



2024 EDMONTON POLICE SERVICE ANNUAL REPORT

RECOMMENDATION

That the May 21, 2025, Edmonton Police Commission report EXT02826, be received for information.

Report Purpose

Information only

Executive Summary

- Edmonton Police Service (EPS) is mandated by the Alberta *Police Act* and Alberta Provincial Policing Standards to produce a report covering its operations during the previous fiscal year.
- EPS submitted its 2024 Annual Report to the Edmonton Police Commission (EPC) in May 2025.
- The Annual Report developed by EPS is part of a robust accountability and planning framework that is aligned with best practices.
- In 2025, the EPS Annual Report is presented in the form of a website (www.epsannualreport.ca) for public access. This is the primary medium for the full EPS Annual Report.
- The measures reported in the 2024 EPS Annual Report are organized by the five goals outlined in the 2023-2026 EPS Strategic Plan.
- Measures in the Annual Report are aligned to the Canadian Police Performance Measurement Framework (CPPMF).

REPORT

In accordance with the mandates set forth in the Alberta *Police Act* and Alberta Provincial Policing Standards, the Edmonton Police Service (EPS) is required to generate an Annual Report detailing its operational activities throughout the preceding fiscal year.

In May 2025, the EPS presented the 2024 Annual Report to the Edmonton Police Commission (EPC). The Annual Report outlines the progress that EPS is making towards achieving strategic goals and initiatives. The Annual Report is one of many reporting tools used to report EPS progress on the performance of EPS. The report is produced annually and is made available to the public.

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This Council Report is prepared to support the request to present the 2024 EPS Annual Report to City Council.

The 2024 Annual Report details EPS's advancement towards accomplishing the strategic objectives outlined in the EPS 2023-2026 Strategic Plan, while also monitoring performance metrics for each objective. Furthermore, the report includes a financial summary of EPS operations, covering updates on both the operating and capital budgets.

The report is structured around the five goals outlined in the 2023-2026 EPS Strategic Plan:

1. Balance support and enforcement
2. Partner and advocate
3. Connect, share, and evolve
4. Innovate and advance as one team
5. Support and grow diverse talents

The measures employed to gauge the overall performance of the police in the 2024 EPS Annual Report adhere to the Canadian Police Performance Measurement Framework (CPPMF). This framework, established by Statistics Canada, was formulated through an analysis of reports generated by 39 police services across Canada, ensuring representation from every province. The CPPMF is structured around four key pillars:

1. Crime and Victimization
2. Police Activities and Deployment
3. Police Resources
4. Trust and Confidence in Police

The EPS Corporate Performance Framework is structured to harmonize with the requirements of the Alberta *Police Act*, Alberta Provincial Policing Standards, the Canadian Police Performance Measurement Framework (CPPMF), and the EPS Strategic Plan. This alignment highlights EPS's dedication to meeting legislative mandates, implementing a cohesive approach to performance measurement, and adhering to the best practices endorsed by the CPPMF.

EPS regularly tracks these measures, reviews the results, and takes necessary actions to address issues or reinforce positive trends.

Reading the Annual Report

The 2024 EPS Annual Report was developed in alignment with the Strategic Goals outlined in the EPS 2023-2026 Strategic Plan.

Indicators & Measures

It is important to differentiate between indicators and measures when reviewing the Annual Report. Details for both are provided below:

- Indicator: Serve as proxies for entire populations. These are things that EPS monitors, acknowledging that we are either impacted by or contribute to shifting along with many other stakeholders and external factors. EPS has limited influence on the indicators.
- Measure: Indicative of client populations or well-defined groups of people. These are things that EPS directly contributes to progressing. Unlike indicators, EPS has reasonable or substantial

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influence on the measures.

Planning at the Edmonton Police Service

The process of strategic planning is critically important for a well-run organization as it sets priorities and allocates resources to deliver on those priorities. As per the approved EPS Strategic Planning Framework (Attachment 2) by EPC on July 19, 2019, the EPS strategic plan and business plan captured organizational outcomes and key work identified to deliver on its outcomes. Performance metrics reflected progress towards outcomes as part of the EPS Corporate Performance Framework. The EPS planning framework presents the goals and outcomes EPS intends to achieve annually, how EPS will work together to prioritize efforts and resources and how success will be measured to meet community needs.

The planning framework aligns to planning best practices, specifically those of visioning, planning, implementation, and evaluation outlined in the Sustainable Policing in Canada Framework. Some of the hallmarks of the EPS Planning Framework include:

- **EPS Strategic Plan:** Outlines the vision, mission, values, goals, and outcomes of the organization.
- **EPS Business Plan:** Outlines the funding and strategic initiatives that will achieve the Strategic Plan.
- **Corporate Performance Framework:** Evidence-based accountability mechanism intended to provide the EPS with an integrated, systematic approach for identifying, developing, and using data and information to assess organizational performance.
- **EPS Annual Report:** Aligned to the Canadian Police Performance Measurement Framework, the Annual Report outlines the progress that EPS is making toward fulfilling legislative requirements, achieving the goals and initiatives outlined in the EPS Strategic Plan.

ATTACHMENTS

1. Edmonton Police Service 2024 Annual Report
2. EPS Strategic Planning Framework