



LETHBRIDGE POLICE COMMISSION MEETING AGENDA

**Wednesday, June 25, 2025
Council Chamber, City Hall
4:00 p.m.**

1. Meeting Called to Order
2. Acknowledgement Statement
3. Approval of Agenda
4. Consent Agenda
 - a. May 28, 2025 Lethbridge Police Commission Meeting Minutes
5. Recognitions
 - a. New Hires - Constables Kyle Bourassa, James Campbell-Andrews, Garrett Degenstein, Aganetha Guenther, Levi Pellett, Nick Ross, Sydney Sanderson, and Zakriya Amjad
 - b. New Hires – Community Peace Officers Hannah Alkerton, Harmeet Brar, and Kenlin Dijkstra
6. Inquiries from the Public

Complaints about the conduct of a police officer or any ongoing investigations are not topics for this forum

 - a. Barry Ewing – letter attached
7. Presentations
8. Standing Items
 - a. Lethbridge Police Service Report – Acting Chief Grobmeier
 - b. Monthly Compliments – Acting Chief Grobmeier
 - c. Lethbridge Police Service Crime Report – Acting Deputy Chief Lawrence

9. New Business
 - a. CAPG Award Nominations
 - b. 2025-2027 CAPG Board of Directors Call for Nominations Notice
 - c. Ministerial Correspondence

10. **Closed Session (*Access to Information Act* sections 20, 23, 26, 28, 29, 30)**

-----Continuation of Open Session-----

11. Reports
 - a. Finance Committee Report – Commissioner Visser
 - Body worn camera, Ministerial letter
 - b. Human Resources Committee (Policy and Governance Subcommittee) Report – Commissioner McHugh
 - *LPS policy review complete*
 - *Professional Development 2025 – Mandatory webinar*
 - *Committee Structure – Policy Updates*
12. Upcoming Events and Meetings
 - a. Regular Meeting of September 24, 2025
 - b. Regular Committee Meetings:
 - i. Human Resources Committee (Policy and Governance Subcommittee) – July 14, 2025 at 3:00 p.m.
 - August 11, 2025 at 3:00 p.m.
 - September 15, 2025 at 3:00 p.m.
 - ii. Finance Committee – July 15, 2025 at 9:00 a.m.
 - August 19, 2025 at 9:00 a.m.
 - September 16, 2025 at 9:00 a.m.

c. Future Events

- Town Hall – November 4, 2025 – 3:00 p.m. to 5:00 p.m.

d. Conferences

- Canadian Association of Police Governance – Victoria, B.C. – August 14-16, 2025

13. Meeting Adjournment



LETHBRIDGE POLICE COMMISSION MEETING MINUTES

Wednesday, May 28, 2025
Council Chamber, City Hall
4:00 p.m.

In Attendance:

Commission Members:

Members Brett Carlson, Hunter Heggie, Matthew McHugh, Nick Paladino, Noella Piquette, Jenn Schmidt-Rempel, Douglas Thornton, Jen Visser

Absent:

Member Clement Esene

Lethbridge Police Service Executive:

Chief Mehdizadeh, Deputy Chief Grobmeier, Inspector Lawrence, Inspector Klassen, and Inspector Walper

Other:

Legal Counsel to Lethbridge Police Service Lee Cutforth, Finance Manager Kim Ordway, LPS Strategic Communications Manager Kristen Saturley, Executive Assistant to the Chief Carmen Hellawell, Commission Clerks Elizabeth Thompson-Wensveen and David Sarsfield

1. Meeting Called to Order

Chair Piquette opened the meeting of the Lethbridge Police Commission on May 28, 2025, the time being 4:00 p.m.

2. Acknowledgment Statement

Chair Piquette read the Acknowledgement Statement.

3. Approval of Agenda

Moved by Commissioner Paladino BE IT RESOLVED THAT the agenda for the May 28, 2025, Lethbridge Police Commission Meeting be adopted as presented.

CARRIED

4. Consent Agenda

The minutes of the April 30, 2025, Lethbridge Police Commission Meeting were circulated for approval in the consent agenda.

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

CARRIED

5. Recognitions

The following individuals were recognized for being recipients of the King Charles III Coronation Medal:

- Deputy Chief Gerald Grobmeier
- Sergeant Bill Basso
- Program Manager of the Victim/Witness Services Unit Catherine Pooley
- Retired Criminal Strategic Analytics Manager Stephane Contre

Chief Mehdizadeh was recognized for his recent Friends of Diversity Award.

6. Inquiries from the Public

None

7. Presentations

- a. Operational Response to Special Events – Sergeant Darroch

Moved by Commissioner Heggie, BE IT RESOLVED that the Lethbridge Police Commission receive as information the report on the operational response to special events.

CARRIED

- b. Road and Pathway Use Regulations – Sergeant Ramotowski and Constable McCarthy

Moved by Commissioner Thornton, BE IT RESOLVED that the Lethbridge Police Commission receive as information the report on road and pathway use regulations.

CARRIED

8. Standing Items

- a. Lethbridge Police Service Report – Chief Mehdizadeh
b. Monthly Compliments - Chief Mehdizadeh

Moved by Commissioner Carlson, BE IT RESOLVED that the Lethbridge Police Commission receive as information the following reports:

- Lethbridge Police Service Report and
- Monthly Compliments.

CARRIED

9. New Business

10. Closed Session

Moved by Commissioner Paladino, BE IT RESOLVED THAT the Lethbridge Police Commission enter into a closed meeting at 4:52 p.m. to discuss confidential matters as per sections 17 (Harmful to Personal Privacy), 20 (Harmful to Law Enforcement), 23 (Local Public Body Confidences), and 24 (Advice from Officials).

CARRIED

*The Commission and the Commission Clerks attended
the entirety of the closed session meeting
The LPS Staff exited the closed session at 5:25 p.m.*

Moved by Commissioner McHugh, BE IT RESOLVED THAT the Lethbridge Police Commission adjourn the closed meeting at 6:27 p.m.

CARRIED

11. Reports

a. Finance Committee Report

Moved by Commissioner Heggie, BE IT RESOLVED THAT the Lethbridge Police Commission accept the Finance Committee Report as information.

CARRIED

b. Human Resources Committee (Policy and Governance Subcommittee) Report

Moved by Commissioner Thornton, BE IT RESOLVED THAT the closed session meeting discussions, reports, and documents relating to:

Finance Committee Report
Chief Report

remain confidential, pursuant to Sections 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 with Lethbridge Police Service Closed Session.

CARRIED

Moved by Commissioner McHugh, BE IT RESOLVED THAT the closed session meeting discussions, reports, and documents relating to:

Professional Standards
Human Resources
Committee Structure
LERB Investigation

remain confidential, pursuant to Sections 17 (Harmful to Personal Privacy), 20 (Harmful to Law Enforcement), 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 Commissioner Visser, BE IT RESOLVED THAT a time limit extension be granted for File No. 2024-104 until October 22, 2025.

CARRIED

Moved by Commissioner Visser, BE IT RESOLVED THAT the Police Commission continue with the current two committees on a trial basis until December 31, 2025, with each committee consisting of four members, with the Chair being an ex-officio non-voting member of both, and

FURTHER THAT the Commission Policy and Procedure Manual be updated to reflect this change.

CARRIED

12. Upcoming Events and Meetings

The next regular meeting is scheduled for June 25, 2025, at 4:00 p.m.

13. Meeting Adjournment

Moved by Commissioner Visser, BE IT RESOLVED THAT the meeting adjourn at 6:34 p.m.

CARRIED

Noella Piquette, Chair

David Sarsfield, Clerk

To City Council, the Safety and Social Standing Policy Committee and the Lethbridge Police Commission,

Every year we are told we have more manpower coming, or better plans been put in place or a new facility which will resolve many of the problems . . . yet every year we see the same issues grow on our streets, while the taxpayers are on the hook for the tens of millions being blown, and as many other vital programs for law abiding citizens are defunded or shut down to pay for the supports for the criminals who come to our city annually with one thing in mind, criminal behaviours committed on our streets while they live in encampments, or sleep rough, refusing to stay in a shelter because it will not allow them to conduct their criminal activities! We do not want a Community Care Campus model in our city that is here to serve the region, bringing all their problem people to our city!! We do not!!

There are many who have come from other communities, some from other provinces as organized crime moves them here and forces them to live in these conditions which cost taxpayers and businesses, stretches our Fire/EMS/Police services to the limit and destroys our city's reputation, property and in some cases peoples livelihoods, while threatening the very safety of residents, employees and even first responders, who are been assaulted, but you never hear them getting assaulted! Part of the SHHHHH don't tell anyone and they won't know mindset which creates more issues!

For some reason there are those in our leadership who just want to allow southern Alberta to dump on us!

We are all tired of excuses and words and want to see action! If people cannot do the job in ending the encampments on our streets, put someone in place who can!

This is not rocket science!!! Anyone can observe the issue and solve it!

The taxpayer has just spent millions to increase the size of our shelter, yet it sits over half empty with almost 100 people are encamped within 2 blocks in various locations, illegally encamped!

We have met the legal obligation by law to house them . . . we are not expected to provide them with 5 star hotel accommodations! Now we hear that the Bloods are shutting down their shelter and people are being diverted to our city!!! Was that the plan all along! Are they going to help support them? Or is the city taxpayer on the hook!

I have personally have been over by El Dorado/shelter area and noted that many are the criminals who are committing the crimes in our city costing all of us! I recognize them from my 'hood' downtown!

They refuse to stay in our shelter, not because it is dirty, or bug infested, or dangerous, but because they cannot act as criminals there. . . so find another city where you can go to commit crime that allows you to encamp! BC is nice this time of year!

We are tired of false hope and millions put into areas where it doesn't appear to be making a difference!

Our police service was given the word to hire and continue hiring to keep our police force up to national per capita levels, yet we still do not have patrols overnight downtown when many of the crimes are committed. Does this sound like good judgement? Leaving the area with the highest crime rates in the city, many of which are 'committed' overnight, but not investigated until the next day, with no police patrolling the area, just once in a while doing a drive-thru, or responding to a call one or two hours after being called?

There are a few exceptions, one where an LPS member was called to our building by one of our elderly residents who was being threatened and intimidated by addicts hanging around our front entrance at 9:30 pm as she and her friend attempted to drop her off, but had to hide in the car waiting for police, with the male at her passenger side window flipping his finger, saying F-You.

That member who was able to respond immediately should be applauded, because he took her statement and went above and beyond, helping her up the stairs and into the building, making sure she was alright . . . she suffers from arthritis and other issues medically in her senior years and if someone knocked her over, she would break bones without a doubt.

Every year we get more promises, but there is no change! The shelter was built for unhoused, and can be used 24/7 now, so there are no excuses!

The problem is in the execution of encampment strategy and I have seen it fail several times this year!

Before there was an encampment strategy, I was working security at City Hall and recognized there was a growing problem. I began research in other cities how they were dealing with them and put together a plan I thought would work to begin implementing it and seeing from there what needed to be changed!

That plan was to have people driving around to monitor if any people were trying to set up, and send the appropriate person or persons to stop them before they are embedded, not days later, but as they setup. . . a security patrol would be able to drive around or a city employee!

The city has thousands of eyes driving around this city, driving past encampments and not reporting them, expecting us Johnny Q public to have to report them . . . does this sound right to you? Could they not call 311 and quickly tell them 'encampment being set up at 123 – ABC street and 311 would notify a person to respond??? It isn't rocket science!

You can always expect the displaced encampees will try to set up elsewhere once displaced, as I stated over 2 years ago, and most of the time, in the same place!

The prostitutes, dealers, and criminals who are causing most of the issues downtown are not going to find some hidden place hard to get to, far in the coulees to encamp! Why??

Because downtown is their area of operations where they conduct their crimes and they are not going to walk miles back and forth daily to live in a secluded place. The ones who do try to do this may be committing some crimes, but not on the scale the collective of people in these encampments are! Focus on the mass!

Once a group is moved, they need to be monitored to make sure they do not set up elsewhere . . . this is not rocket science . . . does it take manpower,

sure! But what about the manpower it takes to move a large group from these large encampments, again and again and again and again! Why waste all those resources?

Has anyone asked why? Or have you all just thrown up your hands and stated “well, we tried, there is nothing else we can, everyone else has this problem so we are just going to have to accept this!” Lethbridge didn’t always have the issues, but we have allowed it to grow . . . I say again, we have allowed it to grow!

What a complete and utter pile of horse apples saying it is everywhere! We have the rules in place, the laws, and shelter space and all of the other necessary tools, but we do not have someone willing to act who is in leadership! We apparently have no one with the intestinal fortitude!

If they cannot do the job, give it to someone who can, because I am not alone in my frustration and I just had coffee with two business owners who once again are believing a civil suit is the only way we will see change!

The Community Care Campus in Phoenix, which was a complete failure, was where the concept was taken for the Lethbridge CCC, a plan that the citizens shut down and were against . . . I still have the minutes where administration stated they were not moving forward with it, yet slowly, piece by piece you are building it and we didn’t want it!

Sounds like the SCS! We didn’t want it but you forced it on us!

What many didn’t see from the Phoenix CCC was that the business community rose up and said we have had enough, and they sued the city of Phoenix, which set a legal precedent which other businesses in other cities then used! Phoenix had to tear down the encampments and had to put those people into hotels, because the shelters were already full before the encampment crisis! A very high cost to taxpayers . . . so, you can imagine how angry they were with the leadership! I would note that our shelter is not even half full so this gives business owner even more ammunition!

Now you are pushing our business community towards a class action suit because you will not enforce the laws and shutdown these encampments!

It is not that hard! I watched the teardown of the encampment on Stafford Drive across the street from the shelter twice now . . . the criminals move half a block and stage there, piling up all their things in a pile, wait for couple of hours in that area until it appears the people who displaced them are gone, and then they begin moving back in, setting up in the exact same spot in some cases, if not, in the same area! Same people!

If my 71 year old eyes can see and understand the mockery they are making of the system, why cannot you who are in leadership, who are paid to look after our city???

I have heard many excuses, which are not excuses but complete 'cop outs' and lack of will such as, 'they will only go further into the coulees where it is difficult to move them out of' . . . guess what . . . there will always be a few of those, just like there will always be addicts. Focus on the bulk of the problem!

By allowing encampments to grow, it increases crime, increases organized crime to serve the increased gangs/crimes, increases stress to Fire/EMS/Police, increases costs to support non-profits, increases property damage while decreasing the safety of the citizens who are the taxpayers and the electorate!

Let me make this very clear . . . many of these people come to our city from other areas because they know they can get away with living a life of crime on our streets, costing us, the taxpayers, while we see our services diminish because of funding shortfalls in other areas unrelated to the drug crisis!

These are not people that for one unforeseen circumstance or another have found themselves homeless . . . they are not the people who face high costs for accommodation, like Vancouver or Toronto or Calgary and do not have sufficient income to pay for rent! These are people who come here to this city to commit crimes and abuse our system and disrespect our city annually!

Also, are other communities who are dumping their problems on us as they shut down their own shelters in an effort to resolve issues, supplementing the costs of the City of Lethbridge to take over their problems? Are they taking responsibility to do this? Did the Blood Tribe offer funding to pay for the people they displaced from their community?? I doubt it!

Who did we vote in to run our municipality and who do we pay high wages to, trusting they will make the right decisions to protect the taxpayer???

The Blood Tribe is not paying your wages or didn't elect you! This city has worked tirelessly towards reconciling with our Indigenous neighbours, but we are being abused by that relationship . . . there is a limit!

There are zero reasons for people in this city to be sleeping rough on the streets, in encampments or hanging out all night committing crimes . . . none and it is a failure by leadership to address the problem! Even tents are once again seen at the Civic Center . . . another failure!

You have to get out of this mentality that there is nothing we can do!

Other cities are moving in the direction to take back their cities, neighbourhoods, parks and streets, yet it appears our city is all talk and no action, and act as if defeated! Who has the power to bring change? Who is being paid to act on the interests of the citizens of Lethbridge, not the citizens of Southern Alberta??

I am not an expert on the issues downtown, but I will say that I am more knowledgeable than many at City Hall, the U of L or in some cases LPS because I live it everyday and have taken the time to research the issues in several areas since 2016 when they are planning to open an SCS here. Are there people more knowledgeable . . . of course! But you do not have to have a lot of knowledge, only pay attention and observe!

One example:

The street prostitution has dramatically increased in the last 2 years and these prostitutes, for the most part are part of the gangs who hang out nearby when they are working, committing other crimes such as breaking into vehicles-homes-garages-businesses, shoplifting, selling drugs and getting high, and leaving 'bio-hazards' at business doorways and occasionally burning down hotels and other historic buildings and even sheds in the downtown! They are all connected and as they increase, the bikers/organized crime, increase their presence because there is more money to be made . . . I have observed this and the prostitutes/dealers all appeared to be connected!

I have watched the number the vehicles who constantly drive around downtown and around the shelter who oversee the prostitutes/dealers, manned by elements of organized crime, increase dramatically this year with an estimate of at least 50 vehicles who oversee the prostitutes and dealers, driving circuits around downtown and often overnight almost all of the vehicles driving around are them. Those numbers are staggering!

When police actions happen, there are very good communication amongst them, because suddenly they disappear! They are organized and appear to operate overnight from the Petro Canada, often at least one of these criminals, either in his vehicle or in the store visiting the employee, which I have thoughts that more is going on there.

There is another problem person who lives in the Hildebrandt Manor who used to drive around all the time as well, but may have lost his license, because now he peddles his bike around the area, stopping to talk with the people hanging in our area and probably dealing because money is often passed.

These issues continue to grow as the city allows these criminals to come into our city to live on the streets to commit crimes, while costing the taxpayers and destroying it! Look around downtown and count the number of vacant businesses!

Who is in charge? It appears the criminals . . . they even are allowed free reign at night when they conduct many of their criminal acts, because the #1 and #2 hotspots for crime in our city do not have a dedicated section patrolling the streets overnight!

How does that make sense? I can understand this in the winter, when most of these criminals are in other communities committing crimes, but how can we ignore this? The statistics prove this, but nothing is done!

What I can tell you is that many business owners will not even attend information sessions or Council meetings because they are tired of being hoodwinked! There is no trust in leadership anymore! Too many broken promises and little action!

After having coffee today with two angry business owners, they will not attend anymore meetings, committees, etc. and already have a plan in place for a civil suit after speaking with lawyers in Edmonton last year.

I guess that is what it is going to take to get these encampments removed for good!

If people cannot do the job, replace them if they do not have the will! And we are an incorporated city, not in unceded territory and should not be swayed by threats from the Blood Tribe!

I am all for showing 'mutual' respect, growing a better relationship and if need be helping them to have a better life, as well as welcoming all peoples to our city, if they are not coming here intentionally to commit crime and destroy our city!

On a micro scale . . . our building where I live have had too many incidents and too many times, we have had to patrol our own building for the protection of our residents, and if police are not going to provide those mandated services, we will have to start taking measures to protect ourselves . . . legally! We pay well over \$100,000 in property taxes annually on a plot of land that is not much bigger than some large residential lots in our city!

We are tired . . . we are angry from hearing promises which are broken, and as crime rises in our city, some of the businesses who side with us are going 'nuclear'! All in an election year!

The choice is yours . . . no more excuses . . . time for action!



LPS Monthly Report Lethbridge Police Commission

JUNE 2025

The Lethbridge Police Service is committed to providing a safe community for all. Monthly highlights from each division that contribute to our organizational priorities – community safety, community engagement and healthy organization – and in line with our annual policing plan goals:

- *Reduce crime*
- *Increase capacity by reducing police response to calls that can be alternatively reported and do not require the attendance of an officer*
- *Increase citizen perceptions of safety*
- *Increase community crime prevention initiatives*
- *Increase satisfaction with LPS*
- *Increase visibility within the community*
- *Promote information-sharing and collaboration with partner agencies*
- *Enhance employee health and wellness initiatives*
- *Increase diversity within the organization to better represent the community we serve*
- *Enhance technology to address security issues and keep pace with organizational needs*

FIELD OPERATIONS DIVISION:

- The Lethbridge Wellness Shelter has completed its expansion, including the opening of 100 new beds. At the same time the older portion was closed for renovations. Despite the expansion, LPS continues to see many people not accessing the shelter and choosing to stay on the street in encampments.
- Downtown Policing Unit (DPU) made two record fentanyl seizures in the city, removing thousands of doses of the deadly drug from the street.
- A targeted enforcement project downtown was completed in May with multiple arrests, drug seizures and warrant executions. It was very successful and led to a short-term change in behaviour on the street as people observed the large police presence.
- Retail crime has continued to be significant at Centre Village Mall which is linked to nearby encampments along Stafford Drive.
- The Public Order Unit (POU) was deployed to City Hall for a protest. There were no issues at the event that required police intervention.
- The POU completed a Mountain Bike 100 course, riding over 160 km for the week. Three members of the City's Encampment Response Team also took the training to achieve standards to allow them to ride as part of their daily duties.
- The POU also hosted the Mountain Bike 200 Public Order course for the first time in Alberta without a Calgary Police Service instructor. The course was done across the core of Lethbridge and the river valley with 115 km covered.
- Police and Crisis Team (PACT) attended 74 complaints in May.



LPS Monthly Report

Lethbridge Police Commission

JUNE 2025

- PACT members also participated in a number of community events, including McHappy Day, a Primary Care Physicians lunch and learn, resilience training put on by the Palix Foundation and provided information to Lethbridge Polytechnic for a research study on mental health and police response.
- Youth Engagement provided proactive enforcement in school zones and assisted Lethbridge School Division 51 with an interviewing presentation for school-based threat assessment.
- The Community Support Administrative Liaison attended the community meal for Missing and Murdered Indigenous Women, Girls and Two Spirited People.
- LPS was honoured to become the keeper of two eagle feathers. The LPS tipi was set up by employees and Elders conducted a Pipe Ceremony followed by a public event to welcome the feathers into the organization.
- Traffic Response members participated in the school traffic safety project, doing walkabouts during the opening bell at numerous elementary schools looking for any infrastructure, parking, or sign issues that could be addressed to prevent any collisions, or injuries.
- One traffic member attended a course in Ontario on motorbike collision reconstruction.
- In May, the Traffic Unit launched its annual targeted enforcement project focusing on vehicle speed, noise, stunting and reckless behavior identified in areas throughout the city. The project is ongoing all summer.
- The Watch was invited to attend the Indigenous Recovery Coach Program for a community discussion on MMIWG2S, participated in a tipi pole harvest and attended the Spirit Café.

CRIMINAL INVESTIGATION DIVISION:

- The Property Crimes Unit (PCU) and Crime Suppression Team (CST) concluded a six-week long targeted enforcement initiative to address drug trafficking in Lethbridge. The project targeted lower/mid-level traffickers to reduce drug related crimes and social disorders. More than \$73,000 worth of drugs were seized, 156 charges laid, 27 warrants executed, four weapons, including one firearm, seized and nearly \$17,000 cash proceeds of crime.
- PCU and CST concluded a drug investigation that resulted in a \$500,000 seizure of drugs, including three kilograms of cocaine.
- Members of PCU and CST attended external firearms and crypto fraud investigation training.
- Members of PCU and CST attended external surveillance training.
- Economic Crimes Unit (ECU) worked on 10 active files and additional crypto tracing requests.
- ECU completed two crime prevention presentations to the public.
- A member of the Violent Crimes Unit (VCU) and the Criminal Investigation Section Staff Sergeant attended specialized training in relation to kidnapping investigations.
- A second full-time officer was added to the Sex Crimes Unit – completing a strategic initiative to establish a specialized full-time unit to better serve our community.
- A member of the Sex Crimes Unit (SCU) attended specialized youth sexual offender training.
- In addition to existing investigations, VCU/SCU assumed six new investigations.



LPS Monthly Report Lethbridge Police Commission JUNE 2025

- A member successfully completed a six-week intensive Forensic Identification Course and is now fully functioning within the Forensic Identification Unit. This officer replaced an officer who recently retired.

SUPPORT SERVICES DIVISION:

- The Recruiting Unit completed the last three sessions of the Female First Responder Bootcamp in collaboration with the fire department.
- Recruiting, along with the Tactical Team and Explosive Disposal Unit, attended the Big Truck Petting Zoo. Thousands of people attended the community event.
- Recruiting hosted 16 Grade 11 and 12 students from different high schools for the annual Youth Academy. The students spent the day with the Recruiting Unit and the Ident Unit going through scenarios and different demonstrations.
- The Quality Assurance, Audits, and Accountability Unit (QAAA) is continuing to work on the annual audit of the Property/Exhibits Unit which entails a detailed accounting of all exhibits within LPS possession.
- Employees attended the Canadian Institute for Public Safety Research and Treatment conference in May in Regina.
- For the period of May 1 - 31, 2025, the Governance and Compliance Unit reviewed/updated/created and published two directives:
 - Acceptable Use – Employee Agreement for LPS Technology
 - Health and Safety Management
- The Government of Alberta Ministry of Public Safety and Emergency Services Policing Standards and Audits Section has completed stage one of the scheduled compliance audit for 2021-2024, which is the off-site review of LPS documents. The Governance and Compliance Unit is preparing for the on-site portion of the audit on June 17-19, including a site tour and officer interviews.
- Volunteer Appreciation Week was April 27-May 3 and Inspector Klassen attended the Victim/Witness Services team meeting on May 5 to acknowledge the incredible work done by the volunteers. Anniversaries of years served were noted for each team member and ranged from one to 25 years!
- V/WSU staff took part in provincial training in understanding and best serving victims of domestic violence alongside some LPS officers. This helped the team better understand topics like Clare's Law, criminal harassment, emergency protection orders and firearms. This information can now be shared with the team of volunteer Crisis Support Workers as they deal with domestic violence calls – the most common calls V/WSU responds to.
- Dogs with Wings Kourt was featured by Dog with Wings as an example of how valuable an OSI Facility Dog can be. Kourt was one of the first in province to do this important work.

Monthly Compliments

May 2025



Citizen / External (2)

Sgt. Darroch, Downtown Policing Unit

PSCC staff member [REDACTED] passed along a message from the manager of the [REDACTED] in downtown Lethbridge who stated they really appreciate the work that Sgt. Darroch and the entire DPU have been doing.

S/Sgt. Hagel

Vicky Snider with VSU passed along a note of appreciation for S/Sgt. Hagel from a retired LPS member who had reached out in a time of need. The person was very impressed with S/Sgt. Hagel and found having a conversation with him really helped.

Internal (2)

Kristen Kenney

LPS RMU staff member Amber Koberinski wished to highlight her colleague and fellow RMU staff member Kristen Kenney for her positive impact within the unit and LPS, writing (in part) “...Always jumping in to help without hesitation and offer whatever support she can...She’s always bringing cheer and finding new ways to bring smiles to all of us...Definitely just want to highlight what a great co-worker to all of us. Makes the 12 hour work days much more enjoyable”

The Watch

Cst. Stelmack sent an email to The Watch manager Shane Kisinger to pass along his thanks to the members of his team. Cst. Stelmack had been looking for a witness for one of his files for a number of weeks with little success. Cst. Stelmack asked The Watch members for some help, and within a couple of hours they were able to locate the person. Their help was greatly appreciated.

Community Partner (2)

Recruiting Unit et al.

Lethbridge Polytechnic School of Justice Studies [REDACTED] sent an email highlighting the great work of the LPS Recruiting Unit and the amazing experience high school students had at the most recent Youth Cadet Program hosted at LPS.

Sgt. Warner and Cst. Lorenz

Vicky Snider with VSU passed along some positive comments from a Child and Family Services (CFS) worker who was very impressed with Sgt. Warner and Cst. Lorenz's work with a victim of a sex assault occurrence to ensure the person was heard and believed and that the occurrence was thoroughly investigated.

COMMISSION'S REPORT

2025-06-09



MONTHLY REPORTING TO COMMISSION

UCR CRIME DATA

JANUARY TO MARCH 2019-2025

Data Extraction as of 2025-06-09

June 2025

REPORTED CRIME VIOLATIONS IN LETHBRIDGE: JANUARY TO MARCH 2019-2025

Executive Summary

Note: The CSI score chart does not include some crime types

- Since Robbery is reported under a single UCR code, the CSI score chart will follow a similar pattern to the violation count chart
- Theft of Motor Vehicle and Mischief have uniform CSI scores across their respective UCR codes, resulting in the same chart pattern as violation counts

When comparing January-March 2025 to January-March 2024:

- Total crime violations increased by 8%, and total Crime Severity Index (CSI) score increased by 1.1%
- Person crime violations increased by 8.4%, and person crime CSI score decreased by -4.2%
- Property crime violations increased by 6.3%, and property crime CSI score decreased by -4.9%

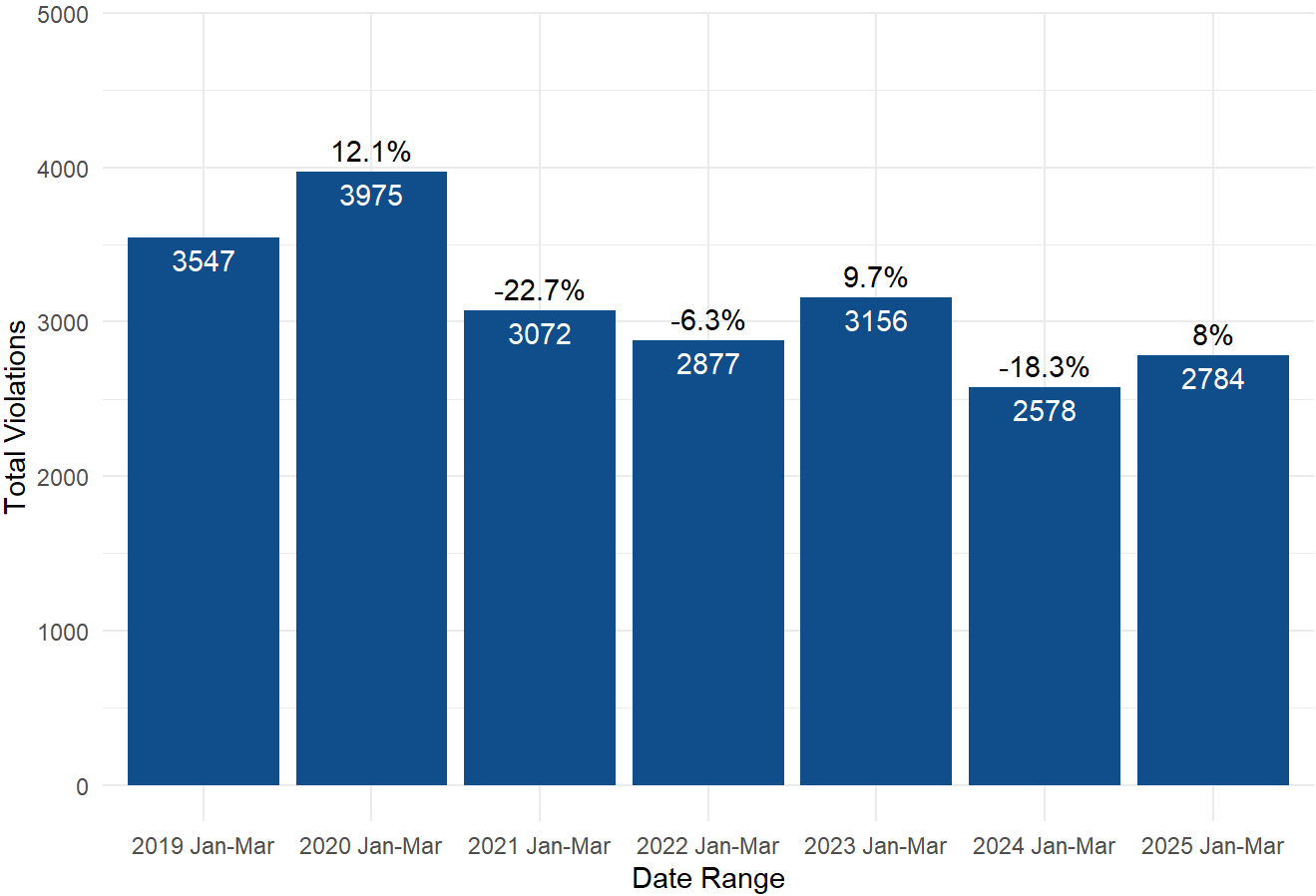
When comparing March 2025 to March 2024:

- Total crime violations increased by 21.5% and total crime Severity Index (CSI) score increased by 16.7%
- Person crime violations increased by 14.5% and person crime CSI score decreased by -9.7%
- Property crime violations increased by 30.2% and property crime CSI score increased by 29.3%

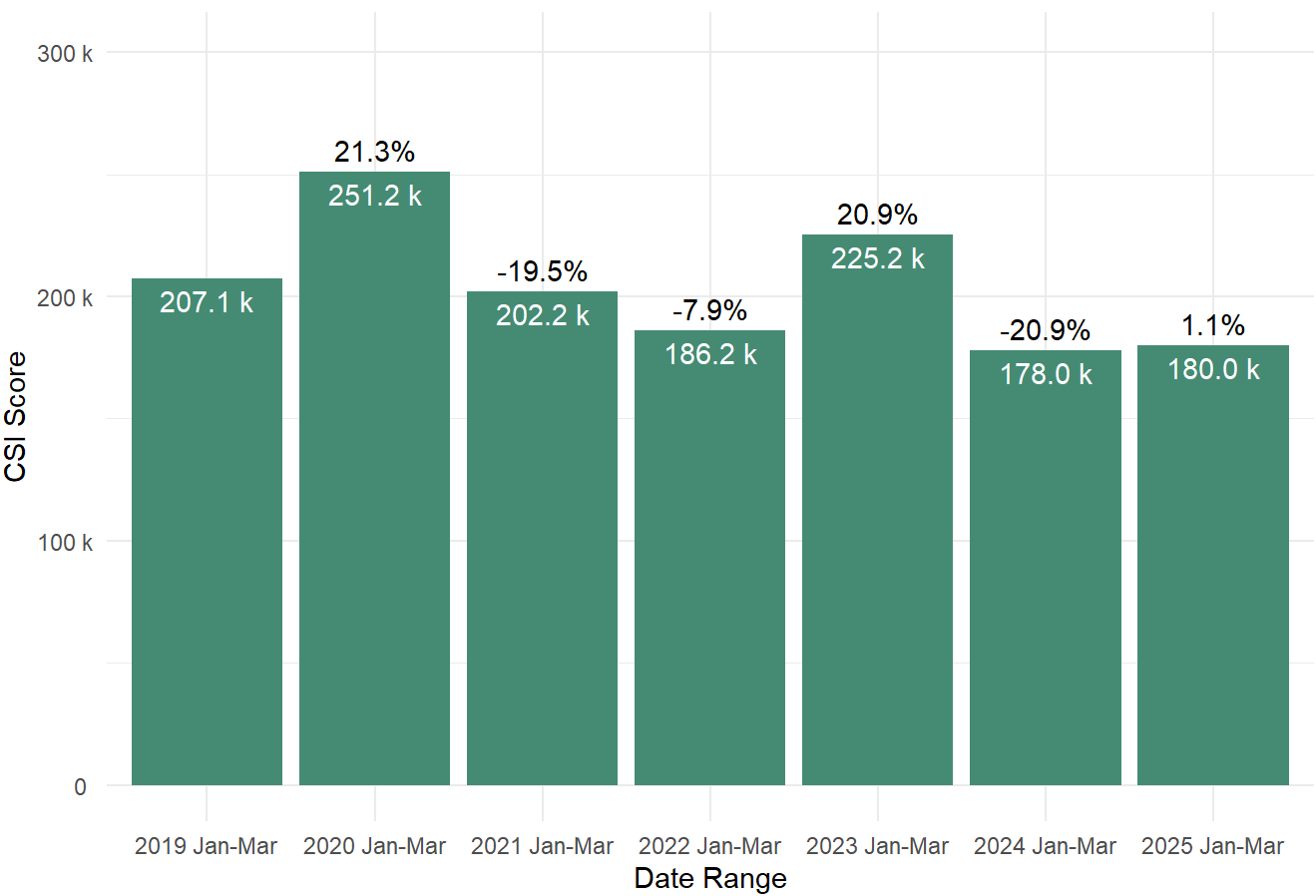
Crime by City Region: January-March 2025 compared to 2024

- Downtown Lethbridge; crime violations increased by 19.7% and CSI score increased by 23.8%
- North Lethbridge; crime violations increased by 3.9% and CSI score decreased by -5.9%
- South Lethbridge; crime violations decreased by -4.1% and CSI score decreased by -17.3%
- West Lethbridge; crime violations increased by 8.1% and CSI score increased by 8.1%

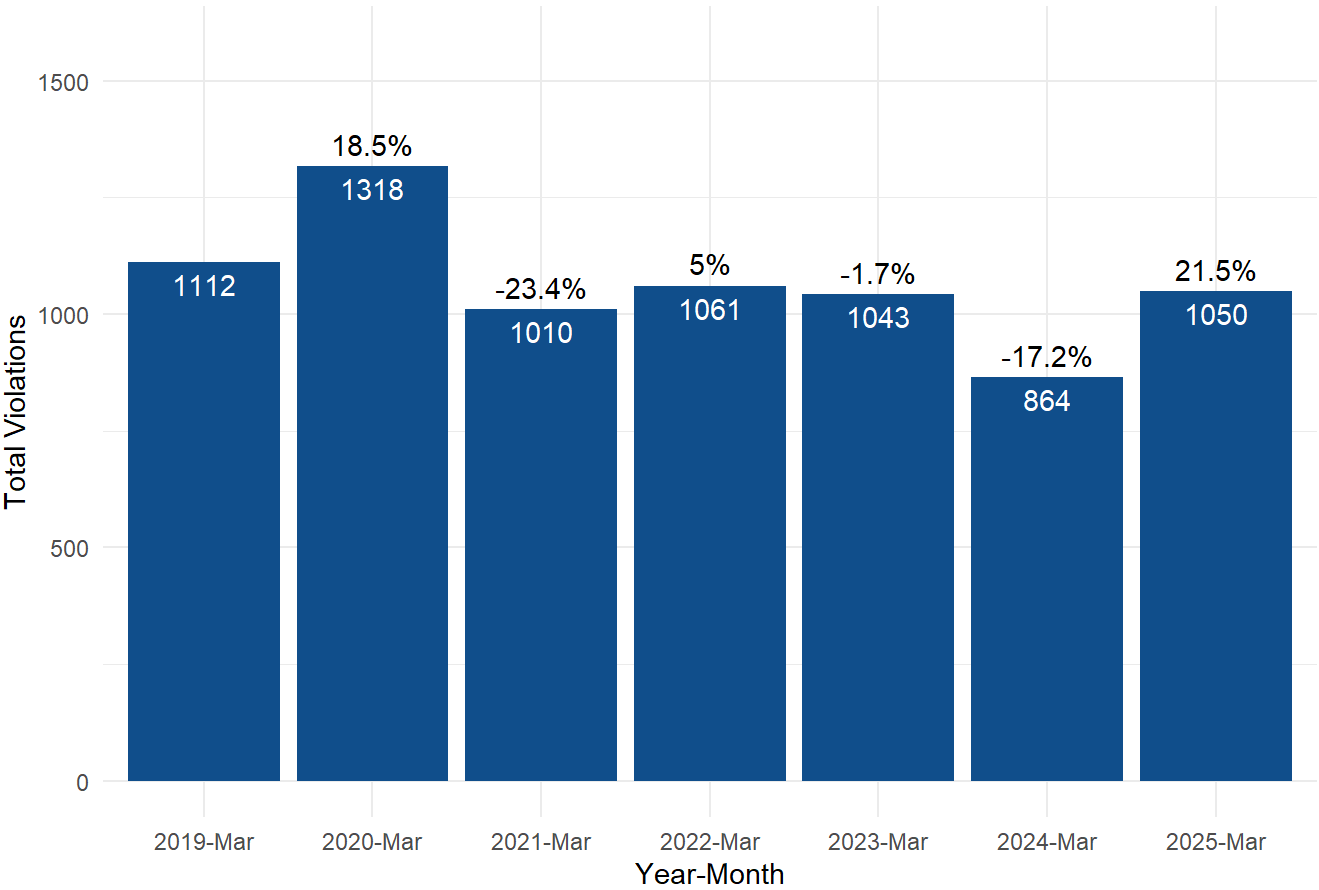
Total Crime: Violation Count & Year Over Year Change



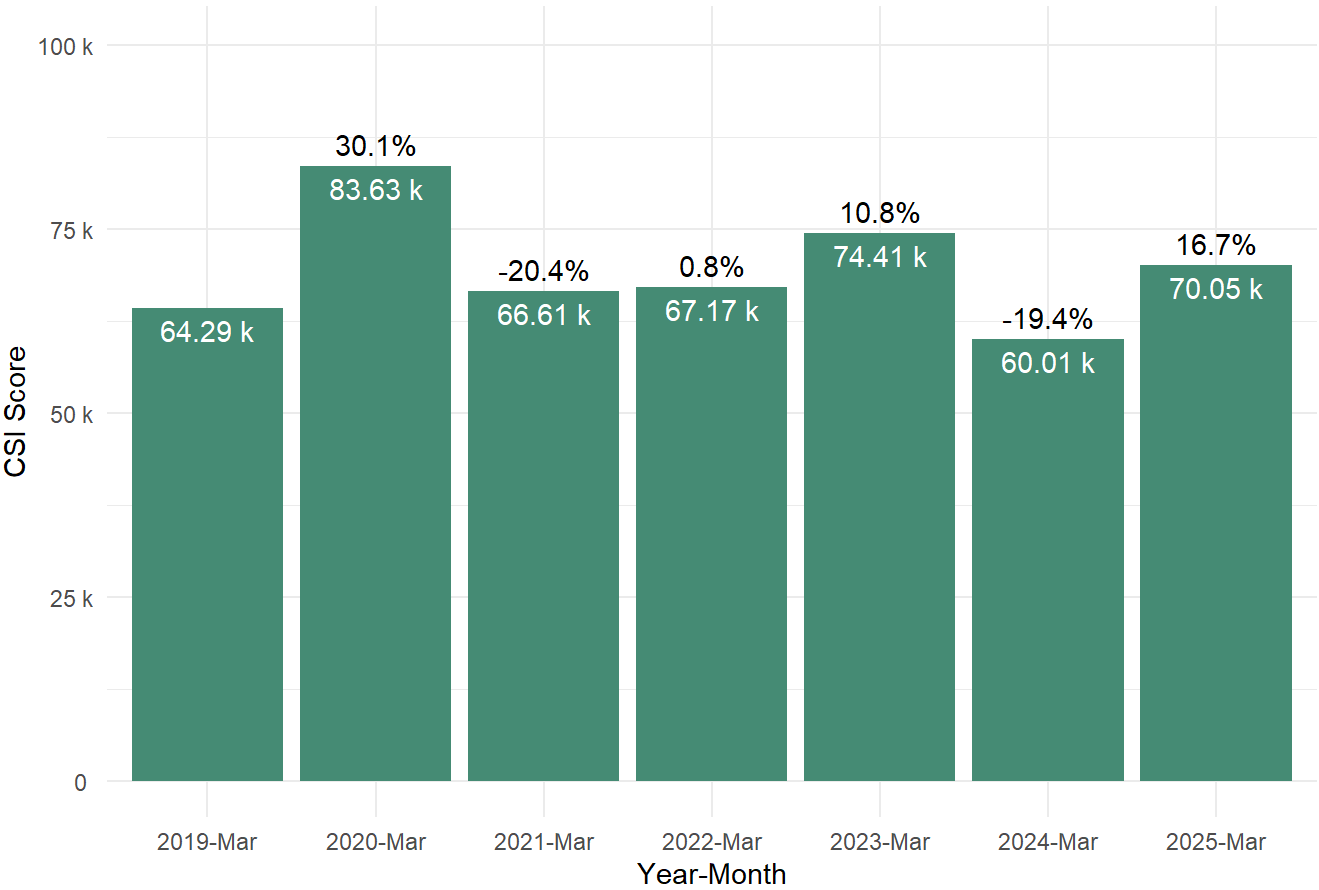
Total Crime: CSI Score & Year Over Year Change



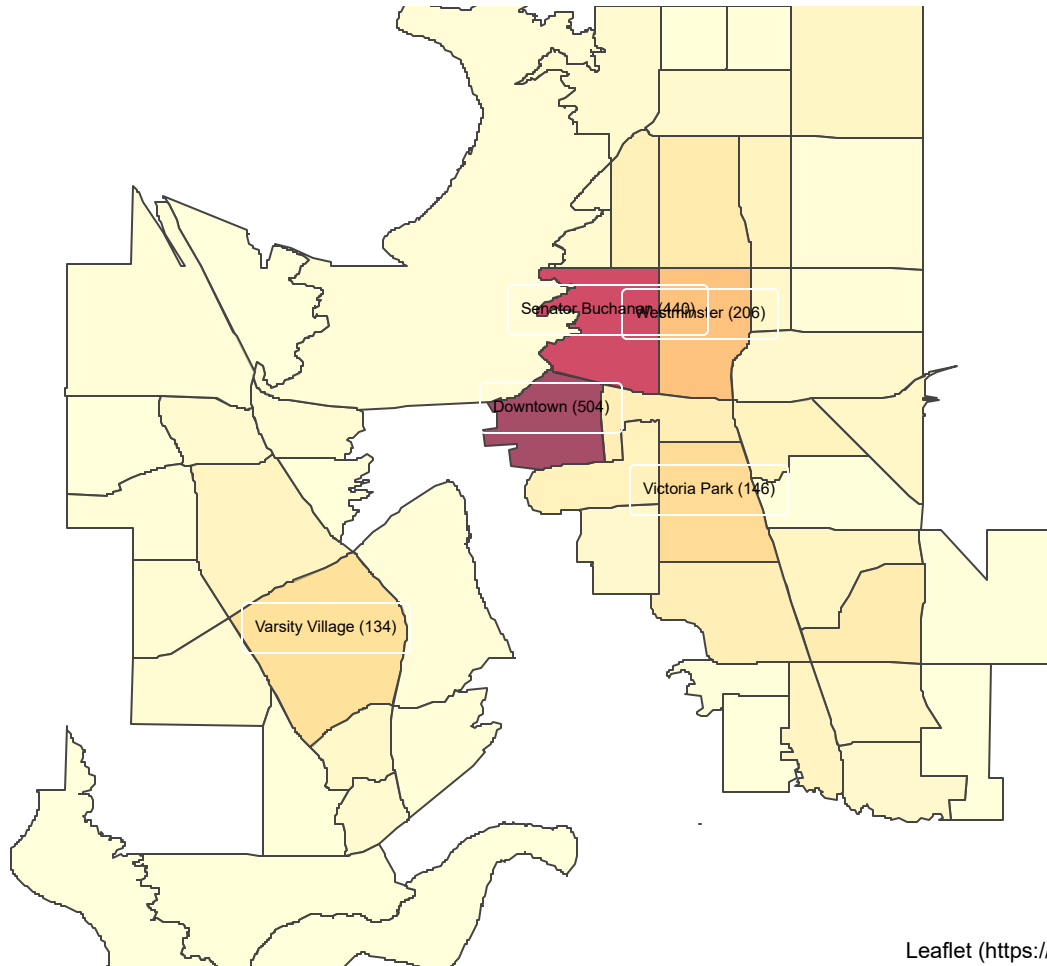
March Crime: Violation Count & Year Over Year Change



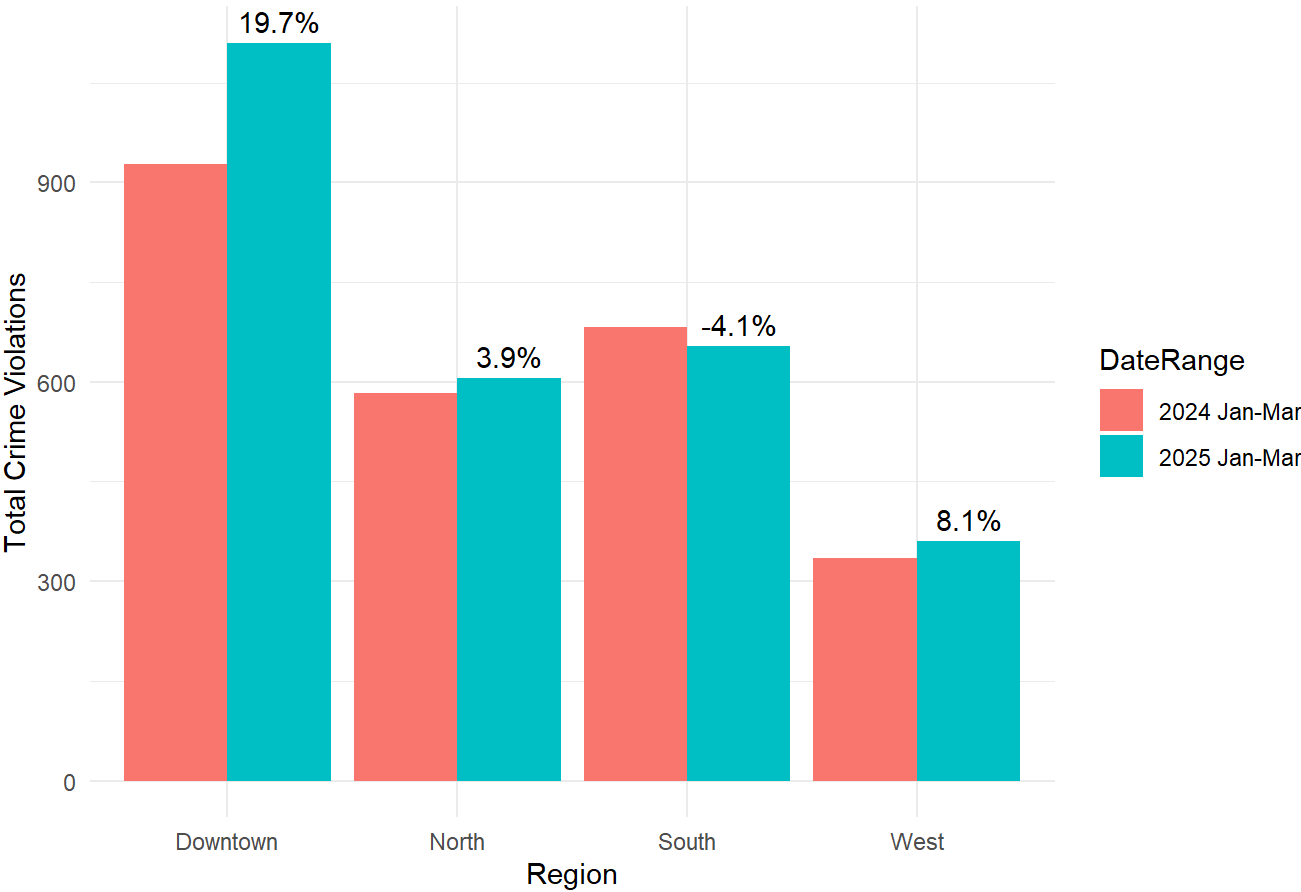
March Crime: CSI Score & Year Over Year Change



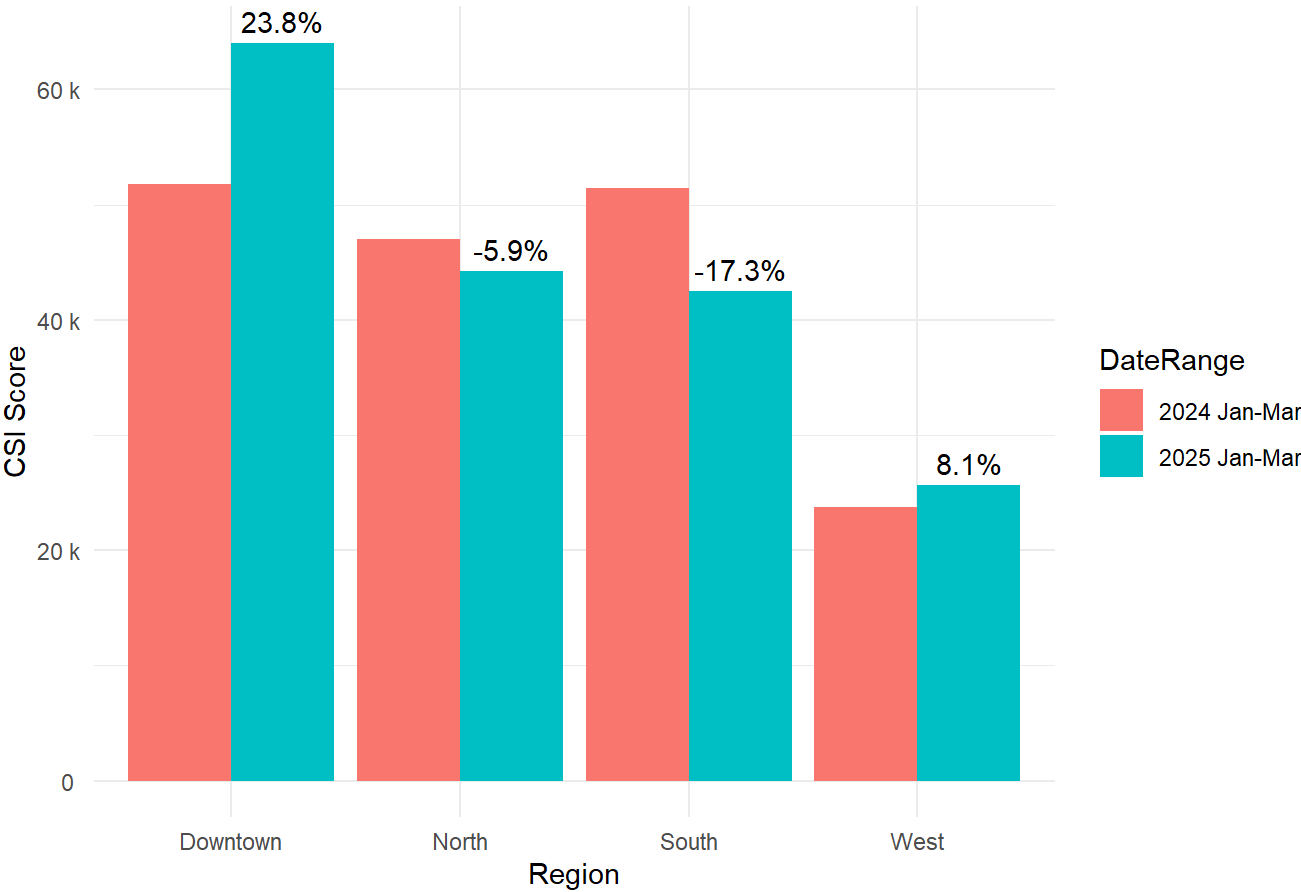
Crime Hotspots: Top Neighborhoods January to March 2025



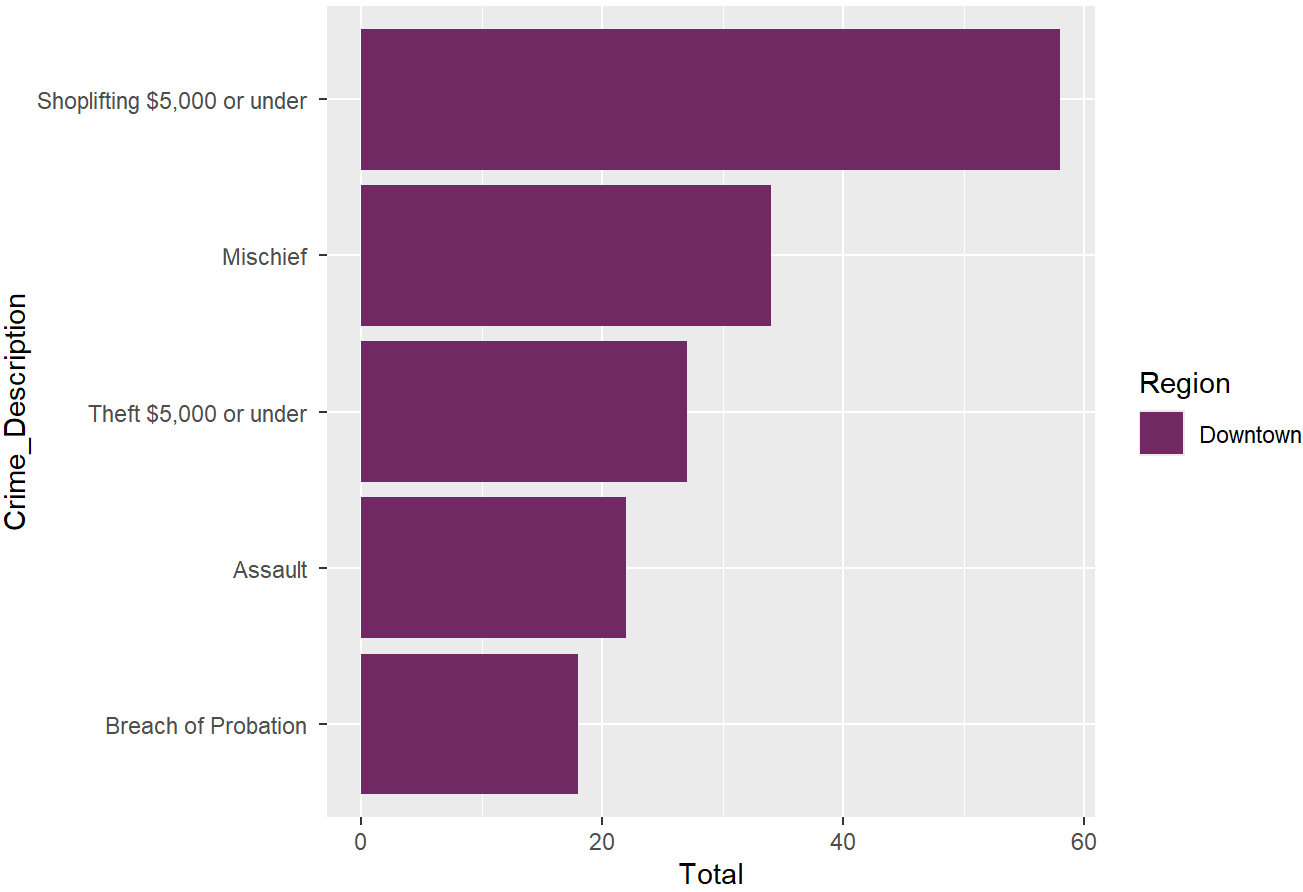
Lethbridge Regions: Crime Violations Previous Year VS Current Year



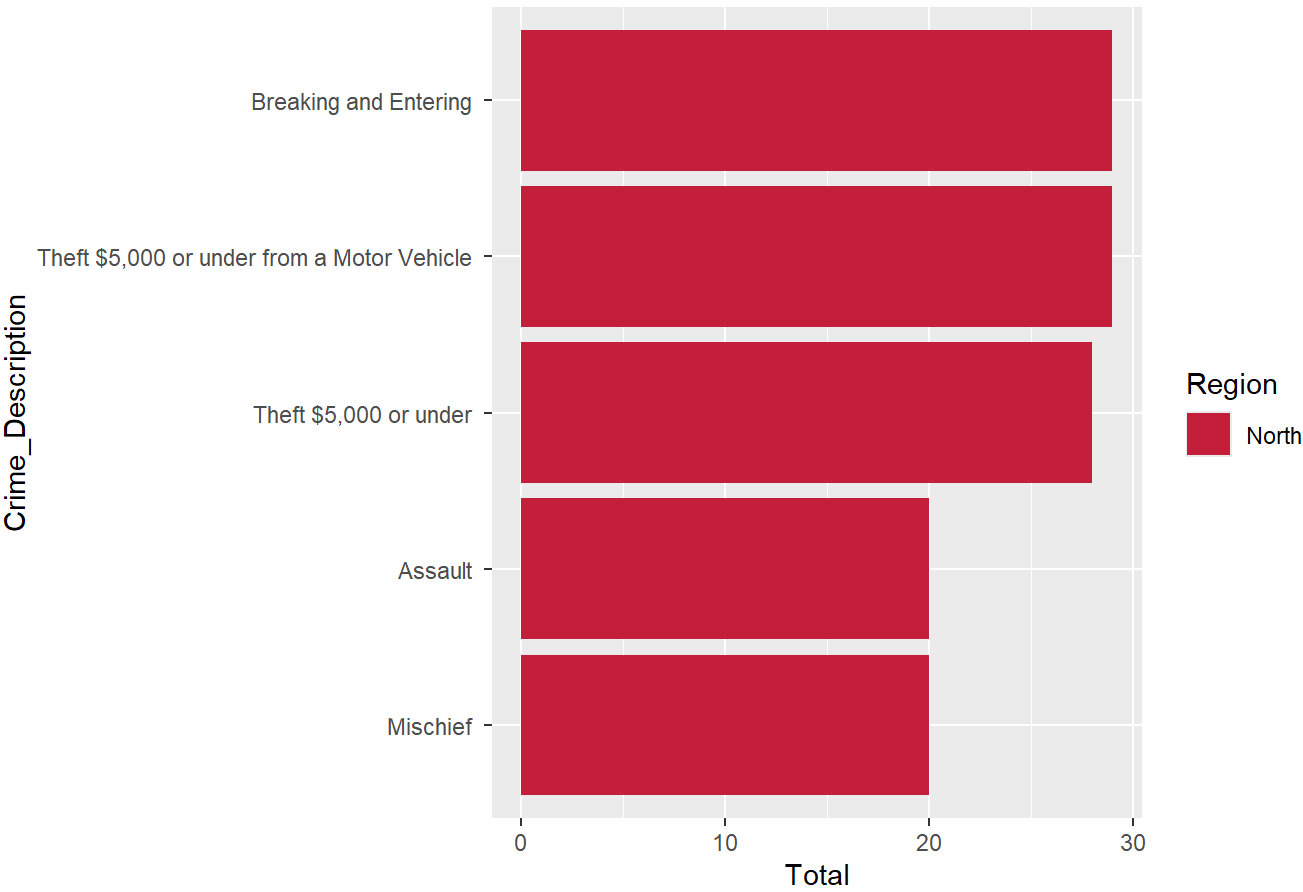
Lethbridge Regions: CSI Score Previous Year VS Current Year



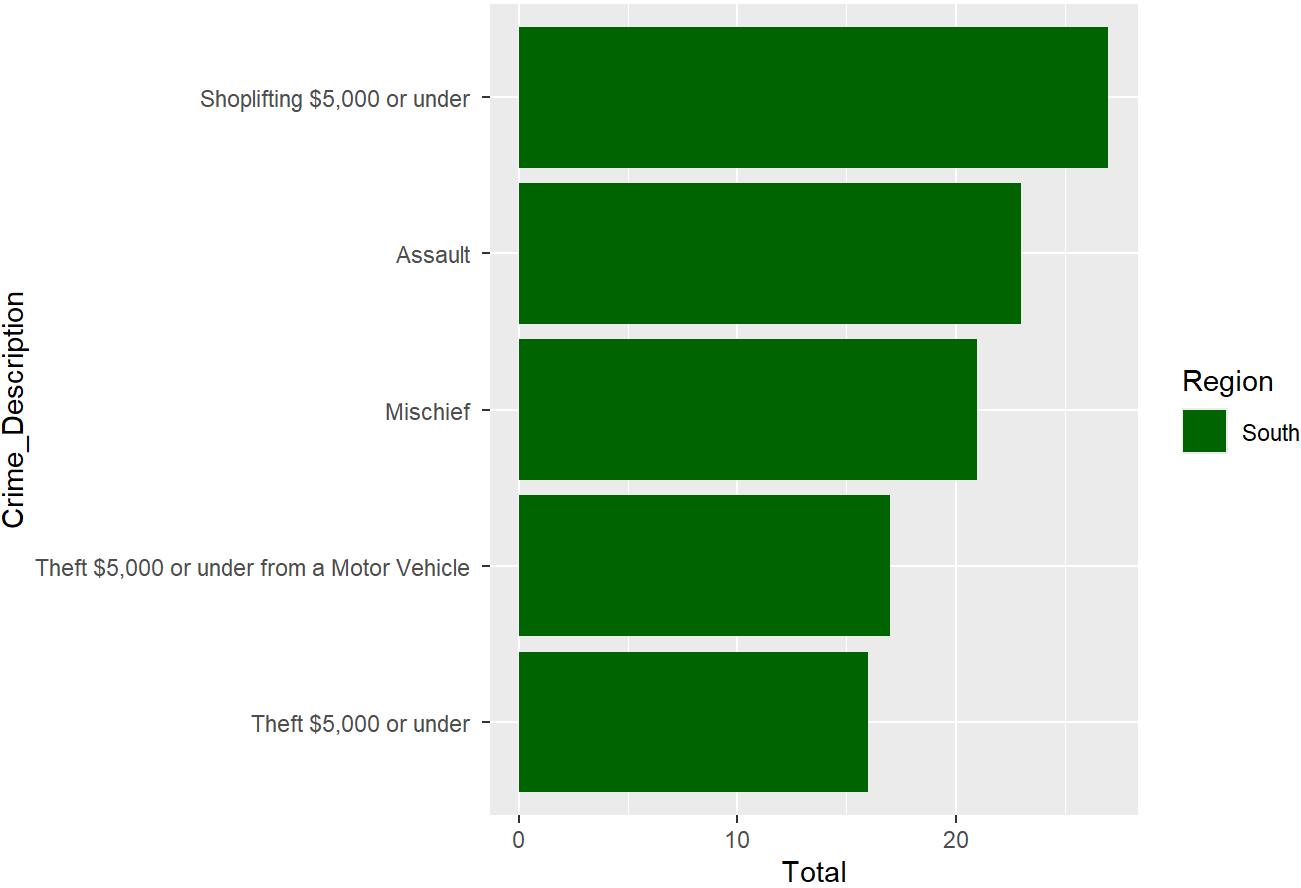
Downtown Lethbridge Top 5 Violations - March 2025



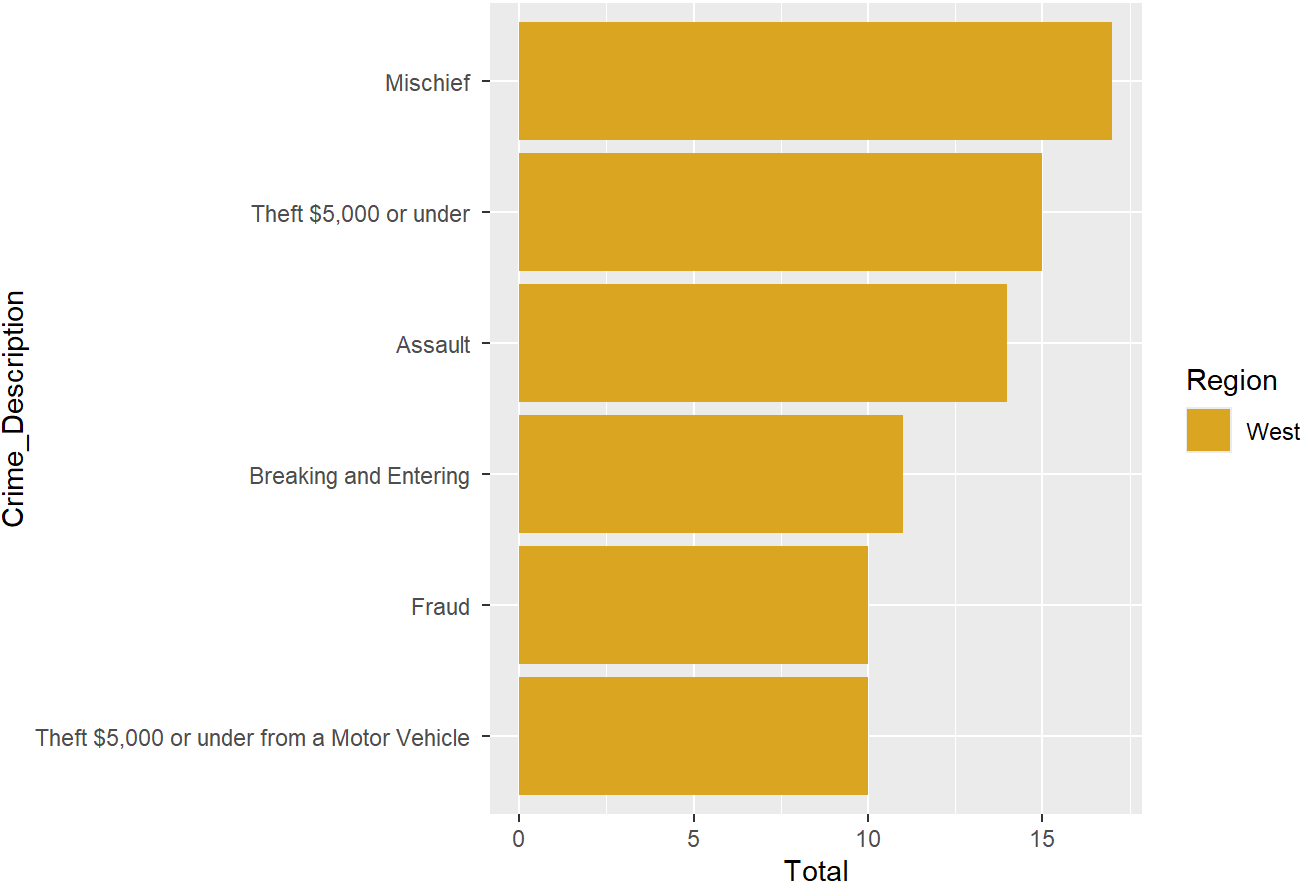
North Lethbridge Top 5 Violations - March 2025



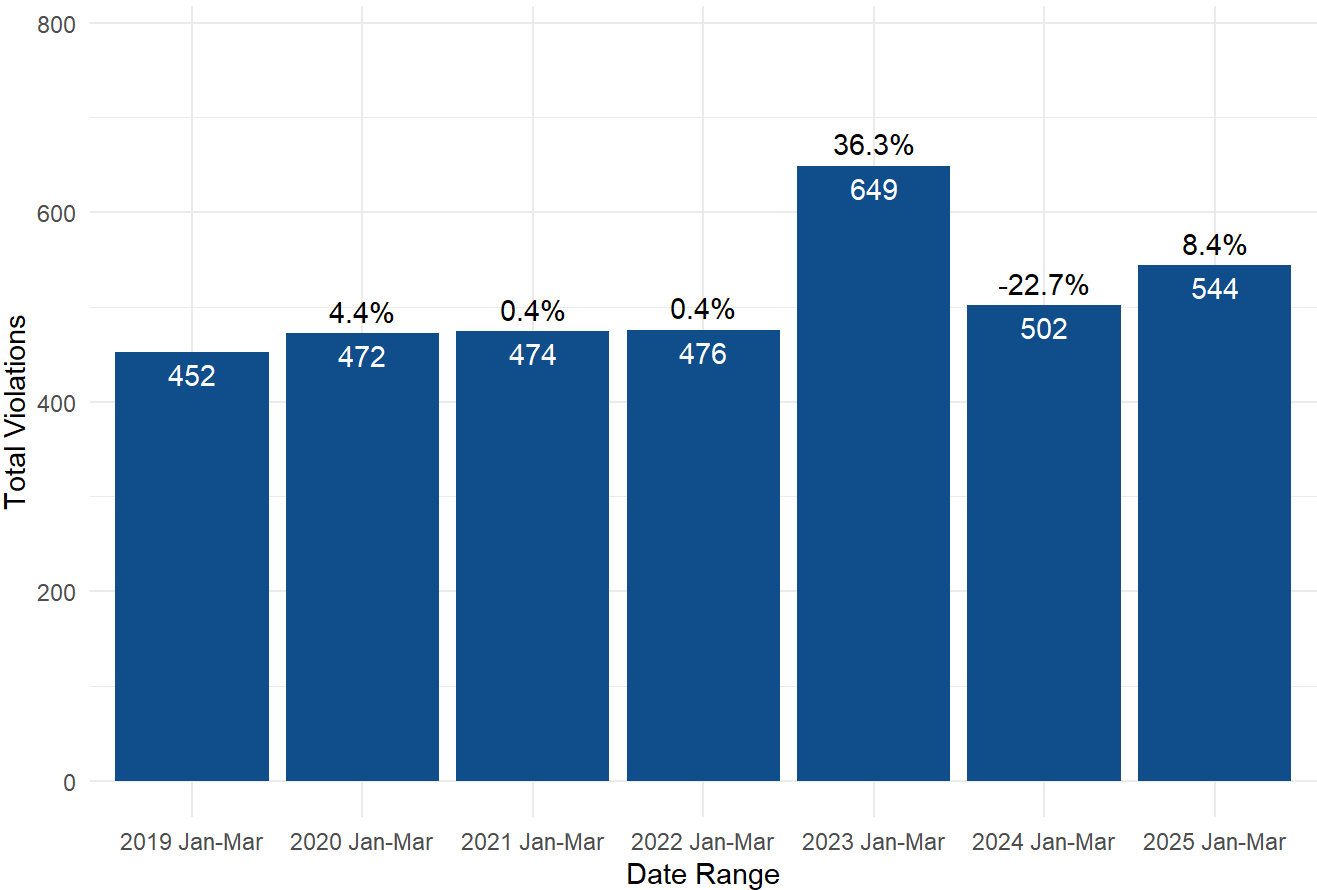
South Lethbridge Top 5 Violations - March 2025



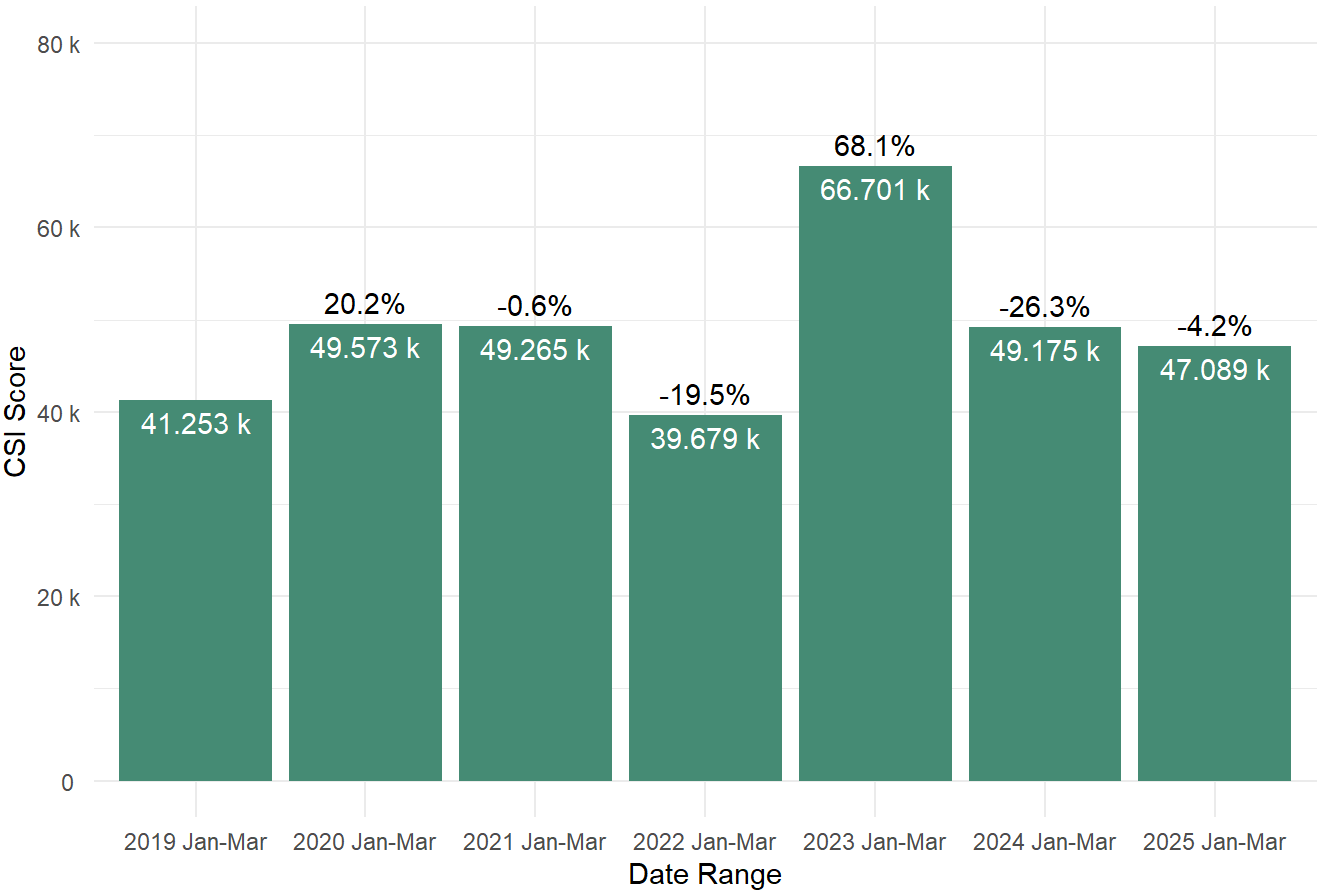
West Lethbridge Top 5 Violations - March 2025



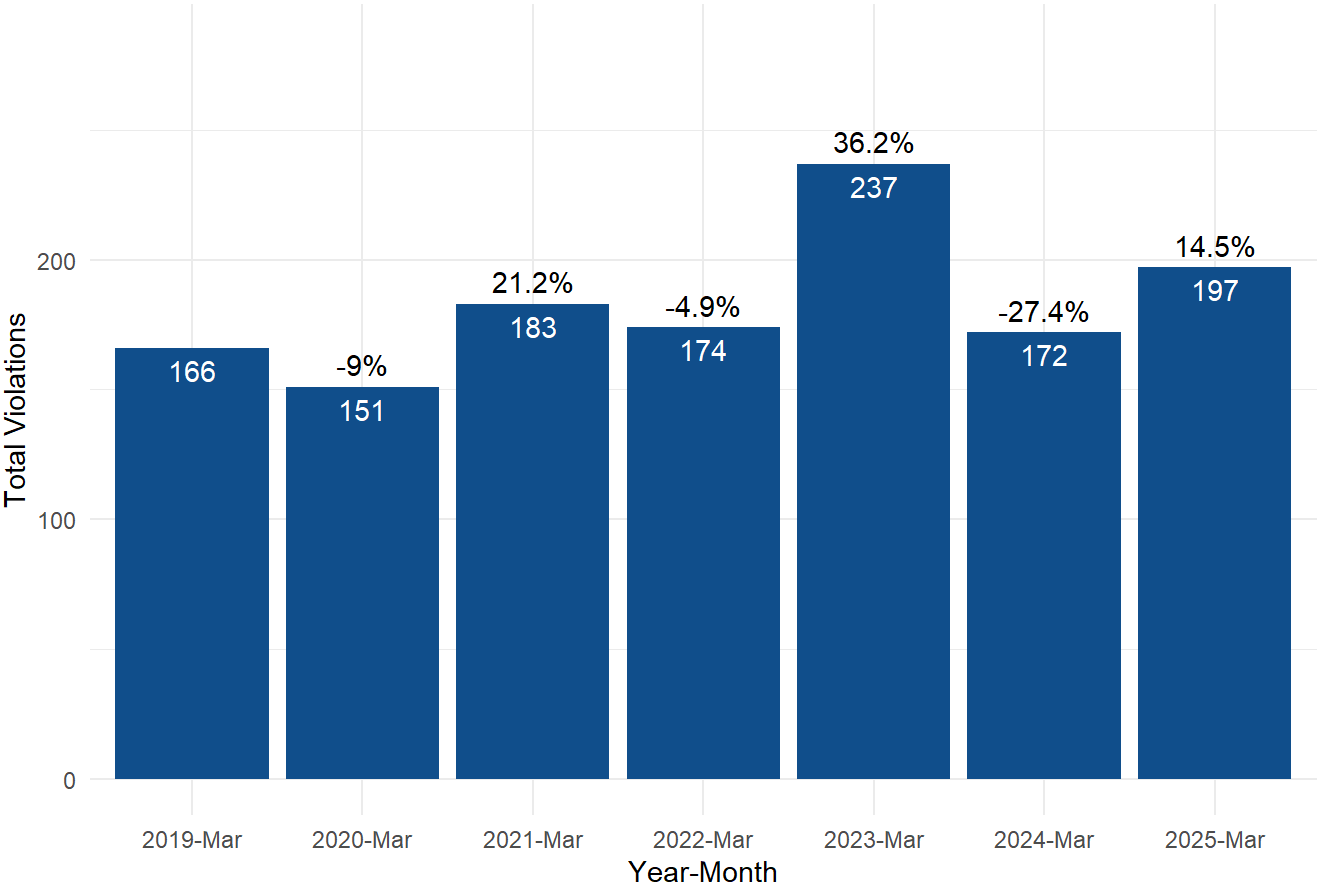
Total Person Crime: Violation Count & Year Over Year Change



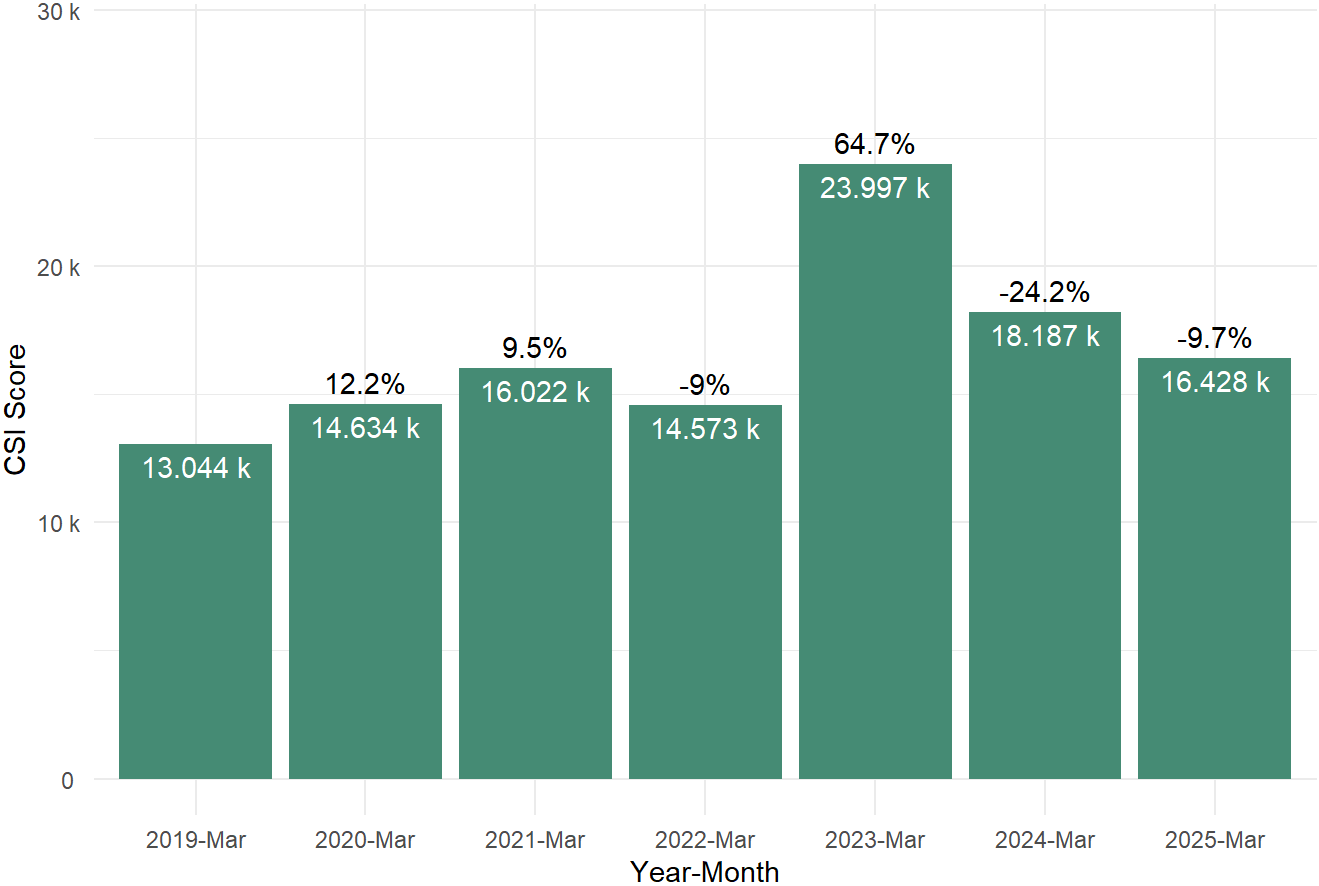
Total Person Crime: CSI Score & Year Over Year Change



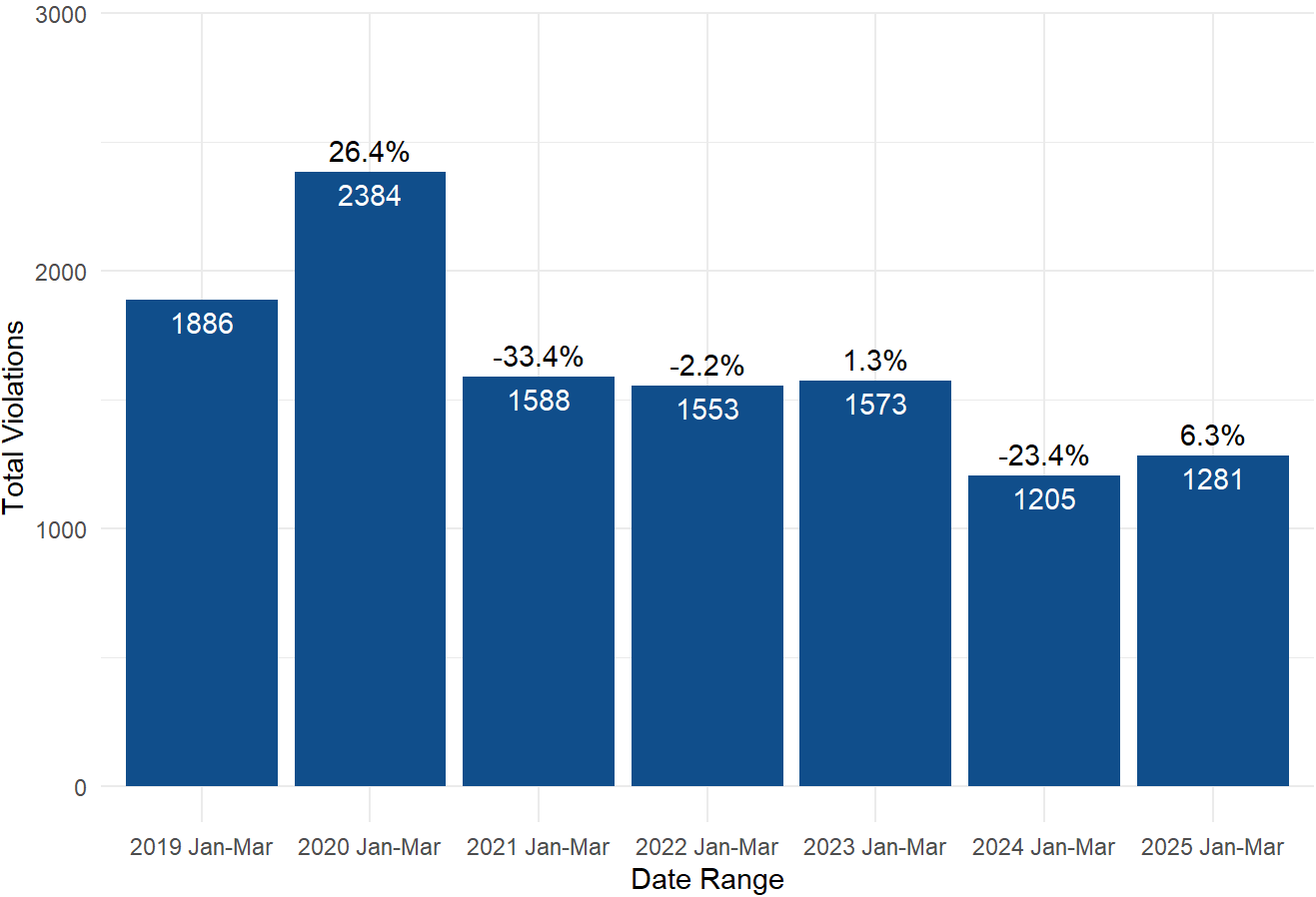
March Person Crime: Violation Count & Year Over Year Change



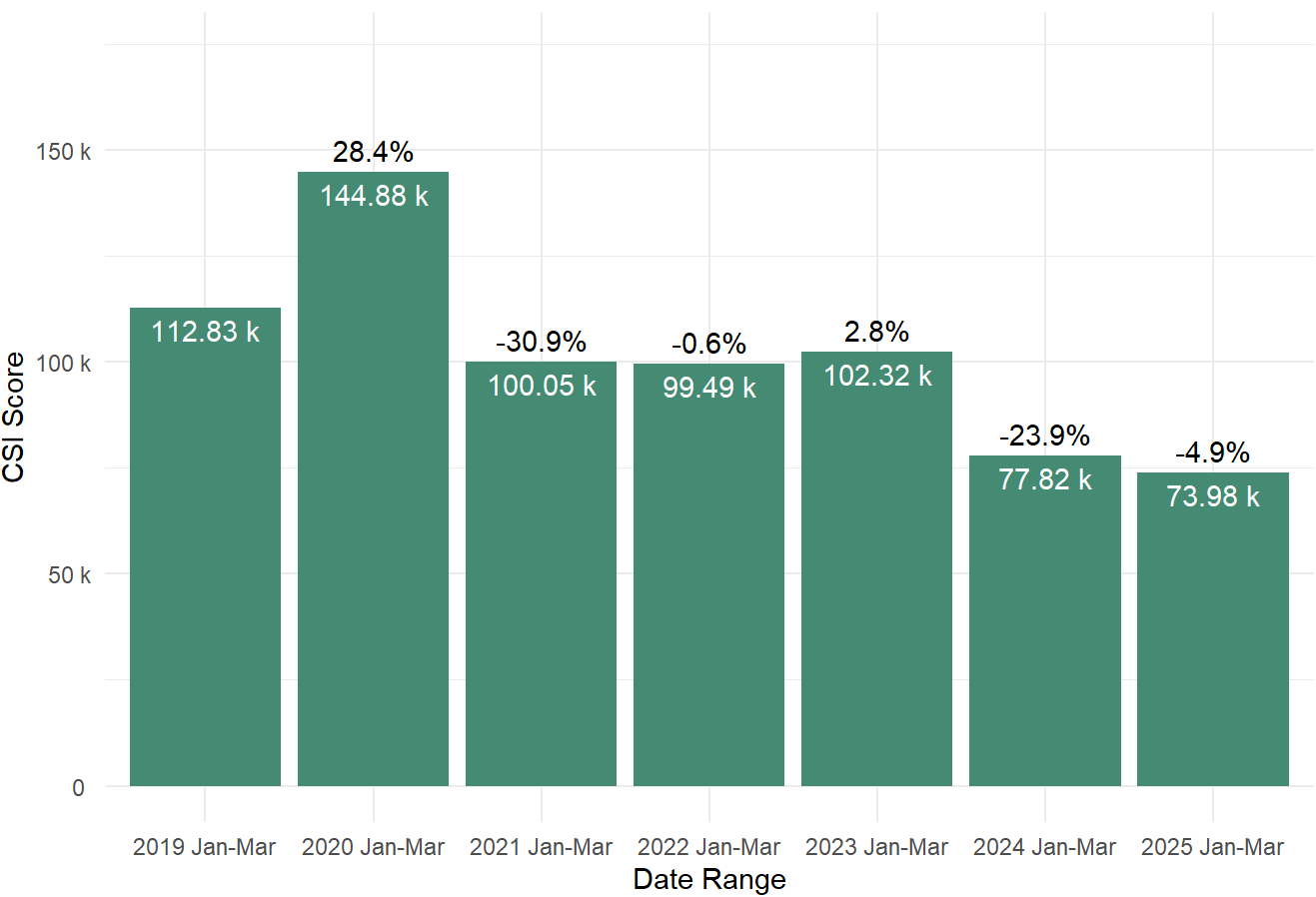
March Person Crime: CSI Score & Year Over Year Change



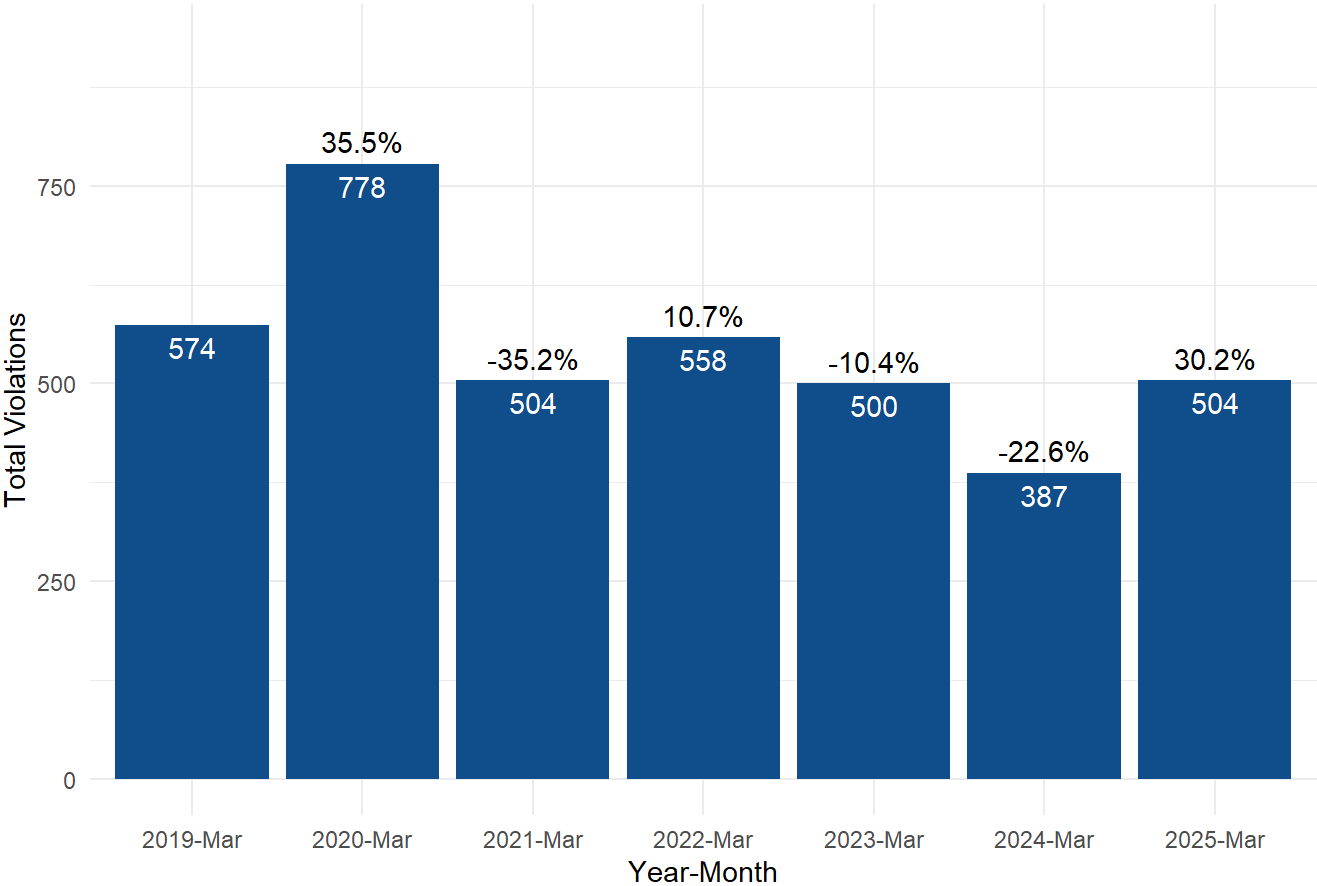
Total Property Crime: Violation Count & Year Over Year Change



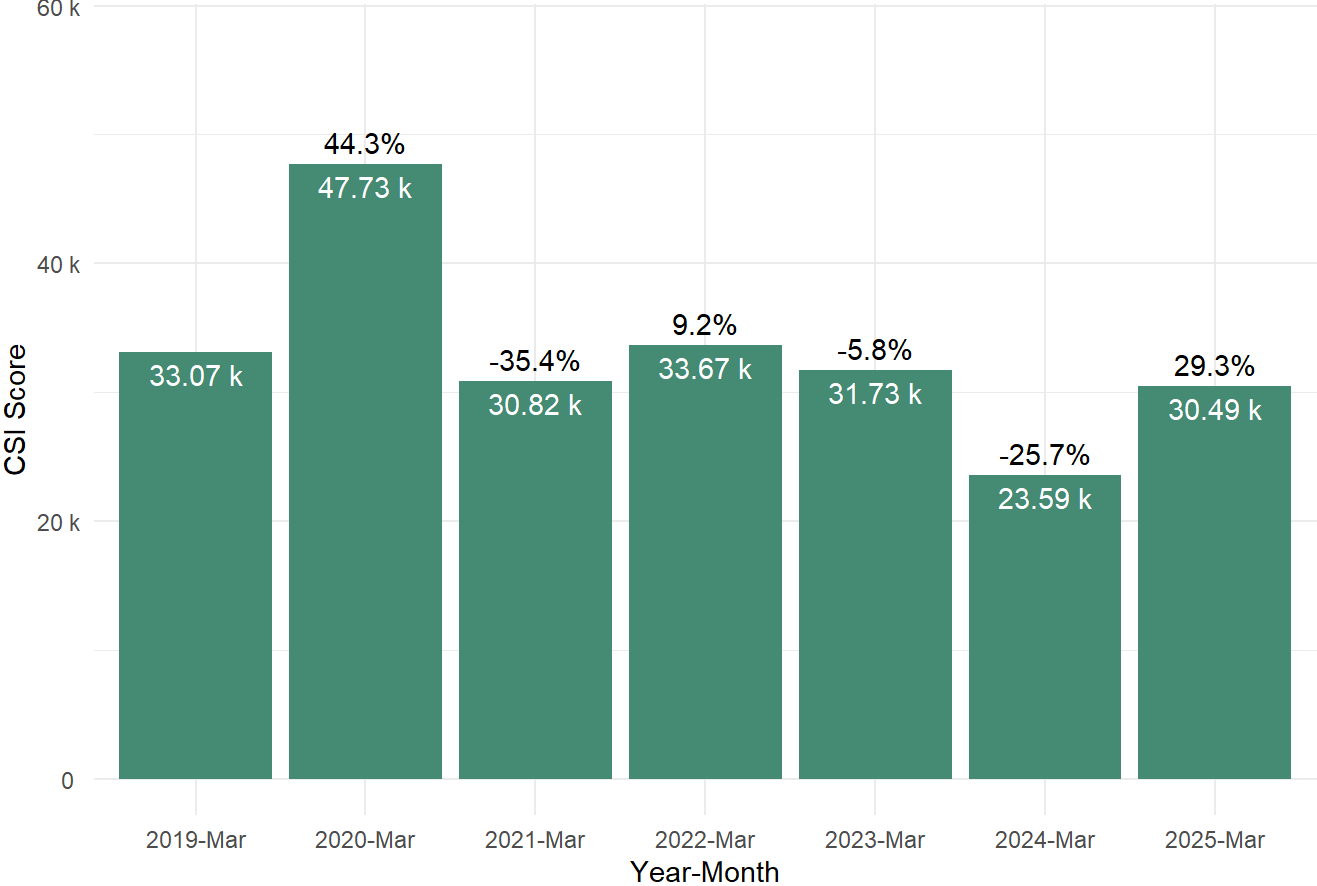
Total Property Crime: CSI Score & Year Over Year Change



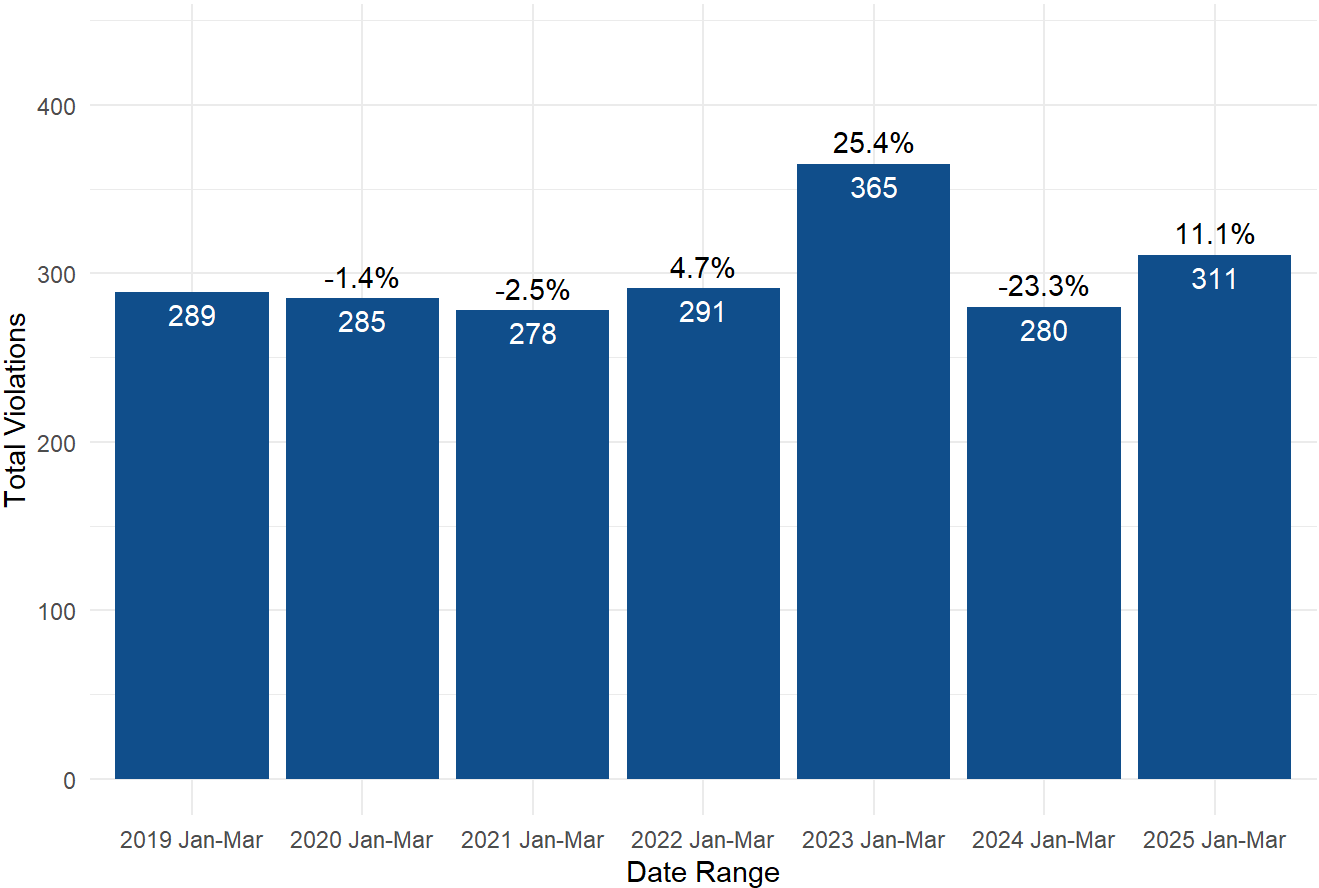
March Property Crime: Violation Count & Year Over Year Change



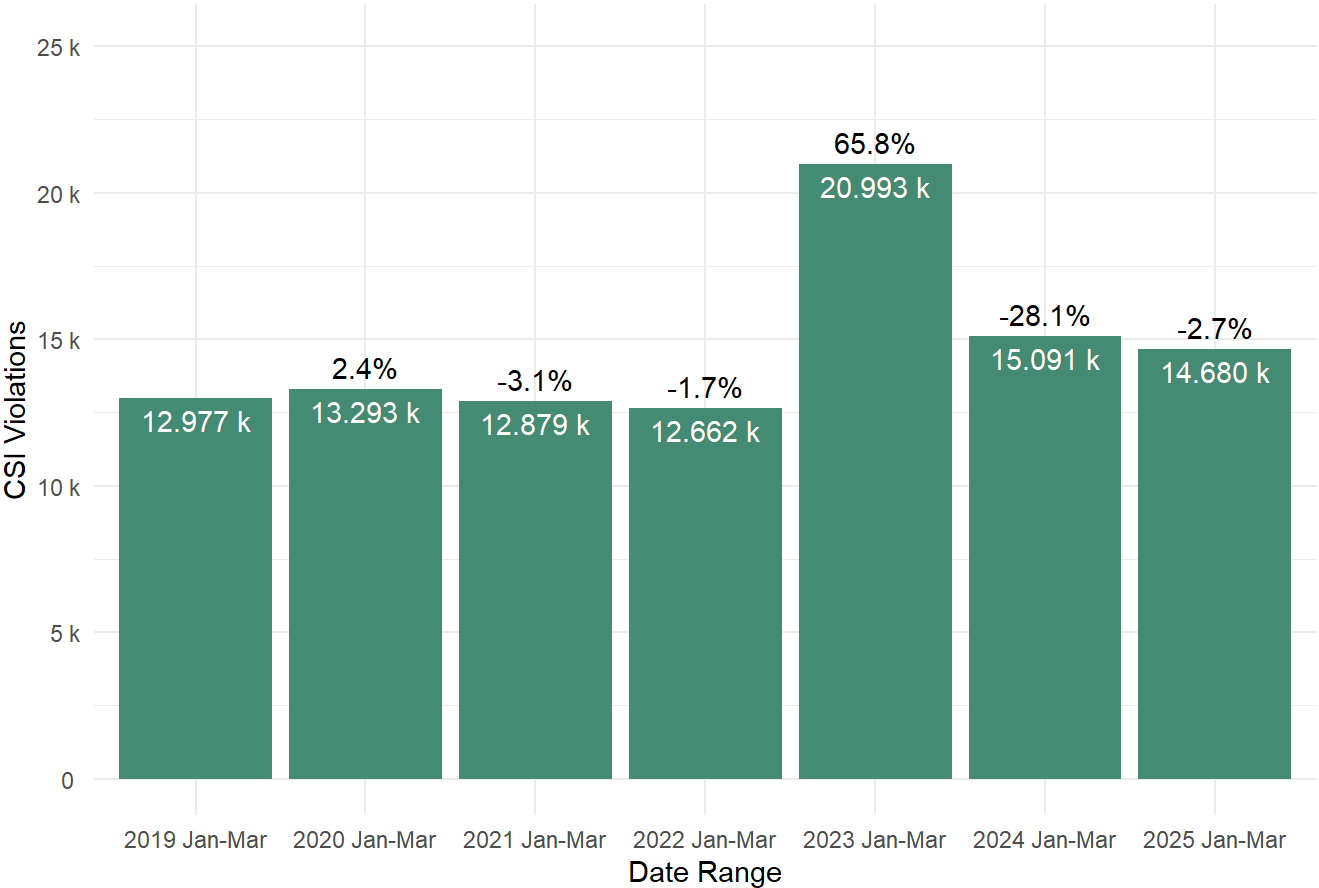
March Property Crime: CSI Score & Year Over Year Change



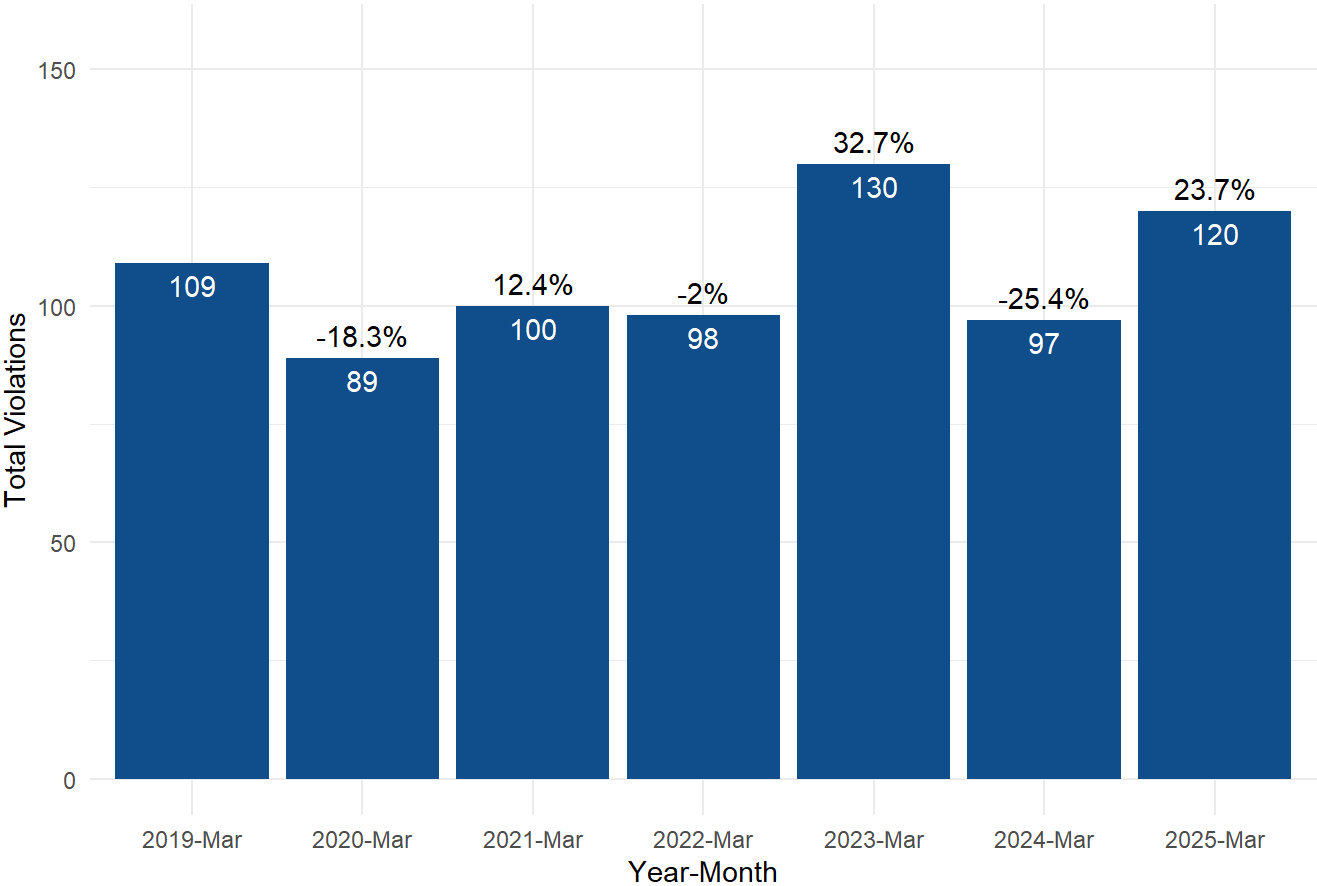
Total Assault: Violation Count & Year Over Year Change



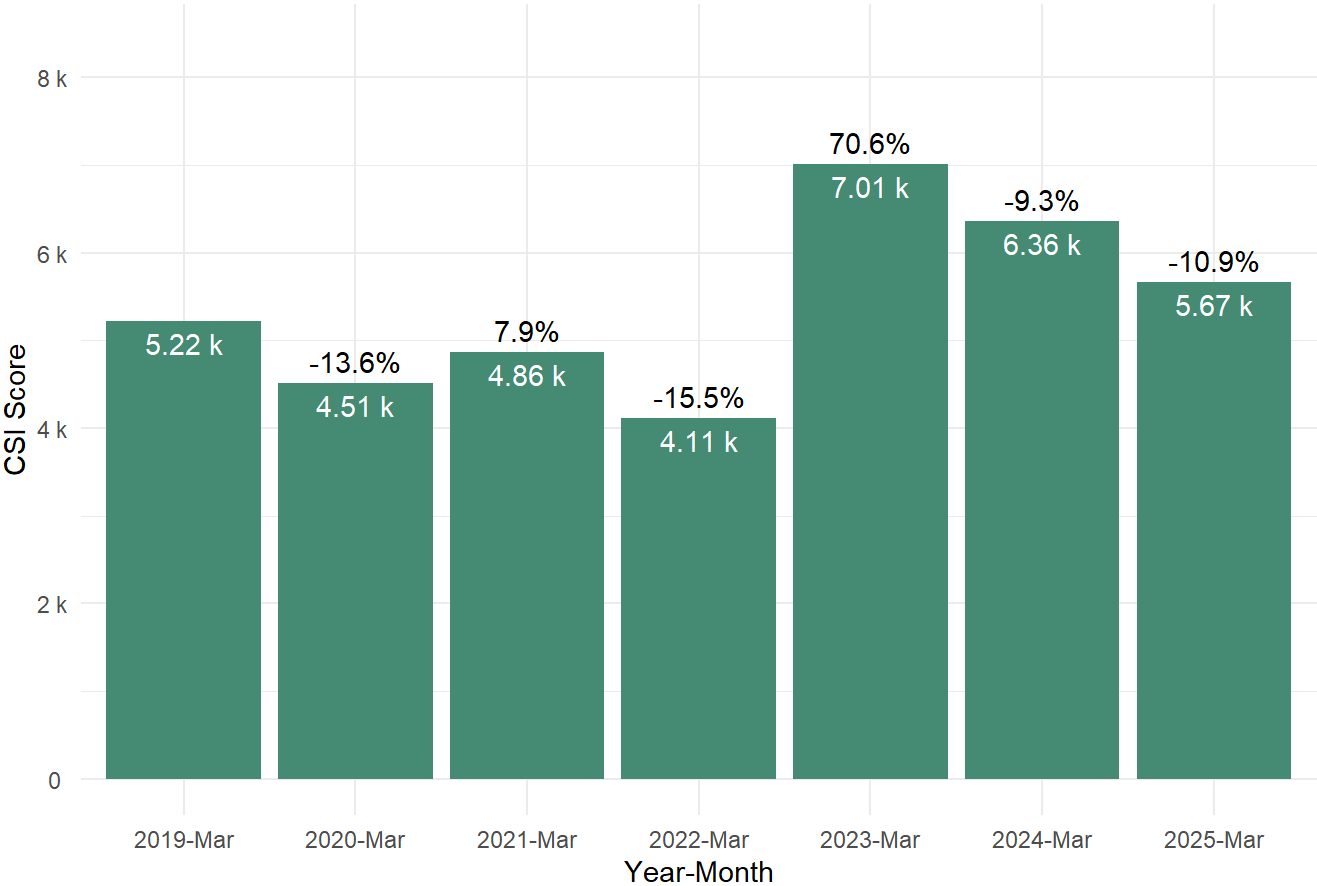
Total Assault: CSI Score & Year Over Year Change



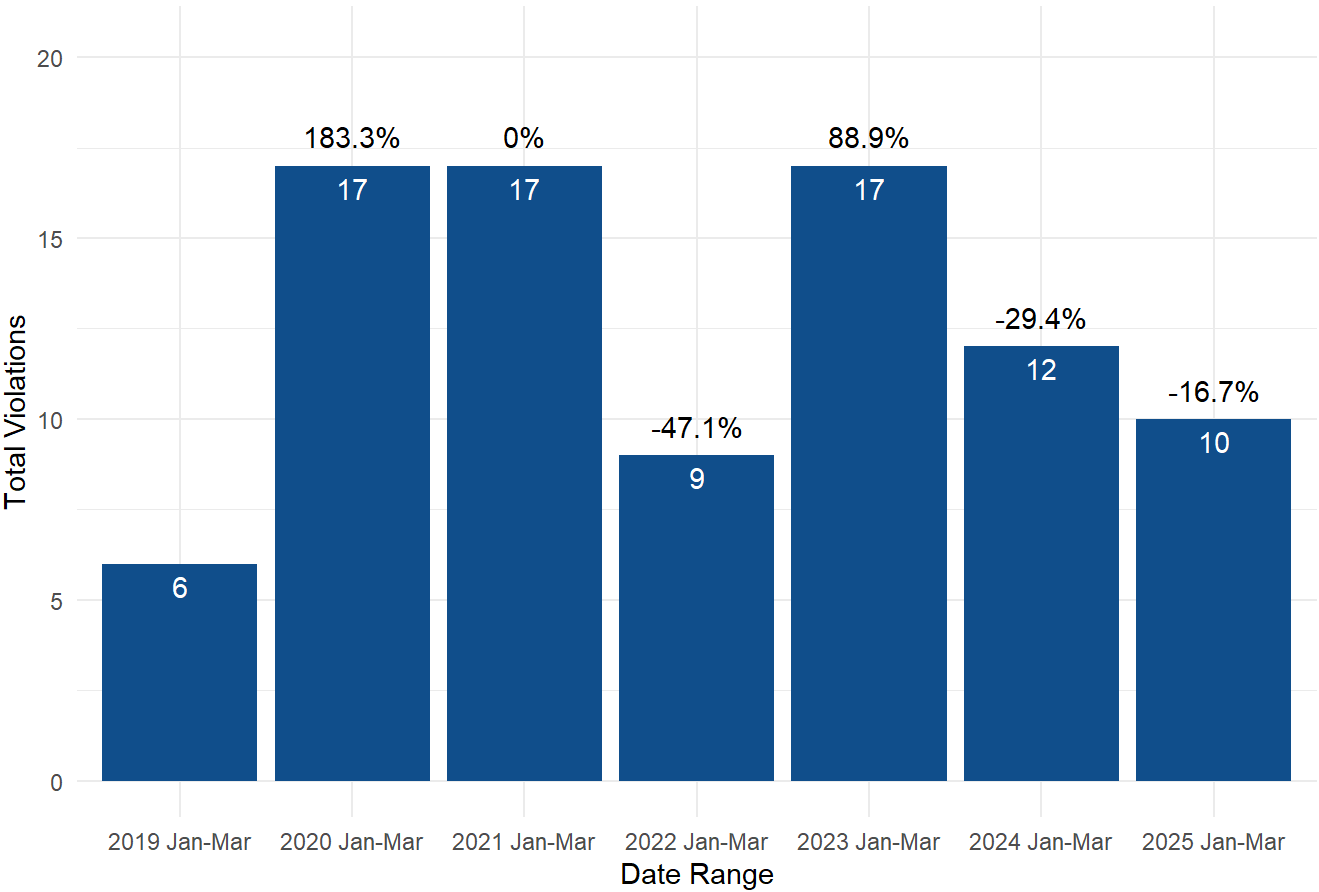
March Assault: Violation Count & Year Over Year Change



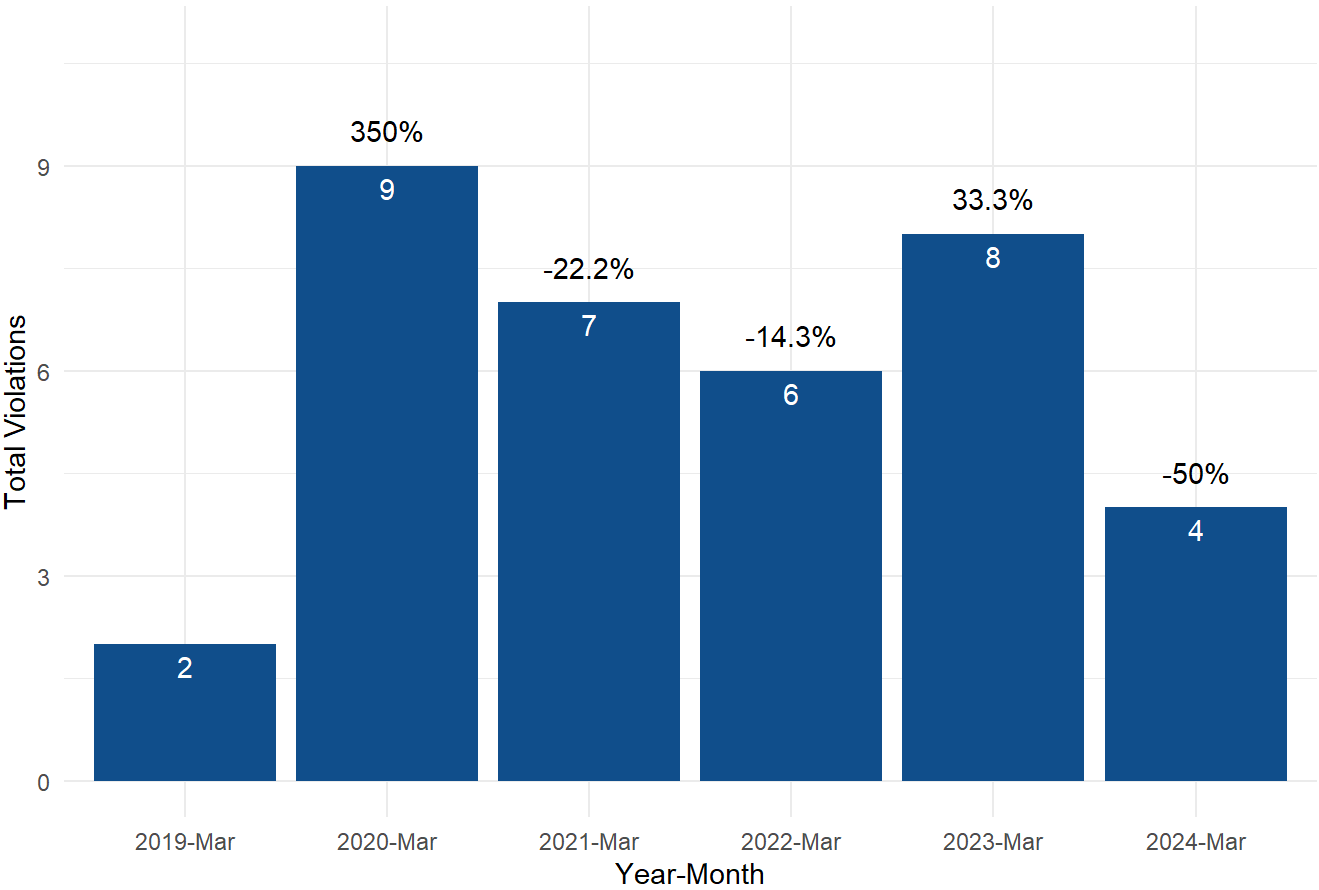
March Assault: CSI Score & Year Over Year Change



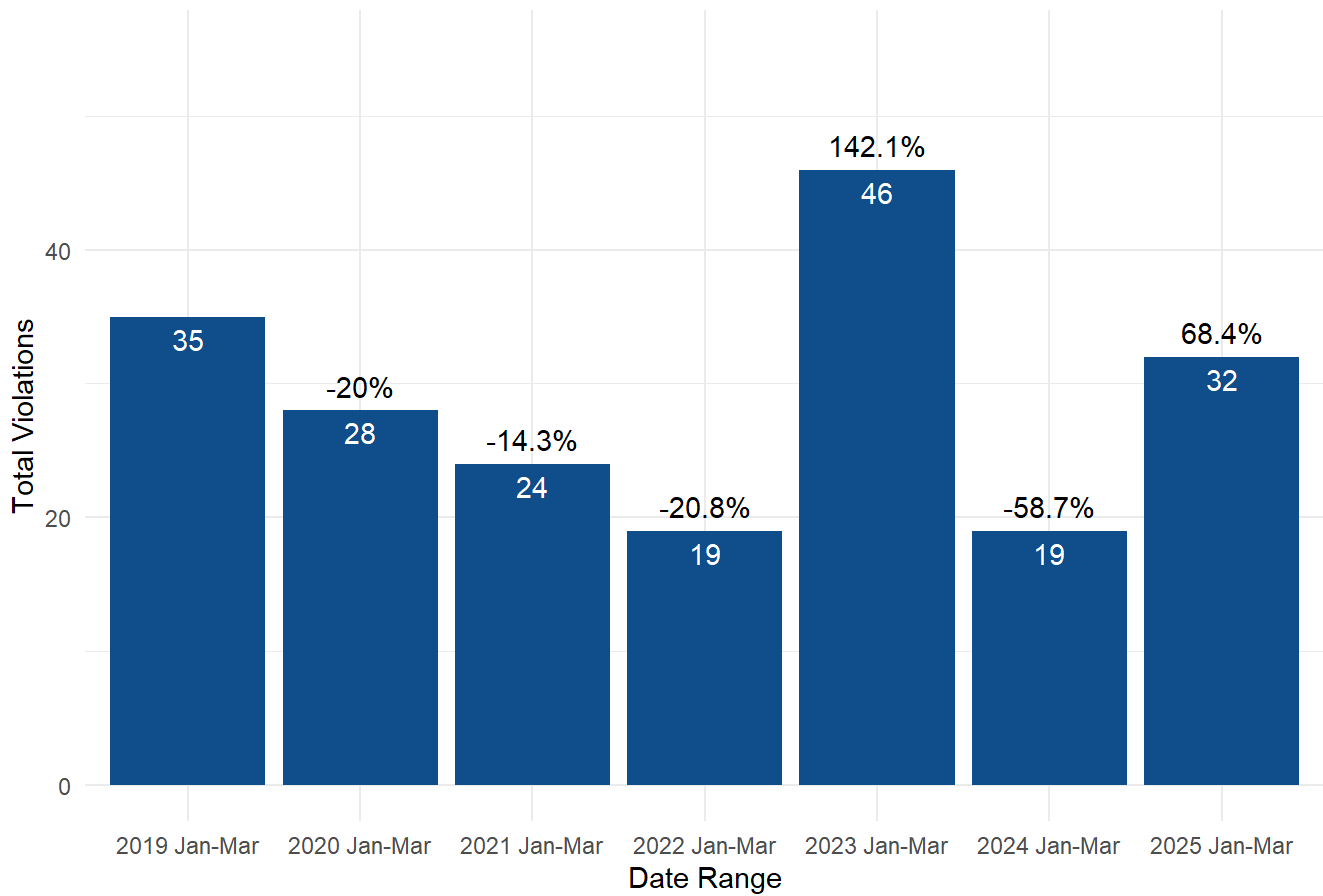
Total Robbery: Violation Count & Year Over Year Change



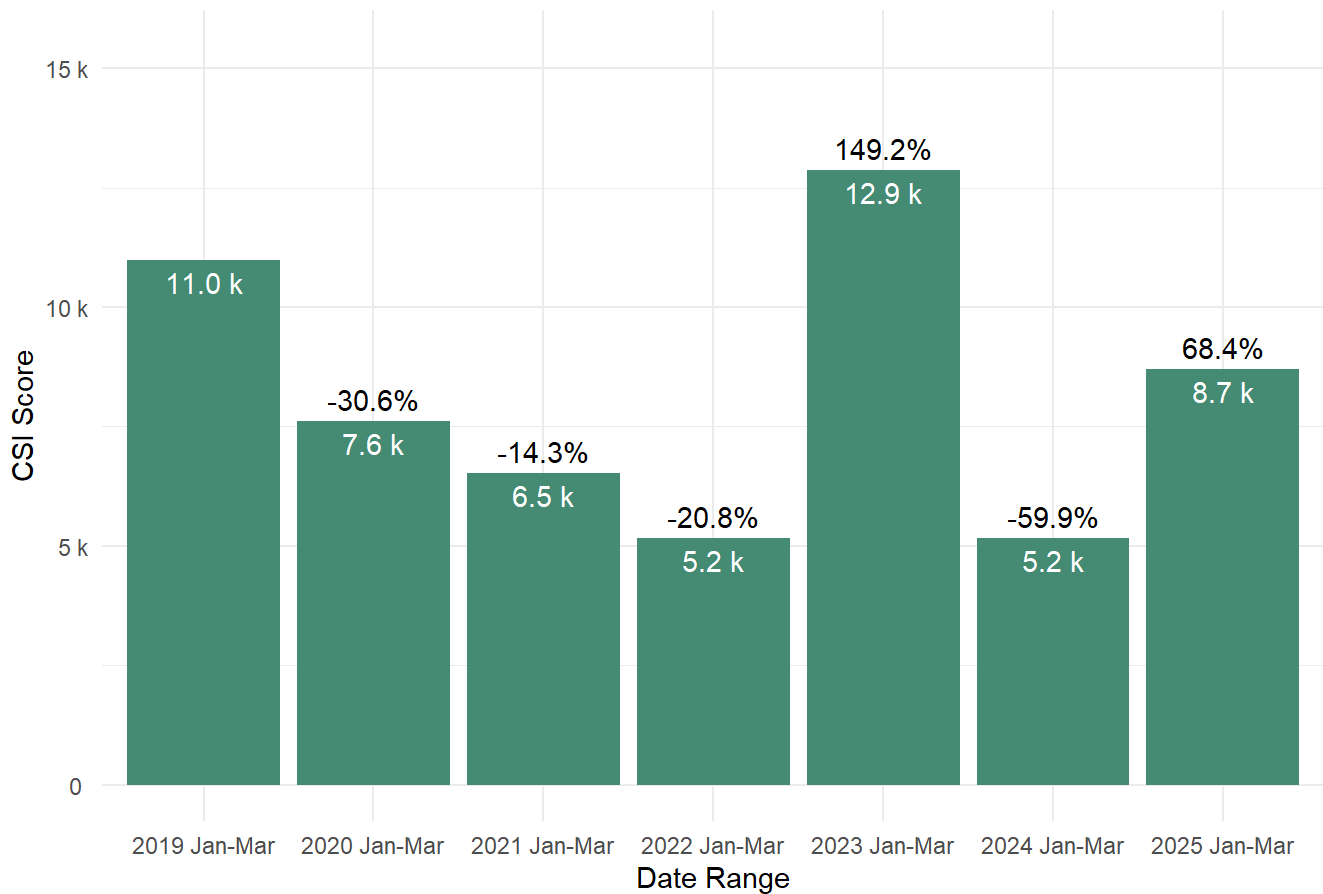
March Robbery: Violation Count & Year Over Year Change



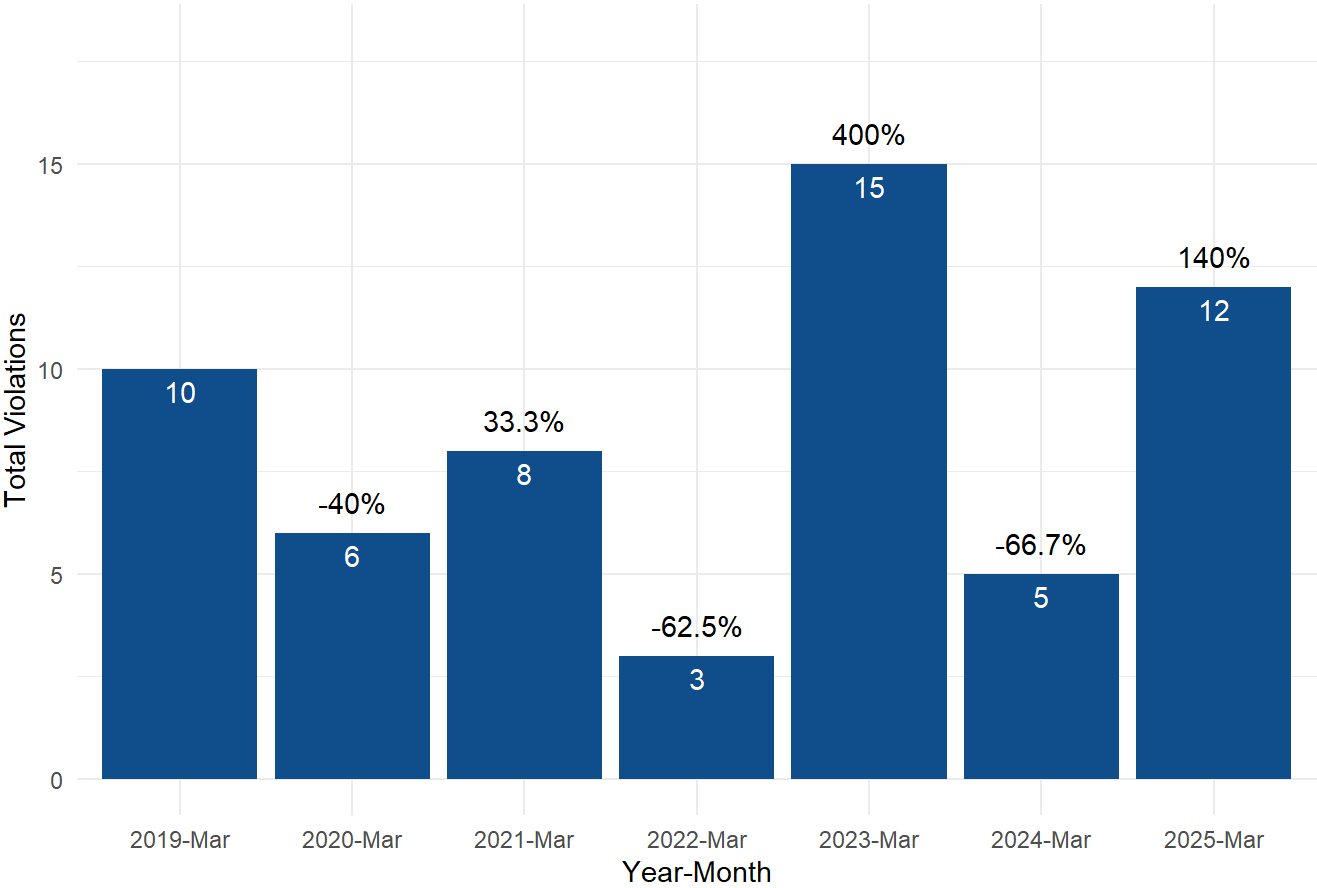
Total Sexual Assault: Violation Count & Year Over Year Change



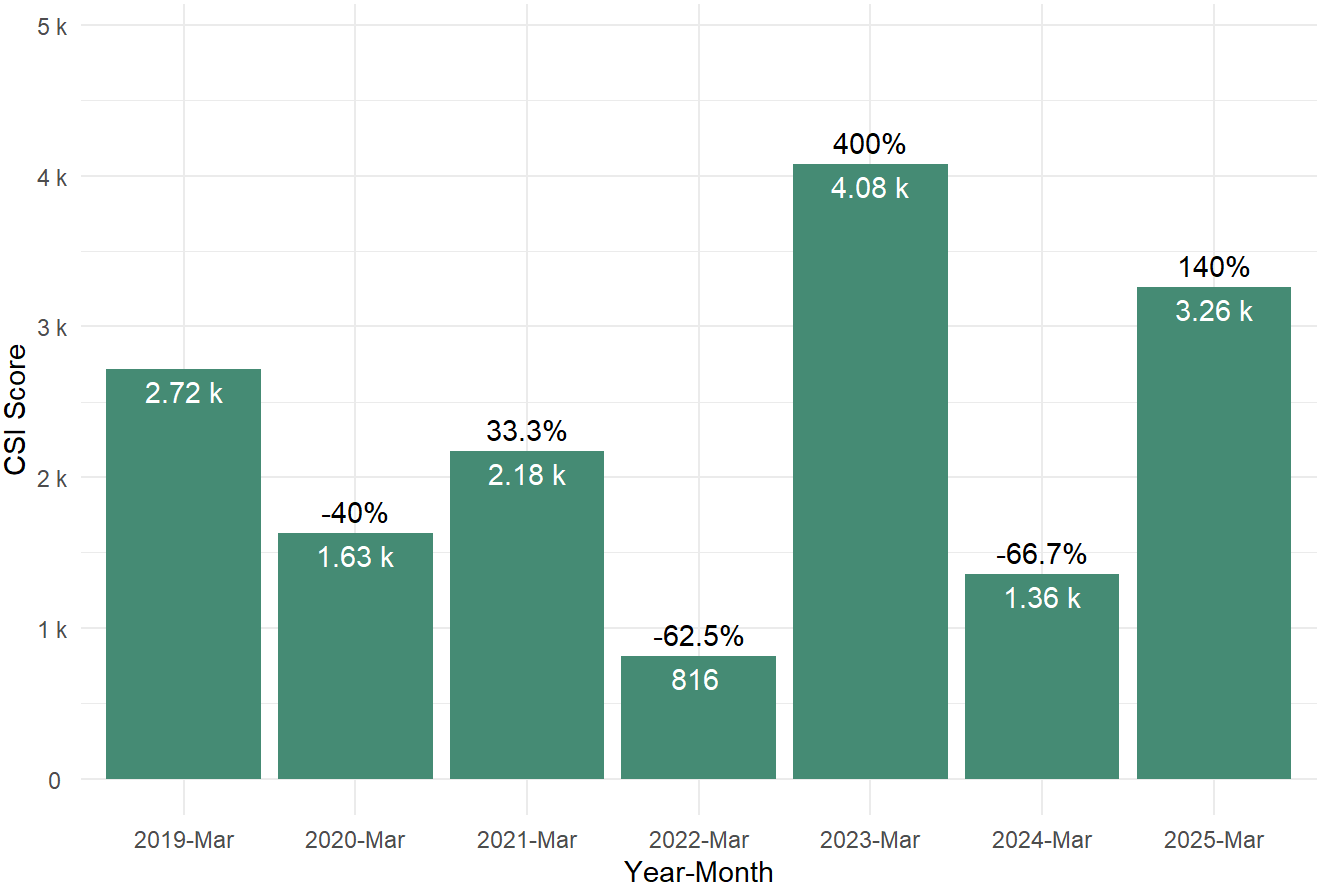
Total Sexual Assault: CSI Score & Year Over Year Change



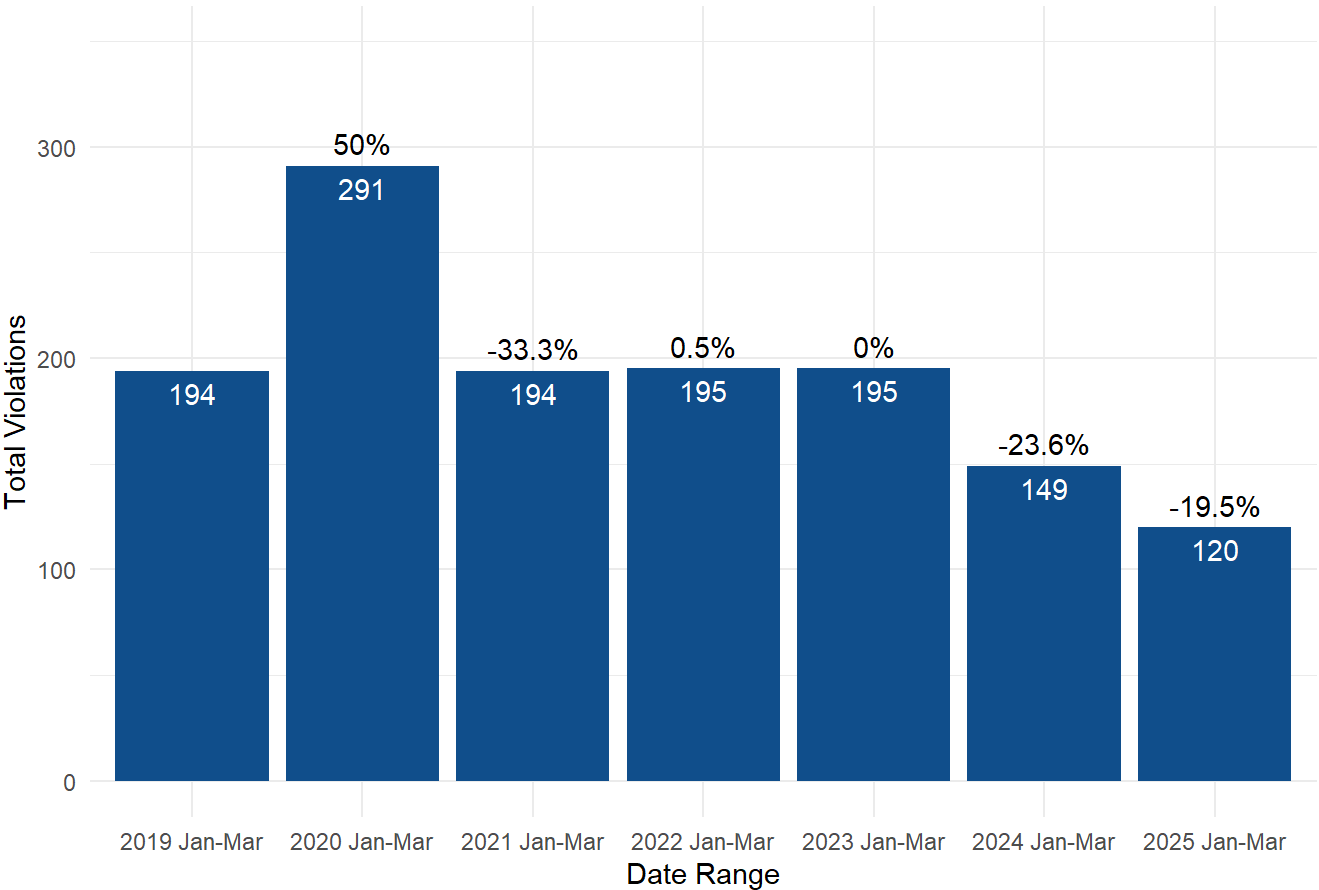
March Sexual Assault: Violation Count & Year Over Year Change



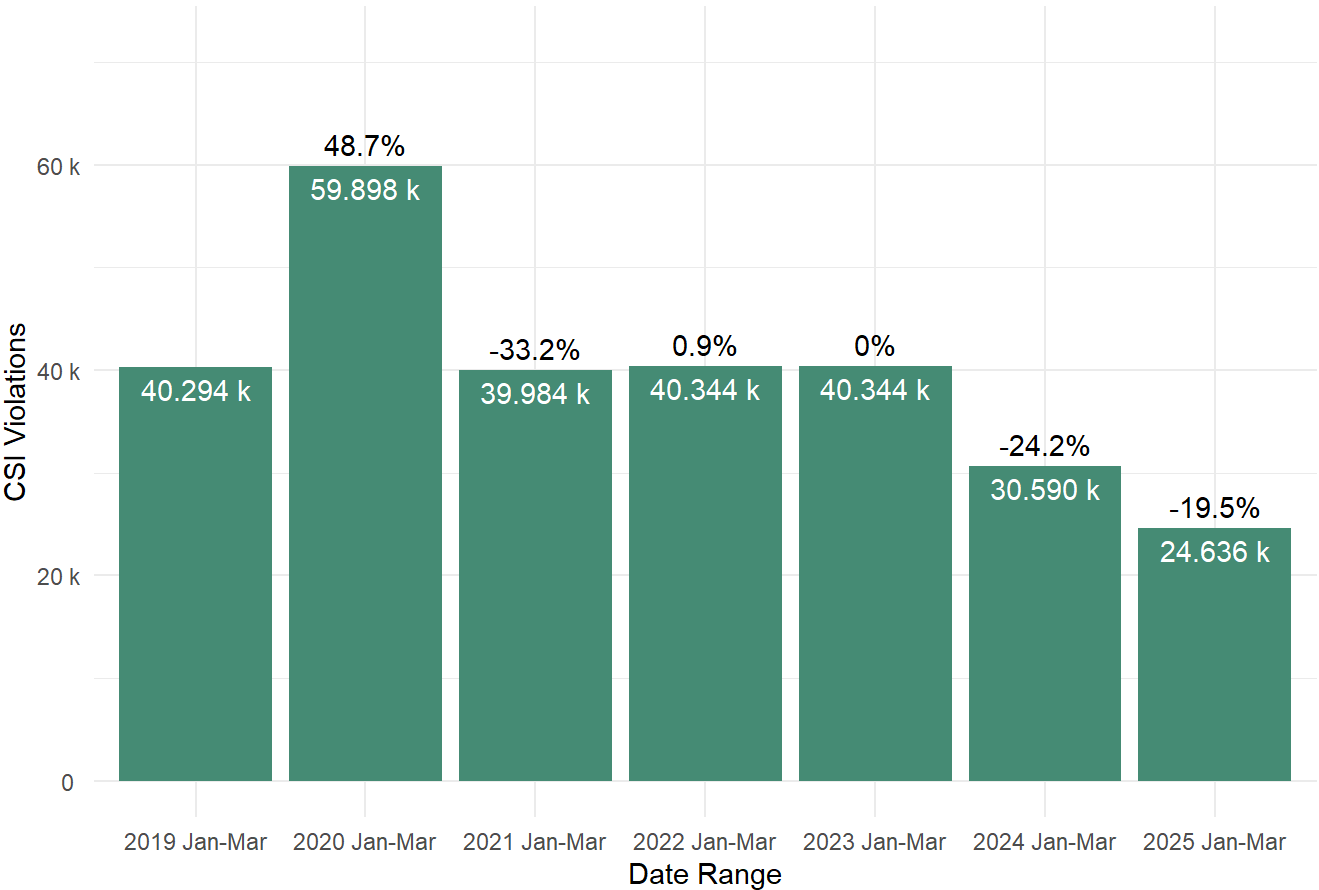
March Sexual Assault: CSI Score & Year Over Year Change



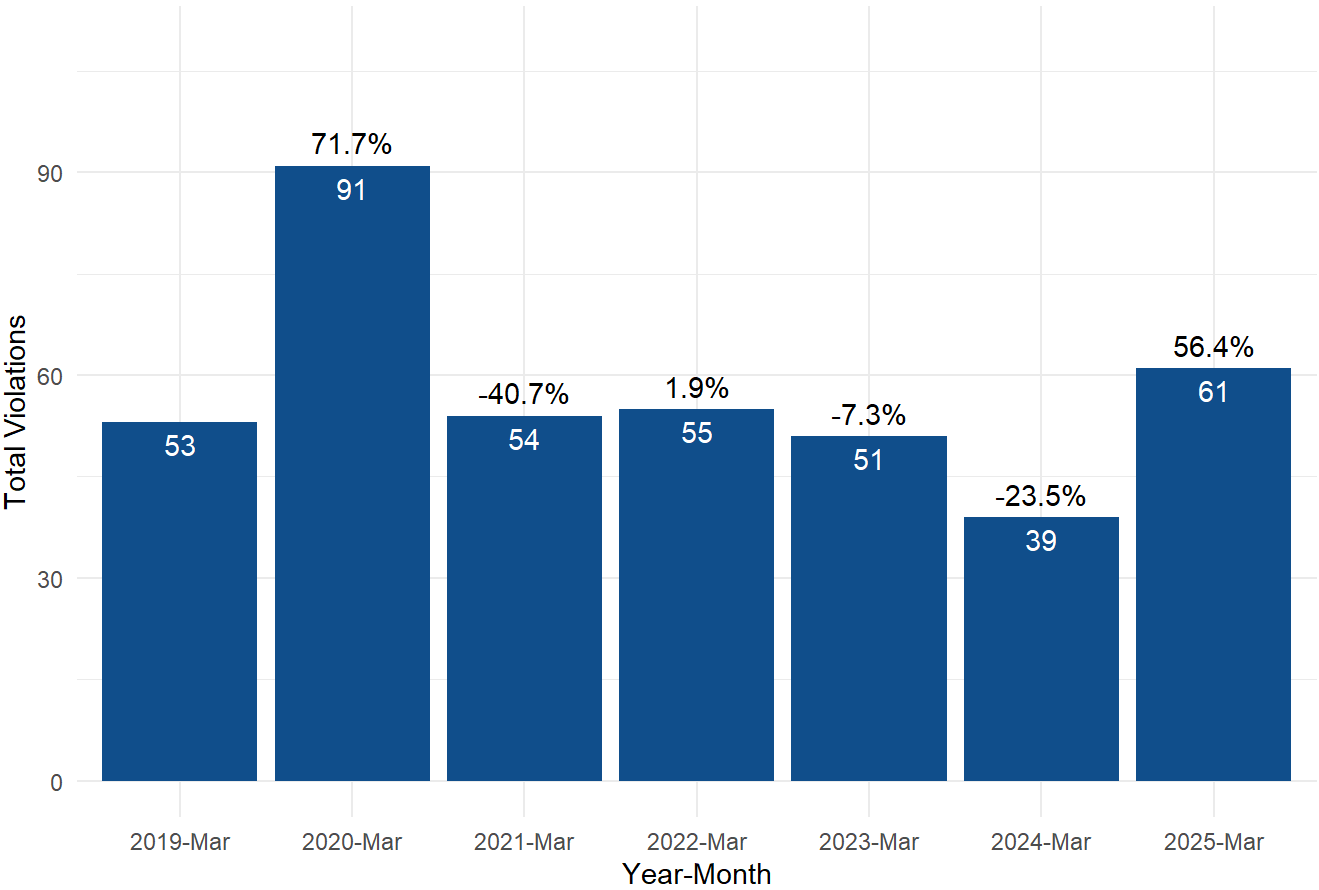
Total Break & Enter: Violation Count & Year Over Year Change



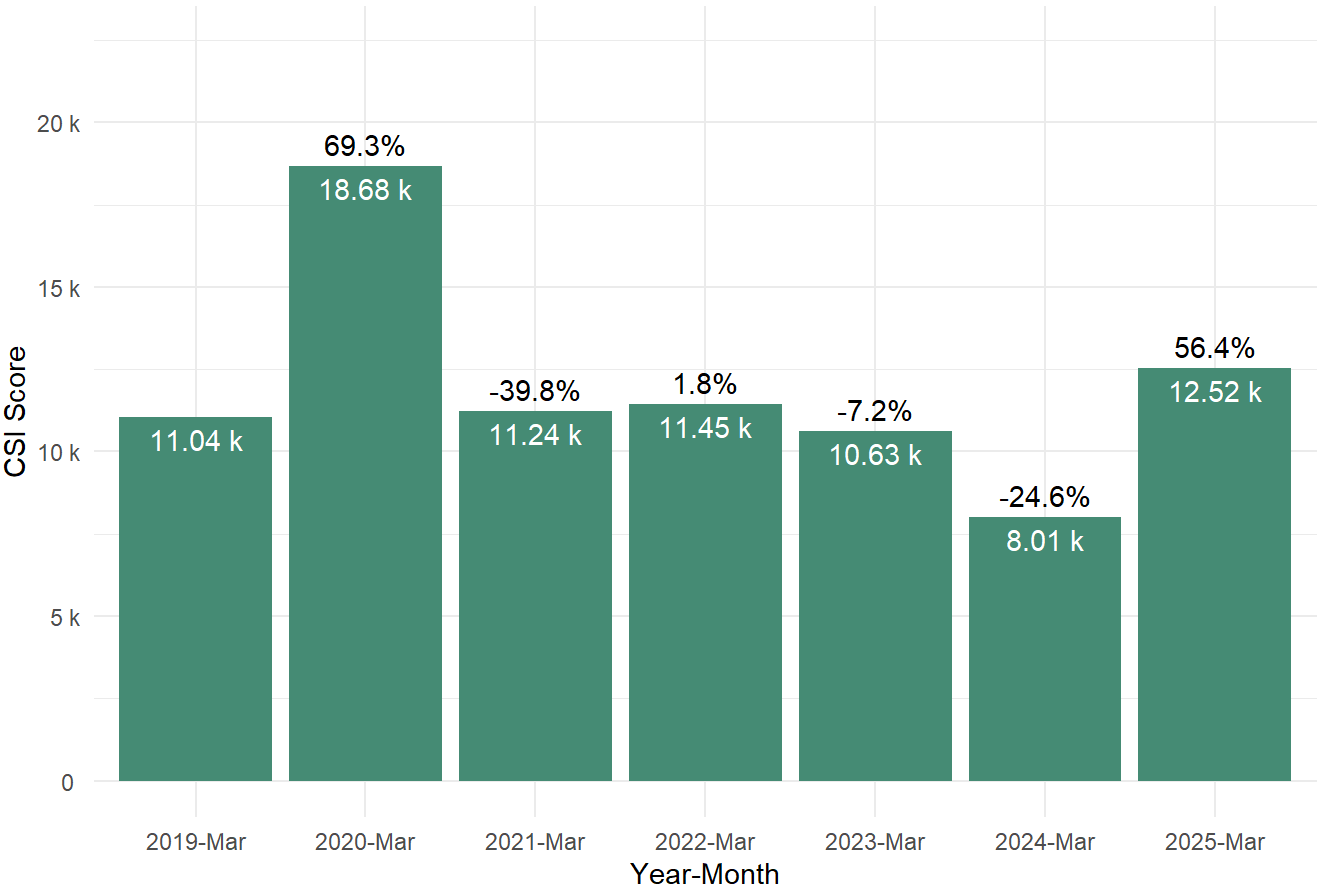
Total Break & Enter: CSI Score & Year Over Year Change



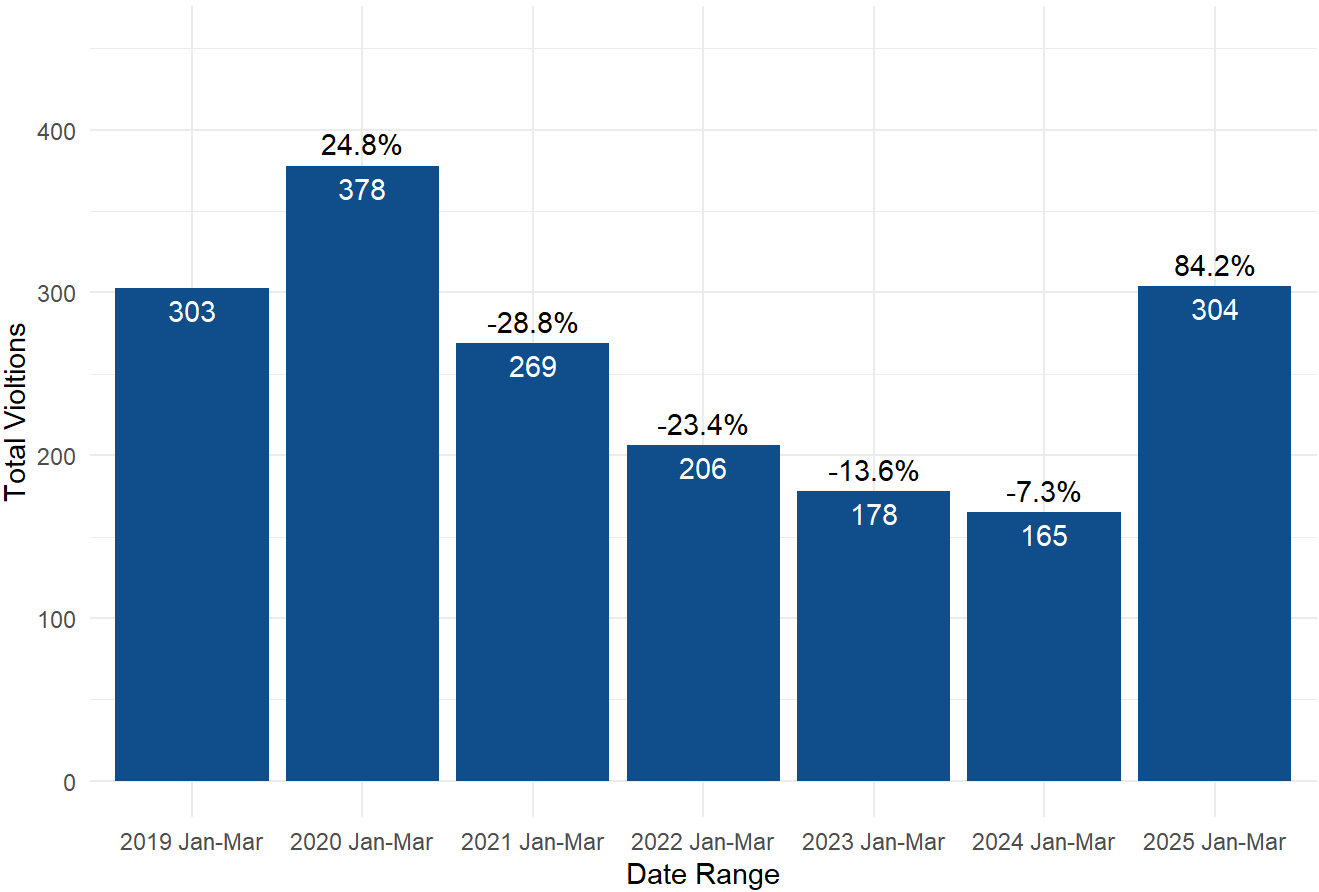
March Break & Enter: Violation Count & Year Over Year Change



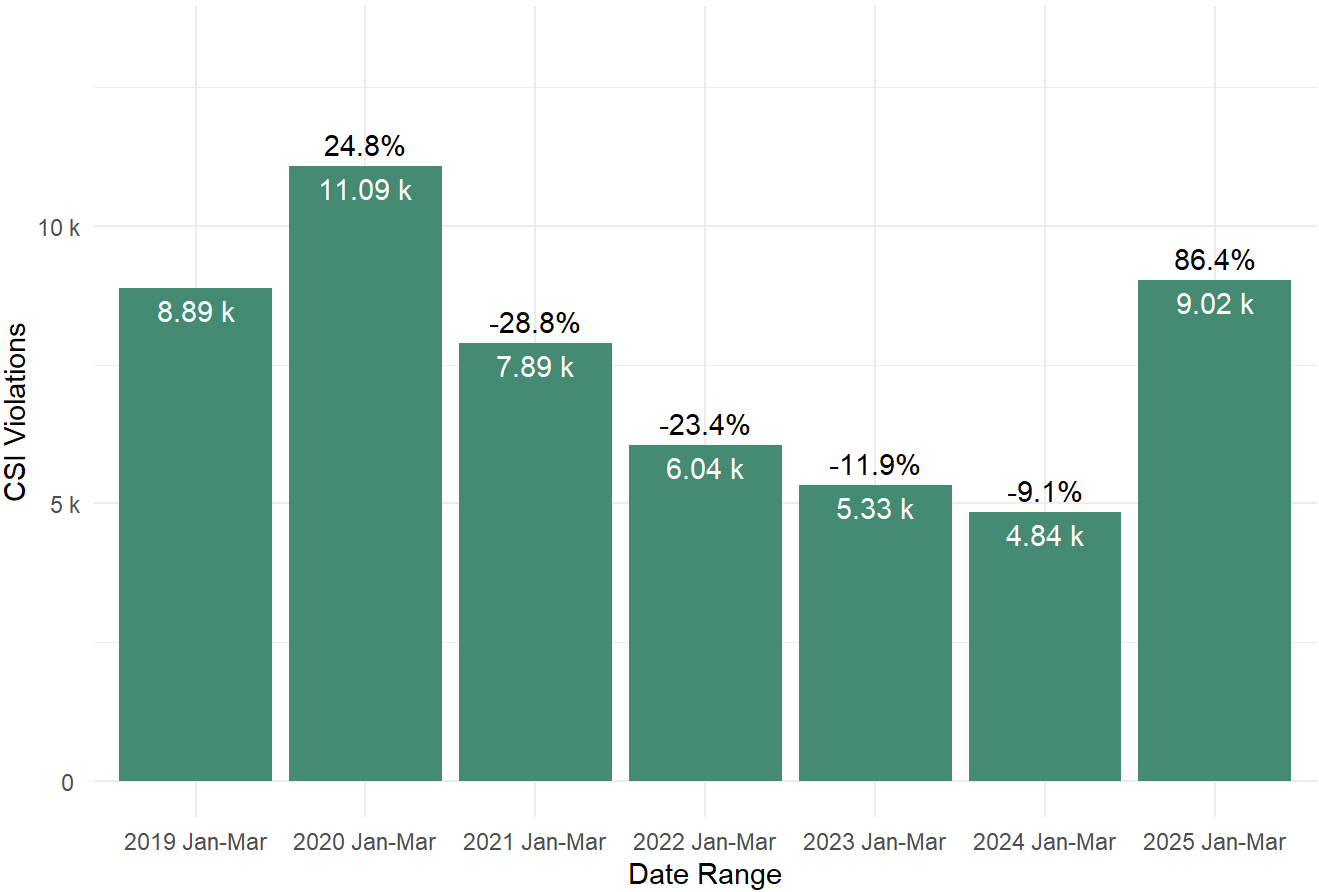
March Break & Enter: CSI Score & Year Over Year Change



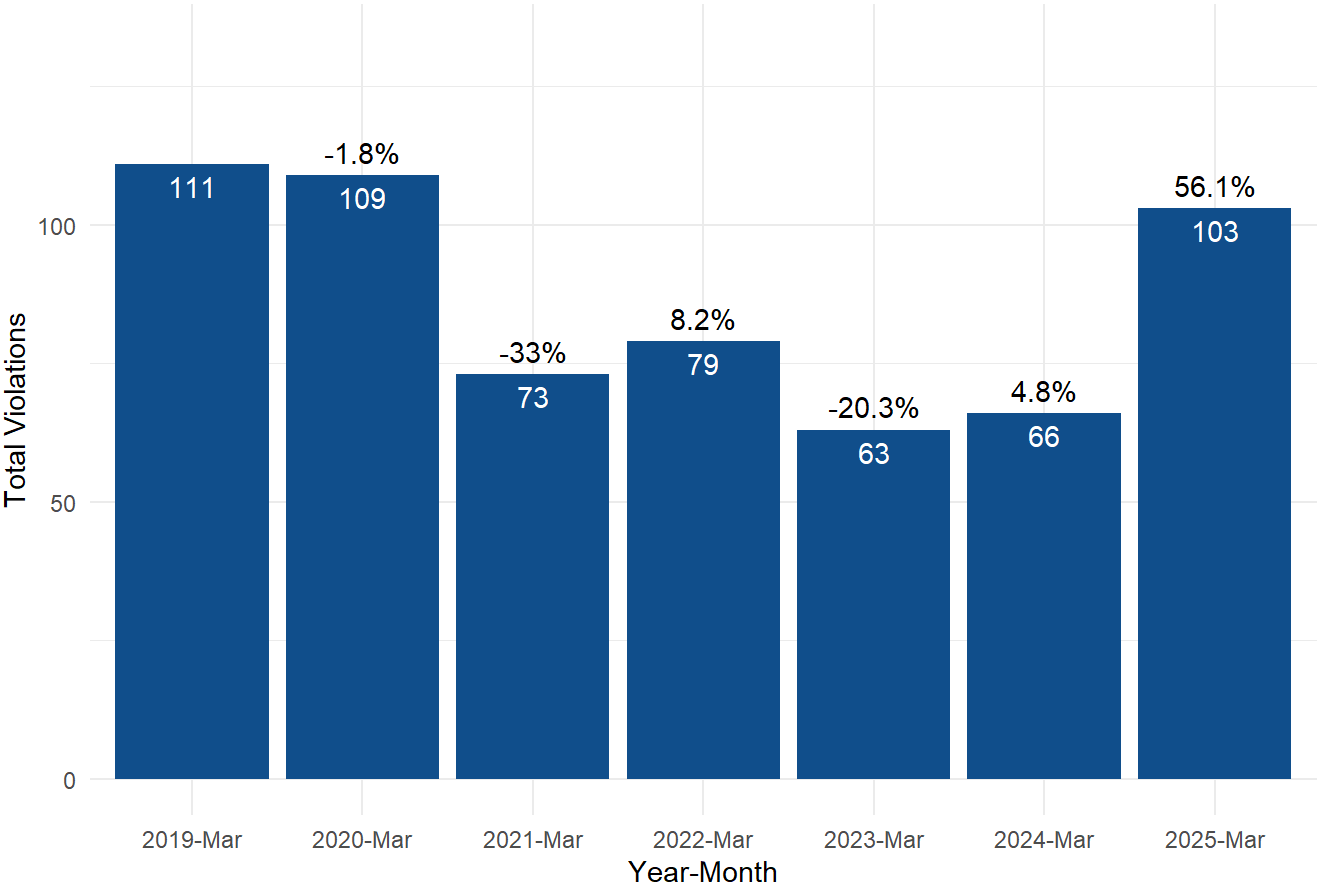
Total Shoplifting: Violation Count & Year Over Year Change



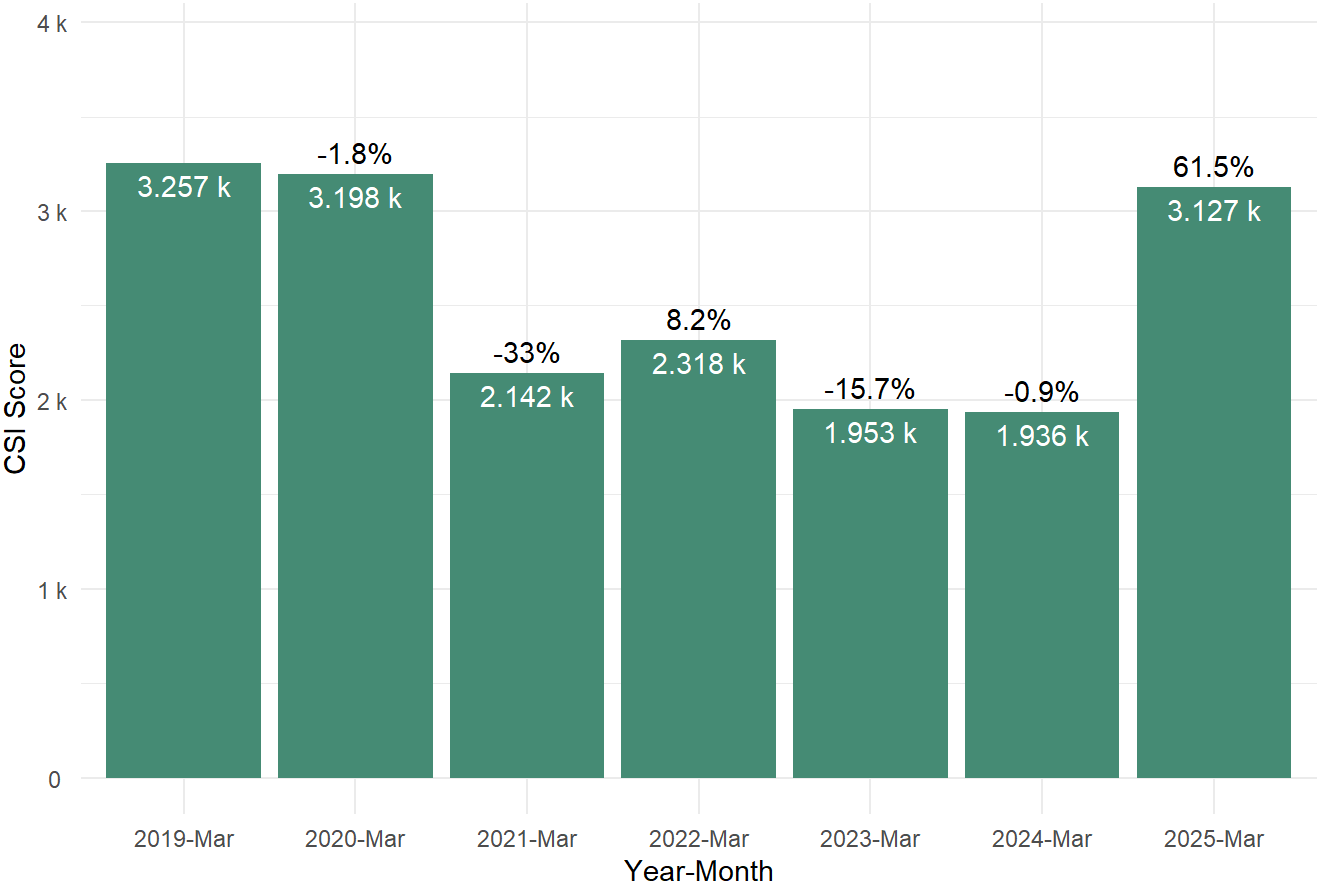
Total Shoplifting: CSI Score & Year Over Year Change



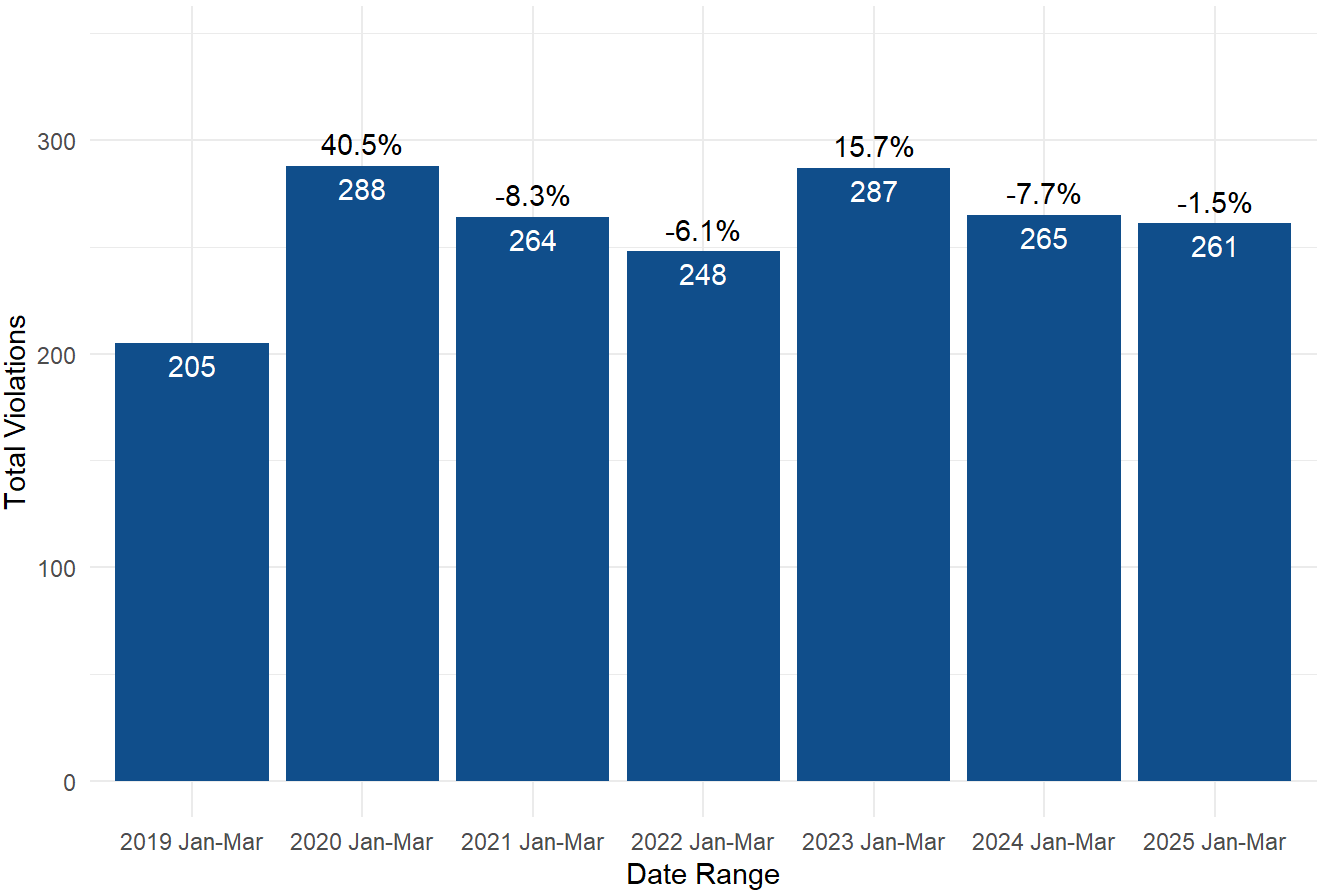
March Shoplifting: Violation Count & Year Over Year Change



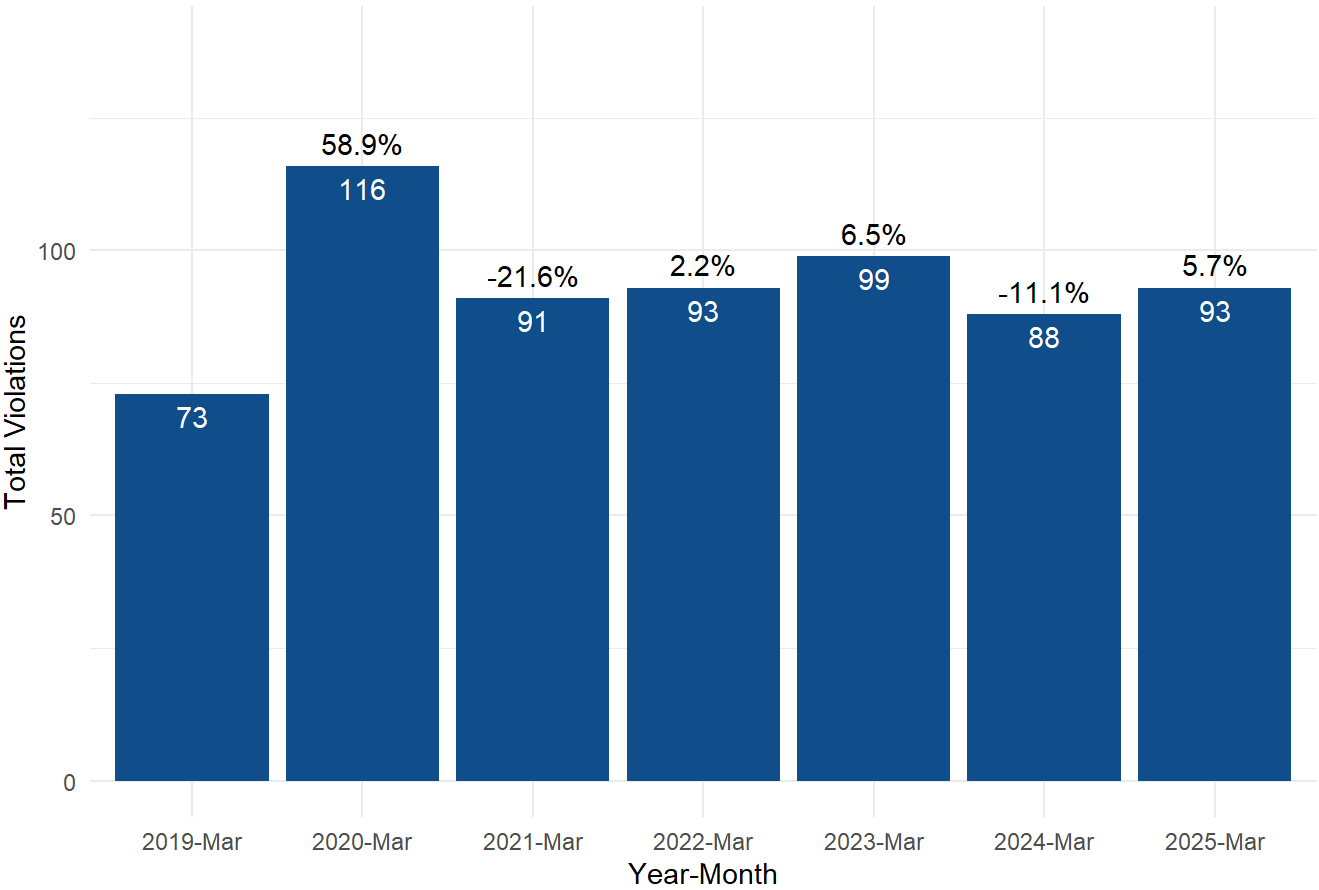
March Shoplifting: CSI Score & Year Over Year Change



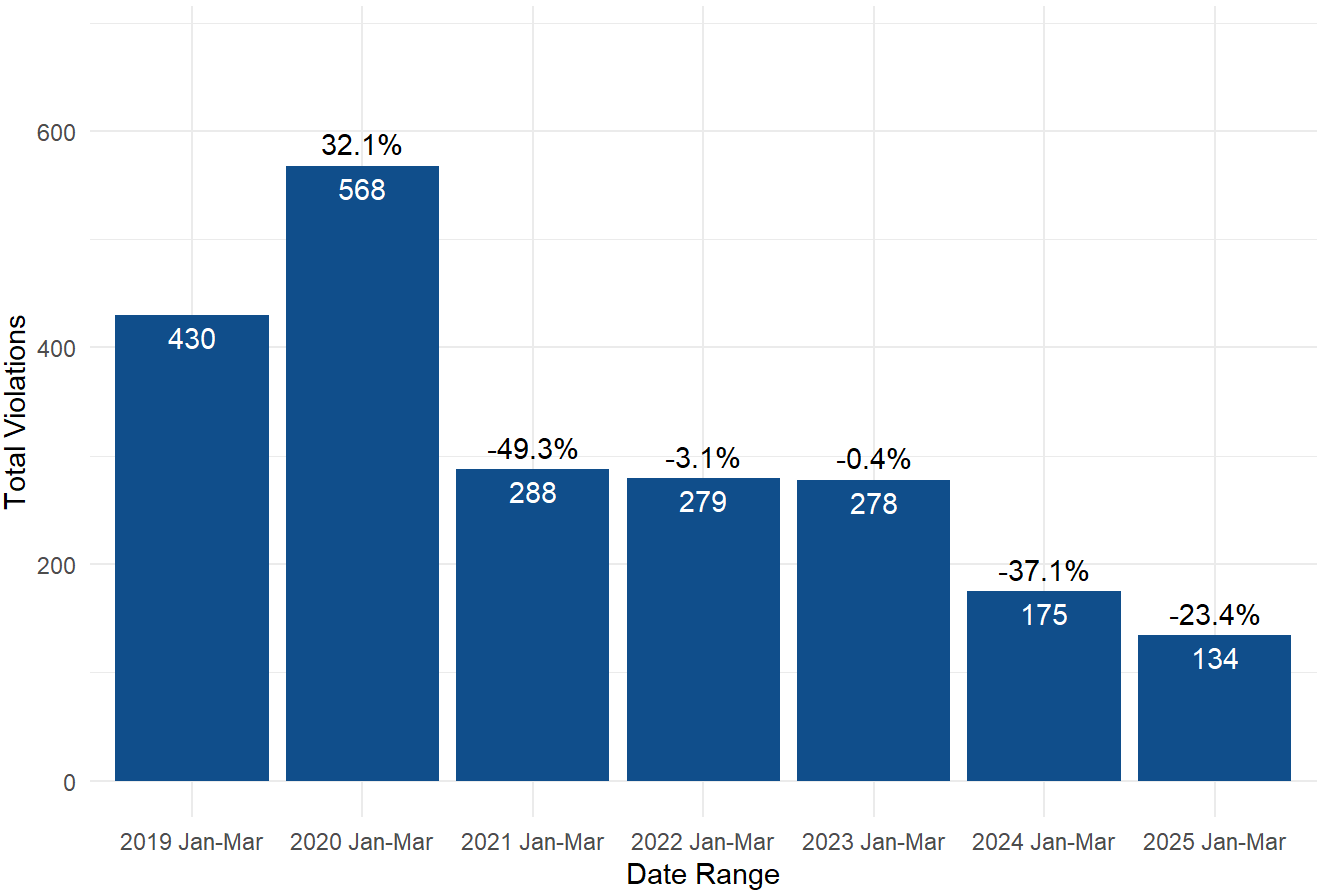
Total Mischief: Violation Count & Year Over Year Change



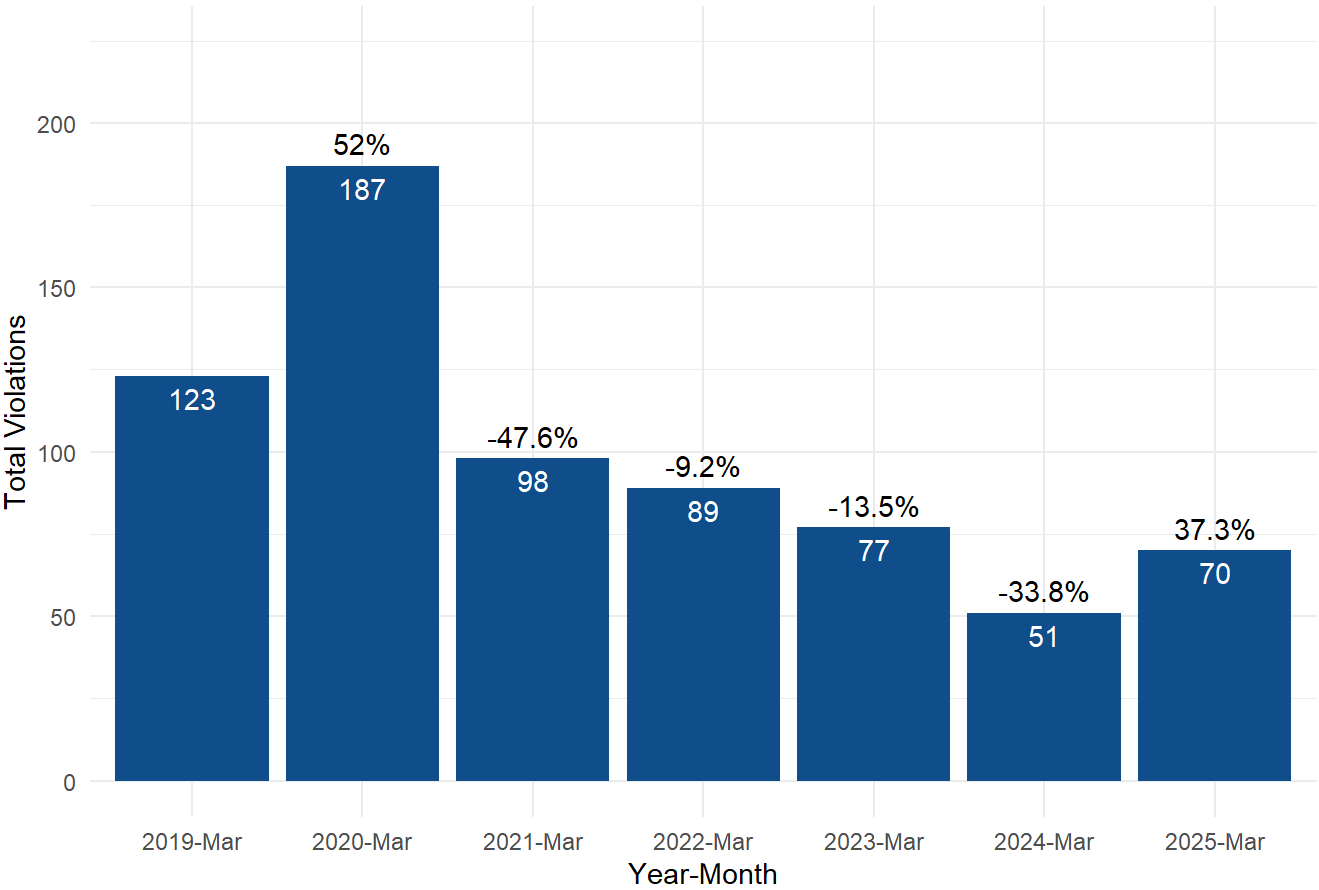
March Mischief: Violation Count & Year Over Year Change



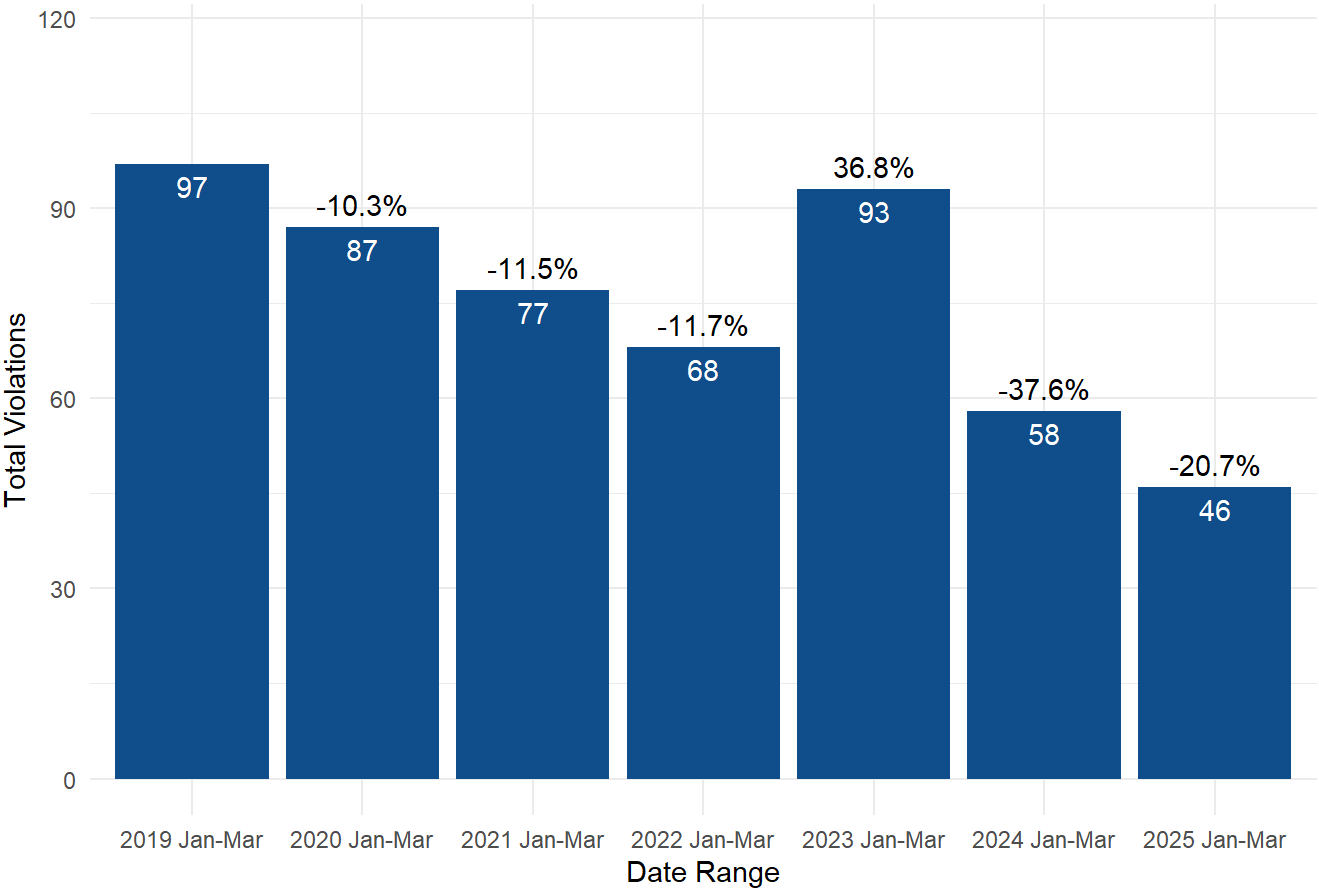
Total Theft from Motor Vehicle: Violation Count & Year Over Year Change



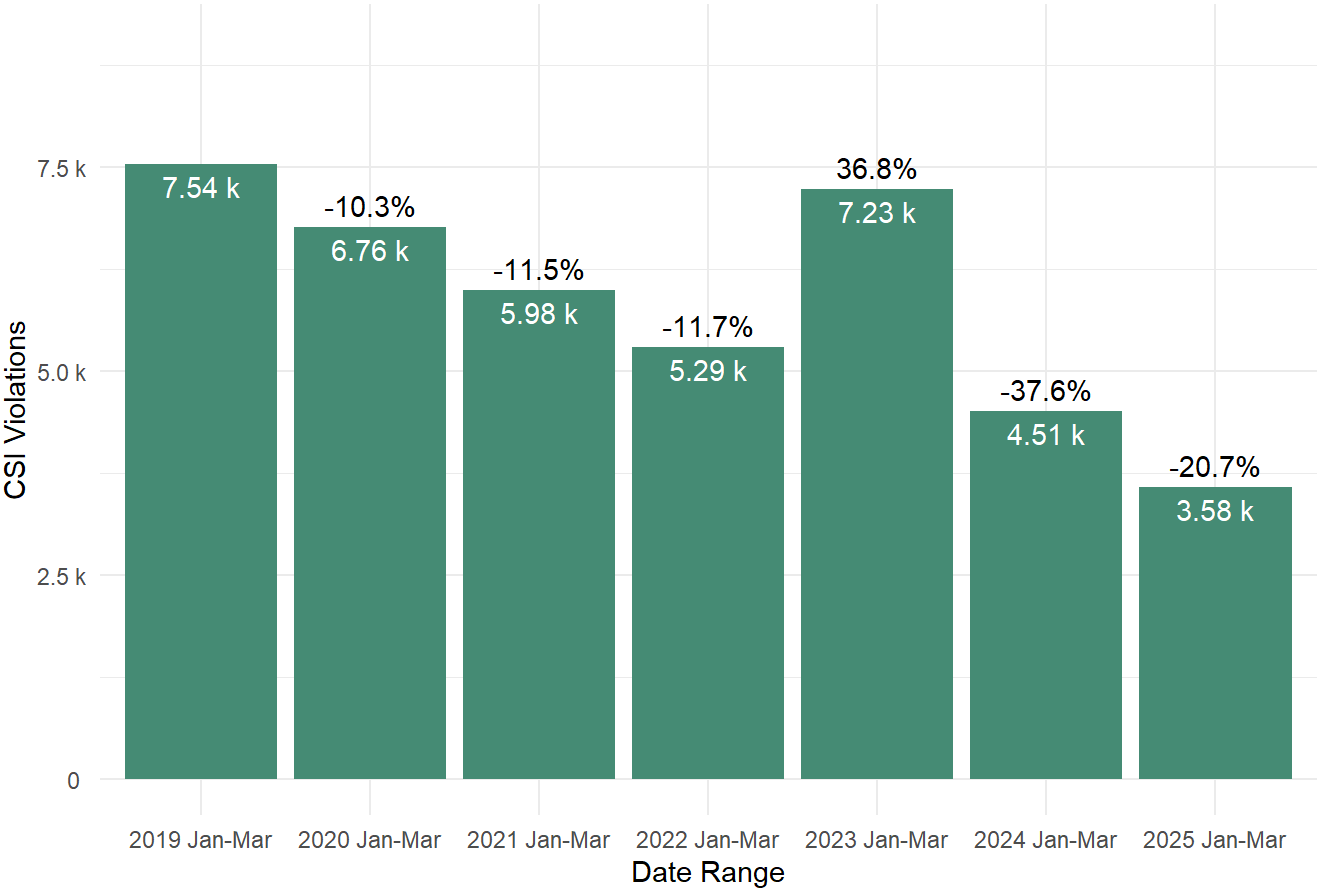
March Theft from Motor Vehicle: Violation Count & Year Over Year Change



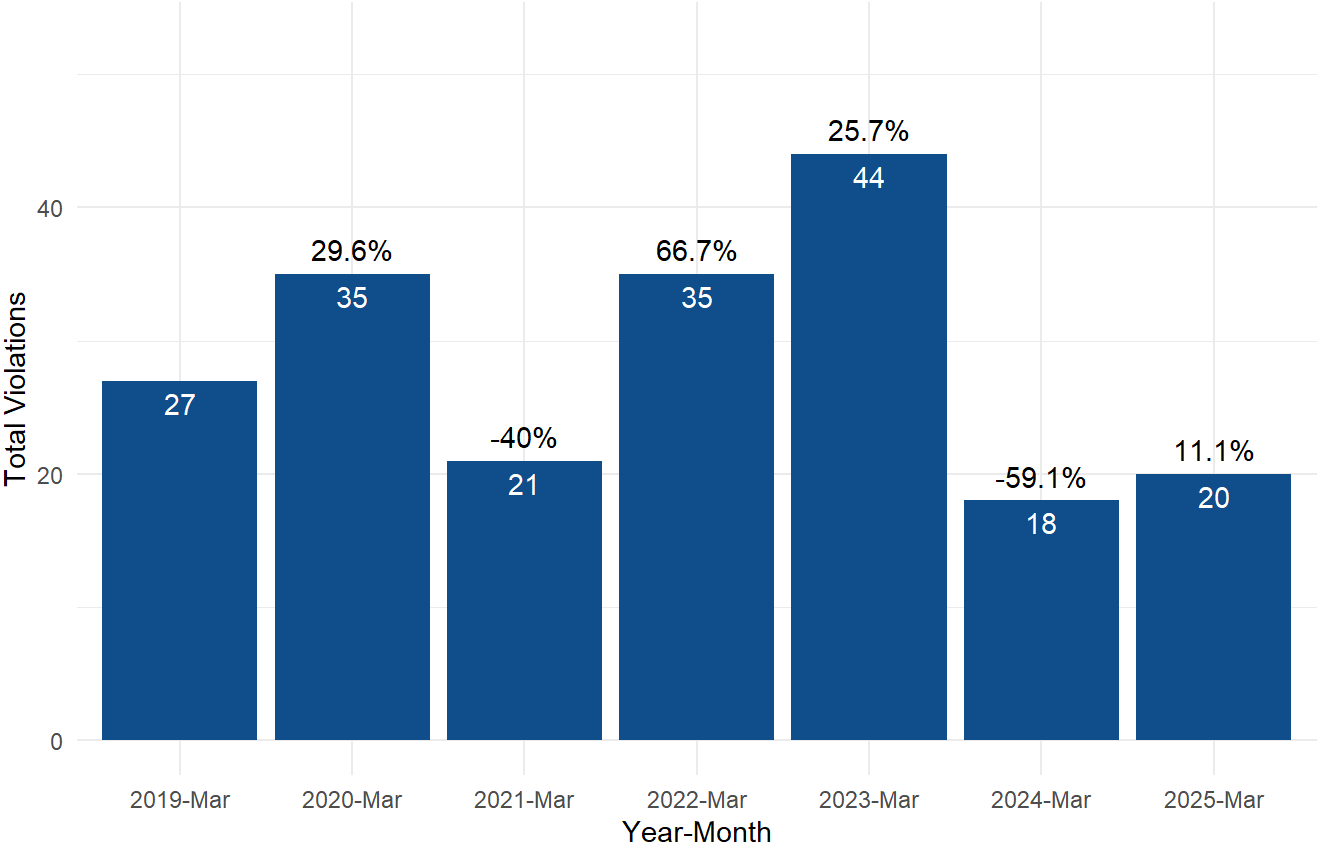
Total Theft of Motor Vehicle: Violation Count & Year Over Year Change



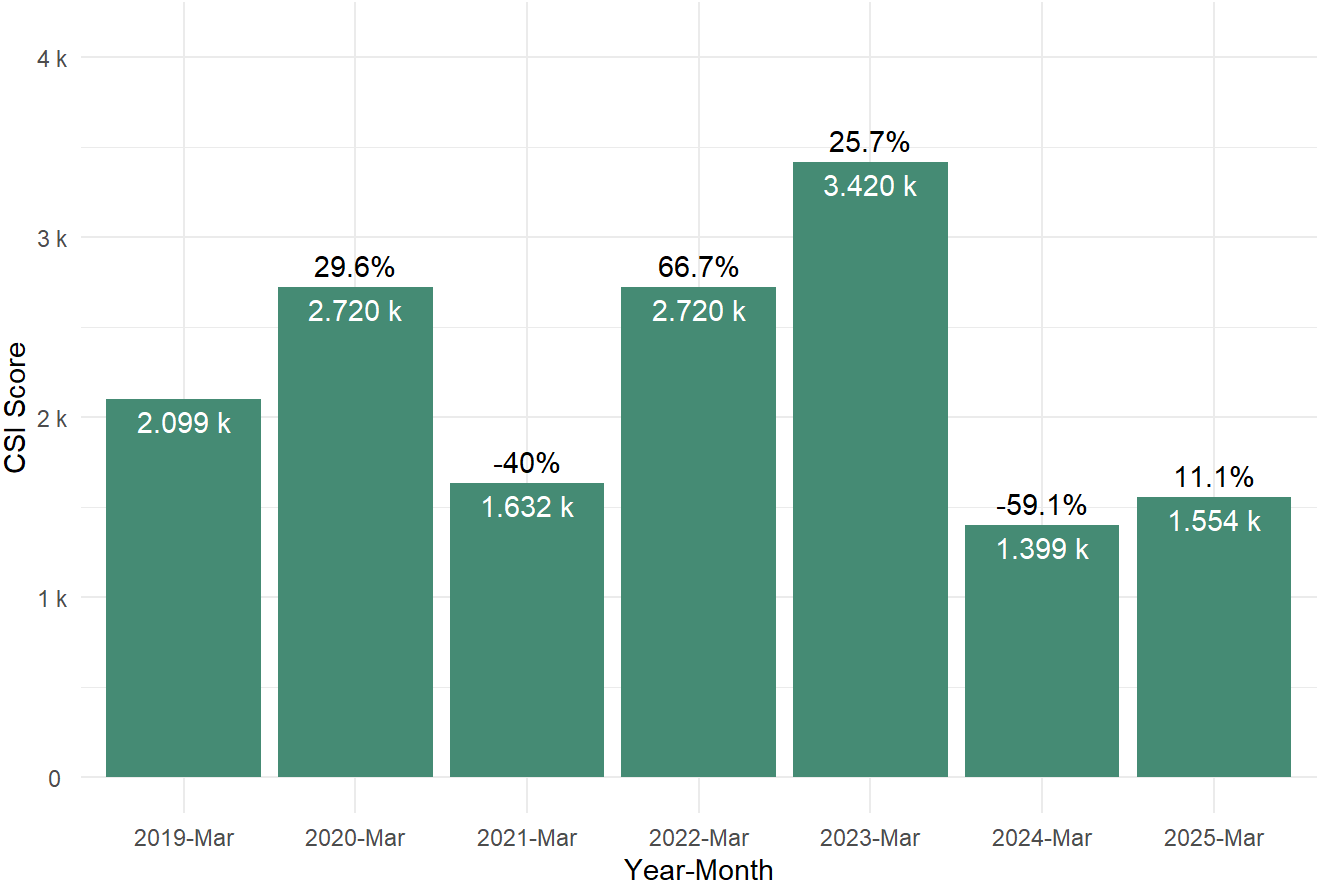
Total Theft of Motor Vehicle: CSI Score & Year Over Year Change



March Theft of Motor Vehicle:
Count & Year Over Year Change



March Theft of Motor Vehicle: CSI Score & Year Over Year Change





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CALL FOR NOMINATIONS: 2025 CAPG Award for Excellence in Police Governance -

Deadline for submissions: June 30, 2025

Introduced in 2013 by the Canadian Association of Police Governance (CAPG), the CAPG Award for Excellence in Police Governance recognizes and highlights an individual for their significant contributions, commitment, and leadership towards the enhancement of civilian police governance in Canada.

Nominations for the Excellence in Police Governance Award can be submitted by CAPG members in good standing, including members of the Police Boards & Commissions, Committees and Working Groups.

The award has been extended to include the following Categories of Excellence:

1. **Staff Award** - An individual employed by a police governance body that has devoted their time and efforts to move the mark in police governance
2. **Director Award** - Past or present director of a police governance board, commission, or advisory committee that has devoted their time and efforts to move the mark in police governance
3. **Partnership & Leadership Award** - An individual or organization that has provided its time or services to CAPG or to the enhancement of civilian police governance in Canada

CRITERIA

The nominee should demonstrate some or all of the following:

- A passion for the enhancement of police governance
- Consistent effort to work proactively to improve police governance and bring change that will enhance public safety
- Exemplary collaborative leadership
- Shares insights and educates/mentors others on the principles of good governance
- Fosters meaningful relationships based on inclusion, diversity, and representation of views among stakeholders (community, police, government)
- Consistently challenges, inspires or motivates others to work together
- Shows a high level of integrity and ethical standards
- Values tradition, while encouraging innovation and the courage to pursue a vision for a better future

Nominees must not have received a CAPG award previously, and they cannot be serving as a current CAPG director.

Nomination Requirements

Nominators must be CAPG members currently in good standing, committee members or Board/Commission members and must provide the following:

- Completed award nomination form.
- A brief statement citing the accomplishments that make the nominee deserving of this award.
 - Nominations should be specific about the achievements for which the award is proposed. A concise summary of the nominee's achievements is most helpful.
 - Accomplishments should be linked to work specific to police governance and the category for which they are being nominated.

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- The nomination must be endorsed by at least one letter of support, including one from the board/commission chair or organizational equivalent.

Only complete nominations will be considered.

Recognition:

- Recipient(s) may be recognized at the CAPG Annual Meeting and/or Conference, on our website and social media platforms.
 - Recipient(s) and nominating organizations will be notified in advance.

All nominations must be received by 5:00 pm ET on June 30, 2025

Please submit by email to:
Stephen, Executive Director, CAPG
Email: sreid@capg.ca

SCHEDULE A

Nomination Form

TO BE SIGNED BY BOARD/COMMISSION CHAIR/VICE CHAIR AND NOMINEE:

We _____, being members of the Canadian Association of Police Governance (CAPG), nominate _____ for the position of director _____ on the CAPG.

We also confirm that:

- ☐ We are members in good standing of the Association and have paid our annual membership dues;
- ☐ The nominee resides in the province where their Police Board or Commission is located;
- ☐ The nominee is willing to commit to the Association for a two-year term;
- ☐ The nominee and their Police Board or Commission commits the financial support of their nominee to attend the annual conference of CAPG;
- ☐ The nominee has the financial support of their Police Board or Commission to attend planning and advocacy meetings (estimated financial commitment of \$5,000)
- ☐ The nominee is able to participate in a two-hour bi-monthly teleconference board meeting;
- ☐ The nominee is willing to sit on at least one CAPG committee that meets bi-monthly;
- ☐ The nominee commits to participate in a one-hour bi-monthly teleconference committee meeting; and
- ☐ The nominee agrees to actively participate and engage in the work of the CAPG.

Nominee:

I _____ being a member of, _____ consent to this nomination. I am currently a _____
(provincial, municipal, citizen appointment) representative on my police board/commission and I have _____ years left to serve. I am eligible for another reappointment for _____ years.

Name:

Date:

Signature:

Email:

Chair or Vice Chair of Board/Commission:

Name:

Date:

Signature:

Email:

DECLARATION OF INTEREST TO SERVE ON THE EXECUTIVE COMMITTEE

I am interested in putting my name forward for the following position(s) for the 2024 term:

POSITION	NAME
President	
Vice President	
Treasurer	
Secretary	



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CALL FOR NOMINATIONS DIRECTOR AWARD

2025 CAPG Award for Excellence in Police Governance

Please submit by email to Stephen Reid, Executive Director
Email: sreid@capg.ca

Deadline for submissions: June 30, 2025

Nominee

Director Award - Past or present director of a police governance board, commission, or advisory committee that has devoted their time and efforts to move the mark in police governance

Name:

Name of Organization:

Phone #

Email:

Nominated by:

Name of Organization:

Main Contact Name:

Phone #

Email:

Supporting documents:

At least one (1) letter of support, including one from the organization Chair or equivalent

A statement citing the accomplishments that make the nominee deserving of the award

Please give a brief overview of why you are nominating this person



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CALL FOR NOMINATIONS

PARTNERSHIP & LEADERSHIP AWARD

2025 CAPG Award for Excellence in Police Governance

Please submit either by email to Stephen, Executive Director
Email: sreid@capg.ca

Deadline for submissions: June 30, 2025

Nominee

Partnership & Leadership Award - An individual or organization that has provided its time or services to CAPG or to the enhancement of civilian police governance in Canada

Name:

Name of Organization:

Phone #

Email:

Nominated by:

Name of Organization:

Main Contact Name:

Phone #

Email:

Supporting documents:

At least one (1) letter of support, including one from the organization Chair or equivalent

A statement citing the accomplishments that make the nominee deserving of the award

Please give a brief overview of why you are nominating this person



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CALL FOR NOMINATIONS STAFF AWARD

2025 CAPG Award for Excellence in Police Governance

Please submit either by email to Stephen Reid, Executive Director
Email: sreid@capg.ca

Deadline for submissions: June 30, 2025

Nominee

Staff Award - An individual employed by a police governance body that has devoted their time and efforts to move the mark in police governance.

Name:

Name of Organization:

Phone #

Email:

Nominated by:

Name of Organization:

Main Contact Name:

Phone #

Email:

Supporting documents:

At least one (1) letter of support, including one from the organization Chair or equivalent

A statement citing the accomplishments that make the nominee deserving of the award

Please give a brief overview of why you are nominating this person

From: [Logan MacInnis](#)
To: [Logan MacInnis](#)
Subject: Reminder - 2025-2027 Board of Directors Call for Nominations Notice
Date: Tuesday, June 10, 2025 8:25:05 AM
Attachments: [Schedule A - Nomination Form 2025 Police Board Commission.pdf](#)
[Schedule B - Nomination Form Non-Police Board Representative 2025 FILLABLE.pdf](#)

CALL FOR NOMINATIONS 2025

We are pleased to invite nominations to the CAPG Board of Directors for the term 2025-2027.

The following chart lists the positions that are vacant on the CAPG Board of Directors and those with terms that expire at the **Annual General Meeting to be held at the 2025 AGM & Conference in Victoria, British Columbia at 3:30 pm Pacific Time on Thursday, August 14, 2025. The deadline for receipt of nomination papers is 5:00 PM Sunday, July 6, 2025.**

The chart below shows directors with terms expiring in 2025, vacant seats directors with terms expiring in 2026.

PLEASE NOTE IF YOUR ANNUAL MEMBERSHIP FEE HAS NOT BEEN UPDATED BY JULY 1, 2025 YOU WILL NOT BE ELIGIBLE TO BE A CANDIDATE

Directors elected at the 2023 Annual General Meeting (AGM) for 2-year term	Position	Term expires at the AGM in 2025
Jeff Knoll, Halton Police Services Board	Director ON	
Markus Chambers, Winnipeg Police Board	Director MB	
Kevin Darling, Kennebecassis Regional Board of Police Commissioners	Director NB	
Micki Ruth, Non-Police Board representative	Director Non-Police Board Organization	
Vacancies to be elected at the 2025 AGM for a two-year term expiring 2027		Term expires at 2027 AGM
1 director (never filled)	Director NS	
1 director (Kevin Darling)	Director NB	
1 director (never filled)	Director First Nations	
1 director (Jeff Knoll)	Director ON	
1 director (never filled)	Director SK	
1 director (never filled)	Director MB	
1 director ((Markus Chambers)	Director MB	
1 director (Micki Ruth)	Director Non-Police Board Organization	
Directors elected at the 2024 AGM for a two-year term expiring in 2026		Term expires at 2026 AGM
Oluyemi (Yemi) Akindoju, Halifax Regional Municipality Board of Police Commissioners	Director NS	

Amtul Siddiqui	Director AB	
Micayla Hayes	Director BC	
Shazia Amiri	Director AB	
Shirley Greyeyes	Director SK	
Arif Khan	Director ON	
Linda Jackson	Director ON	
Teddy Manywounds	Director FNP GC	
Andrew Minor	Director Non-Police Board Organization	
Vacancies to be elected at the 2025 AGM for a one-year term expiring 2026		Term expires at 2026 AGM
1 director (Comfort Sakoma-Fadguba resigned)	Director BC	

There are a total of 9 vacancies that need to be filled.

The directors listed above are eligible to put their name forward for re-election but this does not preclude any and all eligible and interested candidates from submitting their own nomination for each vacancy.

*The CAPG by-laws were amended in 2022 to include a new category of Director:

“Non-Police Board Representative” means an individual that is not on a Canadian police board or Canadian police commission but has previously served on a Canadian police board or Canadian police commission;

****This position includes the financial support of the CAPG to attend 1 face-to-face meeting and the annual conference when warranted and financially feasible. The rationale behind creating this position is to allow CAPG to benefit from the years of experience and knowledge police governors take with them when their terms expire.***

PROCESS

Nominations are an important responsibility of our members. The effectiveness and success of the CAPG depends on the strength and quality of your volunteer board. It is up to you to propose nominees who will bring the necessary competencies, including diversity, inclusivity, education and experience and most importantly a commitment to the success of the CAPG board and organization.

Attached to this email are the following:

- **Schedule A** is the form to be used by nominees who are **members of police**

boards and commissions.

- **Schedule B** is the form to be used by nominees who are applying as a **non-police board representative.**

Please submit your nomination forms electronically to the attention of, Chair, Nominations Committee at the following address: sreid@capg.ca before Sunday, July 6, 2025. **The deadline for receipt of nomination papers is Sunday, July 6, 2025 at 5:00 PM.**

Following the receipt of nominations and identification of eligible candidates, the Nominations Committee will present a slate for election (or acclamations) at the Annual General Meeting on **Thursday, August 14, 2025 at 3:30 PM Pacific Time.**

When more than one qualified nomination is received for the same vacancy the Nominations Committee will advise that this will require an election to be held by a confidential electronic ballot at the Annual General Meeting on August 14, 2025 at 3:30 P.M. Pacific time. Each candidate will be given time to address the members to support their election.

If you have any questions, please feel free to send them to sreid@capg.ca.

--
Best regards,
Logan



Logan MacInnis
Communications

Canadian Association of Police Governance
capg.ca | communications@capg.ca

78 George Street, Suite 204 Ottawa, ON K1N 5W1

[Monthly Webinars](#) | [Governance Summits](#) | [Become a Member](#)



SCHEDULE B

Nomination Form for Non-Police Board Representative

TO BE SIGNED BY NOMINEE

I _____, having been a member of _____ police board or police commission, who were members of the Canadian Association of Police Governance (CAPG), nominate myself for the position of **Non-Police Board Representative** on the CAPG.

I confirm that:

- ☐ I am willing to commit to the Association for a two-year term;
- ☐ I am willing to participate in a two-hour bi-monthly teleconference board meeting;
- ☐ I am willing to sit on at least one CAPG committee that meets bi-monthly;
- ☐ I am willing to commit to participate in a one-hour bi-monthly teleconference committee meeting; and
- ☐ I am willing to agree to actively participate and engage in the work of the CAPG.

Nominee:

Name:

Date:

Signature:

Email:

Please attach a letter that outlines your reasons why you want to be a member of the CAPG Board of Directors including any relevant skills, knowledge, experience and accomplishments that enhance your application.

In the spirit of fairness, we will not accept any attachments that are longer than two pages.



ALBERTA
PUBLIC SAFETY AND EMERGENCY SERVICES

*Office of the Minister
Deputy Premier of Alberta
MLA, Calgary-West*

AR 31043

May 30, 2025

Chief Shahin Mehdizadeh
Lethbridge Police Service
135 - 1 Avenue S
Lethbridge AB T1J 0A1
shahin.mehdizadeh@lethbridgepolice.ca

Dear Chief Mehdizadeh:

Thank you for your letters of February 20 and March 25, 2025, regarding funding for the Lethbridge Police Service to support initiatives aimed at addressing organized crime, general public safety, and social disorder in the City of Lethbridge. I appreciate the opportunity to respond.

Municipalities that establish their own municipal police services bear the primary financial responsibility for policing costs. The Government of Alberta provides funding support through the Policing Support Grant (PSG) to eligible municipalities. Currently, the City of Lethbridge receives \$2,004,800 annually through the PSG. In 2024, the PSG rate was adjusted to address changes in population across the province, which resulted in a slight increase in the city's PSG funding. In addition, funding for an Integrated Offender Management pilot program was recently approved to manage offenders with high individual Crime Severity Index scores due to repeated involvement with the criminal justice system.

While I am aware Lethbridge ranks amongst the highest on the Crime Severity Index (CSI), I am also aware that the Lethbridge Police Service has successfully implemented a number of initiatives to address public safety and social disorder concerns, described in your proposal, utilizing current resources available. In addition, my ministry provides funding to ALERT to operate a Combined Forces Special Enforcement Unit in Lethbridge to support the Lethbridge Police Service's response to organized crime investigations.

After careful consideration of public safety requirements across Alberta, my ministry regrettably cannot allocate funding for your proposed initiatives at this time. The province is currently experiencing unprecedented challenges regarding policing costs, requiring the Government of Alberta to take a comprehensive approach that addresses the needs of all communities.

.../2

I encourage you to engage with the Lethbridge Police Commission and Lethbridge City Council to explore potential opportunities within the existing Lethbridge Police Service budget, or to consider alternative funding options, such as submitting a business case to the Proceeds of Crime Funding Committee. Additionally, assessing the strategic deployment of current resources may support the implementation of these initiatives. Please note that current resource allocations to ALERT, which serves the City of Lethbridge and southern Alberta, will remain unchanged.

Your efforts on behalf of your community are commendable, and I appreciate your dedication to public safety for the residents of Lethbridge.

Sincerely,

A handwritten signature in black ink, appearing to be 'Mike Ellis', with a stylized, flowing script.

Honourable Mike Ellis
Deputy Premier of Alberta
Minister of Public Safety and Emergency Services

cc: His Worship Blaine Hyggen
Mayor, City of Lethbridge

Noella Piquette
Chair, Lethbridge Police Commission



Lethbridge Police Commission

OPEN SESSION

Date of LPC Meeting:

For June 25, 2025

Subject: June 17, 2025 Finance Committee Report

Background: The Finance Committee met on June 17, 2025. The following are the highlights:

- The financial report as of May 31, 2025 was provided for the Committee. A summary is included in the public agenda.
- A Ministerial letter was sent regarding Body worn cameras and is attached to the open agenda. The committee asked Finance Manager Ordway to contact the city about next steps so we are aligned. The Committee recommends that next steps and pricing be reviewed in the closed session. Deadline to begin implementation is end of 2026, however deferring program implementation has risks.

RECOMMENDATIONS:

- That the report from the Finance Committee be accepted as information.
- That the Lethbridge Police Commission proceed with the confidential direction provided in closed session.



ALBERTA
PUBLIC SAFETY AND EMERGENCY SERVICES

*Office of the Minister
Deputy Premier of Alberta
MLA, Calgary-West*

AR 31345

June 10, 2025

His Worship Blaine E. Hyggen
Mayor
City of Lethbridge
910 - 4 Avenue South
Lethbridge AB T1J 0P6
mayor@lethbridge.ca

Dear Mayor Hyggen:

Across North America, jurisdictions are increasingly recognizing the importance of reshaping the perception of police services, from being solely an arm of the state to being extensions of their communities. A key component of this paradigm shift is ensuring police accountability through greater transparency. In Alberta, the implementation of body-worn cameras (BWC) is a critical step toward enhancing transparency and accountability in policing. These devices provide an objective record of interactions, bolstering public confidence in law enforcement and reinforcing the integrity of police practices.

In 2023, I announced that all police services under provincial jurisdiction in Alberta would be required to equip their front-line officers with BWC. To support this mandate, my ministry partnered with the Alberta Association of Chiefs of Police (AACP) to update the Alberta Provincial Policing Standards, introducing new policies governing the use of BWC. At that time, I also advised the AACP that while individual police services remain responsible for the hardware and staffing costs associated with BWC implementation, the Government of Alberta is committed to advancing a single province-wide digital evidence management system (DEMS). This system will support the secure sharing of BWC-generated digital evidence between law enforcement agencies and the Alberta Crown Prosecution Service, promoting consistency, interoperability, and efficiency across the province.

To this end, I am pleased to share that as part of *Budget 2025*, my ministry is introducing a grant program open to municipalities with their own police service, First Nations police services, and municipalities who contract for the RCMP to be their municipal police service. The purpose of this new grant program is to offset some costs related to the implementation of a single province-wide DEMS.

.../2

Under this program, your municipality may receive up to \$205,471 annually for three years, starting in fiscal year 2025-26. To be eligible to receive this funding, your municipality, working in partnership with your police service and police commission, will be required to:

- Provide the Director of Law Enforcement with a plan outlining how your police service intends to meet the updated Alberta Provincial Policing Standards with the goal of ensuring some or all frontline officers are utilizing BWC in 2025-26. For those police services which have already implemented BWC, an outline demonstrating how they are already utilizing BWC and meeting provincial policing standards will be required.

Any funds received via this grant program are to be utilized for DEMS related costs, and not for the acquisition or maintenance of BWC hardware or related FTE costs.

To learn more about the program, including next steps, please have an appropriate official from your municipality contact Douglas Morgan, Executive Director of Innovation and Program Development, Public Safety and Emergency Services, at douglas.morgan@gov.ab.ca.

I thank you for your support on this important initiative to improve transparency and accountability between police and citizens in Alberta.

Sincerely,



Honourable Mike Ellis
Deputy Premier of Alberta
Minister of Public Safety and Emergency Services

Attachment

cc: Noella Piquette
Commission Chair
Lethbridge Police Commission

Shahin Mehdizadeh
Chief of Police
Lethbridge Police Service

Body-Worn Camera

Digital Evidence Management System Grant Program

Body-Worn Camera (BWC) Mandate: Overview

- In March 2023, the Minister of Public Safety and Emergency Services mandated that all municipal and First Nations police services will be required to implement body-worn cameras (BWCs) for frontline officers.
- In July 2024, the [Alberta Provincial Policing Standards](#), which is policy used to regulate policing in Alberta, were updated to include BWC requirements, developed in collaboration with the Alberta Association of Chiefs of Police.
- This mandate aims to enhance public safety, trust, and accountability by:
 - Documenting officer-public interactions
 - Improving evidence collection
 - Reducing the time to resolve complaints

BWC and DEMS Basics

- **BWCs:** Wearable audio-video devices used by law enforcement to record real-time public interactions. Typically mounted on an officer's chest, shoulder, or eyewear, BWCs provide objective evidence for investigations, training, and accountability.
- **Digital Evidence Management System (DEMS):** A centralized, secure software platform for storing and managing digital evidence—including BWC footage, surveillance video, audio files, images, and documents. DEMS enables:
 - Evidence tagging and redaction
 - Chain-of-custody tracking
 - Secure sharing with legal stakeholders
 - Compliance with data retention and privacy standards



Royal Canadian Mounted Police (RCMP) BWC Implementation

- Independent but complementary to Alberta's BWC mandate, the RCMP identified BWC adoption as a national priority in its national 2024–2027 Strategic Plan.
- In 2024, Axon Canada was selected by the RCMP to supply BWCs and DEMS across Canada.
- In Alberta, RCMP implementation of BWCs is part of the RCMP's national rollout strategy. Use of BWCs by RCMP detachments across Alberta is expected by the end of 2025–26, with associated costs billed to RCMP contract partners such as the Government of Alberta via the Provincial Police Service Agreement and municipalities with a Municipal Police Service Agreement (MPSA). For more information on the RCMP's implementation of BWCs, please visit <https://rcmp.ca/en/body-worn-cameras>.

Implications for Municipalities and First Nations Police Services

- Standalone municipal and First Nations police services are responsible for meeting Alberta's provincial policing standards which includes BWC implementation and its associated costs.
- Municipalities with an RCMP policing contract receive federal cost-sharing through their MPSA. The amount invoiced by the RCMP to these municipalities for the RCMP's BWC implementation reflects this cost-sharing model.

Government of Alberta Support

- In May 2025, the Government of Alberta signed a province-wide contract with Axon Canada to acquire BWCs, DEMS, and in-car digital video (ICDV) systems.
- This contract enables municipalities and First Nations to access the same terms and pricing, offering long-term cost certainty and potentially reducing implementation expenses.

Funding Support:

- Budget 2025 allocated funding over three fiscal years (2025–26 to 2027–28) to establish a grant program for DEMS implementation.
- The grant is available to:
 - Municipalities with standalone police services
 - First Nations police services
 - Communities with MPSAs

Guiding Principles of the Grant Program:

- **Fairness & Equity:** Inclusive of all policing models in Alberta
- **Cost Consistency:** Based on negotiated DEMS pricing in Alberta’s Axon Canada contract
- **Compliance Support:** Assists in meeting provincial BWC standards

Grant Funding Formula

Police Service Type	Grant Funding Formula
Municipal and First Nations police services	(Authorized Strength, as of 2025) × (Alberta’s Cost per DEMS License) × (BWC Utilization Adjustment)
Municipalities with an RCMP MPSA	(Authorized Strength, as of 2025) × (Alberta’s Cost per DEMS License) × (BWC Utilization Adjustment) × (*Federal Cost Share Adjustment)

**The formula ensures equitable per-officer funding while accounting for federal cost-sharing benefits (30% or 10%) received by RCMP-contracted municipalities.*



Frequently Asked Questions (FAQs)

Why mandate BWCs for municipal and First Nations police services?

- To enhance public safety, improve accountability and trust, strengthen evidence collection, and streamline complaint resolution processes.

Why is there a different funding formula for municipalities with their own police service compared to those municipalities who contract their policing via the RCMP?

- Municipalities with their own police services do not receive federal cost-sharing like RCMP-contracted municipalities and are responsible for paying for 100% of their BWC costs. The funding formula adjusts for this to ensure fairness.

What are the DEMS grant criteria?

- To receive the maximum amount of grant funding available, municipalities with their own police service, First Nations police services and those municipalities contracting the RCMP must submit information to the Director of Law Enforcement (DLE) which includes the following:

Municipalities with their own police service and First Nations police services	Municipalities who contract their policing via the RCMP
A plan outlining how the police service intends to meet the updated Alberta Provincial Policing Standards with the goal of ensuring some or all frontline officers are utilizing BWCs in 2025-26, <u>or</u> provide an outline of how they are currently meeting provincial policing standards for BWCs.	Municipalities that contract for the RCMP will be required to provide the DLE information on their RCMP MPSA BWC utilization rate planned or achieved for 2025-26, 2026-27, and 2027-28.

- **Note:** Grant funding covers **DEMS costs only**. It cannot be used for BWC hardware or FTE staffing.

Why is there funding support for DEMS costs but not for BWC or FTE costs?

- Under the *Police Act*, urban municipalities (pop. > 5,000) are responsible for funding their local policing, including BWC hardware and personnel. However, the Minister of Public Safety and Emergency Services committed to supporting the establishment of a province-wide DEMS solution in partnership with the Alberta Association of Chiefs of Police.
- The BWC DEMS grant program provides municipalities and First Nations police service with three years of funding to assist in offsetting some costs associated with their police services implement a BWC DEMS solution.

How does my municipality or First Nation police service get access to the grant funding?

- Your municipality or First Nation police can contact the Ministry of Public Safety and Emergency Services via Douglas Morgan, Executive Director of Innovation and Program Development at douglas.morgan@gov.ab.ca.



Policy: Commission Structure	
Authorized by: LPC	Policy Source: Policy and Governance Committee
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1. Selection and Appointment of Commission Members

- 1.1. In the selection and appointment of Commission members, Council and the Police Commission adheres to the Police Act. Applicable portions of information are also taken from City of Lethbridge Lethbridge Police Commission Bylaw.
- 1.2. The Lethbridge Police Commission is a board appointed by Council. There are up to seven designated citizen members-at-large and two elected officials of Council, and potentially three Government of Alberta appointees.
- 1.3. All those appointed to the Commission shall take the oath set out in Schedule 1 of the Police Act and undergo a security clearance/background check.
- 1.4. Council-appointed Members will be appointed for up to a three (3) year term, with potential for reappointment for an additional three (3) years.
- 1.5. Council-appointed commission members at-large shall be disqualified from their position if the member is:
 - 1.5.1. Removed by Council for cause, or for any of the reasons outlined below;
 - 1.5.2. Hired in any capacity with the Police Service, the RCMP, any Province of Alberta Police Service or other position that could be considered to be in conflict with the oversight role of Commission membership;
 - 1.5.3. No longer residing within in the City limits;
 - 1.5.4. Convicted of an offence under the *Criminal Code of Canada*;
 - 1.5.5. Absent from three (3) regular consecutive Commission meetings without authorization by Commission motion;
 - 1.5.6. In contravention of the Alberta Police legislation;
 - 1.5.7. Is in conflict of interest, whether real or perceived, as outlined in the LPC policy manual;
 - 1.5.8. Known to have displayed harassment/abuse towards other Commissioners, LPS staff, or LPC staff;



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- 1.5.9. Consistently failing to abide by LPC policies/procedures as outlined in the LPC policy manual currently or as amended.
- 1.5.10. Persistently negligent in completing assigned duties or persistently is not prepared for meetings
- 1.5.11. Displays harassment/abuse toward other commissioners, City staff, LPS staff or LPC staff

1.6. When a vacancy occurs, Council may appoint a successor.

1.7. Membership may be revoked by Council for just cause.

1.8. The Commission will appoint a Public Complaint Director (PCD) as required by the Police Act.

2. Commission Responsibilities

2.1. Under the Police Act, the Commission oversees the Police Service, including the following responsibilities:

- 2.1.1. In consultation with the Chief of Police, producing an estimated budget and yearly plan, specifying the level of Police service and programs to be provided and submitted to Council;
- 2.1.2. Allocating the funds provided by Council;
- 2.1.3. Establishing policies providing for efficient and effective policing;
- 2.1.4. Issuing instructions, as necessary, to the Chief of Police in respect to policies.
- 2.1.5. Ensuring that the Police Service employs sufficient persons for the purposes of carrying out the functions of the Police Service;
- 2.1.6. In consultation with the Chief of Police, establishing the priorities for Policing and participating in strategic planning for Police service to the City at a high-level.
- 2.1.7. Appointing the Chief of Police using the approved Procedural guidelines for hiring; initial appointment subject to the ratification of Council;
- 2.1.8. Appointing a Public Complaint Director;



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2.1.9. Considering appeals of the Chief's decision in complaints against the Police Service or Police service policy;

2.1.10. Reviewing complaints against the Chief of Police;

2.1.11. Developing a comprehensive review process to evaluate the performance of the Chief of Police and review established goals. Ensure the review is administered and finalized on an annual basis.

3. Legal Liability:

3.1. As outlined in the Police Act, Council is liable for any legal liability incurred by the Police Commission

4. Committees:

4.1. The Commission may establish standing or ad hoc Committees as required.

4.1.1. Standing or ad hoc committees will examine and report on issues that fall under the authority and responsibility of the Commission.

4.1.2. The Committee shall appoint its Chair and recommend Committee Terms of Reference for ratification by the Commission.

4.1.3. Any Commission member may attend a committee meeting as an observer.

4.1.4. The Commission may appoint subject matter experts from the public or Commission staff to assist in committee business as non-voting members.

4.1.5. The committee must provide copies of its agenda and minutes of its meeting for record retention; alternatively, if the committee is not recording its minutes, it may provide a report instead.

4.1.6. The committee should provide options and recommendations for the Commission to consider.

4.1.7. Committees do not have the power to make decisions on behalf of Commission, but only make recommendations to the Commission. Committees may not speak or act for the Commission unless it has formally been given authority. Authority should only be for a specific or time-limited purpose.

4.1.8. The committee shall report regularly to the Commission, the schedule to be



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4.1.9. determined by the Commission.

4.1.10. The Commission may delegate tasks and projects to Committees;

4.1.11. The Chair or Acting Chair of the Commission shall recommend Committee appointments at the last meeting of the year or first meeting of the following year.

4.2. The standing committees of the Commission shall be:

4.2.1. Finance Committee

4.2.2. Human Resources Committee

4.2.3. Policy and Governance Committee

4.3. Temporary Committee Reassignments

4.3.1. Notwithstanding any other provisions in this Policy Manual, the Lethbridge Police Commission may, by resolution, temporarily designate a standing committee as a subcommittee of another standing committee. When such a reassignment is approved, references to the parent committee shall be deemed to include the delegated subcommittee and vice versa, unless otherwise specified. This authority may be exercised to promote continuity, improve oversight efficiency, or better align committee mandates, and is subject to periodic review by the Commission. Such a reassignment does not require amendments to existing Terms of Reference, as the combined committees shall be understood to hold the full scope of responsibilities outlined in both documents.

4.3.2. While such a combined structure is in effect, the Chair of the Police Commission shall serve as a non-voting member of all standing committees. This measure is intended to maintain fairness by ensuring that a majority of Commissioners does not exercise decision-making authority at the committee level, thereby preserving the role of the full Commission in final decision-making.

5. Policy Review:

5.1. Policies and procedures of the Police Commission should be reviewed annually. Modifications must receive Commission approval.

6. Orientation of New Members



It is imperative that all Commission Members receive orientation regarding their roles and responsibilities as Police Commissioners. The Commission Chair and staff will arrange for swearing in and an orientation session for new member, as soon as practicable after their respective appointment to the Commission.

6.1. Upon appointment, the Chair will ensure the appointees receive an orientation package including background information, a letter of welcome, a confidentiality form to sign, a conflict of interest summary, and relevant information that may be required by Commissioners;

6.2. Orientation handbook will include relevant legislation, policy, advice and information that includes:

6.2.1. *The Police Act and Police Service Regulation;*

6.2.2. Police Commission Bylaw;

6.2.3. The Police Commission Policy and Procedure Manual;

6.2.4. *The Freedom of Information and Protection of Privacy Act;*

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6.2.5. Alberta Policing Oversight Standards Manual.

6.2.6. Attendance at events;

6.2.7. Commission budget and member expenses;

6.2.8. Communication among the Commission, Commission office, Commission members and Office procedures;

6.2.9. Communication strategies and policies (with the public; the media; City Council and City Administration; the Police Service; and external agencies and stakeholders);

6.2.10. Meeting procedures, schedules, and time commitment;

6.2.11. The most recent LPC report to the community, strategic plan, and annual plan;

6.2.12. The most recent Police Service Business Plan annual report, strategic



plan, annual plan, and organizational structure.

6.2.13. Training opportunities

- 6.3.** Orientation continues as necessary. Commission staff arrange for further orientation as required and Police Service observational tours and information sessions at Commissioner's convenience. All Commission Members are required to complete the online training modules provided by the Ministry of Justice and Solicitor General on an annual basis.