

August 30th, 2017

Chief Leanne Fitch
Fredericton Police Force
311 Queen Street
Fredericton, NB
E3B 1B1

Dear Chief Fitch:

RE: 2016 Fredericton Police Force Annual Quality Assurance Review Report

The Policing Standards and Contract Management (PSCM) team would like to express our appreciation for your participation in the 2016 Quality Assurance (QA) program. We take this opportunity to thank the Fredericton Police Force (FPF) for its continued efforts to advance the FPF QA program. There is a genuine effort by FPF to establish a solid, meaningful QA program that can only enhance the level of service and professionalism displayed by the force on behalf of the city of Fredericton.

Pursuant to paragraph 1.1(2) (c) of the New Brunswick *Police Act*, the Minister may establish a system of inspection and review of police forces and historically the Department of Justice and Public Safety (JPS) conducted police force audits. In 2015, PSCM launched a modernized QA program with the goal of customizing the process to meet the needs of each police force by identifying provincial policing priorities in September of every year and introducing a fall risking exercise with each municipal force. The fall risking exercise, conducted in partnership with our branch, identifies specific areas of actual or potential risk that could impact service delivery. All risked-in activities are assigned to selected employees by the Chief of Police in early January with an eight week window to complete the review. All recommendations made by the reviewers are considered by the Chief of police who subsequently forwards results, recommendations and documentation to PSCM.

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The FPF fall risking held November 10th and 16th 2016 in Fredericton was a robust exercise and involved FPF's strong management team, including the FPF QA Coordinator, Marilyn Abbott-Charters, who is always so diligent during the process. The three provincial priorities: Memorandums of Understanding (MOUs), Road Safety and Operational Records Management were discussed during the risking exercise; FPF risked in MOUs of the provincial priorities. In addition to MOUs, FPF identified the following risk areas for examination:

- Force Organization;
- OMG / Criminal Intelligence;
- First Nations Policing Program (FNPP) – Saint Mary's First Nation (SMFN); and
- Human Sources

OMG / Criminal Intelligence were later removed from activities to be examined as it was felt by FPF that timing of an examination of the activity was not optimum. This is something that should be discussed at the 2017 fall risking exercise.

Recommendations resulted from the examination of MOUs, the FNPP, human sources, and force organization. An action plan was not submitted with the recommendations and follow-up with FPF will be tracked by PSCM. In examining FPF's submission, PSCM noted that while the reviews were thorough and reviewers utilized the PSCM review guides, they did not always address the reason why the risk activity was initially risked in. A reminder that the PSCM review guides can be modified to suit the needs of the police agency or the risk activity being reviewed.

Note: In February 2017, the New Brunswick Association of Chiefs of Police decided to add Sexual Crimes as an additional risk activity for every New Brunswick police agency. The scope of the review was to review occurrences of sexual crimes reported to police from 2010 to 2014 with a focus on all occurrences with a file disposition of unfounded and a sampling of all remaining occurrences. Sgt. Bobbi Simmons-Beauchamp completed the review on behalf of the FPF and was thorough and detailed in her review; and as the second largest municipal police force, this encompassed a large number of files. FPF has a lower than average percentage of unfounded files which is a positive indicator sexual crime investigations are well investigated and that victims of such crimes have confidence in reporting crime to the police force.

In the spring of 2017 we conducted a complete review of all risk activities submitted by your agency. FPF has maintained its sound QA program. Every municipal agency is assigned a weighted average in key areas of performance and I would like to report that FPF has retained its scoring from last year. It should be noted, however, that the overall average score by all police forces is lower than last year.

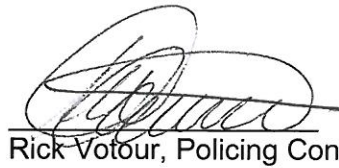
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I would like to thank the entire FPF team that participated in this year's risking exercise and subsequent examination of risk activities. I look forward to working with you at the fall risking of 2017.

Yours truly,



Jennifer Smith, Policing Consultant



Rick Votour, Policing Consultant



Connie Courcy, Acting Director

c.c.: Chris MacPherson, City Administrator, City of Fredericton
Rick Votour, Policing Consultant, Policing Standards and Contract Management