

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

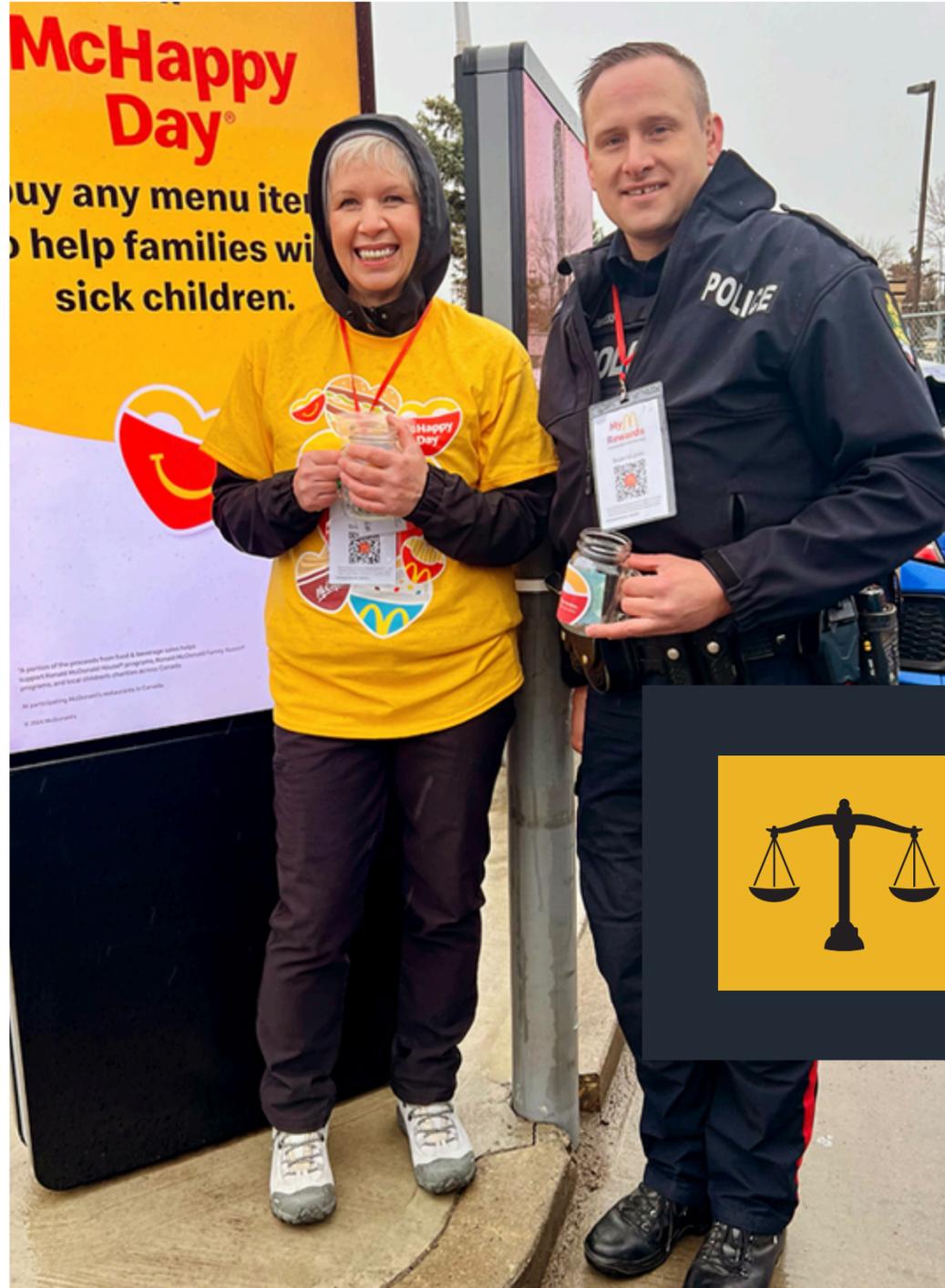
Increase public confidence and trust



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

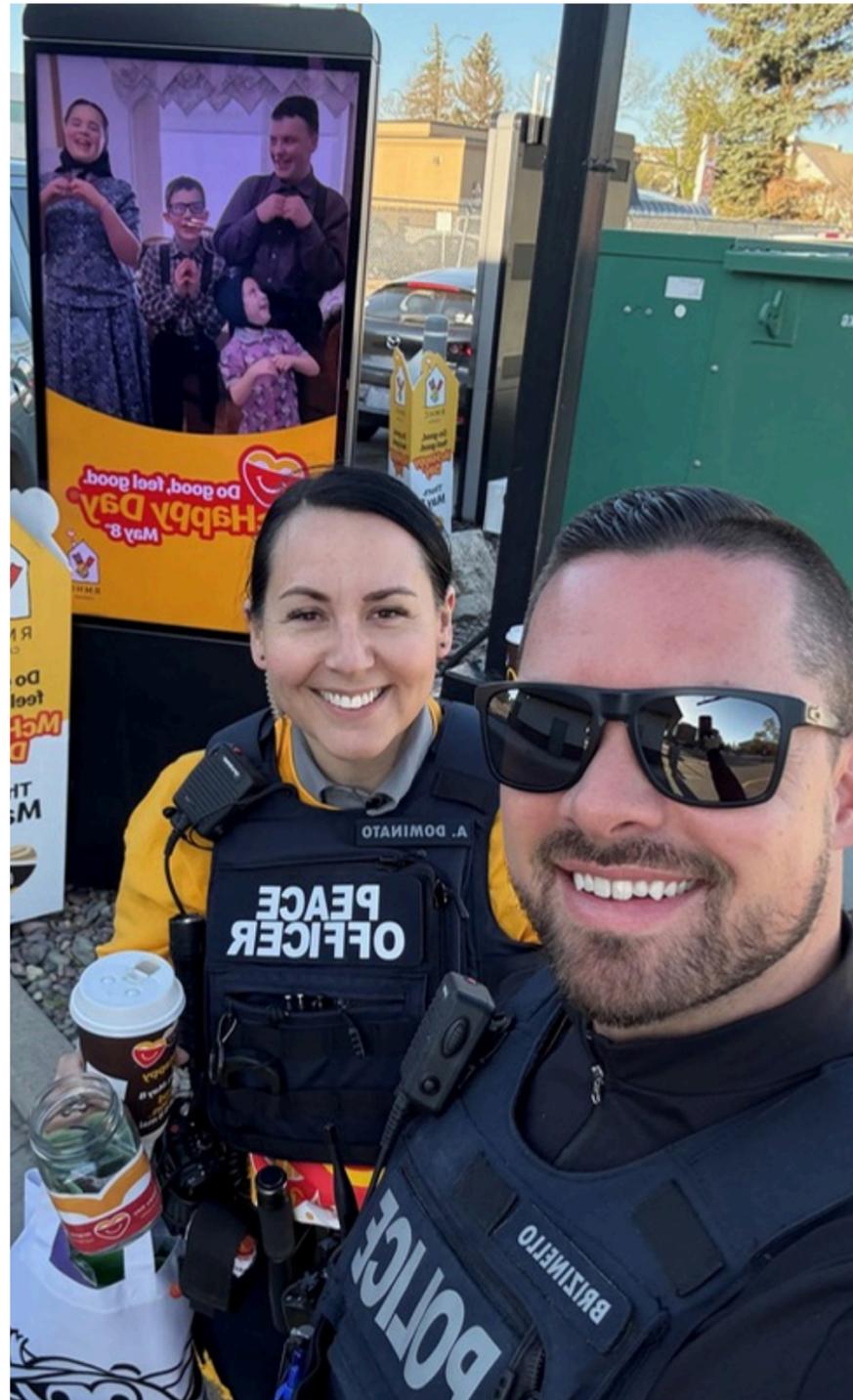
- Establish a new civilian position to collaborate with internal and external stakeholders, assist in event-planning and build relationships with the Indigenous community
 - **Civilian position added and assisted in the implementation of collaborative cultural initiatives**
 - **Obtaining two eagle feathers 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

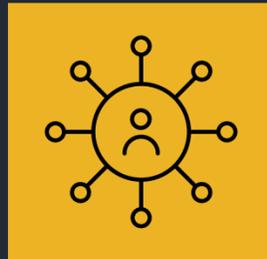
- Develop a video series to showcase LPS officers and the work they do
 - **Videos highlighting various sworn and civilian positions with LPS was shared across multiple social media platforms**
- Provide media ride-alongs
 - **Media ride-along policy to be updated**
- Leverage social media platforms 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

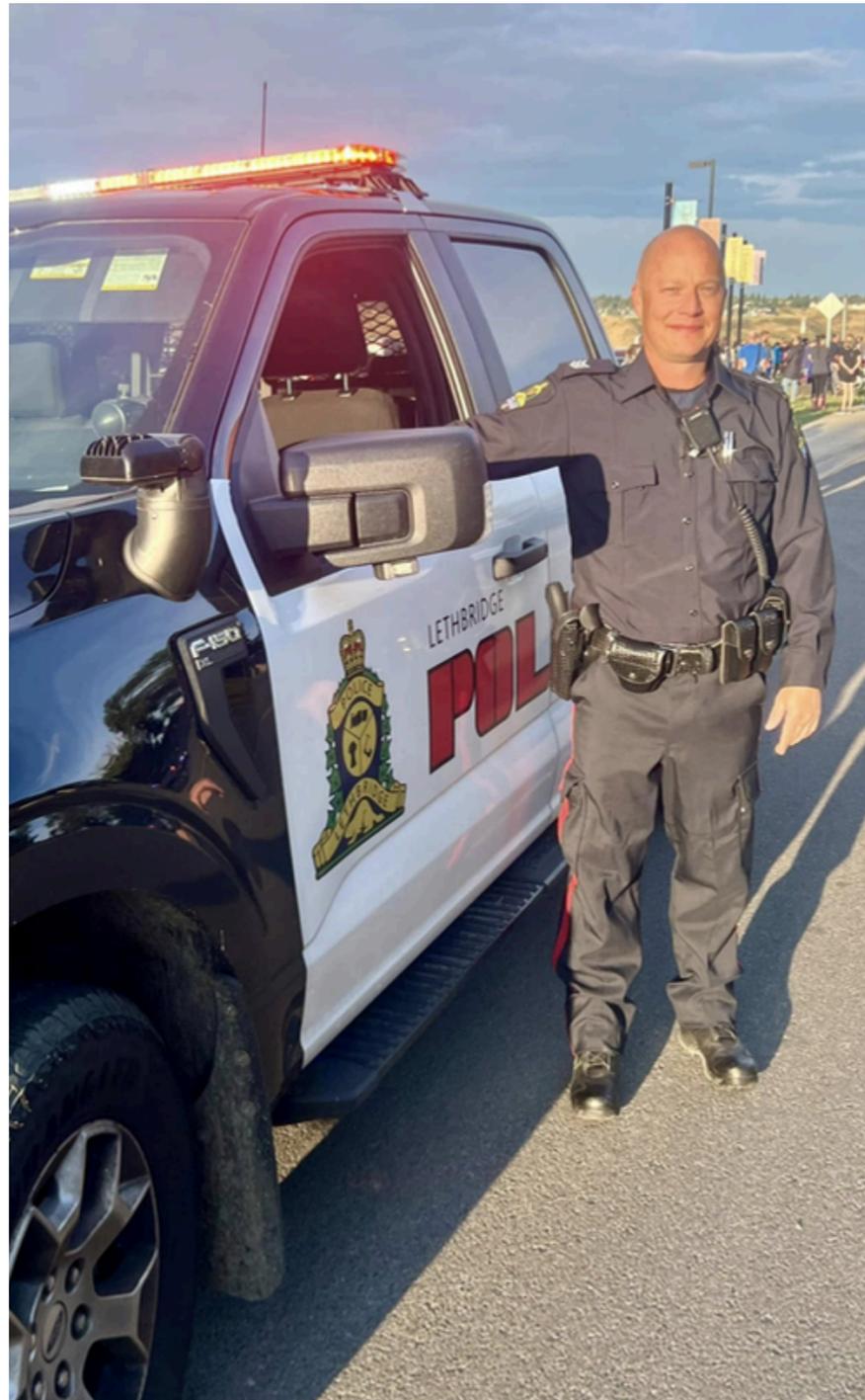
- Develop a robust recognition program to celebrate employee achievements and enhance morale
 - **Research underway by the Regimental Sergeant Major to develop and implement a civilian long service recognition program**

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

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