



April 09, 2015

TO: Rod R. Knecht
Chief of Police

FROM: A/Officer in Charge Albert Lacher
Professional Standards Branch

RE: MONTHLY REPORT – March 2015

This report has been prepared for the April 16, 2015, Edmonton Police Commission meeting.

During the month of March 2015, Professional Standards Branch opened 101 new files:

- 5 Public complaints as defined by Part 5 of the *Police Act*;
- 33 Internal complaints as defined by Part 5 of the *Police Act*;
- 16 EPS Matters; and
- 47 Citizen Contacts.

Additionally, 3 files were directed for Criminal Investigation (*Statutory Complaints*).

Concluded 97 files:

- 0 Public *Statutory* complaints;
- 2 Internal *Statutory* complaint;
- 12 Public complaints as defined by Part 5 of the *Police Act*, including 1 complaint regarding policies or services provided by the EPS;
- 10 Internal complaints as defined by Part 5 of the *Police Act*;
- 11 EPS Matter; and
- 62 Citizen Contacts.

The Edmonton Police Service received 31,315 calls in Communications Section, dispatched 13,379 of those calls and recorded opening 12 compliments.



A/Officer in Charge Albert Lacher
Professional Standards Branch

cc: Shami Sandhu, Chair
Edmonton Police Commission



MARCH 2015 REPORT TO THE EDMONTON POLICE COMMISSION



The following report is submitted for:


- Approval
- Ratification
- Information

PROFESSIONAL STANDARDS BRANCH
April 16, 2015, *OPEN MEETING*

Approved by:



Rod R. Knecht
Chief of Police
APR 07 2015



Albert Lacher
A/Officer in Charge

STATISTICAL SUMMARY

March Update

1. RECEIVED FILES

The following figure shows the number and type of files received during the month of March. Blue colours represent informal files and red colours represent formal investigations. Lighter shades indicate internally generated files and darker shades indicate externally generated files. As can be seen below, during the month of March 2015, PSB received 63 informal files and 38 formal complaints.

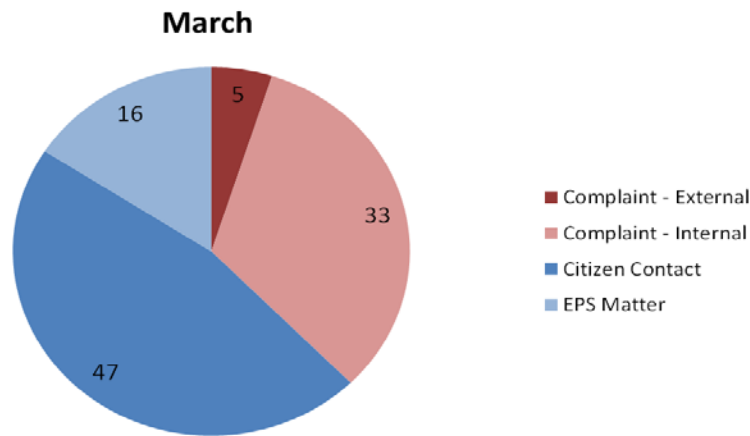


Figure 1-1. Type of Files Received During March

***The drastic increase in internal complaints received during March, 2015 pertain to the ASIRT investigation regarding EPS officers using and/or trafficking in a controlled substance while on duty (i.e. use and/ trafficking of steroids). Therefore, 33 internal complaints were opened in March, 2015 in order to investigate and track the allegations against any officer that may have purchased or used a controlled substance**.*

The following figure shows the yearly percentage increase or decrease in formal complaints and total files compared to 2014 values. YTD change in Formal Complaints represents a decrease of 8 complaints as compared to the same point in time in 2014. The YTD Total Files Received represents a decrease of 1 file as compared to the same point in time in 2014.

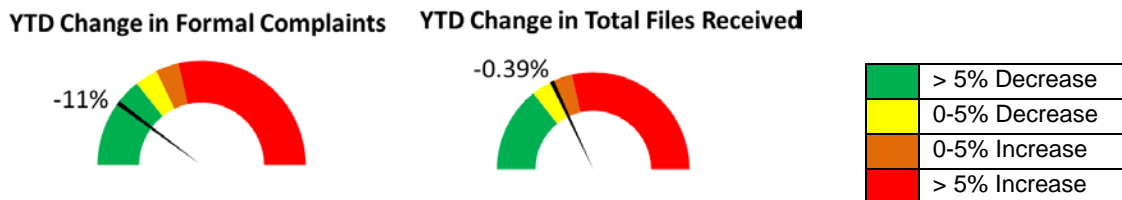


Figure 1-2. Yearly Changes in Files Received

2. CURRENT WORKLOAD

The following figure displays the status of all open PSB files. As of March 31, 2015, PSB had 394 open investigations; 255 of those files are *Police Act* or statutory investigations. The remaining files are informal concerns received internally or from the public. An investigation is listed as “Suspended” when it is not currently being advanced. Reasons for suspending a file may include executive review of the investigation, disciplinary hearings, criminal investigation, or court proceedings. An investigation is listed as “Forwarded” when it is ongoing but not under the control of PSB. Reasons for forwarding a file may include supervisory reviews, obtaining legal opinions, or investigation by outside investigators.

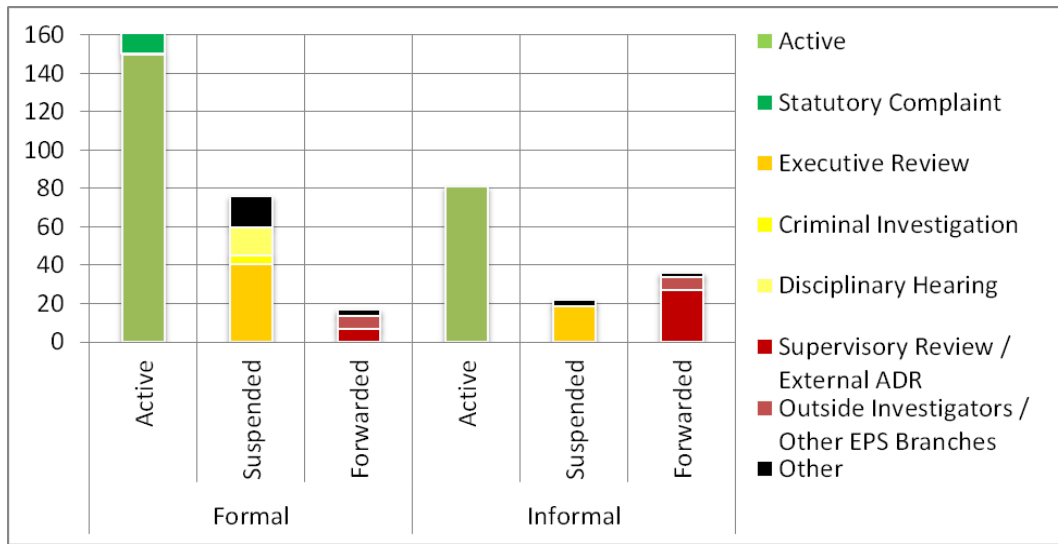


Figure 2-1. Status of All Open Investigations and Reasons for Suspension or Forward

The following figure shows the age and status of all open PSB investigations. As with the definitions for Figure 2-1 the following chart will show files that are listed as Active, Suspended, and Forwarded. This chart will break down these files by year, with markers showing the total number of files in each status for the corresponding year. (i.e. 2010 has a total of 4 open files, of those 3 files are Suspended and 1 is Forwarded)

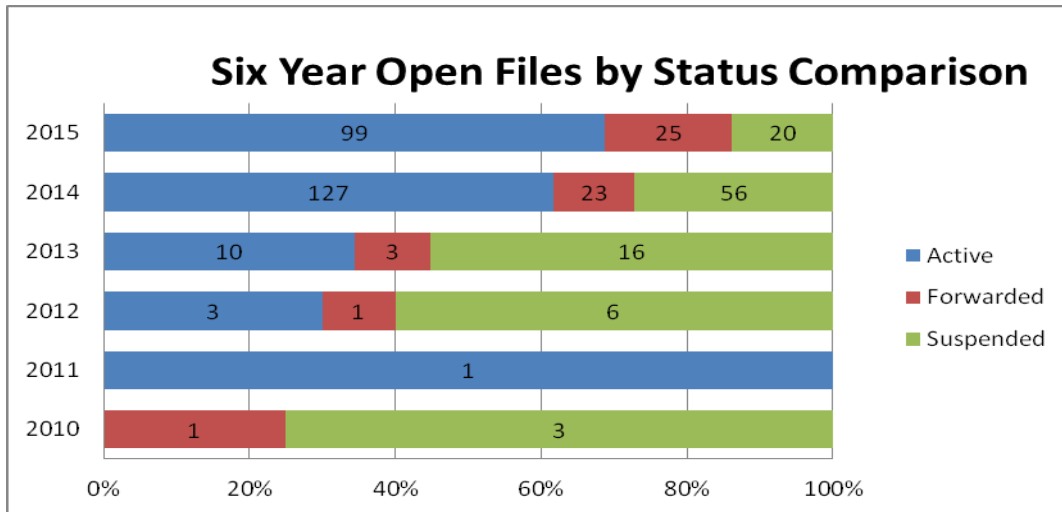


Figure 2-2. Age and Status of All Open Investigations

The following figure shows the stage of investigation for formal complaints by month. This is a snapshot of the files that were in a particular stage as of the last day of the month.

The stages of investigation include:

- Clarification (interviewing the complainant to determine the specific details of the complaint);
- Collection (collection of evidence and witness interviews);
- Subject Officer Interviews (explanatory reports and/or interview of the subject officer);
- Report (compiling the final report);
- Investigative Review (review by the investigative manager);
- Executive Review (review by the Inspector, Chief, and final concluding processes).

Investigations may also be pending other processes (e.g., dispute resolution, legal review, hearing, etc.) or may be undetermined (e.g., for complaints that are not proceeding to formal investigation).

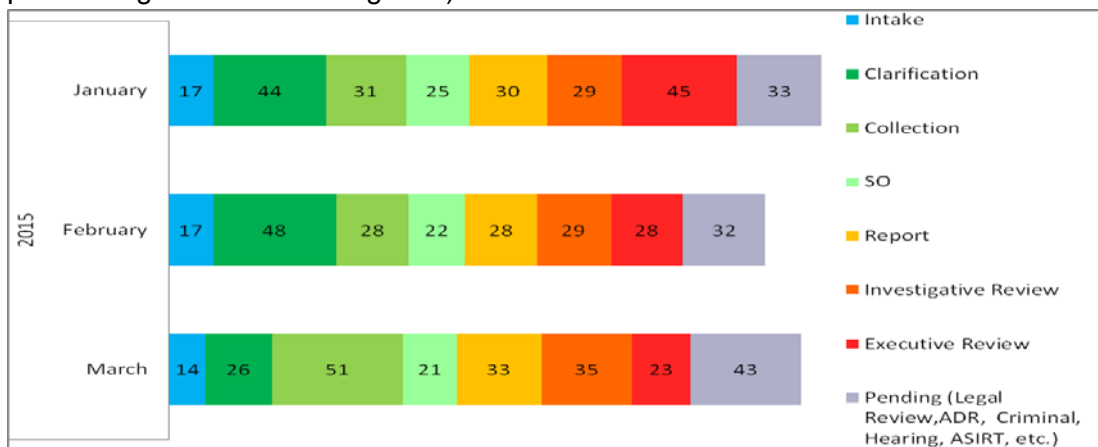


Figure 2-3. Monthly Comparison of Complaint Stages

3. CONCLUDED FILES

The following figure shows the disposition of all files concluded during the month of March, including 22 Formal Complaints, 2 Statutory Complaints, 62 Citizen Contacts and 11 EPS Matters.

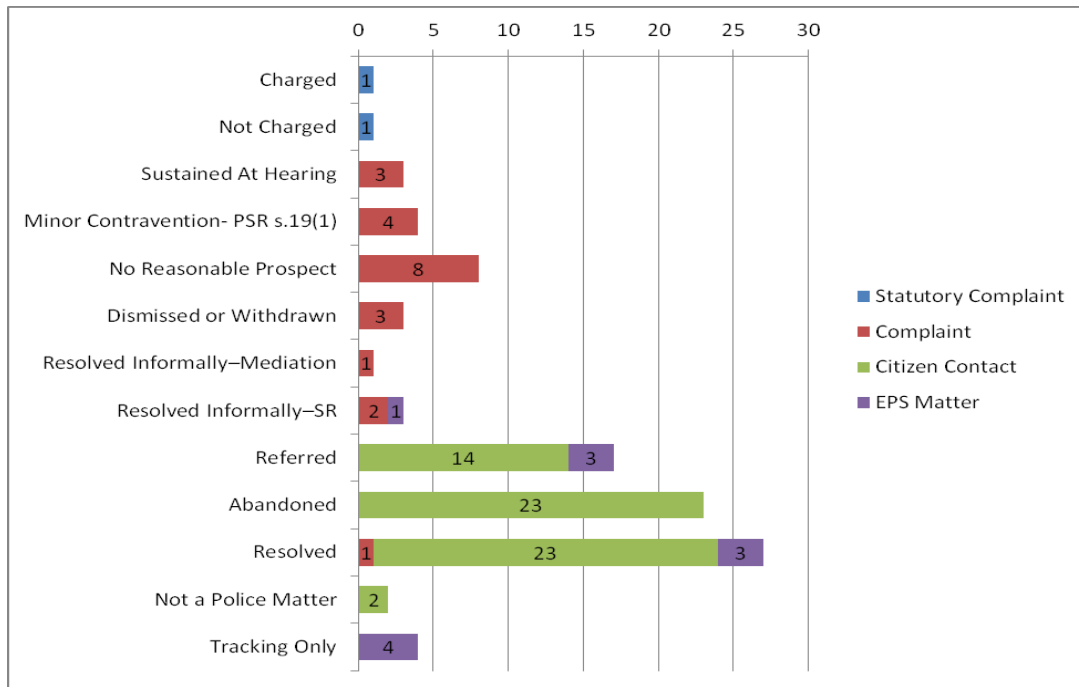


Figure 3-1. Dispositions of Concluded Files

| | 2013 | | 2014 | | 2015 | |
|------------------|------------|------------|------------|------------|------------|------------|
| | March | YTD | March | YTD | March | YTD |
| Received | | | | | | |
| Complaint | 17 | 59 | 30 | 71 | 38 | 63 |
| Citizen Contact | 48 | 178 | 66 | 170 | 47 | 154 |
| EPS Matter | 14 | 26 | 2 | 15 | 16 | 38 |
| Total | 79 | 263 | 98 | 256 | 101 | 255 |
| Concluded | | | | | | |
| Complaint | 32 | 75 | 18 | 63 | 22 | 65 |
| Citizen Contact | 105 | 267 | 100 | 195 | 62 | 332 |
| EPS Matter | 18 | 39 | 7 | 25 | 11 | 34 |
| Total | 155 | 381 | 125 | 283 | 95 | 431 |

Figure 3-2. Three-Year File Comparison for the Month of March

DISCIPLINARY ACTION TAKEN AGAINST MEMBERS

1. File Number: PSB2013-0913
Date of Complaint: November 05, 2013
Subject Officer: Reg. No. 1878 Det. R. Dahl
- Neglect of Duty x 1
- Presenting Officer: M. Sallaberry, Edmonton Police Service
Presiding Officer: Supt. T. Grue, Edmonton Police Service

On March 11, 2015, the one count of Neglect of Duty was found proven against the Detective. He received an 80 hour suspension without pay and was ordered by the Presiding Officer to attend the Human Resource Division for an assessment.

2. File Number: PSB2013-0467
Date of Complaint: June 18, 2013
Subject Officer: Reg. No. 2329 Cst. M. Saunders
- Discreditable Conduct x 2
- Presenting Officer: K. Andersen, Edmonton Police Service
Presiding Officer: Supt. M. Logar, Edmonton Police Service

On March 19, 2015, the officer was found guilty of two counts of Discreditable Conduct and was issued a 30 hour suspension without pay.

3. File Number: PSB2015-0182
Date of Complaint: March 11, 2015
Subject Officer: Reg. No. 2546 Sgt. A. Toma
- Discreditable Conduct x 1
 - Deceit x 1
- Presenting Officer: T. Magee, Edmonton Police Service
Presiding Officer: Supt. M. Logar, Edmonton Police Service

On March 27, 2015, the officer was found guilty of one count of Discreditable Conduct and one count of Deceit and received a demotion to a Senior Constable for a period of two years.

PENDING DISCIPLINARY HEARINGS

1. File Number: IA2012-0537
Date of Complaint: July 11, 2012
Subject Officer: Constable A.B.
 - Discreditable Conduct x 1Presenting Officer: M. Sallaberry, Edmonton Police Service
Presiding Officer: Supt. M. Logar, Edmonton Police Service

Open Hearing is scheduled for April 20, 2015.

2. File Number: PSB2013-0636
Date of Complaint: August 09, 2013
Subject Officer: Constable A.B.
 - Discreditable Conduct x 1
 - Insubordination x 1Presenting Officer: M. Sallaberry, Edmonton Police Service
Presiding Officer: Supt. T. Grue, Edmonton Police Service

Open Hearing is scheduled for April 27 and 28, 2015.

3. File Number: IA2012-0027
Date of Complaint: January 06, 2012
Subject Officer: Constable A.B.
 - Neglect of DutyPresenting Officer: K. Andersen, Edmonton Police Service
Presiding Officer: Supt. T. Grue, Edmonton Police Service

First Appearance is scheduled for April 28, 2015.

4. File Number: IA2011-0094
Date of Complaint: February 01, 2011
Subject Officer: Constable A.B.
 - Deceit x 1Presenting Officer: D. Morrow, Bennett Jones LLP
Presiding Officer: Supt. T. Grue, Edmonton Police Service

Open Disciplinary Hearing is scheduled for April 29, 30 and May 01, 2015.

5. File Number: IA2013-0092
Date of Complaint: February 05, 2013
Subject Officer: Constable A.B.
 - Deceit x 3Presenting Officer: M. Sallaberry, Edmonton Police Service
Presiding Officer: Supt. T. Grue, Edmonton Police Service

Open Disciplinary Hearing is scheduled for May 07, 2015.

6. File Number: PSB2015-0182
Date of Complaint: March 11, 2015
Subject Officer: Constable A.B.
 - Discreditable Conduct x 1
 - Deceit x 1Presenting Officer: T. Magee, Edmonton Police Service
Presiding Officer: Supt. M. Logar, Edmonton Police Service

Open Disciplinary Hearing is scheduled for May 08, 2015.

7. File Number: IA2012-0540
Date of Complaint: July 11, 2012
Subject Officer: Constable A.B.
 - Unlawful or Unnecessary Exercise of Authority x 1Constable C.D.
 - Unlawful or Unnecessary Exercise of Authority x 1Presenting Officer: M. Sallaberry, Edmonton Police Service
Presiding Officer: Supt. T. Grue, Edmonton Police Service

Open Disciplinary Hearing is scheduled for May 13-15, 2015.

8. File Number: PSB2013-0528
Date of Complaint: July 05, 2013
Subject Officer: Constable A.B.
 - Insubordination x 2
 - Discreditable Conduct x 1
 - Deceit x 1Presenting Officer: M. Sallaberry, Edmonton Police Service
Presiding Officer: Supt. T. Grue, Edmonton Police Service

First Appearance is scheduled for May 20 and 21, 2015.

- 9.** File Number: PSB2013-0621
Date of Complaint: July 30, 2013
Subject Officer: Constable A.B.
- Insubordination x 2
 - Deceit x 2
- Presenting Officer: D. Cranna, Field Law
Presiding Officer: Supt. T. Grue, Edmonton Police Service

New matter, not yet scheduled.

- 10.** File Number: PSB2013-0914
Date of Complaint: November 14, 2013
Subject Officer: Constable A.B.
- Deceit x 2
- Presenting Officer: S. Johnson, Bennett Jones
Presiding Officer: Supt. T. Grue, Edmonton Police Service

New matter, not yet scheduled.

- 11.** File Number: PSB2013-0916
Date of Complaint: February 05, 2013
Subject Officer: Constable A.B.
- Insubordination x 1
- Presenting Officer: G. Crowe, Edmonton Police Service
Presiding Officer: Supt. M. Logar, Edmonton Police Service

New matter, not yet scheduled.

- 12.** File Number: PSB2014-0061
Date of Complaint: January 22, 2014
Subject Officer: Constable A.B.
- Neglect of Duty x 1
 - Deceit x 1
- Presenting Officer: B. Parker, Legal Counsel
Presiding Officer: Supt. T. Grue, Edmonton Police Service

New matter, not yet scheduled.

- 13.** File Number: PSB2013-0298
Date of Complaint: April 18, 2013
Subject Officer: Constable A.B.
- Insubordination x 1
 - Unlawful or Unnecessary Exercise of Authority x 1
- Presenting Officer: D. Cranna, Field LLP
Presiding Officer: Supt. M. Logar, Edmonton Police Service

New matter, not yet scheduled.

DELAYED OFFICER NOTIFICATIONS

Professional Standards Branch is currently delaying the notification to Subject Officers in two (2) PSB Investigations.

1. File Number: PSB2013-0842

2. File Number: PSB2014-0183

COMPLETED COMPLAINTS OF SERVICE
(Section 44 *Police Act*)

There was one (1) Complaints of Service under Section 44 of the *Police Act* that was resolved or concluded during the month of March 2015.

1. Concluded by the Chief
File Number: PSB2014-0214
Date of Complaint: March 13, 2013

Summary

PSB received a complaint on March 13, 2014, with regard to the quality of service and the condition of the complainant's detention. The complainant felt the temperature was extremely cold, food provisions were inadequate, and that prescribed medication was not supplied. Upon review it was determined that the complainant was kept in a temporary holding facility where sleeping arrangement and bedding are not available. The temperature of the facility is also regulated mechanically and set at the appropriate temperature. Food was also recorded to have been offered to the complainant at the scheduled times and that on one of those occasions the complainant declined the meal. It was determined that changes to current EPS Policy and Procedure are not required. The Chief concluded this matter on March 3, 2015.

COMPLIMENTS

During the month of March, twelve (12) letters of appreciation were entered by the Edmonton Police Service. Professional Standards Branch would like to present four (4) of these letters.

1.

Dear Sir,

This is to highlight the teamwork of EPS members who worked with military-like precision during traffic planning, execution, and management on the Canada Day at Mill Woods on 2 July 2014 after the Canada Day celebrations.

Mill Woods Community Patrol, under the guidance of Community Liaison Constable from S.E. Station, provides security for the Mill Woods Canada Day Committee. We also assist with controlling the traffic of vehicles and pedestrians after the fireworks.

Year after year, we face the angry pedestrians and frustrated vehicle drivers. Immediately after the fireworks, everyone wants to leave at once. In 2013, we faced a few angry and violent vehicle drivers. For the safety of our volunteers, and on the suggestions of Sgt. [REDACTED] and Cst. [REDACTED], we decided that in 2014, none of our volunteers will be on the road manning the traffic. We will concentrate on the pedestrians on the sidewalk and will inform the EPS officers on radio if we see any traffic related concerns.

Staff Inspector [REDACTED] who was in charge for the Canada Day arrangements. On Canada Day 2014, we were pleasantly surprised with the presence of Sgt. [REDACTED], Sgt. [REDACTED], Cst. [REDACTED], and Cst. [REDACTED]. During the day, though we are usually in touch with them through our radio, they were also available to us immediately for any issue/concern. Thanks to the help provided by the hardworking officers, the Canada Day celebrations passed off peacefully and joyously without any untoward incident. The MWCP volunteers working with the lost kids' camp were pleased with the swift support from EPS as they could find the parents of lost children in less than 10 minutes.

The highlight of 2014 Canada Day was the planning, execution and management of traffic by Staff Inspector [REDACTED], Sgt. [REDACTED], Sgt. [REDACTED], Cst. [REDACTED], and Cst. [REDACTED]. It was almost unbelievable that almost a crowd of over 50,000 people on foot and in their vehicles dispersed in a disciplined way and in the shortest possible time.

With over 50,000 people attending the event every year, the Canada Day celebrations in Mill Woods has become the largest non-government Canada Day celebration period. The success of 2014 Canada day arrangements encourage

us and we look positively towards 2015 Canada Day celebrations. 2015 being 25th Year of celebrations, we expect the crowd to be a bit chubbier in number and expect similar charismatic planning, execution, management and support from the Edmonton Police Service.

At Mill Woods Community Patrol, we are proud to be associated with the role model officers like Staff Inspector [REDACTED], Sgt. [REDACTED], Sgt. [REDACTED], Cst. [REDACTED], and Cst. [REDACTED].

Thank you for your time.

2.

A big thank you for your kindness, words of wisdom. It helped us so much in putting things in perspective in dealing with it all. Truly this is an amazing service that is provided and because of your dedication we're the fortunate ones.

Thank you

3.

It takes a whole community – people like you and me – to make change happen for little kinders – tomorrow's world leaders!

Thank you for taking time out of your day to visit our school on February 19. We had lots of fun greeting and performing for all our guests. Hope you had an enjoyable lunch learning about the Foundation.

4.

Dear Chief Knecht:

I am writing this letter in recognition of the performance of two of your Officer, Sergeant [REDACTED], and Constable [REDACTED].

On March 12-14, 2015, Sgt. [REDACTED] and Cst. [REDACTED] hosted a Reintegration Program training session at the Nixon Range. The session was created at the request of the RCMP and Alberta Health Services EMS Edmonton Zone, who are looking to create similar in-house programs within their own organizations. This course represents the culmination of several years of work by Sgt. [REDACTED] and Cst. [REDACTED], as well as the other members of the EPS Reintegration Team. Over those years, these officers have worked tirelessly to create a program for the safe and sustainable transition back to work for those EPS members diagnosed with PTSD. The program developed by Sgt. [REDACTED] and his team is one of the most comprehensive, dedicated, and successful return-to-work programs that I have seen.

For background, here is Sgt. [REDACTED] description of the training session:

The Edmonton Police has an employee assistance process called the Re-integration Program. It has two tracks. The first track is to work with members after an officer-involved shooting or other critical incident. The intent of that program is to get these members comfortable with their work environments after these situations. The second track is to work with members who have a PTSD diagnosis as they attempt to come back to work as well.

We have been asked to provide a re-integration course to the Alberta RCMP and local EMS staff. We have the course planned for Thursday –Saturday next week (March 12-14). Thursday and Friday will be dedicated to the post-shooting re-integration program (post-critical incident for AHS. Saturday will focus on our PTSD re-integration program.

The intent of the course is to provide the content to these agencies (RCMP and AHS EMS) so that they can start their own programs.

In addition to our own re-integration team who will be providing content, we have four staff coming from WCB to teach as well.

This is a great example of 4 different organizations coming together to make some headway on the mental health front for first responders.

As part of this initiative, [REDACTED] extended an invitation to me and several of my colleagues who work with me in the department that manages psychological injury claims at the Workers Compensation Board. He and his team provided us with the time and opportunity to speak to what we do at the WCB, and what we have seen employers do that works – psychological injury “best practices” from the perspective of the Worker’s Compensation Board. It was an excellent opportunity for us to share knowledge and answer questions, as well as to provide support for the reintegration program that these two officers, along with their colleagues, have worked hard to perfect.

I would like to offer a sincere thank you to the Edmonton Police Service for having created this initiative, and for allowing representatives from the Workers Compensation Board to participate and support the initiative. I would also like to specifically recognize Sgt. [REDACTED] as well as Cst. [REDACTED] and the rest of the Reintegration Team, for their outstanding efforts and incredible talent within this initiative – both for creating/expanding/keeping it running effectively, and for their selfless generosity in extending their support and talent to the other first responder groups. They have truly created a model to be replicated, and their willingness to mentor others and share their acquired wisdom is commendable.

If I can clarify any of the information in this letter or provide additional detail, I would be happy to do so.

Yours truly,

Edmonton Police Service Professional Standards Branch

Location

6th floor, CN Tower
10004 – 104 Ave
Edmonton, AB
T5J 0K1
421-2676
Fax: 421-2287