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2007 Edmonton Police Service & Edmonton Police Commission
Annual Report to the Community

BUILDING ON OUR STRENGTHS





MISSION

In partnership with our citizens, we will build safe communities through leadership and policing excellence.

CORE VALUES

Integrity Doing the right things for the right reasons all the time

Accountability Responsible for our own decisions and actions

Respect Treating others as we would like to be treated

Innovation Pursuing excellence and creativity

Customer service Delivering a professional service that meets our citizens' expectations

SERVICE DELIVERY MODEL

COMMUNITY POLICING

Community Policing is the delivery of effective and efficient policing services through a collaborative partnership with the citizens of Edmonton.

It is characterized by an appropriate balance of:

- Community consultations,
- Community partnerships,
- Prevention,
- Problem solving, and
- Response, investigation and enforcement.

Our success will be measured by:

- A reduction in crime,
- A reduction in disorder,
- An increase in traffic safety, and
- A high level of public trust.

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Photography by Blue Fish Studios
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Delivering on a Promise

MESSAGE FROM THE CHIEF OF POLICE

For a second year in a row the EPS continued down the path of change with unprecedented retirement of long serving members and unparalleled recruitment and training of new members. As well, we shifted from a paradigm of “**doing more with less**” to “**changing the way we do business**”. These changes were necessary to keep pace with the changing world around us, to be more citizen-centred in our response, more effective and efficient in our performance and more professional in dealing with people.

Specifically, we launched our new service delivery model and a new shift schedule, aligning patrol resources with the demand for policing service, assigning officers geographical ownership of turf and community problems, focusing on directed activities and improving response times.

In 2007 we improved our ability to prevent and manage crime by improving our business intelligence, our analysis of crime and by placing greater operational focus on people, time and places. We initiated an investigative review of how our service investigates crime and made recommendations for change to improve the quality of our investigations and case preparation for court.

We increased our focus on professionalism, accountability, transparency, leadership, supervision and training.

As well, we continued to focus on joining with justice partners to make improvements to the effectiveness of the justice system, highlighting the importance of protecting the public.

All in all, we achieved a seven minute response time on average to high priority calls down from 18 minutes in 2005, a crime reduction of 14 per cent over 2005, a decrease in the use of the conductive energy device by 75 per cent since 2005 and a reduction in complaints from the public by 53 per cent over 2006.

We are headed in the right direction. We have worked together and accomplished a lot; reducing crime, building public confidence and improving the quality of life for all in our city. This has been accomplished through the hard work and innovation of the members of the Edmonton Police Service.



Michael J. Boyd, C.O.M.
Chief of Police




COMMITTED TO POLICING EXCELLENCE IN EDMONTON POLICE SERVICE

The Edmonton Police Commission has been entrusted with the responsibility of governing the Edmonton Police Service and providing civilian oversight. Our top priority is ensuring that the citizens of Edmonton have access to effective, responsive and innovative police services. During 2007, the Commission worked closely with Chief Mike Boyd to deliver on this mandate.

Our efforts centered around four strategic priorities: enhancing leadership for the police service, enhancing strategic planning, building partnerships and relationships with governments and community groups, and strengthening governance practices within the Commission. We are pleased to report that significant developments were made in each of these key areas.

Together, with the Edmonton Police Service, we have responded to citizen concerns and taken steps to build a safer community. We are proud of the dedicated police officers and civilian staff who work tirelessly to make Edmonton a safe, vibrant city and share our commitment to policing excellence.



Brian Gibson
Chair, Edmonton Police Commission



AT A GLANCE

The Edmonton Police Service is governed by the Edmonton Police Commission, a civilian oversight body that is responsible for ensuring that the Edmonton Police Service provides effective, responsive and professional policing to the citizens of Edmonton.

The function of the Edmonton Police Service is to provide for protection of life and property, preservation of public peace, prevention and detection of crime, regulation of non-criminal conduct as required by law, and perform miscellaneous services incumbent upon police as a social and community agency.

OFFICE OF THE CHIEF

The Chief of Police is responsible for the efficient and effective operation of all components of the Edmonton Police Service, and consistent with the provisions of Section 41 of the Police Act, is responsible for the following:

- the preservation and maintenance of the public peace and the prevention of crime within the municipality,
- the maintenance of discipline and the performance of duty within the police service, subject to the regulations governing the discipline and the performance of duty of police officers,
- the day-to-day administration of the police service,
- the application of professional police procedures, and
- the enforcement of policies made by the Edmonton Police Commission with respect to the police.

COMMUNITY POLICING BUREAU

Reporting directly to the Chief of Police, the Deputy Chief in charge of the Community Policing Bureau is responsible for providing policing services to maintain peace and good order, protect lives and property, and prevent and detect crime. These services are provided through five patrol divisions and four respective districts in each division.

The five patrol divisions (West, North, Southeast, Southwest, and Downtown) provide primary street-level police services to the community on a 24-hour basis.

SPECIALIZED COMMUNITY SUPPORT BUREAU

Reporting directly to the Chief of Police, the Deputy Chief in charge of the Specialized Community Support Bureau is responsible for providing policing services to maintain peace and good order, protect lives and property, and prevent and detect crime. These services are provided through two divisions—Investigative Support Division and Operational Support Division.

CORPORATE SERVICES BUREAU

Reporting directly to the Chief of Police, the Deputy Chief in charge of the Corporate Services Bureau is responsible for providing administrative and technical expertise through the coordinated efforts of two divisions: Human Resources Division and Finance and Supply Services Division.



EDMONTON POLICE SERVICE LEADERSHIP TEAM

**L-R: Darryl da Costa - Deputy Chief, Community Policing Bureau; Norm Lipinski - Deputy Chief, Corporate Services Bureau;
Michael J. Boyd, C.O.M. - Chief of Police; David Korol - Deputy Chief, Specialized Community Support Bureau**



EDMONTON POLICE COMMISSION

**Back L-R: Robert Dunster (Vice Chair), Murray Billett, Bill Daye, Dennis Anderson Gary Sciur, Q.C.
Front L-R: Arlene Yakeley, Brian Gibson (Chair), Councillor Amarjeet Sohi, Councillor Karen Leibovici**

MEETING CITIZENS' EXPECTATIONS

Both the Edmonton Police Commission and the Edmonton Police Service are committed to delivering police services that meet citizens' expectations. When we heard that Edmontonians were dissatisfied with the length of police response times, we responded. During 2007, the Commission supported the Edmonton Police Service in restructuring the way in which police services are deployed to specific geographic zones within our city. The reassignment of police personnel within districts significantly improved police response times to reported incidents.

The Commission is satisfied that the new geographic deployment model has also benefited our community by enhancing the amount of time police spend on proactive policing within their assigned neighbourhoods. Citizens have told us that they value the increased visibility of police officers and the renewed focus on crime prevention. We believe this is the essence of community-based policing.

ENSURING EXEMPLARY LEADERSHIP

One of the most critical functions that the Commission performs is hiring and guiding the Chief of Police. Since the Commission hired Chief Mike Boyd in 2006, Edmonton's crime rate has decreased by more than 12 per cent in eight areas: homicide, robbery, assault, sexual assault, break and enter, motor vehicle theft, theft from auto, and theft over \$5,000. Chief Boyd has proven himself to be an exemplary leader for the Edmonton Police Service.

In order to ensure continuity of policing leadership, the Commission and Chief Boyd agreed to extend the Chief's term until at least December 31, 2011. This agreement signals long-range stability for the Edmonton Police Service.

Furthermore, the appointment of Deputy Chief David Korol and Deputy Chief Norm Lipinski to the Chief's leadership team signified another milestone in 2007. The Commission supported and endorsed the appointments of these two senior executive officers.

PREPARING FOR THE FUTURE

In 2007, Edmonton's population grew to a record 800,000 people; however, the Edmonton Police Service is effectively responsible for policing over 1,000,000 people, including those who commute to Edmonton from surrounding areas. The Commission requested and received an additional \$6.3 million from City Council for new police programs and services in order to meet the needs of our growing city. This funding allowed the police service to hire additional police officers, civilian staff and expand specialized community programs.

Over the next five years, the Edmonton region will continue to experience unprecedented economic and population growth. The Commission anticipates that the demand for police services will also increase. It is imperative that we continue to prepare for Edmonton's future policing needs by working closely with the Edmonton Police Service and elected bodies such as City Council and the Government of Alberta.

PROVIDING CIVILIAN OVERSIGHT

Professional and ethical policing are fundamental values shared by the Edmonton Police Service and the Commission. It is the Commission's mandate to monitor police conduct and support the police service in fostering a culture that promotes these guiding principles.

Under the guidance and leadership of the Commission's Internal Affairs Oversight Committee, the Edmonton Police Service made a number of improvements to streamline the public complaint process in 2007. The Commission's oversight function was further enhanced by the addition of a legal advisor in the role of public complaint director. These changes have resulted in timelier processing of complaints and enhanced transparency, accountability and justice.







MAKING CHANGE HAPPEN WHERE IT MATTERS MOST

BUILDING PARTICIPATION, OWNERSHIP & OPPORTUNITY

The Edmonton Police Service launched a new and improved way of delivering front-line policing services to the citizens of Edmonton in 2007. This comprehensive piece of work marks some of the most significant changes made to how we police the streets and communities of Edmonton in the past 20 years.



DISTRICT TEAM POLICING MODEL INTRODUCED IN 2007

The Edmonton Police Service (EPS) implemented a new way of delivering front-line police services to the citizens of Edmonton on April 30, 2007, marking some of the most significant changes made to how we police the streets and communities of Edmonton in the past 20 years. The city was sub-divided into five divisions and 20 policing districts with the introduction of Southwest Division. The district team-policing model enables officers to be where they are needed the most by citizens, target community crime and deliver quick results. Two important results of the model are officers being able to focus on the priorities in their communities, such as those most at risk of being victimized; and ability to partner with community groups to create sustainable change.

The members of our organization have worked very hard for nearly two years to build a unique policing model that would result in a better response to community needs, an overall reduction in crime and disorder, and the ability to demonstrate that we truly care.

The new district team policing model was designed to address three critical problems:

- Inconsistent city-wide response times for the highest priority emergency calls – where lives are at risk – due to workload peaks and valleys. When 9-1-1 call volumes were at their peak, police response times were longer than the commonly accepted response time of seven minutes, and better than expected when the workload was low.
- Patrol officers were not always available because of a mismatch between patrol deployment and workload for any given day of the week and time of the day.
- Patrol officers, as a whole, did not have sufficient time to dedicate to proactive or specific problem-solving activities because they were constantly responding to 9-1-1 calls during the ever-increasing peak workload times.

For the first time in our policing history, we looked at how we matched our police resources to the workload generated by the community as a whole. In 2007, we have strived to be more efficient in how we identify and respond to problems.

- **New geographic boundaries for five divisions and 20 districts.** In response to tremendous city growth, especially on the south side, the city was divided into five divisions, each with four districts based

on equitable workload. These districts enabled those police officers assigned to each to get to know the people and issues specific to those encompassing neighbourhoods.

- **New patrol deployment structure.** The changes in how we deploy our front-line members allowed for more effective and consistent management or supervision of personnel, community issues, and administrative requirements. The new structure allowed for more balanced workloads amongst police officers and stronger accountability to ensure everyone is contributing equally.
- **Revised roles and responsibilities for patrol personnel.** For the first time in more than 20 years, job descriptions for all ranks and specific operational roles falling under the patrol divisions have been reviewed and revised to reflect the needs of the new patrol deployment structure and the overall vision for effective community policing. The guiding principles of strong leadership, accountability, consistency, and flexibility have been addressed from the superintendent to the front-line constable levels.
- **New shift schedules to match workload needs.** The service delivery model enabled patrol constables to work the days and times when they are most needed in the community, while still addressing the overall health, safety, and lifestyle needs of our officers.



Major highlights of the new patrol model:

- Enable police officers who patrol the city to be available when and where they are needed most by the citizens of Edmonton, whether to respond to a call for help, target community crime and disorder, get offenders off the streets, or make positive connections with the public to understand their concerns.
- Geographic ownership by teams of police officers assigned to each district; each team is made up of managers who help identify district priorities based on crime and disorder trends, supervisors who plan strategies to deal with these trends, and front-line officers who can deliver results.
- Improved methods for dispatching patrol cars to respond to the various priorities of calls made by citizens; dispatchers for each of the five divisions work closely with police officers available in each district to respond to calls within set time limits, from the highest priority emergencies when lives are at risk to general service calls.



The five divisions and 20 subsequent districts in Edmonton were classified as follows

- West Division & Districts: A1, A2, A3, A4
- North Division & Districts: B1, B2, B3, B4
- Southwest Division & Districts: C1, C2, C3, C4
- Downtown Division & Districts: D1, D2, D3, D4
- Southeast Division & Districts: E1, E2, E3, E4

Each of the districts presented its own priorities in terms of what the crime and disorder problems were, when and where issues occurred, identified repeat or chronic offenders, who was most at risk of being victimized, and which community groups the police needed to partner with to create sustainable change.

Within the first six months of implementation of the new district team policing model, patrol members reported seeing a change in how they approached community crime and disorder issues with a stronger coordinated approach to identifying and prioritizing their activities – whether active or proactive in nature. And, front-line managers learned how to use performance reports to help their members reduce travel times to calls, decrease ineffective cross-divisional dispatches, reduce response times to priority one calls, and increase the amount of time front-line patrol constables have to focus on interacting with citizens to learn about the issues in their neighbourhoods.

For district team policing to occur in its most basic way, an emphasis was placed on ensuring there are enough patrol constables working with the eight squads for each of the five divisions. These are the people who are on the front-line, balancing the need to respond to calls made by citizens (what is referred to as reactive policing) as well as help identify and solve community issues (what is referred to as proactive policing).

GOALS AND RESULTS OF THE DISTRICT TEAM POLICING MODEL

We established goals that would ensure the safety of citizens in emergency situations, cause a decrease in criminal activity through the proactive availability of our officers, and ensure a patrol unit was always available in each Division.

Goal #1: Seven-minute response time, on average, to emergency calls;
Result: In 2005, we responded and arrived to a high priority call for service only 50 per cent of the time within seven minutes. By the end of 2007, the same high priority call now sees us arriving within seven minutes 72 per cent of the time.



Goal #2: 25 per cent of patrol time for directed proactive work to decrease crime in our city;

Result: As a service we have achieved 22 per cent proactive time for our response units, where they are not tied up on calls for service but can take a strategic approach to diminishing crime in their Districts.

Goal #3: One patrol unit free in each division at any given time;

Result: To achieve target response times to emergencies, the EPS management team monitors our deployment structure to ensure there is always an available patrol unit in each of the five Divisions.

As we move forward, our work is now focused on monitoring and evaluating the new district team policing model using both quantitative and qualitative measures. This includes looking at how we're doing with our performance targets for responding to high priority calls, how much proactive time our patrol officers spend in the community and the performance of our members in meeting compliance standards. Ongoing EPS evaluation will also include feedback from our key stakeholders, internally and externally, which includes the citizens of Edmonton.

CALLS FOR SERVICE

In 2007, incoming calls for police service went up nine per cent from 2006. In total, police received 650,336 calls for help. Of those, 82,412 were for police 9-1-1; while 567,924 calls were received by the police non-emergency dispatch line. Of the calls to the non-emergency police line, patrol officers were dispatched to 154,224 events.

Calls to the dispatch line have steadily increased during the past five years at a consistent rate of five per cent per year; while calls to 9-1-1 have risen 15 per cent. The implementation of the new deployment model included a more thorough and detailed evaluation of each call resulting in better prioritization and improved service to our citizens.

The Communications Section is staffed by sworn police officers and retired police officers whose role is to evaluate and dispatch calls for service. In contrast, 9-1-1 operators are civilian employees who serve as the primary public answering point for Edmonton 9-1-1 emergency calls, including Fire and Emergency Medical Services. They direct each call to the appropriate agencies and also provide 9-1-1 emergency access to the deaf and hard of hearing communities. In 2007, a total of 308,395 calls to 9-1-1 were answered.



When calls are directly made to the police complaint line, an evaluator will determine the priority level of service required before sending the calls for dispatch. Dispatch officers then direct and control response to calls for service acting as a liaison for members on the street. The Sergeant in charge of dispatch has a complete picture of all activities in any given situation and can monitor and manage the activities of all responding units.

The work handled by the Communications Section is very demanding and each and every day, officers answering the calls are prepared to deal with any situation. Some of the most compelling calls have been made from young children asking for help to save a parent, guardian or sibling. Listening to the officers respond to these types of calls is simultaneously heart breaking due to the child's emergency situation, and heart-warming while the officer calms the child and talks them through it. A peer support component has been implemented within the Communications Section to assist our employees debrief from critical incidents.

Service to our citizens will always be a top priority to the Edmonton Police Service. In 2007, a quality control position was created in the Communications Section to monitor service levels, develop new training protocols and ensure quality assurance standards are met. All personnel in the Communications Section underwent training and/or retraining in various areas, including new computerized technologies in order to provide the best service possible to our citizens calling for help.

Community Liaison Constables and Sergeants

One of the most exciting changes in the new district team policing model was the creation of new roles within each of the Divisions to reach the community and address specific issues of crime and disorder.

Community Liaison Sergeants and Constables are in place within every district to plan and coordinate directed activities based on crime, disorder and repeat calls for service. Together, they coordinate activities and strengthen partnerships with the goal finding effective and proactive initiatives to maintain a safe community.

Community Liaison Constables (CLC) get to know leaders, businesses, school administration, community league members, associations and groups to begin understanding specific neighbourhood issues. They are also aware of recent criminal activity and 'persons of interest' in their district and relay information – acting as a central hub of information between the community and the police membership. They get as close as they can to the communities and provide them a consistent contact person. CLCs have initiated programs and delivered education programs to address issues of panhandling, graffiti, theft from and of autos, drug-related activities, personal robberies, mischief, homelessness and break and enters.



PEOPLE FIRST

HAVING A PROFOUND EFFECT ON PEOPLE'S LIVES

Our police officers collaboratively partner with our communities to prevent, solve and reduce the harm that comes from crime and disorder. Our members strive to understand the needs of the neighbourhoods they serve and work together with residents, the business community and social and government agencies to improve the quality of life in our city for all.





As a police service, one of our main goals is to reduce victimization. In 2007, new initiatives were introduced to prevent crime, including new ways of working with the community to reduce disorder, improve public safety and ultimately reduce victimization. The EPS has long understood that prevention is the key to a healthy community. As the name suggests, crime prevention is about stopping crime before it starts. The only way to achieve this is to ensure partnerships exist and flourish between citizens, all levels of government, the business community and service-based agencies and organizations.

Of equal importance is traditional policing, which involves response to citizens' calls for service, investigations into crime and disorder and enforcement of laws to protect our communities and make Edmonton a safe place. Our specialized units, in collaboration with patrol members and other agencies and city departments have worked together to problem solve and improve the quality of life and build stronger communities for citizens.

PANHANDLING

In June, the Edmonton Police Service partnered with the Stony Plain Road and Area Business Association to address the issue of aggressive panhandling. Many business owners and individuals in the area had reported safety concerns about panhandlers aggressively soliciting on sidewalks and roadway medians. An awareness campaign was launched, which included putting up posters not only in the west-end

area but right across the city, discouraging people from giving money to panhandlers. The posters suggested donating money to charities instead, where the funds can be used in a proper way to support the homeless.

GRAFFITI

Downtown Division officers, along with the Downtown Business Association and members of the community held a graffiti clean-up event on September 8th. Officers and volunteers tackled the graffiti near Beaverhills Park (Jasper Avenue and 105 Street). The event was part of Downtown Division's long-term approach to graffiti removal.

Looking forward, the EPS is working with the City of Edmonton to launch a new Graffiti Management Program. The EPS is strategically involved, providing expertise on how to reach the public and encourage them to combat graffiti. The new program will encourage citizens to report graffiti and encourage property owners to clean up markings on their buildings.

TRAFFIC

EPS traffic safety initiatives combine basic enforcement, education programs, and widespread communication with the community. Enforcement is targeted at problem areas as well as problem driving behaviours.



Traffic - Integrated Corridor Safety Program

A partnership program between the EPS and the City of Edmonton's Transportation and Streets department remained strong in 2007, with a focus on keeping Edmonton roadways safe. The EPS identified the top 20 collision locations in Edmonton and provided targeted enforcement aimed at reducing collisions, especially fatal and serious injury collisions. These locations received increased traffic enforcement for speeding and impaired driving, red light violations, and failure to yield to pedestrians.

Based on 2007 data, the following are the top 20 high-crash locations within Edmonton:

HIGH COLLISION INTERSECTIONS	RANK	DIVISION
23 Avenue / Gateway Blvd	1	Southeast
107 Avenue / 142 St	2	West
23 Avenue / 91 Street	3	Southeast
Millwoods Rd / 91 Street	4	Southeast
137 Avenue / 113A Street	5	North
87 Avenue / 170 Street	6	West
118 Avenue / Groat Rd	7	West
34 Avenue / 91 Street	8	Southeast
95 Avenue / 170 Street	9	West
137 Avenue / 127 Street	10	West
23 Avenue / 111 Street	11	Southwest
118 Avenue / 101 Street	12	Downtown
Yellowhead Trail Ramp / Victoria Trail	13	North
137 Avenue / 97 Street	14	North
Whitemud Drive / Calgary Trail	15	Southwest
100 Avenue / Anthony Henday Drive	16	West
Yellowhead Trail / 149 Street	17	West
87 Avenue / 178 Street	18	West
23 Ave / Parsons Rd	19	Southeast
153 Ave / 127 St	20	West

Checkstop and Target All Drunk Drivers

Several operations involving Checkstop and Target All Drunk Drivers (TADD) enforcement were held throughout 2007. The EPS saw an increase in the number of impaired drivers in 2007 over 2006, due in large part to the success of the Curb the Danger program. The total number of impaired drivers for 2007 was 1,955 compared to 1,546 for 2006. The 2007 campaign yielded 251 impaired charged, 477 24-hour suspensions, 635 summons, 100 warrants, 23 suspended drivers and 37 other criminal charges.

Curb the Danger

The Curb the Danger program was launched in October of 2006 as a pilot project, and due to its overwhelming success, became a permanent program in January 2007. 'Curb the Danger' asks citizens to call 9-1-1 and report people they suspect of impaired driving. As of January 1, 2007 the EPS received 8,425 calls from citizens reporting suspected impaired drivers on Edmonton streets. Of that total, police pulled over 2,587 drivers, which led to 825 impaired charges and 168, 24-hour suspensions. An additional 2,406 registered owners received letters in the mail indicating that their driving habits were reported to police.



PUBLIC SAFETY COMPLIANCE TEAM

The EPS partnered with Fire Rescue Services, the City's Licensing Branch, and Alberta Gaming and Liquor Commission in the development of a Public Safety Compliance Team (PSCT), which falls under the City of Edmonton's Responsible Hospitality Edmonton initiative. The team forms a multi-agency approach to working with licensed establishments in the hospitality industry to ensure all regulatory standards are being met. There is increased pressure on city-wide licensed businesses as well as regulatory bodies and enforcement agencies to ensure the safety of patrons – inside bars, nightclubs and drinking establishments and on their surrounding sidewalks and streets.

The team has created a database of licensed businesses in Edmonton that identifies histories and current issues brought forward by the partner agencies. There are approximately 998 premises operating with a bar/nightclub/lounge licence designation in Edmonton in 13 hospitality zones. These premises range from bars, nightclubs, lounges, restaurants, golf courses, sports and social clubs to venues like Rexall Place and Commonwealth Stadium. Of the 998 licensed establishments, 166 are considered late night premises (open past midnight on weekends). In 2007, the PSCT has conducted 374 premises inspections.

COMMUNITY SERVICE OFFICERS ON WHYTE AVENUE AND DOWNTOWN

The Community Service Officers (CSO) program was a pilot project that started in 2005, as a response to requests by downtown stakeholders for an increased uniformed presence in the downtown core. It was expanded to Whyte Avenue last summer in an effort to respond to low-level public disorder complaints such as public intoxication and panhandling. Twelve officers, one woman and 11 men, were assigned to the Whyte Avenue area in pairs. Additional officers were also assigned to the Sir Winston Churchill Square area.

The CSO program allows regular EPS officers to deal with more serious incidents. The CSOs received three weeks of intensive training which consisted of incident simulation, ethics, public speaking, note taking, report writing, arrest and control techniques, as well as professionalism. The community officers received their appointments from the Solicitor General.

INVESTIGATIVE SERVICES

Family Protection Branch

CHILD PROTECTION SECTION

In 2007, the Child Protection Section investigated 224 cases of child sexual abuse and 28 cases of child physical abuse. The majority of these files originated through reports from hospital staff. Fifty-three files resulted in charges being laid.

Child at Risk Response Team

Child at Risk Response Team (CARRT) members are initial responders to ensure children are not in imminent risk of physical or sexual abuse or neglect. CARRT members forward all of their investigations to either the EPS or Children Services based on certain criteria. If a child is the victim of a serious physical or sexual assault, the file is forwarded to a detective in the Child Protection Section for further investigation. CARRT conducted 1,396 consultations and 325 child apprehensions in 2007. There were 206 behavioral assessments completed and 34 children involved in prostitution were provided help and resources in 2007.

Zebra Child Protection Centre

The Zebra Child Protection Centre is the only child advocacy centre in Canada that integrates law enforcement, social service agencies, prosecutors and community volunteers to support child victims of abuse and increase arrest and conviction rates of offenders. The centre serves 600 or more children every year. According to the Public Health Agency of Canada, only one in 10 incidents of abuse is reported which means there are more than 6,000 children who are suffering abuse in our community.

In March, the EPS launched a new child abuse awareness campaign called "Kids Can Tell." The Zebra Child Protection Centre led the launch with Kevin Lowe and Karen Percy-Low as ambassadors for the Edmonton community. The purpose of the campaign was to heighten awareness and encourage action to support and seek justice for victims of child abuse.



REAL PEOPLE MAKING A DIFFERENCE

"I would like to take this opportunity to recognize Detective Pat McCormack for his genuine commitment, gentle manner and the support he offered to Elmwood School staff during a very difficult time. Detective McCormack investigated the death of one of our pre-school students back in January 2007. In the course of the investigation, Detective McCormack conducted himself in a highly professional manner, acknowledged the level of sorrow we were experiencing and thoughtfully offered guidance and reassurance. My staff and I found the Detective's style of investigation as well as his sensitive approach to be highly admirable and comforting. My staff and I gained a tremendous amount of respect for the complex role of a Detective during a homicide investigation and felt relieved to know that men like Detective McCormack are dedicating their lives to make a difference in our society."

Monika Lukas

Principal, Elmwood Elementary School, 2007

During the course of the investigation, a close working relationship and friendship has evolved between the Elmwood Elementary School staff and Detective McCormack.

LEFT: Monika Lukas
MIDDLE: Detective Pat McCormack
RIGHT: Heather Roberts



Family Support Services

SPOUSAL VIOLENCE

The EPS received a total of 5,328 files last year classified as family-violence related calls with 4,521 of these files being received by the Family Support Services section. Of those, 2,126 were assigned to the Spousal Violence Intervention Teams (SVIT) for follow up investigations.

In 2007, it was recorded that SVIT made 37 arrests and laid a total of 111 criminal charges, mostly consisting of criminal harassment and breach offences.

Through a partnership between the Edmonton Police Foundation, Rogers and other agencies and businesses, an initiative called **Safe Connection** was launched to provide cell phones with airtime to high-risk victims who often have no other means of communication. The phones are handed out by the City of Edmonton's Spousal Violence Intervention Team. This is just one tool in a comprehensive safety plan developed for victims. The cell phones allow victims to get help if they are in danger of assaults, harassment or stalking, and give them access to the support of family and friends.

ELDER ABUSE INTERVENTION TEAMS

With an aging population, it's expected that elder abuse in many forms will increase. Financial abuse is on an upward trend. Seniors are also frequently targeted in various scams and home renovation frauds. Institutional care complaints of neglect or physical and sexual abuse are also on the rise. Cohabitation of siblings with their elderly parents often leads to various forms of abuse, most often financial abuse, and misuse of power of attorney.

The majority of abuse (77 per cent) is emotional and is most commonly directed toward female seniors. Abuse is more prevalent in seniors between the ages of 71 and 80 followed by the age group of 81 and over.

In 2007, the Elder Abuse Intervention Team was assigned a total of 98 files for review and consultation. About 33 per cent of these files were referrals from family members and friends. Of those, 67 resulted in formal investigations and 58 were completed by the end of the year, representing a clearance rate of 86 per cent. The remaining nine files were carried over into 2008.

VICTIM SERVICES UNIT

The Victim Services Unit, housed within the Family Support Services Section, is a non-investigative unit responsible for providing support, information and referrals to victims of a crime or tragedy. The Victim Services Unit started back in 1979 as part of a program to assist break and enter victims.

Every year, the staff members and community advocates of the Victim Services Unit spend more than 20,000 hours helping some 30,000 victims cope with robbery, sexual assault, domestic violence – even the sudden death of a loved one. Court accompaniment hours have increased by 127 per cent since 2003, as victims are made aware of this service.

That is a lot of care, sacrifice and goodwill and the compensation is simply knowing advocates have made a difference in someone's life.



Beyond individual dedication, the secret to the unit's success has always been the commitment by police and members of the community working together to help those in need. Victim advocates enhance the quality of work of our members, providing a perspective to every investigation that is solely victim-focused.

There was a decrease in the number of completed calls (13,473) in 2007 compared to 2006 (14,604). The decrease is mainly due to a reduced number of volunteer advocates last year. The unit had 114 volunteers in 2007, compared to 127 in 2006.

POLICE AND CRISIS TEAMS

The Police and Crisis Team (PACT) is an award winning initiative, recognized across Canada as the crown of police response to mental health complaints. For the EPS, PACT is a critical resource because several units in the service rely on PACT for information, guidance, consultation and problem solving.

The police service received more than 4,000 complaints pertaining to mental health concerns last year, of which 898 were attended to by PACT. This means the three PACT teams were directly involved in almost a quarter of all EPS mental health complaints.

The teams also play an important role in consultation regarding mental health issues when called upon by other members of the police service. At the end of 2007, PACT responded to a total of 1,135 consultation calls.

NEIGHBOURHOOD EMPOWERMENT TEAMS

The Neighbourhood Empowerment Team (NET) program is a multi-disciplined crime prevention and crime reduction program aimed at stabilizing environments within 'at-risk' communities. NET incorporates a proactive problem-solving approach to increase community wellness and help communities work towards self-reliance.

Each NET is comprised of an EPS police officer and a social worker. Together, they foster partnerships in the community and mobilize individuals to take action on community concerns by establishing crime prevention strategies owned and maintained by the residents and supported by police.

The NET concept has played an integral role in community policing in Edmonton for the past eight years. Assigned to 'at-risk' communities, as determined by escalating crime statistics, the program teams stabilize environments, reducing and preventing crime and fear of crime.

Four new programs were developed in 2007 that deal with youth, wiping out graffiti, and fighting bullying. The Community Crime Web Watch, piloted in North Division, expanded to other areas of the city due to its success with resident interaction and sustainable crime prevention communication. Also, panhandling deterrent signs were shared with all divisions with great feedback from the general public and police.

Marketing strategies have improved as well, with a new communication tool called Networks. This online publication is emailed every two months to partners, funding organizations, politicians and other community leaders relaying NET news from each team.

As a result of ongoing innovation and leadership, the program has received international recognition and the EPS hopes to expand the program further within the city.

VICE SECTION

Vice Section is responsible for investigating and developing proactive strategies to identify criminal activity relating to prostitution and pornography.

In 2007, the vice section had one detective working with the City of Edmonton bylaw branch. There were 20 charges laid and 338 massage licenses cancelled.

One full time detective was assigned to a large-scale human trafficking investigation, Project Valiant, who was able to collect a large amount of intelligence and create a solid base for the RCMP to continue with the investigation. It is expected the investigation will have a direct impact on several organized crime groups in the Edmonton area and abroad.

In 2007, 128 charges were laid against 'johns', 198 charges against sex trade workers, and 128 warrants were executed. Going forward, the Vice Unit is working with Child and Family Services to handle the issue of apprehending children at risk.

YOU CRUISE, YOU LOSE

The EPS ramped up its efforts last year against people looking to buy sex on Edmonton's streets. A public awareness campaign called You Cruise, You Lose was launched on October 24 to deter sex trade consumers from cruising Edmonton neighbourhoods.

The awareness campaign reminds those soliciting sex that vehicles used during the offence can and will be seized by the EPS. The Province of Alberta passed a bill that gave local police the authority to seize vehicles from individuals charged with prostitution-related offences in October 2006. The legislation is part of the Alberta Traffic Safety Act and provides police with another tool to reduce social disorder caused by prostitution in communities.

Since the law was enacted, the EPS has seized 66 vehicles. During one sting in 2007, a Mercedes worth over \$100,000 was seized and towed. Several women under the age of 18 were taken off the street and many criminal warrants executed. Impaired drivers and people in possession of drugs were also arrested during sting operations.



NORTHERN ALBERTA INTEGRATED CHILD EXPLOITATION TEAM

The mandate of the Integrated Child Exploitation (ICE) Unit is to protect children by utilizing an integrated policing model and collaborative approach to investigating crimes involving the abuse and/or exploitation of children.

The volume of requests for investigations increased by 30 per cent from 2006, as did the volume of forensic requests by almost 70 per cent. The number of persons charged increased significantly as well. About 35 per cent of the files originated from the EPS, while the rest came from the RCMP and other sources such as Cybertip and Crime Stoppers. A total of 400 files were taken in and 49 of those were concluded with charges being laid. Of the criminal files, a significant amount involved luring and extortion.

The ICE Unit continues to raise public awareness through presentations within the schools, community groups, businesses and churches.

One of the positive aspects in 2007 was the unit was able to deliver key messages and to interact with a much larger audience through an increase in media interviews and news releases.

MISSING PERSONS UNIT

In 2007, the EPS conducted an in-depth review of how it receives, reports, investigates and records the hundreds of missing persons files obtained over the last several years. This review resulted in a report called the Missing Persons Investigative Protocol with several recommendations outlining best practices. As a result, different processes and internal practices began to take shape throughout the year with more expected to follow in 2008.

One of the accepted recommendations of the Investigative Protocol was for all missing person reports to be reported and evaluated through the Communications Section. Using a formalized risk assessment process, the EPS was more efficient in screening calls and eliminating discrepancies with how reports were recorded and tracked.

Since the new protocols were established in October 2007, 100 files were sent to the Missing Persons Unit. Eighty-seven of those files have been concluded. Conclusion of a file occurs when either the person has been verified as alive, they have been located, or determined deceased.

HOMICIDES

Homicide investigations often take many months of complex and detailed work. Gathering leads, combing through evidence, interviewing witnesses and preparing a solid case for the prosecution is time-consuming and requires patience and exceptional attention to detail. In one case, for example, charges were laid against two offenders after 16 months of intensive investigative work.

The EPS appreciates and relies on the public's assistance to provide leads and information, and often these tips can be vital to solving a case. While information may seem minor to the reporter, it may form an intricate piece of the puzzle leading to the truth behind a case.

In 2007, Edmonton saw a decrease in the number of homicides. There were a total of 33 homicide investigations initiated compared to 36 in 2006. This reduction comes after increases in 2004 and 2005 and a leveling off in 2006.

Clearance Rates

Of the 33 homicide investigations initiated in 2007, 21 were solved or suspects are being investigated. Of the 21 solved homicides, 15 were cleared; 14 by charge and one was deemed as non-culpable and no charges were laid. Another homicide file currently has charges pending. The other five unsolved cases have suspects identified. At the end of 2007, 18 files remain open, putting the clearance rate at 55 per cent.

Types

The majority of homicides that occurred in 2007 were as a result of stabbings (13), followed by shootings (10) and beatings (8). Only nine of the total homicides were known to be gang-related, a decrease from 11 in 2006.

YOUTH PROGRAMS UNIT

Cadet Program

The focus of the Cadet program is to provide police-related volunteer opportunities and training to young people between the ages of 14 and 22 with the goal of maintaining positive relationships. The number of cadets decreased from 41 in 2006 to 31 in 2007, but cadets are committing longer to the program than in past years. More 17 to 19 year olds, who are joining cadets, have an interest in pursuing policing as a career. A recommendation has been made to enhance the Cadet program through credited educational opportunities and in turn potentially acquire more EPS applicants.

School Resource Officer Unit

The School Resource Officer (SRO) Unit works with schools to create safe and healthy learning environments by using prevention and intervention strategies that promote positive attitudes in young people. Currently there are SROs in 18 high schools, with four of these schools sharing two officers on a part-time basis. There were more than 4,000 investigations last year, with 35 per cent being criminal. Thefts were the most common criminal investigation at 30 per cent. There is more demand for threat assessments and lock-down drills within schools. Approximately 15 per cent of offenders dealt with in and around the schools were not students.





REAL PEOPLE MAKING A DIFFERENCE

IN RESPONSE TO A COMMUNITY
POLICING INITIATIVE IN HER
NEIGHBOURHOOD:

“This was the first time I was able to observe first hand such a proactive, concerted effort to problem solving. With the neighbours, police and Capital Health working together, crimes in progress were blocked, drug dealers were arrested, stolen property was recovered and stolen vehicles were recovered before damage could be done. Our quality of life has improved because of these two officers.”

*Rose Rosenberger
Concerned Citizen*



LEFT: Constable Cam Land
MIDDLE: Rose Rosenberger
RIGHT: Constable Steve Minarchi

ORGANIZED CRIME BRANCH

Coordinated Crime Section

The Coordinated Crime Section includes three active units: Hate Crimes Unit, the Undercover Operations Unit and the Metro Edmonton Gang Unit. The mandate of the Section is to reduce victimization and maintain social order through intelligence driven investigative activities, support oriented policing activities and education and awareness in the community.

METRO EDMONTON GANG UNIT

A goal of the EPS is to contribute to a significant reduction in drug and gang-related violence in Edmonton by developing focused and aggressive intervention and suppression strategies while continuing our collaborative partnerships that target innovative prevention initiatives. The Metro Edmonton Gang Unit is a joint operation between the EPS and RCMP partially funded by Alberta Solicitor General and Public Security. In 2007, the gang unit investigated 634 files in total with slightly more than half of these files being self-generated while the remainder came from other areas.

Of all the files investigated, 96 resulted in charges with a total of 176 accused. Several of the accused were charged in more than one file.

There has been a steady increase in the number of new charges laid by the gang unit since 2005. In 2007, 288 people associated with a criminal network operating within the Metro Edmonton area were arrested. There has also been a dramatic increase of 555 per cent in the amount of currency seized since 2005.

HATE CRIMES UNIT

The EPS advocates for a safe and inclusive environment for people living in our diverse and multicultural society. The Hate Crimes Unit continues to build a framework to manage issues, respond to hate crime and disorder, and prevent such instances from occurring in the first place.

In 2007, the EPS initiated a new file classification system to assist in managing its workload. Due to the infancy of the new technique there are no comparable statistics for previous years. In 2007, the unit classified a total of 277 files, which were all self-generated or referred from other areas within the police service, such as patrol or the RCMP. Ten per cent of those files were deemed high priority and required immediate follow up.

UNDERCOVER OPERATIONS UNIT

As the judicial test for criminal investigations increases, so does the burden on the crown and police. The role of undercover operations as an investigative strategy will become more important in the coming years. It is anticipated that the undercover unit will experience an increase in operations, not only in a primary function, but also in a support function for divisional investigational units.

Drug Section

DRUG SECTION

The Drug Section investigates, gathers intelligence and organizes drug operations intended to cripple or disrupt the drug trade in Edmonton and the surrounding region. Surveillance, source information and drug buys are the cornerstone to all drug files.

More than a thousand drug-related complaints and/or tips were provided to the unit last year. Of the total 1,086 tips, 623 of those came from Crime Stoppers. Thirty per cent of the tips involved drug tips where gang activity was suspected.



Fifty people were arrested last year and 158 charges were laid with 25 warrants executed. The majority of files (55 per cent) began with source information that initiated surveillance on the target. Since September, the Section has been involved in 26 expert court appearances while on shift totaling approximately 78 hours per month.

Another aspect of the Drug Section is to educate the community. In 2007, the Section gave 11 formal presentations within the EPS and to community stakeholders.

DRUG UNDERCOVER STREET TEAM (DUST)

DUST targets street-level drug traffickers in the Edmonton region and offers short term undercover support to the Drug Section, Gang Unit, Patrol Division and the RCMP. Team members noted several trends in 2007. First, the weight of the drug purchases was generally greater in 2007 compared to 2006. Drug traffickers did not present as many challenges to the undercover officers and were more willing to sell to them without questioning the undercover officer's actual motive for the purchase.

During seizures more cocaine and methamphetamine was found in vehicles in 2007 compared to 2006. In addition, it was found that traffickers generally carry more than one drug. The team responded to many more requests from EPS units, sections and other police agencies as opposed to general source information. There was a 90 per cent increase in this area with 163 requests in 2007, compared to 86 in 2006.

JOINT FORCES OPERATION GREEN TEAM

The Green Team identifies those involved with the criminal distribution and production of marijuana. Its mandate is to locate, dismantle and seize specific grow site operations followed by the prosecution of those responsible. Intelligence gathered through their investigations includes criminal trends and organized crime groups and the sharing of this information with other agencies which have similar mandates.

Green Team members noted several trends in 2007 and one of those included a noticeable decline in the number of tips and complaints coming in from the public about marijuana grow operations. This led to a sharp decline in files, accused, charges, warrants executed and the number of plants seized though the amount of cash seized increased. Other police agencies in other provinces are experiencing similar trends.

Theories for the drop in grow operations include the price of real estate, moving to industrial or rural locations and stiffer court sentences where accused persons are receiving jail time. The price of marijuana per pound

has increased from \$2,000 to \$3,000, which may be due to supply issues. Source information indicates that the drug is being grown in British Columbia and large amounts transported to Alberta. Growers are becoming much more sophisticated in masking clandestine grow labs.

REPORT A DRUG HOUSE

The **Report a Drug House** initiative continued in 2007, allowing citizens to take an active role in weeding out problem properties. This program allows the public to inform police or pass on information about suspicious activity and drug houses in their community through a hotline and their local community police station.

Police spent hundreds of hours dedicated to dozens of investigations in order to shut down several drug houses in 2007.

The initiative targets low-level disorder and drug houses. In 2007, 445 suspected drug houses were entered into the drug house database. After initial investigation 320 of these houses were forwarded to patrol divisions for information or follow up. The rest were investigated by people involved in the initiative. In total there were 44 houses in which the program or patrol claimed a successful outcome. Three particular properties on 96 Street and 79 Avenue were the biggest problem and had a negative impact on their communities for years. In the early morning of November 7th, 2007 the last of these three drug and disorder houses were torn down.

The program has shown success in the continued openness with community stakeholders. The collaborative effort and open communication about problem houses has been favourably received by the public.

Economic Crimes Section

AUTO THEFT UNIT AND TACTICAL RESPONSE TO AUTO THEFT PREVENTION (TRAP)

The Auto Theft Unit's mandate is to evaluate all reported motor vehicle thefts to identify trends, suspects involved in auto theft for profit and organized crime links. Last year was very successful for the Auto Theft Unit, with a significant decrease in the number of stolen vehicles.

The unit has implemented a multi-agency task force to proactively combat theft for profit and organized crime links around stolen autos. The task force conducts salvage yard inspections and smaller mechanical garages. It includes members from city bylaw, Alberta Motor Vehicle Industry Council, Emergency Response Department, Alberta Transport



and Alberta Apprenticeship and Industry Training. The task force has been very successful in preventing salvage related businesses from becoming or continuing to be a haven for stolen vehicles and stolen vehicle parts. In 2007, 21 warnings and fines were given out. These sites will be re-evaluated to measure the success of the task force's efforts.

The reason for the decrease in auto thefts is the work done by the Tactical Response to Auto Theft Prevention (TRAP) team over the course of the year. A total of 7,409 vehicles were stolen last year compared to 10,275 in 2006 and 8,377 in 2003. The unit received 448 files for investigation last year with 196 of these being unsolicited hits. There were 130 arrests and 16 charges of theft of vehicle laid. There were also 200 other criminal charges. The main contributing factor for TRAP's success is the gathering and sharing of intelligence between all Divisions.

All Valuables Removed

On November 23, 2007 the EPS introduced a new program called All Valuables Removed, to combat theft from vehicles. In partnership with the Alberta Motor Association, the awareness campaign was designed to help Edmontonians safeguard their vehicles and purchases, especially during the holiday shopping season. Vehicle placards were created for vehicle owners to put in their windows to deter thieves from breaking into cars that have no valuables in them but to also train vehicle owners to think twice about what they are leaving in their cars.

Robbery Section

The Robbery Section is responsible for investigating all robberies or attempted robberies of financial institutions, commercial businesses, armoured cars and money carriers, as well as extortions, hijackings, and kidnappings of persons 18 years of age and older.

STOREWATCH PROGRAM

Developed by the EPS Robbery Section, Storewatch is a robbery prevention initiative designed to assist commercial business owners in protecting their employees, their property and their customers from a robbery.

The program completed 206 site visits to commercial premises that had been the victim of a robbery in 2007. The purpose of the visits was to provide information on the Victim Services Unit, robbery prevention techniques, video quality, Crime Prevention Through Environmental Design (CPTED) assessment, employee training suggestions and other general advice on safety and security of the business. The Robbery Section is looking at expanding the program in partnership with the Community Policing Bureau.

The Robbery Section investigated 326 commercial robbery files, an 11 per cent increase from 2006, 39 financial robbery files and two major abduction files in 2007.

High Risk Offender Section

HIGH RISK ENFORCEMENT AND APPREHENSION TEAM (HEAT) AND BEHAVIOURAL ASSESSMENT TEAM (BAT)

The EPS Behavioural Assessment Team (BAT) assesses high risk violent offenders who are released into the community after serving their prison term. Through a court application, the released offenders are subject to several conditions that allow the team to assess and monitor the daily activities of these high risk offenders to determine whether these individuals are a threat to the community, victims, witnesses, or themselves.

A new strategy was put in place to minimize the frequency of statutory release offenders breaching their release conditions. Prior to 2006, unlawfully at large (UAL) charges were only laid if the parole violator was subject of mandatory residency at a community residential facility (CRF) and failed to report to, or return to a CRF. In an effort to reduce recidivism, High Risk Enforcement and Apprehension Team members reviewed case law and found several court rulings that supported the laying of a UAL charge if the parolee distanced and/or absconded from the supervision of correctional authorities.

Since late 2006 and throughout 2007, any parolee who failed to report to, or return to a CRF, violated their frequency of reporting to Correctional Services Canada officials, and/or failed to notify their parole supervisor of any change of residency, became subject to an additional UAL charge. There were 60 UAL charges laid last year compared to 30 in 2006 and 38 in 2005.

Canine Unit and Flight Operations

CANINE UNIT

Members of the Canine Unit respond to high priority police calls involving tracking, criminal apprehension, area/building searches, evidence searches, and narcotic/explosive detection. Honourably, Police Service Dogs (PSD), protect our members in high-risk situations and prevent patrol members from being put in a position of harm. They can also be found interacting with elementary school students during educational demonstrations.

The unit returned to full capacity in 2007 with the training of two new Police Service Dogs (PSD) for existing handlers, and the training of three new handler/PSD teams. There were 190 successful tracks with a ratio of 27.1 tracks per handler. This is the best handler performance recorded in the last three years. The Canine Unit is expanding its inventory of puppies/puppy handlers in order to minimize time in placing a new canine with a handler.

FLIGHT OPERATIONS

Considered a patrol car in the sky, Air-1 can dart across Edmonton in seconds to offer their partners on the ground police back-up. The Air-1 flight crew safeguards both ground officers and the public by safely managing pursuits and assisting police members with high-risk vehicle stops or incidents. Their involvement increases the likelihood of capturing and apprehending suspects with a 99.3 per cent apprehension rate in 2007.

In 2007, a record number of 347 arrests were made. This works out to one arrest for every eight calls that Air-1 attends. The more time the helicopter is in the air, the more calls can be attended and the more arrests can be made.

Increased arrests can be attributed to several factors such as:

- increased event attendance,
- increased flight time,
- increased patrol awareness, and
- the experience of the two highly skilled flight officers.

It is important to note that Air-1 is involved in crimes in progress. In most cases these crimes are committed by habitual criminals who may not have otherwise been caught. It has been estimated that 10 per cent or less of our population is responsible for 80 per cent of the crime. By Air-1 catching these criminals in the act, it is hoped that we can break the chain of victimization.

With an overall response time of only 93 seconds Air-1 is usually first to arrive on scene and they contribute significantly to the EPS organizational objective of being able to respond to all Level I priorities in 7 minutes or less. When the helicopter arrives first on scene it can immediately take over the management of the call, which allows ground units to be re-directed.



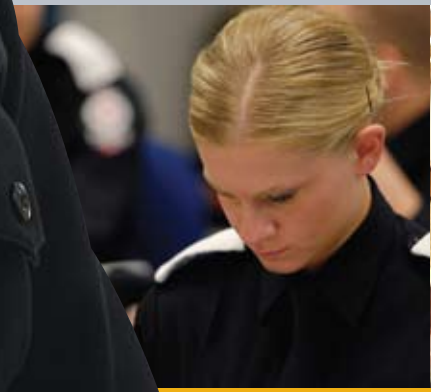


REAL PEOPLE MAKING A DIFFERENCE

"I had the pleasure of working with Constable Alex Thomas for the past year and half in my capacity as President of the Central Area Council of Community Leagues. Constable Thomas served as a liaison officer between the police and community league representatives. He listened to community concerns and kept us informed of initiatives in our neighborhoods. Constable Thomas presented as knowledgeable, well-spoken, easy to approach and always willing to listen. It has been a pleasure working with him and I thank him for his service. He is a credit to the EPS."

*LEFT: Michael J. Pucylo
RIGHT: Constable Alex Thomas*

*Michael J. Pucylo
President, Central Area Council
of Community Leagues, 2007*





EMPOWERING PEOPLE FOR SUCCESS

A PLACE WHERE IDEAS CAN GROW

It is people that breathe life into our organization. They are our organization's repository of knowledge, skills and enthusiasm that is central to our success. Our people are our most valuable resource and the EPS strives to support and cultivate the talents of our employees by involving them in how things are done, encouraging them to take a more active role and enabling them to make decisions. Leaders in our organization provide vision, managers provide resources and we set out to work together to achieve common goals.



Today, the EPS is better trained, better educated and more diverse than at any other time in history. Providing a productive, safe and healthy work environment is essential to maintaining and attracting quality employees and is critical to our continued growth and performance.

In 2007, everyone in the organization was challenged to examine how we were working together to accomplish common goals. Changes were introduced in order to harness the full potential of the entire organization to be responsive to the changing needs of our citizens and our city. We continued to find ways to maximize our resources through implementing best practices, streamlining how business is done and increasing employee capacity.

The changes were many as we further refined roles and responsibilities, altered shift schedules and implemented new processes. We are still in the early stages of this effort, but employees have understood the necessity of making change and have been the innovators of the change process in many cases.

HUMAN RESOURCES STRATEGIC STAFFING PLAN

A Growing City and Police Staffing Levels

As the city of Edmonton continues to grow, the EPS will be required to address growth from a police services perspective. In order to continue to provide the high levels of citizen-centered service expected and deserved by Edmontonians, the EPS is examining and responding to the staffing levels within the organization. Ongoing recruitment of both sworn (police members) and civilian employees combined with retention strategies will be pursued as vacant positions become filled and the service responds to the dynamic needs of a complex society.

Human Resources Division will maintain an emphasis on ensuring that there are sufficient sworn and non-sworn support and managerial staff to assist with responding to these changes. As anticipated attrition levels (mainly due to retirements) begin to decrease, staffing levels will be addressed in order to respond to additional community policing initiatives identified in consultation with citizens within the community.

Training and Development

With continued recruitment and hiring to fill vacancies left by retirements, the importance of training, succession planning and leadership development will be a source of focus. Ensuring that those holding investigative and supervisory positions within the service have the necessary professional development will be a priority as we respond to changes brought by legislation, technology and crime trends at local, national and international

levels. Increasingly complex investigations will require the ongoing training and development to ensure that the employees have the skills and knowledge necessary to proactively address and stay on top of relevant policing issues.

In 2007, the Human Resources Division researched and began developing a Strategic Staffing Plan to identify and anticipate challenges for human resource development in the years to come. The framework was designed to manage attrition, hiring and our ability to address organizational needs over the next several years with consideration for future growth of our city. The plan was approved by the Edmonton Police Commission and has since been put into motion.

DIVERSITY JOB DEVELOPMENT PROGRAM

The EPS continues to work hard at attracting new people to join our police family in both non-sworn and sworn positions. The EPS is committed to developing a bias-free and non-discriminatory police service. As an organization, we continue to attract individuals from diverse backgrounds who represent our city's cultural mosaic and to meet the diverse the needs of our communities.

The City of Edmonton has the second highest population count of persons of Aboriginal descent of any urban area in Canada, second only to Winnipeg, Manitoba. The EPS recognizes the need and the benefits in accurately reflecting the diverse demographic make-up of the City of Edmonton. The Aboriginal Job Development Initiative was the first and a very important step, as part of the Diversity Recruitment Program, to identify, recruit and hire candidates that will ensure that all communities receive the quality of policing they expect now and well into the future.

As one means of hiring more police recruits who are of Aboriginal descent, Human Resources Division resurrected a program that was in place from 1992 to 1994, which was funded through Human Resources Development Canada. The program assisted applicants, through mentorship and self improvement initiatives to assist them in preparing for the Edmonton Police Service recruiting process. This included job placement in specialized areas within the EPS and physical and academic training programs to develop the requisite knowledge, skills and abilities. Unfortunately, the federal funding was cut and the program could not be maintained. Consequently, the Edmonton Police Commission approved the plan to proceed with a new internally funded Diversity Job Development Program in its efforts to continue recruiting and attracting people of other ethno-cultural communities that reflect Edmonton's diversity.



RECRUITING AND DIVERSITY

In 2007, applications for the position of Recruit Constable within the EPS declined, totaling 383 by year end. Given our current booming economy, a similar impact was shared by all police agencies within Alberta. However, recruiting efforts remained strong and creative initiatives were put in place to reach potential candidates.

A new slogan was adopted for 2007-2008 recruiting year, “Your Career. Your City. Respond Now.” The message was delivered through many mediums, including Cineplex theatre ads shown in Edmonton, Vancouver, Saskatchewan, Winnipeg, Ottawa and Toronto. This new medium generated interest and opened the doors to reach diverse audiences across Canada.

Our recruiters continued to visit colleges across Canada, conducting information sessions and administering police entrance exams. Free test writes were implemented in Edmonton’s post secondary institutions and are now standard practice for anyone interested in a policing career.

Fitness mentoring sessions to address fitness, and health and lifestyle information were offered on a weekly basis.

In 2007, 1,671 people attended information sessions in Alberta and other provinces. One of the goals for 2008 is to establish a stronger presence at major universities and colleges throughout the year, predominantly in Edmonton and surrounding areas. Moving forward, the desired outcome is to increase the applicant pool for the EPS and to hire quality recruits that meet the high standards that the EPS has been known for.

RECRUIT SELECTION UNIT

In 2007 the Recruit Selection Unit successfully hired two recruit class and one Experienced Officer Class (EOP) for a total of 110 new police recruits.

The statistics below break down the make-up of each class:

Recruit Training Class #110 – Commenced February 20, 2007

- 51 candidates hired
- 8 females/ 43 males
- 18 hired from out of province (10 United Kingdom, 1 Austria, 1 Ontario, 2 Saskatchewan, 1 New Brunswick, 1 Nova Scotia, 2 British Columbia)
- Average age 29.18 years
- 9 high school graduates and 43 post secondary graduates

Recruit Training Class #111 – Commenced August 20, 2007

- 54 candidates hired
- 16 females/ 28 males
- 18 hired from out of province (9 United Kingdom, 4 Ontario, 3 Saskatchewan, 1 Manitoba and 1 British Columbia)
- 14 visible minorities
- Average age 28.26 years
- 6 high school graduates and 48 post secondary graduates

Experienced Officer Class – Commenced August 13, 2007

- 5 hired (2 RCMP, 2 Camrose Police members, 1 returning EPS member)
- 1 female/4 males
- 1 visible minority
- Average age 28.2 years

SUPPORT POSITIONS

The EPS, like most organizations, experienced challenges in 2007 to recruit people to work in support roles within the EPS. However, through an aggressive marketing program, 142 job postings were advertised, leading to 200 positions being filled with skilled, motivated and talented individuals. These individuals are those who work behind the scenes to provide efficient and effective systems, processes, tools and resources to support the overall work of the Service.

PROMOTION PROCESS

There were 120 sworn members promoted in 2007 via two main promotional processes from level one to two, and level two to three, as well as senior officer promotions. The breakdown of promotions was as follows:

Deputy Chief:	2 promotions
Superintendent:	4 promotions
Inspector:	5 promotions
Staff Sergeant:	30 promotions
Sergeant/Detective:	79 promotions

Many of these promotions were as a result of the development and staffing of a new division in conjunction with the filling of vacancies due to retirements.

PROVINCIAL ROUNDTABLE ON RECRUITMENT AND RETENTION

The recruiting landscape has shifted dramatically for police services across Canada. Traditionally the policing community experienced the luxury of having a large applicant pool to select the 'best and the brightest', whereas now the environment is far more competitive. Faced with a shortfall of individuals interested in pursuing a policing career, competition with other industry sectors, a strong economy and a shift in demographics to an aging workforce, recruiting and succession planning has never been more important.

In June 2007, an Alberta roundtable was convened in Red Deer in order to engage police services, police commissions and committees, police associations, the Special Forces Pension Board, and the Alberta Solicitor General and Public Security in dialogue to address concerns and issues related to police recruiting and retention in Alberta.

During the roundtable discussion, several recruitment and retention strategies were identified to be promising but further research was required. The EPS was tasked to research and provide recommendations on four issues:

- provincial marketing,
- leveraging post secondary institutions that offer police-related programs,
- monetary incentives, and
- child care for employees.

The EPS chairs the Provincial Marketing and Monetary Incentives subcommittees and research into these areas will continue into 2008.

ALBERTA POLICE SELECTION STANDARD WORKING COMMITTEE

Members of the EPS Human Resources Division continue to Chair and participate in the Alberta Police Selection Standard Working Committee. This committee is represented by all police services within Alberta and the Ministry of the Solicitor General.

A major accomplishment for the Recruiting and Selection Units in 2007 was the implementation of the Provincial Recruiting Standards. In October, new minimum standards were introduced including a standardized provincial application that candidates can use across all police agencies; a revised personal disclosure form; new medical standards; and new fitness standards. All application fees were removed and several reimbursement initiatives and bonus programs have been proposed to try to attract more applicants.

DOING THE RIGHT THING, FOR THE RIGHT REASONS, ALL OF THE TIME

Our employees dedicate themselves to doing the right things for the right reasons in service to our communities. We have a responsibility to meet the high expectations of the public in our personal and professional conduct, displaying ethical behaviour in everything we do.

In recent years, police organizations across North America have increasingly focused their efforts on defining, communicating and enforcing clear standards for professional conduct and ethical behaviour. Addressing and evaluating professionalism within the EPS continues to be a priority. In the last two years, the EPS began integrating ethics into all aspects of recruit training.



Now, the EPS is ready to take the next step forward. The Service is in the process of selecting sworn and non-sworn members who have an intimate knowledge of the workplace to develop and deliver training sessions related to ethics and professionalism. The individuals selected will receive specialized training at the Justice Institute of British Columbia in order to develop ethics training as it relates to a policing environment.

It is anticipated that these individuals will be in place in 2008, and a service-wide training program will commence in the fall. The In-House Training Unit, will be working with these individuals to roll out a program where ethics is embedded in all in-house training courses to equip members with the tools necessary to identify, analyze and correctly respond to any ethical dilemma.

R.F. LUNNEY LIBRARY

On June 1, 2007 an official ceremony took place at Police Headquarters to dedicate and re-name the Edmonton Police Service Learning Resource Center to the Robert F. Lunney Library. This distinct honour was provided to Retired Chief Lunney due to his continued commitment to the City of Edmonton, the art and science of policing, and for his generous donation of his personal collection of police related resources that have now been catalogued as the "Robert F. Lunney Heritage Collection." Robert. F. Lunney served as the Chief of Police for the Edmonton Police Service from 1974 to 1987. During his tenure, (Retired) Chief Lunney earned respect as a leader, innovator and pioneer in policing.



GROWING THROUGH INNOVATION

SOLUTIONS FOR CONTINUOUS IMPROVEMENT

As our organization continues to mature, we strive to work even more effectively with our partners in the community and with each other in the organization.

We have challenged ourselves to find new and improved ways of doing things and enhance how our organization delivers service to meet the community's changing needs.





MUSCHMEYER 1947



Streamlining business processes, improving effectiveness, efficiency and encouraging innovation have continued to be a focus in 2007. Our employees creatively began looking at new ways to manage our resources, reduce redundancies in paperwork, improve reporting processes and make technological advances to access information and records systems. These advances naturally led the organization to examine how we could enhance the investigation process, manage risk and seek opportunities to further strengthen our partnerships.

The following are just a few examples of areas that have been explored. Reviews will continue into 2008, followed by recommendations for continuous improvement.

INFORMATICS DIVISION

The Service is developing a powerful data and information tool to use in reducing crime and disorder. During 2007 the major focus within the Informatics Division was the support of priority business initiatives.

Intelligence led policing requires information. The EPS embarked upon a robust set of projects to support the various aspects of information gathering: timeliness, quality, security, audit ability, and reporting. During 2006, the Edmonton Police Reporting and Occurrence System (EPROS) was implemented. This marked a change from capturing information on an individual occurrence basis to now linking occurrences with associated people, addresses, vehicles, and property. With this foundation in place the EPS moved forward during 2007 with initiatives to fully engage the capabilities of this powerful data source.

EPROS GATEWAY PROJECT

The EPROS Gateway project was initiated to provide query capability and report completion within police vehicles. The ability to get police data entered and accessible in a timely fashion enabled staff to remain on-duty and on-station; visible to deter crime and available to assist the public. Query of person, occurrence, vehicle, and address was implemented in April. The application combined query screens for the records management system (RMS) and CPIC (national RCMP database) to allow selection criteria to be entered once. The ability to enter person, occurrence, vehicle, address and report narrative information in the car was delivered in September. Data quality improved rather than declined as experienced in other jurisdictions during initial phases of mobility. Same shift reporting is now a reality. Members are entering nearly 2,400 reports per week reflecting almost 100 per cent of dispatched calls.



This real-time information leads to greatly enhanced and accurate intelligence. The delivery of technology and processes that shorten the time between member response and submission of complete and accurate reports is critical. The ability to collect and analyze real-time information significantly improves the likelihood that offenders will be detected, tracked, and arrested before they can re-offend.

All of this was achieved with a greatly reduced amount of training time (an average of 8 hours per member compared to 32 hours training per member in other jurisdictions). 850 frontline members were trained and are operational with this enhanced query and reporting capability.

DATA QUALITY PROJECT

The Data Quality Project is focused on providing appropriate, accurate, and error-free results from EPROS queries. The removal of about six million items from the operational records database is currently underway. This merge and purge activity is significantly reducing irrelevant data. This increases system response and increases the likelihood that members are responding with the best available data. Officer safety is enhanced and members are equipped with information to provide an empathetic and appropriate interpretation/response to the circumstances people find themselves in. Data quality and quality assurance reports have been developed to identify common data quality issues and support the ongoing maintenance of data integrity and accuracy. The quality of the reports directly affects the quality of the down-stream product: intelligence.

BUSINESS INTELLIGENCE PROJECT

The Business Intelligence Project is currently extracting information and intelligence from the EPS operational data. Business intelligence reports are being relied upon on a daily basis to assess and direct operational and tactical deployments and measure and manage patrol performance. During 2007, reporting capability came on stream to help identify response time and time-on-call issues in support of the EPS goal of being responsive and increasing the amount of time available to spend in the community dealing with issues of crime and disorder. To that end, another set of reports identifies “hot spots” or clusters of crime incidents and trends related to the Chief’s Crime Indicators, which are used on a daily basis to direct tactical deployments of resources. An example of this was the identification of a “break and enter (B&E) hot spot” in a Southwest Division community at a morning briefing with the Chief. By 9 a.m. that morning a team was being assembled to address the issue and was deployed into the neighbourhood

by 11 a.m. By 1 p.m. the team had apprehended two offenders, not only responsible for the Five B&Es identified in that “hot spot”, but also for 12 other B&Es across the city.

INFORMATION MANAGEMENT FRAMEWORK

The Information Management Framework project focused on improving the overall management of EPS records and documents. The design of a logical filing scheme (taxonomy) for administrative records was started. This included the introduction of formal information life cycle management and the associated retention schedules and policies and procedures. Existing interim to long-term records storage was moved to a new off-site facility providing increased safety and security for EPS vital records. A draft operational records retention schedule was prepared. This activity addressed the efficiency of managing 550,000 paper based occurrence files and processing 184,000 new occurrence reports annually. The goal is to move to completely on-line reporting and management of police information.

WEBSITE REDEVELOPMENT

The Website Redevelopment project focused on enhancing communications with external (the Internet) and internal (the Intranet) audiences. The design of a completely new external website and supporting applications and infrastructure was completed. Content management software was purchased to help keep the information on the site current and relevant. The presentation and navigation of the content has been redesigned with accessibility in mind and a powerful new search engine implemented to help the public find information.

INVESTIGATIVE REVIEW PROJECT

While members are adapting well to the changes and challenges in how we police the streets and communities of Edmonton with our new deployment model, the EPS began to examine if there is a need for change in how frontline patrol can be supported by its investigative units. A new Investigative Review project team began an evaluation process of the staffing requirements, workloads, mandates and case management practices and processes of each investigative unit including the Criminal Investigation Section (CIS).



REAL PEOPLE MAKING A DIFFERENCE

IN RESPONSE TO A MULTIPLE ACCUSED HOME INVASION TRIAL

“Working with Garry has made a very long trial manageable for many reasons. He is thorough and accurate in his investigation; he ensured that any safety concerns that may have been articulated by the complainants have been adequately investigated and promptly addressed; when further investigation was required unexpectedly during the course of the trial, Det. Dzioba ensured that prompt and appropriate responses ensued. He also ensured documentation surrounding witness warrants were sufficiently detailed. Garry maintained an interest in this file during the course of its prosecution and remained accessible to me throughout the trial. In short, Det. Garry Dzioba is fine example of the professionalism of an Edmonton Police Service detective. He personifies the excellent working relationship that exists between our departments and remains an excellent example for junior officers to emulate.”

*Prima D. Michell
Crown Prosecutor*



**LEFT: Detective Garry Dzioba
RIGHT: Prima D. Michell, Crown Prosecutor**

The Investigative Review Project is anticipated to take up to one year to complete and includes review of shift schedules, workload analysis, and training standards. The EPS will continue its work in 2008 with Dr. Curtis Clarke, Solicitor General's office, and representatives from other police agencies across Alberta to develop an investigative training and certification program intended to provide members with structured levels of investigative certification

MOBILE DATA ACCESS

The Mobile Data Access project gathered requirements for mobile tools and access to data and information when and where required for investigative, officer safety or administrative purposes. BlackBerry devices were deployed to the senior officers and administrative management of the EPS. Future plans involved continued deployment of mobile devices, a complete review of mobile workstations in patrol cars, and enhanced application availability for mobile devices such as RMS query and business intelligence report availability.

These efforts are having a significant impact on the way the EPS does business. They represent leading and world class initiatives, to support focused policing that reduces victimization, increases organizational



capacity and enhances professionalism, which are well planned, managed, and effectively implemented.

Over forty resources were fully dedicated to supporting these major projects. These were complemented by information technology staff maintaining existing infrastructure and applications and providing support to the project teams by implementing new infrastructure and application environments as required.

COURT PREPARATION

The justice system places great administrative demands on police and prosecutors. To successfully bring someone to justice, all relevant materials must be documented and disclosed and the required paperwork can be time-consuming. To lay a charge, police need *reasonable and probable grounds to believe* that the accused committed a crime. However, Crown prosecutors only prosecute a charge if there is a *reasonable likelihood of conviction*. Therefore, the goal of the police is to prepare a thorough and accurate investigation with detailed documentation and deliver a superior quality product for the court process and ultimately help victims find justice.

In 2007, the EPS met with representatives from the Federal Crown, Provincial Crown, Defense Attorneys and Provincial Court Judges to obtain feedback on the quality of cases being prepared for prosecution and presentation in court. A number of EPS units were commended for carrying out thorough investigations, submitting excellent reports and providing fair and unbiased testimony during court proceedings. Understanding the needs, requirements and challenges of both sides serves to strengthen the relationship between the police and the Crown and ultimately affect the public who we serve. Formalized training for members is being explored to enhance case management practices as the EPS continues to strive towards excellence in their investigative based services.

EFFICIENCY PROJECT

The EPS Efficiency Project was implemented in 2007 to improve processes, eliminate unnecessary, repetitive work for our people, and streamline day-to-day responsibilities; ultimately freeing up police resources to better assist our citizens. The Efficiency Project received over 100 submissions from staff in the areas of technology, improving processes and adapting forms.

The following are just a few examples:

Tiered Reporting System for Arrests - Officers now placing a suspect under arrest use a new reporting system that eliminates 75 per cent of the time it previously took to complete an arrest report. A new template has been introduced that eliminates repetition and leaves little room for error. In the past, the same arrest report format was used for all incidences, whether a homicide, or theft under \$5,000, for example. However, new criterion was established enabling officers to capture arrest information in a very basic format, or to use an expanded format for major cases.

Simplified Warrant Execution Process – Data entry functions are now properly aligned to appropriate personnel saving officers 80 per cent of the time it previously took to execute a warrant. Members now have the support of data entry clerks to enter data into the police information systems.

Electronic Reporting – With the introduction of the Edmonton Police Reporting and Occurrence System (EPROS), less paperwork is being produced and allows our officers the ability to capture and access all police-related records in a timely and effective manner.

Mail Services – The EPS and the City of Edmonton have been establishing protocols to centralize mail services and appropriately align tasks and job functions to the units and personnel equipped for this purpose.

HUMAN RESOURCES DIVISION REVIEW

Human Resources Division is responsible for providing personnel services to sworn and nonsworn members within the EPS. It provides guidance, leadership and training to various departmental heads, managers and supervisors and assists departments with informed and effective decision making. Within the EPS, Human Resources is also responsible for: recruiting employees of a high calibre and who possess competencies needed to meet the challenges provided by their new position; enhancing employees skills through the implementation of strategic, effective and enhanced training; ensuring organizational health and wellness in a safe work environment that complies with legislative requirements; and sustaining high performance employees through performance management. On the financial side of the organization, human resources processes employees' pay and ensures employees receive appropriate health and medical coverage and benefits.



The goal of the Human Resource's Division is to ensure employees feel a sense of security in their work environment and exhibit to possess qualities of independence, self-efficiency, and effective decision making.

Increased demands have been placed on the Human Resources Division as different sectors compete in recruitment and retention of the most qualified employees. The EPS faces ongoing challenges posed by the loss of key personnel, skills shortages, getting the right people for the right job and succession planning issues. These have been uniformly identified across government and industry as being extraordinarily difficult to manage in the current economic climate. In 2007, the EPS conducted a review of Human Resources Division to determine what changes may be necessary to identify and manage the challenges and opportunities presented today and what future strategies will need to be implemented to meet future demands. Recommendations based on the findings will come forward in 2008.

GANG AND DRUGS MEDIA INFORMATION SESSION

The EPS is always looking at ways to increase awareness amongst citizens on topics that directly affect them. The EPS is acutely aware of the impact media from the Edmonton area has on the understanding of the citizens who read, watch, or listen to the news. That is why it is imperative that people reporting on specific topics, and the people who are in charge of editorial content, have a deeper understanding of the issues and can provide accurate information to the public.

To begin strengthening the relationship with the media, EPS Corporate Communications organized an education session featuring the Coordinated Crime Section tailored specifically for reporters whose focus is primarily on police-related issues, and gang or drug-related issues in particular.

The session was well received and positively reflected in media coverage of the EPS in the days that followed. Consequently, Corporate Communications will be looking at hosting further education sessions with the media covering other units within the EPS in the coming months.

CALEA ACCREDITATION

Assessors from the Commission on Accreditation for Law Enforcement Agencies (CALEA) completed an on-site assessment of the EPS in the spring of 2007. They measured the EPS against 446 international standards, ranging from analysis of policy, crime prevention programs, victim services, training, and emergency preparedness, to community relationships, accountability and procedures. The three assessors noted, "In the time we were here, there's not enough hours in the day to write all the good things your agency does. You should be very proud of the men and women of your police service."

During their visit the assessment team paneled a public forum in which citizens and community partners were able to speak honestly about their experience with the EPS. During this session, Deputy Commissioner Sweeney of the RCMP stated, "I see the men and women of the Edmonton Police Service carry out their duties with a sense of honour, with pride in their service and respect for the people of Edmonton. They do this because the Edmonton Police Service takes to heart its commitment to its membership through effective policies; rigorous and sound training; and on-going development of client-centred decision making from the Constable on the street through to the Chief's office."

Accreditation shows our commitment to excellence in leadership, resource management and service delivery. EPS members can take pride in their police service, knowing it represents the very best in law enforcement.

In July 2007, the EPS was awarded its 5th re-accreditation, marking more than 18 years as an accredited law enforcement agency. The EPS was also awarded a Certificate of Meritorious Accreditation for having been a CALEA accredited agency for 15 or more continuous years.

FAMILY VIOLENCE INVESTIGATION SUPPLEMENT

Family violence is a unique crime that has a devastating impact on Alberta families, communities and society. A thorough understanding of the context surrounding family violence is essential for an effective criminal justice system response. Following a number of tragic family violence deaths in Alberta, it was clearly identified that our province required a threat assessment capacity with the skills and expertise to assess threats. An integral part of this process involves a screening tool for front-line officers on domestic violence assessment.

The Family Violence Investigation Report (FVIR) supplement was created by the Police Advisory Committee of the Solicitor General in response to the need for identifying high risk intimate partner (spousal) files. The supplement report contains 19 risk-associated questions which provide a framework for interviewing victims. When fully answered, the supplement assists members when speaking to bail, assessing the need for protective conditions or orders, and provides the information required for safety planning.

The risk factors identified on the supplement also assists the Spousal Violence Intervention Teams in providing a timely, more effective response to those involved in intimate partner abuse, and will help to reduce the number of repeat calls for service to high risk and complex cases of intimate partner violence.





GOING THE DISTANCE

GOOD WORK AND GOOD WILL

Our employees are committed to improving the well-being of the communities they serve every day, through their actions both on and off the job. Collectively and individually, they give time, guidance, talents, knowledge and coordinate activities to help raise funds in hopes of making a difference and improving the quality of life for Edmontonians. They do this with both a moral and emotional commitment and believe that by being active members of our communities and supporting organizations and initiatives, they can make a difference.





The power of volunteering can mobilize people to address the challenges and issues we face in our communities. The following stories demonstrate the collective efforts of our EPS members to give back to the community, but in very different ways.

DRUMMING UP SUPPORT

The Pipes and Drums of the Edmonton Police Service are proud representatives of the City of Edmonton, Alberta, and Canada. They have a storied past dating back to 1914. The band provides music and goodwill to the citizens of Edmonton, surrounding communities and beyond.

The EPS Pipes and Drums have thirty members including EPS serving and retired police officers, one member of the RCMP and one member of the Canadian Armed Forces.

In recent years, the band has traveled extensively throughout Western Canada and the United States. In 2003 and 2004 they traveled to Europe to participate in the opening of the Juno Beach Centre in Normandy, France as well as the 60th anniversary of the D-Day invasion.

In addition to acting as an ambassador for the Service at military functions and ceremonies, the band plays at numerous community functions, parades, and non-profit events in and around the Edmonton area. They have led the annual Capital Ex Parade (formerly the Klondike Days parade) almost every year since 1962. The band also hosts an annual Robbie Burns dinner and dance in January.



An annual highlight for the band is a weeklong gift of Christmas concerts that are performed for seniors at hospitals throughout Edmonton. The annual tradition began in 1972 to celebrate Christmas with the city's hospitalized senior citizens. These concerts are a highlight for the hundreds who join in song and Christmas cheer as the band plays its Christmas music, highland style.

The Pipes and Drums do not charge any fee for their musical performances. Funds received through donations are used for the maintenance of instruments and the replacement of uniforms. The police officers who comprise the band are true ambassadors to the City of Edmonton and the Edmonton Police Service.

EDMONTON LISTENERS FIND COP TALK QUITE ARRESTING

It's been three years, and Acting Detective Pat Tracy of the EPS Elder Abuse Education Team and co-host of the increasingly popular Cop Talk show on 630 CHED, says doing the radio show is a dream come true. Ever since he can remember he has been hooked on talk radio. He never thought that one day he would be able to combine his two passions, policing and media, on Edmonton's number one listened to radio station. He shares those same passions with his co-host, Acting Sergeant Aubrey Zalaski of the EPS Traffic Section.

In fact, he says when they went on the air three years ago the producers of the show hoped that Aubrey and Pat would clash on issues, and they do. However, he says they tend to agree more than they disagree. Pat can't





imagine the show having the same success without Aubrey, he says they make a good team.

Cop Talk runs each Saturday from 4 p.m. to 6 p.m. The show was expanded to two hours from its original one hour format. Tracy is proud that there is no other show on the air that features active police members talking about policing issues. He also boasts that they have listeners who tune into the show from as far away as Texas and Japan. Tracy says he is impressed by the listeners who regularly call in to the program, he says they appear to think for themselves and not buy-in to what they learn in the media.

As for live radio, Tracy says it has its moments, some stellar and some not. Like the time their microphones weren't functioning properly for the first 10 to 15 minutes of their live show. While they may have been tempted to use some colourful language at that moment, their listeners have never had to be cut off for using vulgar language on air. After all he says, "This is an opportunity for someone to vent their spleen. I like to think we allow for a free exchange of ideas and relate to our audience in a more human way than some other talk show hosts." Perhaps this is why listeners keep tuning in each week, because after all Pat and Aubrey are just like them, they care about the communities they live in.

IRON COPS FOR CANCER

Since its inception in 1994, Cops for Cancer has been driven by the dedication of serving and retired police members. In 2000, nine police officers and one devoted wife picked up this torch and formulated the Iron Cops for Cancer, a small but committed group of triathletes who wanted to help. This group dedicated themselves to raising money for the Canadian

Cancer Society while training for and competing in the Ironman Canada triathlon. As the training progresses through the winter months, so does the fundraising. Ironcops for Cancer has turned into a national fundraiser successfully raising over \$2.8 million for the Canadian Cancer Society. The Edmonton-based Ironcops team has approximately 50 members who are giving numerous hours to fundraising through various community events like bike-a-thons, head shaves, silent auction/dance, and golf tournaments. Engaging the participation of Edmonton and area high schools has also been a major contributing factor to the group's success.

EPS STREET LEGAL CELEBRATES 10 YEARS

For the past 10 years, the EPS Street Legal program has encouraged responsible motoring among young drivers. "By our estimation, we have reached out to an average of 400,000 people each year. Multiply that by a decade, and that's a whole lot of people!" says Street Legal co-organizer Cst. Mike Wynnyk.

The program's goal is to deliver traffic safety and anti-street racing messages to junior and senior high school students. The team promotes a "take racing to the track" attitude by giving young race enthusiasts the opportunity to participate in motor vehicle competition in a safe and controlled environment.

"Youths think racing is cool. Drag racers and motorcycle racers know it's cool. The difference is that drag racers also know that racing on the streets is not only illegal, it's dangerous," he explains. "So, how do you get young people to listen? Include them in the process. That's what Street Legal is all about."

“We feel the Street Legal program is so important because it specifically targets junior and senior high school students and young adults,” explains co-organizer Det. Terry Innes. “Street Legal is unlike many other programs which are geared toward younger students. It provides a positive image of law enforcement with the youth who otherwise may only encounter police in a negative way. And we hope it will act as a deterrent to the negative influences which the youth encounter on a daily basis.

The newest members of the Street Legal team are Cst. Keane Block and Cst. Blair Dezwart.

Over the past decade the Street Legal team has travelled to high schools, shopping malls, trade shows, conventions, community and motor sport events, and sponsors’ functions displaying their vehicles, and speaking to youths about the Street Legal program. The team also participates in the Street Legal drag races at Castrol Raceway where youths can challenge them in a friendly competition. All driving and tuning is also done by the racing team.

The EPS racing team consists of half a dozen sworn police members who formed the Blue Line Racing Association, a non-profit society that relies solely on corporate sponsorship. As such, it uses no tax dollars and is not funded by the police service. Together, the team voluntarily purchased and donated countless hours building two race cars, and developing the Street Legal program.

LAW ENFORCEMENT TORCH RUN FOR SPECIAL OLYMPICS

The EPS is proud to be a strong partner in supporting Special Olympics through the efforts and commitment of our members. Along with our policing partners from across Alberta and Canada, the EPS has a long-standing relationship with Special Olympics to fundraise and increase public awareness.

The fourth bike relay took place in Alberta in 2007 and is one of several annual fund-raising and awareness events that members of the EPS are committed to supporting. There is nothing more inspiring, heart-warming and purposeful than working with people in our community who face everyday challenges and adversity with the kind of passion, drive and relentless perseverance that Special Olympics athletes do.

‘TIS THE SEASON’

Dancing policeman spreads Christmas cheer to holiday shoppers

For the past six years, Constable Ron Smithman dances his way into the heart of holiday shoppers while keeping the traffic flowing smoothly through the Kingsway Garden Mall parking lot. He creates his own brand of ‘special duty’ to help people get through a stressful and hectic time of year by stepping up the fun to lively Christmas music.

Even on his days off Constable Smithman puts on his uniform, white gloves and whistle and shows off his magical moves to brighten up the Christmas season for weary shoppers. He entertained the idea of bringing an act like this to Edmonton after learning traffic officers from Singapore and Thailand have been doing this much to the delight of passers-by. He refined his performance with the help of a dance instructor at a school where he once served as a School Resource Officer.

Although he does not have ambitions to join “Dancing with the Stars”, or trade in his blue uniform for a red suit, he plans to continue sharing the holiday spirit and simply bring a moment of joy to others.



REAL PEOPLE MAKING A DIFFERENCE

“I want to thank a wonderful officer for his assistance. On Friday, February 8, 2007 at about 2:00 p.m, I accidentally locked my newborn baby in my vehicle. Officer Maze came to wait with me for the tow truck and was very reassuring and kind. I appreciate him keeping me calm in a situation that was horrifying for a new mom. I sincerely want to thank him for being so patient and reassuring. All the police officers in Edmonton do such wonderful things and probably do not get thanked nearly enough!”

Nikki LeRoux
Grateful citizen



LEFT: Constable Jerrid Maze
RIGHT: Nikki LeRoux and Baby Ella





A TIME TO SHINE

RECOGNIZING EMPLOYEES WHO GO ABOVE & BEYOND

The EPS is proud of its members and the good work they do each and every day. Often, the impact of their work is only in sight of those who are directly affected; however, many stories are worth sharing as the community and our senior management team celebrate the incredible successes and contributions of our employees.



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2007 DARE OFFICER OF THE YEAR AWARD

Award Recipient: Cst. Mike Hickey



This award is presented annually to an EPS officer who best exemplifies commitment, leadership, and education for students through the Drug Abuse Resistance and Education (DARE) program in Edmonton. Cst. Mike Hickey was nominated by a fellow DARE officer for his exceptional commitment to the program. Cst. Hickey has instructed DARE since becoming a DARE officer in March 2003 and continues to be involved with the program. When another member was unable to complete teaching the program during the 2005/06 school year,

Cst. Hickey took over and completed the program for the member. This was in addition to the school he was already assigned. He adjusted his personal time to accommodate this added commitment and continues to contribute his personal time to both DARE and his community. Youngstown school is part of Cst. Hickey's beat in West Division where he has gone out of his way to arrange floor hockey games and to attend graduations and special events at the school.

ANNUAL JIM DEMPSEY CUSTOMER SERVICE AWARD

Award Recipient: Det. Trevor Czernik

Constable Jim Dempsey, a member of the EPS, died of a sudden unexpected heart failure in 1996 at the age of 37. He was an exceptional policeman, family man, and member of the community. The Jim Dempsey Customer Service Award was created in his honour, to recognize members who 'go the extra mile' by performing their duties in a positive manner and going beyond what is normally expected.

In December 2006, Det. Trevor Czernik was assigned to the Edmonton Integrated Intelligence Unit as a constable. His duties didn't involve regular contact with the public. However, just doing his job and walking away is not Det. Czernik's style. Several years ago Det. Czernik became acquainted with Marlene, who is a single parent to three sons and four grandchildren. Earlier that year, Marlene and her family lost their house due to arson. They were homeless for almost nine months. In December the family found a new home, but lacked the resources to purchase furniture which resulted in their seven children having to sleep on the floor. Det. Czernik mobilized his own family and friends to collect furniture, household items and monetary donations. Det. Czernik transported all the items to Marlene and her family on his own time. Also, because it was Christmas, Det. Czernik called on his friends and family once again, and provided Marlene and her family with a turkey dinner. Det. Czernik has been awarded the Dempsey Customer Service Award because he exemplifies what it means to be a member of the Edmonton Police Service. He went above and beyond the call of duty to demonstrate how much we can contribute to our community.



KIWANIS 'TOP COP' AWARD

Award Recipient: Retired Staff Sergeant Kerry Nisbet



The Kiwanis 'Top Cop' Award is a police appreciation award presented by the Oil Capital Kiwanis Club in recognition of an outstanding Edmonton Police Service Officer who goes above and beyond the call of duty by serving as a volunteer in the community. In 2007 the Kiwanis Club selected Retired Staff Sergeant Kerry Nisbet as the 2007 'Top Cop' for contributing thousands of hours to the community in order to help others. Be it raising money, coaching children's sports teams, or directing boards, he has helped shaped the lives of many.

Most notably, Kerry initiated the "Cops for Cancer" Ironman Team in the year 2000, encouraging other police officers and civilians to join him and compete at Ironman Canada to raise money for the Canadian Cancer Society. Ironcops for Cancer has turned into a national fundraiser successfully raising over \$2.8 million since its inception. Kerry coordinated the team's efforts over the past seven years. He also took this fundraiser into over 60 Edmonton and area schools and challenged students to help raise money for the Canadian Cancer Society, all the while mentoring, coaching and participating in school events to support their fundraising efforts

Kerry's encouragement to individuals and coordination of the Cops for Cancer Ironman Team has been outstanding. Through his personal devotion and commitment to this cause Kerry has become a strong ambassador for the Edmonton Police Service and the City of Edmonton.

Kerry has been a member of the Edmonton Police Service since 1977 and has recently retired following 30 years of service. During his tenure with the Edmonton Police Service, Kerry has worked in numerous areas including: the Traffic Section; Tactical Section; Surveillance Unit; In-House Training Unit; Investigative Services Bureau Administrative Unit; and Patrol Division.

ROYAL CANADIAN HUMANE ASSOCIATION (RCHA) BRAVERY AWARD

Honorary Testimonial: Cst. Jonathan Lecerf was recognized by the Royal Canadian Humane Association for putting the safety of others above his own.

On December 30, 2005 Cst. Lecerf was on patrol when he observed a stationary vehicle in the parking lot of Callingwood Park. He noticed a garden hose taped securely to the rear exhaust with the other end inside the trunk. When Cst. Lecerf approached the vehicle he heard the car running and discovered the doors locked. He noted a man laying in a fetal position on the back seat, a speaker wire wrapped around his neck, and his face near the open end of the garden hose. Realizing the gravity of the situation he used

his police baton to break the front driver's window and attempted to unlock the door, however, it would not open.

Cst. Lecerf reached into the hazardous environment, grabbed the man's legs and with great difficulty managed to pull the unconscious man through the window. Once outside, Cst. Lecerf noted the man was not breathing and he attended to the victim. After a few seconds, the man began breathing on his own. Emergency medical personnel arrived shortly.

EPS CANINE UNIT PROUD TO HOST 2007 CPCA CHAMPIONSHIPS

Police dogs from across western Canada converged in Edmonton in September for the 2007 Canadian Police Canine Association Championships. The three-day long competition saw 47 dog/handler teams from 18 different enforcement agencies test their agility, obedience, criminal apprehension and tracking abilities, making this competition the largest ever.

All 47 teams competed in tracking, obedience, criminal apprehension, agility, compound searches, and building searches. Several specialty dogs also competed in drug and explosive searches as well.



The Canadian Police Canine Championship has been a tradition since 1978 with Edmonton playing host in 1988 and 1998. Edmonton was a natural choice for the 2007 championship, marking the EPS Canine Unit's 40th anniversary.

The Edmonton Police Service had an extremely strong showing at the trials with three of its five competing teams placing in the top five of the "Top Dog" category:

- 3rd Place - Cst. Darren Smith and PSD Cora**
- 4th Place - Cst. Glenn Thursby and PSD Sisco**
- 5th Place - Cst. Murray Maschmeyer and PSD Nitro**

The "Top Dog" award is determined by compiling the results of all events. It highlights overall consistency and skill in all fields (obedience, agility, evidence search, criminal apprehension, tracking, building search, compound search).

The Sportsman award, which is determined through a voting system by all dog handlers, was awarded to Cst. Murray Maschmeyer. This is a great honour for Murray to be recognized by his peers.



3rd Place
Cst. Darren Smith
and PSD Cora

4th Place
Cst. Glenn Thursby
and PSD Sisco

5th Place
Cst. Murray Maschmeyer
and PSD Nitro

MAN OF HONOUR AWARD **Det. Kim Lafreniere**

The Prostitution Awareness and Action Foundation of Edmonton selected Detective Kim Lafreniere as a recipient of their 2007 Men of Honour Awards. Men of Honour are those who act in meaningful ways to foster respect, encourage healthy relationships and create positive opportunities for people. They strengthen their families, communities, and workplaces, and respect the integrity, individuality and humanity of vulnerable children and adults.

Kim Lafreniere is a thirty year member of the Edmonton Police Service and is currently a Detective with the Spousal Violence Intervention Teams. Kim treats all clients with caring and respect, honouring each person and situation as unique, never judging or oversimplifying. He holds perpetrators of violence accountable and extends services to perpetrators when motivation to change is present. He shares his experience with EPS recruit classes, high schools students, Red Cross volunteers, Victim Services Advocates and mentors many others in the community. Kim's work on the Diverse Voices Family Violence conference planning committee for the past five years has brought valuable expertise to Edmonton. He's known for creative problem-solving and his willingness to go the extra mile.



EPS AWARDS CEREMONY RECOGNIZES BRAVERY AND EXCEPTIONAL INVESTIGATION

In December 2007 Chief Mike Boyd, along with fellow members of the EPS executive committee, acknowledged and congratulated members of the EPS in areas of bravery, exceptional police investigation and exceptional personal performance.

EPS awards are intended to identify exceptional behaviour, acknowledge commitment, and stimulate further creative thinking and actions by all members of the EPS.



Front Row (L-R): Cst. Trevor Grohs, Sgt. Mike Campeau, Det. Dan Jones, Det. Randy Wickens, Cst. Dave Garrity, Cst. Jessie Poonian
Middle Row (L-R): Det. Dave Yarmuch, Det. Darren Hodson, Chief Mike Boyd, Sgt. Bruce Edwards, Det. Ernie Schrieber
Back Row (L-R): Cst. Brian Heideman, Sgt. Dan Service, Det. Scott McMorran, Det. Cal Kowton, Det. Mark Anstey

RECIPIENTS

Detective Scott McMorran, Reg. 1474 – Bravery

On the afternoon of November 4th, 2005, Detective Scott McMorran and his partner were operating an unmarked police vehicle in the west end when they observed a station wagon speeding eastward on Stony Plain Road. The vehicle was being driven erratically, speeding through a red light, and swerving across lanes, striking both the north and south curbs. Unbeknownst to them, the elderly man who was operating the vehicle was having a diabetic insulin reaction while driving his elderly female passenger home.

The vehicle also had a fuel leak and began to smoke. Two blocks later, the station wagon, with flames now emerging from the engine compartment, swerved into on-coming traffic where it struck another car. It continued to travel a short distance before colliding with the back end of a gravel truck and finally coming to a stop after sustaining extensive damage. At this point flames had engulfed the vehicle's entire front end.

Det. McMorran, who had activated his emergency equipment and followed the vehicle, arrived seconds later at the collision scene. Without hesitation he approached the burning vehicle, opened the doors and removed the 70-year-old driver, pulling him away from immediate danger. His partner then assisted in moving the man to a safer area. Det. McMorran then returned to the passenger side of the vehicle and despite the searing heat from the flames,

opened the door and removed the 69-year-old female passenger, who was on oxygen, also dragging her to safety.

Both occupants of the vehicle received serious injuries due to the collision and had to be admitted to Intensive Care.

Due to Det. McMorran's efforts, neither victim suffered any smoke inhalation or burns. He acted swiftly in heroic fashion despite the potential danger to himself. As a result of his courageous actions, these individuals were spared a most certain death.

Sergeant Dan Service, Reg. 1762 – Bravery Constable Brian Heideman, Reg. 2338 – Bravery Constable Trevor Grohs, Reg. 2623 – Bravery

On the afternoon of September 20th, 2006, EPS officers were called to the pedway at the Alberta Legislature grounds where a woman had been stabbed twice in the neck. She was able to tell the responding officers that it was her son who had stabbed her and that he had fled the scene. Minutes later, EPS Communications Section received a report of a suicidal male a short distance away. Constables Brian Heideman and Trevor Grohs responded to the scene and located the woman's son.

Upon their arrival, they observed that the suspect had rammed his head and torso through a double-plated glass patio door, and was bleeding profusely from the head and body. The suspect was holding a razor-sharp shard of glass in his hand and was yelling at the two patrol members to shoot him. The officers maintained their composure and ordered him to drop the shard of glass.

The suspect refused and began stabbing himself repeatedly with the piece of glass. Further orders were directed toward the suspect, but he refused to comply, turning and thrusting himself into the broken patio doors, impaling himself on the jagged pieces of glass.

The members provided verbal direction again and were able to talk him off the glass, at which point he began stabbing himself again. As Constables Heideman and Grohs held the suspect's attention, Sgt. Service was able to come up behind the suspect, knocking him to the ground.

The entire incident was very intense and clearly was a life-threatening situation. The fact that it did not result in a fatality was a direct result of the composure and quick actions of the officers involved. The manner in which these members worked together resulted in a successful outcome to a very violent and dangerous encounter.



REAL PEOPLE MAKING A DIFFERENCE

RESPONDING TO A SUSPECT APPREHENSION
INCIDENT IN HER NEIGHBORHOOD:

“Throughout the entire episode, there were at least five to six officers, four cruisers and a large police dog. The entire event was so quiet, relatively speaking. I felt incredibly safe and assured by the police presence in our neighborhood and would like to thank the men and women who plowed through deep un-shovelled snow in our back yard and neighbour’s back yard to track down the suspect. (My little dog is still trying to figure out whose huge paws were on his deck).”

Doris Quinn
Citizen

LEFT: Doris Quinn with son, Philip Quinn and family dog, Buster
RIGHT: Constable Roger Bellerose and Police Service Dog Indy



Detective Ernie Schreiber, Reg. 1088 – Exceptional Police Investigation
Detective Darren Hodson, Reg. 1524 – Exceptional Police Investigation
Detective Cal Kowton, Reg. 1225 – Exceptional Police Investigation

On June 1st, 2002, 72-year-old Robert Stanley was driving a school bus along Whitemud Drive near 113 Street, when he was struck and killed by a large rock that had been dropped from an overpass. This homicide was particularly shocking to the citizens of Edmonton due to the random nature of the occurrence.

In the weeks and months to follow, Detectives Ernie Schreiber and Darren Hodson worked diligently to uncover leads. So thorough was their investigation that Det. Hodson was even able to locate the yard from which the rock had been taken.

A great deal of media coverage occurred resulting in the generation of numerous tips from the public identifying potential suspects. The diligent investigative work by Detectives Schreiber and Hodson enabled them to eliminate most of these suspects.

In 2005, Detectives Schreiber and Hodson, along with Det. Cal Kowton, launched an undercover operation which focused on their primary suspect. In the midst of a number of investigative twists, turns and false leads, several additional people came to the attention of the investigators.

All of these individuals were young offenders, making any interviewing of them particularly sensitive. Detective Hodson and Kowton interviewed five of these people. Full confessions were obtained from two of them.

The impeccable work done by these members led to the eventual convictions of two of the people responsible for Robert Stanley's death.

Almost 4 ½ years passed from the time Mr. Stanley was tragically killed until the second accused was convicted in court. During this time, Detectives Schreiber, Hodson and Kowton maintained regular contact with the victim's family providing them continual updates as to the status of the investigation. The detectives never lost faith that this file would come to a successful conclusion, and their optimism was picked up on by the family.

Detectives Schreiber, Hodson and Kowton were presented with a tragic case in which a teenage prank led to the death of a truly innocent victim. The investigators had no clear motive and very little evidence with which to start their investigation. Without their level of investigative skills, determination and intelligence, it is very likely that this case would have remained unsolved to this day. Their exceptional investigation was critical in bringing this file to conclusion and providing closure to Mr. Stanley's family.

Detective Mark Anstey, Reg. 1098 – Exceptional Police Investigation
Detective Dan Jones, Reg. 2052 – Exceptional Police Investigation

On November 28th, 2003, EPS members responded to a homicide where a 70-year-old woman had been stabbed to death in her garage and had her vehicle stolen. This brutal murder of a senior citizen in her own garage immediately caught the attention of the entire city. Det. Mark Anstey was assigned as the lead investigator.

The case began with no viable suspects. The victim had been living alone, was hard-working, active in her community and church, and had no known enemies. Det. Anstey received information from a source that a prostitute named "Aleisha" may have been responsible for this murder.

Det. Anstey enlisted the assistance of, then-Cst. Dan Jones to identify "Aleisha". Cst. Jones had been assigned to the 118 Avenue beat and through his connections was able to determine that a prostitute named "Darcy" used a street alias of "Aleisha". Subsequent interviews by Cst. Jones led to information that this suspect had moved to British Columbia. This breakthrough led them to identify a street prostitute that was well known to various lower mainland B.C. RCMP detachments.

In September 2006, after several months of investigation, multiple interviews and the gathering of sufficient evidence, "Darcy" a.k.a. "Aleisha" was located, charged and subsequently found guilty of manslaughter. If not for the tenacious investigation and exceptional teamwork of Det. Anstey and Cst. Jones, this murder likely would not have been solved.

Sergeant Mike Campeau, Reg. 1494 – Exceptional Police Investigation

On July 12th, 2005, Liana White went missing while on her way to work. Her vehicle was found abandoned on the north side of Edmonton with the vehicle contents scattered around it. An extensive search and investigation was conducted, and five days later, her body was located in a ditch near St. Albert. After a significant amount of investigation and the management of numerous tips, evidence and information, her husband, Michael White was arrested and charged with her murder. Sgt. Mike Campeau was primary investigator in this case.

The nature of this case drew attention from across North America. The similarity between this case and the Laci Peterson case in the U.S. caused a media frenzy. Throughout the course of the investigation Sgt. Campeau withstood enormous pressure from both within and outside of the EPS. He worked diligently towards a successful conclusion often making personal sacrifices and making the investigation his top priority.

As the pressure mounted on the investigative team, Sgt. Campeau maintained his composure, and was a steadying influence and example for the rest of the team.

As well as coordinating the investigation, Sgt. Campeau provided support to the family, meeting with them and the Victim Services Unit to keep them apprised of the status of the investigation. He addressed the media with the patience and dignity that most of us could only hope to attain.

It's hard to describe just how much work and commitment Sgt. Campeau devoted to this file. He had to satisfy the requests for updates by superior officers and the media on a daily, if not hourly basis. He had to keep on top of the plethora of information pouring in to him. He also had to overcome numerous pressures and fatigue while maintaining his focus on the task at hand.

The pressure on Sgt. Campeau did not stop after Liana's body was found and Michael White was charged ... it just changed direction. He then had to deal with the families of the victim *and* the accused. Both families wanted to believe that the results of Sgt. Campeau's investigation were mistaken, and that Michael White did not kill Liana. Sgt. Campeau's professional demeanor and genuine caring personality helped these families to deal with what was a tragic situation for both of them.

When things started to settle down regarding the inflow of evidence and information, Sgt. Campeau still had to compile a package for the Crown Prosecutor to take to court. He constructed a report outlining over 50 witnesses' statements, the significant amount of evidence that was obtained and analyzed, and the overall course of the investigation. He then had to remain available to assist the Crown with the day-to-day details as the month-long court trial was conducted.

This file has been described as an investigation that few police officers could have handled. Sgt. Campeau's personality was a key reason this case was brought to a successful conclusion.

Detective Dave Yarmuch, Reg. 1663 – Exceptional Personal Performance

In the very early morning of June 7, 2006, while off duty, Detective Dave Yarmuch was riding his bicycle across the High Level Bridge when he noticed a woman standing on the wrong side of the fence near the center of the bridge. Recognizing the urgency of the situation, he stopped and began to talk with the woman.

Her name was Terra, and she was 29-years-old. She told Det. Yarmuch that she was going through a very difficult time in her life and that she intended to end her life by jumping off the bridge.

Det. Yarmuch took hold of her right hand and told her he would not leave the bridge without her climbing back over the fence onto the sidewalk. He spent approximately 20 intense minutes of talking and rapport-building with her. During this time, several people went by without stopping or assisting. Det. Yarmuch was eventually able to convince her not to jump and assisted her back over the fence. He was able to assure her that by calling the police, they could provide her with the much needed assistance that she required.

Were it not for Det. Yarmuch's quick thinking and calm, persuasive manner, this incident may have had a tragic conclusion. Detective Yarmuch demonstrated his commitment to making a difference in Terra's life and in doing so undoubtedly affected the lives of her family as well. His actions can only be described as exceptional.

Detective Randy Wickins, Reg. 1557 – Exceptional Police Investigation

Det. Randy Wickins is assigned to the Internet Child Exploitation Team, or ICE Team, which investigates cases of child pornography and exploitation over the Internet. In 2005, Det. Wickins became involved in an investigation in which a male suspect had been interviewed and eventually confessed to sexually assaulting a young relative. Det. Wickins worked with this individual and became involved in an investigation that became international in scope.

Det. Wickins worked closely with other members in Ontario and abroad. There were many complexities to this investigation, and I am told that it would take several hours for him to recount exactly what took place. The end result was the breaking of a tightly-knit, secretive international child pornography ring.

Det. Wickins was able to develop a rapport with the initial accused, and he subsequently provided information that led to the identification of the other members of this ring on an international level. It involved cooperating and liaising with numerous international agencies.

The investigation returned full circle to Edmonton where the ringleader was arrested, charged and eventually sentenced to three years for child pornography.

The entire investigation resulted in the arrest of 55 persons in Canada, the U.S., the United Kingdom, and Europe. Det. Wickins and the team of investigators were also able to identify 18 child victims, who would have otherwise not been located.

For his exceptional investigation, Det. Wickins has been recognized internationally at the 2007 National Missing and Exploited Children's Awards by the National Center for Missing and Exploited Children in Washington, D.C.

His investigation was outlined in a book entitled "*Caught in the Web*" by author Julian Sher.

Constable Dave Garritty, Reg. 1496 – Exceptional Personal Performance
Sergeant Bruce Edwards, Reg. 1852 – Exceptional Personal Performance

On the morning of February 25th, 2006, Cst. Dave Garritty began to investigate a collision where an abandoned Dodge Neon with moderate damage was located in the ditch along Winterburn Road where it rested against a group of trees. The driver had apparently left the scene on foot and was nowhere to be found. A dog was found sitting next to the tire of the vehicle and it refused to move from that position.

A citizen reported seeing the vehicle there since the early hours of the morning. After having negative results in contacting the registered owner at her residence, and with the temperature hovering around minus 16 degrees Celsius, Cst. Garritty began to coordinate a search, feeling the driver may still be in the area and potentially could be injured or disoriented. A canine unit was requested and Sgt. Edwards, (who was a constable at the time of the incident), and Police Service Dog (PSD) Wizzard responded.

Sgt. Edwards and PSD Wizzard located some fresh footprints leading off the road approximately one kilometre from the vehicle. After tracking the footprints for another kilometre into a field, they located the female driver. She was conscious but in severe medical distress and unable to speak, showing signs of severe hypothermia and frostbite.

Sgt. Edwards, feeling the urgency of the situation, carried her out of the area, and with the assistance of a citizen, transported her by pickup truck to meet up with ambulance personnel. She was transported to the Royal Alexandra Hospital where she was admitted with second and third degree frostbite and hypothermia.

Had it not been for the tenacity and commitment shown by Cst. Garritty and Sgt. Edwards, the victim likely wouldn't have survived. Their experience, intuition and dedication to going the extra mile no doubt saved her life.

Constable Jessie Poonian, Reg. 2699 – Bravery

On July 22nd, 2007, at approximately 5:20 a.m., Cst. Jessie Poonian was operating a one-member patrol car in the area of MacEwan Road and McAllister Loop when he heard what sounded like an explosion. A few moments later he noticed black smoke emerging from a large condominium complex that was under construction. Immediately surrounding the construction site were a number of occupied homes.

Cst. Poonian notified Communications Section and requested dispatch of the Edmonton Fire Department. Flames began to reach heights of approximately 40 feet and the brisk winds were blowing them toward the occupied residences.

The winds pushed the fire onto the rear deck of a house, where it quickly spread to the main residence. Cst. Poonian was certain that the house would soon be fully engulfed in flames. He immediately went to the front door of the home attempting to determine if there were any occupants. There was no answer. Realizing that the house and anyone inside would be in imminent danger, he decided to force entry to ensure that no one was inside. As the door was locked, he kicked it in and despite the smoke and potential danger, he attempted to search the residence. On the main floor, he located a 10-year-old girl sleeping on the couch and removed her from the burning home, taking her to a safe area on a nearby green belt.

Without hesitation, Cst. Poonian continued clearing the next 11 residences, forcing entry, and physically clearing each home to ensure that there were no occupants in danger. Within an eight-minute time frame, the house he removed the young girl from was fully engulfed in flames, and the houses he had just cleared were beginning to burn.

By this time, Edmonton Fire Rescue and other police officers arrived on scene. Cst. Poonian assisted them with clearing more houses, which also began to burn within minutes of being searched.

Although millions of dollars of property damage was sustained by the fire, no one was injured or killed in this disaster. This was largely due to the quick, courageous actions of Cst. Jessie Poonian.



STATISTICS & FINANCIALS

CHECKS AND BALANCES

**EDMONTON POLICE SERVICE AUTHORIZED POSITIONS 2007
(IN FULL TIME EQUIVALENTS)**

	2007 Authorized FTE's	2007 Actual	Vacancies
Chief of Police	1.0	1.0	-
Deputy Chiefs	3.0	3.0	-
Superintendents	11.0	10.0	1.0
Inspectors	20.0	21.0	(1.0)
Staff Sergeants	54.0	53.0	1.0
Sergeants	129.0	132.0	(3.0)
Detectives	146.0	130.5	15.5
Constables	1,005.0	900.5	104.5
Total Sworn	1,369.0	1,251.0	118.0
Directors	1.0	1.0	-
Other Non-Sworn	424.0	411.0	13.0
Temporary and Part time employees	64.5	81.5	(17.0)
Total Non-Sworn	489.5	493.5	(4.0)
Full Time Employees	1,858.5	1,744.5	114.0
Recruit Constables & Pre-Hires		71.0	(71.0)
Full Time Employees including new recruits	1,858.5	1,815.5	43.0

DEMOGRAPHICS AS OF DECEMBER 31, 2007

Racially Visible Officers¹

Aboriginal	49	Japanese	3
Arabic	2	Korean	2
Black	20	Latin	2
Chinese	32	Lebanese	1
East Indian	21	Portugese	2
Filipino	4	Vietnamese	4
Greek	1	West Indies	1
Total		144	

¹ Figures represent only the members who have self identified themselves as being racially visible.

STATUS OF DISPOSITIONS WITHIN INTERNAL INVESTIGATIONS INITIATED IN 2007

Internal Affairs Section is responsible for investigating complaints against the EPS and its members in a fair, thorough and unbiased manner. Their mission is to safeguard public trust and promote confidence in the EPS, while resolving all complaints of policy, service delivery and employee conduct in a fair, transparent and timely manner. The following statistics represent the status of dispositions within internal investigations initiated in 2007.

2007 FILE STATUS

	Public Complaint Criminal	Public Complaint Conduct	Public Complaint Policy/Service	Internal Complaint Criminal	Internal Complaint Conduct
Resolved through Professional Standards Branch	0	30	16	0	1
Resolved through Supervisory Review	0	3	4	0	6
Dismissed	0	0	0	0	1
Frivolous	1	0	0	0	0
Loss of Jurisdiction	0	4	1	0	1
Reasonable Prospect – Charge Laid	0	0	0	1	0
No Reasonable Prospect	0	2	0	0	1
Reasonable Prospect	0	1	0	0	2
Reasonable Prospect – No Charge	0	0	0	1	0
Reasonable Prospect – Not Proven	0	1	0	0	0
Concluded as No Charge Laid	1	0	0	0	0
Reviewed/Concluded by Chief of Police	0	0	3	1	0
Administratively Concluded	0	0	1	0	0
Vexatious	1	1	0	0	0
Concluded as Citizen Concern	0	65	0	0	0
Concluded as Information Only	1	651	33	1	47
Concluded as EPS Concern	0	0	0	1	52
Total Concluded:	4	758	58	5	111
Outstanding Complaints	9	128	20	6	19
Outstanding Concerns	0	2	0	0	0
Total 1120 Files Opened	13	888	78	11	130

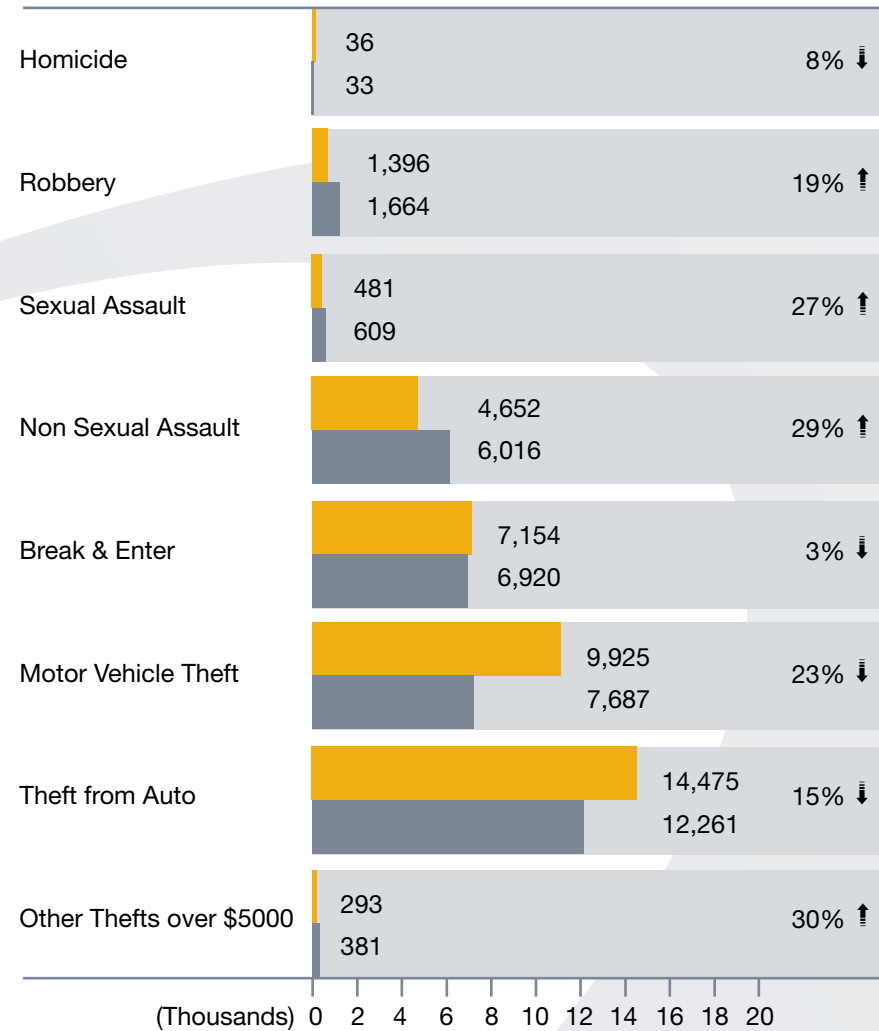
CHIEF'S EIGHT CRIME INDICATORS 2006-2007

As part of the 100 Day Plan, Chief Boyd introduced a crime reduction target to reduce crime across eight crime indicator categories. The information presented indicates preliminary results for January to December 2007. Overall, there was a seven per cent reduction in offences across all eight crime indicators from 2006.

Most serious violation	2006	2007	% Chg.
Homicide	36	33	-8%
Robbery	1,396	1,664	19%
Sexual Assault	481	609	27%
Non Sexual Assault	4,652	6,016	29%
Break & Enter	7,154	6,920	-3%
Motor Vehicle Theft	9,925	7,687	-23%
Theft from Auto	14,475	12,261	-15%
Other Thefts over \$5000	293	381	30%
	38,412	35,571	-7%

CHIEF'S EIGHT CRIME INDICATORS 2006-2007 JANUARY TO DECEMBER

2006
2007



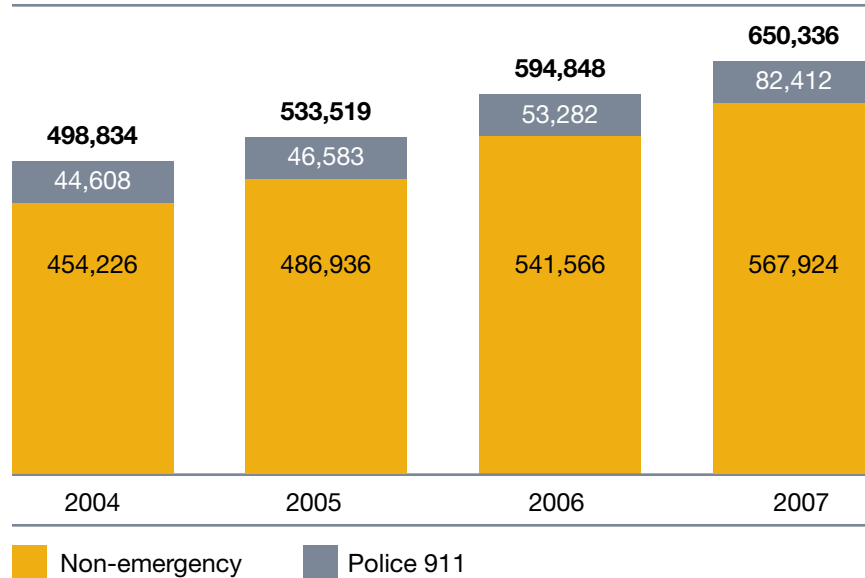
The graph shows preliminary annual results for 2006 and 2007 based on the most serious violation per incident.

Over all there was a 7% reduction in offences across the eight crime indicators.

WORKLOAD TRENDS JANUARY TO DECEMBER 2007

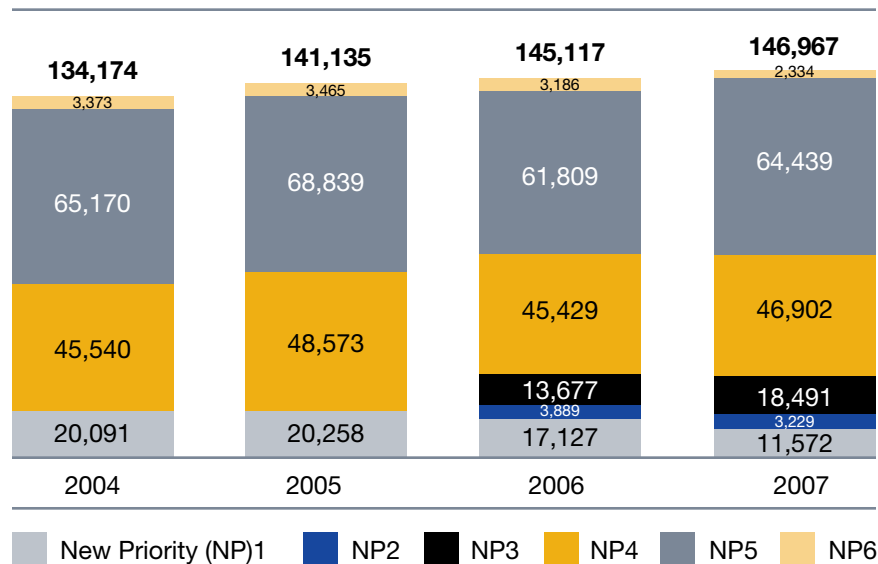
Incoming Calls

Incoming calls to police up 9%



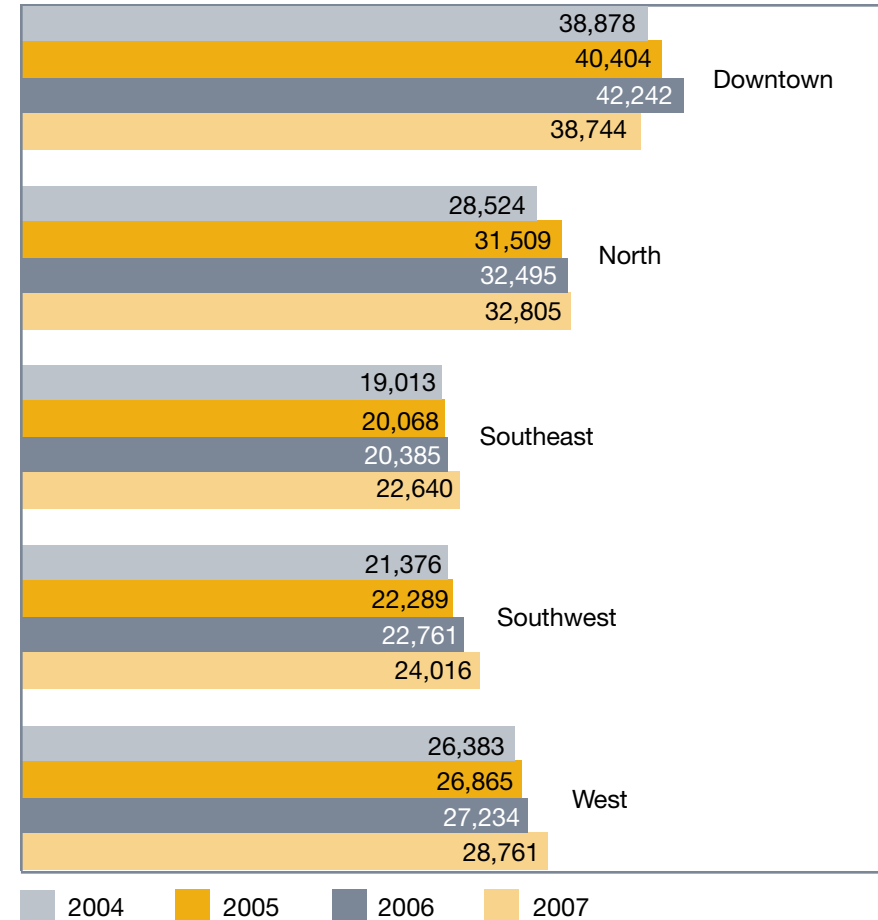
Patrol dispatches by Priority¹

Patrol dispatches up 1%



Dispatched Calls by Division

Dispatches up in all divisions² except Downtown



¹ As per Service Directive 06-035, effective May 10, 2006 all priority codes reflect the NEW priority model for call evaluation. Therefore, call priorities from May 10, 2006 onwards are not directly comparable to call priorities in previous months and years. See new Priority Model Call Evaluation chart.

² The 5 division model came into effect on April 29, 2007. Prior to that date EPS had 4 operational divisions. There is no one-to-one correspondence between geographic boundaries in the 5 and 4 division models, so divisional data for 2007 are not directly comparable to previous years.

**NEW PRIORITY MODEL FOR CALL EVALUATION
EFFECTIVE MAY 10, 2006**

Old Priority Code	New Priority Code	Description of New Priority
0	0	Officer emergency
1	1	High priority in progress, person at risk
n/a	2	In progress, property at risk
n/a	3	Just occurred
2	4	Priority
3	5	General service
4	6	Non priority
5	6	Non priority
6	6	Non priority
7	6	Non priority
8	6	Non priority
9	9	Broadcast
NULL	6	Non priority

PLEASE NOTE:

- The new priority model for call evaluation became effective on May 10, 2006, as noted in Service Directive 06-035.
- As shown in the above table, the old priority '0' is equivalent to the new priority '0', old priority '1' is equivalent to new priority '1', old priority '2' is equivalent to new priority '4', old priority '3' is equivalent to new priority '5', and so on.
- However, there is no old priority equivalent for **new priorities 2 and 3**. Data for new priorities 2 and 3 are available only from May 10, 2006 onwards.
- Dispatch data for new priorities 1, 4 and 5 are reported individually in the Workload Data Table for both the month and the year-to-date.
- Due to the logistics of converting a large volume of records (1.5 million), there is not necessarily a 1-1 concordance between old priority codes and new priority codes. This will affect the comparability of new priority codes across years (i.e. pre and post May 10, 2006). For example, all of the old priority 2s were converted into new priority 4s (i.e. "priority"); however, some old priority 2s may have been more appropriately converted to new priority 3s (i.e. "just occurred"). It was not feasible, given the large volume of records, to review the information on each related record to determine whether an old priority 2 fit more appropriately into new priority 3 ("just occurred") or new priority 4 ("priority").

FINANCIALS - 2006 VERSUS 2007

Operating Expenditures by Major Category

(Million's)

	2006	2007	Change	% Change
Salary, wages and benefits	\$160.4	\$170.0	\$9.6	6.0%
<i>Total Personnel</i>	<i>160.4</i>	<i>170.0</i>	<i>9.6</i>	<i>6.0%</i>
Contracted and general services	14.8	18.4	3.6	24.3%
Materials and supplies	2.2	2.2	-	0.0%
Fleet costs	7.0	7.5	0.5	7.1%
Furniture and equipment	6.7	8.2	1.5	22.4%
Facility costs	9.8	10.0	0.2	2.0%
Other general costs	2.3	2.2	(0.1)	-4.3%
<i>Total Non-Personnel</i>	<i>42.8</i>	<i>48.5</i>	<i>5.7</i>	<i>13.3%</i>
Total Operating Expenditures	\$203.2	\$218.5	\$15.3	7.5%

Operating - Revenues and Tax Levy

Fines and penalties	\$25.5	\$27.4	\$1.9	7.5%
Provincial and Federal Grants	11.7	11.6	(0.1)	-0.9%
Police Seized Vehicle Lot Operations	4.0	4.8	0.8	20.0%
Emergency 911 Revenue	1.7	1.7	-	0.0%
Other revenues	1.2	1.5	0.3	25.0%
Special Event Policing	1.6	1.4	(0.2)	-12.5%
Police Information Check Revenue	1.2	1.2	-	0.0%
School Resource Program Partner Funding	0.7	0.7	-	0.0%
<i>Total Revenues</i>	<i>47.6</i>	<i>50.3</i>	<i>2.7</i>	<i>5.7%</i>
Tax Levy	155.6	168.2	12.6	8.1%
Total Revenues and Tax Levy	\$203.2	\$218.5	\$15.3	7.5%

Capital Expenditures-By Project Category

Police Facilities	\$1.5	\$1.0	\$(0.5)	-33.3%
Information Technology	4.9	2.7	(2.2)	-44.9%
Other Equipment	0.3	0.8	0.5	166.7%
Communications	0.1	0.1	-	0.0%
Total Capital Expenditures	\$6.8	\$4.6	\$(2.2)	-32.4%

REMEMBERING CST. DARRYL VANDENBERG

The Edmonton Police Service experienced great sadness and sorrow with the sudden and tragic passing of Cst. Darryl Vandenberg. Darryl was on his way to work when he was killed in a vehicle collision on the evening of Sunday, September 9, 2007.

Serving the EPS for just over one year, Darryl graduated from Recruit Training Class #108 and had been working out of Southeast Division, Squad 4. He is fondly remembered as a "Hero in Life" by all of his co-workers, recruit classmates, squad-members, and the entire Edmonton Police Service family.

Raised in Camrose, Alberta, Darryl had a strong family policing history and desire to become an officer. His brother is currently serving in the Vancouver Police Service and his father, Joe Vandenberg, served as an EPS constable for 10 years (64-74) before leaving to create a life on the farm.

As if coming full circle, Darryl took over his father's farm in 1994, known worldwide for its purebred hogs and cattle. He then fulfilled his desire for a career in policing, applying to the EPS in 2005. Committed to his community, he was also the regional director of Alberta Pork.

Darryl was dedicated to his family, farm, community and church. At just 36-years-old, Darryl leaves behind his wife, Lynette, and three young children: Davie, Lucas, and Tod.

Members of EPS Southeast Division Squad 4 have created a trust fund in memory of Cst. Darryl Vandenberg. The fund will go towards the education of Darryl's three children. Donations to the "Darryl Vandenberg Family Trust Fund" can be made at any TD Bank in Alberta.



2007 Edmonton Police Service & Edmonton Police Commission
Annual Report to the Community

BUILDING ON OUR STRENGTHS



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