



February 17, 2011

MEMORANDUM

TO: Chair and Members of the Commission

FROM: Commissioner Shami Sandhu
Chair, Governance Committee

SUBJECT: Edmonton Police Commission Recruit Awards

At its January 27, 2011 meeting the Governance Committee discussed the Edmonton Police Commission Recruit Awards proposal put forward by the Edmonton Police Service. A copy of the Service's proposal is attached.

It was agreed that the Committee would recommend the following motion to the Commission for approval:

1. *That the recipients of the Recruit Problem Solving Award as chosen by members of the Edmonton Police Commission be acknowledged at the annual Chief's Awards Ceremony; and*
2. *That a new EPS Recruit Class Valedictorian Award be sponsored by the Edmonton Police Commission for presentation at recruit academy graduations.*

Shami Sandhu
Chair
Governance Committee

Attachment (1)



EDMONTON POLICE SERVICE



REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2011 January 12

SUBJECT: Edmonton Police Commission Recruit Awards

RECOMMENDATION(S):

1. That the recipients of the Recruit Problem Solving Award as chosen by members of the Edmonton Police Commission be acknowledged at the annual Chief's Awards Ceremony.
2. That a new EPS Recruit Class Valedictorian Award be sponsored by the Edmonton Police Commission for presentation at recruit academy graduations.

INTRODUCTION:

This report will provide information and recommendations on the presentation of the Edmonton Police Commission Recruit Problem Solving Award and the proposed Valedictorian Award.

The Edmonton Police Service Training Branch is revising the recruit training program.

The graduation ceremony will now take place at the completion of the recruit's academy training. In the past, the recruits presented their problem solving projects during their Block 3 training. This ultimately led to a recruit recipient receiving the Edmonton Police Commission problem solving award at the recruit graduation ceremony. With the change in the timing of the graduation ceremony this will no longer be an option.

Therefore, it is being recommended that the winners of the problem solving award now be acknowledged at the annual Chief's Awards Ceremony.

The EPS Recruit Class Valedictorian Award would be chosen by the recruit class based on demonstration of:

- Professionalism through words and actions,
- Wisdom, focus and inspiration throughout the training program,
- Leadership, setting a high level of conscientiousness for the class.

The award would be comprised of a copy of the valedictorian address housed in a pewter engraved tube with holder (see sample below).



The Edmonton Police Service requests that the award be sponsored and presented by the Edmonton Police Commission to the class valedictorian at recruit academy graduations. The recipient would be invited to present their speech upon receiving the award.

BACKGROUND:

The objective of revising the recruit training program is to align the academy and field stages of training so that the recruits are best prepared for the realities of a policing career. Traditionally, there have been disconnects between what is being taught in the academy versus what the recruit actually experiences in the field. Modifications to the overall recruit training program that facilitate a smoother transition between the two aspects of training will provide an improved advantage.

The recruit training revisions will now include three stages:

- Academy foundations stage;
- Field development stage (Patrol Training Officer program); and,
- Post foundational stage (On-going assessment of skills and competence until the completion of the probationary period of 18 months).

With the changes to the recruit training program, the current block 3 will be removed from the recruit training syllabus. The recruit graduation will now occur

at the end of the Academy foundations stage before the recruits enter the Patrol Training Officer program. Therefore, there will no longer be an opportunity for the Edmonton Police Commission to present their problem solving award at the recruit graduation ceremony. The winners of the problem solving award will now be acknowledged at the annual Chief's Awards Ceremony.

The changes to the recruit training program will not affect any of the other recruit awards (Fitness, Officer Safety, Humanitarian, Leroy Chahley Academic Award, and the Trainer's Choice Award).

The creation and presentation of the EPS Recruit Class Valedictorian Award would provide an opportunity for the Edmonton Police Commission to continue to have an active role at the graduation ceremony.

CONCLUSION:

It is being recommended that the winners of the problem solving award now be acknowledged at the annual Chiefs' awards ceremony and that a new recruit training award be created. The new award would be sponsored by the Edmonton Police Commission for presentation at recruit graduations.

Written by: Inspector Bob Hassel

R.H. Hassel 11 Jan 13

Reviewed by: Stephen Jackson, Executive Director of Human Resources

S. Jackson
AID/C. Korol
C. Flaherty
2011 JAN 17

Acting Chief of Police David Korol

D. Korol

Date: 20 JANUARY 2011