

Appendix A Regina Police Service 2020 Highlights

The Regina Police Service (RPS) takes a lead role in providing public safety in the City of Regina. Recognition of this role is embodied in the Service's vision statement of "Working together to keep Regina safe."

The current four year Strategic Plan extends from 2019-2022. The plan is based on **Our Service** and **Our Community** objectives. The Our Service objective has goals that relate to capacity, culture, financial accountability, competency, information technology and operational excellence. The Our Community goals focus on engagement, community safety, partnerships and growth of partnerships. Below are highlights of progress in meeting those goals for 2019.

2019 Highlights

Active Directory Migration

- *Strategic Objective Alignment: Our Service*
- The Regina Police Service Information Technology Team is currently working on moving all employee user accounts to a newer version of Active Directory. This project is approximately 30% complete. These changes will modernize our technology and allow for a more secure network. It will also enable us to implement Microsoft cloud-based services and provide the ability to upgrade to a newer version of Exchange Server.

Addition of a Third Superintendent

- *Strategic Objective Alignment: Our Service and Our Community*
- In 2017, the Regina Police Service conducted an Operational Review to ensure that our Service's organizational structure, processes and practices are optimized and adaptable within a continuously evolving public safety environment. The addition of a third Superintendent provides a more balanced span of control and will help improve service delivery and operational effectiveness of the Regina Police Service. This allows us to start 2020 with a new Support Services Division.

Annual Employee Survey

- *Strategic Objective Alignment: Our Service*
- As part of a continued effort to improve communication throughout the Regina Police Service an employee survey was conducted. All Regina Police Service employees were invited to complete a 9-question survey discussing themes of: motivation, culture, training and education, safety, and trust. This survey will identify the positive work our organization is doing as well as areas for improvement. Aggregate results of the survey will be shared in the fall and will be used to inform and support changes that align with our strategic goals and objectives.

Annual Training

- *Strategic Objective Alignment: Our Service and Our Community*
- Each year, in-house training is offered to sworn and civilian members that covers a variety of subjects. This year, courses were offered that provided information related to: Regina Police Service's contact policy, possession of stolen property, Regina Police Service's pursuit policy, freedom of information legislation, mental health, the police and crisis team, cannabis and impaired driving, and cannabis legislation.

Bicycle Registry

- *Strategic Objective Alignment: Our Community*
- In 2019, the Community Engagement Unit began testing an online bicycle registry. This tool will allow citizens of Regina to register their bicycles. In the event of a bicycle being stolen, the registry will be a helpful tool in the recovery of bikes and tracing them back to their owners.

CAD and NICHE RMS Upgrades

- *Strategic Objective Alignment: Our Service*
- In 2019, the Information Technology, Communications and Police Information and Evidence Management teams worked diligently to upgrade our call taking and police file systems to newer versions with enhanced capabilities. These upgrades offer improved and streamlined capabilities and include added officer safety features allowing GPS tracking for officer radios.

Call Back Unit

- *Strategic Objective Alignment: Our Service and Our Community*
- In March 2019, a Call Back Unit was established to serve a number of purposes, including: meaningful work for members on light duties; additional investigative support for the Front Line; more timely follow-up with victims in our community; and increased chances of securing timely evidence such as surveillance video.

Canine Puppies

- *Strategic Objective Alignment: Our Community and Our Service*
- Regina Police Service's Canine team has acquired two new canine puppies. A #namethatpup contest was opened to Regina elementary students. Anthony from St. Dominic Savio school chose the name Storm and the students of Ms. Walby's class, along with Elder May Desnomie, chose the second puppy's name kîsik, which means "sky" in Cree.

Civilian Armourer

- *Strategic Objective Alignment: Our Service*
- Early in 2019, the Regina Police Service began transitioning the sworn Armourer position to a civilian position. The new Armourer, Rob Stevenson is taking an active role in our firearms training, and also working on firearms.

Cops N' Readers

- *Strategic Objective Alignment: Our Community and Our Service*
- This is a new partnership between the Regina Public Library, the Regina Police Service, and the Regina Public School Board. It involves police officers reading to students on a regular basis in an effort to build positive relationships with kids, while encouraging them to read. These children were asked to draw pictures of police officers before and after participation in this program. Many kids initially drew violent or operational type of police settings. After spending time building relationships, many drawings changed to positive scenarios with police reading or spending time with family.

Employee Health and Wellness – Fatigue Management

- *Strategic Objective Alignment: Our Service*
- As part of the Wellness Program, workshops providing information about fatigue management have been offered throughout 2019. These workshops featured customized presentations for RPS employees and family members. The goal of these sessions were to provide information, practical tools and plans that work and help employees have a foundational understanding of workplace fatigue and the impact it has on cognition and safety; understand how sleep and psychological health and safety share a synergistic relationship; be better able to increase quality and quantity of sleep; and understand how to improve overall mental health.

Employee Health and Wellness – Yoga and Meditation

- *Strategic Objective Alignment: Our Service*
- In June, the RPS Wellness Program introduced yoga and meditation sessions for front-line personnel as a pilot project. These initial courses were utilized by members and these classes are now available four times a month in July and August for all Regina Police Service Employees. Other police services have offered these classes and are reporting great benefits.

Encompassing Visions Evaluation Software

- *Strategic Objective Alignment: Our Service*
- Human Resources has acquired a new application to help gather information about jobs and civilian employee performance. This tool will help managers provide feedback and evaluation to employees and support coaching and career planning. Training has been provided to civilian managers and the application is currently being set up and tested.

Get Fit With Five-0

- *Strategic Objective Alignment: Our Community and Our Service*
- This new program at the Regina Police Service is aimed at promoting health and wellness in our community allowing our police members to meet and interact with our community members in a positive way. These events provide an opportunity to have some laughs, ask some questions, and meet local police officers. The first Get Fit With Five-0 event was held at Oxygen Yoga & Fitness Regina in May.

Language Interpreters

- *Strategic Objective Alignment: Our Community and Our Service*
- In November 2018, the RPS sought help from our community to improve access to language interpreters. In 2019, we added to our language interpreter resources including community organizations and telephone interpretation options. We also updated our external and internal list of interpreters. More interpreter resources means we are able to communicate and fully understand individuals that we interact with in our community.

Major Case Management Enhancements

- *Strategic Objective Alignment: Our Community and Our Service*
- In 2019, Regina Police Service began a review to look for ways to improve the quality of our investigations. Time was spent identifying investigative areas where improvements were needed and conducting research on effective and innovative practices. Regina Police Service conducted internal consultations to ensure processes would meet the needs of other areas within our Service and also our external partners such as Prosecutions. Two Corporals have completed concentrated training and become subject matter experts. These officers have been piloting this new investigative approach on a small scale in Major Crimes, reviewing past cases, and they are now piloting the approach on new cases. Standard operating procedures are being developed and new curriculum will be developed for investigators and all police members that will improve the quality of our investigative practices.

National Inquiry into Missing and Murdered Indigenous Women and Girls

- *Strategic Objective Alignment: Our Community and Our Service*
- On June 3, 2019, the National Inquiry into Missing and Murdered Indigenous Women and Girls released their final report entitled “Reclaiming Power and Place”. The report contains 231 Calls to Justice, including 11 specific recommendations for police services. The Regina Police Service is reviewing the Calls to Justice to ensure an appropriate response.

New Headquarters

- *Strategic Objective Alignment: Our Service*
- Work continues to move forward on the design and development of the former STC depot to transform the facility into a part of Regina Police Service’s infrastructure.

Online Stolen Property Unit

- *Strategic Objective Alignment: Our Service*
- In January, the Online Stolen Property Unit became operational. This five-person Unit works out of CID - Street Crimes. Their mandate includes investigating property crime, stolen autos, and robbery offences; stolen property offences committed online; pawn shop bylaw offences related to stolen property; and graffiti offences. The Online Stolen Property Unit will continue to build capacity to investigate other cyber offences and adapt to the changing ways technology influences crime. In this respect, the Commercial Crime Cybercrime Support Unit will support this newly developed Unit.

Our Journey - walking with our Indigenous community a reflection of our work

- *Strategic Objective Alignment: Our Community and Our Service*
- This compilation is a reflection of many of our past and current initiatives, partnerships, activities and relationships that assist our Service in achieving our Vision and supports the current Strategic Plan. The document, once reviewed by our Elders Advisory Council will be made public.

Ribbon Skirt Workshop

- *Strategic Objective Alignment: Our Community and Our Service*
- A four-week workshop was held where Regina Police Service officers and civilian employees were taught by Tanya Sayer, learned her story, and were educated about Indigenous culture and the significance of the ribbon skirt.

Security Camera Enhancements

- *Strategic Objective Alignment: Our Service*
- In 2019, the Information Technology team has been viewing demonstrations and seeking a vendor to upgrade or replace our current security camera system. Our current cameras are outdated and replacing them will modernize our technology, improve safety and security, and help employees feel more safe.

Splunk

- *Strategic Objective Alignment: Our Service*
- The Information Technology team has purchased and is implementing a Security Information and Event Management tool called SPLUNK to improve our security posture. This tool captures data on security events so we can monitor, review, and act on security occurrences when necessary.

Stolen Auto Strategy

- *Strategic Objective Alignment: Our Community and Our Service*
- Meetings between the Regina Police Service, Ministry of Justice, and the Ministry of Corrections and Policing have occurred as we work to re-invigorate our approach to address the current landscape. The Regina Police Service will continue to work diligently to reduce the number of vehicles stolen in the city and is committed to work collaboratively with our partners and the community to hold offenders accountable for their actions. We believe this renewed approach will bring the desired results for us, our partners and the community.

Street Crimes In-service Training

- *Strategic Objective Alignment: Our Community and Our Service*
- In March 2019, members of the Criminal Investigation Division completed training related to the following areas: intelligence gathering, informant and source handling, search and seizure procedures, warrants, firearms training for plainclothes officers, interviewing techniques, radios, surveillance, and debriefing procedures.

Tactical Rescue Vehicle

- *Strategic Objective Alignment: Our Community and Our Service*
- In 2019, the RPS acquired a tactical rescue vehicle which was specially designed to help with high risk incidents where safety is a concern. This vehicle is a valuable tool that has been used to assist in the timely and safe conclusion of events that are of elevated risk to members of the public, officers, victims, and accused / offenders. In the first six months of 2019, the tactical rescue vehicle has been used to enhance safety in 20 occurrences.

Teaching Feast

- *Strategic Objective Alignment: Our Community and Our Service*
- RPS Police officers and civilian employees were invited to attend a traditional Indigenous ceremony to learn about protocols and history of Indigenous culture.

Truth and Reconciliation Committee Lunch and Learn Session

- *Strategic Objective Alignment: Our Community and Our Service*
- A lunch hour learning opportunity was made available to Regina Police Service Police officers and civilian employees by Retired Corporal Jim Pratt who taught members about the Regina Police Service Tipi, Eagle Staff, and Round Dance.

Victim Identification Lab

- *Strategic Objective Alignment: Our Community and Our Service*
- A Victim Identification Lab was held at the Regina Police Service in June 2019. It is a global investigative tool to assist in identifying and rescuing the victims of child sexual abuse. The Lab enables investigators to share sanitized child sexual abuse images from ongoing and unsolved investigations with the widest possible audience. Viewers can leave comments on the images and elements that could potentially help investigators identify the location where the material was produced. In addition to identifying the objects in the images which may be unrecognizable to the investigator, but could be a well-known item to someone from another region of the country. The hope is, by having as many people as possible view the edited images, someone might recognize the scene, a piece of clothing or something distinguishing in the photo that would lead to an investigative rescue of a victim.

Violence Against Women Advocate Case Review

- *Strategic Objective Alignment: Our Community and Our Service*
- The Violence Against Women Advocate Case Review, which has been introduced to the Board previously, is looking to begin reviews of sexual assault files October 15-18. The first review session will include a training component for reviewers from Sexual Assault Services of Saskatchewan and the Regina Sexual Assault Centre. Regina Police Service is working with partners to complete a memorandum of understanding, define the scope of the project, and finalize any remaining project details.

VPN Security Enhancements

- *Strategic Objective Alignment: Our Service*
- The Information Technology team is working to implement a multi-factor logon for Regina Police Service's VPN to improve network security.