trustee

1 Independent Trustee appointed by the Plan Partners' Committee

The Board of Trustees has a fiduciary duty to act in the best interest of all members and supervises the administration of the Plan in accordance with the provisions of the Trust Agreement, Plan Text, and other applicable legislation. As the Plan Administrator their duties and responsibilities include but are not limited to:

- Delegates and supervises the administration of the Plan
- Engages experts and consultants as necessary
- Submit the Annual Report to the Plan Partners' Committee
- Manages and invests the assets of the Trust Fund
- Maintains the Plan Text
- Appoints the Actuary
- Appoints the Auditor

# **BOARD OF TRUSTEES**

### Who We Are

The Board of Trustees is required to meet at least quarterly, and quorum consists of not less than 3 Trustees comprised of a minimum of 1 Commission Trustee, 1 Chair or Vice Chair present. All decisions to be made by the Board must be made by a resolution passed by a majority vote of the Trustees present at the meeting.

The Board met 4 times during 2024

- · Management of the fund;
- An amendment to an existing policy; and
- · Adoption of a new policy relating to the fund

### **Bernie Eiswirth- Chairperson**

Appointed by the RPA in 2014 4 Meetings Attended

### **Inspector Chris Jackiw**

Appointed by the SRPA in 2024 2 Meetings Attended

### Jason Gunderson - Vice-Chairperson

Appointed by the RPA in 2014 4 Meetings Attended

### **Celina Philpot**

Appointed by the Commission in 2023
4 Meeting Attended

### **Deanna Bergbusch**

Appointed by the Commission in 2024 4 Meetings Attended

### **Bob Watt**

Appointed by the Plan Partners'
Committee in 2014
4 Meetings Attended

### **Alternate Trustees**

Each of the Commission, the Association, and the Senior Officers' Association may appoint one alternate Trustee. An individual appointed as a Trustee pursuant to any of Sections 5.1 to 5.5 of the Trust Agreement or an individual who is a member of the Plan Partners' Committee cannot be appointed an Alternate Trustee.

### **Deputy Chief Lorilee Davies**

Appointed by the Commission in 2022

4 Meetings Attended

### Sergeant Colin Hegi

Appointed by the RPA in 2023 4 Meetings Attended

### Inspector Kyle McFetridge

Appointed by the SRPA in 2024 2 Meetings Attended

Length of Time Served on the Board

66%

0-4 Years



33%

5+ Years

\$14,179

Cost of Travel, Education, Membership Fees and Training during 2024 (Where a Trustee is on more than 1 Board the cost is shared)

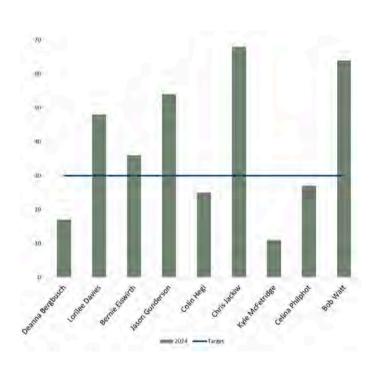
350

Hours spent on Education and Training during 2024 (Excluding Board Meetings)

The Board of Trustees of the Target Retirement Income Plan for the Regina Police Service recognizes the importance of education to the successful fulfillment of the fiduciary duty to the members of the Plan.

To that end, the Board has developed the Trustee Education Policy based on the following principles:

- •Board members are required to make policy decisions to facilitate the administration of the Plan;
- •Board members have an obligation to participate in Board meetings in a meaningful way; and
- •a unique body of knowledge is required to carry out the roles and responsibilities of the Board.





### Minimum Annual Training Requirements

The Trustee Education Policy requires that, in addition to basic education obtained within the first three years of becoming a Trustee:

- •new Trustees must attend a minimum of 60 hours of educational opportunities on an triannual basis; and
- senior Trustees must attend a minimum of 60 hours of educational opportunities on an biannual basis.



ONE OF THE MOST
IMPORTANT FUNCTIONS OF
THE
BOARD IS TO ENSURE THAT
ACTUARIAL VALUATIONS
ARE CARRIED OUT.



The Board must ensure the Plan is able to meet the pension obligations as they occur and secure the long term solvency of the Plan as its duty to our Plan Members.

A valuation of the Plan is required at least every three years as per The Pension Benefits Act, 1992 (Saskatchewan) and must be filed with the Financial and Consumer Affairs Authority—Superintendent of Pensions; and the Canada Revenue Agency.

The Plan's actuary is chosen through a competitive process as outlined in the Board's Purchasing Policy. Aon was chosen in this process and is the Plan's current Actuary.

The purpose of an actuarial valuation is to provide an actuarial estimate of the present value of the Plan's liabilities and assets—and then determine whether the assets are adequate to meet the obligations.

Whether the Plan has an unfunded liability or is solvent the Plan Sponsors will be required to address the funded status of the Plan and must adjust contributions and or benefits to ensure long term solvency.

### **Unfunded Liability**

The Plan has an unfunded liability when liabilities exceed assets.

### Solvent

The Plan is considered solvent when assets exceed liabilities



### **Current Contribution Rates**

### **Employee**

10.7% of Pensionable Earnings over YMPE

6.8% of Pensionable Earnings under YMPE

### **Employer**

A combined rate of 8.5% of Pensionable Earnings

<sup>\*2024</sup> Yearly Maximum Pensionable Earnings (YMPE) is \$68,500.

### **Target Benefits**

### Affordability Testing & Future Benefit Changes

The Plan includes specific provisions for affordability testing which is conducted annually. The affordability test calculation is the ratio of Plan assets to Plan liabilities. Dependent on the result of the Affordability Ratio the actual benefits and or contributions may be changed.

The affordability test is carried out according to actuarial standards and must be reported to the governing bodies. The results of the test are considered a measure of sustainability. The most recent affordability test reported to the Board of Trustees as per the Trust Agreement was at December 31, 2024. The test resulted in a ratio of 120.8% falling into the Benefit Sustainability Zone.

Benefit
Enhancement
Zone
>150%

Actual Benefits are dependent upon the Plan's experience (affordability ratio) over time:

Affordability Ratio = (A + B) / (C + D)

A = actuarial value of assets at quarter end

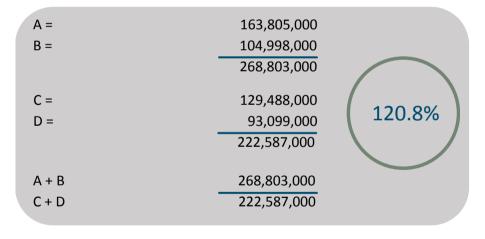
B = present value of projected contributions over the next 10 years

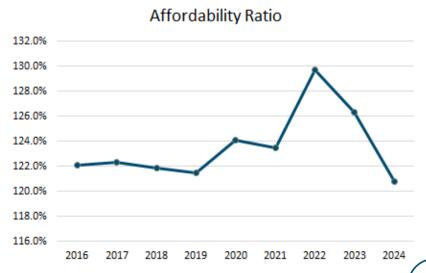
C = actuarial value of liabilities at quarter end

D = present value of future normal actuarial costs over the next 10 years









### Overview

The Administrative Board oversees the investments of the Pension Plan in accordance with the Statement of Investment Policies & Procedures (SIP&P) which is reviewed annually, and whenever a change is required.

The SIP&P provides general policy guidelines for the management and investment of the assets of the Plan and sets out the Board's investment beliefs and risk philosophy, the asset mix and diversification policy, and permitted investments. The SIP&P's guiding principle is based on the "prudent investor" approach which recognizes the risks would be unsupportable for a single investment may be suitable for a well-diversified portfolio.



The primary investment objectives are:

- 1. Earn a minimum inflation-adjusted return of 4.3%;
- Earn a rate of return that exceeds the benchmark portfolio;
- Earn a rate of return that exceeds the benchmark designed to reflect growth in the Plan's liabilities;
- 4. Earn a rate of return that exceeds the assumed annual investment return for each asset class; and
- 5. Earn rates of return that exceed the returns earned on the relevant market index over rolling 4-year periods (active mandates) or rates of return within 15 basis points of the returns earned on the relevant market index over rolling 4-year periods (passive mandates)

Along with the SIP&P the Board has adopted a Statement of Investment Beliefs that documents the Board's view on how to fulfill its investment responsibilities and articulates the beliefs underlying the investment of the Plan assets. The Statement of Investment Beliefs focuses on:

- Risk Management and Asset Allocation
- · Investment Management Structure
- Policy Implementation



Long term strategic asset allocation decisions are the <u>most</u> <u>important factor</u> in determining investment risk and return.

7

### Strategy & Risk Management

Target benefit pension plans have a number of risks inherent in the structure of their benefit obligations. Chief among the risks faced by target benefit plans are financial risks that arise out of the unpredictability of financial markets and the nature of actuarial methods. Contributions must be invested to attempt to generate the income required to pay ongoing plan benefits while liabilities, and the related contribution rates, are determined based on a variety of assumptions, all of which are uncertain.

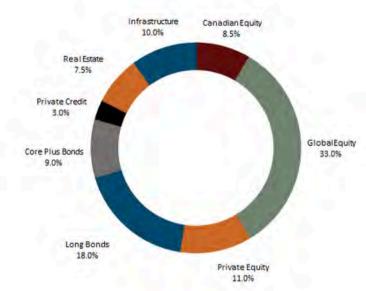
Risk cannot be eliminated. It is a requirement for value creation and progress. Where there is no risk, there is no reward. At the same time, the greater the potential reward, the less probable receiving that reward becomes. As a result, the Plan seeks to find an appropriate balance between the desired reward and the acceptable level of risk, taken knowingly, and managed in a responsible, informed manner.

In order to achieve the Plan's long-term investment goals, the Board invests in assets that have uncertain returns as well as assets that seek to approximate the growth of the Plan's liabilities. The Board seeks to further reduce risk through diversification by asset class, by employing a multiple-manager structure within the individual asset classes and style diversification.

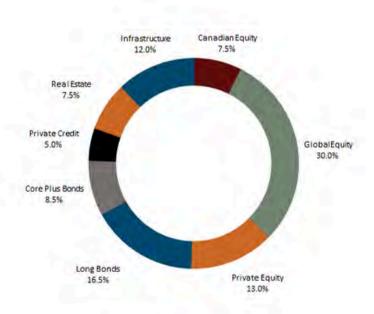
To achieve this long-term investment goal, the Board has adopted an asset mix that has a bias to equity and other risky investments. Risk is controlled by investing in a well-diversified portfolio of asset classes, including private equity and real estate which show little correlation to traditional asset classes. The use of investment managers employing differing investment styles further addresses Plan risk.

To formalize the long term plan, guide future investments and develop a comprehensive alternative assets program the Board adopted an Alternative Investment Framework Policy.

### **Interim Target Asset Mix**



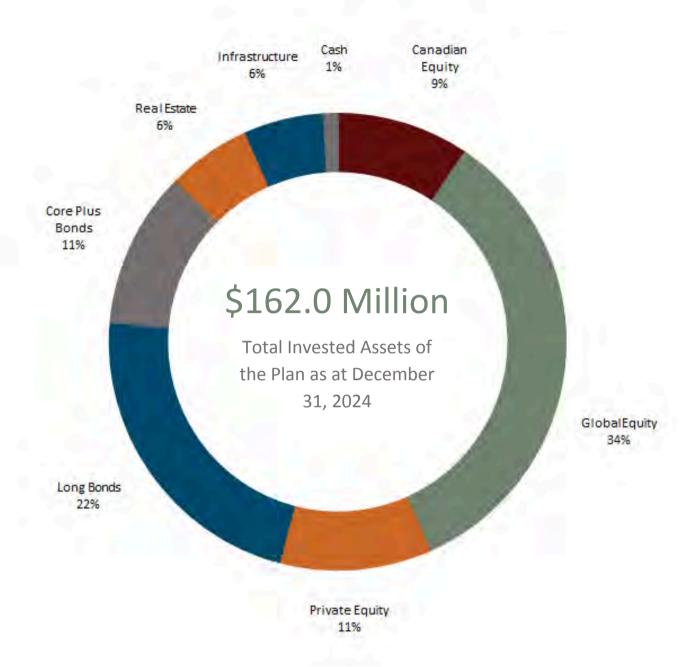
### Long Term Target Asset Mix



The policy is a dynamic document that changes and grows over time based on the investment objectives of the Plan. It defines and documents:

- the structure of the alternative asset investment portfolio of the Plan;
- considerations, parameters and constraints used to make alternative asset investments;
- the process for evaluation, selection and ongoing monitoring of investment opportunities; and
- · the delegation of authority.

### 2024 Plan Asset Mix



Professional investment management services are obtained through competitive procurement processes. The Board performs regular performance reviews on all managers, ensuring they are meeting objective targets as set out in the Statement of Investment Policies & Procedures.

The Plan's assets are invested across several asset classes and with multiple investment managers to reduce the overall risk to the Plan. By spreading the investments out among different types of assets, different geographical areas and different investment styles, the overall risk to the Plan is reduced and the returns of the Plan become less volatile.

The actual management and asset allocation structure of the TRIP Plan as at December 31, 2024 is shown below:

Asset Class	Manager	Amount* (thousands)	% of Holdings	
Canadian Equity	QV Investors Inc.	\$ 15,229	9.4	
• • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • •	• • • • • • • • • •	
Global Equity	Franklin Templeton Institutional	\$ 26,884	16.6	
	<b>Unigestion Asset Management</b>	\$ 28,055	17.3	
• • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • •	• • • • • • • • • • •	
Private Equity	Northleaf Capital Partners	\$ 17,624	10.9	
Canadian Bonds	TD Asset Management	\$ 35,924	22.2	
• • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •		• • • • • • • • • •	
Core Plus Bonds	TD Asset Management	\$ 17,991	11.1	
			• • • • • • • • • • •	
Real Estate	Greystone Real Estate	\$ 5,118	3.2	
	Invesco	\$ 4,263	2.6	
		4	• • • • • • • • • •	
Infrastructure	Axium Infrastructure	\$ 7,772	4.8	
	Brookfield Partners	\$ 1,607	1.0	
• • • • • • • • • • • • •		• • • • • • • • • • • •	• • • • • • • • • • •	
Cash		\$ 1,583	0.9	
Total Fund		\$ 162,050	100.0	

<sup>\*</sup>Amount includes small cash balances held by each manager within their investment portfolio



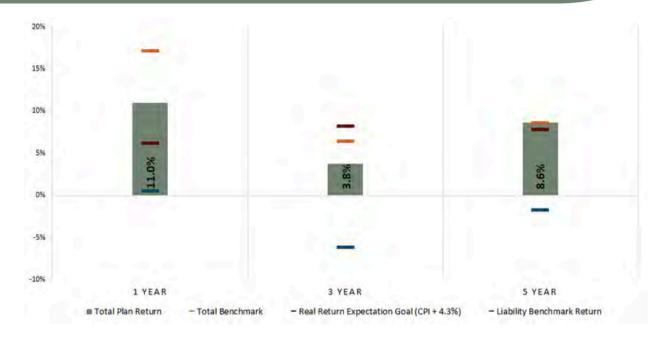
### **INVESTMENT RESULTS**

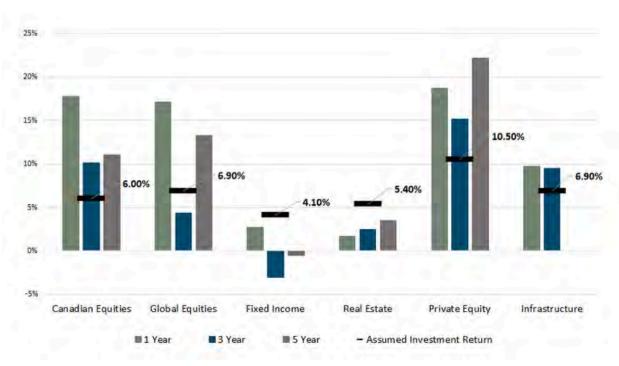
On a total fund basis the 2024 return of the Target Retirement Income Plan for the Regina Police Service was 11.0%, underperforming the custom benchmark by 6.1%. 2024 returns were a result of positive performance across all asset classes with strong performance from Canadian and Global Equities, and Private Equity. The Plan beat the real return expectation goal by 4.9% and the liability benchmark by 10.6%.

11.0%

OVERALL FUND

RETURN





Canadian Equity

17.8%

Return

Throughout 2024 the S&P/TSX Composite Index experienced varied performance across quarters. In the first quarter, it lagged behind the S&P 500 due to limited tech exposure but ended up in positive territory driven by rising oil prices and commodities. The second quarter saw sentiment dampened by tax policy changes, leading to a moderate decline, with Materials and Consumer Staples performing best. The third quarter marked a strong recovery, with Canadian equities outperforming their U.S. counterparts. Canada's stock market finished 2024 with a double-digit return with the S&P TSX Composite up 21.7% for the year.

Global Equity 17.1%

Return

Throughout 2024, stocks rose on tech euphoria and the promise of eventual rate cuts, despite economic data coming in hotter than expected. The S&P 500, Dow Jones Industrial Average, and Nasdaq Composite Index all reached all-time highs, driven by strong earnings from tech giants like Nvidia, Amazon, and Meta. International developed markets slightly underperformed their American peers, with notable gains in Japanese equities due to semiconductor industry exposure. In the second quarter, optimism around rate cuts and Aldriven efficiencies continued to propel American stocks, while geopolitical tensions briefly rattled investors. The UK's FTSE 100 led international markets, buoyed by positive economic data and signals of forthcoming rate cuts. European markets faced profit-taking and political uncertainty, impacting performance. Equities managed solid returns despite a volatile third quarter, as American investors shifted focus from AI to economic slowdown fears. A large Fed rate cut in September revived investor sentiment, despite weak U.S. labor market data and disappointing tech earnings. The S&P 500 posted decent returns in Q4 amid U.S. presidential election turbulence, with geopolitical upheaval and mixed tech earnings affecting sentiment. International markets were mixed, with political upheaval in France and tax hikes in the UK impacting returns.



**Fixed Income** 

2.7%

Return

Throughout last year, global fixed income markets faced challenges and fluctuations. In the first quarter, rising developed-market government yields and mixed central bank signals led to underperformance in Canadian and U.S. bond markets. The second quarter saw a recovery in Canadian fixed income markets due to lower government yields, while global markets remained stable. In the third quarter, a decline in developed-market yields and initial rate cuts by central banks drove a rally in global fixed income markets, with Canadian and U.S. bonds performing well. However, the last quarter of the year brought significant pressure from rising U.S. government yields, driven by strong economic data and fiscal concerns, resulting in deeper losses for U.S. bonds and stability in Canadian markets.

**Private Equity** 

18.7%

Return

Throughout last year, sentiment among private equity dealmakers improved due to greater macro clarity and resolving valuation gaps. The first quarter saw increased secondary exits. By mid-year, U.S. private equity showed promising signs with increased deal and exit activity. Rate-cut expectations boosted optimism, leading to more completed deals and a focus on revenue growth. The tech sector attracted significant interest, supported by favorable financing conditions. Despite political uncertainty, firms managed through challenges, anticipating more deals as valuation gaps narrowed and geopolitical shifts became clearer.

**Real Estate** 

1.7%

Return

Throughout last year, Canadian real estate transaction activity remained selective. Industrial, retail, and multi-unit residential sectors showed strong fundamentals, while the office sector faced leasing challenges and a flight to quality. Office construction significantly declined, and vacancy rates rose, although the first quarter saw positive net absorption for the first time since 2020. The national industrial availability rate increased due to new supply. The performance gap between high-quality and lower-tier office assets widened, and building conversions continued. Confidence remains higher in multi-unit residential, retail, and industrial spaces, while the office sector continues to face a flight to quality.

Throughout last year, global real estate markets saw varied performance. Early optimism about a soft landing for the global economy led to equity market rallies, but real estate investors remained cautious, with fundraising and deal values initially declining. Europe stood out with significant increases in real estate deal value. Valuation adjustments occurred rapidly in regions like the U.S., UK, and Nordic countries, while Australia continued to adjust. Rental growth prospects were strongest in residential, industrial, and specialty sectors, with office markets showing signs of stabilization. North America demonstrated stronger fundamentals compared to Europe and Asia.

Infrastructure

9.7% Return

Throughout last year, infrastructure fundraising experienced fluctuations. The first quarter of 2024 saw a significant drop from the previous quarter's highs but still marked an increase from early 2023. Investor appetite remained strong, particularly for energy transition and critical infrastructure sectors. The second quarter returned to a slower fundraising pace due to high interest rates and asset sale challenges. The Federal Reserve's rate cut in September positively impacted long-duration infrastructure assets. The buildout of Al-purposed infrastructure continued rapidly, boosting demand for data centers and clean power. Despite easing inflation and gradual policy rate cuts, infrastructure remained an attractive investment option, with positive fundraising outlook and growing institutional allocations.





### MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The accompanying financial statements of The Target Retirement Income Plan for the Regina Police Service (the "Plan") have been prepared by management of Möbius Benefit Administrators Inc., who has been retained to provide certain administrative services to the Plan. The financial statements have been prepared in accordance with CPA Handbook Part IV—Accounting Standards for Pension Plans, as issued by the Accounting Standards Board of Canada. Management is responsible for ensuring the integrity and fair presentation of the financial statements, along with the other information in the annual report.

In discharging our responsibilities, management maintains acceptable systems of internal controls designed to ensure transactions are appropriately authorized, assets are safeguarded and accounted for; and proper financial records are maintained, accurate and reliable. This involves policies and procedures, including annual code of conduct attestation of all employees, regular reconciliations and reviews, and segregation of duties.

The Board of Trustees of the Plan is responsible for overseeing that management fulfills its responsibilities for financial reporting and internal controls. The financial statements have been reviewed and approved by the Board of Trustees.

The Plan's external auditor, KPMG LLP, is appointed by the Administrative Board of the Plan. KPMG has conducted an independent audit of the financial statements and have expressed their opinion on the fair presentation of the financial statements, which is outlined in their Independent Auditor's Report.

Colyn R. Lowenberger

President and CEO

**Director, Corporate Services** 



**KPMG LLP** 

Hill Centre Tower II 1881 Scarth Street, 20th Floor Regina, SK S4P 4K9 Canada Telephone 306-791-1200 Fax 306-757-4703

#### INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of the Target Retirement Income Plan for the Regina Police Service

#### **Opinion**

We have audited the financial statements of the Target Retirement Income Plan for the Regina Police Service ("the Plan"), which comprise:

- the statement of financial position as at December 31, 2024
- the statement of changes in net assets available for benefits for the year then ended
- the statement of changes in pension obligations for the year then ended
- and notes to the financial statements, including a summary of material accounting policy information

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Plan as at December 31, 2024, and its changes in net assets available for benefits and its changes in pension obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

### **Basis for Opinion**

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our auditor's report.

We are independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Other Information

Management is responsible for the other information. Other information comprises the information, other than the financial statements and the auditor's report thereon, included in the 2024 Annual Report.

Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.



#### Page 2

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit and remain alert for indications that the other information appears to be materially misstated.

We obtained the information, other than the financial statements and the auditor's report thereon, included in the 2024 Annual Report document as at the date of this auditor's report. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in the auditor's report.

We have nothing to report in this regard.

# Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Plan's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

#### We also:

• Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.



#### Page 3

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that
  are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness
  of the Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Plan's to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Chartered Professional Accountants** 

Regina, Canada

LPMG LLP

May 29, 2025

### STATEMENT OF FINANCIAL POSITION

(in thousands of dollars)

#### As at December 31

	2024	2023
ASSETS		
Investments—Note 4	\$ 162,050	\$ 136,079
Contributions receivable		
Members	265	217
Employer	332	270
Prepaid expenses	179	160
Accounts receivable	16	12
	162,842	136,738
LIABILITIES		
Accounts payable	157	230
Net assets available for benefits	162,685	136,508
Pension obligations—Note 5	129,513	107,340
Surplus	\$ 33,172	\$ 29,168

See accompanying notes.

APPROVED BY:

Board Member

\_\_\_\_\_Board Member

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### STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

(in thousands of dollars)

For	the	vear	ended	Decem	her 31
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	2024	2023
INCREASE IN NET ASSETS		
Investment income—Note 6	\$ 2,545	\$ 1,997
Increase in fair value of investments		
Net unrealized gains	11,890	7,052
Net realized gains	974	1,258
Contributions		
Members—Note 7	6,908	6,908
Employer	7,022	6,543
	29,339	23,758
DECREASE IN NET ASSETS		
Benefit payments	1,434	988
Pension refunds—Note 8	452	313
Operating expenses—Note 12	1,276	1,033
	3,162	2,334
Net increase for the year	26,177	21,424
Net assets available for benefits, beginning of year	136,508	115,084
Net assets available for benefits, end of year	\$ 162,685	\$ 136,508

See accompanying notes.

# STATEMENT OF CHANGES IN PENSION OBLIGATIONS

(in thousands of dollars)

For the	vear	ended	Decem	ber 31
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	2024	2023
INCREASE IN PENSION OBLIGATIONS		
Accrual of pension obligations	\$ 12,110	\$ 12,917
Interest accrued on obligations	7,590	6,545
Change in assumptions—Note 5	4,079	-
Experience loss—Note 5	280	-
	24,059	19,462
DECREASE IN PENSION OBLIGATIONS		
Change in assumptions—Note 5	-	11,655
Experience gain—Note 5	-	651
Benefit payments	1,434	988
Pension refunds—Note 7	452	313
	1,886	13,607
Net increase for the year	22,173	5,855
Pension obligations, beginning of year	107,340	101,485
Pension obligations, end of year	\$ 129,513	\$ 107,340

See accompanying notes.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 1. Description of the Plan

The Target Retirement Income Plan for the Regina Police Service (the "Plan") is a contributory defined benefit pension plan covering all eligible employees of the Regina Board of Police Commissioners (the "Commission"). The following description is a summary only. For more complete information, reference should be made to the Plan Text. The Plan was established July 1, 2014.

#### a) Funding policy

Member contributions are 6.8% on earnings up to the year's maximum pensionable earnings ("YMPE") and 10.7% on earnings over the YMPE. Employer contributions are a blended rate of 8.5% on all pensionable earnings.

#### b) Benefits

Retirement pensions are based on the number of years of service multiplied by 1.26% to 2% of the final five years average salary.

Termination and survivor benefits are also available under the Plan.

The Plan also provides for payment of lump sum benefits when a member dies or ceases to be employed by the Commission, subject to lock-in provisions.

#### c) Retirement

The normal retirement age is 60 for a police employee and 65 for a civilian employee. A member may retire following the completion of at least 25 years of service or has attained the age of 55. A member who is a police employee may retire following the completion of at least two years of service and who has attained the age of 50.

#### d) Income taxes

The Plan is a registered pension plan as defined in the *Income Tax Act* and is not subject to income taxes. Retirement allowances paid from the Plan are subject to deductions that are withheld and remitted to the Canada Revenue Agency.

#### 2. Basis of preparation

#### a) Statement of compliance

The financial statements have been prepared in accordance with Canadian accounting standards for pension plans as outlined in Part IV of the CPA Canada Handbook section 4600, Pension Plans. For matters not addressed in section 4600, IFRS Accounting Standards as issued by the International Accounting Standards Board (IASB) has been followed.

The financial statements were authorized and issued by the Plan's Board of Trustees (the Board) on May 29, 2025.

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended December 31, 2024

(in thousands of dollars)

### 2. Basis of preparation (continued)

#### b) Basis of measurement

The financial statements have been prepared using the historical cost basis except for financial instruments which have been measured at fair value, and pension obligations which have been measured at present value.

These financial statements are prepared to assist Plan members and others in reviewing the activities of the Plan for the fiscal period, but they do not portray the funding requirements of the Plan or the benefit security of individual Plan members.

#### c) Functional and presentation currency

These financial statements are presented in Canadian dollars, which is the Plan's functional currency and are rounded to the nearest thousand unless otherwise noted.

#### 3. Summary of material accounting policies

The following policies are considered to be material:

#### a) Investments

All investments are recorded at fair value on a trade date basis. The fair value of cash is based on cost, which approximates fair value due to its immediate short-term nature. The fair value of private equities is based on values supplied by the investment manager using industry standard valuation techniques. The fair value of bond and equity pooled funds is based on the net asset value per unit determined by the investment manager with reference to the underlying investments' year-end prices. The fair value of pooled real estate and infrastructure investments are based on the most recent certified written appraisals from qualified independent appraisers.

#### b) Investment income and transaction costs

The Plan recognizes interest income as earned, dividends when declared, pooled fund revenue when a distribution is declared, realized gains and losses on investments when the investment has been sold and unrealized gains and losses based on the changes in market value of the investments held. Realized gains and losses represent the difference between the amounts received through the sale of investments and their respective cost base. Transaction costs are recognized in the statement of changes in net assets available for benefits in the period incurred.

#### c) Other financial instruments

Receivables and payables are classified and measured at amortized cost. As they are short term in nature, their carrying value approximates fair value.

#### d) Foreign exchange

Foreign investment purchases, sales and income are recorded in Canadian dollars at exchange rates in effect at the transaction date. Foreign denominated investments and accrued income are translated at year end exchange rates. The unrealized gains and losses arising from the transaction are included in the statement of changes in net assets available for benefits as part of the change in fair value of investments.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 3. Summary of material accounting policies (continued)

#### e) Contributions

Contributions from members and the employer are accounted for on the accrual basis. Contributions for past service purchases are recorded when received.

The employer of members is responsible for the accuracy and completeness of members' contributions remitted and employee payroll information. Contributions are made by both the employee and employer in accordance with the Plan text.

#### f) Use of critical estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires management to make critical estimates and use assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Significant items subject to estimates and assumptions include the valuation of investments (note 4) and the determination of the pension obligations (note 5). Actual results could differ from those estimates.

#### g) Amendments to standards

Amendments to Section 4600 (December 2022) and 2023 Annual Improvements to Accounting Standards for Pension Plans (November 2023) came into effect January 1, 2024. The amendments include:

- i) providing clarity that a statement of changes in pension obligations does not apply to defined contribution plans;
- ii) guidance on accounting and disclosures for pension plan splits and amalgamations;
- iii) guidance on accounting and disclosures for guaranteed buy-in and buy-out annuity contracts;
- iv) presentation guidance for combination pension plans; and
- v) risk disclosures for interests in master trusts.

The nature of these amendments did not have an impact on the financial statements.

## NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 4. Investments

The investment objectives of the Plan are to ensure the Plan has sufficient assets to optimize the risk/return relationship of the Plan and to generate sufficient cash flows to meet pension benefits payments. Due to the long-term horizon of the Plan's benefits, the Plan takes a long-term investment perspective. The Plan has the following investments:

INVESTMENTS	2024	2023
Cash	\$ 1,802	\$ 1,790
Private equities	17,467	12,484
Pooled funds:		
Global equities	54,939	47,064
Canadian bonds	53,915	44,002
Canadian equities	15,229	12,970
Real estate	9,381	9,272
Infrastructure	9,317	8,497
Total	\$ 162,050	\$ 136,079

Investment concentration in any one investee or related group of investees is limited to no more than 10% of the total market value of the Plan's assets and no more than 30% of the votes that may be cast to elect the directors of the investee.

To achieve its long term investment goal, the Board has adopted the following long-term target asset mix which includes equity for returns and a well-diversified portfolio of assets. The Plan is moving towards meeting these targets.

		Min weight	Benchmark weight	Max weight
Asset class		(%)	(%)	(%)
Equities	Canadian	5	7.5	13
	Global	25	30	40
	Private equity	5	13	17
Fixed Income	Long bonds	11	16.5	21
	Core plus bonds	4	8.5	13
	Private credit	2	5	7
Real assets	Infrastructure	5	12	14
	Real estate	5	7.5	10
Total			100	

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 4. Investments (continued)

The Plan's assets may be invested through in-house investment activities or through external investment managers including without limitation, investment funds, segregated funds, unit trusts, limited partnerships and similar vehicles.

The Plan's asset mix includes investments in real assets and private equity through limited partnership arrangements for the sole purpose of investing on behalf of the Plan. The Board has made the following commitments:

Asset class	Currency	Commitment amount	Remaining to be called
Private equity	USD	\$ 16,000	\$ 4,135
Infrastructure	USD	\$ 3,000	\$ 1,939

The remaining to be called amounts are called based on the individual needs of each investment. Advance notices are provided from investment managers. Commitments are met through income generated from investments and holding liquid assets that can be readily converted to cash. Funding of called commitments is recorded on the date the funds are provided.

#### Cash and short-term investments

The Plan's Statement of Investment Polices and Procedures (SIP&P) permits investments in cash and short-term investments which consist of cash on hand, Canadian and U.S. money market securities, such as treasury bills issued by the federal and provincial governments and their agencies, obligations of trust companies and Canadian and foreign banks chartered to operate in Canada, including bankers' acceptances, commercial paper, term deposits and contracts with life insurance companies.

#### **Equities**

The Plan's SIP&P permits investments in equity securities, and equity substitutes that are convertible into equity securities, which are listed and traded on recognized exchanges, and unlisted equity securities, such as private placement equities, where the investment manager determines the security will become eligible for trading on a recognized exchange within a reasonable and defined timeframe, not to exceed six months, and the issuing company is publicly listed on a recognized exchange.

Private equity positions may include common or preferred equity positions, private or publicly traded debt of private companies, venture capital or publicly listed companies where the investment manager determines the security will become privately held within a reasonable and defined timeframe.

Equities consist of private equity investments and investments held in a Canadian equity pooled fund, as well as global equity pooled funds which have a portfolio of securities from around the world, excluding Canada.

Asset class	2024 Target (%)	2023 Target (%)
Canadian equities	20.5	20.5
Global equities	79.5	79.5
Total	100.0	100.0

The dividend yield on those accounts was 0.5% at the end of 2024 (2023 - 0.6%). The Plan reinvests those earnings.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 4. Investments (continued)

#### Pooled bond funds

The Plan's SIP&P permits investments in bonds, notes and other debt instruments of Canadian and foreign issuers whether denominated and payable in Canadian dollars or a foreign currency, including mortgage-backed securities guaranteed under the *National Housing Act (Canada)*, term deposits and guaranteed investment certificates. The SIP&P also permits investment in private placements of bonds that are rated by a recognized rating agency. Additionally, the SIP&P states that a minimum of 80% of fixed income must be invested in investment grade bonds as rated by a recognized credit rating service.

Pooled bond funds consist of investments in multiple pooled bond funds which invest primarily in Canadian dollar-denominated, investment-grade debt instruments. The Plan may also seek added value from non-Canadian and/or non-investment-grade debt instruments to enhance total return. The Plan may invest in foreign securities to an extent that will vary from time to time but is not typically expected to exceed 30% of its assets at the time that foreign securities are purchased.

#### Real assets

The Plan may invest in real estate, either directly, or through closed or open-end investment funds, or through participating debentures or shares of corporations or partnerships formed to invest in real estate for pension funds. The mandate of each fund, partnership or corporate structure will vary with the long-term goal of assembling a diversified real estate portfolio.

The Plan may invest in infrastructure through a limited partnership, or other legal structure designed to limit liability and achieve tax efficiency. Infrastructure investments may include stocks in individual projects, debt instruments, or through closed or open-ended funds.

The Plan owns units in a pooled real estate fund and a pooled infrastructure fund. These pooled funds have no fixed distribution rate and returns are based on the success of the fund managers.

The Plan is invested in real estate and infrastructure investments within a 100 percent owned subsidiary called Tychon Pension Investment Corporation. The fair value of these investments is included in the Plan's real estate and infrastructure investments.

The Plan is invested in an infrastructure investment within a jointly held pension investment corporation called iDECK Pension Investment Corporation. The Plan's interest in the Corporation is 10.70%. The fair value of this investment is included in the Plan's infrastructure investments.

#### Fair value of investments

Fair value is best evidenced by an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgement and is based on market information where available and appropriate. Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

Level 1 – where quoted prices are readily available from an active market.

Level 2 – inputs other than quoted prices included in Level 1 that are observable for the investment, either directly (for example, as prices) or indirectly (for example, derived from prices).

# NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 4. Investments (continued)

#### Fair value of investments (continued)

Level 3 – inputs for the investment that are not based on observable market data.

The following table illustrates the classification of the Plan's investments within the fair value hierarchy as at December 31:

		2024		
Asset class	Level 1	Level 2	Level 3	Total
Cash	\$ 1,802	\$ -	\$ -	\$ 1,802
Private equities	-	-	17,467	17,467
Pooled funds:				
Global equities	-	54,939	-	54,939
Canadian bonds	-	53,915	-	53,915
Canadian equities	-	15,229	-	15,229
Real estate	-	-	9,381	9,381
Infrastructure	-	-	9,317	9,317
Total	\$ 1,802	\$ 124,083	\$ 36,165	\$ 162,050

		2023		
Asset class	Level 1	Level 2	Level 3	Total
Cash	\$ 1,790	\$ -	\$ -	\$ 1,790
Private equities	-	-	12,484	12,484
Pooled funds:				
Global equities	-	47,064	-	47,064
Canadian bonds	-	44,002	-	44,002
Canadian equities	-	12,970	-	12,970
Real estate	-	-	9,272	9,272
Infrastructure	-	-	8,497	8,497
Total	\$ 1,790	\$ 104,036	\$ 30,253	\$ 136,079

There were no investments transferred between levels during 2024 or 2023.

Level 3 reconciliation	Private equities	Real estate	Infrastructure	2024	2023
Opening balance	\$ 12,484	\$ 9,272	\$ 8,497	\$ 30,253	\$ 28,761
Purchases	3,656	150	433	4,239	3,285
Sales/return of capital	(1,076)	(43)	(123)	(1,242)	(1,706)
Realized gains	523	-	20	543	834
Net change in unrealized					
gains/(losses)	1,880	) 2	490	2,372	(921)
Closing balance	\$ 17,467	\$ 9,381	\$ 9,317	\$ 36,165	\$ 30,253

Investment manager fees for alternative assets are recorded as part of the capital contribution made for these assets and flow through net unrealized gains/losses above. For 2024, the portion of the capital calls for alternative assets (Level 3 asset class) allocated to investment manager fees was \$352 (2023—\$341).

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 5. Pension obligations

The present value of pension obligations is determined using the projected accrued benefit actuarial cost method prorated on service and reflects management's best estimates of future investment performance, salary escalation, age at retirement and future pension indexing up to the rate of inflation. Aon is the appointed actuary for the Plan. The actuarial value of the pension obligations has been determined as of December 31, 2024 by extrapolating the figures from December 31, 2023, the date of the last actuarial valuation. The next actuarial valuation required by legislation will be December 31, 2026.

The assumptions used in the valuation were developed with reference to expected long-term market conditions. Significant long-term assumptions used in the valuation were:

	2024 rate	2023 rate
Assumption	(%)	(%)
Inflation rate	2.25	2.25
Discount rate	6.55	6.75
Rate of pensionable earnings	2.75 plus merit and promotion	2.00 for 2023, 2.75
increase		thereafter, plus merit
		and promotion

As the Plan benefits are based on final five average earnings, the pension obligation is sensitive to changes in the assumed real rate of pensionable earning increases which impacts future benefits and the assumed real rate of return on plan assets, which is used in the discounting of these future benefits.

A change in the following assumptions (with no change in other assumptions) would have the following approximate effects on the pension obligations:

50 basis point decrease/increase	Approximate effect on pension obligations (\$)
Discount rate	+11,051 / -9,782
Rate of pensionable earnings	-2,508 / +3,665

The pension obligations balance at December 31, 2024 includes an extrapolated transfer deficiency holdback balance. The holdback amounts plus applicable interest is paid no later than five years of the initial payment. Transfer deficiency holdbacks owing as of December 31, 2024 totaled \$58 (2023 - \$67). On November 24, 2020, *The Pension Benefits Regulations, 1993* was amended to exempt the Plan from having to apply a transfer deficiency holdback on future commuted value transfers.

#### 6. Investment income

	2024	2023
Pooled bond fund distributions	\$ 1,971	\$ 1,471
Pooled equity fund distributions	475	438
Cash and short-term investments	99	88
Total	\$ 2,545	\$ 1,997

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 7. Contributions

Member	2024	2023
Required contributions	\$ 6,859	\$ 6,538
Past service contributions	49	370
Total	\$ 6,908	\$ 6,908

#### 8. Pension refunds

	2024	2023
Termination benefit payments	\$ 452	\$ 313
Death benefit payments	-	-
Total	\$ 452	\$ 313

#### 9. Capital management

The Plan defines its capital as consisting of net assets available for benefits, which consists primarily of investments. Investments are managed to fund future pension obligations. The extent that net assets available for benefits are greater or less than pension obligations is reflected as a surplus or a deficit. The objective of managing the Plan's capital is to ensure that the Plan is fully funded on a going-concern basis to pay the Plan's benefits over the long term.

The Plan receives new capital from member and employer contributions which is sufficient to meet its obligations in the short term. The Plan conducts regular actuarial valuations to identify contribution requirements to meet its future obligations.

#### 10.Investment risk management

Investment risk management relates to the understanding and active management of risks associated with invested assets. Investments are primarily exposed to credit and market risk (consisting of interest rate risk, foreign currency risk, equity risk and geopolitical environment risk). They may also be subject to liquidity risk and real asset risk. The Plan maintains a SIP&P that establishes a diversified portfolio through different asset classes, geographies, and sectors; requires diversification by investment managers and styles; and sets limits on the size of exposure to individual investments to manage risk. The Board reviews and approves the SIP&P annually.

#### Credit risk

Credit risk refers to the potential for counterparties to default on their contractual obligations to the Plan. Credit risk is managed through certain criteria and limits established in the SIP&P and is mitigated by entering into contracts with counterparties that are considered high quality. Quality is determined via the following credit rating agencies: Morningstar DBRS, Standard and Poor's and Moody's Investor Service. The maximum credit risk to which the Plan is exposed to is limited to the carrying value of the financial assets summarized as follows:

Asset class	2024	2023
Fixed income pooled funds	\$ 53,915	\$ 44,002
Cash	1,802	1,790
Contributions receivable	597	487
Accounts receivable	16	12
Total	\$ 56,330	\$ 46,291

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 10. Investment risk management (continued)

#### Credit risk (continued)

Receivables are generally received in less than 30 days. The Plan may invest in cash and short-term investments with a credit rating of at least R1 or equivalent. The Plan's fixed income pooled funds consist of bonds with ratings ranging as follows:

Rating	2024	2023
AAA	\$ <b>11,177</b>	\$ 10,815
AA	22,290	16,206
A	12,761	11,826
BBB	4,841	3,783
Less than BBB	2,846	1,372
Total	\$ 53,915	\$ 44,002

#### Market risk

Market risk is the risk that the value of an investment will fluctuate due to market risk factors. Market risk factors includes interest rate risk, foreign currency risk, equity risk and geopolitical environment risk.

The impact on the net assets of the Plan due to a 10% increase/decrease in the respective benchmark portfolio index using a three year historical measure of the sensitivity of the returns relative to the returns of the benchmark portfolio index, as of December 31, 2024 would result in a 7.3% (2023–7.5%) change in the value of the portfolio.

#### Interest rate risk

Interest rate risk refers to the effect on the market value of the Plan's investments due to fluctuation of interest rates. The risk arises from the potential variation in the timing and amount of cash flows related to the Plan's assets and liabilities. Due to the indexing of benefit entitlements and the relatively long duration of pension benefits, the Plan's liabilities are influenced by inflation and long-term rates of return. Alternatively, asset values are affected more by equity markets and short-term changes in interest rates. The fixed income portfolio has guidelines on duration and distribution which are designed to mitigate the risk of interest rate volatility.

At December 31, 2024 a 100 basis point increase/decrease in interest rates would result in a \$6,623 (2023 – \$5,498) change in the value of the Plan's fixed income portfolio.

#### Foreign currency risk

Foreign currency risk arises from the Plan holding investments denominated in currencies other than the Canadian dollar. Fluctuations in the relative value of the Canadian Dollar against these foreign currencies can result in a positive or negative effect on the fair value of the investments. The Plan is exposed to foreign currency risk through its global equity investments and the underlying assets and transactions of its real estate and infrastructure investments. The Plan manages foreign currency risk by limiting investment in foreign securities. The Board has adopted a non-hedge policy benchmark.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 10. Investment risk management (continued)

#### Foreign currency risk (continued)

At December 31, 2024, 14.6% (2023 - 13.8%) of the Plan's assets were held in US dollars. Based on the current non-hedged policy, a 10% change in the US exchange rate would result in a 1.5% (2023 - 1.4%) change in the value of the portfolio. As of December 31, 2024 a 10% decrease in the value of the US dollar, relative to the Canadian Dollar, would have resulted in a \$2,372 loss (2023 - \$1,873 loss) in the value of the Plan's investments.

#### **Equity risk**

Equity risk refers to the effect on the market value of the Plan's investments as a result of stock market dynamics. The Plan's investments are exposed to stock market dynamics and changes in equity prices in Canada, the United States and other non-American markets through its Canadian and global equity fund investments. Equity price risk is managed through strategic geographical and sector allocations.

#### Geopolitical environment risk

The current geopolitical environment increases uncertainty in financial markets with a possible resurgence of trade tariffs and inflation, including upward pressure on commodity prices and the potential for global supply-chain disruptions. With the recent changes in the U.S. Government, the threat of protectionism increases the risk of tariffs, stagflation, turbulence in the financial markets, and a weakening of the Canadian Dollar against other currencies. Management will continue to monitor the impact of geopolitical risk on its use of judgements, estimates, and assumptions.

#### Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Plan maintains an adequate amount of liquid assets with varying maturities in order to ensure that the Plan can meet all of its financial obligations as they fall due. Liquidity risk is managed by limiting the Plan's exposure to illiquid assets and through positive net cash inflows from contributions. The following chart summarizes the Plan's contractual cash flows:

	Carrying I	Less than 1			
As at December 31, 2024	amount	year	1-2 years	2-4 years	5 years
Accounts payable	\$ 157	\$ 157	\$ -	\$ -	\$ -
Transfer deficiency holdback (Note 5)	58	47	11	-	-
As at December 31, 2023					
Accounts payable	\$ 230	\$ 230	\$ -	\$ -	\$ -
Transfer deficiency holdback (Note 5)	67	11	18	38	-

#### Real asset risk

The primary risks associated with real assets, such as real estate and infrastructure, are susceptibility to market and economic conditions, as well as geographical risk and associated regulatory and political risks. To mitigate these risks and adverse impacts in any one segment of the market or geographic location, the Plan's real estate and infrastructure investments are diversified across geographies, sectors, and asset/property type.

### NOTES TO THE FINANCIAL STATEMENTS

(in thousands of dollars)

For the year ended December 31, 2024

#### 11. Related party transactions

The Plan had the following transactions with related parties. These transactions are in the normal course of operations and are recorded at the exchange amount, which is the amount of consideration established and agreed to by the related parties. The following transactions with related parties are included in the financial statements:

Related party transactions	rty transactions 2024		2023
Prepaid expenses includes the following amount:			
Möbius Benefit Administrators Inc.	\$	176	\$ 158
Accounts payable includes the following amounts:			
Regina Civic Employees' Superannuation and Benefit Plan (RCESP)	\$	-	\$ 34
Möbius Benefit Administrators Inc.		31	4
Regina Police Pension Plan (RPPP)		1	1
Total	\$	32	\$ 39
Administrative services from Möbius Benefit Administrators Inc.	\$	672	\$ 557

Möbius Benefit Administrators Inc. is a related party as the Plan is a shareholder of the corporation. The RCESP and RPPP are related parties as they and the Plan are under common significant influence of the City of Regina.

The Plan, along with all of the other shareholders of Möbius Benefit Administrators Inc., have each provided a limited guarantee of \$300 (2023 - \$300) on the borrowed amount of a financing agreement between Möbius Benefit Administrators Inc. and an external third party.

#### 12. Operating expenses

Administration expenses	2024	2023
Administrative services	\$ 672	\$ 557
Actuarial services	197	138
Audit services	23	22
Other administrative expenses	27	22
Legal services	29	37
GST rebate	(20)	(19)
Total	\$ 928	\$ 757
Investment expenses		
Investment manager fees	285	216
Custodial and portfolio measurement fees	63	60
Total	348	276
Total operating expenses	\$ 1,276	\$ 1,033

June 26, 2025

To: Members,

**Board of Police Commissioners** 

Re: Contact Interview Annual Report, 2024

#### **RECOMMENDATION**

This report be received and filed.

#### CONCLUSION

In 2024, the Regina Police Service (RPS) documented 193 interviews in our Integrated Electronic Information System (IEIS) compared to 2 in 2023. In 2024, 192 persons spoke to members. One individual declined to speak with members. For further details, please see Appendix A.

#### **BACKGROUND**

In 2018, the Saskatchewan Police Commission (SPC) provided the RPS with an updated provincial policy related to contact interviews. In 2019, the internal contact interview policy for the RPS was also updated to be aligned with the SPC. Part of the change in the provincial policy stated that, "Police services will maintain statistical records of the number of and reason for contact interviews conducted by members and will report those statistics to the Saskatchewan Police Commission annually".

Since that time, the RPS has provided an annual report on contact interviews to the SPC. This is the seventh report.

#### **DISCUSSION**

According to the RPS Policy Manual, a contact interview, "Means a contact with the public initiated by a member of RPS with the intention of gathering information not related to a specific known incident or offence. The information being sought must be more than general information common to the community. A contact interview does not include:

- a. normal social interaction or general conversation with the public where the member has no cause for concern in regard to the purpose, behaviour, demeanor or welfare of the person they are speaking to;
- b. contact initiated by a member working in an undercover capacity;
- c. visual observations made by a member where no actual contact with the public is initiated;
- d. circumstances in which investigative detention is authorized by law; or
- e. contact initiated pursuant to specific statutory authority such as checks authorized under *The Traffic Safety Act* or other provincial or federal statutes."

In accordance with policy, police officers are required to document, in detail, their reasons for initiating a contact interview in their notebook and entering it into IEIS. All contact interview reports are retained for five years before being purged from the system.

### **RECOMMENDATION IMPLICATIONS**

#### Financial Implications

There are no financial implications for the RPS.

### **Environmental Implications**

None with respect to this report.

#### Strategic Implications

None with respect to this report.

#### Other Implications

None with respect to this report.

### **COMMUNICATIONS**

None with respect to this report.

Respectfully submitted,

Lorilee Davies.

Interim Chief of Police

# APPENDIX "A" SASKATCHEWAN POLICE COMMISSION Contact Interview Annual Statistical Report

CALENDAR YEAR:2024		
POLICE SERVICE: Regina Police Service		
NUMBER OF CONTACT INTERVIEWS INITIATED BY MEMBERS: _193 _		
NUMBER OF PERSONS WHO SPOKE WITH MEMBERS: 192		
NUMBER OF PERSONS WHO DECLINED TO SPEAK WITH MEMBERS:	1	

Number of Contact Interview Initiated by Reason			
Reason for Initiative	Number		
# persons who DECLINED to speak with members	1		
Person appeared to be in need of assistance	67		
Person's actions, behaviour or demeanour raised concern as to purpose	94		
No apparent reason for person's presence in the area	31		
Blank	0		



#### APPENDIX B: CONTACT INTERVIEW POLICY

#### **Regina Police Service - Policy Manual**

### Part 12 Chapter K Contact Interviews

Rev. Date: 2019/02/05

#### 1. General

Members of Regina Police Service (RPS) must ensure that contact with residents of the community is conducted in a manner that is diligent in its respect for the law and the fundamental freedoms and human rights of the public.

Contact interviews can provide a valuable tool that can effectively prevent and solve crime and enhance community safety. Members must ensure their actions meet community expectations and legal requirements respecting public confidence and trust.

### **2. Definition** – for the purpose of this policy:

"Contact Interview" (CI) means a contact with the public initiated by a member of RPS with the intention of gathering information not related to a specific known incident or offence. The information being sought must be more than general information common to the community. A CI does not include:

- a. normal social interaction or general conversation with the public where the member has no cause for concern in regard to the purpose, behaviour, demeanor or welfare of the person they are speaking to;
- b. contact initiated by a member working in an undercover capacity;
- c. visual observations made by a member where no actual contact with the public is initiated;
- d. circumstances in which investigative detention is authorized by law; or
- contact initiated pursuant to specific statutory authority such as checks authorized under *The Traffic Safety Act* or other provincial or federal statutes.

Where contact is initiated pursuant to specific statutory authority, this policy applies to the extent that the information requested by a member exceeds that statutory authority and such portion of the contact constitutes a "CI".

#### 3. Procedure

a. All members will complete training in the conduct of CIs as developed and delivered by RPS and the Saskatchewan Police College which will include

- effective communications, community engagement and the requirements of this policy and the Saskatchewan Police Commission (SPC) policy for CIs.
- b. Cls may only be conducted in a manner that respects and protects the rights of the public under current federal and provincial human rights legislation, and may not be conducted on a random or arbitrary basis.
- CIs are appropriately conducted by members only where the subject's behavior or the circumstances of the contact cause the member to have a concern as to the subject's purpose or for the subject's safety.
   Circumstances which should be considered and which may give rise to a concern would include, but are not limited to:
  - i. there is no apparent reason for the subject's presence in a particular area, such as being present in a commercial or industrial area late at night when everything in the area is closed; or
  - ii. the subject's actions, behavior or demeanor raise a concern as to his/her purpose or for his/her safety; or
  - iii. the subject appears to be lost, confused, frightened or in need of assistance.
- d. In the absence of actions, behaviour, demeanor or circumstances giving cause for concern as set out above, CIs may not be conducted solely on the subject's:
  - i. location in an area known to experience high levels of criminal activity and/or victimization;
  - ii. actual or perceived race, ethnicity or national origin;
  - iii. colour;
  - iv. religion;
  - v. age;
  - vi. gender, gender identity or sexual orientation;
  - vii. physical or intellectual disability or impairment;
  - viii. mental disorder;
  - ix. any other ground of discrimination prohibited at law;
  - x. socio-economic circumstances;
  - xi. medical condition; or

- xii. other personal characteristic of a similar nature.
- e. Members must always be conscious of the fact that CIs are a voluntary interaction between the public and the member. Citizens have no obligation to answer questions or provide identification during CIs and are free to leave at any time. They are not subject to detention or arrest nor are they chargeable for declining to answer questions or for departing the location.
- f. In conducting a CI members may approach a person and initiate a conversation, however the decision whether to stop and engage in a conversation must be made by the person freely and on a voluntary basis. Should the person choose not to engage in conversation and continue walking away, members may not stop or impede their movement.
- g. In conducting CIs members' communication with the public must be informal, professional, fair, impartial, free of any element of physical or psychological intimidation, responsive to public concerns, and of a nature that inspires public trust and confidence.
- h. The information that members should seek to determine during CIs will vary depending on the nature of the contact and the member's concern. Members must use judgment and discretion in collecting information during CIs and must seek to collect only such information as is necessary to address the members' concerns.

### 4. Recording and Access of Information

- a. Members will document in detail their reasons for initiating a CI by recording it in their notebook and entering it into Integrated Electronic Information System (IEIS).
- b. Information learned during CIs should be recorded in the members' notebook and entered appropriately into IEIS.
- c. Information recorded in the members' notebooks is subject to the relevant retention period for notebooks and journals.

Reference: Part 5 Chapter E (Notebooks)

- d. CI information recorded in IEIS will be retained for a period of five years and thereafter will be purged from the system.
- e. CI information obtained and entered in IEIS may only be accessed by members in the conduct of lawful investigations or for the purpose of preparing statistical reports internally as well as for the SPC.
- f. Regina Police Service will maintain statistical records of the number of and reason for CIs conducted by members and will report those statistics to the

SPC annually in accordance with the SPC's Contact Interview Annual Statistical Report. The information gathered by members during CIs beyond that statistical information will not be reported to the SPC.

Reference: Part 14 Chapter A (Access, Release and Security of Information)

Part 14 Chapter I (Freedom of Information and Protection of

Privacy)

June 26, 2025

To: Members,

**Board of Police Commissioners** 

Re: Regina Police Service Strategic Plan and Recruitment Annual Reports, 2024

#### RECOMMENDATION

This report be received and filed.

#### **CONCLUSION**

This 2024 report details the Regina Police Service's (RPS) continued progress in implementing the 2023–2026 Strategic Plan, and outlines key achievements under our evolving recruitment strategy. The report outlines major accomplishments, priority-driven initiatives, and performance metrics achieved over the past year. These updates reflect RPS's commitment to transparency, service excellence, workforce diversity, and public trust.

#### **BACKGROUND**

The RPS 2023–2026 Strategic Plan was shaped through stakeholder input, employee engagement, and community consultation. It remains the foundational roadmap for organizational priorities and operations, supporting our mission of "Public Service First."

#### DISCUSSION

RPS made significant strides in 2024 to advance both community safety and internal service excellence.

### **Community-Focused Initiatives:**

Proactive policing was strengthened through the "All Out Progressive Policing Initiative," responding to areas with focused enforcement and community visibility. The Alternative Response Officer (ARO) program was officially launched to diversify public safety response and better serve vulnerable individuals. The Mobile Testing Unit improved impaired driving enforcement efficiency, and the Communication Card initiative enhanced accessibility for individuals with hearing or language barriers.

Cultural engagement remained a priority. Events such as the RPS Round Dance, Red Dress Day, and Movie in the Park built community trust, while expanded newcomer presentations supported Regina's growing population. Collaboration through programs like TRiP and Coffee with a Cop further emphasized upstream prevention and inter-agency trust-building.

### **Employee Wellness and Development:**

RPS introduced or expanded numerous internal health and wellness programs. The opening of a new Fitness Facility, launch of mobility and nutrition programs, and continued financial and mental health education reflect a comprehensive investment in employee well-being. Training offerings for both sworn and civilian members expanded, including new online learning platforms and specialized content.

Leadership development efforts were bolstered through the continuation of Project PRIME, Ambassador onboarding, and targeted internal events, with high engagement and positive feedback. Recruitment momentum continued with the graduation of 30 new officers and the introduction of new support roles such as the Internet Child Exploitation Forensic Technician.

#### **Recruitment Strategy:**

In 2024, the RPS advanced its recruitment efforts to foster a skilled, diverse, and inclusive workforce. Major strategies included:

- **Expanding Diversity Representation:** RPS supported the 30x30 Initiative to increase female representation in sworn ranks, reaching 25.3% by year-end. Support, including POPAT prep and dedicated female recruiting staff, were introduced to reduce barriers and promote inclusion.
- Youth and Education Partnerships: Collaborations with local schools, postsecondary institutions, and programs like the Treaty 4 Citizens' Police Academy and Bold Eagle Camp helped create recruitment pathways for candidates.
- **Mentorship and Practicum Placements:** RPS offered mentorships for diverse applicants and practicum roles in operational and support areas, leading to successful internal hires.
- Experienced Officer Campaigns and Branding: Efforts to attract officers from other agencies included pension incentives, a new recruitment video, and targeted social media outreach.

These initiatives contributed to the onboarding of 30 new officers and strengthened the Service's ability to reflect and serve Regina.

#### **Technology and Innovation:**

Operational upgrades included the implementation of biometric monitoring in detention, expansion of secure digital record checks, new interpreter tools, and the modernization of core infrastructure. These initiatives improved safety, access, and organizational efficiency.

The RPS remains dedicated to continuous improvement. We will leverage these year-over-year progress checks to refine strategies and ensure proactive policing initiatives effectively address resident concerns. By prioritizing both community engagement and employee well-being, the RPS strives to fulfill our mission and vision, ultimately enhancing public safety throughout Regina. For a detailed look at our 2024 progress on each aspect of the plan, please see the attached report.

#### **RECOMMENDATION IMPLICATIONS**

### **Financial Implications**

There are no financial implications resulting from this report.

#### **Environmental Implications**

There are no environmental implications resulting from this report.

#### **Strategic Implications**

The 2024 report demonstrates sustained alignment with strategic priorities through datadriven planning, community input, and internal engagement. This has positioned the organization for continuous progress through 2025.

### Other Implications

There are no other implications resulting from this report.

#### **COMMUNICATIONS**

There are no communications implications resulting from this report.

Respectfully submitted,

Lorilee Davies,

J. Davies

Interim Chief of Police



REGINA POLICE SERVICE

# Mission

# Public Service First

# Vision

# Working Together to Keep Regina Safe

# **Values**

# Respectful

We lead by example, demonstrate consideration for one another, and encourage open and two-way communication.

# **Professional**

We demand the highest standards of ethics and professionalism in our performance.

### **Service**

We provide exceptional service while fostering community development.

# **Objectives**

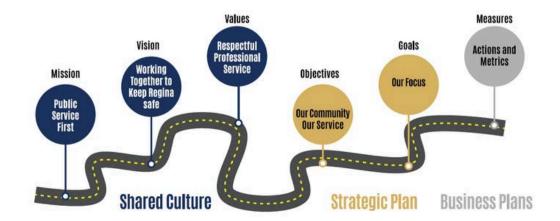
# **Our Community**

Be a trusted and committed partner in the pursuit of community safety and wellbeing.

# **Our Service**

Make continuous improvements to processes and resources to ensure the well-being of our membership while delivering excellent service to the public.





# 2024 Recruitment Strategy in Review

The Regina Police Service (RPS) is committed to fostering diversity and inclusion across our organization. We believe this strengthens both our service to the community and the well-being of our membership. By building a strong, empowered team where everyone feels valued and contributes, we can effectively serve the public we protect. Our 2024 recruitment strategy played a key role in achieving this.

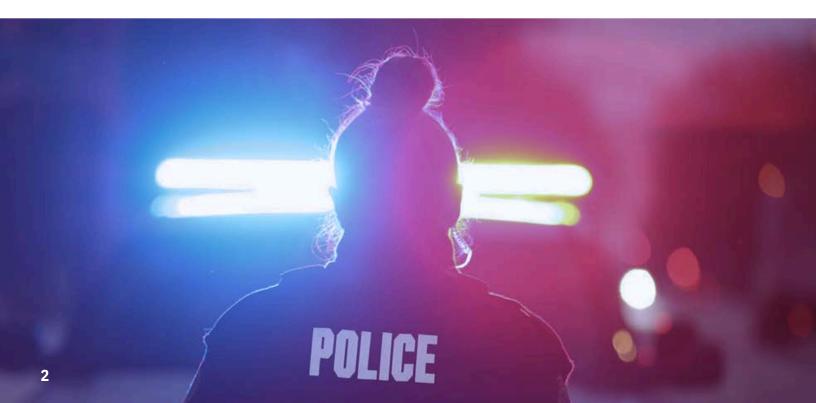
Throughout 2024, we focused on attracting talented individuals – both sworn officers and civilian employees – with diverse perspectives and innovative approaches to public service. This annual report details our progress in building a more inclusive RPS workforce.

Our strategy employed a multi-faceted approach. We expanded our outreach to engage with a wider range of qualified candidates, connecting with under represented communities, and

partnering with educational institutions and organizations. Additionally, we prioritized a fair and transparent selection process that values merit and fosters inclusivity for all applicants.

Diversity and inclusion go beyond representation. We are cultivating a strong team environment where share the workload evervone can effectively. Βv encouraging collaboration between sworn officers and civilian employees with varied skills and experiences, we can promote wellness for our entire team. This allows each individual to focus their expertise. ultimately leading to a more efficient, effective, and innovative police service.

We're proud of the progress we've made in 2024. This report invites you to explore our strategies and the positive impact they have on creating a stronger, more representative, and collaborative police service.

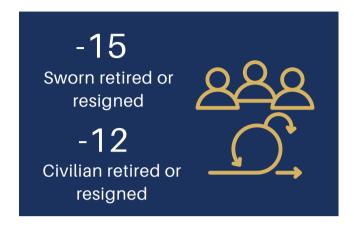


# **Recruitment by the Numbers**

### 2024:

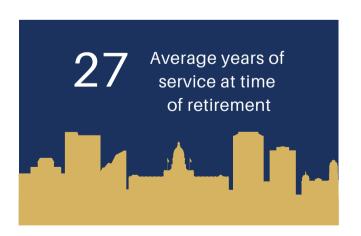












# January 2025:



# **Recruitment Initiatives**

Initiatives	Involvement	Progress
30 x 30 Initiative: The 30x30 Initiative, signed by the RPS in 2022, is an attempt to resolve the under-representation of women in Canadian policing and police leadership. Although the RPS' current demographic is higher than many of our comparators, we have committed to achieving a goal of 30% of sworn members being female by 2030. To address this goal, the RPS has implemented several initiatives. At the applicant level, the RPS has continued an all-female Peace Officers Physical Abilities Test (POPAT) class, led by our Wellness Coordinator, to help dismantle the traditional physical barriers that women have faced in the past. Moreover, the RPS has introduced a female recruiting officer to help identify and overcome historical biases. Internally, the RPS completed a survey of female sworn members to identify gaps in hiring, development, training, and leadership opportunities. Additionally, the RPS made significant enhancements to its benefit package in 2020 to include an expansion of its previous maternity leave.	RPS Lead: Recruiting Officer Partner(s): 30x30 Initiative Saskatchewan Women in Policing	Ongoing. Currently, females in the RPS' sworn membership is approximately 25.3%. We are attempting to achieve this goal through several different initiatives. An additional note in terms of our female sworn staff, we have seen increases year over year but it is not reflecting within the percentage due to our overall Service growth. For example, in 2022 we had 108 female sworn, in 2023,112, and in 2024,120.
4to40 Partnership: The RPS engaged in a partnership with the 4to40 program to provide meaningful employment to individuals experiencing an intellectual disability. The 4to40 program is an initiative between the Campus for All at the University of Regina and Creative Options Regina. This program was created to help support individuals in connecting with employers who have flexibility with a 4 to 40 hour workweek.	RPS Lead: Human Resource Consultants  Partner(s):  4to40  Campus for All, University of Regina  Creative Options Regina	Ongoing. The RPS were fortunate to have two individuals from the program join our organization in our Facility Services area as Cleaners. They are each supported by a job coach who assists them in understanding their role, providing coaching, re-directing, and helping them to establish healthy boundaries.
Experienced Member Campaign: In hopes of attracting experienced members, the Recruiting Unit is always accepting applications from members of other qualified police agencies in the country. Given the complexities of recruit applications, the RPS has found in recent years that finding recruits to fulfill our commitment to the Saskatchewan Police College has been challenging. Therefore, in an attempt to maintain authorized strength, we have carried out targeted recruiting strategies through social media advertising. We changed our pension plan to allow experienced hires to retain the pensionable service and we have continued to brand the RPS as a "big service in a small town" when speaking to interested people.	RPS Lead: Recruiting Unit	Ongoing. While results are still developing, we're seeing a positive trend in growth.

## **Recruitment Initiatives**

Initiatives	Involvement	Progress
Law Public Safety and Security Course (LPSS), Scott Police Academy and High School Resource Officer (SRO) Partnerships: The LPSS course prepares students for careers in law enforcement including, municipal policing, RCMP, corrections, Canadian Armed Forces, Canada Border Services Agency, courthouse bailiffs and sheriffs and private security. LPSS is offered to Grade 11 and 12 students in the Regina Public School Division. The learning environment is similar to that of the Saskatchewan Police College. The program is taught by an RPS officer as well as a Regina Public School teacher and corrections officer. RPS recruiting will maintain regular visits to provide information on careers, both sworn and civilian and continue to offer any assistance to the school resource officer assigned to the school. Currently, we have one patrol Constable, and at least one applicant in the current process, that is a graduate of this program.  The Scott Police Academy is offered at Scott Collegiate and currently has classes in Grades 9/10. Each year there is a new intake for Grade 9 students interested in learning more about law enforcement and team building. Academy students are part of a tight-knit school family that encourages teamwork, healthy choices, critical thinking, and overall wellness. The goal is to provide an immersive experience that combines standard curriculum with guest speakers, age-appropriate police knowledge, and a base for future law enforcement and community safety careers. Academy students complete First Aid and CPR certification, take part in field trips and learning experiences related to policing and partnership, build relationships and connect with mentors, and are motivated to graduate and pursue post-secondary education.  The RPS SRO Program utilizes the concept of community policing with officers acting as a resource to faculty, students, parents, and the school community. A police officer is assigned to each Regina high school, and carries responsibility for a number of elementary schools. Each SRO h	RPS Lead: Recruiting Officer Partner(s): RPS School Resource Officer Program Regina Catholic Schools Regina Public Schools Saskatchewan Catholic School Boards Association Saskatchewan School Boards Association Saskatchewan Ministry of Education	These programs are all ongoing into 2025.

## **Recruitment Initiatives**

Initiatives	Involvement	Progress
Mentorship Program: The Mentorship Program is designed to provide applicants with diverse backgrounds with opportunities to gain more experience in policing. Mentorship candidates receive coaching from current RPS employees and have the opportunity to work in various areas of the police service. The experience is customized to assist the candidate in strengthening specific skills to prepare them for positions within the service. These skills include, but are not limited to, fitness, communication skills, language skills, and familiarity with the community. This program has established proven results. For example, in 2022, one mentorship student was hired, graduated Police College, and is currently assigned to the Community Services Division as a patrol Constable. The mentorship program is generally 12-18 months in length.	RPS Lead: Indigenous Resource Liaison Officer	Ongoing.
Summer Student Program: Each summer the RPS employs summer students, with priority in hiring given to qualified Indigenous persons and diversity candidates who self-identify as such in the application process. Typically, positions are posted for summer students within the Evidence Management Unit and the Information Technology Services Section. These students gain valuable professional experience during time off from their studies. They are employed from May until August, and many past students have also continued employment beyond the summer months in a casual capacity while continuing their education.	RPS Lead: Human Resource Consultants	Ongoing with 3 students in 2024.
University of Regina Cougars Contract: Traditionally, applicants with experience in university athletics have generally shown higher success rates in the hiring process. Athletes normally come into the process with discipline, confidence, good communication skills, adaptability, and quality education. RPS recruiting has developed a relationship with the University of Regina's sports teams to recruit. We have developed an advertising campaign with the RPS Public Information and Strategic Communication Unit to show our involvement in the community at collegiate games and to demonstrate our effort to recruit. Moreover, we have liaised with members currently coaching those same teams and provided presentations and advice to athletes in pursuit of policing careers.	RPS Lead:  Recruiting Officer  Partner(s):  RPS Public Information and Strategic Communication Unit  University of Regina	Ongoing.

### **Recruitment Initiatives**

Initiatives	Involvement	Progress
University of Regina Job Board and TV Advertising: The RPS entered into a contract with the University of Regina in 2024 to enable an ability to showcase our recruitment video and all job postings on their 30-screen display network. This annual partnership also allows for 3 in-person information sessions as well as 3 "Hallway Spotlights" and a catered lunch and learn at the tatawâw Student Centre to focus on Indigenous recruitment.	RPS Lead:  Human Resource Manager  Recruiting Officer  Partner(s):  RPS Public Information and Strategic Communication Unit  University of Regina: Career Education Department	Ongoing. This partnership developed late 2024. On campus events to begin in 2025.
Justice Study Program Presentations: To connect with aspiring justice professionals, we conduct targeted recruitment presentations at key post-secondary institutions across Canada. This includes engaging with students at Northwest Law Enforcement Academy, Lethbridge Polytechnic, Medicine Hat College, and the Polytechnics in both Regina and Saskatoon. In 2025, recruiters will provide an opportunity for students to write our knowledge exam (SIGMA) which is the first step in the recruitment process.	RPS Lead: Sworn Recruitment Team Partner(s):  RPS Public Information and Strategic Communication Unit University of Regina	Ongoing. This partnership developed in 2024.



# Communications and Marketing

Initiatives	Involvement	Progress
Website Modernization: The RPS launched a new recruitment website that is designed to be a comprehensive resource for potential recruits. The website offers a wealth of information about the diverse career paths available within the RPS. From detailed descriptions of officer roles and responsibilities to insightful testimonials from current officers, the website provides a window into the rewarding world of police service in Regina. Additionally, the website clearly outlines the application process, making it easier than ever for qualified individuals to join our ranks and make a positive impact on our community.	RPS Lead:  Public Information and Strategic Communication Unit  Partner(s):  RPS Recruiting Unit	Ongoing.
Social Media Activity: In 2024, the RPS prioritized fostering a robust recruitment presence through a multi-platform social media strategy. We actively engaged with the community on platforms such as Facebook, X, and Instagram. These platforms served as a valuable tool to showcase the diverse and rewarding career paths available within the RPS. This strategic social media outreach has laid a strong foundation for attracting future talent committed to serving the Regina community.	RPS Lead:  Public Information and Strategic Communication Unit  Partner(s):  RPS Recruiting Unit	Ongoing.
<b>Recruitment Video:</b> A new RPS recruitment video project continued to progress throughout the year. The video featured officers from various divisions and serves as a recruitment tool, offering a comprehensive look at career opportunities within the RPS. The video was released in the last quarter of 2024 internally, with the video becoming available on the RPS website and social media platforms in early 2025.	RPS Lead: Human Resources Public Information and Strategic Communication Unit  Partner(s): Halter Media	Completed in 2024 with internal employee release in December. Public release February 2025.



# **Community Programs**

Initiatives	Involvement	Progress
Bold Eagle Camp: This is a six-week program run by the Canadian Armed Forces that brings First Nations, Métis, and Inuit youth from across western Canada to Canadian Forces base Wainwright for military and cultural training. The RPS has been a small part of the program for many years. Initial involvement was spearheaded by retired Corporal Jim Pratt with hopes to recruit Indigenous youth to the RPS. In addition, our involvement in the camp helps to build bridges with youth and provide some mentorship and leadership to the participants.	RPS Lead: Indigenous Resource Liaison Officer  Partner(s):  Canadian Armed Forces	Ongoing annual event.
Citizens' Police Academy: Helping Regina residents learn more about their police service is the goal of Citizens' Police Academy. It's an eleven-week program, run every spring and fall, that gives citizens an inside look at police work, through a series of lectures, demonstrations, and a ride-along. One evening per week, various police personnel give presentations on the work performed by their units. Topics include Canine, Polygraph, Integrated Drug Unit, Major Crimes, Special Weapons and Tactics, Traffic Safety, Communications, and firearms. There are too many graduates of this program working at the RPS, both sworn and civilian, to count.  Applicants must be at least 19 years old and must submit to a criminal record check. There is no cost to participants, who are drawn from the public. The course ends with a Graduation Ceremony at City Hall. Graduates of the program may go on to join the Citizens' Police Academy Alumni Association, which is a group of "ambassadors at large" for the RPS. Alumni members also assist the police service as volunteers for building tours, training scenarios, and events like the Annual Open House, charity benefits, and police-hosted conferences.	RPS Lead:  Training and Development Unit  HR Administrative Assistant  Partner(s):  Citizens' Police Academy Alumni Association	This is an ongoing bi- annual program.
Treaty 4 Citizens' Police Academy: Attendees of this Academy spend two weeks on campus at the First Nations University of Canada immersed in the world of law enforcement. During the program, participants learn about the basic requirements to work in law enforcement and community safety in Saskatchewan. The syllabus includes the following:  1. Fitness and wellness preparation for applicants (including fitness class) 2. SIGMA (written entrance exam) practice and official test 3. POPAT (physical test) practice and official test 4. Participants will be certified in First Aid and Level "C" CPR/AED 5. Drill class 6. Firearms training 7. Special presentations (SWAT, Crisis Negotiators, Canine, Traffic, and more) 8. Scenarios/report writing/note taking 9. Resume/application preparation 10. Interview skills 11. Public speaking	RPS Lead: Indigenous Resource Liaison Officer Recruiting Officer Partner(s): Casino Regina First Nations University of Canada Luther College University Province of Saskatchewan (Deputy Sheriffs)	This remains an ongoing annual program. We have at least ten current employees that are graduates of this program.
12. Community-Based policing (proactive problem solving, the importance of community partnerships, the importance of cultural and community diversity including <i>TRC Calls To Action</i> and cultural protocol)  This is a great opportunity for potential applicants to experience life as a police recruit. Saskatchewan law enforcement and community safety organizations strive to be reflective of the community they serve. This is one way to introduce Indigenous potential candidates to this exciting and rewarding career path.	RPS Elders Advisory Council Saskatchewan Corrections Saskatchewan Health Authority Saskatchewan Police College Saskatchewan Polytechnic	

# **Community Partnerships**

Initiatives	Involvement	Progress
Community Safety Partnerships: We partner with a variety of organizations in community safety, including: Sheriffs, Corrections, Casino Security, Cornwall Security, Saskatchewan Health Authority Security, and Ranch Ehrlo to provide employment opportunities for candidates who may not be ready for policing.	RPS Lead:  Recruiting Unit  Partner(s):  multiple organizations	Ongoing.
First Nations University of Canada Partnership: The RPS Recruiting Unit has had an ongoing relationship with the First Nations University of Canada for approximately three years. This relationship includes participation in university career fairs, support and advice for students interested in law enforcement, and support and participation in cultural events. Our Indigenous Resource Liaison Officer generally holds office/consultation hours on a monthly basis in the atrium of the university.	RPS Lead: Indigenous Resource Liaison Officer  Partner(s):  First Nations University of Canada	Ongoing.
Saskatchewan Polytechnic Justice Studies: The Justice program at Saskatchewan Polytechnic replaced the Aboriginal Police Preparation program. Saskatchewan Polytechnic built the program to rival similar programs in Medicine Hat and Lethbridge, Alberta. The diploma program is a good introductory academic program to assist people in moving on to university studies, or for mature studies to obtain employment in law enforcement, corrections, security, or other justice related fields. Currently, the RPS has a good relationship with the facilitators (Sgt. Steve Wyatt and R/Cpl. Jim Pratt). Students can complete the first year at the Regina, Saskatoon, and Prince Albert campuses. However, they must complete the second year at the Saskatoon campus. Recruiting has provided presentations and advice to applicants at all three campuses.	RPS Lead: Recruiting Unit Partner(s): Saskatchewan Polytechnic	Ongoing.
University of Regina and Saskatchewan Polytechnic Practicum Student Partnership: The RPS provides opportunities for practicum students in multiple areas of the service. Students have completed their practicums in Human Resources, Analysis Unit, Victim Services, and Access & Privacy. The University of Regina requests student placements for both advanced and introductory practicums in the areas of Justice and Police Studies. Saskatchewan Polytechnic has also placed students from their Health Information Management program into the Access & Privacy Unit to complete their practicum requirement. These students are provided with meaningful work and gain valuable professional experience as part of the requirements for their degree. Over the past decade, RPS has hired 11 out of 18 practicum students into both sworn and civilian positions after they completed their programs.	RPS Lead:  Human Resource Consultants  RPS Managers/Supervisors  Partner(s):  Saskatchewan Polytechnic  University of Regina	Ongoing.

# **Community Events**

Initiatives	Involvement	Progress
Career Fairs: Like community events, career fairs in and around Regina have become a prolific economic priority. In speaking to HR experts at these events, this proliferation in career fairs is correlational to the growth of new Canadians, and foreign student employment opportunities for international students, in Saskatchewan. These events often focus on a demographic that is not qualified to work in law enforcement in Saskatchewan. Recruiting will continue to attend career fairs in and around Regina, but we will be mindful of the demographic of previous years' participants.	RPS Lead: Human Resource Consultants Recruiting Unit	Ongoing.
Event Attendance: RPS recruiting will continue to attend major public events in and around Regina to promote employment at the RPS and careers in law enforcement. Recruiting will continue to be mindful of the scope and demographic of the potential participants of each request to attend. Given the volume of the public events available, recruiting will focus mostly on events that provide the greatest likelihood of potential applicants. Recruiting will maintain a specific focus on equity, diversity, and inclusion factors when considering attending events.	RPS Lead: Human Resource Consultants Recruiting Unit	Ongoing.
Blue Line Events: Blue Line recruiting events, notably the Blue Line Expo, serve as a vital platform for first responder recruitment, connecting policing agencies nationwide with qualified candidates. These events distinguish themselves through a structured, registered, and paid attendance model, ensuring a focused and engaged audience.  Attendees benefit from a comprehensive program that includes:  • Mock Interviews: Providing practical experience and valuable feedback.  • Knowledge Examinations: Assessing candidate competency and suitability.  • Agency Presentations: Presenting detailed insights into diverse career opportunities.  Furthermore, Blue Line Expo events foster unparalleled networking opportunities, facilitating the exchange of best practices, recruitment strategies, and collaborative solutions among policing agencies facing similar challenges.  These events provide an efficient and targeted approach to first responder recruitment, yielding significant value for participating agencies.	RPS Lead: Recruiting Unit	Ongoing.

# **Community Events**

Initiatives	Involvement	Progress
Indigenous Resource Liaison Officer (IRLO) Community Visits: The RPS IRLO is part of the Human Resources Section and works closely with both the Sergeants in charge of Recruiting. The IRLO is responsible for increasing communication by developing a common understanding of the Indigenous Recruitment Officer Strategy activities and what it means for RPS employees and community partners. They are also tasked with increasing education by effectively facilitating positive education, awareness, and an understanding of the history and current issues Indigenous people face.	RPS Lead:	
Providing education, building relationships, and gaining trust, is important to the success of this position. Some of the specific initiatives the IRLO has worked on include:  • Treaty 4 Citizens Police Academy (T4CPA)  • First Nation Policing Partnerships  • Outreach and Cultural engagement in First Nation Communities  • Career Fairs and Job Fairs in First Nation Communities  • Bold Eagle Program  • Partnership with Sask Polytech  • Involvement in hiring process with Indigenous applicants	Indigenous Resource Liaison Officer  Partner(s):  RPS Recruiting Unit  multiple organizations	Ongoing.
Cst. Keshane, since taking over the position in January of 2022, has visited numerous Indigenous communities in hopes of building a relationship with the RPS. Moreover, Cst. Keshane has been instrumental in fostering interest in law enforcement and the benefits to a career with the RPS.		



#### **Employment Equity Statistics**

Achieving a police force that reflects the community it serves is a critical goal for the RPS. The Saskatchewan Human Rights Commission (SHRC) plays a vital role in this by setting clear employment equity targets. These targets ensure fair representation for groups like Indigenous people, women, and visible minorities within the RPS. By actively working towards these SHRC targets, the RPS strengthens public trust and fosters better understanding between officers and the community. This data acts as a roadmap, highlighting areas where the RPS is on track and where more needs to be done to build a truly diverse and inclusive police service.

This commitment to diversity is not just about quotas; it is about building a stronger police service. By focusing on merit alongside diversity, we're ensuring our team is not only representative of the community but also filled with skilled and dedicated officers and civilians. This diversity of perspectives fosters a richer team environment, leading to more creative solutions and improved police work and safety for the Regina community.

	2022	2023	2024	2025	2026	2024 SHRC Goals
Female Employees*	25.0%	25.0%	25.3%			47.5%
Indigenous Employees	7.3%	7.7%	7.2%			15.2%
Employees with Disabilities	2.4%	2.7%	2.5%			27.7%
Visible Minority Employees	8.7%	9.7%	10.1%			21.5%

<sup>\*</sup> Women are considered underrepresented in an occupational classification if they occupy less than 45% of the positions

In 2020, the RPS revised its reporting of employees with disabilities to exclude those employees who were on short-term accommodations to be more in line with the SK Human Rights Council definition of this category

 $<sup>\</sup>star$  Female employees reflected in the above table are sworn members only

### **Our Service Goals**

**Objective:** Make continuous improvements to processes and resources to ensure the well-being of our membership while delivering excellent service to the public.





# **Our Community Goals**

**Objective:** Be a trusted and committed partner in the pursuit of community safety and well-being.





REGINA POLICE SERVICE



REGINA POLICE SERVICE

#### Mission

#### Public Service First

#### Vision

#### Working Together to Keep Regina Safe

#### **Values**

#### Respectful

We lead by example, demonstrate consideration for one another, and encourage open and two-way communication.

#### **Professional**

We demand the highest standards of ethics and professionalism in our performance.

#### **Service**

We provide exceptional service while fostering community development.

### **Objectives**

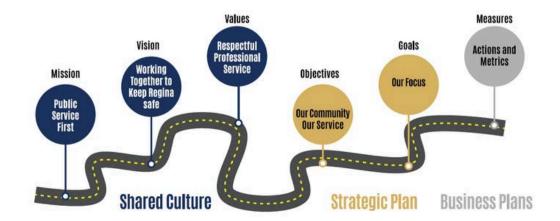
#### **Our Community**

Be a trusted and committed partner in the pursuit of community safety and wellbeing.

#### **Our Service**

Make continuous improvements to processes and resources to ensure the well-being of our membership while delivering excellent service to the public.





#### 2024 in Review

The Regina Police Service (RPS) is committed to transparency and accountability to our community and stakeholders. Our Strategic Plan 2023-2026 serves as a guiding document, outlining high-level objectives and goals organizational drive decisionmaking and budget allocations until the end of 2026. This Annual Strategic Plan Summary Report provides an overview of our progress towards our objectives and goals in 2024.

At the heart of our organization our mission is 'Public Service First'. Our two strategic objectives focus on 'Our Service' and 'Our Community'. We strive to support these through a range of

initiatives, such as ensuring our police service reflects the diversity of the community we serve, making continuous improvements to processes and resources to ensure the well-being of our membership, and responding to community needs to ensure our police service is effective, efficient, and accountable.

Each year, our budget submissions, business plans, and innovations are developed in congruence with this four-year *Strategic Plan*. We are proud of the progress accomplished in 2024 and invite you to delve deeper into our activities and achievements throughout the year.



# **Our Community Goals**

**Objective:** Be a trusted and committed partner in the pursuit of community safety and well-being.



Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes		
Excellent Service							
	All Out Progressive Policing Initiative: In 2024, RPS launched the "All Out Progressive Policing Initiative: Engagement and Enforcement," strategically responding to community requests for increased visibility and proactive policing. Initiatives occurred in Cathedral, Centre Square, North Central, Downtown, Harbour Landing, Rosemont, Mount Royal, and Rochdale neighbourhoods and areas. Collectively, these resulted in significant community interaction with hundreds of businesses, residents, and individuals. Officers addressed numerous instances of graffiti and gang tagging, conducted traffic enforcement operations, issued tickets and warrnings, and performed vehicle inspections. Multiple arrests and warrant apprehensions contributed to enhancing neighbourhood safety.	RPS Lead: Community Services Division	Implemented and ongoing.	Goal 1 Goal 2			
	Community Group Presentations: The Cultural and Community Diversity Unit delivered presentations across the city to audiences of all ages, including youth, daycare groups, seniors, and community organizations. Topics included personal safety, situational awareness, fraud prevention, drug awareness, and more.	RPS Lead: Cultural and Community Diversity Unit	Completed.	Goal 2			
Focus on strategic and proactive policing activities throughout the City	Mobile Testing Unit: In 2024, the RPS Traffic Safety Unit launched a new Mobile Testing Unit (MTU) to support impaired driving enforcement. The MTU is equipped with a breathalyzer and testing devices, enabling on-site confirmation of alcohol or drug impairment during check stops and targeted enforcement initiatives. The unit reduces the need to transport drivers to the police station for further testing, saving time and increasing operational capacity. This initiative was made possible through RPS's continued partnership with Saskatchewan Government Insurance.	RPS Lead:  Community Services Division  Partner(s):  Saskatchewan Government Insurance	Implemented and ongoing.	Goal 1	Use data and analytics to enhance community safety  Consistently deliver excellent service, resulting in enhanced community trust		
	The Regina intersectoral Partnership (TRIP) Communication Strategy: At a presentation to the Board of Police Commissioners on February 27 2024, inquiries occurred around working to raise the profile of TRIP both internally and externally.  To respond, an internal Communication Strategy was constructed. The intent is to increase awareness and knowledge about TRIP, which RPS is one of 5 institutional stakeholders.  The multifaceted plan provides information, training and tools to RPS members, in turn allowing them to feel confident in seeing TRIP as a prevention and early intervention resource; making or encouraging others to submit a referral; and being aware of the impact of TRIP's upstream, proactive policing approaches.	RPS Lead:  Crime Prevention Strategist  TRiP Intake & Referral Officer  Partner(s):  Ministry of Corrections, Policing and Public Safety  Ministry of Social Services  Regina Catholic School Division  Regina Public School Division  Saskatchewan Health Authority	Building out the Communication Strategy, a QR code was developed as well as educational and promotional material designed working with the Community Services Division and Public Information and Strategic Communications Unit. Information sessions to each officer team occurred; and a Shift Ambassador Training pilot was constructed in the Fall 2024. Monitoring mechanisms have been mobilized to assess knowledge increase and future awareness engagements.	Goal 1  Goal 2			

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes			
	Excellent Service							
Enhance community trust by focusing on trauma-informed, accessible, and culturally appropriate service delivery	Alarm Software: In 2024, RPS implemented new alarm management software, available in multiple languages to better serve Regina's diverse community. This software enables alarm system users to manage and update their accounts online, providing a convenient dropdown menu to select their preferred language. RPS was proud to be the third police service in Canada to adopt this innovative program.	RPS Lead: Support Services Division  Partner(s): Corporate Services Division	Implemented and ongoing.	Goal 1				
	Communication Card: In 2024, RPS partnered with Saskatchewan Deaf and Hard of Hearing Services (SDHHS) and the Regina Open Door Society (RODS) to launch a communication card designed to improve interactions during traffic stops with individuals who are deaf, hard of hearing, or have limited English proficiency. The card uses simple icons and phrases to support clear, accessible communication. All patrol and traffic officers received training and now carry the cards in their vehicles. This initiative, which began through an experience involving a local student, reflects RPS's commitment to inclusive and community-informed policing.	RPS Lead:  Community Services Division  Headquarters Division  Partner(s):  RODS  SDHHS	Implemented.	Goal 1	Use data and analytics to enhance community safety  Consistently deliver excellent service, resulting in enhanced community trust			
	Newcomer Events and Presentations: The Cultural and Community Diversity Unit delivered numerous presentations on policing and Canadian laws to newcomer groups through organizations such as RODS, Regina Immigrant Women Centre (RIWC), and language instruction classes at Saskatchewan Polytechnic and the University of Regina. The unit also collaborated with Regina Region Local Immigration Partnership Project (RRLIP) to support newcomers in accessing local resources and regularly participates in forums and community events such as job and settlement fairs.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  RIWC  RODS  RRLIP  Saskatchewan Polytechnic  University of Regina	Completed.	Goal 2				
	TRIP Community Engagement Event: Mobilized by the Coordinator, and stakeholders of TRIP, a Community Engagement Event was hosted at the Regina Public School Division Office, home to the colocation of TRIP's team, on May 16, 2024. Community based organizations, stakeholder colleagues and other invited individuals attended an in depth presentation and dialog about the focus, referral considerations, functioning process and lessons learned from TRIP.	RPS Lead:  Crime Prevention Strategist  TRIP Intake and Referral Officer  Partner(s):  Ministry of Corrections, Policing and Public Safety  Ministry of Social Services  Regina Catholic School Division  Regina Public School Division  Saskatchewan Health Authority	A successful engagement event occurred with 47 individuals attending. Extremely positive, supportive feedback was identified on post event evaluations.	Goal 1  Goal 2				
	Women's Personal Safety Team: In 2024, RPS continued to support the Women's Personal Safety Team, an initiative inspired by the Vancouver Police Department. Led by female officers, this team delivered workshops focused on situational awareness, violence prevention, and self-protection, aiming to empower women and build stronger connections with the community. Sessions addressed topics such as safe relationships, domestic violence, and responding to threats, reinforcing RPS's commitment to public education and safety.	RPS Lead: Various RPS employees	Implemented and ongoing.	Goal 2				

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes					
	Partnerships									
	Alternative Response Officers (ARO): In 2024, the RPS officially launched the ARO program as a key initiative to enhance public safety and community engagement. AROs play a unique and important role in supporting front-line policing efforts. Their responsibilities include providing investigative and enforcement assistance to sworn police officers, engaging directly with members of the community, and helping connect vulnerable individuals to appropriate social supports and services through timely referrals.  Throughout the year, eight AROs joined the RPS team, marking a significant step forward in diversifying the way public safety services are delivered across the city. These new team members are integral to the success of the RPS 2023-2026 Recruitment Strategy, which emphasizes the importance of building a workforce that reflects the community it serves. By attracting candidates from a variety of backgrounds and experiences, the ARO program contributes to a more inclusive, innovative, and community-focused approach to policing.	RPS Lead:  Community Services Division  Partner(s):  Corporate Services Division  Downtown businesses  Government of Saskatchewan	Implemented and ongoing.	Goal 1  Goal 2	Increased community					
community partners on complex social issues such as mental health, substance use, and homelessness	School Resource Officer (SRO) Program Review: In 2023, Regina Public Schools and Regina Catholic Schools commissioned Praxis Consulting to conduct a formal review of the RPS's SRO Program. The review evaluated the program's strengths and challenges through input gathered from school communities, including students, parents, guardians, caregivers, staff, and administrators. The final report acknowledged the value of the program while recommending that revisions and updates be considered to better align the SRO model with the evolving needs of schools and their communities.	RPS Lead: Headquarters Division Crime Prevention Strategist Community Services Division (Inspector; S/Sgt); School Resource Officer Program (Sgt) Partner(s): Regina Catholic School Division Regina Public School Division	Since the release of the report, a team of school-based administrators, police officers and members of the partners' senior administrative teams have analyzed the review and developed a plan to enhance the SRO program.  Throughout 2024, Collaborative Action Tables (CATs) were mobilized to activate ideas and actions contributing to a strengthened SRO program. CAT theme areas focus on:  Human Resource Process and Selection Training Practical Application and Operations Communication Evaluation/	Goal 1  Goal 2	safety through collaboration with partners  Supportive collaboration with other agencies to reduce demand for police resources					

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes				
Partnerships									
	Coffee with a Cop: The Cultural and Community Diversity Unit partnered with community groups and organizations to host "Coffee with a Cop" events, providing an informal setting where residents could speak with police officers, ask questions, and enjoy a free cup of coffee. These events not only foster open dialogue and trust between police and the public but also strengthen relationships with local businesses that support community engagement efforts.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  Cornwall Centre  Lebowski's Kitchen and Lounge  McDonald's  University of Regina Victoria Square Mall	Implemented and ongoing.	Goal 2					
Support community safety and well-being	Copsicle: The Cultural and Community Diversity Unit partners with local grocery stores each summer to distribute popsicles to community members. This simple gesture supports positive interactions between police and the public, especially during the warmer months, and helps build meaningful connections in a relaxed and friendly setting.	RPS Lead: Cultural and Community Diversity Unit Partner(s): various grocery stores	Implemented and ongoing.	Goal 2	Increased community safety through collaboration				
through collaboration with our partners to ensure the appropriate use of police resources	Crime Stoppers 40th Anniversary: In 2024, RPS joined Regina Crime Stoppers in celebrating its 40th anniversary of service to the community. A commemorative luncheon was held at RPS Headquarters, bringing together past and present board members, community leaders, and the public. The event also featured a free community BBQ, recognizing the vital partnership between Crime Stoppers and RPS in promoting public safety.	RPS Lead:  Community Services Division  Partner(s):  Crime Stoppers	Completed.	Goal 2	with partners  Supportive collaboration with other agencies to reduce demand for police resources				
	Walk a Mile in Their Shoes: In September 2024, RPS participated in the Walk a Mile in Their Shoes fundraiser in support of the YWCA Isabel Johnson Domestic Violence Shelter. The Bunions and Badges team represented the Service, helping raise awareness and funding for vital community supports for individuals affected by domestic violence.	RPS Lead:  Various RPS employees  Partner(s):  YWCA Isabel Johnson Domestic Violence Shelter	Completed.	Goal 2					

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes				
	Engagement								
	Battle of the Badges: In March 2024, RPS participated in the "Battle of the Badges" charity hockey game, facing off against Regina Fire at the Cooperators Centre. The event brought together members of both services and the community for a fun, family-friendly afternoon in support of local causes. The game aimed to strengthen community connections and foster goodwill between emergency services and the public.	RPS Lead:  Various RPS employees  Partner(s):  Canadian police and emergency services	Completed.	Goal 2					
	Coffee and Conversation, Black History Month: In February 2024, the RPS Cultural and Community Diversity Unit hosted a Coffee and Conversation event in recognition of Black History Month, in partnership with Black in Sask, Blackcellence, and the Saskatchewan African Canadian Heritage Museum (SACHM). The event provided an opportunity for meaningful dialogue, education, and community connection, supporting efforts to foster inclusivity and cultural awareness within the organization.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  Black in Sask  Blackcellence  SACHM	Completed.	Goal 2					
Participate in community events and integrate our learnings into culturally competent service delivery	Colliers Cup Regina Team: In September 2024, RPS participated in a street hockey tournament in support of the Canadian Mental Health Association Regina. The event raised funds for local mental health initiatives and promoted wellness and camaraderie through friendly competition, including a featured match against Regina Fire.	RPS Lead:  Various RPS employees  Partner(s):  Canadian Mental Health Association	Completed.	Goal 2	Feedback and learnings from our diverse community interactions inform strategic decisions Increased trust among Indigenous and diverse				
delivery	Cop + Kids Event: In December 2024, RPS participated in the eighth annual holiday shopping initiative in partnership with the Cornwall Centre and TRIP. Children, recognized for their personal achievements and positive progress, were each paired with an RPS officer for a holiday shopping experience. Supported by donations from the Cornwall Centre, the event offered a memorable and meaningful opportunity for officers to build positive connections with youth in the community.	RPS Lead:  Community Services Division  Headquarters Division  Partner(s):  Cornwall Centre  TRIP	Completed.	Goal 2	populations				
	Internal Diversity Education Initiatives: Throughout 2024, the Cultural and Community Diversity Unit continued its internal email campaign to promote cultural awareness and inclusion within RPS. The campaign featured educational content and personal stories from members, highlighting cultural and heritage events such as Asian Heritage Month, Black History Month, Ramadan, Pride Month, Diwali, National Indigenous History Month, and many others. This initiative fostered greater understanding of the diversity within RPS and the wider Regina community.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  Cornwall Centre  TRIP	Implemented and ongoing.	Goal 2					

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes				
	Engagement								
	Jump for Charity: In 2024, RPS participated in the Teddy Bears Anonymous Jump for Charity, a fundraising skydiving event supporting sick and vulnerable children across Saskatchewan. Proceeds went toward purchasing teddy bears for children in hospitals or in crisis situations involving police or emergency medical services. RPS competed against other first responder teams, aiming to raise both funds and community spirit for a meaningful cause.	RPS Lead:  Community Services Division  Partner(s):  Teddy Bears Anonymous	Completed.	Goal 2					
	Kidsport - The Amazing Race Regina: In 2024, RPS sponsored two teams to participate in KidSport - The Amazing Race Regina, combining fun, teamwork, and charitable giving. The event supported access to sport for local children and gave employees a chance to engage in a lively community fundraiser.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  KidSport	Completed.	Goal 2					
Participate in community events and integrate our learnings into	Languages in Motion: In 2024, the RPS introduced a contracted language interpretation app to enhance communication with individuals who have limited English proficiency. This tool provides officers with immediate access to professional interpreters, supporting clear and respectful communication during calls for service, investigations, and community interactions. A new policy was developed alongside the rollout to guide appropriate use, ensure confidentiality, and maintain the integrity of interpreter-assisted communication. This initiative strengthens equitable access to police services and reflects RPS's ongoing commitment to inclusivity and responsive service delivery.	RPS Lead:  Community Services Division  Headquarters Division  Partner(s):  Languages in Motion	Implemented and ongoing.	Goal 1 Goal 2	Feedback and learnings from our diverse community interactions inform strategic decisions				
culturally competent service delivery	Movie in the Park Summer Bash: The Cultural and Community Diversity Unit collaborated with the Summer Bash program to host a Movie in the Park event at the mâmawêyatitân Centre. The RPS provided free popcorn, and attendees enjoyed a strong community turnout and positive engagement with police members. Summer Bash staff offered games before the movie, with additional snacks available for purchase. Regina Fire and Protective Services also participated, bringing a fire truck for attendees to explore, alongside an RPS vehicle display. The event fostered meaningful community connections in a fun and welcoming setting.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  måmawéyatitån centre  Regina Fire and Protective Services  Summer Bash	Completed.	Goal 2	Increased trust among Indigenous and diverse populations				
	Saskatchewan Police and Peace Officers Memorial: On September 29, 2024, RPS participated in the Saskatchewan Police and Peace Officers Memorial in Regina. This annual event honours those who have lost their lives in the line of duty and provides support to their families and colleagues. Since 2004, the memorial has included a parade and ceremony, welcoming active and retired officers, as well as members of the public.	RPS Lead:  Various RPS employees  Partner(s):  Regina Police Association  Saskatchewan Federation of Police Officers	Completed.	Goal 2					
	Sirens for Life: In 2024, RPS proudly participated in the Sirens for Life Campaign, a national initiative encouraging blood and plasma donations, as well as awareness of stem cell, organ, and tissue donation. Open to all employees, families, and friends, the RPS team joined forces with Regina Fire & Protective Services, Regina EMS, STARS, and the RCMP.	RPS Lead:  Employee Engagement Committee  Partner(s):  Canadian Blood Services	Completed.	Goal 2					

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes			
Engagement								
	Lunch and Learn - Lyndon Linklater: In February 2024, the RPS Truth and Reconciliation Committee hosted a Lunch & Learn in recognition of Aboriginal Storytelling Month, featuring guest speaker Lyndon Linklater. The session highlighted the importance of storytelling in Indigenous culture and its connection to the Treaty 4 region and Truth and Reconciliation. The event fostered cultural learning and awareness among staff, with lunch provided to attendees.	RPS Lead:  Truth and Reconciliation Committee  Partner(s):  Elders Advisory Council	Completed.	Goal 2				
	National Day for Truth and Reconciliation: September 30th is the National Day for Truth and Reconciliation, a day to bring awareness to Canada's history and residential schools. Cultural and Community Diversity Unit members assisted on the planning committee for the walk around North Central and program held at the Mâmawêyatitân Centre. Many members of the Service including Cultural and Community Diversity Unit, Executive, senior officers and others participated in the day starting with the pipe ceremony.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  Equity, Diversity, and Inclusion Network	Completed.	Goal 2				
Continue Engagement in community events including Truth and Reconciliation Commission and Missing and Murdered	National Indigenous Peoples Day: June 21st is National Indigenous Peoples Day, a day to celebrate the First Peoples in Canada and in Regina on Treaty 4 territory. Cultural and Community Diversity Unit members assisted on the planning committee for the celebration in Victoria Park. Many members of the Service including Cultural and Community Diversity Unit, Executive, senior officers and others participated in the day starting with the pipe ceremony and grand entry.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  City of Regina  Equity, Diversity, and Inclusion Network	Completed.	Goal 2	Feedback and learnings from our diverse community interactions inform strategic decisions Increased trust among			
Indigenous Women and Girls efforts	National Ribbon Skirt Day: On January 4, 2024, RPS observed National Ribbon Skirt Day, a day dedicated to learning about and honouring Indigenous culture and traditions. In recognition of this day, the Cultural and Community Diversity Unit encouraged employees to wear ribbon skirts as a show of support and solidarity, inspired by the story of Isabella, a young Indigenous girl who was shamed in 2021 for wearing traditional attire at school.	RPS Lead: Community Services Division	Completed.	Goal 2	Indigenous and diverse populations			
	Raising of the Every Child Matters Flag: At the beginning of September, our Elders Advisory Council guided the Cultural and Community Diversity Unit along with the Chief and Deputies in raising the Every Child Matters Flag in front of the RPS building. The flag remained until after October 4th which is Sisters in Spirit, a day to bring awareness to Missing and Murdered Indigenous Women and Girls. A small ceremony was held before the flag raising, which our Elders advised us was to represent all the children who are missing and gone onto the spirit world. Its meaning is that we continue to search until all are found and back home.	RPS Lead: Cultural and Community Diversity Unit Partner(s): Elders Advisory Council	Completed.	Goal 2				

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes				
Engagement									
Continue	Red Dress Day: On May 5, 2024, RPS recognized the National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and Two-Spirited People. Informed by the guidance of local Elders, RPS hosted a jingle dance ceremony, a traditional healing practice that honours those impacted and supports collective healing within the community and the Service. The initiative was held in connection with the REDress Project, a national commemorative art piece by Métis artist Jaime Black.	RPS Lead: Truth and Reconciliation Committee  Cultural and Community Diversity Unit	Completed.	Goal 2					
Engagement in community events including Truth and Reconciliation Commission and Missing and Murdered Indigenous	Regina Police Service Round Dance: In February 2024, the Cultural and Community Diversity Unit hosted the annual RPS Round Dance at the mämaweyatitän centre, extending invitations to all members, their families, and the broader community. The event promoted cultural understanding, healing, and community connection. An email education campaign accompanied the event to help familiarize individuals with the significance of the ceremony and encourage inclusive participation.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  Elders Advisory Council	Completed.	Goal 2	Feedback and learnings from our diverse community interactions inform strategic decisions Increased trust among Indigenous and diverse				
Women and Girls efforts	Sisters in Spirit Walk for Healing: On October 4, 2024, RPS held its 4th annual Sisters in Spirit Walk for Healing in collaboration with RPS Elders. The walk began at the mâmawêyatitân Centre and concluded at the RCMP Heritage Centre's Place of Reflection. Employees and community members came together to honour Missing and Murdered Indigenous Women, Girls, and gender-diverse people. White roses bearing names were carried and laid in remembrance, fostering healing for families and the wider community.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  Elders Advisory Council	Completed.	Goal 2	populations				
	Trans	parency							
Develop a process for reporting strategic goals and metrics to the Board of Police Commissioners	Community Perception Survey Results: In 2024, RPS released the results of the 2023 Community Perceptions Survey, conducted by independent researchers from the University of Regina. The survey captured feedback from Regina residents and showed increased public trust, confidence, and satisfaction with RPS services compared to previous years. Key findings included strong support for public information efforts, a rise in satisfaction among those who had contact with RPS, and high ratings for overall service quality. The survey also introduced questions on the Aerial Support Unit, with most respondents showing awareness and support for its operations. Results highlighted both positive trends and areas for continued improvement.	RPS Lead: Headquarters Division	Completed.	Goal 2	Increased public understanding of our role in supporting community well-				
Effectively communicate financial transparency and organizational needs	Bryngelson Workers' Compensation Board File Audit: A comprehensive audit was conducted on RPS-Workers' Compensation Board claims to ensure accuracy, accountability, and proper reconciliation of expenses. The audit reviewed all claim-related documentation, costs, and benefits to confirm alignment with Saskatchewan Workers' Compensation Board guidelines and City of Regina financial practices.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  City of Regina  Saskatchewan Workers' Compensation Board	Conducted a full audit of the claim to validate expenditures, confirm compliance, and ensure fiscal transparency.	Goal 2	community weil- being				

Indicator	Reporting Period	2022	2023	2024	2025	2026				
Goal 1: Community Safety and Well-being										
Statistics Canada: Crime rate (including traffic) per 100,000 population	biannual	8,328	-	-						
Statistics Canada: Crime severity index	biannual	111	-	-						
Statistics Canada: Violent crime severity index	biannual	125	-	-						
Number of active Criminal Code warrants at year-end	annual	2,919	2,781	2,925						
Number of traffic stops conducted	annual	20,271	23,701	22,412						
Total victims of person crime	annual	2,525	2,972	2,996						
Total victims of property crime	annual	7,918	7,623	6,674						
Number of RPS referrals to the Hub Table	annual	51	36	12						
The Police and Crisis Team (PACT) diversions and interventions	annual	876 interventions 97 diverted hospital 39 diverted arrest	954 interventions 137 diverted hospital 63 diverted arrest	1,212 interventions 134 diverted hospital 49 diverted arrest						
Community Perception Survey: percentage agree RPS provides adequate public safety information	biannual	-	72%	-						
Community Perception Survey: percentage agree RPS personnel are a visible presence in my community	biannual	-	69%	-						
Goal 2: Trust and Accountability										
Community partnerships	annual	121	164	187						
Proactive policing initiatives	annual	-	245	358						
Police service website total page views	annual	3,125,609	3,084,429	2,338,188						
Total Local Authority Freedom of Information and Protection of Privacy Act requests	annual	416	492	513						
Privacy breaches	annual	8 accidental 9 intentional	9 accidental 2 intentional 8 no breach found	8 accidental 3 intentional 7 no breach found						
Proportion of public complaints substantiated	annual	1	3	1						
Net operating budget increase	annual	4.0%	5.7%	4.7%						
Net percentage of City of Regina budget	annual	18.6%	18.5%	-						
Community Perception Survey: percentage agree RPS is sensitive to the needs of their ethnic group	biannual	-	76%	-						
Community Perception Survey: percentage agree RPS is an organization with integrity and honesty	biannual	-	80%	-						
Community Perception Survey: percentage agree in having confidence in calling 911 in emergency situations	biannual	-	90%	-						

Clairmont, Alyssa; Jones, Nicholas; & Vaughan, Adam. (2024). Community Perceptions of the Regina Police Service, 2023. https://reginapolice.ca/community-perception-survey/. Statistics Canada. Crime and Justice Data. Table 35-10-0061-01 and Table 35-10-0182-01. https://www150.statcan.gc.ca/n1/en/type/data?subject\_levels=35.

### **Our Service Goals**

**Objective:** Make continuous improvements to processes and resources to ensure the well-being of our membership while delivering excellent service to the public.





Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes					
	Employee Well-being & Development									
	Active Threat and Armed Intruder Training: The RPS Building Security Committee introduced mandatory training for civilian staff focused on responding to armed intruder situations. Developed in response to safety concerns raised by employees and the PRIME Committee, the training provided participants with essential knowledge and confidence to protect themselves and their coworkers.	RPS Lead: Support Services Division Partner(s): Building Security Committee	Completed.	Goal 1 Goal 2						
	Block Training - Stretching Program for Defensive Tactics: Integrated Health & Wellness implemented a structured stretching program prior to each Defensive Tactics session. This initiative enhanced physical readiness, improved body awareness, and supported injury prevention among members. By emphasizing proper warm-up techniques, the program contributed to overall wellness and operational performance.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Saskatchewan Police Association  Saskatchewan Workers' Compensation Board	Completed.	Goal 1						
Focus on employee mental	Block Training - Integrated Health & Wellness Presentations: In 2024, Integrated Health & Wellness delivered educational sessions for all sworn officers, ensuring members remain current in key areas such as mental health and physical well-being. This annual training supports professionalism, officer safety, and effective service delivery.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Human Resources - Training Unit	Completed.	Goal 1	Employees feel their mental and physical well- being is supported by the organization  All employees have equal					
and physical well- being	Building Security: In 2024, RPS continued to prioritize workplace safety through mandatory Active Threat and Armed Intruder training for all civilian employees. In parallel, the Building Security Committee collaborated with key public-facing units, such as Front Desk, Evidence Management, and Criminal Record Checks to enhance physical security. Upgrades underway include door locking systems, additional panic buttons, improved camera coverage, and expanded swipe access. Planning also began for improved lighting, signage, and surveillance in employee parking areas.	RPS Lead: Building Security Committee	Implemented.	Goal 1	opportunities for training to develop the skills needed to respond to our diverse community					
	Detention Enhancements: In 2024, RPS implemented a new search bench to improve ergonomics and support employee well-being. Previously, members used an outdated booking bench, often requiring extended periods of bending during property searches. Thanks to collaboration across several areas, the new desk provides a safer, more functional workspace. This small but meaningful improvement reflects ongoing efforts to respond to member needs and enhance the workplace environment.	RPS Lead:  Corporate Services Division  Partner(s):  City of Regina	Implemented.	Goal 2						
	Dress Down Days: In 2024, the Employee Engagement Committee organized monthly Dress Down Days, allowing employees to support a variety of local charities through casual attire. Benefiting organizations included Special Olympics, Dragonfly Child & Family Wellness Centre, CC Rez'Q, Regina Cat Rescue, Circle Project, RPA Benevolent Fund, and the Regina Food Bank. This initiative combined team spirit with meaningful community impact.	RPS Lead: Employee Engagement Committee	Completed.	Goal 1						

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes					
	Employee Well-being & Development									
	Employee Family Barbecue: In June 2024, the RPS Employee Engagement Committee hosted an employee barbecue to show appreciation and build camaraderie among staff. The event offered a relaxed setting for colleagues to connect, contributing to a positive workplace culture and reinforcing a sense of community within the organization.	RPS Lead: Employee Engagement Committee	Completed.	Goal 1						
	Financial Wellness Program: In 2024, RPS, in partnership with the Regina Police Association, offered a complimentary Financial Wellness Program to all employees, facilitated by Enriched Academy. The program included online modules and Lunch & Learn sessions covering topics such as will planning, mortgage renewal, financial wellness, estate planning, and budgeting strategies. This initiative supported employees in building financial literacy.	RPS Lead: Corporate Services Division  Partner(s): Enriched Academy  Regina Police Association	Completed.	Goal 1						
Facus on	Fitness Facility: In early 2024, RPS opened the new Fitness Facility, located in the former Municipal Justice Building. Funded through a 2020 provincial grant, the 6,280 square foot space includes a weight room, conditioning center, cardio room, a training/yoga room, and offices for the Wellness Coordinator and Physiotherapist. The facility supports Block Training, Defensive Tactics, and fitness classes, enhancing health and wellness resources available to RPS members.	RPS Lead:  Corporate Services Division  Health and Fitness Committee	Completed.	Goal 1	Employees feel their mental and physical well- being is supported by the organization					
Focus on employee mental and physical well-being	Fitness Centre Policy: A formal policy was created to guide the safe, respectful, and equitable use of RPS fitness facilities. The policy outlines expectations for usage, hygiene, booking procedures, and access, ensuring consistent standards and promoting a positive fitness environment for all employees.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Fitness Committee	Completed.	Goal 1	All employees have equal opportunities for training to develop the skills needed to respond to our diverse community					
	Fitness Equipment Investment for Employee Wellness and Team Building: New gym equipment was purchased to enhance the gym facility, supporting employee recreation, wellness, and informal teambuilding opportunities. The upgrades aim to promote physical health, stress relief, and camaraderie among staff through accessible, quality fitness resources.	RPS Lead: Corporate Services Division	Completed.	Goal 1						
	Gym Scheduling Calendar Implementation: A centralized digital calendar was implemented to streamline access and usage of the gymnasium. The calendar allows employees to view availability and book time slots, helping to avoid scheduling conflicts and improve accessibility for both individual and group fitness activities.	RPS Lead: Corporate Services Division	Completed.	Goal 1						

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes					
	Employee Well-being & Development									
	Health and Fitness Jurisdictional Scan: A jurisdictional scan was conducted to compare health and fitness standards, programs, and practices across other police agencies. The goal was to inform future policy development, enhance RPS wellness initiatives, and ensure alignment with best practices in law enforcement health and performance.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Canadian policing partners	Completed.	Goal 1						
	Hearing Conservation Program: Integrated Health and Wellness re-initiated the RPS Hearing Conservation program to establish baseline hearing screening assessments, to proactively identify potential hearing deficits and subsequent treatment.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Regina Hearing Health Services	Completed.	Goal 1						
Focus on employee mental	Mental Wellness Education Campaign: Mental health awareness posters were developed and placed in bathroom stalls across RPS facilities to reach employees in a private and accessible way. The posters promote available supports, encourage help-seeking, and help foster a workplace culture that prioritizes mental well-being and reduces stigma.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Facilities Services  Public Information and Strategic Communication	Ongoing.	Goal 1	Employees feel their mental and physical well- being is supported by the organization					
and physical well- being	Menopause Presentation: An educational session on menopause was delivered to RPS employees to raise awareness, reduce stigma, and promote understanding of the physical and emotional impacts of menopause in the workplace. The presentation covered common symptoms, workplace considerations, and available supports.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Canadian Menopause Society	Completed.	Goal 1	All employees have equal opportunities for training to develop the skills needed to respond to our diverse community					
	Mental Health First Aid Training for Recruits and the Critical Incident Stress Management Team: Integrated Health and Wellness provided three mental health first aid sessions—one for new police recruits, one for newly hired AROs and one for the Critical Incident Stress Management Team members. The sessions focused on equipping staff with the skills to recognize and respond to mental health challenges, promoting early intervention and psychological safety in the workplace.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Human Resources - Training Unit	Completed.	Goal 1						
	Mental Health Services Mail-out: A comprehensive mail-out was distributed to all RPS employees outlining available mental health supports, including Employee and Family Assistance Program, internal wellness resources, crisis contacts, and community-based services. The initiative aimed to improve awareness, accessibility, and early help-seeking among staff.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Human Resources	Completed.	Goal 1						

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes				
Employee Well-being & Development									
	Mobility and Stretching Program: Beginning in May 2024, RPS introduced a mobility and range of motion class held twice weekly, open to all members regardless of role or fitness level. The class focused on addressing common areas of physical restriction and promoting overall wellness.	RPS Lead: Corporate Services Division	Completed and ongoing.	Goal 1					
	Nutrition Club: In 2024, RPS offered a Healthy Eating Accountability Program to support long-term wellness through sustainable habits. The initiative included weekly private weigh-ins, food journaling, personalized coaching, and educational resources focused on nutrition and balanced eating. The program aimed to help participants build healthier lifestyles by emphasizing consistency, debunking diet myths, and providing ongoing support and practical tools.	RPS Lead: Corporate Services Division	Completed.	Goal 1					
Focus on employee mental and physical well-	Physiotherapy Recruit Presentation: The Integrated Health & Wellness physiotherapist delivered a presentation to new RPS recruits on the physical risks associated with policing duties. The session focused on strategies to prevent, minimize, and manage workplace repetitive strain injuries, promoting long-term health and operational readiness.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Human Resources - Recruiting & Training Units	Completed and ongoing.	Goal 1	Employees feel their mental and physical well- being is supported by the organization All employees have equal				
being	Pride Balloon Pop: RPS members participated in a fundraiser in support of Lulu's Lodge, a local shelter that provides housing and support for gender and sexually diverse youth in Regina. Members purchased tickets for a balloon-popping prize draw, with all proceeds donated directly to the organization. The initiative combined team engagement with meaningful community support.	RPS Lead:  Cultural and Community Diversity Unit  Partner(s):  Boston Pizza; Dessart Sweets; Elle's Cafe; Fresh and Sweet; Leopold's Tavern; Māmaweyatitán Centre; McDonalds; Regina Police Association	Completed.	Goal 1	opportunities for training to develop the skills needed to respond to our diverse community				
	Saskatchewan Ride to Remember: In 2024, RPS members participated in the ninth annual Saskatchewan Police Memorial Ride to Remember, an event honouring fallen officers as part of Police and Peace Officer Memorial Day, recognized on the last Sunday of September. This tradition, adopted by Saskatchewan in 2003, brings together officers from across the province to pay tribute through a commemorative ride, reinforcing the values of remembrance and respect.	RPS Lead:  Various RPS employees  Partner(s):  Regina Police Association  Saskatchewan Federation of Police Officers	Completed.	Goal 1					

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes					
	Employee Well-being & Development									
	Social Media, Screen Time, Artificial Intelligence, Online Threats, and Youth Mental Health Presentation: On September 19, 2024, RPS hosted a parent-focused presentation on the impacts of social media, screen time, artificial intelligence, online threats, and youth mental health. Led by an RPS member and Canadian Certified Clinical Counsellor, the session aimed to raise awareness about the growing mental health challenges facing youth, particularly those encountered by School Resource Officers. Topics included brain development, risk factors, and strategies for healthy social media use, with resources provided to support ongoing conversations at home.	RPS Lead: Community Services Division	Completed.	Goal 1						
Focus on employee mental and physical well-	Spring into Summer Fitness Challenge: In 2024, RPS launched the Spring into Summer Olympic Fitness Challenge, encouraging teams of three to stay active between March 19 and June 20. Participants earned points for completing 40-minute workouts, with flexibility to exercise anywhere and include sporting activities. The challenge promoted teamwork, healthy competition, and physical wellness, with gold, silver, and bronze prizes awarded based on participation.	RPS Lead: Corporate Services Division	Completed.	Goal 1	Employees feel their mental and physical well- being is supported by the organization All employees have equal					
and physical well- being	Turkey Shoot Fundraiser: In 2024, the Employee Engagement Committee hosted a game fundraiser, combining friendly competition with charitable giving. The event encouraged employee participation and raised funds in support of the Eagle Heart Centre, continuing a fun annual tradition with a meaningful impact.	RPS Lead: Employee Engagement Committee	Completed.	Goal 1	opportunities for training to develop the skills needed to respond to our diverse community					
	Veteran's Pancake Breakfast: In 2024, the Employee Engagement Committee, in collaboration with the RPS Veteran's Association, hosted the RPS Veteran's Pancake Breakfast. With support from dedicated volunteers, the event was a great success bringing together retired and current members for a morning of connection and appreciation.	RPS Lead: Employee Engagement Committee	Completed.	Goal 1						

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes		
Employee Well-being & Development							
Equitably distribute comprehensive training opportunities for all employees	Block Training: In 2024, RPS continued to deliver 5 days of mandatory training for all sworn officers, ensuring members remain current in key areas such as use of force, legal updates, and de-escalation techniques. This annual training supports professionalism, officer safety, and effective service delivery. In addition to mandatory sessions, RPS also offered various learning and development opportunities for civilian staff, including workshops, courses, and internal programs aimed at enhancing organizational knowledge, leadership, and operational support capabilities. These efforts reflect an ongoing commitment to professional growth across all areas of the service.	RPS Lead: Corporate Services Division	Completed.	Goal 2	Employees feel their mental and physical well-being is supported by the organization  All employees have equal opportunities for training to develop the skills needed to respond to our diverse community		
	Canadian Police Knowledge Network Courses: In 2024, RPS expanded its Canadian Police Knowledge Network subscription, removing the previous two-course limit and granting all employees, sworn and civilian, access to over 150 online learning courses. This platform supports both personal and professional development and is also used to deliver mandatory training. The expanded access encourages continuous learning across the organization.	RPS Lead: Corporate Services Division	Completed.	Goal 1			
	Civilian Training: In 2023, a training survey was distributed to civilian staff to gather feedback and identify opportunities for improvement. Based on the responses, the Training Unit prioritized the expansion of civilian learning opportunities beyond Block Training. In 2024, new courses offered included Crucial Conversations for Mastering Dialogue, Integrated Health and Wellness, Mental Health First Aid, and Standard First Aid with CPR-C, supporting both personal development and workplace readiness.	RPS Lead: Corporate Services Division	Completed.	Goal 1			
	Electric Vehicle and Lithium Ion Battery Fire Safety Awareness: Specialized safety training was delivered to RPS members, Regina Fire Members, RCMP, etc. to increase awareness and preparedness when responding to incidents involving electric vehicles and lithium-ion battery fires. The training focused on hazard identification, response protocols, post-collision risks, and safe handling of compromised battery-powered devices.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Firehouse Training  Regina Fire and Protective Services  Saskatchewan Government Insurance  Saskatchewan Workers' Compensation Board	Implemented.	Goal 1			
	Group Fitness Classes: Throughout 2024, RPS offered a variety of group fitness classes to support employee health and wellness. Classes included Cardio Strength Intervals, Kettlebell, Strength Circuits, Tabata, Stretching, Super Circuits, and Cardio and Strength HilT. These sessions promoted physical fitness, stress relief, and a positive workplace culture.	RPS Lead:  Corporate Services Division  Partner(s):  Fitness Instructor Contractors	Implemented and ongoing.	Goal 1			

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes		
	Employee Well-being & Development						
Equitably distribute comprehensive training opportunities for all employees	Gym Equipment Demonstration: In April 2024, the RPS hosted an equipment demonstration in the new weight room, offering members guidance on proper techniques and safe use of the new machines. The session helped employees build confidence in using the equipment and supported their personal fitness goals.	RPS Lead: Corporate Services Division Partner(s): Flaman Fitness	Completed.	Goal 1	Employees feel their mental and physical well- being is		
	Lunch and Learn: Build Your Own Strength Program: In May 2024, RPS hosted a Lunch & Learn session titled Build Your Own Strength Program, led by a fitness trainer. The session provided practical guidance on designing personalized strength training programs tailored to goals such as hypertrophy, strength, or endurance. The session supported employee wellness by promoting accessible, self-directed fitness planning.	RPS Lead: Corporate Services Division	Completed.	Goal 1	supported by the organization  All employees have equal opportunities for training to develop the skills needed to respond to our diverse community		

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes
	Comm	unication			
Provide timely, consistent, and transparent communication to all employees	Newsletter: In 2024, RPS launched its first internal quarterly newsletter to improve transparency and enhance internal communication. The publication features updates on key initiatives such as Project PRIME, messages from leadership, and highlights of employee achievements and organizational changes. This initiative supports a more connected and informed workplace.	RPS Lead: Headquarters Division	Completed.	Goal 2	
Continue to engage employees about their opinions and ideas	Block Training Survey: As part of Block Training, a survey was distributed to gather feedback and suggestions for improvement. Responses from employees provided valuable insights to help refine and enhance future training sessions, ensuring they remain relevant, effective, and responsive to member needs. The survey showed that 80% of the membership valued the training in the areas of firearms, tactical emergency casualty care, and scenario training. The membership indicated that they appreciated the professionalism of the instructors and the relevance of the training provided. Sworn members would like more reality based scenario training, Crown prosecutor lectures, and investigative techniques training.	RPS Lead: Corporate Services Division	Completed.	Goal 1	Effective communication channels engage all employees Employees feel empowered to contribute to decisions that impact their work
	Cinnamon Bun Day Fundraiser: In 2024, the Employee Engagement Committee organized a cinnamon bun fundraiser, giving employees an opportunity to connect informally while supporting a good cause. Funds raised were used to supplement RPS charitable donations throughout the year, contributing to both internal morale and community support.	RPS Lead: Employee Engagement Committee	Completed.	Goal 1	
	Employee Engagement Survey: In 2024, RPS conducted its Employee Engagement Survey, led by Dr. Angela Workman-Stark. The survey built on the 2022 Workplace Assessment and served as a baseline. With a strong 73% response rate, results highlighted pride in the organization, appreciation for team culture, and support for wellness programs. The survey also identified opportunities for growth in areas such as accountability, inclusion, communication, and leadership development.	RPS Lead: Corporate Services Division	Completed.	Goal 1	
	Fleet Survey: In 2024, RPS conducted a Fleet Experience Survey targeting all employees, sworn and civilian, who operate vehicles as part of their duties. The anonymous survey aimed to gather feedback on current vehicle use and identify areas for improvement. Results will inform the design and equipment layout of future vehicle builds.	RPS Lead: Fleet Committee	Completed.	Goal 1	
	Summer Photo Contest: In summer 2024, RPS ran a "Share Your Summer Adventures" photo contest, inviting employees to submit snapshots of their vacations, hobbies, pets, or Saskatchewan scenery. The initiative encouraged connection and celebration of life outside of work, with one lucky participant winning a summer prize package. The contest ran through the September long weekend, promoting wellness and positive engagement among staff.	RPS Lead: Headquarters Division	Completed.	Goal 1	
	Veteran's Appreciation Lunch: In May 2024, RPS hosted a gathering that brought together 150 retired and current employees, offering a valuable opportunity to reconnect, share stories, and celebrate shared service. The event fostered camaraderie across generations of RPS members and highlighted the enduring sense of community within the organization.	RPS Lead:  Employee Engagement Committee  Partner(s):  Regina Police Association	Completed.	Goal 1	

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes		
Effective & Efficient Team							
Implement a recruitment strategy that showcases RPS as an employer of choice	Female POPAT Training Program: In 2024, the RPS Wellness Coordinator, organized four Female POPAT training programs to support and develop potential future female Police Officers for the RPS.	RPS Lead:  Corporate Services Division - Integrated Health & Wellness  Partner(s):  Human Resources - Recruiting & Training Units	Implemented and ongoing.	Goal 1	A diverse and inclusive workforce brings an innovative perspective and approach to policing		
	Recruit Classes #88-89: In 2024, 30 new police recruits were welcomed to the RPS, marking the beginning of their training and careers in public service. 28 were new recruits who attended the Saskatchewan Police College, and 2 were lateral transfers from other agencies. Their addition supports continued efforts to strengthen frontline capacity and serve the Regina community with professionalism and dedication. These hires support our 2023-2025 Recruitment Strategy to create a diverse and inclusive workforce that brings an innovative perspective and approach to policing.	RPS Lead:  Corporate Services Division  Partner(s):  Saskatchewan Police College	Completed.	Goal 2			
	Recruiting Video: In 2024, RPS launched a new sworn recruitment video and trailer, developed in partnership with Halter Media and the Public Information and Strategic Communication Unit. The video highlights the dynamic nature of frontline policing and aims to attract new recruits as the Service prepares for anticipated retirements and expanded staffing. Efforts also included strategies to recruit experienced officers, with initiatives such as pension buy-in options, a relocation policy in development, and exploration of international hiring opportunities.	RPS Lead:  Headquarters Division - Public Information and Strategic Communications Unit Corporate Services Division - Recruiting Team	Completed.	Goal 2			
Build a high performance culture, encouraging accountability, and developing leadership competencies	Ambassador Program: In 2023, the PRIME Leadership Development Committee launched the Ambassador Program, designed to improve onboarding experiences, foster leadership, and strengthen employee engagement at RPS. Developed in response to internal feedback highlighting the need for improved integration of new hires, the program paired new employees with volunteer ambassadors from across the organization. By the end of 2024, the program successfully matched 64 new hires with 59 ambassadors, effectively enhancing collaboration, communication, and organizational culture.	RPS Lead: PRIME Committee	Implemented and ongoing.	Goal 1			
	Canadian Police Canine Association Trials: In October 2024, RPS canine teams participated in the Canadian Police Canine Association Trials held in Calgary. Competing alongside skilled teams from across the country, RPS earned top placements in several categories, including criminal apprehension, evidence detection, and building searches. These strong results reflect the professionalism, dedication, and high level of training maintained by the RPS Canine Unit.	RPS Lead: Support Services Division	Completed.	Goal 2			

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes
	Effective &	Efficient Team			
	Internet Child Exploitation Forensic Technician: In early 2024, the Saskatchewan Internet Child Exploitation Unit secured federal funding to support increasing workload demands and address member wellness. The funding enabled the addition of an Internet Child Exploitation Forensic Technician position.	RPS Lead: Investigative Services Division	Hired.	Goal 1	
Build a high performance culture, encouraging accountability, and developing leadership competencies	Project PRIME: In 2024, the Prime-ary Committee was formed, merging the previous Project PRIME Main and Leadership Development Committees following the completion of their 24-month terms. The new committee continues to advance employee-driven initiatives based on organizational feedback. Key focus areas this year included the ongoing development of a new intranet, improved internal communication, and expanded leadership development.  The PRIME Examples initiative, launched in early 2023, continued to gain momentum, recognizing employees who demonstrate kindness and leadership in the workplace. Monthly nominations steadily increased throughout 2024, reflecting a growing culture of appreciation and peer recognition at RPS.	RPS Lead: Project PRIME Committees	Ongoing.	Goal 1	A diverse and inclusive workforce brings an innovative perspective and approach to policing
	Project PRIME - Leadership Presentations: In 2024, retired RPS Sergeant Hans Larsen delivered a four-part leadership series titled "Leadership and Stuff Like That", open to all members across shifts. Sessions were held at RPS Headquarters and focused on practical leadership insights in an accessible and engaging format. High interest and participation reflected a strong organizational commitment to leadership development.	RPS Lead: Project PRIME Committees	Completed.	Goal 1	

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes
	Technolo	ogy & Tools			
	Biometric Monitoring: In 2024, RPS became the first police service in Saskatchewan and among the first in Canada to implement biometric health monitoring technology in its detention facility. This initiative was introduced following a critical review of detainee care practices and reflects a commitment to enhanced custodial safety and public trust. The non-invasive system allows for continuous monitoring of vital signs, enabling timely medical interventions and reducing the risk of health emergencies. The investment supports both detainee well-being and staff by reducing occupational stress in this environment.	RPS Lead: Support Services Division	Completed.	Goal 2	
	Cybersecurity Awareness: In 2024, the RPS Information Technology Team continued efforts to strengthen cybersecurity awareness and information security across the organization. Over the past 18 months, monthly simulated phishing tests were conducted, resulting in a drop in the phish-prone rate from 4.4% in 2021 to just 0.3% by February 2024. Staff also increasingly used the Phish Alert Button to report suspicious emails. Mandatory training on password security and security culture was implemented, and additional engagement activities were held during Cyber Security Awareness Month in October, promoting safe online practices through interactive sessions and practical tips.	RPS Lead: Corporate Services Division	Completed.	Goal 2	
Utilize technology to improve service delivery and report on performance metrics	Digital Criminal Record Checks: In 2024, the Access to Information Team upgraded the criminal record check platform to enable the ability to issue a digital (securely emailed) criminal record check to online applicants who meet the eligibility criteria. The benefits of this process include: enhanced customer service with faster turnaround times; reduced cost to the RPS in the form of postage, paper, envelopes, and wear on printer equipment. This process also reduces the risk of a privacy breach when mailed copies are mis-delivered or lost in the mail. Public response to this process has been extremely favourable.	RPS Lead: Corporate Services Division	Completed.	Goal 2	Data drive decision making improves processes, and enhance service delivery
	Document Security: In 2024, RPS began implementing a secure print environment with the installation of card reader attachments on copier/printer devices. This new system requires employees to use their access cards to release print jobs and access device functions, enhancing document security and reducing waste. The rollout occurred over several weeks, with ongoing support to address user feedback and technical adjustments.	RPS Lead: Corporate Services Division	Completed.	Goal 2	
	Evidence Management Unit Electronic Packaging: In 2024, RPS implemented a new packaging method for cell phones to improve storage efficiency and reduce the risk of damage. Dedicated bags were introduced and made available in the officer prep area, clearly marked for cell phone use only. This change supports faster access and better handling of electronic exhibits, streamlining processes within the Evidence Management Unit.	RPS Lead: Corporate Services Division	Completed.	Goal 2	

Actions	Activities	Involvement	Progress	Goal Alignment	Target Outcomes
	Technolo	ogy & Tools			
	LANSPAN Changes - Optimizing our Distributed Network Connectivity: In 2024, RPS made significant strides in optimizing its connectivity architecture for connecting its remote locations to the Headquarters building. This change moved away from the LANSPAN architecture previously used to a new Software Defined Wide Area Network (SDWAN) based architecture that relies on redundant less costly dual internet connections. These dual connections provide redundancy while the SDWAN that overlays it provides the highly-available connectivity. This was achieved with significant monthly cost savings.	RPS Lead: Corporate Services Division	In progress.	Goal 2	
Utilize technology to improve service delivery and report on performance	Netmotion - Connectivity Upgrade for Police Cars: In 2024, RPS set up a new demilitarized zone (DMZ) in its network and created a new highly-available hosting environment to support its new VPN Solution called Absolute Secure Access (formerly called Netmotion). This new solution provides secure access that is redundant and highly-available to all the police cars on the street.	RPS Lead: Corporate Services Division	Implemented.	Goal 2	Data drive decision making improves processes, and enhance service delivery
metrics	Next Generation 911 Phone Software: In 2024, RPS successfully implemented new Next Generation 911 (NG911) phone system, marking a significant upgrade to emergency communications. The installation was coordinated across all Public Safety Answering Points in along with SaskTel and ComTech. The transition was seamless, with contingency plans in place to maintain service continuity. This upgrade enhances call handling capabilities and supports future emergency communication advancements.	RPS Lead: Corporate Services Division	Completed.	Goal 2	
	Virtual Private Network Upgrade: In 2024, RPS completed a secure virtual private network (VPN) transition to improve the safety and efficiency of remote access to the internal network. The change was implemented smoothly, with most users completing the transition ahead of the rollout deadline. This upgrade supports a more reliable and secure remote work environment for RPS employees.	RPS Lead: Corporate Services Division	Completed.	Goal 2	

Regina Police Service sworn officers (actual)   annual   432   448   474							
Number of Regina Police Service sworn officers (actual)  annual permanent: 194 casual: 28 permanent: 197 casual: 32 permanent: 202 casual: 30  Employee Engagement Survey response rate triennial 30% - 73%  Total applicants for sworn officers and civilian positions annual sworn: 281 civilian: 811* civilian: 814* civilian: 817* civilian: 93% civilian: 93% civilian: 40%**  Percentage of diversity hires for sworn officers and civilians annual 4.4% 7.6% 7.6%  Percentage of civilians eligible to retire annual 10.3% 12.0% 11.9%  Expenditures on training annual \$381,100 \$474,400 \$483,200	Indicator		2022	2023	2024	2025	2026
Number of Regina Police Service civilians (actual)  annual permanent: 194 casual: 32 permanent: 197 casual: 32  Employee Engagement Survey response rate triennial 30% - 73%  Total applicants for sworn officers and civilian positions annual sworn: 281 civilian: 441* civilian: 4781 sworn: 250 civilian: 4,781 civilian: 4,781 civilian: 4,781 sworn: 52% civilian: 93% civilian: 93% civilian: 40%***  Percentage of officers eligible to retire annual 4.4% 7.6% 7.6%  Percentage of civilians eligible to retire annual \$381,100 \$474,400 \$483,200	Goal 1: Healthy and Engaged Workforc	e					
Employee Engagement Survey response rate triennial 30% - 73%  Total applicants for sworn officers and civilian positions annual sworn: 281 civilian: 4,781 sworn: 250 civilian: 4,781 sworn: 51% civilian: 9,370  Percentage of diversity hires for sworn officers and civilians annual sworn: 59% civilian: 81% civilian: 93% civilian: 40% **  Percentage of officers eligible to retire annual 4.4% 7.6% 7.6% 7.6%  Percentage of civilians eligible to retire annual \$381,100 \$474,400 \$483,200	Number of Regina Police Service sworn officers (actual)	annual	432	448	474		
Total applicants for sworn officers and civilian positions  annual  sworn: 281 civilian: 841*  sworn: 250 civilian: 4,781  eivilian: 6,370  Percentage of diversity hires for sworn officers and civilians  annual  sworn: 59% civilian: 81%  sworn: 52% civilian: 93%  sworn: 51% civilian: 40%**  Percentage of officers eligible to retire  annual  4.4%  7.6%  7.6%  Percentage of civilians eligible to retire  annual  10.3%  12.0%  11.9%  Expenditures on training  annual  \$381,100  \$474,400  \$483,200	Number of Regina Police Service civilians (actual)	annual					
Percentage of diversity hires for sworn officers and civilians  annual civilian: 841* civilian: 4,781 civilian: 6,370  Percentage of diversity hires for sworn officers and civilians  annual sworn: 59% civilian: 81% civilian: 93% sworn: 51% civilian: 40%**  Percentage of officers eligible to retire annual 4.4% 7.6% 7.6%  Percentage of civilians eligible to retire annual 10.3% 12.0% 11.9%  Expenditures on training annual \$381,100 \$474,400 \$483,200	Employee Engagement Survey response rate	triennial	30%	-	73%		
Percentage of diversity hires for sworn officers and civilians  annual civilian: 81% civilian: 93% civilian: 40%**  Percentage of officers eligible to retire annual 10.3% 12.0% 11.9%  Expenditures on training annual \$381,100 \$474,400 \$483,200	Total applicants for sworn officers and civilian positions	annual					
Percentage of civilians eligible to retire annual 10.3% 12.0% 11.9%  Expenditures on training annual \$381,100 \$474,400 \$483,200	Percentage of diversity hires for sworn officers and civilians	annual					
Expenditures on training annual \$381,100 \$474,400 \$483,200	Percentage of officers eligible to retire	annual	4.4%	7.6%	7.6%		
	Percentage of civilians eligible to retire	annual	10.3%	12.0%	11.9%		
	Expenditures on training	annual	\$381,100	\$474,400	\$483,200		
Goal 2: Organizational Excellence and Sustainability	Goal 2: Organizational Excellence and S	Sustainability	y				
Total calls for service (including traffic) annual 78,970 84,045 89,775	Total calls for service (including traffic)	annual	78,970	84,045	89,775		
Percentage of dispatched calls for service annual 92% 92% 91%	Percentage of dispatched calls for service	annual	92%	92%	91%		
Percentage of emergency 911 priority 1 emergency calls annual 9% 9% 13%	Percentage of emergency 911 priority 1 emergency calls	annual	9%	9%	13%		
Percentage of calls for service resulting in a criminal charge annual 4% 5% 6%	Percentage of calls for service resulting in a criminal charge	annual	4%	5%	6%		
Patrol Workload Assessment: average response time to priority 1 annual 7 minutes, 15 7 minutes, 3 7 minutes, 3 seconds seconds		annual					
Patrol Workload Assessment: patrol officers' time spent on calls for service annual 52% 50% 50%		annual	52%	50%	50%		
Patrol Workload Assessment: patrol officers' proactive time annual 30% 32% 32%	Patrol Workload Assessment: patrol officers' proactive time	annual	30%	32%	32%		
Budget investment in technological resources annual \$3,608,900 \$3,089,700 \$3,219,000	Budget investment in technological resources	annual	\$3,608,900	\$3,089,700	\$3,219,000		
Community Perception Survey: % agree that the RPS demonstrates professionalism in their work biannual 18.6% 18.5% -		biannual	18.6%	18.5%	-		
Community Perception Survey: % agree satisfied with the service they received from RPS biannual - 76% -		biannual	-	76%	-		
Community Perception Survey: % agree RPS officers are likely to provide same quality of service to everyone in the community biannual - 80% -		biannual	-	80%	-		
Statistics Canada: weighted clearance rate biannual 36.03	Statistics Canada: weighted clearance rate	biannual	36.03	-	-		

Clairmont, Alyssa; Jones, Nicholas; & Vaughan, Adam. (2024). Community Perceptions of the Regina Police Service, 2023. https://reginapolice.ca/community-perception-survey/. Statistics Canada. Crime and Justice Data. Table 35-10-0061-01 and Table 35-10-0182-01. https://www150.statcan.gc.ca/n1/en/type/data?subject\_levels=35.

 $<sup>\</sup>star$  As of September 1 for civilians as this is when a new system came into effect.

 $<sup>\</sup>star\star \text{Due}$  to a change in methodology, figures are not directly comparable to previous years.



REGINA POLICE SERVICE

June 26, 2025

To: Members,

**Board of Police Commissioners** 

Re: Monthly Crime Statistics – May 2025

#### RECOMMENDATION

Receive and file.

#### CONCLUSION

The crime statistics for the month of May 2025, reflect a year-to-date decrease in Crimes Against the Person of (-15.4%) compared to May of 2024. As well, Crimes Against Property shows a year-to-date decrease of (-15.0%) compared to May 2024. Crimes Against the Person and Crimes Against Property show a combined year-to-date decrease of (-15.1%).

#### **BACKGROUND**

Each month, reports providing statistics for the City of Regina are presented to the Board for their review and information. This report will provide statistics for the month of May 2025. The Communications Centre statistics are included showing the total calls for service.

#### **DISCUSSION**

Total Crimes Against Property reflects a decrease of (-632) reported incidents over 2024. Theft Under \$5000 has also seen a decrease of (140) reported incidents over 2024. There are [-256] fewer reported incidents of Mischief / Wilful Damage for a [-32.2%] decrease.

Thefts of Auto rates have decreased by (-45) reported incidents, for an overall decrease of (-22.6%) in our year-to-date stats. The Regina Police Service, in conjunction with its partners in the Stolen Auto Strategy, continues to pay constant attention to this issue.

Overall, in May 2025, the Regina Police Service received (-853) fewer reported incidents of Crimes Against the Person and Crimes Against Property combined over 2024 for a decrease of (-15.1%).

There were a total of 5,313 dispatched Calls for Service in May, for a year-to-date decrease of (-3.9%) compared to 2024, and Alarm Calls for Service show a year to date increase of (7.8%).

A dashboard has been created to provide monthly quantitative information on current crime trends and community safety concerns.

#### **RECOMMENDATION IMPLICATIONS**

#### Financial Implications

None with respect to this report.

#### **Environmental Implications**

None with respect to this report.

#### **Strategic Implications**

None with respect to this report.

#### Other Implications

None with respect to this report.

#### **COMMUNICATIONS**

None with respect to this report.

Respectfully submitted,

Lorilee Davies,

of Davies

Interim Chief of Police



OFFENCE	2025 May	2024 May	2025 YTD	2024 YTD	YTD % Change
Total Crimes Against the Person	235	317	1213	1434	-15.4
Homicide	1	1	4	1	100.0
Attempt Murder	0	2	8	10	-20.0
Sexual Assaults	18	16	98	96	2.1
Sexual Crime - Other	11	7	40	46	-13.0
Assaults - Level I	78	117	412	540	-13.0
	73				
- Level II	6	94	362 14	400	-9.5 50.0
- Level III	6	19	39	63	-50.0
- Other Assaults	20	26	94	104	-38.1
Robbery					-9.6
Kidnapping / Forcible Confinement	1	0	7	7	0.0
Criminal Harassment / Stalking	1	3	7	10	-30.0
Other Crimes Against Person	20	27	128	129	-0.8
Other Crimes Against Person and Prostitution Related Offences					
Commodification of Sexual Activity (1711,1712,1721,1722,1731,1732,1740)	0	2	14	19	-26.3
Providing or Obtaining Sexual Services for Consideration (3140,3141)	0	0	0	0	0.0
Total Crimes Against Property	711	1046	3580	4212	-15.0
Total Arson	51	61	234	225	4.0
- Bin Fire	30	29	122	107	14.0
- Structure	6	11	41	55	-25.5
- Vehicle	0	1	5	3	66.7
- Other	15	20	66	60	10.0
Total Break and Enter	68	126	373	557	-33.0
- Residence	31	40	157	200	-21.5
- Business	10	14	61	57	7.0
- Other	27	72	155	300	-48.3
Theft of Motor Vehicle	25	42	154	199	-22.6
Attempt Theft of Motor Vehicle	3	2	13	38	-65.8
Total Theft and Attempt Theft of Motor Vehicle	28	44	167	237	-29.5
Theft Over \$5,000	6	5	24	24	0.0
Theft Under \$5,000	295	503	1727	1867	-7.5
Mischief / Wilful Damage	156	205	539	795	-32.2
Other Crimes Against Property	107	102	516	507	1.8
Total Crimes (Person and Property)	946	1363	4 <b>793</b>	5646	-15.1
Total offines (i crossi and i roperty)	340	1000	4730	0040	-13.1
Controlled Drugs and Substances Act	17	14	62	68	-8.8
Wildlife Control (Capsaicin) Products Regulation Charges	1	1	6	0	N/A
Criminal Code/Provincial Traffic					
Impaired / Exceed	41	28	141	133	6.0
Dangerous Drive & Other	60	40	210	152	38.2
Traffic Tickets Issued	1046	782	5359	4735	13.2
Traffic & Non-Traffic Warning Tickets Issued	448	344	2341	0	N/A
ASE Tickets Issued	57	1200	5920	5302	11.7
Calls for Service (Comm Centre)	5313	5617	23094	24020	-3.9
Alarm Calls for Service	179	169	889	825	7.8
Other Calls for Service (Reports taken-no dispatch)	2835	2884	13713	12740	7.6
Total Calls for Service (Reports taken-no dispatch)	8327	8670	37696	37585	0.3
Note: Data is subject to change, and crime classifications and clearance statuses may evo			3,030	3,303	0.3
Thore. Data is subject to change, and chine classifications and clearance statuses may evo	ive over ti	irie.			

#### **OFFENCE**

Total Crimes Against the Person = Includes violations not listed: Infanticide, Criminal Negligence cause death, Arson-Disregard for Human Life, Hostage Taking, Trafficking in persons, Abduction, Extortion, Indecent/Harassing communications

Homicide = 1st Degree Murder, 2nd Degree Murder, Manslaughter, Infanticide

Attempt Murder = Attempted murder

Sexual Assaults = Sexual Assault, Sexual Assault with Weapon, Aggravated Sexual Assault

Sexual Crime -Other = all other sexual offences including Sexual Interference, Luring a Child Via a Computer, Bestiality, Voyeurism

Assaults Level I = Common Assault

Level II = Assault with weapon or cause bodily harm

Level III = Aggravated Assault

Other Assaults = Unlawfully Cause Bodily Harm, Discharge Firearm with Intent, Pointing a Firearm, Assault Against Peace Officer, Criminal Negligence Cause Bodily Harm, Trap Likely to or Causing Bodily Harm.

Robbery= Robbery, Robbery of Firearms, Robbery-Theft of Auto W-Violence

Kidnapping / Forcible Confinement = Also includes Hostage Taking

Criminal Harassment / Stalking

#### Other Crimes Against Person and Prostitution Related Offences

Commodification of Sexual Activity = Obtaining Sexual Services, Material Benefit from Sexual Services, Procuring, Advertising

Providing or Obtaining Sexual Services for Consideration = Communicate to Provide Sexual Services , Stop vehicle/impede traffic

Total Crimes Against Property = Includes violations not listed below: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN

Arson = Arson Property/Structure/Vehicle

#### Total Break and Enter

Residence = all residential places

Business = all commercial/ corporate places

Other = detached garage/shed, private property structure, and non-commercial places

Theft of Motor Vehicle = completed theft of motor vehicle. Also includes Theft of Auto-For Crim Org

Attempt Theft of Motor Vehicle = attempted theft of motor vehicle

Theft Over \$5,000

Theft Under \$5,000

Mischief / Wilful Damage

Total Crimes (Person and Property) = combining totals

Controlled Drugs and Substances Act = all Criminal Code Drug violations

#### Criminal Code Traffic

Impaired / Exceed

Dangerous Drive & Other = Refusal, Dangerous operation, Failure to stop, Drive while prohibited

Traffic Tickets Issued = Includes all E-tickets and hand written tickets issued for traffic violations

ASE Tickets Issued = Automated Speed Enforcement Tickets

#### Calls for Service (Comm Centre) =total number of CAD events generated for police response with type code 900 to 963

Alarm Calls for Service = All CAD events created for police response to alarms as defined by the Regina False Alarm Bylaw Other Calls for Service (Reports taken-no dispatch)

#### Total Calls for Service

- \*\* Calls For Service are the total number of CAD events generated for police response. CFS totals include CAD events with type code 900 to 963 whether they are dispatched or not
- \*\* Alarms are all CAD events created for police response to alarms defined by the Regina False Alarm Bylaw. Alarm totals are included in Total Calls for Service
- Note 1: Total Crime Against the Person includes categories not listed and counts all the victims of violent violations rather than occurrences
- Note 2: Total Crime Against Property includes categories not listed and counts all occurrences of property crime
- Note 3: Crime against person is reported by reported date. Crime against property is reported by occurrence date



ROBBERY OFFENCES	2025	2024	2025	2024	YTD %
	May	May	YTD	YTD	Change
Robbery	8	3	30	37	-18.9
Robbery - Purse-snatching	1	0	2	3	-33.3
Robbery - Commercial	1	5	14	13	7.7
Robbery - Financial Institution	0	0	0	0	0.0
Robbery - Delivery Person	0	0	0	1	-100.0
Robbery - Taxi/Ride Service	0	0	1	0	100.0
Robbery - Street	10	18	47	50	-6.0
TOTAL VIOLATIONS	20	26	94	104	-9.6



## EGINA POLICE SERVICE

### **Communications Centre Statistics** 2025 Annual Report

MONTH	ADMIN CALLS OFFERED	CALLS FOR SERVICE	911 CALLS OFFERED	ALARMS
January	9216	4175	8148	161
February	8232	3876	7536	180
March	9563	4711	8944	170
April	9887	5019	8592	199
Мау	10661	5313	9218	179
June				
July				
August				
September				
October				
November				
December				
Total	47559	23094	42438	889
Average	9512	4619	8488	178

\*\*\*\*CFS exclude Traffic Stops, Traffic Pursuits, Subject Stops, Subject Pursuits, Private Seizures & Test Calls

As of June 1, 2010, the CFS stats DO NOT include 10-10 calls.

These statistics have been verified and should be used for all public release information.

\*\*The 911 calls answered and offered have been changed to exclude 911 test calls\*\*

June 21, 2016 Viper 911 cut over - Admin stats for calls answered and % abandoned NOT AVAILABLE - Columns deleted November 2016 - Viper phone system implementation - 911 calls answered and % abandoned stats NOT AVAILABLE \* Check the I:Drive to ensure that the stats have been pulled for Alarms - once that is compete email Jackie Ziegler

<sup>\*\*\*</sup> CFS are based on midnight to midnight

Date Run: 2025/06/19 10:42:04 From: 2025/05/01 To: 2025/05/31

Crime Classes	Al Ritchie	Albert Park	Argyle Park	Boothill	Cathedral	Centre Square	Core Group	Coronation Park	Dewdney East	Dieppe	Eastview	Gardiner Park	Gladmer Park	Hillsdale	Lakeview	Market Square	McNab	Mount Royal	Normanview	Normanview West	North Central	North East	Prairie View	Regent Park	Rosemont	Ross Industrial	Sherwood Estates	Twin Lakes	University Park	Unverified Address	Uplands	Walsh Acres	Warehouse District	Wascana Park	Whitmore Park	Total
Arson	4	1	0	0	5	4	7	3	1	0	0	1	0	3	0	3	0	0	0	1	15	1	0	0	0	0	0	0	0	1	0	0	3	0	0	53
Assault	5	3	3	0	2	6	12	6	4	1	2	4	1	2	7	11	0	1	0	2	39	7	3	0	6	0	1	5	2	7	1	2	6	1	1	153
B&E (Business)	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	4	0	0	1	0	0	0	0	0	0	10
B&E (Garage)	3	0	3	0	2	1	0	1	0	0	0	0	0	0	2	0	0	0	2	0	2	1	0	0	3	0	0	0	0	0	1	0	0	0	0	21
B&E (Other)	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	0	0	6
B&E (Residence)	0	2	2	0	1	1	3	0	2	0	1	4	0	0	0	0	0	0	0	0	5	3	0	2	3	1	0	0	1	0	0	0	0	0	0	31
Controlled Drugs (A)	1	1	0	0	0	0	0	0	1	0	2	0	0	0	0	2	0	1	0	0	6	0	0	0	0	0	0	0	0	1	0	0	0	0	0	15
Crimes Against Property(2150- 2166)	3	14	2	0	1	5	2	0	7	1	1	8	2	2	2	4	1	0	0	2	8	4	1	0	6	2	0	4	0	19	1	5	0	0	1	108
Dangerous Operation	2	2	1	0	0	0	1	0	1	0	0	2	0	0	0	0	0	0	1	0	3	1	0	1	0	1	1	2	1	2	0	1	1	0	0	24
Deprivation of Freedom	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Impaired Operation	1	2	0	0	2	0	1	2	5	0	1	0	0	0	2	0	0	1	0	0	8	3	1	1	0	0	1	3	0	2	0	1	2	0	0	39
Mischief	8	15	5	0	8	3	12	7	8	0	5	6	3	6	5	7	2	0	1	0	22	9	3	2	9	0	2	6	0	8	0	1	1	2	2	168
Offensive Weapons	3	0	0	0	0	0	6	0	1	0	1	1	1	1	0	3	0	1	0	1	19	0	0	0	0	0	1	0	0	0	0	0	0	0	0	39
Other Crminal Code Traffic	1	2	0	1	3	2	1	1	3	0	1	1	0	0	0	4	0	0	0	1	5	3	0	0	1	0	0	1	0	2	0	2	3	1	0	39
Other Federal Statute Violations	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Other Theft Over	0	1	0	0	0	1	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	6
Other Theft Under	4	14	1	0	5	6	4	3	8	1	1	9	3	5	2	6	1	0	0	0	22	4	0	0	1	1	0	1	2	5	0	1	4	3	0	117
OtherCriminalCo de (A)	6	3	1	0	8	4	36	4	10	0	1	4	2	1	2	199	0	3	2	1	43	12	0	1	9	3	3	1	0	6	0	2	1	0	0	368
OtherCriminalCo de (B)	0	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	7
Provincial Statutes	0	0	0	0	0	0	1	1	1	0	0	0	1	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
Sexual Assault	2	0	2	0	1	0	0	2	3	0	0	0	0	0	1	3	0	0	1	0	3	1	2	1	0	0	1	1	0	5	0	0	0	0	1	30

1 / 2 Note: This report includes all violations, not just the Most Serious Violation.

The crime classes are taken from the UCR so the results are contingent on the UCR reports have been completed for the time period specified.

Show Non Reportable Incidents: No

Show Unfounded Incidents: No

Show Unverifed Incidents: No

Date Run: 2025/06/19 10:42:47 From: 2025/01/01 To: 2025/05/31

Crime Classes	Al Ritchie	Albert Park	Argyle Park	Boothill	Cathedral	Centre Square	Core Group	Coronation Park	Dewdney East	Dieppe	Eastview	Gardiner Park	Gladmer Park	Hillsdale	Lakeview	Market Square	McNab	Mount Royal	Normanview	Normanview West	North Central	North East	Prairie View	Regent Park	Rosemont	Ross Industrial	Rural	Sherwood Estates	Twin Lakes	University Park	Unverified Address	Uplands	Walsh Acres	Warehouse District	Wascana Park	Whitmore Park	Total
Arson	13	2	3	1	15	13	49	5	4	0	1	2	1	4	3	16	0	0	0	1	83	4	1	0	5	0	0	0	3	1	3	0	0	7	0	1	241
Assault	25	29	8	1	18	11	76	28	32	3	4	26	18	10	12	51	9	1	5	5	202	28	12	7	25	3	0	11	15	6	39	14	8	23	3	2	770
Attempt Murder	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
B&E (Business)	2	4	1	0	0	0	7	0	2	0	3	1	0	2	0	12	0	0	0	1	1	2	0	0	0	9	0	0	3	1	0	0	1	7	0	1	60
B&E (Garage)	17	0	3	0	16	1	6	2	1	0	2	1	1	2	7	0	0	1	3	0	20	3	2	7	12	0	0	1	0	0	1	1	0	0	0	0	110
B&E (Other)	1	1	1	0	4	3	5	2	2	0	7	1	0	0	1	0	0	0	0	0	1	7	0	0	1	8	0	0	0	0	2	0	1	3	0	0	51
B&E (Residence)	9	8	4	1	9	2	14	5	9	3	3	13	0	5	1	3	2	1	3	1	40	10	1	5	9	1	0	1	0	2	4	1	0	0	0	0	170
Commodification of Sexual Activity	0	0	0	0	0	0	0	0	13	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14
Controlled Drugs (A)	1	4	0	0	2	0	3	0	2	0	2	0	0	1	0	4	0	1	0	0	22	5	0	0	0	0	0	0	0	0	3	0	1	1	0	0	52
Crimes Against Property(2150- 2166)	19	45	7	3	21	9	22	10	25	2	10	49	9	30	8	19	5	1	5	6	42	27	6	4	12	11	0	4	9	7	61	7	21	9	11	6	542
Dangerous Operation	4	5	1	0	4	0	3	5	4	0	2	4	0	0	1	1	0	2	1	0	22	5	0	3	3	3	0	1	2	2	3	1	5	3	0	0	90
Deprivation of Freedom	1	1	1	0	0	0	2	0	2	0	1	2	0	0	0	0	1	0	0	0	4	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	16
Impaired Operation	5	10	0	0	7	0	6	8	14	1	3	1	0	2	8	6	1	1	5	0	21	10	1	3	2	2	1	2	3	2	3	0	5	5	1	0	139
Mischief	20	35	11	2	32	11	43	24	45	1	13	24	7	18	12	28	5	2	4	1	107	24	8	8	25	5	0	10	12	4	20	1	9	11	5	5	592
Offensive Weapons	14	2	1	0	6	1	23	2	5	0	1	3	3	2	0	11	0	1	2	2	65	10	0	1	6	2	0	1	5	0	1	0	1	4	3	0	178
Other Crminal Code Traffic	5	4	0	2	6	5	7	4	13	0	3	12	1	0	2	10	0	0	1	3	15	8	0	2	2	2	1	1	2	0	5	1	7	7	2	0	133
Other Federal Statute Violations	0	1	0	0	0	0	4	4	4	1	0	0	0	0	0	29	0	0	0	0	5	1	0	1	2	0	0	1	0	0	1	0	0	0	0	0	54
Other Theft Over	2	2	1	0	0	1	1	0	3	1	0	1	0	0	1	1	0	0	0	1	0	0	1	0	0	3	0	0	0	0	2	0	1	0	0	0	22
Other Theft Under	17	45	4	1	21	12	49	18	25	2	7	42	8	12	14	43	7	1	4	4	76	19	2	2	10	8	0	2	10	3	28	0	7	14	5	1	523
OtherCriminalCo de (A)	37	33	9	2	31	14	206	22	42	3	16	41	12	9	6	124 0	5	11	9	9	199	44	12	2	24	7	0	8	14	1	24	13	9	10	4	1	2129
OtherCriminalCo de (B)	3	1	0	0	1	1	27	1	5	0	0	3	0	0	0	4	0	2	0	0	6	1	0	0	2	2	0	1	0	1	1	0	0	0	0	0	62

<sup>1 / 2</sup> Note: This report includes all violations, not just the Most Serious Violation.

The crime classes are taken from the UCR so the results are contingent on the UCR reports have been completed for the time period specified.

Show Non Reportable Incidents: No

Show Unfounded Incidents: No

Show Unverifed Incidents: No

Date Run: 2025/06/19 10:42:47 From: 2025/01/01 To: 2025/05/31

Crime Classes	Al Ritchie	Albert Park	Argyle Park	Boothill	Cathedral	Centre Square	Core Group	Coronation Park	Dewdney East	Dieppe	Eastview	Gardiner Park	Gladmer Park	Hillsdale	Lakeview	Market Square	McNab	Mount Royal	Normanview	Normanview West	North Central	North East	Prairie View	Regent Park	Rosemont	Ross Industrial	Rural	Sherwood Estates	Twin Lakes	University Park	Unverified Address	Uplands	Walsh Acres	Warehouse District	Wascana Park	Whitmore Park	Total
Provincial Statutes	33	33	11	2	36	24	159	25	52	9	12	32	10	15	10	161	10	1	7	12	165	38	8	5	25	1	0	7	4	3	27	6	14	12	8	2	979
Sexual Assault	4	4	3	0	4	3	6	5	10	0	2	7	1	4	2	5	4	1	2	3	21	5	4	2	2	0	0	2	2	0	31	0	0	3	0	2	144
Shoplift Over	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Shoplift Under	4	403	78	0	12	6	0	8	11	0	0	227	7	0	0	52	0	0	1	8	39	29	0	0	2	3	0	0	3	0	3	0	66	15	0	0	977
Special Inq(8510- 8556)	25	41	14	7	33	25	188	40	58	6	17	37	24	22	26	34	7	13	8	5	167	38	13	9	28	3	0	11	14	12	84	19	22	10	4	5	1069
Special Inq(8560- 8640)	122	82	46	34	78	33	390	80	122	26	32	98	54	70	45	85	39	21	18	13	495	106	35	43	63	11	0	49	47	32	214	32	36	26	12	14	2703
Special Inq(8660- 8814)	13	23	5	3	18	5	19	15	24	2	11	23	2	9	16	59	9	2	10	2	67	26	2	7	10	8	2	3	8	6	17	2	14	8	4	3	457
Theft From Auto Over	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Theft From Auto Under	17	9	8	0	17	13	26	9	11	0	4	8	2	5	5	23	2	1	1	1	40	30	2	2	9	10	0	2	3	5	24	4	7	13	3	1	317
Theft of Motor Vehicle VA, VT	13	4	2	0	6	8	13	6	10	2	4	5	2	2	3	3	0	1	3	0	44	13	1	1	2	2	0	2	2	0	4	1	1	5	1	0	166
Theft of Other Vehicle VM, VO	0	0	0	0	0	0	0	0	2	0	0	0	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Violation Causing Death	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Violence/Threat	12	18	3	0	8	0	23	4	13	0	6	7	7	3	5	14	0	1	2	1	37	14	3	3	5	0	0	4	3	1	15	2	5	4	1	1	225
Total	440	851	225	59	405	202	137 8	332	565	62	166	670	169	228	188	191 5	106	66	95	79	201 0	510	114	117	287	104	4	124	164	89	620	105	241	200	67	45	1300 2

Show Unverifed Incidents: No

2 / 2 Note: This report includes all violations, not just the Most Serious Violation.

The crime classes are taken from the UCR so the results are contingent on the UCR reports have been completed for the time period specified.

Show Non Reportable Incidents: No Show Unfounded Incidents: No

## **Community Crime Report**

### **Regina Police Service**

Crime Classes Included Offences

Attempt Murder Break and Enter to all Commercial/Corporate Places Break Garage) Break and enter to garage Break and enter to sheds, other private property structures, and non-commercial corporate places Break Controlled Druge (A)  Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian Controlled Druge (A)  Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian Corimos Against Property(2150-2166) Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Atter/destroy/remove VIN Dangerous Operation Dangerous Operation Dangerous Operation (Alcohol and Drug) Mischief Municipal ByLaws All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw Offensive Weapons Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms Other Crminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Ope. Causing Death Other Theft Over Theft Over Theft Over	Pointing a Firearm, Assault Against Peace Officer, Criminal Negligence Cause Bodily Harm, Trap Likely to
B&E (Business)Break and Enter to all Commercial/Corporate PlacesB&E (Garage)Break and enter to garageB&E (Other)Break and enter to sheds, other private property structures, and non-commercial corporate placesB&E (Residence)Break and enter to all residential property including apartments, private care homes, dorms, and mobile homesB&E Motor Vehicle FirearmsWhen a firearm is among the property stolen from a motor vehicle it is considered a break and enter to the motor vehicle by Statistics CanadaControlled Drugs (A)Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian CCrimes Against Property(2150-2166)Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VINDangerous OperationDangerous Operation (motor vehicle)Deprivation of FreedomKidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, AbductionImpaired OperationImpaired Operation (Alcohol and Drug)MischiefMischiefMunicipal ByLawsAll Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing BylawOffensive WeaponsWeapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of FirearmsOther Criminal Code TrafficIncludes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing DeathOther Theft OverTheft over \$5000	
B&E (Garage)Break and enter to garageB&E (Other)Break and enter to sheds, other private property structures, and non-commercial corporate placesB&E (Residence)Break and enter to all residential property including apartments, private care homes, dorms, and mobile homesB&E Motor Vehicle FirearmsWhen a firearm is among the property stolen from a motor vehicle it is considered a break and enter to the motor vehicle by Statistics CanadaControlled Drugs (A)Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian CCrimes Against Property(2150-2166)Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VINDangerous OperationDangerous Operation (motor vehicle)Deprivation of FreedomKidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, AbductionImpaired OperationImpaired Operation (Alcohol and Drug)MischiefMischiefMunicipal ByLawsAll Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing BylawOffensive WeaponsWeapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of FirearmsOther Crminal Code TrafficIncludes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing DeathOther Theft OverTheft over \$5000	
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B&E (Residence) Break and enter to all residential property including apartments, private care homes, dorms, and mobile homes  When a firearm is among the property stolen from a motor vehicle it is considered a break and enter to the motor vehicle by Statistics Canada Controlled Drugs (A)  Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian Corimes Against Property(2150-2166)  Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN  Dangerous Operation  Dangerous Operation (motor vehicle)  Deprivation of Freedom  Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction  Impaired Operation  Impaired Operation  Mischief  Municipal ByLaws  Offensive Weapons  Other Crminal Code Traffic  Includes violations not listed: Failure to stop or remain, Drive while prohibited (Criminal Code), Street Racing - Dangerous Op. Causing Death  Other Theft Over  Theft over \$5000	
B&E Motor Vehicle Firearms  When a firearm is among the property stolen from a motor vehicle it is considered a break and enter to the motor vehicle by Statistics Canada Controlled Drugs (A)  Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian Corimes Against Property(2150-2166)  Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN  Dangerous Operation  Dangerous Operation (motor vehicle)  Deprivation of Freedom  Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction  Impaired Operation  Impaired Operation (Alcohol and Drug)  Mischief  Municipal ByLaws  All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw  Offensive Weapons  Other Crminal Code Traffic  Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death  Other Theft Over  Theft over \$5000	
Controlled Drugs (A)  Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian Cocrimes Against Property(2150-2166)  Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN  Dangerous Operation  Dangerous Operation (motor vehicle)  Experivation of Freedom  Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction  Impaired Operation  Impaired Operation (Alcohol and Drug)  Mischief  Municipal ByLaws  All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw  Offensive Weapons  Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms  Other Crminal Code Traffic  Other Federal Statute Violations  Includes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health Act  Theft Over  Theft Over	
Crimes Against Property(2150-2166)  Dangerous Operation  Dangerous Operation (motor vehicle)  Deprivation of Freedom (Mischief)  Mischief (Municipal ByLaws)  Offensive Weapons  Other Crminal Code Traffic  Other Federal Statute Violations  Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN  Dangerous Operation (motor vehicle)  Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction  Impaired Operation  Mischief  Municipal ByLaws  All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw  Offensive Weapons  Other Crminal Code Traffic  Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death  Other Theft Over  Theft over \$5000	
Dangerous OperationDangerous Operation (motor vehicle)Deprivation of FreedomKidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, AbductionImpaired OperationImpaired Operation (Alcohol and Drug)MischiefMischiefMunicipal ByLawsAll Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing BylawOffensive WeaponsWeapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of FirearmsOther Crminal Code TrafficIncludes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing DeathOther Federal Statute ViolationsIncludes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health ActOther Theft OverTheft over \$5000	Cannabis Act
Deprivation of FreedomKidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, AbductionImpaired OperationImpaired Operation (Alcohol and Drug)MischiefMischiefMunicipal ByLawsAll Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing BylawOffensive WeaponsWeapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of FirearmsOther Crminal Code TrafficIncludes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing DeathOther Federal Statute ViolationsIncludes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health ActOther Theft OverTheft over \$5000	
Impaired OperationImpaired Operation (Alcohol and Drug)MischiefMischiefMunicipal ByLawsAll Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing BylawOffensive WeaponsWeapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of FirearmsOther Crminal Code TrafficIncludes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing DeathOther Federal Statute ViolationsIncludes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health ActOther Theft OverTheft over \$5000	
MischiefMischiefMunicipal ByLawsAll Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing BylawOffensive WeaponsWeapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of FirearmsOther Crminal Code TrafficIncludes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing DeathOther Federal Statute ViolationsIncludes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health ActOther Theft OverTheft over \$5000	
Municipal ByLaws  All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw  Offensive Weapons  Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms  Other Crminal Code Traffic  Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death  Other Federal Statute Violations  Includes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health Act  Theft over \$5000	
Offensive Weapons Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms Other Crminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death Other Federal Statute Violations Includes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health Act Other Theft Over Theft over \$5000	
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Other Theft Over Theft over \$5000	
TI 0 1 65000	
Other Theft Under Theft under \$5000	
Other Criminal Code (A) Includes: Bail Violations, Counterfeiting Currency, Escape Custody, Indecent Exposure or Acts, Child Pornography, Obstruct Peace Officer/Resi	st Arrest, Breach Probation
Other Criminal Code (B) Includes: Public Mischief, Bomb Threat, Obstructing Justice, Participate in Activities of Criminal Organization, Offences Against the Public Order,	, Facilitate Terrorist Activity
Provincial Statutes  Alcohol and Gaming Regulations, Mental Health Services Act, Public Health Act, Cannabis Control (Sask) Act	
Sexual Assault  All sexual offences including Sexual Assaults, Sexual Interference, Luring a Child Via a Computer, Bestiality, Voyeurism	
Shoplift Under Shoplifting Under \$5000	
Special Inq(8510-8640)  Non-criminal occurrences that require police investigation or gathering of information including Missing Persons, Assist Other Agencies, Animal Occurrences that require police investigation or gathering of information including Missing Persons, Assist Other Agencies, Animal Occurrences that require police investigation or gathering of information including Missing Persons, Assist Other Agencies, Animal Occurrences that require police investigation or gathering of information including Missing Persons, Assist Other Agencies, Animal Occurrences that require police investigation or gathering of information including Missing Persons, Assist Other Agencies, Animal Occurrences that require police investigation or gathering of information including Missing Persons, Assist Other Agencies, Animal Occurrences that require police investigation or gathering of information including Missing Persons, Assist Other Agencies, Animal Occurrences that the police investigation or gathering or gatheri	Complaints, Accidental Death, Sudden Death, Suicide
Special Inq(8660-8814)  Non-criminal occurrences that require police investigation or gathering of information including Suspicious Persons or Vehicles, Public Disclosure	e, Motor Vehicle Accidents
Theft From Auto Over Theft From Auto Over \$5000	
Theft From Auto Under Theft From Auto Under \$5000	
Theft of Motor Vehicle VA, VT Theft of Motor Vehicle	
Theft of Other Vehicle VM, VO Theft of Other Vehicles includes theft of Snowmobiles, Motorcyles, All Terrain Vehicles, Other Motorized vehicles	
Violation Causing Death Murder, Manslaughter, Criminal Negligence Causing Death, Infaticide	
Violence/Threat Robbery, Intimidation of A Justice System, Criminal Harrassment(Stalking), Indecent/Harrassing Communication, Other Violent Violations	
Total	

Date Run: 2025/06/19 10:42:47 From: 2025/01/01 To: 2025/05/31

Crime Classes	Al Ritchie	Albert Park	Argyle Park	Boothill	Cathedral	Centre Square	Core Group	Coronation Park	Dewdney East	Dieppe	Eastview	Gardiner Park	Gladmer Park	Hillsdale	Lakeview	Market Square	McNab	Mount Royal	Normanview	Normanview West	North Central	North East	Prairie View	Regent Park	Rosemont	Ross Industrial	Rural	Sherwood Estates	Twin Lakes	University Park	Unverified Address	Uplands	Walsh Acres	Warehouse District	Wascana Park	Whitmore Park	Total
Arson	13	2	3	1	15	13	49	5	4	0	1	2	1	4	3	16	0	0	0	1	83	4	1	0	5	0	0	0	3	1	3	0	0	7	0	1	241
Assault	25	29	8	1	18	11	76	28	32	3	4	26	18	10	12	51	9	1	5	5	202	28	12	7	25	3	0	11	15	6	39	14	8	23	3	2	770
Attempt Murder	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
B&E (Business)	2	4	1	0	0	0	7	0	2	0	3	1	0	2	0	12	0	0	0	1	1	2	0	0	0	9	0	0	3	1	0	0	1	7	0	1	60
B&E (Garage)	17	0	3	0	16	1	6	2	1	0	2	1	1	2	7	0	0	1	3	0	20	3	2	7	12	0	0	1	0	0	1	1	0	0	0	0	110
B&E (Other)	1	1	1	0	4	3	5	2	2	0	7	1	0	0	1	0	0	0	0	0	1	7	0	0	1	8	0	0	0	0	2	0	1	3	0	0	51
B&E (Residence)	9	8	4	1	9	2	14	5	9	3	3	13	0	5	1	3	2	1	3	1	40	10	1	5	9	1	0	1	0	2	4	1	0	0	0	0	170
Commodification of Sexual Activity	0	0	0	0	0	0	0	0	13	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14
Controlled Drugs (A)	1	4	0	0	2	0	3	0	2	0	2	0	0	1	0	4	0	1	0	0	22	5	0	0	0	0	0	0	0	0	3	0	1	1	0	0	52
Crimes Against Property(2150- 2166)	19	45	7	3	21	9	22	10	25	2	10	49	9	30	8	19	5	1	5	6	42	27	6	4	12	11	0	4	9	7	61	7	21	9	11	6	542
Dangerous Operation	4	5	1	0	4	0	3	5	4	0	2	4	0	0	1	1	0	2	1	0	22	5	0	3	3	3	0	1	2	2	3	1	5	3	0	0	90
Deprivation of Freedom	1	1	1	0	0	0	2	0	2	0	1	2	0	0	0	0	1	0	0	0	4	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	16
Impaired Operation	5	10	0	0	7	0	6	8	14	1	3	1	0	2	8	6	1	1	5	0	21	10	1	3	2	2	1	2	3	2	3	0	5	5	1	0	139
Mischief	20	35	11	2	32	11	43	24	45	1	13	24	7	18	12	28	5	2	4	1	107	24	8	8	25	5	0	10	12	4	20	1	9	11	5	5	592
Offensive Weapons	14	2	1	0	6	1	23	2	5	0	1	3	3	2	0	11	0	1	2	2	65	10	0	1	6	2	0	1	5	0	1	0	1	4	3	0	178
Other Crminal Code Traffic	5	4	0	2	6	5	7	4	13	0	3	12	1	0	2	10	0	0	1	3	15	8	0	2	2	2	1	1	2	0	5	1	7	7	2	0	133
Other Federal Statute Violations	0	1	0	0	0	0	4	4	4	1	0	0	0	0	0	29	0	0	0	0	5	1	0	1	2	0	0	1	0	0	1	0	0	0	0	0	54
Other Theft Over	2	2	1	0	0	1	1	0	3	1	0	1	0	0	1	1	0	0	0	1	0	0	1	0	0	3	0	0	0	0	2	0	1	0	0	0	22
Other Theft Under	17	45	4	1	21	12	49	18	25	2	7	42	8	12	14	43	7	1	4	4	76	19	2	2	10	8	0	2	10	3	28	0	7	14	5	1	523
OtherCriminalCo de (A)	37	33	9	2	31	14	206	22	42	3	16	41	12	9	6	124 0	5	11	9	9	199	44	12	2	24	7	0	8	14	1	24	13	9	10	4	1	2129
OtherCriminalCo de (B)	3	1	0	0	1	1	27	1	5	0	0	3	0	0	0	4	0	2	0	0	6	1	0	0	2	2	0	1	0	1	1	0	0	0	0	0	62

<sup>1 / 2</sup> Note: This report includes all violations, not just the Most Serious Violation.

The crime classes are taken from the UCR so the results are contingent on the UCR reports have been completed for the time period specified.

Show Non Reportable Incidents: No

Show Unfounded Incidents: No

Show Unverifed Incidents: No

Date Run: 2025/06/19 10:42:47 From: 2025/01/01 To: 2025/05/31

Crime Classes	Al Ritchie	Albert Park	Argyle Park	Boothill	Cathedral	Centre Square	Core Group	Coronation Park	Dewdney East	Dieppe	Eastview	Gardiner Park	Gladmer Park	Hillsdale	Lakeview	Market Square	McNab	Mount Royal	Normanview	Normanview West	North Central	North East	Prairie View	Regent Park	Rosemont	Ross Industrial	Rural	Sherwood Estates	Twin Lakes	University Park	Unverified Address	Uplands	Walsh Acres	Warehouse District	Wascana Park	Whitmore Park	Total
Provincial Statutes	33	33	11	2	36	24	159	25	52	9	12	32	10	15	10	161	10	1	7	12	165	38	8	5	25	1	0	7	4	3	27	6	14	12	8	2	979
Sexual Assault	4	4	3	0	4	3	6	5	10	0	2	7	1	4	2	5	4	1	2	3	21	5	4	2	2	0	0	2	2	0	31	0	0	3	0	2	144
Shoplift Over	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Shoplift Under	4	403	78	0	12	6	0	8	11	0	0	227	7	0	0	52	0	0	1	8	39	29	0	0	2	3	0	0	3	0	3	0	66	15	0	0	977
Special Inq(8510- 8556)	25	41	14	7	33	25	188	40	58	6	17	37	24	22	26	34	7	13	8	5	167	38	13	9	28	3	0	11	14	12	84	19	22	10	4	5	1069
Special Inq(8560- 8640)	122	82	46	34	78	33	390	80	122	26	32	98	54	70	45	85	39	21	18	13	495	106	35	43	63	11	0	49	47	32	214	32	36	26	12	14	2703
Special Inq(8660- 8814)	13	23	5	3	18	5	19	15	24	2	11	23	2	9	16	59	9	2	10	2	67	26	2	7	10	8	2	3	8	6	17	2	14	8	4	3	457
Theft From Auto Over	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Theft From Auto Under	17	9	8	0	17	13	26	9	11	0	4	8	2	5	5	23	2	1	1	1	40	30	2	2	9	10	0	2	3	5	24	4	7	13	3	1	317
Theft of Motor Vehicle VA, VT	13	4	2	0	6	8	13	6	10	2	4	5	2	2	3	3	0	1	3	0	44	13	1	1	2	2	0	2	2	0	4	1	1	5	1	0	166
Theft of Other Vehicle VM, VO	0	0	0	0	0	0	0	0	2	0	0	0	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Violation Causing Death	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Violence/Threat	12	18	3	0	8	0	23	4	13	0	6	7	7	3	5	14	0	1	2	1	37	14	3	3	5	0	0	4	3	1	15	2	5	4	1	1	225
Total	440	851	225	59	405	202	137 8	332	565	62	166	670	169	228	188	191 5	106	66	95	79	201 0	510	114	117	287	104	4	124	164	89	620	105	241	200	67	45	1300 2

Show Unverifed Incidents: No

2 / 2 Note: This report includes all violations, not just the Most Serious Violation.

The crime classes are taken from the UCR so the results are contingent on the UCR reports have been completed for the time period specified.

Show Non Reportable Incidents: No Show Unfounded Incidents: No

## **Community Crime Report**

### **Regina Police Service**

Crime Classes Included Offences

Assault Common Assault, Assault with weapon or cause bodily harm, Aggravated Assault, Unlawfull Cause Bodily Harm, Discharge Firearm with Intent, Pointing a Firearm, Assault Again or Causing Bodily Harm  Attempt Murder  B&E (Business) Break and Enter to all Commercial/Corporate Places  B&E (Garage) Break and enter to garage  B&E (Other) Break and enter to sheds, other private property structures, and non-commercial corporate places  B&E (Residence) Break and enter to all residential property including apartments, private care homes, dorms, and mobile homes  B&E Motor Vehicle Firearms When a firearm is among the property structures, and non-commercial corporate places  B&E Motor Vehicle Firearms When a firearm is among the property stolen from a motor vehicle it is considered a break and enter to the motor vehicle by Statistics Canada  Controlled Drugs (A) Trafficking, possession inport/export and distribution of all controlled drugs including theorie, occaine, crystal Meth, ecstasy, opiods, Canadian Cannabis Act  Crimes Against Property(2150-2166) Includes violations not listed: Possession of Stolen Goods, Fraud, Identity Theff, Alter/destroy/remove VIN  Dangerous Operation Dangerous Operation (motor vehicle)  Deprivation of Freedom Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction  Impaired Operation Impaired Operation (Alcohol and Drug)  Mischief Mischief Mischief Mischief Mischief Mischief Mischief Mischief Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death  Other Criminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited (Criminal Code), Street Racing - Dangerous Op. Causing Death  Other Theft Over Theft Over Theft under S5000  Other Theft Under Includes Sall Violations, Counterfeiting Currency, Escape Custody, Indecent Exposure or Acts, Child Pornography, Obstruct Peace Officer/Resist Arrest, Breach Probation	
B&E (Business) Break and Enter to all Commercial/Corporate Places  B&E (Garage) Break and enter to garage  B&E (Other) Break and enter to sheds, other private property structures, and non-commercial corporate places  B&E (Residence) Break and enter to all residential property including apartments, private care homes, dorms, and mobile homes  B&E Motor Vehicle Firearms When a firearm is among the property stolen from a motor vehicle it is considered a break and enter to the motor vehicle by Statistics Canada  Controlled Drugs (A) Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian Cannabis Act  Crimes Against Property(2150-2166) Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN  Dangerous Operation Dangerous Operation (motor vehicle)  Deprivation of Freedom Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction  Impaired Operation Impaired Operation (Alcohol and Drug)  Mischief Mischief Mischief Mischief Mischief Status Violations of Menoperation (Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms  Other Criminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death  Other Federal Statute Violations Includes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health Act  Other Theft Under Theft Under	nst Peace Officer, Criminal Negligence Cause Bodily Harm, Trap Likely to
B&E (Garage) Break and enter to garage Break and enter to sheds, other private property structures, and non-commercial corporate places B&E (Residence) Break and enter to all residential property including apartments, private care homes, dorms, and mobile homes B&E Motor Vehicle Firearms When a firearm is among the property stolen from a motor vehicle it is considered a break and enter to the motor vehicle by Statistics Canada Controlled Drugs (A) Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian Cannabis Act Crimes Against Property(2150-2166) Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN Dangerous Operation Dangerous Operation (motor vehicle) Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction Impaired Operation Impaired Operation (Alcohol and Drug) Mischief Mischief Mischief Minicipal ByLaws All Municipal ByLaws Offensive Weapons Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms Other Criminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited (Criminal Code), Street Racing - Dangerous Op. Causing Death Other Federal Statute Violations Other Theft Over Theft over Theft over \$5000	
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B&E (Residence) Break and enter to all residential property including apartments, private care homes, dorms, and mobile homes  B&E Motor Vehicle Firearms When a firearm is among the property stolen from a motor vehicle it is considered a break and enter to the motor vehicle by Statistics Canada  Controlled Drugs (A) Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, estasy, opiods, Canadian Cannabis Act  Crimes Against Property(2150-2166) Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN  Dangerous Operation Dangerous Operation (motor vehicle)  Deprivation of Freedom Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction  Impaired Operation Impaired Operation (Alcohol and Drug)  Mischief Municipal ByLaws All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw  Offensive Weapons Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms  Other Criminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death  Other Federal Statute Violations Includes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health Act  Other Theft Over Theft Over Theft Under	
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Controlled Drugs (A) Trafficking, possession, import/export and distribution of all controlled drugs including heroin, cocaine, crystal Meth, ecstasy, opiods, Canadian Cannabis Act Crimes Against Property(2150-2166) Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN  Dangerous Operation Dangerous Operation (motor vehicle) Deprivation of Freedom Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction Impaired Operation Mischief Municipal ByLaws All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw Offensive Weapons Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms Other Crminal Code Traffic Includes violations on listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death Other Theft Over Theft Over Theft under \$5000 Other Theft Under Theft Under	
Crimes Against Property(2150-2166) Includes violations not listed: Possession of Stolen Goods, Trafficking of Stolen Goods, Fraud, Identity Theft, Alter/destroy/remove VIN  Dangerous Operation Deprivation of Freedom Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction Impaired Operation Impaired Operation Mischief Municipal ByLaws All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw Offensive Weapons Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms Other Criminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death Other Theft Over Theft Over Theft Under Theft Under Theft Under	
Dangerous Operation Dangerous Operation (motor vehicle)  Deprivation of Freedom Kidnapping, Forcible Confinement, Hostage Taking, Trafficking in Persons, Abduction  Impaired Operation Impaired Operation (Alcohol and Drug)  Mischief Mischief Mischief  Municipal ByLaws All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw  Offensive Weapons Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms  Other Crminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death  Other Theft Over Theft Over Theft over \$5000  Other Theft Under Theft Under	
Deprivation of Freedom Impaired Operation Impaired Operation Mischief Mischief Municipal ByLaws All Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing Bylaw Offensive Weapons Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms Other Crminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death Other Theft Over Theft Over Theft Under Theft Under Theft Under Theft Under	
Impaired OperationImpaired Operation (Alcohol and Drug)MischiefMischiefMunicipal ByLawsAll Municipal Bylaws including Noise Bylaw, Barking Dog Bylaw, Dog/cat Bylaw, Firearms Bylaw, Licensing BylawOffensive WeaponsWeapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of FirearmsOther Crminal Code TrafficIncludes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing DeathOther Federal Statute ViolationsIncludes: Youth Criminal Justice Act, Human Smuggling, Firearms Act, Canada Public Health ActOther Theft OverTheft over \$5000Other Theft UnderTheft under \$5000	
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Municipal ByLaws Offensive Weapons Weapon Possession Contrary to order, Possess/Carry Concealed Weapon, Importing/Exporting Weapons, Unsafe Storage of Firearms Other Crminal Code Traffic Includes violations not listed: Failure to stop or remain, Drive while prohibited(Criminal Code), Street Racing - Dangerous Op. Causing Death Other Theft Over Other Theft Under Theft under \$5000 Theft under \$5000	
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Other Theft Over     Theft over \$5000       Other Theft Under     Theft under \$5000	
Other Theft Under Theft under \$5000	
Other Criminal Code (A) Include: Pail Violations Counterfoiting Currency Ecoan Custody Indecent Exposure or Acts. Child Perpenyage of Acts. Child Pe	
includes. Data violations, Countertening Currency, Escape Custody, indecent Exposure of Acis, Child Politography, Obstitutive Peace Officer/Resist Affect, Breach Probability	
OtherCriminalCode (B) Includes: Public Mischief, Bomb Threat, Obstructing Justice, Participate in Activities of Criminal Organization, Offences Against the Public Order, Facilitate Terrorist Activity	
Provincial Statutes Alcohol and Gaming Regulations, Mental Health Services Act, Public Health Act, Cannabis Control (Sask) Act	
Sexual Assault  All sexual offences including Sexual Assaults, Sexual Interference, Luring a Child Via a Computer, Bestiality, Voyeurism	
Shoplift Under Shoplifting Under \$5000	
Special Inq(8510-8640)  Non-criminal occurrences that require police investigation or gathering of information including Missing Persons, Assist Other Agencies, Animal Complaints, Accidental Death, Su	dden Death, Suicide
Special Inq(8660-8814)  Non-criminal occurrences that require police investigation or gathering of information including Suspicious Persons or Vehicles, Public Disclosure, Motor Vehicle Accidents	
Theft From Auto Over Theft From Auto Over \$5000	
Theft From Auto Under Theft From Auto Under \$5000	
Theft of Motor Vehicle VA, VT Theft of Motor Vehicle	
Theft of Other Vehicle VM, VO  Theft of Other Vehicles includes theft of Snowmobiles, Motorcyles, All Terrain Vehicles, Other Motorized vehicles	
Violation Causing Death Murder, Manslaughter, Criminal Negligence Causing Death, Infaticide	
Violence/Threat Robbery, Intimidation of A Justice System, Criminal Harrassment(Stalking), Indecent/Harrassing Communication, Other Violent Vi	
Total Total	



# Regina Police Service



(Aerial Support Unit Statistics)



CFS Responded

884



Flight Time (Hours)

416 +

Recovered Stolen Vehicles

2



Persons Charged

198



CFS (Hours)

156

Trips Saved (Ground Units)

76



Persons Arrested

193



Downtime (Hours)

363 <sub>©</sub>

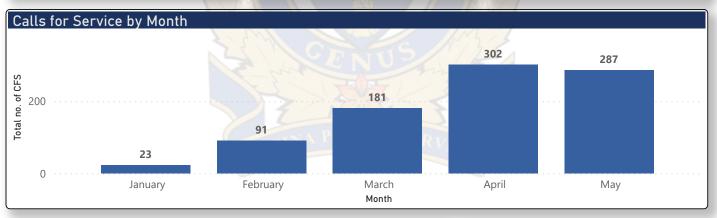
Count of Missions Denied

(Blank)

Charges laid

375





Calls for Service by Call Type at Dispatch												
Call Type at Dispatch	Total no. of CFS ▼	^										
SUSPICIOUS VEHICLE	106											
SUSPICIOUS PERSON	90											
TRAFFIC STOP	80											
DANGEROUS DRIVE IN PROGRESS	54											
ASSIST CITIZEN	42											
DISTURBANCE	40											
WEAPONS OFFENCE - KNIFE	29											
Total	884											

Calls for Service by Call Priority											
Call Priority at Dispatch	Total no. of CFS										
1	151										
2	665										
3	41										
4	27										
Total	884										



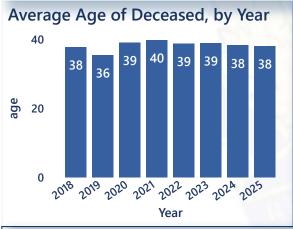
# **REGINA POLICE SERVICE**

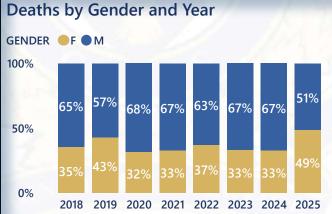
Drug Overdoses - Regina

**May 2025** 











D	eaths	by Y	ear, (	Jan -	May	/)				
					62		66	67		١
	60 · · · ·					54				
# fatalities	40 · · · ·			30					 29	
# fa	20	144 111								
		11	8							
	0	2018	2019	2020	2021	2022	2023	2024	2025	
					ує	ear				

Apparent Deaths, 2018-2025														
month	2018	2019	2020	2021	2022	2023	2024	2025						
JAN	3	0	0	14	10	14	17	2						
FEB	1	2	4	16	8	14	16	5						
MAR	4	1	8	12	14	13	12	8						
APR	2	2	7	9	6	14	13	8						
MAY	1	3	11	11	16	11	9	6						
JUN	4	6	5	6	10	6	6							
JUL	2	1	17	8	11	21	9							
AUG	2	2	11	11	9	11	9							
SEP	1	1	9	16	6	10	5							
OCT	4	0	6	19	12	12	3							
NOV	3	3	19	19	4	6	6							
Total	31	21	111	164	118	151	110	29						

**May 2025** 

		Missing Person Reports	Missing People	Suicide Calls		Violence with Firearm	Drug Seizures
1,871	506	322	158	155	95	11	112

## **May 2025**





