

# TABER POLICE SERVICE

2017 Annual Report



# POLICE COMMISSION

## Chairperson Ken Holst



Under the direction of the Alberta Justice and Solicitor General, the Commission is responsible to oversee policing in our community. We as a Commission understand the ever changing landscape of policing, in Taber, in Canada, and in North America. With a greater focus on racism, equal opportunity, and fair treatment for all, the need for proper governance is even that much more important. Adding on the unknowns and uncertainty of new cannabis laws is also a critical factor as we move forward. With all this in mind, the Commission, as it fills its responsibilities, will continue to work hard in finding the correct budget, reviewing and setting policies, and making sure staff levels are adequate. We continue to feel that the Taber Police Service is providing an excellent product to the Town of Taber and its Citizens. As the face of policing changes, we are confident that the Taber Police Service and the Taber Municipal Police Commission are well positioned to continue this level of service. We applaud the involvement in the community that will always be a part of policing in this area, and are pleased with the information presented in this report. - Chairman Ken Holst

### **Taber Police Commission Members; 2017**

Chair Ken Holst, John MacDonald, Joe Strojwas, Jack Brewin, Wanda Osburne-Campbell, David B. McLean, Wanda Renner

# CHIEF OF POLICE

## Dr. Graham Abela



As I reflect on the past two years, I would like to acknowledge the professionalism and character of the employees that work for the Taber Police Service. We pride ourselves on being a service that believes that “no call is too small” and we aim to serve the community of Taber in far more ways than what some consider simply the traditional role of the police. Our policing philosophy requires resources and the Town of Taber has met this call for funding knowing that we are accountable, and use these resources to make sure our community is safe. We have had two years of change, in some ways leading within the law enforcement community with our Community Standards Unit, implementing a new strategic plan, and undertaking enormous technological advances in communications, computer automated dispatch, and quality assurance. We have entered new partnerships and continue to provide public safety to the community of Taber. I am proud of this organization and its people and I know we will continue to provide the service our community has come to expect, in a way that is special and in keeping with our organizational values. - Chief Graham Abela

# MISSION STATEMENT

WE ARE THE TABER POLICE SERVICE ESTABLISHED IN 1904.

WE STRIVE TO INFORM, INVOLVE AND PROTECT THE COMMUNITY OF TABER.

**WE, THE MEMBERS OF THE TABER POLICE SERVICE, BELIEVE THAT:**

- police work is not performed in a social vacuum;
- there needs to be a partnership between the police and the community;
- we exist to serve and are, therefore, accountable to the community;
- the citizens of Taber are the ultimate consumers of police services and should be provided the opportunity for input into our priorities; we must determine community concerns and be proactive in the community to address those concerns;
- every effort must be made to inform the community of what we are doing and the results of our efforts.

# CORE VALUES

THESE ARE THE CORE VALUES OF THE TABER POLICE SERVICE IN WHICH WE BELIEVE WE SHOULD, AS AN ORGANIZATION AND AS INDIVIDUALS, CONSISTENTLY TRY TO APPLY IN ORDER TO ACHIEVE EXCELLENCE IN POLICING:

## *Honesty*

We believe in an honest work environment that encourages trust and respect of fellow employees, as well as that of the community.

## *Integrity*

We believe that our actions should be based on an internally consistent framework of principles and, furthermore, that everything we do as a police service or as individuals is based on our defined set of core values.

## *Compassion*

We believe that we should treat each other as employees, as well as those in the community for which we serve, with kindness and empathy.

## *Accountability*

We believe that our actions as a police service and individuals should be transparent and that we are responsible for our decisions and policies. We understand that we are accountable and answerable to the community of Taber and our governing body.

## *Professionalism*

We believe that we should adhere to the highest standards of professionalism and that we should maintain our standards through reflection, review and audits.



# 5 YEAR STRATEGIC PLAN (2016-2021)

In 2016 the Taber Police Service conducted a 5 year strategic plan to review our priorities and establish our goals the next 5 years. The strategic plan was created following a community survey, focus groups, and input from the Taber Municipal Police Commission and the Taber Police membership. Core Services and Key Strategic Priorities were identified within the strategic plan. This 5 year plan is laid out into 4 phases that each contain several goals that are to be achieved within a certain time frame.

The strategic plan is reviewed quarterly with the Taber Municipal Police Commission. A report card is provided at that time to monitor our progress in achieving these goals.

## **CORE SERVICES**

- Policing Services
- Public Safety Dispatch and Support
- Community Support

## **KEY STRATEGIC PRIORITIES**

- Community Safety Priorities
- Community Collaboration Priorities
- Community Awareness Priorities
- People and Technical Professionalism Priorities

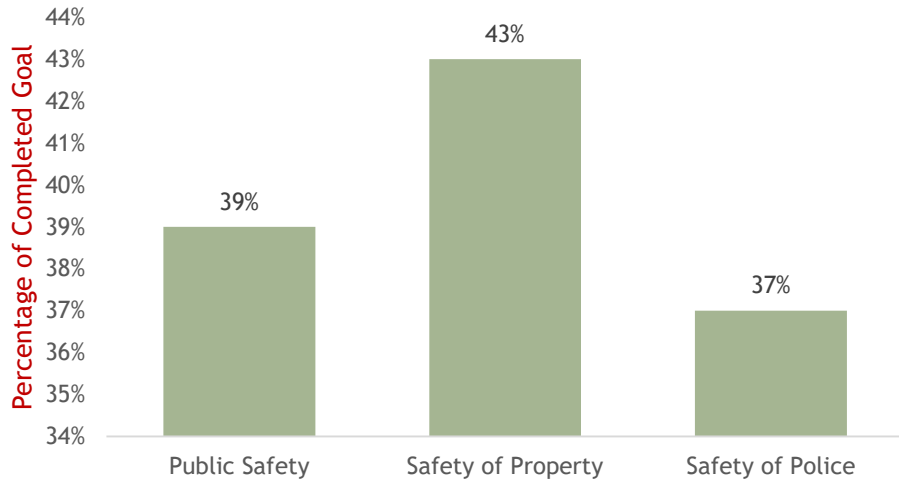
see full 2016-2021 TPS Business Plan for details



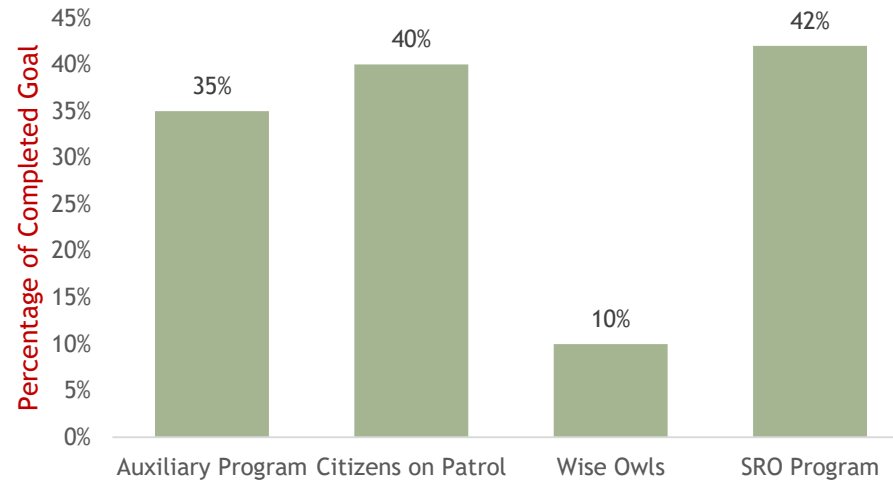
# 5 YEAR STRATEGIC PLAN

## KEY STRATEGIC PRIORITIES

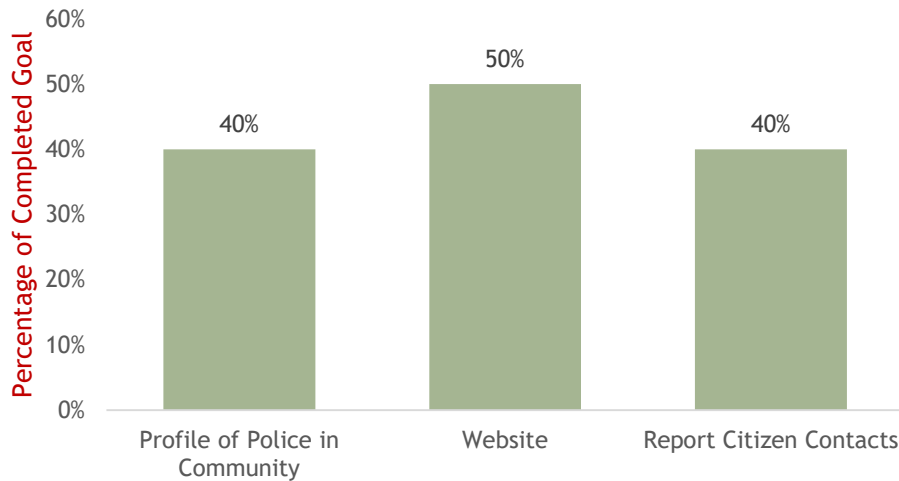
### Community Safety Priorities



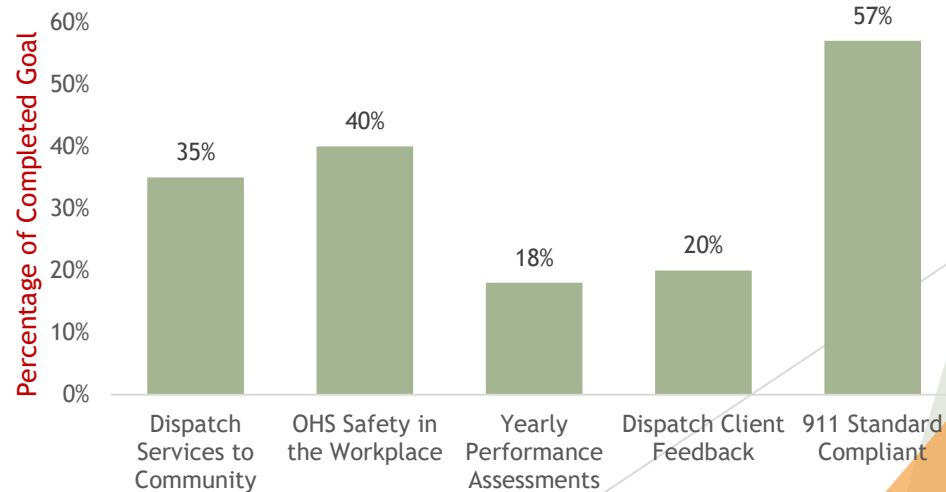
### Community Collaboration Priorities



### Community Awareness Priorities



### People and Technical Priorities

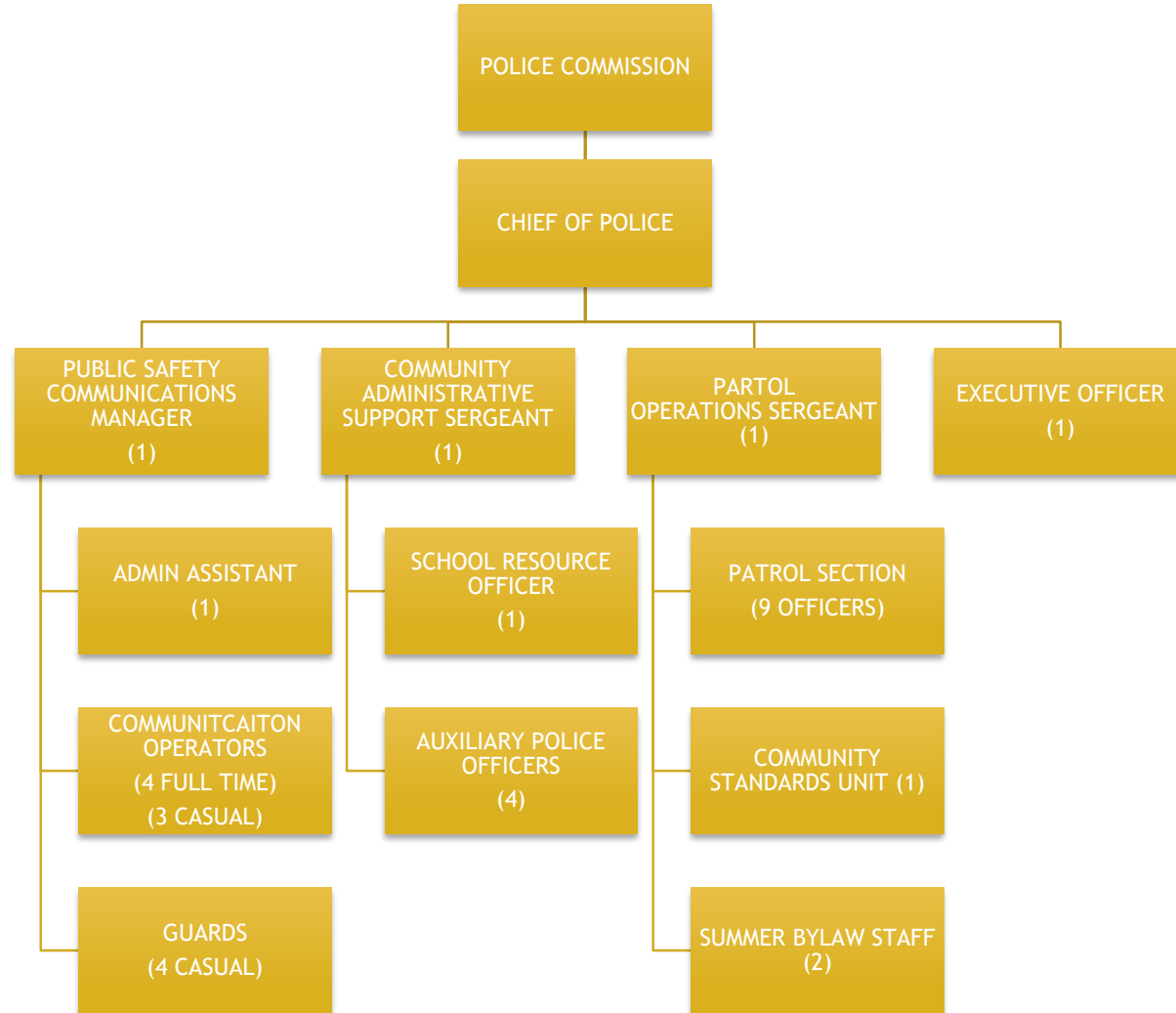


Each graph represents percentage completed of 5 year goal



# ORGANIZATIONAL CHART

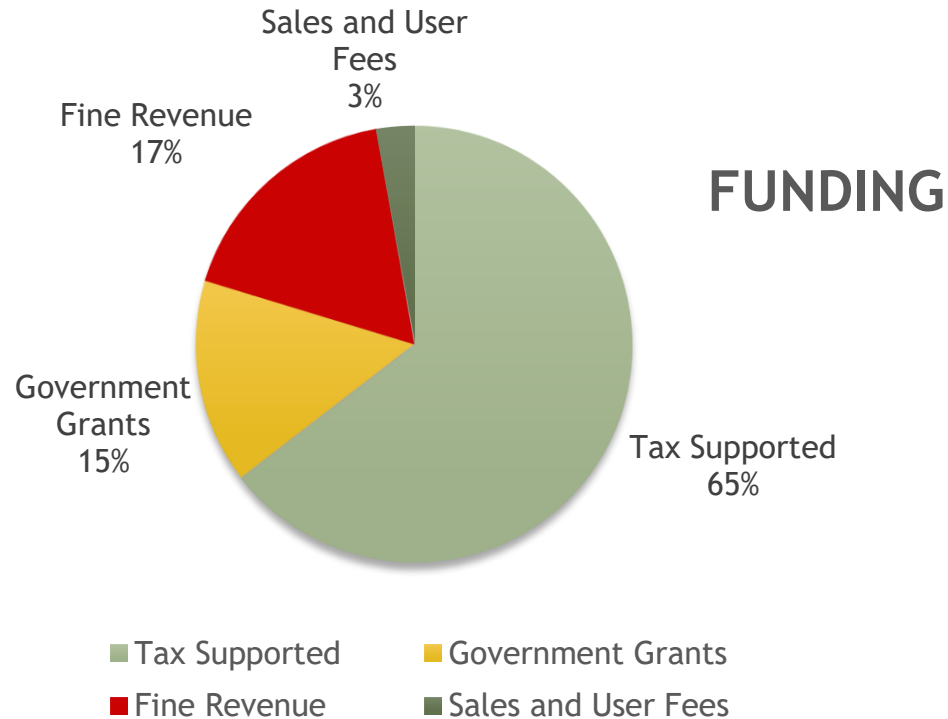
## Current



# 2017 TPS BUDGET

## FUNDING

Tax Supported	2,310,934
Government Grants	542,292
Fine Revenue	627,500
Sales and user fees	99,000
<b>Total</b>	<b>3,579,726</b>

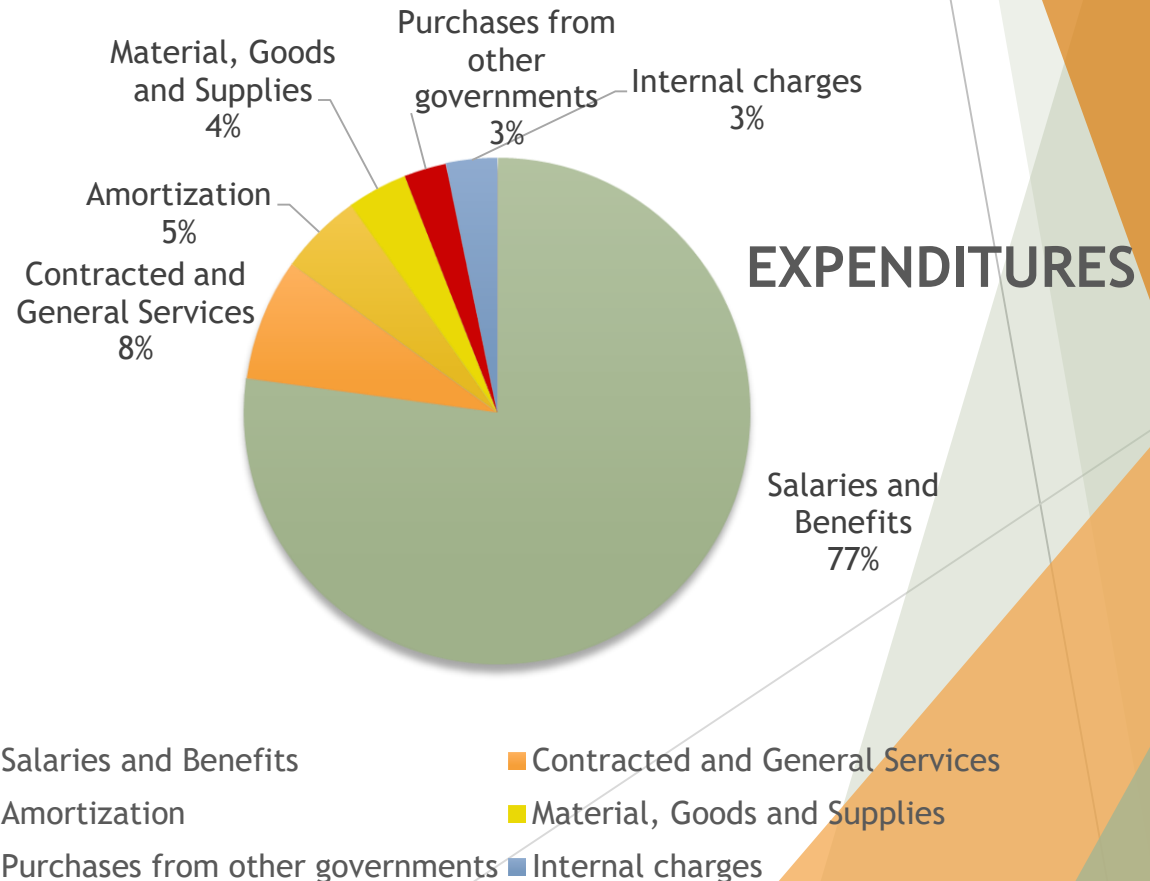


## EXPENSES

Salaries and Benefits	2,761,252
Contracted and general services	277,773
Amortization	190,001
Material, goods and supplies	139,100
Purchases from other governments	96,000
Internal Charges	115,600

Total 3,579,726

In 2017 the Taber Police Service actual expenses were \$3,433,266 which was \$146,460 under budget.



# HUMAN RESOURCES

## *Police Operational Strength*

15 (Authorized)

15 (Actual)

## *Demographics*

Gender

2 Female

13 Male

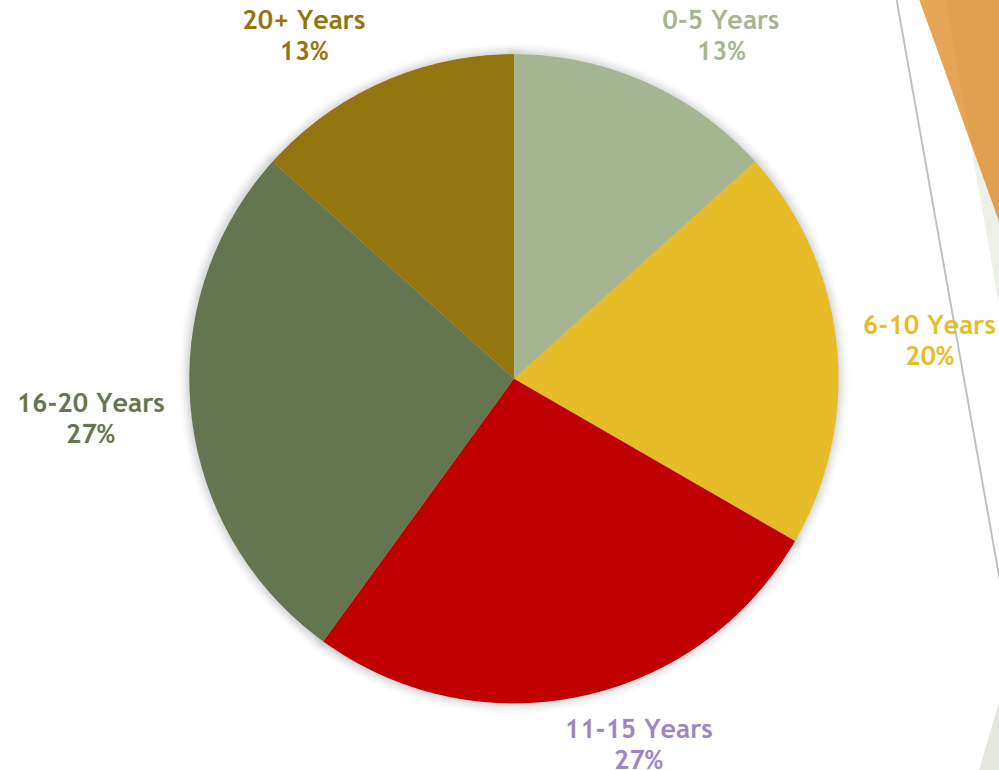
## *Background of Officers*

12 Caucasian

2 Asian

1 FNMI

## MEMBERS YEARS OF SERVICE



As can be seen in the pie chart above, the majority of the Taber Police Service officers have between 11 and 20 years of service (54%). These numbers are considerably higher than other police agencies in the province. In fact, we are considered a senior police service. With seniority comes less supervisory requirements, however, pay is usually higher compared to a more junior service.



# HUMAN RESOURCES

1 - Public Safety Communications Manager

7 - Communication Operators:

4 - Fulltime

3 - Casual

1 - Administrative Assistant

2 - Community Standards Unit Support:  
Part-time seasonal students

4 - Guards part-time casual

Numerous Volunteers

Total = 15







# OPERATIONAL HIGHLIGHTS

## Policing

The Taber Police Service provides 24/7/365 policing to the Town of Taber. We have provided several pages of operational reports and statistics for your consideration. The first chart lays out the number of occurrences investigated, the number of people who were taken into custody at the Taber Police Service, and the average number of occurrences each officer dealt with over the year.

	2015	2016	2017
Number of Police Occurrences	4992	4816	5135
Number of Persons Held in Police Custody	298	327	274
Police Occurrences Dealt With Per Officer	356	344	342

In 2017 the TPS complement increased to 15 members from 14 members in 2016

# OPERATIONAL HIGHLIGHTS

## Clearance Rates

Clearance rates are often used as an indicator of how efficient a police service is at solving reports of crime. There are many limitations to only using clearance rates as an indicator, but for our purposes the following chart provides the community with a report as to how the Taber Police Service is doing compared to other small communities as a comparator and the M.D. of Taber.

Weighted Clearance Rate, By Police Service, in Alberta.  
CANSIM Table 252-0088 (Selected) Statistics Canada

	2012	2013	2014	2015	2016
Camrose Police, Municipal	58.88	60.46	62.10	56.01	56.75
Lacombe Police, Municipal	48.58	48.13	40.65	40.82	38.05
Brooks RCMP, Municipal	41.13	53.82	52.84	58.51	56.14
Taber RCMP, Rural	47.42	51.02	53.63	63.08	47.31
Taber Police, Municipal	60.52	61.64	59.97	60.57	61.21

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.

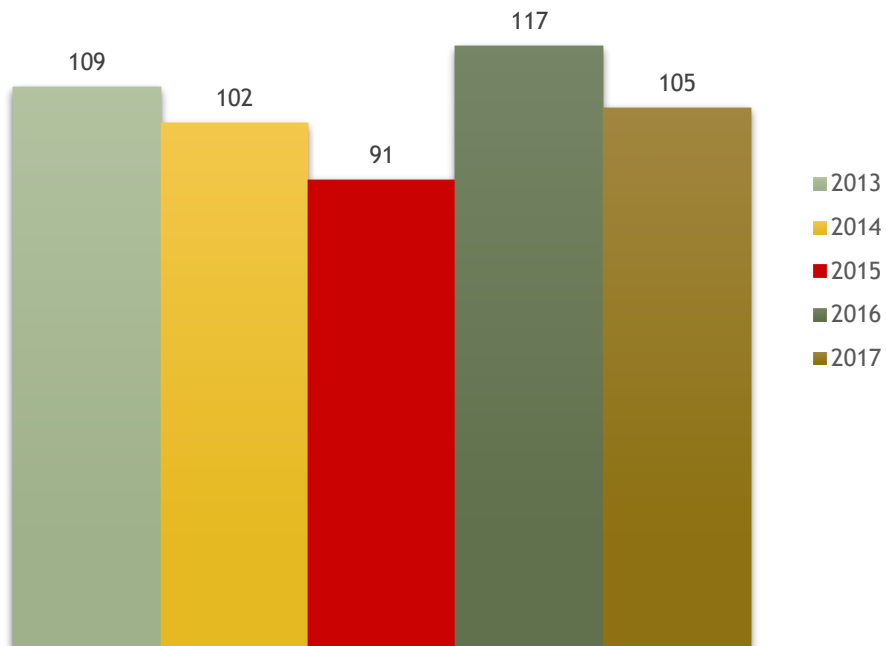
The weighted clearance rate is not available for police services or detachments with populations less than 1,000. Data for police services or detachments with populations less than 5,000 should be used with caution.

# OPERATIONAL HIGHLIGHTS

## Policing

The following section of the report provides the reader with a series of charts and graphs that provide some insights into our operations and crime context in Taber. For a more detailed look at Taber's crime rates etc., please see the Taber Police Service 2017 Crime Analysis Report.

### TOTAL ASSAULTS



The perceptions of how safe someone feels has to do with how likely they are to be victimized by way of an assault being committed against them.

Measuring crimes against persons is an accurate manner in which to gauge community safety. The following chart indicates the total number of assaults that were reported over the last 5 years. There were 105 reports of assault in 2017, which was a decrease of 11% from 2016. The 105 reported assaults in 2017 matched the average number of assaults that had been reported over the previous four years (104.75 reports).

To put these assault stats into perspective, in 2017 a citizen of Taber had a 1.3% risk of being victimized by way of an assault, compared to the general population of Taber.

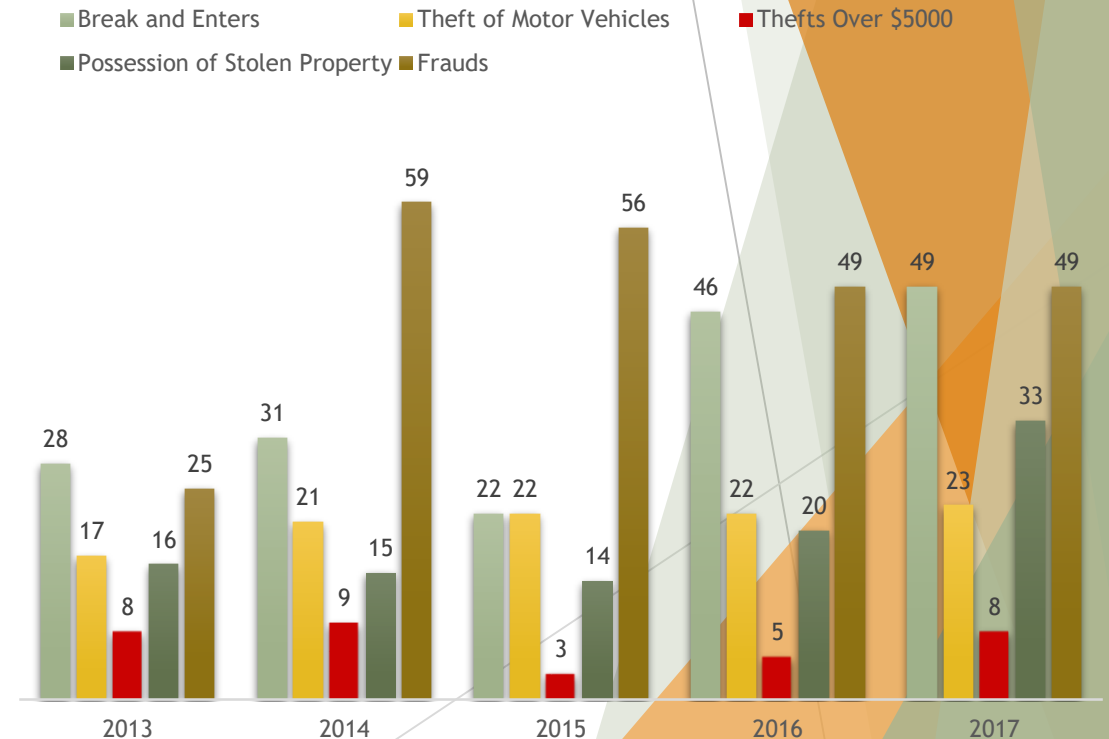


# OPERATIONAL HIGHLIGHTS

Our reports of total property crime have increased from 320 reports in 2016 to 384 in 2017, which is an increase of 20%. This is the second consecutive year to see an increase.

Reports of possession of stolen property saw an increase of 25%. This 25% increase consists of the increase from the 78 reports in 2016 to 222 reports in 2017. Increases in reports of thefts under \$5000 will often correspond with any increases in reports of possession of stolen property. This year, reports of possession of stolen property increased from 20 reports in 2016 to 33 in 2017, which is an increase of 65%. There were no decreases in any of the specific offences within this category. All but one category saw increases. The only category that did not see an increase was reports of fraud, which stayed steady at 49 reports.

### Property Offences 2013 - 2017



# OPERATIONAL HIGHLIGHTS

## Traffic Safety

Traffic safety education and traffic enforcement remain priorities for the Taber Police Service. The Taber Police Service remains engaged in the Alberta Transportation Selected Traffic Enforcement Program which is a targeted enforcement and educational traffic safety initiative whose priority changes from month to month. Taber Police Service officers continue to be diligent in enforcing the Traffic Safety Act and other traffic related statutes, and investigate collisions. According to the 2017 Taber Police Service crime stats, officer initiated traffic tickets have increased by 31% from the 2016 numbers.

The Taber Police Service continues to utilize Automated Vehicle Enforcement, otherwise known as photo radar. The following chart provides you with the results of our traffic safety program.

	2015	2016	2017
Police Officer Initiated Tickets	1961	1635	2134
Photo Radar	5444	4429	3230
Photo Radar Average Speed of Offender Over Speed Limit (kph)	18	18	18
Number of Collisions	134	126	143

Taber Police Department  
April 28, 2017



U.S. Customs and Border Protection  
Border Patrol Sector Headquarters  
Havre, Montana



# OPERATIONAL HIGHLIGHTS

## Control Tactics

Tracking police reports of incidents involving the use of controlled tactics is a manner by which police services can study its membership and their application of force. Evaluation of control tactics reports, and statistics, allow police to conduct oversight of applications of force that have occurred to allow for the identification of required training to improve officers force responses in varying situation.

In 2016 there were 19 police incidents involving force. Of these 19 incidents, four involved in injury to the subject and one resulting in injury to the officer. All of the injuries sustained resulted in minor injuries not requiring treatment.

In 2017 there were 15 police incidents involving force. Of these 15 incidents, three involved in injury to the subject and one resulting in injury to the officer. All of the injuries sustained resulted in minor injuries not requiring treatment.





# COMMUNITY STANDARDS UNIT

2017 saw changes to the Community Peace Officer (CPO) within the Taber Police Service. The decision was made to remove the CPO position and implement a new Community Standards Unit (CSU). At the end of March 2017, one full-time police constable was hired by the Taber Police Service and assigned to the Community Standards Unit. The mandate of this Community Standards Officer (CSO) includes the specific enforcement of community standards issues and provincial traffic offences. The CSO has full authority under the Criminal Code of Canada and applicable Federal Statutes to enforce criminal and provincial acts.

During the summer months, the CSU is supplemented with two summer students to assist in their duties. These summer students are attending college, usually criminal justice studies, and are employed through the STEP program. The following numbers reflect the stats that have been compiled regarding enforcement actions reported to the CSU in 2017:



## 2017 Community Standards Unit (CSU) Numbers

Animal Calls	87
Municipal Bylaw Complaints	531
Parking	152
CSO Complaints (lead investigator)	469

# OPERATIONAL HIGHLIGHTS

## Communications

Communication Operators are essential in emergency services. We have a dedicated group of Nationally Certified Emergency Police and Fire Dispatchers that provide communications and dispatch services to the Taber Police Service and many fire departments located within the MD of Taber.

Our Communications Operators do much more than simply dispatch, they are the first contact the Taber Police has for people making complaints, asking questions, or wanting help 24/7/365. Communication Operators are also responsible for handling complaints from the public, answering Town of Taber emergencies calls, all aspects of data entry and maintenance of police records systems, assisting the police in the laying of charges and creating court packages, etc. Our Communications Operators are supervised by the Public Safety Communications Manager who reports to the Chief of Police.



# OPERATIONAL HIGHLIGHTS

## Communications

911 Communications Center	
Total 911 calls	3,771
Total dispatched Calls	
Taber Fire	350
MD Taber Regional Fire	162
Vauxhall Fire	66
Hays Fire	22
Enchant Fire	26
Grassy Lake Fire	40

These statistics are from data captured from the Taber Police Service records management system, computer-aided dispatch system and manual accounts for 2017.

	Total Calls Answered		Answered within 15 Seconds		Answered Within 40 Seconds		Answered After 40 Seconds		Total Calls Abandoned
			Calls	%	Calls	%	Calls	%	
TPS 1		3,251	3,145	97.6	3,172	97.6	79	2.4	520

NFPA Standards require that **Ninety-five percent** of alarms received on emergency lines shall be answered within 15 seconds, and **Ninety-nine percent** of alarms shall be answered within 40 seconds.



# PROFESSIONAL STANDARDS

In 2017, the Taber Police Service received a total of 6 professional standards files.

Citizen contacts, which are informal concerns raised by a member of the public, are resolved through discussion and mediation. In 2017, there were 4 citizen contacts that were resolved by the Professional Standards Unit or the Public Complaints Director.

Police complaints may be received from the public or initiated internally and can be criminal/statutory in nature and/or identified as an officer misconduct or complaint against police under the Alberta Police Act.

Allegations that are serious or sensitive in nature are sent to the Solicitor General's Alberta Serious Incident Response Team or the originating agency. We have had no complaints that have been investigated by this team.



## POLICE COMPLAINTS

- 4 Citizen Contacts
- 1 External police service complaint (Allegation of a breach of policy)
- 1 Internal complaint (2 Allegations of breach Police Service Regulation)

## DISPOSITIONS

- 4 citizen contacts were resolved informally
- 1 External police complaint resulted in no action taken
- 1 Internal complaint resulted in both allegations being sustained resulting in official warnings being issued under the Police Service Regulations.

## CRIMINAL/STATUTORY COMPLAINTS

- There were no criminal or statutory or criminal complaints in 2017

## DISPOSITIONS

- Not applicable

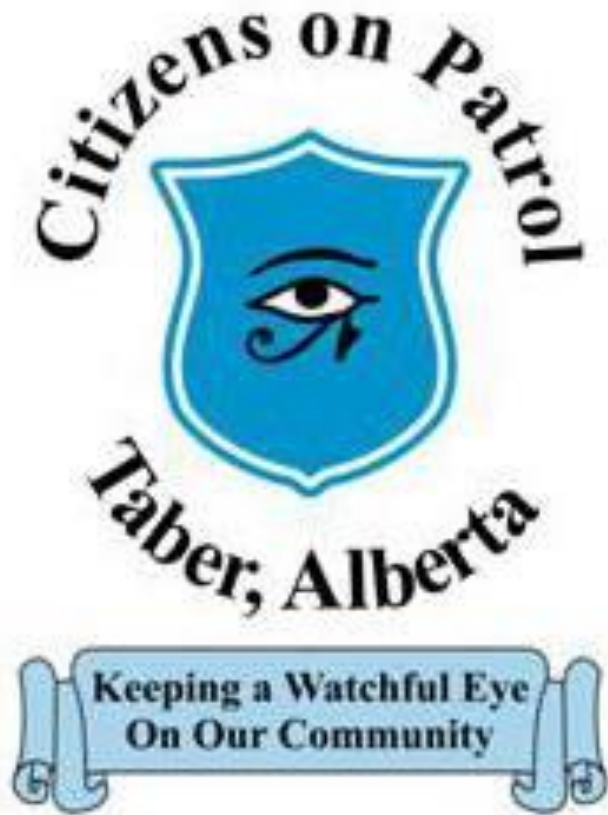
# COMMUNITY INVOLVEMENT

The staff of the Taber Police Service pride themselves in being part of the community of Taber. Being part of the community means being involved, both on and off duty. This commitment to Taber is the backbone of community policing philosophy. We believe that without having this relationship with our community we would not be as effective in solving crime and maintaining Taber as being one of the safest communities in Alberta to call home. The list of examples of what members of the Taber Police Service are involved with is lengthy and ever growing.

## GROUPS WE ARE INVOLVED WITH

- Legion Ceremonies
- Special Olympics Law Enforcement Torch Run (LETR)
- Taber Minor Football
- Taber Rebels Football
- Taber Police Association's Annual Policeman's Ball
- The Veterans Dinner
- Clearview Lodge Dinner
- Apex Youth Awards
- Little Cops Camping
- Notagawa Society
- Wise Owls
- Taber/Vauxhall Victims Services
- Taber Community Against Drugs
- Taber Community Action and Prevention Society
- Safe Haven: Board Member
- COP Cards
- Crime Stoppers
- Taber and District Soccer Association
- Apex Youth Awards
- W.R. Myers Rebels Basketball
- Air Cadets
- Speech Judging Contests

# COMMUNITY PARTNERSHIPS



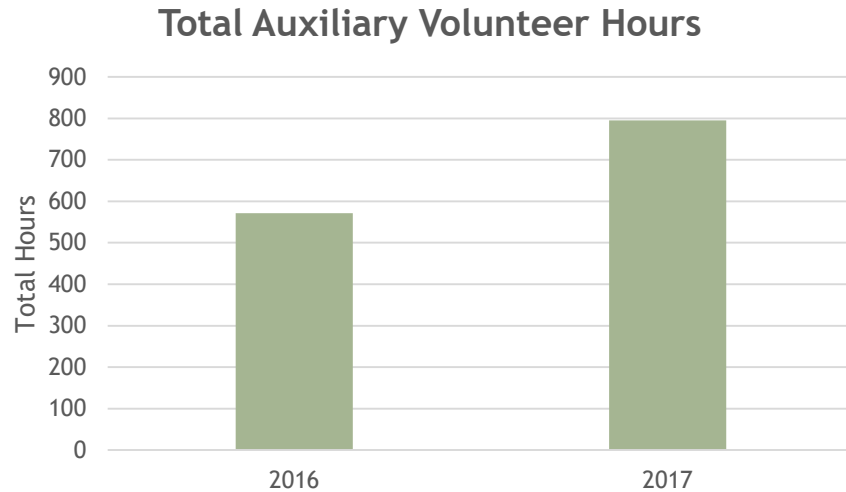
Partnerships are essential in providing adequate and effective policing in a community. At the Taber Police Service, we work collaboratively with governmental and community organizations to tackle various community concerns and investigations.

One of the community groups that fosters community involvement and partnerships is the Taber Citizens on Patrol Program (COP). The current Taber Citizens on Patrol Association (COP) consists of 16 active members that play an integral role in assisting the Taber Police Service with crime detection and prevention.

The Taber COP is the only COP Association in Alberta that is attached to a municipal police service. All other COP Associations in Alberta are associated with their local RCMP detachments. This provides a unique opportunity for the members of the Taber COP. Taber COP members participate in community patrols, volunteer events, fundraising and recruitment activities among several other community activities.

Cst. Valgardson is currently assigned the responsibility of working along side the Taber COP Program as the TPS liaison. Cst. Valgardson regularly attends COP meetings where he provides them with training and insight into crime hot spots within the Town of Taber where they can focus their patrols.

# COMMUNITY PARTNERSHIPS



One of the community groups that fosters community involvement and partnerships is the Taber Police Service Auxiliary Officer Program. This program is an opportunity for the Taber Police Service to complement our established member strength. It also allows for positive contact with members of the community. Auxiliary officers participate in police training alongside of regular patrol members. The current complement of auxiliary officers are citizens of the Town of Taber who are employed as teachers at local Taber schools, trades persons who work within our community, managers of financial institutions and college students.

Sr. Cst. Dube is currently assigned the responsibility of supervising the auxiliary officer program. This supervision requires the scheduling of shifts, arranging of required training, and equipping these members with the tools and uniform required for their duties.

This past year saw the recruitment of Theron White and Scott Kornelson as the Taber Police Services newest Auxiliary police members. Both White and Kornelson live, work and raise their families within the Town of Taber.

The 4 TPS auxiliary members completed approximately 795 combined volunteer hours in 2017.



# SCHOOL RESOURCE OFFICER (SRO)

The Taber School Resource Officer Program has been established in partnership with the Taber Police Service, Horizon School Division, and Holy Spirit School Division. The program provides schools within the community of Taber with a School Resource Officer (SRO) whose sole responsibility is to provide a variety of problem solving resources, provide law enforcement information and advice to students, parents and staff, and provide a positive police presence within each school. The program focuses on building positive relationships between police and members of the school community. The Taber School Resource Officer Program was developed to assist the Taber Police Service with its commitment to community-based policing. The daily duties of the SRO include: to provide a visible presence within the schools, focus on building positive interpersonal relationships between the police and individuals within the schools, maintain lines of communication with the school staff, students, parents, the community, and the police, identifying and resolving problems between students, the school staff, and the community.

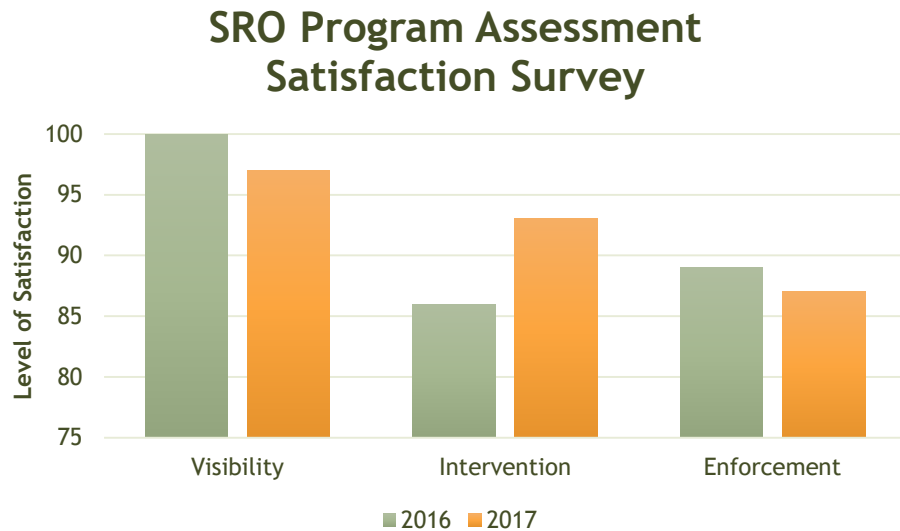


The regular duties of the SRO include, but are not limited to, providing presentations relating to social, legal, police-related subjects, drug trends and prevention, alcohol abuse, impaired driving, social media safety, bullying, and several other topics. The SRO will act as a mentor to many students as well as interact with students in a manner that will foster a positive relationship. The SRO will partner with teachers, counselors, parents and other community social groups when required to conduct risk assessments and threat assessments.

# OPERATIONAL HIGHLIGHTS

## School Resource Officer (SRO) Survey

From December 15, 2017, to January 31, 2018, the Taber Police Service conducted an SRO Program Assessment Survey that was released over an online web link. This was the second consecutive year that this survey was conducted. The following is a summary of the information gleaned from the 2017 survey:



- ▶ Number of respondents 41.
- ▶ Respondents were made up of administrators and teaching staff from various Taber schools
- ▶ Satisfaction ratings for the SRO program exceeded 93%.
- ▶ There were 9 questions contained in the survey and on average:
  - ▶ 80% were Very Satisfied
  - ▶ 14% were Satisfied
  - ▶ 6% were Neutral with
- ▶ Only two survey questions registered any feed back in the Unsatisfied or Very Unsatisfied categories. These two questions were:
  - ▶ included administrators and teaching staff of various Taber schools? (2.5%)
  - ▶ How satisfied are you with the enforcement activities of the SRO program, for example traffic, smoking, trespassing, fighting, drugs etc.? (2.5%)
- ▶ 59% of the respondents were from DA Ferguson Middle School and St. Mary's High School.



# Social Media

In 2016, the Taber Police Service identified in its 2016 Business Plan the importance of increasing its profile within the community. It was identified at that time that an effective way to increase TPS's community profile was to increase its presence on social media.

There is growing popularity amongst police services regarding the sharing of information over social media. Most of North America's policing agencies have their own social media pages and assign staff to operate and update these social media platforms. The information commonly shared often on these platforms can pertain to high-profile incidents, public safety concerns and community involvement activities. This practice allows police to share important information with the public in a moment's notice.

The Taber Police has created its own Facebook page where informative posts are regularly shared with the public. Between January 1, 2017 and December 31, 2017, the TPS Facebook page gained 575 followers for a total of 2,584 followers. The TPS Executive Officer is tasked to maintain the TPS Facebook page. The Executive Officer prepares monthly and bi-annual Social Media Reports that are provided to the Chief of Police and then presented to the Taber Police Commission so that they are apprised of the services social media presence.

TPS Facebook Activity	JUN 1 - NOV 30, 2017
Total users reached	262,381
Total combined likes	6,068
Total followers gained	338
Total posts	53



For information regarding this report, please contact the Chief of Police  
at (403)223-8991 or at [gabela@taber.ca](mailto:gabela@taber.ca)