



2021

MEDICINE HAT
POLICE SERVICE

ANNUAL REPORT





TABLE OF CONTENTS

INTRODUCTION

- 4 Message from the Police Commission
- 5 Message from the Office of the Chief
- 6 Organizational Chart

PRIORITY #1: COMMUNITY SAFETY

- 7 Calls for Service
- 7 Crime Severity Index
- 7 Weighted Clearance Rates
- 8 Safe Families Intervention Team
- 8 Mental Health Diversion
- 9 Violent Crimes Against People
- 9 Road Safety
- 10 Impaired Driving
- 10 Distracted Driving
- 10 Automated Traffic Enforcement
- 11 Property Offences
- 11 Fraud Calls for Service
- 11 Canine Unit
- 12 Bylaw Tickets Issued
- 12 Bylaw Statistics
- 13 Organized Crime Section
- 13 Drugs Seized
- 14 Notable File: Project Motor
- 15 Regional Property Crimes Unit
- 15 Notable File: Stolen Property Recovered

PRIORITY #2: COMMUNITY ENGAGEMENT

- 16 Public Survey
- 17 Victim Assistance Unit
- 18 Community Support Unit
- 19 Downtown Patrol Unit

PRIORITY #3: INNOVATION AND EXCELLENCE

- 20 Information Technology Section
- 20 Information Management Section
- 21 Visual Communication Cards
- 21 Drug Treatment Court Program
- 22 Equity, Diversity, and Inclusion
- 22 Chief's Indigenous Advisory Committee
- 23 Indigenous Reconciliation Action Plan
- 23 Indigenous Liaison Officer
- 23 Eagle Feather Oath Option

PRIORITY #4: ORGANIZATIONAL WELLNESS

- 24 Occupational Health & Safety
- 24 Wellness Programs

PRIORITY #5: INVESTMENT IN HUMAN RESOURCES

- 25 Respect Training
- 25 Patrol Supervisor Course
- 25 Training Matrix
- 26 Human Resources
- 26 Medals Received
- 26 Milestones

DEMOGRAPHICS AND BUDGET

- 27 Years of Service
- 27 Gender
- 27 Budget
- 27 Staff
- 27 Strength
- 27 Expenditures

28 POLICE ACT AND CRIMINAL COMPLAINT INVESTIGATIONS

- 28 Motor Vehicle Collision Reviews

29 SERVICE RECOGNITION

32 SERVICE COIN PRESENTATIONS

34 CHANGE OF COMMAND



MESSAGE FROM THE POLICE COMMISSION

From Left to Right: Chair Ted Rodych, Councillor Alison Van Dyke, Mr. Miles Thorson, Ms. Gwendoline Dirk, Mr. Marco Jansen, Councillor Shila Sharps, Vice Chair Terry Meidinger, Public Complaints Director Greg Keen

It is an honor to bring you greetings on behalf of the Medicine Hat Police Commission. We are proud to serve as the representatives of the community, with a mandate to balance the requirements of public accountability with those of police independence.

Reflecting on the accomplishments of 2021, the Commission is grateful and proud of the men and women of the Medicine Hat Police Service (MHPS) for their dedication and commitment to serving our community. The challenges of providing for community safety in a complex and ever-changing pandemic environment are many, and they rose to the task to ensure the safety and security of our residents.

A highlight from the year would be the completion of the Policing and Community Safety public survey. Gathering input from the community about perceptions of policing and community safety is vitally important as it will guide the Commission as we work with the Executive Team to develop

a strategic plan for the service and outline objectives for the next business cycle.

I would like to take this opportunity to recognize and thank Mrs. Sandy Redden, Mrs. Mandi Campbell, and Councillors Robert Dumanowski and Julie Friesen for their many years of dedicated service to the community as members of the Medicine Hat Police Commission and to welcome new members Ms. Gwendoline Dirk and Mr. Marco Jansen and Councillors Alison Van Dyke and Shila Sharps to the Commission in 2022. We look forward to serving you in the year ahead!

Mr. Ted Rodych
Chair, Medicine Hat Police Commission

MESSAGE FROM THE OFFICE OF THE CHIEF



Over the last 12 months, the MHPS employees have been committed to our primary purpose of public safety and have risen to the demands of the challenging environment we have all faced. This past year saw the continuation of public health restrictions, and the MHPS employees adapted by finding new and inventive ways to serve the public, a testament to their dedication and commitment to our community.

To increase workplace engagement, an equity, diversity, and inclusion (EDI) plan was developed to ensure all employees have fair and equal access to opportunities and treatment. The EDI plan was created from two years of workplace review and employee feedback. Action items have been initiated and are under constant review to make sure they are relevant and effective.

In addition, all employees took part in respectful workplace training to educate and set expectations for the workplace

environment and to assist with an understanding of how to create a healthy work experience.

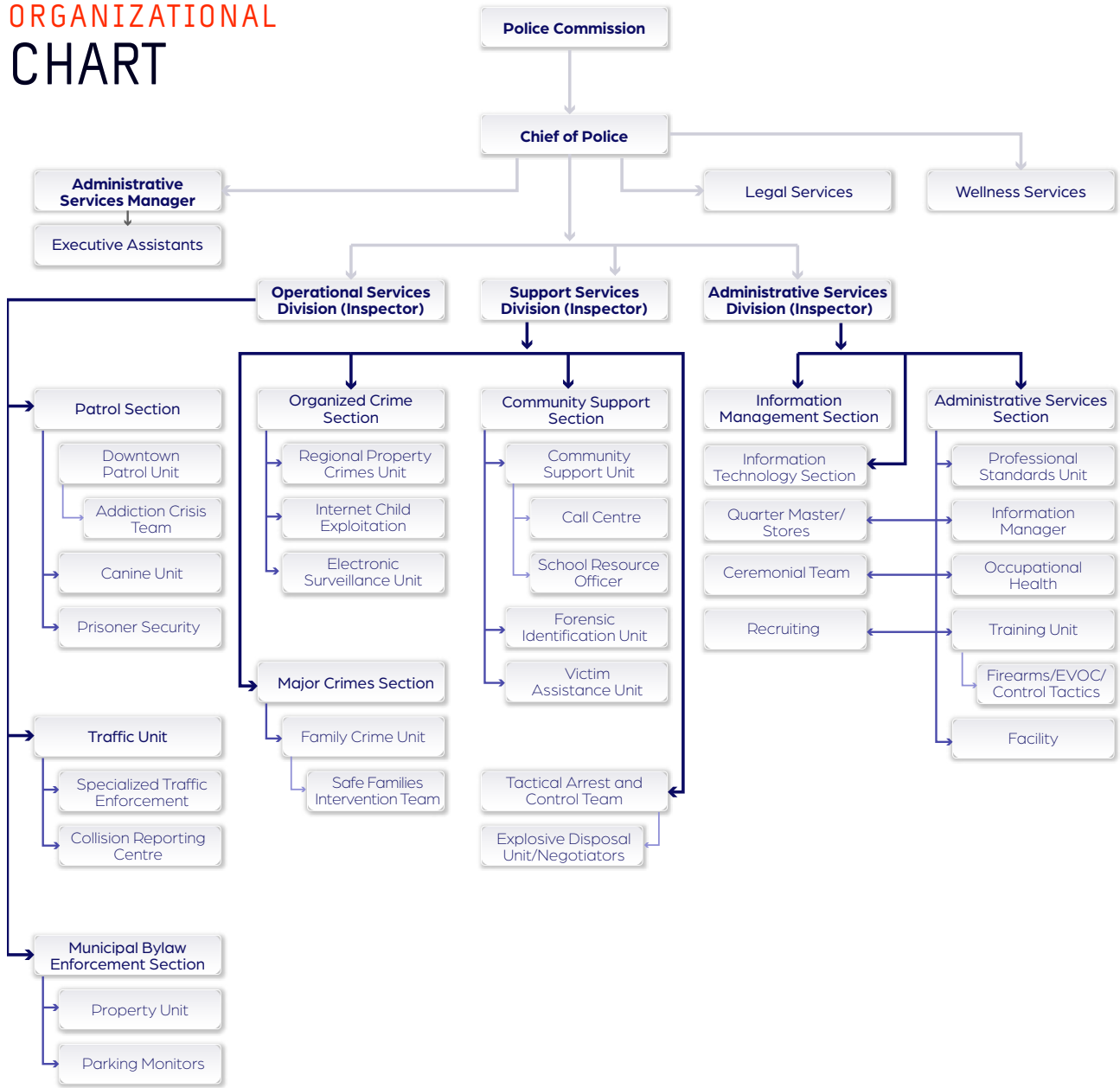
The MHPS relationship with the Indigenous community was augmented with several initiatives in 2021, including the creation of a Chief's Indigenous Advisory Committee (IAC), the gifting of a sacred Eagle Feather from the Blackfoot community to be adopted by MHPS to affirm and support employees and members of the community, and the creation of an Indigenous Liaison Officer to help ensure our relationship remains strong.

Employee wellness was a focus in 2021, consisting of a review of all resources and support employees. Programs touching upon the physical, emotional, spiritual, and psychological aspects of an employee's experience are being reviewed with the intention to increase their capabilities and effectiveness.

Lastly, the Medicine Hat Police Commission conducted a public survey to gather feedback on the performance of the MHPS and help guide our planning for the future. The results highlighted a positive respect for and trust in the MHPS and identified areas that we could improve upon. The results will help us in our strategic and budget planning for the next four-year cycle.

Office of the Chief
Medicine Hat Police Service

ORGANIZATIONAL CHART



PRIORITY #1 COMMUNITY SAFETY



CALLS FOR SERVICE

2019	2020	2021
30,744	28,757	26,855

(Source: MHPS Records Management System)

CRIME SEVERITY INDEX

	2018	2019	2020
Medicine Hat	87	85	79
Taber	72	102	69
Lethbridge	161	160	157
Calgary	91	95	80
Edmonton	130	129	116

(Source: Statistics Canada CANSIM Table 252-0088)

The crime severity index is calculated using incident-based Uniform Crime Reporting Survey (UCR2) data.

WEIGHTED CLEARANCE RATES

	2018	2019	2020
Medicine Hat	50	49	49
Taber	60	57	49
Lethbridge	40	39	38
Calgary	25	26	28
Edmonton	40	36	37

(Source: Statistics Canada CANSIM Table 252-0088)

The weighted clearance rate is based on the same principles as the Police-Reported Crime Severity Index (PRCSI), whereby more serious offences are assigned a higher “weight” than less serious offences. For example, the clearing of homicides, robberies, or break and enters would represent a greater contribution to the overall weighted clearance rate value than the clearing of minor thefts, mischiefs, or disturbing the peace.

SAFE FAMILIES INTERVENTION TEAM

Total by Year	2019	2020	2021
Domestic Violence Files	1,172	1,509	1,644
Total Charges	272	284	349
Referrals	801	1,377	1,643



In 2021, total domestic violence files increased by nearly 9% compared to 2020, and charge files increased by 23%. Domestic-related calls are at their highest level in the past three years, which is concerning and may have resulted from individuals' increased stress during the pandemic. Support referrals by the Safe Families Intervention Team (SFIT) to social agencies also increased substantially. This increase was attributed to SFIT staff's greater focus on monitoring all files related to domestic violence.

In June 2021, the Disclosure to Protect Against Domestic Violence Act, commonly referred to as Clare's Law, came into effect in Alberta. The legislation outlines access to information that allows people to make informed choices about potentially harmful intimate partner relationships and is an important tool in protecting Albertans from domestic violence. It identifies an individual's right to ask for information regarding their current or former intimate partner's potential risk for domestic violence. In addition, it allows police officers to apply, through the Right to Know process, to proactively provide relevant information to an individual if they have reason to suspect intimate partner violence is likely to occur.

MENTAL HEALTH DIVERSION

Total by Year	2019	2020	2021
Mental Health Calls			
Form 10 Apprehensions	473	507	461
Mental Health Calls Non-Apprehensions	654	708	877
Total Calls for Service	1,127	1,215	1,338

(Source: MHPS Records Management System)

The MHPS continues to respond to over three mental health-related calls per day. These investigations are typically non-criminal in nature, involving people experiencing crises. Although the total mental health calls for service have remained consistent over the past three years, the MHPS continues to work with community partners to decrease police attendance to these complex situations and believes that increased investment is required on all fronts: for mental health awareness to increase understanding and reduce stigma; for efforts to increase access to quality mental health care and effective treatments; and for research to identify new treatments and improve existing treatments for all mental disorders.

VIOLENT CRIMES AGAINST PEOPLE

	2019	2020	2021
Homicide/Attempted Murder	0	1	1
Assault	370	333	451
Sexual Crime	105	93	102
Robbery	21	17	14
Unlawful Confinement	11	10	18
Threats/Harassment	137	177	296

(Source: MHPS Records Management System)

Reports of threats/harassment increased by 67% compared to the previous year and more than doubled over the three-year period. Most of these investigations involved contact through mobile devices. With an increase in the availability of mobile devices and social media platforms, combined with the isolation and increased mental health stressors due to pandemic health restrictions, many police services across North America noted similar trends.

In October 2021, a homicide investigation resulted in a 53-year-old Medicine Hat man charged with the murder of his domestic partner, a 51-year-old woman. Homicide investigations are extremely complex and involve multiple units and sections across the MHPS, including the Major Crimes Section, Patrol Section, Victim Assistance Unit, and Forensic Identification Unit.

ROAD SAFETY

	2019	2020	2021
MVC > \$2,000	1,181	978	689
MVC < \$2,000	140	208	117
H&R	375	295	255
Injury	145	181	148
Fatality	1	4	0
Pedestrian	6	13	13
Bicycle	3	8	11
MVC Total	1,850	1,687	1,233

(Source: MHPS Records Management System)

The vision of the MHPS road safety plan is to reduce the frequency of collisions and injuries but further to eliminate fatalities altogether. The Service's approach to road safety is an integrated effort involving the Patrol Section, Traffic Unit, Municipal Bylaw Enforcement, Community Support Unit, and the Specialized Traffic Enforcement Unit. The Service is pleased that the total number of collisions is reduced from previous years and attributes some of the success to the new provincial impaired driving legislation.



IMPAIRED DRIVING

	2019	2020
Impaired/Refusal	130	88
.05 Legislation	54	22
24- Hr Suspension	26	17
Impaired by Drug	9	2

(Source: MHPS Records Management System)

Due to the introduction of the Immediate Roadside Sanction (IRS) legislation and Administrative Penalty Information System (Saferoads Web-based Reporting) in December 2020, the statistical reporting for Impaired Driving categories has changed.

	2021
CC Impaired	4
Total IRS	206
IRS Fail/Refuse	113

The IRS legislation came into effect on December 1, 2020 and had a substantial impact in a positive way for both the Service and the community. This IRS legislation has allowed the Service to respond more effectively to impaired drivers at the roadside by immediately suspending their licenses and seizing their vehicles. Criminal Impaired driving charges are still laid in circumstances when aggravating factors exist, such as cases where a motor vehicle collision has occurred or when a child is a passenger. The IRS legislation also provides powerful deterrent to would-be impaired drivers as the threshold for sanctions is 50 mg% of alcohol rather than 80 mg%. In addition, the system allows for the almost-immediate disclosure of the police report to the driver, a process that takes months in the criminal system.

The use of Mandatory Alcohol Screening (MAS) (in effect since 2018) is another tool that allows officers to detect impairment at every traffic stop. The MHPS is highly supportive of both the IRS legislation and the ability to perform MAS as both processes help keep impaired drivers off the road.

DISTRACTED DRIVING

2019	2020	2021
812	534	735

(Source: MHPS Records Management System)

AUTOMATED TRAFFIC ENFORCEMENT

	2019	2020	2021
Vehicles Monitored	926,316	682,536	660,908
Violations Issued	23,475	17,675	20,943
Average Speed over Limit	14 km/hr	14km/hr	14 km/hr
Number of Sites Monitored	98	150	153
Hours Monitored	5,978	4,855	4,722

(Source: MHPS Records Management System)

In December of 2021, the Government of Alberta introduced new guidelines for the use of Automated Traffic Enforcement (ATE). The new guidelines restrict the use of photo radar to areas of “public concern,” construction zones, and school/playground zones. As a result, all photo radar enforcement locations will undergo review to ensure compliance with the new evaluation criteria before they are implemented in the fall of 2022. Currently, the City of Medicine Hat has 148 approved sites that will be re-evaluated, and it is expected that this process may significantly reduce the number of approved sites. In addition, the new guidelines require vehicles utilized for photo radar enforcement to be clearly marked and easily identified by motorists.

PROPERTY OFFENCES

	2019	2020	2021
B&E Business	58	69	76
B&E Residence	124	145	137
Theft over \$5,000	22	21	27
Theft under \$5,000	645	651	662

(Source: MHPS Records Management System)

FRAUD CALLS FOR SERVICE

	2019	2020	2021
Fraud and ID Theft	369	406	392

(Source: MHPS Records Management System)

March is Fraud Prevention Month in Canada, and each year the MHPS Community Support Unit participates in a month-long crime prevention initiative aimed at educating and informing consumers and the community on how to recognize, report, and stop common frauds/scams. In addition, the Unit created a poster that was shared with local businesses and posted where gift cards are sold in a further attempt to stop residents from falling victim and suffering financial loss.



CANINE UNIT

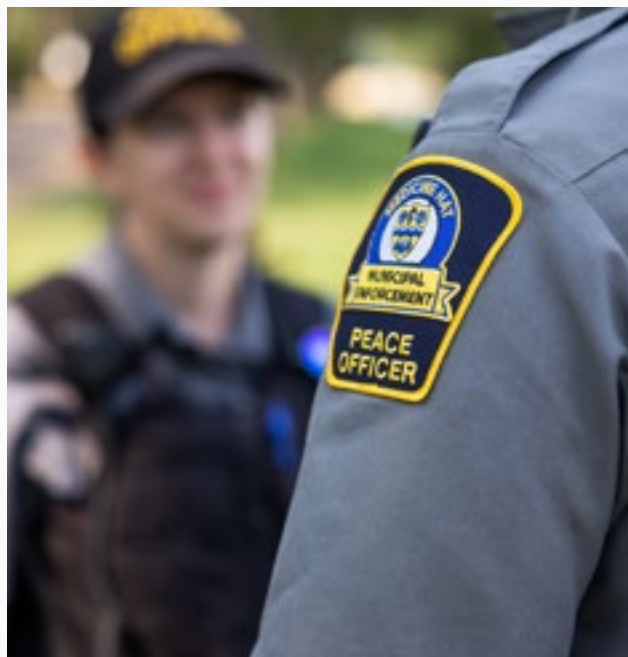
	2019	2020	2021
Total K9 Deployments	107	124	112
Apprehension			
No Contact	22	13	15
Apprehension			
Contact Injury	3	1	1
Track w/o Apprehension	16	18	13
Evidence Find	2	10	4
Drug Find	2	0	2
Community			
Engagement	12	2	10

(Source: MHPS Records Management System)



BYLAW TICKETS ISSUED

	2019	2020	2021
January	688	602	224
February	603	506	224
March	729	229	297
April	721	4	373
May	886	116	508
June	378	260	312
July	464	229	313
August	576	245	302
September	622	432	256
October	621	406	233
November	645	281	280
December	609	179	264
Total	7,542	3,489	3,586



BYLAW STATISTICS

Response/Service	2019	2020	2021
Calls for Service	6,605	5,314	4,582
Noise/Noise Warning	709	983	696
Unsightly Property	1	0	3
Fail to Remove Snow	144	132	34
Property Standards	526	632	625
Total Property Standard	671	764	662
Vicious Dog At Large	0	0	1
Animal Bite/Chase	1	2	0
Anml Running at Large	9	60	8
Anml Bark/Howl/Disturb	1	14	9
Total Animal Control	11	76	18
Bylaw Public Roads	1,837	1,258	986
Bylaw Public Roads - Warn	166	0	0
Park on Private Property	8	2	1
Provincial Traffic Offence	289	146	116
Parking Violations - TX	7,542	3,489	3,586
Total Road Safety	9,842	4,895	4,689
Found Property	697	729	776
Documents Served	804	534	760
Fingerprints	1,642	1,185	1,361



ORGANIZED CRIME SECTION

	2019	2020	2021
Possession for the Purpose of Trafficking	106	126	71
Trafficking	120	53	18
Production	0	0	1
Simple Possession	195	163	128
Proceeds of Crime	77	36	29
Criminal Code Offences	371	362	222
Weapons Seized from CDSA Investigations	80	110	67
Firearms Seized from CDSA Investigations	20	26	38
Total Value of Cash	\$108,609	\$45,081	\$383,052

(Source: MHPS Records Management System)

DRUGS SEIZED (in grams)

	2019	2020	2021
Heroin	18	13	3
Cocaine	2,093	1,071	957
Methamphetamine	4,892	5,134	13,028*
Fentanyl Pills	4	66	52
Fentanyl Powder	165	701	5,672*
Total Value of Drugs	\$640,994	\$585,758	\$2,603,259

* Seizures related to large project

(Source: MHPS Records Management System)

NOTABLE FILE: PROJECT MOTOR

Following an 18-month-long investigation that spanned across three provinces, five people were charged, and more than \$1.6 million in Fentanyl and meth was seized in a joint investigation between ALERT and RCMP Federal Serious Organized Crime.

Project Motor uncovered a drug trafficking network that had its origins in British Columbia's lower mainland and fanned out across Calgary, Edmonton, Medicine Hat, Red Deer, Grande Prairie, Saskatoon, and Winnipeg. The investigation originated in Medicine Hat and came on the heels of a series of large drug busts in southeast Alberta in early 2020. ALERT was able to trace back the drug supply and leverage criminal intelligence to develop a clearer picture of the criminal organization believed to be responsible.



More than \$1.6 million dollars' worth of Fentanyl, methamphetamine, and cocaine were seized along with 11 firearms and \$82,000 cash. Five members of the drug network have been charged with offences ranging from drug trafficking to conspiracy to traffic drugs to participating in a criminal organization.

The seizures took place over the course of the investigation and included homes being searched in Calgary, Edmonton, and Fort St. John, B.C.

Project Motor relied on the assistance of several police agencies and specialized units, including MHPS, Edmonton Police Service, Calgary Police Service, British Columbia Combined Forces Special Enforcement Unit (CFSEU), Vancouver Police, and RCMP Fort St. John as well as RCMP specialized units in E-Division and K-Division.



REGIONAL PROPERTY CRIMES UNIT

	2020	2021
Criminal Code Charges	590	368
Arrests	158	136
Files Concluded	143	116
Firearms Seized	85	56
Stolen Vehicles Recovered	22	28
Value of Property Seized	\$748,876	\$2,241,440
Value of Drugs Seized	\$43,628	\$78,278

(Source: MHPS Records Management System)

NOTABLE FILE: STOLEN PROPERTY RECOVERED

Following a three-month investigation completed by the ALERT Medicine Hat Regional Property Crimes Unit, 13 stolen holiday travel trailers were recovered along with other stolen vehicles and property, worth an estimated total of \$970,000. The other stolen property included a sports car, recreational vehicles, motorbikes, tools, and various vehicle parts.

The investigation involved assistance from Service Alberta, Insurance Bureau of Canada, MHPS, and various RCMP detachments and resulted in two Medicine Hat men charged with thefts that dated as far back as December 2020 and spread across the westernmost provinces. It was alleged that the men were fraudulently re-vining the trailers before they were re-sold, and a search of one of the suspect's homes yielded materials for making fraudulent VIN stickers.



PRIORITY #2

COMMUNITY ENGAGEMENT



PUBLIC SURVEY

In December, the Medicine Hat Police Commission conducted a month-long public survey to gather input from the community about perceptions of policing and community safety. Overall, the findings were very favorable, with highlights including the following:

- For the fourth consecutive time over a 10-year period, general satisfaction with the MHPS has increased (65% to 71%).
- Most citizens (77%) report they feel safe living in Medicine Hat and safe living in their neighborhood (82%); however, there continues to be concerns with perceptions of safety in the Downtown and Flats areas of Medicine Hat.
- Many respondents to the survey reported they felt the MHPS was meeting their expectations (76%) and that they had high levels of trust (81%) and confidence (79%) in the Service. This was the first time that these types of questions were asked in the community survey, and the MHPS was very pleased with the findings as the effectiveness of a police service relies heavily upon a strong relationship with and support from the community served.
- While most citizens have not had direct contact with the MHPS over the past 24 months (74%), those who had reported that the person they connected with was knowledgeable (82%), professional (89%), and met their expectations (80%).

Areas for improvement identified by the survey include the importance of a continued focus on customer service during all interactions with community members, enhancing confidence in the MHPS's ability to investigate crime, and increasing the amount of information shared with the community.

The information collected will be considered during the development of the next four-year strategic plan as the MHPS and Medicine Hat Police Commission outline objectives for the next business cycle.

VICTIM ASSISTANCE UNIT

Technology enhanced the ability for staff and volunteers to remain connected throughout the pandemic as well as enhanced service delivery in all areas and creating efficiencies in many. Skills training was achieved through creative solutions either by collaborating with partner Victim Assistance Units and local agencies in order to allow volunteers and staff to maintain a high level of professional competency; through community agency engagement as special guest speakers attended virtual team meetings; and through the government of Alberta's initiative to share monthly webinar opportunities.

Throughout the year, collaborations between the MHPS Major Crimes/Family Crimes Unit and Child and Family Services improved as one VA volunteer/casual staff worked exclusively with the Major Crimes/Family Crime Unit, the Safe Families Intervention Team police liaison, and the Child and Family Services professional, all co-located at MHPS to provide navigation services and intensive case management for youth and adults impacted by family/domestic violence and sexual violence.

In 2021, Victim Assistance opened 2,159 new files and made 1,369 agency referrals, including distributing 943 Victims of Crime packages. In addition, 133 family/domestic violence files received intensive case management and navigation services.

Over 983 contact points were made, which included emails, texts, phone calls, voicemails, information mailouts, consultations, wellbeing checks, needs assessments, emotional support calls, court prep, home visits, crown meetings, court accompaniments, and victim notifications.

The Unit also helped in 124 sexual assault files (3,380 contact points) either through the MHPS VA Navigation Services of intensive case management, referrals, court

orientation, and court support or by providing court support to those files referred to the Sanare Centre.

After discussion with the Medicine Hat Regional Hospital Sexual Assault Response Team, the MHPS VA began to offer self-referred patients of sexual violence the option of connecting with VA as a first contact and being informed of their rights and options when deciding whether to report to police. This trauma-informed collaboration resulted in the creation of a pamphlet that outlines all available options to the patient, including the Third Option, which allows forensic evidence to be collected within seven days of an assault and stored confidentially by authorities for at least one year to give people time to determine if they want to pursue reporting the case to the police.



"Victim Services went above and beyond and was always there to answer all our questions and concerns. We are forever thankful and grateful for [her] emotional support, encouragement, and kindness through this experience."



COMMUNITY SUPPORT UNIT

	2020	2021
Total # of Citizen Requests for Assistance	16,233	10,662
Required Reports Generated by Officer	1,920	2,411
Files Reassigned to Patrols	269	155
Number of Sign-ins	2,165	1,374
Number of In-person Contacts	3,320	4,345

A call centre model was adopted by the MHPS in March of 2020 with the onset of the pandemic. The mission was to enhance customer service to the community while reducing the unnecessary exposure of patrol officers to public contact. The call centre was staffed with experienced officers who could respond to calls for service that did not necessarily require a police officer attending the scene.

Call centre officers provide advice, receive minor complaints, and perform front reception duties as required. The model has proven successful in providing more timely and measured service to the community while allowing patrol officers to focus on more urgent matters and will remain in place for the foreseeable future.



DOWNTOWN PATROL UNIT

The Downtown Patrol Unit (DPU) continued to work diligently with community partners to enhance the feeling of safety in the downtown core. After just over one year of operation, there has been significant progress made in many areas, but there is still room for improvement. The Unit continues to work with residents, business owners, and patrons to address some of the unique challenges experienced by users of this area and also focuses on creating a rapport with at-risk individuals to support their needs.



DID YOU KNOW?

Each of the DPU officers averages 15,000 steps per day (approx. 8 kms).

Throughout 2021, the Downtown Patrol Unit (DPU) generated 603 occurrences. Based on these occurrences, DPU's top five were unwanted guest, suspicious activity, person-based offences, assistance requests, and other activities-related calls.

Top 5 Occurances	2021
Suspicious activity	158
Assistance request	108
Person based offence	59
Unwanted guest	76
Other	92

(Other categories would include a variation of found property, lost property, traffic-related, false alarms, tickets, bylaw and civil matters).

Type	2021
Persons based	59
Property based	44
Mental health	20
Drug/alcohol related	31
Assistance request	108
Suspicious activity	158
Unwanted guest	76
Weapon	3
Offender accountability	10
Missing person	2
Other	92
Total GO	603

(Based on general occurrences reports between January 1 - December 31, 2021 using first line UCR scoring with unit DPU).



PRIORITY #3
**INNOVATION
 AND EXCELLENCE**

INFORMATION TECHNOLOGY SECTION

In 2021, the MHPS Information Technology (IT) section received a total of 3,158 support requests. In addition to the standard year-to-year operations and service delivery by the IT section, the year continued to present new challenges to sustain and support many remote workers, laptops, virtual private networks (VPNs), and mobile devices. Along with this new paradigm of “work anywhere,” the IT section continued to develop and enhance systems to support this and allow for increased collaboration.

The IT section deployed a new custom intranet site allowing files to be accessed from any device, including work-issued smartphones, and enhancing internal communication channels.

The IT section also migrated all users’ personal files from the local file server to a cloud storage solution, which significantly reduced on-premises file storage, backup, and replication requirements and facilitated remote access.

INFORMATION MANAGEMENT SECTION

	2019	2020	2021
Uploads	28,808	31,866	36,950
CPIC Maintenance	10,065	7,582	9,347
Warrant Processing	3,535	4,564	5,104
Tickets	16,858*	8,457	7,025
Court Files	4,629	3,274	2,003

* In 2020, a change to e-ticketing resulted in a reduction of tickets processed by IMS.

VISUAL COMMUNICATION CARDS

A visual communication card was developed to support communication between police officers and individuals with communication challenges and those who are not yet proficient in the English language.

The idea for this communication card came from the community after a similar tool was created in Edmonton. Using the Edmonton card, which focuses on the communication needs of people who are Deaf or hard of hearing, the Advisory Committee on Disability Issues (ACDI) felt there would be value in also including the needs of others who have communication barriers. After speaking with agencies and services whose staff or clients might benefit from a communication tool like this, a committee was formed. ACDI brought together a small working group to create the communication card, including representatives from each of the following organizations: MHPS, the Speech-Language Pathology department with Alberta Health Services, the Saamis Immigration Services Association, and Brain Injury Relearning Services.

The visual card is intended to aid with effective communication at traffic stops by allowing police officers to point to what they need from the driver as well as indicate what violation has occurred, and in turn, the driver can point to the best way for

the officer to communicate with them.

“The client group we work with sometimes have language barriers and may not understand the official wording used by officers during a traffic stop,” says Marie-Claude Scahill, Manager of Settlement, Saamis Immigration. “This tool will reduce some of the stress, for both the officers and the person being pulled over, by breaking down barriers for both parties involved. It is also a very good educational tool for our newcomers as they transition into driving in Canada.”



All members of the MHPS have been issued cards and are encouraged to keep the card in their vehicle. The cards have also been distributed to current Language Instruction for Newcomers to Canada students and recently arrived newcomers under the Resettlement Assistance Program through Saamis Immigration as well to local AHS Speech-Language Pathologists and members of the Deaf/hard of hearing communities.

DRUG TREATMENT COURT PROGRAM

The Medicine Hat Drug Treatment Court (DTC) held its first ever sitting on January 27, 2021. The program provides a pre-sentence alternative for drug-addicted offenders that integrates justice, health, and social services into a comprehensive treatment program designed to assist the individual in breaking the cycle of crime and addiction. The program consists of five phases of progression that require about 12 months to complete. It has demonstrated success

in other communities, with an 82% reduction in recidivism. In its first year of operation, the DTC program has had six participants, with two nearing the graduation phase. Three for various reasons (lack of motivation, violent tendencies, alcohol addiction only, etc.), and one person was terminated from the program after four months because he was unable to follow the directions of the treatment team.

EQUITY, DIVERSITY, AND INCLUSION

In May, the MHPS released an Equity, Diversity, and Inclusion (EDI) Action Plan. The foundation of the plan is the belief that a diverse and inclusive organization will be stronger, more resilient, and more responsive to the needs of the community. The plan was developed in consultation with the Medicine Hat Police Commission based on input from police service staff and community stakeholder groups. It builds upon the previous MHPS Diversity and Inclusion Plan released to the community in 2017 and reports on activities and training completed to date.

Recognizing that the paradigm shift from “cultural fit” to one of “diversity and inclusion” requires more than well-intentioned policies and programs, through this plan the MHPS committed to clearly defined objectives, actions, and deliverables centred around two main themes as described to the right:

Police Service Delivery: External focus on providing accessible, responsive, and responsible policing services to all people in the community.

People and Process: Internal focus on ensuring that equitable employment opportunities are available to all employees in an environment that is respectful and free of harassment and discrimination and that organizational processes and policies represent and support the EDI strategy.

The plan is available on the MHPS website and is intended to be a living document and updated as initiatives are completed or new initiatives are developed.

CHIEF’S INDIGENOUS ADVISORY COMMITTEE

One of the initiatives identified by IRAP was the creation of the Chief’s IAC. The Committee comprises the Chief of Police, the Chair of the Medicine Hat Police Commission, local Indigenous leaders, and Métis Elders as well as other MHPS staff and meets four times throughout the year, coinciding with the beginning of every new season, to connect with and advise the police service on current

issues relating to Indigenous and police relations within the community.

The first meeting of the IAC was held on June 23, 2021. This group helps to guide the MHPS by advising us on our path toward reconciliation efforts and ensuring we are meeting the needs of our local community.



INDIGENOUS RECONCILIATION ACTION PLAN

The EDI plan is supplemented by an Indigenous Reconciliation Action Plan (IRAP) that provides more specific details in relation to how the MHPS intends to action the calls to police services as identified in the National Inquiry into Missing and Murdered Indigenous Women and Girls report.

IRAP outlines the Service's commitment to building a stronger relationship with, and improving trust between, the Service and the Indigenous community of Medicine Hat. Developing cultural competency and understanding is an integral part of developing effective policies that will improve MHPS service delivery when meeting the needs of the local Indigenous population.

INDIGENOUS LIAISON OFFICER



Another initiative identified by IRAP was the creation of a Police Indigenous Liaison Officer (PILO). Cst. Lori Parasynchuk was selected to be the first MHPS PILO and leads the Service's efforts by liaising with local elders and Indigenous organizations to build relationships and community crime-prevention programs with and for Indigenous people in Medicine Hat in a respectful way.

EAGLE FEATHER OATH OPTION

At a ceremony held in Standoff, AB on June 25, 2021, members of the MHPS Executive Team received the delivery of a sacred Eagle Feather, which is now offered as an option for swearing to official statements and for providing comfort to those experiencing trauma or a crisis.



The Eagle Feather is a symbol of spirituality used in many Indigenous traditions throughout North America. In the spirit of reconciliation, the MHPS has committed to offering the Eagle Feather as an oath option in support of numerous calls to action as recommended by the Truth and Reconciliation Commission of Canada. The Eagle Feather will be available to individuals to allow for oath swearing by a traditional Indigenous form of conscience binding. This will be offered in addition to swearing on a religious text or making a non-religious affirmation.

In preparation for the ceremony, the Eagle Feather was customized with bead work in the colors of MHPS by Indigenous artist Charlene Plume. In Indigenous culture, bead work is used as an adornment for items that are culturally meaningful and signifies that the item is held in honour and high regard. When not in use, the Eagle Feather will be stored in a Feather box made of Eastern White Cedar. Cedar is traditionally used as a container for sacred/precious items, and the box has a moose antler button, moose leather hinge, and tie closure.



PRIORITY #4

ORGANIZATIONAL WELLNESS



OCCUPATIONAL HEALTH AND SAFETY

The MHPS Occupational Health and Safety system was audited in late 2021 to ensure compliance with workplace standards and identify areas for improvement.

	2019	2020	2021
Incidents	39	25	39
Injury Incidents	41	21	23
Safety Observations	N/A	2	-
Hazard Identifications	0	5	8

(Source: City of Medicine Hat HSE Incident Reporting Database)

WELLNESS PROGRAMS

The MHPS is committed to employee health and wellbeing. There are several wellness services currently available to support staff, and the Service is looking at ways to enhance the current state of the wellness programs. An organizational review resulted in the formation of a Wellness Committee that reports directly to the Chief of Police and is responsible for coordinating supports to enhance the mental, physical, and spiritual resilience of the entire MHPS family.

In addition, the MHPS has a Peer Support Team comprising a supervisor, a registered psychologist, and 12 peer support members, four of whom are dedicated team leads.

The most recent updates to programming and services include the implementation of a PeerConnect App, a commitment to the reintroduction of a chaplaincy program, and an Organizational Wellness Assessment led by a representative of the Alberta Blue Cross program.



PRIORITY #5
**INVESTMENT IN
HUMAN
RESOURCES**

TRAINING

Respect Training

The MHPS partnered with the Respect Group to provide foundational workplace training to all Service employees. The online training certified that employees understand what is and is not appropriate workplace behaviour and provided ideas on how to address and resolve conflict when it does arise.

Patrol Supervisor Course

The MHPS partnered with the Medicine Hat College (MHC) on the creation of a micro-accredited Patrol Supervisor course to provide a professional development opportunity for experienced police officers as they move into leadership roles. Micro-credentials are defined as short-term programs or competencies that can stand alone or complement traditional credentials, and this option provided the perfect opportunity for MHC to support competencies valued by MHPS in a collaborative way. The college enhanced the design and delivery of the previous Patrol Supervisor course to ensure instructional and assessment goals were achieved.

Training Matrix

MHPS has also highlighted the need to focus on civilian staff and their support of employee development. A training matrix was established placing emphasis on empowering staff to take an active role throughout the year in their own development needs, identifying individual interests and the ability to gain industry knowledge to aid succession planning within the IMS section. They will have the opportunity to choose from e-learning, online training, workshops, courses, shadowing, and/or mentorship, which will all lead to increased responsibilities in job roles. Offering these various opportunities will provide employees with additional skills and ultimately overall job satisfaction.



HUMAN RESOURCES

Engagements

Mrs. Faith Yukee
Ms. Joan Reesor
Mrs. Tricia Nardari
Mrs. Jamie Pocsik

Resignations

Cst. Aaron Brevik

Retirements

Cst. Kenton Shilka

MEDALS RECEIVED

20 Year Alberta Medal

Sgt. David Gornisiewicz
Sgt. Darlene Garrecht
Sgt. Jeff Klick
Cst. Ian Scrivener
Sgt. Stacey Fishley

10 Year MHPS Medal

Cst. Beverly Kennedy
Cst. Garreth MacPherson
Cst. Mitchell Young
Cst. Keegan Clarke
Cst. David Smith

20 Year Canadian Medal

Sgt. David Gornisiewicz
Sgt. Darlene Garrecht
Sgt. Jeff Klick
Cst. Ian Scrivener
Cst. Ty Claypool
Cst. Marshall Armstrong

MILESTONES

10 Years

Cst. Keegan Clarke
Cst. Beverly Kennedy
Cst. Garreth MacPherson
Mr. Rob Mader
Ms. Nicole Mastel
Mr. Scott Schall
Mrs. Andrea Seitz
Mr. Aaron Sheard
Cst. David Smith
Ms. Amber Thomson
Cst. Mitchell Young

15 Years

Mrs. Lynne Brown
Sgt. Blake Czember
Cst. Camille Darr
Cst. Noel Darr
Sgt. David Gornisiewicz
Cst. David Hrycyk
Cst. Kyle Jalbert
Cst. Devin Klein
Cst. Tracy McMillan
Sgt. Kirt Murray
Cst. Jason Van Mulligen

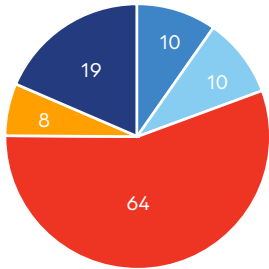
20 Years

Ms. Nathalie Castets
Cst. Jason Dola
Sgt. Stacey Fishley
Sgt. Darlene Garrecht
Sgt. Jeff Klick
Cst. Ian Scrivener
Mrs. Jonelle Seeley
Cst. Dwayne Wist

30 Years

Insp. Tim McGough

YEARS OF SERVICE



- Less than 2 years
- 2 to 4 years
- 5 to 9 years
- 10 to 19 years
- 20+ years

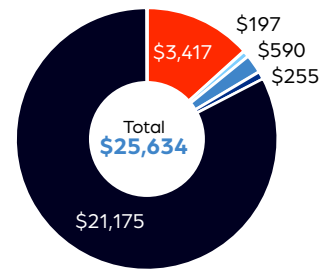
GENDER



95 **16**
Males Females

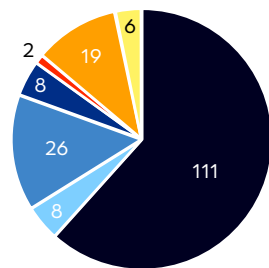
BUDGET

(in thousands of dollars)



- Government Grants
- Internal Recovery
- Sale of Goods and Services
- Other Misc. Revenue
- Tax Supports

STAFF



- Police Officers
- Peace Officers
- Civilians
- Casuals
- Contract
- Victim Assistance Volunteers
- Auxiliary Volunteers

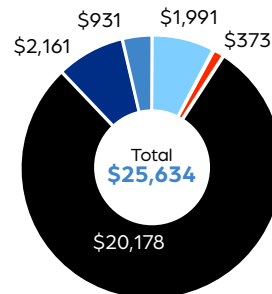
STRENGTH



113 **111**
Authorized Actual

EXPENDITURES

(in thousands of dollars)



- Salaries and Benefits
- Contracted Services
- Materials and Supplies
- Internal Charges
- Interest and Amortization



POLICE ACT AND CRIMINAL COMPLAINT INVESTIGATIONS

The Service investigates complaints received from the public as well as those initiated by the Chief of Police. Complaints can be criminal/statutory in nature and/or identified as an officer misconduct or complaint against policy under the Alberta Police Act. The Professional Standards Unit (PSU) is responsible for investigating complaints against the Service, its policies, and its members in a fair, thorough, and unbiased manner. Serious allegations are forwarded to the Solicitor General for review and determination of file assignment to the Alberta Serious Incident Response Team (ASIRT). PSU's mission is to safeguard public trust and confidence in the Service while resolving all complaints of policy, service delivery, and employee conduct in a timely and transparent manner.

	2019	2020	2021
Police Act Complaints			
Generated from Service	16	9	1
Police Act Complaints			
Generated from Public	2	3	6
Statutory Complaints	1	3	1
Dispositions Reviewed by			
Law Enforcement Review Board	0	0	0
Investigations Concluded	2	16	3
Minor Complaints from			
Public Informally Resolved	29	31	32
Investigations Conducted for			
Other Agencies	0	1	0

(Source: City of Medicine Hat HSE Incident Reporting Database)

There was a total of seven new complaints received in 2021, and the Professional Standards Section resolved 32 minor informal complaints from the public to the satisfaction of those involved.



MOTOR VEHICLE COLLISION REVIEWS

The Service reviews police motor vehicle collisions to ensure compliance with policy and/or determine any potential misconduct under the Police Service Regulation.

2019	2020	2021
15	13	9



SERVICE
RECOGNITION

CST. BIGGAR, CST. BRENT BOHRN,
CST. HRYCYK, SGT. KLICK, AND CST.
A. WEISGERBER

The Service complimented Sergeant Klick, Constable Biggar, Constable Hrycyk, Constable Brent Bohrn, and Constable Austin Weisgerber for their professionalism and potentially lifesaving decision making during an event of significance to the community.

On February 10th, members of Patrol Team 3 responded to a report that a male had smashed a window of a business located in the downtown area and was observed entering a vestibule. When members arrived on scene, they located the male, in obvious mental distress, and observed he had barricaded the doors with a metal baseball bat and was holding a large hunting knife. The male appeared to be smoking methamphetamine, was extremely agitated, and indicated that he wanted to end his life.

Patrol members set up containment of the area utilizing their vehicles for cover. The male was inside the vestibule yelling suicidal comments while pacing for several minutes holding the knife. The male then dropped the knife and transitioned to the baseball bat and began to smash out the windows in the vestibule. The male then quickly exited the vestibule holding the bat and approached an officer in a threatening manner. It was then that an officer utilized a less-lethal munition to strike the male in the thigh, causing him to drop the weapon, at which time he was safely taken into custody.

The responding officers utilized sound tactics and decision making to resolve this potentially violent situation without serious injury to anyone involved.

CARRIE STOBER (Victim Assistance Volunteer)

Carrie Stober was recognized for excellence in volunteerism.

Since 2017, Carrie Stober has demonstrated an exceptional level of compassion and dedication in her role as a Victim Assistance volunteer.

Carrie became involved with the Victim Assistance Unit in April 2017 as a part-time volunteer. Since that time, she has selflessly volunteered in this capacity, to the equivalent of full-time hours, as well as makes herself available for callouts. Her unparalleled compassion and care for the community is reflected in her interactions with individuals in need, and she consistently goes above and beyond to support the children and families who come to the attention of police and child protection.

As a secondary handler to Victim Services dog Mulder, Carrie gained an increased understanding of Family Crime Unit investigations, and in late 2020, she began working directly with the Unit. Carrie has taken on the task of learning the process of the Unit's day-to-day interactions with children, victims, siblings, and associated family members and serves them exceptionally well in this role.

Carrie has become indispensable to the Service and the community in her role as a volunteer Victim Assistance Advisor, and we are extremely grateful for her contributions to this role.

CST. ADRIAN WILLIAMS

Cst. Williams was recognized for his commitment to excellence demonstrated by his significant and sustained performance.

While investigating a stolen bike report, Cst. Williams learned that the family had recently emigrated from Syria and were not financially positioned to replace the bike, and he took it upon himself to purchase a new bike for the child. Through this quiet act of kindness, Cst. Williams demonstrated compassion and a commitment to relationship building with the community.

Additionally, throughout his career, Cst. Williams has consistently demonstrated a passion for supporting individuals suffering from mental illness. Last year he joined the Police and Crisis Team, where he demonstrates excellent leadership skills and a strong work ethic by regularly being the first to arrive at mental health calls to provide support/intervention for those who are in emotional crisis. Often, clients who are referred to police can prove to be quite challenging to communicate with when in crisis, but Cst. Williams, through his compassion, communication, and crisis intervention skills, is able to form a connection with them. He consistently goes above and beyond to maintain contact with these individuals and collaborates with other community agencies in an effort to stabilize them with help through housing, employment, etc.

ACTING SGT. MARSHALL, CST. BIGGAR, AND CST. KENNEDY

A/Sgt. Eric Marshall, Cst. Dustin Biggar, and Cst. Bev Kennedy were complimented for their initial response to a serious investigation.

On November 23rd, the three officers responded to a request to check on the wellbeing of a female who was reportedly having a drug induced psychosis. Upon arrival, Cst. Biggar located the woman and took her into custody for outstanding warrants. Incidental to arrest, he located some ID documents that did not belong to the female.

While conducting further enquiries, A/Sgt. Marshall was advised by the complainant, who was not on scene, that the accused had been overheard making disturbing comments about being responsible for a female's death near Pincher Creek, AB. A/Sgt. Marshall recalled a recent RCMP media release regarding female remains being found in the Pincher Creek area. A/Sgt. Marshall followed up with RCMP investigators and learned that the female in custody, and a white car, were both believed to be directly related to the homicide that had taken place a few days prior.

Cst. Kennedy took continuity of the residence and learned by speaking with witnesses that important evidence was present inside. Additionally, Cst. Kennedy's interviews of witnesses provided valuable information to the RCMP Major Crimes members that allowed them to prioritize key interviews and assisted them in obtaining grounds for the arrest of the suspect.

The MHPS Major Crimes Section assumed control of the investigation and coordination with the RCMP. Sgt. Garrecht, Sgt. Hodgins, and Sgt. Czemmer all assisted and liaised with the RCMP. Scene containment was conducted by on-duty member Csts. Angstadt and Olenic. Members of the DPU also assisted Patrols by attending calls for service while the Patrol resources were depleted. FIU Cst. Risling collected evidence from the scene and prepared for the transfer of the property to the RCMP.

The coordinated team response to this serious investigation is an excellent example of our Service's core values and professionalism.

CAR EXPLOSION RESPONSE

On December 10th, a vehicle explosion occurred in a busy shopping center parking lot, resulting in an emergency response that demonstrated leadership, teamwork, and coordinated investigation across many emergency personnel and resources.

The unique and difficult circumstances of this call were exacerbated by the deceased, who occupied the vehicle, as well as the risk that an improvised explosive device may potentially be involved. Securing the scene and public safety were further challenged by the busy area during the Christmas shopping season.

The response provided to this dangerous and complex event is a testament to the outstanding capacity, skill, and teamwork by all involved, who included the following:

MHPS Patrol Members

Cst. Scrimger, Cst. Boyce, Cst. Kipta, Sgt. Kesler

Medicine Hat Fire Department

Captain Osadzuk, Team Two, Fire Marshal Hanlet

911 Dispatch

Teresa McMullan, Christy Kuttnick, Sidney Scott, Kayla Bakaric

Forensic Identification Unit

Cst. Seelye

Traffic Unit

Cst. Noel Darr, Cst. Angstadt

Major Crimes Section

Sgt. Hodgins, Cst. LaDouceur

Explosive Disposal Unit

Cst. Rasmussen, Cst. Harper,
Cst. Jensen

Crime Analyst

Amber Thomson

SERVICE COIN PRESENTATIONS

MR. HALLAS, MR. SEIBEN AND MR. KUSTRA

Three Medicine Hat men were recognized with MHPS service coins for their role in assisting with a police investigation.

On April 23, 2021, at approximately 7:40 PM, MHPS Constable Erica Neigum was attempting to locate and arrest a 46-year-old male who was wanted in connection to a domestic violence-related incident. Constable Neigum located the male outside of a residence, and when she informed him that he was under arrest, the suspect fled on foot in the direction of a nearby golf course.

Constable Neigum was observed by a group of golfers as she pursued the male on foot across the fairway. The three men quickly sprang into action and assisted

her by utilizing their golf carts to divert the suspect toward a grove of trees. In an attempt to avoid the golfers, the male tripped on the ground and was quickly apprehended by Constable Neigum without further incident or injury.

In recognition of their quick thinking and willingness to assist, Mitch Hallas, Joel Sieben, and Kenan Kustra were each presented with a MHPS service coin and certificate of appreciation.



MR. DAVID BROWN (King of Trade)



A local businessman was recognized with a MHPS service coin for his role in assisting with a police investigation.

On August 21, 2021, a vehicle entry resulted in the loss of a valuable and sentimental piece of jewelry. The victim shared her story on social media, which gained a great deal of exposure and assisted with the apprehension of the offender and recovery of the ring.

On August 24th, MHPS Cst. Williams attended to the King of Trade after being contacted by the shop owner, David Brown, to investigate a ring that had come into his possession. Mr. Brown had immediately suspected that the ring may have been stolen and paid out of his own pocket so that he could facilitate the return of the ring to the rightful owner. His quick and selfless action directly resulted in a suspect being arrested, and the ring was returned to the rightful owner, who was ecstatic.

The actions by Mr. Brown were exemplary, and he was recognized by the MHPS for his instrumental role in the successful outcome of this investigation.

CHANGE OF COMMAND

SWEARING-IN CEREMONY



At a small ceremony held at the MHPS on January 4, 2021, Mike Worden was sworn in as Chief of Police. He replaced Chief Andy McGrogan, who retired on December 31, 2020, after serving the community of Medicine Hat for over 40 years.

Following the ceremony, Chief Worden expressed, "I am honored to take on the role of Chief of Police, joining the women and men who make up this incredibly professional and progressive organization. As this is a homecoming for me, after being away from the community for 32 years, I look forward to working with residents and the members of the police service as I know together, we can accomplish great things." He also thanked and congratulated Chief Andy McGrogan for his leadership and service to this community.

Due to health restrictions in place at the time, the ceremony was limited in attendance to Chief Worden, retired Chief McGrogan, MHPS Inspectors Tim McGough, Joe West, and Brent Secondiak as well as City of Medicine Hat Mayor Ted Clugston and Chief Administrative Officer Robert Nicolay.

Chief Worden was selected by the Medicine Hat Police Commission after an extensive national search, which yielded several highly qualified candidates. Prior to his appointment as Chief of the MHPS, Mike Worden served as a member of the Calgary Police Service over the past 25 years, where he demonstrated his abilities as a seasoned leader throughout a successful and progressive policing career.






MEDICINE HAT POLICE SERVICE

884 2 Street SE
Medicine Hat, Alberta
T1A 8H2

Phone: 403.529.8400
Email: mhps@mhps.ca
Website: www.mhps.ca

 facebook.com/mhpolice

 [@medhatpolice](https://twitter.com/medhatpolice)

 [@medicinehatpoliceservice](https://instagram.com/medicinehatpoliceservice)