



Lethbridge Police Service  
**ANNUAL REPORT**

**2018**



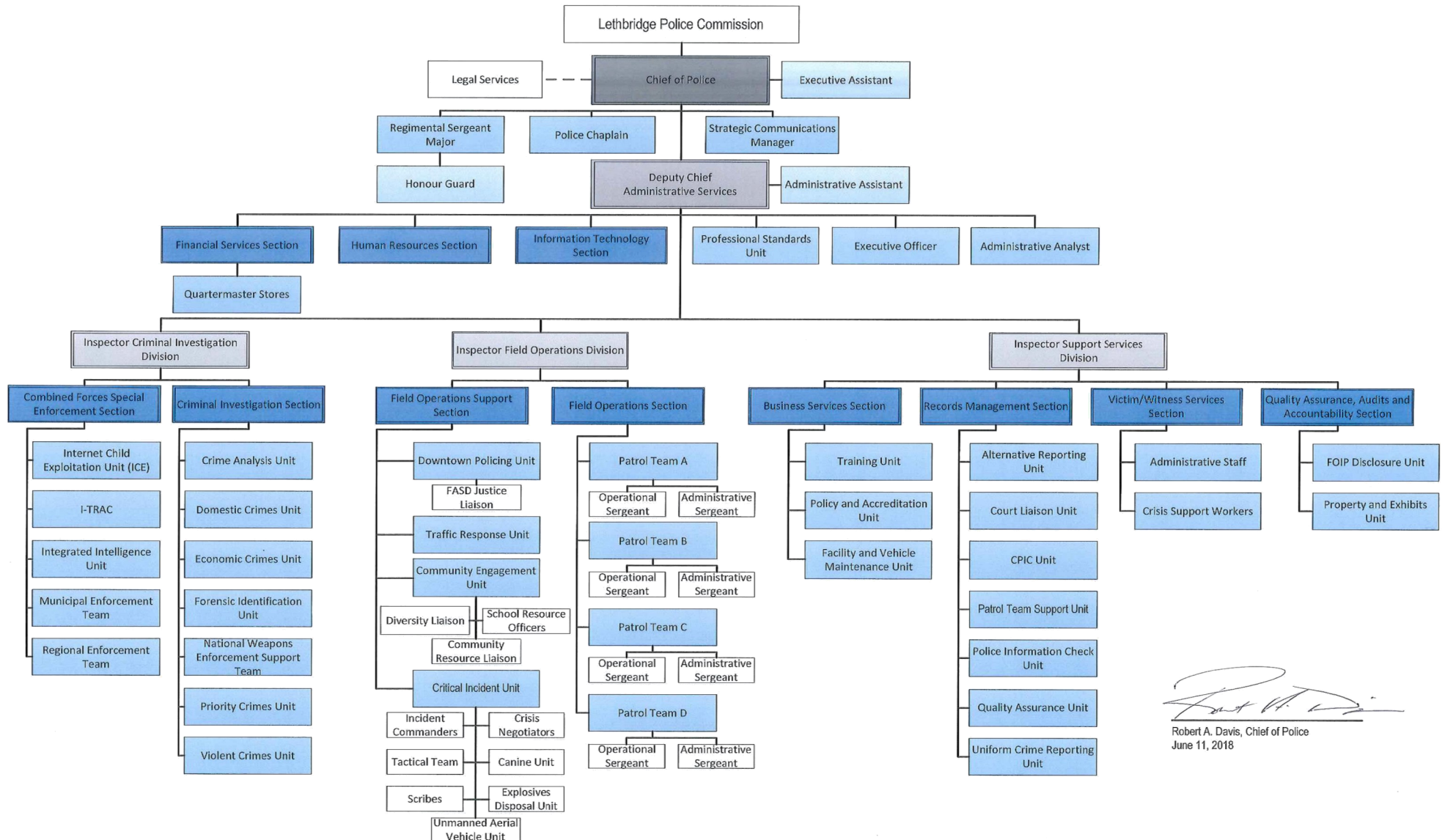
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# ORGANIZATIONAL CHART



  
 Robert A. Davis, Chief of Police  
 June 11, 2018



# ***MISSION***

**Courage. Safety. Service.**

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# ***VISION***

**Selflessly providing  
safety and service  
through excellence in  
community involvement,  
strong partnerships and  
continuous innovation.**

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# ***VALUES***

Accountability  
**Respect**  
Professionalism  
**Integrity**  
Competence  
**Reliability**





# CHIEF'S MESSAGE

In 2018 Lethbridge Police resources continued to be challenged by the demands of an ongoing drug crisis that lead to an increase in spin-off property crime and social disorder. Chronic offenders with mental health issues and other hard to serve individuals also contributed to a reduction in the perception of safety downtown. An additional four officers were subsequently re-deployed to the Downtown Policing Unit to address these concerns and work proactively with businesses and citizens to enhance public safety. In addition, a full-time Police and Crisis Team (PACT) was also implemented which includes a police officer working collaboratively with an Alberta Health Services Mental Health Worker to better manage offenders with mental health issues and other vulnerable individuals with complex needs.

Internally, a comprehensive assessment of the Cadet Training program was completed prior to an exhaustive process to hire a combination of police cadets and Community Peace Officers—the first combined class in Lethbridge and the Province of Alberta. A 22-week training program with additional cadets from the Blood Tribe Police Service, Taber Police Service, Canadian Pacific Police Service and Manitoba First Nations Police Service will commence in early 2019. The introduction of Community Peace Officers to the LPS in roles that do not require the authorities of a fully sworn police officer will facilitate the return of

regular members to the street to focus on frontline policing. Both the CPOs and police cadets will be ready for duty in the summer of 2019.

LPS was one of the first agencies in Canada to participate in a pilot project and ultimately complete full implementation of Smart Squad — an app that enhances officer efficiency and capacity by giving users the ability to use their mobile device for electronic note-taking, audio statements, targeted intelligence dissemination, location awareness and more.

2018 also laid the groundwork for the addition of Community Peace Officers (CPOs) and a new volunteer program—The Watch—which will be rolled out in early 2019. During extensive community consultation, believed to be the largest undertaking of its kind in LPS history, we heard loud and clear from the public that more opportunities for community engagement were strongly supported and as an organization we must be willing to think outside the box and try new strategies to address the issues facing the city.

I want to thank the men and women, sworn and non-sworn, of the Lethbridge Police Service for their hard work, commitment and dedication. Collectively, you are what makes this a great organization. Thank you for all of your ongoing efforts.



**Chief Rob Davis**



**Deputy Chief  
Scott Woods**



**Inspector  
Bill Anderson**



**Inspector  
Tom Ascroft**



**Inspector  
Jason Dobirstein**



# Strategic Priority: PEOPLE

***“We recognize the value of our staff and volunteers. We want all staff members to be healthy, well-trained, committed and reflect the demographics of the communities we serve.”***

## PERFORMANCE MEASURES

- A comprehensive assessment of the efficiency, effectiveness and economics of the upcoming 2019 Cadet Training and Field Training Officer programs was completed. The 2019 Cadet Training program was subsequently revised to ensure best and evidence-based practices.
- The Recruiting Unit completed an exhaustive process to hire a combination of police Cadets and Community Peace Officers. The class will begin a 22-week training program in partnership with Lethbridge college in January 2019.
- A research project to create a new level of enforcement officer—at a lower cost—was initiated and completed. The project examined opportunities to utilize Community Peace Officers in areas that do not require the authorities of a fully sworn police officer including the front counter and detention areas. The use of CPOs enables regular members to be returned to the street. In November 2018 the LPS received budget approval to hire the first class of CPOs. The inaugural CPOs will be fully trained and ready to begin their new duties in the summer of 2019.
- Work continued on a comprehensive recruiting strategy to attract and hire sworn and civilian personnel to match the diversity of the City of Lethbridge. In June 2018 LPS accessed funding through Treaty Seven Community Futures to employ two FNMI summer students who experienced all aspects of policing. In November 2018 police received budget approval to initiate a new community volunteer program—The Watch—that will provide additional summer positions in the coming year.
- In September 2018 LPS partnered with Lethbridge Fire and Emergency Services to provide Critical Incident Stress Management (CISM) training to personnel in both agencies. The training provided participants with the knowledge and skills to offer peer support and deliver individual or group interventions.



# Strategic Priority: CRIME

***“It is our mission to provide safe communities. We will continue to maintain public safety through prevention, detection and resolution of crime and disorder.”***

## **PERFORMANCE MEASURES**

- Four police officers were re-deployed to the Downtown Policing Unit (DPU) to address ongoing problems with crime and negative use associated to the drug crisis. DPU has worked closely with downtown businesses and stakeholders to identify and respond to impacted areas by conducting targeted enforcement operations to apprehend drug traffickers and chronic offenders.
- A secure, cost-effective database to store information related to confidential informants and agents was developed and implemented.
- A significant increase in property crime that is directly attributed to the drug crisis, resulted in multiple targeted enforcement projects throughout the city by members of the Priority Crimes Unit. Data was used to determine chronic problem areas that would benefit from additional enforcement measures above and beyond day-to-day operations. Two projects—one involving a bait bike and the other a bait vehicle—were initiated but had limited impact.



# Strategic Priority: TECHNOLOGY

***“We are committed to remaining current in proven technology to ensure our staff has the tools and training needed to meet the changing demands of their jobs. We will weigh all costs and benefits prior to implementing new technology.”***

## **PERFORMANCE MEASURES**

- Service-wide rollout of the Smart Squad app was completed. The app provides users with the ability to use their mobile phone for electronic note-taking, audio statements, provides location awareness and enables targeted intelligence dissemination. Use of Smart Squad has increased officer efficiency and capacity and in 2018 was expanded to tablets which may replace Mobile Data Terminals in the future.
- LPS, through use of the Smart Squad app, has introduced electronic ticketing to the province of Alberta. Members of the Traffic Response Unit were engaged in an e-ticketing pilot project which was successfully completed and will allow for training of all front-line officers in 2019.
- The Criminal Investigation Section researched and implemented an electronic transaction reporting and investigation software program to provide real-time and historical transaction data and tools to query and report on data related to property crime. As part of the new reporting process for pawn shops, amendments to City of Lethbridge Bylaw 5658 were required and successfully obtained following a presentation to City Council.



# Strategic Priority: COMMUNITY

***“We will advance public safety by continuing to build and invest in relationships with our partners and members of the communities we serve.”***

## **PERFORMANCE MEASURES**

- Under the umbrella of the Downtown Policing Unit a part-time Police and Crisis Team (PACT) position was created where an officer was assigned to work in partnership with an Alberta Health Services mental health worker. The team works with chronic offenders who are impacted by mental health conditions. In May 2018 the position was made full time and further funding will be requested in the 2019-2022 budget cycle to ensure the future of the program.
- LPS was part of the coalition that advocated for and received funding to construct a new detox facility. Construction of the facility—in the former day treatment area of the psychiatric unit—was completed in late 2018. The City of Lethbridge has further submitted an application for funding a safe sobering site and the province ultimately assumed a leadership role in partnership with the municipality. LPS will provide any ongoing assistance as required.
- Development of community patrol program—The Watch—was initiated in 2018 and funding was approved by City Council for the 2019-2022 budget cycle. The Watch will provide opportunities for community volunteers to patrol the downtown core and help enhance the perception of public safety. Recruiting and training for Watch volunteers is scheduled for early 2019.



# Strategic Priority: PROCESSES

***“We are committed to continuously reviewing processes to enhance service delivery, identify efficiencies and ensure systems are in line with evidence-based practices.”***

## PERFORMANCE MEASURES

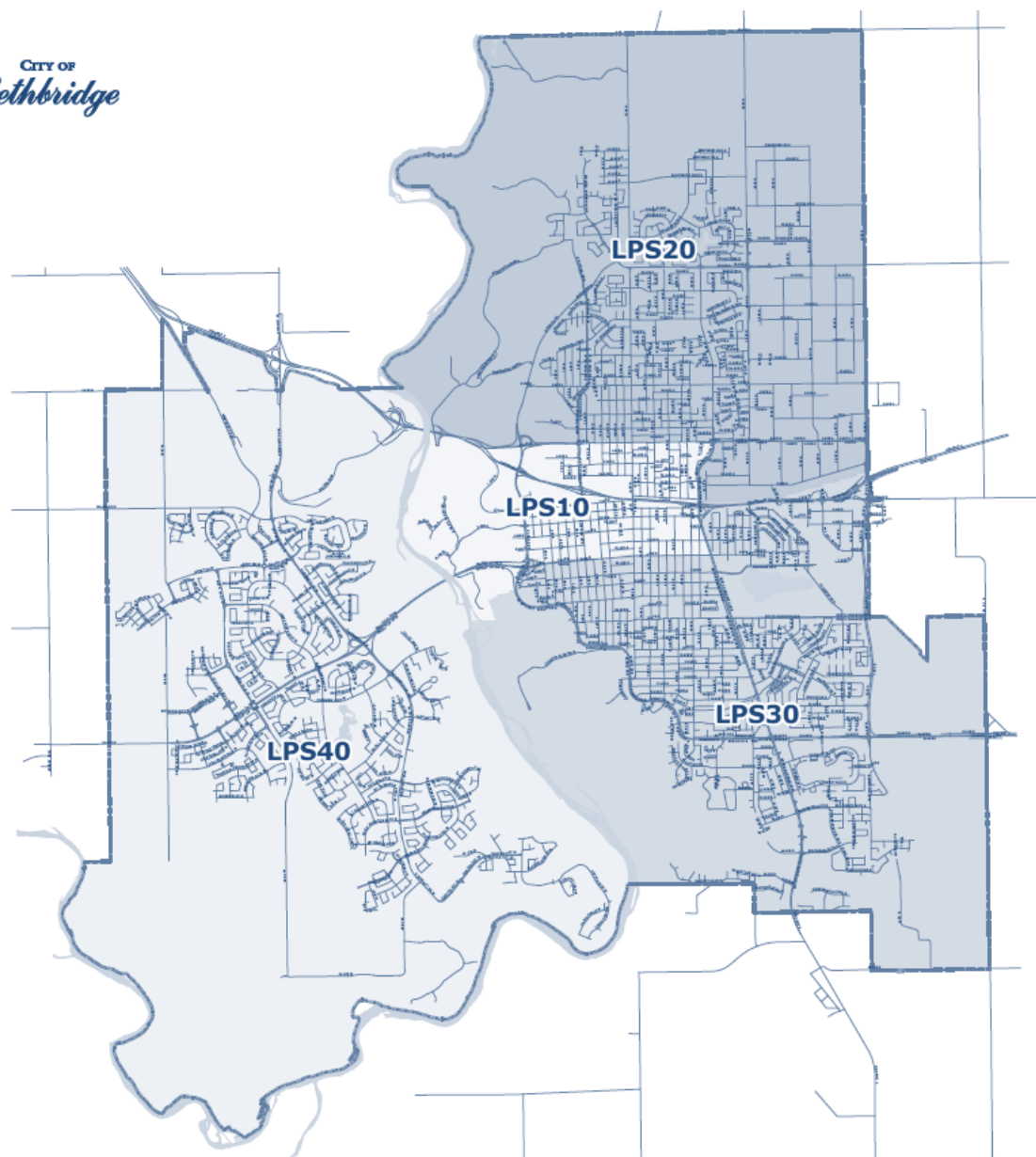
- A comprehensive review of LPS operations, including deployment, staffing, beat alignment and data management to increase efficiency and capacity resulted in the realignment of the old beat system to four zones. The “own your zone” concept—where officers will remain assigned to the same zone for several years—was subsequently implemented along with new cross-beat dispatching guidelines. A Business Intelligence tool to track out of service codes, availability time, proactive police and other measurables has been developed and is being tested with rollout anticipated for 2019.
- An updated, more user-friendly performance evaluation system that establishes the core competencies of selflessness, accountability and competence for all employees as well as additional competencies specific to each position and rank was developed and implemented.
- Zero based budgeting was implemented to promote greater fiscal responsibility and efficiency. Training requests, including supporting justification information, was submitted in the fall of 2018 and reviewed by the Deputy Chief and Financial Manager for approval.
- Policy was developed to define roles and responsibilities for an Administrative Sergeant and Operations Sergeant on patrol teams to ensure appropriate attention to administrative duties while ensuring operational leadership is maintained.
- A Case Report working group was established and researched best practices. An enhanced Case Report was subsequently developed to avoid redundancy while providing a thorough disclosure package. The new report was implemented and the changes have saved administrative report writing time.







# OPERATIONAL HIGHLIGHTS



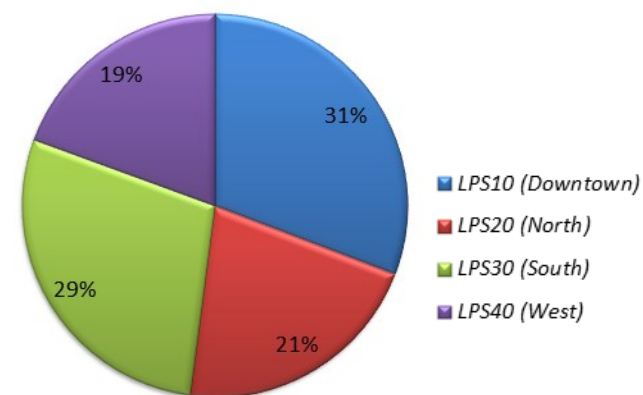
## CALLS FOR SERVICE

In 2018 police responded to a total of 34,610 calls for service—up from 33,643 in 2017. The most noticeable increases were recorded in drug possession and trafficking, property crimes, assaults and frauds.

## TOP FIVE CALLS

- Disturbance/Nuisance
- Theft
- Suspicious/Wanted
- Traffic Violation/Complaint/Hazard
- Public Service

## CALLS BY BEAT





# OPERATIONAL HIGHLIGHTS

## CRIMES AGAINST PERSONS

	2018	2017	2016
Homicide	0	2	4
Attempted Murder	2	0	1
Sexual Assault	131	70	54
Sexual Interference/Exploitation/Touching	13	11	12
Assault	1224	942	779
Production/Distribution Child Pornography	10	5	12
Robbery	60	60	50
Criminal Harassment	42	47	25
Domestic Violence (Domestic Violence and Domestic-related)	1599	1685	1693

## CRIMES AGAINST PROPERTY

	2018	2017	2016
Arson	5	13	13
Break and Enter	874	708	584
Shoplifting	974	800	896
Theft	3856	3494	2787
Theft of Motor Vehicles	265	319	172
Attempted Theft of MV	32	44	25
Take Vehicle Without Owner Consent	38	24	16
Possession of Stolen Property	196	163	91
Fraud	732	580	534
Mischief	868	999	866

# OPERATIONAL HIGHLIGHTS

## DRUG OFFENCES

	2018	2017	2016
Drug Complaint General	330	455	349
Drugs - Possession	538	162	128
Drugs - Trafficking/Distribution	214	56	62
Drugs - Production/Cultivation	1	2	0

## OTHER POLICE RESPONSES

	2018	2017	2016
False Alarm	1101	1169	1177
Missing Person	242	237	283
Critical Incident Team Deployments	10	6	16



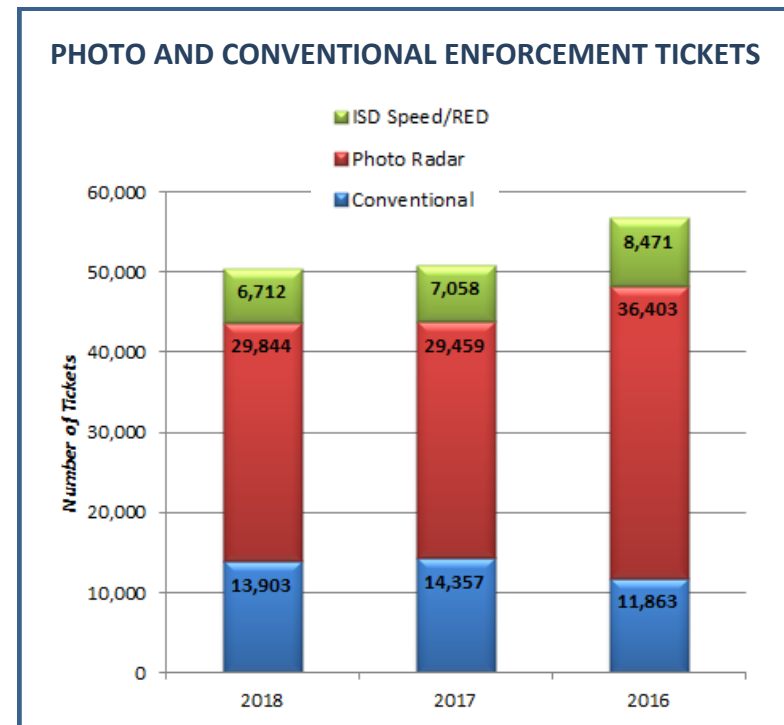
# OPERATIONAL HIGHLIGHTS

## TRAFFIC SAFETY

SELECT TRAFFIC OFFENCES	2018	2017	2016
Dangerous Driving	78	110	103
Impaired Operation	412	280	372
Fail/Refuse Breathalyzer/Roadside Screening/Blood Sample	15	22	36
Fail To Remain At Scene*	316	336	336

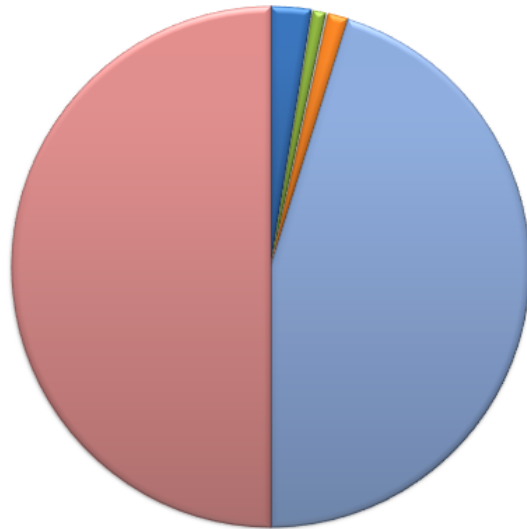
SELECT TRAFFIC VIOLATIONS	2018	2017	2016
Speeding	3929	4410	2453
Careless Driving	271	170	228
Fail to Yield to a Pedestrian	54	47	63
Traffic Light	190	220	228
Traffic Control Device	758	768	762
Distracted Driver	1157	1199	1379
Fail to Wear Seatbelt	604	762	529

COLLISIONS	2018	2017	2016
Fatality	0	3	3
Injury	345	446	452
Property Damage	2,345	3,040	2,551



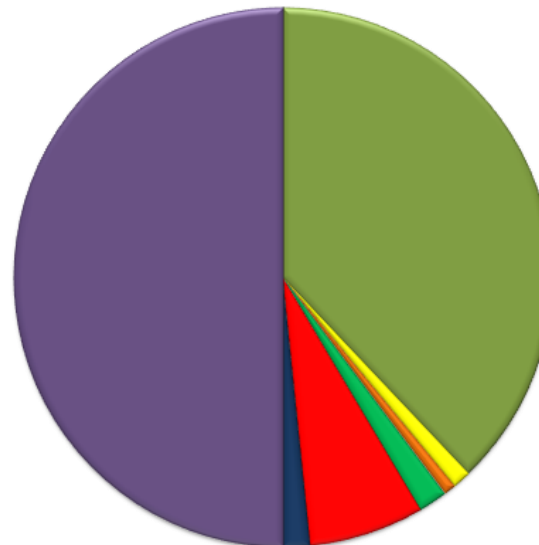
# BUDGET

## FUNDING



\$	2,074	Government Grants
\$	47	Internal Recovery
\$	675	Sale of Goods and Services
\$	22	Fine Revenue
\$	95	Other Revenues (Misc)
\$	1,060	Partnership Funding
\$	37,160	Tax Supported
\$	41,133	Total (in thousands of dollars)

## EXPENDITURES



\$	31,210	Salaries and Benefits
\$	922	Other Personnel Costs
\$	580	Contracted Services
\$	1,460	Materials and Supplies
\$	5,659	Internal Charges
\$	39	Other Expenditures
\$	1,264	Interest and Amortization
\$	41,133	Total (in thousands of dollars)



# HUMAN RESOURCES

## NEW HIRES

### [CIVILIANS]

Kristen Adair  
Liesel Hann  
Jill Janzer  
Ildiko Santa  
Kristen Schindel  
Kimberley Sexsmith

## PROMOTIONS

Staff Sgt. Pete Christos  
Staff Sgt. Rusty Lawrence  
Sgt. Bruce Hagel

## RETIREMENTS

### [OFFICERS]

Insp. Bill Anderson  
Insp. Tom Ascroft  
Staff Sgt. Jamie Fisher  
Staff Sgt. Art Tamminga  
Sgt. Tony Yee

### [CIVILIANS]

Lynn Petro  
Barb Tremel

## RESIGNATIONS

### [OFFICERS]

Cst. Ross Bond  
Cst. Troy Grisbrook

### [CIVILIANS]

Elisabeth Koculyn  
Jessica Roth

## CAREER MILESTONES

### [30 YEARS]

Sgt. Mike Reeder

### [20 YEARS]

Staff Sgt. Rusty Lawrence  
Staff Sgt. Mark Smallbones  
Sgt. Jason Moulton  
Cst. Rob Bittman  
Cst. Dave Easter

### [15 YEARS]

Sgt. Trevor Sheppard  
Sgt. Christy Woods  
Cst. Leanne Christos  
Cst. Ryan Darroch  
Cst. Ryan Kiddine  
Cst. Denton Michelson  
Cst. Rick Semenuik  
Cst. Mike Williamson

# HUMAN RESOURCES



## SERVICE RECOGNITION

### CHIEF'S COMMENDATION

Sgt. Travis Evenson  
Cst. Chris Stock  
Cst. Nick Cousineau  
Cst. Dave Easter  
Cst. Josh Kurtz  
Cst. Denton Michelson  
Cst. Jim Steacy

### DIVISIONAL RECOGNITION

Cst. Wes Olsen  
Cst. Nathan Shenton  
Cst. Wes Yasinski (2)  
Cst. Steve Zwartbol  
Commissionaire James McCran

In addition, five citizens were publicly recognized for their efforts assisting police.



# HUMAN RESOURCES

## AUTHORIZED STRENGTH

**172**  
Authorized

**161**  
Actual

## LETHBRIDGE POLICE STAFF

161 Police Officers  
57 Civilian Employees  
57 Victim/Witness Services Volunteers

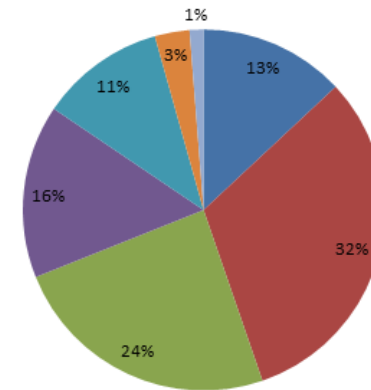
## DEMOGRAPHICS

**144**  
Male

**17**  
Female

## YEARS OF SERVICE

0-5 5-10 10-15 15-20 20-25 25-30 30-35



# PROFESSIONAL STANDARDS

The purpose of the Professional Standards Unit is to safeguard public trust and confidence in the Lethbridge Police Service by investigating and resolving complaints regarding policy, service delivery and employee conduct in a timely, unbiased and transparent manor. Complaints are received from the public or initiated internally and may be criminal in nature and/or identified as an officer misconduct or complaint against policy under the *Alberta Police Act*. Under Section 46 of the *Police Act*, serious and sensitive allegations are forwarded to the Director of Law Enforcement for review and may be assigned to the Alberta Serious Incident Response Team.

## PUBLIC COMPLAINT INVESTIGATIONS

In 2018 the Chief of Police directed investigations with respect to **7 public complaints**, in which **10 allegations** were made.

- Deceit: 3
- Discreditable conduct: 3
- Neglect of duty: 3
- Unlawful/unnecessary use of authority: 1

## DISPOSITION

- Not sustained: 5
- Sustained in part: 3
- Still under investigation/pending disposition: 1
- Complaint withdrawn: 1

## CITIZEN CONTACTS

- Citizen contacts are informal concerns raised by a member of the public and resolved through discussion and mediation. In 2016 there were 66 citizen contacts.

## SERVICE INVESTIGATIONS

In 2018 the Chief of Police directed **7** Service Investigations involving **15 allegations**.

- Corrupt practice: 1
- Deceit: 1
- Discreditable conduct: 4
- Insubordination: 7
- Neglect of duty: 2

## DISPOSITION

- Sustained/sustained in part: 2
- Still under investigation/pending disposition: 3
- Dismissed/loss of jurisdiction: 1
- Resolved informally: 1

## COMPLIMENTS

- 109 compliments were received in 2016 from members of the public.

# VICTIM SERVICES



The Lethbridge Police Victim/Witness Services Unit (VSU) is a 24/7 police-based Victim assistance program that was developed and launched in 1991 to provide information, support and referrals to victims and witnesses of crime or tragedy.

Volunteer Crisis Support Workers are “first responders” who provide practical support during the first few critical hours after a crime or tragedy.

VSU serves as a central information point for those who have been victimized, providing updates on the status of an investigation or court case as well as information about victim impact statements, requests for restitution, provincial financial benefits and referrals to counseling services, shelters, child protection and crisis lines.

## 2018 YEAR IN REVIEW

- 6,690 volunteer hours
- 4,312 training hours
- 1,618 files opened
- 2,227 victims assisted



# COMMUNITY COLLABORATION

The Lethbridge Police Service believes in the value of community consultation and conducts annual citizen surveys. In 2018, in addition to the annual survey, LPS partnered with the Citizen Society Research Lab to engage community partners and organization stakeholders in a targeted consultation process that was the largest and most comprehensive in the Service's history. The feedback provided from these reviews will help guide our strategic and business planning in the 2019-2022 budget cycle.

## PERCEPTIONS OF SAFETY:

The majority of Lethbridge residents feel safe in their neighborhoods and most respondents reported feeling as safe this year as they did in 2017. Of the 16.9% who feel less safe, nearly half cited property crimes as the reason.

Overall, Lethbridge residents feel safe when visiting downtown Lethbridge, although less safe than they feel in their own neighbourhood. Approximately three of every 10 city residents do not feel safe downtown.

## STAKEHOLDER PRIORITIES:

Residents in both the citizen and stakeholder surveys prioritize drug issues as their most recommended area for service improvements. Additional policing priorities were noted as:

- Property crime
- Public intoxication, vagrancy and panhandling
- Crime prevention programs
- Increased opportunities for community engagement
- Traffic enforcement and cyber crime
- Greater use of Community Peace Officers or Special Constables
- Establishment of a High Engagement Action Team (HEAT)

## COMMUNITY SATISFICATION:

A substantial majority of Lethbridge residents (66.1%) believe the Lethbridge Police Service is doing a good job policing their community. Among the small number of residents who evaluated LPS performance as poor (3.7%) or very poor (2.6%), one-third (32.2%) cited a variety of general concerns about safety or provided general commentary on the societal problems associated with crime as their reasons. A further 14.9% made specific mention of drugs, drug trafficking or the crime associated with drug use.



# COMMUNITY ENGAGEMENT







General Inquiries: [inquiries@lps.ca](mailto:inquiries@lps.ca)

Switchboard: 403-327-2210

**EMERGENCY 911**

Non-emergency complaints: 403-328-4444

135 1 Avenue South  
Lethbridge, AB T1J 0A1



CONNECT WITH LPS

[www.lethbridgepolice.ca](http://www.lethbridgepolice.ca)