

# 2020 Lethbridge Police Service ANNUAL REPORT

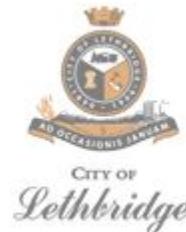
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*The Lethbridge Police Commission is pleased to present the 2020 annual report, which highlights many of the accomplishments of the Lethbridge Police Service, as part of our continued efforts to provide the community with an accountable and transparent Service.*

*The Lethbridge Police Commission is responsible for civilian oversight of the Lethbridge Police Service and strives to ensure it represents the community's interests and concerns, and provides effective and responsible policing to meet its needs.*

*The Commission is grateful and proud of the police and civilian members of the Service, and believes the new initiatives to be rolled out in 2021 will allow it to even better serve the community for years to come.*



LETHBRIDGE POLICE COMMISSION

# MISSION

Courage. Safety. Service.

# VISION

Selflessly providing safety and service through excellence in community involvement, strong partnerships and continuous innovation.

# VALUES

ACCOUNTABILITY

**RESPECT**

PROFESSIONALISM

**INTEGRITY**

**COMPETENCE**

RELIABILITY

## LETHBRIDGE POLICE COMMISSION



Police Commission Chair Simon Griffiths at Change of Command ceremony for Chief Mehdizadeh

The Lethbridge Police Commission is composed of two representatives from City Council and seven members of the public.

The Commission has the following responsibilities:

- Allocate the funds that are provided by the council
- Establish policies providing for efficient and effective policing
- Issue instructions, as necessary, to the Chief of Police in respect to the police referred to above
- Ensure that sufficient persons are employed for the police service for the purposes of carrying out the functions of the police service

In addition, the Commission appoints a public complaint director who can be contacted by members of the community by calling 403-308-6709 or emailing [complaints@lethbridgepolicecommission.com](mailto:complaints@lethbridgepolicecommission.com)

# Message from Chief Shahin Mehdizadeh

While 2020 certainly presented a number of challenges for the Lethbridge Police Service (LPS), I am proud of the manner in which our employees stepped up, helped us move forward as an organization and set in motion many new initiatives that will provide a safer and more welcoming community for years to come.



From a personal standpoint, 2020 provided me with a very rewarding experience. Since I assumed command of the Lethbridge Police in late August, I've been busy getting to know the department and the community as a whole. I'm grateful for the support I've received from inside and outside the organization during this time of transition. In the short time I've been here, I've been very impressed with the quality of the employees and would like to thank everyone for their dedication, professionalism and hard work. I have received excellent support from the Police Commission and want to thank them for giving me the opportunity to lead this great team. I'd also like to acknowledge City Council and Administration for their support.

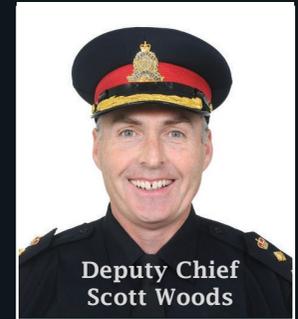
The COVID-19 pandemic presented many challenges for the LPS in 2020. Not only did mandatory health measures put an additional strain on police resources, they limited opportunities for us to interact and engage with the community. On a positive note, the restrictions provided us with different ways to stay connected and serve the community.

A significant budget reduction for the year ahead required us to examine our priorities and forced us to look into more efficient ways to deliver our service. We were able to work with the Police Commission to identify how we could continue to deliver the same level of service to the community despite the budget cuts. I am glad to let our citizens know our service delivery will not change for 2020-2021 or 2021-2022 and we are hoping to work with the City of Lethbridge to ensure we have adequate budget to take us beyond 2022.

A number of investigations into the past actions of some of our employees surfaced in 2020. I ask for the community's patience and understanding as these processes follow the proper legal channels. We'll make positive changes as a result, and I'm confident we have both the right people in place and the support of the Lethbridge Police Association to ensure we come out of this a more accountable, transparent, trustworthy and progressive organization.

Moving forward, our community will be better served by initiatives launched or fine-tuned in 2020, and others we set in motion for the years ahead. Proven programs like The Watch and Community Peace Officers will continue to free up frontline officers for priority issues, now they've been provided permanent funding. The Comp Stat model, which combines data collection with a team approach to identify crime reduction activities, will be introduced, as will a pilot project involving staggered shifts to ensure we have more resources available during higher volume times. We have also put in place promotional and recruiting processes that will help us make our team stronger.

It has been an honour to be a part of this great team and we look forward to serving you in 2021 as we focus on the future.



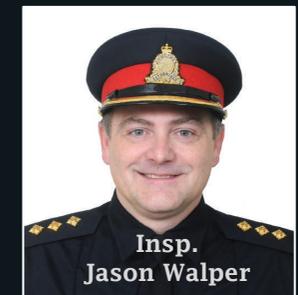
Deputy Chief  
Scott Woods



Insp.  
Jason Dobirstein



Insp.  
Russell Lawrence

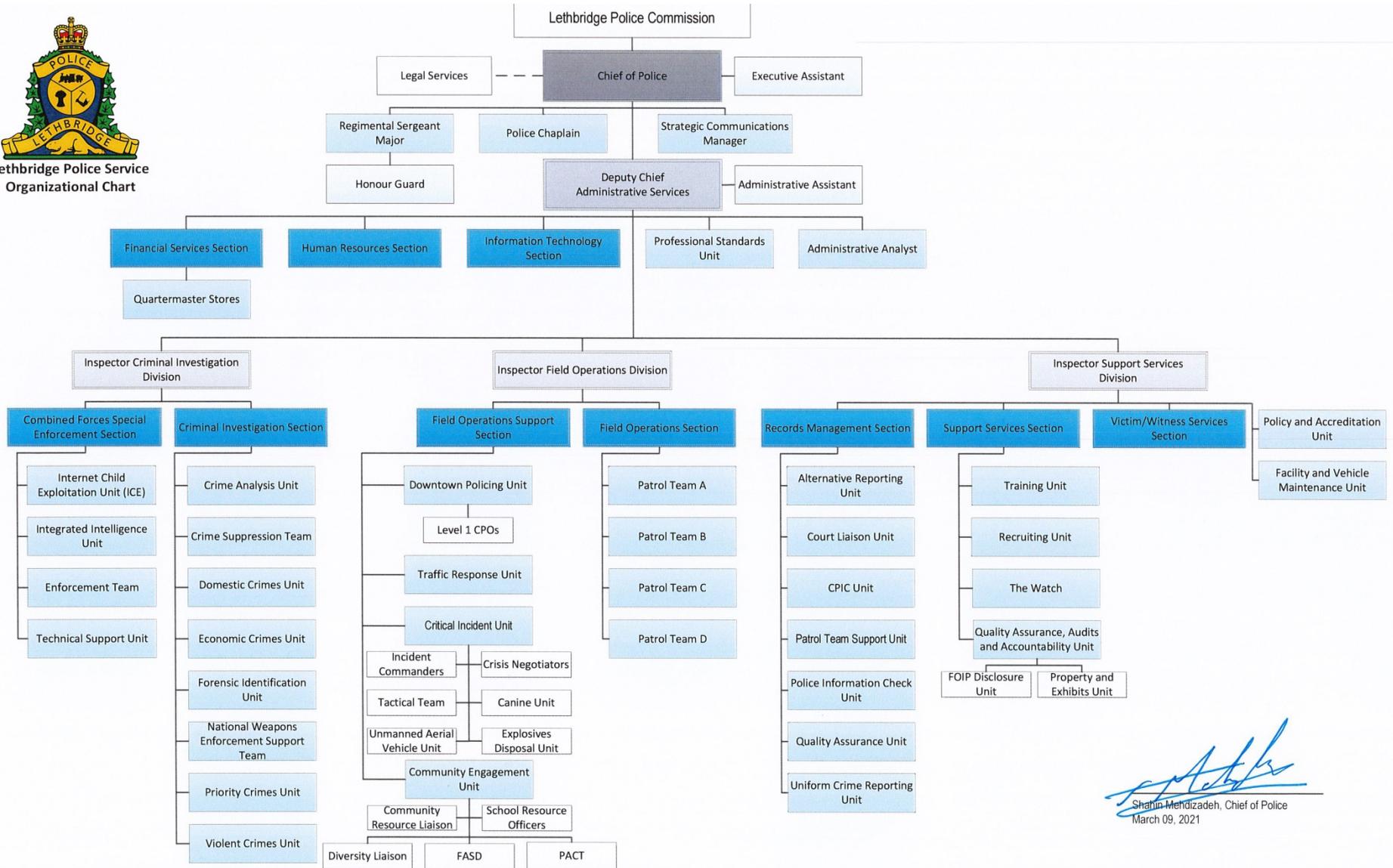


Insp.  
Jason Walper

# ORGANIZATIONAL STRUCTURE



Lethbridge Police Service  
Organizational Chart



*Shahin Mehdi Zadeh*  
Shahin Mehdi Zadeh, Chief of Police  
March 09, 2021

The Lethbridge Police Service held its first-ever Charity Checkstop in late November to help make Christmas a little brighter for those in the community in need.

Volunteers from the Service, along with partners Lethbridge Family Services and the Lethbridge Food Bank, welcomed a constant stream of vehicles dropping off goods and cash donations at the event.

The Charity Checkstop brought in more than \$8,217 in monetary donations, as well as 1,357 unwrapped toys and 1,085 kg (2,394 lbs) of non-perishable food items, valued at more than \$6,200.

While mandatory health measures in place for COVID-19 had an impact, LPS was fortunate to carry out other community service opportunities and support various community events where possible.



\* Annual report includes images of events prior to COVID restrictions and health measures

# COMMUNITY COLLABORATION

The Lethbridge Police Service is committed to community consultation and collaboration and conducts citizen surveys. In 2020, LPS once again engaged the Citizen Society Research Lab at Lethbridge College to conduct a community survey that sought feedback on public perceptions with respect to police performance and citizen satisfaction, safety and operational priorities.

## PERCEPTIONS OF SAFETY:

The majority of respondents feel safe in their neighbourhoods. More than one-third (36.3 per cent) indicated they feel very safe, and a further 47.2 per cent feel somewhat safe. However, more Lethbridge residents feel somewhat unsafe (13.4 per cent) in their neighbourhood than ever measured in past surveys, while 3.1 per cent feel very unsafe.

Respondents' feeling of safety downtown continue to deteriorate and are much lower than their feelings of safety in their own neighbourhoods. Nearly as many residents feel unsafe when visiting downtown (49.7 per cent) as those who feel safe, and about one in five (19.4 per cent) feel very unsafe and more than three in 10 (30.3 per cent) feel somewhat unsafe downtown.

## COMMUNITY SATISFACTION:

A substantial majority (68.3 per cent) feel LPS is doing a good job policing their community, up from 64.1 per cent in 2019. Very few (5.6 per cent) believe LPS is doing a poor job, an improvement from 2019, while about one-quarter (26 per cent) feel police are performing adequately. The vast majority of residents (88.8 per cent) believe The Watch program is a good idea.

## CITIZEN PRIORITIES:

- More than half of respondents believe LPS should be doing more community policing
- Nearly half want a greater effort in policing violent crime, with just over a quarter focused on property crime. One in six stated vagrancy or trespassing issues as their top priority.
- Nearly two-thirds believe LPS should engage in more crime prevention programming, and 54.8 per cent look for greater community visibility.





## STRATEGIC PRIORITY: People

### PERFORMANCE MEASURES

- Lethbridge Police became the first police agency in Canada to team up with Cordico and offer employees a wellness app with 24/7, on-demand access to resources on topics from depression to finances to sleep optimization. Recent surveys of law enforcement revealed that officers overwhelmingly report stress on the job has impacted their mental health and most expressed dissatisfaction with the existing wellness resources available to them. The Lethbridge Police Service Wellness App, which was completed and rolled out to staff in mid-December, includes a public access portal with phone contacts, safety and crime prevention tips, and links to social media.
- Considerable work went into revamping the current Lethbridge Police promotional process in 2020, with the aim of better identifying leaders whose core values mirror those of the Service. The current process focused more on knowledge, skills and abilities, rather than also assessing a candidate's character, vision, leadership and management qualities. A committee has worked to develop a new process in partnership with Lethbridge College, which would replace an existing model that requires a test provided by the Ontario Police College. An electronic platform to house and administer examinations was also developed and reference manuals created to better help employees understand the process.
- The first two classes of Active Bystandership for Law Enforcement (ABLE), also known as Ethical Policing is Courageous (EPIC), was delivered to the new Community Peace Officers and some current civilian members and police officers. The training provides active peer intervention strategies and tactics that prevent misconduct, reduce officer mistakes, and promote longevity, health and wellness. The plan is to train every LPS employee by the end of 2022 so they are equipped to hold their peers accountable when they see behavior that should not be displayed.
- A process was completed to allow for part time policing, which will help officers balance their personal commitments and responsibilities with the requirements of the organization. Lethbridge Police worked with Human Resources, the Lethbridge Police Association and applicants to develop and define program options, the process to apply and policies to ensure it adhered to the current Collective Agreement.

“

We recognize the value of our employees and volunteers. We want all employees to be healthy, well-trained, committed and reflect the demographics of the communities we serve.

”

# STRATEGIC PRIORITY: Crime

## PERFORMANCE MEASURES

- The Community Peace Officer (CPO) program, which was designed to free up regular police officers for redeployment to frontline policing, continued to grow and evolve in 2020. The training of CPOs had been revamped so full police training – which is less cost effective and efficient for this need – was no longer required. The Solicitor General authorized LPS to provide CPO training in house in the spring of 2020 and for the first time LPS training was provided to CPOs destined for the Siksika Nation. CPOs took over the duties of police officers in the cell block and LPS is looking at converting the front counter position to a CPO as well as the Commercial Vehicle Enforcement position. Four CPOs were hired in the fall of 2020, bringing the total contingent up to 10 by year's end. City Council reviewed the two-year funding contingency placed on the program and subsequently resolved to carry the funding forward permanently, which should make for a larger application pool when further recruiting is done in 2021.
- Deployed in January 2020, the Crime Suppression Team quickly proved its worth. The goal of the program was to combine high visibility enforcement with covert investigative techniques to reduce violence and disorder and improve safety. Dealing with unwanted behaviours including illegal drug use, drug trafficking and thefts, the team seized more than \$471,000 in illegal drugs in 2020, more than \$218,000 in cash and proceeds of crime, and recovered \$637,000 worth of stolen property.
- Lethbridge Police made efforts in 2020 to reduce the online trafficking of stolen property. Members of the Priority Crimes Unit (PCU) were trained to identify and apprehend prolific offenders and return stolen property by providing the skills necessary to manage minor covert operations.

“

It is our goal to provide safe communities. We will continue to maintain public safety through prevention, detection and resolution of crime and disorder.

”



## STRATEGIC PRIORITY: Technology

### PERFORMANCE MEASURES



“

We are committed to remaining current in proven technology to ensure our staff has the tools and training needed to meet the changing demands of their jobs.

We will weigh all costs and benefits prior to implementing new technology.

”

- Lethbridge Police implemented a web/app-based online registration and recovery program to identify and return stolen bicycles to their rightful owners. The Bike Index program was launched in June with the presentation of the first security sticker to a local student who had previously brought his concerns to the Lethbridge Police Commission after four of his bicycles had been stolen. A link was established on the LPS website and security stickers were provided in partnership with locally-owned bicycle stores to help promote the program and deter the theft of bikes.
- Lethbridge Police worked in partnership with Lethbridge College to develop two virtual reality projects to promote the police service and provide members with realistic and cost-effective training opportunities. The development of a virtual 'Day in the life of a Police Officer' for recruiting use, and a reality-based driver training program for emergency vehicle operations was delayed, however, because of COVID-19 restrictions..
- The COVID-19 pandemic and resulting restrictions in face-to-face contact in 2020 saw the Lethbridge Police Service leverage existing technology and introduce new tools to help bridge the gap. The expanded use of technology could be seen on a daily basis, with many meetings, training and professional development opportunities carried out remotely. Recruiting efforts, whether for sworn officers, Community Peace Officers or volunteers for the Victim/Witness Services Unit, were enhanced through video messages that were further promoted online through various social media platforms. Lethbridge Police combined video and a virtual public hearing in place of the usual site-based assessment required to meet professional standards under accreditation. Plans for virtual town hall meetings were put in motion in 2020 to allow for greater engagement with the community in the year ahead, as were means to make the services provided by LPS more accessible to the public through website portals due to restrictions on police station visits. While it's hoped that personal contact with all of our stakeholders will increase in 2021, those technological advances made in 2020 can only help to enrich engagement and interaction with the community in the years to come.

# STRATEGIC PRIORITY: Community

## PERFORMANCE MEASURES

- Efforts by Lethbridge Police to build relationships in the community got a boost in late 2020 with news City Council had approved permanent funding for the Police And Crisis Team (PACT), The Watch and Community Peace Officers. The goal of PACT, which teams up a police officer with a mental health professional, is to assist individuals with addictions or mental health issues by referring them to appropriate resources in the community, and diverting calls that would have otherwise been directed to emergency services. Another positive benefit for LPS, is the strong, collaborative relationships being built with various community agencies and support programs within Alberta Health Services. Community Peace Officers (CPOs) provide increased visibility in the downtown core while allowing the redeployment of police officers to higher priority calls. Through their daily interaction the CPOs also provide positive community and stakeholder engagement. The Watch, meanwhile, has volunteer members provide a variety of services in the downtown core while acting as the eyes and ears of the Police Service. In providing that support, members have developed strong partnerships with multiple agencies and stakeholders.
- Lethbridge Police partnered with downtown businesses and the City of Lethbridge to identify unwanted behaviour in the downtown that causes many to feel unsafe. A comprehensive review of current City bylaws was initiated and LPS consulted with other jurisdictions to compare bylaws for similar problems and potential use in Lethbridge. A final draft is anticipated in early 2021.
- The LPS Economic Crimes Unit (ECU) continued its efforts to increase public awareness of fraud-related crime and trends to reduce the chances of citizens becoming victims of those offences. While members of the ECU provided training for ATB employees in early 2020, further in-person presentations to vulnerable groups were curtailed by the pandemic. The unit increased its social media footprint during Fraud Prevention Month and shared successful arrests related to identity theft and debit card fraud over social media and traditional media to increase awareness.
- Lethbridge Police continued to expand the partnership with Children's Services to enhance the ability of our employees to conduct child interviews in 2020. Work was done to establish and communicate a process for Children's Services to request LPS assistance and a room at the police station will be establish in 2021 to provide an environment suitable for conducting child interviews.

“

We will advance public safety by continuing to build and invest in relationships with our partners and members of the communities we serve.

”





## STRATEGIC PRIORITY: Processes

### PERFORMANCE MEASURES

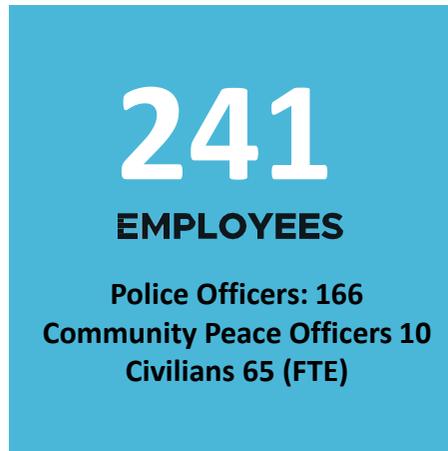
- A more effective patrol deployment strategy to ensure peak call volume times are being staffed appropriately was addressed by the LPS in 2020. Following a review of calls for service data, it was determined the present shifting and deployment model wasn't providing adequate staffing to meet the needs of the community, patrol personnel and police managers. Working with the Lethbridge Police Association, potential changes to the start times of shifts was discussed with the goal of reducing response time to high priority calls for service. A patrol shift pilot project is anticipated to begin early in 2021.
- The Lethbridge Police Service made great strides in 2020 towards more effective and efficient asset management by implementing the WiseTrack software. All inventory in the stock room/Quarter Master Stores – ranging from firearms and ammunition to uniforms and COVID-related supplies – were provided barcodes which are scanned when an item is issued or returned to ensure full accountability. There are also alerts set up which allows a minimum threshold for ordering, which results in efficiency and cost saving. Staff has also been trained on the application of the WiseTrack system for paperless tracing of items checked out from the equipment room. This will allow tracking of the movement of the equipment and alerts sent out to officers who have not returned equipment. It is anticipated this module will go live by June 2021.
- One of the primary focuses of the Community Peace Officers (CPO) program was to utilize them in a manner that would allow redeployment of police officers to front-line policing duties. The program mandate is to have the CPOs cross-trained in three areas: community patrol; Judicial Interim Release (JIR) process within the Lethbridge Police short-term holding facility; and manage the front desk of LPS. Lethbridge Police have been very successful in deploying the CPOs on patrols, and in 2020 LPS trained and transferred three CPOs into the JIR role. As a result, three police officers have been redeployed to front-line policing duties.

“

We are committed to continuously reviewing processes to enhance service delivery, identify efficiencies and ensure systems are in line with evidence-based practices.

”

# THE YEAR IN NUMBERS



# CRIME BY NEIGHBOURHOOD CALLS FOR SERVICE



**NORTH**  
2020: 8,155  
2019: 8,278

LPS20



**DOWNTOWN**  
2020: 10,942  
2019: 11,158

LPS10



**WEST**  
2020: 6,539  
2019: 6,479

LPS40



**SOUTH**  
2020: 10,962  
2019: 10,078

LPS30

## TOP 5 CALLS

- Disturbance/Nuisance
- Suspicious/Wanted Person
- Theft
- Public Service
- Trespass/Unwanted Person



## OPERATIONAL EFFICIENCIES

- Online Reporting
- Alternative Reporting Measures (Call Diversion)
- False Alarm Program
- Community Peace Officers Program

## OTHER POLICE RESPONSES

### CRITICAL INCIDENT TEAM

**5** ↓

### DEPLOYMENTS

2019: 12

2018: 6

### MISSING PERSONS

**459** ↓

### REPORTED

ADULTS: 124

YOUTH: 335

2019: 592

ADULTS: 118

YOUTH: 474

## CRIMES AGAINST PERSONS

	2020	2019	2018
↑ HOMICIDE	3	0	0
↓ ATTEMPTED MURDER	0	2	2
↓ SEXUAL ASSAULT	119	154	131
↑ CHILD SEX OFFENCES	26	23	13
↓ ASSAULT	1,141	1,231	1,224
↓ CHILD PORNOGRAPHY	13	18	10
↓ ROBBERY	47	59	60
↓ CRIMINAL HARRASSMENT	40	81	42
↓ DOMESTIC VIOLENCE	1,667	1,779	1,599

## PROPERTY CRIMES

	2020	2019	2018
 ARSON	28	15	5
 BREAK AND ENTER	1,072	1,027	874
 THEFT/SHOPLIFTING	4,160	4,901	4,830
 THEFT OF VEHICLE	224	274	265
 ATTEMPTED VEHICLE THEFT	24	36	32
 POSSESSION OF STOLEN PROPERTY	208	223	196
 FRAUD	725	746	732
 MISCHIEF	875	867	868

## DRUG OCCURRENCES

### GENERAL ACTIVITY

**441** 

REPORTS

2019: 460

2018: 330

### POSSESSION

**671** 

REPORTS

2019: 554

2018: 538

### TRAFFICKING

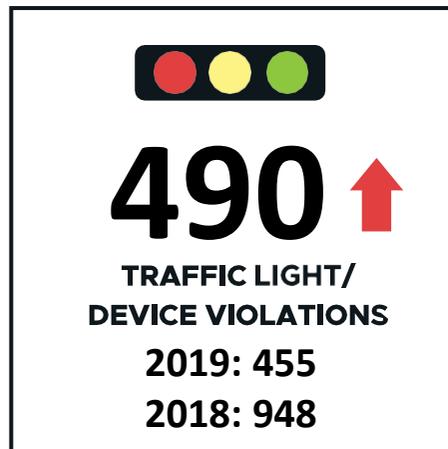
**239** 

REPORTS

2019: 182

2018: 214

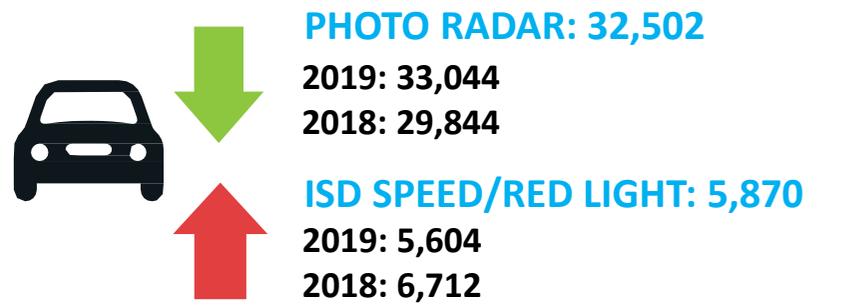
# TRAFFIC SAFETY AT A GLANCE



## COLLISIONS



## AUTOMATED ENFORCEMENT TICKETS



# ABOUT OUR EMPLOYEES



## CAREER MILESTONES

### 30 YEARS SERVICE

Insp. Jason Dobirstein

### 20 YEARS SERVICE

Staff Sgt. Pete Christos, Staff Sgt. Robin Klassen, Sgt. Jay McMillan, Sgt. Steve Veale, Cst. Kip Lewis, Cst. Wes Olsen, Cst. Marco Pagliericci, Cst. Chris Stock, Cst. Les Vonkeman, Cst. Stuart Wickend, Cst. Keon Woronuk

### 15 YEARS SERVICE

Sgt. Liam Breedon, Sgt. Wade Davidson, Cst. Mike Godberson, Cst. Dana Holland, Alyson Dunsmore (civilian), Marlene Harmon (civilian)

### PROMOTIONS

Staff Sgt. Ryan Stef, Sgt. Travis McLennan, Sgt. Rick Semenuik, Sgt. Steve Veale

### RETIREMENTS

Staff Sgt. George Carscadden, Sgt. Jim Olsen, Sgt. Kevin Mortensen, Sally Papp (civilian), John Peters (civilian), Darcie James (civilian)

### RESIGNATIONS

Sworn officers (3), Community Peace Officers (1), civilians (6)

# SERVICE RECOGNITION

A service recognition is presented to LPS employees for acts of exceptional valour, bravery, meritorious service or outstanding contributions for the purpose, progress or credit of the organization. Due to the COVID-19 pandemic there were no recognition certificates awarded to citizens for assisting police, and the Community Hero Awards, usually presented by Lethbridge Fire & Emergency Services to LPS personnel, were not held.

## DIVISIONAL RECOGNITION

Cst. David Warner

## OTHER AWARDS

- Cst. Brent Paxman of the LPS Traffic Response Unit was awarded in December, 2020 with the Silver Cpl. Cumming's Award for 2019. The award is presented to police officers who detect, process and charge a large number of impaired drivers. The award was named after RCMP Cpl. Graeme Cummings, who was killed on duty by an impaired driver while attending a collision scene on the highway near Lethbridge.
- Insp. Russell Lawrence and Insp. Jason Walper were presented with their official Commission Scrolls in December 2020. These scrolls designate them as Commissioned Officers by the Lieutenant Governor of Province of Alberta. The commissioning of officers is a deep-rooted tradition that can be traced back as far as the Roman Empire.



## VICTIM SERVICES YEAR IN REVIEW

# 2,195

VICTIMS ASSISTED



# 4,260

ACTIVE VOLUNTEER  
HOURS

# 1,654

TRAINING HOURS



The Lethbridge Police Victim/Witness Services Unit (VWSU) is a 24/7 police-based victim assistance program that was developed and launched in 1991 to provide information, support and referrals to victims and witnesses of crime or tragedy in Lethbridge.

Our team of volunteer Crisis Support Workers are highly skilled first responders who provide practical support during the first few critical hours after a crime or tragedy. VWSU serves as a central information point for those who have been victimized, providing updates on the status of an investigation or court case as well as information about victim impact statements, requests for restitution, provincial financial benefits and referrals to community resources including counselling services, shelters, child protection and crisis lines.



**Contact VWSU**

**During Office Hours**

**403.330.5176**

**After Hours**

**403.327.2210**

## THE WATCH

The Watch Program is a volunteer-based initiative of Lethbridge Police Service with the objective of enhancing the community as a safe and friendly place for everyone to live, work, shop and enjoy, through social outreach, connection, and intervention.

Members of The Watch manage a range of issues and events that historically involved police intervention, but in reality are not part of core police functions and most do not require police involvement. In many cases these issues are behaviours which are more annoying and inconvenient than unlawful.

Under the supervision of an employee Team Lead, volunteers of The Watch patrol the downtown area on foot providing directions, first aid, tourist information and whatever assistance they can that is required by whomever is in need.

The Watch acts as the eyes and ears of social and community services agencies and our emergency service providers. They also connect people with Government of Alberta and local private support agencies and organizations.

Watch teams connect people with detoxification and treatment services or housing and shelter, they arrange transportation, help people access services, assist businesses in managing negative behaviours in their area and a whole host of other activities to serve and help everyone.

### In 2020 The Watch:

- Managed 3,951 events and issues and had to involve the police in only 4%
- Provided lifesaving first aid and nasal Narcan in 38 instances of opioid overdoses, using 70 Narcan doses
- Made wellness checks on 732 people who appeared to be unresponsive in a public place
- Managed the intake of three people to detox and treatment at their request
- Arranged for 927 needle pickups when they found improperly disposed of used needles

# 3,422

VOLUNTEER HOURS



# 3,951

TOTAL  
EVENTS/ACTIVITIES

# 123

SAFE WALKS





## COMMUNITY PEACE OFFICERS

The Lethbridge Police Service Community Peace Officer (CPO) program saw a number of firsts in 2020.

The program, which sees CPOs perform duties and functions that don't require a police officer while providing an increased uniform presence and greater community engagement, celebrated its first full-year of operation in 2020. Lethbridge Police were authorized to provide training in-house in 2020, which provided the flexibility to train CPOs when needed versus having to rely on the schedule of the Solicitor General. December's graduation class of eight included CPOs trained for the Siksika Nation, another first. Unfortunately, those graduates also experienced a ceremony devoid of friends and family in attendance, due to precautions resulting from the COVID-19 pandemic.

The CPOs can enforce a variety of City of Lethbridge bylaws and provincial statutes as well as some provisions of the Criminal Code. The first group of CPOs hit the streets in November of 2019, and by the end of 2020 they had dealt with more than 7,300 occurrences that would have otherwise required the attention of a police officer. The Community Peace Officer program allows redeployment of police officers to higher priority calls. The addition of CPOs free up officers from duties in the cell block and bail hearings, with future plans to do the same in other positions not requiring a fully-trained officer.

Four CPOs were hired by LPS in the fall of 2020. With City Council approving permanent funding to the program, it's expected the next recruiting drive in early 2021 will see an even larger pool of applicants. The program also witnessed two CPOs hired on as LPS police officers in 2020.

## PROFESSIONAL STANDARDS

The purpose of the Professional Standards Unit is to safeguard public trust and confidence in the Lethbridge Police Service by investigating and resolving complaints regarding policy, service delivery and employee conduct in a timely, unbiased and transparent manner. Complaints are received from the public or initiated internally and may be criminal in nature and/or identified as an officer misconduct or complaint against policy under the Alberta Police Act. Under Section 46 of the Police Act, serious and sensitive allegations are forwarded to the Director of Law Enforcement for review and may be assigned to the Alberta Serious Incident Response Team.

### Statutory Investigations

In 2020, there was one instance where a Criminal Code charge was laid against an officer, the charge was later withdrawn by the Crown.

### Alberta Serious Incident Response Team

The Alberta Serious Incident Response Team (ASIRT) maintained carriage of five investigations related to the Lethbridge Police Service in 2020.

### Law Enforcement Review Board Appeals

There were five known Law Enforcement Review Board (LERB) appeals in 2020 related to 2018 occurrences.



## Public Complaint Investigations

In 2020, the Chief of Police directed investigations with respect to seven public complaints: unnecessary use of authority & discreditable conduct (3); excessive use of force & discreditable conduct (2); corrupt practice & discreditable conduct (1); discreditable conduct (1).

### Disposition

- All remain under investigation

## Service Investigations

In 2020, the Chief of Police directed five service investigations: discreditable conduct (5); unsafe use of firearm (1); corrupt practice & discreditable conduct.

### Disposition

- sustained/sustained in part (1)
- remain under investigation (4)

## Actions Taken

- reduction rank/class (2)
- official warning (1)

## Citizen Contacts

There were 59 citizen concerns resolved by way of Citizen Contacts. Of those, 11 involved documented counselling issued by a supervisor.

## Compliments

In 2020, LPS received a total of 109 compliments, up slightly from the previous year.

## LOOKING FORWARD

**The Lethbridge Police Service was able to achieve many noteworthy initiatives in 2020 despite the many challenges presented.**

**Here are a few initiatives to look forward to in the coming year.**

- Significant progress was made in 2020 in the development of the service-wide Comp Stat model, a performance management system utilizing computer statistics to assist Lethbridge Police in reducing crime. The program works on the principal of data collection; information-sharing across the organization; effective and efficient allocation of resources; and accountability of all areas of the Service to participate in identified crime reduction activities.
- All LPS police officers (civilian members optional) will complete the on-line 'Brain Story Certification' in 2021. The on-line tool will provide members with knowledge on brain development and the effects that stress and adverse experiences can have on physical/mental health. This training will help officers to have a better understanding of mental illness and serve our citizens better. The training will also help our officers to better understand and manage their own mental health.
- Goals were launched in 2020 to increase crime prevention and education in relation to fraud related offences. The Economic Crimes Unit will strive to increase public awareness of fraud-related crime and trends in order to reduce citizens becoming victims of these offences. They'll work to raise awareness about fraud related trends and current scams that pose a risk to the public.
- Research was done to determine the feasibility of body worn cameras to enhance the collection of evidence, protect officers from unfounded allegations, increase accountability, professionalism and transparency in an effort to maintain public trust and confidence. Lethbridge Police liaised with the Calgary Police Service, which was rolling out more than 1,000 cameras, and had looked into a digital evidence management system necessary to manage the vast amount of data collected. While the program was determined not to be financially feasible at this point because of unexpected budget cuts, it will be considered in the future.





**General Inquiries: [inquiries@lethbridgepolice.ca](mailto:inquiries@lethbridgepolice.ca)**

**Switchboard: 403-327-2210**

**EMERGENCY 911**

**Non-emergency complaints: 403-328-4444**

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