



2025 Annual Policing Plan Fall Report

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The 2025 APP consists of:

- 4 focus areas
- 9 outcomes
- 15 goals
- 44 performance measures



Overview

The Calgary Police Service continues to advance towards its annual goals. Among the 44 performance indicators tracked:

- 24 are on track 
- 17 are progressing 
- 5 trends being monitored 



Highlights – *Our People*

- **Health & Wellness:** Strong engagement with wellness checks and education
- **Leadership Development:** Competencies embedded
- **HR Modernization:** 100% manual processes documented for automation
- **Recruitment & Retention:** Sworn and civilian hiring on track, with improved civilian retention



Highlights – *Our Diversity*

- **Indigenous Engagement:** Ceremonial events and youth programs launched
- **Anti-Racism Roadmap:** 85% of actions completed or underway
- **Inclusive Recruitment:** Diverse outreach and applicant representation exceeding targets
- **Employee Resource Groups:** New groups launched.



Highlights – *Our Community*

- **Crime Reduction:** Significant decrease in shootings and successful firearm seizures
- **Community Engagement:** Targeted operations in hotspot areas yielding strong results
- **Youth Programs:** High participation
- **Crime Prevention Education:** Positive feedback from public
- **School Support:** Strong satisfaction with School Resource Officer program



Highlights – *Our Performance*

- **Social Media:** Strong growth in engagement and reach
- **Collaboration:** Active role in Police Act reform
- **Technology:** Key IT and infrastructure projects progressing
- **Finance:** Budget on track
- **Transparency:** Continued expansion of public reporting tools



QUESTIONS?