

Lethbridge Police Service

ANNUAL POLICING PLAN 2025



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 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

Emergency Call Collaboration

- Partner with Alberta Health Services and Lethbridge Fire & Emergency Services to streamline police responses to medical emergencies, ensuring appropriate resource utilization

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

Integrated Offender Management Program

- Launch and monitor a comprehensive offender management program to reduce recidivism

Organized Crime Response

- Pursue provincial and federal funding to enhance strategies against organized crime, focusing on resource strengthening and intelligence sharing

GOAL

Implement technology to enhance police and public accountability

OUTCOME

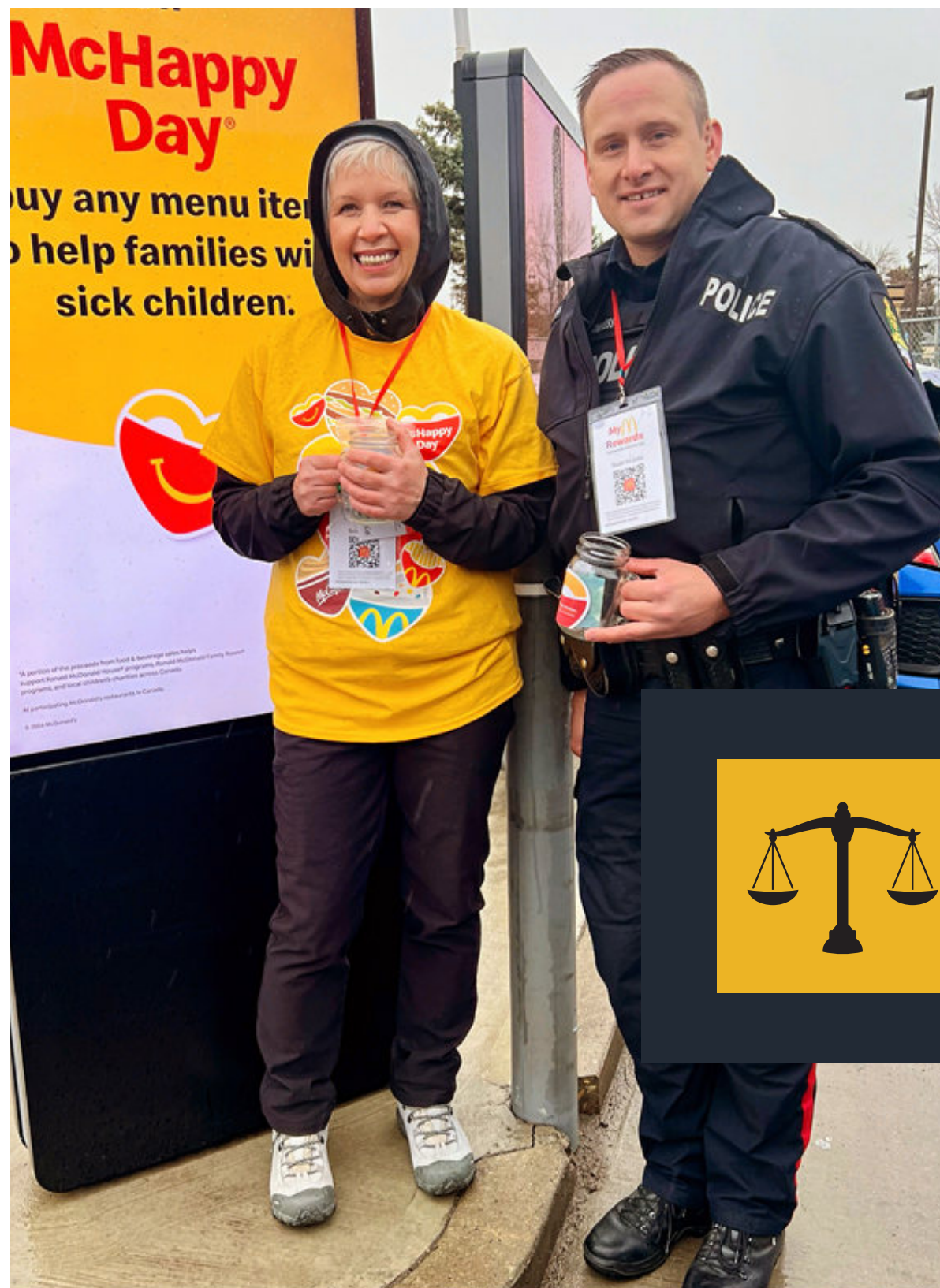
Increase public confidence and trust



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



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

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

Youth Citizen Academy

- Launch an engaging academy to educate youth about policing as a potential career path

Town Hall

- Bring together members of the public and specific stakeholders and partners for a two-way conversation

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

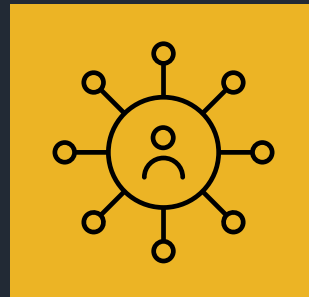
- Develop a video series to showcase LPS officers and the work they do
- Provide media ride-alongs
- Leverage social media platforms to provide crime prevention messaging to help educate community members



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
- Collaborate with community stakeholders to implement a pioneering resiliency program during high-stress events

Employee Recognition

- Develop a robust recognition program to celebrate employee achievements and enhance morale

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

Ethical AI Implementation

- Adopt AI tools in a closed system to streamline administrative processes, improve efficiencies and reduce operational workloads

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

Niche Upgrade

- Transitioning the Service's primary records management system to the latest platform. This process will impact the entire organization, but upon completion significantly modernize and enhance functionality



CONNECT WITH US

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