

LAKESHORE REGIONAL POLICE SERVICE



ACTIVITY REPORT 2021/22

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EXECUTIVE SUMMARY

The Lakeshore Regional Police Service is completing its 13th year of operations and continues to provide all policing services to the 5 communities of the Lesser Slave Lake Indian Regional Council territory.

This year was the final year of our 3-year business plan for 2019 to 2022. This business plan laid out 5 areas of goals and objectives that were derived from conversations with communities and community leaders, the Police Commission, as well as crime stats and trends. This annual report will outline the progress our police service has made in each of the 5 areas.

GOALS AND OBJECTIVES

#1 Resource Development and Management

There are six objectives in this category: create an administrative police officer position, identify a Policing Standards reviewer, training of new cadet field trainers, establishing a plain clothes investigator position, establishing an office health and safety committee, identifying a building maintenance position.

Administrative Officer Position

The Administrative Officer position we established at the start of this business planning period continues to meet the requirements identified in the job description for the position. The Admin. Officer position continues to oversee all aspects of building maintenance, vehicle and police equipment upkeep, shift scheduling, oversight of the clerical staff, all employee compensation claims, as well as police service representation on various boards. This position is fully engaged and at capacity which has resulted in the need for looking at other means of meeting the Human Resource administration need for our police service.

Policing Standards Reviewer

Over the course of this business plan, our service has grown to the point that we recognized the necessity of employing a full time Human Resource director. In consultation with the Police Commission, it was decided to forward with this as a priority as opposed to a Standards Reviewer.

In the last year of this business plan, we developed the job description to meet our Human Resource coordinator requirements, advertised for the position and after running a competition have hired our first HR coordinator.

Cadet Field Trainers

As of April 2021, our police service has moved our cadet training from the RCMP and are now having our members trained through the Edmonton Police Service cadet training program. We currently have 2 cadets in training with the Edmonton Police Service. As part of our agreement with the Edmonton Police Service for training our cadets, they have also committed to providing our cadet field trainers with their cadet field trainer's course. This course is very similar to the course offered by the RCMP so I do not see any issues in this being a seamless transition.

We will now move forward with having all our cadet field trainers trained through the Edmonton Police Service.

Plain Clothes Investigator Position

During the course of this business plan, the funding that had been provided for this position by the province has been eliminated. Without this separate source of funding, we are unable to fill a plain clothes investigator position at this time. With next year being the last year of this business plan, this matter will be re-examined and discussed in the next multi-year business plan.

There is no doubt of the need and value of a dedicated serious crime investigative unit. The results were seen when we set up a temporary drug investigative unit for a short period of time over the last year. This effort was responsible for seizing large quantities of methamphetamine, fentanyl, cocaine, as well as the seizure of proceeds of crime and resulted in numerous persons charged with drug trafficking offences. It was also responsible for dismantling an organized crime counterfeiting operation.

Unfortunately, this unit was not sustainable as the resources dedicated to it had to be returned to their regular duties in order to meet our primary service delivery responsibilities. The need for this type of investigative unit is also evident with our yearly crime stats report showing a 245% increase in respect to illicit drug offences.

Health and Safety Committee

In aligning with Federal and Provincial Health and Safety regulations, we will need to start looking at the development of a health and safety committee for our police service. This committee would be made up of a cross section of our employees and deal with matters addressing safe and healthy work conditions for our employees. They would be responsible for gathering employee concerns and suggestions around health and safety for our employees, our building, and overall work environment. Those concerns and suggestions would be brought to the attention of management for a decision and if required the committee would then put forward suggested policy for implementation of any changes. Once our HR position is in place, they will be tasked with being the lead for this committee.

Building Maintenance Position

There is still a need for a part time maintenance position for the Police Service building. Regular inspections of our mechanical equipment is the best way to prevent serious costly damage to this very expensive equipment and ensure our police building is always operational and functional. In addition, we always have some maintenance needs throughout the building which require services other than our janitor service.

Unfortunately, we still do not have someone identified to take on this role and the duties of ensuring regular maintenance of the building still falls to the Admin Officer taking him away from his regular duties. Through his efforts we have identified contractors we can call to inspect, maintain, and repair the mechanical equipment in the police building.

We will continue to discuss other options with the CAO for Regional Council to see if an alternative can be found.

#2 Community Policing

Under this goal, there are three objectives: Community Mobilization Program, Community Surveys and Cultural Awareness.

Community Mobilization Program

There have been several attempts over the last number of years to establish a community mobilization program based on the "HUB" model in our 5 communities. Although all our communities have expressed a desire for this approach to crime prevention through early intervention, there remains a lack of community commitment to move the program forward. The Police Commission still feels a program such as this would have benefit in all our communities and has endorsed our police service continuing to attempt to find support. Our goal over the term of this business plan was to attempt to have one of our communities be a pilot project for the hub model and attempt to get the program off the ground. Due to the Covid-19 pandemic, we have been unable to meet with various community organizations during the last part of this reporting period. It is still felt that there is great value that a program such as this could bring to our communities, and it will be considered in our next business plan.

Community Surveys

On the community surveys, we continue to work with the Police Commission member who have taken on the role of obtaining the community surveys from each of their respective communities. One of the areas the Commission is looking at is in finding a source of funding to use local resources to conduct these surveys.

The need for improvement for these surveys was one of the recommendations from our most recent Policing Standards review and this will also need to be considered in our next multi-year business plan.

Cultural Awareness

Our police service and police commission fully recognizes the unique cultural requirements for policing in First Nation Communities. To that end we have implemented cultural aspects to our police service. All our police officers who are on cadet field training will have to complete an exercise with a selected Elder or community member SME and from that exercise complete a chapter in Lakeshore Regional Police Service cultural information manual that relays the cultural lessons they learned. Over this last year our Cadet completed their project which resulted in the creation of a LRPS Ribbon Dress which is now part of our dress uniform for our female officers.

We continue to attempt to develop a cultural training session to be offered once a year for all employees; however due to Covid restrictions, this was put on hold. It can hopefully be re-energized this next year. The content of these training sessions is currently being developed in consultation with identified Elders and local SME's.

We have also in the last quarter of this reporting period been able to move forward with creating and have built our LRPS Tipi. Construction on this has begun and it is hoped we will be able to get it painted, blessed, and up before the end of summer.

We will continue to recognize cultural propriety in routine smudging of our police building as required.

#3 Community Safety

There are two objectives under this goal: Crime Prevention multi-year business plan and Community mapping.

Our Crime Prevention coordinator returned from maternity leave September 2020. In addition to this absence, we were also faced with Covid restrictions over the last year which prevented us from moving forward any of the programs that required in person meetings or contact. As a result of this, we are a bit behind on meeting all the goals of the 3-year business plan. With the coordinator now back full time and the relaxing of some of the Covid restrictions, we will bring the program back online, however, some timelines will have to adjusted.

The community mapping continues to move forward with any of the communities who wish to participate providing their mapping information for download to our police service. Hopefully over the next few years, all the communities will see the value of this program and agree to come on board. We have also tasked our Crime Prevention position to be our lead in the facilitation of discussions with community partners in the areas of Restorative Justice and mental health programing.

#4 Quality of Service

This goal has three objectives: 24-hour police coverage, full time integrated position, unit level quality assurance program.

In March 2018, our current 5-year policing agreement expired. Originally it was planned that Public Safety Canada would consult with all the communities involved in Self -Administered policing programs prior to the current agreement expiring to properly address individual needs. This consultation has to date still not taken place resulting in another 1-year extension to our policing agreement. There were

plans for an increase in First Nation policing positions 2 years ago, and the Federal FNPP had the funding for these positions in place. However, the Provincial government was unable to allocate their 48% of the funding and the two new positions were put on hold till the 20/21 fiscal year. Funding for these two new positions was finally received in January 2021 which allowed us to recruit and fill these 2 positions. This brings our total complement of police officer to 15 including managers.

The need for this increase in police officers continues to be of a high priority as our latest crime statistics show that our crime severity rating continues to be 3 to 4 times higher than the national average. In addition to this, our crime statistics show we have had a 36% increase in our calls for service. The cost of meeting these increased demands for service with existing resources is taking a toll on our members with several of them leaving to join other police services where there is adequate resourcing.

Our goal in funded positions is still to have 20 full time police officers to be able to provide proper 24-hour policing ensuring safety to both our communities and our officers.

Due to our increase in calls for service coupled with our Solicitor General funding for our integrated policing position being cancelled, we have not been able to continue with this program. We continue to try to find ways to address organized crime and illegal drug activity through enforcement, however, are not able to meet this requirement on a continual basis due to a lack of resources. The need for this type of a unit is evident in our crime stats that have shown our drug files have increased 245% over the last year.

Our long-term planning to address this rests with having our 20 full time officers and placing the front-line members on a watch system with 1 Sergeant and 3 Constables on each watch. With these positions in place to address the day to day calls for service, we would then look at our next increases in to address specialized investigations on a full-time basis.

We continue to work on our unit quality assurance program; however again due to a lack of administrative resources to conduct these reviews, we are challenged in moving forward in this area. In the past we have contracted out our Alberta Policing Standard reporting requirements. Due to our current budget pressures, we have had to take this reporting on ourselves.

Over this last reporting period, our police service was subject to our routine independent policing standards review. We were again found to be 100% compliant. However, the review did also note our need to address our current police officer shortages.

#5 Communication Enhancement

The three objectives here are: new employee information packages, building service providers list, use of social media by the police service.

We now have our new employee orientation package in place and will continue to update and improve them as changes take place. Our new HR director continues to monitor and be responsible for this program.

Our contracted service providers list is now in place and will also be monitored and updated as required. Our Administration N.C.O. is also responsible for maintaining this list. Our discussions with Regional Council with regard to appointing a full-time maintenance position have not been successful and we continue to address these needs as required. We have been able to hire a part time handyman to address small projects at our office and will continue to attempt to find a more permanent solution.

With our Crime Prevention worker back from maternity leave, she has begun work on having our web page updated. She has been working with a web designer and our new website should roll out early in the new fiscal year.

MISSION, VISION, AND VALUE STATEMENTS

Lakeshore Regional Police Service Mission

It is the mission of the Lakeshore Regional Police Service to work in partnership with and to protect the participating communities within the Lesser Slave Lake Indian Regional Council Territory in a manner that meets cultural and traditional values while upholding the law and providing quality service.

Lakeshore Regional Police Service Vision

Leadership and excellence in providing policing services that enhances the lives and safety of the participating communities within the Lesser Slave Lake Indian Regional Council Territory.

Lakeshore Regional Police Service Values

Respect	Integrity	Professionalism	Commitment
Build relationships from elders to youth	Unbiased and equal service to all	Strive for excellence	First Nation community focused
Restorative justice programs	Trustworthy & reliable	Good decision-making	Personal learning, growth & development
Teamwork & collaboration	Responsibility & accountability	Results focused	Share knowledge
Healthy work environment for employees	Transparency	Communication	Continual improvement

PUBLIC COMPLAINTS

There were 2 public complaints received during this reporting period. One of these was resolved informally and the other was determined to be abandoned when the complainant declined to provide a statement or any further details on their complaint.

COMMUNITY CONSULTATION

Over the last year due to Covid, the ability to meet with the various community leaders and groups has been at a minimum. There have been some conference call meetings as well as email correspondence to address various issues.

With the anticipated loosening of restrictions, it is hoped that regular meetings with these groups will be resumed.

These same Covid restrictions have affected our Crime Prevention and Victim Service's ability to meet clients in person. However, we have been able to get information out regarding various programs and services through electronic media as well as our monthly newsletter. Again, with the loosening of restrictions, it is hoped to get back into the communities with these programs and services.

LAKESHORE REGIONAL POLICE SERVICE POLICE COMMISSION

Diane Halcrow – Kapawe'no First Nation – Chair

Robert Sound – Swan River First Nation – Vice Chair

George Chalifoux - Driftpile Cree Nation - Treasurer

Peter Willier – Sucker Creek First Nation – Public Complaint Director

Vacant – Sawridge Band