



**LACOMBE POLICE  
COMMISSION**

**&**

**LACOMBE POLICE  
SERVICE**



**2018**

# ANNUAL REPORT



*PHOTO - ALBERTA POLICE AND PEACE OFFICERS MEMORIAL*

***TO PROVIDE A SAFE AND SECURE  
COMMUNITY FOR ALL IN WHICH TO  
LIVE, WORK AND PLAY***



**THE BEST WAY  
TO FIND YOURSELF  
IS TO LOSE  
YOURSELF IN THE  
SERVICE OF OTHERS**

*— Mahatma Gandhi*

*Policing Excellence through  
Leadership and Community  
Partnership*

**LACOMBE POLICE SERVICE**



## LACOMBE POLICE SERVICE Annual Report 2018

### Message from the Chair of the Police Commission

On behalf of my colleagues on the Lacombe Police Commission, I am pleased to contribute to the Lacombe Police Service Annual Report to the Community.

The Lacombe Police Commission serves a vital role by providing civilian oversight to the Lacombe Police Service. The commission is the vital link between the community and the police with a mandate to balance requirements of public accountability with those of police independence. In accordance with the Alberta Police Act, the commission is responsible to:

- \* allocate the funds that are provided by the council;
- \* establish policies providing for efficient and effective policing;
- \* issue instructions, as necessary, to the chief of police in respect of those policies;
- \* ensure that sufficient persons are employed for the police service for the purposes of carrying out the functions of the police service.

This past year has seen the Commission continuing to be an effective governing body. Through the work of several sub-committees, we have streamlined our policy, clarified our selection and training procedures, confirmed through policy adjustment the role of the Public Complaints Director, and identified future staffing needs. The Commission is striving to meet the objectives set out in our Strategic Plan, as well as the Oversight Standards Audit.

I would like to give a special thank you to my Commission colleagues: Judy Lucht, John Walker, Sonja Dykslag, Corey Gish, Edith McKinlay, Reuben Konnik and Tom Tack (our public complaints director) who willingly give of their time to allow us to be an effective governance body in 2018. As well thank you to Luke Bannis who retired from the Commission in 2018. Our meetings are open to the public.

So, it is with a great sense of pride and accomplishment that we finish our year. Pride in the brave men and women of the LPS; and pride in the accomplishment in our governing achievements. We look forward to working together with the community and the LPS to keep Lacombe a safe and vibrant community.

**Bob Huff**  
**Commission Chair**



## LACOMBE POLICE SERVICE Annual Report 2018

### Message from the Chief of Police

*In partnership with the Lacombe Police Commission, I am pleased to present the 2018 Annual Report to the community.*

*2018 continued to be a year of progressive change for our Service. 2018 recognized the end of a 3 year strategic planning period which included priorities in the areas of Reducing Crime and Victimization, Strengthening Community Partnerships, Improved Response, Service and Accessibility, Improved Traffic Safety, Recruiting and Retention of Staff, Excellence in Policing as well as Cost Effective Service Delivery. A review of the Strategic Plan was completed and advancements were made or targeted objectives achieved in all areas. A new 3 year strategic plan has been developed for 2019 to 2021.*

*In meeting our strategic priorities, we expanded on our ability to provide enhanced service delivery to the citizens of Lacombe through the addition of our Community Liaison Officer position which enables additional community collaboration, education and partnerships with our crime prevention partners and groups. We also added a Crime Reduction Team which will focus on serious crime investigations and crime reduction initiatives. In support of our rural communities and law enforcement agencies one member of the Lacombe Police Service was seconded to an integrated Rural Crime Reduction Team for 4 months to assist in identifying and apprehending prolific offenders who commit crime in our communities.*

*To improve accessibility, we continue to provide 24 hour, 7 day a week response to calls for service and our localized dispatch continues to ensure calls are answered and dispatched in a timely manner. The Service also extended front counter service hours from 4:30 pm to 9:00 pm Monday to Friday for enhanced customer service and accessibility.*

*In the area of Improved Traffic Safety, we focused on enforcement around high collision locations, traffic education initiatives and increased our number of enhanced checkpoints throughout the year.*

*To fill vacancies and support expansion of personnel, while addressing Recruitment and Retention, 2018 saw Cst. Lewko graduate from recruit training in August of 2018 after he was hired in 2017. Cst. Reid, Cst. Jordan and Cst. Walker were hired in 2018 bringing total authorized sworn member strength to 21 police members. The Service also hired two part time support staff to assist in expanding front counter service hours. The Service continues to maintain compliance standards and training to ensure Excellence in Policing. We also work with our Public Complaints Director to ensure any complaints against the Service or members are addressed within the set guidelines.*

*The Police Service and Commission continue to review our budgetary needs and identify efficiencies and non enforcement based revenue streams to ensure Cost Effective Service Delivery. In 2018, the Lacombe Police Service received 7043 calls for service. This figure represents a 0.08% decrease from 2017 where there were a total of 7,059 calls for service. 2018 calls for service were 11% above the 5-year average of 6344. 2018 recognized a 16% increase in crimes against a person, a 46% decrease in crimes against property, 5% increase in drug offences, and 16% increase in other criminal code offences including impaired driving. Provincial Act offences were also up 36%. In all categories the number of charges laid increased to 3251 which represents a 17% increase over 2017 in 2018.*

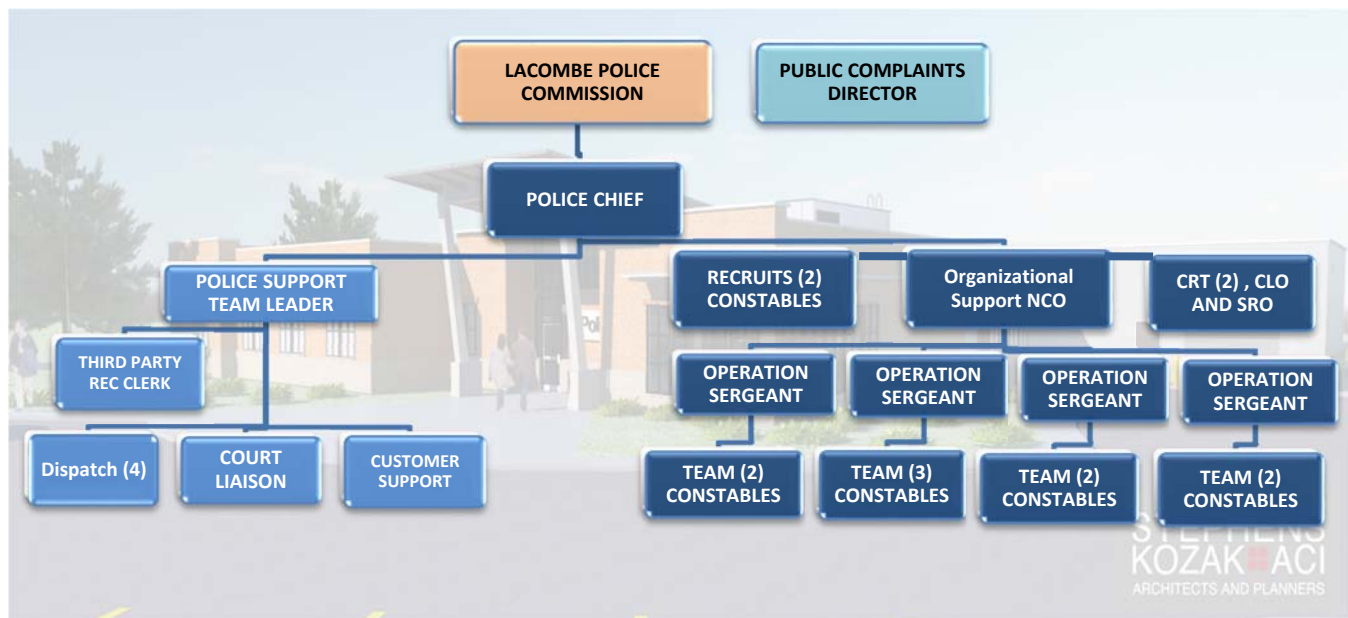
*Moving forward the Lacombe Police Service remains committed to enhancing public safety and meeting the needs of our community.*

**Lorne Blumhagen**  
**Chief of Police**



## LACOMBE POLICE SERVICE Annual Report 2018

### Human Resources



In 2018 we experienced some staffing changes on both the regular member and civilian sides. The Police service created 3 new positions outside of general duties - a new Crime Reduction Unit with 2 members, along with a new Community Liaison Position. This gave the LPS the ability to hire 2 new police recruits to backfill patrol. These recruits attended training with the Edmonton Police Service and both having completed training in 2018. On the civilian side 2-part time positions were created to accommodate extended front counter hours to 9:00 pm. An open dispatch position was filled as the result of a staff member successfully moving through our recruiting process to become a sworn member, with a starting date in November 2018 and graduating in 2019. The 2018 authorized staffing complement for LPS was:

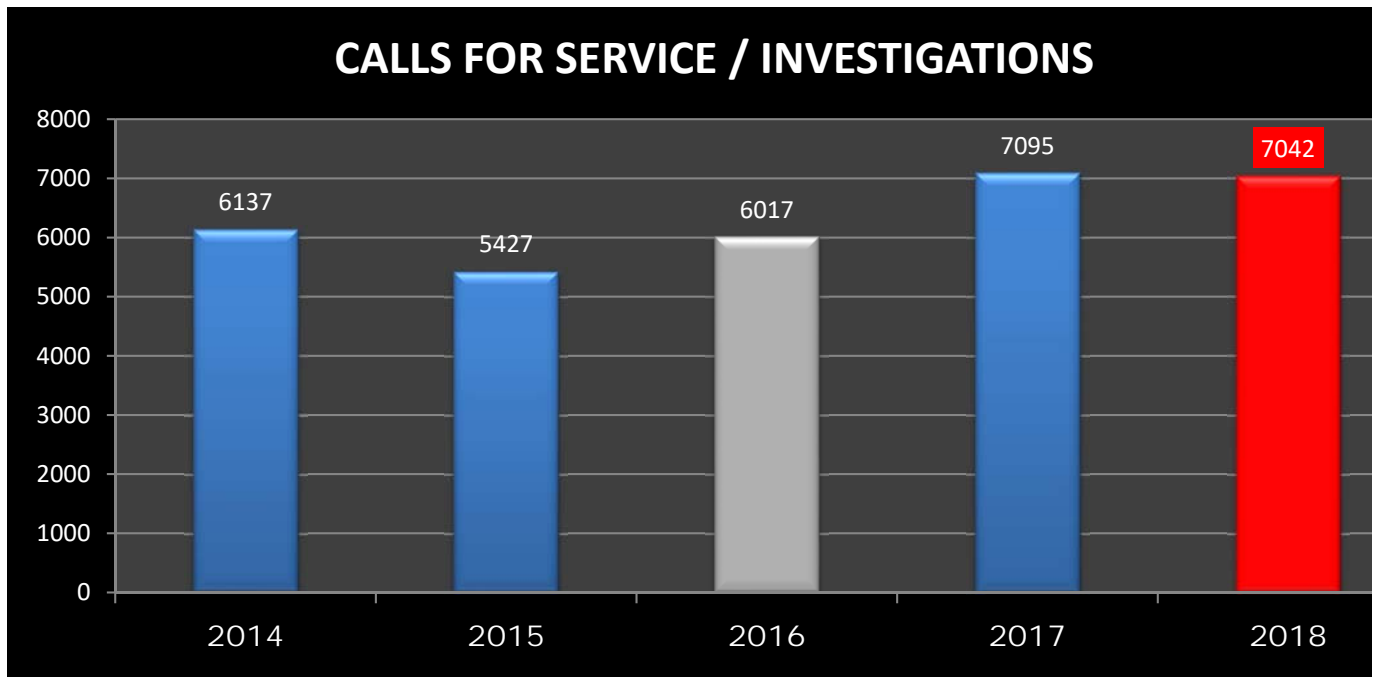
- **21 sworn police officers**
- **8 full time and 2 part-time civilian support staff, with 5 Casual civilian support staff**

This represents a "Police to Population" ratio of 622 to 1 which is in line with the 2016 - 2018 Human Resource Plan. This is approximately 15% lower than the national average of 526 and 7% lower than the Alberta average of 582. In 2016, the enumerated population of Lacombe census was 13,057, which represents a change of 11.5% from 2011. This compares to the provincial average of 11.6% and the national average of 5.0%.





## Operational Highlights – Calls for Service



### CALLS FOR SERVICE

In 2018, the total reported calls for service was 7,043. This figure represents a 0.08% decrease from 2017 where there was a total of 7,059 calls for service. 2018 was 11% above the 5-year average of 6344 calls for service. The numerical breakdown of offences can be found under the operational highlights (Crime Stats)

With the new resource changes such as the creation of a Community Liaison Position and 2 new Crime Reduction team members the Lacombe Police Service is able to enhance internal communications and procedures to coordinate investigations and increase investigative efficiencies. The benefits of the new resources are the creation of an intelligence and source management program along with participating in coordinated joint forces crime reduction initiatives.

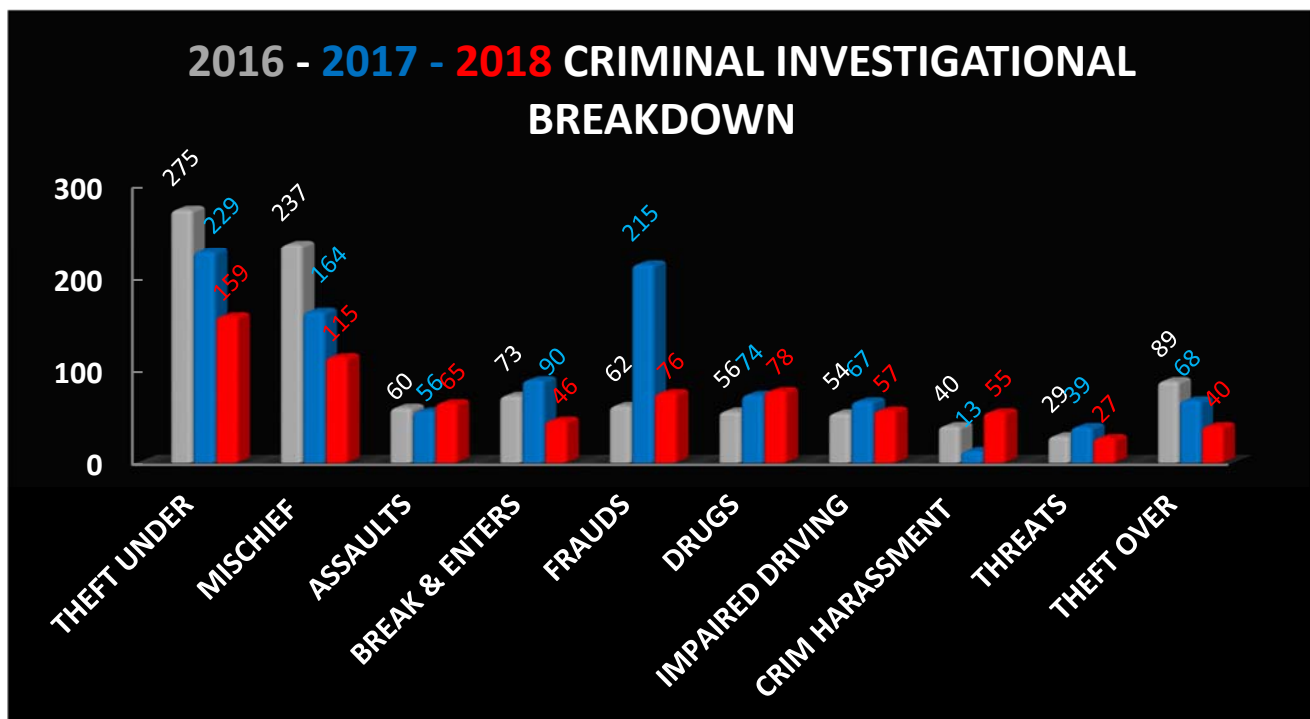
Crime prevention initiatives, traffic safety, enforcement and increased adaptability in responding to, solving and preventing crime remains the focal point of the Service along with recognizing improvements with frontline staffing, supervision and accountability.



## Annual Report 2018

### Operational Highlights – Crime Statistics 2018

- ↓ PROPERTY CRIME (-46%)      ↑ CRIMES AGAINST PERSONS (16%)
- ↓ IMPAIRED DRIVING (-15%)      ↓ FAMILY DISPUTES (-17%)
- ↑ DRUG CHARGES (5%)      ↓ BREAK AND ENTERS (-49%)
- ↓ FRAUDS (-65%)



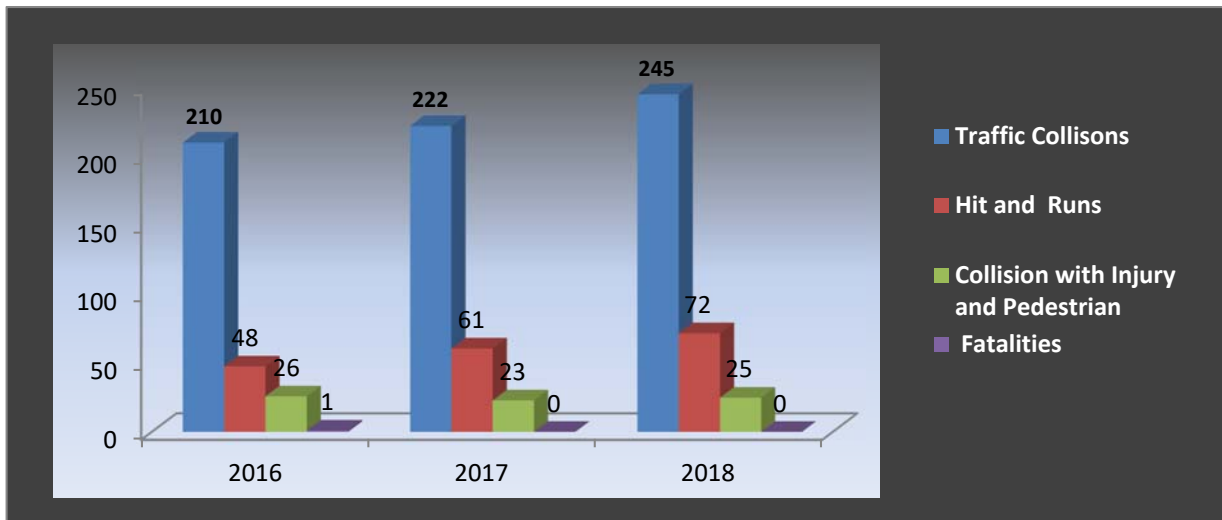
There was a 16% increase in crimes against a person, a 46% decrease in crimes against property, 5% increase in drug offences, and 16% increase in other criminal code offences including impaired driving. Provincial Act offences were also up 36%. In 2017 a total of 2,706 charges were laid in comparison to 2018 where there were 3,251 charges laid. This represents a 17 % increase in charges laid in 2018. Overall the Lacombe Police Service CSI (Crime Severity Index) was favorable in 2017 at 84 from 2016 at 75. In the violent crime category of the CSI, LPS was ranked at 239 in 2017 compared to 132 in 2016. The non violent crime did increase to 58 in 2017 from 70 in 2016. (CSI Results for 2017 Released in 2018)

# Annual Report 2018

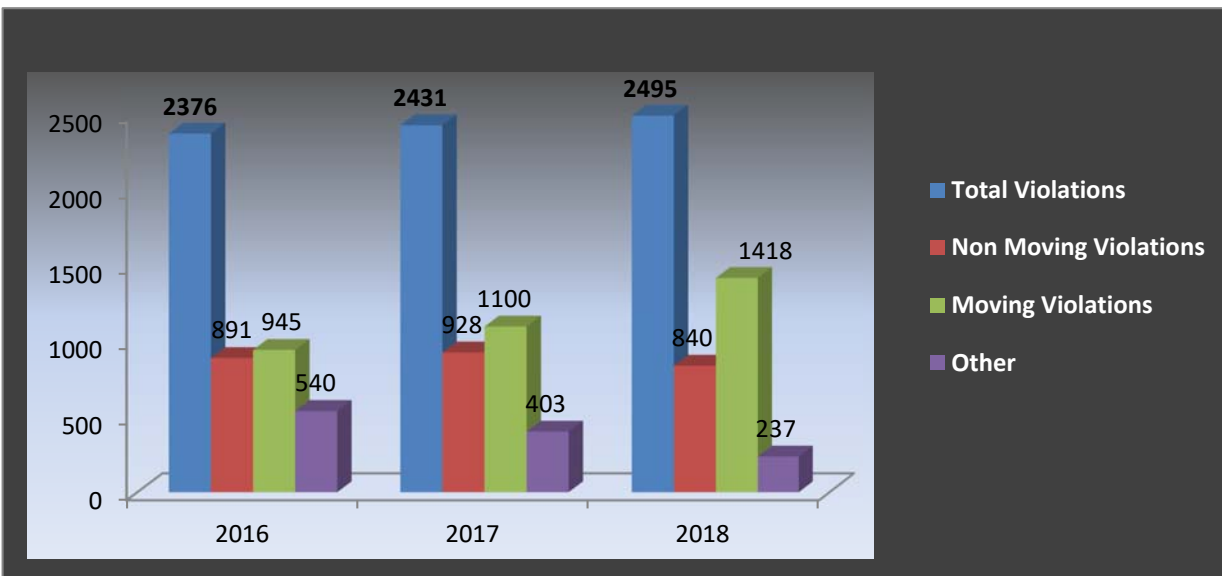


## Operational Highlights – Traffic Stats

**Figure 1: 2016-2017-2018 Collision Breakdown**



**Figure 2: 2016- 2017- 2018 Traffic Enforcement Breakdown**



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### Operational Highlights – Traffic

A collision analysis shows the breakdown of statistics for traffic offences and its related collisions that occurred within the city limits of Lacombe in 2018. These same statistics will also be compared to ones gathered for the years 2017 and 2016 to give an indication of areas of concern and will assist with logistic, infrastructure and enforcement plans.

Over the last two years the highest concentration of collisions, were still noted to be at the intersection of Hwy 12 and Hwy 2a and the extended area just east of the railway tracks. None of these collisions resulted in any injuries. During peak times this area continues to be one of the busiest locations in the city especially factoring in the stoppages for trains. This is also noted to be a truck route and numerous large commercial vehicles proceed East and West, as well as North and South, on the two main highways.

The second area of concern was also the same from 2017, and the last several years, being Hwy 2a and Woodland drive, which also encompasses the West side service road which runs North and South coming from several retail business locations.

In 2018 the City of Lacombe had 245 reported collisions 25 resulted in injuries and no fatalities. The majority of collisions occurred between 8:00am and 8:00 pm.

A continued goal of the Lacombe Police Service is visibility and enforcement throughout the city and concentrated in heavier high priority areas such as school zones and high traffic areas. As the Lacombe Police Service resource numbers increase, education and enforcement will be the focus for 2019. The Police Service will also work with the City to assist with roadway infrastructure issues to enhance traffic safety. This will assist in continuing our trend of reducing property damage and injury related collisions with the City limits.







# Annual Report 2018

## Operational and Organizational Priorities

### RESPONDING TO COMMUNITY PRIORITIES AND EMERGING TRENDS

Every four years the Police Service conducts a Community survey. The last survey was conducted in 2015, and was designed to evaluate our performance and gauge community perceptions and priorities about crime and community safety issues. The results showed that 80% of respondents felt our members were polite, courteous, and helpful and professional while 73% felt we did a good job overall on the various functions we perform.

The survey respondents felt our policing priorities should include:

- |                                  |                            |
|----------------------------------|----------------------------|
| <b>1. Crimes against persons</b> | <b>4. Property crime</b>   |
| <b>2. Drugs</b>                  | <b>5. Traffic safety</b>   |
| <b>3. Impaired Drivers</b>       | <b>6. Frauds and scams</b> |

As we saw the increasing and emerging crime trends central Alberta was experiencing, we realized we needed to re-evaluate our Policing Performance and Strategic Plan to not only reflect the citizen survey priorities, but also to properly respond to emerging crime trends impacting Lacombe. A new survey will be completed in 2019. In our three-year strategic plan (2016-2018), we have identified strategies to achieve the following priorities and goals:

#### **1. REDUCE CRIME AND VICTIMIZATION**

- 1.1** *Violent Crime*
- 1.2** *Domestic Violence*
- 1.3** *Property Crime*
- 1.4** *Overall reduction in Crime Severity Index*

#### **2. STRENGTHEN COMMUNITY PARTNERSHIPS**

- 2.1** *Crime Prevention and Education*
- 2.2** *Youth Safety and Empowerment*

#### **3. IMPROVED RESPONSE, SERVICE AND ACCESSIBILITY**

- 3.1** *Reduce Response to Call Times*
- 3.2** *Improve Customer Service Hours and Accessibility at Police Station*



# Annual Report 2018



## Operational and Organizational Priorities

### RESPONDING TO COMMUNITY PRIORITIES AND EMERGING TRENDS

#### **4. IMPROVE TRAFFIC SAFETY**

**4.1** *Reduce Fatal and Injury Collisions*

#### **5. RECRUITING, SELECTION AND RETENTION OF QUALITY STAFF**

**5.1** *Build a reputation as an employer of choice and select highest calibre applicants*

**5.2** *Provide ongoing development and training, support and mentorship*

#### **6. EXCELLENCE IN POLICING**

**6.1** *Improve clearance (solve) rates*

**6.2** *Maintain highest compliance with professional standards*

#### **7. FEES FOR SERVICE / COST RECOVERY**

**7.1** *Review services provided and fees charged to ensure they are reasonable and appropriate*

In the fall of 2018 extended their front counter service hours to 8:00 am to 9:00 pm.

This change addressed issues including improved public access, barrier free accessibility and extended hours to accommodate Local Police Information Checks. We also continue to provide 24/7 local call answering, police dispatch and policing services.



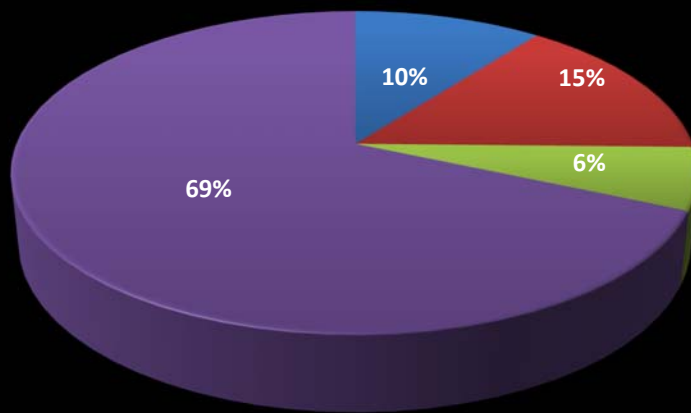


**LACOMBE POLICE SERVICE**

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**Budget – Revenue and Expenditures**

**2018 REVENUE SOURCES**



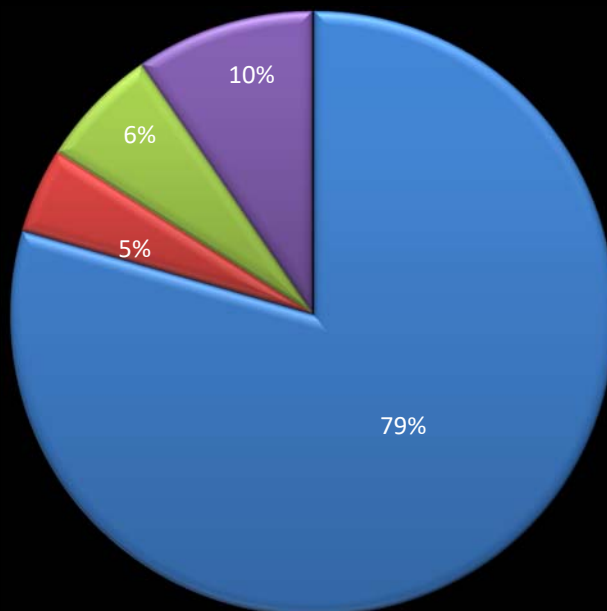
■ GOVERNMENT GRANTS

■ SALE OF  
GOODS/SERVICES

■ FINE REVENUE

■ TAX SUPPORTED

**2018 EXPENDITURES**



■ SALARY / BENEFITS

■ EXTERNAL CONTRACTS

■ INTERNAL CHARGES

■ OPERATIONS

The 2018 Operating Budget of \$4,814,058.00 for the Police Service was approved by Council and is highlighted by percentage above. \$3,295,014.00 of the budget was tax supported. (\$252.00 per capita cost)



LACOMBE POLICE SERVICE

## Annual Report 2018

### Professional Standards – Complaints, Concerns, Compliments

Police officers are not only in positions of authority; they are more importantly in positions of trust. Through our own internal policies and processes, as well as provincial legislation, we hold police officers to the highest legal and ethical standards. When one of our members does not live up to these expectations, whether as a result of a public complaint or an internal review, we investigate the matter, or cause it to be investigated by an independent agency with a view of not only holding people accountable for their actions, but also to provide us with opportunities for learning and best practices.

The Lacombe Police Commission monitors the public complaints process, handles complaints regarding the Chief of Police, and handles appeals regarding the policies of, or services provided by the Lacombe Police Service. The Lacombe Police Commission and LPS track all citizen complaints and concerns.

Under the Alberta *Police Act*, the responsibility for the investigation of complaints against Police Service policies or service provided, as well as against specific police officers lies with the Chief of Police. The Police Commission is the civilian body which is empowered to oversee the complaints process and act as the appeal body for complaints regarding the policies of, or services provided by, the Lacombe Police Service. The Lacombe Police Commission has a Public Complaint Director who:

- **Provides an independent review of the citizen complaints process of the Lacombe Police Service;**
- **Monitors the Police Service investigation of public complaints to ensure the investigations are impartial, fair, thorough and timely;**
- **Reports his or her findings directly to the Lacombe Police Commission;**
- **Makes public presentations to interested groups concerning the complaint process; and**
- **Receives complaints from the public. The purpose of the complaint process is to resolve issues between citizens and the Lacombe Police Service in a fair, transparent and reasonable manner.**

In 2018, LPS received one (1) complaint in relation to 2 previous members of the Service, however this complaint was dismissed as it did not meet the criteria under the police act as the service has no jurisdiction over retired members. The Lacombe Police Service initiated Five (5) internal reviews from the actions of our members and all investigated under the Police Service Regulations, even though there were no public complaints. Four (4) Discreditable Conduct investigations with 2 being resolved through internal guidance and performance supplements, one (1) resolved with a Reprimand, Training/mentorship with penalties, the Fifth (5<sup>th</sup>) investigation was for Insubordination under the Police Service Reg's, which was resolved with a Reprimand along with Training and mentorship. *(We always welcome your comments, feedback or concerns. We can be reached in person, by phone or by email: 5301 Wolf Creek Drive, Lacombe, AB T4L 2H8; (403)782-3279; [police@lacombe.ca](mailto:police@lacombe.ca))*





## **Annual Report 2018**

### **2018 Organizational Awards & Recognition**



**In 2018 members and staff of the Lacombe Police Service were presented with a number awards and recognition for long service:**

- ❖ **Cst. James Cowan was advanced to Senior Level 2 Constable**
- ❖ **Cst. Reuben Geleynse was advanced to 2<sup>nd</sup> Class Constable**
- ❖ **Cst. Derek Lewko was advanced to 3<sup>rd</sup> Class Constable**
- ❖ **Cst. Ian Hoyland was advanced to 1<sup>st</sup> Class Constable**
- ❖ **Cst. Chris Barrett was advanced to 4<sup>th</sup> Class Constable**
  
- ❖ **Support Team Leader, Colin Verbisky received a five year service award**
- ❖ **Cst. Michelle Wilzer received a five year service award**
- ❖ **Cell Guard, Vera Van Oostrom received a five year service award**
- ❖ **Dispatcher, Toby Braun received a five year service award**
- ❖ **Customer Support, Tina Fitchett received a five year service award**

**We recognize and appreciate the valuable commitment and service our members and staff provide to the community! Thank You!**



LACOMBE POLICE SERVICE



## Annual Report 2018

### Community Involvement



#### SCHOOL RESOURCE OFFICER

Thanks to our continued partnership with Wolf Creek Public Schools and Lacombe County, we are able to have a **School Resource Officer (SRO)** dedicated full time to all the public schools within the City. In cooperation with the Wolf Creek School Division and involved RCMP agencies, new guidelines were developed and implemented in 2018 for SRO's and Schools in the Division. The primary role of the SRO is to build relationships with the students and staff to help foster a safe learning environment. The SRO also supported Special Olympics and worked with various other agencies to help with fundraising for the athletes.



#### VICTIM SERVICES UNIT

Lacombe Victim Services worked on 308 files in 2018, assisting 432 individuals. Out of those, 17 were Crisis Call outs.

VSU raised funds through various events including the Comedy Cabaret and receives donations from Royal Lepage Real Estate. Their Shelter Foundation supports victims of Domestic Violence. Lacombe VSU also partnered with MADD (Mothers Against Drunk Drivers) and Big Brothers & Sisters during the annual charity check stop where funds were raised for all the groups.

*"Our volunteer advocates complete online training and security screening prior to assisting victims, last year our advocates attended Mental Health First Aid, Death Notification, Diverse Voices in Edmonton that deals with Domestic Violence and the Provincial Victim Service Conference in Banff. Our advocates also receive in house training."*



## Community Involvement

**COMMUNITY LIASON OFFICER (CLO):** This newly created sworn member position represents the Lacombe Police Service on a number of Community, Provincial and Police working groups. The CLO will be proactive in developing programs to reduce crime in the community, this includes working with various groups and receiving input on program initiatives to ensure all voices are being heard. The CLO will liaise through social media and local media resources to keep the community informed and up to date on current concerns and potential problems that impact both the police and the community.

**KIDS N' KOPS:** We were once again proud to partner with Big Brothers Big Sisters, Blackfalds RCMP and a dozen volunteers to offer our **KIDS N KOPS** program for the ninth year. This four-day program has proven to be very successful and popular for the 24 young citizens we can accommodate each year and is an excellent opportunity for us to shed some light on the daily life of a police officer and build relationships with our youth.

**LACOMBE COMMUNITY WATCH:** Established in 2014, Lacombe Community Watch Association (LCWA) is a collaborative response by concerned local citizens in order to proactively counteract the measurable increase in crime.

LCWA is a registered non-profit, volunteer based, local crime watch initiative whose mandate is to create and maintain safe communities through partnership and training with local law enforcement and provincial groups.

As a banner organization encompassing **Block Parent, Citizens on Patrol and Neighborhood Watch**, LCWA endeavors to recruit, support and educate community members on the importance of individual involvement, commitment and responsibility with regards to community crime reduction and prevention efforts.

