

ISSUE REPORT

FOR THE CALGARY POLICE COMMISSION



ISC: Unclassified

SUBJECT:	2024 CALGARY POLICE SERVICE EMPLOYEE SURVEY RESULTS	
DATE:	OCTOBER 30, 2024	
PURPOSE:	<input checked="" type="checkbox"/> FOR INFORMATION	<input type="checkbox"/> SEEKING APPROVAL
	<input type="checkbox"/> TO DISCUSS AT MEETING	<input type="checkbox"/> SEEKING DIRECTION
	<input type="checkbox"/> TO DISCUSS VIA EMAIL	<input type="checkbox"/> OTHER:
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REASON FOR THIS REPORT

The results of the 2024 survey of Calgary Police Service employees are being shared for the Commission's information.

BACKGROUND

The Calgary Police Service Employee Survey allows the Commission to collect the information needed to understand and monitor workplace satisfaction, engagement and wellness, internal perceptions of the quality of services provided to Calgarians, and opportunities for workplace improvement.

The results are used to measure the efficacy of several key strategies, the sufficiency of budgeted resources and wellness supports, and the performance of the police chief.

Specifically, metrics from the survey are included as success measures in the:

- City of Calgary Service Plan and Budget (1 metric)
- Annual Policing Plan (4 metrics)
- Anti-Racism Strategy (1 metric)
- Chief's Performance Review (all metrics)
- Community Safety Investment Framework Evaluation (4 metrics)
- Pathways to Engagement Plan (14 metrics)

Illumina Research Partners is the firm hired to conduct the survey and it was selected through a Request for Proposals process.

In addition to the annual tracking questions, the 2024 Employee Survey had two additional focuses:



- How aware employees are of the Service's overall priorities and where they go to find that information.
- How many employees have been subjected to inappropriate workplace behaviour and how they decided whether or not to report it.

REQUIRED ACTION AND RECOMMENDATION

It is recommended that the 2024 Employee Survey Results be received for information.