



ANNUAL
REPORT **2023**

Fredericton
Police Force | Force policière

Table of Contents

Chief's message	.1
2023 FPF Organizational Chart	.3
Staffing Levels	.4
FPF in the Community	.6
Professional Standards	.9
Strategic Plan	.10
Awards, mentions, significant events	.12
Recruitment Strategy	.13
Crimes Statistics	.14
Conclusion	.20



Chief's Message

2023 marked the first full year of my tenure as the 16th Chief of Police for the Fredericton Police Force (FPF). Many exciting Strategic Action Plan initiatives were engaged while navigating challenges with resourcing, workload and shifts in crime related data in Fredericton.

Our strategic services team worked with a subject matter expert on a Staffing Needs Analysis, which analyzed the overall usage of officer time, evaluating their consumed capacity and breaking down the high and low points as it relates to calls for service. The results provided insight as to the workload experienced by frontline members, the baseline for a concrete framework to proceed with forming a working group to define a proposed Frontline Deployment strategy to increase the capacity ratio for frontline members, and approach Civic Authority with data driven information outlining the need to increase the complement of sworn members, resulting in an increase of six (6) FTEs for the 2024 budget year.

Our force experienced a new phenomenon in law enforcement – the need to introduce a recruitment strategy to attract top talent to join our organization after experiencing turnover with sixteen (16) members leaving and onboarding seventeen (17). These recruitment efforts involved developing a website focused on recruitment, a video which is now hosted on our website, a targeted social media campaign and attending career fairs. Another exciting opportunity bore from an agreement the with Atlantic Police Academy (APA) by which the FPF sponsors three, pre-screened individuals to attend the APA, and after successful program completion are guaranteed full-time employment with our Force.

Local Governance Reform continued to move forward as we analyzed the calls-for-service data and determined the requirements associated with assuming Police of Jurisdiction within the annexed areas. A report, upon approval by Civic Authority, was filed with the Minister of Justice & Public Safety, outlining a plan for the transition and associated costs with a target transition date of January 2025.



We focused on engaging with our community; building relationships with those we serve and protect. Through hosted events such as Cool Cops, Kids & Kops summer camp, Special Olympics Polar Plunge, softball tournament and Donut Day, Halloween's Trunk or Treat, we were able to get to know our residents and have them learn about our members, their work and our impact. One request for information released on FPF social media led to a beautiful community response – the Pine Grove Foundation experienced a theft of copper, threatening their holiday tradition - the Festival of Lights. However, once aware of the issue, local electrical companies, a high school teacher and his students, and several other contributors worked tirelessly to ensure the lights shone brightly for the 2023 Christmas season.

The release of the Crime Severity Index statistics for 2023 reported that violent crimes were down in Fredericton, however, we are experiencing a spike in non-violent crimes. These stats align with our experience, as theft of property, mischief to property and vandalism/graffiti have risen significantly. Due to the excellent investigative skills of our Integrated Community Services team, one substantial graffiti writer contributing to the overall spike was arrested and charged. You'll see a more in-depth analysis of the CSI trends further in this report.

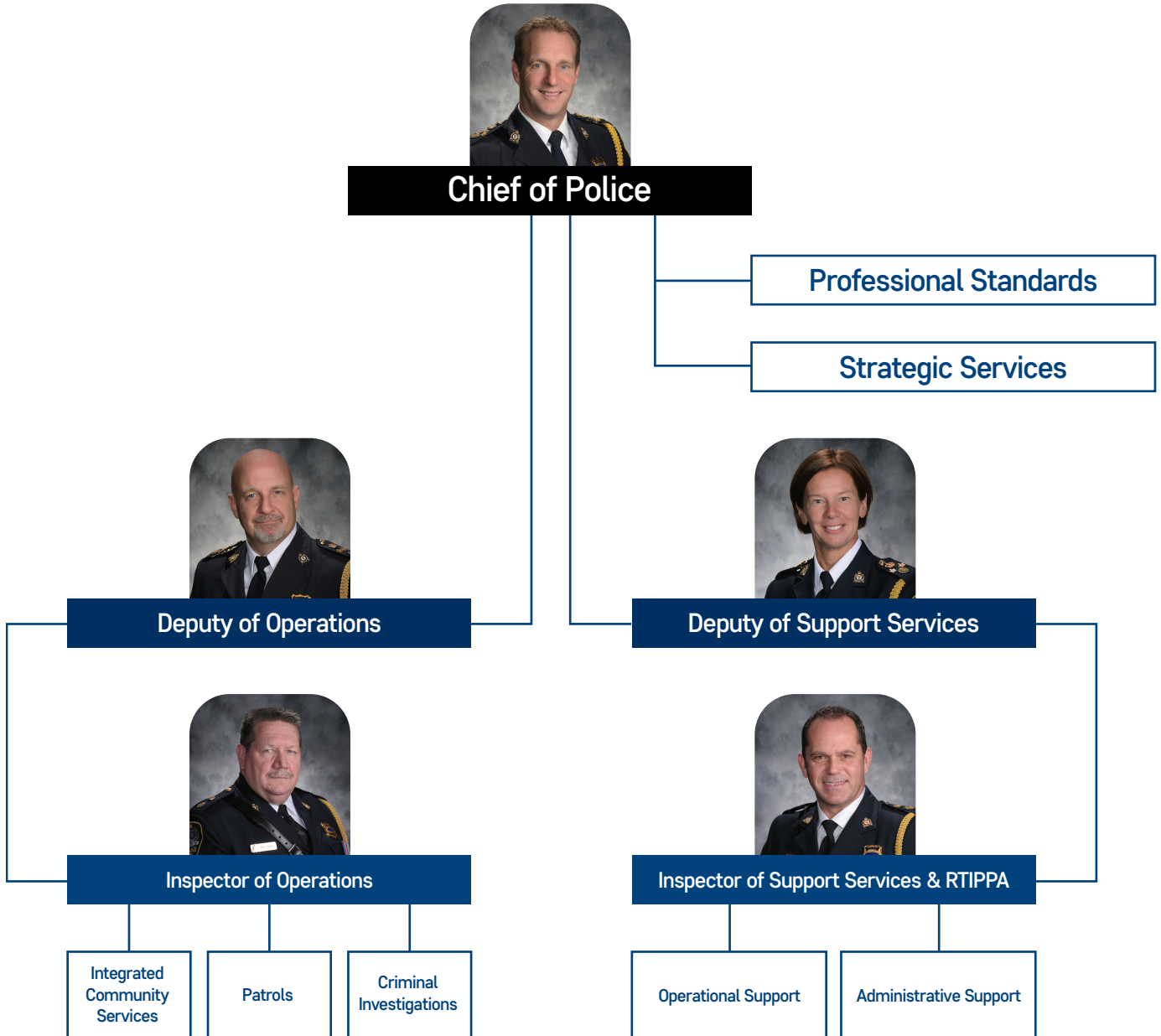
We moved forward in healing our relationship with the community of Sitsansisk First Nation (St. Mary's First Nation). The whole organization attended cultural competency training, strengthening our understanding of their cultural practices, ceremonies, and our ability to conduct our work while respecting their beliefs.

We participated in the Healing Walk around Truth & Reconciliation Day and members of their community hosted a Sweat Lodge for our members to experience. We invited Sakom (Chief) Polchies and Opolahsomuwehs, Dr. Imelda Perley, to the annual Christmas tree lighting. Our tree was illuminated with purple and white lights signifying colours of reconciliation. The lighting was preceded with a ceremony led by Dr. Imelda Perley, honouring the deep rooted traditions of the Wolastoquey people, the healing properties of traditional celebration and increased our knowledge of the importance of their practices.

All in all, we had a very busy year working on many objectives detailed throughout our action plan, and more! I invite you to enjoy the information contained within this annual report. Our building blocks of yesterday contribute to our success for tomorrow.



2023 FPF Organizational Chart



Staffing Levels for 2023

Vacancies
6 police officers



Retirements
5 police officers



Resignations
11 police officers



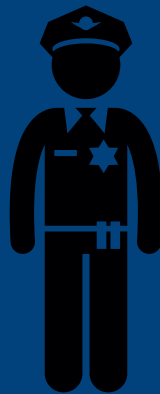
New hires
17 police officers



Police Officers
17 bilingual

Police Officers
93 male

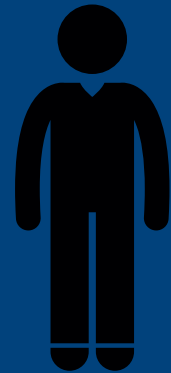
Police Officers
21 female



Civilian
11 bilingual

Civilian
3 male

Civilian
27 female



Officers' range of experience

0-5 years
29

6-10 years
14

11-15 years
13

16-20 years
22

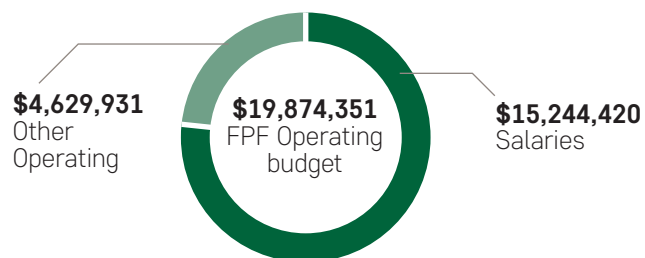
21-25 years
8

26-32 years
7

Rank Breakdown

Chief	1
Deputy Chief	2
Inspector	2
Staff Sergeant	5
Sergeant	8
Corporal	14
Constable	83
Assistant Manager	1
Social Workers	4
Other Professionals	5
Executive Administrative Assistant	2
Administrative Assistant	1
Senior Clerk	6
Intermediate Clerk	6
Clerk	4

2023 FPF Operating budget



2023 FPF Capital budget
\$113,613



FPF in the Community

The FPF has a history of being involved in and supporting various charities and causes. The annual “Guns and Hoses” charity hockey game was established in 2011 and has supported various causes such as juvenile diabetes research, breast cancer research, and the local food bank, among others. The FPF is one of many police forces throughout New Brunswick and Canada who support the Special Olympics through an annual polar plunge, and Tim Horton’s Donut Day. The FPF also takes part in annual community-focused events and programs such as Public Safety Day, the Seniors Police Academy, Kids and Kops, Cool Cops, and others.

Our members have also served in various international policing roles such as peacekeeping in Haiti, an investigative role with the International Court in The Hague, and security in areas of insurgency.

To better understand the needs of the community, engagement sessions are held with the business leaders each fall to gather their feedback on areas of success and concern. The fall 2023 session showed great support for the Public Safety Camera project, and discussion on the success of the City of Fredericton’s Community Services Safety Unit (CSSU) in reducing petty crime and graffiti in the downtown core. Concerns expressed focused around:

- Loitering
- Vandalism and graffiti
- Increased presence of those living rough on the northside, specifically the trail areas

Most of the concern expressed around these themes were centered on the success of the CSSU in moving many of the mischief calls out of the downtown but unfortunately to other areas of the city.

The Evolution of a Police Force

The FPF was established in 1851 with the hiring of a single unpaid officer to patrol the area. The force grew over time, and has included noteworthy members such as Leo Hayes, for whom the northside high school is named.

Appendix A contains the 1968 annual report of the FPF. At that time, Fredericton had a much smaller population and geographical footprint, as this was prior to the amalgamation of 1973 that combined Fredericton, Nashwaaksis, Marysville, Barker’s Point, Silverwood and other areas. The report gives an interesting overview of what the city was like at the time, being policed by forty-three members using three cars and one wagon. The 1968 report gives a thoughtful philosophy of the relationship between the police force and the community by the chief of the force, Bryce Neely –

“Law enforcement by the very nature of its’ responsibilities is in much closer touch with the public than are most professions. The officer on the Beat, the Constable in the cruiser, the Constable on the Desk know far more about people and what they are thinking than any profession that I can think of regardless of surveys or what have you. This is why we have to have the support and co-operation which is so necessary to us and the Citizens of our community.”

The police force of the day was working out of the ground floor of City Hall, prior to moving to a facility shared with the Fredericton Fire Department on York Street in 1971.

Many of the crimes and calls for service of 1968 vary significantly from those of today. In 1968, six people were charged under the “Unmarried parents act”, one charged for “Possessing liquor of value more than \$10.00”, and four instances of a “Taxi failing to stop at a railway crossing”. Conversely, many of the issues of the day continue to be experienced on a regular basis in the present day - fifty-five vehicles were reported stolen, 115 people charged with driving through a red light, and 1249 traffic accidents were dealt with that year.

When looking at the data available from police records and Statistics Canada for the years 2011 and 2023, the continuing growth of the Fredericton region is obvious. The population of the city-proper grew from 56,965 to almost 69,000, a twenty-one percent growth in twelve years. The number of calls for service requiring an officer to respond (priority 1, 2, and 3) rose from 18,096 in 2011 to 29,232 in 2023, an increase of sixty-one percent. Over that period the number of police officers changed from 115 in 2011, to 105 in 2016, and back to 115 in 2023 (with fluctuations throughout that period). It should be noted that although the approved complement is 115 officers, the force has had a minimum of six vacancies for an extended period due to challenges with recruiting and training officers to join the force.

The Crime Severity Index (CSI) is a score of how much crime takes place in an area. The crimes are weighted by severity, giving serious crimes such as an assault a higher weighting than other crimes such as shoplifting. Fredericton's violent CSI dropped two percent from 2019 to 2022 and remains twelve percent lower than the national average. However, the non-violent crime (such as theft or mischief) has grown twenty-seven percent, pushing the Fredericton overall CSI to be twenty-four percent higher than the national average. Although the city would be classified as safer than other municipalities of equivalent size, the non-violent crime continues to frustrate the community and is a focal point for the police department.

	Canada		New Brunswick		Fredericton	
	2019	2022	2019	2022	2019	2022
Violent CSI	90.3	97.7	87.4	96.5	87.4	85.6
Non-Violent CSI	75.8	70.9	77.5	82.7	80.5	102.4
Overall CSI	79.8	78.1	80.2	86.2	82.4	97.0

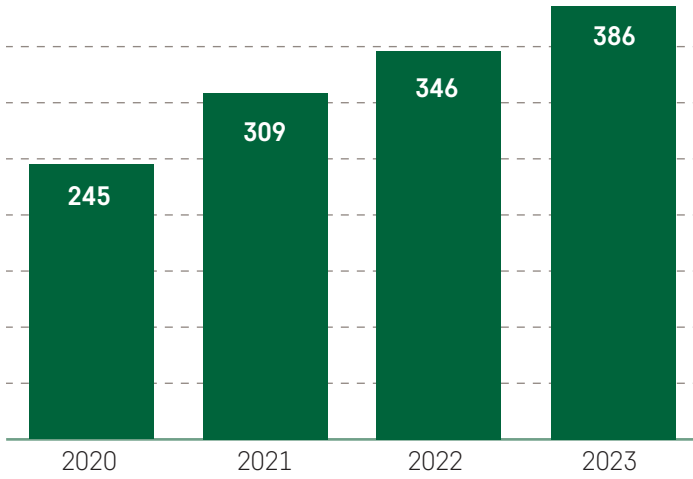


Fredericton City Police 1968

Front row, left to right: Cst. J. Barry, cst. R. Cronkhite, Sgt. P. O'Hara, Sgt. G. Laskey, Chief B. Neely, Insp. F. Eugoyne, Sgt. H. Clark, Det. J. King, Cpl. W. Scott.
Second row, left to right: Cst. C. Price, Cst. A. Dorcas, Cst. H. McConaghy, Cst. D. MacPherson, Cst. D. Hobbs, Cst. A. MacLean, Cst. F. Jones, Cst. F. Foster, Cst. P. Urquhart, Cst. L. Gillis, Cst. J. Thomson, Cst. W. Dickenson, Cst. E. Gorman, Cst. L. Jones.
Third row, left to right: Cst. A. Thomas, Cst. G. Saunders, Cst. C. Munn, Cst. D. Miller, Cst. R. Doucette, Cst. A. Jones, Cst. S. Holt, Cst. E. Porter, Cst. P. Booker, Cst. F. Worrall, Cst. R. Taylor, Cst. A. Fox.
Missing from photo: D-Chief C. Barchard, Sgt. H. Hovey, Sgt. W. Phair, Sgt. H. Ward, Cst. L. Sears

As we see the calls for service evolve and change over time, one unfortunate trend has been the increase in medical calls, typically tied to an overdose. The FPF saw an increase of twenty-six percent from 2020 to 2021, followed by an increase of twelve percent year-over-year.

Medical Calls



Impairment Statistics

Translation	2021	2022	2023
Impairments	128	139	168
Imp Suspension	75	61	112
Imp Refusals	12	24	21

The FPF had a series of roadside blitzes through 2023 which led to a twenty-one percent increase in impairment charges and eighty-four percent increase in seven-day suspensions. Even with a strong emphasis on public education and social awareness, impaired driving continues to be a significant factor in motor vehicle collisions. According to MADD Canada, motor vehicle crashes are the leading cause of death among 16 to 25 year olds, and alcohol and/or drugs are a factor in 55% of those crashes. 16-25 year olds constituted 13.6% of the population in 2010, but made up almost 33.4% of the impairment-related traffic deaths.

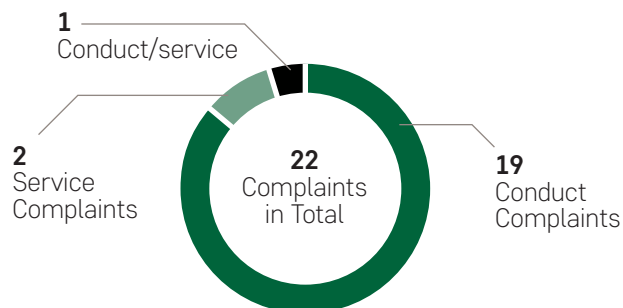
2023 was an important year strategically, as the FPF reset with development of a strategic action plan, various projects to develop our filing and tracking using electronic tools, and a focus on public communications with publishing our quarterly heat maps for crimes of interest in the community

Professional Standards

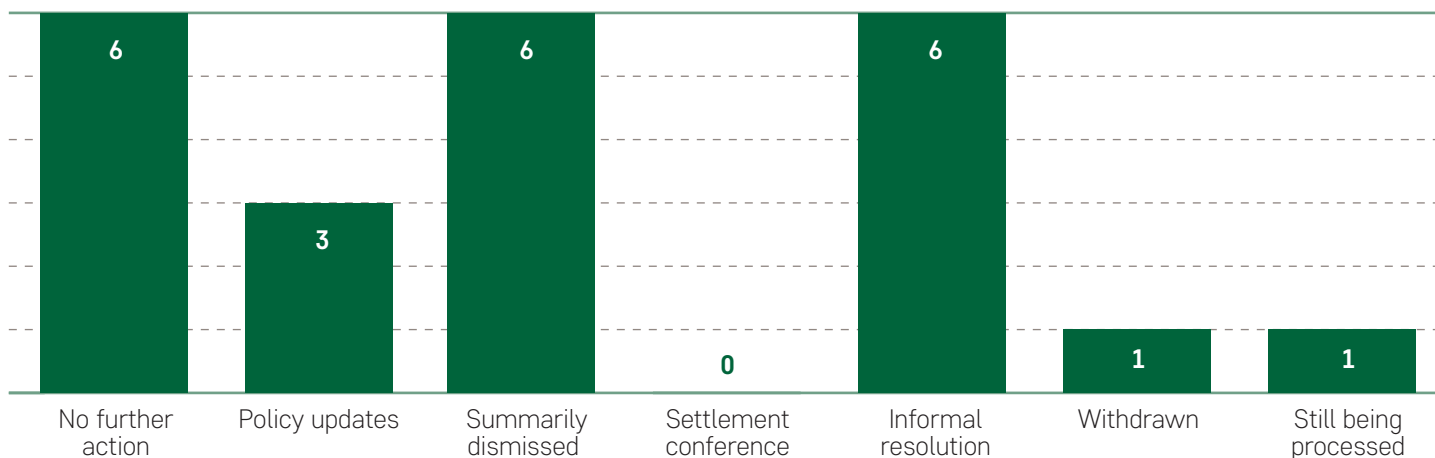
The Office of Professional Standards, under Staff Sergeant Bobbi Simmons-Beauchamp, received twenty-two professional standard complaints in 2023.

Of the twenty-two investigated, nineteen were categorized as conduct complaints and two were categorized as service complaints. One complaint spanned both categories, with the investigation determining no further action required from a conduct perspective and a policy update resulting from the service perspective.

Type of Complaints



Breakdown of Formal Public Complaints



Strategic Action Plan – milestones and achievements in 2023

Sustaining our People (Employees)

Recruitment and retention of talent is our greatest challenge and in 2023 we implemented the following strategies to increase the exposure of FPF to career seekers:

- Produced a dedicated recruitment video highlighting the FPF and Fredericton as a desired city to Live, Work and Play
- Launched the APA (Atlantic Police Academy) Sponsorship Program where candidates are pre-selected and provided a full-time constable position with the FPF after successful completion of the program.
- Actively recruiting unallocated APA candidates to complete their OJT (On the job) training with FPF; goal to hire once graduated.
- Enhanced the FPF website to house a dedicated recruitment page with eligibility requirements, contact information and feature the video on landing page.
- Nationwide social media campaign to maximize candidate reach.

Our Strategic Services team conducted a staffing-needs analysis based on data throughout 2022.

- Council approved increase of six (6) Full Time Equivalent positions for the 2024 budget year
- Negotiated funding for School Resource Officers (ASD-W)
- Hired Research and Communications Coordinator
- Hired Executive Assistant for the Operations division
- Hired Criminal Intelligence Analyst; on contract
- Expanded the Tactical Emergency Medical Support team from two to three people
- Trained an in-house firearms analyst to reduce the file processing wait time
- Increased training budget to reflect the growing mandatory requirements for police officers
- Invested in leadership training for NCO and Civilian supervisors
- Focused on internal communication, both listening to our members and providing pertinent information updates on a regular basis for their situational awareness via bi-weekly divisional meetings.

Support Services 2023 Stats

	2022	2023
RTIPPA requests, consuming 213 hours	66	113
Crimes reported online	1169	1293
Criminal Record Checks	5071	4207
Warrants processed	975	899
Arrests/Bookings processed	1775	1881
Charge Files processed for court	1995	2549
Physical evidence (previously Exhibits of Crime)	3217	2990
Digital evidence	19,894	32,041

People Focused (Citizens)

- Public Safety Camera project, phase I implementation
 - o *saw eighteen (18) cameras strategically positioned throughout the City, policy developed for the access and use of camera feed recording.*
- Community Safety Services Unit pilot
 - o *Our team partnered closely with the City of Fredericton CSSU which had civilians monitoring the activity in the downtown/northside cores and trail systems; reporting crime, responding to resident questions and enforcing by-law infractions.*
- Vandalism/graffiti issue
 - o *We assigned resources to combat graffiti. These resources identified, arrested, and led to a successful charge of a prolific writer that caused significant damage throughout the city.*

Sustaining the Business

- Metrics and Dashboards
 - o *Our team developed metric dashboards to easily access crime data and identify trends for community safety, enabling us to make decisions based on data derived facts as opposed to assumption.*
- Body Worn Camera expansion
 - o *Deployed BWCs to all patrol members (60 total)*
 - o *Expanded Digital Evidence Management team to manage the amount of data collected by the BWCs, following the developed policy.*
- Maximize Technology Strategy
 - o *Modernizing our operations to increased effectiveness and efficiency by introducing a new Crime Bulletin, BWCs, publishing quarterly heat maps*
 - o *Updating and replacing equipment that has reached the end of its useful life (booking systems, others)*
- Checking our business
 - o *Dept of Justice and Public Safety conducted a Managerial Review assessing the effectiveness of FPF policy and adherence practices.*

Building our Community

- Regional Partnerships on combatting drugs
 - o *Partnered to establish 4-member Integrated Enforcement Unit*
- Public Communications Strategy
 - o *Traffic Safety Initiatives, launched monthly supported by Patrol-led enforcement for public consumption/education*
 - o *Hosted a Business Stakeholder engagement session; information sharing*
 - o *Publish quarterly crime maps for public engagement/awareness*

Regional Leadership

- Local Governance Reform – Police of Jurisdiction
 - o *Council approved Action Plan for PoJ transfer of City's newly annexed areas. Submitted for consideration to the Minister of Justice and Public Safety*
- Sitansisk (SMFN) policing
 - o *Negotiated and all party signatures for the next Quadripartite Agreement; with FPF the policing body for the Sitansisk community.*

Awards, mentions, significant events

2023 Gala Awards ceremony

The 2023 Gala Awards ceremony was an evening of celebration generously hosted by Her Honour Brenda Murphy, Lieutenant Governor of New Brunswick, at Old Government House on March 22, 2023. This evening offered an opportunity to honour many recipients from the previous three years, the gala having previously been cancelled due to the COVID-19 pandemic and social distancing restrictions.

Platinum Jubilee Medals, 30-year Police Exemplary Service Bar, 20-year Police Exemplary Service Medal and Operation Service Medals were awarded alongside the Cpl. Craig Bailey Memorial Award, the Auxiliary Constable & Victim Witness Volunteer of the year awards.

Life-saving award; Csts. Marcil & Foreman

Constables Taylor Foreman and Taylor Marcil were awarded the life-saving award for their actions when responding to an emergency call-for-service in which an individual had suffered a life-threatening injury. Upon arrival, our constables immediately put their training into action, stabilizing the individual which allowed EMS to transport to the Regional Dr. Everett Chalmers Hospital where the efforts continued. Thank you to both constables for their quick thinking, confident action and leadership demonstrated when responding to the call.



Taylor Foreman & Taylor Marcil - life-saving award

Significant Arrests

Arrest 1

March 7th and 8th, 2023 – Fredericton Police Force IEU and partners executed two CDSA warrants on an apartment on the South side of Fredericton, N.B., seizing 3D printed guns, 3D Printer, Schedule I drugs and cash.



Arrest 2

June 16, 2023 - Members of the Fredericton Police Force's Drugs and Street Crimes unit, along with the Integrated Enforcement Unit (IEU), arrested a 48-year-old male and a 36-year-old female. Upon arrest officers located and seized a quantity of methamphetamine and cocaine, drug paraphernalia, Canadian currency, and a prohibited weapon in the vehicle.



Rally at Legislature regarding NB Government's changes to Policy 713 – Sexual Orientation and Gender Identity

Rally at Legislature by CUPE members against proposed changes to union pension plan model (Defined Benefit to Shared Risk model)

University off-campus, College Hill, celebrations for orientation (early September) and also Homecoming (late September)

Recruitment Strategy

The Fredericton Police Force has experienced an increase in recruitment challenges over recent years due to fewer candidates entering the profession and highly skilled individuals being sought by all agencies.

Our force has had to broaden its tactics and engage additional marketing tools to actively attract talent to join our ranks. In 2023, we developed and implemented a strategic recruitment plan for the FPF. Staff worked diligently at developing a full-scale program designed to attract top talent to work for our organization.

Initiatives planned for 2024:

- APA Sponsorship program, 2nd round
- Additional video development; testimonials
- Expanded recruitment events
 - *Boot-camp workouts*
 - *Coffee with a cop*
 - *Open houses*
- Training for sworn members working at a recruiting event
- Identify and attend strategic community events; build the pool
- Targeted recruitment activities (High schools, Universities, Community Colleges, MCAF, SMFN)



Partnership with the Atlantic Police Academy to create the APA Sponsorship program; reserving three seats for FPF candidates that, upon successful completion, are guaranteed full-time probationary employment with the FPF.



Video focused on life in Fredericton while working as a police officer.



Development of a dedicated website for recruitment information



Print material for career fairs, recruitment sessions and general engagement



Formal recruitment events welcoming those interested in a law-enforcement profession.



Dedicated digital marketing campaigns targeting experienced police officers across the country.



FPF social media strategy to promote open competitions, recruitment events, APA Sponsorship open invitation.

Crime Statistics

Comparing crime trends from 2021 to 2023, crimes against people show a fourteen percent increase, year over year. The most common complaints are common assaults and uttering threats.

Top 10 Crimes Against People

Translation	2021	2022	2023
Common Assault	403	461	540
Utter Threats	176	167	206
Assault CBH/Weap	117	137	176
Harassing Communication	101	112	111
Sexual Assault	90	104	94
Crim. Harass.	28	30	22
Assault Police	13	32	19
Extortion	13	14	35
Forcible Confinement	6	17	16
Robbery, Other TP	3	18	15
Total	806	883	1,017

Property crimes saw a large forty-four percent increase from 2021 to 2022, then remained stable with a four percent increase in 2023.

Property Crime

Translation	2021	2022	2023
Theft OTH < \$5,000	525	828	967
Mischief to Prop	375	639	555
Theft From MV < \$5,000	325	612	597
Theft Bike < \$5,000	184	183	196
Motor Veh Theft	111	209	224
Fraud, Other Means	152	152	154
B&E Non Residence	109	145	143
B&E Other	105	150	128
B&E Residence	98	101	164
Fraud, Credit Card	87	89	106
Breach Probation	52	62	75
Shoplift < \$5000	22	53	55
Total	2,491	3,598	3,755

The most common property crimes continue to be theft under \$5000 and theft from a motor vehicle. It is noteworthy that thefts of a motor vehicle doubled in 2022 and continue to rise. The vast majority of stolen vehicles have had the keys left in the vehicle by the owner, the thieves simply enter the vehicle, start it, and drive away.

Top 10 Other Criminal Offenses

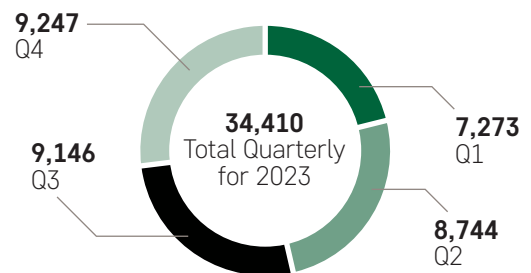
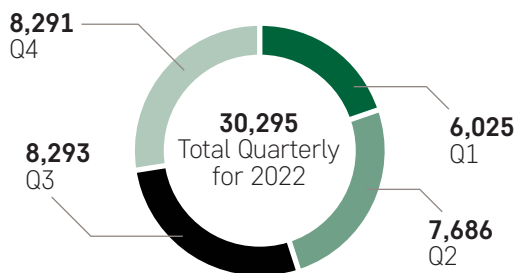
Translation	2021	2022	2023
Fail to Attend	217	249	313
Breach Probation	171	173	208
Undertaking/Breach	138	173	182
Poss of Weapons	27	56	62
Common Assault	36	33	44
Possess Crystal Meth	50	40	23
Traffic-Crystal Meth	45	26	35
Indecent Act	26	40	22
Utter Threats	20	20	35
Cause a Disturbance	16	28	25
Total	746	838	949

Other criminal offenses (non-people or property) increased twelve percent in 2022 and eight percent in 2023, the top three being an increase in people failing to attend a required court appearance, breaching probation, and failing to adhere to an undertaking.

Calls Data

Total number of calls for all divisions

	2022					2023				
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total
Priority 1	366	451	474	486	1,777	437	564	592	655	2,248
Priority 2	2,518	3,366	3,756	3,591	13,231	3,188	3,765	4,146	4,250	15,349
Priority 3	2,219	2,733	2,993	3,003	10,948	2,603	3,426	3,544	3,447	13,020
Priority 4	922	1,136	1,070	1,211	4,339	1,045	989	864	895	3,793



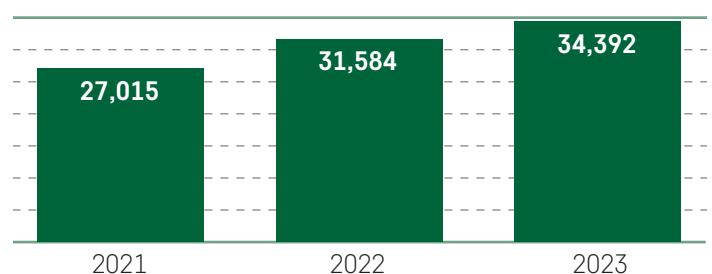
FPF Top Calls for Service (2021-2023)

	2021	2022	2023
Assistance, General Public	3,361	3,178	3,737
Office Assignment	1,461	3,150	2,475
Unwanted Person	1,389	2,610	2,599
Look-out for	1,669	1,889	1,884
Suspicious Person	1,069	1,559	1,718
M.V. Accident, No Injuries	1,108	1,159	1,350
Disturbance	975	1,107	1,306
Alarm (Burglar)	984	903	1,180
Theft, Complaint	812	1,113	1,102
Other Criminal Code	721	781	1,005

Intimate Partner Violence and Mental Health calls (2021-2023)

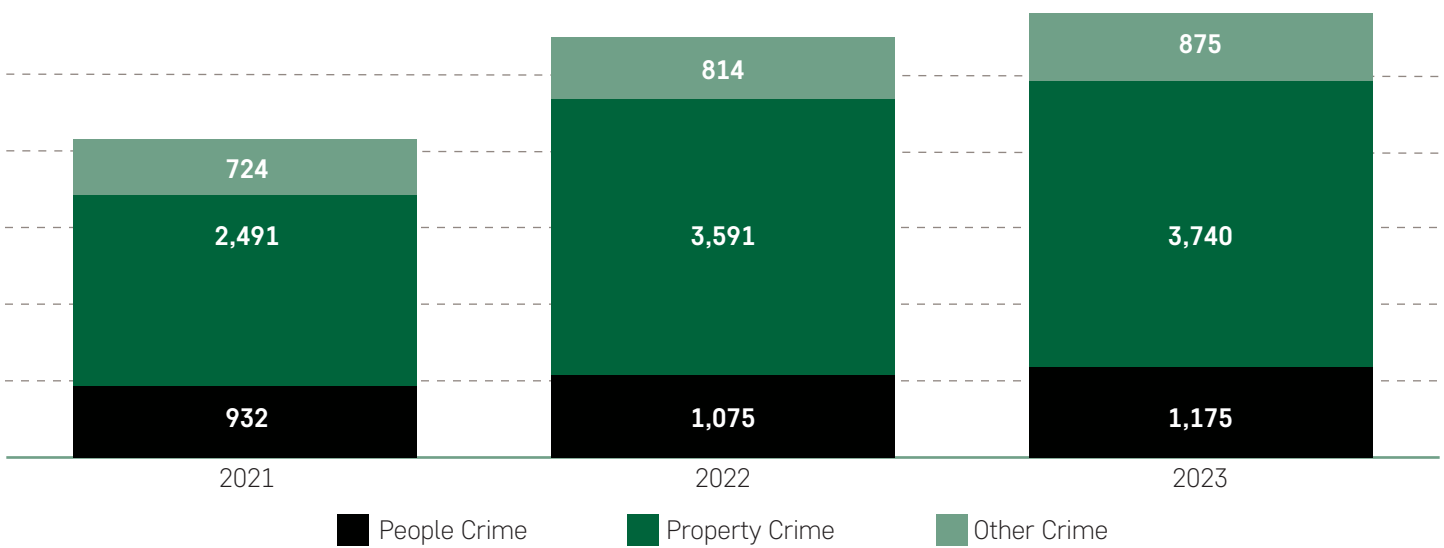
	2021	2022	2023
IPV	1,218	1,259	1,080
Family Domestic	210	238	169
MH Assist	692	893	780
MH Transport	235	208	222

Total calls for service (2021-2023)



Crime Data

Crimes (2021-2023)

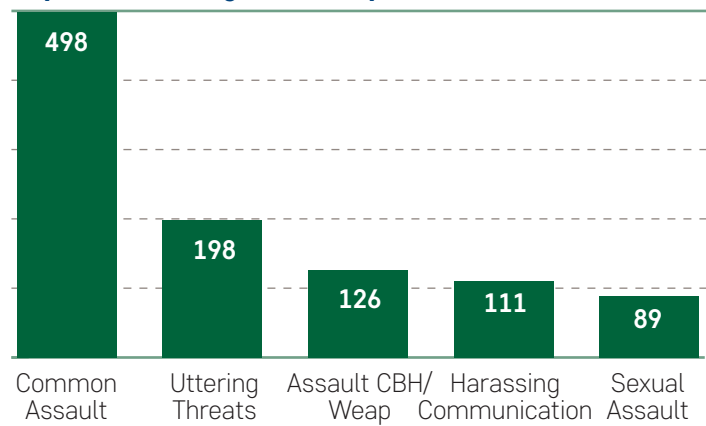


Crimes Against People

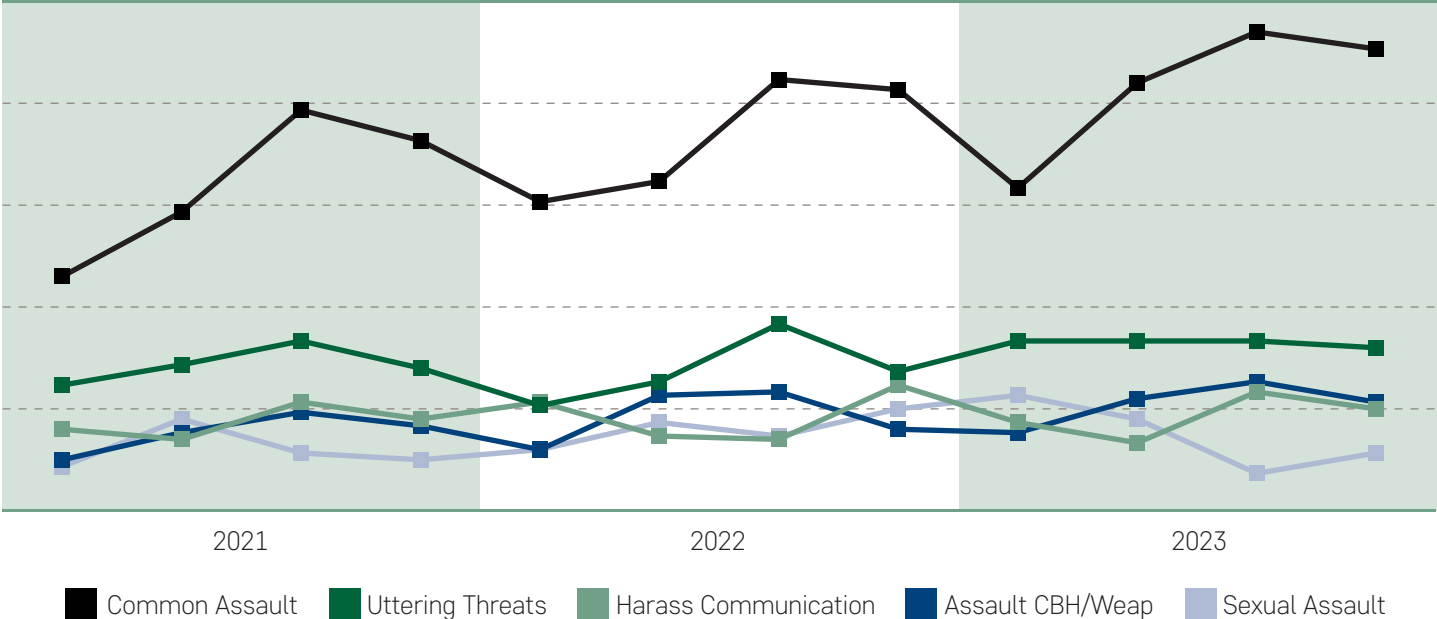
Top 10 Crimes Against People (2021-2023)

	2021	2022	2023
Common Assault	384	439	498
Uttering Threats	172	165	198
Assault CBH/Weap	95	111	126
Harassing Communication	101	112	111
Sexual Assault	72	96	89
Crim. Harrass	24	30	20
Extortion	12	14	29
Assault Police	12	24	17
Intimate Images	9	14	6
Robbery, Other TP	3	13	12
Total	884	1,018	1,106

Top 5 Crimes Against People in 2023

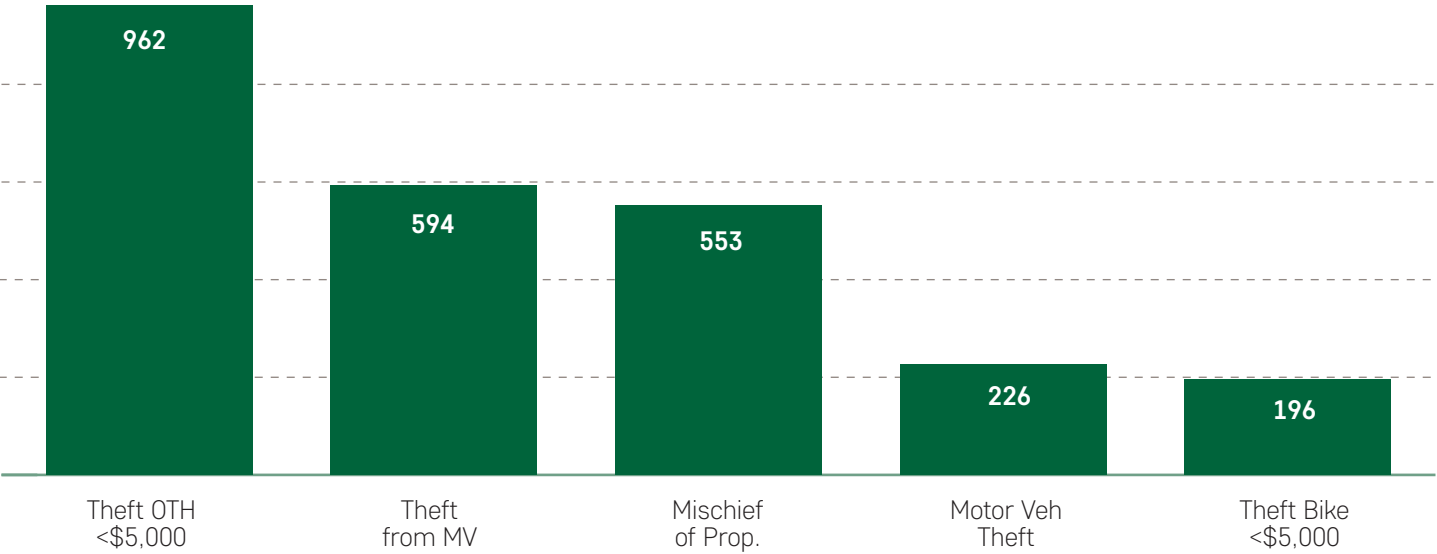


People Crime (2021-2023)



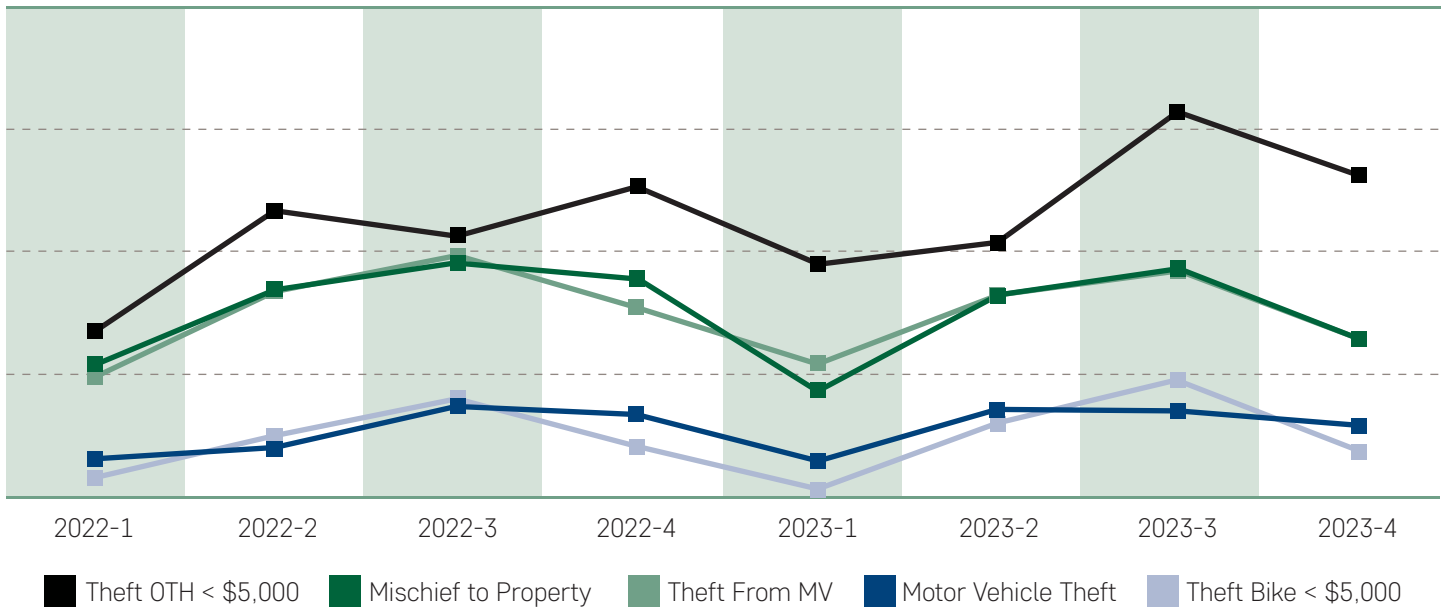
Property Crimes

Top 5 Property Crimes in 2023



Property Crime (2022-2023)

	2022	2023
Theft OTH < \$5,000	828	966
Theft From MV < 5,000	612	597
Mischief to Property	639	555
Motor Vehicle Theft	209	224
Theft Bike < \$5,000	183	196
Fraud, Other Mean	152	154
B&E Non-Residence	145	143
B&E Other	150	128
B&E Residence	101	163
Fraud, Credit Card	89	107
Total	3,108	3,233

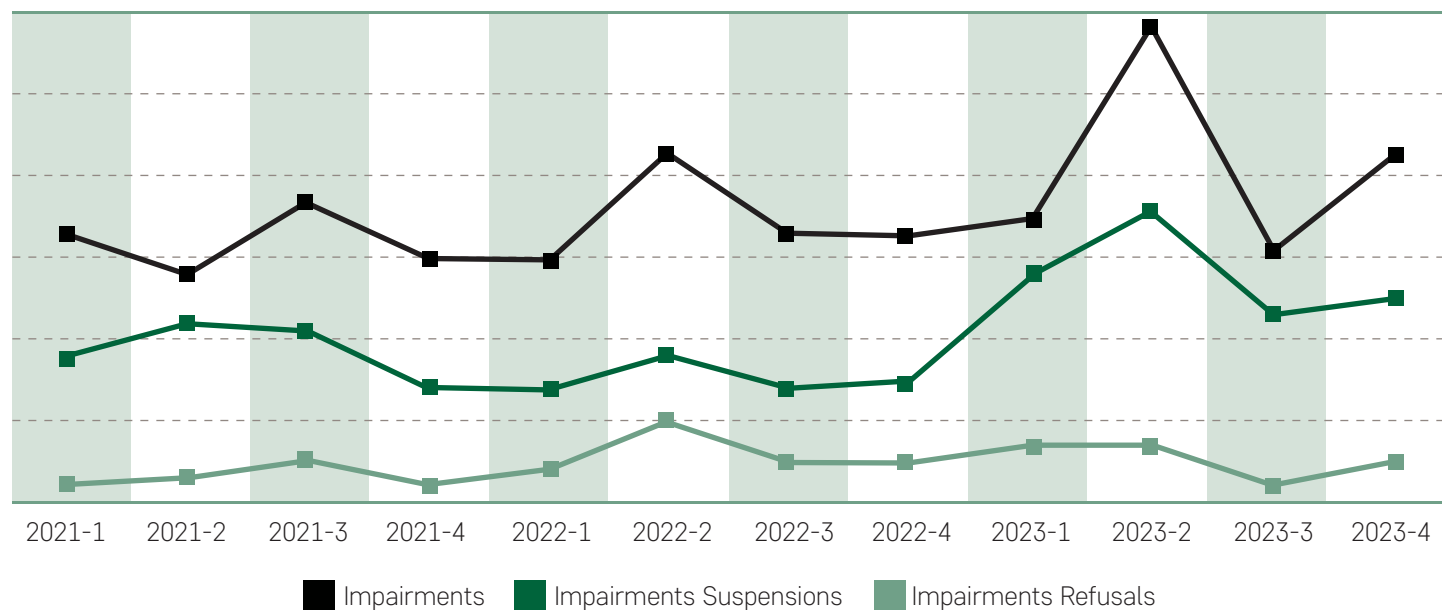


Motor Vehicle Accidents (2021-2023)

	2021	2022	2023
Motor Vehicle, Fatal	2	3	—
Motor Vehicle, Injury	146	181	257
Motor Vehicle, No Injury	1,108	1,159	1,350

Impaired Driving (2021-2023)

	2021	2022	2023
Impairment Charges	128	139	168
Impairment Suspensions	75	61	112
Impairment Refusals	12	24	21



Top 10 types of tickets

	2021	2022	2023
Speed \leq 25 Over	1962	1451	1027
Vehicle Not Registered	1314	1220	1024
Parking and Traffic	815	730	688
No Insurance	753	581	457
Provincial Traffic	516	442	359
Inspection Sticker	716	317	268
Improper Lights	225	296	149
Red Light	253	174	179
No Driver Licence	259	182	136
No Valid Licence	256	174	144
Total	7069	5567	4431

Conclusion

The year 2023 was the first full year with Martin Gaudet as Chief of Police and saw a shift from an operational focus to strategic planning to prepare for the next phase of the police department. This involved creating a strategic action plan, establishing protocols for tracking projects and initiatives, and pushing accountability for results to the appropriate levels. The strategic action plan lays out milestones and dates for completion based on feedback from the community and members.

The FPF continues the focus on non-violent crime to bring peace and control to the community, while developing new and innovative ways to recruit and train officers. We have had great success with arrests and closures in key files throughout the year, and continue to rely on the expertise and hard work of our members.