

**REPORT TO CALGARY POLICE COMMISSION****2026 Annual Policing Plan Mid-Year Update****ISC:** ☒ Unclassified ☐ Protected A ☐ Protected B**Date** | 2026 09 02**Submitted for**☐ Information only ☒ Discussion ☐ Decision / Approval**Type of Meeting**

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| ☐ Commission Week 1 | ☒ Commission Regular Meeting |
| ☐ Commission Week 2 (Reserved for Finance, Audit, Infrastructure) | ☒ Public Session |
| ☐ Commission Week 3 | ☐ In-camera with CPS |

Reason for Report

- ☐ *Police Act*, Police Service Regulation, or Police Conduct and Oversight Regulation
- ☐ Obligation under Commission policy
- ☒ Report on program or update on progress
- ☐ Response to Motion
- ☐ Other:

Recommendations

1. It is recommended that the Calgary Police Commission (CPC) receives the 2026 Annual Policing Plan (APP) mid-year report for information.

Background / Analysis / Considerations / Next Steps

The mid-year report is presented to the CPC as an update on the priorities outlined in the 2026 APP. The 2026 APP consists of four (4) focus areas, nine (9) outcomes, 15 goals and 36 performance measures that support the Calgary Police Service's (CPS) corporate goals and key performance indicators (KPIs). The activities align with the five (5) long-term goals outlined in the Service's Strategy and the 12 commitments identified in the 2023-2026 Service Plan and Budget.

The APP was produced to comply with the requirement in Section 29(1) of the Police Act that prescribes that the "commission, in consultation with the chief of police, shall cause to be prepared

... (b) a yearly plan specifying the level of police service and programs to be provided in respect of the municipality.”

The Mid-Year Report includes updates covering the period from January to June 2026. The 2026 Mid-Year Report indicates that CPS is making steady progress toward its annual goals. Of the 36 performance indicators being tracked, 24 are on track, 8 are progressing, 1 is off track, and data was unavailable for 4 KPIs. One KPI includes two measures, increasing the total count to 37.

Key highlights from each focus area in the 2026 APP include:

Our People:

CPS continued to strengthen workforce capacity and frontline readiness through several key achievements:

- **Strengthening Frontline Readiness** – 100% of respondents to the Post-Patrol Training Officer survey agreed that the combination of recruit and PTO training prepared them to effectively respond to public calls for service.
- **Growing the Workforce** – CPS hired 77 sworn members through three Recruit Training Program classes and one Direct Entry Officer class, achieving 57% of the annual hiring target.
- **Supporting Sworn Member Retention** – Only 7% of sworn member departures involved members with less than five years of service, outperforming the target of less than 10%.
- **Enhancing Civilian Recruitment** – 94% of civilian positions were filled within four months of posting, exceeding 2025 year-to-date performance.

Our Diversity:

CPS continued to advance reconciliation, equity, diversity, inclusion, and belonging through education, engagement, and recruitment initiatives:

- **Honouring Truth and Reconciliation Commitments** – Participants in Indigenous Resource Team-led initiatives reported a 100% positive outcome, gaining knowledge and understanding that could be applied to service delivery within Indigenous communities.
- **Advancing Anti-Racism Initiatives** – All deliverables within the Anti-Racism Strategic Roadmap have been initiated, with implementation substantially complete and several actions transitioning into ongoing workstreams.
- **Enhancing Diverse Recruitment** – 50% of police officer applicants who completed diversity self-identification questions identified as belonging to an equity-seeking community, exceeding the target of 40%.
- **Building Pathways to Policing** – African and Indigenous Pathways to Policing events exceeded expectations, with 100% of participants reporting a better understanding of police officer requirements.

Our Community:

CPS continued to enhance public safety through proactive policing, targeted enforcement, and community engagement:

- **Combating Hate-Related Crime** – CPS concluded 86% of hate-related investigations within 60 days, surpassing the target of 80%, while also launching an enhanced online reporting platform to improve accessibility.
- **Reducing Serious Violence** – The rate of shooting incidents remained below the five-year average, with 45 incidents.
- **Building Trust with Youth** – School administrators reported strong confidence in the School Resource Officer Program, with 86% agreeing it positively impacts trust between youth and police, exceeding the 70% target.

Our Performance:

CPS continued to deliver professional service and advance organizational effectiveness through strategic communications, technology, and fiscal stewardship:

- **Growing Public Engagement** – CPS exceeded its social media engagement target, achieving a 6.59% engagement rate while increasing its audience by nearly 60,000 followers and expanding to new platforms.
- **Maintaining Fiscal Stewardship** – CPS remained on track with both operating and capital budgets through effective forecasting, spending controls, and project management

Attachments (if any)

1. 2026 Annual Policing Plan Mid Year Report.docx
2. 2026 Annual Policing Plan Mid Year Report.pptx

Approval signatures**AUTHOR signature:**

Jodi Jimenez, Business Strategist
Bureau of Organizational Performance

2026-08-30
 Date

REVIEWED BY signature:

Amory-Hamilton-Henry, Manager
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2026-08-30
 Date

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Sandta Jacobi, Director Strategic Services
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2026-09-02
 Date

EXECUTIVE SPONSOR signature:


Asif Rashid, Deputy Chief
Bureau of Organizational Performance

2026-09-03
 Date

CHIEF OF POLICE signature:

A handwritten signature in blue ink, appearing to read 'K. McLellan', is positioned above a horizontal line.

Katie McLellan, Chief Constable

2026-09-15

Date

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
Goal 1: Advance psychological and physical health, safety and well-being among members and foster a respectful workplace culture.						
1. Proportion of respondents that felt the Wellness & Resiliency Division's resources better prepared them to build resilience.	-	Setting baseline	Data not available	Data not available	This measure is not reportable, as the Member Wellness Engagement Survey was cancelled following the decision to prioritize employee engagement activities conducted as part of the Culture Review.	
2. Percentage of active members who have completed mandatory Respectful Workplace training.	100%	100%	61% (1891 of 3117)		As of June 30, 2026, 61 per cent (1891 of 3117) of active CPS members completed mandatory Respectful Workplace training, below the target of 100 per cent. Compliance assurance activities are underway to increase completion rates through Service-wide notifications and individualized follow-up with overdue members.	
3. Percentage of members on medical leave or accommodated in regular contact with an abilities advisor as per service delivery standards.	New	Setting baseline	Data not available	Data not available	The Ability Management Team is focused on developing and implementing a formal service delivery standard built around three interconnected pillars: 1. Supporting the employee 2. Supporting the work area 3. Supporting the organization	Not reportable. Service delivery standards are in development.
Goal 2: Provide appropriate training, education, development and equipment to support members in their roles.						
4. Percentage of respondents to the post-patrol training officer (PTO) program survey who agree with the statement: <i>"The combination of the recruit and PTO programs gave me the skills to effectively respond to public calls for service."</i>	-	Setting baseline	100%		In the first half of 2026, 100 per cent (all 10 respondents) who completed the post-patrol training officer (PTO) program survey agreed that the combination of the recruit and PTO programs gave them the skills to effectively respond to public calls for service.	

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
Goal 3: Advance HR service delivery through improved and consistent application of processes, as well as technology systems.						
5. Percentage of civilian positions filled within four months of posting date.	100%	100%	94%		In the first half of 2026, 94 per cent (119 of 127) of civilian positions were filled within four months of the posting date, exceeding the 2025 year-to-date result of 92 per cent (94 of 102 positions). Increased recruitment capacity within the Civilian Talent Acquisition Team supported timely staffing and helped manage sustained recruitment demand.	
Goal 4: Provide high-quality service to the community and support member wellness through recruitment, retention and prioritization of resources.						
6. Meet annual sworn recruiting target.	100%	100%	57%		In the first six months of 2026, CPS hired 77 sworn members through three Recruit Training Program (RTP) classes and one Direct Entry Officer (DEO) class, achieving 57 per cent of the annual target of 135 hires.	
7. Proportion of sworn and civilian exits that were by members with less than five years of service.	< 10% sworn	<10% Sworn	Sworn 7%		Sworn: In the first half of 2026, 7 per cent (4 of 58) of sworn departures were members with less than five years of service, including three who left before completing all training phases. This is lower than the same timeframe last year, when 17 per cent (9 of 54) of sworn departures were members with less than five years of service, six of whom had not completed all training phases.	
	< 35% civilian	<35% Civilian	Civilian 45%		Civilian: So far this year, 45 per cent (14 of 31) of civilian departures were members with less than five years of service, exceeding the target of less than 35 per cent. This represents an increase of 10 members compared to 2025 June YTD when 19 per cent (4 of 21) of civilian departures had less than five years of service. This measure does not include departures of temporary members.	

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
Goal 5: Honour our relationship with Indigenous peoples and commitment to truth and reconciliation.						
8. Percentage of member participants (in IRT led sessions) that confirmed they obtained knowledge that had positive practical application in their interactions with the public and service delivery to Indigenous communities.	-	Setting baseline	100%		- The Indigenous Resource Team (IRT) organized a sweat ceremony for patrol district constables at Kainai Nation on March 28, 2026. This sacred purification ceremony supports spiritual, mental and physical healing through prayer and reflection. Based on participant feedback, 100 per cent of respondents reported either an increased understanding of Indigenous ceremonies or gained knowledge that could be applied positively in their interactions with the public and service delivery to Indigenous communities. - In addition to the IRT's efforts, other CPS work areas undertook initiatives to improve understanding of Indigenous cultures. For example, VAST participated in an Indigenous workshop at The Confluence in March, attended by 50 volunteers, staff and partners.	
Goal 6: Address systemic racism within the organization and strive to achieve racial equity in service delivery to the community.						
9. Percentage of the Anti-Racism Strategic Roadmap implemented.	> 80%	100%	90%		The Anti-Racism Strategic Road Map has reached a significant milestone, with all deliverables initiated and implementation substantially complete. Several initiatives have transitioned into ongoing workstreams aligned with broader organizational priorities, including implementation of the anti-racism policy, collaboration on racial equity reviews, engagement with unions, collaborative efforts to address systemic barriers in recruitment and retention, and continued support for members offered through a racial trauma-informed approach.	

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
Goal 7: Integrate equity, diversity, inclusion and belonging (EDIB) principles and practices into workplace culture and service delivery.						
10. Percentage of annual officer applicants from equity-deserving communities.	≥ 40%	≥ 40%	50%		In the first half of 2026, 50 per cent (130) of 260 survey respondents who had the opportunity to answer diversity identity questions in the CPS application portal self-identified as belonging to an equity-deserving community, exceeding the target of 40 per cent. This is an increase compared to 47 per cent (178 applicants) in June 2025 YTD.	
11. Proportion of participants in Pathways to Policing that have a better understanding of the requirements to be a police officer.	-	≥ 50%	100%		The Diversity Resource Team and Indigenous Resource Team are partnering with the Recruiting Unit to deliver three Pathways to Policing (PTP) events in 2026: the African PTP (April 18), Indigenous PTP (May 30) and Diversity PTP (Fall 2026). The African Pathways to Policing (PTP) event engaged 34 participants, with 100% reporting a better understanding of the requirements to become a police officer following the event. Strong interest in the program resulted in an additional 16 individuals being placed on a waiting list. The Indigenous Pathways to Policing (PTP) event engaged seven participants, with 100% reporting a better understanding of the requirements to become a police officer following the program.	
Goal 8: Identify, respond to and investigate trends in crime and social disorder to improve community safety.						
12. Percentage of Calgarians that feel Calgary is safe overall.	-	≥ 78%	Data not available	Data not available	This is an annual measure based on The City of Calgary’s fall survey. Results will be reported in the year-end update.	

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
13. Rate of violent crimes. ^{1, 2}	2025 Q1&2: 3,933 2025 full year:7,869 2025 rate: 505 per 100,000	Setting baseline	3,746		Police recorded 3,746 incidents of non-domestic violence in the first half of 2026, 5% fewer than the same time last year . Overall levels of non-domestic violence remained similar to the five-year average, with a small increase in assaults. About 20% of all violent crimes occur downtown.	Rates can only be calculated at year end.
14. Effectiveness of CPS responses to social disorder, including rates of reported social disorder.	2025 Q1&2: 40,382 2025 full year: 81,953 2025 rate: 5,258 per 100,000	Narrative	Narrative		• Public-generated disorder volume for the first six months of 2026 (N=41,670) was slightly higher compared to both the previous year at this time (40,382) and the five-year average (AVG=40,594) with noteworthy increases of disturbances, intoxicated persons, abandoned autos and drug calls. • The CPS has advocated for community and businesses to call when issues arise, with this messaging, the increase in public generated calls is to be expected. • With three Operation Order initiatives in Q1 and Q2, and the start of Operation Restore (June 2026), this increased uniformed presence and focus on social disorder in the core is intended to increase public safety.	Rates can only be calculated at year end.
15. Impact of aerial deployments for public safety.	-	Narrative	HAWCS Flight Hours: 1187 RPAS Deployment Hours: 300		HAWCS and RPAS (remotely piloted aircraft system) are effective tools for an array of frontline and specialty unit support. In 2026, HAWCS has assisted in several missing person reports, stolen vehicles that resulted in weapons being seized and charges laid against prolific offenders and locating offenders from a sexual assault. The expansion of the CPS RPAS program has resulted in collaboration with Community Standards (Bylaw) in identifying encampments around the city, as well as supporting Operation Order in the downtown core. The drones are specifically well suited for aerial overwatch in crowds (events and demonstrations).	

¹ This metric does not include domestic violent crimes.
² These numbers are subject to variation with late reporting and/or processing.

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
16. Percentage of hate-related files that are assessed, investigated and concluded within 60 days from reported date.	-	≥ 80%	86%		The Hate Crimes Prevention Team made operational changes to improve investigation timelines, including workload tracking through PowerBi, pulling information directly from Sentry, and hiring two additional investigators. In addition, the CPS launched its enhanced online reporting platform on June 1 to improve accessibility and awareness. Members of the 2SLGBTQ+ community got a hands-on demonstration of the new system and provided feedback that are being considered for improvement of the application. Overall, race and ethnicity remain the most frequently reported motivating factors. During the Calgary Stampede period, an increase in incidents targeting Indigenous persons and communities was observed. Social media platforms continue to play a significant role in facilitating and amplifying hate-related behaviour. The Service continues to monitor the impacts of broader geopolitical events, including incidents involving political ideologies linked to religious identity.	
17. Rate of shooting incidents.	-	≤ 5Yr Avg	2.8		During the first six months of 2026, Calgary experienced 45 firearm discharges, consistent with the five-year average and 39% below the 2022 peak. While overall firearm violence remained stable, extortion-related incidents emerged as a key driver, accounting for nearly one in four shootings (24%) during the reporting period.	
18. Percentage of compliance checks that resulted in recidivism being detected and acted upon.	-	Setting baseline	Data not available	Data not available	Recidivism cannot be currently measured through the offender management program. However, the area has been able to measure the percent of curfew compliance checks where individuals, monitored under an Offender Management Program, are present and compliant with their curfew condition. During the reporting period, 93% of curfew compliance checks found individuals present and compliant with their curfew conditions.	# of curfew checks where the OM individual was present during the compliance check ÷ Total curfew compliance checks conducted by OM Suppression Teams (100).

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
19. Share of hours spent on officer-initiated activities by frontline officers in the Bureau of Community Policing.	2025 Q1&2: 22.7% 2025 full year: 22.8%	25%	23.2%		With a continued effort on maintaining or exceeding minimum staffing levels in the districts, officers have been able to improve their proactive time overall during their shifts. This is likely due to ongoing focus on traffic safety and social disorder initiatives in the downtown core.	Includes all officer-initiated activities such as calls for service or follow-up investigative activities (denominator for share calculation is total officer hours on CAD). Includes patrol (incl. training and unmarked units), DSET, Patrol Response Team, CERT, HSU & CAMP.

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
20. Number of fatal vehicle collisions.	2025 Q1&2: 14 2025 full year: 38	≥ 25% Reduction	16		The focus of traffic safety within Calgary has been a priority for the CPS and the community. In 2026, districts across the city have focused attention on geographic locations of high reports of collisions and by following the Alberta Traffic Safety Calendar to identify poor driving behaviours (enforcement and education) the CPS also continues to work with The City of Calgary and the Safer Mobility Plan to improve safety on Calgary's roadways through enforcement and engineering.	For 2026, counting methodology for fatal collisions has been updated to be more consistent with exemption criteria outlined in the Alberta Manual for Classification & Reporting of Motor Vehicle Collisions 10 th Edition. Collisions involving suspected suicides and medical events are now being counted until final determination by the ME's office is made. Collisions occurring in parking lots are now also being counted. Count current as of Aug 4, 2026.

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
Goal 9: Continue collaboration with partners to improve service delivery.						
21. Percentage of youth eligible for diversion (extrajudicial sanction, community program referral, warning, information resolution).	-	≥ 55%	45%		Under the Youth Criminal Justice Act (YCJA), diversion allows youth (ages 12 to 17) to avoid the formal court system and a criminal record. The CPS partners with the Calgary Youth Justice Society (CYJS) to administer these diversion programs. In the last year, the Youth Diversion Team purposely increased the number of youth referrals to the Youth Justice Committee to enrol individuals for extrajudicial sanctions (EJS) and community program referral (CPR). These programs allow youth to access community programs, counselling or restitution	
22. Implementation of Service Delivery Modernization (SDM) Project recommendations.	-	Narrative	Narrative		SDM has been leading or supporting the following work: • Leveraging the existing workforce: Working together with HR teams to create meaningful work that supports the frontline for members with restrictions, as well as exploring roles for veteran officers to continue supporting patrol. Pilots in Districts 2 and 8 with accommodated members. • Online reporting: Vendor close to being selected in RFP process for new online system. In the meantime, new reporting processes for frauds, traffic (using dashcam footage) and hate crimes are in development. • RTOC-Community Safety Well-being Hub: Working with Recovery Alberta to embed a clinician/nurse into the RTOC to proactively assist with and divert calls for service involving mental health and addiction. • Deployment model: Options to be presented to SLT in Q3. • Collision reporting centres: Approved in principle, working with the vendor (ASSI) to look at implementation planning options before moving forward with a contract. • Callout management: Improving accountability and transparency to centrally manage callout via InTime. Waiting for IT to implement and test system upgrades before implementing.	

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
Goal 10: Deliver education and programming on public safety and crime prevention.						
23. Percentage of school administrators who agree that the SRO Program has a positive impact on building trust between youth and the police.	-	≥ 70%	86%		The 2026 SRO School Administrator Survey was completed by 131 representatives, such as principals, assistant principals, teachers or other staff members. Schools with a dedicated SRO reported higher trust levels between youth and the police. The top three factors that influence the overall satisfaction level were: - Supported staff and administration. - Promoted school safety or emergency assistance. - Was readily available to attend the school.	
Goal 11: Through our actions, guided by training, policy and standards, deliver professional service to the community and victims of crime.						
24. Supports provided to victims of crime by the Victim Assistance Support Team (VAST).	≥ 45,000	≥ 45,000	22,082		VAST continued to expand community outreach and volunteer engagement efforts while supporting individuals, families, schools, workplaces and communities affected by significant incidents across Calgary and southern Alberta. Some highlights include support to: Major incident response: Assistance during significant community events, including the water main break and restoration efforts. Community and family support: Services provided to families and communities affected by family homicides, drowning incidents and workplace incidents. School crisis support: Support for students and school staff impacted by sudden deaths, violent incidents and criminal events. Violent Criminal Code offences: Approximately 74 per cent of clients received support related to violent Criminal Code offences. Accredited Facility Dog Program: Assistance for clients attending court through the Accredited Facility Dog (AFD) Team. Recognition of the program's impact, including the retirement of AFD Calibri after 7.5 years of service.	Source: VAST, January to June 2026.

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
25. Number of public complaints, contacts and compliments.	Maintain five-year average	Setting Baseline	104 compliments 70 complaints		In the first six months of 2026, 70 files were classified as a level 4/5. Of the 70 files, 66 were complaints made directly to the PRC and classified as level 4 (54) or level 5 (12). The remaining four files were internal matters reviewed by the Chief of Police and retained by the PSS as level 4 files for further investigation.	The Police Review Commission (PRC) receives and assesses complaints and determines the complaint level classification. Only level 4/5 complaints are referred to the CPS, therefore the CPS data reflects level 4/5 complaints only. The assessment date represents either the date on which the PRC issued a letter classifying a file as a level 4/5 complaint or the date on which the Chief of Police designated an internal matter to be classified as a Level 4/5 and retained for review by the CPS.

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
26. Percentage of complaints closed by the Professional Standards Section within 12 months (all investigations commenced prior to December 1, 2025).	≥ 70%	≥ 70%	65%		Complaints sent to disciplinary hearings and files that require oversight/ investigation from external agencies (ASIRT, Alberta Crown Prosecution Service, etc.) are outside of the investigator's control and typically extend completion timelines. Of the complaints completed in the first six months of 2026, 28 were concluded by a hearing or required investigation by an external agency which extended timelines. Body-worn camera and alternative dispute resolution continue to be significant factors in maintaining file closure timelines for PSS complaints.	Completion timelines are based on the percentage of files closed between January and June 2026, regardless of the date received.
27. Social media engagement rate.	≥ 6%	≥ 6.5%	6.59%		The CPS' strategic use of social media to tell our story continues to grow. In the first six months of 2026, followers increased by nearly 60,000 people. More importantly, the Service is pushing engaging graphic and video content leading to an overall engagement rate of 6.59 per cent. Posts summarizing our news releases sits at 9.75 per cent and traffic posts average 7.96 per cent. To reach a younger audience as part of our youth engagement strategy, the Service launched a TikTok account in early May leading to 224,000 likes and 6,600 followers.	
28. Media sentiment based on the tone of coverage (positive, negative or neutral).	-	Setting baseline	Positive: 24.8 % Negative: 3.7% Neutral: 70.3%		Since August 2025, the Public Affairs/Media Relations Unit (PA/MRU) has been manually tracking sentiment of media coverage. Over a 12-month period, 25.7 per cent of coverage was positive, 70.4 per cent was neutral, and just 3.7 per cent was negative. These statistics are consistent with the first six months of 2026, with 24.8 per cent positive, 70.3 percent neutral and 3.7 percent negative. This provides a solid baseline for future KPIs.	
29. Access to information requests completed within legislated timelines.	-	Narrative	Narrative		From January to June 2026, 10.7 per cent of access to information requests were completed within legislated timelines. In the first half of 2026, the Access and Privacy Section received 828 files across multiple categories. Of those, 103 were statutory files requiring completion within a 30-day timeline. Only 11 of those statutory files were closed on or before their due date. These findings indicate that dedicated prioritization of statutory files, supported by additional resources and workflow improvements, is required to improve compliance with legislated timelines.	10.7% represent % of statutory files completed within the 30-day timeline.

2026 Performance Indicator	2025 Target	2026 Target	Mid-Year Update	Status	Narrative	Data Notes
Goal 14: Optimize investments and efforts to continuously monitor, control and improve information sharing, processes, facilities and technology across the Service.						
30. Percentage completion of major IT, infrastructure and fleet initiatives.	>50%	≥ 65%	46.9%	●	The major projects and initiatives within the three areas, are progressing as planned.	
31. Percentage of capital spend for IT, infrastructure and fleet.	≥ 65%	≥ 65%	63%	●	Capital expenditures in these areas are on track.	
32. Meet operating budget through effective projections and spending.	Within budget	Within budget	Within budget	●	Operating expenses and budgets are aligned as projected based on the timing of spending.	
33. Meet capital budget through effective projections and spending.	Within budget	Within budget	Within budget	●	Capital expenses are aligned to budgets. Projected spends are based on timing to projects and progressing as expected.	
34. Accuracy rate of AI-assisted analysis compared to human verification (%).	-	Narrative	Narrative	●	Analysis of potential AI applications within domestic conflict and missing persons workflows identified opportunities for future automation; however, current technology limitations and lack of direct integration with data sources prevent efficient implementation at this time.	
35. Percentage of eligible video files processed using AI tools.	-	Narrative	Narrative	●	75 per cent of homicide investigations involving video evidence used BriefCam during the March to June 30, 2026, reporting period. - The original KPI cannot currently be calculated because the process for identifying and tracking all eligible³ video files available for BriefCam processing is still being developed. - Our two BriefCam licences became operational in March 2026. Results reflect investigations from implementation to June 30 and should be interpreted as an early indicator of adoption, not a full-year measure of investigative impact.	
Goal 15: Provide timely, valid and consumable data to support operations and decision making.						
36. Analytical insights developed to share relevant information in accessible formats both internally and externally.	-	Narrative	Narrative	●	The Community Safety Dashboard was updated to improve website navigation and make information easier to understand. Analytics also informed adjustments to district boundaries, while data insights were used to support budget planning, operational prioritization and KPI development.	

³ Eligibility refers to video file formats supported by the platform. Unsupported video formats are excluded from eligibility.



Annual Policing Plan 2026: Mid-Year Update

Presenters: Sandra Jacobi, Director
& Jodi Jimenez, Business Strategist
Strategic Planning & Evaluation Unit

2026 09 15





2026 APP Reporting Schedule

Mid-Year

Year End



The 2026 APP consists of:

4 focus areas

9 outcomes

15 goals

36 performance measures



Overview

The Calgary Police Service continues to advance towards its annual goals. Among the 36* performance indicators tracked:

- 24 are on track 
- 8 are progressing 
- 1 is off track 
- Data for 4 KPIs was not available

* One KPI includes two measures, increasing the total count to 37.



Highlights – Our People

**Strengthening
Frontline
Readiness**

**Growing the
Workforce**

**Supporting
Sworn Member
Retention**

**Enhancing
Civilian
Recruitment**





Highlights – Our Diversity

- Honouring Truth and Reconciliation Commitments
- Advancing Anti-Racism Initiatives
- Enhancing Diverse Recruitment
- Building Pathways to Policing





Highlights – Our Community

- Combating Hate-Related Crime
- Reducing Serious Violence
- Building Trust with Youth





Our Performance

- Growing Public Engagement
- Maintaining Fiscal Stewardship





Next Performance Update

The final update, covering July to December 2026, will be delivered in February 2027.



QUESTIONS?