



Lethbridge Police Service **2025 ANNUAL REPORT**



The Lethbridge Police Service 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 Lethbridge Police Service offers respect to the Métis and all who have lived on this land and made Lethbridge their home.

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MESSAGE FROM THE POLICE COMMISSION CHAIR

On behalf of the Lethbridge Police Commission, I am pleased to present the 2025 Annual Report of the Lethbridge Police Service.

Throughout 2025, the Commission remained actively engaged with the Service, with a particular focus on long-term stability, effective governance, and public confidence in policing. The year was marked by improved operational continuity, strengthened recruitment and retention practices, and continued progress in member morale. These organizational gains coincided with encouraging trends in crime and disorder, reflecting both effective policing and sustained collaboration across the community.



NOELLA PIQUETTE

A key focus for the Commission in 2025 was ensuring continuity in leadership. After careful review and negotiation, the Commission was pleased to renew the Police Chief's contract to 2029, reinforcing stability at the executive level and supporting the Service's long-term strategic direction.

The Commission placed strong emphasis on inter-institutional collaboration in 2025, working in close alignment with LPS leadership, the Lethbridge Police Association, and the Mayor's Office at City Hall to address shared concerns while advancing more constructive relationships and clearer lines of communication across institutions.

In parallel, the Commission took deliberate steps to strengthen its own governance capacity. Commissioners participated in numerous training sessions and conferences throughout the year to deepen their understanding of policing, oversight, and best practices. As a result, the Commission made the strategic decision to move toward an independent staff support model by establishing an Executive Director role, a reform intended to enhance governance capacity, continuity, and institutional resilience.

The Commission remains committed to advocating for the resources and structures necessary to keep both the public and police officers safe. Looking ahead, we will continue to provide thoughtful governance, steady oversight, and principled support for a professional police service that serves the community with integrity, fairness, and respect.

We are proud of the work of the Lethbridge Police Service and remain dedicated to our role on behalf of the citizens of Lethbridge.

MISSION

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

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.

VALUES

Courage / likitapiiysini

Respect / Inakootsiyyssini

Professionalism / Okamotapotakssini

Collaboration / Isspomaanitapiiysinni

Accountability / Aisstakataa



MESSAGE FROM CHIEF SHAHIN MEHDIZADEH



The safety of our community is the highest priority for the Lethbridge Police Service (LPS) and I am pleased to report the city recorded a nearly 19 per cent overall reduction in the Crime Severity Index (CSI) - the third largest decrease in Canada.

Both violent crime and non-violent crimes decreased - by eight per cent and 23 per cent respectively - with notable reductions in break and enters, mischief, theft from vehicles, and vehicle theft.

In 2025, the CSI was down in all four zones of the city and our most recent community survey shows that the vast majority of residents feel safe living in Lethbridge.

These numbers reflect a five-year downward trend in crime rates and I credit the efforts of our sworn and civilian staff who work diligently to prevent and reduce crime and social disorder and provide a safer community for all of our residents.

But crime doesn't exist in isolation. It is often linked to complex social challenges including mental health issues, addictions, and homelessness. Collaboration with community partners is critical to address root causes, reduce crime opportunities, and provide the long-term supports necessary to reduce recidivism.

I want to acknowledge and thank our citizens, dedicated community partners and service providers, the Lethbridge Police Commission, and City Council and Administration for their continued support and collaboration.

In 2025, LPS hired 18 police officers and three Community Peace Officers, increasing street strength to almost full capacity and enabling the organization to restore positions previously vacant. In addition, new positions were added to the Downtown Policing Unit.

Over the past year, LPS focused on employee wellness with the full implementation of an early intervention and re-integration program for employees who have spent significant time away from the workplace. A partnership with Wounded Warriors Canada also saw the creation of an innovative, first of its kind in North America program to equip trauma-exposed professionals with practical interventions for use during and after high-stress calls.

Our reconciliation journey continued in 2025 with the planting and first harvest of a rooftop Blackfoot Medicine Garden; cultivating sage, sweetgrass, mint and tobacco for use in the Victim/Witness Services smudge kit program and cultural ceremonies. LPS was also honoured to become a keeper of two eagle feathers used for the swearing of oaths, ceremonies, and during court testimony to honour Indigenous culture, traditions, and beliefs.

Looking forward, LPS is committed to ongoing innovation, enforcement and prevention initiatives, and further opportunities for collaboration to foster positive, meaningful, and sustainable change in our community.



**Deputy Chief
Gerald Grobmeier**



**Inspector
Robin Klassen**

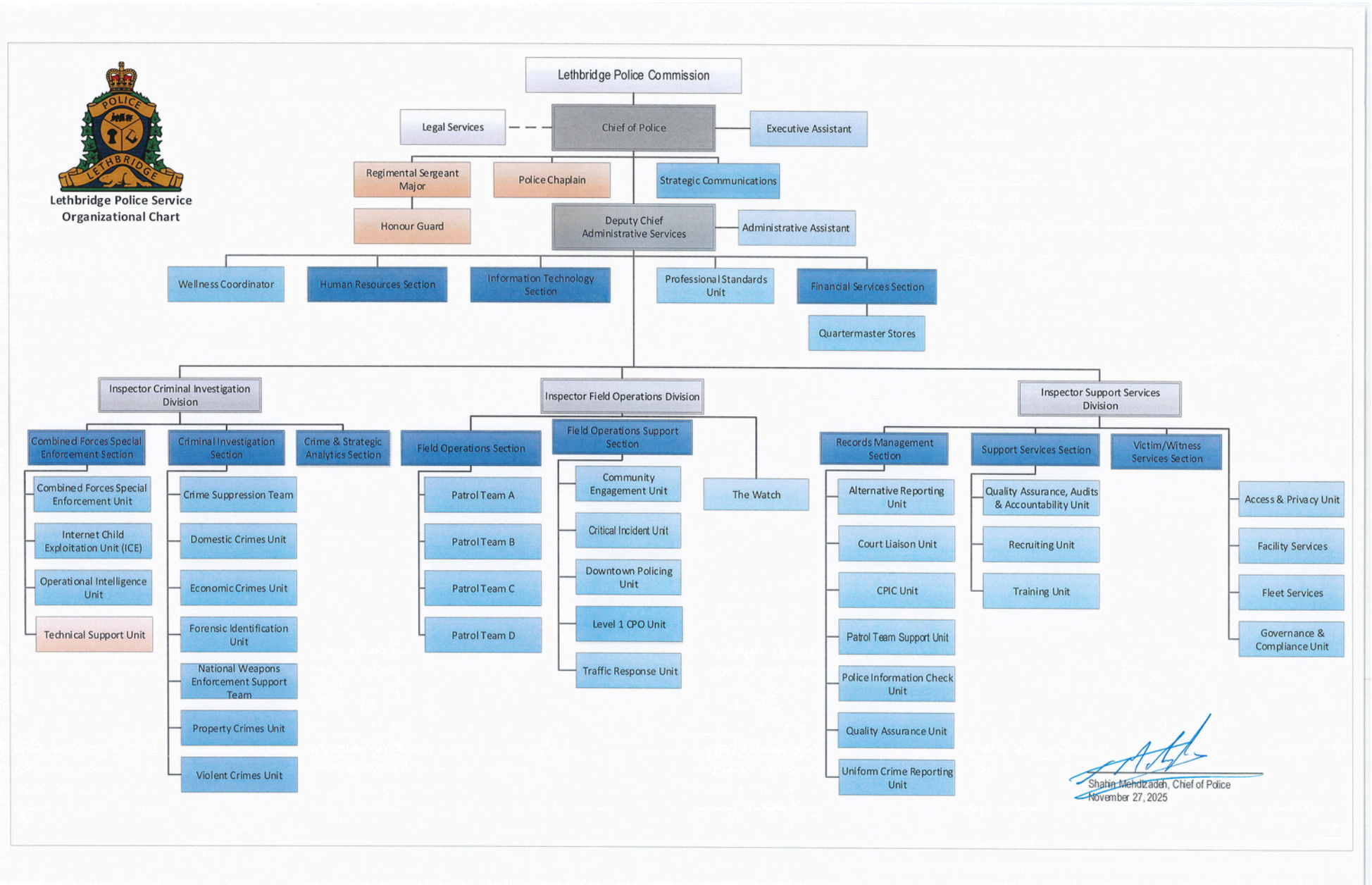


**Inspector
Russell Lawrence**



**Inspector
Jason Walper**

ORGANIZATIONAL STRUCTURE





PARTNERS IN POLICING: Community Forum

In 2025, the Lethbridge Police Service hosted its first 'Partners in Policing' forum, bringing together community partners, stakeholders, service providers and citizens at large to discuss public safety challenges and identify opportunities for further collaboration.

WHAT WE HEARD:

Community Safety Is Multifaceted

Community safety challenges are complex and interconnected. Factors such as poverty, homelessness, addiction, and gaps within the broader justice and social support systems continue to contribute significantly to crime, disorder, and public safety concerns.

Public Confidence Is Closely Linked to Perception

Public confidence in policing is strongly influenced by visibility and perception - particularly in the downtown core. Addressing safety concerns requires not only enforcement, but also a consistent police presence, proactive communication, and environmental design strategies that improve public reassurance.

Long-Term Solutions Require Shared Responsibility

Sustainable improvements in community safety cannot be achieved by policing alone. Progress depends on stable funding, effective alternative response models, restorative justice options, and strengthened partnerships with community organizations, social service providers, and other levels of government.



HOW WE WILL MOVE FORWARD:

Enhanced Targeted Visibility and Problem-Oriented Policing

Expand directed patrols and enforcement in high-impact areas, including the downtown core and identified traffic hot spots. Deployment will be guided by CompStat analysis, crime trends, and repeat-offender data to maximize effectiveness.

Strengthened Alternative Response and Referral Practices

Formalize referral and response protocols with community partners, increase frontline awareness of available social supports, and prioritize non-police or hybrid responses where appropriate to better align resources with community needs.

Expanded Prevention and Public Education Efforts

Increase proactive prevention initiatives, including coordinated fraud awareness campaigns, clearer public guidance on crime reporting, Crime Prevention Through Environmental Design (CPTED) support for businesses, and promotion of crime prevention tools such as Bike Index.



BLACKFOOT MEDICINE GARDEN

In 2025, the Lethbridge Police Service marked the first harvest from its Blackfoot Medicine Garden - an initiative grounded in reconciliation, cultural respect, and community partnership. The garden provides sustainably grown sacred medicines for use in smudge kits through Victim/Witness Services and in cultural ceremonies that are integral to many LPS events.

The project was originally proposed by Constable Les Vonkeman prior to his retirement and was advanced by Trissly Blackwater of the Community Engagement Unit and Catherine Pooley, Manager of Victim/Witness Services. It reflects a shared commitment within LPS to move beyond intention and into meaningful, action-based reconciliation.

Installed in spring 2025, the garden consists of four custom rooftop planter boxes crafted by local artisan, Glen Elgersma. Each box is inscribed with one of the Service's Blackfoot values, serving as a visible and symbolic reminder that the police station stands on Blackfoot territory and is surrounded by Niitsitapi knowledge, culture, and sacred medicines.

With the guidance and blessing of Blackfoot Elder Cathy Hunt, and with support from Lindsie Bruns of The Confluence in Calgary, the garden was planted with sweetgrass, sage, mint, and tobacco. Throughout the growing season, LPS employees cared for the medicines with ongoing guidance from Elders and the Service's Indigenous Advisory Committee, ensuring the plants were grown, harvested, and used in a respectful and culturally appropriate way.

The Blackfoot Medicine Garden has provided LPS with an opportunity to become stewards of sacred plants, deepen understanding of Blackfoot culture, and strengthen relationships built on trust, reciprocity, and respect.

The garden will be replanted each spring, continuing a cycle of growth, learning, and renewal. As a living initiative, the Blackfoot Medicine Garden represents an ongoing commitment by the Lethbridge Police Service to reconciliation through action and to respectful partnership with Indigenous communities.





SUPPORTING SPECIAL OLYMPICS

The Lethbridge Police Service proudly supports Special Olympics through participation in community events and fundraisers.

In 2025, the LPS' fundraising efforts kicked off with the annual Law Enforcement Torch Run Polar Plunge, with many individuals and teams braving the chilly weather to take an icy dip.

Throughout the year, officers and civilian employees also participated in Free the Fuzz, Cops, Pops and Pizza, and one member attended the International Law Enforcement Conference in Minnesota, helping to carry the Flame of Hope.

2025 also marked the 13th Annual Lethbridge Police Run. With nearly 700 participants running 5K, 10K, or half marathon distances, a record total of \$35,500 was raised for Special Olympic athletes!



**Special
Olympics**





**IN PARTNERSHIP
WITH OUR
COMMUNITY**





CHARITY CHECKSTOP

In December 2025, the Lethbridge Police Service proudly hosted its 6th Annual Charity Checkstop in partnership with Christmas Hope and several community agencies, reinforcing the Service's ongoing commitment to community well-being and collaboration. LPS officers and staff volunteered their time to collect new, unwrapped toys, non-perishable food items, and monetary donations to support local individuals and families facing financial hardship during the holiday season.

Through the collective generosity of the community, the 2025 Charity Checkstop resulted in the donation of 540 toys, 28 gifts for seniors, 843 pounds of food, and \$2,114 in cash contributions. Donations were distributed by Christmas Hope to ensure coordinated, non-duplicative support across its partner agencies, including the Interfaith Food Bank, Lethbridge Food Bank, Lethbridge Family Services (Angel Tree), MyCityCare (Shop of Wonders), The Salvation Army (Toys for Tots), and, for the first time, the Lethbridge Senior Citizens Organization (Golden Giving Tree).

The event was made possible through the strong support of community-minded sponsors, including the Lethbridge Police Association, Park Place Mall, Grassroots Realty, Toys "R" Us Lethbridge, and Two Guys Flooring. The Charity Checkstop continues to be a meaningful example of how police, community partners, and residents can work together to support those in need and help make the holiday season brighter for all.





STRATEGIC PRIORITY: COMMUNITY SAFETY

Enhanced Call Handling and Resource Allocation

Collaboration with the City of Lethbridge is ongoing to design and pilot an alternative response model for calls that do not require a police presence, but have historically involved officer attendance. The potential use of civilian and external services for non-criminal calls will assist in reducing officer workloads.

Emergency Call Collaboration

In partnership with Alberta Health Services and Lethbridge Fire and Emergency Services (LFES), tactical paramedics were embedded with the LPS Tactical Team to ensure the most timely response to civilian and first responder casualties during critical incidents. In addition, joint training between LPS and LFES was conducted as part of a disaster response table top exercise.

Cybercrime Readiness

A detailed proposal has been developed for the creation of a Cyber Crimes Unit, including a multi-stage implementation plan.

Integrated Offender Management Program

A one-year pilot project was implemented. The program includes one constable who collaborates with partner agencies to co-develop offender support plans to maximize the likelihood of rehabilitation and reduce recidivism.

Organized Crime Response

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.

Body-Worn Camera Program

In line with a provincial government-directed roll-out for all Alberta law enforcement agencies to implement body worn cameras (BWC), an LPS program was developed including the finalization of a contract with the provider and the hiring of a Digital Evidence Unit Coordinator. BWCs are slated for implementation in May of 2026.

STRATEGIC PRIORITY: COMMUNITY ENGAGEMENT

Youth and Peace Officer Integration

The Youth Engagement Unit was expanded to include one Community Peace Officer and one Constable position to increase capacity and foster proactive community partnerships.

Community Engagement Support

A civilian position was added to collaborate with internal and external stakeholders, assist in event-planning, and build relationships with the Indigenous community. In the first year, assistance was provided in an initiative where the Service became the keeper of two Eagle feathers to be used for swearing oaths and cultural ceremonies, along with the planting and harvest of the organization's rooftop Blackfoot Medicine Garden.

Youth Citizen Academy

The Police Service hosted a youth academy for local high school students to learn more about the policing profession. Research and development are ongoing in the further creation of an Indigenous youth academy program.

Community Consultation

LPS hosted the 'Partners in Policing' Forum, that brought together more than 60 community partners to discuss public safety challenges and identify new opportunities for further collaboration.

Public Education through Multimedia

A video series highlighting sworn and civilian positions within the Service was produced and shared across multiple social media platforms.

Leverage Social Media Platforms for Crime Prevention Messaging

Monthly content, including topics covering traffic safety, property crime, and fraud prevention was developed and shared on LPS social media channels.





STRATEGIC PRIORITY: HEALTHY ORGANIZATION

Employee Wellness and Resiliency

Early intervention and reintegration programs were developed and implemented to support employee health and well-being and contribute to successful outcomes.

Employee Resilience Partnership

LPS partnered with Wounded Warriors Canada to develop and implement Down Regulation Skills Training - the first of its kind in North America to equip trauma-exposed professionals with interventions for use during and after high-stress calls.

Employee Recognition

Research is underway by the Regimental Sergeant Major to develop and implement a civilian long service recognition program.

Infrastructure Expansion

Capital improvement projects for a westside station, training facility, and another location in an existing city-owned building have been submitted to the City of Lethbridge for consideration.

Fraud Investigation Efficiency

Consultation with the Crown was completed and the Economic Crimes Unit (ECU) presented to supervisors on key areas of focus in fraud investigations. The Investigative Support Beat is now assisting in fraud investigations that don't meet the threshold for transfer to ECU, but may require too much follow-up for patrol members.

Ethical AI Implementation

A closed system to query police records was implemented along with three internal tools - Notes2Report, Transcript2Summary and AI Summarizer. In addition, limited access to cloud-based AI tools for non-sensitive and non-restricted information was implemented.

Niche Upgrade

UA Niche was implemented and civilian members trained with further officer training and transition to occur in the first quarter of 2026.





THE YEAR IN NUMBERS

111,400

2024 Statistics Canada

POLICING POPULATION



291

EMPLOYEES

Community Peace Officers: 9
Police Officers: 185
Civilians: 97

90

VOLUNTEERS

Victim Services: 63
The Watch: 27

124

**SQUARE KILOMETRES
OF POLICING
JURISDICTION**

**CALLS FOR
SERVICE**

31,034

ONLINE

1,138

CRIME REPORTS

SOCIAL MEDIA

75,000

FOLLOWERS

BUDGET

\$48.1M

Tax Supported

Salary & Benefits: \$43.4M
Operating Costs: \$10.6M
Grants and Revenues: (\$5.9M)



7,810

CRIMINAL CODE CHARGES

ALBERTA TRAFFIC SAFETY ACT



6,537



CHARGES

CALLS FOR SERVICE

TOP 5 CALLS CITYWIDE

- 1) Public Service
- 2) Trespassing/unwanted
- 3) Theft
- 4) Disturbance/nuisance
- 5) Suspicious/wanted

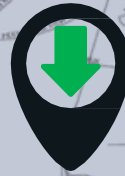


NORTH

2025: 6,567

2024: 6,834

LPS20

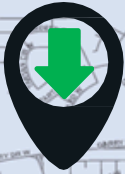


DOWNTOWN

2025: 9,261

2024: 10,165

LPS10



WEST

2025: 5,357

2024: 5,373

LPS40



SOUTH

2025: 9,849

2024: 9,507

LPS30

STATISTICAL DATA: METHODOLOGY

Unless otherwise indicated, this report covers events that occurred between January 1 and December 31, 2025.

Calls for service and collision totals were determined with data from the Public Safety Communications Centre (PSCC) Computer Aided Dispatch database and the Lethbridge eCollision database, respectively.

Totals for Criminal Code charges, Alberta Traffic Safety Act charges, crimes against persons, property crimes, drug violations, and traffic violations were calculated using data from the LPS Niche Records Management System (RMS), which has been quality checked by the Service's Record Management Uniform Crime Reporting Team. Violations that were unfounded (confirmed to be without merit) were not included.

To be consistent with how crime data is reported to the province of Alberta, crime totals in this report were calculated at the violation level, instead of the occurrence or incident level (each occurrence can have one to many incidents, and each incident can have up to four violations). Due to this change in reporting, the totals for child sex offences, fraud, hit and run, and collisions with property damage will differ significantly to the totals on annual reports prior to 2023.

For the 2025 reporting year, several metrics have been restructured to better reflect the nature of the events being reported. Incidents involving missing juveniles and eloped juveniles are now reported as separate categories, as they represent distinct circumstances that were previously combined in earlier reports. In addition, theft and shoplifting are now presented as individual metrics rather than a single grouped category to provide clearer insight into trends for these offence types.



OTHER POLICE RESPONSES

CRITICAL INCIDENT TEAM DEPLOYMENTS

↓ 16

2024: 18
2023: 17

MISSING PERSONS

↓ 172

REPORTED

ADULTS: 95
YOUTH: 77
ELOPED JUVENILES: 371

2024: 277
ADULTS: 157
YOUTH: 120
ELOPED JUVENILES: 482

2023: 347
ADULTS: 178
YOUTH: 169
ELOPED JUVENILES: 186

CRIMES AGAINST PERSONS

	2025	2024	2023
↑ HOMICIDE	2	1	1
↑ ATTEMPTED MURDER	3	2	0
↑ SEXUAL ASSAULT	159	108	159
↑ CHILD SEX OFFENCES	106	63	72
↑ ASSAULT	1,538	1,456	1,633
↑ CHILD PORNOGRAPHY	29	25	30
↑ ROBBERY	73	61	73
↑ CRIMINAL HARRASSMENT	103	82	84
↑ DOMESTIC VIOLENCE	2,378	2,288	2,225

PROPERTY CRIMES

	2025	2024	2023
↓ ARSON	23	25	44
↓ BREAK AND ENTER	655	686	1,051
↓ THEFT	2,073	2,801	3,705
↓ SHOPLIFTING	1,337	1,893	2,787
↓ THEFT OF VEHICLE	229	253	320
↓ ATTEMPTED VEHICLE THEFT	17	32	59
↑ POSSESSION OF STOLEN PROPERTY	280	255	283
↑ FRAUD	2,111	1,511	1,592
↓ MISCHIEF	1,186	1,250	1,593

DRUG OCCURRENCES

GENERAL ACTIVITY

256 ↑
REPORTS

2024: 255
2023: 372

POSSESSION

557 ↓
REPORTS

2024: 704
2023: 837

TRAFFICKING

265 ↑
REPORTS

2024: 221
2023: 232

LETHBRIDGE POLICE SERVICE PIPE BAND

In 2025, the Lethbridge Police Service marked a historic milestone with the formation of its first-ever pipe band.

A Memorandum of Understanding between LPS and two longstanding community pipe bands - the Legion Pipe Band and the Bridge City Highlanders Pipes and Drums - was formally signed, amalgamating the groups and establishing the Lethbridge Police Service Pipe Band.

Reflecting the Service's commitment to community engagement, the pipe band functions as a ceremonial unit, performing at both internal and external events. Comprised of approximately two dozen police and civilian volunteers, the band promotes and preserves the traditions of Scottish music and the rich heritage of military and law enforcement pipe bands.

Band members wear the Prince Charles Edward Stuart tartan, a vibrant blend of red and dark green, complemented by yellow, blue, and white stripes. The colours symbolize strength, resilience, and a connection to the land.

Throughout the year, the pipe band performed at numerous community events and internal ceremonies, including the memorial service honouring two fallen LPS officers.

The Lethbridge Police Service Pipe Band is available to perform at community events and LPS is proud to welcome these musicians as part of the police family.





TACTICAL EMERGENCY MEDICAL SUPPORT (TEMS)

With the addition of Tactical Emergency Medical Support (TEMS), seven advanced care paramedics, with specialized training and equipment, were embedded in the Lethbridge Police Tactical Team to provide immediate medical care to injured civilians or officers at the scene of high-risk incidents, such as hostage-takings or active assailant scenarios.

Prior to the implementation of TEMS, paramedics would be staged blocks or even further away from the location of an incident, resulting in delayed response times. Now, with the implementation of TEMS, paramedics will be right on scene.

Seven Lethbridge Fire and Emergency Services paramedics were selected for TEMS following a day-long testing process conducted by the LPS Tactical Team. Further training included specialized skills and equipment and a 40-hour Tactical Combat Casualty course with Tac members. As part of the training, paramedics were exposed to simulated high-risk scenarios to help prepare them for calls involving weapons and violence. Ongoing training with the Tactical Team will take place multiple times each year.

The TEMS concept originated with the Los Angeles Sheriff's Department in 1971 and has since expanded to agencies throughout North America. Lethbridge joins several other police agencies in Alberta who have TEMS programs.

When the LPS Tactical Team is deployed, TEMS paramedics now join them on high-risk calls where there is potential for injury to the public, police, or subject.

WELLNESS INNOVATION: DOWN REGULATION SKILLS TRAINING

In 2025, the Lethbridge Police Service and Wounded Warriors Canada partnered to deliver Down Regulation Skills Training (DRS-T) – the first of its kind in North America – developed for police officers and other responders who regularly face the threat of death, serious injury, or violence. The innovative program equips trauma-exposed professionals with simple, practical interventions they can use not only after a high-stress call, but during the event itself as long as it's safe to do so.

It's estimated that over half of civilians will experience at least one potentially traumatic event in their lifetime. In contrast, police officers are exposed to approximately three to five traumatic events every six months. That means officers may experience up to 200 per cent more trauma than the average person.

High-risk, high-intensity physical activities involve physiological components that require training, monitoring, and maintenance. Achieving physical readiness, fitness, and acquiring applicable skills not only prevents injury in the long term but is a requirement for high levels of performance on the job. Just like high performance athletes who take time to recover following intense competition and physical exertion, first responders whose limbic systems are highly activated must engage in a period of recovery or what can be termed “down regulation” of their nervous systems to avoid chronic limbic activation and physiological stress.

At the heart of the Down Regulation Skills Training program is the BETR model – Body, Emotions, Thoughts, and Relationships. It guides officers through a quick self check-in, helping to down-regulate the body's stress response when the natural process gets disrupted – something that happens often in policing. These grounding techniques help officers stay present in the moment and reduce the risk of injury after a traumatic event.

Moving forward, the DRS-T program will be integrated service-wide so every officer has access to the mental health tools they need to do their job, protect the public, and take care of themselves.



INTEGRATED OFFENDER MANAGEMENT PROGRAM (IOM)

In the last quarter of 2025, the Lethbridge Police Service launched a new Integrated Offender Management (IOM) program bringing together law enforcement and community partners to help reduce recidivism and enhance public safety.

IOM is an evidence-based approach that focuses on individuals who disproportionately contribute to crime and public disorder. Research shows approximately six to 10 per cent of offenders are responsible for up to 60 per cent of crime and targeted intervention can have a significant impact. IOM programs in other jurisdictions have resulted in a 35 to 40 per cent reduction in reoffending, helping to break the cycle of repeat crime, reduce victimization, and alleviate pressures on police, the courts, and social services.

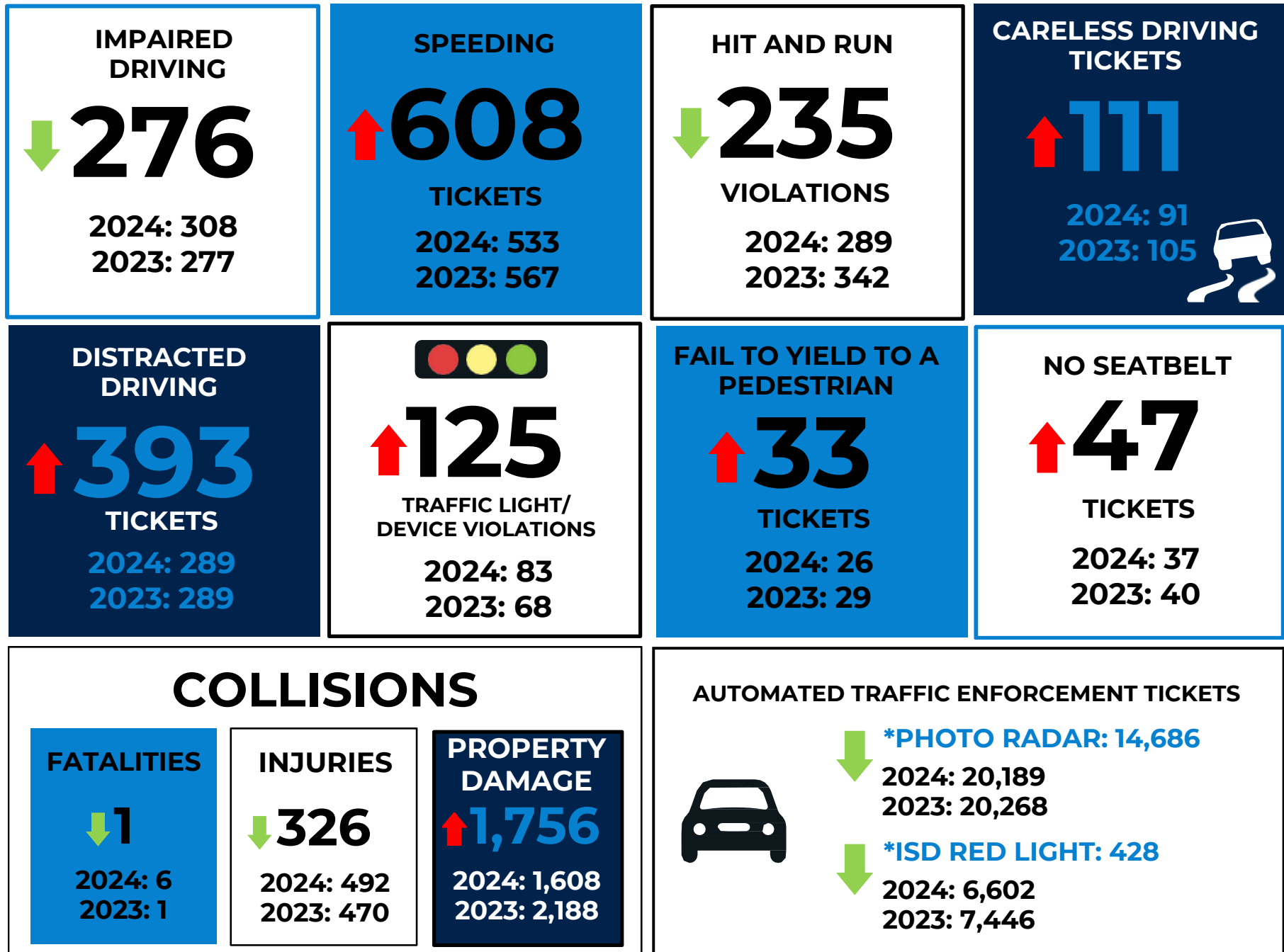
The Lethbridge pilot is a one-year partnership with the Government of Alberta and is supported by \$156,000 in provincial grant funding.

IOM offenders are identified using a data-drive methodology based on Crime Severity Index scores and offending frequency, ensuring resources are focused on those causing the most harm. Police and partner agencies then co-develop individualized support plans that address underlying factors, such as mental health and substance use, while maintaining a strong justice response. Interventions are matched to each offender's risk level and personal circumstances, maximizing the likelihood of rehabilitation and reducing the risk of re-offending.

The Lethbridge pilot includes one, dedicated IOM police officer and is designed as a scalable model for smaller municipalities. The initiative will help inform the province-wide expansion of IOM as a standard approach to offender management in Alberta.



TRAFFIC SAFETY AT A GLANCE



*In 2025, the Government of Alberta amended the use of automated enforcement resulting in a reduction of photo radar-monitored locations. Further, speed enforcement using ISDs was discontinued, so 2025 data only reflects red light violations.

ABOUT OUR EMPLOYEES

 **185**
POLICE OFFICERS
FUNDED POSITIONS: 188

 **9**
COMMUNITY
PEACE OFFICERS
FUNDED POSITIONS: 15

 **97**
CIVILIANS

 **90**
VOLUNTEERS



AVERAGE IN-SERVICE TRAINING HOURS

22
PER MEMBER/
PER YEAR

OFFICER EXPERIENCE

0-10
YEARS
46%



10-20
YEARS
39%

20-30
YEARS
14%

30-35
YEARS
1%

TOTAL VOLUNTEER HOURS

9,185

ORGANIZATIONAL STRUCTURE

CHIEF (1)
DEPUTY CHIEF (1)
INSPECTORS (3)
STAFF SERGEANTS (8)
SERGEANTS (26)
CONSTABLES (146)



SERVICE MEDALS

22-YEAR ALBERTA EMERGENCY SERVICES BAR

- Inspector Robin Klassen
- Staff Sergeant Pete Christos
- Staff Sergeant Jason LeBlanc
- Staff Sergeant Trevor Sheppard
- Staff Sergeant Christy Woods
- Sergeant Travis Evenson
- Sergeant Mike Fielding
- Sergeant Jay McMillan
- Sergeant Denton Michelson
- Sergeant Steve Veale
- Sergeant Bryan Whelpley
- Constable Richard Borthwick
- Constable Mike Darby
- Constable Ryan Kiddine
- Constable Jack Kryzstofiak
- Constable Brent Lorenz
- Constable Don Realini
- Constable Dan Shurtz
- Constable Mark Smith
- Constable Chris Stock
- Constable Rob Thibeau

20-YEAR POLICE EXEMPLARY SERVICE MEDAL

- Staff Sergeant Trevor Sheppard
- Staff Sergeant Mike Williamson
- Staff Sergeant Christy Woods
- Sergeant Ryan Darroch
- Sergeant Denton Michelson
- Sergeant Rick Semenuik
- Constable Mike Darby
- Constable Ryan Kiddine
- Constable Lyle Millhouse
- Constable Dan Shurtz

20-YEAR ALBERTA LAW ENFORCEMENT LONG SERVICE MEDAL

- Staff Sergeant Trevor Sheppard
- Staff Sergeant Mike Williamson
- Staff Sergeant Christy Woods
- Sergeant Ryan Darroch
- Sergeant Denton Michelson
- Sergeant Rick Semenuik
- Constable Mike Darby
- Constable Ryan Kiddine
- Constable Lyle Millhouse
- Constable Sam Scarpelli
- Constable Dan Shurtz

15-YEAR LETHBRIDGE CITY POLICE MEDAL

- Staff Sergeant Bruce Hagel
- Staff Sergeant Ashlin Snowdon
- Sergeant Yoan Bernachez
- Sergeant Owen Conway
- Sergeant James DeMone
- Sergeant Tanner Hansen
- Sergeant Travis McLennan
- Constable Karly Easter
- Constable Stephanie Law
- Constable Jason Roth
- Constable Dan Shurtz
- Constable Mark Smith
- Constable Kristen Songer

12-YEAR ALBERTA EMERGENCY SERVICES MEDAL

- Constable Chris Andrade
- Constable Jonathan Brunning
- Constable Nick Cousineau
- Constable Paul Davis
- Constable Kris Deines
- Constable Mike Dowsley
- Constable Andrew Firby
- Constable Dwayne Harrison
- Constable Cole Iwaasa
- Constable Curtis Johnson
- Constable Drew Kanyo
- Constable Josh Kurtz
- Constable Michelle LeBlanc
- Constable Daryl Lemieux
- Constable Chris Middleton-Hope
- Constable Kim Pierzchala
- Constable Rob Thibeau
- Constable David Wharf

CHIEF'S COMMENDATION

- Constable James Steacy
- Community Peace Officer Navkanwarjit Sodhi

DIVISIONAL RECOGNITION

- Staff Sergeant Mike Williamson
- Constable Emory Adrian
- Constable Eric Enkirch
- Temi Awogbami

VICTIM/WITNESS SERVICES UNIT

PROGRAM OVERVIEW

The Lethbridge Police Victim/Witness Services Unit (V/WSU) is a police-based victim assistance program built on the belief that all victims and witnesses of crime and tragedy deserve the right to be well supported and find healing.

Our emergency-scene and follow-up trauma-informed support helps facilitate opportunities to heal, foster hope and empowerment while promoting a safer and healthier community. We recognize navigating the criminal justice system can be challenging and we are here to ensure you don't have to walk alone.

V/WSU has been supporting the community since 1991. Our dedicated volunteer Crisis Support Workers are first responders that provide compassionate support, information, referrals, safety planning, and education services that are designed with a victim-centered approach. V/WSU Crisis Support Workers are trained extensively in communication, crisis intervention, traumatic stress, and the unique victim experience.

Our on-scene assistance and referrals may include such incidents as:

- abuse and assault
- domestic violence
- suicide/sudden death
- missing persons
- fraud
- major collisions
- robbery
- harassment/stalking
- bereavement
- homicide



Working alongside the Lethbridge Police Service and other community services within southern Alberta, we ensure our community's needs are met 24 hours a day, seven days a week.



2025

STATISTICS

- ACTIVE VOLUNTEER HOURS: 6,840
- VOLUNTEER SHIFTS: 1,376
- CALLOUTS: 238
- ON-CALL HOURS: 12,286
- TRAINING HOURS: 2,577
- FILES REVIEWED: 11,226

YEAR IN REVIEW

VICTIM/WITNESS SERVICES UNIT

The Victim/Witness Services Unit continues to be guided by a simple but powerful commitment: to show up with care, integrity, and presence for those navigating the aftermath of crime and trauma. This past year offered meaningful moments that reflect not only the work we do, but how we choose to do it. Three milestones in particular speak to the values that shape our service and our relationships.

One of the year's most significant honours was the recognition of Grace Couturier with the Stars of Alberta Award after 25 dedicated years of service to the unit. This provincial distinction celebrates Albertans whose actions create safer, stronger communities through leadership, service, and compassion. Grace has contributed over 18,000 volunteer hours of service to victims of crime, trauma, and tragedy in our community, working every Tuesday for more than two decades. She has seen the unit grow and transform, working with three different program managers and nine different Chiefs of Police. Grace brings professionalism, respect, and accountability to every interaction, consistently going beyond expectations to ensure victims feel heard, supported, and valued. Her recognition is a proud moment for our unit and a reflection of the quiet, often unseen impact that trauma-informed service can have when delivered with care and consistency. We are grateful for the example she sets and the trust she builds every day.

Another milestone this year was the planting of our Blackfoot Medicine Garden, which supports the V/WSU smudge kit program. This initiative represents a meaningful step toward reconciliation in action, not as a symbolic gesture, but as a living, growing relationship grounded in respect and learning. The garden provides traditional medicines that are harvested with intention and offered to support victims in crisis, many of whom find comfort and grounding in cultural practices. The garden boxes now stand as a physical expression of our commitment to culturally responsive services and to walking alongside our Blackfoot community with care and accountability.

We were also deeply honoured to be given stewardship of an eagle feather gifted by retired Cst. Les Vonkeman. In many Indigenous traditions, an eagle feather carries profound spiritual significance, representing honesty, strength, and connection to the Creator. Receiving this gift was an act of trust and relationship. It is not an object we possess, but a responsibility we carry. The feather is used to support victims in challenging moments as a touchstone to culture, and as sacred item to swear on for virtual testimony in court.

Together, these moments reflect a year defined by relationship, learning, and purpose. They highlight that our Victim/Witness Services Unit is committed not only to effective service delivery, but to leading with grace, accountability, and respect for the diverse communities we serve.





TRUNK OR TREAT!



THE WATCH

Kiaayopokaa Kana'kaksin

The Watch is a volunteer-based initiative with the objective of enhancing the community as a safe and friendly place 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 core police functions and do not require officer involvement. In managing these events, capacity is created for police to address incidents that involve criminal activity.

The Watch acts as the eyes and ears of social and community services agencies and emergency service providers, and connects vulnerable people with public and private support agencies and organizations.

In 2025, The Watch was honoured with a Blackfoot name: Kiaayopokaa Kana'kaksin, which translates to Bear Child Society.

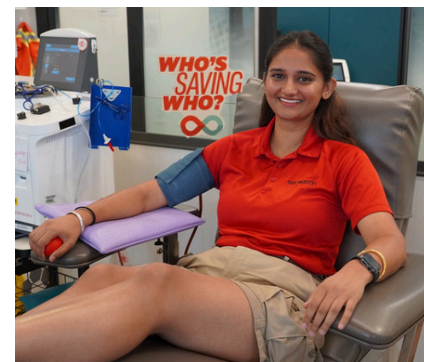
The name was bestowed during a ceremony led by Piikani Elder Morris Little Wolf, who shared the profound cultural, spiritual, and social significance that societies hold within Blackfoot tradition.

In Blackfoot culture, societies are structured groups with distinct roles and responsibilities, each deeply respected for their contributions to community well-being.

The Watch continued its engagement with the Alberta Virtual Opioid Dependency Program (VODP). In addition to assisting workers with intake applications, Watch members attended local pharmacies to retrieve opioid agonist medications for participants. In 2025, 140 pick-ups were completed and delivered to the Police Service's Short Term Holding Facility.

A new public service location check was created in 2025 covering the 2200 block of 7 Avenue South, the nearby skate park, Spitz Stadium, and Henderson Lake Park.

In 2025, 12 new volunteers were recruited and hired, bringing the total complement to 27. Since its inception in 2019, 128 volunteers have served with The Watch. A number of the volunteers, along with multiple team leads, have gone on to careers as Police or Community Peace Officers with LPS and other southern Alberta law enforcement agencies.



2025 STATISTICS

- HOURS OF SERVICE: 2,345
- RESPONSE TO EVENTS: 7,426
- WELLNESS CHECKS: 222
- OVERDOSE EVENTS: 2
- SAFE WALKS: 212
- NEEDLES FOUND/REPORTED FOR PICK-UP: 724
- TRANSPORTATION ARRANGMENTS FOR VULNERABLE PEOPLE: 139
- USE OF WATCH PHONE: 149
- DETOX INTAKE: 1



EAGLE FEATHER KEEPER

In 2025, the Lethbridge Police Service advanced its commitment to reconciliation and culturally informed policing through the formal incorporation of eagle feathers into Service operations and ceremonial practices.

Eagle feathers hold deep spiritual significance in Blackfoot and many other Indigenous cultures, symbolizing honesty, courage, wisdom, and respect. With guidance from Piikani Elder Morris Little Wolf and in consultation with the Indigenous Advisory Committee, LPS established appropriate cultural protocols to ensure the feathers are used respectfully and in a good way.

The initiative was led internally following an Executive-approved proposal and supported through collaboration with Indigenous partners and local artisans. Two eagle feathers were gifted to the Service, beaded by a local Indigenous artist, and placed in handcrafted cedar boxes for safekeeping. A Pipe Ceremony was held to formally entrust LPS as a keeper of the feathers and to renew relationships between police and the Indigenous community.

The eagle feathers are available for use during oath swearing, ceremonies, court testimony, and community engagements. New recruits, officers, witnesses, and complainants may choose to swear oaths using an eagle feather, alongside other spiritual items, reflecting respect for diverse beliefs. The feathers may also be used as a source of spiritual grounding during interviews or court proceedings.

This initiative represents a meaningful milestone in LPS' ongoing reconciliation efforts, reinforcing trust, cultural respect, and inclusivity in policing services.



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 police policies under the Alberta Police Act. Under Section 46.1 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 2025, there were six statutory investigations. Two matters were concluded where no criminal charges were laid and four matters remain under investigation.

Alberta Serious Incident Response Team (ASIRT)

There was one matter referred to ASIRT for investigation in 2025. ASIRT currently maintains carriage of one 2023 investigation.

Law Enforcement Review Board (LERB)

There were no Law Enforcement Review Board appeals in 2025.

Biased-Based Policing Complaints

In 2025, three public complaints were received where an allegation of bias was introduced. Two were related to traffic stops, while the third was related to a field contact.

PUBLIC COMPLAINT INVESTIGATIONS

In 2025, the Chief of Police directed investigations with respect to 30 public complaints that involved the following allegations: breach of confidence (3), discreditable conduct (5), deceit (2), insubordination (3), neglect of duty (26), unlawful/unnecessary use of authority (17), and excessive use of force (1).

Disposition/Actions Taken

- One sustained
- 24 dismissed/not sustained
- One withdrawn
- Four still under investigation

SERVICE INVESTIGATIONS

In 2025, the Chief of Police directed six service investigations that involved the following allegations: discreditable conduct (2), insubordination (1), neglect of duty (3), unlawful/unnecessary use of authority (1), and unlawful use of force (3).

Disposition/Actions Taken

- Two sustained
- One dismissed
- Three remain under investigation

CITIZEN CONTACTS

There were 47 citizen concerns resolved informally by way of Citizen Contacts.

ADMINISTRATIVE REVIEWS

There were four administrative reviews directed in 2025.

COMPLIMENTS

In 2025, LPS received a total of 113 compliments.



Email: inquiries@lethbridgepolice.ca

General Inquiries: 403-327-2210

Non-Emergency Complaints: 403-328-4444

EMERGENCY 911

135 1 Avenue South
Lethbridge, AB T1J 0A1



CONNECT WITH LPS

www.lethbridgepolice.ca