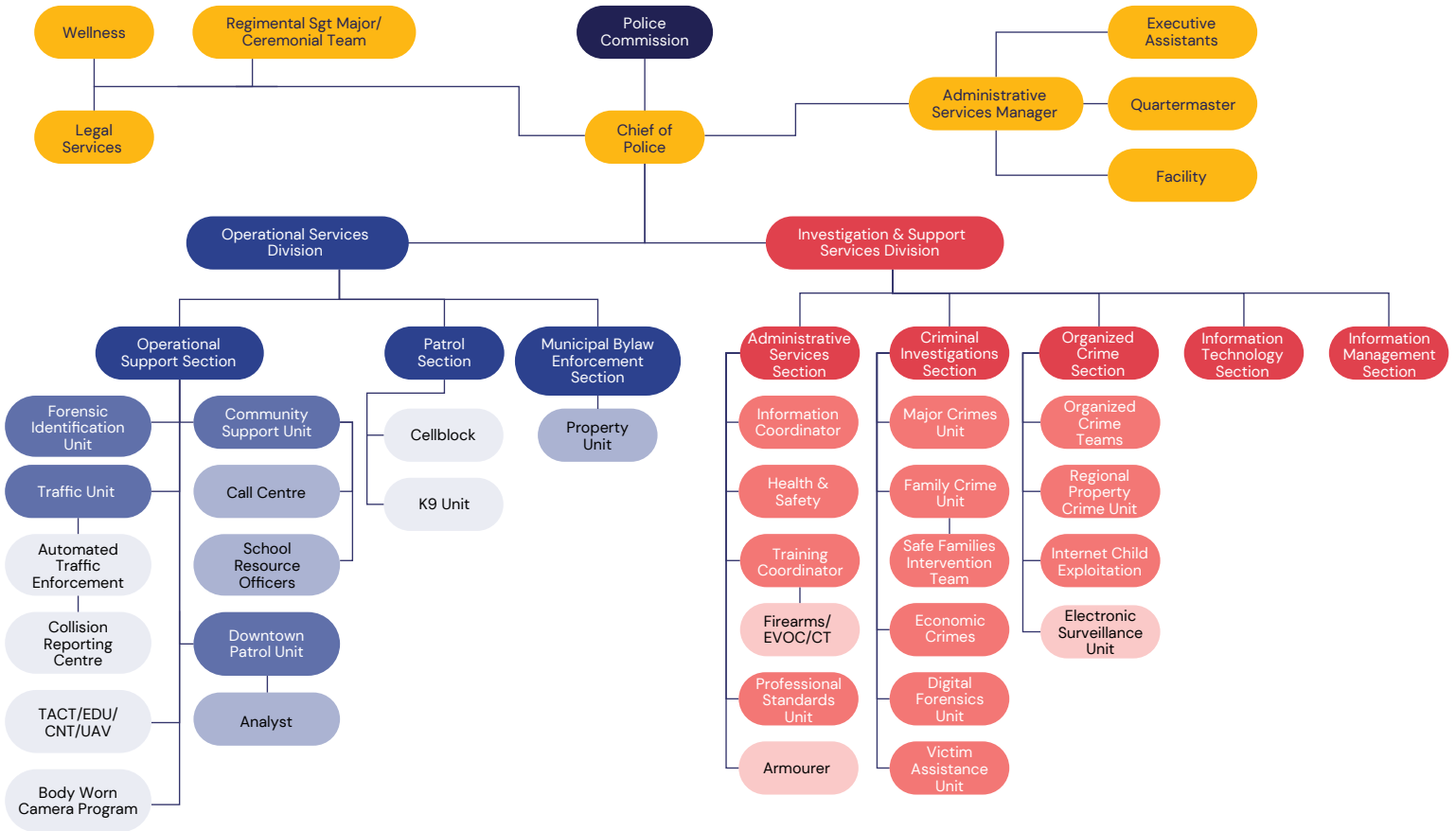


Medicine Hat Police Service

# 2023 ANNUAL REPORT



# Organizational Chart



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# Our Vision

is to optimize the safety and security of our community



# Message from the Police Commission

It is an honor to bring you greetings on behalf of the Medicine Hat Police Commission (MHPC). We are proud to serve as the representatives of the community, carrying out the responsibilities of police governance as established by the Police Act.

This past year was a busy time for both the Service and the MHPC with changes in personnel. The MHPC welcomed two new members, Mr. Miles Johnston, and Mrs. Elenor Robles, who were appointed as the provincial government representatives increasing the size of the MHPC from seven to nine members.

Reflecting on the accomplishments of 2023 the Commission is appreciative of the men and women of Medicine Hat Police Service for their commitment and dedication to serving the community. Our community like others across the country has been challenged to meet the complex needs of individuals

struggling with mental health, addictions, and homelessness. While the efforts to find long term solutions are ongoing, the MHPC is thankful for the caring, compassion and professionalism demonstrated by members of the MHPS as they strive to meet the needs of everyone impacted.

I would like to take this opportunity to recognize and thank Mr. Ted Rodych, Mr. Terry Meidinger, and City Councillors Alison Van Dyke and Shila Sharps for their service to the community as members of the MHPC.



Sarah Scahill, *Chair*  
Medicine Hat Police Commission

**From Left to Right:** Councillor Shila Sharps, Councillor Alison Van Dyke, Mr. Marco Jansen, Ms. Gwendoline Dirk, Ms. Sarah Scahill, Vice Chair Terry Meidinger, and Chair Ted Rodych



# Message from the Chief



My first full year in the Medicine Hat Police Service (MHPS) was exciting, with many personnel changes as the result of recruiting, hiring, and training new police officers, experienced officers, civilian employees, including a new Bylaw Supervisor. A promotion process was held for the first time in several years resulting in five Sergeants and one Staff Sergeant being promoted. Additionally, the Information Management Section was reorganized for greater efficiency. I am proud of the way MHPS employees pulled together to make these things happen to ensure we meet the needs of the great community that we serve!

Promoting, recruiting, hiring, and training new officers breathes new life into the organization but also takes a

significant internal commitment to be successful. These challenges aside, I am committed to conducting our own cadet training program into the future as I believe strongly in our people and their abilities. Throughout the year there were also retirements of both sworn and civilian members, and we thank them for their dedicated service to the community!

In 2023 we trained a new Police Service Dog team with PSD Bronx and his handler, Constable Garreth MacPherson. Late in the year, we welcomed our new facility dog, Glory who will join Athena and Mulder in providing short-term support to victims of crime.

The MHPS continues to innovate and entered a partnership with Medicine Hat College to study the effectiveness of our Uncrewed Aerial Vehicle (UAV) Program within our Patrol Section. UAV's can enhance public and officer safety and can reduce the time police officers take to resolve potentially harmful situations.

The MHPS is also committed to addressing challenges related to mental health and addiction that we see throughout our city, especially in our downtown. We continue to work with our partners toward tangible changes that improve how our citizens and business owners feel about the downtown.

The law enforcement profession has always been and continues to be a challenging one. Whether you are a sworn or civilian member there are difficulties to overcome to get the job done. Everyone in this organization does a great job of ensuring that our community is safe, and they carry out their duties in an extremely professional manner. I am honoured to live and work in such a supportive and caring community!

Alan Murphy  
Chief of Police



# Serving & Protecting

our community with pride through professional and progressive policing.

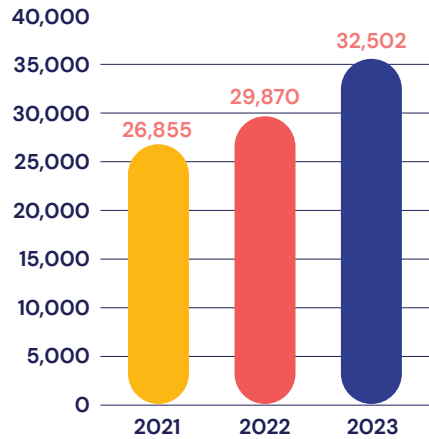


# PRIORITY #1

# COMMUNITY SAFETY



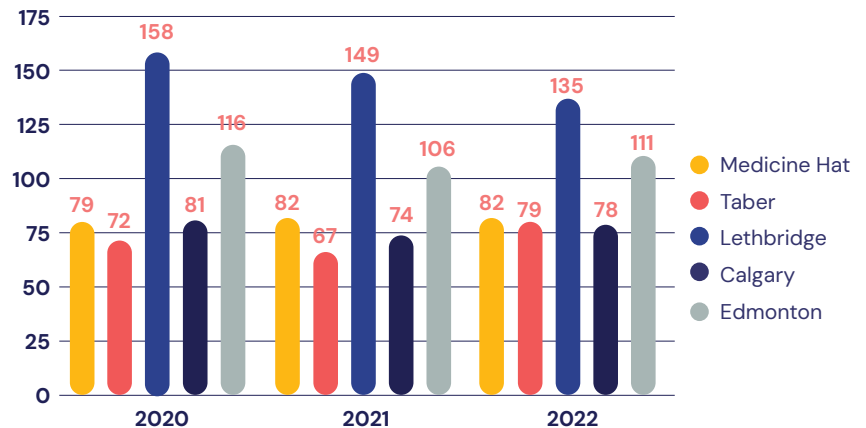
## Calls for Service



(Source: MHPS Records Management System)

## Crime Severity Index

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



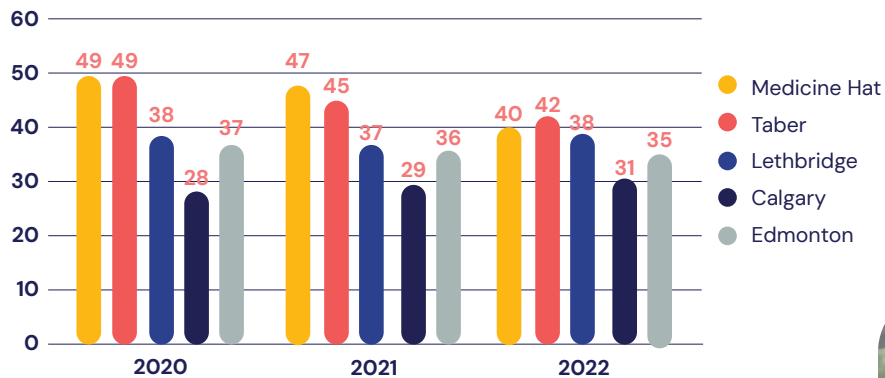
(Source: Statistic Canada CANSIM Table 252-0088)



# PRIORITY #1 COMMUNITY SAFETY

## Weighted Clearance Rates

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 theft, mischief, or disturbing the peace.



(Source: MHPS Records Management System)

## Call Centre

	2021	2022	2023
Total Duties	10,662	7,178	8,720
Required reports generated by officer	2,411	1,791	1,959
Files reassigned to Patrols	155	162	160
Number of sign-ins	1,374	636	303
Number of in person contacts	4,345	5,486	3,269
Advice phone calls	2,025	1,349	2,659
Warrant execution	194	141	114
Person contacts – Receptionist	N/A	5,486	5,485

(Source: MHPS Records Management System)



# PRIORITY #1

# COMMUNITY SAFETY

## School Resource Officer

	2021	2022	2023
<b>Total Duties</b>	14,738	13,916	13,944
<b>Violent Threat Risk Assessment</b>	8	14	9
<b>Contact – Staff/Admin</b>	3,529	3,350	3,653
<b>Contact – Students</b>	9,558	9,013	8,484
<b>Contact – Parents</b>	377	443	633
<b>Sanctions/Warnings</b>	550	319	264
<b>Criminal Code Charge Files</b>	17	29	19
<b>Non-charge files</b>	176	158	218
<b>Follow up Reports</b>	192	153	154
<b>Tickets</b>	24	51	55
<b>After Hours Activity</b>	11	22	37
<b>Presentations – School</b>	107	119	128
<b>Presentations – Community</b>	189	245	290

(Source: MHPS Records Management System)

School Resource Officers (SROs) work with school administrators, staff, students, parents, and outside agencies (Child and Family Services, shelters, other police agencies, etc.) in support of the students. The goal is to reduce the involvement of youth in the criminal justice system, when possible, using support, bonding, education, conversation, warnings, in-school sanctions, tickets, and extrajudicial sanctions. SROs can also act as mentors for students and build positive relationships with students by being visible and available in their schools.

Through teaching the Encouraging Positive Informed Choices program lectures, and a variety of interactions, students learn to build trust in the police and use them as a community support. SRO's can also assist other sections of the MHPS by bridging communication with students



and providing follow up support for students involved with police. SROs are also trained to provide security to the students and staff at schools to allow them to flourish during the educational years.

Over the past few years, the SRO's have observed an increase in online conflict between students and internet related extortion type files. With youths having access to social media at younger ages, it can result in an increase in inappropriate and unsupervised use of applications. Many of these conflicts occur outside of school hours but are brought to the SRO's attention once students return to school. Having a pre-existing relationship with the students allows the SRO's to effectively manage these incidents and help to educate the students and their parents on best practices to limit online risk.

# PRIORITY #1 COMMUNITY SAFETY

## Downtown Patrol Unit

	2021	2022	2023
Persons Based	54	40	23
Property Based	46	59	53
Mental Health/Well Being Check	20	45	64
Drug/Alcohol Related	32	10	14
Assistance Request	107	57	43
Suspicious Activity	158	150	71
Unwanted Guest	76	163	201
Weapon	3	0	1
Offender Accountability	19	11	14
Traffic Related	20	18	7
Bylaw	8	2	3
Other Criminal	0	2	1
Other	62	63	49
<b>TOTAL GO</b>	<b>606</b>	<b>618</b>	<b>544</b>

(Source: MHPS Records Management System)

The Downtown Patrol Unit (DPU) began operational duties on October 18, 2020, and consists of a Sergeant and two Constables. During January 2023 to September 2023, the unit was reduced to one or two members to assist with operational needs within the police service.

Most of the calls for service in the downtown core involve public nuisance type behaviors (unwanted guest/ trespassing/check well-being) related to homelessness, drug addiction, and mental health concerns, not criminal actions. These behaviors lead to a negative impact on the operation of businesses, and a perception the area is unsafe.

One of the most significant challenges the DPU faces is managing those individuals dealing with mental health and addiction challenges and who are not committing



criminal acts, and those whose mental health issues are not significant enough to allow for an arrest under the Mental Health Act. In these situations, the Downtown Patrol Unit utilize resources including Alberta Health Services Outreach team, and the Police and Crisis Team (PACT) to assist with identifying solutions. There are community resources available to help, the issue remains that the client must be willing to accept the assistance when there is no authority to mandate their participation. Barriers affecting the acceptance of resources may include negative interactions between the resource providers and the clients (including banning from the program), or the client is simply not ready and willing to participate in the programming.

The trending call types are often related to the climate and weather conditions. For instance, in the months where

## PRIORITY #1

# COMMUNITY SAFETY



the weather is mild, DPU officers tend to deal with an increase of suspicious person complaints surrounding vulnerable people gathering in community parks and open areas. During inclement weather conditions and winter months, officers are more likely to respond to calls for service involving unwanted guests where the vulnerable population are seeking shelter in private businesses.

Over the past three years building community relations has been a priority of the DPU. The DPU officers have other roles including, but not limited to liaison officer for Drug Treatment Court, Police and Indigenous Liaison Officer, Medicine Hat Tigers liaison officer, MHPS Recruitment Team, and more. These responsibilities and others required the officers to attend more than 135 meetings over the last 3 years.

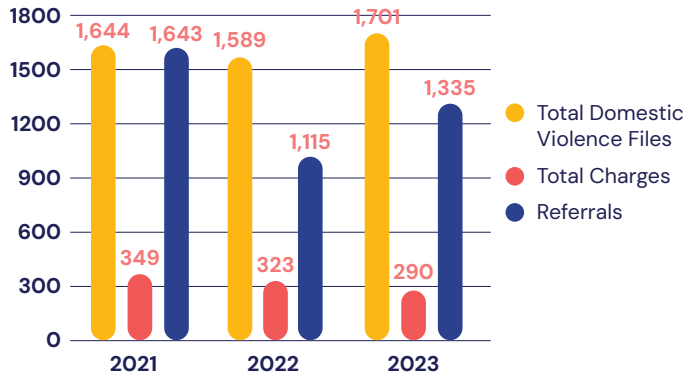
## Drug Treatment Court

The Drug Treatment Court (DTC) is a multi-disciplinary team consisting of representatives of the Alberta Court Justices, Provincial and Federal Crown Prosecutors, Police Liaison officers from MHPS and the RCMP, a Crime Analyst, and Program Facilitators and Case Managers from McMan. The program consists of five phases of progression that require about 18 months to complete. There are currently eight participants in the program, with three who have successfully completed the program and graduated. To date there have been 16 applicants rejected from joining the program for various reasons (lack of motivation, violent tendencies, alcohol addiction only, etc). Three people have been terminated from Drug Treatment Court for failing to comply with the program requirements (some examples include consistently not following direction, engaging in criminal activity).



# PRIORITY #1 COMMUNITY SAFETY

## Safe Families Intervention Team



(Source: MHPS Records Management System)

The Safe Families Intervention Team (SFIT) is a partnership between the MHPS and the Medicine Hat Women's Shelter Society (MHWSS). The team provides a collaborative response, in partnership with support agencies, to assist families in dealing with incidents of family violence. SFIT strives to:

- Provide early identification and appropriate assessment(s) of families that may need family violence intervention referral service
- Reduce repeat domestic violence-related calls to MHPS
- Ensure that women, children, and men have access to services with MHWSS
- Provide the necessary resources, services, and referrals for families to establish healthy, violence-free relationships



SFIT meets weekly with community partners, including the Crown, Child and Family Services, Alberta Health Services, Probation, and Victim Assistance to coordinate services for families in need of support.

The team also delivers presentations on issues surrounding family violence to MHWSS staff and board members, as well as students enrolled in the policing program at Medicine Hat College.

During the month of November, Family Violence Prevention Month in Alberta, SFIT participates in several activities aimed at increasing awareness of the warning signs of family violence and the resources and supports available, including a purple ribbon campaign, webinars, and community presentations.

# PRIORITY #1

# COMMUNITY SAFETY

## Clare's Law Applications

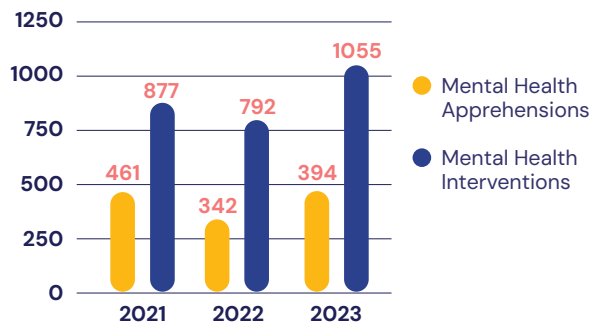
	2021	2022	2023
Clare's Law Applications	13*	13	21

\*Partial year (June to Dec)  
 (Source: MHPS Records Management System)

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 enables 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 that intimate partner violence is likely to occur.

The Clare's Law application is completed online by the applicant and is received by the provincial Clare's Law Coordinator (CLC). The CLC then forwards the application to the respective agencies, depending on information provided in the application. Each agency completes local system checks and then forwards their findings back to the CLC, who then completes comprehensive risk assessments and assembles a disclosure package. The respective agency then provides the disclosure package to the applicant. This process, from start to finish, can take anywhere from two weeks to three months, depending on the number of agencies involved, any difficulties contacting the applicant, etc.

## Mental Health Diversion

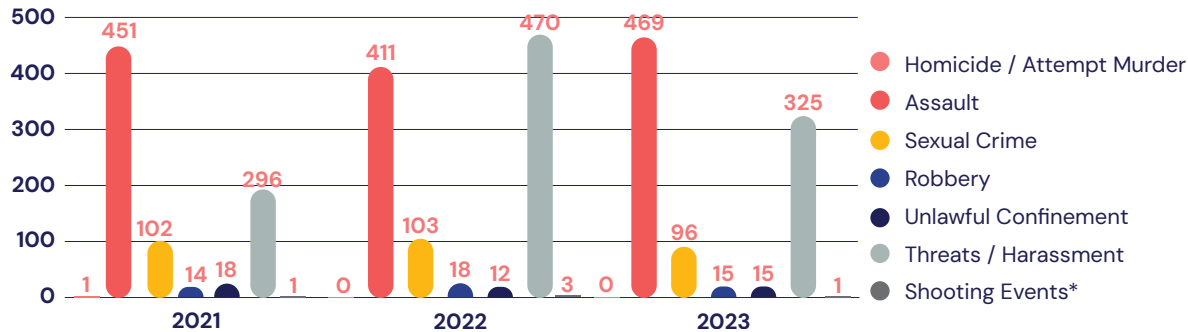


(Source: MHPS Records Management System)

The Police and Crisis Team (PACT) is a partnership between Alberta Health Services (AHS) and MHPS that responds to situations involving individuals experiencing a mental health, addictions, or psycho-social crisis. PACT offers mental health assessment, support, and / or consultation in crisis situations.

# PRIORITY #1 COMMUNITY SAFETY

## Violent Crimes Against People



\*A \* shooting event is one where a firearm was discharged in the commission of an offence.  
(Source: MHPS Records Management System)

### Files of Note:

In April a Medicine Hat man was charged in connection to two suspicious devices found in Medicine Hat over the previous six months.

On November 23, 2022, the MHPS responded to a report of a suspicious device located around Terrace Drive and 11 Avenue NE. The device was identified as a homemade pipe bomb and was safely disposed of by members of the MHPS Explosives Disposal Unit (EDU).

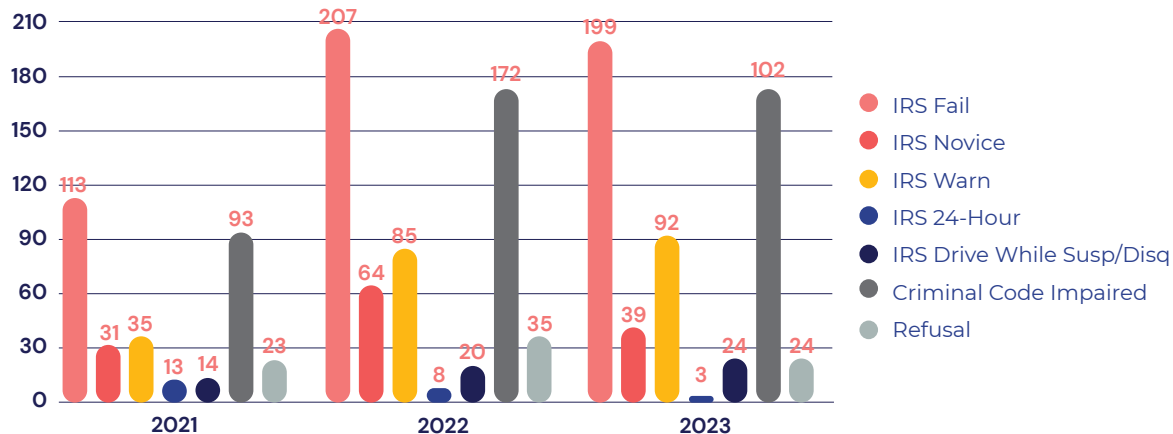
On April 1, 2023, MHPS responded to a report of second device found around Cactus Street SW. Once again, the device identified as a homemade pipe bomb, was safely disposed of by members of the MHPS EDU.

The Criminal Investigation Section of the MHPS conducted a thorough and comprehensive investigation, which resulted in a residential search warrant being executed at a home in the 300 block of 11 Street SW. As a result of this investigation and subsequent search, a 40-year-old Medicine Hat male was arrested and charged accordingly.



# PRIORITY #1 COMMUNITY SAFETY

## Road Safety



IRS = Immediate Roadside Sanction

(Source: MHPS Records Management System)



## Automated Traffic Enforcement (ATE)

	2021	2022	2023
<b>Vehicles Monitored</b>	660,908	463,740	188,951
<b>Violations Issued</b>	20,943	17,759	3,428
<b>Average Speed over Limit</b>	14 km/hr	14 km/hr	14 km/hr
<b>Number of Sites Monitored</b>	153	139	62*
<b>Hours Monitored</b>	4,722	3,497	4,550

\*Sites at the same location were combined into one as per revised ATE Provincial Guidelines  
(Source: MHPS Records Management System)

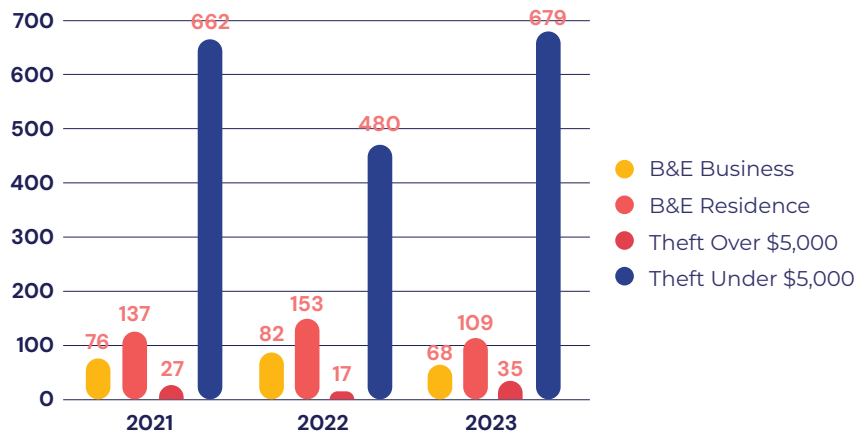


# PRIORITY #1 COMMUNITY SAFETY

Photo radar is used within the city of Medicine Hat to monitor school and playground zones, high density, high collision traffic areas, and areas not normally monitored because it is not possible by conventional means, or it is too dangerous. Other locations have been established due to public concern. These locations can vary from side streets to multi-lane traffic arteries.

All photo radar sites are assessed in accordance with the Provincial government's *Automated Traffic Enforcement Guidelines*. In 2023 the MHPS completed a site audit of all ATE locations to ensure compliance with provincial guidelines. The Service also added high-visibility markings to ATE vehicles to ensure further compliance with provincial standards and to ensure consistency with other municipalities in Alberta. These changes have had a direct impact on violations issued.

## Property Offences



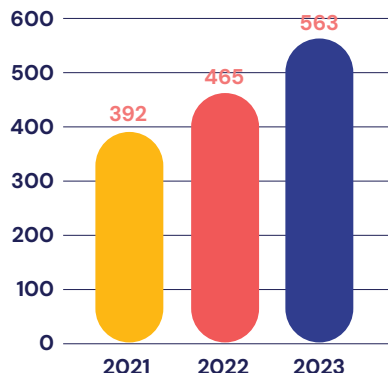
(Source: MHPS Records Management System)



# PRIORITY #1

# COMMUNITY SAFETY

## Fraud Calls for Service



As fraud continues to be an increasing concern the MHPS Community Support Unit proactively shares information with the community to increase awareness of fraud trends and tips on how community members can protect themselves from falling victim to frauds and scams. During Fraud Prevention Month in March CSU share weekly updates focusing a different fraud related them. Additionally, with the assistance of members of the Medicine Hat Safe Community Association, six presentations were provided to community groups to further increase awareness.

(Source: MHPS Records Management System)

## Canine Unit

	2021	2022	2023
<b>Total Deployments</b>	112	102	130
<b>Apprehension – No Contact</b>	15	13	18
<b>Apprehension – Contact Injury</b>	1	2	0
<b>Track w/o Apprehension</b>	13	13	11
<b>Evidence Find</b>	4	2	3
<b>Community Engagement</b>	10	10	21

(Source: MHPS Records Management System)

In June Cst. MacPherson and PSD Bronx completed their training and certification. Bronx is trained as a General Duty dog.



# PRIORITY #1 COMMUNITY SAFETY

## Municipal Bylaw Enforcement Section

	2021	2022	2023
Animal Control	1,309	1,333	1,522
Road Safety	1,200	1,250	1,718
Noise	693	188	78
Property Standards	615	595	415
Found Property	830	644	635
Officer-Initiated Calls	289	425	707
Homeless Encampments	n/a	47	134
Aggressive Dog Calls	106	63	54
Fingerprints	1,361	1,146	1,103
Document Services	998	922	976
<b>Total Calls</b>	<b>5,142</b>	<b>4,770</b>	<b>5,295</b>

(Source: MHPS Records Management System)

In September the MHPS welcomed Mr. Brad Potts as the new Supervisor of the Municipal Enforcement Section. Mr. Potts has an extensive history in bylaw services and leadership positions brings a wealth of experience with enforcement to the City of Medicine Hat that he can apply to increase the efficiency and effectiveness of the Section.

## Organized Crime Section

	2021	2022	2023
Possession for the Purpose of Trafficking	71	51	23
Trafficking	18	9	7
Production	1	0	0
Simple Possession	128	39	30
Proceeds of Crime	29	16	9
Criminal Code Offences	222	147	35
Weapon Seized from CDSA Investigations	67	31	11
Firearms Seized from CDSA Investigations	38	10	57

(Source: MHPS Records Management System)

Throughout the year the Medicine Hat Alberta Law Enforcement Response Team (ALERT) entered several investigations that lead to mid and higher-level criminal organizations. Weapons, particularly firearms are prevalent among more sophisticated drug traffickers. The increased number of firearms seizures demonstrates both the nature of higher-level investigations as well as the propensity and willingness to use violence to carry out drug related criminal activity. The possession and use of weapons, particularly firearms, emphasizes the importance of targeted enforcement to dismantle criminal organizations and bolster public safety.

## PRIORITY #1

# COMMUNITY SAFETY



Drugs seized (in grams)	2021	2022	2023
Heroin	3	1	0
Cocaine	957	878	1,275
Methamphetamine	13,028*	1,370	2,289
Fentanyl pills	52	0	0
Fentanyl (powder)	5,672*	1,359	3,548
Total Value of Drugs	\$2,603,259	\$400,055	\$943,991
Total Value of Cash	\$383,052	\$54,023	\$68,091

(Source: MHPS Records Management System) \*Seizures related to large project.

### Files of Note:

In June of 2023, members of Medicine Hat ALERT executed a search warrant on a residence located in Brooks, Alberta. During the search, multiple firearms were seized, including two operational handguns with 3D printed receivers, two additional 3D printed handgun receivers, several 3D printed silencers, a 3D printer, and other accessories related to 3D printed firearms. Following several months of additional investigation, one male subject was charged with 23 firearms related offences, including manufacturing / transferring firearms, possession of prohibited / restricted firearms, and unauthorized possession of firearms.

In October of 2023, members of Medicine Hat ALERT with the assistance of the RCMP Emergency Response Teams, the MHPS Tactical Team, members of Lethbridge ALERT, and members of the Brooks RCMP detachment, executed six residential Controlled Drugs and Substance Act (CDSA) Search Warrants in the City of Brooks, Alberta. In addition to seizing approximately \$48,000 in illegal drugs, two operational 9mm handguns with 3D-printed receivers, four 9mm magazines, and two boxes of 9mm ammunition were also located and seized. These handguns were directly related to firearms manufacturing operation uncovered in Brooks, Alberta earlier in June. Eight male subjects and one female subject were charged with more than 20 CDSA and Criminal Code offences.



# PRIORITY #2 COMMUNITY ENGAGEMENT

## Open House

The MHPS held an open house on June 24th to provide an opportunity for community members to learn more about the MHPS and its operations through information display, demonstrations, and a building tour. It is estimated that 300 community members participated in the events.

In coordination with the open house, the Medicine Hat Safe Community Association hosted a BBQ, and 22 local Grade 6 students were presented with awards from the Chief Gord Earl Leadership Legacy Fund. The Fund was established in 2008 to celebrate Chief Earl's contributions to the community and to honor his memory. The fund is administered through the Community Foundation of Southeastern Alberta and each year recognizes Grade 6 students that have demonstrated the core values of the MHPS of integrity, respect, courage, and accountability.

Elementary schools identify students from within the local school districts who have demonstrated the qualities of future community leaders. Parents of the scholarship recipients are encouraged to place the awards into an existing or newly opened Registered Educational Savings Plan. Since its inception in 2008, the Chief Earl Leadership Legacy Fund has 187 students with scholarships.



# PRIORITY #2

# COMMUNITY ENGAGEMENT

## Be The Change Award

On March 9th a luncheon was held to celebrate all of the past the recipients of the MHPS Be the Change award. This award was created by the MHPS in partnership with the Medicine Hat Police Association, to celebrate the achievements of individuals in the community who lead, inspire, and motivate women and work to break the bias towards advancing gender equity. Each month during the period of March 2022 to February 2023 an inspiring individual was chosen and celebrated as the award recipient.





# PRIORITY #2 COMMUNITY ENGAGEMENT

## Indigenous Reconciliation Action Plan

In the spirit of reconciliation and to strengthen relationships with the local Indigenous community, throughout the year, the MHPS hosted and participated in several community events. Three Indigenous Advisory Committee meetings were held with local Indigenous community leaders who advise the MHPS Executive Team and Police Commission on matters relating to policing services for Indigenous people in the community. Additionally, members of the MHPS participated in several local community events that increased awareness and understanding of Indigenous culture including the Justice for Missing and Murdered Indigenous Women, Girls and Two Spirit (MMWIG2S) walk in Medicine Hat, as well as supported Napi's Run in which involved Johnny Bare Shin Bone (Staamiiksoosaak: Bull Back Fat) who was fulfilling his vow to run across Canada in honor of the MMIWG and to also honor Mother Earth. When Johnny arrived in Medicine Hat he was met and honored by local indigenous people who joined him in the run through the city.

Additionally, members of the Office of the Chief also participated in the Medicine Hat College Truth and Reconciliation walk. This day and these events provide an opportunity to acknowledge the trauma and pain that have been caused, but also put an emphasis on the opportunity for change. Participating with the local community provides an opportunity to reflect on progress that has been made but also draws attention to the work still needing to be done.

A highlight of the year was in March when Inspector Brent Secondiak was honored to receive the Blackfoot name Naato'si Ninna l'poyi or "Sun Man Talks" from Elder Charlie Fox of the Blood Tribe. Elder Fox recounted having received a vision in a dream where he saw a body of water and a man rising out of the water into the sky towards the sun. It was from this vision that Elder Fox was inspired in how Inspector Secondiak could serve to bridge the gap between Indigenous people and the rest of the community by increasing awareness and understanding through the sharing of stories.



## PRIORITY #2

# COMMUNITY ENGAGEMENT

## Truth and Reconciliation Call to Action – Waiving of Fees for Administrative Costs

In recognition of not only the historical trauma but to acknowledge the living trauma of the Survivors of residential schools and the Sixties Scoop, in September 2023 the MHPS, along with all police agencies in Alberta, announced that the fees associated with criminal record checks and fingerprints required for Indigenous people who wish to reclaim their Indigenous name would be waived.

The decision supports The Truth and Reconciliation Commission of Canada: Calls to Action report recommendation:

*“17. We call upon all levels of government to enable residential school Survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver’s licenses, health cards, status cards, and social insurance numbers.”*

The Government of Alberta also waives the application fees for residential school Survivors and persons who were part of the Sixties Scoop that wish to reclaim their Indigenous name. Descendants such as children, grandchildren, great grandchildren and spouses/partners of residential school and Sixties Scoop Survivors are also eligible for name changes.

In Alberta, anyone requesting a legal name change requires both a criminal record check and fingerprints, and the payment for these services falls within the scope of Alberta policing agencies. To further remove barriers for all Indigenous people who wish to complete the name change

process, there will be no charge from Alberta policing agencies for these services for those seeking to reclaim their Indigenous name.

The MHPS is committed to working collectively with other Alberta policing agencies and Indigenous people across the province on a path toward reconciliation. This work is ongoing and will strive towards restoring trust and confidence in policing among Indigenous people and in communities across the province.

We recognize that walking the journey together toward truth and reconciliation first requires us to understand truth. The truth is that for many Indigenous people, the reclaiming of their Indigenous names is but one step toward the reclamation of much more. As policing agencies across Alberta, seeking to remove barriers for this powerful reclamation is one way we can continue together toward truth and only then, reconciliation.

# PRIORITY #2 COMMUNITY ENGAGEMENT

## Victim Assistance Unit

The Unit focused on internal collaboration efforts, specifically with the MHPS Major Crime and Family Crime Units. This partnership strengthens the support system for victims of family related/complex needs files by fostering a seamless exchange of information and resources and contributes to a more empathic approach that fosters individual and community resilience. Additionally, crucial partnerships with specialized community agencies demonstrate commitment to address domestic/family violence, sexual violence, and child abuse.

In October, two long-term volunteers were honoured at the City of Medicine Hat Community Spirit Awards. An integral part of the volunteer team, these volunteers offer emotional support to those navigating the adversarial justice system, empowering them to find their voice. Their dedication and unwavering commitment speak volumes to their strength and quality of character, giving selflessly to help others which has had a profound and lasting impact on the lives of the community they work with every day.



The MHPS welcomed a new dog to our Facility Dog Program with the addition of Glory – a 30-month golden retriever/lab. Glory joined the team of Mulder and Athena to offer short-term support to victims of crimes.

In 2023 Victim Assistance identified areas of duplicated services and transformed our operational process to be more effective. This strategic overhaul not only bolstered efficiency but also empowered the team to concentrate more effectively on files with immediate needs, particularly those with complex requirements. The following table reflects these changes.

## VA Statistics

	2021	2022	2023
Opened Files	2,159	2,342	1,470
In Station Assist to CFS or Police	123	339	180
Crisis Incident Response	91	220	165
Drop-in Services/Home Visits	30	110	93
Court Support/In Station (Mulder/Athena)	37	54	120
Court Orientation/Support	211	565	4,278
People Helped	1,234	1,863	959
Community Referrals & Packages Sent	1,366	2,247	1,820

(Source: Victim Services Client Management)





## PRIORITY #3

# INNOVATION AND EXCELLENCE IN SERVICE DELIVERY



## Drone Deployment Program

In September the MHPS partnered with the Medicine Hat College's Centre for Innovation (C4i) on a research project to explore the use of drones in public safety and emergency response capabilities.

The MHPS has been utilizing uncrewed aerial vehicles (UAV), also known as drones, since 2020. Since that time the drones have proven to be an effective tool to aid investigations and the Service. Funding was provided through the research project to support the addition of a dedicated drone deployment vehicle to the MHPS fleet.

Enabling the swift deployment of drones during critical incidents is a significant enhancement to the safety of all parties involved," remarked Staff Sergeant Chad Holt. "The MHPS extends its gratitude to C4i for their invaluable support on this project, which will enable us to seamlessly integrate this technology into our daily operations and optimize resource efficiency."

The MHPS will share data on drone operations in comparison to the previous year, determining response times, impact on police officer workload and resources, and contributions towards the success of an operation. Interviews will also be conducted to determine police officer perceptions and training needs. At the conclusion of the project, C4i will speak with officers to determine perceptions and future training needs.

# PRIORITY #3

## INNOVATION AND EXCELLENCE IN SERVICE DELIVERY

### Crime Map

In October the MHPS in partnership with the City of Medicine Hat (CMH) announced the return of a crime map that is intended to be an interactive community safety tool that displays calls for service throughout the community. Keeping the community informed about police activities and matters concerning community safety is a top priority for the MHPS. Developed in partnership with GIS staff from the CMH Operations Technology and Intelligence department, citizens can view call data and be better informed about what events are occurring in their neighborhood.

The CMH engages GIS-based solutions across departments, sharing and leveraging location data for internal and external users," says Nigel Forster, GIS Specialist. "Collaborating with the Medicine Hat Police

Service helped create an easy to read, visual location-based dashboard to expose crime statistics for our community."

The map refreshes every 24 hours and displays data for the previous six-month period. To protect the privacy of individuals, calls are aggregated and pinned to cross street locations rather than specific addresses and are categorized according to the Uniform Crime Reporting standards.

The map is viewable on both the MHPS and CMH websites. Visit [mhps.ca](http://mhps.ca) and click on the Crime Map link located under the Quick Links menu or download the MHPS mobile app, which is free and available for both Apple and android devices. Alternately, click the crime map button at [medicinehat.ca/maps](http://medicinehat.ca/maps).



## PRIORITY #3

# INNOVATION AND EXCELLENCE IN SERVICE DELIVERY

## Information Technology Section

The Information Technology Section completed several projects and operational improvements throughout the year beginning with a Computer Aided Dispatch (CAD) system upgrade in the first quarter followed by the creation of remote interview rooms at the Sanare Child Advocacy Center. In latter half of the year, the section began development of new Business Intelligence dashboards for operational metrics and completed a full compute server and data storage refresh for the service.

## Information Management Section (IMS)

In 2023 a review of the Information Management Section (IMS) was conducted to identify opportunities to improve customer service, efficiency, and employee satisfaction. This process involved a structured process to assess workloads, job descriptions and structure. A third-party change management firm was contracted to assist with the process which relied heavily on input from employees themselves. The process resulted in structure changes as well as job description adjustments. The Service is confident that changes will prove to provide better customer service from a more focused and structured work group.

## Information Manager

	2021	2022	2023
FOIP Request	57	40	74
Police Information Check (Walk In)	648	1,228	1,790
Police Information Check (Online)	4,092	3,884	4,292

(Source: MHPS Records Management System)





# PRIORITY #3

# INNOVATION AND EXCELLENCE

# IN SERVICE DELIVERY

## Cadet Training

On March 17, 2023, fifteen cadets graduated after successfully completing a 24-week training program that was hosted by the MHPS in partnership with Lethbridge College. The class was comprised of ten MHPS cadets, three from the Lethbridge Police Service and two from Manitoba First Nations Police Service. The training provided participants with crucial skills and knowledge such as de-escalation, interpersonal problem solving, professionalism, adaptability, community service, firearms, public safety, organizational awareness, teamwork, report writing and investigative techniques. The graduates earned academic credentials that meet the Alberta Provincial Policing Standards.

At the conclusion of the training the cadets returned to their communities to join their respective agencies and begin their policing careers.



## PRIORITY #3

# INNOVATION AND EXCELLENCE IN SERVICE DELIVERY

## Professional Development Day

This year the professional development day was not only attended by MHPS staff, but also members of the Fire Department, Police Commission, Catholic School Board, Public Services, Miywasin Friendship Center and the Indigenous Engagement and Student Support section of the Medicine Hat College.

Russell Garnet opened the morning with his presentation on *'Defining Moments: Ethical Decision Making in Policing During the Holocaust,'* which challenged attendees to critically examine the role of individual choice, decisions made by police and the complexities of rationalization in response to orders not to intervene during the Night of Broken Glass (Kristallnacht) and during further acts of atrocity and anti-Semitic legislation. Garnet closed with introspection on how the human capacity to rationalize can lead to the failure of police in their role as protectors and challenged officers to examine these human vulnerabilities when confronted with challenges today and in the future.

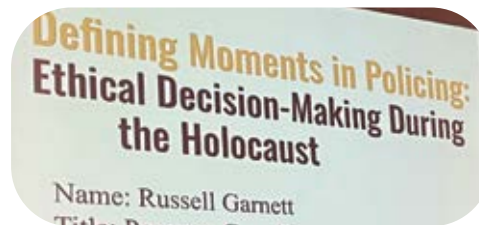
Tyler Pelke, Deputy Fire Chief in Red Deer, closed the afternoon with his presentation on *'Finding Peace After Trauma.'* Pelke spoke of his own journey through trauma, survivor's guilt, and his daily battle to endeavor to find a purpose by embracing adversity. Pelke's emotional narrative of meeting his attacker in prison and exploring mental wellness through a journey of forgiveness provoked officers to maintain a life of balance, resiliency, and mental health awareness.

## Cultural Awareness and Humility Training

The 2023-2024 Business Plan identified five strategic priorities with a goal of enhancing community safety, strengthening community relationships, and ensuring that all employees and volunteers of the Service are provided with a respectful workplace founded on the MHPS core values.

Through this work the benefit of staff training on the topic of cultural awareness was identified as an opportunity to enhance understanding and strengthen the skills of police and public safety professions who work directly and indirectly with different cultures.

As such, all MHPS employees, sworn and civilian were required to complete a Cultural Awareness and Humility training module, which introduced the concept of cultural humility, the benefit of valuing diverse perspectives, and highlighted cultural competence as a means of effectively interacting with people across cultures to promote positive partnerships.





# HUMAN RESOURCES

## Engagements

7 Civilian Employees  
13 Police Officers

## Resignations

4 Police Officers

## Retirements

2 Civilian Employees  
6 Police Officers

## Medals Received

### 20 Year Canadian Medal

Cst. Brent Bohrn  
S/Sgt. Cory Both  
Cst. Jason Dola  
Sgt. Darren Holeha  
Sgt. Travis Funk  
Cst. Christopher Wyrostok

### 20 Year Alberta Medal

Cst. Brent Bohrn  
S/Sgt. Cory Both  
Cst. Jason Dola  
Sgt. Darren Holeha  
S/Sgt. Rod Thompson

### 10 Year MHPS Medal

Cst. Dustin Biggar  
Cst. Garreth MacPherson  
CPO Barri Ann Skakun  
Cst. Kinsi Steiger  
CPO Bryce Weisgerber

## City of Medicine Hat Milestones

### 10 Years

Ms. Stephanie Murray  
CPO Barri-Ann Skakun  
CPO Bryce Weisgerber

### 15 Years

Cst. Robert Angstadt  
Cst. Michelle Brunet  
Cst. Eric Marshall  
Cst. Melvin Seelye

### 20 Years

Cst. Brent Bohrn  
S/Sgt. Cory Both  
Cst. Travis Funk  
Sgt. Darren Holeha  
S/Sgt. Rod Thompson  
Cst. Chris Wyrostok

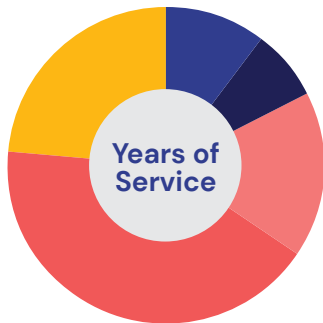
### 25 Years

S/Sgt. Darcy Brandt  
S/Sgt. Kelsey Fraser  
S/Sgt. Trevor Humphries  
S/Sgt. Stacey Kesler  
Sgt. Jeff Wieschorster

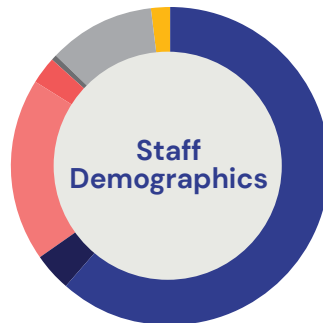
## Queen's Platinum Jubilee Medal

S/Sgt. Trevor Humphries  
Sgt. Stacey Fishley  
Sgt. Darlene Garrecht

# HUMAN RESOURCES



- 11 Less than 2 Years
- 8 2-4 Years
- 18 5-9 Years
- 45 10-19 Years
- 25 20+ Years



- 107 Police Officers
- 7 Community Peace Officers
- 32 Civilians
- 5 Casuals
- 1 Contract
- 19 Victim Assistance Volunteers
- 3 Auxiliary Volunteers

## Gender Demographics of Police Officers

**95**  
Male

**18**  
Female

Authorized Strength

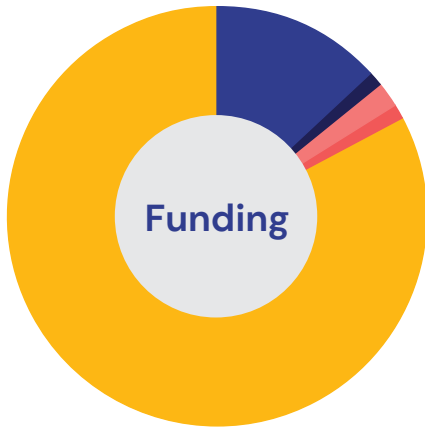
**113**

Actual Strength

**107**



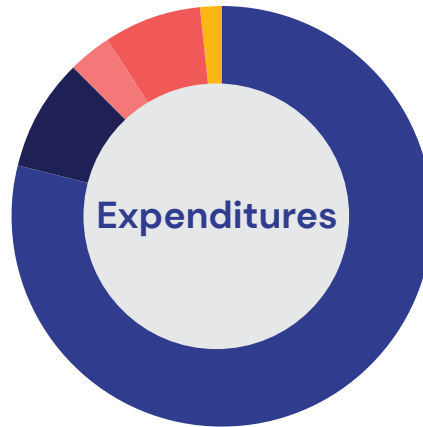
# BUDGET



\$3,464	Government Grants
\$270	Internal Recovery
\$560	Sale of Goods and Services
\$271	Other Misc. Revenue
\$22,737	Tax Supports

**TOTAL**  
(IN THOUSANDS OF DOLLARS)

**\$27,302**



\$21,560	Salaries and Benefits
\$2,377	Contracted Services
\$888	Materials and Supplies
\$2,074	Internal Charges
\$403	Interest and Amortization

**TOTAL**  
(IN THOUSANDS OF DOLLARS)

**\$27,302**



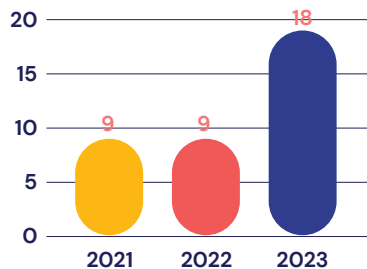
# POLICE ACT AND CRIMINAL COMPLAINT INVESTIGATIONS

The Service investigates complaints received from the public as well as those initiated by the Chief of Police. Complainants 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 policy 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 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.

	2021	2022	2023
Police Act Complaints-generated from Service	1	6	5
Police Act Complaint generated from Public	6	16	10
Statutory Complaints	1	0	0
Dispositions reviewed by Law Enforcement Review Board	0	0	1
Investigations Concluded	3	7	11
Minor complaints from public informally resolved	32	11	10

## 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. Of the 18 collisions that occurred in 2023, three were found to be the fault of a member of the public, two members received counseling under the Police Act with further developmental actions taken to prevent future collisions and 13 were found to have no further action as the damage was reasonable during normal Police Operations.



# CHANGE OF COMMAND

A change of command ceremony was held at the Medicine Hat Cypress Center on January 20th, and Alan Murphy was officially sworn in as the 24th Chief of the Medicine Hat Police Service. Chief Murphy had been acting as the Interim Chief of Police since October 12, 2022, and was permanently appointed to the position by the Medicine Hat Police Commission on December 5, 2022.

Prior to his appointment Chief Murphy previously served as a member of the Edmonton Police Service for over 27 years, where he demonstrated his abilities as seasoned leader throughout a successful and progressive policing career reaching the rank of Deputy Chief of Police.

The ceremony began with the MHPS Ceremonial Team, led by a piper marching in the Service Colours followed by the Medicine Hat College Girls' Choir singing of the national anthem. Elder Charlie Fox of the Kainai Nation then offered a traditional blessing.

Chief Murphy then swore to and signed an oath of allegiance and office which was administered by Honourable Judge Ted Fischer. In Alberta, all police officers are required to swear an oath of allegiance and office. The oath provides the opportunity for an officer, to declare, under law, that they will execute their duties diligently, ethically, and with the highest level of integrity. Officers are required to complete this oath up to two times in their career, once as they begin their journey in law enforcement and again upon promotion to the position of Chief of Police. Completing the oath as the Chief serves as a reminder of the importance of policing fairly and without prejudice and maintaining the trust of the public.

During the ceremony remarks were provided by Medicine Hat Police Commission Chair Ted Rodych, City of Medicine Hat Mayor Linnsie Clark, Assistant Deputy Minister of Public Security and Director of Law Enforcement Marlin Degrand, and Member of Parliament Glen Motz.

Chief Murphy then expressed his appreciation for the opportunity and shared his top priorities for both the service and the community. Internally Chief Murphy spoke to an enhanced focus on wellness programming for police officers their families to address the impact of the trauma experienced in the execution of their duties serving the community. "Our members cannot effectively care for their community if they are also in need of care," said Chief Murphy. Externally, Chief Murphy committed to "finding solutions to address the increased crime and disorder that is often linked to mental health and addiction issues in the community." Appreciating that these complex social issues cannot be solved by a traditional police response alone, Chief Murphy pledged to work with community partners, social agencies, and all levels of government to find lasting solutions.

The ceremony was well attended with over 200 in attendance and was followed by a short reception.





# CHANGE OF COMMAND



by a pipe marching in the service colours followed by the Medicine Hat College Girls' Choir singing of the national anthem. The Chief of Police for the Kinai Nation then



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The attendance and was followed by a short reception.

# SERVICE RECOGNITION

## Inspector's Compliments

### Cst. Jana Pierce and Cst. Ian Scrivener

The Service recognized Cst. Jana Pierce and Cst. Ian Scrivener for their teamwork, diligence, knowledge of authorities and investigational skills that resulted in the largest drug seizure of its kind for the MHPS.

On January 28, 2023, at 3:00 AM while on routine patrol, Cst. Pierce conducted a vehicle stop on a vehicle in the Southwest area. Cst. Pierce identified the driver and lone occupant and through a field investigation learned that the driver had a court ordered curfew and was a suspended driver originating in Lethbridge. Cst. Scrivener assisted on the stop and took the subject into custody for breach of curfew. During a search incident to arrest a large sum of cash and 30 grams of methamphetamine were discovered.

A further search by Cst. Pierce of the drivers compartment of the vehicle revealed 53 grams of Methamphetamine and over 260 grams of suspected fentanyl. Cst. Pierce continued her search of the remainder of the vehicle which resulted in an additional 2,700 grams of fentanyl and 83 grams of Methamphetamine being located in the trunk. The search of the trunk also revealed three firearms, two rifles and a prohibited shotgun.

The total amount of fentanyl seized was 2,972 grams with an estimated street value of \$594,400. The total amount of methamphetamine seized was 83.48 grams with an estimated street value of \$5,008. The total amount of cash seized was \$3,185.

The well-articulated investigation and officer notes prompted an early guilty plea which resulted in a seven-year prison sentence for the subject. Outstanding policework!

### Mr. Aaron Sheard and Mrs. Katherine Moch

Mr. Aaron Sheard and Mrs. Katherine Moch were commended for their outstanding technical expertise and innovation in creating a software program that allowed for General Occurrence (GO) report to be created directly from Computer Aided Dispatch entries.

Through their work on this project, Aaron and Katherine demonstrated exceptional technical expertise, innovation, and a deep understanding of the needs of officers and the organization. By successfully implementing the software, they significantly reduced the time officers were required to spend on drafting reports for non-criminal matters. This not only enhanced efficiency but also allowed officers to allocate more time to other critical tasks.

Their solution is a testament to their exceptional teamwork and their ability to bridge the gap between technology and operational needs. Their initiative aligned perfectly with our innovation and excellence in service delivery strategy, which aims to streamline operations, reduce administrative burdens, and ultimately bolster the overall effectiveness of the organization.

# SERVICE RECOGNITION

## Cst. Jana Pierce

Cst. Jana Pierce was complimented for her tenacity, work ethic and diligence following a traffic stop that resulted in a significant seizure of drugs.

On September 25, 2023, Cst. Pierce was on patrol and identified the passenger of a vehicle as a person she recognized as having an outstanding arrest warrant. Cst. Pierce conducted a traffic stop and immediately arrested the passenger then conducted a search of his person. Upon the search, Cst. Pierce found a small baggy of what appeared to be methamphetamine. Cst. Pierce then completed the arrest and returned to the vehicle to manage the driver, passengers and to conduct a search of the vehicle. Cst. Lee arrived to assist. During the search she discovered another baggie of what appeared to be an illegal substance. The search continued and lead to the discovery of several bags of what appeared to be fentanyl. In all approximately \$60,000 of illegal drugs were seized. In addition, cash, knives, and bear spray were seized. This is the type of field investigation that has direct impact on public safety.

## Cst. Michelle Brunet

Cst. Michelle Brunet was recognized for her diligence and display of investigational excellence in relation to a child sexual assault investigation.

In 2021 the MHPS received a complaint of a child sexual assault that was forwarded to the Family Crimes Unit for investigation. Subsequent information received indicated that the accused had sexually assaulted and taken electronic images of a young person on several occasions and was charged accordingly.

Resulting from this investigation the accused received a substantial sentence of nine years for sexual interference and making child pornography. The crown prosecutor indicated that the guilty plea was due to the thoroughness of the investigation and the extensive court preparation. These investigations are certainly some of the most difficult and sensitive in our line of work, requiring a unique blend of expertise, compassion, and tenacity. Cst. Brunet's remarkable efforts have not only brought this case to a successful conclusion but have also safeguarded our community from further harm.

## Chief Commendation

Three community members and Cst. Bev Kennedy were presented with a Chief's Commendation in recognition of their life saving efforts.

On March 30, 2023, the MHPS received a call reporting that a suicidal person had climbed over the railing of an overpass in the city and appeared to be planning to jump off.

Kiaya Turner and Christine Hunter-Wagner were driving by the area when they noticed the person in distress. Instead of continuing their way, they made a safe U-turn, stopped their vehicle, and approached the individual to offer help. Upon realizing the gravity of the situation, they quickly acted.

Karlie Schmaltz also witnessed the unfolding events and stopped to aid.

Kiaya and Christine engaged in conversation with the person and once realizing their intent to jump, they firmly grabbed the individual's sleeves. They then asked Karlie to call 9-1-1. Throughout this tense situation, Kiaya and Christine maintained their hold on the individual, who

# SERVICE RECOGNITION

tried to pull away, while Karlie calmly called for emergency support.

The women stayed with the distressed person until MHPS officers arrived on scene and were able to assist with the rescue.

While Cst. Kennedy was not initially dispatched to the call but, she had been attentively monitoring the radio and self-dispatched, arriving on the scene within minutes. Upon her arrival, Cst. Kennedy found several civilians holding onto the woman's arms, trying to prevent her from falling. Demonstrating exceptional situational awareness and quick thinking, Cst. Kennedy requested a response from the Fire Service and provided clear directions for their optimal deployment.

As Cst. Kennedy approached the woman, she could see the individual's determination to jump. Without hesitation, she pulled the individual back over the railing to safety. This swift and decisive action not only saved them both

from a potentially fatal fall, but also prevented possible collateral damage and injury to others below. The railing on the overpass is approximately 4.5 to 5 feet high, and the strength required to pull the female over it is a testament to Cst. Kennedy's dedication to her personal fitness. Furthermore, as the situation was dynamic and dangerous, it posed a high risk of harm to Cst. Kennedy personally if the individual had fought with her.

Following the rescue, Cst. Kennedy was able quickly able to adapt her response from rescue mode to demonstrate empathy while caring for the distressed person. Cst. Kennedy's remarkable response to this critical incident reflects the highest standards of professionalism and commitment to our community and very likely saved a life.

All four women were commended for their courage, bravery, and selfless willingness to intervene to save a life.





## MEDICINE HAT POLICE SERVICE

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