2019 ANNUAL POLICING PLAN
Report Card

**WE ARE PLEASED TO PRESENT THE
2019 ANNUAL POLICING PLAN REPORT CARD
FOR THE EDMONTON POLICE SERVICE.**

Each year, the Edmonton Police Service (EPS) develops the Annual Policing Plan to provide a look at the upcoming year and outline its organizational priorities, strategic initiatives, and indicators that monitor success. The 2019 plan was developed during a transition period for EPS as February saw the official start of our new Chief of Police, Dale McFee. Shortly after Chief McFee's arrival, the organizational structure and service delivery of all policing programs were reviewed to ensure accountability and value to the citizens of Edmonton. With the goal of increased community safety in mind, several strategic initiatives were developed to assist EPS in achieving the following goals:

- *Reduced crime and victimization*
- *Investigative excellence*
- *Increased efficiency and effectiveness*
- *Commitment to professionalism*

Five strategic initiatives were developed in 2019, each with their own separate performance measures. The Annual Policing Plan Report Card summarizes these targets and provides context to assist in interpreting their outcomes. The five strategic initiatives are:

- *Policing in a legalized cannabis environment*
- *Implementation of a Firearms Strategy*
- *Implementation of the Operations and Intelligence Command Centre*
- *Enhancing EPS's Patrol Deployment Model*
- *Implementing the Indigenous Community Engagement Strategy*

In this report card, the targets are categorized with the following results:

- **Grade A (meets or exceeds performance target)**
- **Grade B (performance within acceptable range of target)**
- **Grade C (performance outside acceptable range of target)**
- **Monitoring only**

The successes captured in this report show that all members of EPS continue to provide outstanding service in Edmonton, despite funding challenges. Although the report summarizes only a single year of service, our work will continue to grow and adapt as EPS sets a new course through its 2020-2022 Strategic Plan. Striving to make Edmonton a safer place involves continuous evolution and the ability to learn, adjust and develop innovative approaches to policing.

Micki Ruth
Chair
Edmonton Police Commission

Dale McFee
Chief of Police
Edmonton Police Service

CRIME SEVERITY INDEX

2019 Target: Reduce from 2019 levels	**2019 Results:** 124.7 (2.2% decrease)

The Crime Severity Index (CSI) is made up of several hundred criminal codes. The following crime codes strongly impacted the CSI this year:

- Shoplifting under $5,000: +66%
- Mischief: +7%
- Sexual Assaults: +5%
- Possession of Weapons: -11%
- Theft Under $5,000: -11%
- Fail to Comply with Court Order: -24%
- Drug Possession/Prod/Traff: -37%

OF VIOLENT CRIME VICTIMIZATIONS

2019 Target: Reduce from 2018 levels	**2019 Results:** 12,949 Victimizations (1.2% decrease)

Victim counts experienced the following percentage changes from 2018-19

- Sexual Assault: +4.5%
- Robbery: +1.5%
- Assault: -0.1%
- Violence "Other": -6.1%
- Homicide: -7.1%

TRAFFIC INJURY COLLISIONS PER 1,000 POPULATION

2019 Target: 3.1 (as per 2016-2020 Vision Zero Road Safety plan)	**2019 Results:** 2.4 (0.7% below target)

Traffic injury collisions have been steadily decreasing since 2010.

OF PERSONS WITH OUTSTANDING CRIMINAL WARRANTS

2019 Target: Reduce from 2018 levels	**2019 Results:** 7,479 (3.1% decrease from 2018)

2019 is the first year since 2015 where EPS saw a decrease in the number of persons with outstanding criminal warrants.

OF EPS APPLICANTS

2019 Target: 425 or more applicants	**2019 Results:** 682 applicants (1.2% Increase from 2018)

Graham Beevers and Candy Johnson, relatives of Constable Beevers, travelled from London, England, to participate in the unveiling of the new monument.

% OF SWORN FEMALE APPLICANTS

2019 Target: 20% or more	**2019 Results:** 22.1 % (up from 20.3% in 2018)

Of the 682 sworn recruit applicants in 2019, 151 were females.

% OF SWORN FEMALE HIRES

2019 Target: 25% female sworn hires	**2019 Results:** 31% (up from 28.4% in 2018)

The proportion of female hires has progressively improved since 2013 from a low of 10.3%. This increase is believed to be driven by the following:

- Women's-only Run with Recruiters Program
- Women in Policing Seminars
- Outreach to women's sports teams at Edmonton post-secondary institutions

% OF SWORN HIRES FROM INDIGENOUS OR RACIALLY VISIBLE COMMUNITIES

2019 Target: 20% or more	**2019 Results:** 26.2% (up from 23.9% in 2018)

These levels have improved since 2017, and support diversity hiring efforts by the EPS. EPS's 2017 Employee Engagement Survey found 11.8% of sworn respondents identify as indigenous or racially visible.

EPS COMPLAINT RATE – PUBLIC OR INTERNAL COMPLAINTS PER 1,000 DISPATCH CALLS

2019 Target: 1.5	**2019 Results:** 1.2 (33% decrease from 2018)

EPS's complaint rate decreased in 2019 partly due to a review of how Professional Standards Branch processed serious incidents. Whereas these incidents were classified as complaints and investigated by Professional Standards in 2018, in 2019 the EPS returned to its procedure of managing the incidents through the reporting supervisor as was done in previous years.

A MEETS OR EXCEEDS
   PERFORMANCE TARGET

B PERFORMANCE WITHIN
   ACCEPTABLE RANGE OF TARGET

C PERFORMANCE OUTSIDE
   ACCEPTABLE RANGE OF
   TARGET

MONITORING ONLY

OF SOCIAL DISORDER OCCURRENCES

2019 Target: Reduce from 2018 levels	2019 Results: 22,212 (1.5% increase from 2018)

Social disorder is a composite of 17 disorder-based Calls for Service events that result in a generated police report. Disorder covers areas such as arson, prostitution, mental health incidents, abandoned vehicles, and mischief.

SWORN OVERTIME – REPRESENTED AS AN FTE (2,080 HOURS EACH)

2019 Target: 40 FTE's or less	2019 Results: 47.3 FTE's (13.7% increase from 2018)

The increase in sworn overtime in 2019 is likely attributed, in part, to the continuation of significant investigations, additional training costs, as well as response to various demonstrations that took place in Edmonton throughout the year.

OF PROPERTY CRIME INCIDENTS

2019 Target: Reduce from 2018 levels	**2019 Results:** 65,230 incidents (12.9% increase from 2018)

Incident counts experienced the following percentage changes from 2018-2019:

- Other Property Crime: +34.6%
- Theft over $5,000: +27.8%
- Theft from Vehicle: +15.6
- Theft of Vehicle: -3.3%
- Break and Enter: -8.2%

WEIGHTED CLEARANCE RATE

2019 Target: 43% or higher	**2019 Results:** 37.2% (Down from 40.3% in 2018)

The Weighted Clearance Rate (WCR) represents the proportion of reported criminal incidents cleared by police, weighted by crime severity. Police can clear an incident by identifying an accused and laying a charge or clearing by other means.

The WCR can be broken down between violent and non-violent crimes.

The violent WCR was nearly unchanged from 2018, while the non-violent WCR dropped considerably (from 36.1% to 32.1%). This decrease can be attributed to the decrease in clearance rates for incidents such as shoplifting as well as the large reduction in crimes that have near 100% solvability such as impaired driving and failing to comply with court orders.

P1 RESPONSE TIME PERFORMANCE
% OF PRIORITY 1 EVENTS ARRIVED TO WITHIN 7 MIN.

2019 Target: 80% of the time	**2019 Results:** 69.9% of the time (2.6% decrease from 2018)

Priority 1 Response Time Performance has been low but stable since late 2013, a consequence of rising dispatch call volumes and high workload for patrol.

% OF PATROL TIME SPENT AS PROACTIVE

2019 Target: 25%	**2019 Results:** 10.9% (down from 11.4 in 2018)

Proactive patrol time focuses on crime prevention, intervention and suppression activities, such as searching for an individual with outstanding criminal warrants, conducting traffic stops, and patrolling a known crime hot spot. Proactive time has been low for several years due to rising dispatch call volume that patrol members must prioritize.

The Marine Unit helped kick off national Water Safety Week on June 2 to encourage safe boating this summer.

POLICE EMERGENCY AND NON-EMERGENCY EVALUATOR AVERAGE SPEED OF ANSWER (ASA)

2019 Target: 50 seconds or less	**2019 Results:** 63.5 seconds (53.4% increase from 2018)

From 2018-2019, ASA has increased from 41.4 seconds to 63.5 seconds. Civilianization of the Dispatch function, an ongoing multi-year project, has created challenges related to diverting staff towards training and away from regular duties. Bringing in staff on overtime has been a partial mitigation strategy but has had to be balanced with its high cost involved.

CIVILIAN OVERTIME – REPRESENTED AS AN FTE (1,990 HOURS EACH)

| **2019 Target:** 6 FTE's or less	**2019 Results:** 10.1 FTE's (15.7% increase from 2018)

The increase in civilian overtime in 2019 is likely attributed, in part, to the ongoing civilianization of Police Communications Branch.

PUBLIC COMPLAINT INVESTIGATION SPEED - % OF PUBLIC COMPLAINT INVESTIGATIONS COMPLETED WITHIN 6 MONTHS

2019 Target: 50% of the time	**2019 Results:** 36.4% (Q1-Q2 files only)

Staffing changes within Professional Standards branch in 2019 impacted the review and processing speed of files. Going forward, there will be an increased focus on Alternate Dispute Resolution which, when successful, results in faster file completion times.
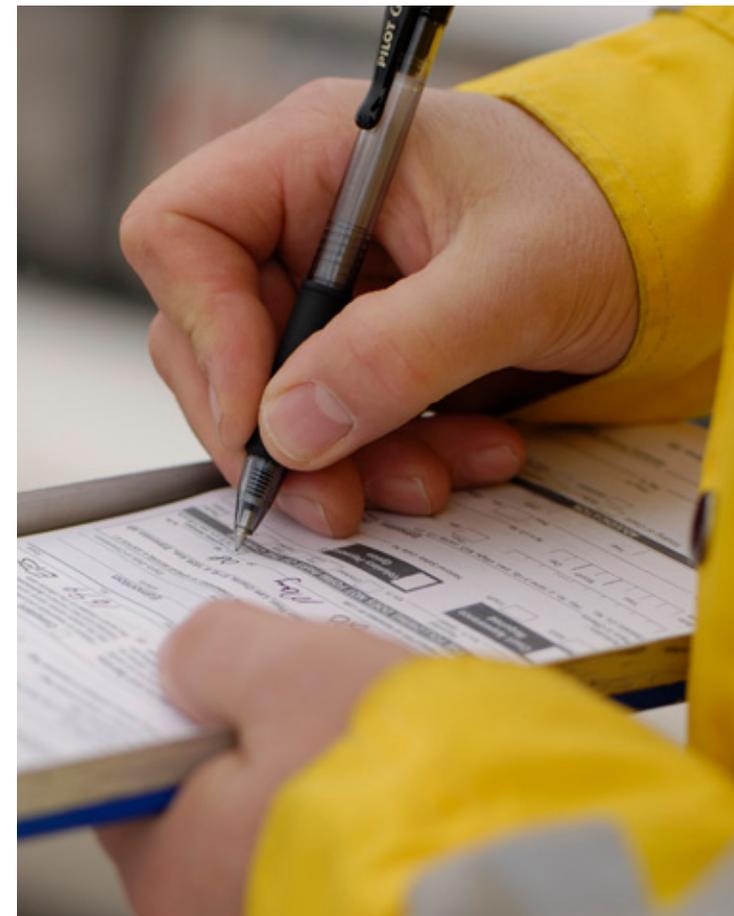
A MEETS OR EXCEEDS
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TARGET

MONITORING ONLY

POLICE MISCONDUCT RATE – SUSTAINED COMPLAINT FILES PER 100 OFFICERS

2019 Target: Monitoring only	**2019 Results:** 2.4 (47% reduction from 2018)

In 2019, 232 complaint investigations were completed by EPS's Professional Standards Branch with 44 proven to involve police misconduct. The decrease is partially due to a change in policy regarding photo violations (i.e., red light cameras and speeding). Previously, these violations were required to be reported to Professional Standards; however, these violations were addressed at a lower level.

There has also been an increased focus on Alternate Dispute Resolution and low-level conflict management, negating the need for Professional Standards intervention in some cases.

After taking the Oath of Office, Chief Dale McFee was passed the EPS Colours by Interim Chief Kevin Brezinski. The change of command ceremony included the signing of the oath of allegiance and parchment and the ceremonial passing of the EPS Colours.