

2024 BI-ANNUAL REPORT TO THE COMMUNITY

January - June 30, 2024



MESSAGE FROM THE CHAIR



It's been another busy and productive six months for the Edmonton Police Commission which I am once again honoured to serve this city.

We've held five public meetings and our annual general meeting, providing Edmontonians with a look into the how the Edmonton Police Service serves our community. I was privileged to be acclaimed as Chair of the Commission for 2024 by my colleagues at the annual general meeting, while Anne-Marie Lambert was acclaimed as Vice Chair. We look forward to this opportunity to continue to serve Edmonton.

Public meetings are an opportunity to demonstrate our civilian governance and oversight of the police service and we value engaging with Edmontonians on the issues important to them. The Commission will continue hosting its public meetings virtually for the time being and will decide whether to return to in-person public meetings later this year. We want the public to know that we are undertaking a thorough review of how the Commission will conduct public meetings moving forward, and we will take the time to get this right.

We value the public's input on policing, which is why we include the opportunity for public speakers at all our public meetings. That is why the Commission formalized behavior expectations of our public speakers to ensure a respectful environment for other members of the public, including staff and employees of the police service. We are open to hearing concerns about policing issues in Edmonton, however, it needs to be offered in a civil and constructive manner.

It's important to note that these policy revisions are not intended to remove public speakers from our agenda or limit public participation in any way. In fact, most of the new guidelines are reflective of procedures and practices already in place, which is now formalized into policy for the public's awareness. Until such time as the province assumes responsibly for intaking and investigating complaints of officer conduct, it is important for public speakers to be aware that our meetings are not the place to lodge these complaints. Those complaints can be made directly through our website in accordance with legislation set out in the Police Act.

Another significant change made by the Commission in how it interfaces with the police service on information requests. In the performance of their official duties, Commissioners need to have timely access to information under the control of the police service to meet legislative requirements and to enhance transparency. By revising our Information Requests policy, we have summarized the governance framework for information requests made to the police service that are outside the normal reporting framework established by the Commission. This ensures that requests are consistent with the role and responsibilities of the Commission; they are directed to the Executive Director, who is responsible for ensuring that all inquiries go through the screening process outlined in the Interface Protocol; supported by the both the Executive Director and the Chief of Police, or the EPS's senior management team; as well as codifying the Police Act which makes clear that Commission members are entitled to any information needed to carry out their governance role except investigation or intelligence files of the police service. This policy revision is an example of the Commission's governance work in action.

I am pleased to report that Commissioners also attended two major conferences in May 2024. First was the Alberta Association of Police Governance's (AAPG) 2024 Conference and Annual General Meeting in Lethbridge May 3 and 4. Commissioners networked and took in presentations on policy and governance. The AAPG provides members with access to educational opportunities, best practices, and forums for liaison with related agencies, and advocates for effective police governance and oversight. The second conference was the Canadian Association for Civilian Oversight of Law Enforcement's (CACOLE) 2024 Conference, held May 27-29 in Calgary. This professional development conference brought together police oversight professionals from across Canada and the globe, and our Commissioners were proud to represent Edmonton.

By working together, we can help make Edmonton a safer and more welcoming place for everyone.

John McDougall, Chair, Edmonton Police Commission

COMMISSIONERS

The Edmonton Police Commission consists of two city councillors and 10 appointed citizens who live and work in our community and represent the views of all Edmontonians on policing matters.



JOHN MCDUGALL, CHAIR

John McDougall is the Chair of the Edmonton Police Commission. John moved to Edmonton from Ontario in 1986. He joined the Canadian Armed Forces (CAF) in 1989 as an Army Medical Technician and has served at a variety of bases across Canada. He completed his physician assistant training in 2008 and received his Masters from University of Nebraska Medical Centre in 2010 specializing in Emergency Medicine and Hyperbaric Medicine. He was deployed overseas numerous times and has worked with both the Royal Canadian Air Force and the Royal Canadian Navy. John worked his way from a Private to the highest rank a non-commissioned officer can reach, Chief Warrant Officer. He retired from the CAF as a Major in 2024. These experiences have allowed him to appreciate the hard work of the front line workers and now from the perspective of a senior officer.

John has been a very active advocate for LBGTQ2+ rights in the community and in the CAF. In 2013 he raised the Pride Flag at CFB Edmonton, a first for any military base. He currently serves at the LBGTQ2+ advisor to 3 Canadian Division, the Army of the West.

John has sat on the Board of Directors for the Canadian Association of Physician Assistants (CAPA) as well as director of volunteers for the Edmonton Pride Board. He has the continued loving support of his husband of 26 years, Dave.



ANNE-MARIE LAMBERT, VICE CHAIR

Anne-Marie Lambert has resided in Edmonton since 2011, when she transferred here as an Intelligence Officer with the Canadian Security Intelligence Service (CSIS). She has a Bachelor of Science degree in Biochemistry from the University of Saskatchewan and Bachelor and Master of Arts degrees in Criminology from Simon Fraser University, followed by over 14 years with CSIS, including time as Chief of the Edmonton District Office. Currently the Director of Security, Fan Experience, and Parking for the Oilers Entertainment Group, Anne-Marie is also enthusiastic about teaching future law enforcement personnel about social justice in her third year criminology class at Lethbridge College.



SHAZIA AMIRI

Born and raised in Edmonton, Shazia has a Bachelor's Degree in Social Work from the University of Manitoba. She is a Registered Social Worker (RSW) with the Alberta College of Social Workers (ACSW) in good standing. Throughout her career, she has worked in various non-profits agencies, such as E4C, Boyle McCauley Health Centre, and Boyle Street Community Services as well as with the Edmonton Police Service working collaboratively with members on the Heavy Users of Service (HUoS) project. She has worked for the Government of Alberta since 2015 within the Ministry of Community and Social Services for the AISH program and Disability Services (PDD & FSCD) and currently, for the Ministry of Children's Services. Within Children's Services, she has held various positions including working with high risk youth, completing community assessments, as well as completing investigations for children in care. Through her personal journey and professional practice, she has gained knowledge in several areas such as racism, gender equity, poverty, homelessness, marginalization, addictions, mental health, trauma, justice/law enforcement and working with vulnerable populations, including Indigenous and refugee communities.

COMMISSIONERS



DR. JAYAN NAGENDRAN

Dr. Jayan Nagendran is a cardiac surgeon clinician-scientist and the Director of the Division of Cardiac Surgery at the University of Alberta (U of A), as well as the Surgical Director of Lung Transplantation for Alberta Health Services. He was born and raised in Edmonton and received his MD in 2001, and his PhD from the Department of Medicine in 2009 from the U of A. He completed his residency in Cardiac Surgery at the U of A, and then received sub-specialty training in heart and lung transplantation at Stanford University from 2009 to 2011 prior to joining the Department of Surgery at the U of A in 2011 and has been an Associate Professor in the Department of Surgery since 2017.

Dr. Nagendran is the Director of Research for the Division of Cardiac Surgery with a productive preclinical research laboratory studying Ex-Vivo Lung Perfusion, and ongoing clinical research investigations by creating the Division of Cardiac Surgery Research Office. Dr. Nagendran is a full-time surgeon performing around 200 open heart surgeries per year in Edmonton and is a serial entrepreneur. He is a strong advocate of healthcare and access to healthcare. Dr. Nagendran is proud to call Edmonton his home and wishes a bright future for all who live in our communities. He feels privileged to serve as a member of the Edmonton Police Commission.



DR. MICHAEL LEE

Dr. Michael Lee operates a private practice in general dentistry in Edmonton and is an avid volunteer. Dr. Lee has lectured at the University of Alberta, and is a member of the Canadian Dental Association, and the Alberta Dental Association and its Disciplinary Committee. He is a Fellow of the International College of Dentists and the Academy of Dentistry International. Dr. Lee is Chair of the Greater Edmonton Chinese Community Foundation, Treasurer and founding member of the Guizhou Rose Society, and Vice Chair of the Edmonton Chinese Benevolent Association. He has previously held various leadership roles in various community organizations, including Chairperson of the Edmonton Chinese Benevolent Association, and National Director of the National Congress of Canadian Chinese.



IRFAN CHAUDHRY

Irfan Chaudhry has been working in the area of equity, diversity, inclusion (EDI) and human rights since 2011. He has held numerous roles within the EDI space including leadership positions with MacEwan University, the City of Edmonton, and currently, with Hockey Canada as the inaugural Vice President, Diversity and Inclusion.

He has held special advisory positions with the City of Edmonton's Community Safety and Wellbeing Taskforce, as well as with the Edmonton Police Service Chief of Police Diversity Recruitment Committee and Chief of Police Community Advisory Committee. He is an active member of the Alberta Hate Crimes Committee and Public Safety Canada's Expert Committee on Countering Radicalization to Violence. Additionally, he serves as a member of the Federal Government's Judicial Advisory Committee for the Province of Alberta.

Chaudhry has a bachelor's degree in Sociology and master's in criminal justice from the University of Alberta.



DAVID SOWEMIMO

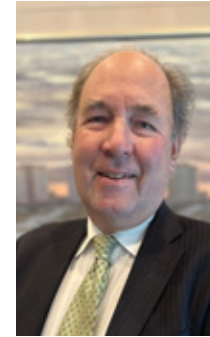
David Sowemimo is a practicing lawyer at the law firm of James H. Brown & Associates. He earned his Bachelor of Arts (Advanced) and Juris Doctor (J.D.) degrees from the University of Manitoba before moving to Edmonton and completing his articles. He was called to the Alberta bar in 2016 and is a member of the Alberta Civil Trial Lawyers Association. David was a finalist in the Canadian Lawyer magazine's Top 25 Most Influential Lawyers 2020 award and believes in giving back to the community. In 2021, he created an entrance scholarship for black law students at the University of Manitoba Faculty of Law. David provides mentorship for young professionals and volunteers for various organizations, including the Edmonton Region Immigrant Employment Council.

COMMISSIONERS



WALLY SINCLAIR

Wally Sinclair was raised in Lesser Slave Lake, Alberta, and is a member of the Sawridge First Nations. A veteran of the Canadian Armed Forces, Wally has significant experience as a community development practitioner in many areas including employment, social services and addictions counseling. He completed the Local Government Professional Certification and Professional Certification in Addictions and Therapy programs at the University of Alberta. Wally is an Ambassador to Commanding Officer Royal Canadian Mounted Police K Division, the active chair of Lac La Biche Youth Justice, is an Elder at the Lac La Biche Canadian Native Friendship Centre and was recently appointed to the Alberta Health Services Indigenous Wisdom Council.



BEN HENDERSON

Ben Henderson served on Edmonton City Council from 2007 to 2021, for Ward 8 in the central southside. While on City Council he led initiatives that created the City of Edmonton's Poverty Elimination Strategy, WinterCity Strategy, Public Engagement Strategy, and Energy Transition Strategy. After stepping down as City Councillor, he started his own consulting company, specializing in public engagement, governance, government relations and Winter Cities. He currently serves as co-chair of EndPovertyEdmonton, and nationally on the board of the Tamarack Institute. Ben also served as the Chair of the Federation of Canadian Municipalities (FCM)'s Green Municipal Fund for seven years, on the FCM board, as Chair of the Inter City Forum on Social Policy and on the Canada Council on the Social Determinants of Health.



KEMI KUFUOR-BOAKYE

Kemi is currently an Executive Director of Budget Development and Systems for Treasury Board and Finance at the Government of Alberta. In this role, she provides strategic options, recommendations and advice to ministries in all areas of budgeting, forecasting, spending and business planning. Additionally, Kemi supports the development and implementation of ministry budgets, monitoring achievements through quarterly and annual reports. She leads and coaches a management team to enhance government budget and business planning processes through effective collaboration.

She is a graduate of the University of Alberta with a Bachelor of Commerce degree and holds the designation of Chartered Professional Accountant and Certified Internal Auditor. Kemi is passionate about community service and is a current a Vice President on the Board of the YWCA Edmonton.

As a black woman, she brings diverse perspectives and lived experiences to the table, ensuring that the board reflects the diversity of the community it serves. This representation is essential for making inclusive and equitable decisions that consider the needs of all community members.



COUNCILLOR JO-ANNE WRIGHT

Councillor Jo-Anne Wright has worked in the financial services industry for 30 years in the areas of customer service, financial planning, credit granting, and credit training. In 2015, she achieved her Bachelor of Human Resources & Labour Relations degree from Athabasca University with a focus on adult learning and development in the workplace. Born and raised in Edmonton, Councillor Wright has long been dedicated to building strong communities. She has enjoyed being an active member in the community from coaching and managing her kids' sports teams and participating on Parents Advisory Councils, to sitting on the boards of the Meadows Community League and the Society of Parents & Friends of Michener Centre, and serving as Volunteer Coordinator with the University Hospital Foundation's Festival of Trees.



COUNCILLOR ANNE STEVENSON

Anne is an urban planner who is passionate about building an equitable city that serves all residents. Following an undergraduate in international development and economics at Trent University, she went on to complete a masters in city design at the London School of Economics. After ten years of working and traveling abroad, Anne was thrilled to return to her hometown of Edmonton in 2012. She spent seven years working at the City of Edmonton and volunteering on affordable housing and social research initiatives. In 2019, Anne joined Right at Home Housing Society, where she worked to provide affordable housing solutions to meet the diverse needs of our community before being elected to City Council in October 2021.

COMMISSION REPORTING

PUBLIC MEETINGS

For the period January 1 to June 30, 2024, the Edmonton Police Commission held six public meetings. The Commission meets on the third Thursday of every month at noon online or in person in the River Valley Room at City Hall. The Commission provides advance notice of upcoming meetings through the social media and our website at edmontonpolicecommission.ca. Agendas reports and meeting minutes are also available on the Commission’s website.

The Commission welcomes both media and public guests to attend meetings and/or make a presentation to the Commission. Our forms to make an application to speak to the Commission are available on our website.

The Commission receives presentations and reports from EPS and community agencies on various topics. For January 1 to June 30, 2024, topics included:

- Budget
- 2023-26 Business Plan Update
- Control Tactics
- Professional Standards Branch
- Corporate Communications
- Wellness and Philosophy Strategy
- Recruiting and Attrition
- Guns and Gangs
- Hate Crimes
- Criminal Flights
- Emergency Communications Centre
- Transit Safety

STATUTORY DECISIONS

In the first half of 2024, the Commission made statutory decisions and provided written reasons to the parties on the following types of statutory matters:

s. 44(3) policy/service appeals	0
s. 43(8) frivolous/vexatious complaints	2
Complaints against the Chief of Police	2
s. 7(4) retroactive extension requests	0
s. 43(12)(b)(ii) reviews of EPC decisions	0

COMMISSION REPORTING

COMMITTEE MEETINGS

Commission work is supported by five standing committees that meet several times a year: Human Resources, Finance & Audit, Governance, Professional Standards, and Technology Committee. Ad hoc committees are created as needed, such as a search committee for hiring a new Chief of Police or Internal Auditor.

GOVERNANCE COMMITTEE

The purpose of the Governance Committee is to provide a focus on governance that will enhance performance for both the Commission and the EPS. The primary purpose of the Governance Committee is to consider and recommend actions and propose policies that are in alignment with the Commission's and Service's strategic plans, priority areas and strategic goals.

HUMAN RESOURCES COMMITTEE

The purpose of the Human Resources Committee is to provide a focus on areas of human resources that will enhance performance for both the Commission and Service. The primary purpose of this committee is to consider and recommend actions and propose policies that are in alignment with recruitment and retention, succession planning, performance planning, and review.

FINANCE & AUDIT COMMITTEE

The Finance & Audit Committee is responsible to assist the Commission in fulfilling its obligations and oversight responsibilities related to - Financial Planning and Reporting; the Audit Process; Internal Controls; and Risk Management. The committee makes recommendations to the Commission for approval when required.

PROFESSIONAL STANDARDS COMMITTEE

The purpose of the Professional Standards Committee is to monitor and oversee the public complaint process. While the Service is responsible for investigating complaints, the committee and the Public Complaint Director ensure investigations are thorough, fair to all parties, and are conducted in accordance with laws and policies.

TECHNOLOGY COMMITTEE

The Technology Committee assists and advises the EPS in fulfilling governance responsibilities with respect to information technology and technology projects. The Committee also assists the police with establishing strategic plans, principles, and policies relevant to the adoption of information technology and other technology.

COMMISSION FINANCIAL REPORTING

FINANCIALS

EDMONTON POLICE COMMISSION (EPC)
BUDGET VARIANCE BY MAJOR CATEGORY FOR THE PERIOD ENDING JUNE 30, 2024 (\$000'S)

	CURRENT PERIOD *				YEAR END FORECAST (DEC 2023)			
	BUDGET	ACTUAL	VARIANCE	%	BUDGET	ACTUAL	VARIANCE	%
POLICE COMMISSION	777,189	745,774	31,415	4%	1,529,303	1,529,303	-	-
Hourly /Support	-	39	-39	0%	-	-	-	-
Salaries	360,828	366,764	-5,936	-2%	717,914	717,914	-	-
Benefits	85,082	76,171	8,911	10%	156,416	156,416	-	-
Employee Allowances	6,015	3,109	2,906	48%	12,030	12,030	-	-
Overtime	6,000	1,453	4,547	76%	7,000	7,000	-	-
PERSONNEL	457,925	474,492	-16,567	-4%	893,360	893,360	-	-
						PROJECTION	VARIANCE	
Materials & Supplies	1,390	1,021	369	27%	2,290	2,290	-	0%
Vehicle Costs	-	-	-		-	-	-	-
Furniture & Equipment	2,200	8,459	-6,259	-285%	3,200	8,459	-5,259	-164%
Contract & Services	190,062	105,176	84,885	45%	380,123	374,864	5,259	1%
Building Costs	71,855	65,093	6,762	9%	142,810	142,810	-	0%
Internal Services & Recoveries	-	-	-		-	-	-	
Travel & Training	44,258	73,884	-29,626	-67%	88,520	88,520	-	0%
Other General Costs	9,500	17,648	-8,148	-86%	19,000	19,000	-	0%
NON PERSONNEL	319,264	271,282	47,982	15%	635,943	635,943	0	0%
REVENUE	-	-	-		-	-	-	
TOTAL	777,189	745,774	31,415	4%	1,529,303	1,529,303	-	-

COMMISSIONER MEETING ATTENDANCE RECORD

FOR THE PERIOD ENDING JUNE 30, 2024

EXPENSES

FOR THE PERIOD OF JANUARY 1 TO JUNE 30, 2024

COMMISSIONER	COMMISSION MEETINGS ATTENDED	CONFERENCES	HOSTING	TOTAL
JOHN MCDUGALL, CHAIR	6/6	\$5,414.75		\$5,414.75
ANNE-MARIE LAMBERT, VICE-CHAIR	6/6	\$280.00		\$280.00
SHAZIA AMIRI	5/6	\$3,871.65		\$3,871.65
IRFAN CHAUDHRY	5/6	-		-
DAVID SOWEMIMO	5/6	-		-
BEN HENDERSON	6/6	\$3,790.98		\$3,790.98
KEMI KUFUOR-BOAKYE	5/6	-		-
WALTER SINCLAIR	4/6	\$5,369.98		\$5,369.98
MICHAEL LEE	6/6	\$8,485.78		\$8,485.78
JAYAN NAGENDRAN	5/6	-		-
JO-ANNE WRIGHT	6/6	-		-
ANNE STEVENSON	6/6	-		-
M. BARKER	6/6	\$140.00	\$3,152.79	\$3,292.79

TRANSPARENCY IN POLICE GOVERNANCE

The Edmonton Police Commission understands and appreciates the ongoing discussion about police governance and accountability, and we are committed to ensuring Edmontonians have the information and responsiveness required to ensure effective policing across the city.

Effective governance requires that all partners within the governance framework respect the unique role each other plays. The governance framework in Alberta, and across Canada, seeks to ensure political decision making is kept arm's-length from policing.

The Commission is the board of governors responsible under the Police Act to provide civilian oversight of the Edmonton Police Service (EPS). The Commission is unable to relinquish or share responsibilities required by the Act, because the legislation requires the police service to be under the supervision of the Commission.

Edmonton City Council is a valued stakeholder for the Commission as they hold a vital role in establishing a budget for policing that ensures the right amount of police officers are providing safety and services to Edmontonians. This Commission understands Council's role for establishing the fiscal framework for policing and we are seeking to work collaboratively in this space. Edmonton needs our relationship to be collaborative and constructive.

The EPS budget, just like those of other City departments, is included in the City of Edmonton's consolidated financial statements and already subject to an independent, external audit co-ordinated by the City on an annual basis. The Commission stands by the decision to preserve our internal audit function as it is currently structured, because audit material and topics outside of fiscal matters are solely the

responsibility of the Commission. Our audit program is focused on internal risks to the organization, which is not something that would be shared publicly or with Council. Council does not have operational oversight of the police service and is unable to direct any operational recommendations that may result from any audit process. Therefore, the focus of any audit requested by Council should remain on its own areas of authority, which are limited to the finances of the police service.

The Commission recognizes that Council is looking for additional levels of input and we have endeavoured to forge a working relationship with all councillors through monthly meetings with the Mayor, informal luncheons with council, individual meetings with councillors, responses to individual inquires, and working with councillor appointees to ensure Council as a whole understands policing legislation, policies and processes, as well as to ensure we each support our respective roles and the effectiveness of policing as a whole.

On June 6, 2024, the Commission formally requested that Council meet with the Commission and an independent, third-party facilitator to improve our working relationship by examining the roles and responsibilities of Councillors and Commissioners so that we can move forward constructively for the benefit of all Edmontonians.

We look forward to further dialogue with Council to embark on a path of building a more constructive relationship and to streamline our overall effectiveness at all levels.



Chair John McDougall was interviewed by Morgan Black at the Global News studios to raise awareness about the Commission and its role in police governance and oversight, March 23, 2024.

ADDITIONAL INFORMATION

The Edmonton Police Commission and Edmonton Police Service (EPS) publish a number of reports that provide further details on policing in Edmonton.

COMMISSION PUBLICATIONS:

- Bi-Annual Reports to the Community
- Professional Standards Reports
- Strategic Planning Reports
- Citizen Survey Results

EPS PUBLICATIONS:

- Approved Operating Budgets
- Annual Policing and Business Plans
- Control Tactics Reports
- Criminal Flight Reports
- Response Times and Dispatch Call Volumes

These and other publications can be found at edmontonpolicecommission.ca and edmontonpolice.ca.

The Edmonton Police Service's website includes a [Community Safety Data Portal](#) to enable the public to take an active role in community safety and crime prevention. This interactive platform provides access to data including crime statistics and trends occurring in Edmonton. It offers increased transparency into policing activities and encourages public engagement.

The City of Edmonton also has a public citizen dashboard that gives Edmontonians access to the latest data on a wide range of municipal services. Several are related to policing such as Crime Severity Index, Safe City measures, and Vehicle Collision rates. The Dashboard is available at edmonton.ca/city-government/citizen-dashboard-city-by-the-numbers.



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