



LETHBRIDGE POLICE COMMISSION MEETING AGENDA

Wednesday, January 31, 2024

Council Chamber, City Hall

4:00 p.m.

1. Meeting Called to Order

2. Reconciliation Statement

The City of Lethbridge acknowledges that we are gathered on the lands of the Blackfoot people of the Canadian plains and pays respect to the Blackfoot people past, present and future, while recognizing and respecting their cultural heritage, beliefs and relationship to the land.

The City of Lethbridge is also the home to the Metis Nation of Alberta, Region Three.

3. Election of Chair and Vice Chair

4. Closed Session - Council Boardroom

5. Conflict of Interest Declaration (6: 30 p.m.)

Conflict of interest means a conflict between a member's personal and or business

interests and the member's responsibility as a Police Commissioner.

Commission members must declare all potential or perceived conflicts of interest and the Commission then determines whether the member will be excluded from voting or discussion on the matter. A conflict may exist whether or not a financial advantage has been or may be conferred on the member.

A member of the Commission has a conflict of interest when the member exercises an official authority or performs an official duty or function in the execution of the member's office while knowing that in doing so there is the opportunity to further the member's own interest.

A member of the Commission has an apparent conflict of interest where there is a perception, which a reasonably well-informed person could properly have, that a member's ability to exercise official power or perform an official duty must have been affected by the member's private interest.

5. Approval of Agenda
6. Consent Agenda
Items listed under the Consent Agenda will be approved by one motion without debate. There will be no separate discussion of these items unless a request is made prior to the vote on the motion. Items containing issues or matters that require review, or which present a conflict of interest for Commission Members, must be removed from the Consent Agenda and considered separately.
 - a. Minutes of November 29, 2023 Meeting of the Letbridge Police Commission
7. Recognitions
 - a. New LPC Appointees
 - i. Hunter Heggie
 - ii. Matthew McHugh
 - b. Dawna Coslovi - Former LPC Chair
 - c. Community Peace Officers:
 - i. Carter Armstrong
 - ii. Teigan Lissel
8. Inquiries from the Public
Speakers are reminded that they have 5 minutes to speak. Come up to the presenters table, state your name and ensure the Clerk has recorded your name before you proceed. All 3 microphones work. Comments are to be directed to the Chair and will be received by the Commission for information. Complaints about the conduct of a police officer or any ongoing investigations are not topics for this forum. Complaints need to be directed to either the Public Complaint Director or to the Duty Staff Sergeant at the Lethbridge Police Service.
9. Presentations
 - a. ALERT Presentation – Staff Sergeant Sheppard
 - b. 2023 Annual Policing Plan Year End Report – Chief Mehdizadeh
10. Standing Items
 - a. Monthly Compliments –
 - i. November – External/Citizen (2), Internal (3)
 - ii. December – External/Citizen (4), Community Partners (1), Internal (1)

- b. Chief's Report – Chief Mehdizadeh
 - c. Field Operations Division Update – Inspector Lawrence
 - d. Criminal Investigation Division Update – Inspector Dobirstein
 - e. Support Services Division Update – Inspector Walper
 - f. LPS Crime Report – Deputy Chief Grobmeier
11. New Business
- a. 2024 Meeting Schedule Discussion
 - i. Timeline of Meetings
 - ii. Livestreaming
 - b. 2024 Commission Member Conduct Declaration Renewal
 - c. 2024 Committee Appointments
 - d. 2024 AAPG Attendance
 - e. Photography Date Selection
12. Reports
- a. Budget Approval
 - b. Policy and Governance Committee Report – Commissioner Piquette
 - i. December 5th, 2023
 - ii. January 16th, 2024
13. Upcoming Events and Meetings
- a. Regular meeting of February 28, 2024
 - b. Regular Committee Meetings:
 - i. Human Resources Committee - February 20th, 2024, 3 p.m.
 - ii. Policy and Governance Committee February 13th, 2024, 9 a.m.
 - iii. Finance Committee February 20th, 2024, 9 a.m.
14. Meeting Adjournment



LETHBRIDGE POLICE COMMISSION

Recommended Commission Executives

Recommended appointments to the **Commission Chair** include:

Doug Thornton

Recommended appointments to the **Commission Vice Chair** include:

Matthew McHugh



LETHBRIDGE POLICE COMMISSION MEETING MINUTES

Wednesday, November 29, 2023
Council Chamber, City Hall
6:30 p.m.

In Attendance:

Commission Members:

Chair Dawna Coslovi, Vice Chair Doug Thornton, Members Clement Esene, Rachel Hopf, Nick Paladino, Noella Piquette, Jenn Schmidt-Rempel and Jen Visser

Absent:

Commissioner Brett Carlson

Lethbridge Police Service Executive:

Acting Chief Grobmeier, Inspector Lawrence

Other:

Legal Counsel to Lethbridge Police Service Lee Cutforth, LPS Strategic Communications Manager Kristen Saturley, Executive Assistant to the Chief Carmen Hellawell, Commission Clerk Elizabeth Thompson, Commission Administrative Assistant Marygrace Giesbrecht

1. Meeting Called to Order

Chair Coslovi opened the meeting of the Lethbridge Police Commission November 29, 2023, the time being 6:33 p.m., and began with a roll call and welcomed Commissioner Paladino as the newest Commission Member.

2. Reconciliation Statement

Chair Coslovi read the Reconciliation Statement.

3. Conflict of Interest Declaration

Chair Coslovi called for a Declaration of Conflict of Interest. None were noted.

4. Consent Agenda

The following minutes were circulated for approval:

- a. Minutes of October 25, 2023 Lethbridge Police Commission Meeting

Moved by Doug Thornton, BE IT RESOLVED that the Lethbridge Police Commission adopt the Consent Agenda as presented.

CARRIED

5. Approval of Agenda

Moved by Nick Paladino, BE IT RESOLVED that the Lethbridge Police Commission adopt the agenda for the November 29, 2023, Lethbridge Police Commission Meeting as amended.

CARRIED

6. Recognitions

Marygrace Giesbrecht was recognized as the new administrative assistant for the Lethbridge Police Commission.

Commissioner Hopf was recognized and thanked for her service on and dedication to the Lethbridge Police Commission.

7. Inquiries from the Public

None

8. Presentations

None

9. Standing Items

- a. Monthly Compliments
- b. Field Operations Division Update
- c. Criminal Investigation Division Update

- d. Support Services Division Update
- e. Lethbridge Police Service Crime Report

Moved by Jenn Schmidt-Rempel, BE IT RESOLVED that the Lethbridge Police Commission receive as information the Monthly Compliments, Field Operations Division Update, Criminal Investigation Division Update, Support Services Division Update, and Lethbridge Police Service Crime Report dated November 29, 2023.

CARRIED

10. New Business

- a. Change to 2024 Meeting Time – 6:30 P.M.

Moved by Doug Thornton, BE IT RESOLVED that the Lethbridge Police Commission approve the proposal to change all future Regular Police Commission open session meetings to begin at 6:30 P.M.

CARRIED

- b. Committee Appointments – 2024

Moved by Noella Piquette, BE IT RESOLVED that the Lethbridge Police Commission appoint Commissioner Paladino to the Lethbridge Police Commission Policy and Governance Committee

CARRIED

Moved by Clement Esene, BE IT RESOLVED that the Lethbridge Police Commission extend all current committee appointments until January 31, 2024.

CARRIED

11. Reports

- a. Finance Report

Moved by Jen Visser, BE IT RESOLVED that the Lethbridge Police Commission sponsor the 2024 AAPG conference event up to \$2,500.00 out of the 2023 LPC Budget.

CARRIED

Moved by Doug Thornton, BE IT RESOLVED THAT the Lethbridge Police Commission receive the Finance report as information.

CARRIED

b. Chair Report

Moved by Jenn Schmidt-Rempel, BE IT RESOLVED that Lethbridge Police Commission receive the amended Chair Report as information.

CARRIED

12. Closed Session

Moved by Noella Piquette BE IT RESOLVED that the Police Commission move into Members Only Closed Session at 4:30 p.m., pursuant to provisions of the *Freedom of Information and Protection of Privacy Act*.

CARRIED

*Commission Members, Clerk, and Administrative Assistant attended the entirety of the Members Only Closed Session
The Acting Chief of Police entered the closed session at 5:00 p.m.
The City Solicitor entered the closed session at 5:07 p.m.*

Moved by Clement Esene BE IT RESOLVED that the Lethbridge Police Commission Members Only Closed Session adjourn, the time being 5:10 p.m.

CARRIED

Moved by Noella Piquette, BE IT RESOLVED that the Police Commission and Lethbridge Police Service Executive and Staff move into Closed Session, the time being 6:00 p.m., pursuant to provisions of the *Freedom of Information and Protection of Privacy Act*.

CARRIED

Commission Members, Clerk, Administrative Assistant, LPS Executive and LPS Staff attended the Closed Session.

Moved by Clement Esene, BE IT RESOLVED that the Lethbridge Police Commission Closed Session with Lethbridge Police Service adjourn, the time being 6:30 p.m.

CARRIED

Moved by Clement Esene, BE IT RESOLVED that the Commission Only Closed Session Meeting discussions, reports, and documents relating to:

Finance Committee Report

Human Resources Report

Chair Report

Professional Standards Report

Professional Standards – Time Limit Extensions

Bylaw Officer Discussion

remain confidential, pursuant to Sections 17 (Harmful to Personal Privacy), 21 (Harmful to Intergovernmental Relations), 23 (Local Public Body Confidences), and 24 (Advice from Officials) of the *Freedom of Information and Protection of Privacy Act*; and

FURTHER BE IT RESOLVED that the Police Commission proceed with the confidential direction provided during the Commission Only Closed Session.

CARRIED

Moved by Racheal Hopf, BE IT RESOLVED that the Lethbridge Police Commission grant the following Time Limit Extensions and approve the Chair to sign the same: TLE 2023-052, TLE 2023-058 and TLE 2023-041 extended to March 27, 2024.

CARRIED

Commission Members with Lethbridge Police Executive

Moved by Jenn Schmidt-Rempel, BE IT RESOLVED that the Closed Session Meeting discussions, reports, and documents relating to:

Monthly Compliments

Bylaw Report

remain confidential, pursuant to Sections 17 (Harmful to Personal Privacy), 23 (Local Public Body Confidences), and 24 (Advice from Officials) of the *Freedom and Information Protection of Privacy Act*; and

FURTHER BE IT RESOLVED THAT the Police Commission proceed with the confidential direction provided during the Closed Session.

CARRIED

13. Upcoming Events and Meetings

The next regular meeting is scheduled for January 31, 2024 at 6:30 p.m.

14. Meeting Adjournment

Chair Coslovi adjourned the meeting, the time being 7:13 p.m.

CARRIED

Dawna Coslovi, Chair

Elizabeth Thompson, Clerk



ALERT

ALBERTA LAW ENFORCEMENT RESPONSE TEAMS

INTRODUCTION & OVERVIEW

January 2024

ALERT operates with one overarching goal: to create safer communities for all Albertans. Established by the Government of Alberta in 2006 to combat organized and serious crime, ALERT brings 400 municipal police and RCMP officers together in teams to investigate everything from drug trafficking to child exploitation to gang violence.





LEGACY OF SUCCESS



INTEGRATED TEAMS

- Organized Crime;
- Internet Child Exploitation;
- Human Trafficking;
- Auto Crimes;
- Criminal Intelligence;
- Training section.



BENEFITS OF ALERT

- Integrated;
- Dedicated;
- Multi-jurisdictional;
- Flexible.



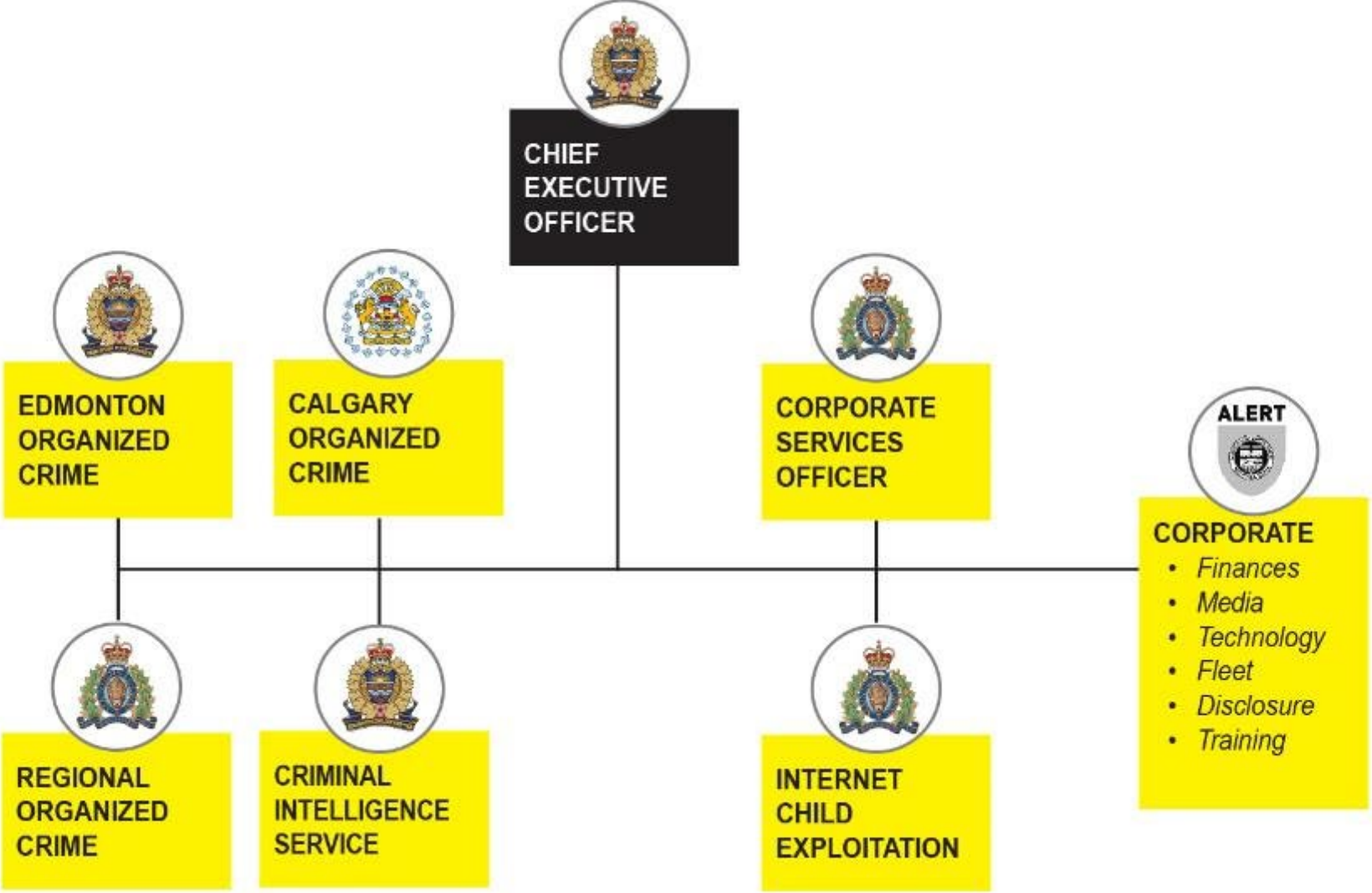
BOARD OF DIRECTORS



Alberta



ORGANIZATIONAL STRUCTURE



FUNDING & RESOURCES*

- Operating Budget | **\$74.3 M**
- Provincial funding | **\$56.29M**
- Federal funding | **\$18.25 M**
- Positions | **413**



** Based on 2023-26 ALERT Business Plan submission*



POSITION SUMMARY*

Partner Agency	Funded Positions
Alberta Sheriffs	15
Blood Tribe Police	1
Calgary Police	63
Camrose Police	1
Edmonton Police	91
Lacombe Police	2
Lethbridge Police	7
Medicine Hat Police	11
RCMP	172
Taber Police	1
Tsuut'ina Police	1
ALERT Corporate	48

413

FUNDED POSITIONS

48

CONTRIBUTED POSITIONS

461

TOTAL POSITIONS

**based on 2023-24 ALERT Business Plan submission*

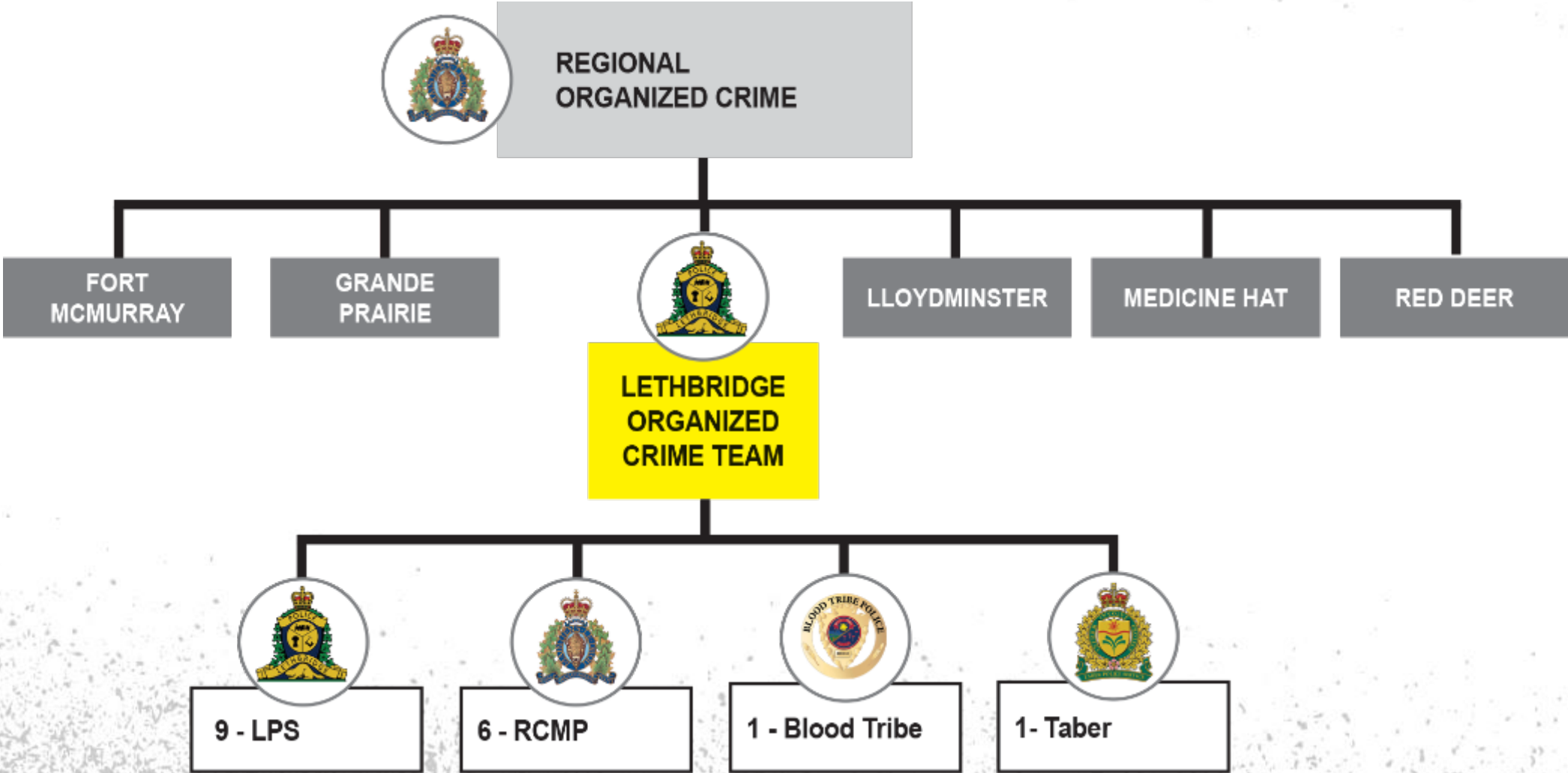


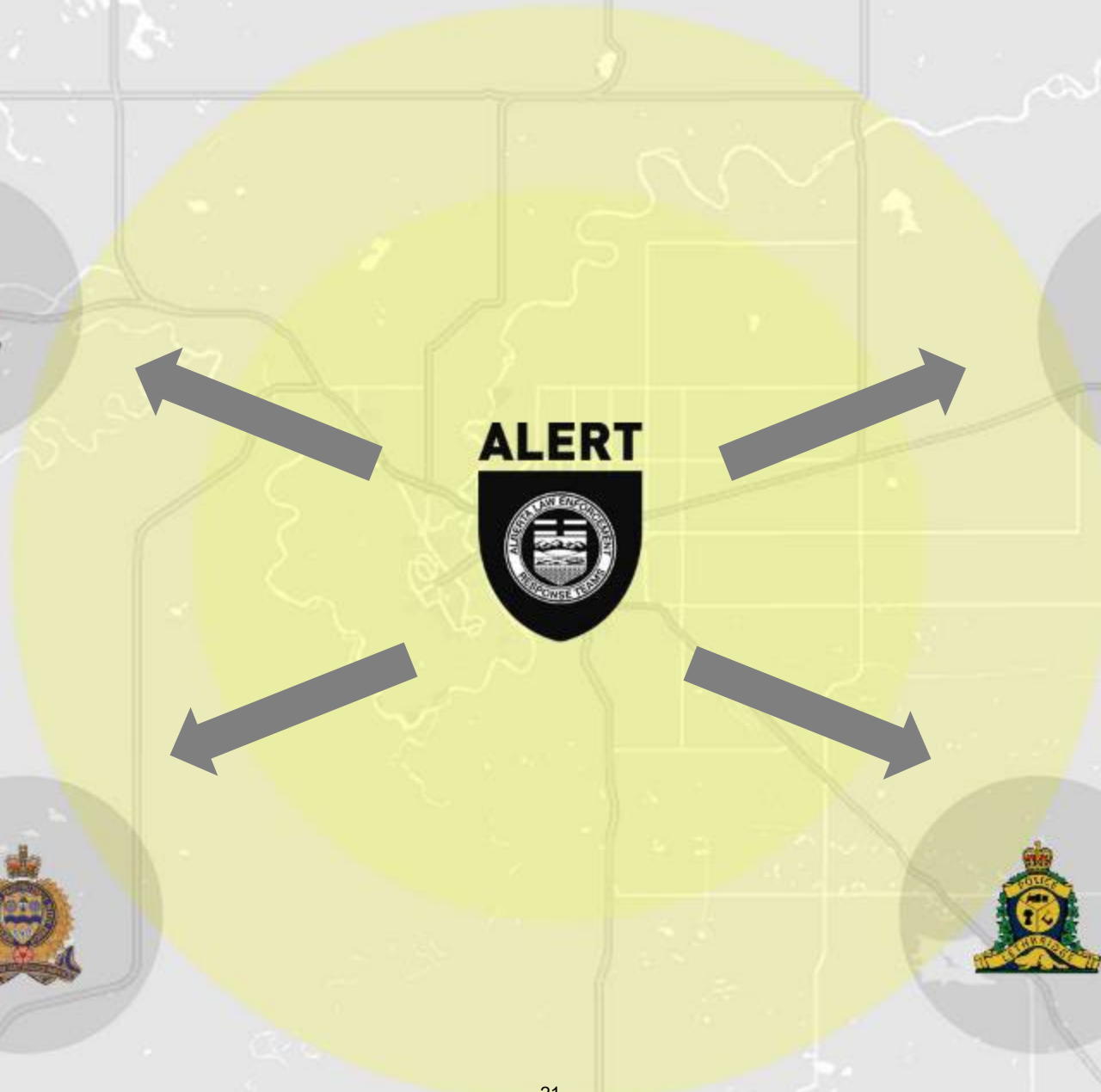
LETHBRIDGE

- \$2.1 Million
- 18 Positions
 - 14 Funded by ALERT
 - 4 contributed by LPS



CFSEU-LETHBRIDGE





ALERT



JANUARY 10, 2024

STREET-LEVEL FENTANYL DEALERS CHARGED IN LETHBRIDGE



DECEMBER 14, 2023

SEX OFFENCES COMMITTED AGAINST SOUTHERN ALBERTA CHILD



JULY 21, 2023

LETHBRIDGE PROBLEM PROPERTY SEARCHED, DRUGS SEIZED



MAY 3, 2023

TWO LETHBRIDGE MEN ARRESTED; DOZEN CHARGES LAID



JANUARY 25, 2023

MILLION-DOLLAR DRUG SEIZURE REALIZED IN LETHBRIDGE



KEEPING ALBERTA SAFE

www.ALERT-AB.ca





LETHBRIDGE POLICE SERVICE ANNUAL POLICING PLAN

2023

YEAR-END UPDATE



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OVERVIEW

The 2023 Annual Policing Plan sets out the yearly priorities and initiatives of the Lethbridge Police Service.

The plan builds on the four-year vision of the LPS 2023-2026 Strategic Plan by setting clear, measurable outcomes to support three areas of focus: Community Safety, Community Engagement and a Healthy Organization. It further aligns with the Lethbridge Police Commission's key priorities – partnerships, engagement and organizational excellence.

The Annual Policing Plan is developed in consultation with the Commission and presented in the first quarter of each year. Progress will be reported in the LPS Annual Report.

MISSION

Through partnerships and collaboration, the Lethbridge Police Service strives to create a safe community for all.

VISION

Guided by the highest standards of policing, we are committed to supporting our community by addressing crime, maintaining public safety and strengthening public trust.

VALUES

- Respect
- Courage
- Accountability
- Professionalism
- Collaboration

MESSAGE FROM THE CHIEF



Chief Shahin Mehdizadeh

As we embark on the first year of our new four-year Strategic Plan, I want to take a moment to reflect on the past and acknowledge the superb effort by all our employees for their perseverance, resilience and steadfast commitment. I am proud of what we have achieved as a team and as we move forward with this Annual Policing Plan for 2023, I am confident the initiatives we have developed will have a positive impact on the community and our Service.

Our 2023-2026 Strategic Plan focuses on three key areas - Community Safety, Community Engagement and a Healthy Organization. These pillars align with the direction and priorities of the Lethbridge Police Commission and will serve as a guiding foundation over the next four years.

Creating a safe community for all is our mission and we are committed to balancing enforcement initiatives aimed at reducing crime and increasing citizen perceptions of safety with the need to support vulnerable populations and transition individuals away from the justice system.

Through increased public engagement initiatives - both in person and online - we are looking forward to making meaningful connections with our citizens to foster a two-way dialogue, increase crime prevention education and awareness and work in collaboration to develop sustainable strategies that meet the needs of our community.

In 2023 we will work to increase our sworn and civilian ranks and our recruiting efforts will include targeted strategies to specifically increase female officers and under-represented minorities so we are more reflective of the diverse community we serve.

We also have a responsibility to ensure there are strong supports and programs in place to provide wellness resources for all our employees as well as ongoing opportunities for leadership and career development.

OUR WORK



Responding to calls for service

Our officers respond to an average of 36,000 calls for service each year - 24 hours a day, 365 days per year



Criminal investigations

Police officers are called upon to investigate criminal offences ranging from property, domestic and violent crimes, to drug trafficking, child exploitation and economic crimes



Traffic safety

LPS patrol and traffic response officers are responsible for road safety, education and investigation of collisions



Crime prevention, education and early intervention

LPS works to provide resources to community partners and the public to increase awareness, prevent victimization and intervene to divert individuals away from the justice system to appropriate support services



Management of public order events

Police officers ensure public safety at major events through risk assessment, planning and collaboration with organizers



Community visibility and engagement

LPS engages with citizens through daily interactions in the community, attending events, crime awareness campaigns and working with stakeholders and partners



Supporting the community

Police officers are supported by volunteer Crisis Support Workers in our Victim/Witness Services Unit and members of The Watch, who serve as the eyes and ears of emergency responders in the downtown core



LETHBRIDGE
POLICE SERVICE

BALANCE ENFORCEMENT AND INTERVENTION COMMUNITY SAFETY

We are committed to creating a safe community for all.

Every community experiences crime, harm and social disorder that ranges in complexity and severity. Each situation requires an understanding of the unique circumstances involved to ensure an appropriate response that balances the need for supports and intervention with enforcement in order to address root causes and break the cycle.

In the 2022 Community Survey, a majority of citizens indicated they believed Lethbridge was a safe community overall, but in directional comparisons with previous years' surveys the perception of safety has slightly decreased. The top three policing priorities were identified as property crime, drug crime and crimes against persons.

In 2023 LPS will focus on a series of initiatives aimed at reducing crime, increasing citizen perceptions of safety and supporting our vulnerable population.

LPS will expand the use of data and intelligence-driven policing to develop deployment strategies to more effectively use resources to target crime, more Community Peace Officers will be added to enhance officer visibility and new technology and training will be implemented to ensure officers are well-equipped to investigate crimes that continue to involve in complexity.

Police are also adding a program that will provide drug-addicted individuals in custody with the ability to immediately access withdrawal medications and be connected with further supports for long-term treatment and recovery options.

1: REDUCE PROPERTY CRIME BY 5%

ACTIVITIES AND ACTIONS:

- Restructuring of the Crime Analysis Unit including the addition of a supervisor position to increase efficiencies, reduce duplicative efforts and ensure consistency in methodology and practice
 - *The Crime And Strategic Analysis Unit was created and includes a supervisor, two full-time analysts and one part-time analyst, who are all centrally located within LPS*
- Expansion of the Comp Stat program to include the identification of crime hot spots, high calls for service areas and condition checks
 - *Condition checks and deployment targeting problem locations (high calls for service) have been operationalized*
- Increase staffing within the Uniform Crime Reporting Unit by two full-time positions to ensure the timely classification of required data
 - *Two full-time positions were added to the Uniform Crime Reporting Unit*
- Hiring 10-12 frontline police officers
 - *A total of 11 sworn police officers were hired in 2023*
- Implement real-time monitoring of crime data for frontline officers
 - *An LPS Intelligence Portal has been created to provide:*
 - *Access to data related to top offenders in person, property and drug crimes in Lethbridge as well as High Risk Offenders.*
 - *Identification of offenders with condition who require police checks*
 - *Identification of problem locations within the city*
 - *Information for all LPS officers that is updated daily*
- Creation of an integrated offender management program
 - *Research is ongoing*

RESULT:

- *Comparing January to June 2022 and the same period in 2023, shows a 3.5% increase in property crime*

2: IMPROVE CITIZEN PERCEPTIONS OF SAFETY BY 4%

ACTIVITIES AND ACTIONS:

- Increase Community Peace Officer positions to 12 in total in 2023, including a supervisor
 - *A total of 12 CPOs, including a CPO Sergeant, have been trained and deployed*
- Increase CPO deployment on the street by 50% to provide higher visibility
 - *Deployment was increased by 300% with the addition of three CPOs assigned to the street*
- Issue one proactive communication via social media per month focusing on crime reduction/prevention initiatives and/or highlighting LPS operational activities
 - *Posts focusing on areas such as traffic safety and other operational activities were shared*

RESULT:

Citizen perceptions of safety decreased by 6% in 2023, attributed mainly to drugs, homelessness and crime. This is a trend being experienced by many communities across Canada

3: IMPLEMENTATION OF THE VIRTUAL OPIOID DEPENDENCY PROGRAM (VODP)

ACTIVITIES AND ACTIONS:

- Medical provider to complete a site evaluation at LPS
- Integrate two paramedics into the LPS short term holding facility who can immediately provide withdrawal medications and connect individuals with further recovery programs and supports
 - Paramedic coverage in the short term holding facility operates 8 a.m. to 8 p.m. daily providing medical assessments and same-day opioid addiction treatment options
 - The VODP paramedic also provides minor treatment/emergency and ongoing care to detainees in the short-term holding facility helping to reduce unnecessary EMS attendance when possible
- Develop process for paramedics to work in the field alongside The Watch when not required in holding cells – Lethbridge will be the first VODP agency in Alberta to have paramedics provide this community outreach
 - *When there are no detainees requiring VODP monitoring, the paramedic will join The Watch and provide outreach in the downtown to connect with vulnerable community members and help deliver VODP services*

RESULT:

The VODP has been operational since April. In that time 29 people have been referred to the program to receive treatment, 14 hospital transports have been avoided by having the paramedics in-house and eight people have been treated for withdrawal symptoms

4: INCREASE THE ABILITY OF THE ECONOMIC CRIMES UNIT TO INVESTIGATE CRYPTOCURRENCY FRAUDS IN-HOUSE

ACTIVITIES AND ACTIONS:

- Purchase specialized software that will enable LPS members to conduct investigations without relying on assistance from other agencies
 - *Chainalysis Reactor software has been deployed and one member of the Economic Crimes Unit (ECU) has been trained to trace cryptocurrency transactions to assist with investigations*
- Unit members attend four cryptocurrency-specific training courses (Economic Crimes investigators)
 - *ECU Sergeant has completed specialized training in cryptocurrency fraud investigations with two Constables to be trained by the end of 2024*
 - *Training is scheduled for the fourth quarter of 2023 to have members of each frontline patrol team trained in cryptocurrency investigative techniques to assist with the initial intake of files*

RESULT:

The ability of members of the Economic Crimes Unit to investigate cryptocurrency frauds has increased and the organization is committed to ongoing training and programming to help keep pace with evolving technologies



CONNECT AND COLLABORATE COMMUNITY ENGAGEMENT

The police are the public and the public are the police

—Sir Robert Peel

LPS is committed to engaging with both internal and external partners and stakeholders to increase awareness and promote a greater understanding of safety priorities, needs and the different perspectives of community members.

Working collaboratively with our citizens to share information and provide education on LPS activities, crime trends and drivers of community safety is key to achieving mutual safety goals and developing meaningful strategies and solutions.

In 2023 police are committed to making authentic connections with community members through a series of initiatives that will enhance engagement efforts to help strengthen public trust and confidence and increase the ability for greater collaboration.

Starting in the first quarter and continuing throughout the year, police will meet in person with citizens during four Community Conversations, more crime prevention information and stories about LPS activities will be shared online to increase social media engagement and police will work closely with diverse community groups to increase cultural understanding and continue efforts toward truth and reconciliation.

1: INCREASE COMMUNITY SATISFACTION WITH LPS BY 2%

ACTIVITIES AND ACTIONS:

- Host four Town Hall events, one in each city beat – North, South, Downtown and West
 - *Town Hall meetings were completed with valuable feedback gained from community*
- Increase service to the community by adding an online processing option for Police Information Checks
 - *A Request for Quotation has been completed and a vendor selected with implementation expected to go live by the end of the year*

RESULT:

A total of 83% of citizens are satisfied with the services of LPS - on par with 2022

2: EXPAND SOCIAL MEDIA INTERACTIONS BY 10%

ACTIVITIES AND ACTIONS:

- Hire a Communications Strategist whose focus will be on external engagement - website/social media
 - *As a result of some delays in the hiring process, the position was implemented Sept. 13. Training is underway*
- Share one targeted, educational campaign via social media per month (upon implementation of the Communications Strategist)
 - *Will carry forward to 2024*
- Share one positive profile/story via social media per month related to the work of LPS (upon implementation of the Communications Strategist)
 - *Will carry forward to 2024*

RESULT:

Overall, LPS increased its social media following by 3.6%, with page/post visits to Facebook and Instagram channels up by 177%. Post reach declined nearly 17% which is attributed to comments being shut off

3: PROVIDE EDUCATION AND AWARENESS ABOUT LPS AND POLICING IN CANADA TO NEWCOMERS

ACTIVITIES AND ACTIONS:

- Meet quarterly with newcomer groups through Lethbridge Family Services Immigrant Services to establish relationships with new Canadians and help reduce barriers with law enforcement
 - *Partnerships and opportunities for formal meetings being re-established with the appointment of a Diversity Liaison Officer following a period of time where the position was vacant due to frontline policing challenges*
 - *Members of Recruiting have met with LFS on multiple occasions to provide information about policing to develop trust and build relationships with newcomers*

RESULT:

Connections have been established and further opportunities will continue to be explored going forward

4: COMPLETE THE LPS MASTER PLAN

ACTIVITIES AND ACTIONS:

- Stantec to conduct stakeholder consultation sessions, site tours, planning and development
 - *Final draft plan has been completed and presented to LPS Steering Committee in October*

RESULT:

The plan has been completed.

5: INCORPORATE BLACKFOOT CULTURE TO SUPPORT EFFORTS TOWARD TRUTH AND RECONCILIATION

ACTIVITIES AND ACTIONS:

- Revitalize Indigenous Advisory Committee and meet twice per year to discuss issues of mutual concern, seek guidance and strengthen the relationship with local Blackfoot Elders
 - *LPS connected with all members of the Indigenous Advisory Committee via phone and the members of the group liaised with LPS on the Blackfoot values art project. The Deputy Chief will be meeting with the Committee again prior to 2023*
- Seek artist proposals to provide artwork that will represent the Service's core values that have been translated into the Blackfoot language
 - *An expression of interest was issued and multiple artists responded. Applicants were shortlisted and the selected artist has submitted a design. The project is in its final stages and will go before the Indigenous Advisory Committee for their review and input and the LPS Executive for approval before the public unveiling*

RESULT:

The translation of the LPS values into Blackfoot will become a legacy for the organization as we continue the journey towards truth and reconciliation



PROMOTE WELLNESS AND GROWTH HEALTHY ORGANIZATION

Employee well-being is the foundation of a strong team

The mental and physical health of all LPS employees must be prioritized to support a strong and healthy team capable of achieving the Service's long-term goals and outcomes. LPS has a responsibility to ensure the appropriate supports are coordinated and in place for all employees to help them thrive and grow in their careers.

Our employees have continued to demonstrate their commitment and resilience, but internal and external stressors over the past few years including the pandemic and significant human resource shortages and capacity issues, have resulted in fatigue and burn out.

Hiring police officers and civilian staff will be a top priority over the next four years in order to maintain service levels, address retirements and attrition and provide a better work-life balance.

In 2023 LPS will work to hire a dozen officers and 15 civilian positions. This process will involve strategies to increase the Recruiting Unit and enhance public engagement initiatives both inside and outside Alberta. LPS will also focus on hiring female officers and other under-represented minorities to better reflect the demographics of our community.

Strengthening the wellness framework already in place is an additional priority for 2023 and will include implementation of a new position to review current supports, identify gaps and ensure the organization continues to provide robust wellness resources for all employees.

1: HIRE 10-12 POLICE OFFICERS TO INCREASE FRONTLINE STRENGTH

ACTIVITIES:

- Increase the Recruiting Unit to two full-time Constables and one civilian term position
 - Completed
- Host events with partner agencies and attend major community events in Southern Alberta
 - *The Recruiting Unit hosted Police Night with the Hurricanes, participated in the Lethbridge College Networking Day, YMCA Career Fair, LDS Career Day, Kainai Pow Wow and Celebration, hosted a pop-up booth at the LPS Run and Coulee Fest, attended the Airdrie Career Fair and other events*
- Partner with Economic Development Lethbridge to supplement and strengthen LPS recruiting information
 - *Met with Corporate Communications and completed joint messaging initiatives*
- Average one social media post per week highlighting positive aspects of the career and city
 - *Content has been posted to Instagram, with the account reaching more than 6,300 profiles since January*
- Increase targeting of young people through a partnership with high schools across Southern Alberta
 - *Recruiters provided several education sessions to high school students, including Indigenous students. They are currently working on a video that will be distributed to southern Alberta high schools to promote policing as a career*
- Increase out-of-province recruitment by partnering with candidate pool organizations such as eastern Canada police academies and using social media for targeted out-of-province campaigns
 - *Attended Atlantic Police Academy in PEI and provided a presentation to police cadets on Lethbridge and the Police Service. Police cadets were also given an opportunity to write the APCAT*
 - *The Recruiting Unit hosted a criminal justice class from the College of the Rockies (Cranbrook) at the police station, attended a Career Fair in Vancouver and conducted recruiting initiatives in Ontario*

RESULT: *A total of 11 police officers were hired in 2023*

2: INCREASE FEMALE SWORN RANKS BY 2% (BASED ON ACTUAL STRENGTH)

ACTIVITIES :

- Appoint a female officer to the Recruiting Unit to provide a female-specific perspective for applicants
 - *Complete*
- Host an all-female fitness training session at least once per year
 - *Multiple boot camp-style fitness sessions were held for prospective female police cadets. The sessions were well-received and the Service received positive feedback*

RESULT: *At the start of 2023, females represented 12% of the LPS ranks. Now, females represent 14% of the officer compliment*

3: INCREASE RECRUITING EFFORTS TO ENGAGE WITH AND ATTRACT CANDIDATES FROM UNDER-REPRESENTED GROUPS

ACTIVITIES AND ACTIONS:

- Strengthen the relationship with the University of Lethbridge Indigenous Student Centre
 - *The Recruiting Unit attended a Career and Employment Fair and LPS promotional materials were placed on U of L internal screens*
 - *Recruiters also met with various student groups - Kinesiology, athletics teams, Indigenous Navigators and Career Pitch*
- Increase diverse targeted seminars and information sessions by utilizing community partnerships
 - *Connected with Lethbridge Family Services - Immigrant Services to reach new residents on multiple occasions*
- Implement changes recommended by the Provincial Recruiting Standing Committee to reduce barriers
 - *Personal Disclosure Forms were updated*
 - *Participation in a committee established to re-assess competencies*
 - *Participation in AACP Recruiting sub-committee*
- Increase partnership with Blood Tribe Police Recruiting and Lethbridge College to provide mentorship for different stages of the application process
 - *Numerous joint recruiting/application information events were held at Lethbridge College, including Networking Day and private sessions with students. An LPS office was also set up at Lethbridge College*
 - *Recruiting attended the Law Enforcement Career Day at Lethbridge College, Kainai Pow Wow and Celebration and the College's Coulee Fest*

RESULT: *Efforts to engage under-represented groups were extensive in 2023 and the organization is committed to developing ongoing opportunities to make these connections as we work towards increasing diversity to better reflect the community we serve*

4: INCREASE CIVILIAN SUPPORT FOR POLICE BY HIRING 15 POSITIONS

ACTIVITIES:

- Increase applicant pool by leveraging social media to advertise civilian job postings
 - *Civilian job opportunities are being shared on LinkedIn, Facebook and other social media plus the City website*

RESULT:

13 of the 15 civilian positions have been hired. The final position will be posted in November

5: IMPLEMENTATION OF A WELLNESS COORDINATOR

ACTIVITIES:

- Conduct an employee wellness survey
 - *Wellness Survey was completed and the results were shared internally with all employees*
- Conduct a wellness audit of existing programs and services to determine use, identify gaps and needs
 - *Existing LPS health and wellness programs are currently under review*

RESULT:

The Wellness Coordinator was hired and in place as of September and has already facilitated a number of employee events

6: IMPLEMENTATION OF VIRTUAL TRAINING PLATFORMS TO ASSIST OFFICER DEVELOPMENT

ACTIVITIES:

- Partner with Lethbridge College to serve as subject matter experts in the creation of virtual reality tools that are being designed to provide the end user – law enforcement agencies – with a practical, realistic driver training tool
 - *The agreement with Lethbridge College has been signed and development of programs and scenarios is ongoing*

RESULT:

This is an ongoing initiative managed by Lethbridge College. LPS will continue to provide support as required by the College

CONNECT WITH LPS



General Inquiries:
inquiries@lethbridgepolice.ca

Switchboard: 403-327-2210
EMERGENCY 911
Non-emergency: 403-328-4444

135 1 Avenue South
Lethbridge, AB T1J 0A1





Chief's Report – January 2024

People:

- Our next recruit class starts on February 5. Recruiting Unit continues to process applications for our next class later this year and also looking for potential experienced officers.
- LPS is also hiring four more Community Peace Officers who will be attending their training in Lac La Biche in a few weeks.
- Almost all the new civilian positions have been hired.
- LPS' new Rescue Vehicle has arrived and now available when needed for our Tactical team.
- Our new wellness coordinator is fully engaged to support all the employees.

Crime and Social issues:

- Compstat meetings are evolving with more participants from other agencies to share information.
- LPS had several successful operations and investigations targeting drugs, property crimes and road safety (check stops) during the holiday season.
- Positive changes have been made to our crime mapping for our citizens to provide better account of crime and trends to them.
- Lethbridge continues to suffer from drug overdose cases similar to other communities across Canada. LPS continues to work and partner with other agencies and do our part to connect people with programs and treatment.

Community:

- There have been too many community events to mention that we have attended during December and January, in addition to helping other charities to provide support to our citizens.
- K-9 team's 2024 calendar has been a great hit as they raise money for different charities with the sale of the calendars.

Other topics:

- 2023 was a busy and challenging, yet rewarding year for LPS. Our employees worked hard to provide excellent service to our community and I am very proud of their engagement, professionalism and efforts. We all look forward to 2024 and how we can serve our citizens.

Shahin Mehdizadeh

Chief of Police

Dated: January 24, 2024



Field Operations Division Update Lethbridge Police Commission

Submitted January 18, 2024

TRAFFIC RESPONSE UNIT:

- Continue to respond to traffic-related complaints, conduct regular traffic enforcement and impaired driving investigations throughout the city.
- Responded to several collisions ranging in severity.
- Assisted the RCMP with a fatal pedestrian collision just outside the City of Lethbridge.
- Currently investigating three serious collisions within the city:
 - Vehicle collided with a motorcycle at Hwy 3/43 St S. Motorcycle rider taken to CRH with believed serious injuries, but was released shortly after. No charges have been laid at this point. Still under investigation.
 - Vehicle vs pedestrian at 2a Ave N/10 St N. Pedestrian was taken to hospital with life-threatening injuries. Pedestrian was flown to Calgary where she still remains in critical conditions. Matter still under investigation.
 - Two vehicle collision at 13 St N/40 Ave N. One vehicle was southbound on 13 St N and the other was east bound on 40 Ave N. The south bound vehicle T-Boned the east bound vehicle. The occupants (2 adults) in the east bound car were taken to hospital with serious injuries. Matter still under investigation.
- Photo Radar, ISD Speed / Red Light violation ticket numbers - December = 2,454

COMMUNITY PEACE OFFICER UNIT:

- Continue to support the police and community including those in the downtown core by responding to calls for service within their authorities.
- The most recently hired CPOs (2023) completed their training in Lac La Biche, four weeks of after-hire training at LPS and are now about six weeks into their field training with experienced CPOs.
- LPS is currently conducting a CPO hiring process which is almost complete with candidates in background stages along with hopes of being able to fill four spots in the March CPO class in Lac La Biche.
- One CPO resigned due to accepting employment as a Police Officer with LPS.

DOWNTOWN POLICING UNIT:

- Downtown core has seen a huge increase in spray paint mischiefs in the past month which has been noticed by multiple businesses, the BRZ and LPS frontline workers. A CPO and police officer have taken on the task of tracking, recording and investigating



Field Operations Division Update Lethbridge Police Commission

Submitted January 18, 2024

the events which led to very promising video surveillance being seized. It is estimated there are over 40 new large spray paint tags with similar words/labels with an estimated damage amount of over \$60,000. With the extra cold weather, it has made removal impossible due to water being a key part of the process.

- The trend of small fires in doorways/sidewalks has rapidly increased in the last quarter of 2023. A new “Fire” code was added to Niche to capture the actual data as most events were being recorded as mischiefs. This has been a growing trend that greets many business owners upon arrival in the morning.

PUBLIC ORDER UNIT:

- A decrease in callouts through the holiday season after being deployed to several events in the late fall.
- Added eight new team members who are currently being fitted for gear and planning for training in the early spring with the support of Calgary Police Service.

CRITICAL INCIDENT UNIT:

The Tactical Team

- Deployed to a northside home to assist Patrols execute a high-risk warrant. The male was arrested without incident.
- Deployed to a westside home to assist Patrols with a high-risk entry warrant where the male subject had fresh charges of domestic assault and mischief. The male eventually exited the home and surrendered to police.
- Try outs for the seven Tactical Emergency Medical Services positions are scheduled for February. There are 15 candidates.

K-9

- PSD assisted arrests – 8
- PSD apprehensions – 0
- PSD calls for service – 215
- Dog demonstrations – 2
- The Canine Calendars were a huge success with over 900 already sold.
- K9 officers travelling to Alabama at the beginning of February to select two new dogs.



Field Operations Division Update Lethbridge Police Commission

Submitted January 18, 2024

Explosive Disposal Unit

- Procurement process completed for the new X-Ray machine, vendor was selected and EDU is expecting the new machine in February.
- Deployed to a possible military ordinance located at a southside home. EDU determined the device was a lead training device.

Unmanned Aerial Vehicle Unit

- The UAV unit was deployed to a collision on the northside, where tracks in the snow were noted leading away from the scene. Photographs were taken that helped the investigation.

COMMUNITY RESOURCE UNIT:

Fetal Alcohol Spectrum Disorder (FASD) Program Officer for Youth

- Conducted proactive check-ins with community group homes staff and youth.
- Assisted group homes in speaking with multiple youth to address negative behaviours such as uttering threats, violence, weapons and inappropriate sexual behaviours.
- Collaboratively worked with Probation on a youth released from custody to Lethbridge and completed appropriate community referrals.
- Worked with PACT and Child Family Services (CFS) for a youth experiencing significant mental health concerns.
- Worked with CFS and the Chinook High School for a youth who came to school intoxicated and uttered threats to staff and other youth.
- Worked with Probation to check in on high risk youth at their respective schools.
- Worked with the Crown in relation to several youth's ongoing court matters to obtain meaningful and appropriate dispositions for their charges.
- Attended Lethbridge Family Services and met with several immigrant families whose children have had problems in the community.
- Hosted the Youth Crown Meeting with community partners.
- Completed full day training with CFS in relation to Collaborative Investigations.

Police and Crisis Team (PACT)

- A new officer joined PACT in the early part of January, he is a great addition to the team.
- PACT continued to liaise with community partners and assist patrols whenever possible.



Field Operations Division Update Lethbridge Police Commission

Submitted January 18, 2024

Niche RMS

Number of Files as Current Officer: 26

Number of General Occurrence Reports Authored: 12

Number of Supplemental Reports Authored: 37

Number of FYI sent to PACT: 172

Number of Calls Dispatched to PACT Team: 52

Youth Engagement Unit

- Two Violence Threat Risk Assessments (VTRA).
- Two VTRA 30-day intervention reviews.
- Two VTRA pre-meetings with Admin/Support Staff.
- Presentation to parents at Yates Memorial Centre on Digital Wellness/Internet Safety.
- Attended a high-risk youth meeting with Lethbridge School District 51.
- One referral to Child and Family Services for a youth at-risk.
- Assisted Patrol members with a missing youth.
- Fourteen consults with school administrators /councillors about calls for service and high-risk youth.
- Assisted CIS and Chinook High School in relation to the sudden death of a student.
- Co-instructed on VTRA Level 1 Course at the Lethbridge 51 School Division.
- Issued one Trespass Notice on behalf of schools to a high-risk youth.
- Four home visits to students.
- Five assistance to Patrols for follow-up assistance, admin contact information, student names/statements etc.
- Attended a one-day course in Edmonton teaching Single-Officer Response to Active School Shooter, hosted by Edmonton Police Service (School Resource Unit).

Diversity Liaison Unit

- Through the end of November into December, took a series of Blackfoot language classes held by Blackfoot Hub.
- Continued meetings about the Blackfoot Values Art project with artist, elders and LPS
- Accompanied an Elder to look for a possible Urban Sweat location within the City of Lethbridge.
- Attended a Buffalo Harvest at an Elder's property, in conjunction with the City of Lethbridge and Honouring Traditions and Reconciliation Lethbridge.
- Attended a sweat lodge with an Elder.
- Attended Metis Sash Day at the College and the Metis New Years Eve celebration.



Field Operations Division Update Lethbridge Police Commission

Submitted January 18, 2024

- Attended the Nordbridge Seniors Centre monthly “Coffee with a Cop” event.
- Completed multiple visits to the Fresh Start Recovery Centre, connecting with the clientele at the facility, one of the most meaningful diverse relationships built this quarter.

Regimental Sergeant Major

- Taught members of the LPS Executive sword training.
- Multiple Police Veterans meetings and updates.
- Multiple visits with a retired member who is in the hospital



Criminal Investigations Division Update Lethbridge Police Commission

Submitted January 18, 2024

CRIME SUPPRESSION TEAM:

- In November, CST concluded a short-term drug investigation involving a mother and father that were dealing but also had multiple children living at their home. As a result, police executed two residential search warrants while the children were at school and seized quantities of cocaine, methamphetamine and narcotic pills valued at \$21,900. Police also seized over \$42,000 in cash and \$3,100 in stolen property. One vehicle was seized as offence related property and two firearms were also seized - one at each residence.
- CST was able to coordinate the safe pin of two stolen vehicles preventing a flight from police. Five people were arrested in total – all were known to police and also involved in shoplifting from local commercial properties.
- CST and other LPS officers continued to target the Comp Stat offenders and high crime areas of the City.
- In December, CST partnered with the Southern Safer Communities and Neighborhoods Unit (SCAN) of the Sheriffs and targeted a problem drug house near a middle school. Five people were arrested from the home. Police seized fentanyl, methamphetamine and cocaine valued at \$28,000.
- Eight firearms were seized following an investigation that started when the Calgary Police Service located a handgun in Calgary that should have been with a Lethbridge resident. One additional handgun was missing and the male faces multiple charges. Necessary paperwork and the process to have a Firearm Hearing was completed to cancel his ability to own firearms.
- CST assisted a partner agency when a threat to a school was found by INTERPOL over social media. The southern Alberta male subject was located in Lethbridge and arrested and turned over to the partner agency.

Summaries for the two months include:

- 16 persons arrested
- 12 Criminal Code charges laid, four drug charges
- Five arrest warrants executed on various subjects
- Three motor vehicles seized
- \$50,000 worth of drugs seized
- \$43,000 in cash proceeds of crime seized



Criminal Investigations Division Update Lethbridge Police Commission

Submitted January 18, 2024

PROPERTY CRIMES UNIT:

- The Property Crimes Unit (PCU) along with K9 and the RCMP Crime Reduction Unit worked collaboratively in the locating, surveillance and subsequent arrest of three subjects associated to a stolen vehicle. The vehicle was also involved in prior fail to stops with police. In addition to new charges, warrants associated to the occupants were also executed.
- PCU and the Crime Suppression Team worked jointly on a short-term drug investigation where three persons, operating a “dial a dope” operation, were arrested and charged. Cocaine, methamphetamine, prescription pills and approximately \$40,000 cash were seized.
- PCU assisted members of the Violent Crimes Unit with a downtown aggravated assault (stabbing) file. The male was identified via CCTV as the aggressor and charges laid.
- PCU and the Raymond RCMP worked together on a west Lethbridge search warrant where evidence was located associated to a rural Electrical substation Break and Enter. Two Lethbridge persons charged. As a result of the search warrant, a third person was arrested by PCU on numerous outstanding warrants from several other jurisdictions.
- PCU assisted VCU with a robbery/kidnapping/extortion file where several subjects were charged in connection with the offence.
- PCU took carriage of a west Lethbridge residential break-in where a vehicle was stolen. It was determined that two youths initially broke into the residence after pressure from their guardians. Through additional interviews, case review and crown consult charges of break and enter were laid against the guardians for counselling to the offence.
- PCU concluded a lengthy investigation into a stabbing event that happened at a north Lethbridge licensed establishment. A local man was charged with the assault.

HIGH RISK OFFENDER UNIT:

- Members were busy with an influx of new parolees to the city. Through coordinated efforts with local stakeholders several of the persons were arrested on parole breaches and returned to jail.
- In depth media release was completed by HRO on a local offender who was a high risk to re-offend. Subject was charged and brought back into custody.
- Members of HRO and Patrols worked together on the arrest of a Comp Stat subject who had fresh charges relating to a domestic event. Occurrence escalated into a Tactical event and ended with the safe arrest of the subject.



Criminal Investigations Division Update Lethbridge Police Commission

Submitted January 18, 2024

DOMESTIC CRIMES UNIT:

- Reviewed over 350 files during November and December with eight high-risk files being followed up on by investigators. Majority of the follow-up involved ensuring release conditions were being complied with, breaching if necessary and providing supports to victims of high-risk incidents.
- Continue to work closely with Child and Family Services, and elder abuse assisting their members with complex child welfare issues, and welfare checks.
- Assisting VCU with their larger files, tasks, and part of the Major Case Management triangle, and is the lead in the northside shooting file.
- Constantly in communication with patrols, assisting them in their files, follow-up, and further investigating their files for additional charges on historic matters.
- Competed three Clare's Law requests.
- Investigating a historic sexual assault

ECONOMIC CRIMES UNIT:

- Number of ongoing investigations underway including a fraud between business partners, online marketing scam, impersonation fraud, a file involving the manufacture of fake IDs and a contractor fraud.
- Called out as the primary investigator of a sexual assault where a female was assaulted in a trailer parked in a southside business parking lot. Investigation is ongoing.

Cryptocurrency Investigations

- Blockchain Trace Requests – 9
- Blockchain Trace Peer Reviews – 2
- Blockchain Disruption Techniques – 1

Civil Forfeiture

- Active Files – 6
- Value - \$237,110.00 CAD / \$20.00 USD
- Vehicles – 3
- Concluded – 1



Criminal Investigations Division Update Lethbridge Police Commission

Submitted January 18, 2024

VIOLENT CRIMES UNIT:

- In early May, VCU assumed an investigation after a male was attacked outside of his residence which left the victim with a life-altering brain injury. UPDATE: In December; based on evidence obtained during the on-going investigation, a male has been charged with aggravated assault and additional unrelated offences.
- In late October, VCU assumed an investigation after a male and female reported having their hotel room broken into by three masked males with guns. They were forcibly confined, threatened and assaulted. UPDATE: Further investigation over November and December has resulted in charges against five males.
- Concluded an investigation after concerns were raised by a citizen that protesters at a pro-Palestinian rally had committed hate crimes. There was no evidence to show a criminal offence, hate crime or otherwise, had occurred.
- Assumed an investigation after the body of a 14-year-old male who had previously been reported missing, was located in the downtown area. There is no evidence of foul play at this time regarding the death investigation (pending ME's report).
- Assumed an investigation after EMS were called for a suspected overdose and found a male with stab wounds in critical condition. A 51-year-old male was identified and was charged with aggravated assault and possession a weapon dangerous to the public.



Support Services Division Update Lethbridge Police Commission

Submitted January 22, 2024

RECRUITING UNIT:

November 2023

- Completed 15 personal disclosure interviews and two behavioural descriptive interviews with applicants.
- Throughout November, recruiters participated in numerous sessions ranging from meetings with applicants and physical fitness testing, to office hours at Lethbridge College and multiple presentations.
- From October 30 – November 28, the Lethbridge Police Service’s LinkedIn page gained 117 followers.
- From October 31 – November 29, the Lethbridge Police Recruiting Instagram page gained 30 followers and engaged with 443 profiles with 3,690 profiles reached.

December 2023

- Completed three personal disclosure interviews, two behavioural descriptive interviews, put together one APCAT session, two psychological exams and one psychological interview.
- Throughout December, recruiters engaged in a number of sessions including meetings with potential applicants and a partner organization and hosted a women in policing information session.
- From December 3 – January 1, the Lethbridge Police Service’s LinkedIn page gained 107 followers. In 2023, Lethbridge Police Service saw an increase of 612 additional followers to their LinkedIn page.
- From December 4 – January 2, the Lethbridge Police Recruiting Instagram page gained 20 followers and engaged with 245 profiles with 2,060 profiles reached.
- In 2023, the Lethbridge Police Service saw an increase of roughly 300 additional followers to their Instagram page.

TRAINING UNIT:

- The 2023 Cadet class has passed the halfway mark of their FTO training and are anticipated to complete their FTO training the end of February at which time they will be solo officers on their respective patrol teams.
- The three experienced officers are nearing the end of their FTO training and are anticipated to be solo ready in the near future.



Support Services Division Update Lethbridge Police Commission

Submitted January 22, 2024

- Preparations are underway for the February and July cadet classes. The February cadet class will be comprised of eight LPS cadets and two cadets from the Manitoba First Nations Police Service.
- The two newest CPOs have finished their classroom training and are now completing the FTO portion of their training.
- The Training Unit has increased their staff from two to three full-time Training Constables in addition to the Training Sergeant.
- In-Service training has commenced which focuses on control tactics and officer safety skills, specifically threats involving assaultive subjects. The module will also focus on weapon retention, edged weapon attack defense and vehicle extractions.

QUALITY ASSURANCE, AUDITS, AND ACCOUNTABILITY:

- The 2023 fourth quarter NICHE audit was concluded with no identifiable issues of police database misuse.
- The 2023 fourth quarter Street Check audit was concluded with no identifiable issues or concerns.
- A comprehensive review of LPS Human Resources processes and procedures was completed. A number of observations and recommendations have been made regarding procedural changes and each are being examined by both Human Resources and the LPS Executive.
- The annual audit for building access including an account of all automated entry key fobs to the LPS building and the staff to whom each are assigned has been completed. Only minor clerical and administrative issues were identified and immediately rectified.

GOVERNANCE AND COMPLIANCE UNIT:

For the period of November 1 - December 31, 2023, the Governance and Compliance Unit reviewed and published 12 directives:

- Domestic Violence Procedure Manual
- Sexual Offences
- Pandemic Contingency Plan
- Disclosure of Police Misconduct
- Promotional Process
- Grievances
- Part-Time Policing
- Organizational Chart



Support Services Division Update Lethbridge Police Commission

Submitted January 22, 2024

- All Hazards Plan
- Authority and Jurisdiction
- Blood Lead Level Safety
- MOVES Image Repository

VICTIM WITNESS SERVICES UNIT (VWSU):

- The VWSU invested substantial energy in training over the months of November and December, including sessions from OUTreach and an inter-agency training day between the Chinook Sexual Assault Centre, LPS VWSU, Kainai VSU, YWCA and Horizon VSU featuring experts on trauma, and Indigenous wisdom.
- A contingent of eight VWSU representatives attended Diverse Voices, the largest domestic violence conference in western Canada.
- November and December also saw VWSU put the final touches on the annual recruiting drive by way of job shadow shifts and offers of positions. Of the 58 applicants, the team was thrilled to welcome 18 new Crisis Support Workers, bringing the total number of volunteers up to 64. The new members will be available and fully trained to be on-call following their January training sessions.
- The November team meeting featured ITRAC team member Tony Andrews who came to share the risk factors of high-risk domestic violence assessments. His insights helped many to better understand DV and the value of the Clare's Law program.

VWSU November & December Stats

Total volunteers: 48

Training: Suicide Prevention, Queer 101, Interagency Training, Vulnerable Sector Training, Diverse Voices, ITRAC

Total Hours Training: 508.5

Volunteer Shifts: 198

Total Files Reviewed: 2,364

Facility Dog Interactions (internal): 194

Facility Dog hours (internal): 76

Facility Dog Interactions (external): 34

Facility Dog hours (external): 24

Callouts: 33

Hours-Callouts: 111.25

Hours-On Call: 1818.25

Hours-Office: 464.5

Volunteer Hours-TOTAL: **2902.5**



Support Services Division Update Lethbridge Police Commission

Submitted January 22, 2024

THE WATCH (For the period November 1, 2023 to December 31, 2023):

November 2023

- The Watch attended four emergency medical events, including overdose incidents where Narcan was deployed and four police events including witnessing/reporting an assault.
- Assistance was provided to a family seeking advice on how to get their homeless granddaughter treatment for her drug addiction. Watch members provided information on the Virtual Opioid Dependency Program (VODP) and assisted in filling out the required forms for treatment at CRH.
- Watch members attended community events, including the Spirit Café at the library and provided a presentation to Lethbridge Probation.

Monthly Statistics:

Total Volunteer Hours – **192**

Number of Volunteers – **22**

Police Events – 1

Emergency Medical Events – 6

Fire Events – 2

Safe Walks – 29

Public Service Event - Location Check – 351

Public Service Event - Assist to Business – 30

Public Service Event - Wellness Check – 54

Found ID – 3

Motor Vehicle Assistance – 0

Non-CAD Other Public Service – 73

Giving Directions – 6

Minor First Aid – 2

Parking Meter Assistance – 2

Social Service Agency Ref – 1

Detox / Treatment Intake – 2

VODP Intake – 0

Telephone Assistance – 26

Other Public Service – 35

Calls for Transportation – 37

Found Needle Pick Up Calls – 95

Events Where Nasal Narcan Administered – 4

Street Behaviour Calls – 3



Support Services Division Update Lethbridge Police Commission

Submitted January 22, 2024

December 2023

- The Watch assisted in four medical events, including an overdose involving a 14-year-old girl and was involved in 11 police events ranging from reporting a suspected impaired driver and domestic assaults to locating drugs.
- The Watch team leads attended community events including the Lethbridge Hurricanes Teddy Bear Toss game on December 4 and assisted with the collection of more than 3,700 stuffed toys thrown onto the ice. Members also attended a drumming session in Galt Gardens hosted by Spirit Café.

Monthly Statistics:

Total Volunteer Hours - **188**

Number of Volunteers – **22**

Police Events - 11

Emergency Medical Events - 4

Fire Events - 2

Safe Walks - 36

Public Service Event - Location Check - 389

Public Service Event - Assist to Business - 22

Public Service Event - Wellness Check - 28

Found ID - 2

Motor Vehicle Assistance - 0

Non-CAD Other Public Service - 104

Giving Directions - 6

Minor First Aid - 1

Parking Meter Assistance - 3

Social Service Agency Ref - 1

Detox / Treatment Intake - 0

VODP Intake - 0

Telephone Assistance - 38

Other Public Service - 55

Calls for Transportation - 31

Found Needle Pick Up Calls - 85

Events Where Nasal Narcan Administered - 2

Street Behaviour Calls - 3

Commission's Report

2024-01-24



MONTHLY REPORTING TO COMMISSION

UCR CRIME DATA

JANUARY TO SEPTEMBER 2017-2023

Data Extraction as of 2024-01-24

January 2023

REPORTED CRIME IN LETHBRIDGE: JANUARY TO SEPTEMBER 2017-2023

Executive Summary

From January to September 2023, crime in Lethbridge by % compared to the previous year. Additionally, crime in September 2023 decreased by -6.6% when compared to the same month in 2023.

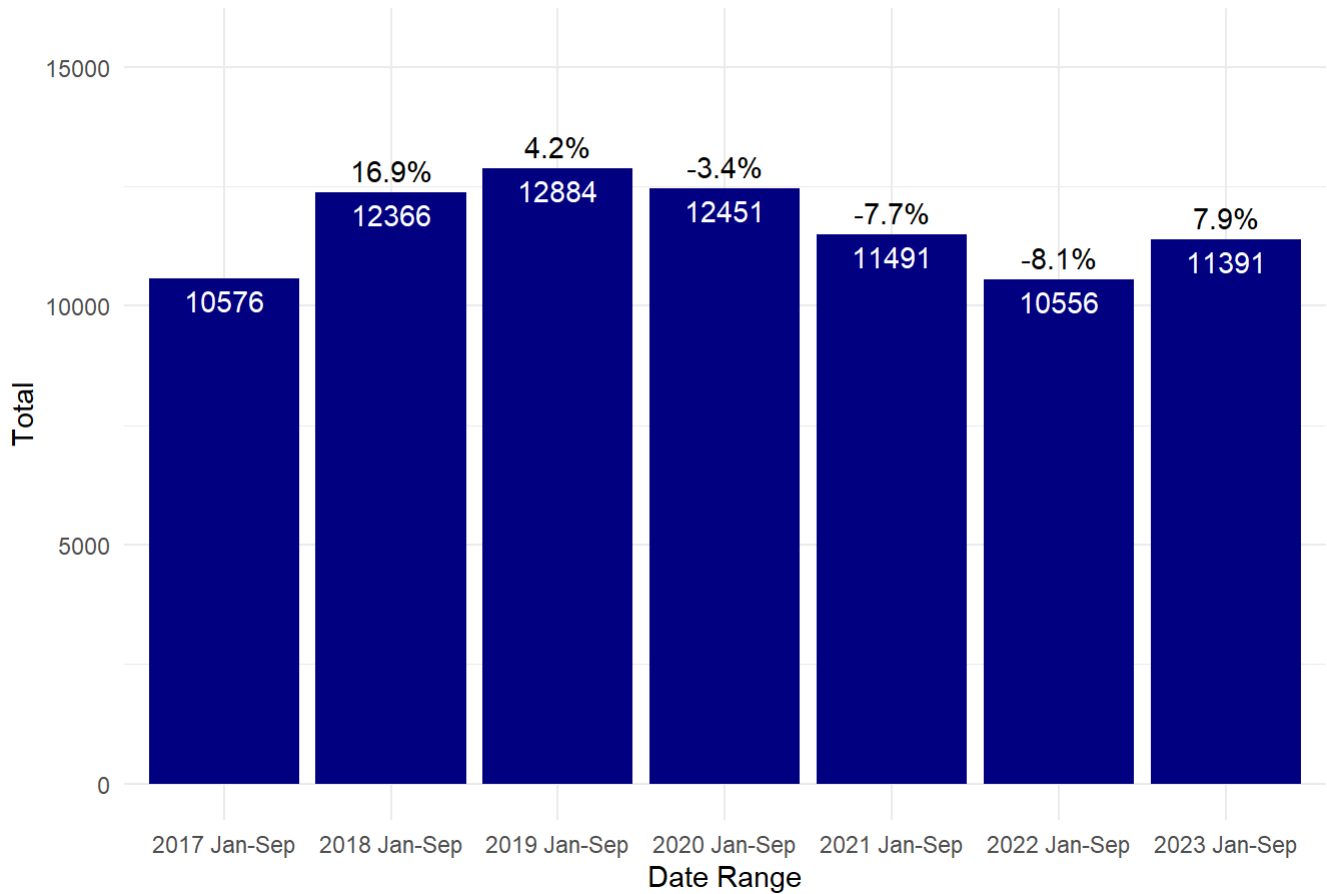
Person crime by % when compared to the previous year. Also, compared to the same month in 2023, Person crime decreased by -0.9%.

Property crime by % when compared to the previous year. In addition, Property crime in September 2023 decreased by -10.5% when compared to the same month in 2023.

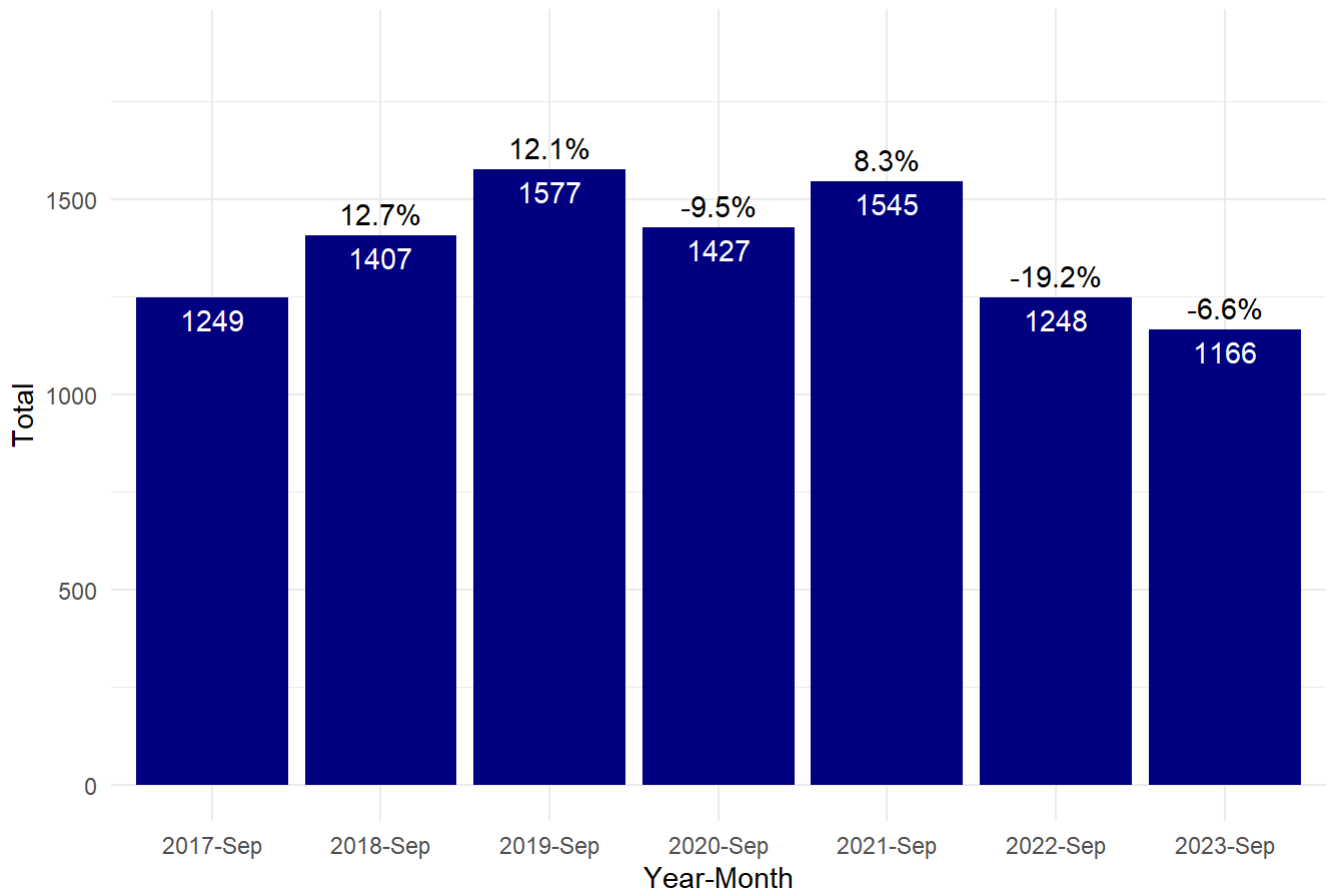
Crime Across Lethbridge Neighborhood: January to September 2023

- Across Downtown Lethbridge, crime increased by 17.5% compared to the previous year
- Across North Lethbridge, crime decreased by -9.5% compared to the previous year
- Across South Lethbridge, crime increased by 11.6% compared to the previous year
- Across West Lethbridge, crime decreased by -1.4% compared to the previous year

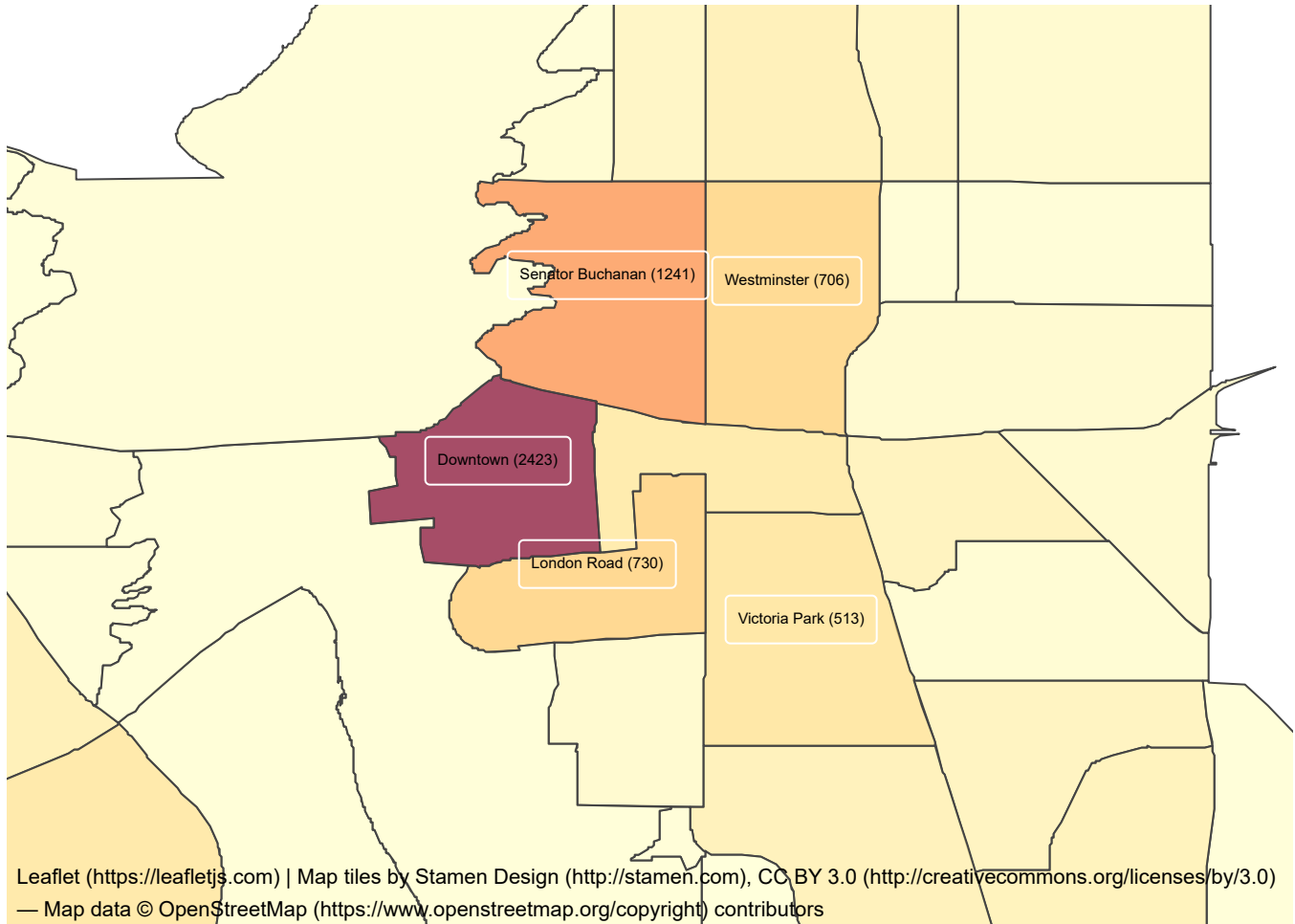
Total Crime Across Lethbridge: Count & Year Over Year Change



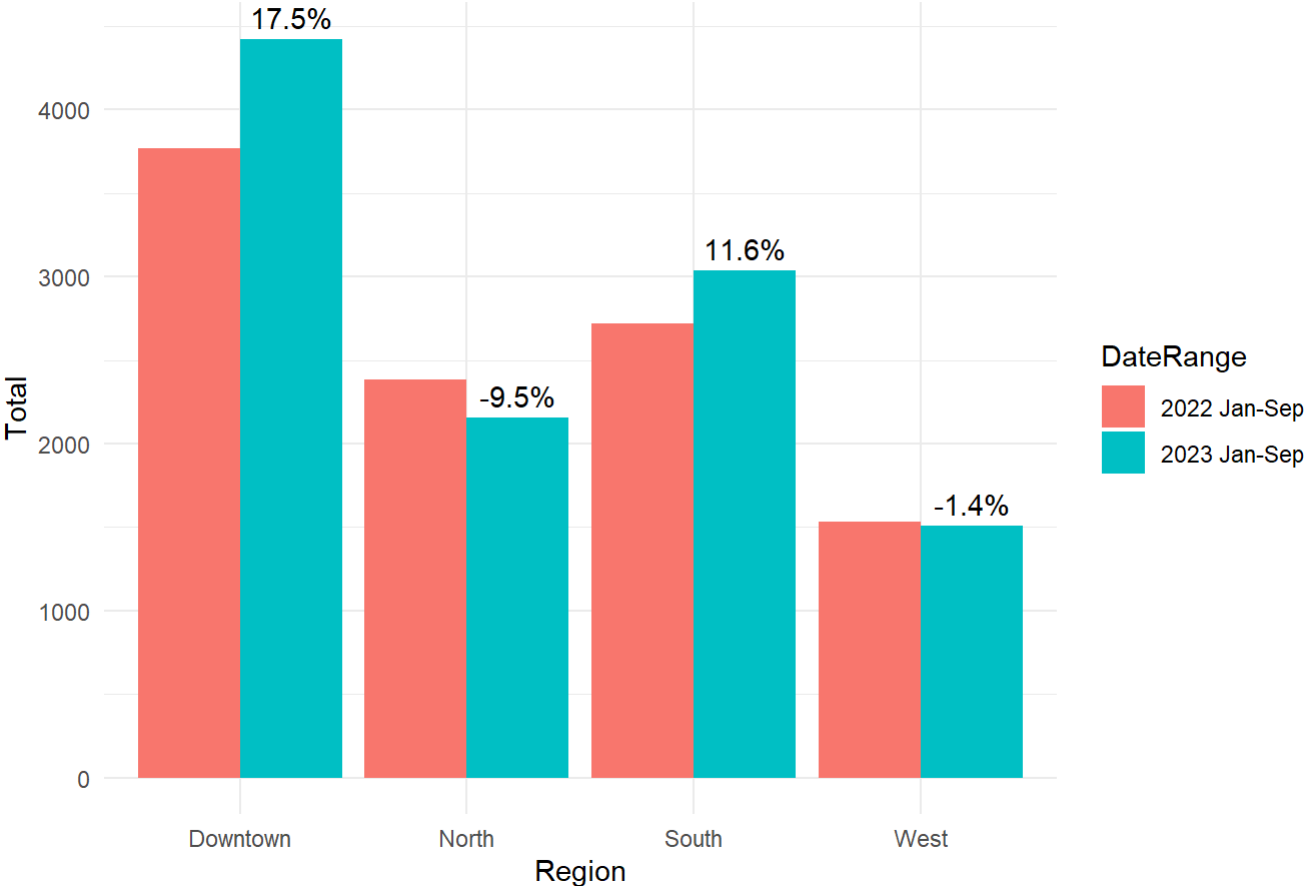
Total Crime Across Lethbridge (Months): Count & Year Over Year Change



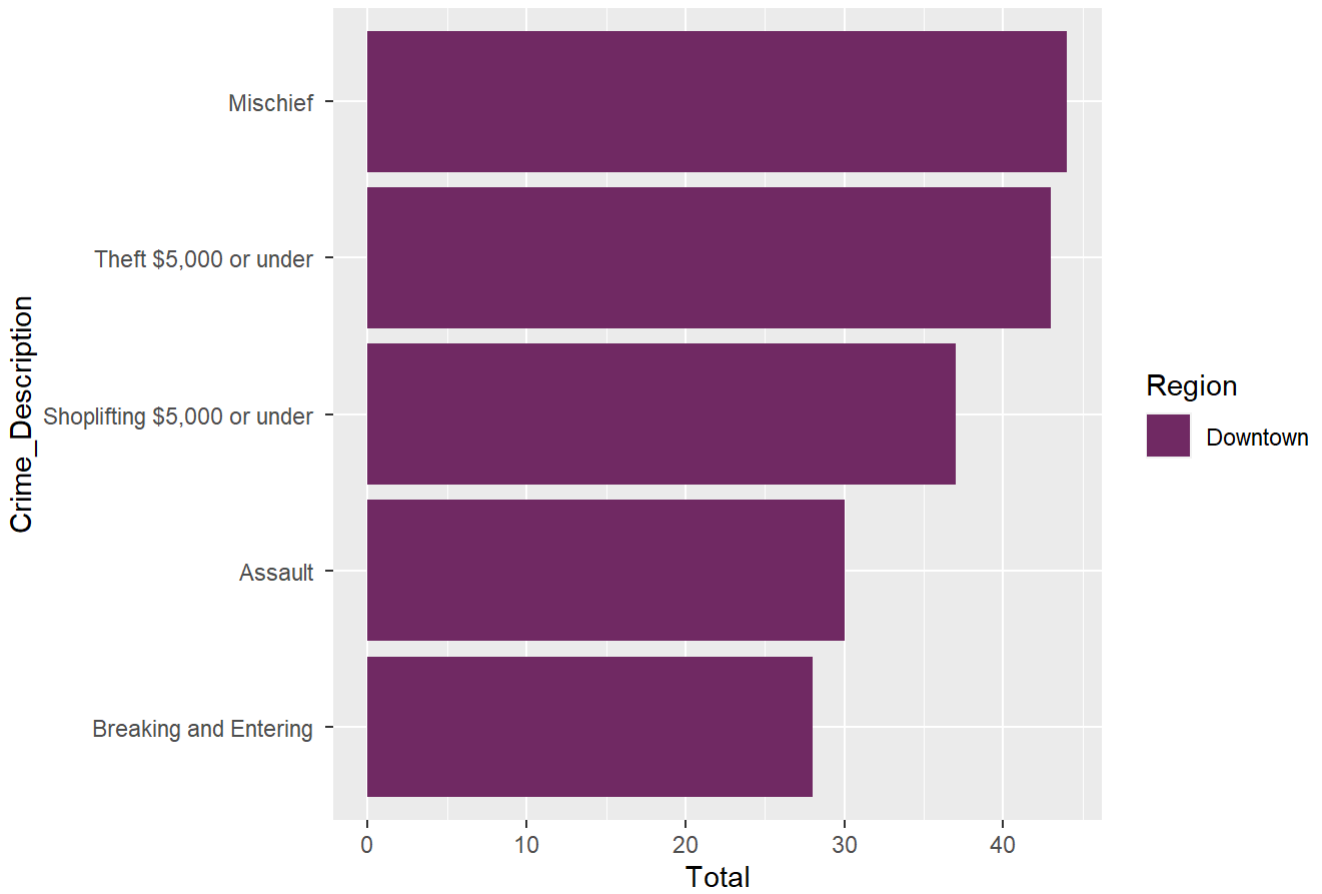
Crime Hotspots: Top Neighborhoods January to September 2023



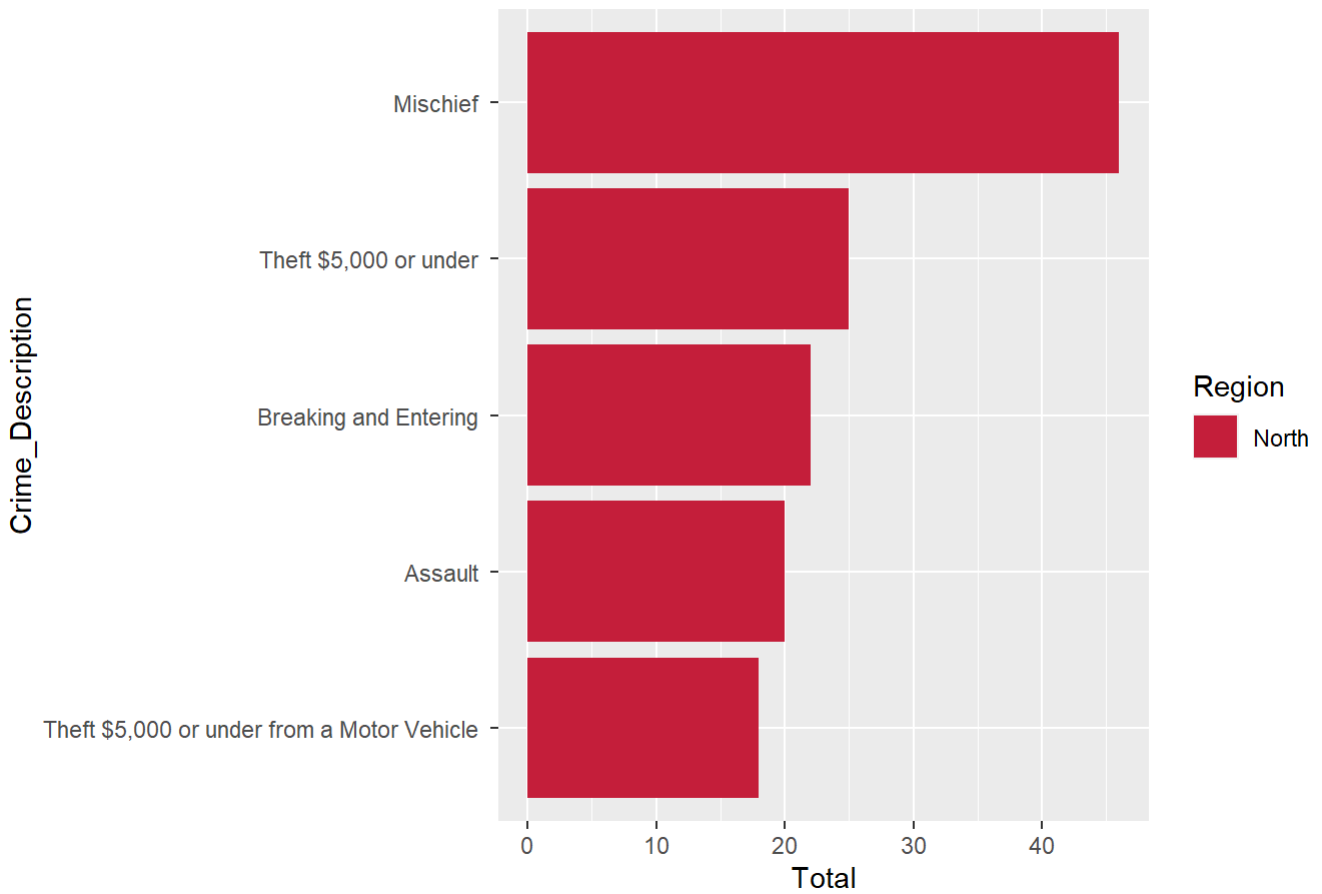
Lethbridge Regions: Previous Year VS Current Year



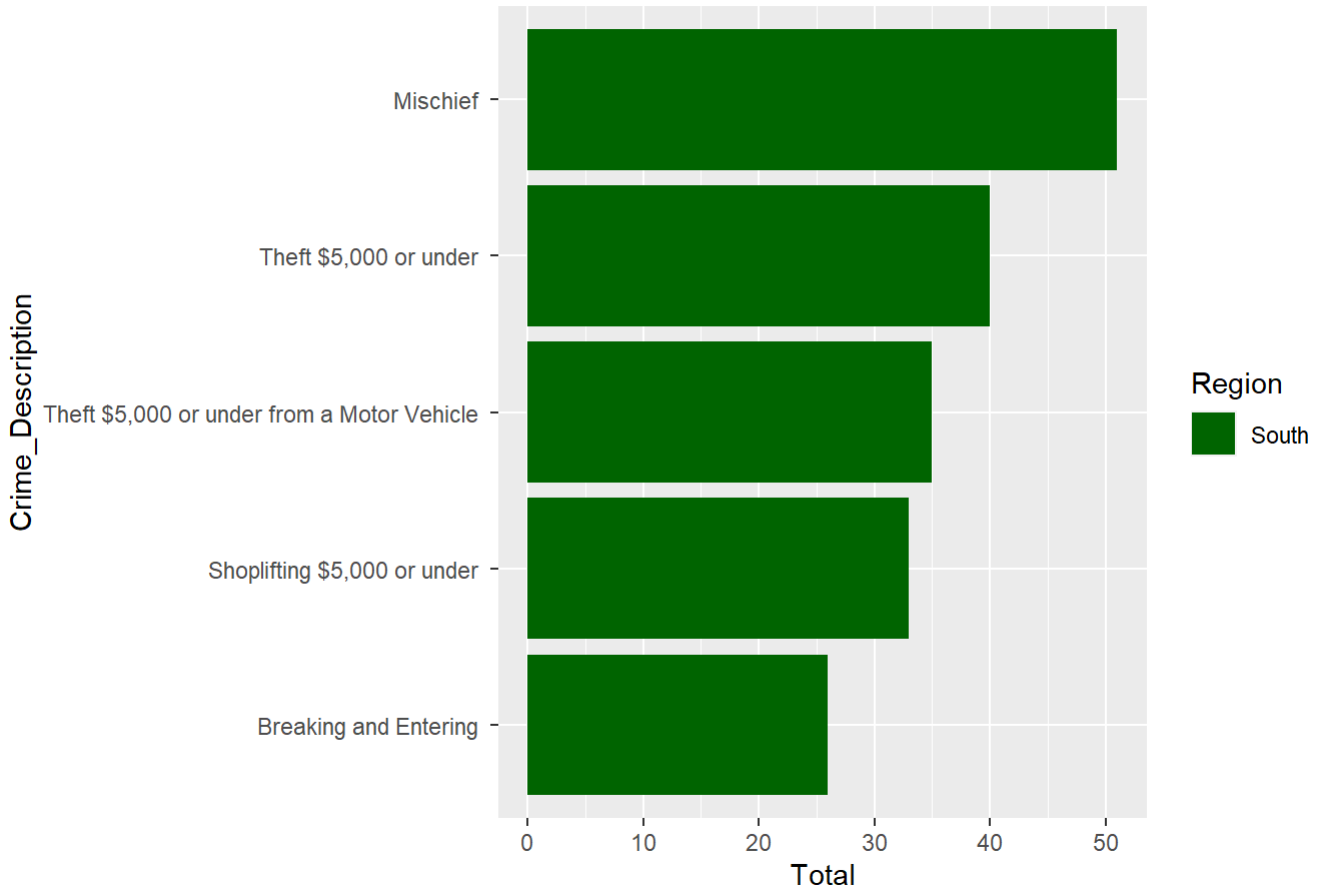
Downtown Lethbridge Top 5 Crimes - September 2023



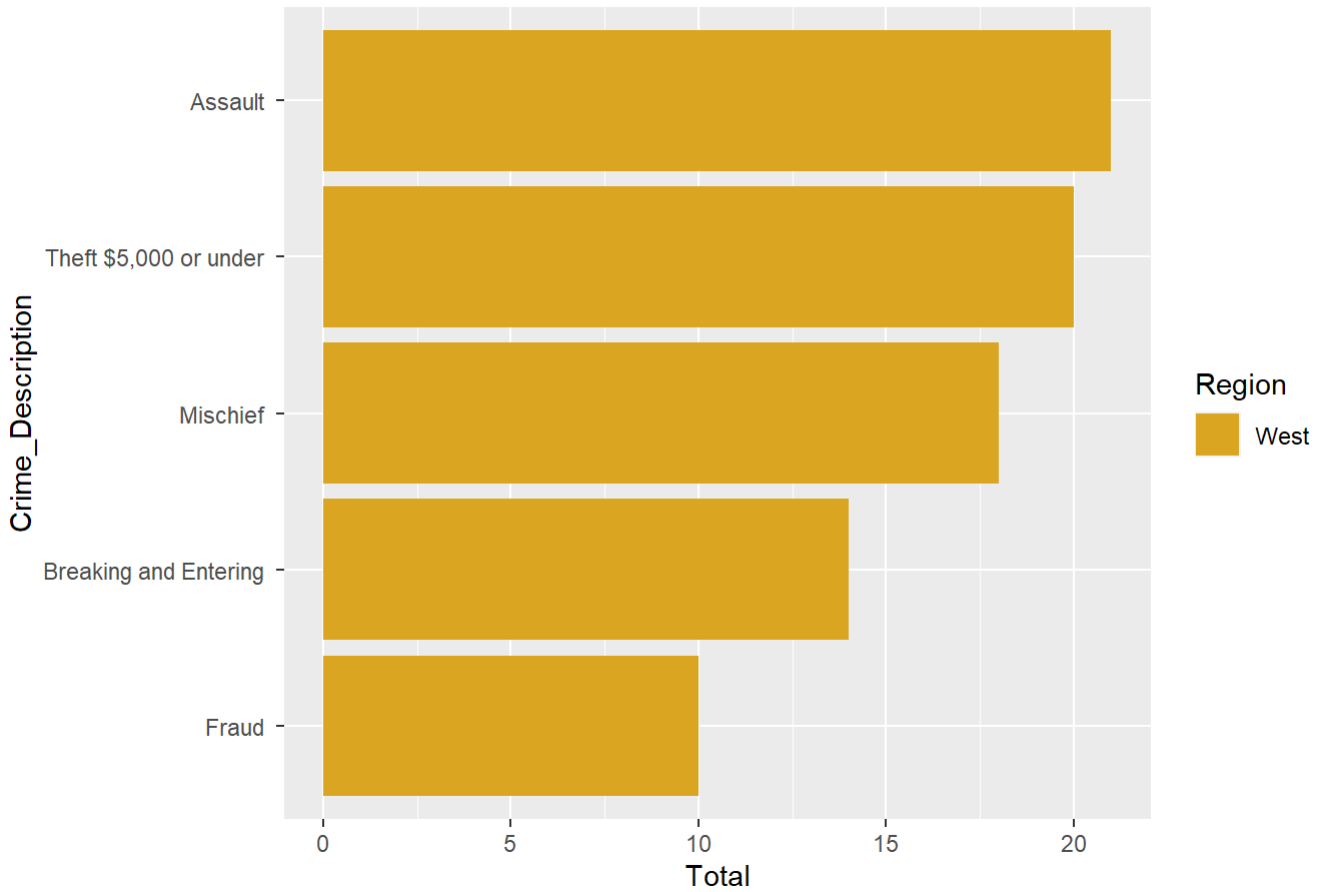
North Lethbridge Top 5 Crimes - September 2023



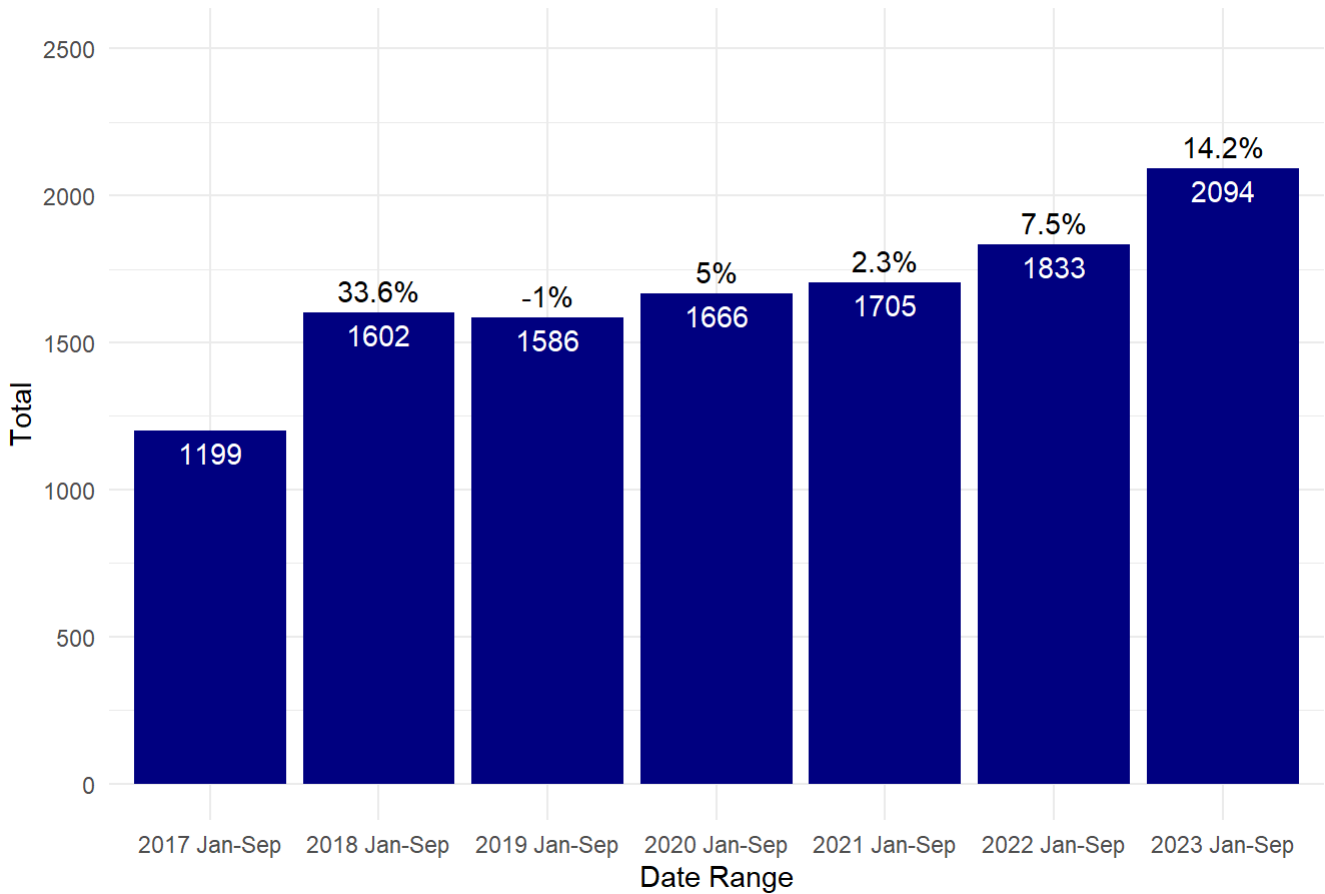
South Lethbridge Top 5 Crimes - September 2023



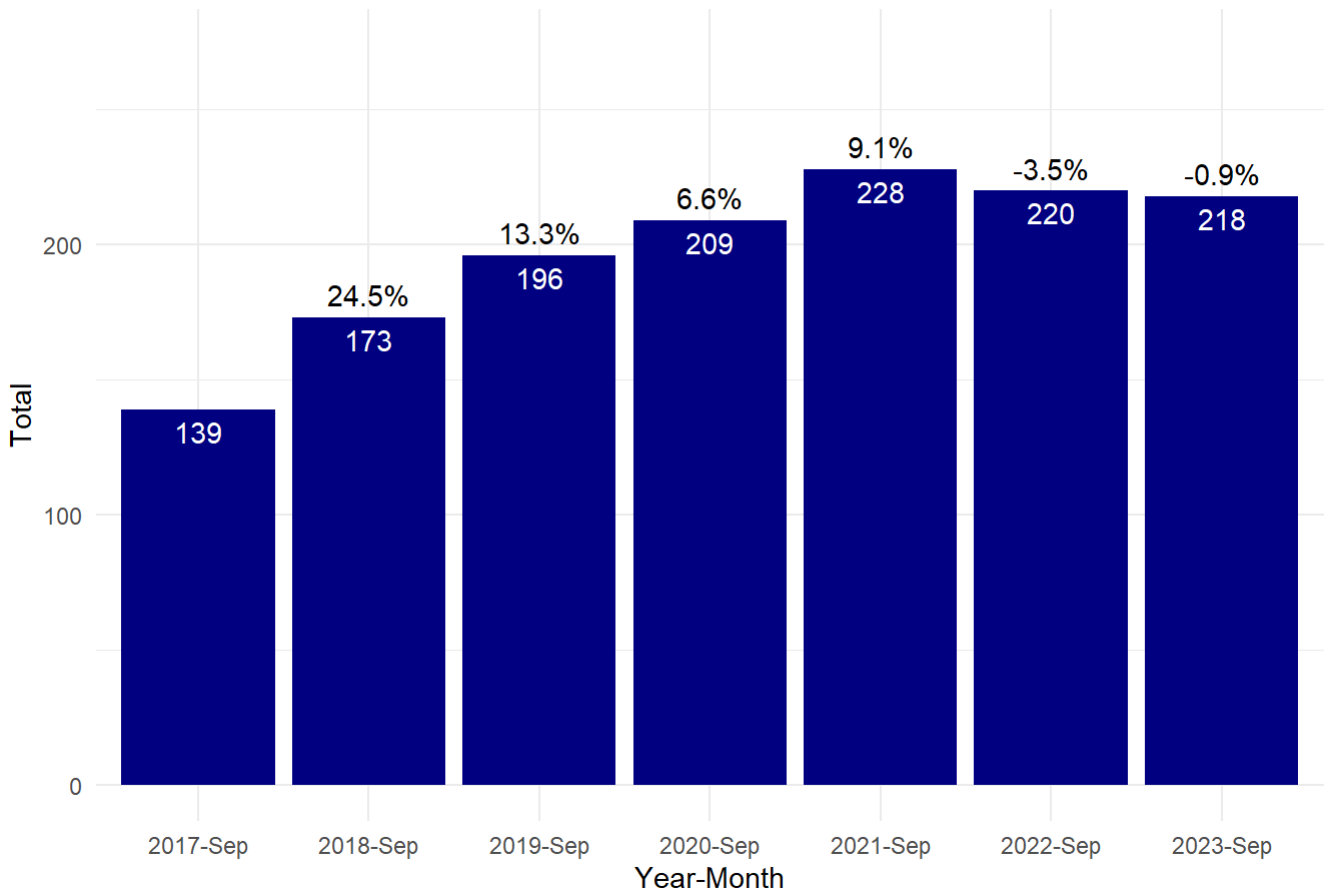
West Lethbridge Top 5 Crimes - September 2023



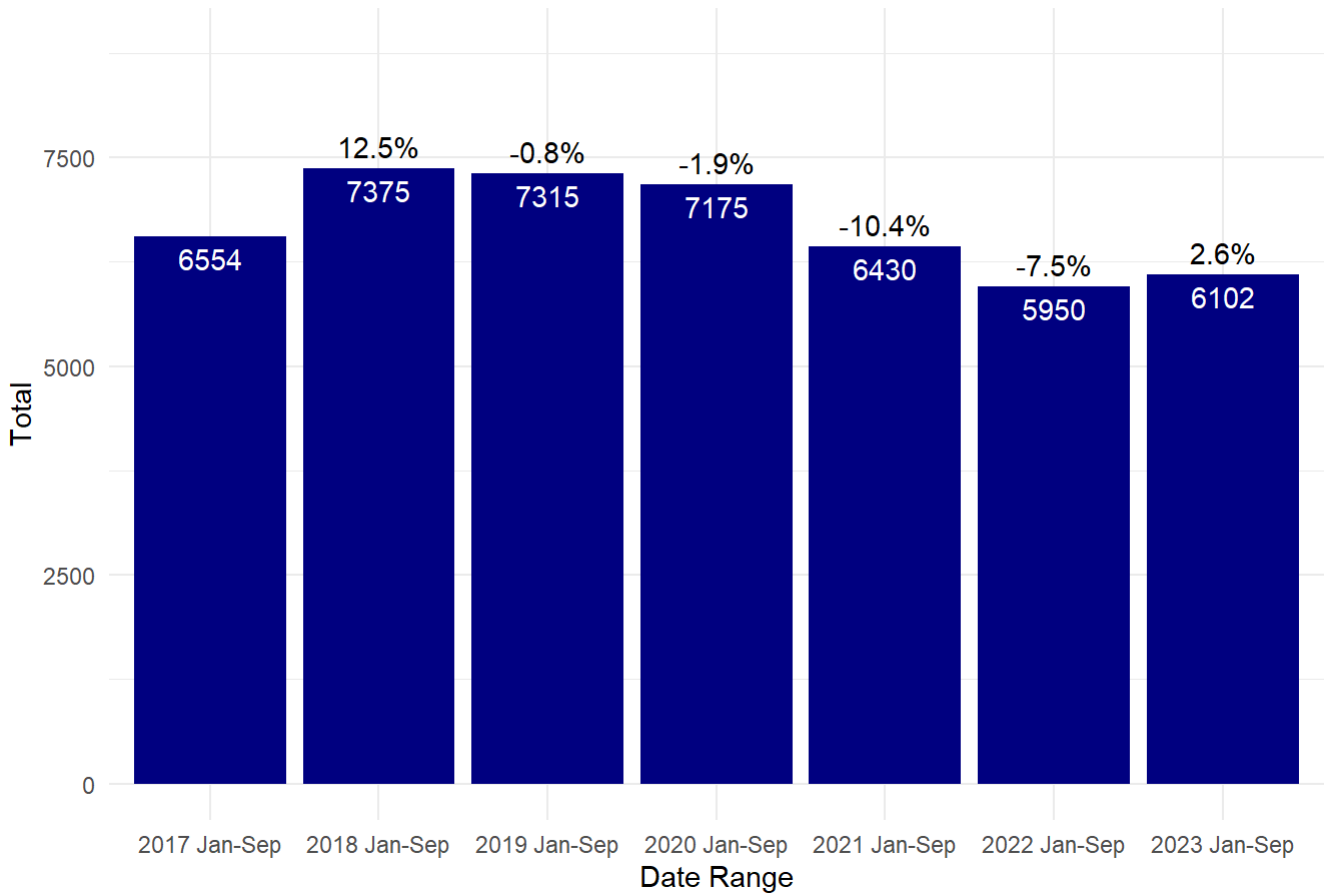
Total Person Crime Across Lethbridge: Count & Year Over Year Change



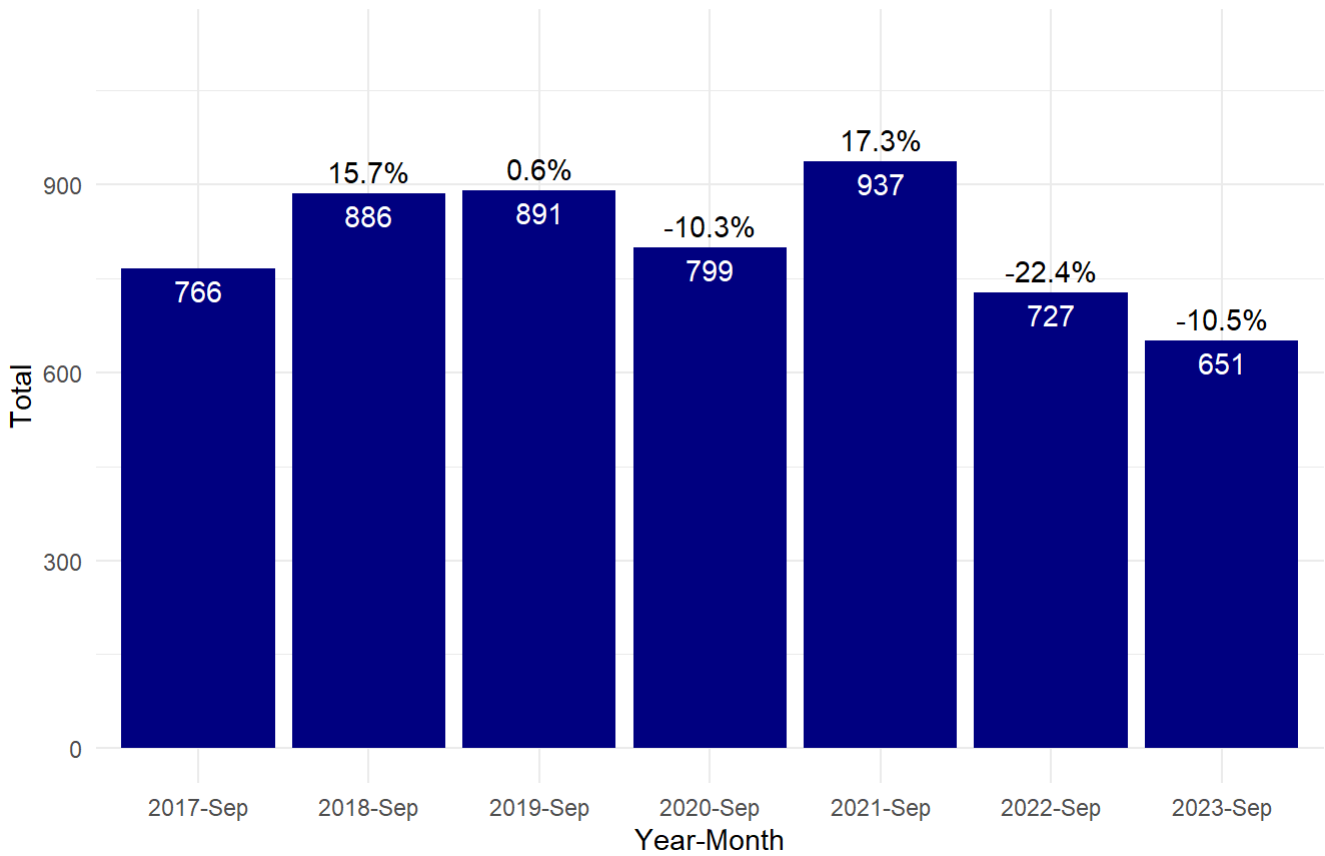
Total Person Crime Across Lethbridge (Months): Count & Year Over Year Change



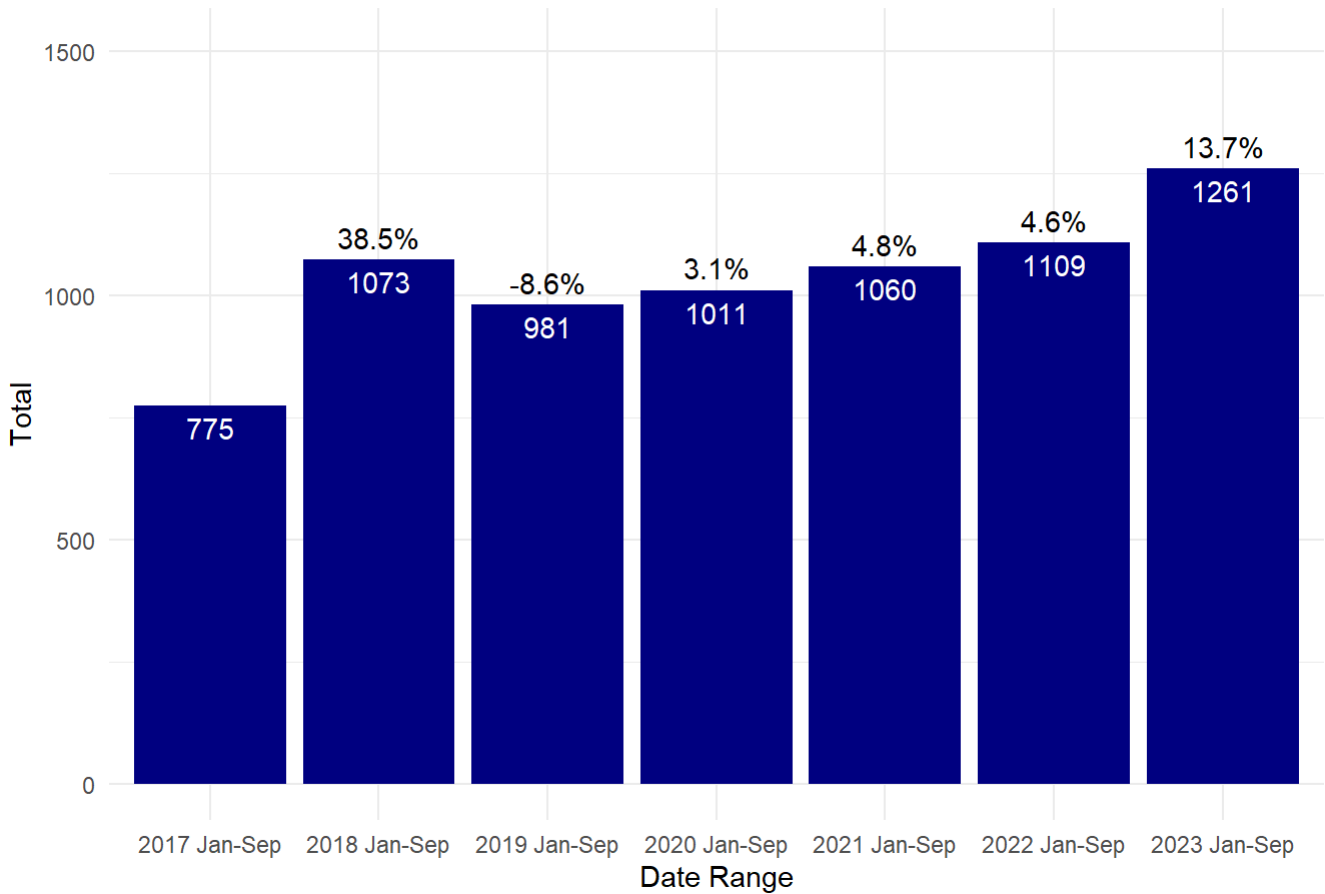
Total Property Crime Across Lethbridge: Count & Year Over Year Change



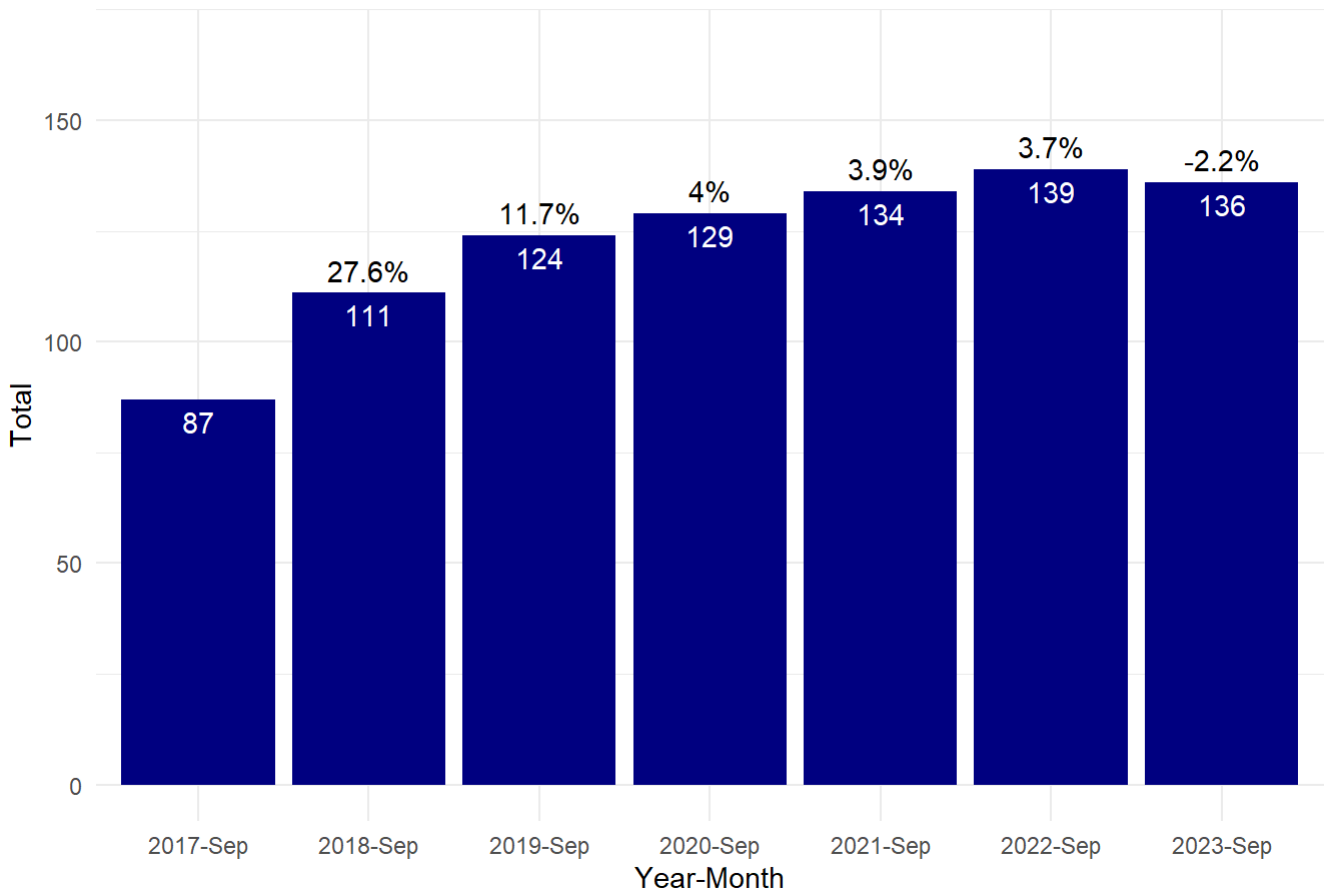
Total Property Crime Across Lethbridge (Months): Count & Year Over Year Change



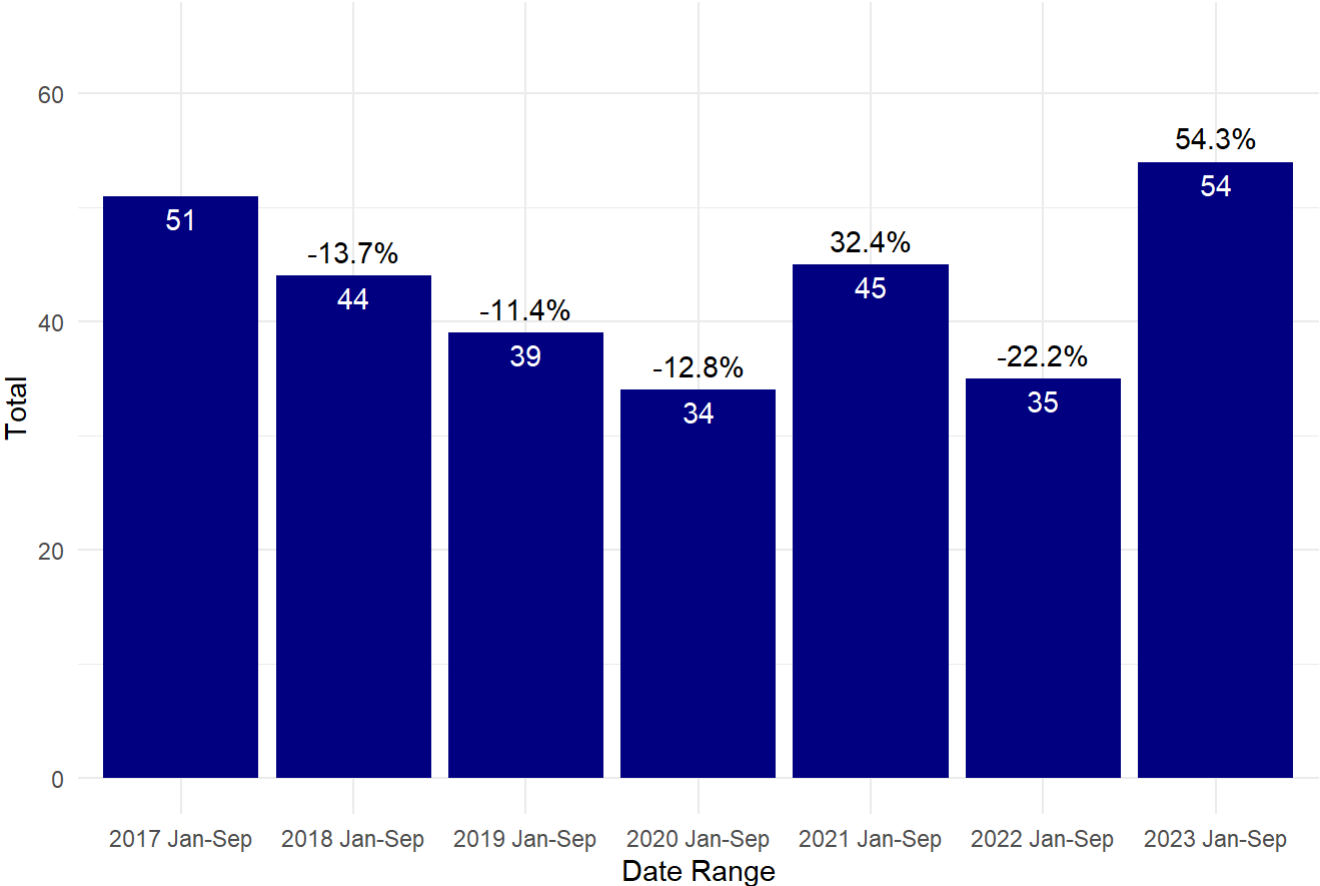
Total Assault Across Lethbridge: Count & Year Over Year Change



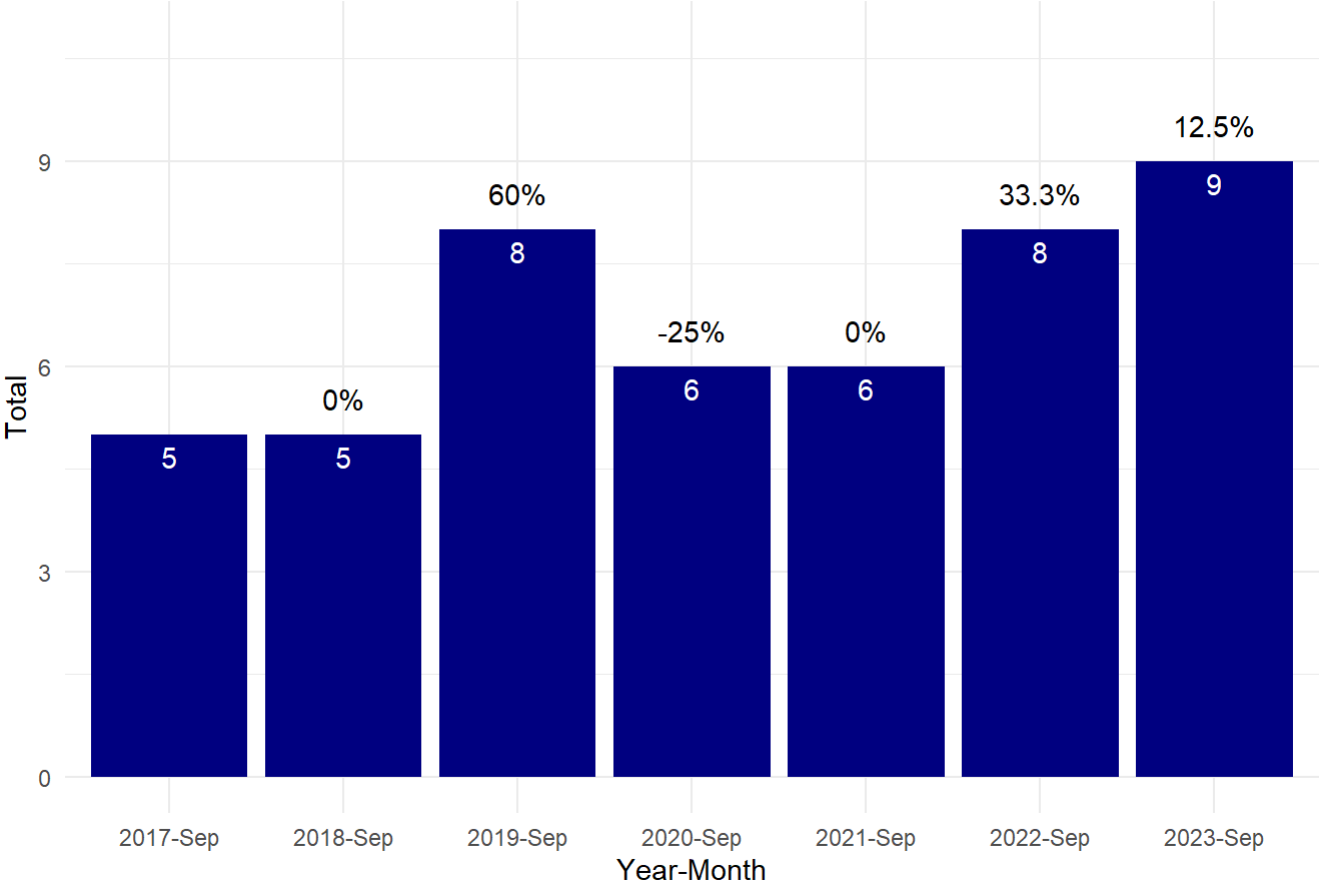
Total Assault Across Lethbridge (Months): Count & Year Over Year Change



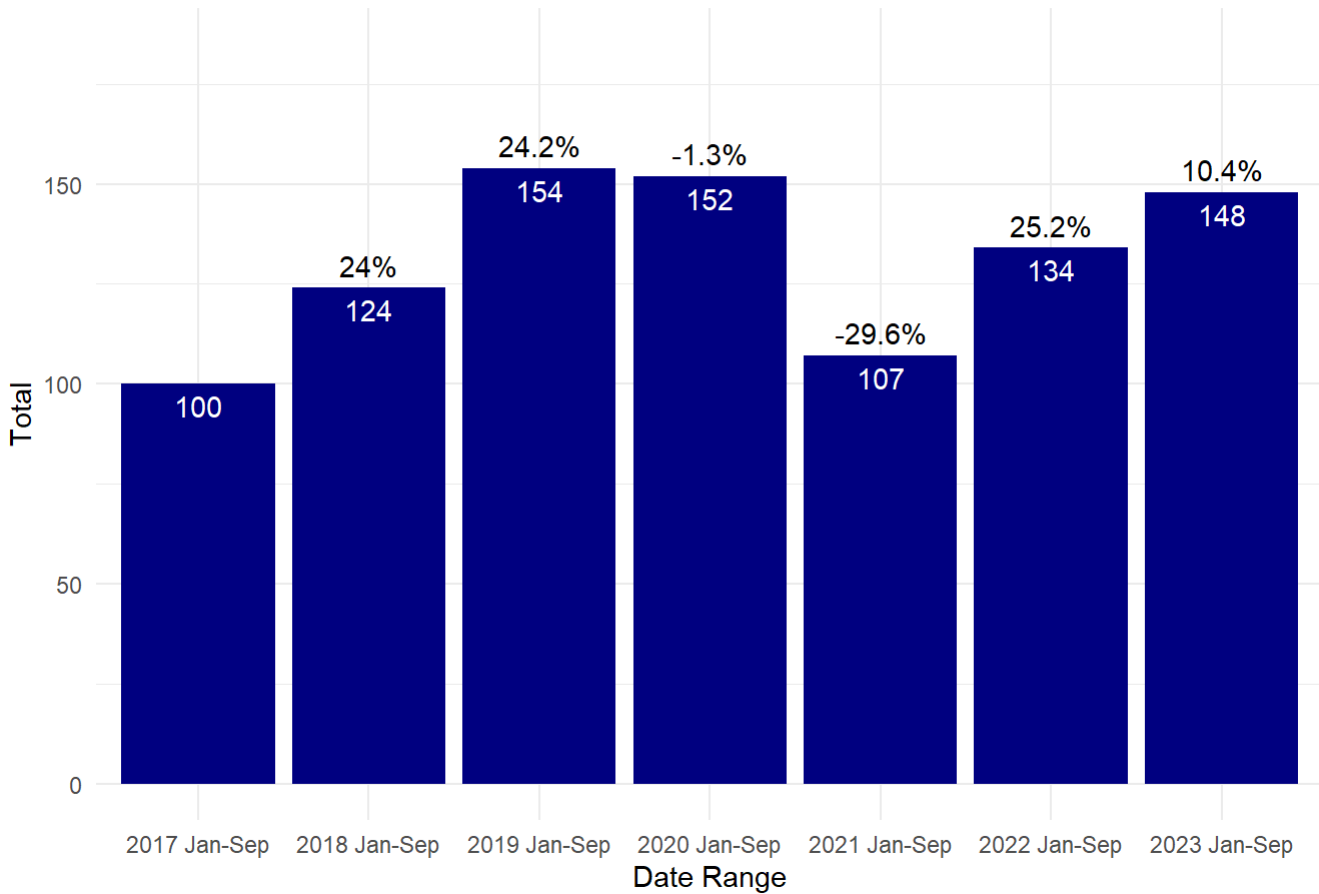
Total Robbery Across Lethbridge: Count & Year Over Year Change



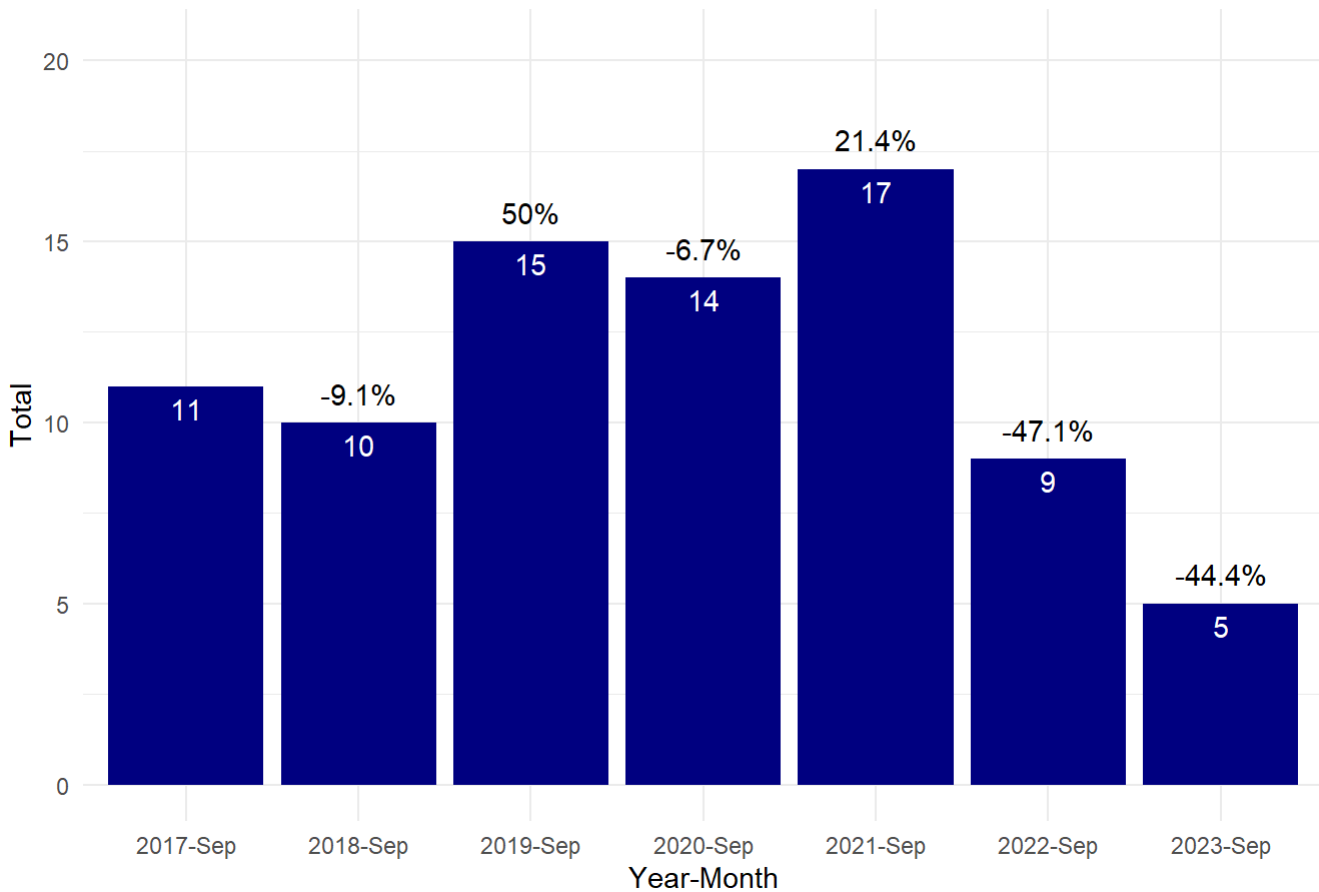
Total Robbery Across Lethbridge (Months): Count & Year Over Year Change



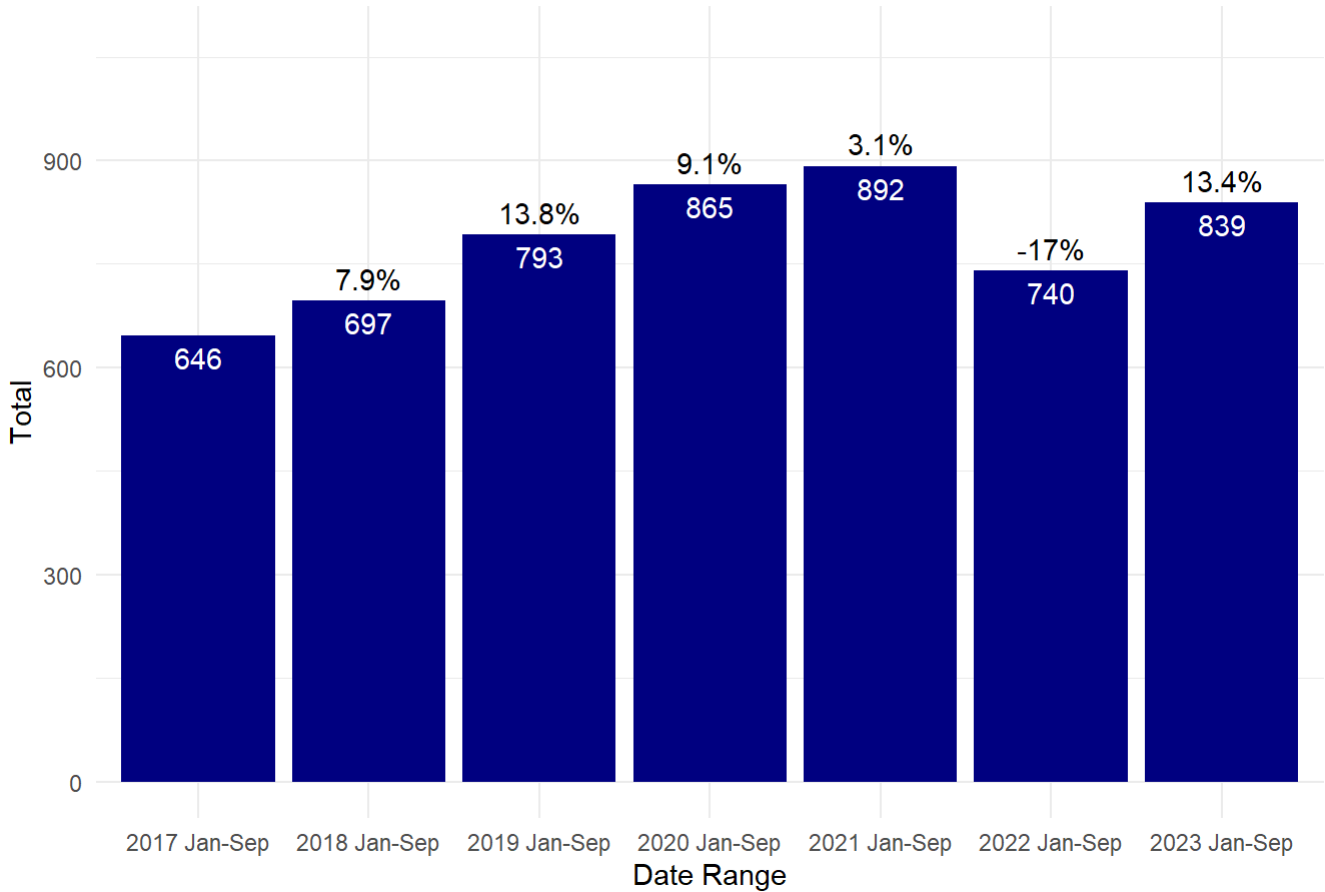
Total Sexual Assault Across Lethbridge: Count & Year Over Year Change



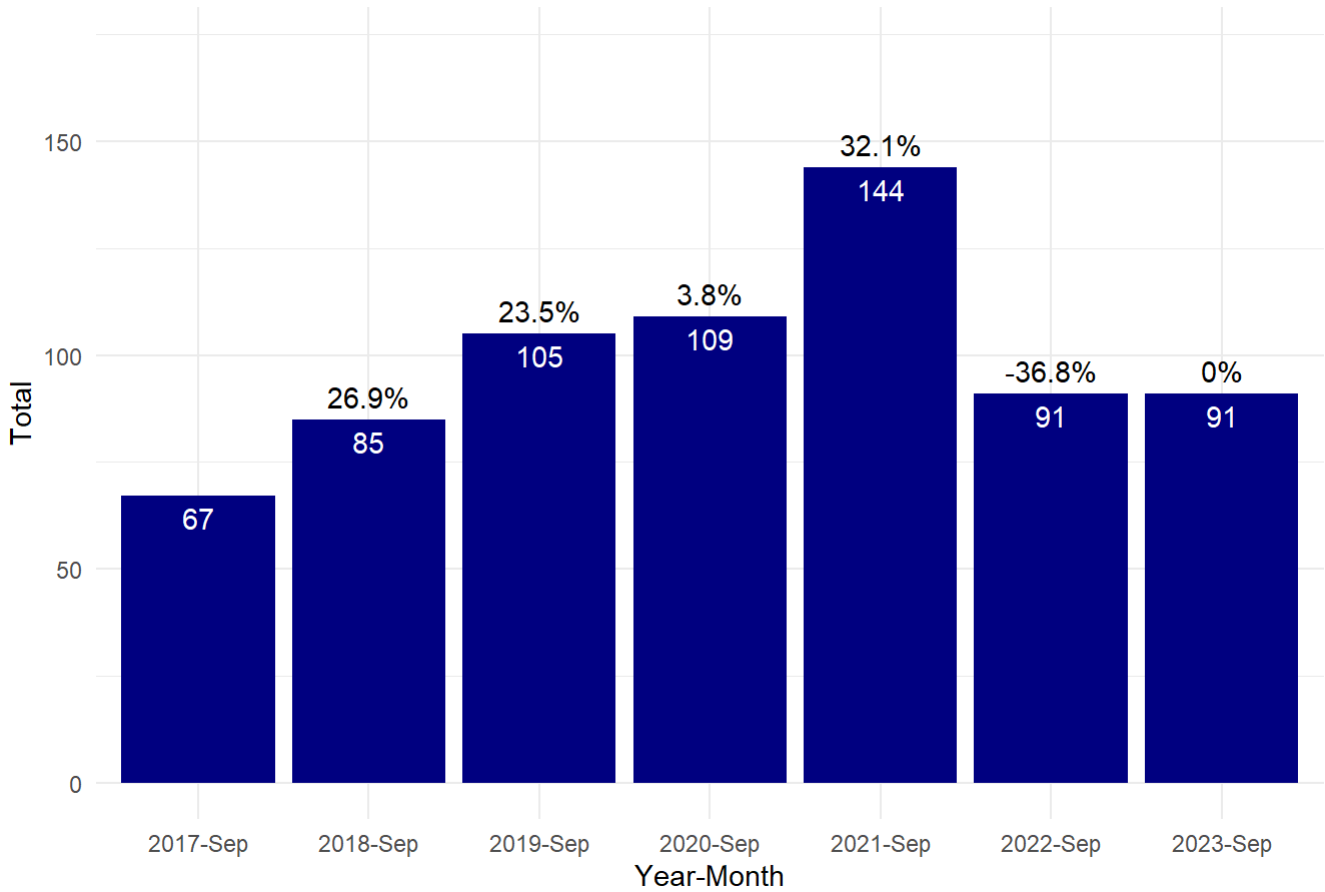
Total Sexual Assault Across Lethbridge (Months): Count & Year Over Year Change



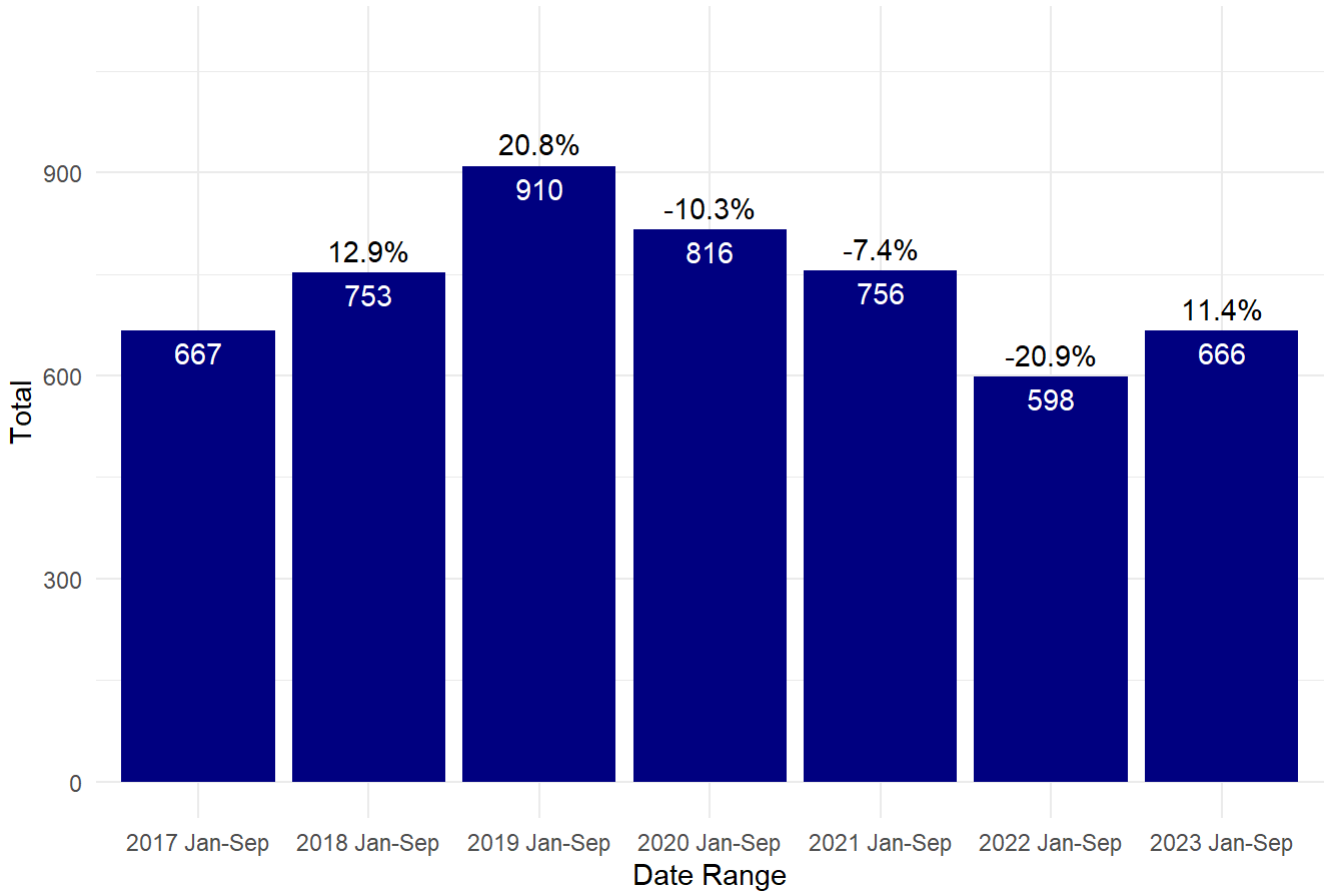
Total Break & Enter Across Lethbridge: Count & Year Over Year Change



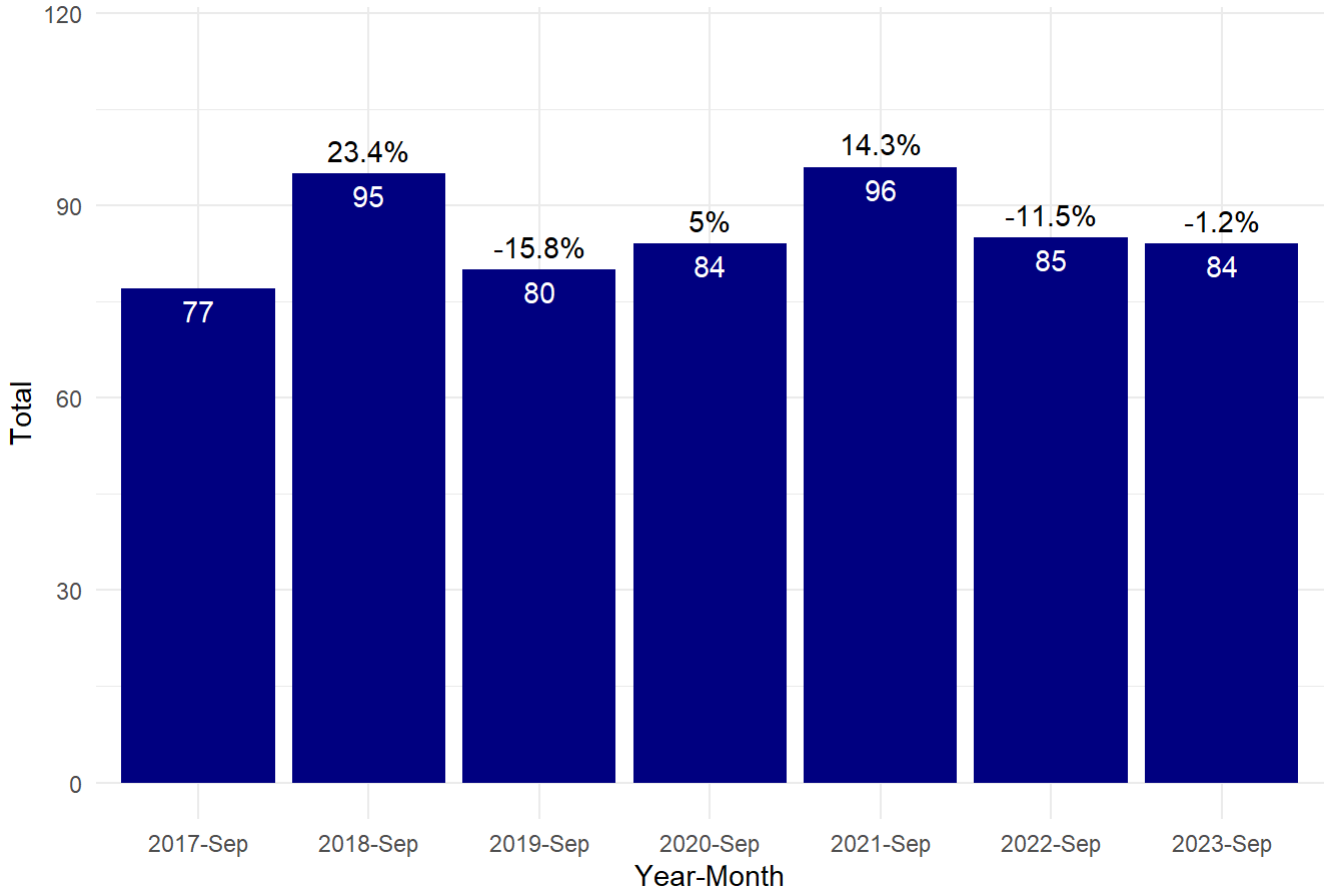
Total Break & Enter Across Lethbridge (Months): Count & Year Over Year Change



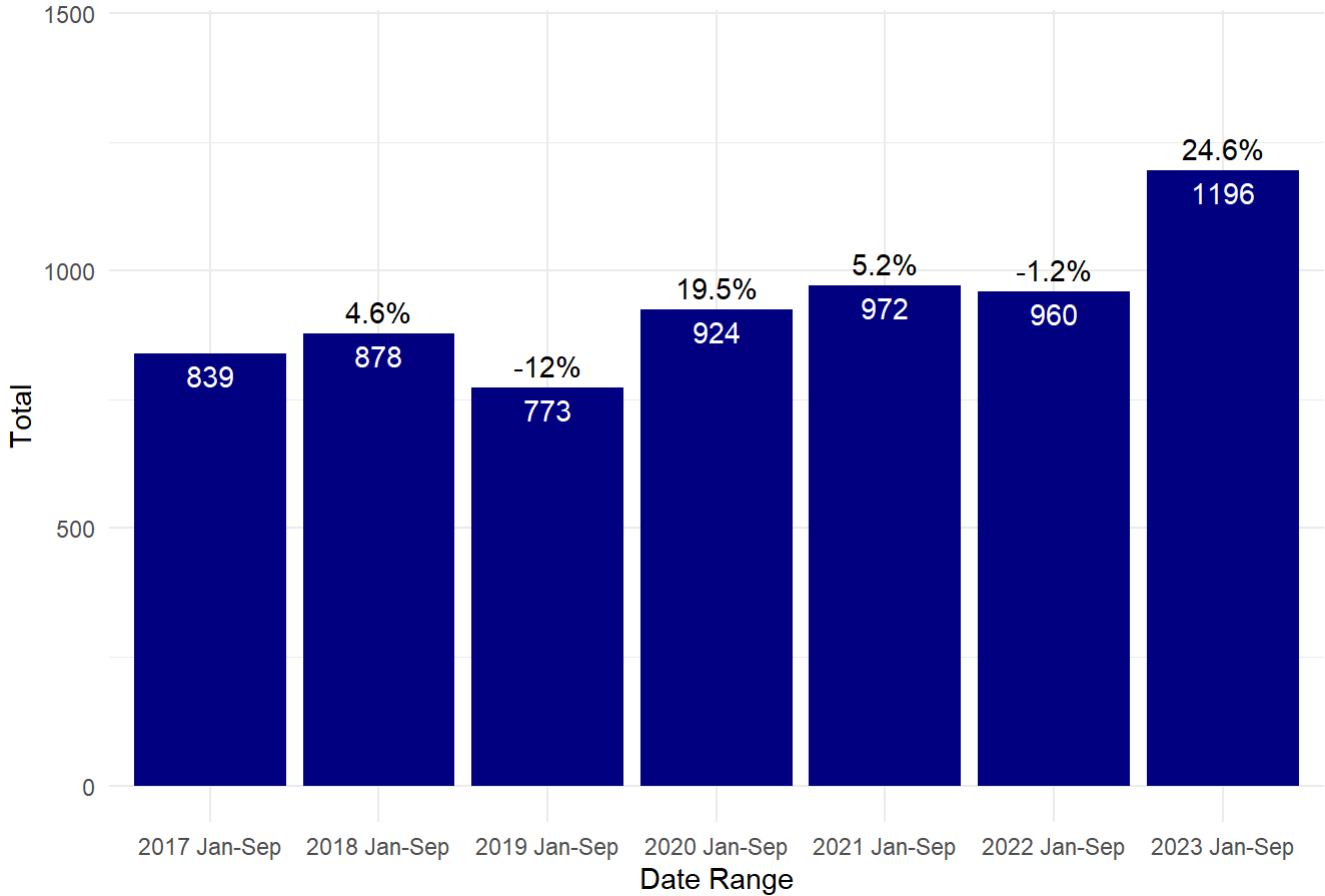
Total Shoplifting Across Lethbridge: Count & Year Over Year Change



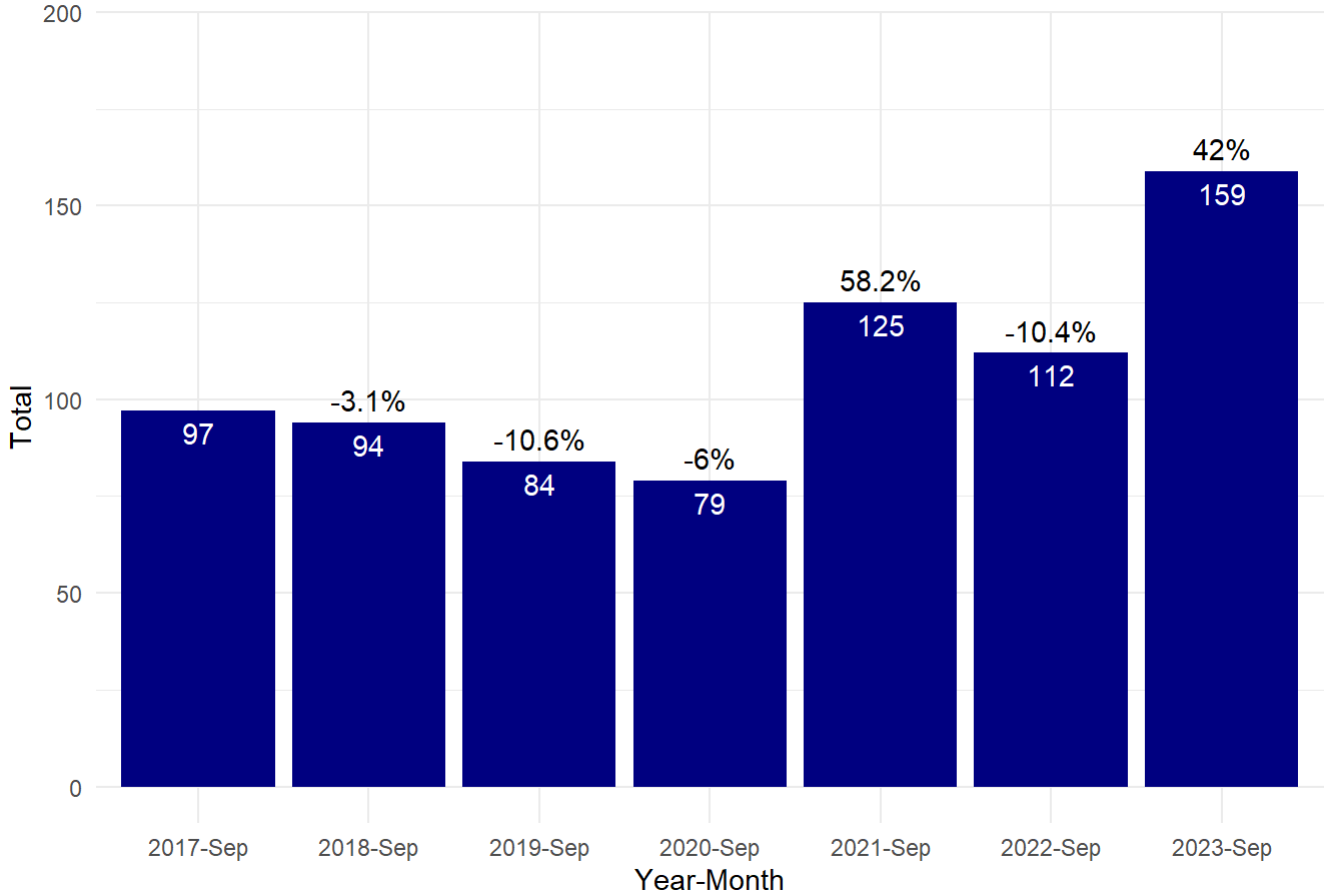
Total Shoplifting Across Lethbridge (Months): Count & Year Over Year Change



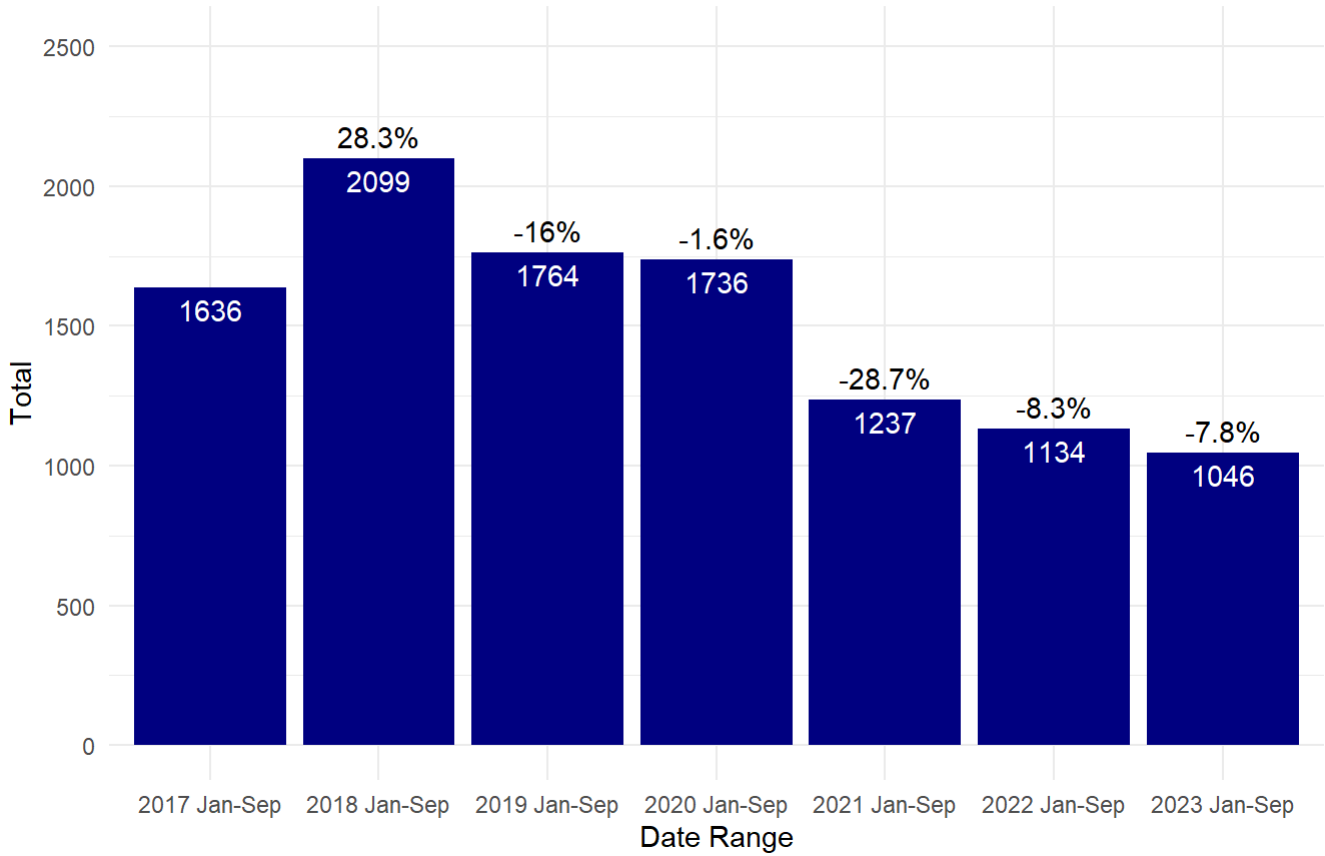
Total Mischief Across Lethbridge: Count & Year Over Year Change



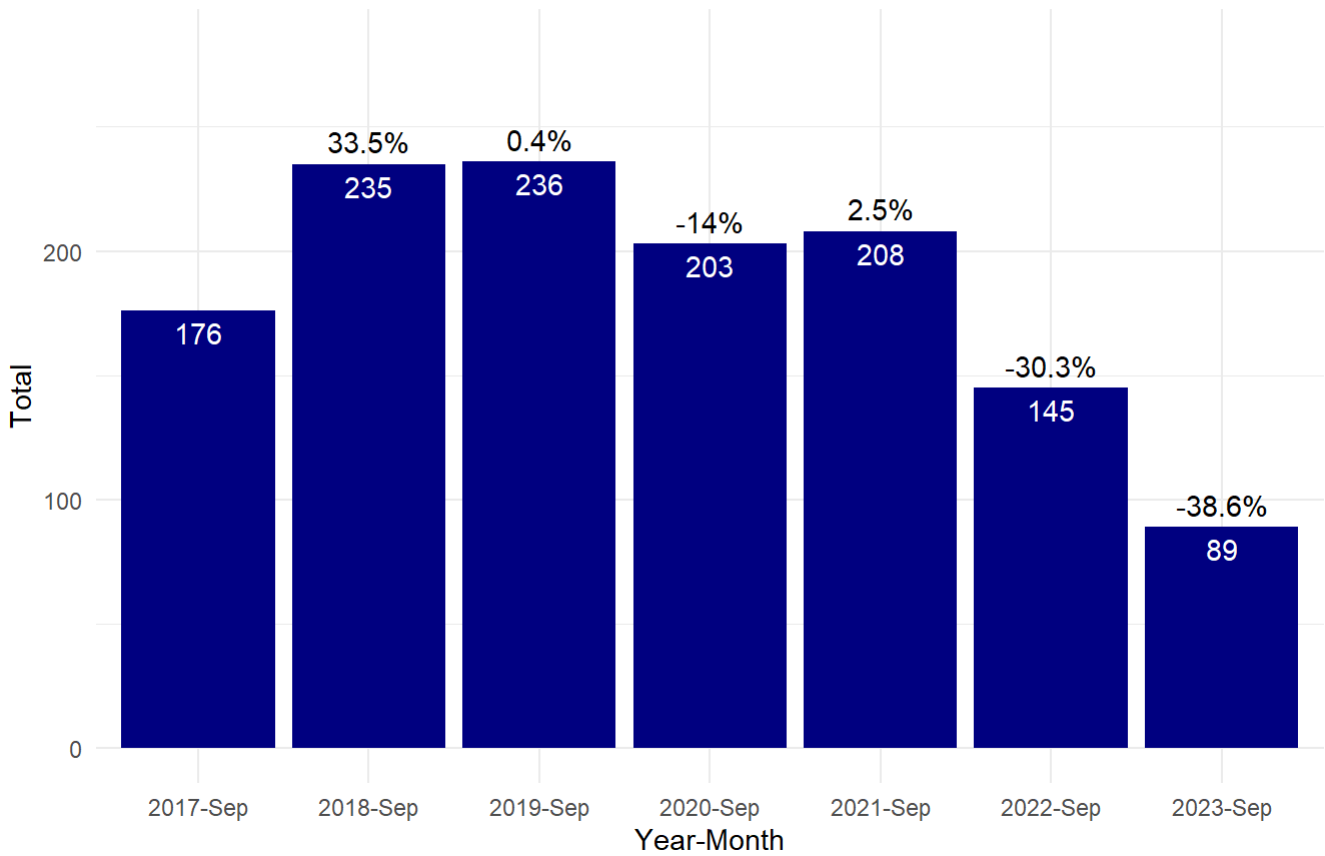
Total Mischief Across Lethbridge (Months): Count & Year Over Year Change



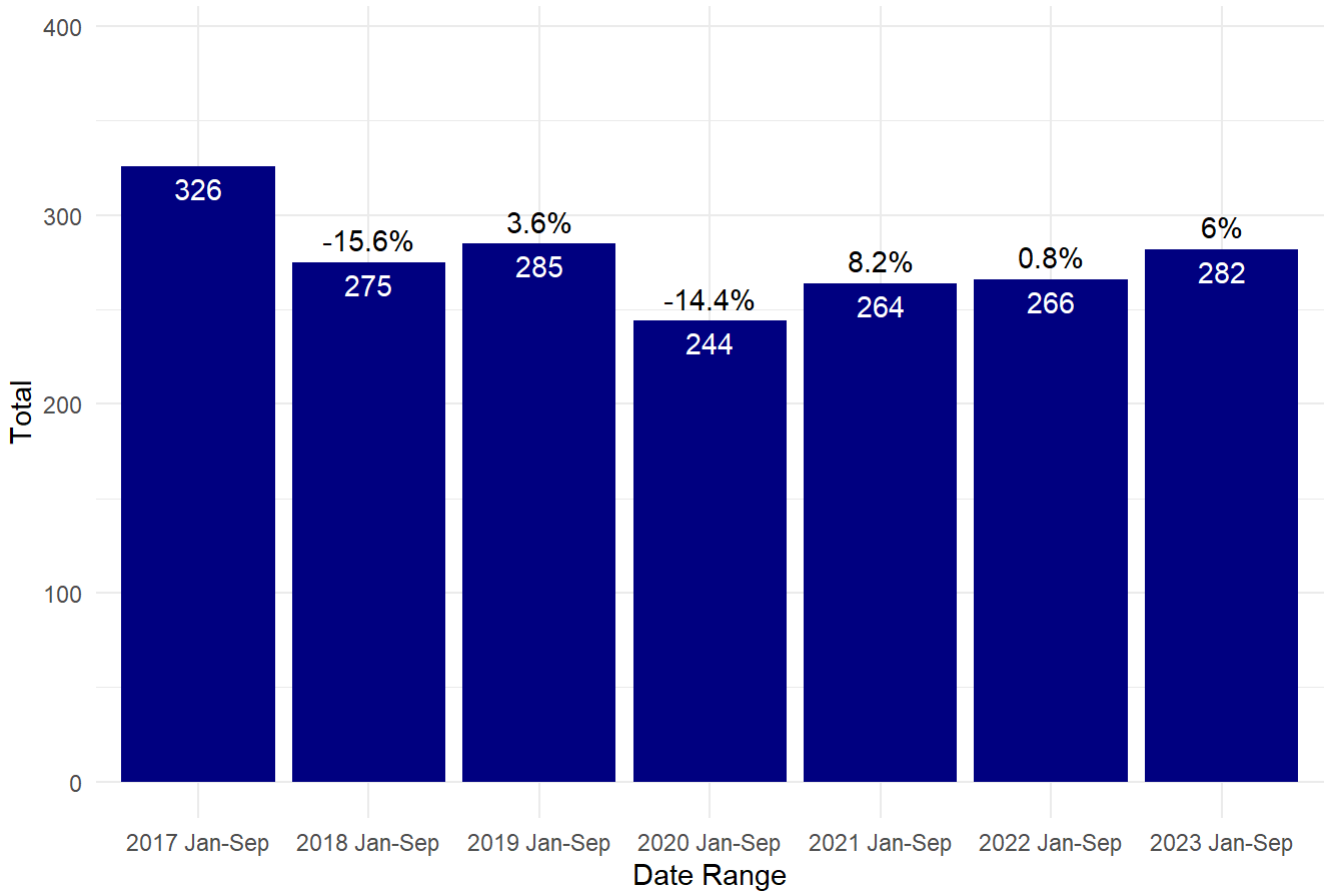
**Total Theft from Motor Vehicle Across Lethbridge:
Count & Year Over Year Change**



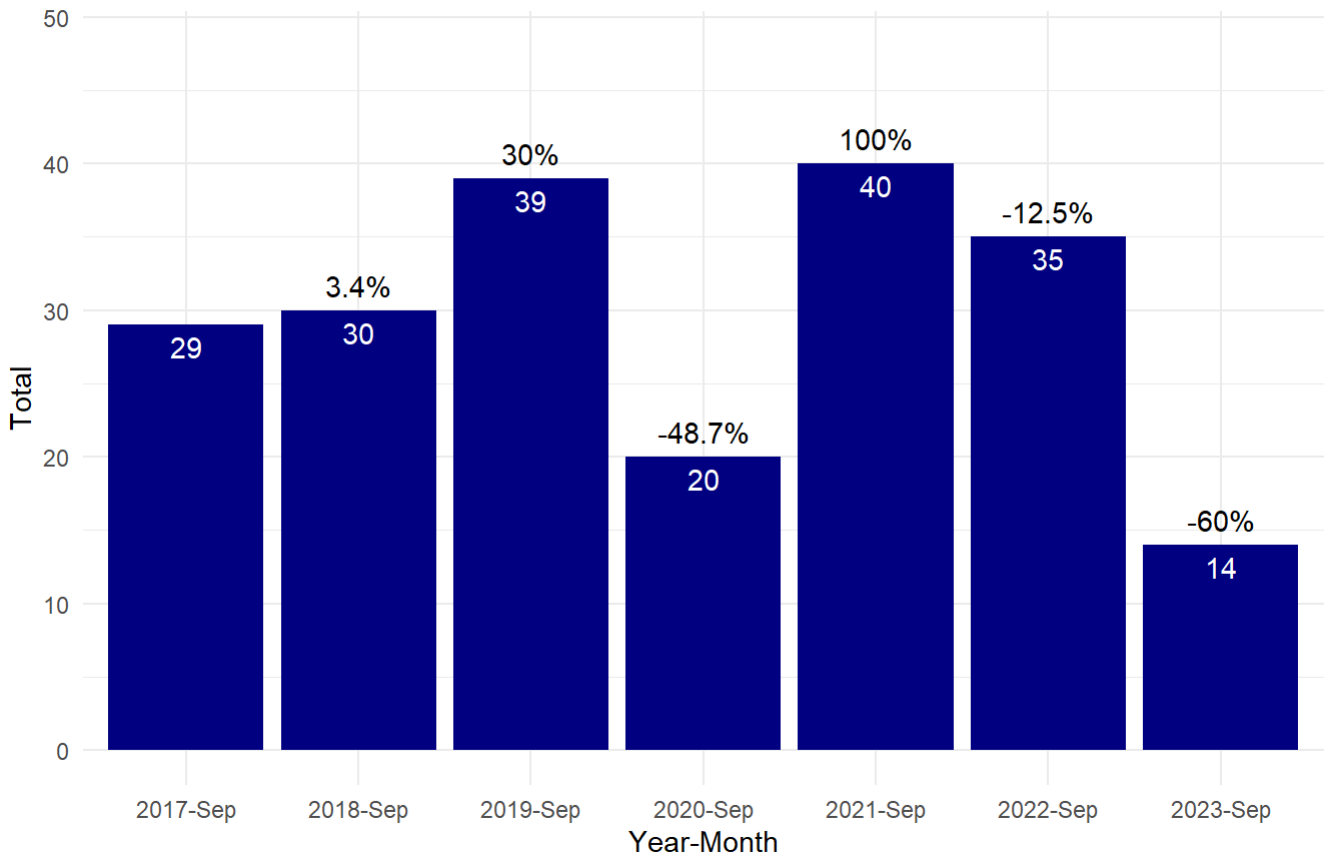
**Total Theft from Motor Vehicle Across Lethbridge (Months):
Count & Year Over Year Change**



Total Theft of Motor Vehicle Across Lethbridge: Count & Year Over Year Change



Total Theft of Motor Vehicle Across Lethbridge (Months): Count & Year Over Year Change





LETHBRIDGE POLICE COMMISSION

Policy Excerpt

Policy: 03

Policy: Member Code of Conduct and Conflict of Interest	
Authorized by: LPC	Policy Source: Policy and Governance Committee
Effective Date: Sept 27 2023	

3.10 A declaration to abide by the Code of Conduct and Conflict of Interest policy is to be signed annually by all Commission members before their first commission meeting of the year.



APPENDIX 7

Lethbridge Police Commission *Commission Member Conduct Declaration*

I, _____, the undersigned, do hereby declare that I understand and agree to abide by the following LETHBRIDGE POLICE COMMISSION – Member Conduct and Conflicts of Interest policy

1. Commission Member Conduct

- 1.1 Members of the Commission must exercise their official duties and functions and arrange their private affairs in such a manner that public confidence and trust in the integrity, objectivity and impartiality of the Commission are conserved and enhanced.
- 1.2 It is recognized that elected officials who are appointed to serve on the Commission may, in making decisions or taking actions as a member of the Commission, take into account the broader interests of their constituents, stakeholders and the municipal corporation as a whole.
- 1.3 Commission member action will respect the dignity of individuals in accordance with the:
 - *Alberta Human Rights, Citizenship and Multiculturalism Act;*
 - *Canadian Charter of Rights and Freedoms;* and
 - *Freedom of Information and Protection of Privacy Act.*
- 1.4 Commission members will not share information deemed sensitive or confidential. Such information will not be used for personal gain, or to benefit friends, relatives or associates. Breaches may be cause for dismissal from the Commission.
- 1.5 All members of the Commission have a responsibility to attend meetings, participate in discussions and exercise their voting rights. Should a member be unable to attend a meeting he or she is expected to advise the Secretary of the Commission.
- 1.6 Commission members must adhere to the guidelines in the policy of the City of Lethbridge governing expenses and personal and corporate gifts.
- 1.7 Members of the Commission who wish to communicate with the members of the Police Service regarding information, statistics or on business matters will do so through the Chief of Police or his/her designate.

2. Disqualification

The Commission may request Council to revoke the appointment of a Commission member who is absent from three (3) consecutive meetings without reasonable cause.

- 2.1 Reasonable cause is to be determined by a majority vote of the Commission at the request of the Chair after the Chair holds a meeting with the individual.



- 3. Conflict of Interest** means a conflict between a member's personal and/or business interests and the member's responsibility as a Police Commissioner.
- 3.1** Commission members must declare all potential or perceived conflicts of interest and the Commission then determines whether the member will be excluded from voting or discussion on the matter.
- 3.2** All declarations of conflict of interest are entered into the minutes.
- 3.3** A conflict may exist whether or not a financial advantage has been, or may be conferred on the member.
- 3.4** A member of the Commission has a conflict of interest when the member exercises an official authority, or performs an official duty or function in the execution of the member's office while knowing that in doing so there is the opportunity to further the member's own interest.
- 3.5** A member of the Commission has an conflict of interest where there is a perception, which a reasonably well-informed person could properly have, that a member's ability to exercise official power or perform an official duty must have been affected by the member's private interest.
- 3.6** Members of the Commission representing clients or aligned with other interests must ensure any conflict of interest as defined above is fully disclosed and the members exclude themselves from all activities relative to matters that fall within the definition.
- 3.7** Members concerned that another member may have a conflict of interest must bring the matter to the attention of the Chair or the Commission as soon as is practicable.
- 3.8** Conflicts brought to the attention of the Chair must be resolved in a manner that conserves and enhances public confidence and trust in the integrity, objectivity and impartiality of the Commission.
- 3.9** Commission Members will be expected to conduct themselves with the highest ethical standards, appropriate behaviour, while conducting their Commission duties and private business. Failure to abide by this policy may result in the matter being referred to the appointing council for resolution. A 2/3 majority of Commission members may refer the matter to the council.
- 3.10** A declaration to abide by the Code of Conduct and Conflict of Interest policy is to be signed annually by all Commission members at the first commission meeting.

Signature

Date

Witness

Date



LETHBRIDGE POLICE COMMISSION

Recommended Committee Appointments

Recommended appointments to the **Human Resources Committee** include:

Clement Esene, Brett Carlson, Matthew McHugh

Recommended appointments to the **Policy and Governance Committee** include:

Noella Piquette, Jenn Schmidt-Rempel, Hunter Heggie

Recommended appointments to the **Finance Committee** include:

Doug Thornton, Jen Visser, Nick Paladino

2024 Conference & AGM Registration is OPEN!

Supporting excellence in civilian governance and oversight of police services in Alberta since 2002 by providing our members and potential members, with an enjoyable opportunity to learn and network.

We invite all those participating in community policing oversight to attend!

Our venue at the Sandman Signature Lethbridge Lodge boasts fantastic views from every room of the enclosed Atrium, lush greenery and indoor pool/hot tub. Our Conference rooms are contained within the hotel, for an easy walk from your room. The location on the edge of the Coulee is just steps away to exploring the famous High-Level Bridge or visiting the adjacent Galt Museum. The hotel offers Family Suites, so bring your family along! (Be sure to add-on your significant other as a Banquet guest during registration).

Block of reserved rooms are limited, BOOK EARLY!

See our Draft Program with many Education/Training presentations, break-out sessions on various topics and MORE INFORMATION.

Flying to Lethbridge for the Conference? Use WestJet Coupon Code 2X6W5ZL

Along with a schedule filled with topical speakers,

your registration will include:

Friday Evening Networking Event & Banquet Extraordinaire!

Historic Cemetery Tour OR Galt Museum

Shuttle to the NEW AGRI-FOOD HUB Lakeview Room

Banquet Speaker Dan Jones "The Victim-Offender Overlap"

Save \$45 per registration with Early-bird pricing through March 3rd!!

Also, buy 3 registrations and receive the 4th for \$180.00.

Visit our website conference page for more information and to REGISTER:

<https://aapg.ca/conferences/>



LETHBRIDGE POLICE COMMISSION

Photography Poll - 2024

1. I am available:

- Monday, February 12 from 11:3... 3
- Saturday February 17 from 10a... 2
- Wednesday February 31 from 2-... 1
- Other 2





Lethbridge Police Service

Police Commission

2024 Budget Summary

	2023 forecast	2023 budget	2024 budget	% Change
Wages and benefits	25,000	49,811	\$ 5,000	-90%
Contracts and legal	31,000	70,000	\$ 49,000	-30%
Travel and training	32,000	13,000	\$ 28,500	119%
Materials, supplies, equipment	7,000	15,350	\$ 13,500	-12%
	95,000	148,161	\$ 96,000	-35%

2024 Budget Details

	# units	Est cost/unit	Total	Notes
Wages and benefits				
City clerk - Elizabeth	120	42	\$ 5,000	(60T hr*2 double time*10mobnths)
Contracts and legal				
Legal	1	25,000	25,000	\$16,000 spent to Oct 2023
Manpower -Admin support	400	32	12,800	(40hr*10mo), contract rate is \$30.30+gst
Memberships and subscriptions	1	5,000	5,000	assns, microsoft, \$3200 spent to Oct 2023
Sponsorship - AAPG	1	2,500	2,500	
Paladin security	1	1,000	1,000	
Cell phone	12	50	600	
Other	1	2,100	2,100	unallocated
			\$ 49,000	
Travel and training				
CAPG conference	5	4,000	20,000	
AAPG conference	10	300	3,000	hosting in 2024, full commission registration !
AAPG hosting	1	2,500	2,500	other costs
CACOLE conference - Calgary	0	3,500	0	may not be relevant for commission - related
Other	1	3,000	3,000	unallocated
			\$ 28,500	
Materials and supplies				
Materials and supplies	1	5,000	5,000	\$2600 for 2023 (\$2400 for photos, computer)
Hosted meals - commission meetings	10	450	4,500	
Hosted meals - holiday dinner	1	2,500	2,500	
GST	1	1,500	1,500	
			\$ 13,500	

** adjust amounts using grey cells in detail section, add / delete rows



Lethbridge Police Commission

OPEN SESSION

Date of LPC Meeting: January 31, 2024

Subject: Policy and Governance Committee Report

Background:

The Policy and Governance Committee (PGC) met on December 5, 2023. The following are the highlights:

- The Committee reviewed the 2015 audit notes and highlighted the following items for further review:
 - The committee, in collaboration with preceding and incumbent Public Complaints' Directors (PCD) and Professional Standards will work on creation of a Public Complaints Director policy manual for role training which will include access to IAPro and Police Information Checks, a training log and any other requirements that arise.
 - The PGC requested Chair Coslovi to coordinate training opportunities for the new PCD with LPS Professional Standards while a policy is still being created.
 - The PGC asked administration to contact Edmonton and Calgary Police Commissions and obtain copies of their PCD policy for reference.
 - The PGC asked administration to prepare reminders to redo the CPKN modules for 2024 by March 31 and provide an attestation form for Commissioners to sign as a record for audit purposes.
 - The PGC asked administration to prepare a public PCD Policy that outlines the items discussed, using the policies from other commissions as a base.
- The Committee reviewed the Bias Free Policing and Crowd Management LPS Policies and found them up to standard; Further,
 - Chair Cosolovi, on behalf of the Policy and Governance Committee, will request an overview of the Whoop-Up Drive Emergency Procedure document from the LPS.
- In January PGC will look at the list of policy names from LPS and decide which to review. The Committee will also look over the 2023 strategic plan worksheet for 2024 action items.
- The next PCG meeting will be on January 16th, 2024



Lethbridge Police Commission

Date of LPC Meeting: January 31, 2024

Subject: Policy and Governance Committee Report

Background:

The Policy and Governance Committee (PGC) met on January 16, 2024. The following are the highlights:

- The Committee reviewed the committee terms of reference and Committee Chair terms of reference with no recommendations for amendment.
- The Committee reviewed a list of LPS policies and decided to review the following policies in detail over 2024:
 - *Fire Alarm Response Guide, Standard Operational Plan, Special Events, or Unusual Occurrences, Arrest and Detention, Professional Conduct and Ethics, Respectful Workplace, Public Safety Information Questions, Emergency Traffic Management on Whoop Up Drive, Crowd Management and Crowd Control, Bylaw Offences, Community Relations and Crime Prevention, Calls for Service Involving Animals, Police Pursuits, Inveed Shooting and Actions or Use of Force Resulting in Serious Physical Injury or Death, Reasonable Officer Response Model, Collection, Management and Processing of Drug Exhibits, Front Counter Reporting, LPS Citizen Online Reporting -Alternative Reporting Criteria and Submission, Release of Information from Police Disciplinary Hearings, Citizen Contact.*
- The Committee looked over the 2023 strategic plan worksheet and identified the following 2024 action items:
 - requesting the commission chair and Chief of Police be involved in the welcome, introduction and orientation of new members;
 - creating informal mentorships for new members, and a strategic seating arrangement to support new members; and
 - beginning the 2025 Strategic Plan process.
- Administration was asked to verify the consultant selection process ahead of the creation of the next commission Strategic Plan.
- The next Committee meeting is scheduled for Tuesday February 13th, 2024 from 9-11am.

Recommendation:

That the Lethbridge Police Commission accept the recommendation of the Policy and Governance Committee to:

1. Invite the Chair and Chief of Police to participate in orientation of new members; and
2. Initiate an informal mentorship program for new members.