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Fredericton Police Force



2007 Annual Report



what
a city
should be.

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Making a Difference ... Every Day

MAYOR'S ADDRESS



On behalf of my colleagues on City Council, I offer sincere congratulations to our municipal police force on its outstanding service and commitment to our community for the last 157 years. As one of the "World's Top 7 Intelligent Communities", Fredericton is leading the way in terms of many innovative practices, including our commitment to a new model of community policing and the deployment of Neighbourhood Action Teams.

Having a safe and secure city is essential in our goal of making our community smarter, greener and more prosperous while improving the quality of life for all our citizens. It is the foundation upon which we are growing our city. Our Green Matters campaign to become Canada's first city to meet Kyoto greenhouse gas emission targets and the construction of a state of the art convention centre, first class recreation facilities, as well as public security, provide the balanced lifestyle we have come to appreciate about living here.

I would like to acknowledge the men and women of the Fredericton Police Force for helping our City sustain its momentum and growth through their professional service. Thank-you for your dedication to making our City one of the safest communities in Canada.

**BRAD WOODSIDE
MAYOR**



CHIEF'S ADDRESS

MAYOR BRAD WOODSIDE AND MEMBERS OF THE FREDERICTON CITY COUNCIL

LADIES AND GENTLEMEN:



I am pleased to submit the Fredericton Police Force 2007 Annual Report. For the second year in a row the pace of change with the Force has been unprecedented. Our management team continues to advance the aggressive change-agenda as they lead many committees and working groups. These task oriented teams are fertile ground for innovation and are made up of our high performing staff members from all ranks and all jobs within the Force. Year one of our business plan project, *The Future of Policing in Fredericton: A Five-Year Plan* was ambitious and productive. Several recommendations have been fully implemented, while work on the balance remains on schedule.

Crime in Fredericton remained stable in 2007, with increases in robberies and decreases in break and enters. While Fredericton mirrors many national trends in a stabilizing crime rate, we are committed to reducing crime and are meeting the challenges head-on. In partnership with the community we are building safer and healthier neighbourhoods where our citizen can work, live and play.

**Barry MacKnight
CHIEF OF POLICE**

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Making a Difference ... Every Day

OUR STRATEGIC APPROACH

Vision

The Fredericton Police Force will be the recognized leader in providing quality police services to meet the public safety needs of the community.

Mission

The Fredericton Police Force is committed to delivering high quality police services and working with the community in order to provide a safe and peaceful environment in which to live, work, and play.

Core Values

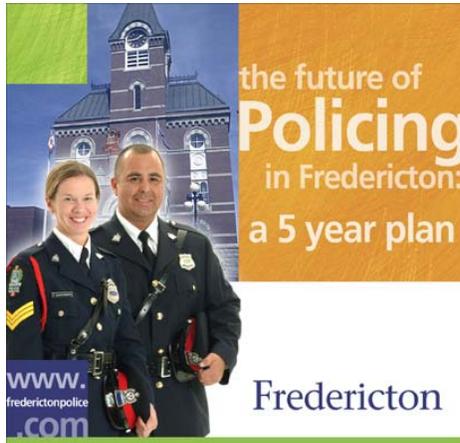
QUALITY OF SERVICE	The Fredericton Police Force... <ul style="list-style-type: none">• shall provide high quality police services.• is progressive and adjusts to the changing needs of society.
PUBLIC TRUST AND RESPECT	The Fredericton Police Force... <ul style="list-style-type: none">• is sensitive to the diverse needs of the community.• respects and protects the rights and freedoms of all individuals.• conducts its activities in a manner that maintains the public's trust and respect.
PARTNERSHIPS	The Fredericton Police Force... <ul style="list-style-type: none">• works with and is accountable to the community.
OUR EMPLOYEES	The Fredericton Police Force... <ul style="list-style-type: none">• promotes a climate of excellence through team work and challenge.• fosters an attitude of ownership and responsibility.• is committed to its employees' safety, education and well being.

Quality of Service



Highlights

The Future of Policing Fredericton: A 5 Year Plan Year 1



The Change-Management Team along with several in-house working groups and committees have worked hard over the last year to develop implementation plans for the 40 recommendations of the 5 Year Plan. At the end of year one, 4 recommendations were completed and a large majority are 75% complete.

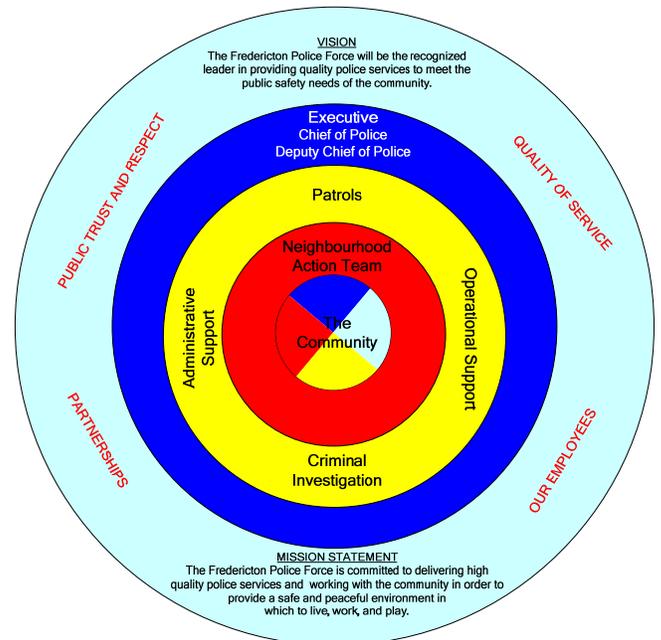
The 5 Year Plan document was introduced to City Council as a living document, meaning that it is flexible, adaptable, and will evolve throughout the five year timeframe. Recognizing the ever-changing nature of the issues that impact policing such as demographics, types of crimes and technology, flexibility and adaptability are imperative to the success of the plan. As the Force moves into years three, four and five, evaluation will play a larger role in the implementation plan. The ultimate goal of the 5 Year Plan is to move the Fredericton Police Force closer to achieving its vision:

The Fredericton Police Force will be the recognized leader in providing quality police services to meet the public safety needs of the community.

What have we done in year one?

- 4 recommendations were completed.
- Hired an Employee Development Advisor.
- Established the Neighbourhood Action Team (NAT).
- Promoted a Staff Sergeant NCO in charge of NAT.
- Opened the 2 Neighbourhood Action Team offices.
- New NCO office space.
- Established the NAT Advisory Group.
- Mandate reviews began forwided.
- Created a proposed redesign of the shift schedule.
- Increased the complement of the Major Crime section in Criminal Investigations (CI).
- Shifted the Fraud section to Economic Crime.
- Reorganized the Family Services into Special Crimes.
- Established a Drug Crimes Unit.
- Redesigned the Fredericton Police Force organizational chart.
- Increased the civilian and police complement.

5 Year Plan Vision



Making a Difference ... Every Day

The Future of Policing Fredericton: A 5 Year Plan - Year 1

Project Status	25%	50%	75%	100%
I. Deployment				
1. FPF reaffirmation of the Community Policing Philosophy. (2007)	█	█	█	█
2. Cross-Divisional Communication (2007 – 2011)	█			
3. Redesign Shift Schedule. (2007)	█	█	█	█
4. Driver License Scanning Technology acquisitions. (2007)	█			
5. Managing Police Technology. (2007 – 2011)	█	█		
6. Mandate review. (2007 – 2008)	█	█	█	
7. Downtown Foot Patrol - Status: Completed – SO:2007-014	█	█	█	█
8. Creation of Neighborhood Action offices. (2007 – 2008)	█	█	█	█
9. Creation of the Neighborhood Action Team. (2007 – 2008)	█	█	█	
10. Creation of the N.A.T. Advisory Group (2007)	█	█	█	█
11. Creation of a Media Liaison. (2008 – 2010)	█	█		
12. Platoon Complement. (2007 – 2011)	█			
13. Creation of Professional Standards. (2007 – 2008)	█	█	█	█
14. Reorganization of the Training Section. (2009 – 2011)				
15. Creation of a dedicated police Employee Development Advisor. (2007 – 2009)	█	█	█	█
16. Creation of a dedicated unit for Drug Crimes. (2007 & 2008)	█	█	█	
17. Reorganization of the Family Services Unit to a unit dedicated to Special Victims. (2007 & 2008)	█	█	█	
18. Civilianize the position of Summons Server/ Crossing Guard Coordinator. (2007)	█	█	█	
19. Reorganization of the Fraud Section to a dedicated unit for Economic Technical Crime. (2007 – 2009)	█	█	█	█
20. Increase Major Crime complement. (2007 – 2008)	█	█	█	
21. Civilian Administration Support Staff Compliment. (2007 – 2008)	█	█	█	
22. Creation of civilian Assistant Administration Manager. (2008)	█	█	█	
23. Redesign of the FPF Organizational Chart. (2007 – 2011)	█	█		
II. Partnerships				
24. School Community Offices (2007 – 2008)	█			
25. Creation of a Police and Information Technology Service Level Agreement. (2007 – 2009)	█			
26. Creation of a FPF Social Committee. (2007).	█	█		
27. Self-Serve Customer Services. (2009 – 2011)	█			
III. Professionalism				
28. Continue to implement Performance Management System. (2007 – 2011)	█	█	█	
29. New NCO's Office Space. (2007)	█	█	█	█
30. Community Policing Force wide Training. (2007 – 2009)	█			
31. Develop Performance indicators for Community Policing. (2009 – 2011)				
32. Development of Strategic Talent Management plan. (2007 – 2011)	█	█		
33. Develop communities of practice for Corporals and Sergeants. (2007 – 2011)	█	█		
IV. Workforce				
34. Workload Analysis & Allocation of Resources Review. (2007 - 2008)	█			
35. Undertake initiatives to further develop employee engagement and connection with the Force. (2007)	█	█		
36. Recruitment Strategy (2007 – 2009)	█	█	█	
37. Career Paths. (2007 – 2008)	█	█	█	
38. Develop a framework for sharing corporate knowledge. (2009 – 2011)	█			
39. Review Work-Related Stress and Employee Wellness. (2007 – 2011)	█	█		
40. Work towards a high level of Human Resource Management. (2010 – 2011)	█			

Legend



Completed in first half of 2007



Completed in the 2nd half of 2007

Public Trust and Respect

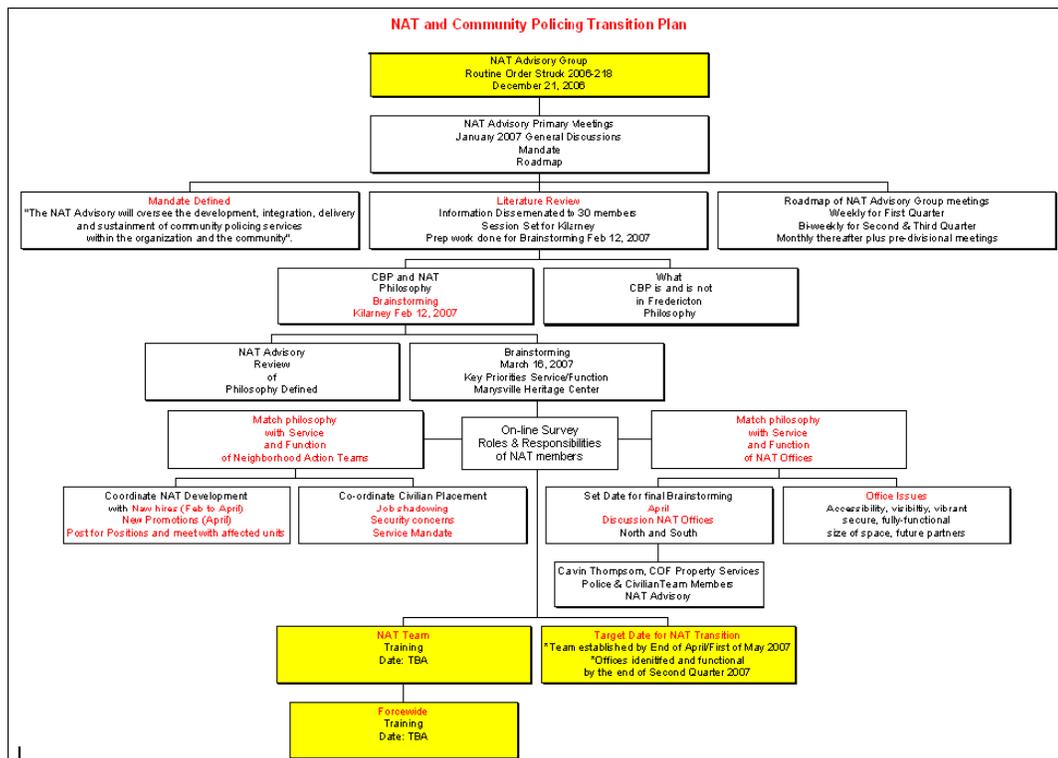


Highlights

Neighbourhood Action Team (NAT)

The twenty-step Neighbourhood Action Team Transition Plan was established in December of 2006 as a road map to community policing, with a target for completion in the 2nd quarter of 2008.

Block One of the Transition Plan began with the creation of the NAT Advisory Group to oversee the development and delivery of our renewed community policing model. The transition plan involved a number of actions ranging from: brainstorming sessions, questionnaires, renewed commitment to philosophy, defining mandates, roles, and responsibilities. The process involved the hiring of new employees, promotions and transfers to create the team and the closing of old offices, locating and establishing new offices. The development of the NAT Resource Guide and training of members was also critical to the success to the transition plan.



During 2007, the Neighbourhood Action Team was established, staffed, and relocated into their new offices on the North and South sides of the Saint John River. The offices opened in late November 2007 with much fanfare and celebration. These

initiatives resulted in the completion of three of the 40 recommendations of the 5 Year Plan, and illustrated our renewed commitment to community policing. This project brought together a team from the City of Fredericton including Property Services, Corporate Services, Legal Division, Mayor and Council, our civilian and police members and senior management.



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Highlights

Neighbourhood Action Team Mandate

The members of Neighbourhood Action Team (NAT) will function under the guidance of the NAT Advisory Group comprised of senior management. The team will:

- ⇒ Work in a flexible teamwork environment to meet the needs of the community and the Force.
- ⇒ Provide a proactive and reactive community approach through the use of programs such as Scan Analyze Respond Assess (SARA), Problem Oriented Policing, Crime Prevention Through Social Development, Crime Prevention Through Environmental Design etc.
- ⇒ Be highly visible in the community (bike, motorized & foot patrol).
- ⇒ Foster partnerships with identified groups and businesses from the community, other city departments and other police divisions.
- ⇒ Engage volunteers of the community to work with NAT in our satellite offices and on special projects and initiatives (neighbourhood watch and block parent).
- ⇒ Identify root problem areas in the community that negatively impact on the quality of life in relation to public safety, crime and disorder.
- ⇒ Create and execute action plans to fix the problems, using all available resources and innovative strategies.
- ⇒ Identify, prioritize, and develop a plan of action to deal with ongoing repetitive crimes in a given neighbourhood.
- ⇒ Investigate, enforce, and report criminal, provincial, and municipal offences.

Neighbourhood Action Team Philosophy

The Fredericton Police commits to working with others to address current and evolving public safety needs by engaging our members and partners through ongoing communication, education and evaluation.



The Neighbourhood Action Team Advisory Group Mandate

The NAT Advisory Group is the management oversight body chaired by the Deputy Chief and comprised of the officers in charge of Patrols, Criminal Investigations, and Operational Support and the civilian manager of Administrative Support. The purpose of the Advisory Group is to oversee the development and delivery of our renewed community policing model and make recommendations for continued improvement. The Advisory Group will ensure that community policing is integrated throughout the organization and that its philosophies are practiced at all levels. The Advisory will also use a consultative approach and will seek input from members and key stakeholders, and will recommend best practices based on research specifically related to community and problem oriented policing.

Pursuit of Excellence



Highlights

A Year of Promotions

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Fredericton Police Force Promotions 2007

The Fredericton Police Force is celebrating promotions in 2007

 Gary Forward Inspector	 Tim Kelly Inspector	 Katherine Alchorn Staff Sergeant	 Brian Ford Staff Sergeant
 Kimberly Quartermain Staff Sergeant	 Matt Myers Sergeant	 Martin Gaudet Sergeant	 Ed Smith Sergeant
 Tim Durling Sergeant	 Paul Battiste Corporal	 Mike Berry Corporal	 Bobbi Simmons Corporal
 Ross Chandler Corporal		 Sue Evans Corporal	

Congratulations to these members and we appreciate their contributions to making us a leader in policing.

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recruiting@frederictonpolice.com

With recent retirements and the addition of new police positions, several members of the Fredericton Police Force were promoted.

These members include:

- Gary Forward promoted to Inspector
- Tim Kelly promoted to Inspector
- Katherine Alchorn promoted to Staff Sergeant
- Brian Ford promoted to Staff Sergeant
- Kimberly Quartermain promoted to Staff Sergeant
- Martin Gaudet promoted to Sergeant
- Ed Smith promoted to Sergeant
- Tim Durling promoted to Sergeant
- Matt Myers promoted to Sergeant
- Paul Battiste promoted to Corporal
- Mike Berry promoted to Corporal
- Bobbie Simmons promoted to Corporal
- Ross Chandler promoted to Corporal
- Sue Evans promoted to Corporal



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Making a Difference ... Every Day

Highlights

Fredericton Police Force Workplace Ambassador Program

In 2007, the Force invited interested members to join the Workplace Ambassador program. As Workplace Ambassadors, the members are part of a team of employees who have directly experienced the personal rewards of policing and who wish to encourage others to do the same.

The Workplace Ambassador members identify formal and informal opportunities to increase awareness of the career and volunteer opportunities that exist within the Fredericton Police Force. These are just some of the possible programs the Fredericton Police Force Workplace Ambassadors participate in.



Recruiting Campion	Student Mentor	Ambassador at Large
<ul style="list-style-type: none">• Share your experiences as a police officer with individuals interested in a career in policing.• Spread the word about policing by attending career fairs, job expositions and open houses.	<ul style="list-style-type: none">• Mentor and support cooperative education students and work placements.• Provide a job shadowing opportunity to a student in our Cooperative Education Programs.	<ul style="list-style-type: none">• Invite others to consider joining our Police Force.• Distribute materials about the Fredericton Police Force's Career Opportunities and Volunteer Programs.



One example of the Workplace Ambassador Program activities was at the UNB/STU Career Fair held in September 2007. Many members of the Force were on hand to assist with answering questions students may have had regarding a career in policing with the Fredericton Police Force. Participating members included police officers from Major Crime, Patrols, the Neighbourhood Action Teams, Forensic Identification, and Auxiliary Police. The event was organized by the Employee Development Advisor and the two members for Training and Media section. This event was deemed a great success.

Events like this reiterate the true team initiatives designed and created within the Fredericton Police Force.



Tyler Francis Memorial Award

Cst. Jan Smith and Cst. Dave MacLaggan were presented with the Constable Leo (Tyler) Francis Memorial Award during the annual Crime Prevention Associations of New Brunswick awards luncheon. This award is presented annually in recognition of peace and police officers who have demonstrated significant personal and professional commitment to crime prevention. Both members illustrated their continued commitment to crime prevention through community policing and public education over and above their regular duties.



Our Employees



Highlights

Retired Members Honoured

The Fredericton Police Force saw several retirements in 2007. Retiring members were honoured either at the Annual Awards Ceremony or during a special retirement event. Constable Peggy Blackmore, Constable Dave MacLaggan (2008) and Constable David Theede (2008) pictured to the right were honoured during a special retirement event.

The members were thanked for their long-time service and dedication to the Fredericton Police Force.



2007 Atlantic Women in Law Enforcement Awards

At the 15th annual Atlantic Women in Law Enforcement conference held in Charlottetown Prince Edward Island, three Fredericton Police Force members were recognized. Staff Sergeant Kathy Alcorn received the award for Leadership based on her highly regarded work as the second in command of Major Crime. Detective Sara McElman was recognized for Excellent in Performance for the success in a Nigerian fraud investigation and her close work with Immigration Canada. The investigation resulted in persons being charged with organized crime, the first charge of its kind to be laid in New Brunswick. Constable Andrea Joyce received the award for Mentoring in recognition for her research and commitment in bringing Job Sharing opportunities to the Force.



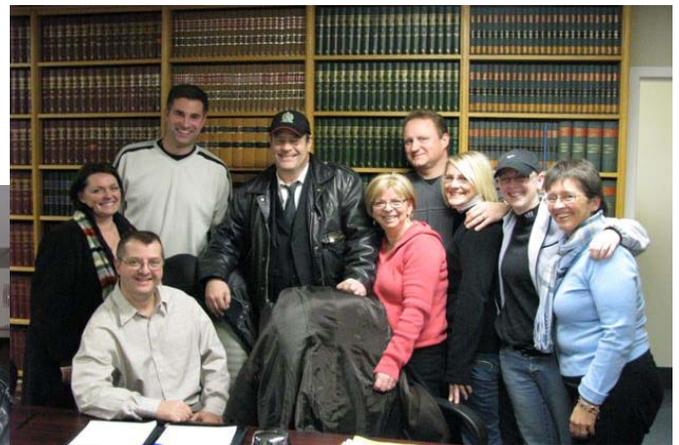
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Highlights

A Very Special Guest

Members of the Fredericton Police Force and staff from the City of Fredericton were treated to a rare opportunity to meet actor Dan Ackroyd during a visit to Fredericton in December. Ackroyd was given a personal tour of the Fredericton Police Force station and very graciously spent time with several officers and staff. A true supporter of the Police, Dan took time to offer words of encouragement to Fredericton's "Finest".



Partnerships



Highlights

Revised Recruiting Process

Making a Difference ... Everyday!

City of Fredericton Police Constable

The Fredericton Police Force uses a team approach with a community policing focus. The Force enjoys a small city feel with large city responsibilities. Providing a variety of assignments and promotional opportunities, we are dedicated to the on-going training and development of our members.

The Fredericton Police Force is actively recruiting to build on our solid base of personnel that reflects the diversity of our community.

The City of Fredericton is an equal opportunity employer offering a competitive salary range and comprehensive benefits package.

Interested candidates may submit a letter of application and resume to hr@fredericton.ca or call (506) 460-2253.

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The Fredericton Police Force in conjunction with the City of Fredericton Human Resource Division, received approval to revise the hiring process for new recruits. According to the Police Sector Council in the *Policing Environment 2005*, police workforces are aging and retiring while police agencies are lagging behind in targeting recruitment and retention. The Police Sector Council deems this as an extremely high risk issue.

With these types of reports in mind and the assistance of senior management and the newly hired Employee Development Advisor, a business case was presented and approved by City Council to create an open competition process for the hiring of police officers. The open competition allows qualified individuals the opportunity to apply for a constables position with the Fredericton Police Force at any given time and processed every 8 weeks as deemed necessary.

This innovative and proactive way to deal with the recruitment crisis in the policing sector has afforded the Fredericton Police

Force the opportunity to fill newly created positions and recently vacated positions effectively and efficiently with the most qualified and best fit police officers to better serve the citizens of Fredericton.

Further to this work, the Fredericton Police Force participated with several other agencies and associations created a New Brunswick Police Recruiting Strategy. The Human Resources Recruiting Advisory Group consists of members from the New Brunswick Department of Public Safety, the NB Association of Chief's of Police, members from the Fredericton Police Force, other NB police agencies and the RCMP. The main role of this advisory and working group is to address the ever-increasing challenge in recruitment. The group created a provincial recruitment poster which was published in partnership with the NB Association of Chief's of Police, the Atlantic Women in Law Enforcement (AWLE) and the NB Department of Public Safety.

Making a Difference... Everyday!

The Fredericton Police Force uses a team approach with a community policing focus. The Force enjoys a small city feel with large city responsibilities. Providing a variety of assignments and promotional opportunities, we are dedicated to the on-going training and development of our members. Our dynamic people and high standards of professionalism, technology and equipment make us a leader in policing. The Fredericton Police Force is actively recruiting to build on our solid base of personnel that reflects the diversity of our community. Contact us today to see if this is the place for you.

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Web - www.frederictonpolice.com

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...it's for you!
Police
...cest pour vous!

New Brunswick
Department of Public Safety

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Highlights

Understanding the Impact of Intimate Partner Violence: Helping Police Officers to Better Intervene

In late 2005, the Fredericton Police Force entered into a unique and innovative partnership with the Muriel McQueen Fergusson Centre for Family Violence Research to assist in designing, piloting and implementing a training program designed for police officers in their important role in intimate partner violence (IPV). The program is designed to enhance the skills and competencies of police officers to effectively and successfully intervene in case of IPV. It is hoped that the program will be adopted by other police agencies, recruit training academies and various workplaces across the Province and beyond.

Members from the Fredericton Police Force participated in a variety of roles for this project including active involvement in the multi-disciplinary Advisory and Working Committees. The main objective of the Advisory and Working committees was to provide input into the development of the Train-the-Trainer program to help police officers intervene effectively and safely in situations of IPV.

The five module train-the-trainer program entitled "Understanding the Impact of Intimate Partner Violence: Helping Police Officers to Better Intervene" was completed in late 2006 with Forcewide training delivered in 2007. The train-the-trainer program was designed to certify police officers to deliver training to others in their agency about the impact of and effective responses to intimate partner violence. The Fredericton Police Force further participated in the pilot project by providing four police officers to receive instructor training. One of the key components to this program is the design and delivery of the training from a police officer's perspective. Our officers provided this perspective in the design and delivery of the training by receiving, reviewing and providing feedback to the researchers.

"Honey I'm Home: Balancing Work and Family Life in Policing" - A forum for officers and their partners

On Sunday October 14, 2007 a forum for police officers and their partners was held in the City of Fredericton. This Health and Wellness initiative was intended to enlighten police spouses and partners on issues that impact on their personal home lives. This was a first for the Fredericton Police Force and possibly the first time that William Glasser's book, *Eight Lessons for a Happier Marriage* found its way into a Police Community. There were a total of 38 police members and spouses in attendance.

Marg Wall, one of the forums designers, states, "The stressors in police work can be found in many occupations – long hours, difficult customers, endless rules and regulations, harsh public scrutiny, isolation, and physical danger, however, there are at least two things that make police stress unlike most occupations. First, you can expect to experience all of these stressors all of the time and second, the work is frequently a matter of life and death." A small committee was formed and developed goals for the forum. The goals of the session were to generate some discussion among members and their partners about the

impact of policing on their relationships and to provide insight to spouses and partners concerning the police culture and to help them appreciate and understand the expectations that are placed on police who are essentially on the job, 24/7.

The forum planning committee identified the need to help officers and their loved ones find ways to bring "joy" and "balance" into their relationship which naturally led them to contact Ellen Gélinas as guest speaker for the forum. When they learned their forum was scheduled to follow closely the release of Dr. Glasser's book *Eight Lessons for a Happier Marriage*, the committee saw an opportunity to bring the book into the police community.

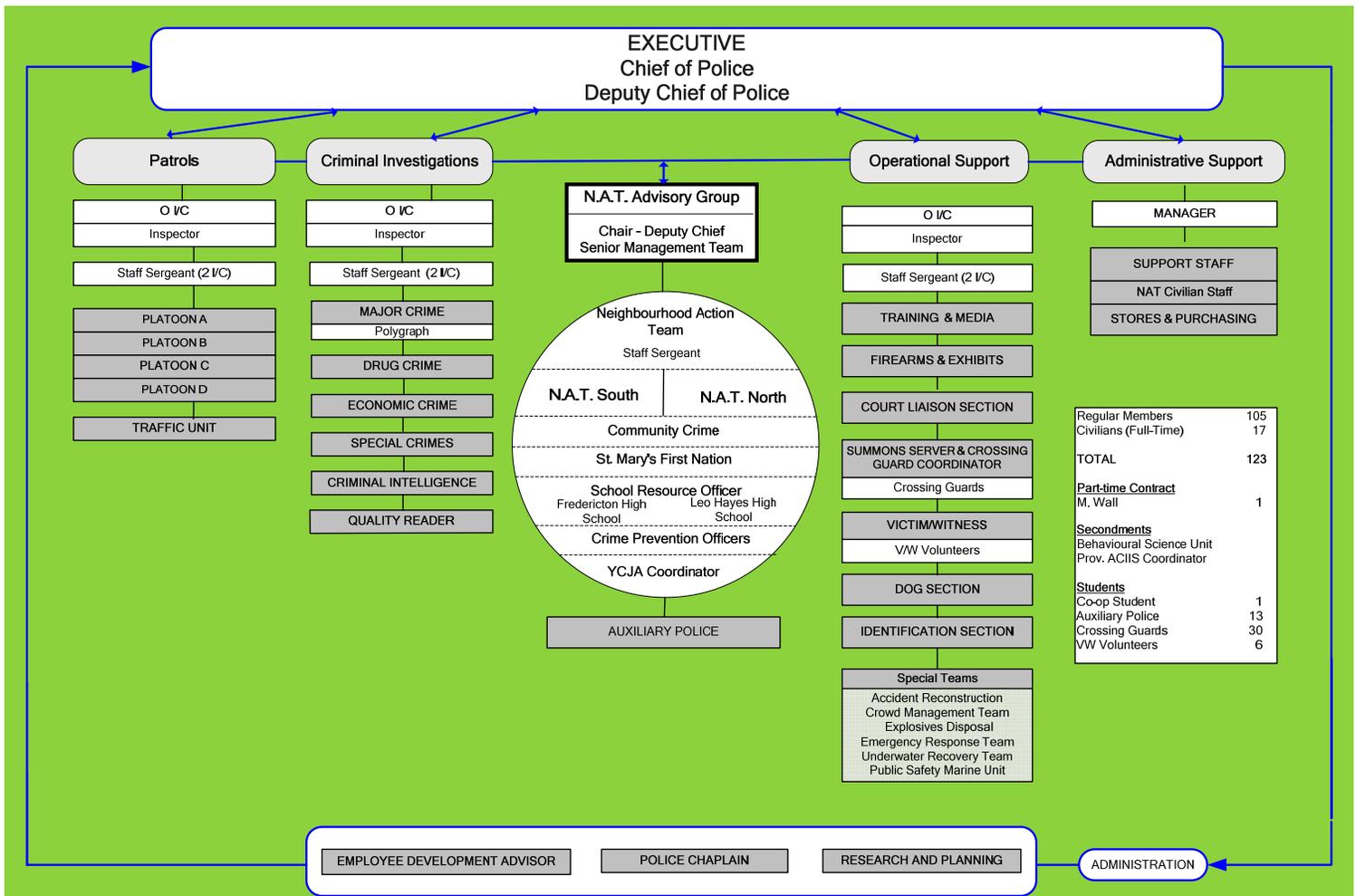
The feedback from the session was very positive with many participants recommending that the session be offered again.

Quality of Service



Organizational Chart

2007 Fredericton Police Force



Making a Difference ... Every Day

Geographical Data

Population	51,302 (2006 Census data, includes St. Mary's First Nation))
Territory policed	134 square kilometers (51 square miles)
Km of roads policed	384 kilometers (238 miles)
Types of areas policed	city, suburban, subdivision streets and provincial highways
Walking trails	61 kilometers

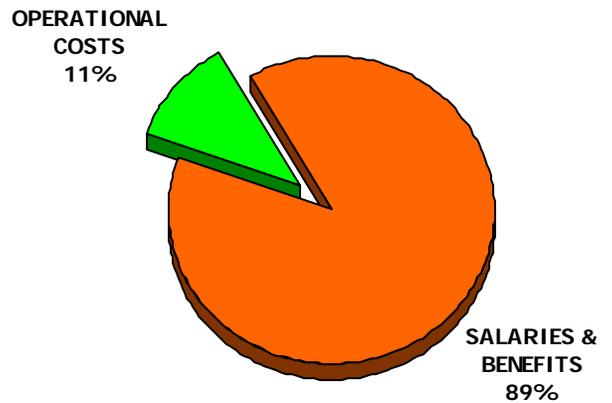
Calls for Service by Zone - 2007

<u>Area</u>	<u>2007</u>
Zone 1	3,574
Zone 2	6,828
Zone 3	5,074
Zone 4	3,684
Zone 5	4,517
Other	52
Total	23,729

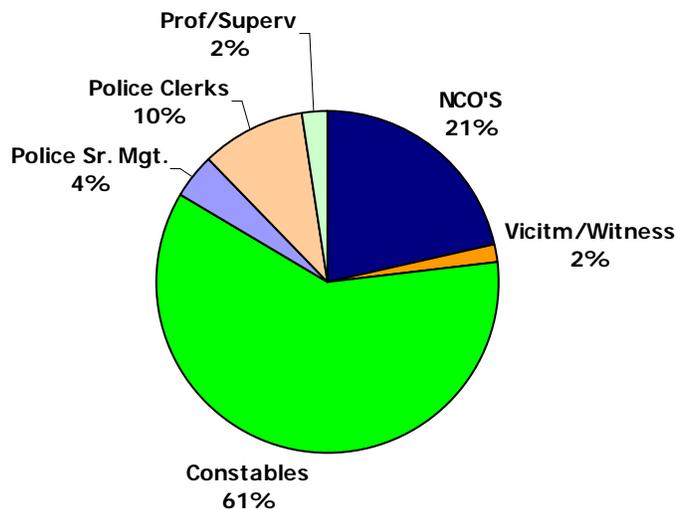
Financial Report

2007 POLICE BUDGET

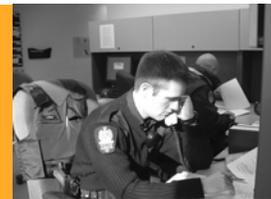
<u>Year</u>	<u>Salaries & Benefits</u>	<u>Operational Costs</u>
2006	\$8,882,862	\$1,128,832
2007	\$9,755,599	\$1,219,999



Establishment

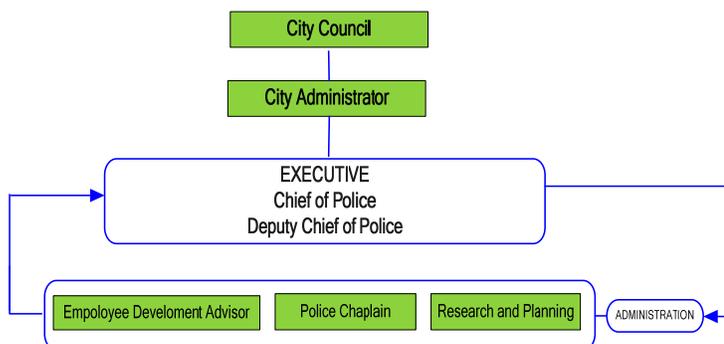


Public Trust and Respect



Divisional Profiles

EXECUTIVE



The Executive consists of **Chief Barry MacKnight** and **Deputy Chief Leanne Fitch**. These two individuals along with the assistance of the Senior Police Management Team are tasked with leading the organization operationally as well as administratively. The executive team is committed to working in partnership with the citizens of Fredericton to create a safer community. The complexity and challenges of policing in the new millennium are being met head-on by this executive team.

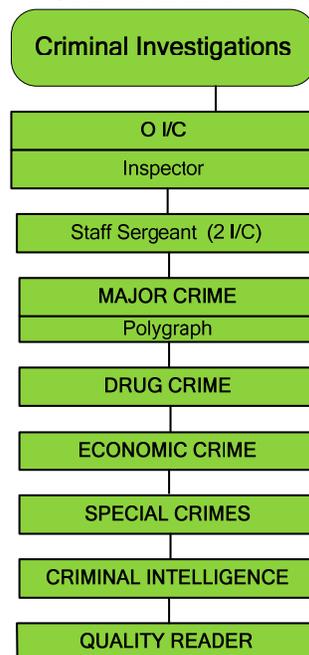
There are three other sections that fall under the umbrella of the Senior Administration office. These positions are responsible for:

- aiding the members of the Force and offering faith guidance and assistance to individuals in crisis on a voluntary basis in the rank of Honorary Inspector (Police Chaplain),
- providing research and analysis to support the decision making process inherent in the Force's planning and implementation in both short-term and long-term goals. (Research and Planning Unit), and
- Providing assistance to all employees in performance and development, coaching and career development. (Employee Development Advisor)

CRIMINAL INVESTIGATIONS

The **Criminal Investigations (CI)** has the responsibility to ensure that all major crime reported in the City of Fredericton is investigated in a professional and competent manner. Members of CI ensure that all victims of crime are treated with the utmost dignity and respect. CI is divided into several different sections.

CRIMINAL INVESTIGATIONS



These sections respond to a wide variety of investigations such as homicide, robbery, arson, drug enforcement, break and enters, major fraud, forgery, computer crimes, etc.

This team of detectives is equipped with the knowledge and ability to respond to a variety of investigations, to be sensitive to the needs of the public and to provide a comprehensive attack against organized crime and drug traffickers.

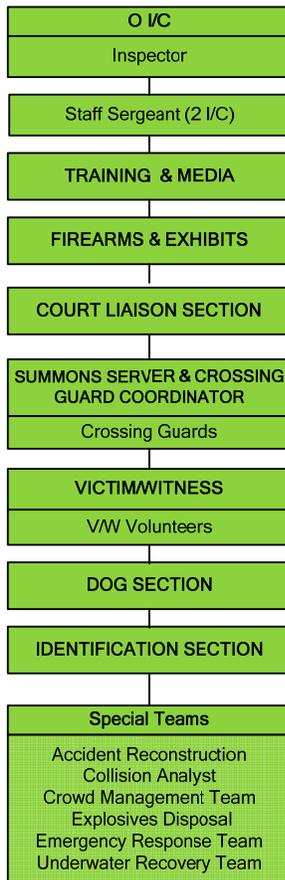
There are several specialized units under this division, which are responsible for:

- investigating criminal matters by performing polygraph examinations, statement analysis, and conducting/monitoring interviews and interrogations trained in determining the truthfulness of a subject's answers (Polygraph Section),
- Developing and implementing tactical operations to support the Integrated Drug Strategy (Drug Crime),
- providing support through expertise in collecting, developing and correlating crime related intelligence, locally, provincially and nationally (Criminal Intelligence Section),
- investigating fraud related activity, including: major fraud, forgery, false pretence, computer crimes and counterfeiting (Economic Crime),
- investigating crimes against children including physical abuse, sexual abuse, emotional abuse and neglect (Special Crimes), and
- reviewing all reports and determining if they will be concluded, passed on for reference information or sent to the Crown and Prosecutor for approval of a criminal charge (Quality Reader).

Making a Difference ... Every Day

Divisional Profiles

OPERATIONAL SUPPORT

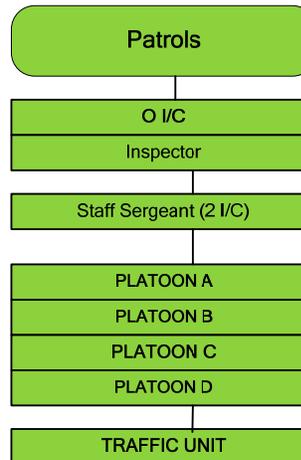


Operational Support is the resource component of the Force, meeting the daily operational requirements and preparing to meet the Force's future needs. This Division is responsible for investigations of internal complaints against members in accordance with the New Brunswick Police Act.

These seven sections are responsible for:

- coordinating all in-service and external training (Training and Media Section),
- the handling of all exhibits and lost/found items (Firearms & Exhibits),
- laying of informations, processing criminal charge files, physical attendance in the courtroom, and processing of City By-Laws,
- Provincial statute violations (Court Liaison Officer),
- the delivery of summonses and subpoenas for accused persons and witnesses (Summons Server/Crossing Guard Coordinator),
- searching, tracking and apprehending fleeing criminals as well as locating evidence and drugs (Police Dog Section),
- working with those affected by crime, suicide, attempted suicide, death and other crisis (Victim/Witness Section), and
- the examination of crime scenes in search of evidence (Forensic Identification Section).

PATROLS



Patrols is a highly visible portion of the Fredericton Police Force. This dynamic division rapidly shifts its focus to meet the immediate needs of the public.

The division is divided into two important sections: Patrol Response and Traffic Unit. Patrols comprises the largest portion of the Force. They provide routine, around-the-clock patrol coverage as well as being the first line of defence against crime, disorder and disobedience.

These officers employ innovation and vision to tackle policing issues of the 21st century; they are flexible and creative in utilizing problem solving techniques. The men and women serving in this division are skilled, confident, open-minded individuals who truly represent the citizens they serve.

There is one specialized unit under this section which is responsible for:

- improving all aspects of road safety and driving standards within the City of Fredericton (Traffic Unit).

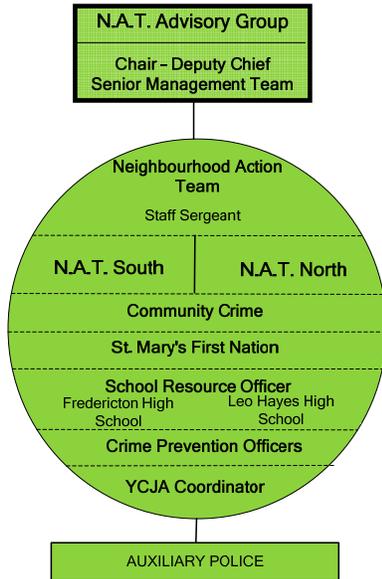


Partnerships



Divisional Profiles

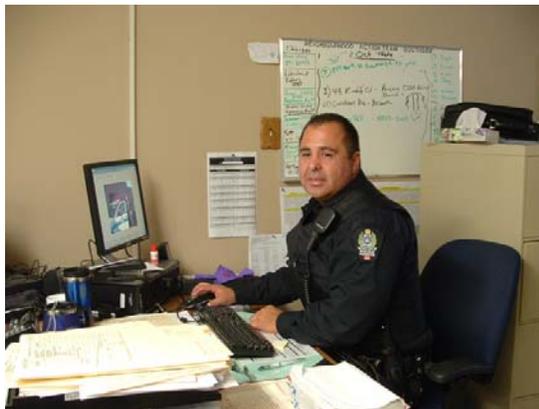
NEIGHBOURHOOD ACTION TEAM



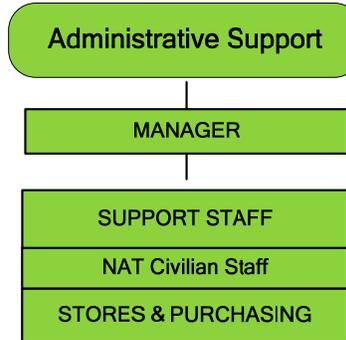
The **Neighbourhood Action Team** provides a distinct enhancement to the existing police service delivery model in Fredericton. The Neighbourhood Action Team is essentially the pooling of a large group of employees and volunteers from previously fragmented work groups, who now focus their efforts in a strategic and coordinated manner to address a variety of neighbourhood issues.

The Team is comprised of civilian employees, volunteers, uniformed officers, community crime plain-clothes officers, school resource officers, crime prevention officers and St. Mary's First Nations officers. The Team reports to the Team Leader Staff Sergeant, who in turn is accountable to the NAT Advisory Group, which is comprised of senior police management.

The philosophy of NAT speaks to the notion of "evolving public safety needs". As such, the work group is expected to operate fluidly within these parameters, while continually assessing and evolving to meet these needs.



ADMINISTRATIVE SUPPORT



Administrative Support is comprised of a civilian Manager and fourteen civilian members. This Division is considered a vital element of the Fredericton Police Force Team and an integral part in the organization's success.

The Administrative Support Division continuously adapts to the changing world of information technology and policing requirements, to support the Fredericton Police Force.

This division is responsible for:

- providing clerical support to the Patrol Response, Operational Support, and Criminal Investigation Divisions, as well as to the Neighborhood Action Team and Senior Management,
- maintaining the Canadian Police Information Center (CPIC) records, operational files and validation of all information added to the Fredericton Police Forces' Records Management System, including preparation/integrity of all criminal case files,
- supporting all software applications, upgrades, investigating new software products and training on these applications,
- maintaining personnel records, including timekeeping/payroll, and all security clearance requests received from the public, and
- the purchase and issue of clothing and equipment for the Force (Stores and Purchasing).

Making a Difference ... Every Day

Divisional Profiles

Special Teams/Units

Under the umbrella of the Operational Support, there are several **Special Teams or Units**, which provide specialty functions on a part-time basis in addition to their regular duties.

- Accident Reconstruction Team
- Joint Public Safety Marine Unit
- Underwater Recovery Team
- Emergency Response Team
- Explosive Disposal Unit
- Crowd Management Team

Underwater Recovery Team

The Fredericton Police Force Underwater Recovery Team (URT) was established in 1988 as the result of increasing demands for underwater investigations. The team responds to boating accidents, suicides, property recovery, underwater forensics requirements and vehicle recoveries, to name a few.

Training requirements for URT members exceed the National Safety requirements and FPF members complete many of these courses on a voluntary basis before being considered for the team. Courses include advanced diving, under-ice search and recovery, night certification, dive master, oxygen administration and underwater photography.

The Fredericton Police Force URT is fully certified and equipped to respond to any situation. Team members are issued dry suits and Aga masks which facilitate the prevention of personal contamination and provide underwater communication.

Due to the currents of the St. John River, the underwater sled is of particular importance to the team both in its search capability and in diminishing fatigue of the searching divers.



Crowd Management Team

The Fredericton Police Crowd Management Team provides specialized policing services during large-scale public gatherings. Officers are trained to defuse incidents and reduce the opportunities for injuries and damage to property.



The primary objective is to ensure a safe and successful resolution by using good communication skills and by applying proper tactical intervention when necessary.

The Crowd Management Team consists of 28 officers distributed among two troops and a munitions team and is led by a Team Commander.



Joint Public Safety Marine Unit

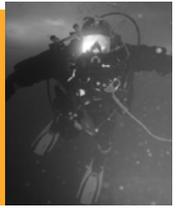
The City of Fredericton is situated along the Saint John River Valley. There has always been a need for emergency response on the waterway because this mighty river runs through the middle of our populace. As a result, the Fredericton Police Force and the Fredericton Fire Department created a Joint Public Safety Marine Unit.



The primary responsibility of the Joint Public Safety Marine Unit is water rescue, but the mandate also includes: educating boaters on safe vessel operations and enforcement of all applicable laws.



Our Employees



Divisional Profiles

Explosives Disposal Unit

The Fredericton Police Force Explosives Disposal Unit is responsible for dealing with all matters related to explosives, ammunition disposal and bomb threat situations. The explosives technicians have completed an intensive eight week training program at the Canadian Police College in Ottawa and are required to recertify every three years. The unit also conducts training on a monthly basis. The explosives technicians are qualified to identify, handle and dispose of commercial explosives and improvised explosive devices. In addition, they are qualified to operate radiographic equipment and interpret the results.



While being in existence within the force for well over 30 years, the team has shown professionalism in resolving a large number of critical incidents without having to apply lethal force.



Emergency Response Team

*"Unitas Mentis, Unitas Actionis" - Unity of Mind,
Unity of Action*

The Fredericton Police Force Emergency Response Team is a support service to the Force. The team is comprised of 10 officers whose primary duties are in the various divisions of the Force. These officers are trained in the use of special weapons and tactics in order to provide tactical support both in the field and in training. Team members are skilled in the application of less-than-lethal force options such as oleoresin capsicum (pepper spray), CS gas (tear gas) and impact weapons. They are also trained in the use of handguns, submachine guns, assault rifles, and counter-sniper rifles.

The team provides tactical support in the following circumstances:

- Barricaded persons
- Hostage rescue
- Arrest of subjects believed to be armed
- High risk warrant execution
- Close protection duty/VIP security
- In-service training

Accident Reconstruction Team

The Fredericton Police Force presently has three members trained in advanced methods of accident reconstruction. The Accident Reconstruction Team (ART) is specially trained to reconstruct traffic accidents. The team responds to:

- motor vehicle accidents involving loss of life,
- motor vehicle accidents where serious injury occurs and/or the possibility of evidence required to support prosecution is required,
- where a cause to a motor vehicle accident cannot be determined, and
- all police motor vehicle accidents involving loss of life, injury requiring an ambulance to be called, where civil liability is in question, or under any circumstances where the Shift NCO deems it advisable.

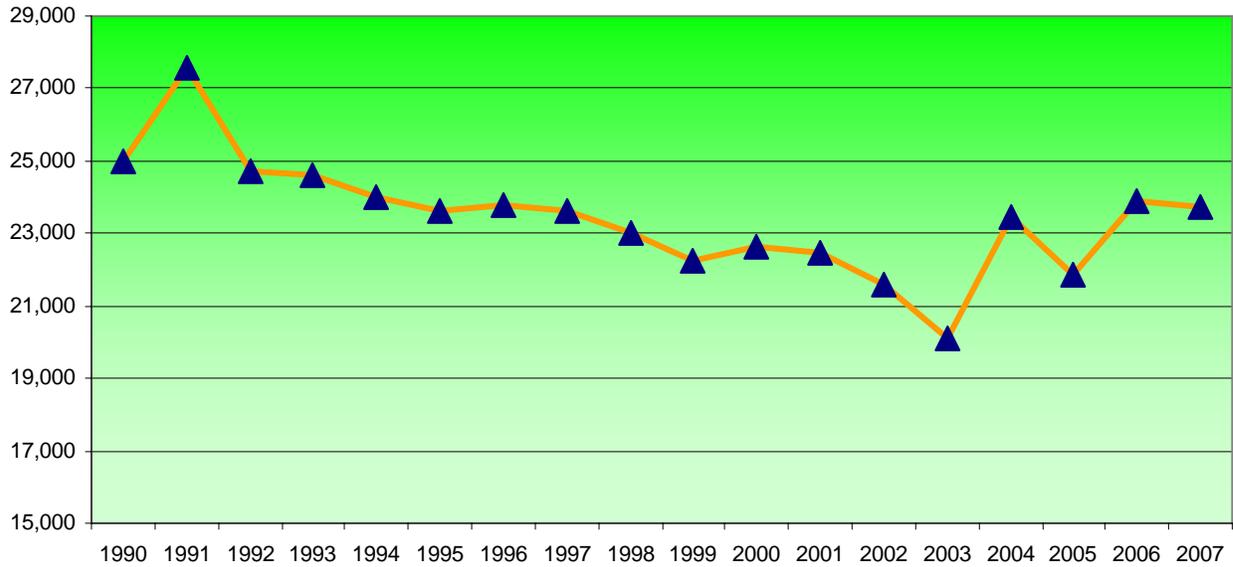


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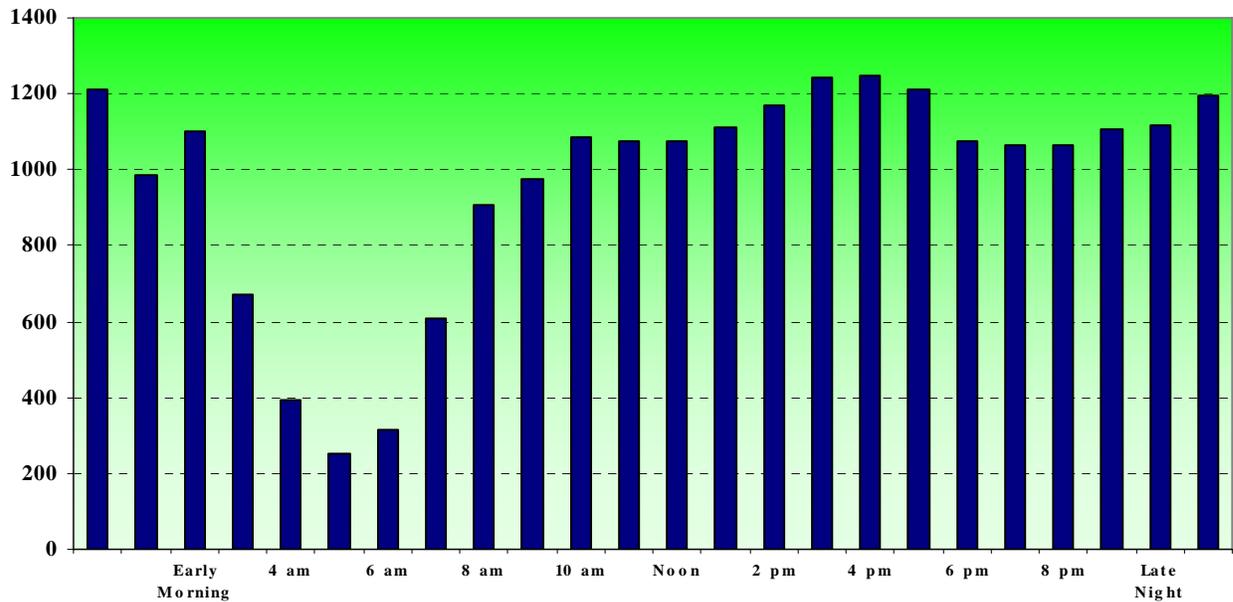
Making a Difference ... Every Day

Crime and the Community

CALLS FOR SERVICE



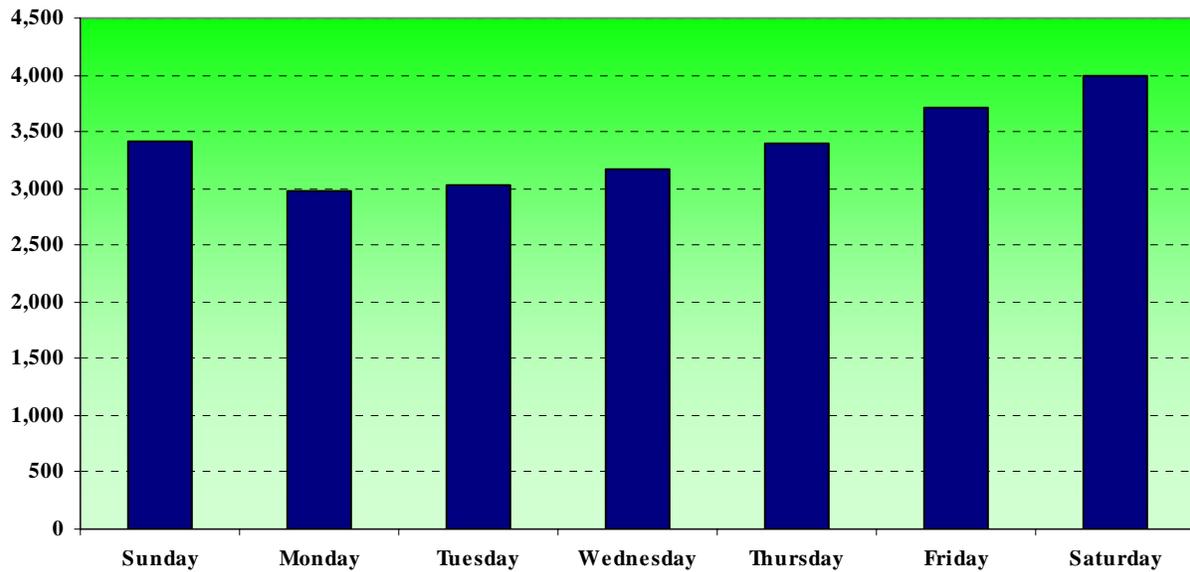
CALLS FOR SERVICE BY TIME OF DAY



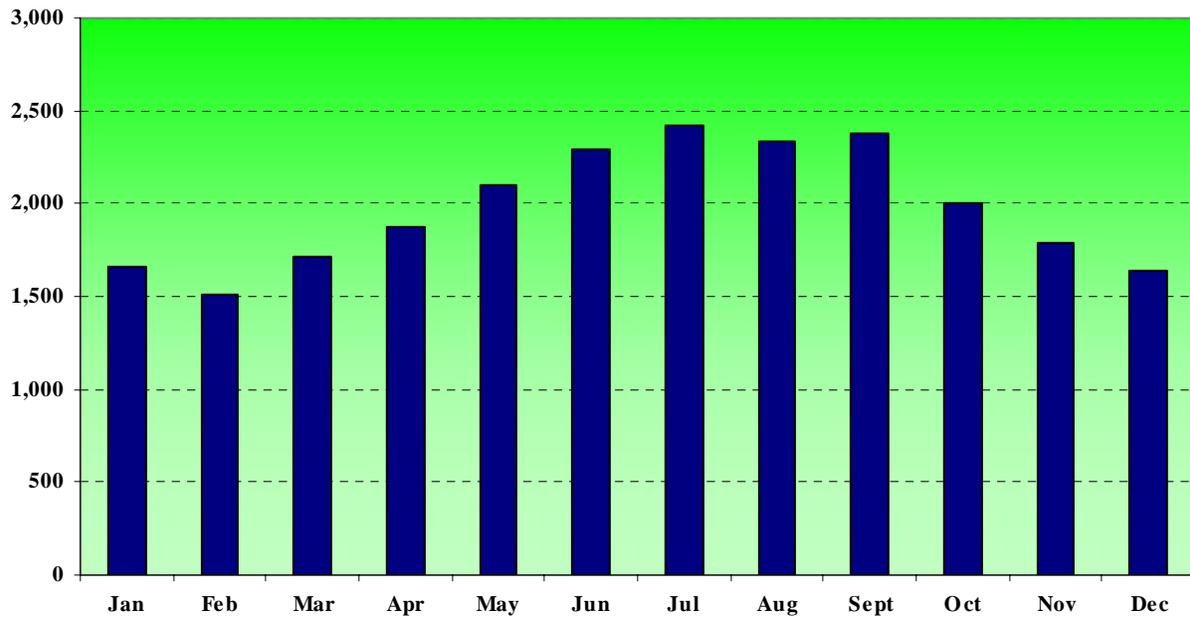


Crime and the Community

CALLS FOR SERVICE BY DAYS OF THE WEEK



CALLS FOR SERVICE BY MONTH



Making a Difference ... Every Day

Crime and the Community

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>AVG/5YR</u>	<u>2007</u>	<u>%Change 2007 vs 5 Yr Avg</u>
CRIMES AGAINST PEOPLE	524	516	631	586	531	558	600	8%
Sexual Assault	52	46	41	37	34	42	41	-2%
Robbery	26	30	47	41	31	35	53	51%
Common Assault	283	274	317	309	282	293	289	-1%
Other	163	166	226	199	184	188	217	15%
CRIMES AGAINST PROPERTY	3105	3319	3411	2903	3030	3154	2757	-13%
Break & Enter (Total)	363	408	480	471	388	422	324	-23%
Break & Enter-non res	133	150	190	134	104	142	94	-34%
Break & Enter-res	147	173	204	263	194	196	145	-26%
Break & Enter-other	83	85	86	74	90	84	85	1%
Theft of Motor Vehicle	118	123	100	63	48	90	65	-28%
Frauds	275	328	377	264	240	297	231	-22%
Property Damage	648	540	545	534	611	576	707	23%
Other Property Crimes	1701	1920	1909	1571	1743	1769	1430	-19%
TOTAL OTHER CRIMES	281	338	531	502	494	429	568	32%
TOTAL CRIMINAL CODE	3910	4173	4573	3991	4055	4140	3925	-5%
TOTAL DRUGS	31	34	44	59	63	46	85	85%
Cannabis only	27	25	30	43	41	33	56	70%
Other	4	9	14	16	22	13	29	123%
TOTAL TRAFFIC OFFENCES CC	148	139	157	209	169	164	201	23%
Refusal	12	6	10	20	18	13	23	77%
Impaired	122	121	111	175	145	135	171	27%
Other	14	12	36	14	6	16	7	-56%

Quality of Service



Crime and the Community

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>AVG/5YR</u>	<u>2007</u>	<u>%Change 2007 vs 5 Yr Avg</u>
TOTAL PROVINCIAL STATUTES	659	636	573	737	532	627	591	-6%
Liquor Act	593	562	498	661	477	558	552	-1%
Other	66	74	75	76	55	69	39	-43%
MOTOR VEHICLE PROSECUTION	2732	2244	5648	2566	2503	3139	3176	1%
CITY BYLAW WARNING	2093	2307	2070	1050	1059	1716	1928	12%
BYLAW PROSECUTIONS	1066	1190	1291	1307	1023	1175	1271	8%
MOTOR VEHICLE WARNING	10958	10388	11530	7673	5940	9298	9172	-1%
24 HR SUSPENSION	215	165	140	193	143	171	190	11%
TOTAL ACCIDENTS	870	802	728	761	854	803	961	20%
Injury	299	314	218	227	249	261	227	-13%
Fatal	2	2	0	1	2	1	3	-
Other	569	486	510	533	603	540	731	35%
TOTAL ALARMS	1755	1611	1806	1736	1708	1723	1834	6%
TOTAL COMPLAINTS	21575	20119	23444	21853	23894	22177	23734	7%

Making a Difference ... Every Day

Employees

CITY OF FREDERICTON YEARS OF SERVICE AWARDS

The Honourable Herménégilde Chiasson hosted the 2007 Annual Fredericton Police Force Award Ceremony at his residence, the beautifully restored Old Government House, in early December. His Honour gave an



excellent speech praising the hard work of the Fredericton Police Force officers and staff. Councillor Whalen was in attendance at the event to present members with City of Fredericton Long-Service pins. At this annual event, other awards, certificates and recognition were also given to members of the Force.

The police Exemplary Service Medal recognizes long and meritorious service by police officers and is awarded on behalf of the Governor General of Canada. In order to be considered for the award, one must have completed a minimum of twenty years of service as a police officer and have a proven track record of exemplary service.

The Craig Bailey Crime Prevention Memorial Award to recognize the commitment of Fredericton Police Officers or citizens of Fredericton who are directly related with police crime prevention initiatives and who have made a significant contribution to the creation of a safer community was awarded to **Inspector Gray Forward**, Officer-in-charge of Patrols Division.



EXEMPLARY SERVICE MEDAL

Cpl. Mark Lord
Cpl. Linda Johnson
Cpl. Stephen Horsman



CITY OF FREDERICTON

25 YEARS OF SERVICE

Alison Gallagher

20 YEARS OF SERVICE

April Doyle
Connie McCorkell
Sgt. Tim Durling
Cpl. Stephen Horsman
Donna Davis
Trudy Robicheau



15 YEARS OF SERVICE

Cst. Paul Estey
Sgt. Ed Smith
Cpl. Mark Lord
Cst. Jan Smith
Sgt. Matt Myers



10 YEARS OF SERVICE

Cst. Dana Roberts
Cst. Andrew Miller

Public Trust and Respect

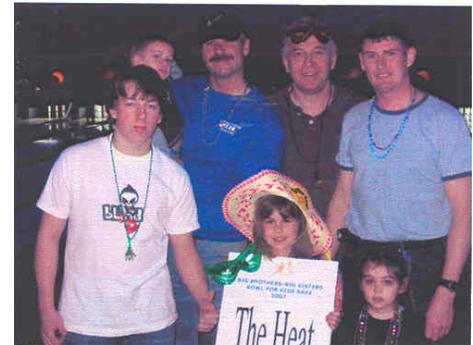


Our Employees

GIVING...SERVICE TO THE COMMUNITY

Fredericton Police Force employees pride themselves in providing exceptional service to the community. Moreover, this goodwill extends beyond their public working life. Many of our employees dedicate numerous hours of their spare time to worthwhile charitable causes, local boards, teams and associations, including but not limited to:

- Canada Games Parent's Committee
- NB Ground Search and Rescue Committee
- Kub Kar Rally
- Scouts Canada
- Fredericton Therapeutic Riding Association
- NB Peace Officer's Memorial Board of Director's
- NB Peace Officer's Memorial " Going Home " Committee
- York Sunbury Search & Rescue
- Habitat for Humanity
- Run for the Cure.
- Relay for Life
- Volunteer/teacher on the Motorcycle course with the Canada Safety Council
- Board of Directors for John Howard Society of Fredericton
- FHS Dairy Queen Lady Black Kats Treasurer
- Member of the Board of Directors and the Executive for the Muriel McQueen Fergusson Foundation
- Meals on Wheels
- Board of Directors for Chimo
- Board of Directors for the Canadian Paraplegic Association
- Partnerships with MADD in a booth at the Fredericton Exhibition and roadblocks



CIBC RUN FOR THE CURE

On September 30, 2007, the Fredericton Police Force Team, "City Cops Care", participated for the third year in a row in the CIBC Run for the Cure. The team consisted of police officers, family members, support staff, and communication operators. The team raised approximately \$3,000 for the cure.

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