

2024 | ANNUAL REPORT



Fredericton
Police Force | Force policière

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Chief's Message

As we reflect on 2024, our department has faced both significant challenges and remarkable progress. Mid-year, we navigated a transition in senior leadership, which brought new perspectives and renewed commitment to our mission to serve and protect our community with integrity and professionalism.

A highlight of the year was the establishment of an innovative partnership with the Atlantic Police Academy in PEI to establish a satellite campus in Fredericton. Throughout 2024, our project team worked tirelessly to prepare for course delivery in 2025, including identifying a training space, selecting cadets and sourcing training equipment. This initiative will not only strengthen our recruitment pipeline but also provide valuable training and development opportunities for our officers.

In addition to this, we have implemented several strategic projects designed to alleviate administrative burdens, allowing our officers to focus more on core law enforcement duties. These efforts are crucial as we continue to manage the challenges associated with socio-economic issues involving mental health, substance use disorders, and those living rough throughout the city.

I wish to acknowledge our Mayor and Council members, other City of Fredericton staff and departments for their unwavering support in addressing recruitment and retention challenges within our department. Their commitment to enhancing public safety through investment in our workforce and resources is invaluable to our continued success.

I extend heartfelt appreciation for our public safety partners, including other policing agencies, fire, emergency medical services, and community organizations, for their unwavering efforts and collaboration throughout the year. Their support and cooperation are vital in ensuring we provide comprehensive, effective services to the community.

This annual report includes not only the statistical content and outcomes of our initiatives but also celebrates the many accomplishments, activities, and milestones that have shaped our work this year. I encourage you to explore the report, as it highlights the dedication and hard work of our officers, staff, and partners.

Together, we remain focused on ensuring the safety and well-being of our community, and we look forward to continued collaboration and progress in the year ahead.

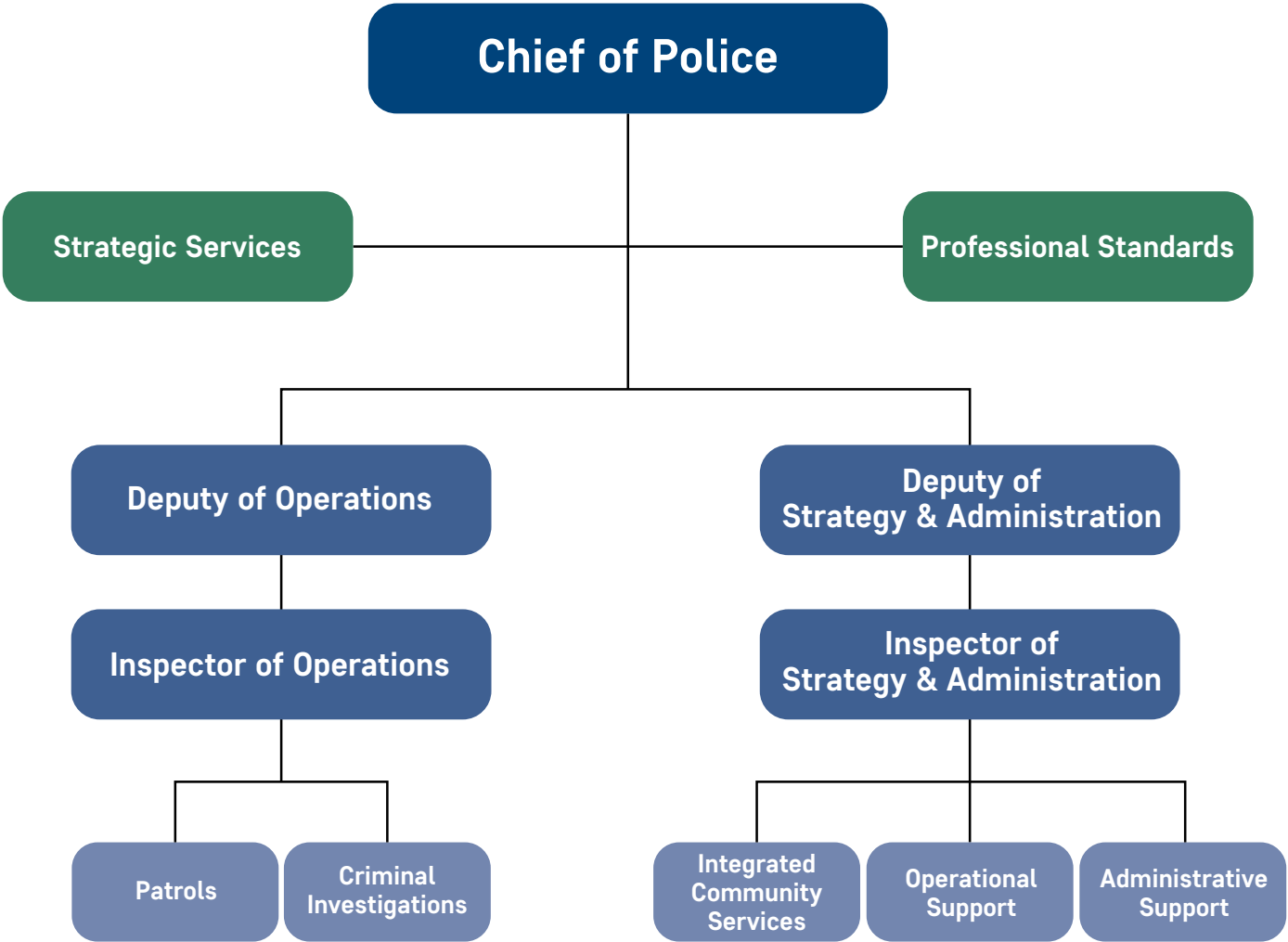
Respectfully,

Gary Forward
Chief of Police
Fredericton Police Force



Our Organization

2024 FPF Organization Chart



Staffing Levels

VACANCIES

28 Sworn Member Vacancies

NEW HIRES

9 Sworn Members + 2 FPF Management

RETIREMENTS

3 Sworn Members + 2 FPF Management

RESIGNATIONS

14 Sworn Members

BILINGUAL EN/FR

27 Police Officers + 9 Civilians

GENDER

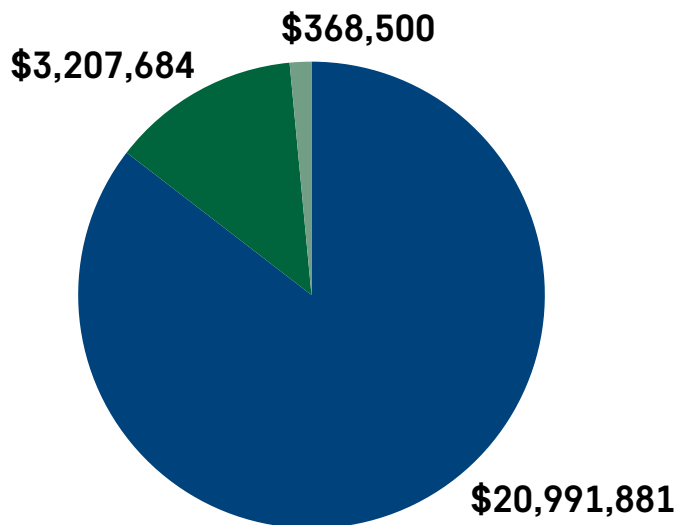
89 Police Officer Male

17 Police Officer Female

3 Civilian Male

33 Civilian Female

Overall Budget



Total Operating Budget
\$24,199,565

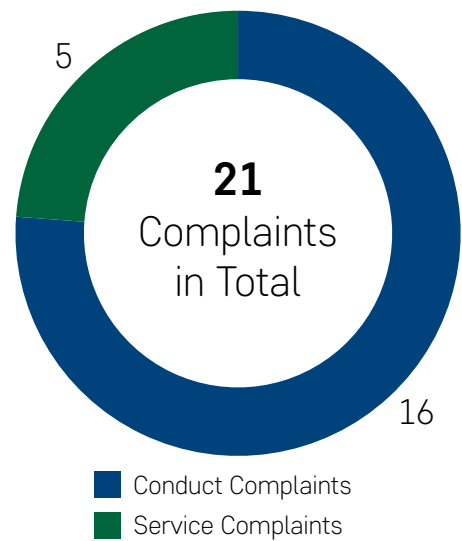
- Operating (Salaries)
- Operating (Other)
- Capital

Professional Standards

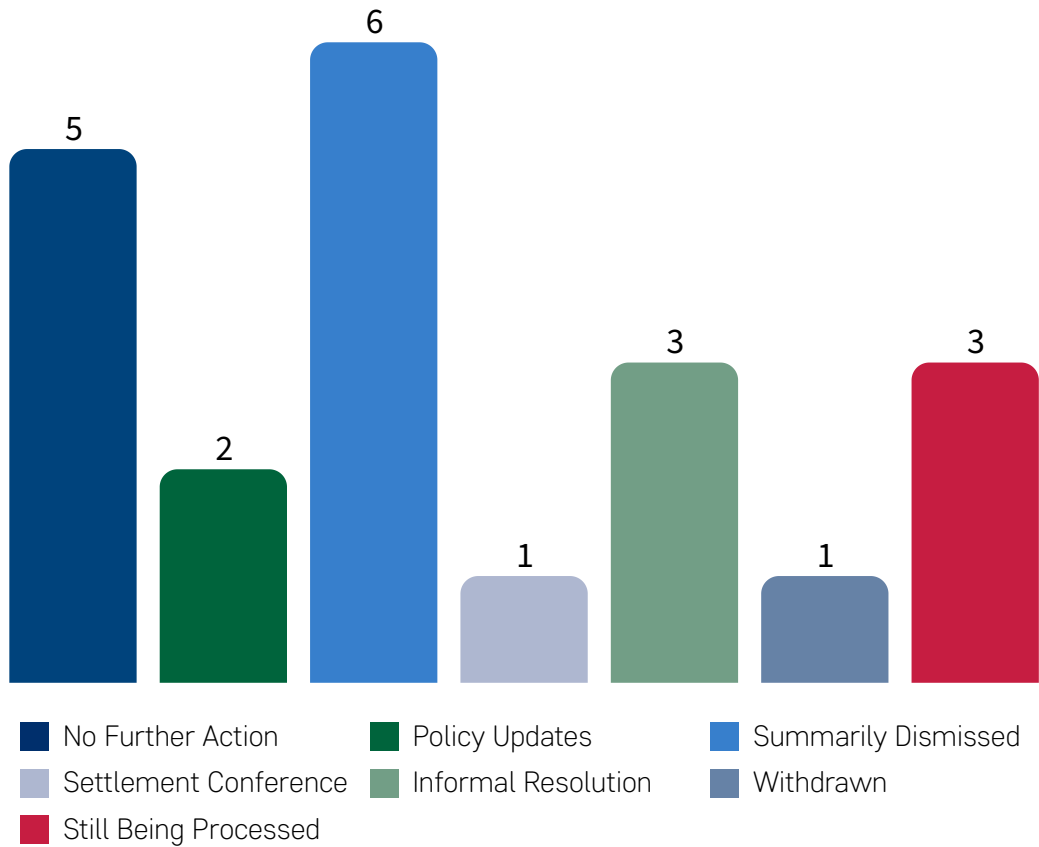
The Office of Professional Standards received 21 professional standard complaints in 2024. Of the 21 investigated, 16 were categorized as conduct complaints and 5 were categorized as service complaints.

Total complaints = 21
Conduct complaints = 16
Service complaints = 5

Types of Complaints



Breakdown of Formal Public Complaints



	2023	2024
RTIPPA requests, 182 administrative hours	113	265
Users of online crime reporting	1293	1061
Criminal Record Checks	4207	6702
Warrants processed	899	1057
Arrests processed	1881	1900
Charge Files processed for court	2549	2989
Physical evidence (previously Exhibits of Crime)	2990	3186
Digital evidence	32,041	50,522



Emergency Response Team member during training exercise

Strategic Action Plan - Milestones, Achievements & Community Engagement in 2024

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SUSTAINING OUR PEOPLE (EMPLOYEES)

In 2024, our organization implemented the following strategies to increase the exposure of FPF to career seekers to address the challenges related to recruitment and retention of top talent:

- Hosted local recruitment open houses provide information on career opportunities within the Police Force and attended several career fairs.
- Hosted community information booth at the Garrison Night Market throughout summer 2024.
- Initiated digital marketing recruitment campaign leveraging social media optimization to draw in a target market.
- Fostered the FPF Sponsorship Program with the APA where candidates are pre-selected and provided a full-time constable position with the FPF upon successful completion of the program.
- Partnered with the Atlantic Police Academy (APA) in PEI to host an APA Satellite Academy in Fredericton for seeking candidates who wanted to “Live here. Train here. Serve here.” This unique initiative has been very well supported by the City of Fredericton Mayor & Council alongside internal departments.
- Actively recruiting non-sponsored APA cadets to complete their OJT (On the job) training with FPF; goal to hire once graduated.
- Piloted AI Technology to the frontlines using Axon's Draft One for drafting reports based on BWC (body-worn camera) footage.
 - Reduction of time on task for Patrol members and increased visibility within the community.
 - Reduce time on task for Patrol members and increase community visibility

PEOPLE FOCUSED (CITIZENS)

- **Public Safety Camera project**

- Currently have 26 cameras installed across the City with an additional 5 cameras with a live feed accessible to the community.
 - Integral to the swift resolution of investigative files, such as
 - Fredericton Public Library vandalism
 - Garrison Historical District arson
 - MacTavish Source for Sports (Queen St) arson

- **Community Safety**

- The City of Fredericton expanded the service coverage of the Community Safety Services Unit (CSSU), civilian security personnel monitoring the activity in the downtown/northside cores and trail systems; reporting crime, responding to business and resident questions, syringe disposal and enforcing by-law infractions. Our officers work closely with CSSU members supporting public safety for residents.
- The FPF Community Liaison Officers (CLO), part of the Integrated Community Services (ICS) division, engage daily with community members experiencing homelessness, those living rough and those with addiction and mental health issues. Working alongside FPF's social workers, they partner with community agencies in offering help to connect vulnerable individuals with the resources and services required and offer suggestions to increase their safety level within their current space.
- Patrols acquired two additional e-bikes for summer Trail Patrol, increasing our complement to 4. This resulted in increased interaction with the community and patrolling the City's extensive trail network.
- CLO continue to promote the 529 Garage bicycle registry by participating in Parks & Trails Day in July 2024 and hosting ad-hoc sign-up days throughout the summer months. Registration is free and enables officers to reunite you with a lost bicycle more quickly.

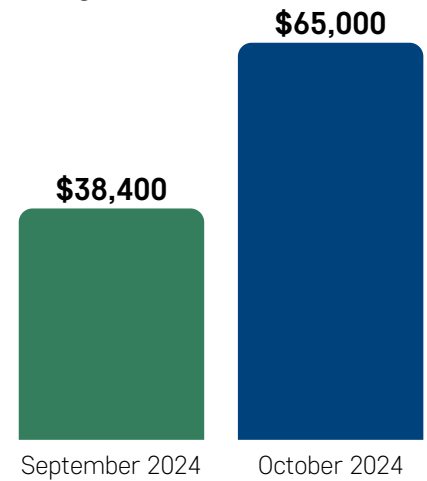


BUILDING OUR COMMUNITY

- **Regional Partnerships on Combatting Drugs - Integrated Enforcement Unit**

- Established in 2022, the Integrated Enforcement Unit (IEU) the nine municipal law enforcement agencies with the RCMP and Justice and Public Safety Enforcement officers in New Brunswick. Divided into seven (7) units throughout the province, their mandate is a boundaryless collaboration to disrupt violence, firearms, and the trafficking of illegal drugs at the street to mid-level.
- Each 4-member Integrated Enforcement Unit comprised of:
 - 2 – Municipal agency members (FPF)
 - 1 - RCMP member
 - 1 - Justice & Public Safety peace officer

FPF-IEU Investigations Drug Seizures



- **Public Safety Education and Engagement**

- 66 press releases issued highlighting pertinent public safety information for community
- 45+ social media campaigns
 - MADD Impaired Driving
 - Drink Tampering
 - Halloween Safety
- Provided critical incident communications to support 10 incidents
- Co-hosted with City of Fredericton, information sharing:
 - Business Stakeholder Public Safety engagement session
 - Community Public Safety Consultation sessions (2)
 - Outcome: Spotlight on the impact of socio-economic issues is having on residents and businesses. A call to action for a multi-governmental approach to address the socio-economic issues plaguing the downtown.

- **Sitansisk (SMFN) Policing**

- Introduced two (2) Community Liaison Officers and one (1) Community Liaison Social Worker, who work in the community and are dedicated to building relationships and supporting the Sitansisk community.
- FPF members attended the Blanket Exercise designed to build an understanding of our shared history as Indigenous and non-Indigenous peoples in Canada by walking through pre-contact, treaty-making, colonization and resistance. The exercise effectively educates and increases empathy by engaging individuals on an emotional and intellectual level.

FPF in the Community

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2024 Kids & Kops



2024 Seniors Police Academy graduation

Truth & Reconciliation Day - September 30, 2024

Fredericton Police Force was honoured to walk alongside Sitansisk community members as we observed Truth & Reconciliation Day. A day of remembrance, education, and a call to action for all Canadians to engage in meaningful reconciliation.

Our participation not only acknowledges the historical injustices faced by Indigenous Peoples but is also an opportunity to reaffirm our commitment to building trust, respect, and mutual understanding with Indigenous communities.

We recognize that reconciliation is not a single act, but an ongoing journey that requires listening, learning, and acting with humility and integrity.

The FPF works closely with Sitansisk and our partnership focuses on a policing model that prioritizes the community's needs and concerns while promoting awareness and respect for Sitansisk culture.



Farewell to Sgt. Paddy Patrol

After 24 years of dedicated service, we bid farewell to our beloved mascot, Sgt. Paddy Patroll. Paddy has been a symbol of loyalty and community spirit, inspiring us all with his unwavering (entertaining!) commitment. We extend our deepest gratitude for the countless memories he has created.



Sgt. Paddy Pa-TROLL Retirement

Welcome Tracker!

We are thrilled to introduce our new mascot, Tracker! With boundless energy and a keen sense of adventure, Tracker will lead us into an exciting future. Tracker embodies the values of teamwork and enthusiasm. We can't wait to see the positive impact he will bring to our community.



Tracker at the NBEX



Halloween Trunk or Treat 2024



FPF members L-R: Cst. D. Cloney, Cst. R. Preston, Cst. O. Stack-Mills, Cst. A. Irvine



FPF members L-R: Cst. R. Preston, Cst. O. Stack-Mills, Sgt. J. Blackmore



FPF member: Cst. O. Stack-Mills



Special Olympics Donut Day 2024

FPF Members:

Back row L-R: Sgt. C. Furlotte, Cst. T. Carr,
Cst. C. Anderson
Front row L-R: Cst. R. Wadden,
Cst. R. Levesque



Youth Student Engagement

Group photo with Chief
G. Forward



Remembrance Day 2024; Nov. 11, 2024
Members of FPF, FFD, RCMP

Awards, mentions, significant events

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2024 Gala Awards Ceremony

The 2024 FPF Awards ceremony, hosted by Her Honour Brenda Murphy, Lieutenant Governor of New Brunswick, at Old Government House on March 21, 2024 was a wonderful celebration.

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

The FPF introduced the MADD Fredericton Excellence Award recognizing efforts made to deter impaired driving. Cst. David Beck was the inaugural recipient of this prestigious award.

30 YEAR POLICE EXEMPLARY BAR

Sgt. Troy Clarkson
(Ret.) Sgt. Dwight Doyle
A/Cpl. Phil Huckins

20 YEAR POLICE EXEMPLARY MEDAL

Sgt. Rick Mooney	Cpl. Bradley Bourque
Cpl. Brent Legere	A/Cpl. Jason Schriver
Cst. Lisa Comuzzi	Cst. Danielle Carmichael
Cst. Mike Fox	Cst. Dennis Van Ember
Cst. Terry Francis	Cst. David Beck

SILVER COMMENDATION AWARD – Cpl. Dave MacLean
CPL. CRAIG BAILEY MEMORIAL AWARD – Cpl. Ryan Kelly
MADD FREDERICTON EXCELLENCE AWARD – Cst. David Beck

Archival Project - Capturing FPF history online and throughout headquarters

In 2024, our organization proudly launched our archival project, featuring a publicly accessible website and an updated lobby display. This initiative has seen historical police force items meticulously catalogued and accessioned, ensuring all artifacts within the station are organized and accessible.

Key benefits of the project include:

- **Efficient Artifact Organization:** All items are systematically catalogued, making it easy to locate any artifact.
- **Enhanced Research Capabilities:** Researchers can now effortlessly gather information and identify which artifacts are held in the station.

This project not only preserves our rich history but also supports ongoing research and public engagement.

2024 Atlantic Women in Law Enforcement Conference

The 2024 AWLE Conference was held in Fredericton from November 19-22, 2024, at the Fredericton Convention Center. The event, themed “Building Bridges, Breaking Ceilings – Celebrating 30 Years”, was a collaborative effort by the FPF, RCMP “J” Division, and the Department of Justice and Public Safety. The event was chaired by FPF Staff Sergeant Bobbi Simmons-Beauchamp with Clea Ward, FPF Employee Development Advisor, participating on the steering committee.

The conference aimed to foster career and leadership development as law enforcement evolves into the

coming decades. A highlight of the event was the keynote address by Commissioner Keechant Sewell, former New York City Police Commissioner and the first female to hold this prestigious role.

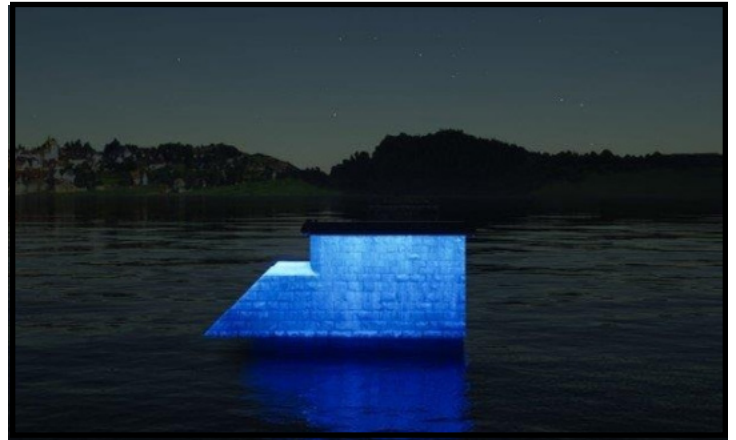
Feedback from attendees was overwhelmingly positive, thanks to the excellent collaboration of the steering and planning committees. We extend our heartfelt appreciation to our partners for their invaluable support! Special thanks to the City of Fredericton which provided centralized financial management support for the conference.



The Guardian Memorial

In 2024, The Fredericton Police Force proudly unveiled conceptual plans for the **“The Guardian”**, a new memorial dedicated to honouring past and present first responders. This memorial initiative comes in response to the tragic events of August 10, 2018, which deeply affected the city community and the Fredericton Police Force.

The proposed memorial will be installed at the central Carleton Street Bridge pier. The pier will illuminate a gentle blue glow every evening at dusk, run fully lit through the night, and slowly recede at dawn every day.



Dr. John Leroux, Manager of Collections and Exhibitions at the Beaverbrook Art Gallery, led a design team with Sean Lee, Assistant Director of Engineering and Operations, and Philip LeBlanc. Their efforts were key in advancing the project and working with community members to bring such a thoughtful concept forward for consideration.

Significant Arrests / Drug Related / Community Updates Media Releases

Arrest 1

April 25, 2024 - Fredericton Police Force's Street and Drug Crimes unit, along with patrols, arrested five individuals in connection with ongoing investigations into several stolen vehicle files.

With the assistance of the West District New Brunswick RCMP, RCMP Police Dog Services and RCMP Air Services, the suspects were apprehended after fleeing from police and causing major public safety concerns throughout the city. The vehicles were noted travelling in excess of 50 km per hour over the posted speed limit, endangering the lives of other motorists and bystanders, at different locations and on separate occasions in the Fredericton region.

The investigation involved several individuals, several stolen vehicles, and several files. The vehicle thefts are believed to have been crimes of opportunity, and not related to a larger organized operation.

Link for more info:

[Five arrested in connection with recent vehicle thefts and other charges | City of Fredericton](#)

Arrest 2

October 31, 2024, during the course of a drug trafficking investigation, members of the Fredericton Police Force's Integrated Enforcement Unit (IEU) and Street Crime Unit, with support from patrols, arrested a 44-year-old male on the City's northside and seized a large quantity of drugs valued at approximately \$63,000.

Link for more info:

[Police Arrests Individual in Drug Trafficking Investigation, Seize \\$65,000 in Drugs | City of Fredericton](#)



Arrest 3

June 21st, 2024, the Fredericton Police Force (FPF) responded to a call of a fight in progress on the 500 block of Union Street. Upon arrival, police found a 71-year-old male, later identified as Mark Albert Brooks of Sitansisk, who had been critically injured from a stabbing. Despite being quickly transported to the hospital, Mr. Brooks unfortunately succumbed to his injuries.

Three suspects were apprehended in connection with the incident. Two 17-year-old males were held in custody and presented in court today. Their identities are protected under the Youth Criminal Justice Act (YCJA).

Link for more info:

[Update on Fatal Stabbing Incident - Charges Laid | City of Fredericton](#)

Community Update

The Fredericton Police Force (FPF) and Anglophone West School District (ASD-W) provide the community with an update on recent weapons-related incidents at two local high schools that have required police response. These incidents have understandably caused concern for schools, families, and the community at large.

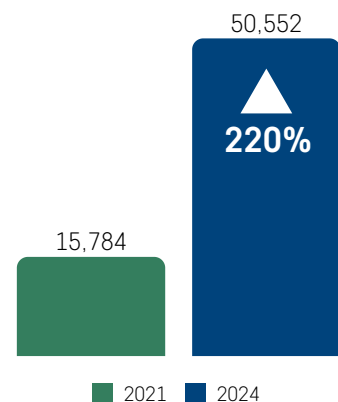
Link for more info:

[Update to Community on Recent Police Responses at Fredericton High Schools | City of Fredericton](#)

Division Feature - DEMS

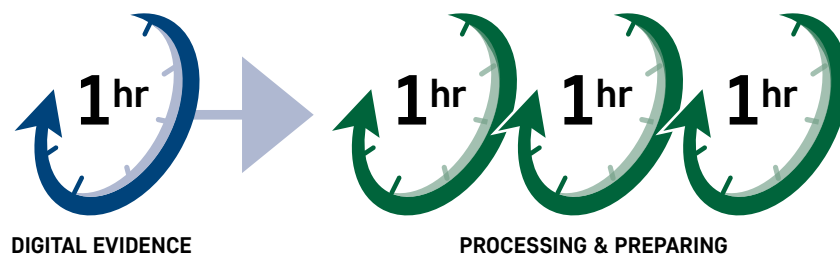
The Fredericton Police Force established the Digital Evidence Management System (DEMS) team in 2022 with a mandate to protect the public's privacy and information while increasing departmental transparency as it relates to digital evidence collected by the Force through multiple streams.

The amount of digital evidence generated by the Force has risen 220% from 15,784 pieces collected in 2021 to 50,552 pieces collected in 2024, with every piece managed by the DEMS team, currently comprised of two full-time and one part-time civilians.



A day in the life of a DEMS team member:

The team prioritizes its workflow each morning, spending the remainder of their workday reviewing the digital evidence raw footage with a lens of redacting portions that would impact police operations or victims and witnesses of crime.



Evidence collected by FPF members, whether it be through body-worn camera (BWC), interviews, internally captured crime scene photos, externally submitted photos, 911 transmissions, or CCTV footage, is uploaded to a secure Canadian-based cloud environment via Evidence.com with specific retention schedules on various file types. In addition to the aforementioned sources, DEMS team also access/manage over 30+ Public Safety cameras around the city.

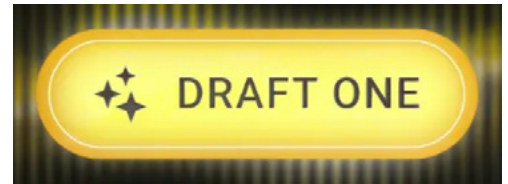
A process improvement in 2024 alleviated time on task work for Patrol members and DEMS team by introducing Auto-Tagging of evidence. When officers are dispatched by 911 operators, the digital evidence collected is auto assigned the appropriate file number, digital category, and title, through integration between Evidence.com and Versaterm, a record management system.

In addition to processing digital evidence, the DEMS team is also responsible for all training associated with the collection of digital evidence through BWC and the Evidence.com platform.

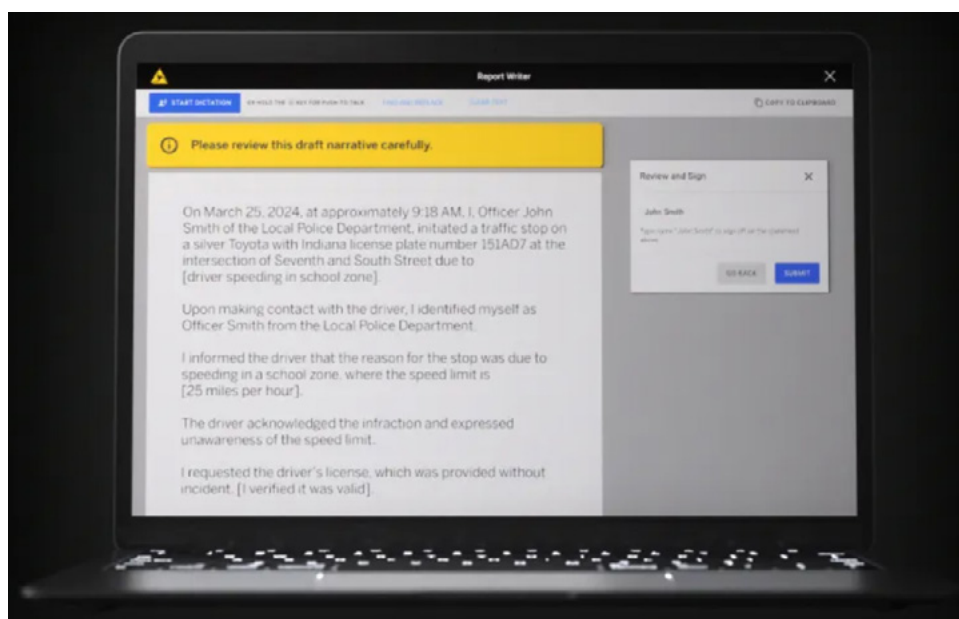
The DEMS team reviews and processes thousands of hours of raw footage of police response. Because of this, it's critical that team members are aware of how this exposure may affect their mental and emotional well-being. Supporting one another with compassion and accessing FPF mental health resources as necessary is crucial in these roles.

Patrols – Draft One technology feature

The Fredericton Police Force (FPF) is committed to embracing technological advancements to enhance our operations and better serve our community. We welcome innovative solutions that improve process efficiency and reduce the administrative workload allowing our officers to focus on public safety and building community relationships.



One innovative solution engaged by the FPF is a pilot project of Axon's Draft One software on non-charge files with a core focus group of front-line officers. This is an innovative artificial intelligence (AI) tool designed to generate draft police reports based on body-worn camera (BWC) audio. This system automatically generates a draft narrative within minutes of an incident. Officers are required to review and validate these drafts before submission to ensure accuracy and adherence to reporting standards.

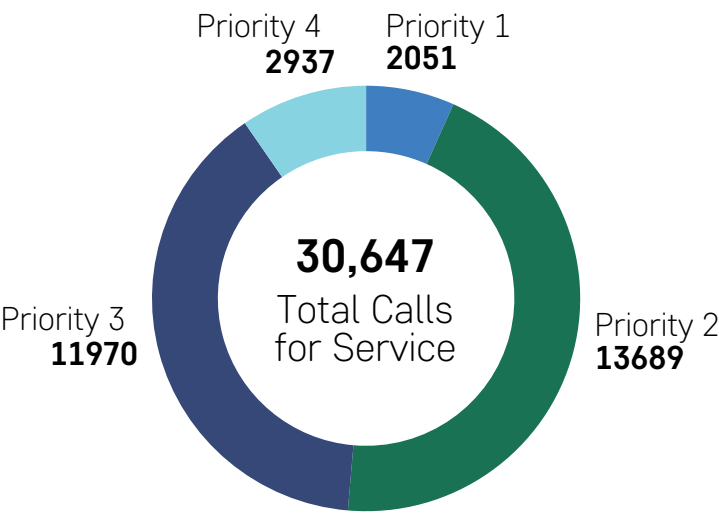


Crime Statistics

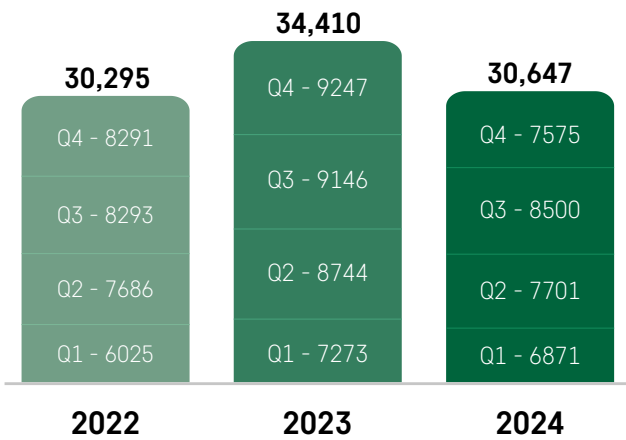
Total number of calls for all divisions

Breakdown by priority:

Priority 1 Require emergency response
Priority 2 Require rapid response
Priority 3 Addressed within the next business day or by appointment
Priority 4 Administrative calls



Total calls for service (2022-2024)

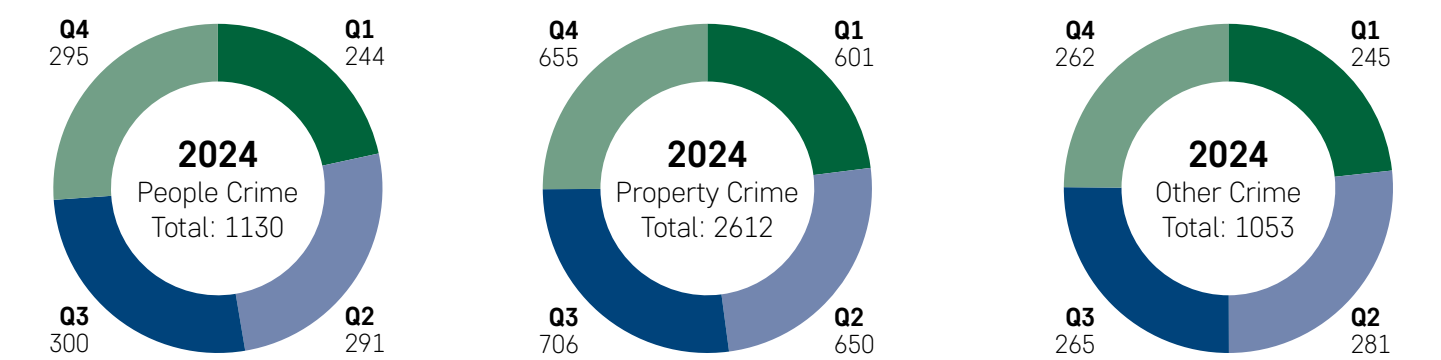


Intimate Partner Violence and Mental Health Calls (2022-2024)

Call Type	2022	2023	2024
IPV	1259	1089	929
Family Domestic	238	169	143
MH Assist	893	780	640
MH Transport	208	222	360

Crime Data (2022-2024)

The total number of crimes increased by 5.68% from 2022 to 2023. Conversely, 2024 experienced a 17.2% reduction in overall crime from 2023 to 2024. Property crime remains the most common type of crime each year.



2024					
	Q1	Q2	Q3	Q4	Category Total
People Crime	244	291	300	295	1130
Property Crime	601	650	706	655	2612
Other Crime	245	281	265	262	1053
Quarterly Total	1090	1222	1271	1212	4795

2023					
	Q1	Q2	Q3	Q4	Category Total
People Crime	262	300	310	303	1175
Property Crime	638	963	1159	980	3740
Other Crime	221	213	230	211	875
Quarterly Total	1121	1476	1699	1494	5790

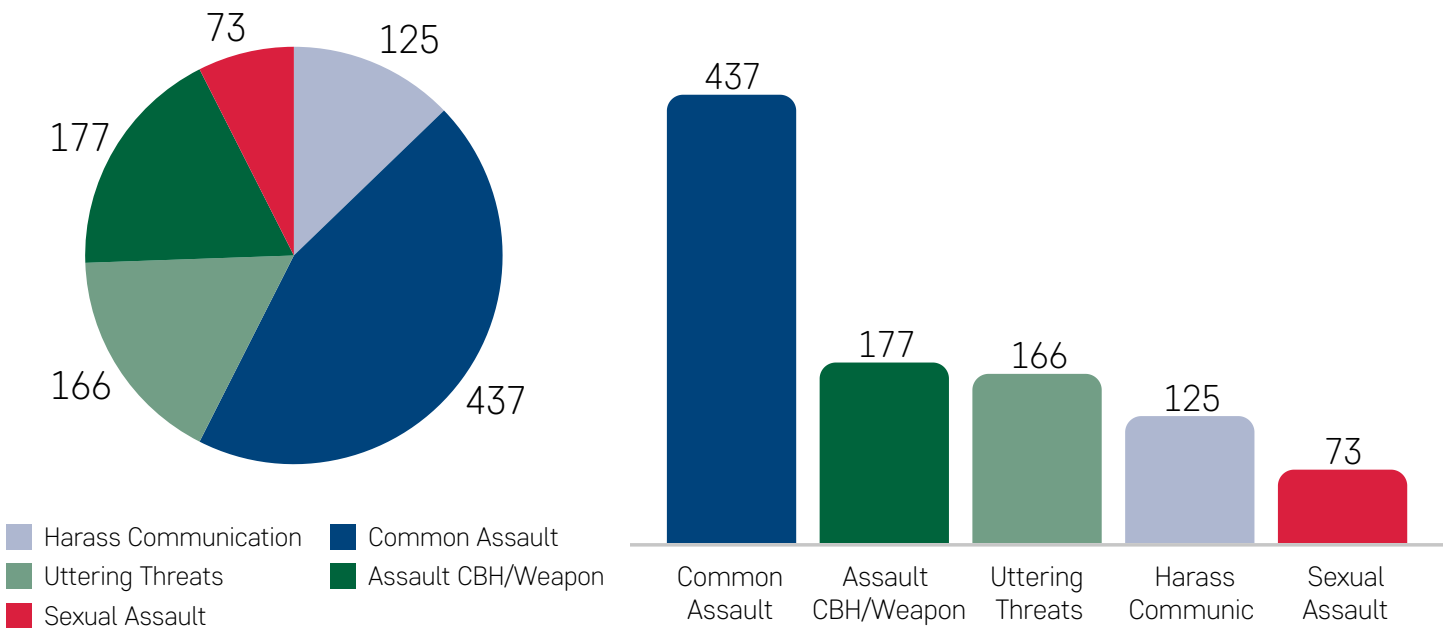
2022					
	Q1	Q2	Q3	Q4	Category Total
People Crime	219	250	304	302	1075
Property Crime	629	925	1054	983	3591
Other Crime	184	212	218	200	814
Quarterly Total	1032	1387	1576	1485	5480

Crimes Against People (2022-2024)

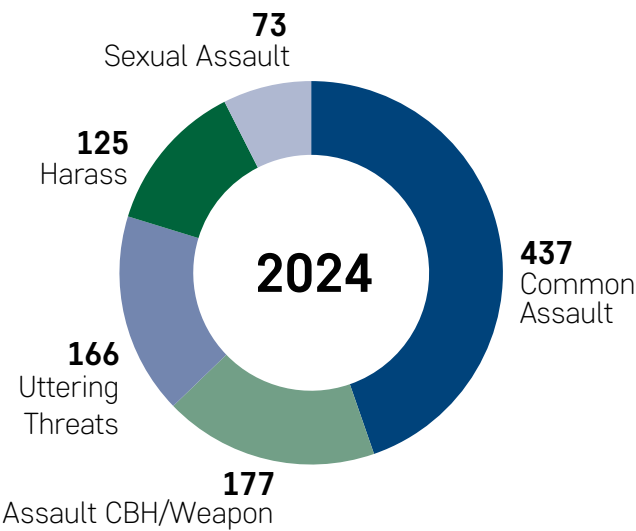
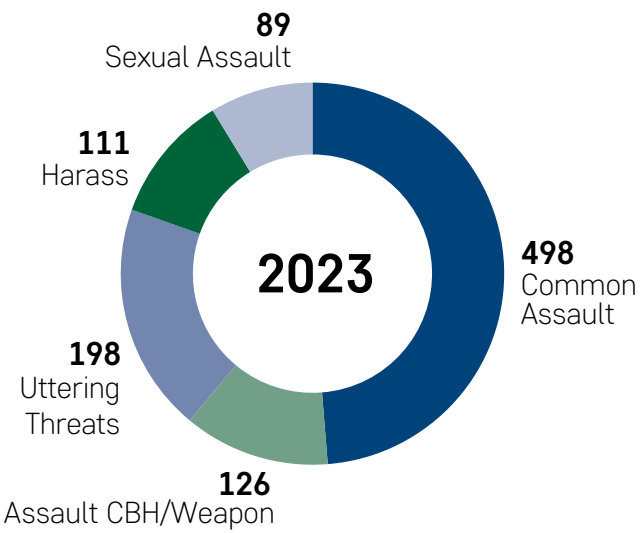
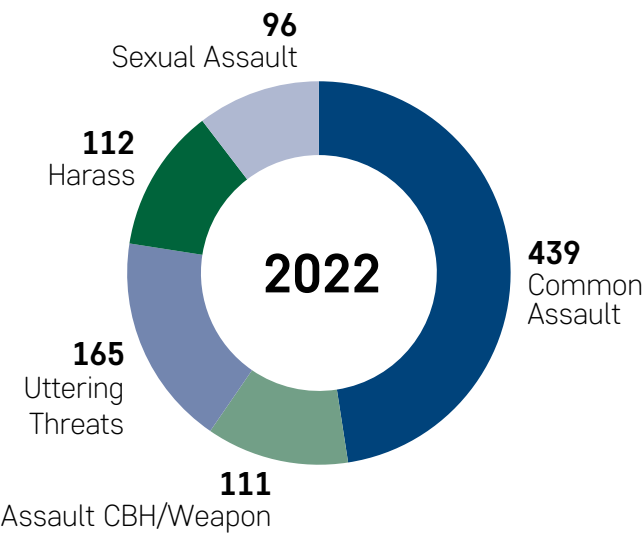
Top 10 Crimes Against People

	2022	2023	2024
Common Assault	462	543	437
Utter Threats	168	208	166
Assault CBH/Weapon	133	173	177
Harass Communication	112	111	125
Sexual Assault	100	100	73
Crim. Harass	31	23	33
Assault Police	32	18	31
Extortion	14	34	28
Robbery, Other Types	18	16	15
Forcible Confine	17	16	11
Total	1087	1242	1096

Top 5 Crimes Against People in 2024



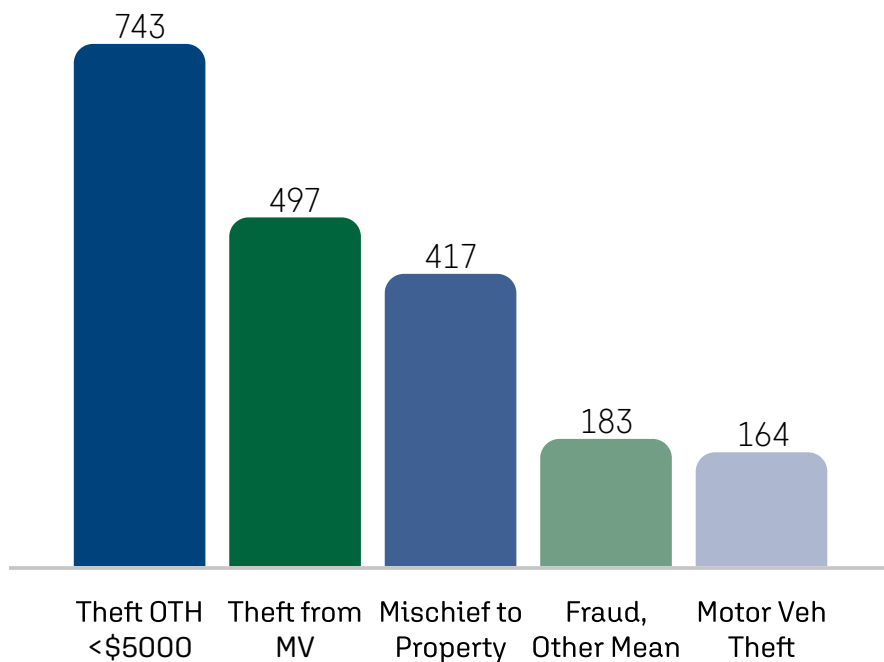
People Crime (2022-2024)



Top 10 Property Crimes

	2024
Theft Other <\$5000	743
Theft from MV <\$5000	497
Mischief to Property	417
Fraud, Other Means	183
Motor Vehicle Theft	164
B&E Other	150
Theft Bike <\$5000	133
B&E Residence	111
Fraud, Credit Card	101
B&E Non-Residence	95
Total	2594

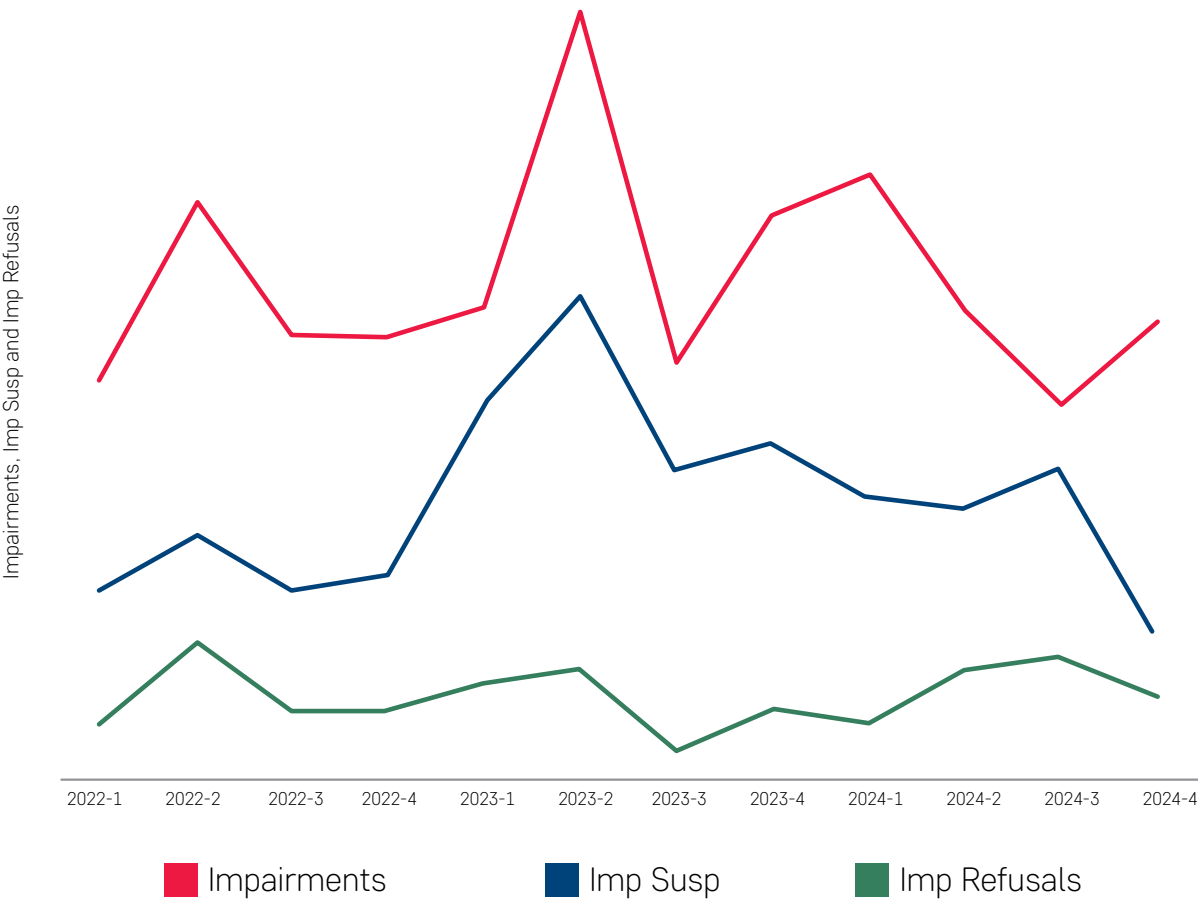
Top 5 Property Crimes in 2024



Impaired Driving (2022-2024)

Impaired Tickets and Charges

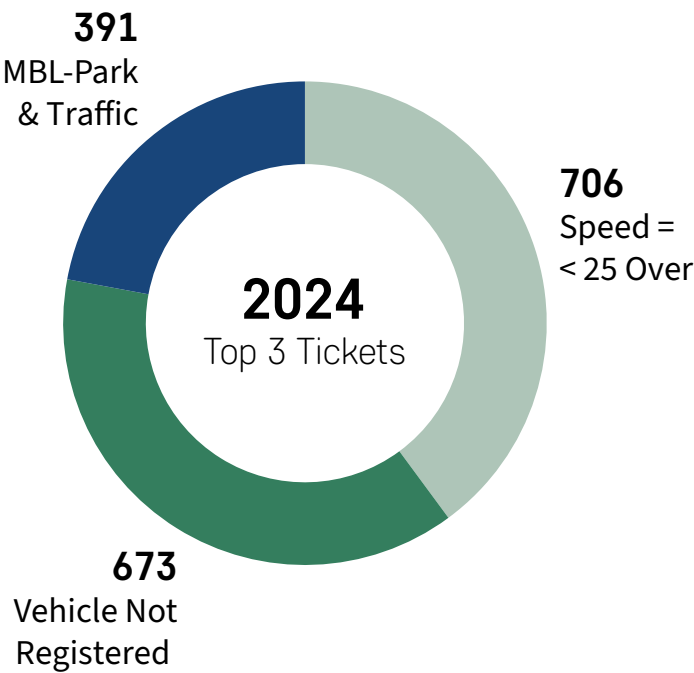
	Impairments	Impairment Suspension	Impairment Refusals
2022	139	61	24
2023	165	112	22
2024	142	75	27
Total	446	248	73



Top Tickets (2022-2024)

	2022	2023	2024
Speed = < 25 over	1451	1027	707
Vehicle Not Reg	1220	1024	673
MBL - Park & Traff	730	690	391
No Insurance	581	457	303
Provincial Traffic	442	358	333
Inspection Stkr	317	268	123
Improper Lights	296	149	95
Red Light	174	180	84
No Driver License	182	136	114
No Valid License	174	144	89
Total	5567	4433	2912

Top 3 Types of Tickets in 2024



Conclusion

The past year has been marked by significant progress and challenges in our policing efforts. Our commitment continues to be focused on community safety and engagement to enhance trust between law enforcement and the community we serve and protect. We have implemented innovative strategies and technologies to improve our operations and responsiveness.

As we look forward to the coming year, we remain dedicated to innovation and adaptation to meet the evolving needs of our community. Our focus will be on strengthening partnerships, fostering transparency, and ensuring the well-being of all citizens. Together, we will strive to build a safer, more resilient community.

Thank you for your continued support and collaboration.



Cst. D. Carmichael and Cst. T. Marcil