



LETHBRIDGE POLICE COMMISSION MEETING
AGENDA
Wednesday, January 28, 2026
Culver City Room, City Hall
4:00 p.m.

1. Meeting Called to Order
2. Election of Chair and Vice Chairs
3. Acknowledgement Statement
4. Conflict of Interest Declaration
5. Approval of Agenda
6. Consent Agenda
 - a. November 26, 2025, Regular Commission Meeting
7. Recognitions
 - i. Executive Director Elizabeth Thompson-Wensveen
 - ii. Recognition of Contributions to Executive Director Appointment –
City of Lethbridge People & Culture General Manager, Melissa Craig &
Lethbridge Police Service Finance Manager Kim Ordway
8. Inquiries from the Public
9. Presentations
 - a. Alberta Law Enforcement Response Teams – Staff Sgt. Trevor Sheppard &
Sergeant Keith Carrier (RCMP)
10. Standing Items
 - a. Lethbridge Police Service Report – Chief Mehdizadeh
 - b. Monthly Compliments – Chief Mehdizadeh
 - c. Lethbridge Police Service Crime Report – Deputy Chief Grobmeier
11. New Business
 - a. 2025 Annual Policing Plan Year End Report – Chief Mehdizadeh

- b. Appointment of Public Complaints Director
 - c. Ratification of Electronic Vote re: Executive Director Contract
 - d. Governance Structure Review: Committees vs. Committee of the Whole
 - i. 2026 Committee Appointments
 - ii. 2026 LPC Calendar Edits
 - e. Appointment of Access to Information and Privacy Coordinator
- 12. Reports
 - a. Chair Report
 - b. Executive Director Report
- 13. Closed Session
 - a. Closed with Lethbridge Police Service
 - b. Closed with Commission Only

Continuation of Open Session

- 14. Upcoming Events and Meetings
 - a. Regular Meeting of February 25, 2026
- 15. Meeting Adjournment

Process for Election of Chair and Vice Chair

1. Executive Director will call for nominations for the position of Chair
2. Nomination is made by a Committee member (self nominations allowed)
3. Seconders are not required for a nomination
4. Nominee has to agree to the nomination
5. ED will continue to call for nominations until it is clear that no other nominations are proposed
6. Motion for nominations to cease will be requested.
7. If only one nomination, person will declare to be elected as Chair by acclamation
8. If more than one nomination, voting will be by secret ballot
9. Tabulation of the voting will be done by ED and one City/LPS staff member
10. ED will announce the person elected as Chairman. The results will not be disclosed.
11. Ballots used will be destroyed
12. Meeting will be turned over to the Chair
13. Same process will be used for selection of Vice Chair(s)

Acknowledgment 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 offers respect to the Metis and all who have lived on this land and made Lethbridge their home.



LETHBRIDGE POLICE COMMISSION MEETING MINUTES

Wednesday, November 26, 2025
Council Chamber, City Hall
4:02 p.m.

In Attendance:

Commission Members:

Members Brett Carlson, Doug Thornton, Clement Esene (*arrived at 4:39 P.M.*), Hunter Heggie, Noella Piquette, Jenn Schmidt-Rempel, Jen Visser, Ryan Wolfe

Absent:

Matthew McHugh

Lethbridge Police Service Executive:

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

Other:

Finance Manager Kim Ordway, LPS Strategic Communications Manager Kristen Saturley, Commission Clerk Elizabeth Thompson-Wensveen

1. Meeting Called to Order

Chair Piquette opened the meeting of the Lethbridge Police Commission on November 26, 2025, the time being 4:02 p.m.

2. Acknowledgment Statement

Chair Piquette read the Acknowledgement Statement.

3. Approval of Agenda

Moved by Commissioner Visser, BE IT RESOLVED THAT the Lethbridge Police Commission adopt the agenda for the November 26, 2025, meeting as amended to include the following confidential item:

CARRIED

4. Consent Agenda

The minutes of the September 24, 2025, Lethbridge Police Commission Meeting were circulated for approval in the consent agenda.

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

CARRIED

5. Recognitions

The following recognitions were made:

- Commissioner Wolfe, appointment to the Police Commission
- Commissioner Schmidt-Rempel, re-appointment to the Police Commission, and election to Alberta Municipalities Board

6. Inquiries from the Public

7. Presentations

8. Standing Items

- a. Lethbridge Police Service Report – Chief Mehdizadeh
- b. Monthly Compliments - Chief Mehdizadeh
- c. LPS Crime Report - Deputy Chief Grobmeier

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

- Lethbridge Police Service Report,
- Monthly Compliments, and
- LPS Crime Report

CARRIED

9. New Business

Moved by: Commissioner Heggie, BE IT RESOLVED THAT the Lethbridge Police Commission appoint Commissioner Wolfe to the Finance Committee effective immediately, until the Commission's January 28, 2026 organizational meeting.

CARRIED

10. Closed Session

Moved by Commissioner Thornton, BE IT RESOLVED THAT the Lethbridge Police Commission enter into a closed meeting at 4:20 P.M. to discuss confidential matters as per sections 20 (Disclosure harmful to personal privacy), 23 (Disclosure harmful to law enforcement), 25 (Disclosure and complaints), 28 (Local public body confidences), 29 (Advice from officials) and 30 (Economic Interests) of the *Access to Information Act*.

CARRIED

*The Commission and Clerk attended
the entirety of the closed session meeting
LPS Executive exited the closed session at 4:44 P.M.
The Chief exited the closed session at 4:53 P.M.*

Moved by Commissioner Wolfe, BE IT RESOLVED THAT the Lethbridge Police Commission adjourn the closed meeting at 5:16 P.M.

CARRIED

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

Finance Committee Report
Chief Report
Employee Engagement Survey Update

remain confidential, pursuant to Sections 21 (harmful to individual or public safety), 28 (Local Public Body Confidences), 29 (Advice from Officials) and 30 (Economic interests), of the *Access to Information Act*.

CARRIED

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

Professional Standards Report

Human Resources Committee (Policy and Governance Subcommittee) Report

Resourcing

Correspondence

remain confidential, pursuant to Sections 20 (Disclosure harmful to personal privacy), 23 (Disclosure harmful to law enforcement), 25 (Disclosure and Complaints), 28 (Local public body confidences), and 29 (Advice from officials) of the *Access to Information Act*; and

FURTHER BE IT RESOLVED THAT the Lethbridge Police Commission provide the following time limit extensions:

- Files 2024-10, 2025-026, and 2025-051 to be extended to January 28, 2026; and

FURTHER BE IT RESOLVED THAT Lethbridge Police Commission direct Administration to proceed with the confidential direction provided during the Commission Only Closed Session.

CARRIED

Moved by Commissioner Carlson, BE IT RESOLVED THAT the Lethbridge Police Commission appoint Elizabeth Thompson-Wensveen as Executive Director following the establishment of human resources /payroll support for this position; and

FURTHER BE IT RESOLVED THAT the Lethbridge Police Commission authorize Chair Piquette to serve as lead negotiator for the Executive Director's employment contract, and direct the Chair to execute the finalized contract following, and in accordance with, an electronic vote of the Commission; and

FURTHER BE IT RESOLVED THAT the Lethbridge Police Commission appoint Ms. Thompson-Wensveen and Chair Piquette as the Commission's representatives in administrative discussions related to organizational restructuring.

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 Esene, BE IT RESOLVED THAT the Lethbridge Police Commission accept the Human Resources (Policy and Governance Subcommittee) Report as information.

CARRIED

12. Upcoming Events and Meetings

The next regular meeting is scheduled for January 28, 2026.

13. Meeting Adjournment

Chair Piquette declared the meeting adjourned at 5:23 P.M.

CARRIED

Noella Piquette, Chair

Elizabeth Thompson-Wensveen, Clerk

ALERT OVERVIEW

STAFF SGT. TREVOR SHEPPARD

ALBERTA LAW ENFORCEMENT RESPONSE TEAMS

ALERT





WHAT IS ALERT?

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.



INTEGRATED TEAMS

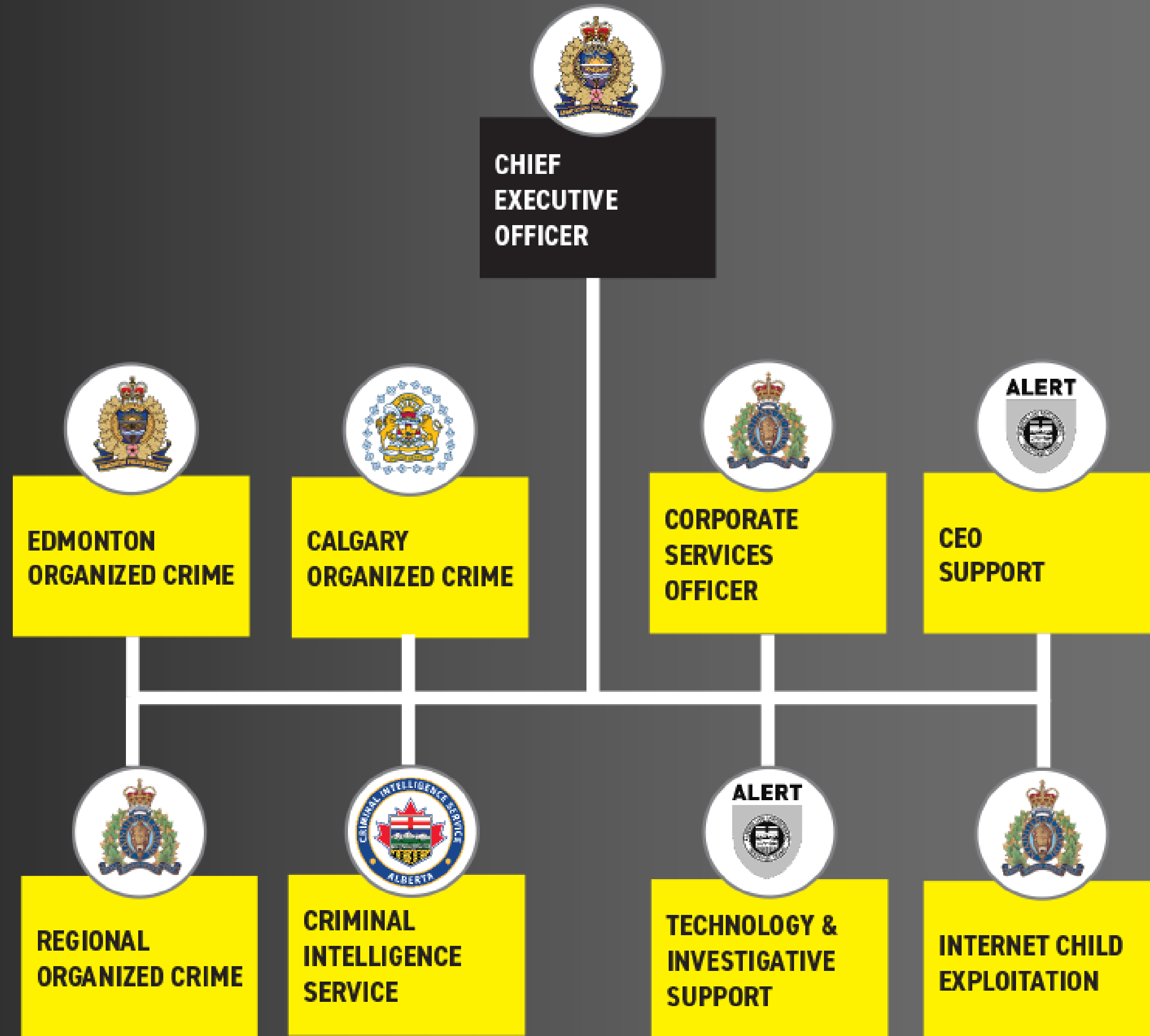
- **Organized Crime**
- **Internet Child Exploitation**
- **Human Trafficking**
- **Auto Crimes**
- **Criminal Intelligence**
- **Firearms Investigations**

POLICING PARTNERS

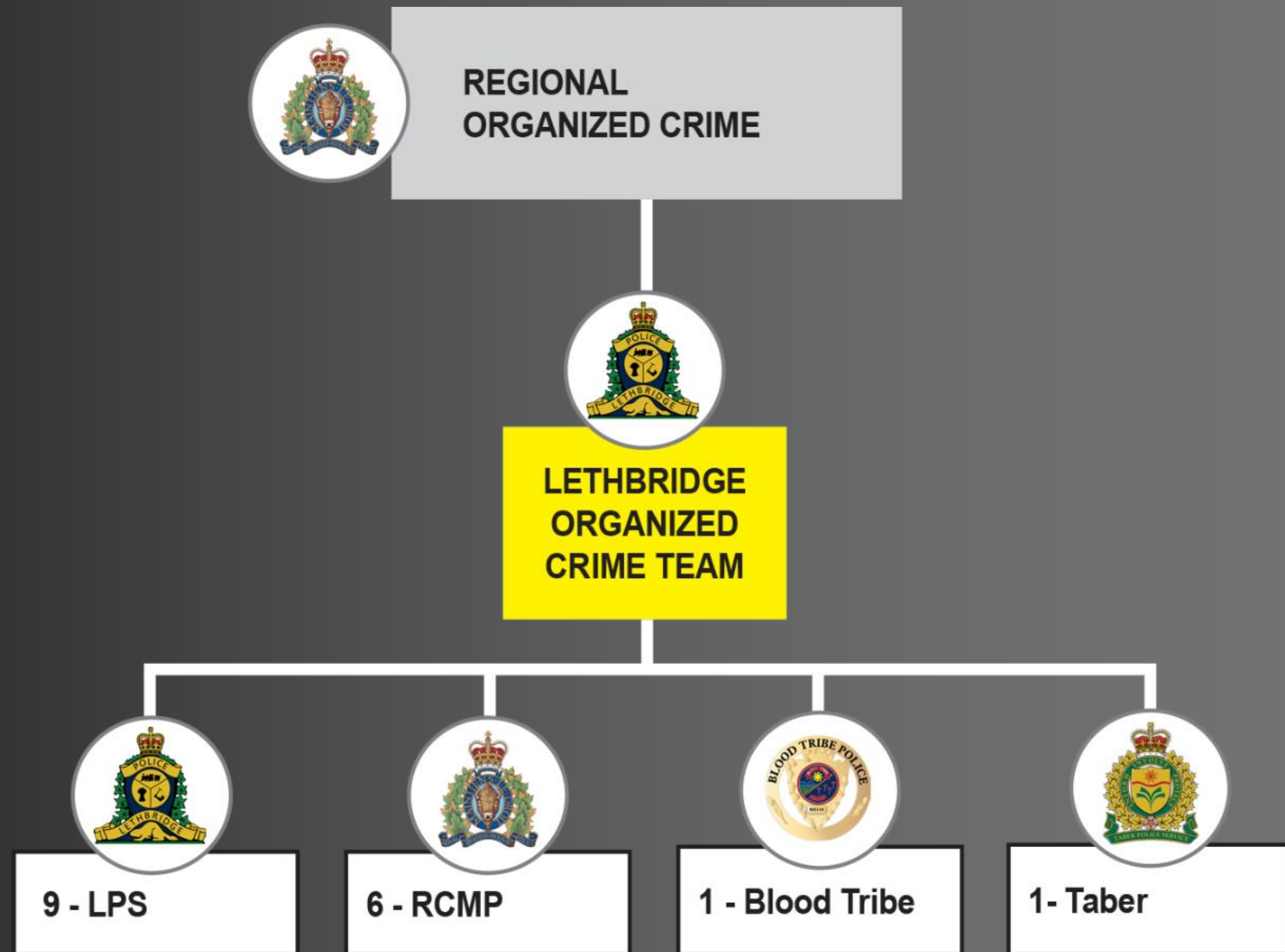


As a non-profit agency, ALERT is governed by a Board of Directors and an appointed Chief Executive Officer—a unique designation allowing ALERT to operate at arm's length from the provincial government.

ORG. STRUCTURE



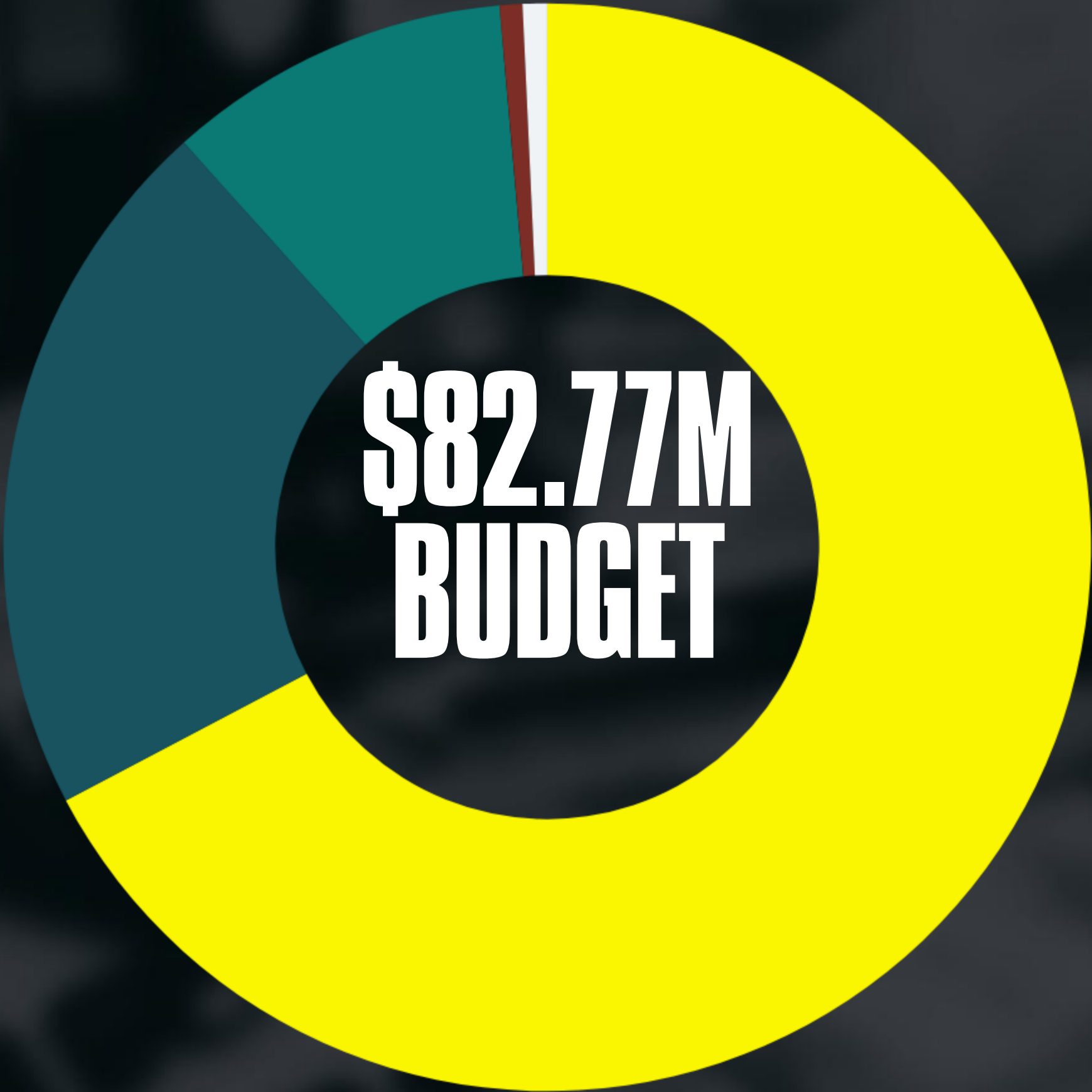
ORGANIZED CRIME



REVENUE SOURCES*

ALERT is a non-for profit entity that derives its primary funding from the Alberta Government via an grant funding agreement.

67%	Provincial Funding
21%	Federal Funding (RCMP)
10%	Special Grants (GGVAF)
1%	Interest
1%	Cash carry-over



* based on 2024-27 Business Plan forecasts

POSITION SUMMARY*

ALERT's budget funds 413 positions. Primarily, these positions are members seconded to ALERT from our partner agencies, where they maintain rank and ownership.

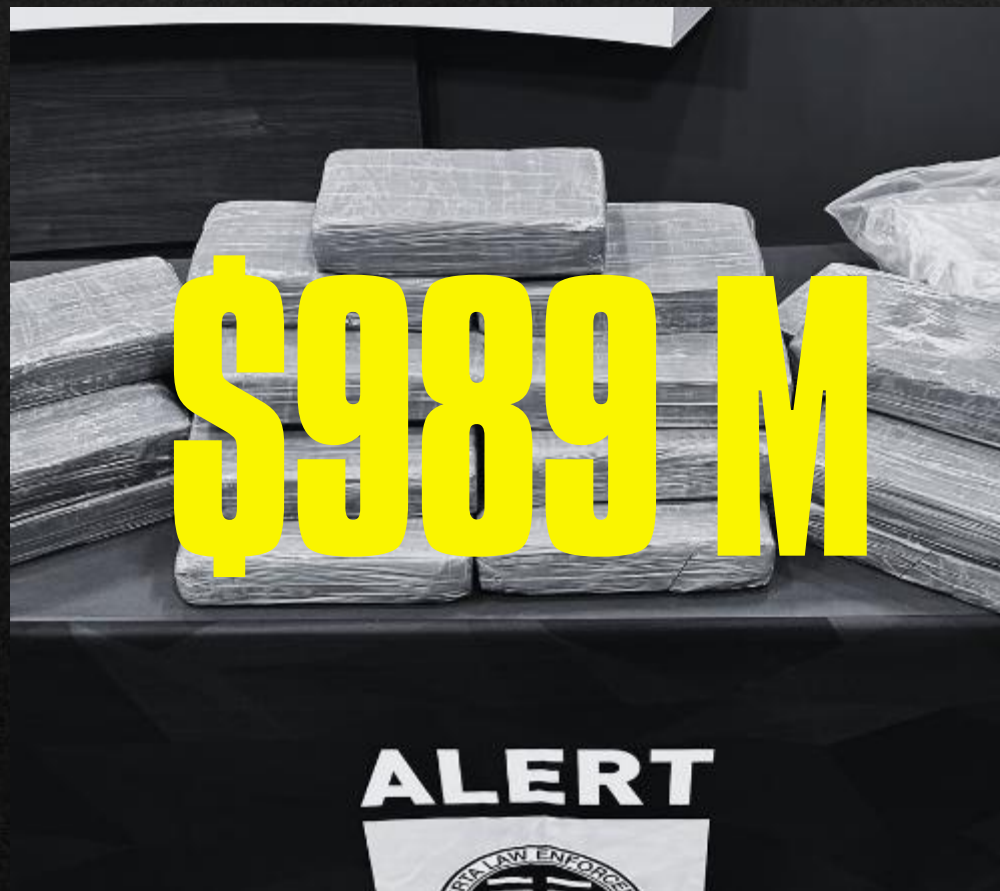
In addition, ALERT is supplemented by 48 contributed positions, which are paid for by the partner agencies.

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 Corporare	48

** based on 2024-27 Business Plan forecasts*

ACCOMPLISHMENTS

Since ALERT was formed in 2006, teams from across the province have achieved:



\$989 M

Street value of harmful drugs taken out of circulation



2,000 +

Firearms taken out of the hands of drug dealers and off the streets



13,500 +

Gang members, drug dealers, child sex predators, human traffickers charged



Project Leadline uncovers drug network, money laundering (JUN 2025)

Following a lengthy organized crime investigation in southwest Alberta, ALERT has arrested nine suspects, seized large amounts of cocaine, and has restrained more than \$2.5 million in assets linked to drug trafficking.



RECENT HEADLINES

01



Operation Lantern (OCT 2025) - Seven street-level drug dealers were arrested following a search warrant execution at a problem home in West Lethbridge. The home, located along Laval Road, has recently been the subject of numerous public complaints about suspected drug activity.

02



Operation Lineage (NOV 2025) - A short term drug trafficking operation was concluded which resulted in the arrest of two street level drug traffickers. Two homes were searched and 40 grams of coaine, 145 MDMA tablets, and \$14,000 CDN currency was seized.

03



ICE Arrest (JAN 2025) - A junior girls football coach in Lethbridge has been charged with multiple child sexual exploitation offences, which includes the allegation that he used artificial intelligence to make child pornography.

04



Operation Ladd (JAN 2025) - A 3d-printed Glock-style handgun was seized during the arrest of a suspected Lethbridge drug dealer. ALERT also seized 163 grams of cocaine, 220 opioid pills, \$8,600 cash, and over-capacity magazine with ammunition.

FIND OUT MORE:

ALERT-AB.CA

ALERT



Monthly Compliments November 2025



Citizen / External (5)

Cst. Althouse

The principal of St. Patrick Fine Arts School sent an email to say thank you to Cst. Althouse for taking some time during his regular patrol to introduce himself to the school community during a wellness fair and make connections with students. His visit was a welcome addition to the school's connection to positive attitudes about policing and keeping kids safe.

Cst. K Easter

A member of the public wanted to thank Cst. K Easter for assisting their family in a tough situation, writing "*she is a credit to the service*".

LPS member

A member of the public wanted to thank the LPS officer who had contacted the Sandman Hotel regarding their vehicle door being left wide open in the parking lot and staying on-scene until the owner could attend to secure their vehicle.

Cst. Rilkoff

VSU passed along a message from a member of the public expressing her gratitude to Cst. Rilkoff for his assistance to them during a recent domestic violence situation.

A Team

A very thankful member of the public recently brought chocolates and a thank you card to LPS expressing gratitude for A-team's efforts and enforcement action to mitigate a very difficult neighbour dispute that escalated to a criminal threshold.

Internal (2)

Cst. Payant, Cst. Lindsell

Cst. Payant and Cst. Lindsell had been on patrol and observed a member of the public attempting to assist a person who appeared to be overdosing. These officers took control of the situation and Cst. Payant provided chest compressions for 10 minutes and Cst. Lindsell administered Narcan until EMS arrived. The actions of these officers likely saved the life of the individual who began to recover as EMS arrived on-scene.

Cst. J Running, C-Team

Members of C-Team were dispatched to a domestic violence/mental health call where the caller was trapped in the bathroom and the SJ, armed with a kitchen knife, was in the living room. Under the direction of Cst. J Running, members entered the suite and safely extracted the caller from the bathroom and then held containment at the apartment main door where Cst. J Running spent approximately 45 minutes negotiating the surrender of the armed SJ. Cst. J Running showed professionalism and calmness as he spent the time talking the suspect to a successful resolution where the SJ dropped the weapon and was safely arrested under the Mental Health Act. Cst. J Running's actions and ability to convince the subject to relinquish his weapon and surrender prevented the situation from escalating any further.

Community Partner (1)

Cst. M Smith

Trudi Mason, the Dean of the Centre for Justice and Human Services at Lethbridge Polytechnic wanted to express her appreciation to Cst. M Smith for his work over a decade as a guest speaker in the Natural Resource Compliance program, writing "*his sessions are highly interactive and encourage students to think critically about discretion and the factors that influence-decision making in the field. Mark is an outstanding representative of the Lethbridge Police Service, and his contributions have had a lasting impact on our students.*"

Monthly Compliments December 2025



Citizen / External (2)

Cst. McElroy

A member of the public passed along a compliment to Cst. McElroy for the excellent way he managed a recent fraud investigation.

Cst. Cullen

A parolee recently attended the front counter of LPS and wanted to pass along thanks to Cst. Cullen him for saving his life and to let Cst. Cullen know that he is doing well.

Internal (5)

Cst. Renkema

V/WSU staff member Vicky Snider recently complimented Cst. Renkema for his volunteer efforts with multiple LPS events (Trunk or Treat, Boston Pizza Cops, Pops and Pizza, Charity Check Stop etc...), writing *“He is always more than happy to participate and help when needed. His positive attitude is very much appreciated”*

Cst. Aokuso

Cst. Aokuso recently competed in a powerlifting competition in Calgary where he set a world record in the “police / fire / military” category. Incredible. He will now focus his sights to represent LPS at the next World Police and Fire Games to be held in Perth, Australia in 2027.

Katie DeGroot

LPS Crime Analyst Tammy Degenstein passed along a compliment for LPS Records Management Unit (RMU) Quality Assurance staff member Katie DeGroot, writing *“Katie is brilliant and we’re so lucky to have her. I don’t think I’ve EVER asked a “how-to-in-Niche” question that she can’t answer”*

Cst. Steacy

Cst. Steacy was recently inducted into the Alberta Sports Hall of Fame for his significant past achievements in track and field. Congratulations!

Cst. Brett

Sgt. Warner wanted to recognize Cst. Brett for his outstanding professionalism, trauma-informed approach, and the effort he put into a recent sexual assault investigation. Cst. Brett was able to identify a suspect vehicle and put significant effort into identifying the subject who posed a significant safety risk to the community given the allegations. The details provided in Cst. Brett’s report & notes were excellent. Cst. Brett noted the victim was hungry and in emotional distress and ensured the victim was supported throughout their interaction with police. Great work Cst. Brett.

Community Partner (3)

Chief Mehdizadeh

Chief Mehdizadeh recently received an outstanding service award from the Canadian Mental Health Association (CMHA) for successfully implementing a holistic, community-centric model of policing with LPS.

Cst. K Easter

LPS Operational Intelligence Unit officers passed along a compliment they had received from a member of CBSA Intelligence Unit whose family member had a recent positive interaction with Cst. K Easter at Park Place Mall. Their family member had been parked in a handicap parking stall, and after their short and humorous interaction with Cst. K Easter, expressed how much they love LPS and how Cst. K Easter’s interaction with them was a very positive PR moment.

Grace Couturier

V/WSU volunteer Grace Couturier was recently honoured for her over twenty-five years of dedicated service to the V/WSU where she has supported countless individuals and

families during some of the most difficult moments of their lives. Grace received a “2025 Stars of Alberta Volunteer Award” presented by Lieutenant Governor Salma Lakhani and Minister Tanya Fir, Minister of Arts, Culture and Status of Women at a special celebration in Calgary.

COMMISSION'S REPORT

2026-01-16



MONTHLY REPORTING TO COMMISSION

UCR CRIME DATA

JANUARY TO SEPTEMBER 2019-2025

Data Extraction as of 2026-01-16

January 2026

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

Executive Summary

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

- Total crime violations increased by 10.7%, and total Crime Severity Index (CSI) score increased by 5.2%
- Person crime violations increased by 6.2%, and person crime CSI score increased by 0.4%
- Property crime violations increased by 8.3%, and property crime CSI score increased by 1.5%

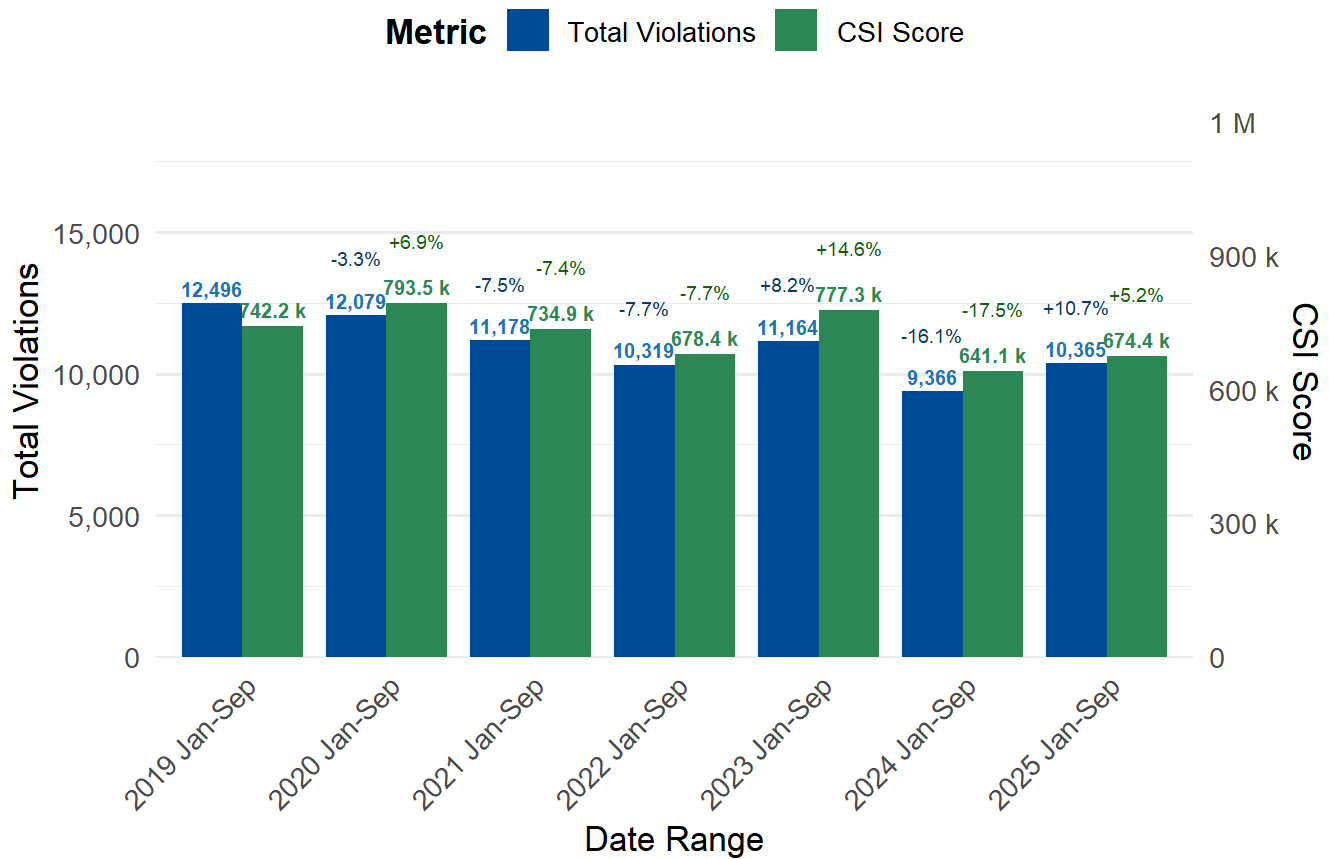
When comparing September 2025 to September 2024:

- Total crime violations decreased by -12.7% and total crime Severity Index (CSI) score decreased by -17%
- Person crime violations decreased by -9.6% and person crime CSI score decreased by -17.8%
- Property crime violations decreased by -17% and property crime CSI score decreased by -23.9%

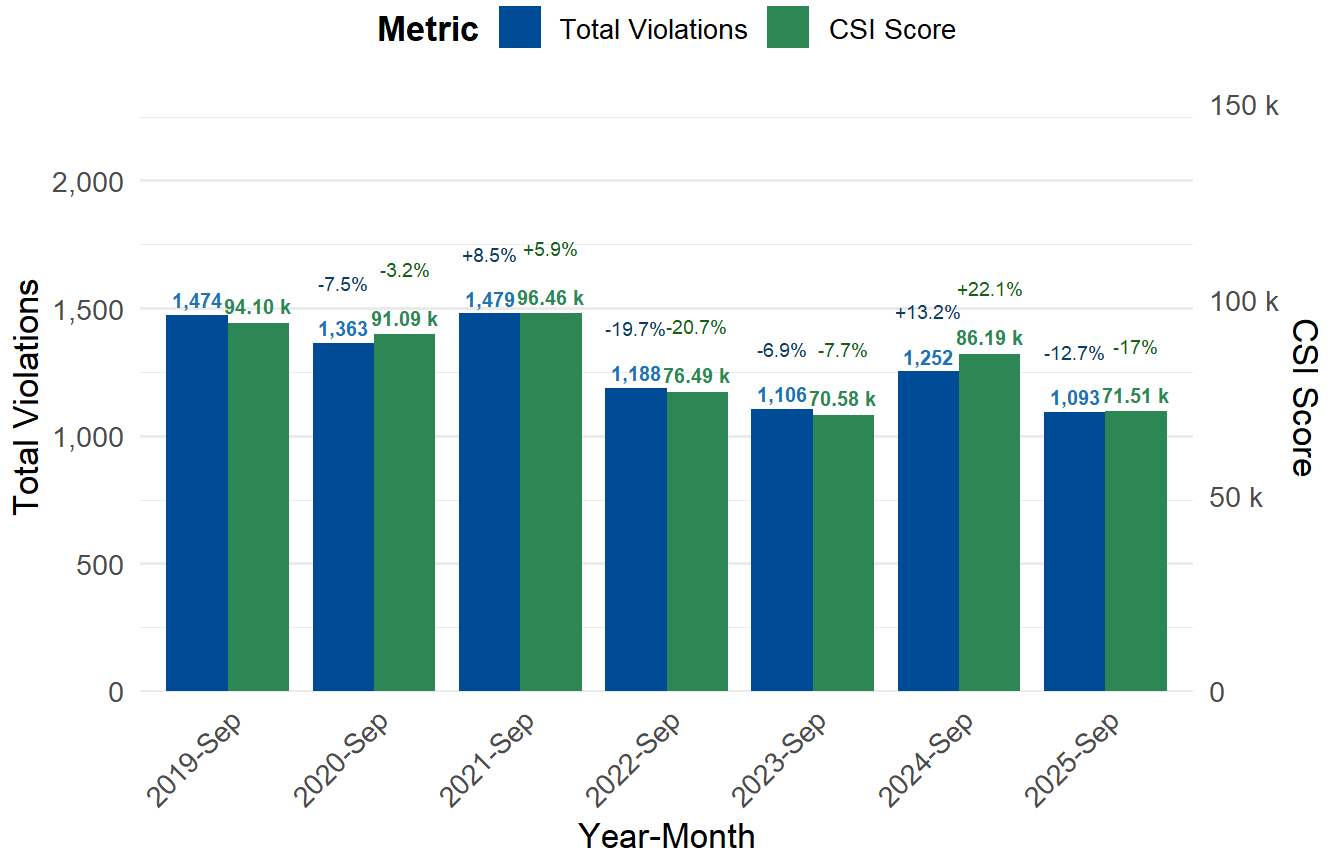
Crime by City Region: January-September 2025 compared to 2024

- Downtown Lethbridge; crime violations increased by 10.1% and CSI score increased by 5.6%
- North Lethbridge; crime violations increased by 7.5% and CSI score increased by 0.2%
- South Lethbridge; crime violations increased by 18.1% and CSI score increased by 8.8%
- West Lethbridge; crime violations increased by 1.1% and CSI score increased by 1.2%

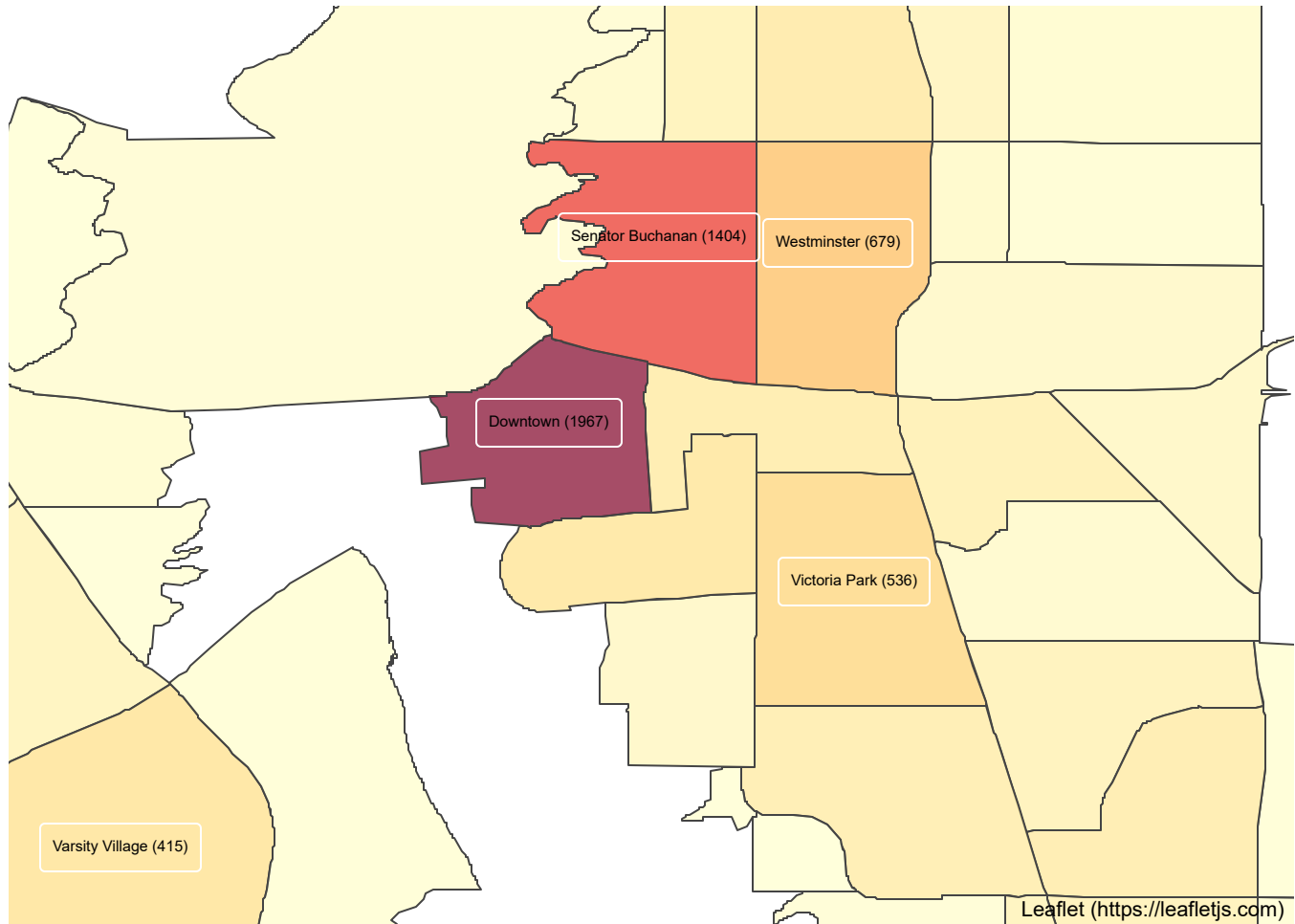
Total Crime: Violations vs CSI (Year Over Year Change)



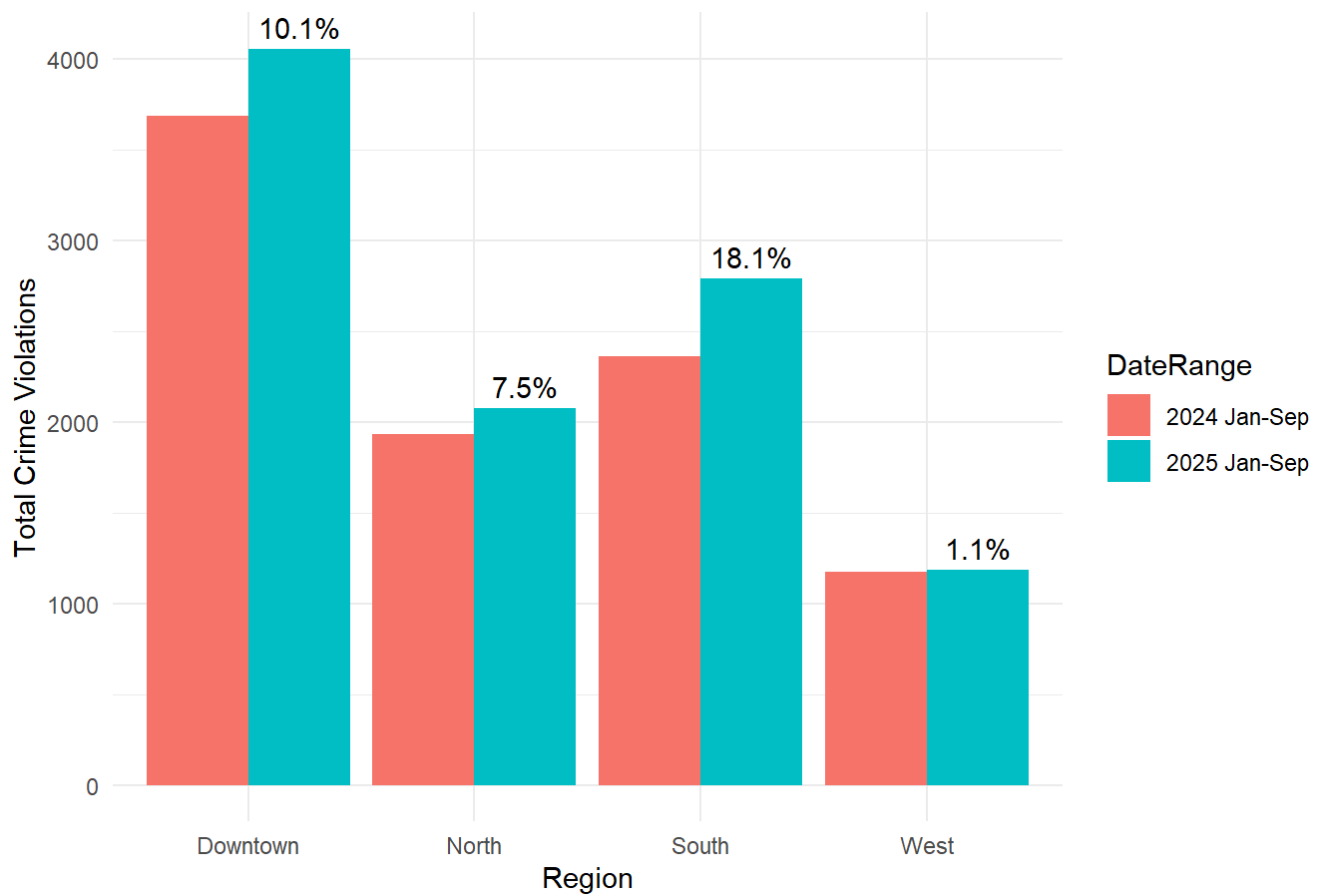
September Crime: Violations vs CSI (Year Over Year Change)



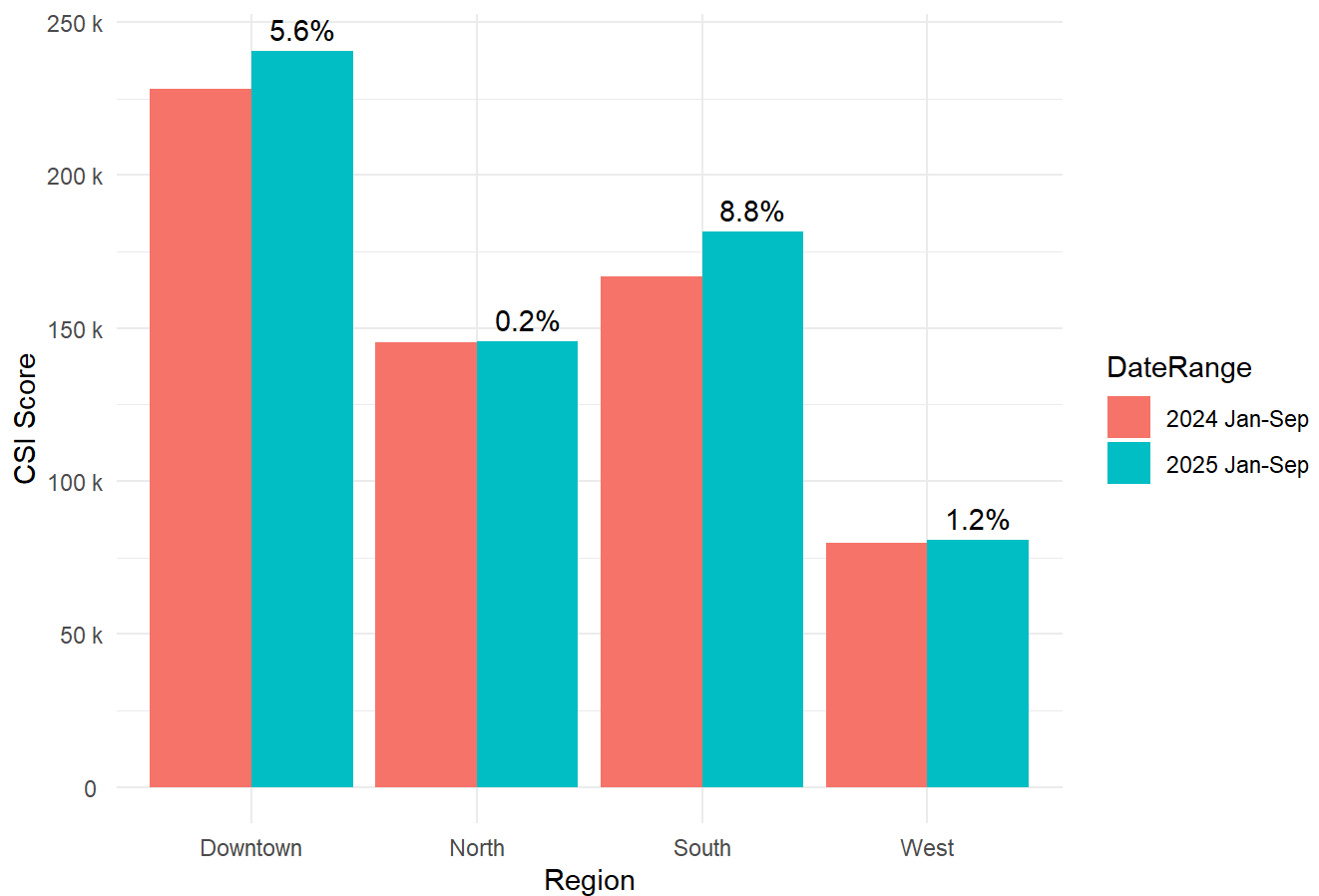
Crime Hotspots: Top Neighborhoods January to September 2025



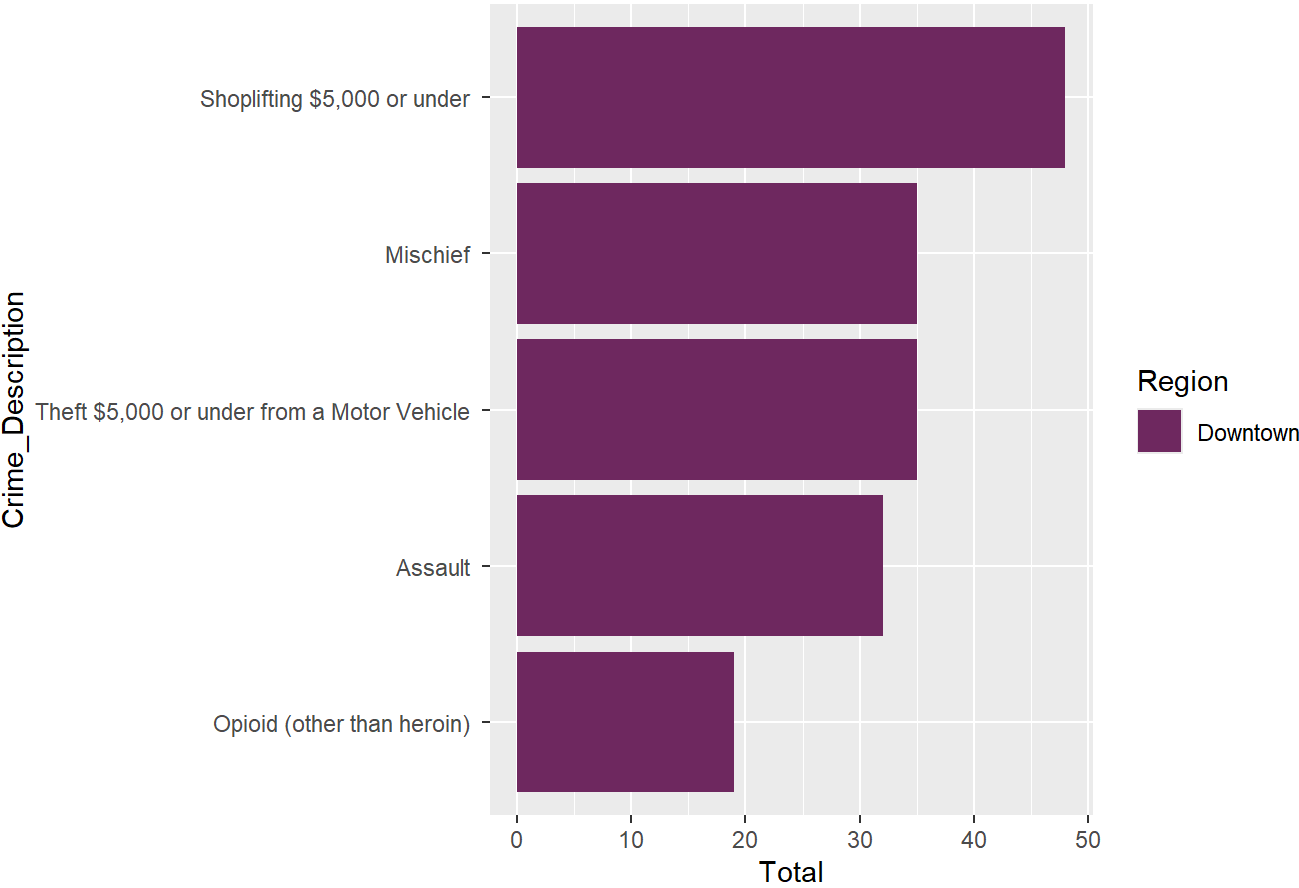
Lethbridge Regions: Crime Violations Previous Year VS Current Year



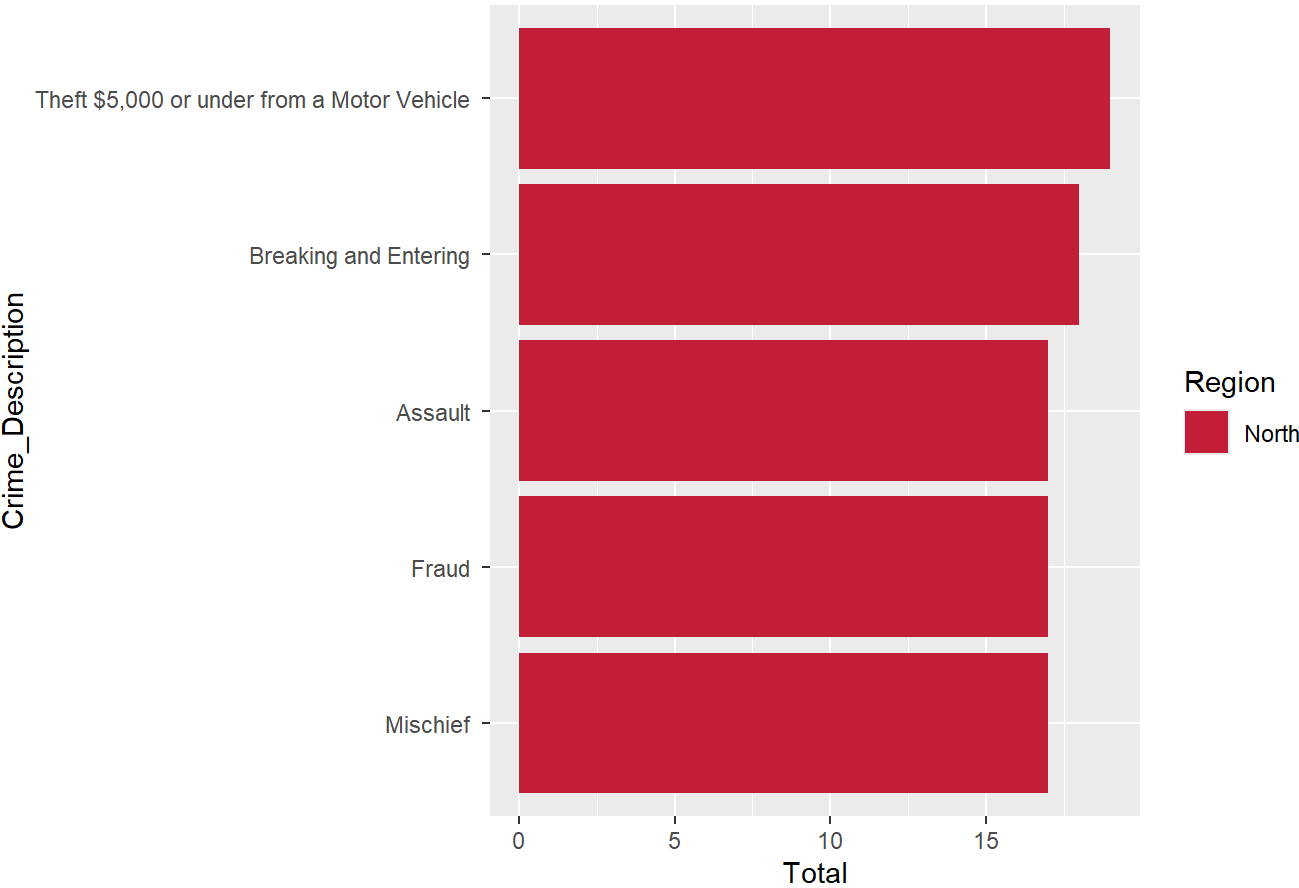
Lethbridge Regions: CSI Score Previous Year VS Current Year



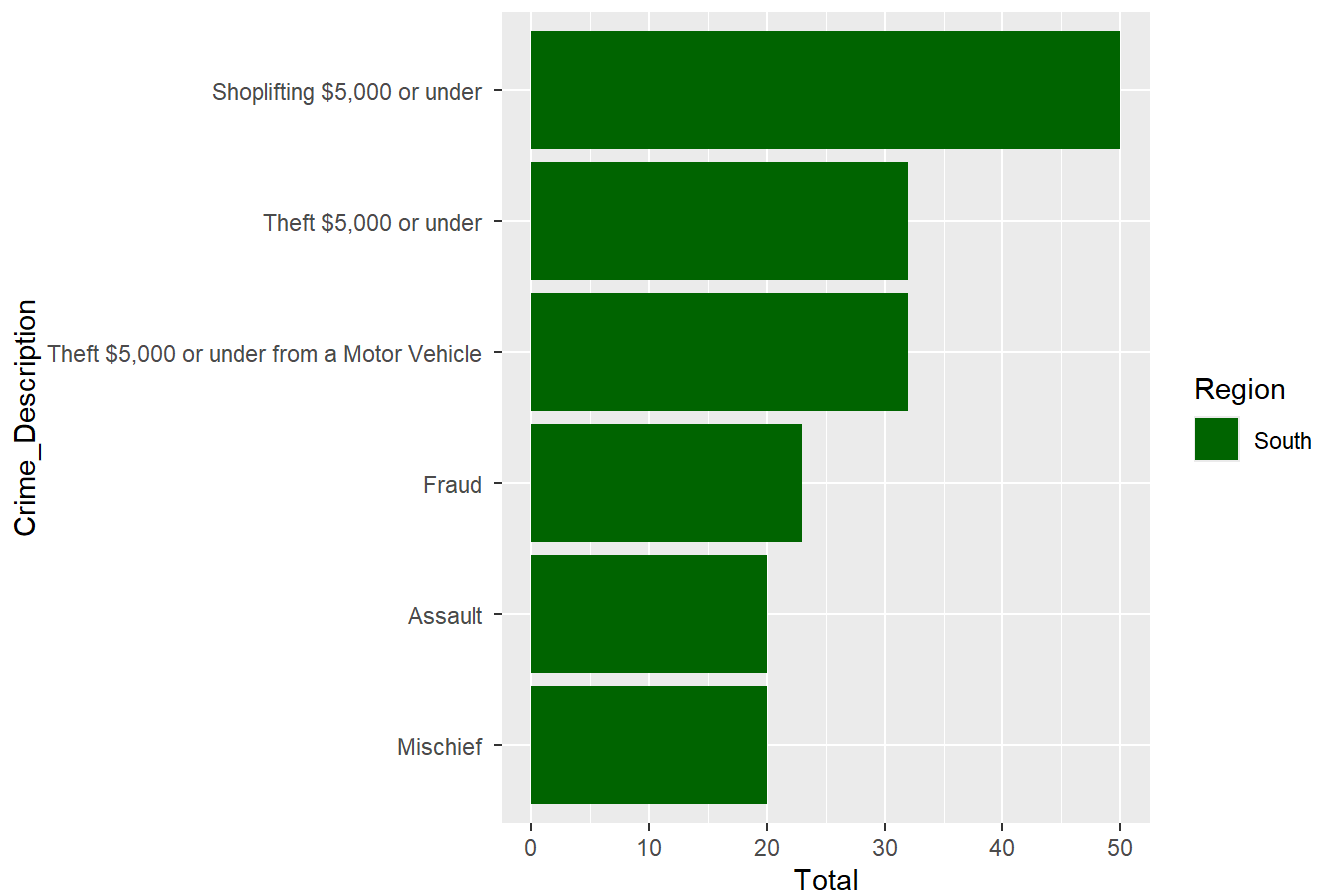
Downtown Lethbridge Top 5 Violations - September 202



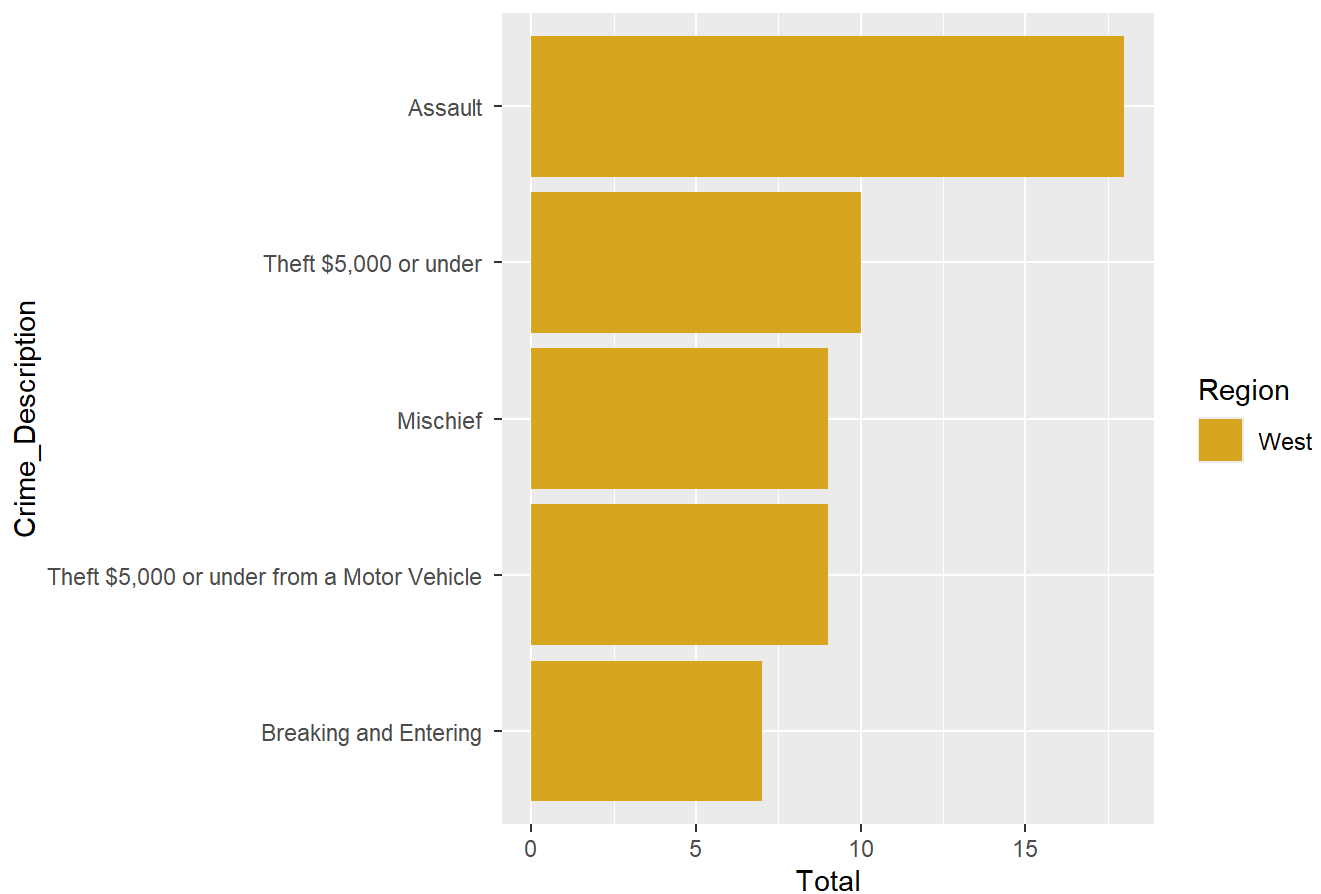
North Lethbridge Top 5 Violations - September 2025



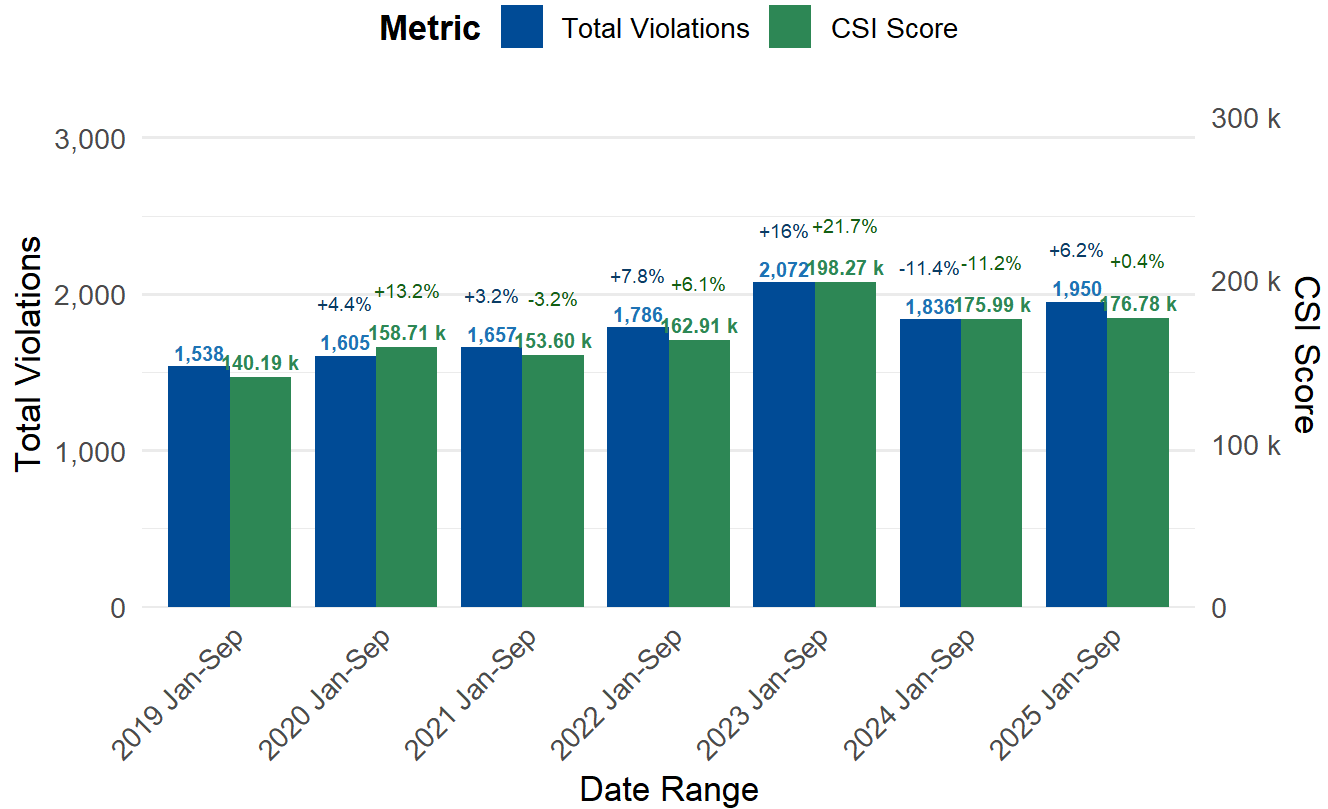
South Lethbridge Top 5 Violations - September 2025



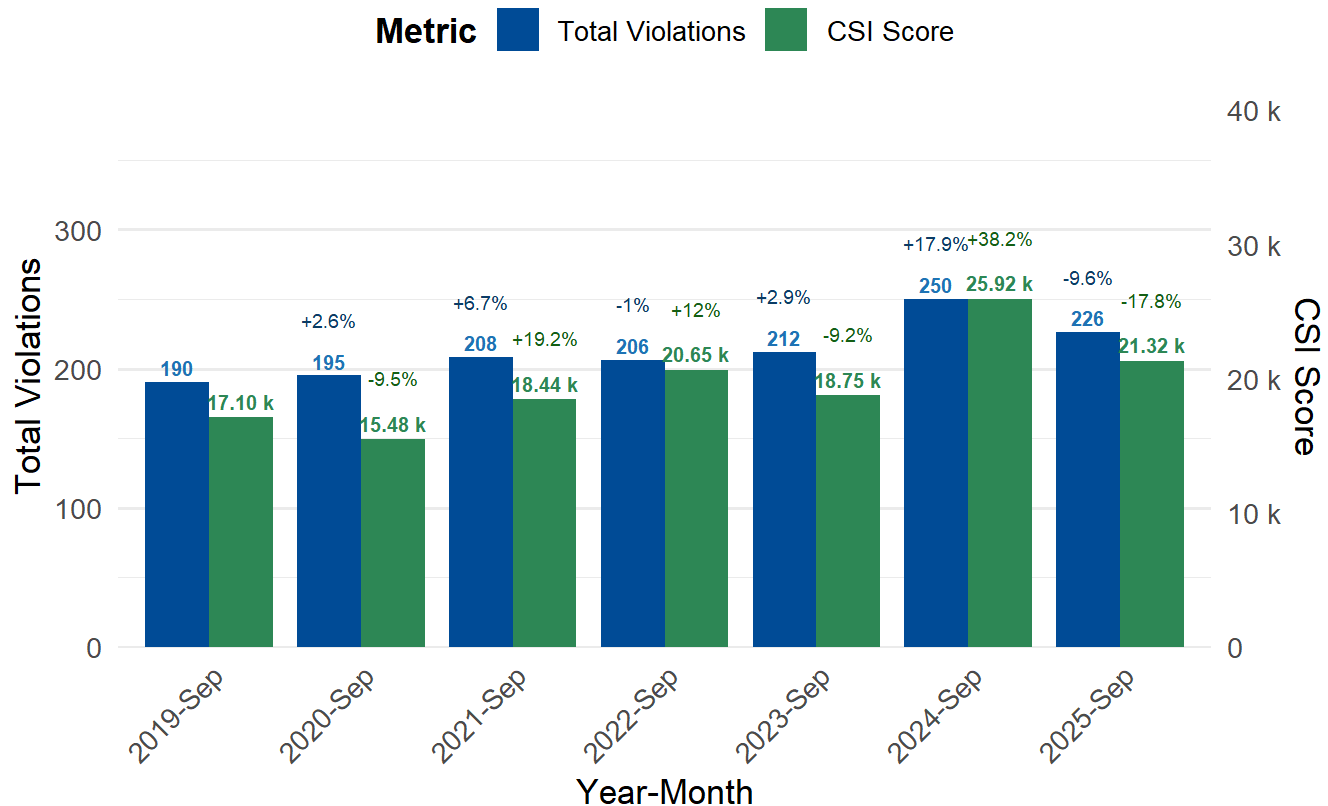
West Lethbridge Top 5 Violations - September 2025



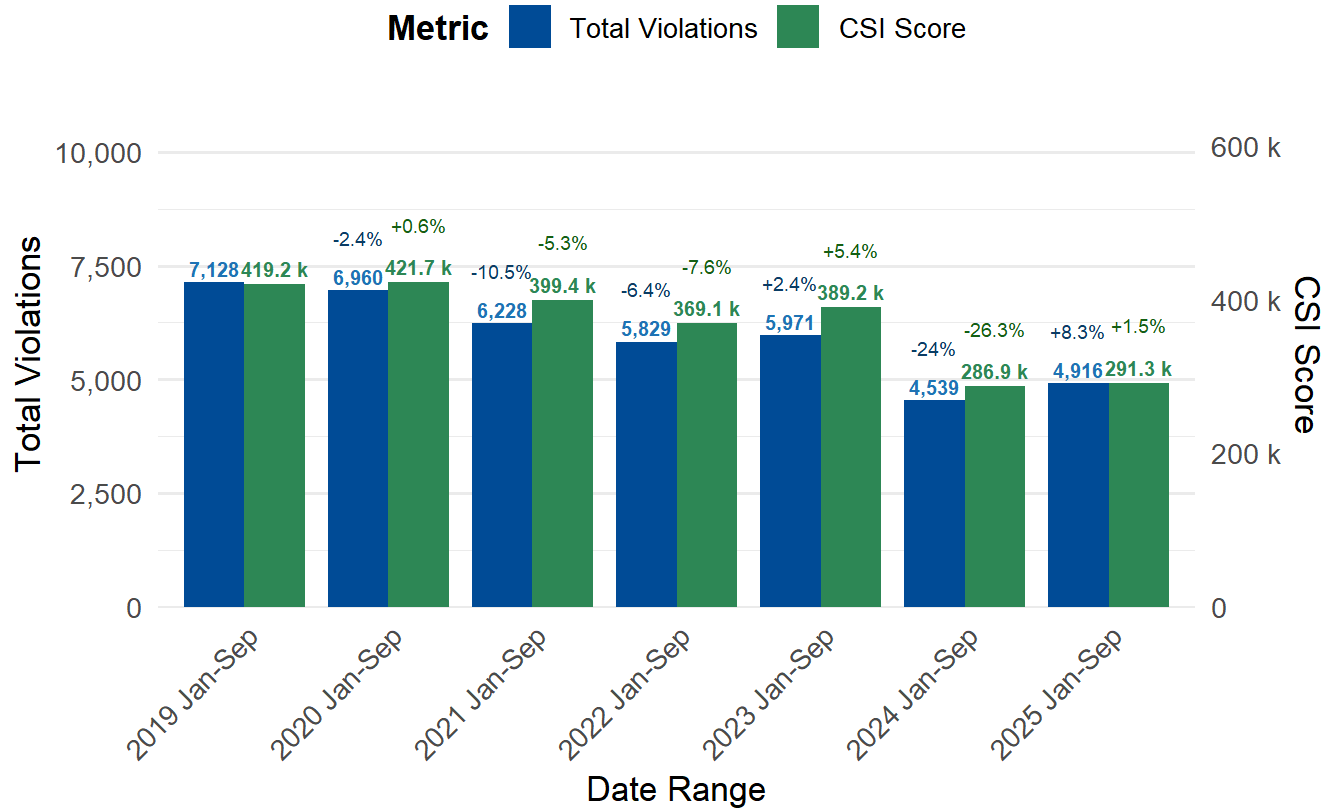
Total Person Crime: Violations vs CSI (Year Over Year Change)



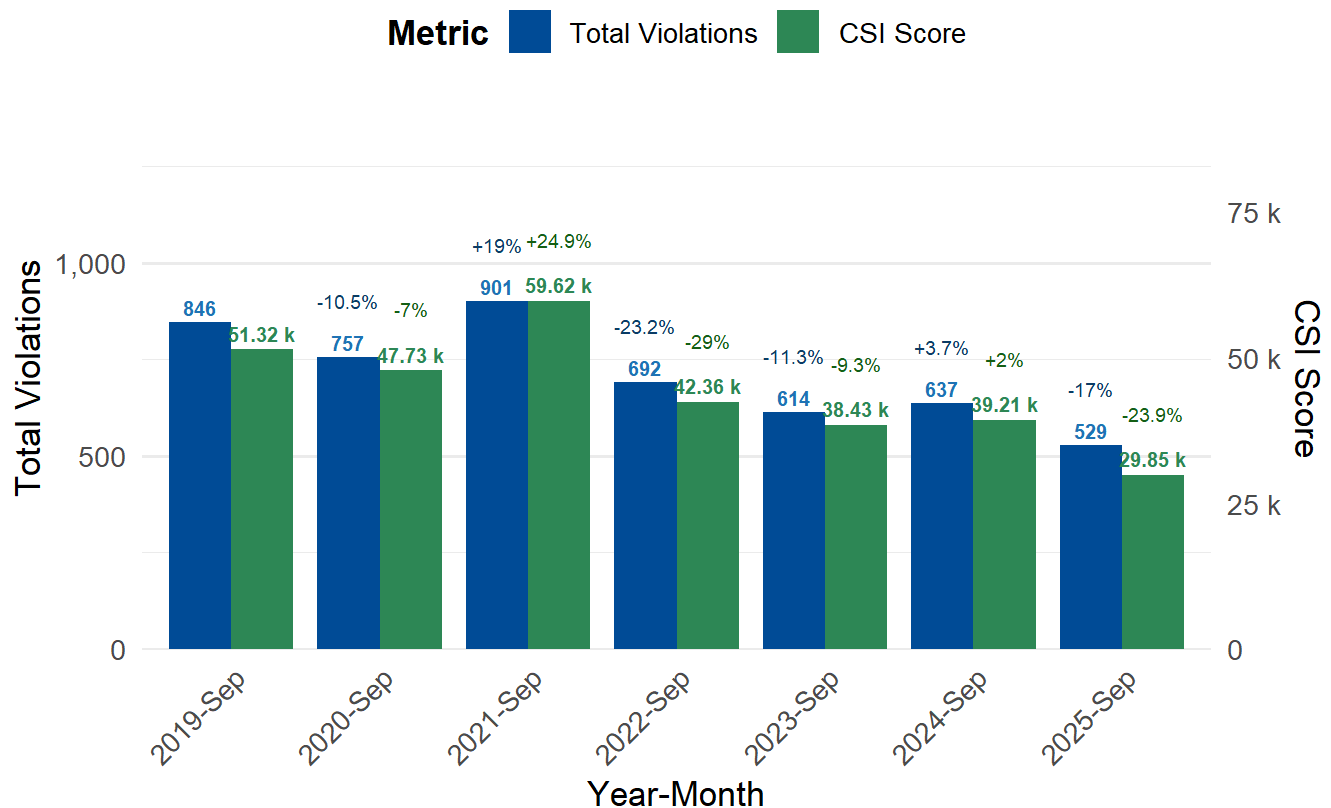
September Person Crime: Violations vs CSI (Year Over Year Change)



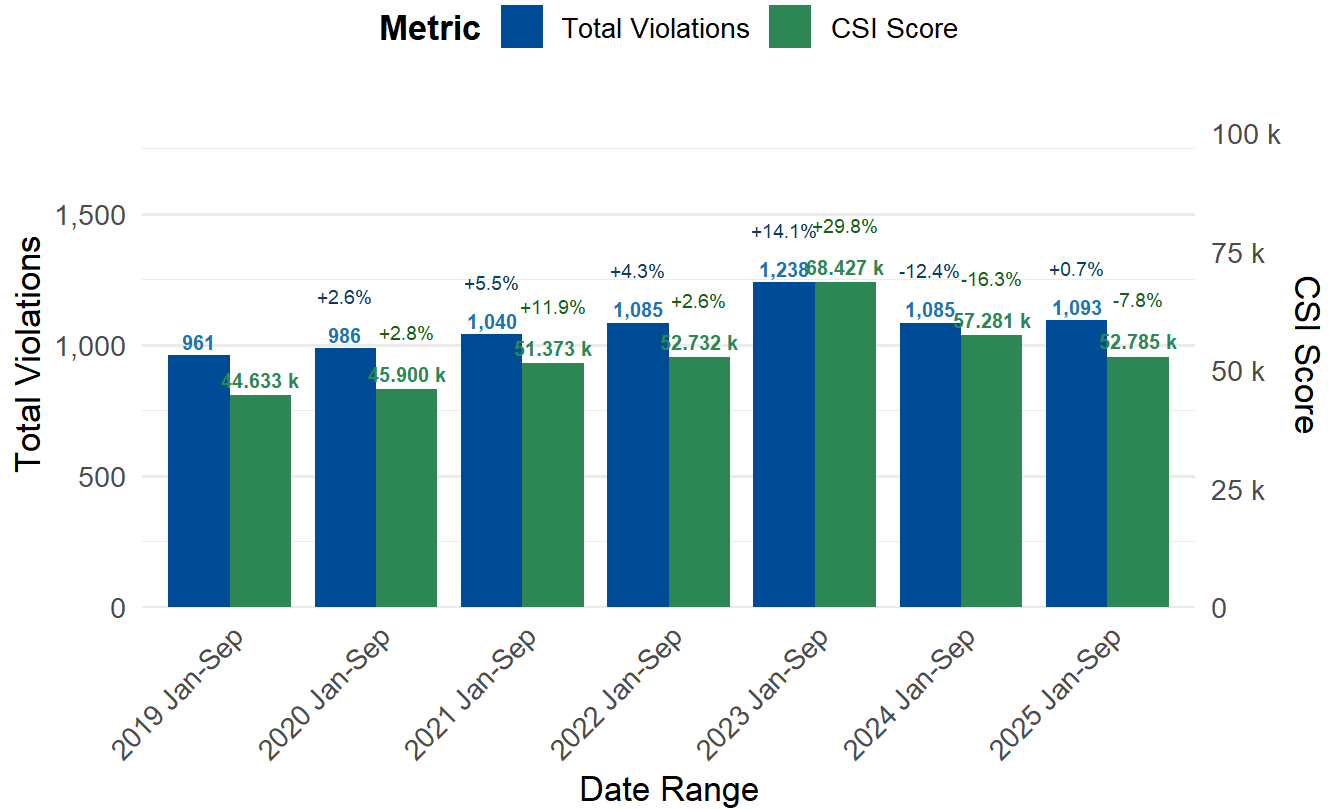
Total Property Crime: Violations vs CSI (Year Over Year Change)



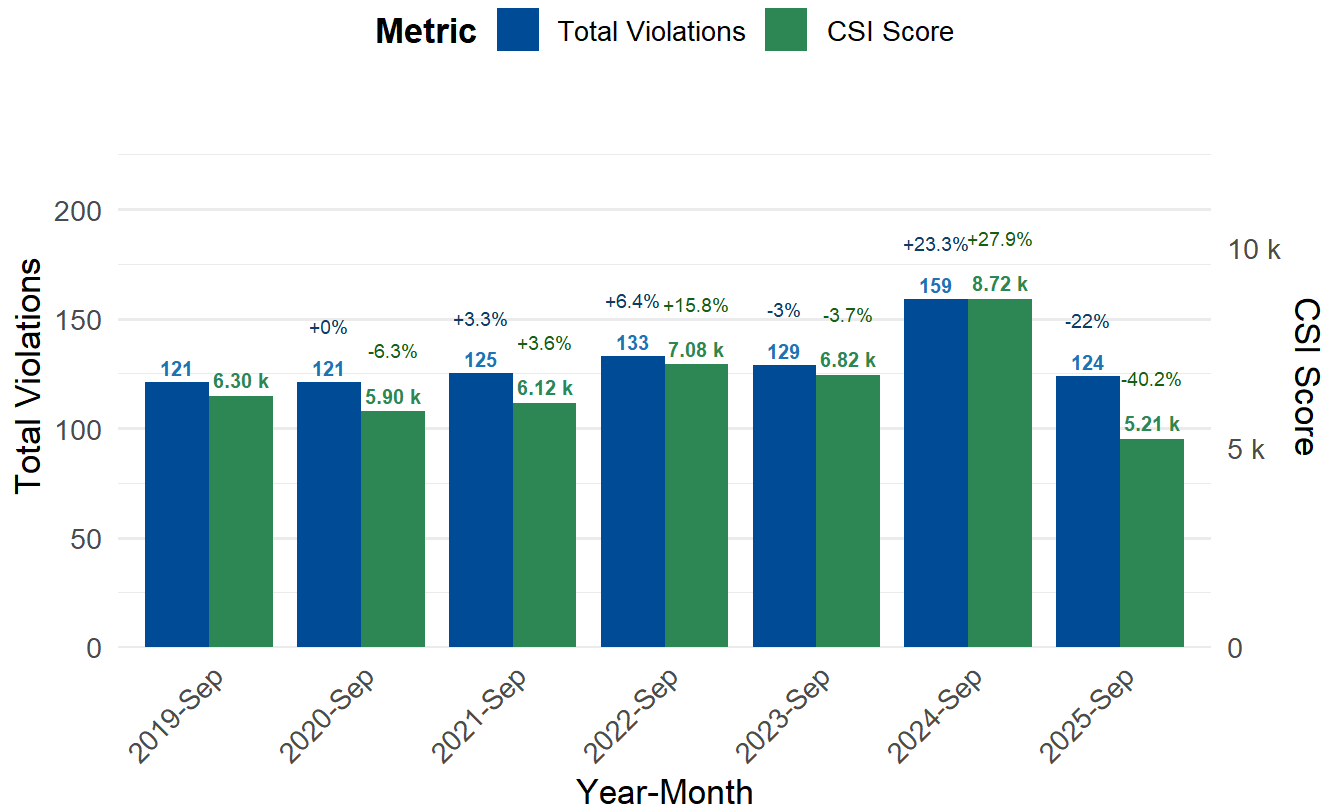
September Property Crime: Violations vs CSI (Year Over Year Change)



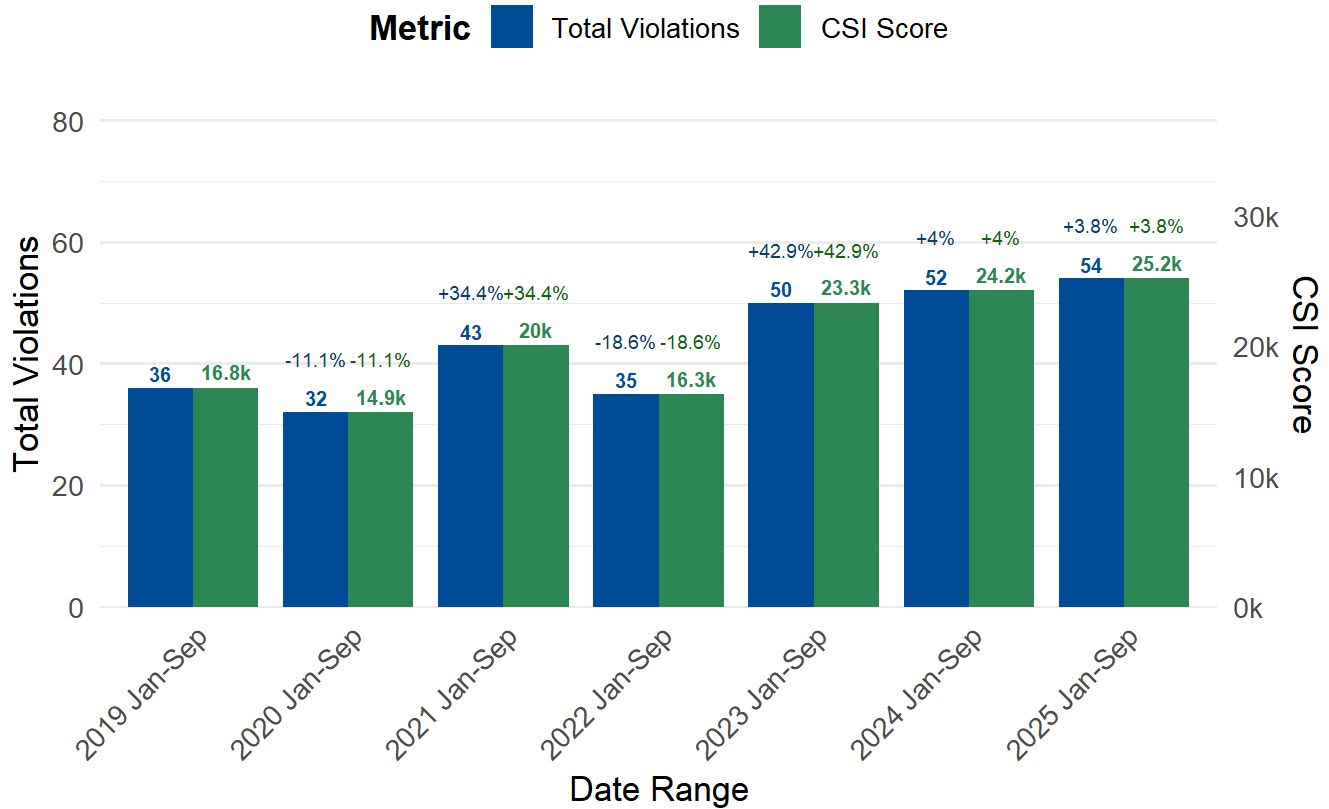
Total Assault: Violations vs CSI (Year Over Year Change)



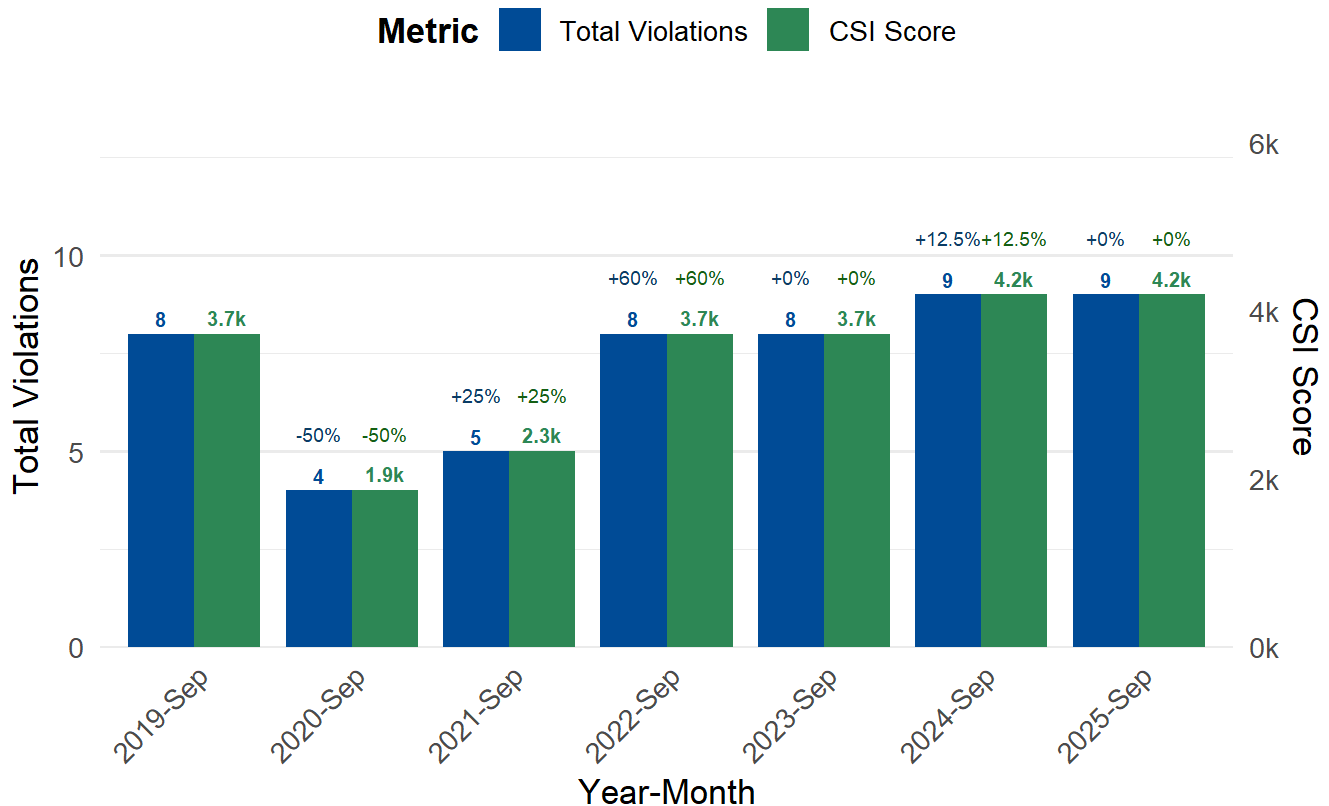
September Assault: Violations vs CSI (Year Over Year Change)



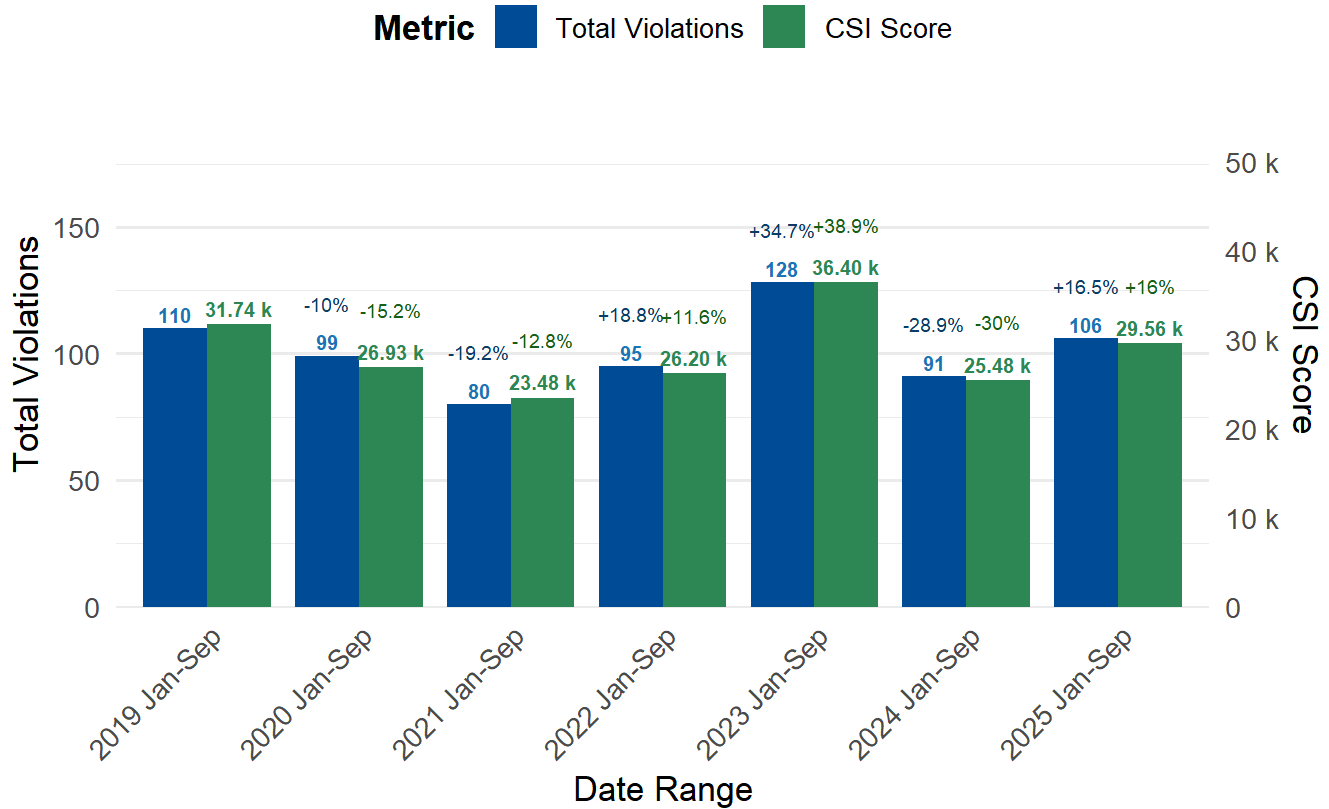
Total Robbery: Violations vs CSI (Year Over Year Change)



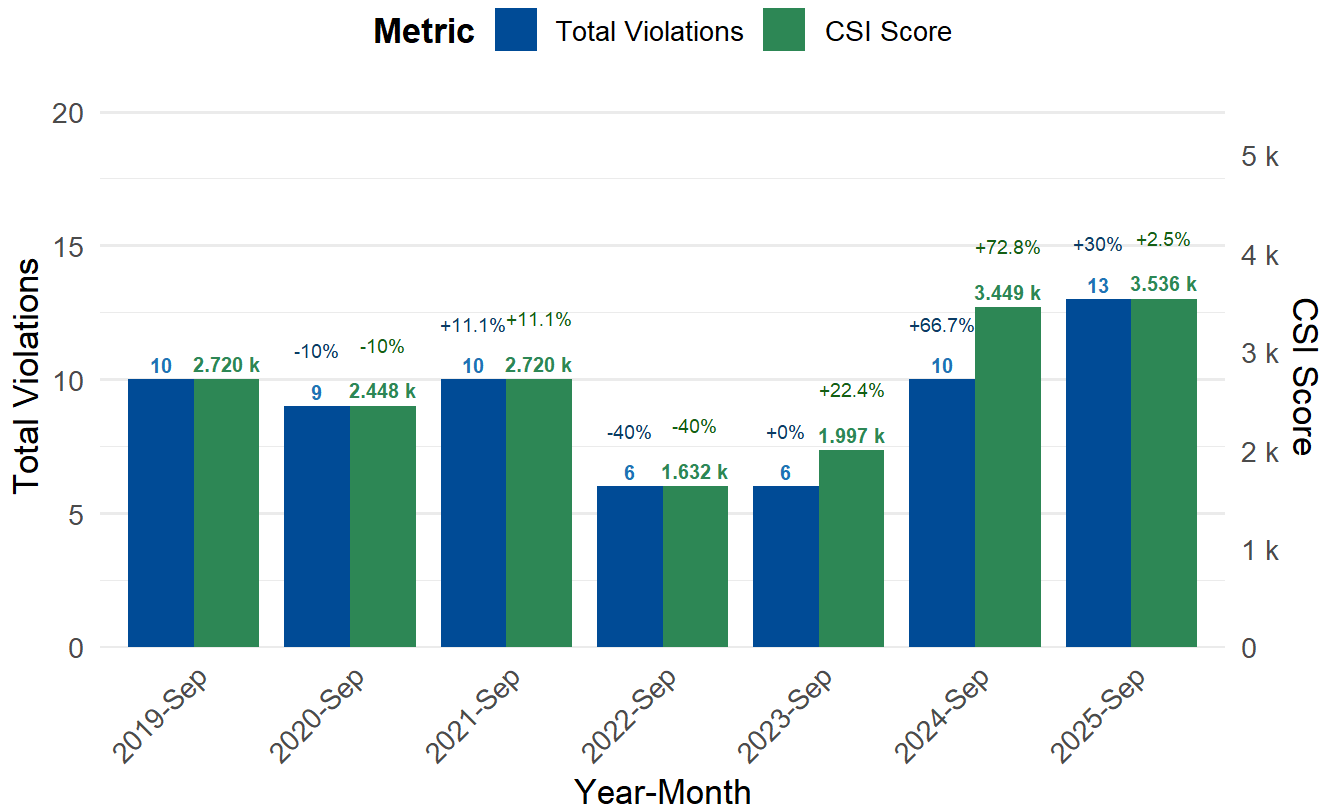
September Robbery: Violations vs CSI (Year Over Year Change)



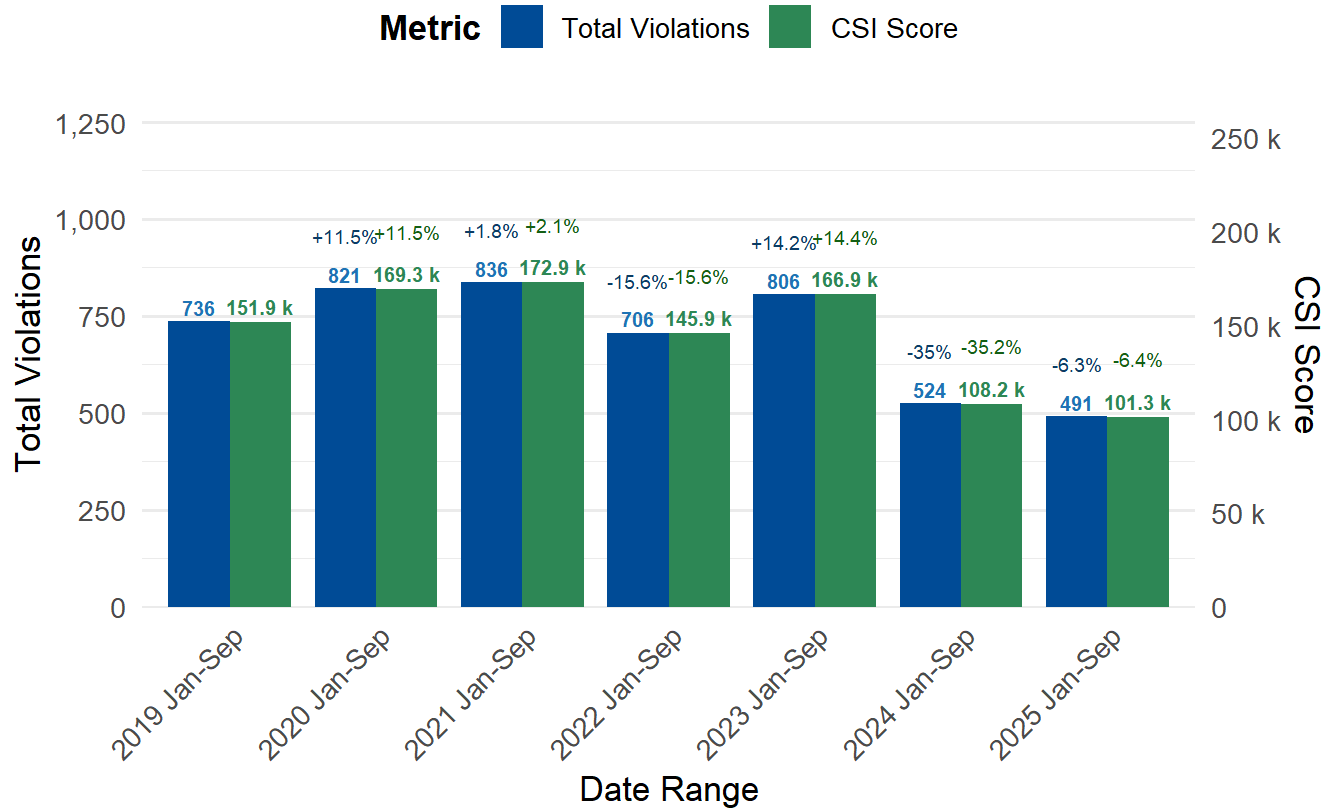
Total Sexual Assault: Violations vs CSI (Year Over Year Change)



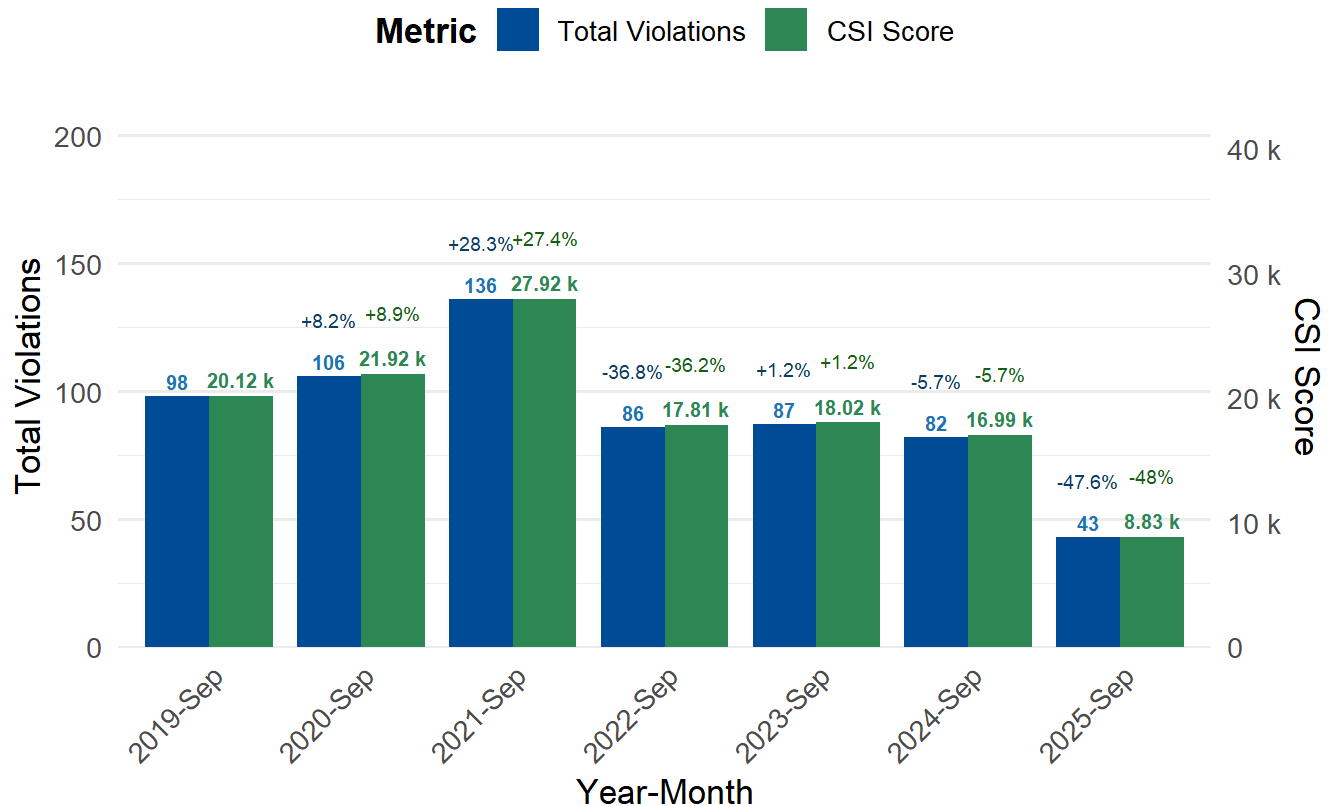
September Sexual Assault: Violations vs CSI (Year Over Year Change)



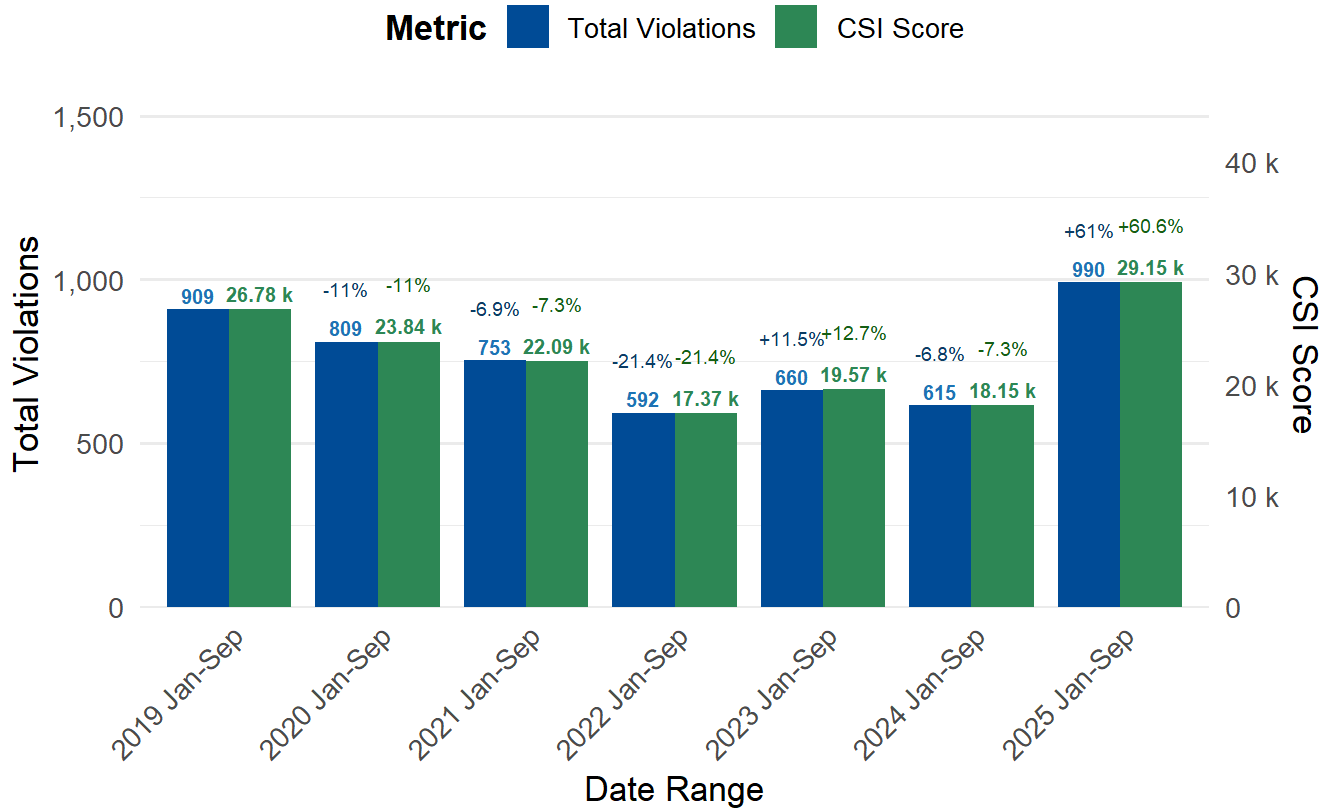
Total Break & Enter: Violations vs CSI (Year Over Year Change)



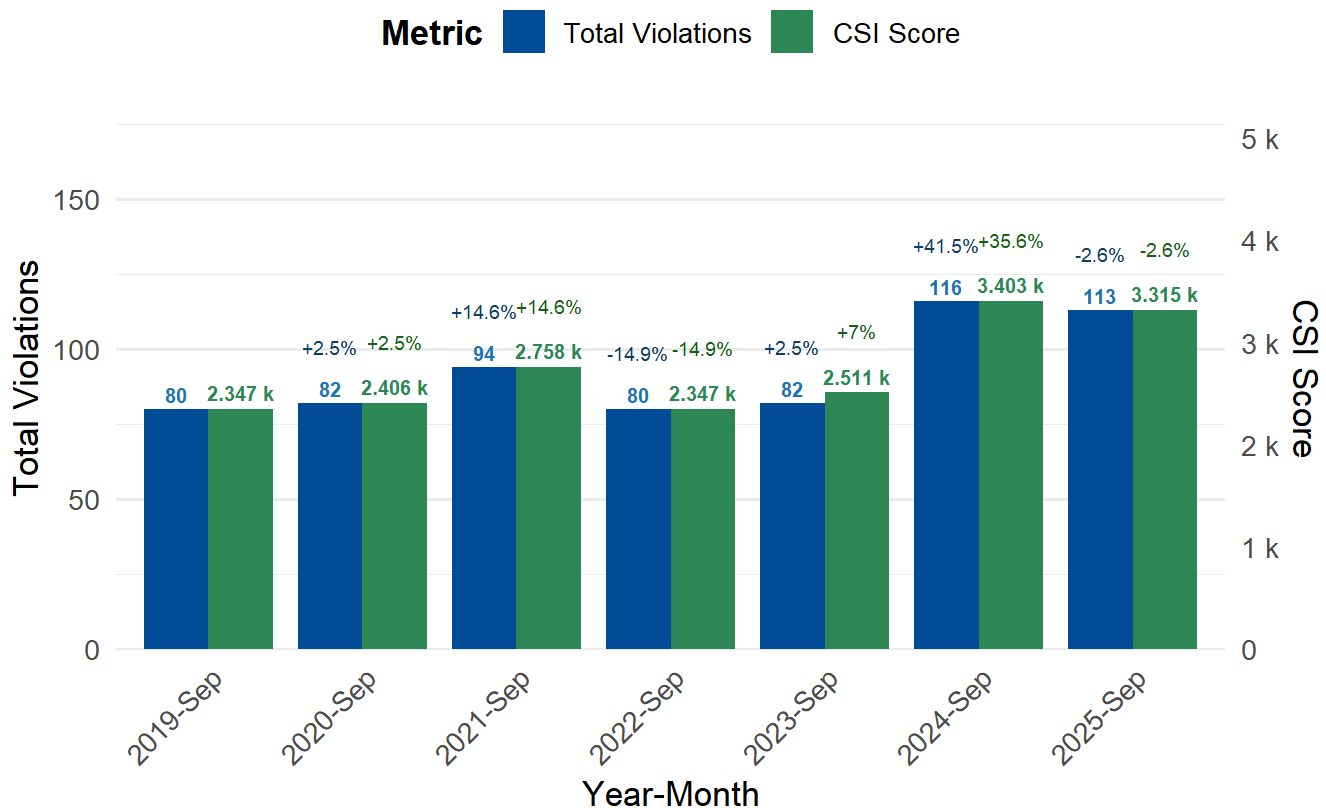
September Break & Enter: Violations vs CSI (Year Over Year Change)



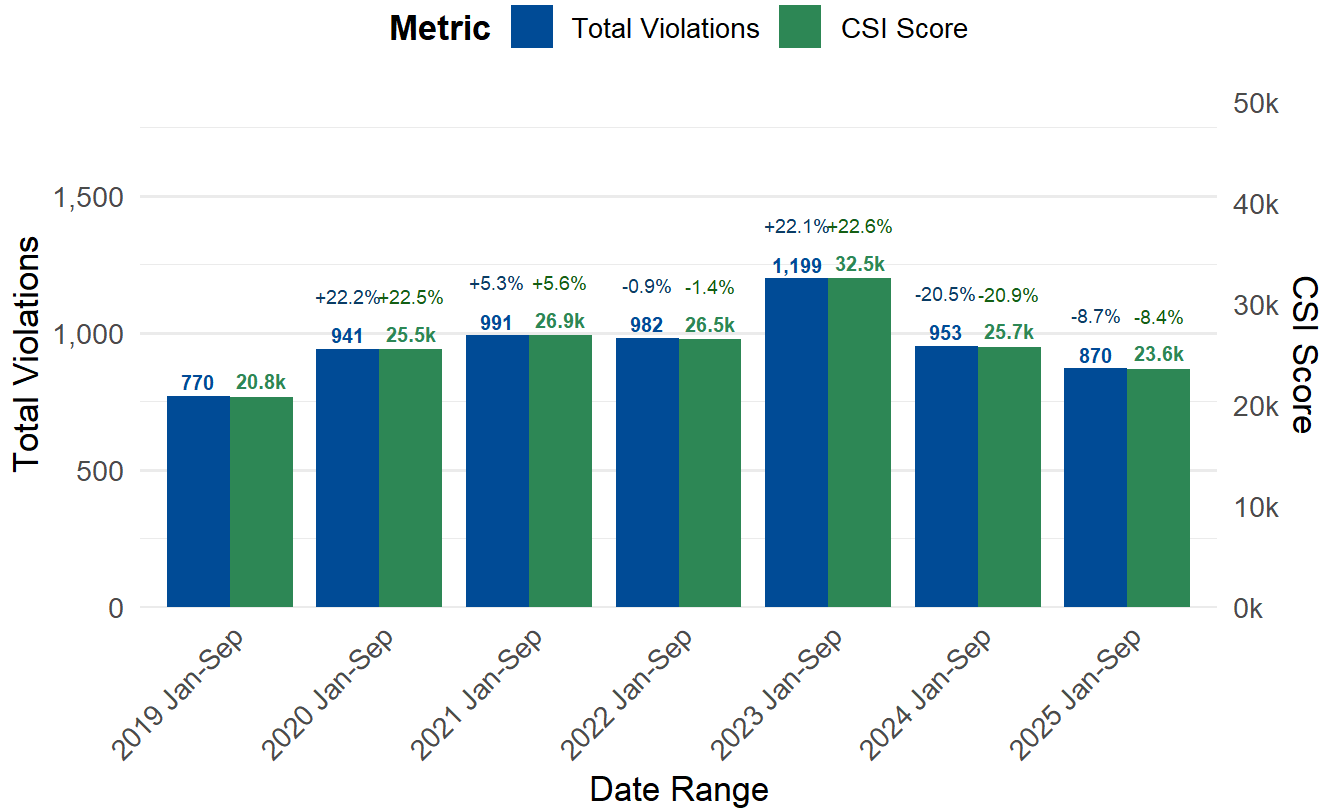
Total Shoplifting: Violations vs CSI (Year Over Year Change)



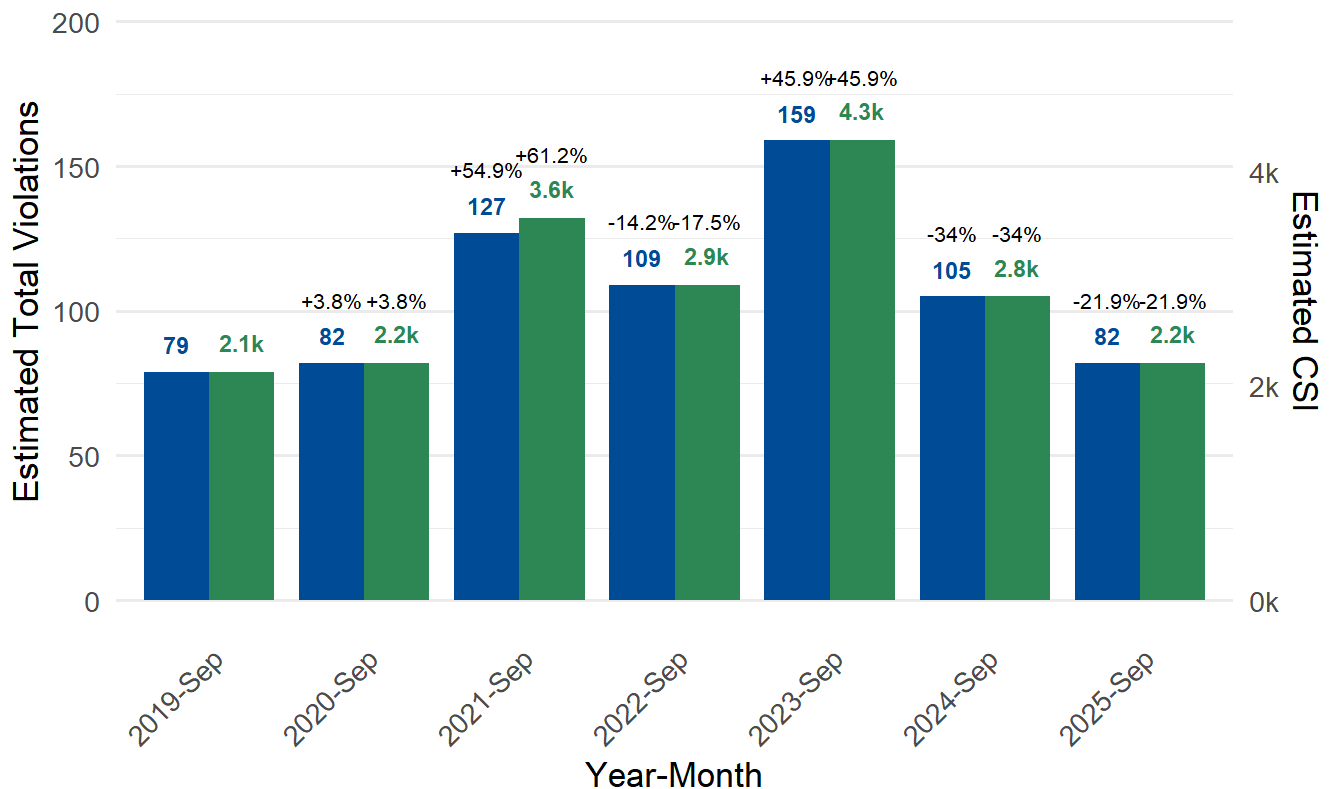
September Shoplifting: Violations vs CSI (Year Over Year Change)



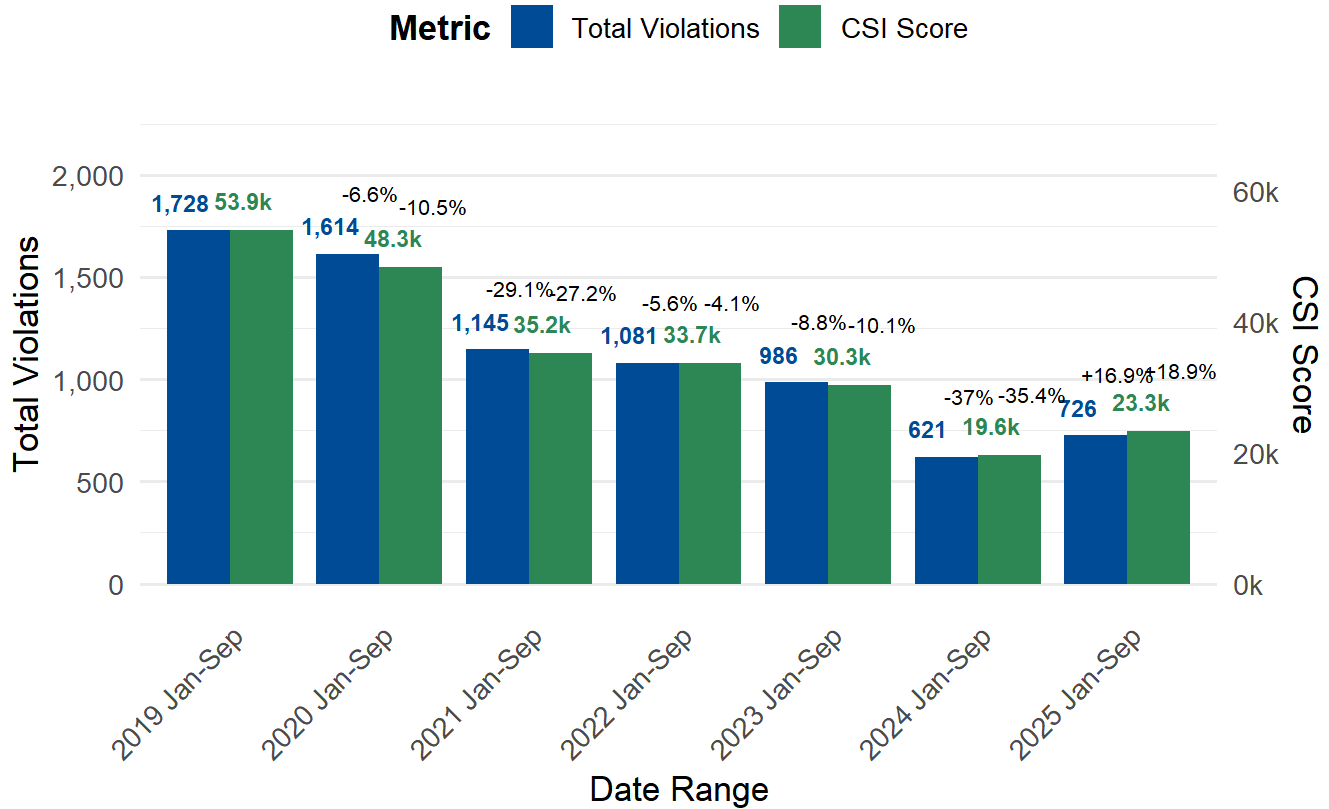
Total Mischief: Violations vs CSI (Year Over Year Change)



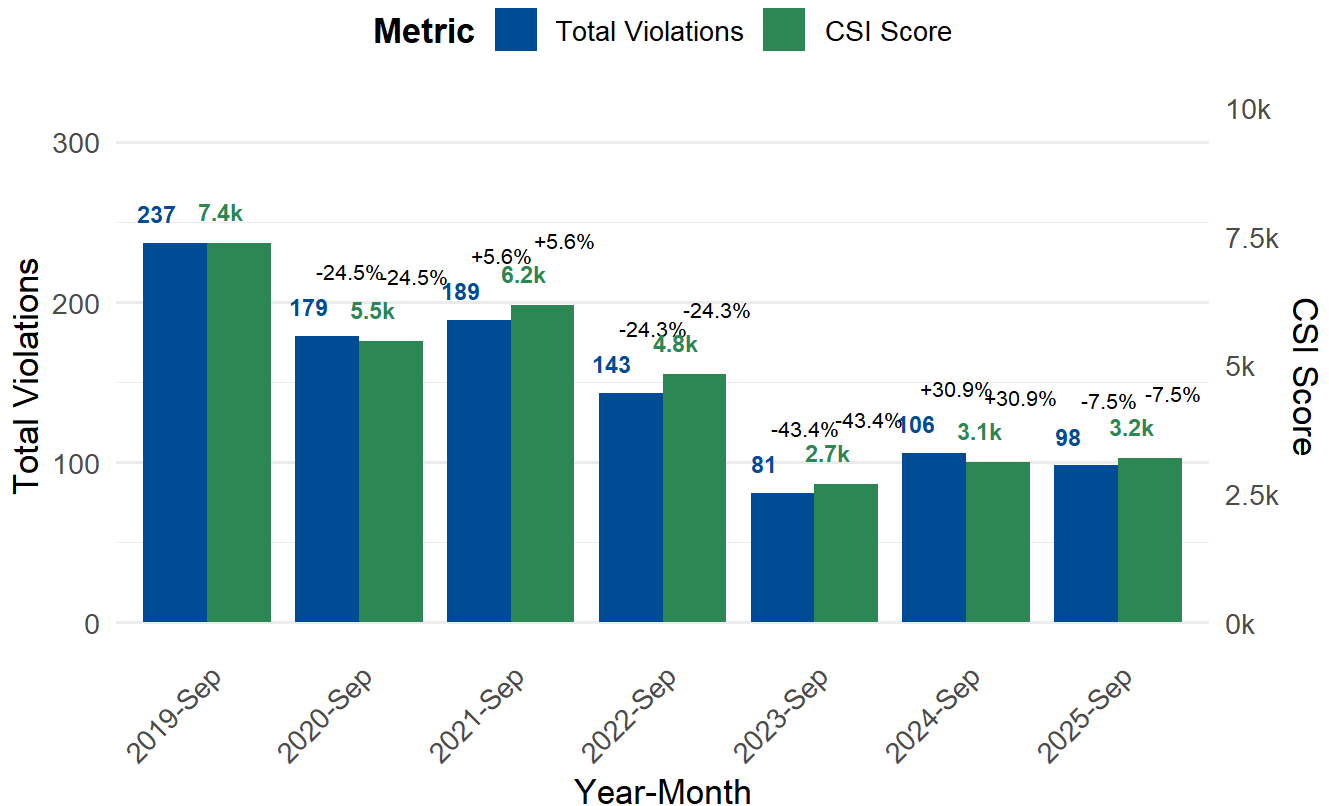
September Mischief: Violations vs CSI (Year Over Year Change)



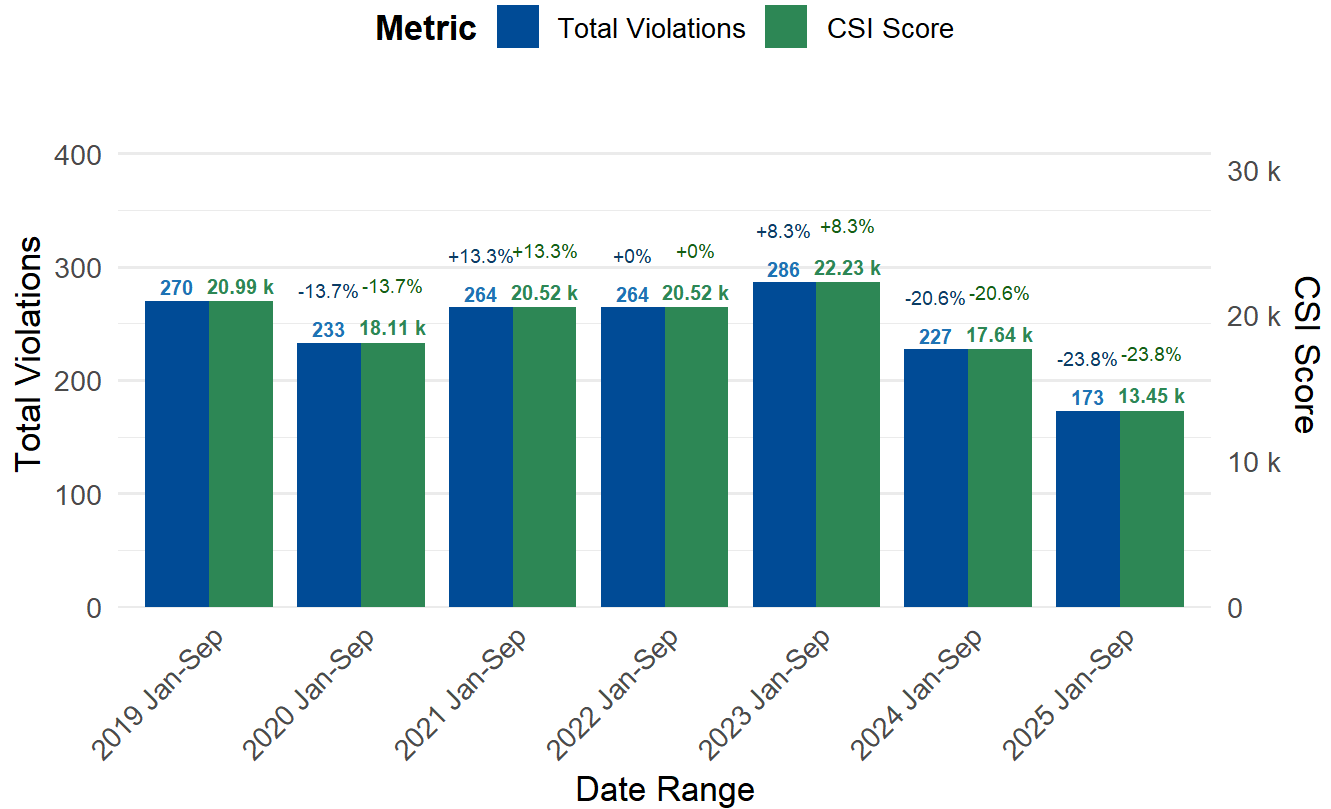
Total Theft from Motor Vehicle: Violations vs CSI (Year Over Year Change)



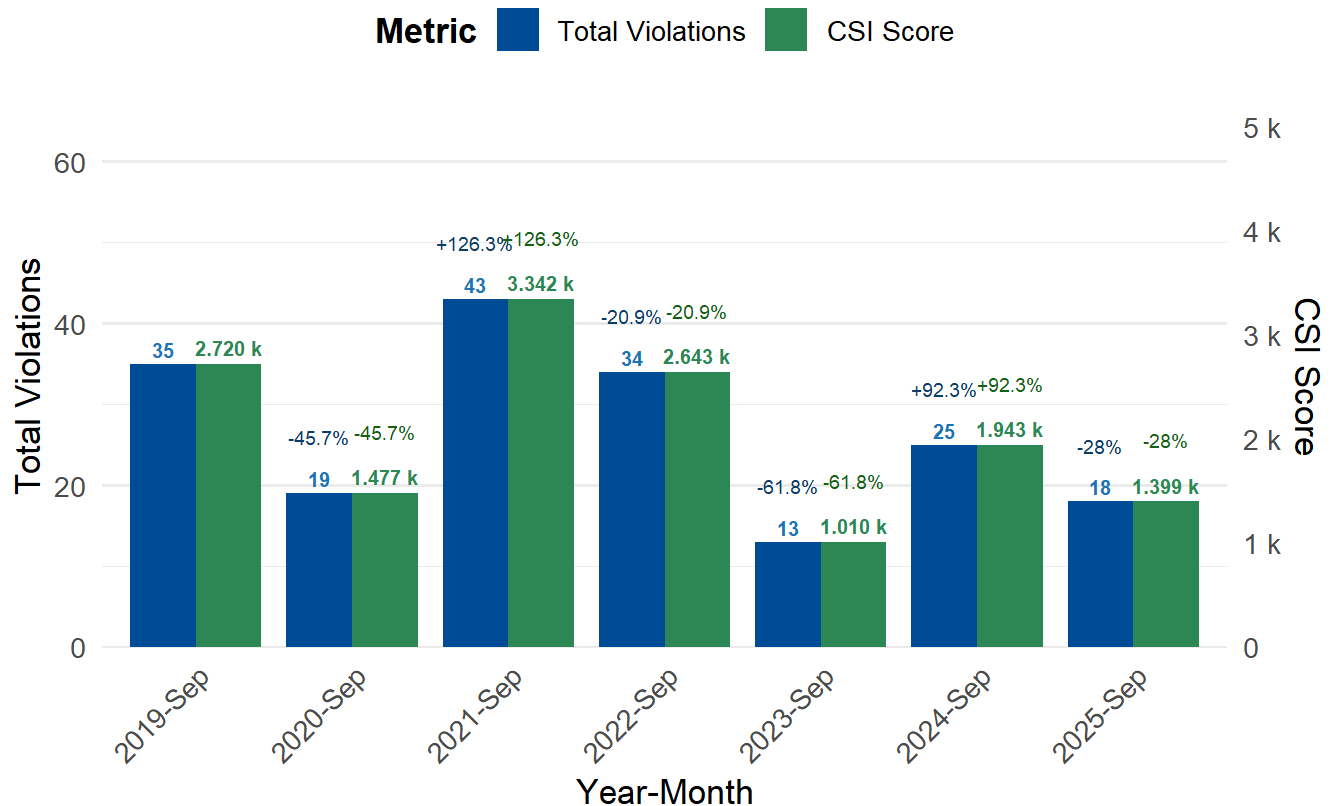
September Theft from Motor Vehicle: Violations vs CSI (Year Over Year Change)



Total Theft of Motor Vehicle: Violations vs CSI (Year Over Year Change)



September Theft of Motor Vehicle: Violations vs CSI (Year Over Year Change)



Lethbridge Police Service

ANNUAL POLICING PLAN 2025

YEAR-END UPDATE



EXECUTIVE SUMMARY

“A SAFE COMMUNITY FOR ALL”



The 2025 Annual Policing Plan (APP) sets out the yearly priorities and initiatives of the Lethbridge Police Service (LPS).

The plan builds on the four-year vision of the LPS 2023-2026 Strategic Plan 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 LPS employees, the community and members of the Lethbridge Police Commission. It is presented in the first quarter of each year. Progress will be reported in the LPS Annual Report.

The Lethbridge Police Service is dedicated to continuous improvement, opportunities to evaluate and adjust how we work and ongoing collaboration to foster a safe community for all.

COMMUNITY CONSULTATION

CITIZEN FEEDBACK

PERCEPTIONS OF SAFETY

- Lethbridge continues to be seen as a safe community, with 70% reporting they feel safe - up from 65% the year prior
- Drugs were the main reason cited by those who feel less safe, along with issues related to homelessness

SATISFACTION WITH LPS

- Overall perceptions of LPS remain highly positive with 84% of residents satisfied with services provided

POLICING PRIORITIES

- Residents' top three policing priorities are drug crime, crimes against persons and property crime
- Priorities also included increased crime prevention and community policing activities





COMMUNITY SAFETY

We work to prevent and reduce crime and social disorder, apprehend offenders, provide support to victims, and actively contribute to creating safer roads and public spaces for everyone in our community.

LPS is committed to a balanced approach between enforcement and interventions to help transition people to health or social systems, resulting in a better outcome for individuals and the community as well as a reduction in demands on the justice system and police.



OUR MISSION

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

GOAL

Collaboration with partners to enhance service delivery

OUTCOME

Appropriate deployment of resources to increase capacity



COMMUNITY SAFETY ACTIVITIES

Enhanced Call Handling and Resource Allocation

- Collaborate with the City to design and pilot an alternative response system for calls that do not require a police presence
- Explore opportunities to implement civilian and external services for non-criminal calls to reduce officer workload
 - **Work ongoing with the City to establish and implement an alternative response model**

Emergency Call Collaboration

- Partner with Alberta Health Services and Lethbridge Fire & Emergency Services to streamline police responses to medical emergencies, ensuring appropriate resource utilization
 - **Tactical paramedics (TEMS) embedded with Tactical Team**
 - **Joint training with Fire and partners for mock scenario and disaster table-top exercises**

GOAL

Identify, respond and investigate crime and social disorder to improve community safety

OUTCOME

Foster community safety and well-being



COMMUNITY SAFETY ACTIVITIES

Cybercrime Readiness

- Explore development of a Cyber Crime Unit, including funding opportunities
 - **Detailed proposal developed for creation of the unit, including a multi-stage implementation plan**

Integrated Offender Management Program

- Launch and monitor a comprehensive offender management program to reduce recidivism
 - **One-year funding grant received and pilot program implemented**

Organized Crime Response

- Pursue provincial and federal funding to enhance strategies against organized crime, focusing on resource strengthening and intelligence sharing
 - **A grant application was successful to develop an organized crime intelligence network to enhance intelligence-gathering, support disruption efforts, and ensure the safe, consistent storage of sensitive intelligence data**

GOAL

Implement technology to enhance police and public accountability

OUTCOME

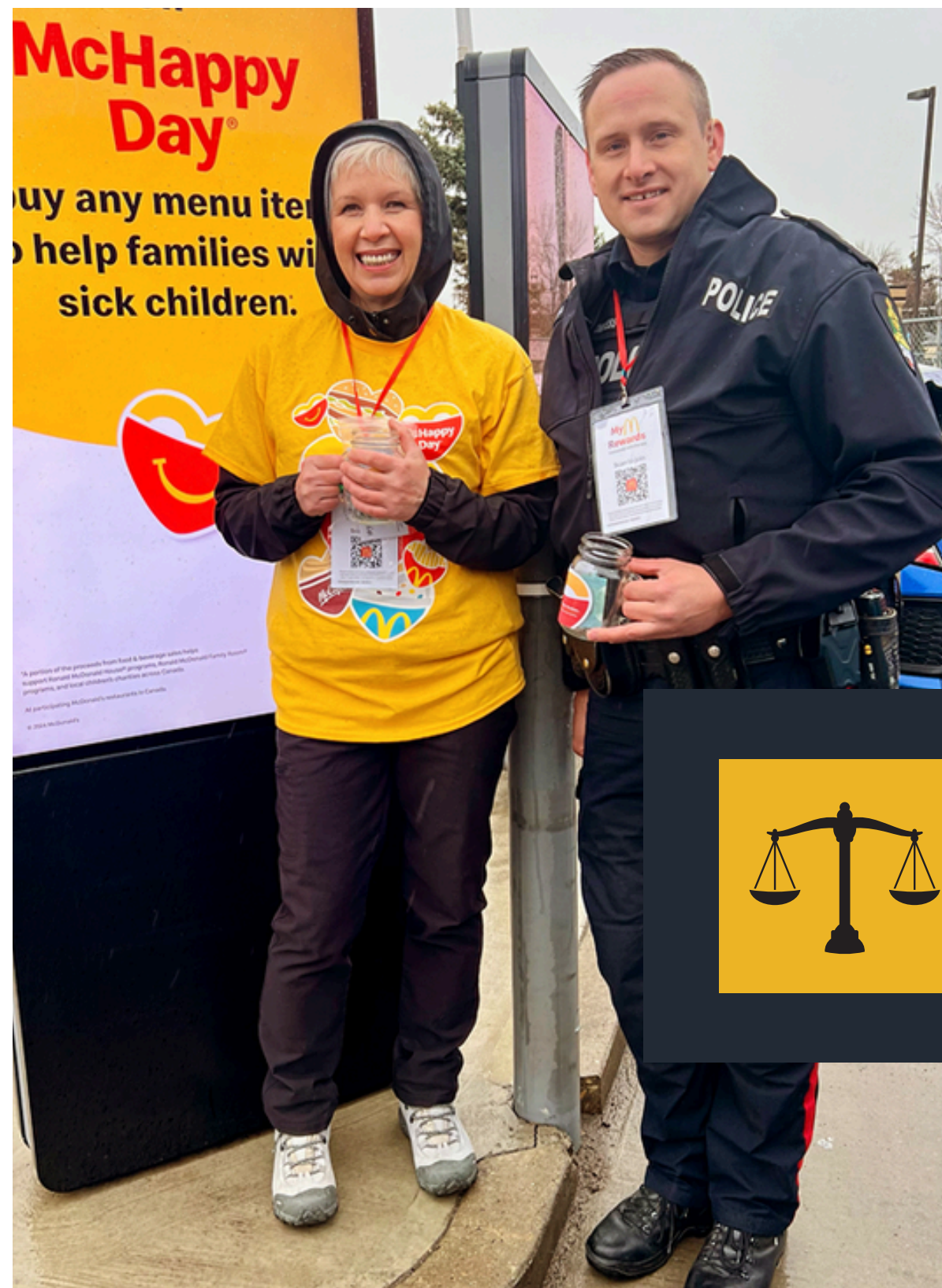
Increase public confidence and trust



COMMUNITY SAFETY ACTIVITIES

Body-Worn Camera Program

- Develop body-worn camera initiative to increase accountability and transparency in line with the planned provincial government-directed roll-out in 2026
 - **Contract with successful vendor secured.**
 - **Implementation of program to operational units scheduled for May 2026.**
 - **Digital Evidence Unit Coordinator hired and began in December.**



COMMUNITY ENGAGEMENT

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

Being present and building strong relationships is the foundation to increase trust and confidence, and critical to identifying and fostering opportunities for collaboration.



OUR 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.

GOAL

Increase connections with community members

OUTCOME

Strengthen community relationships and foster opportunities for dialogue and collaboration



COMMUNITY ENGAGEMENT ACTIVITIES

Youth and Peace Officer Integration

- Expand the Youth Engagement Unit by incorporating Community Peace Officers to increase capacity and foster proactive community relationships
 - **Two positions added - one Constable and one Community Peace Officer (part of a pilot project)**

Community Engagement Support

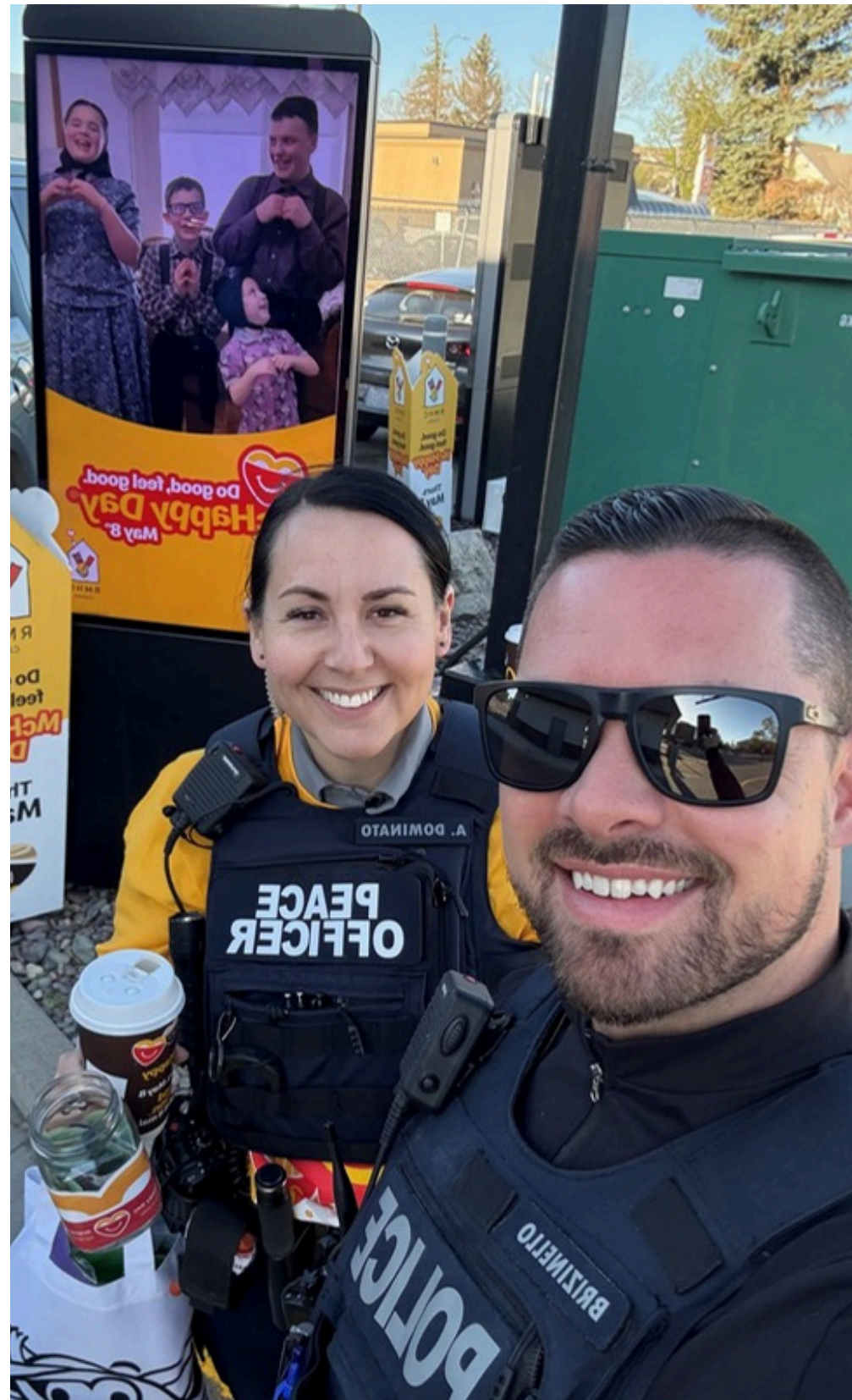
- Establish a new civilian position to collaborate with internal and external stakeholders, assist in event-planning and build relationships with the Indigenous community
 - **Civilian position added and assisted in the implementation of collaborative cultural initiatives**
 - **Obtaining two eagle feathers for swearing oaths**
 - **Blackfoot Medicine Gardens where sacred plants are grown for ceremonial use and in the Victim/Witness Services Smudge Kit program**

GOAL

Increase connections with community members

OUTCOME

Strengthen community relationships and foster opportunities for dialogue and collaboration



COMMUNITY ENGAGEMENT ACTIVITIES

Youth Citizen Academy

- Launch an engaging academy to educate youth about policing as a potential career path
 - Research is ongoing for an Indigenous youth academy program
 - LPS hosted a youth academy for high school students to highlight the policing profession

Town Hall

- Bring together members of the public and specific stakeholders and partners for a two-way conversation
 - The Partners in Policing Forum brought together more than 60 community partners to discuss public safety challenges and identify new opportunities for collaboration

GOAL

Proactively share content to prevent crime and increase organizational awareness

OUTCOME

Reduce victimization in opportunistic crimes and humanize police work



COMMUNITY ENGAGEMENT ACTIVITIES

Public Education through Multimedia

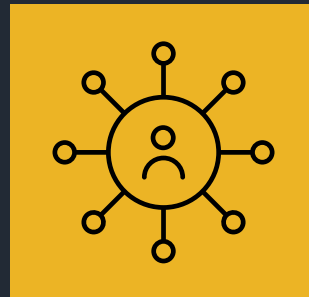
- Develop a video series to showcase LPS officers and the work they do
 - **Videos highlighting various sworn and civilian positions with LPS was shared across multiple social media platforms**
- Provide media ride-alongs
 - **Media ride-along policy to be updated**
- Leverage social media platforms to provide crime prevention messaging to help educate community members
 - **Monthly crime prevention content, including traffic, property crime and fraud prevention messaging were developed and shared**



HEALTHY ORGANIZATION

LPS prioritizes the mental and physical health of all employees as the foundation for a strong and healthy team. The organization works to ensure appropriate supports are coordinated and in place to help employees grow and thrive in their careers.

We value an equitable, diverse and inclusive workforce, and continue to foster an environment free of barriers where everyone belongs.



OUR VALUES

- Respect, Courage, Accountability, Collaboration and Professionalism

GOAL

Advance employee psychological health and well-being

OUTCOME

Continue to create a resilient workforce where people are safe, healthy and engaged



HEALTHY ORGANIZATION ACTIVITIES

Employee Wellness and Resiliency

- Implement an early intervention and reintegration program to support employee health and well-being and contribute to successful outcomes when returning to work following a period of leave
 - **Program developed and implemented**
- Collaborate with community stakeholders to implement a pioneering resiliency program during high-stress events
 - **LPS partnered with Wounded Warriors to develop and implement Down Regulation Skills Training - the first of its kind in North America**

Employee Recognition

- Develop a robust recognition program to celebrate employee achievements and enhance morale
 - **Research underway by the Regimental Sergeant Major to develop and implement a civilian long service recognition program**

GOAL

Identify operational efficiencies to increase capacity

OUTCOME

Balance workloads and maximize officer time to respond to higher-priority calls



HEALTHY ORGANIZATION ACTIVITIES

Fraud Investigation Efficiency

- Evaluate the current fraud response protocols and establish clear thresholds for initiating investigations
 - **Consultation with Crown completed. Economic Crimes presented to supervisors on information and key areas of focus in fraud investigations**
 - **Patrol Investigative Support officer assists in fraud investigations that don't meet the threshold of a file transfer to ECU, but may require too much follow-up for patrol members**

Ethical AI Implementation

- Adopt AI tools in a closed system to streamline administrative processes, improve efficiencies and reduce operational workloads
 - **A closed system to query police records was implemented along with three internal tools - Notes2Report, Transcript2Summary and AI Summarizer**
 - **Limited access to cloud-based AI tools provided for non-sensitive and non-restricted information**

GOAL

Accommodate organizational growth and operational needs

OUTCOME

Appropriate resources to maximize performance and meet service demands



HEALTHY ORGANIZATION ACTIVITIES

Infrastructure Expansion

- Explore infrastructure development options in the LPS Master Plan to accommodate organizational growth and operational needs
 - **Capital Improvement Projects for a westside station, training facility and a second location in an existing city-owned building submitted to the City of Lethbridge for consideration**

Niche Upgrade

- Transitioning the Service's primary records management system to the latest platform. This process will impact the entire organization, but completion will significantly modernize and enhance functionality
 - **UA Niche implemented. Civilian members were trained, with further officer training and transition to occur in the first quarter of 2026**



CONNECT WITH US

General Inquiries: inquiries@lethbridgepolice.ca

Switchboard: 403-327-2210

EMERGENCY 911

Non-emergency: 403-328-4444

135 1 Avenue South Lethbridge, AB T1J 0A1

lethbridgepolice.ca



Date:

Jan 28, 2026

Submitted by:

Elizabeth Thompson-Wensveen, Executive Director

Issue: Governance Structure Review: Committees vs. Committee of the Whole

Key Messages:

- At Strategic Planning, some commission members asked to move to a Committee of the Whole system.
- A survey was sent out to gauge interest and availability.
- 6/9 members are in favour, 1 against, 1 needed more information, 1 indifferent.
- One member also suggested changes to when open/closed occurs (beginning each meeting with a closed finance session, then going to open at 5, and back to closed after).
- Availability is limited:
 - 2 members cannot meet during the day, a third cannot meet in the mornings
 - 1 member cannot meet Mondays
 - 2 members cannot meet Tuesdays, another 2 cannot meet certain Tuesdays
 - 1 member cannot meet Wednesdays
 - 2 Councillors may not be able to meet Thursdays if SPCs remain
 - 3 members have conflicts some Thursdays (1 of these is every Thursday), Thursdays are less preferred for Executive Director, but can be accommodated regardless.
 - The LPS board room can be used in the evenings, but daytime use is limited.
- **Of note:** neither Committee met this month due to quorum, so all information was brought to the regular meeting.

Three Options:

1. Regular public meeting in person on the 4th Wednesday. Closed Committee of the Whole (CotW) could be held in-person/virtually on the 2nd week of every month and rotate between a few weekdays as follows:

Mon Feb 9, Tues March 10, Wed April 8, Thurs May 14, Mon June 8, Tues Sept 8 (ED would be virtual unless moved to Tues Sept 1), Wed Oct 13, Thurs Nov 12.

2. Disband committees and receive committee information at regular meetings. Meetings may last longer, members may be asked to do certain projects to prepare for meetings (ie review a policy or budget).
3. Keep 2/3 Committees. Executive Director to prepare more fulsome Committee Reports and attach all documents. Improved onboarding so non-committee members know they should discuss reports more fully at meetings.

Request for Decision:

- Please vote on which option you prefer above or provide an alternative.
- If committee structure remains as is (2 or 3), please make a motion outlining who will sit on which committees.
- If regular meetings are to remain on the last Wednesday of the month, rather than the 4th Wednesday, a motion needs to be made to reschedule the September meeting away from a holiday. I would suggest the 4th Wednesday, September 23rd.

Chair's Report

January 28, 2026

The past year has marked a significant period of growth and consolidation for the Lethbridge Police Commission. It has been an honour to serve as Commission Chair during this time and to work closely with fellow Commissioners, the Chief of Police, members of the Lethbridge Police Service (LPS), City Council, City Administration, and community stakeholders. The Commission's work in 2025 benefited greatly from relationships built over many years—relationships that allowed us to balance trust in established processes with a willingness to ask difficult but necessary questions.

This report provides a high-level overview of the Commission's primary areas of focus in 2025. While it cannot fully capture the breadth of work undertaken, it reflects the Commission's commitment to effective governance, accountability, collaboration, and continuous improvement in police oversight.

Core Governance Priorities in 2025

During 2025, the Commission focused on four core capacity-building priorities. Each of these priorities was pursued with the objective of strengthening public confidence in police governance while supporting the effectiveness and professionalism of the Police Service.

Strengthening LPC–LPS and City Relationships

In 2025, the Commission prioritized strengthening constructive, transparent relationships with the Lethbridge Police Service, the Lethbridge Police Association, the Mayor, and City Council. Regular engagement supported improved communication, trust, and shared understanding of governance and operational roles. The Commission also continued its advocacy role on key policing priorities, including the Annual Policing Plan and service resourcing (we received funding for the Body Worn Camera program, and worked with the City to make edits to the Technology Line of Credit policy).

Strategic Direction and Governance Alignment

In parallel with relationship-building efforts, the Commission undertook a review and refresh of its strategic direction to ensure alignment with its values, beliefs, and provincial legislative mandates. Building on extensive discussions conducted across multiple

Chair's Report

meetings in 2024 and 2025, the Commission concluded this phase of work with a strategic planning refresher session in early January 2026, facilitated by an external consultant. A key outcome was the reinforcement of a shared understanding of the Commission's role, responsibilities, and long-term objectives.

Governance Practices and Future Considerations

Throughout the year, the Commission reflected on its governance practices with a focus on improving engagement, efficiency, and collective decision-making. Consideration was given to meeting structures and approaches that support collaboration while maintaining accountability. These discussions will inform future governance refinements.

Administrative Capacity and Continuity

In 2025, the Commission took important steps to strengthen its administrative capacity in support of effective governance. Establishing dedicated administrative support was a key milestone in enhancing continuity, independence, and institutional knowledge for the Commission. This initiative aligns with best practices for police governance and supports the Commission's ability to meet its legislative and oversight responsibilities.

The successful implementation of this change reflects collaboration among the Commission, the Police Service, City Administration, and legal and financial partners. It represents an important foundation for the Commission's work going forward.

Looking Ahead to 2026

It has been my sincere pleasure to work with the Commission Board, the Chief of Police, members of the Lethbridge Police Service, City Council, City Administration, and our administrative leadership over the past year. I am grateful for the professionalism, goodwill, and commitment demonstrated by all involved.

Respectfully submitted,

Noëlla Piquette, Ph.D.

Chair, Lethbridge Police Commission

Board Member, Alberta Association of Police Governance

Date:

Jan 28, 2026

Submitted by:

Elizabeth Thompson-Wensveen, Executive Director

Key Messages:

- I have spent the first month of employment establishing operational details related to the role transition with the City and Police Service who have been very helpful.
- I spent a day at LPS with Policy Analyst Temi Awogbami working on policy review. I have created a policy review schedule for LPS policies. If using a committee of the whole system or something similar, each member should choose 3 policies they are willing to review this year. I will circulate this sign up by email.
- I also suggest that LPC invites LPS to provide an annual policy review to share what LPS has reviewed the year previous and what their plan is for the upcoming year.
- I will review 1-2 of the LPC policies each month and will bring any suggested updates to you for approval. I will begin with Human Resources, Committee Structure, and Travel related policies.
- I have begun working on Standard Operating Procedures for LPC so that it is clear which annual projects need to be done when, and how to do them.
- I am also working on a contingency plan should I need to be away from work.
- Just a reminder that LPC needs to undertake their 2025 self evaluation, I will be working with the Human Resources committee to review the questions and will send a survey out in February.

Request for Decision:

- According to my contract, I require the Commission's approval to hold secondary employment. I am therefore requesting that the Commission pass a motion approving my engagement in additional work, provided that such work does not interfere with my hours at the LPC and does not create a conflict of interest. At present, this includes part-time work with a policy think tank and a graduate student teaching assistant position.