

**GRANDE PRAIRIE POLICE COMMISSION  
MEETING AGENDA**

**December 21, 2023**

**2:30 PM**

**AI Robertson Room, Centre 2000**

*Anyone wishing to attend meetings to speak as a delegate must contact the Executive Director at [lsitler@cityofgp.com](mailto:lsitler@cityofgp.com) to submit their request at least 7 days prior to the meeting date.*

*Members of the public will have the opportunity to raise a question at a meeting, whether with respect to an item on the agenda or to make a general inquiry. If you wish to bring forward a question at the meeting, please contact the Executive Director at [lsitler@cityofgp.com](mailto:lsitler@cityofgp.com) at least 7 days prior to the meeting. (Complaints about officer conduct will not be topics for this forum).*

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- 1. CALL TO ORDER**
- 2. LAND ACKNOWLEDGEMENT**
- 3. APPROVAL OF AGENDA**
- 4. APPROVAL OF MINUTES**
- 5. INQUIRIES BY THE PUBLIC**
- 6. BUSINESS ARISING**
- 7. STANDING ITEMS**
  - 7.1 Chair Report
  - 7.2 Chief Report
    - a) Transition Update
  - 7.3 Public Complaint Director Report
  - 7.4 Executive Director Report
  - 7.5 Committee Updates
    - a) Finance Committee – Chair, Commissioner Burnham
    - b) Policy & Governance Committee – Chair, Commissioner Koch
      - i. November 3, 2023, meeting minutes
      - ii. Stakeholder Engagement Summary
      - iii. Vision, Mission, and Values
      - iv. Strategic Priorities, Objectives, and Initiatives
    - c) Personnel Committee – Chair, Commissioner Reiman
- 8. NEW BUSINESS**
  - 8.1 2024 Conference Attendance – Chair Wong
    - a) AAPG Conference
    - b) CAPG Conference
  - 8.2 Correspondence

- a) Public Safety and Emergency Services – Provincial Appointee Email and FAQs
- b) CAPG – Joint Meeting Statement
- c) AAPG – Christmas Card and Conference Invitation

**9. ROUND TABLE**

**10. CLOSED SESSION**

- 10.1 Personnel – FOIP – Sec. 17(4)
- 10.2 Law Enforcement Matters – FOIP – Sec. 20(1)
- 10.3 Public Complaint Director – FOIP – Sec. 24(1)
- 10.4 Professional Standards – FOIP – Sec. 17(4)

**11. BUSINESS ARISING FROM CLOSED SESSION**

**12. NEXT MEETING**

**13. ADJOURNMENT**

**GRANDE PRAIRIE POLICE COMMISSION  
MEETING MINUTES**

**November 9, 2023**

**Al Robertson Room, Centre 2000**

Attendees: Commissioner Dan Wong  
Commissioner Natalia Reiman  
Commissioner Timothy Burnham  
Commissioner Donna Koch  
Councillor Kevin O'Toole

Others: Lorrie Sitler, Executive Director  
Dwayne Lakusta, Chief of Police  
John Respet, Superintendent  
Greg Redl, Superintendent  
Mike Lefebvre, Staff Sergeant  
Jacqueline Daigneault (Admin), City of Grande Prairie

Regrets: Councillor Dylan Bressey  
Commissioner Lois Duke

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**1. CALL TO ORDER**

Chair Wong called the meeting to order at 2:45 PM

**2. LAND ACKNOWLEDGEMENT**

We respectfully acknowledge the Beaver, Cree, Dene, and Métis people as the original caretakers of these Lands and surrounding areas. We are grateful to live, learn, work and play on Treaty 8 territory within Turtle Island and acknowledge these Lands have been home to diverse and sovereign First Nations and Inuit People since Time Immemorial.

**3. APPROVAL OF AGENDA**

Motion to approve the agenda as presented.

**Moved by:** Commissioner Koch  
**Carried Unanimously**

**4. APPROVAL OF MINUTES**

4.1 October 12, 2023, Monthly Meeting

Motion to approve the minutes of October 12, 2023, as presented.

**Moved by:** Commissioner Burnham  
**Carried Unanimously**

Chair



ED



4.2 October 23, 2023, Special Meeting

Motion to approve the minutes of October 23, 2023, Special Meeting as presented.

**Moved by:** Councillor O’Toole  
**Carried Unanimously**

**5. INQUIRIES BY THE PUBLIC**

None

**6. BUSINESS ARISING**

6.1 AAPG – ALERT CAC Nominations

- Will not bring forward a Commission nomination as Councillor Bressey is on the Committee for AUMA.

**7. STANDING ITEMS**

7.1 Chair Report

- 2023 Work Plan Update
  - Reviewed completed items in the workplan
  - November – next week strategic planning, and standard monthly meeting end of December.
  - Only 2 commission members have completed online training. Reminder to complete by the end of the year.
- Draft 2024 Work Plan
  - Reviewed the Draft 2024 Work Plan

Motion to adopt work plan as presented.

**Moved By:** Commissioner Koch  
**Carried Unanimously**

- Stakeholder Engagement Session October 23-25
  - General themes included the desire for visible presence, positive first encounters, and better communication with the community. Public values transparency and respect. Suggestions for education and training for officers and the public include diversity, suicide prevention, collaboration with agencies and community groups.
  - A few asked about the Police Transition plan. These questions come up often, the Commission would like an FAQ, share on our website and city website, to be used as a referral tool. Commissioner Burnham suggested developing a good answer to repetitive questions, providing consistent information. There is still apprehension and missed info with transition. Once others understand it becomes less concerning.
  - Commissioner Reiman suggested a “did you know” on GPPS social media to keep it concise.
  - Chief Lakusta explained that the Public Information Officer starts December 4<sup>th</sup>. Will be marketing the transition.
  - Councillor O’Toole: Could be copied and pasted onto personal Facebook

Chair

ED



posts? Chief Lakusta: that is fine, once it's put out, it is public.

## 7.2 Chief Report

- Introductions to:
  - Superintendent John Respet – Police Operations Bureau, who is a 26-year member of the RCMP in Alberta.
  - Superintendent Greg Redl – Services & Community, who spent 21 years with the RCMP, served across the country.
  - Staff Sergeant Mike Lefebvre – Training & Recruitment. Was a 24-year RCMP member in British Columbia, Ontario and Alberta. Retired April 2022 to join The City of Grande Prairie as Director of Enforcement Services.
- On December 4, the Training Sergeant will start.
- On December 4 the Public Information Officer(PIO) will start. She is well connected, has a large following and will market brand and the service.
- Created a 5-year contract for executive director of administrative operations. This role will support strategic direction, risk management, policy and procedure and IT program.
- IT Manager- will be posted in the next 2 weeks. 6-month secondment from Edmonton Police Service (IT) will support.
- Met with the college- established a contact with program coordinators and worked on the syllabus for Q2 training. Superintendent Respet set up a meeting between the ministries' director, walked through the process and established firm contact with the director of the Government of Alberta.
- Final stages of brand development are underway. Once we get the final copy of badge, we will go to RFP for badges shoulder flashes and vehicle decals.
- Uniform must be approved by the Commission.
- Working on procurement of first fleet vehicles. Significant delay (9 months), need to order quickly. These will be black and white vehicles like the 4 others in Alberta. It is also Predominantly used in major services in both the US and Canada, distinctly known.
- Commissioner Reiman: questioned the black and red for uniforms. Chief Lakusta: confirmed continuity, explained peace officer has blue stripes, all municipalities across the province use red. Consistent for most major services across country.
- Commissioner Reiman: What is in the que next? Chief Lakusta: After the PIO and IT Manager, will continue to operations. Superintendent Redl and Staff Sergeant Lefebvre will concentrate on training and establish processes. They will focus on both new recruits and experienced officers.
- Experienced officers will take part in a 5-week class. In Q2, the first class of fresh recruits will begin.
- Syllabus established with college, figuring out testing (physical, psychological). Officers hired will go through polygraph, written test, background check, interview, 1:1, and then final sign off with the Chief.
- Commissioner Burnham: How much time will the recruits need to be out of the community for. Chief Lakusta: We will be bringing trainers here and identify subject matter experts to do this locally. Notes that it would also be way more costly to do this out of town. Beyond this, the goal is to establish the ability to train Peace Officers. For some insight, it currently costs around \$10,000 to send one PO for training not including per diems etc. If we can do this locally, we will save as much as \$70,000 for peace officers in the next year and could offer this option to surrounding communities.
- Commissioner Burnham: Has been asked about the polytechnic and their role. Chief Lakusta: Partnered with them and want us at their facility, but they don't have the required expertise to train.
- Commissioner Reiman offered to help with red tape and the Polytechnic. Could take 5–



10-year span to develop this here from a programming perspective. Easy messaging regarding the Polytechnic would be to explain “the red tape is going to hold it back for now, but training will be local.”

- Chair Wong: inquired about physical training. Chief Lakusta: Hard tactics are our responsibility. Working with other agencies to obtain syllabus. We will partner with proper people. Have met with the chief of firearms. Using everything local that we can.
- Chair Wong: asked about the 9-month vehicle delay. Chief Lakusta: is okay for now as experienced officers can use RCMP vehicles. Aligns with the 9-month production period. However, branding needs to be out quickly, as we can look at basic vehicles for use by the recruiting & training teams, allowing the brand to be marketed.
- Chair Wong: How many officers will be brought on by the end of this year? Chief Lakusta: 6 sworn officers plus the Executive Director. Goal is 24 officers in 2024.
- Commissioner Burnham: Enforcement Services & Mobile Outreach Program transition? Chief Lakusta: On January 1, 2024, MOP and Enforcement will report to the Chief. Administratively, deployed GPPS members working with the RCMP will report to the Chief but operationally to Superintendent Brachmann.
- Chief Lakusta informed that he and Superintendent Respet will be attending AACP at the end of November.

### 7.3 Public Complaint Director Report

- Nothing to report.

### 7.4 Executive Director Report

- Working with the facilitator on Strategic Planning sessions
- The team will make a temporary move on December 4 to City on 99. From there, a committee meeting space will be determined, Commissioner’s Burnham and Koch have offered their businesses if needed.
- Strategic planning retreat, emails were sent out for homework and lunch details. No questions back so all is well.
- Jacqueline compiling data from stakeholder engagement, afterwards Chris Seppola’s team will design.
- CAGP webinars are available in the CAGP folder in SharePoint, links can also be emailed.

### 7.5 Committee Updates

#### a) Finance Committee – Chair, Commissioner Burnham

- 3<sup>rd</sup> Quarter GPPS Financial Update
  - As of right now we are under budget due to the timing of procurement and recruitment timing. Funds will be spent but is likely roll into the future. Chief Lakusta explained the transition budget is at a positive variance simply due to staffing. There will be some reconciliation from city cost centers, future positions have been budgeted for as well as the need to order a vehicle.
  - Met with finance to go over signing authority. There are high limits and will likely tighten up and limit spending. This is to hold us financially accountable. The city is on board just working through processes.

Motion to accept the 3<sup>rd</sup> Quarter GPPS Financial Update

**Moved by:** Commissioner Burnam

**Carried Unanimously**

Chair

ED



- Executive Director Sitler explained honorarium forms submitted recently are not reflected. The projection is based on what we know and where we will likely sit by the end of 2023. Due to budget code changes, certain expenses will be moved over.
  - Chair Wong added that the budget was created at the beginning of year, while the Commission was to be operational in May but were not sworn in until a little later.
  - Discussion around privacy of staff regarding salaries. Will take to the Finance Committee for discussion.
- b) Policy & Governance Committee – Chair, Commissioner Koch
- November 3, 2023, meeting Commissioner Bressey, Commissioner Duke and ED met. Working on policy review. Grateful for stakeholder engagement where over 140 attended in person and 36 online. Minutes will be submitted at the next meeting from comp. review.
  - Commission Koch brought forward concern about not having enhanced security clearances at onboarding. Should have enhanced security clearance for integrity and accountability. Will also ensure the Chief has high level of comfort when sharing policing information. Would like the Commission to consider changing the requirements now for current and future members.
  - Commissioner Reiman: asked for clarity on enhanced security clearance. Chief Lakusta: many are name based, fingerprint confirms identity. Enhanced includes robust review of other RMS systems. Not just local but connected to other areas. Subject may not have record but is suspect or person of interest. Superintendent Respet: this clearance would allow for more open dialogue.
  - Commissioner Burnham: inquired on details and how specific. Chief Lakusta: do not see details until it's "cleared or not cleared" and then has discretion depending on what is reported.
  - Commissioner Reiman: Any reason why we shouldn't get it? Chief Lakusta: provided example of cases where enhanced wasn't done and the negative consequences.
  - Executive Director Sitler: The limited clearance required to be on some Commissions is shocking. Strong supporter of enhanced, the level of comfort. This is a best practice that the Commission should be proud to say members are all enhanced security cleared and there are no concerns.
  - Chief Lakusta: Within the GPPS, every employee will be fingerprinted and enhanced checked.
  - Chair Wong: Should this be in the policy manual? Commissioner Koch: confirmed that this would be the intent. Would like to bring forward a motion today and have this completed prior to the policy presentation.
  - Commissioner Reiman: inquired about tolerance. Chief Lakusta: there is discretion. Ex. someone had an impaired in 1978, this may be a case where it is overridden. Superintendent Respet: adds that concerning entries would be obvious.
  - Executive Director Sitler will facilitate the process.

Motion to have all current members obtain enhanced clearances as well as all future members prior to their appointment.

Chair	ED
<input type="checkbox"/>	<input type="checkbox"/>

**Moved by:** Commissioner Koch  
**Seconded by:** Commissioner Burnham  
**Carried Unanimously**

c) Personnel Committee – Chair, Commissioner Reiman

- Commissioner Reiman reported the situation of Executive Director Sitler’s employment contract is being sorted out. Chair Wong added that trying to get her out of the city and into a Commission employment contract is complex.

8. **NEW BUSINESS**

8.1 CAPG 2025 Conference Proposal

- Discussion around the possibility of hosting once GPPS is the police of jurisdiction.
- Chair Wong would like to do AAPG prior to a CAPG. Executive Director Sitler indicated she has been in contact with them regarding the possibility.

9. **ROUND TABLE**

- Chair Wong advised that November 15<sup>th</sup> he will be in front of Council to present the 2024 GPPS budget.

10. **CLOSED SESSION**

10.2 Personnel – FOIP – Sec. 17(4)

10.3 Law Enforcement Matters – FOIP – Sec. 20(1)

10.4 Public Complaint Director – FOIP – Sec. 24(1)

10.5 Professional Standards – FOIP – Sec. 17(4)

Motion to move into closed session in accordance with Section 197 of the Municipal Government Act and specified sections of the Freedom of Information and Protection of Privacy Act.

**Moved by:** Commissioner Burnham  
**Carried Unanimously**

Motion to return to open session.

**Moved by:** Commissioner Koch  
**Carried Unanimously**

11. **BUSINESS ARISING FROM CLOSED SESSION**

- None

12. **NEXT MEETING** – December 21, 2023, at 2:30 pm in Al Robertson Room, Centre 2000

Chair

ED



13. **ADJOURNMENT**

Chair Wong adjourned the meeting at 4:11 pm

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
Executive Director

Chair

ED

Grande Prairie Police Commission  
Policy & Governance Committee  
Meeting Minutes  
November 3, 2023, at 9:00 am

In Attendance: Committee Chair Koch, Councillor Bressey, Commissioner Duke, Executive Director Sittler

1. Call to Order – 9:10 am
  - Land Acknowledgement discussion
2. Agenda approved
3. Action Items from previous meeting

Item	Description	Due	Person Responsible	Progress
Policy Manuals	Reach out to other municipal commissions in Canada to obtain their Commission policy manuals for Committee review	Sep 5	ED	Completed
Policy Review	Provide Committee with the policies needed for review each period	ongoing	ED	Ongoing
Policy Review	Thorough review of provided policies each period and be prepared to bring suggestions to review meeting	ongoing	Committee	Ongoing
Policy Review	Bring updated policy manual to the Commission for approval	Jan 11	Committee Chair	
Policy Review work plan	Provide a 2-year policy review work plan to the Committee	Dec 15		Completed
Social Media Plan	Bring X social media platform to Commission for discussion and Social Media Plan for approval	Sep 13	Committee Chair	Completed
Social Media	Switch social media back up from the City to GPPS once PIO is in place		ED	
Stakeholder Engagement	Moved forward with implementing stakeholder engagement plan	asap	ED	Ongoing
Strategic Planning Facilitator	Approach preferred facilitator for a rate reduction	asap	ED	Completed
Strategic Planning	Secure venue	asap	ED	Completed

4. Strategic Planning Session
  - November 13 and 14 – 8:30-4:30 at Centre 2000, Al Robertson room
  - Will include GPPS Executive (Chief, 2 Superintendents, Staff Sergeant, and Senior Strategic Advisor)
  - We will be out for lunch both days – Jeffreys and Mr. Mikes
  - Working on 3-year strategic plan which will focus on transition time period

- Focus on:
    - Commission Responsibilities Section 2.2 (7)(c) which is connected to the Section 3 piece below
    - Section 3 of Policy Manual – Approach to policing
    - Vision, mission, values, and focused priorities
  - What does success look like for the Commission over the next three years?
  - What does success look like for GPPS over the next three years?
  - Don't spend time focusing on wordsmithing
5. Stakeholder Engagement Sessions
- Look into a policy regarding recording in engagement sessions or other areas where members outside of Commission members are attending
  - Sessions were well done, connecting with those in the community, wish they were better attended
6. Policy Review
- Reviewed Sections 2.1, 2.2, 2.3 and Appendix E
  - Reviewed Sections 2.4, 2.5, 2.6, Appendix A
  - Reviewed Sections 2.7, 2.8, and 2.9
  - Reviewed Sections 2.13, 2.14, 2.15 and Appendix B, C, D
  - Executive Director will update based on input and send to Committee for Review
7. Adjournment at 11:30 am – next meeting December 19 @ 1:30 pm

Action Items

Item	Description	Due	Person Responsible	Progress
Commission complaint process	Check with Council on referring commission complaints to adjudication	Dec 15	Dylan	
Meeting recordings	Look into policy regarding public recording at engagement sessions where public members are present	Dec 15	ED	
Policy Updates	Make suggested updates to the policy manual and send to the Committee for review	Jan 8		
Policy Review	Bring updated policy manual to the Commission for approval	Jan 18	Committee Chair	
Policy Review work plan	Provide a 2-year policy review work plan to the Committee	Dec 15	ED	
Social Media	Switch social media back up from the City to GPPS once PIO is in place		ED	
Stakeholder Engagement	Moved forward with implementing stakeholder engagement plan	asap	ED	Completed

## Lorrie Sitler

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**From:** Maria Santos <[REDACTED]>  
**Sent:** November 9, 2023 2:57 PM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Provincial Appointments to Municipal Police Commissions  
**Attachments:** Provincial Appointees FAQ 2023.pdf

You don't often get email from maria.santos@gov.ab.ca. [Learn why this is important](#)

Good afternoon !

In March of 2023 the Government of Alberta proclaimed Section 18 of the Police Amendment Act which gave the Government of Alberta the authority to name appointees to municipal police commissions. Over the last six months, since the proclamation of these new provisions, the Contract Policing and Policing Oversight unit within the Law Enforcement and Oversight Branch together with the Agencies Governance and Oversight Branch have been answering your questions and gathering feedback from you. In order to provide clarification to municipal police commissions about these important changes to legislation, we are very pleased to attach a *Frequently Asked Questions* document that contains a synopsis of the most common inquiries received about provincial appointments to municipal police commissions.

We look forward to working with you as provincial appointments are made and the individuals appointed in your community commence their roles working along side your police commission members as valuable partners on your governance teams. Your continued feedback on the provincial appointment provisions and how they apply in your communities is welcomed and appreciated. As it has been a while since we have communicated regularly via email with each of you – please do not hesitate to provide corrections as required to the contact information or provide additional contacts within your commission for our records.

Thank you for your continued significant contributions to excellence in police governance.

**Wendy Moshuk**  
A/Director Contract Policing and Policing Oversight  
Law Enforcement and Oversight Branch  
Public Security Division  
Public Safety and Emergency Services

Mobile : [REDACTED]

Regards,

*Maria Deserie Santos*  
Administrative Assistant  
Law Enforcement and Oversight Branch  
Public Security Division  
10<sup>th</sup> Floor 10365–97 Street



## Frequently Asked Questions: Provincial Appointments to Municipal Police Commissions

The following document provides questions and answers on the process and procedures for Municipal Police Commission appointments.

### How are provincial appointments made?

The Government of Alberta uses the same open, transparent and competency-based recruitment practices for the commissions as for all public agencies, boards, and commissions (ABCs). Processes for effective, consistent and efficient recruitment ensure members have the skills, knowledge, experience or attributes required for effective board governance. This includes processes to match skills, knowledge and competencies to the requirements of each ABC.

Recruitment includes a range of activities from identifying recruitment needs and any other requirements, to recommending candidates for appointment. The representatives that participate in recruitment and their roles vary depending on the body to which the appointment is being made.

The Minister may select the manner of recruitment, including reappointment, direct appointment, or open competition.

The recruitment process can be divided into three stages:

- i. Planning: involves collaboration with commissions to identify and prioritize recruitment needs and confirm the recruitment approach.
- ii. Recruitment: entails the assessment of candidates based on competencies required for members of the commission.
- iii. Appointment: relates to the approval of the appointment by the Minister or Cabinet.

All appointments are made at the Minister's discretion. Although Municipal Police Commissions are non-government agencies, provincial appointments will align with the standard recruitment process to support the government's principles of competency-based recruitments and appointments.

### Can a commission contribute to the selection process of a provincial appointee?

For future recruitment of provincial appointees, there may be opportunities to engage with the department, Municipal Police Commissions, and stakeholders in advance of the appointments.

During the recruitment process, there may be opportunities for input from commissions in certain areas, such as potential names for appointment and/or the identification of a particular skill set that's lacking in the current complement of the commission.

### Does the provincial appointee receive remuneration?

As per section 28(5) of the *Police Act*, the commission may provide for payment of reasonable remuneration, gratuity, or allowance to members of the commission, including the provincial appointee.

What is the role and reporting structure of the provincial appointee?

The role of the provincial appointee is the same as a municipal appointee. Appointees share the same roles, responsibilities, accountability and mandate as explained by the Municipal Police Commission's governance documentation, including in the mandate and roles documents, terms of reference, codes of conduct and/or similar documents.

A provincial appointee is accountable to the Minister and the chair of the commission.

The provincial appointee must act honestly and in good faith, leaving aside personal interests to advance the public interest and the mandate of the commission.

Can a provincial appointed member be terminated?

As per section 28(12.1) of the *Police Act*, the member's appointment may be revoked at the Minister's discretion. The municipal council may not revoke the provincial appointed member.

Should the municipal council feel the provincial appointee is negligent in the performance of their duties, the council may make a recommendation to the Minister that the appointee's appointment be revoked or terminated.

What is the term length of a provincial appointed member?

A person provincially appointed to a commission may be appointed for a term of office of up to three years.

Is a provincial appointee subject to the same screening process as a municipal appointee?

A provincial appointed member is required to evaluate and declare any conflicts of interest that may be present should they accept the appointment through a Conflict of Interest Declaration. The provincial appointee is also asked to complete a criminal record check. Other optional background checks may include financial record and academic verification.

Background checks are not required for all appointments, and are at the discretion of the Minister, unless specified in the legislation regulating the agency membership.

Commissions may conduct additional background checks for a provincial appointee that aligns with their prescribed security clearance requirements.

Consideration may be given to conducting a screening process that aligns with the prescribed security clearance requirements of the Municipal Police Commission, or to default to having the Municipal Police Commission to complete the specified security clearance process prior to the appointments being made. Engagement with the commissions will be required to determine their independent requirements.

What happens if the provincial appointee has a perceived conflict of interest?

If a conflict of interest arises, this would not necessarily preclude an appointment. The commission may conduct an additional assessment of real or apparent conflict of interest based on their code of conduct and/or internal process.

If it is determined by the Minister or commission that a provincial appointee has a real or apparent conflict of interest, it is at the Minister's and the commission's discretion to determine steps for managing and/or mitigating the conflict of interest.

Can a provincial appointed member chair a commission?

The provincial appointed member may chair a commission; however, this is at the discretion of the Municipal Police Commission in accordance with their bylaws.

How many provincial appointments can be made to a Municipal Police Commission?

A municipal council may appoint up to nine members to the commission as per the *Police Act* section 28(2.2).

As per section 28(2.3) of the *Police Act*, the Minister may appoint one member if the municipal council has appointed one to three members. If the council has four to six members appointed, the Minister may appoint up to two members, and if the council has appointed seven to nine members, the Minister may appoint up to three members.

If a council has appointed more than nine members prior to the *Police Act* amendments, the members appointed prior remain as members of the commission; however, the council may not reappoint or appoint a member unless in compliance with the *Police Act*.

Where Municipal Police Commission bylaws conflict with the *Police Act* (e.g., total composition of a Municipal Police Commission), the *Police Act* would supersede said bylaw.

More information on the provincial appointments to Municipal Police Commissions can be found in section 28 of the *Police Act*, found at:

[https://kings-printer.alberta.ca/1266.cfm?page=P17.cfm&leg\\_type=Acts&isbncln=9780779843046&display=html](https://kings-printer.alberta.ca/1266.cfm?page=P17.cfm&leg_type=Acts&isbncln=9780779843046&display=html)

November 21, 2023

Canada's largest police advocacy organizations meet to identify common issues

VANCOUVER - Representatives from Canada's three largest policing advocacy organizations, the Canadian Police Association (CPA), the Canadian Association of Police Governance (CAPG), and the Canadian Association of Chiefs of Police (CACP), met yesterday in Vancouver, British Columbia, to discuss key issues and challenges facing the police sector, and identify concrete solutions to advance professional policing in Canada.

"Recent surveys have shown that Canadians have a remarkable amount of trust and confidence in policing in this country, but it is important for us as partners to be constantly working together to ensure that confidence is maintained, and even enhanced," said CPA President Tom Stamatakis, following today's meeting. "Today's meeting is an important part of that process."

The Canadian Police Association represents Canada's front-line civilian and sworn law enforcement personnel, while the Canadian Association of Police Governance represents civilian police boards who exercise oversight over municipal police services, and the Canadian Association of Chiefs of Police represents executive officers in police services across the country.

"While all three of our associations may have different perspectives on certain issues, the fact is that today's meeting provided us a forum to have frank and productive discussions on a wide range of issues, and by having these conversations, we are able to identify areas where we can work together for the benefit of our communities across the country," said Mr. Andrew Minor, President of the CAPG and Executive Director of the Manitoba Police Commission.

Over the course of yesterday's meeting, the three associations discussed recruitment and retention issues facing Canada's police services, the need to work collaboratively to address the unique mental and physical health challenges faced by front-line police personnel (both civilian and sworn), bail reform proposals that address serious repeat violent offenders, and the need for additional leadership from all levels of government regarding the increased number of often violent protests and demonstrations in our communities.

"Coming out of our meeting, it's clear that we have a shared goal of working collaboratively to identify progressive and modern solutions to help build capacity and resilience in policing, to help restore pride in our officers and the career of policing, and to improve legislation and policies that help ensure the safety of our officers and the communities we serve," said Chief Danny Smyth, President of the CACP, and Chief of the Winnipeg Police Service. "There's a lot of work for us to do, and I look forward to continuing these discussions with all policing colleagues, and our respective government partners."



The **Canadian Police Association** (CPA) is the national voice for 60,000 police personnel across Canada. Membership includes police personnel serving in 160 police services across Canada, from Canada's smallest towns and villages as well as those working in our largest municipal and provincial police services, and members of the railway police, and first nations' police personnel.

Since 1989, the **Canadian Association of Police Governance** (CAPG) has been the strong, national voice and resource for civilian governance of policing in Canada representing over 80% of municipal police services with the legislated governance function. We work collaboratively and proactively with federal and provincial authorities, police organizations, academia, and partners. CAPG members ensure police services across the country are accountable to the communities they serve. Civilian governance of police in Canada has a rich and deep history that predates Confederation.

The **Canadian Association of Chiefs of Police** is the voice of police leaders from federal, provincial, regional, municipal, and First Nations police services in Canada. We are dedicated to supporting police professionals through innovative and inclusive police leadership to advance the safety and security of all Canadians. Through the activities and special projects of our committees, and through active liaison with various levels of government and departmental ministries with legislative and executive responsibility in law and policing, we seek to support our people, develop our leaders, promote our profession, and protect our communities.

For additional information contact:

Mr. Michael Gendron  
Communications Officer, Canadian Police Association  
[mgendron@cpa-acp.ca](mailto:mgendron@cpa-acp.ca) / 613-299-6516

21 Novembre 2023

Les plus grandes organisations de défense des droits policiers au Canada se réunissent pour identifier des problématiques communes.

VANCOUVER - Des représentants des trois plus grandes organisations de défense des droits policiers au Canada, l'Association canadienne des policiers (ACP), l'Association canadienne de la gouvernance policière (ACGP) et l'Association canadienne des chefs de police (ACCP), se sont réunis hier à Vancouver, en Colombie-Britannique, pour discuter des enjeux clés et des défis auxquels est confronté le secteur policier et identifier des solutions concrètes pour faire progresser la profession policière au Canada.

"Des enquêtes récentes ont montré que les Canadiens ont une confiance remarquable envers la police dans le pays mais il est important pour nous, en tant que partenaires, de travailler constamment ensemble pour garantir que cette confiance soit maintenue, voire renforcée", a déclaré le président de l'ACP, Tom Stamatakis, à la suite de la réunion d'aujourd'hui. "La réunion d'aujourd'hui est une partie importante de ce processus."

L'Association canadienne des policiers représente le personnel civil et les agents de maintien de l'ordre du Canada, tandis que l'Association canadienne de la gouvernance policière représente les conseils civils de la police chargés de superviser les services de police municipaux et l'Association canadienne des chefs de police représente les cadres exécutifs des services de police à travers le pays.

"Alors que nos trois associations peuvent avoir des perspectives différentes sur certaines questions, le fait est que la réunion d'aujourd'hui nous a offert un forum pour des discussions franches et productives sur un large éventail de sujets et en ayant ces conversations, nous sommes en mesure d'identifier des domaines où nous pouvons travailler ensemble pour le bénéfice de nos communautés à travers le pays", a déclaré M. Andrew Minor, président de l'ACGP et directeur exécutif de la Commission de la police du Manitoba.

Au cours de la réunion d'hier, les trois associations ont discuté des problèmes de recrutement et de rétention auxquels font face les services de police du Canada, de la nécessité de travailler en collaboration pour faire face aux défis uniques de santé mentale et physique auxquels sont confrontés le personnel de première ligne de la police (à la fois civil et assermenté), des propositions de réforme sur la mise en liberté sous caution pour s'attaquer aux délinquants violents récidivistes et de la nécessité d'un leadership supplémentaire de tous les niveaux de gouvernement concernant le nombre croissant de manifestations souvent violentes dans nos communautés.

"A la conclusion de notre réunion, il est clair que nous avons un objectif commun de travailler ensemble de manière progressive et moderne pour aider à renforcer les capacités et la résilience dans la police, à restaurer la fierté de nos agents et de la carrière policière, et à améliorer la législation et les politiques qui contribuent à assurer la sécurité de nos agent(e)s et

des communautés que nous servons", a déclaré le chef Danny Smyth, président de l'ACCP et chef du Service de police de Winnipeg. "Il y a beaucoup de travail à faire, et j'ai hâte de poursuivre ces discussions avec tous les collègues du domaine policier et nos partenaires gouvernementaux respectifs."

L'**Association canadienne des policiers** (ACP) est la voix nationale de 60 000 membres du personnel policier à travers le Canada. Nos membres incluent le personnel de police travaillant dans 160 services de police à travers le Canada, des plus petites villes et villages du Canada aux plus grands services de police municipaux et provinciaux, ainsi que des membres de la police ferroviaire et du personnel de police des Premières Nations.

Depuis 1989, l'**Association canadienne de la gouvernance policière** (ACGP) est la voix forte et la ressource nationale pour la gouvernance civile de la police au Canada, représentant plus de 80% des services de police municipaux ayant la fonction de gouvernance légiférée. Nous travaillons de manière collaborative et proactive avec les autorités fédérales et provinciales, les organisations policières, le milieu universitaire et les partenaires. Les membres de l'ACGP veillent à ce que les services de police à travers le pays soient tenus responsables envers les communautés qu'ils desservent. La gouvernance civile de la police au Canada a une histoire riche et profonde qui précède la Confédération.

L'**Association canadienne des chefs de police** (ACCP) est la voix des leaders de la police des services de police fédéraux, provinciaux, régionaux, municipaux et des Premières Nations au Canada. Nous sommes dédiés à soutenir les professionnels de la police par le biais d'un leadership policier innovant et inclusif pour faire progresser la sécurité de tous les Canadiens. À travers les activités et les projets spéciaux de nos comités, et grâce à une liaison active avec différents niveaux de gouvernement et les ministères chargés de la législation et de la responsabilité exécutive en matière de droit et de police, nous cherchons à soutenir notre personnel, développer nos leaders, promouvoir notre profession et protéger nos communautés.

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Alberta Association of Police Governance

## **2024 Annual Conference & AGM** **Lethbridge, AB – May 3<sup>rd</sup> & 4<sup>th</sup>**

Supporting excellence in civilian governance and oversight of police services in Alberta by providing our members and potential members, with an enjoyable opportunity to learn and network.

### **We invite all those participating in community policing oversight to attend!**

Our venue at the Sandman Signature Lethbridge Lodge boasts fantastic views from every room of the enclosed Atrium, lush greenery and indoor pool/hot tub. Our Conference rooms are contained within the hotel, for an easy walk from your room. The location on the edge of the Coulee is just steps away to exploring the famous High-Level Bridge or visiting the adjacent Galt Museum. The hotel offers Family Suites, so bring your family along! (Be sure to add-on your significant other as a Banquet guest during registration).

*Block of reserved rooms are limited, BOOK EARLY! Call the hotel for reservations at (403) 328-1123 and reference AAPG/327368.*

Our Program offers many Education/Training presentations and break-out sessions on various topics, such as;

The Role of the Chair, Internal Evaluation/Effectiveness Self-Assessment,  
How to Review & Write Police Policy (Commissions)  
Creation of a New Policing Committee (Advisory)

in addition to:

Police Act Amendment, AB Police Advisory Board & ALERT-CAC Updates  
New Commission/Committee Member Orientation  
Commission/Committee Round-table Discussions

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Shuttle to the NEW AGRI-FOOD HUB Lakeview Room

Banquet Speaker Dan Jones "The Victim-Offender Overlap"

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