



2024 Annual Integrity Commissioner Report

Date	June 25, 2025
To	Mayor Bachynski and City Councillors
From	Executive Committee
Service Area	Office of the City Clerk
Item #	CR25-79

RECOMMENDATION

That City Council receive and file this report.

HISTORY

On June 18, 2025, Executive Committee considered the attached report *EX25-57 2024 Annual Integrity Commissioner Report* from the City Clerk's Office.

The Committee adopted a resolution to concur in the recommendation contained in the report.

Respectfully submitted,

EXECUTIVE COMMITTEE

A handwritten signature in black ink, appearing to read 'Amber Ackerman', written over a horizontal line.

Amber Ackerman, Acting City Clerk 6/18/2025

ATTACHMENTS

EX25-57 2024 Annual Integrity Commissioner Report
Appendix A - 2024 Integrity Commissioner Annual Report



2024 Annual Integrity Commissioner Report

Date	June 18, 2025
To	Executive Committee
From	City Clerk's Office
Service Area	Office of the City Clerk
Item No.	EX25-57

RECOMMENDATION

The Executive Committee recommends that City Council receive and file this report at its June 25, 2025 meeting.

ISSUE

To provide City Council with the Integrity Commissioner's annual report.

IMPACTS

Financial Impact

The cost for producing the attached 2024 Annual Report (Appendix A) was approximately \$1,476.00.

Other Impacts

There are no policy, strategic priority, legal, labour, environmental, Indigenous, or community well-being impacts respecting this report.

OTHER OPTIONS

None with respect to this report.

COMMUNICATIONS & ENGAGEMENT

None with respect to this report.

DISCUSSION

The attached report (Appendix A) outlines the investigations undertaken by the Integrity Commissioner for the period January 1, 2024 – December 31, 2024.

DECISION HISTORY & AUTHORITY

Section 24(3) of *The Code of Ethics Bylaw, Bylaw No. 2017-4* provides that the Integrity Commissioner provides an annual report on all substantiated complaints received during the calendar year.

Respectfully Submitted,



Amber Ackerman, Acting City Clerk

Prepared by: Melissa Munroe, Executive Assistant

ATTACHMENTS

Appendix A - 2024 Integrity Commissioner Annual Report

2024 ANNUAL REPORT

INTEGRITY COMMISSIONER

CITY OF REGINA

The Code of Ethics Bylaw, 2017

January 1, 2024 - December 31, 2024

Angela Kruk

I. INTRODUCTION

This annual report covers the period of time from January 1, 2024 to December 31, 2024 summarizing the work undertaken by my office in the role of Integrity Commissioner for the City of Regina.

II. MANDATE OF THE INTEGRITY COMMISSIONER

Every municipality in Saskatchewan is required to adopt a code of ethics to be applied to all members of Council.

The City of Regina Code of Ethics Bylaw No 2017-4 (“Code”) requires the City to appoint an Integrity Commissioner to undertake the duties and responsibilities assigned to the office pursuant to the Code.

The duties and responsibilities of the Integrity Commissioner for the City of Regina include:

- a) Provide advance rulings and recommendations to members on questions of compliance with the Code;
- b) Receive, assess and investigate written complaints under the Code;
- c) Report to Executive Committee and Council on violations of the Code;
- d) Recommend sanctions or corrective actions where a violation has been found;
- e) Upon request, provide training and educational sessions to members of Council; and
- f) Report annually to the Executive Committee and Council.

The Code very specifically was intended not to apply to allegations that a member of Council has violated the conflict of interest obligations under *The Cities Act* and the Integrity Commissioner’s jurisdiction therefore does not include investigating allegations related to a conflict of interest by a member of Council.

I was appointed as Integrity Commissioner for the City of Regina beginning January 1, 2022, for a four year term.

The purpose of the Code is to outline basic ethical standards and values for members, guiding their behaviour as they are fulfilling their duties and responsibilities as elected officials.

There are seven ethical principles that form the bedrock for the Code:

1. Honesty

2. Objectivity
3. Respect
4. Transparency & accountability
5. Confidentiality
6. Leadership & the public interest
7. Responsibility

The Code expands upon each of these seven principles to form the ethical basis upon which members are expected to perform, recognizing that:

1. As public officials, the actions of each member have an impact on the lives of residents and property owners in the City of Regina;
2. Members are expected to discharge their duties and responsibilities with a commitment to the highest of ethical standards; and
3. The conduct of elected officials has an impact on the quality of public administration and on the governance, reputation and integrity of the City of Regina.

III. WORK OF THE INTEGRITY COMMISSIONER

1. Advisory Function

I did not receive any requests from members of Council on questions of compliance with the Code.

2. Education

I delivered one educational session to Council after the 2024 election, covering the topics of: i) 7 Ethical Principles; ii) Conflict of Interest; iii) Integrity Commissioner Role; iv) Complaint Process; v) Case Studies; and vi) Civility.

3. Complaints

In 2024, I received a total of two formal complaints and eleven inquiries or informal complaints.

Formal complaints are those that are submitted using the form prescribed under the Code and which must comply with section 20 of the Code in terms of the information that must be submitted with them.

Inquiries or informal complaints are essentially inquiries or concerns raised by a person, which do not comply with section 20 of the Code and are not filed using the formal process. Informal complaints can be submitted as formal complaints at any time, if all of the information described in section 20 is complied with.

a. Inquiries

Of the eleven inquiries received, ten came from members of the public and one came from a media request.

Four of the inquiries related to matters that were not about a member of Council, over which I have no jurisdiction. Three of the inquiries related to concerns of a conflict of interest for a member of council, which are not subject to the Code. Two of the inquiries were about the Code in general and the role of the Integrity Commissioner. One of the inquiries related to conduct of a member during the election period.

Although the receipt of an inquiry does not require the Integrity Commissioner to conduct an assessment as to whether or not the inquiry will be investigated, as a matter of courtesy, I respond to every inquiry, typically describing the role of the Integrity Commissioner and redirecting them to a more appropriate person to contact, where possible.

One of the inquiries turned into a formal complaint.

b. Formal Complaints/Request for Investigation

All of the formal complaints were handled in accordance with the complaint process described in the Code.

Of the two formal complaints received in 2024, none were investigated. One of the complaints related to a conflict of interest, which cannot be investigated under the Code. The other complaint related to a decision of Council, which is not on its face, a complaint with respect to non-compliance with the Code and could therefore not be investigated.

Every formal complaint goes through an initial complaint classification process pursuant to section 21 of the Code. People are sometimes unhappy or disagree with the conduct of members of Council, but not all disagreements or differences of opinion relate to a member's obligations under the Code. The initial review process under section 21 is meant to identify complaints that are not related to ethical obligations under the Code and to redirect any matters more appropriately dealt with elsewhere.

In other words, not all formal complaints will be investigated.

If a complaint is not, on its face, a matter that relates to non-compliance with the Code, then the Integrity Commissioner will not investigate it.

If the complaint is, on its face, a matter related to non-compliance with the Code and no other forum, policy or process more appropriate to deal with it, then the complaint must be investigated by the Integrity Commissioner.

In situations where I decide not to investigate a formal complaint, I will provide brief reasons to the complainant.

Under the current process described in the Code, formal complaints that are not investigated, are not disclosed to the member of Council who was the subject of the complaint, but may be anonymized and included in an annual report.

Of the two formal complaints received, both were from members of the public.

The investigation process in the Code requires the Integrity Commissioner to issue a written report for all investigations that are concluded. The recipient of the written report will differ, depending on the conclusion of the investigation. Investigation reports that result in a finding of noncompliance with the Code will be provided to the member of Council, complainant, Executive Committee, Council and are released publicly. Investigation reports that result in a finding that there has been no violation of the Code are provided to the member of Council and the complainant only and are not released publicly.

c. Historical Summary

Following is a brief summary of the complaints handled by my office over the last three years:

Reporting Period	Informal Complaints Received	Formal Complaints Received	Investigations	Result	Sanctions
2022	25	8	2 (1 investigation included 2 complaints)	3 violations (2 related to the same conduct)	None

2023	11	15	5 (7 complaints were investigated together)	1 violation	None
2024	10	2	0	---	---

d. General Observations from 2024

In 2024 Council approved various amendments to the Code related to activities during an election campaign. These amendments did not come into effect until January 1, 2025 and therefore did not apply to the 2024 general election.

In 2024 I had two opportunities to meet virtually with Integrity Commissioners from Manitoba, Alberta and British Columbia. This was the first time that western Canadian Integrity Commissioners have gotten together to discuss issues related to ethics in municipal government. It was an invaluable opportunity and my take away was that although there are many different variations to the content in the Code of Ethics Bylaw for municipalities throughout these provinces, the issues that Integrity Commissioners are facing have a lot of commonalities. All of the participating Integrity Commissioners agreed that these meetings were incredibly valuable and there is a commitment to continue them in the future.

2024 also saw a general election in Saskatchewan, resulting in several new members of Council and a refreshed commitment to embrace the ethical principles under the Code.

Overall, the activity of complaints both formal and informal in 2024 was down from previous years, which is positive. I am encouraged that the same trend will continue into the future.

IV. RECOMMENDATIONS

My 2022 Annual Report contained three recommendations to Council:

1. Provide the Integrity Commissioner with express authority to review the conduct of a member at council and committee meetings;
2. Modify the complaint process to provide discretion to the Integrity Commissioner to provide anonymized complaints to the member of Council if the complaint is not investigated; and
3. Code modernization.

I continue to encourage Council to consider these amendments to the Code.

I have recommended to City Administration that all Integrity Commissioner Annual Reports and public investigation reports be posted on the City of Regina website to be more accessible to members of the public and Council as a tool for transparency and learning. This is a common practice in many other provinces.

V. CLOSING REMARKS

2024 showed considerable improvement in the complaints submitted to my office over the previous year. This is something to build upon going into the upcoming year.

The work of a City Councillor is not always going to please everyone. There will inevitably be people who disagree and sometimes very passionately so. One way to avoid a violation of the Code, is to disagree respectfully and to have respect for the right of someone to hold an opinion different than your own.

I am encouraged by the early commitment to ethics by the new members of Council and the desire to work together as a team. This perspective will go a long way to having respectful debate and focusing on making decisions that are in the best interest of the people of Regina.

All of which is respectfully submitted.

Angela Kruk

Integrity Commissioner
March 4, 2025