



*Guardian of Public Trust*

**EDMONTON POLICE COMMISSION  
PUBLIC MEETING**

**MINUTES**

**Thursday, April 18, 2024  
River Valley Room, Main Floor, City Hall  
Edmonton, Alberta  
12:00 P.M. to 13:27 P.M.**

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**PRESENT**

Chair John McDougall  
Vice-Chair Anne-Marie Lambert  
Commissioner Michael Lee  
Commissioner Irfan Chaudhry  
Commissioner Walter Sinclair  
Commissioner Jayan Nagendran  
Commissioner Anne Stevenson  
Commissioner Jo-Anne Wright  
Commissioner David Sowemimo

**ZOOM**

Commissioner Kemi Kufuor-Boakye (12:08)  
Commissioner Ben Henderson (13:06)

**ABSENT**

Commissioner Shazia Amiri

**EPC STAFF**

Matt Barker, Executive Director  
Bonnie Riddell, Strategic Policy & Research Analyst  
Deanna Matchett, Public Complaint Director/Legal Counsel  
John Statton, Communications Advisor  
Echo Baxter, EPC Meeting Coordinator  
Mouna Moussa, Administrative Assistant  
Aman Mahal, Administrative Assistant

**GUESTS**

**Edmonton Police Service**

Acting Chief Warren Driechel, Community Safety and Well-Being Bureau  
Deputy Chief Darren Derko, Community Policing Bureau  
Acting Deputy Chief Bart Lawczynski, Investigation and Support Services Bureau  
Chief Innovation & Technology Officer Ron Anderson, Innovation & Technology Bureau

Chief Operations Officer & Chief of Staff Enyinnah Okere, Office of the Chief  
 Acting Deputy Chief Andria Wasylyshen, Corporate Services Bureau  
 Executive Director Lori Lorenz, Value & Impact Division  
 Executive Director Patricia Misutka, Corporate Communications Division  
 Acting Director Tannis Nygren, Corporate Communications Branch  
 Director Brian Harker, Strategy & Engagement Branch  
 Director Iryna Pyasta, Financial Management Branch  
 Executive Director Kathrine Salucop, Human Resources Division  
 Superintendent Rob Gill, Criminal Investigations Division  
 Staff Sergeant Leanne Kilb, Recruiting and Selection Section  
 Staff Sergeant Eric Stewart, Gun and Gangs Section  
 Staff Sergeant Gregg Scott, Office of the Chief  
 Sergeant Dan Tames, Corporate Communications Division  
 Executive Assistant Sharie Nelson, Office of the Chief  
 Administrative Assistant Shauna Girard, Office of the Chief

|            | <b>Agenda Item</b>  | <b>Action By</b> |
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| <b>4.</b>  | <b><u>PUBLIC MEETING</u></b><br><br>Chair McDougall called the meeting to order at 12:00 P.M.   |                  |
| <b>4.1</b> | <b>Protocol Items</b><br><br>Chair McDougall opened the meeting with the Indigenous land acknowledgement.   |                  |
| <b>4.2</b> | <b>Motion(s) Arising Out of Closed Session</b><br><br>There were none.  |                  |
| <b>4.3</b> | <b>Consent Agenda</b><br><br>Members unanimously adopted Consent Agenda items:<br>4.3.1 Edmonton Police Commission Public Meeting Minutes – March 21, 2024<br><br>4.3.2 24/7 Crisis Diversion Summary – March 2024<br><br>4.3.3 Policy Changes (April 2024)<br><br>4.3.3.1 Human Resources Committee Terms of Reference (Revised)<br><br>4.3.3.2 Finance & Audit Committee Terms of Reference (Revised)<br><br>4.3.3.3 Committees of the Commission (Revised) |                  |

|            | <b>Agenda Item</b>  | <b>Action By</b> |
|------------|---|------------------|
|            | <p>4.3.3.4 Appendix J – Standing Committee Presentation Protocol</p> <p>4.3.4 March 2024 Extension Requests and Professional Standards Recommendations (PSC)</p> <p>4.3.5 Edmonton Police Commission Budget Variance for the Period Ending, February 2024</p> <p>4.3.6 Edmonton Police Service Budget Variance for the Period Ending, February 2024</p>   |                  |
| <b>4.4</b> | <b>Presentations</b>  |                  |
|            | <p><b>4.4.1 Recruiting &amp; Attrition Report for Sworn and Civilian Members</b></p> <p>EPS provided a year end summary of sworn member recruiting and overall attrition for EPS in 2023.</p> <p>Human Resources Division (HRD) tracks and monitors employee separations including resignations, retirements, terminations, for all EPS employees along with reasons departing when separation is voluntary.</p> <p>Training Development and Recruiting (TDR) Division tracks and recruits all candidates who apply to the EPS (applicants), applicants who are hired (recruits) and the composition of diversity for recruits.</p> <p>Superintendent Andria Wasylyshen and Executive Director Katherine Salucop provided a presentation on the overall 2023 Attrition for both sworn and civilian EPS employees which covered the following highlights.</p> <ul style="list-style-type: none"> <li>• 2023 highlights</li> <li>• Overall attrition</li> <li>• Sworn member attrition comparisons</li> <li>• Sworn member historical applications</li> <li>• Sworn member new Recruits hired</li> <li>• Sworn member diversity stats</li> <li>• Sworn member hires: diversity composition</li> <li>• Sworn member hires: languages spoken</li> </ul> <p>EPS has a positive outlook for 2024, forecasting another net increase to sworn member headcount in 2024. Overall attrition rate tracking similar to 2023; sworn member attrition tracking lower than 2023.</p> |                  |

|                   | <b>Agenda Item</b>  | <b>Action By</b> |
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|                   | <p>Recruiting has already hired 35 new sworn members including 4 experienced officers.</p> <p>EPS responded to Commissioners questions and comments.</p>  |                  |
|                   | <p>Commissioner Kemi Kufuor-Boakye joined the meeting at 12:08 pm</p>   |                  |
|                   | <p><b>4.4.2 Guns &amp; Gangs Strategy</b></p> <p>Staff Sergeant Eric Stewart presented a synopsis of the Guns and Gangs Strategy. He highlighted the following:</p> <ul style="list-style-type: none"> <li>• Unacceptable trends of organized crime related activities and violence in Edmonton in the last five years</li> <li>• Key drivers of the violence</li> <li>• And overview of the Guns and Gangs Strategy               <ul style="list-style-type: none"> <li>○ Focused deterrence</li> <li>○ Investigative Excellence</li> <li>○ Young People Intervention</li> </ul> </li> <li>• Outcomes and Measures</li> <li>• Action Plan</li> <li>• An overview of 2023 results</li> <li>• Positive trending in the past two months</li> <li>• Next steps</li> </ul> <p>Superintendent Rob Gill and Staff Sergeant Stewart responded to Commissioners questions.</p> |                  |
| <p><b>4.5</b></p> | <p><b>Input from the public</b></p> <p>Chair McDougall welcomed members of the public who have come to the meeting to address the Commission and advised that the meeting is being live-streamed and comments are being recorded. He also advised that if members of the public have anything to submit, they can provide it to the Executive Director who will distribute it to Commission members.</p> <p>The following members of the public addressed the Commission:</p> <ol style="list-style-type: none"> <li>1. Sam Mason</li> <li>2. Mark Cherrington</li> <li>3. Lynsae Moon</li> </ol>   |                  |
|                   | <p>Councillor Ben Henderson joined the meeting at 13:06</p>   |                  |
| <p><b>5.</b></p>  | <p><b><u>PUBLIC REPORT(S)</u></b></p>   |                  |
| <p><b>5.1</b></p> | <p><b>Edmonton Police Service Report (s)</b></p>  |                  |

|     | Agenda Item  | Action By |
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|     | <p><b>5.1 Chief Report</b></p> <p>A written report was provided to the Commission. Acting Chief Driechel provided a verbal update on the below key issues:</p> <ul style="list-style-type: none"> <li>• Recruit Training Class 160 welcome and accolades to Training and Selection Unit on the work they are doing</li> <li>• Telecommunications Week (April 14-20)</li> <li>• Navigation Centre Update</li> <li>• HELP 2023 Evaluation</li> </ul> <p>Acting Chief Driechel responded to questions from the Commissioners.</p> |           |
| 5.2 | <p><b>Edmonton Police Service reports</b></p> <p>There were no EPS reports during the Public EPC meeting.</p>  |           |
| 5.3 | <p><b>Executive Director Report</b></p> <p>There is nothing to report.</p>   |           |
| 5.4 | <p><b>Committee Report(s)</b></p> <p>There were no committee reports for the public meeting.</p>   |           |
| 5.5 | <p><b>Exemptions from Consent Agenda</b></p> <p>There were no exemptions from the Consent Agenda.</p>  |           |
| 5.6 | <p><b>Other Business</b></p> <p>Vice-Chair Lambert congratulated Chair McDougall on his retirement from the Canadian Armed Forces.</p>   |           |
| 5.7 | <p><b>Edmonton Police Commissioner Comments/Concerns/Commendations</b></p> <p>Commissioner Chaudry provided a commendation to RTC 159 on serving meals to the community.</p>   |           |

|  | <b>Agenda Item</b>  | <b>Action By</b> |
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|  | Chair McDougall provided a personal story of an acquaintance who received help from EPS.                                  |                  |
|  | Chair McDougall called for a recess, indicating that the meeting would reconvene in 15 minutes for the In-Camera session. |                  |

CERTIFIED as being a record of the matters dealt with at the Commission's April 18, 2024 Public Meeting.

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John McDougall  
Chair, Edmonton Police Commission

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Echo Baxter  
EPC Meeting Coordinator