THE CITY OF RED DEER
RCMP / GRC - POLICE

Royal
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Gendarmerie
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du
Canada

4602 - 51 Ave

2024
2025
2026

**RED DEER RCMP** | Commitment to the community

# > Superintendent's Message

Dear Citizens of Red Deer,

As the Officer-in-Charge of the Red Deer City RCMP, I am honored to have the opportunity to serve and protect the exceptional community of Red Deer. On behalf of myself and our senior leadership team, Inspectors Ravenhill and Linaker, we invite you to explore this report and learn more about the 178 dedicated police officers and over 80 municipal employees that work here in Red Deer, one of Canada's largest municipal detachments and the largest RCMP detachment in Alberta.

Community safety is at the heart of what we do, and we are committed to implementing proactive policing strategies focused on addressing repeat offenders. We have made significant strides in using intelligence-led strategies to lower property crime, addressing high-risk criminal behaviours, and preventing youth from entering the justice system by focusing on early youth intervention.

We are committed to fostering trust, collaboration, and mutual respect between law enforcement and the community. We believe in an approach that prioritizes community engagement, proactive policing, compassionate service and connecting with diverse groups. We continue to forge strong ties with social agencies, local businesses and community organizations to ensure our community is engaged in community safety measures.

We are not only police officers, but also your neighbours, volunteers, coaches, teammates, mentors, and active participants in community events. We are proud to be a part of the community we serve. On behalf of all of our employees and their families, thank you for your continued support of the Red Deer City RCMP.

Public safety is a shared responsibility, and together, we can build a stronger, safer Red Deer. I encourage you to engage with us, share your perspectives, and join us in our collective effort to keep Red Deer a safe and welcoming city for all.

With sincere regards,
**Superintendent Holly Glassford**



**Operations Support Officer
Inspector Heidi Ravenhill**



**Operations Officer
Inspector Brock Linaker**

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## MISSION

To increase public safety through modernized, data driven, intelligence-led crime reduction strategies while working in partnership with our community.

## VISION

To make Red Deer a safer city by engaging with our community, reducing crime, maintaining the peace, upholding the rights of all citizens, and providing exceptional, strategic, and modern police service.



## > Collaborative Crime Prevention in Red Deer

The Red Deer RCMP works closely with the City of Red Deer to promote a safe, healthy and vibrant community. We recognize that community safety is a shared responsibility and is more successful when we take a collaborative approach. Whether it's through preventative crime reduction tactics, non-emergency response teams, or other broad-spectrum approaches, we're committed to working with our community to provide the right response at the right time.

Every community member can help identify and prevent crime. Through education and outreach, we empower residents to be vigilant and proactive in safeguarding their neighborhoods. By partnering with municipal agencies and social service organizations, we ensure a timely and effective response to diverse community needs.

We are proud to partner with many other crime and community safety partners to bring new tools to our residents. While many of our units have specialized skills to respond to calls, we understand that not all calls are police calls. Through our close working relationship with the Social Diversion Team, both our responding officers, our call takers, and members of our community can send a diversion team to respond to people in distress who may not be needing an emergency police response, but rather compassionate assessment, intervention and support. This new resource allows us to focus on strategic policing initiatives, responding to high-risk incidents, and true criminal activity.

## > Unit Profiles

The Red Deer RCMP is a modern, urban police force with several specialized units to ensure the best response is provided to the community. Meet the many dedicated units that keep Red Deer safe:

**General Duty:**

In Red Deer, we have 80 general duty members split between four watches (or shifts). These officers are the first responders to 9-1-1 calls for service from the public. Beyond responding to emergency calls, they do everything from conducting preventative patrols, investigating motor vehicle collisions and impaired driving enforcement, conducting school visits and enforcing municipal bylaws, provincial statutes, Criminal Code offences, and the Controlled Drug and Substances Act. The general duty officers play a pivotal role in increasing police visibility in Red Deer and responding to emergency police calls.

### DID YOU KNOW

One watch of officers is larger than the majority of rural RCMP detachments across Canada **?**

**General Investigation Section (GIS):**

Red Deer's GIS teams are responsible for major criminal investigations, focusing on larger, in-depth investigations such as violent persons crimes, robberies, financial crimes and drugs. GIS often works on special projects, and their in-depth work has increased the rate of solved crimes in Red Deer. These officers work in plain clothes, use unmarked police cars, and work in specialized sub-units, which often collaborate to provide investigative knowledge and support.
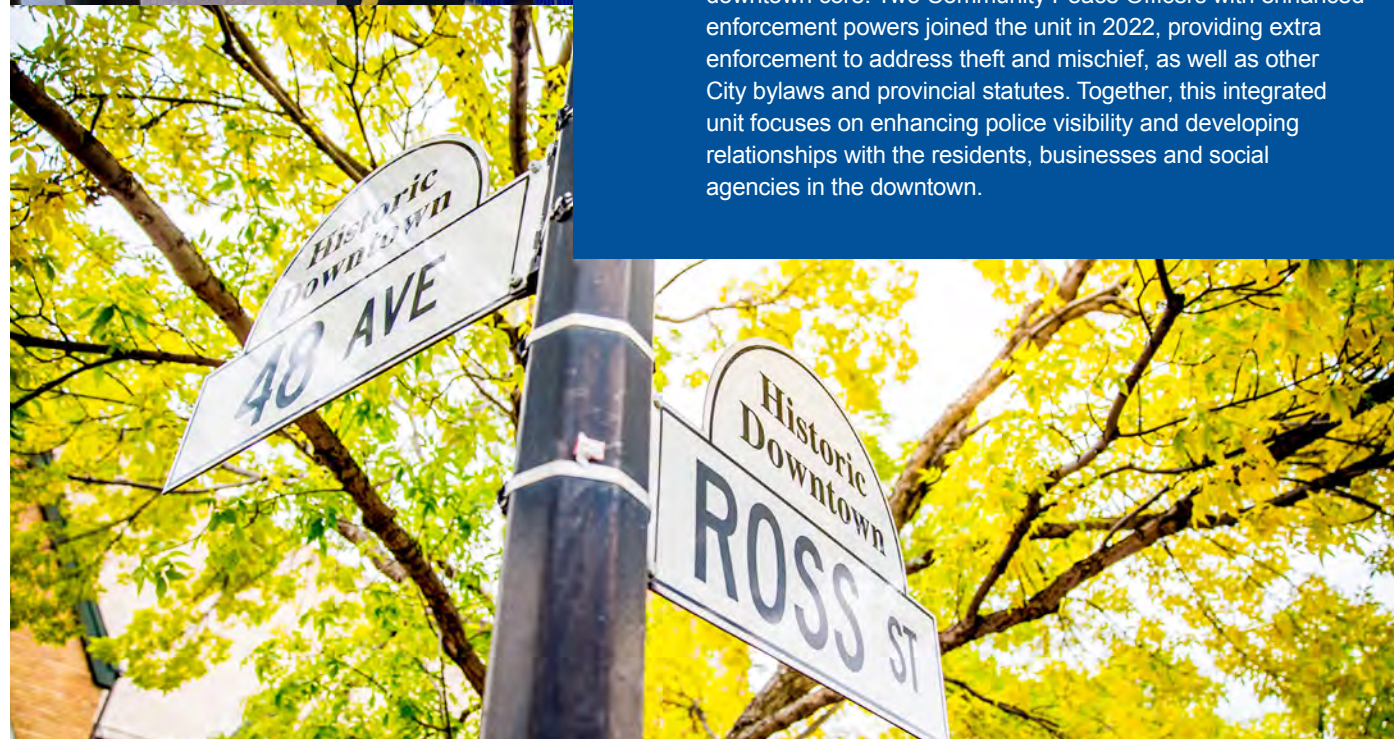
- Fraud
- Drug trafficking
- Property crime
- Human trafficking
- Persons crimes
- Designated domestic violence unit
- Support serious & high-risk investigations conducted by General Duty members.

**Crime Reduction Unit (CRU):**

The CRU tackles emerging crime trends and community issues through intelligence-led policing. The 12-member unit primarily focuses on property crimes and investigating prolific offenders, using a variety of crime prevention, suppression and apprehension tactics to respond to the unique needs of each community. CRT also works closely with a wide range of clients and partners, from those affected by homelessness and local agencies to downtown businesses and neighborhood associations. Together, they identify and address the root causes of crime. PINPOINT is a major initiative within this unit that targets repeat offenders.





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**Police and Crisis Team (PACT):**
The PACT pairs an RCMP officer with a Registered Psychiatric Nurse employed by the Primary Care Network. The two PACT teams provide a specialized response to adults and youth experiencing mental health crises in Red Deer. PACT's goal is to work collaboratively with various organizations and partners in the mental health field to decrease the rate of relapse amongst clients with mental health issues. By identifying gaps in services that will benefit the client, and connecting them with agencies or services that will address their unique needs, PACT is able to improve the quality of life for their clients.



**Downtown Patrol Unit (DPU):**
Since 2018, the DPU's 6 RCMP officers have been providing highly-visible and proactive enforcement of Red Deer's downtown core. Two Community Peace Officers with enhanced enforcement powers joined the unit in 2022, providing extra enforcement to address theft and mischief, as well as other City bylaws and provincial statutes. Together, this integrated unit focuses on enhancing police visibility and developing relationships with the residents, businesses and social agencies in the downtown.

**Domestic Violence Unit (DVU):**
DVU is made up of four RCMP members and a support worker, investigating high risk and complex domestic violence matters, monitoring prolific offenders and supporting victims and families. The DVU works closely with federal, provincial and local agencies to promote awareness and prevention of family violence. DVU also works closely with Victim Services to ensure victims are connected to the appropriate supports.

**Virtual Opioid Dependency Program (VODP):**
The two VODP teams are comprised of a paramedic and a police officer. These teams administer the VODP pro-actively to individuals in the community or those who have been arrested. The teams are also able to make referrals and follow-up with VODP clients to assist with other programming and supports that improves quality of life.

**Police Dog Services (PDS):**
The Red Deer RCMP has four PDS officers and dogs that provide operational support to RCMP members. This includes locating evidence, tracking suspects, searching crime scenes, searching for missing persons or bodies, explosives locating, providing VIP protection and crowd control, and participating in crime prevention education programs. The PDS teams are on call within Red Deer and central Alberta 24 hours a day.

**Traffic Services Unit:**
This unit responds to traffic-related calls for service and enforces traffic criminal offences like impaired, distracted, or dangerous driving, and provincial traffic laws. Traffic Services uphold the safety of all citizens, whether walking, biking, riding public transit or travelling by vehicle. Red Deer also has the support of collision analysts and reconstruction experts.

**Forensic Identification Services (FIS):**
FIS provides forensic support to Red Deer as well as 21 central Alberta RCMP detachments and two municipal police forces. FIS manages a wide variety of cases, from property crimes such as stolen vehicles and break and enters, to crimes against persons including suspicious deaths and homicides. FIS members photograph crime scenes and search for physical evidence i.e. fingerprints, footwear impressions and tire track impressions. They collect and submit evidence to the Forensics Labs for analysis and may provide expert opinions on comparing physical evidence.



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### Youth & Community Action Team (YCAT):

The YCAT focuses on creating community connections and building relationships. Members meet with businesses, schools, and community groups to provide Crime Prevention Through Environmental Design (CPTED) and other important crime prevention initiatives. YCAT also provides a dedicated resource to the Youth Justice initiative, working with youth who are currently involved in criminality. Through the Youth Intervention Program, YCAT and community agencies work together to support youth. Collaboratively with community organizations, youth are provided with wraparound services that reduce crime in four key ways: by addressing the underlying circumstances of the offending behaviour, imposing meaningful consequences that are fair and proportionate to the offence being committed, providing timely intervention that reinforces the link between offending behaviour and its consequences, and assisting with rehabilitation and reinforcing respect for societal values.

### Public Information Officer (PIO):

Enhancing community interaction through the use of social media tools, traditional media relations, and community consultations, the PIO is a critical resource to the Red Deer RCMP. The PIO ensures the community is informed about crime prevention, unfolding events, and the important work police are doing in our community.

### Alberta Law Enforcement Response Team (ALERT):

Red Deer RCMP contributes several members to this integrated, specialized enforcement team. ALERT is comprised of all the province's municipal police agencies, RCMP, and Sheriffs, and investigates a range of issues such as drug trafficking, child exploitation, and gang violence. While the Red Deer team covers a wide swath of Central Alberta, ALERT teams are spread throughout urban centres across Alberta.

### Criminal Intelligence Analysts (CIA):

Red Deer has three CIAs providing support to investigations and several of our crime reduction initiatives, such as PINPOINT and the Downtown Enforcement Strategy. CIA assists by collecting information from law enforcement partners, analyzing crime data and mapping crime occurrences to focus policing efforts on crime hot spots and prolific offenders. They also identify emerging issues and share information with partner agencies.

### Training Section:

The Training Section is staffed with two Police and Public Safety Instructors who are responsible for providing ongoing coaching, mentoring and guidance to RCMP members. In Red Deer, RCMP members are continuously provided ongoing education and training. This section is also responsible for the regular inspection and maintenance of intervention option equipment, tactical training, and reintegration of members on long-term leaves.

### Victim Services (VSU):

VSU works directly with victims of crime and trauma within Red Deer. Three full-time staff, along with highly trained and skilled community volunteers, provide victims with support, information and referrals to help victims cope with immediate and long-term impacts of crime or trauma, provide encouragement and empowerment to victims as they navigate the Criminal Justice System, and help prevent further victimization. VSU also manages the Victim Services Dog, Argo. Argo supports clients that have suffered trauma. He helps victims navigate through tough situations like losing a loved one, providing statements, conducting interviews and testifying in court.

### Municipal Policing Services (MPS):

MPS are municipal employees who provide operational and administrative support to our investigations, working alongside the RCMP to serve Red Deer citizens. MPS staff provide a variety of support to policing, including: front counter customer service, non-emergency call taking, court liaison and stenographers, watch clerks, information analysts (CIA), exhibit custodians, social workers and twenty Community Peace Officers.

### Sheldon Kennedy Centre of Excellence:

GIS members assigned to the Sheldon Kennedy Centre of Excellence (formerly the Central Alberta Child Advocacy Centre) provide forensic interviewing of children and liaise with partner agencies in the investigation of serious child abuse.

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# > 2024-26 Annual Policing Plan (APP)

The APP is a two-year plan, running from April 1 to March 31 of each year. To develop the APP, the RCMP and The City together conduct public consultation to understand the community's crime and safety concerns and priorities. The APP is then developed using real-time crime data, public feedback, and policing expertise. Every two years the RCMP and City connect with community members to learn about their experiences, concerns and priorities. The Red Deer RCMP interprets local policing priorities based on its own experiences in the field and local crime data. Hearing from residents and businesses also helps understand the community's perspective. This feedback is used to help determine the APP for the next two years.

In April 2024, City Council approved the following as the Red Deer RCMP's top policing priorities for the community over the next two-year period:



## Priority #1 -
## Intelligence-led Police Response

The goals within *Intelligence-led Police Response* strive to enhance our response to persons crimes, street level drug crimes, and property crimes by using intelligence and specialized resources to drive strategic, proactive policing and enforcement.

1. **Persons Crimes:** Police response and public education will be determined through the analysis and application of statistical data, Crime Severity Index and intelligence.

2. **Street Level Drugs:** Enhancing community safety by deterring offenders from trafficking drugs and narcotics through the use of proactive enforcement and targeted investigations. RCMP will continue to support Red Deer Drug Court to provide offenders programming to deter them from reoffending.

3. **Property Crimes:** Property crimes will continue to be reduced by improving investigational standards and techniques, applying strategic, data-driven approaches, increasing crime prevention initiatives, and improving member training.

4. **Virtual Opioid Dependency Program (VODP):** The RCMP has developed and launched a new program in conjunction with Alberta Health Services, which pairs two RCMP members with two paramedics. These teams make proactive patrols and work closely with provincial programming to offer assistance and access to treatment for the vulnerable and affected population.

5. **Police and Crisis Teams (PACT):** RCMP will continue to pursue efforts to increase PACT resources, as well as continue to collaborate with the Social Diversion Team.

6. **Victim Services Unit (VSU):** RCMP will increase the connections with victims and provide more support and referrals during the court process by ensuring VSU are engaged.

7. **Downtown Patrol Unit (DPU):** The mandate of the DPU will have an increased focus on community response. Liaisons for downtown businesses and community partners will be assigned.

8. **Member training and Learning Plans:** RCMP will ensure members receive ongoing, current training to ensure policing skills are evolving and responsive to meet the community's needs. Learning plans will provide members with direction to achieve a comprehensive, well-skilled police force. Promotional writing and job simulation exercise preparation, along with an internal mentorship program, will work towards sharing and enhancing the skillsets and expertise amongst members of the detachment.

## Priority #2 -
## Police Visibility and Public Safety

The goals within *Police Visibility and Public Safety* focus on improving safety along Red Deer's roads, trails, downtown, and community spaces. RCMP will lead this work through enhanced patrols, increased project-based traffic enforcement, use of specialized modern equipment, and increased crime prevention education.

9. **Trail Safety:** RCMP will continue active patrols of the downtown and community's trail network, while providing proactive enforcement and education to enhance the safety of these spaces.

10. **Road Safety:** Strategic, project-based enforcement (such as alcohol and drug check stops, distracted driving, and school zone patrols) will enhance the safety of our roads for both motorists and pedestrians.

11. **Noise By-law:** Spearheaded by the Community Peace Officers, this initiative strives to increase education and enforcement of the Noise By-law.

12. **Crime Prevention:** Enhancing community communication through development of social media tools, traditional media relations, and community consultations and outreach.

13. **Remotely Piloted Aircraft System (RPAS):** Red Deer will modernize its response to crimes-in-progress by utilizing drone capabilities.

14. **Strategic Relationship with Red Deer Compliance:** Establish a liaison role to work closely with the City to ensure the by-laws that assist police in providing an effective response are fully applied and enforced, such as the Community Standards By-law.

## Priority #3 -
## Community Engagement and Partnerships

Red Deer RCMP will *work with community associations, support services, education and youth-based organizations, and the broader community* to provide greater outcomes for the community.

15. **Diversity and Inclusion:** RCMP will enhance the existing internal diversity committee by identifying a diversity coordinator that will work both within the organization and with community partners. Red Deer will create an Officer-in-Charge Advisor Committee that will reflect the many different cultures within our community.

16. **Youth:** Diverting youth away from the judicial system is a top priority. RCMP will continue to connect and communicate with youth by planning events and town halls to ensure youth have a loud vYe with the RCMP.

17. **Communication and Social Media:** Enhancing community interaction through the use of social media tools, traditional media relations, and community consultations.

18. **Strengthen community partners and Stakeholders:** Community safety requires full participation of the community. RCMP will work to identify both internal and external opportunities for collaboration, and strategies to provide greater outcomes for citizens of Red Deer.

19. **Improve relationship with Justice Partners and Restorative Justice:** RCMP will work with Crown and Probation to strengthen our relationships to enhance the judicial process from arrest to release, with the intention of improving outcomes for both victim and offender. RCMP will continue to learn from and support the pre-charge process and pursue diverting files from the judicial system through restorative justice.

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# > Crime Reduction Strategies, Crime Prevention & Community Relationships

## WE ARE COMMITTED TO COMMUNITY SAFETY

and delivering innovative and responsive community policing. Dynamic enforcement and innovative policing approaches are key to crime reduction and enhancing public safety.

### PINPOINT

A key strategy to crime reduction is the Red Deer RCMP's PINPOINT program. Using best practices from across Canada, we use criminal analysis methodologies and data to inform proactive policing measures. PINPOINT analyzes monthly crime stats within the city (such as theft of motor vehicle and break and enters) to map crime hotspots and trends, informing strategic patrols and surveillance. The intelligence gathered focuses on three targets areas: Persons (enforcement, parole, probation), Places (prolific addresses and emerging hot spots), and Behaviours (social issues, young offenders, shoplifting, etc.). Together with over 20 community representatives, we meet monthly to identify the top ten PINPOINT offenders and locations. The collaboration with crown, probation, parole and other partner agencies aids with directing policing resources in the right direction and helps us all be more proactive in our policing efforts.

### Targeted Response to Auto-Theft Prevention (TRAP)

The TRAP program is executed multiple times a year. Its purpose is to identify and locate stolen vehicles and the criminals committing these offences. TRAP uses multi-source information gathering through social media, intelligence and proactive patrols to complete these projects. These programs are very effective in locating and seizing stolen vehicles and apprehending criminals.

### Remotely Piloted Aircraft System (RPAS)

The Red Deer RCMP has over 12 trained RPAS pilots at the detachment who can deploy the RPAS from the police vehicle to respond to high-risk calls, missing persons, and calls to assist Red Deer Emergency Services. In the summer of 2024, we led Alberta in the 'Drone as First Responder' program trials. This included launching the RPAS from docking stations within the City of Red Deer.

### Crime Prevention through Environmental Design (CPTED)

CPTED is part of a comprehensive approach to crime prevention that emphasizes modifications to the physical environment to reduce the potential for criminal activity. Our Criminal Intelligence Analysts review each file involving a business that has had three or more break-ins/mischief occurrences within the past 90 days. These businesses receive a CPTED audit from a Youth & Community Action Team officer which involves assessing their property and providing recommendations to improve the location's security and reduce the potential for future issues.

### Automated License Plate Reader (ALPR)

ALPRs automatically capture all license plate numbers that come into view, along with the location, date and time. This allows members to perform Canadian Police Information Centre checks on hundreds of license plates while on patrol, increasing the recovery of stolen vehicles, vehicles used in the commission of a crime, and apprehension of criminal suspects.

### Community-Assisted Policing through the Use of Recorded Evidence (CAPTURE)

CAPTURE is a voluntary video surveillance registry where businesses and residents provide information to the police about their surveillance systems – where they're located and what they can see. When a crime occurs, we can quickly identify cameras in the area and work with the camera owners to obtain relevant evidence. This aids police to more quickly identify suspects and proceed with applicable criminal charges. There are currently 454 cameras registered through CAPTURE. Cameras can be registered at reddeercapture.ca.

### Youth Justice & Intervention

This program is targeted at applying Restorative Justice processes to youth involved in crime. It encourages the victim, the offender and members of the community to be directly involved in the resolution of conflict through dialogue and negotiation. The program can be a positive alternative for youth accepting responsibility for minor offences and help them lead constructive lives in our community.






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### Fetal Alcohol Spectrum Disorder (FASD) Network
Part of the Youth Intervention initiative, Youth & Community Action Team (YCAT) collaborates with the Central Alberta FASD Network to identify young offenders with FASD and provide them with support services that can help reduce their propensity to reoffend. All incidents involving young offenders are reviewed and those who meet the criteria for an FASD assessment are diverted to the network as an alternative to criminal proceedings.

### Social Diversion Team (SDT)
The SDT consists of specially-trained professionals that can provide front line assessment, intervention and support. The team pairs a Licensed Practical Nurse and a Social Diversion Specialist who can connect people in crisis with the social services they need, such as housing supports, mental health supports, detox programs and harm reduction resources. The team provides service to at-risk, high-need individuals that, in a time of crisis, require an intervention-based, non-police response. The Red Deer RCMP work closely with the team to ensure that people in need receive the right response at the right time.

### Central Alberta Crime Prevention Centre (CACPC)
CACPC is a registered not-for-profit charity that offers crime prevention programs, tools and resources. CACPC works to decrease neighbourhood crime and improve safety at a local level by empowering residents to understand crime prevention tactics that can be used in their home and on their street. Through engaging events, services and activities, CACPC engages with the community to improve Red Deerians understanding of CPTED and other common crime prevention tactics.

### Indigenous Relationships
Dedicated resources in YCAT work closely with the Red Deer Native Friendship Society, Urban Aboriginal Voices, and Shining Mountains to improve cultural understanding and develop strong relationships built on mutual respect and trust. Collaboratively, the Red Deer RCMP is setting goals to achieve priorities such as working with youth, supporting cultural events, and improving policing accessibility to Indigenous communities.

### Crime Stoppers
Individuals with information can provide anonymous tips to Crime Stoppers without fear of retaliation. It also provides further incentive to "do the right thing" by offering cash rewards for information leading to an arrest, recovery of stolen property or seizure of illegal drugs. Red Deer RCMP work closely with this group to promote their services.

### Red Deer RCMP Diversity Advisory Council
Committee members reflect the many different cultures within our community, and is a pivotal forum where we delve into diversity topics in the context of police activities. Their valuable insights help guide us in developing initiatives that enhance police relations and helps build relationships and trust with the citizens of Red Deer.





**SINCE 2021,** victims or witnesses providing a statement to police can swear legal oaths upon an Eagle Feather, in addition to the Bible or affirmation. By offering the Eagle Feather, we strive to make the justice system more inclusive of Indigenous Peoples and cultures.

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**THE RED DEER RCMP** would like to acknowledge that we are on Treaty 6 Territory to the North of the Red Deer River, Treaty 7 Territory to the South of the Red Deer River and the Traditional Lands of the Metis Nation of Alberta Zone 3. The land on which we gather is the traditional territory of the Cree, Dene, Blackfoot Confederacy, Saulteaux, Nakota Sioux, Nakoda and Metis People. We acknowledge the many First Nations, Metis and Inuit whose footsteps have marked these lands for generations. We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us. We recognize the land as an act of reconciliation and gratitude to those whose territory we reside on or are visiting.

| In case of emergency | **Dial 9-1-1** |
|---|---|
| Red Deer RCMP location: | **4602-51 Avenue, Red Deer, AB** <br> > This is the customer service centre for all police matters in Red Deer |
| Hours of Operation: | **Weekdays: 8:30 a.m. to 4:30 p.m.** <br> **Closed weekends and holidays** |
| Mailing Address: | **P.O. Box 5033, Red Deer, AB, T4N 6A1** |
| Administration Line: | **403-406-2300 (8:30 a.m.- 4:30 p.m.)** |
| Non-emergency police line: | **403-406-2200 (24/7)** |
| Fax: | **403-346-1365** |
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