

**Lethbridge Police Commission
Strategic
Plan 2022
- 2025**

Approved May 25, 2022

LPC Strategic plan-

This is a high level document *created by LPC* to outline our direction for the next four years

Business Plan-

This document is *created by LPS* to allocate the resources LPC and LPS need to head in the intended direction

Annual Plan-

Using resources from the business plan and direction from the Strategic plan, *this LPC document* sets goals and expectations for the coming year

Action Plan-

This *LPC document* holds us accountable for goal completion

OUTCOMES

Mission, Vision and Values

The Lethbridge Police Commission is a statutory body created under the Province of Alberta Police Act and City of Lethbridge Bylaw 5969 to oversee the Lethbridge Police Service.

The Lethbridge Police Commission has a long-term commitment to strategic planning guided by its Mission, Vision, Values and Operating Principles. These foundational components (what we do, where we are going, and who we are) are listed below.

Mission

The Mission of the Lethbridge Police Commission is to establish policies for efficient and effective policing for the City of Lethbridge. This is done through strategic direction to the Chief of Police, support of community oriented policing activities, and the allocation of funds provided by Council.

Vision

To ensure the Lethbridge Police Service responds strategically and has the operational resources to meet the needs of citizens for a safe and secure community.

Values

The Lethbridge Police Commission commits to the following values. We will maintain high standards of ethical and professional conduct by being:

- Trustworthy** in our decision making and interpersonal relationships; and
- Transparent** in our communications and processes; and
- Accountable** for our actions and decisions

Operating Principles

The Commission represents the community of Lethbridge. Decisions are made for the best of the residents in the absence of political, special interest, or other outside influence. We will use these principles to guide our decision making and activities:

- Put citizens first and engage them in our deliberations
- Partner with our colleagues in service delivery
- Practice good governance and respect the roles of the Lethbridge Police Service and Lethbridge City Council
- Advocate for the safety and security of our community
- Strive for continuous improvement in all we do
- Create a work environment that contributes to employee health and well-being

Commission Strategic Priorities

The Lethbridge Police Commission has identified four areas which will receive special attention and focus during the term of this strategic plan. These strategic priorities were selected based on community feedback, current service information, and a thorough understanding of the challenges that lie ahead.

For each strategic priority, the Commission outlined the key outcomes it wishes to achieve in the next four years.

Strategic Priority #1: Governance

Oversight of policies, procedures, and practices for effective and efficient police services

- **Key Outcome 1.a:** Maintain compliance with the Alberta Policing Oversight standards for Municipal Police Commissions
- **Key Outcome 1.b:** Establish overarching policies as required
- **Key Outcome 1.c:** Ensure Lethbridge Police Service is compliant with all relevant municipal, provincial and federal legislation
- **Key Outcome 1.d:** Ensure timely and robust evaluations of programs and service performance
- **Key Outcome 1.e:** Clarify roles and responsibilities of Lethbridge Police Service, Lethbridge Police Commission, and City Council

Strategic Priority #2: Organizational Excellence

Build capacity within the Lethbridge Police Service and encourage innovation to promote public safety and crime prevention, while ensuring the continued sustainability of excellence in community policing.

- **Key Outcome 2.a:** Allocate the funds that are provided by Lethbridge City Council; establish policies providing for efficient and effective policing; issue instructions, as necessary, to the Chief of Police in respect to the policies; ensure that sufficient persons

are employed by the police service for the purposes of carrying out the functions of the police service

- **Key Outcome 2.b:** Ensure Lethbridge Police Service continues to broaden contacts through outcome driven partnerships in order to explore innovative practices in enhancing public safety and service delivery
- **Key Outcome 2.c:** Ensure development and implementation of an effective evaluation of human resource policies and practices
- **Key Outcome 2.d:** Ensure transparency and accountability
- **Key Outcome 2.e:** Ensure robust succession and recruitment plans
- **Key Outcome 2.f:** Successfully implement internal change management strategies

Strategic Priority #3: Partnership

Develop partnerships to leverage resources and nurture mutually beneficial solutions

- **Key Outcome 3.a:** Strengthen existing outcome driven partnerships
- **Key Outcome 3.b:** Develop process to encourage new, mutually beneficial capacity through partnerships with other commissions and with provincial and federal related organizations
- **Key Outcome 3.c:** Establish Lethbridge Police Commission Communication Plan

Strategic Priority #4: Engagement

Build trust and relationship through community engagement.

- **Key Outcome 4.a:** Create an engagement strategy to involve community in public discourse
- **Key Outcome 4.b:** Demonstrate listening and responsiveness to issues identified by the public
- **Key Outcome 4.c:** Identify neutral spaces to hold community discussions/meetings
- **Key Outcome 4.d:** Revitalize Lethbridge Police Commission agenda process to encourage and facilitate public participation