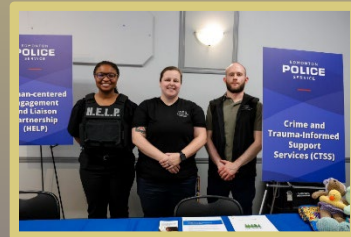




Edmonton Police Service



Professional Standards Branch 2025 Annual Report

February 2026

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Abbreviations:

ADR	Alternative Dispute Resolution
ASIRT	Alberta Serious Incident Response Team
EPC	Edmonton Police Commission
EPS	Edmonton Police Service
DH	Disciplinary Hearing
LERB	Law Enforcement Review Board
OIS	Officer-Involved Shooting
PCOR	<i>Police Conduct and Oversight Regulation</i>
PRC	Alberta Police Review Commission
PSB	Professional Standards Branch
PSR	<i>Police Service Regulation</i>
PA	<i>Police Act</i>



Professional Standards Branch Values

Truth, Integrity, Courage, Honour

Professional Standards Branch - 2025 Year in Review

In 2025, Professional Standards Branch (PSB) built upon the previous year's strategic priorities which align with the Edmonton Police Service's Strategic Plan.

Complaint-Informed Training for Frontline Members:

PSB continued its commitment to improving communication with divisions to proactively address the root causes of complaints. PSB provides quarterly statistical and trend analysis reports to frontline staff and management. With the support from the PSB analyst, these reports are created to ensure the most impactful information is being relayed with the goal being a reduction in public complaints. PSB refined and delivered professional standards training to all recruit classes and to all new Sergeant and Staff Sergeant promotions.

Community Engagement in the Public Complaint Process:

PSB continues to focus on timely and meaningful resolution through various forms of dispute resolution. In 2025, PSB continued to focus on working directly with complainants to resolve their complaints. In doing so, PSB was able to resolve 86% of complaints directly with complainants at the Intake stage. This provides benefits for all parties as it affords complainants a single point of contact (PSB), often results in quicker resolutions, and prevents the need to direct complaints to formal, Police Act investigations.

Partnership Development:

PSB partnership development continued to prioritize strong, collaborative relationships that support and enhance the complaint process. In 2025, PSB played an integral role in working alongside the Alberta Police Review Commission (PRC) in preparation for its December 1st implementation. This partnership was essential to ensuring a smooth transition to the new provincial oversight model, enabling shared understanding of processes, expectations, and emerging requirements under the revised legislative framework. As the PRC now assumes its full mandate, maintaining a close and ongoing connection remains critical. Continued collaboration allows PSB to stay informed on evolving practices, contribute operational insights, monitor complaint trends, and ensure alignment with the administration of the *Police Act* and *Police Conduct and Oversight Regulation*.

PSB Move to Nexus Business Park

After being located downtown in the CN building since 2003, the PSB office moved to the Nexus Business Park in west central Edmonton. The move occurred in April, and all PSB functions, including Disciplinary Hearings now take place within the new office.

Looking into 2026

Significant changes have begun to take shape for PSB with the Alberta Police Review Commission (PRC) coming into full effect on **December 1, 2025**. With the PRC now formally assuming the disciplinary and oversight functions previously delegated to Chiefs of Police, PSB remains actively engaged in supporting this transition. The Branch continues to provide assistance to the PRC while maintaining internal awareness of new complaints, emerging trends, and the administrative requirements of the updated *Police Act* and *Police Conduct and Oversight Regulation*. As these provincial reforms mature, the future role and structure of PSB will continue to evolve over the next several years. PSB leadership remains closely connected to this work through participation in weekly and biweekly meetings, ensuring EPS perspectives contribute to the ongoing development and implementation of the PRC framework.

Executive Summary – 2025 Complaints

The Professional Standards Branch (PSB) of the Edmonton Police Service is responsible for investigating all complaints regarding the conduct of sworn members of the EPS, and complaints regarding the policies and services provided by the EPS. Due to the commencement of the Police Review Commission (PRC) on December 1st, 2025, December data is limited in this report and often omitted when comparing year-to-date (YTD) totals¹.

In 2025 (Jan-Nov), there were 1,105 new complaints managed by PSB, an increase of +2% in 2025 (n=23). The number of 'public' complaints increased by +4% (n=36) but the number of 'internal' complaints decreased in 2025 by -15% (n=13). When assessing complaints that met the threshold of the *Police Act*; however, *both* public and internal complaints decreased by -28% (n=31) and -15% (n=6) respectively in 2025. Of the 1,105 complaints received (Jan-Nov), 13 related to 'public events' (bulk files with more than one complainant) that included multiple separate public contacts to PSB, of which all complainants were contacted and advised of the outcome.

Of the total 1,105 complaints received in 2025 (Jan-Nov), 11% (n=119) were directed for investigation under the *Police Service Regulations (PSR)*. Three percent (n=28) of the complaints related to ongoing investigations of incidents reported under section 46.1 of the *Police Act*.

PSB concluded 1,147 files in 2025 (Jan-Dec). Of the 1,147 files concluded, 86% (n=991) were concluded/resolved informally by the PSB Intake Section. Of the 1,105 files received in 2025 (Jan-Nov), there was an 80% clearance rate (n=883).

PSB strives to focus on timely and meaningful resolution through various forms of alternative dispute resolutions (ADR) when possible. In 2025, 23 complaints were resolved through ADR (2024; n=27 and 2023; n=32).

In 2025, 14% (n=156) complaints were resolved by the Chief of Police or resolved/concluded at a Disciplinary Hearing. There were seven (n=7) matters directed to a disciplinary hearing (involving eight members) and five (n=5) matters concluded (involving 5 members) in 2025. The outcomes of the concluded DH's were: Directed Training (n=2); Volunteer Hours/Donation & Formal Reprimand (n=4) and Permanent Demotion to Sr. Cst. Level II (n=1).

Of the 28 complaints related to incidents reported under section 46.1 of the *Police Act* in 2025, 68% (n=19) were assigned to the PSB 46.1 Section for investigation and the remaining 32% (n=9) of complaints were assigned to the Alberta Serious Incident Response Team (ASIRT) for investigation. There was one (n=1) fatal officer-involved shooting (OIS) in April of 2025 and remains with ASIRT. This marked a decrease from 2024 *and* 2023 as there were nine (n=9) and seven (n=7) OIS in those years respectively.

The overall proportion of complaint types remained consistent with previous years. The majority of complaints in 2025 related to issues of the 1) duties of the police officer or services provided (such as inappropriate police response, dissatisfaction with the investigation, lack of communication, lack of police response, etc.) and 2) professionalism (such as rudeness, tone of voice, lack of empathy, etc.).

¹ Click on this link for more information on the PRC: [Police Review Commission](#).

1. The EPS and the Community²

	The EPS		The City of Edmonton
Employees:	3,399	City Population:	1,200,000
Sworn:	2,199	Officers per 1,000 Population:	1.83
Civilian:	1,200		

2. Professional Standards Branch Files vs EPS Dispatched Calls

During 2025 (Jan-Nov), the EPS dispatched officers to 187,718 calls for service city-wide. This figure does not include subject stops and member-generated events such as traffic stops and proactive events. As a result of these calls, and all other interactions with the community, 1,105 complaints were made to PSB regarding the service or conduct of the organization or of its members. From the total number of complaints received in 2025, 1,031 (93%) were made by members of the public and 74 (7%) concerns were internally generated. See **Table 1** below for a three-year comparison of the rates of complaints per dispatched calls for service.

Table 1: Three-Year Comparison of Complaints per Call for Service (No Decembers)

	2023	2024	2025
Calls for Service	171,067	182,833	187,718
Total PSB Files Opened	1,134	1,082	1,105
Rate per 1,000 Calls	6.6	5.9	5.9

Less than 1% of all calls for service dispatched for police response in 2025 resulted in a complaint being made by the public. This statistic has remained consistent over several years. It is important to clarify that many more contacts occur between police members and the community than are captured as 'calls for service'. Examples such as contacts with a beat officer in a community, traffic stops, or investigative follow-ups are generally not classified as dispatched calls. Given that there is no accurate process to capture *all* police interactions, the ratio of interaction to complaint is likely considerably lower than 1%.

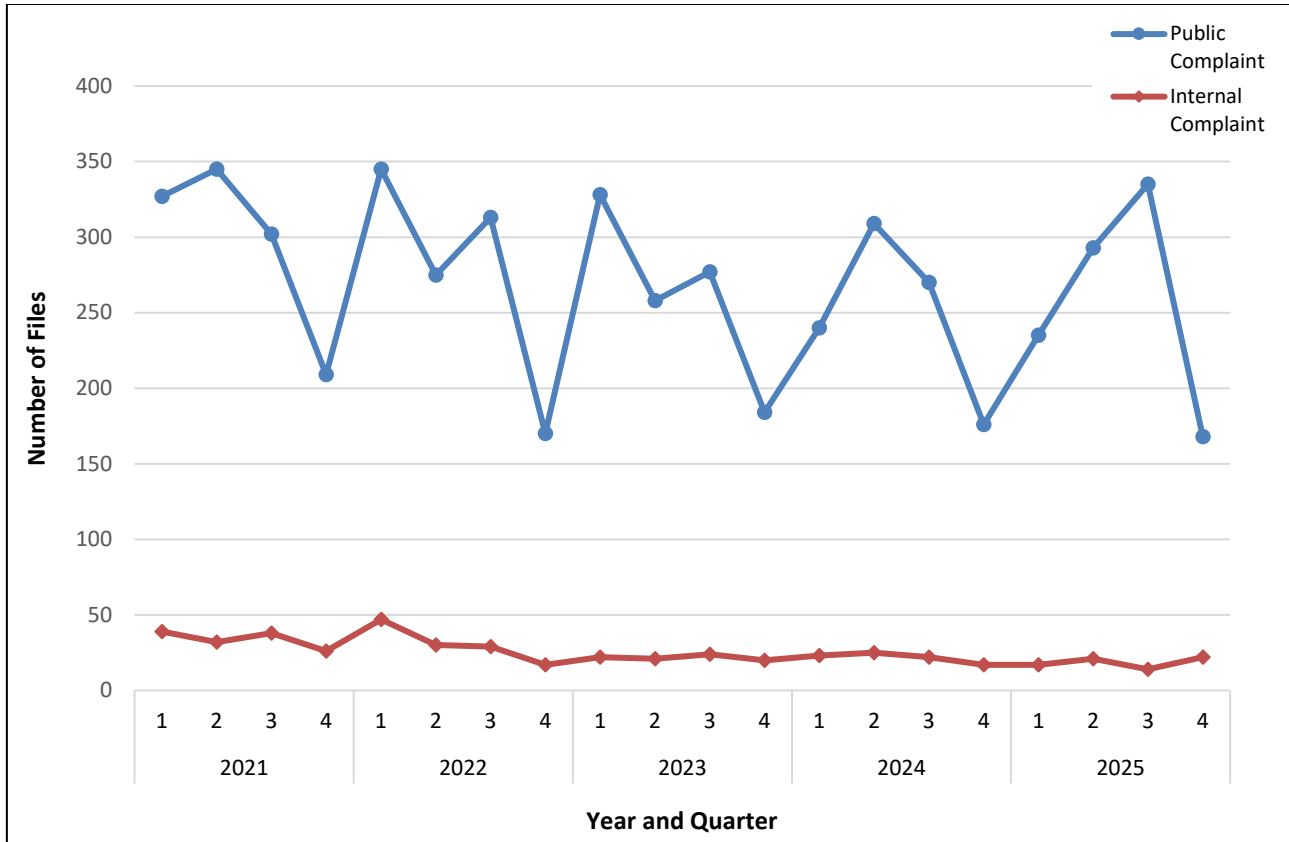
As noted in **Table 1** above, the rate of complaints per 1,000 dispatched calls was elevated in 2023 (n=6.6); however, there was a decline in 2024 (n=5.9) that remained consistent in 2025 (n=5.9). This is a notable trend because *the rates of complaints are decreasing* even though the number of *calls for service has been steadily increasing* each year and the ratio of available police officers to citizens has been decreasing (due to population increases and/or a decline in active members on the street).

On the following page, **Figure 1** demonstrates the number of public contacts in comparison with internally generated PSB files. Publicly generated concerns showed an overall increasing trend from 2021 into the beginning of 2022 and 2023; however, public complaints reached a peak and has since

² EPS 'Employees' represents the number of full-time authorized employees as of December 31, 2025 - as per Human Resource Information Management records at EPS. The City of Edmonton population is based on statistics from the Alberta Open Government Website, adapted from Statistics Canada Population Estimates and Alberta Municipal Affairs Populations Lists. <https://regionaldashboard.alberta.ca/region/edmonton/#/>.

then shown a relatively decreasing annual trend moving forward. Internally generated concerns have remained relatively consistent over the last few years as well.

Figure 1: Five-Year Trend of Public and Internal PSB Complaints (No December)



3. Professional Standards Branch Complaint Process

The majority of complaints are initially reviewed and assessed by PSB Intake Section. When appropriate, an Intake Investigator will attempt to resolve matters through a variety of dispute resolution processes. This may include interviewing the complainant to clarify their concerns and informing them on the variety of concern and complaint resolution options. In some cases, supervisor intervention and supervisory review is a suitable means to provide citizens additional information and find resolution. If the Intake Investigator is unable to resolve the concern or complaint, it may be considered for Alternative Dispute Resolution (ADR) and referred to the PSB ADR Program Manager for review and suitability. The PSB ADR Program utilizes externally contracted mediators to support the ADR Program and seek resolution through professional mediation, facilitated discussion, peacemaking circles and other restorative processes. The innovative nature of dispute resolution aligns with the Edmonton Police Services’ continual development of collaborative partnerships with the citizens of Edmonton.

PSB focused on working directly with complainants to find resolution to complaints. As our Intake Investigators and ADR Program mediators work directly with complainants as intermediaries, fewer complaints are forwarded to divisional supervisors for resolution and fewer to formal investigation.

In 2025, PSB concluded a total of 1,147 files. Of the 1,147 files concluded, 86% (n=991) were concluded/resolved informally by the PSB Intake Section. This includes an 80% clearance rate for files received in 2025 (n=883). In 2025, 23 complaints were resolved through ADR (2024; n=27 and 2023; n=32).

This outcome is especially beneficial for all parties since it, (1) reduces the number of people a complainant must speak to for resolution, (2) often results in quicker resolution times, (3) allows supervisors more time to focus on their primary duties, and (4) often provides a more meaningful resolution for complainants.

Any area of the EPS can reach out to the ADR Program to problem solve matters (internally and/or externally) that may be appropriate for ADR. The ADR Program continues to support the membership with neighbourhood and family disputes, community partnerships and internal matters. Successful mediations lead to a reduction in repeat calls for service and lasting resolution between parties in dispute. Files referred to the ADR Program in 2025 included internal workplace dispute files from the Respectful Workplace Section, HR and Divisional supervisors. The ADR Program also provides consultation to work areas and when appropriate, a roster mediator is assigned to facilitate restorative dispute resolution process.

When complaints cannot be resolved at Intake Section or through ADR, files may be recommended to proceed to investigation under the *Police Service Regulation (PSR)*. When this occurs, the complaint will transfer from an Intake Investigator or the ADR Program to a Major Case Investigator. Of the 1,105 complaints received in 2025 (Jan-Nov), 11% (n=119) were directed for investigation under the *PSR*. This included 28 incidents related to in-scope notifications made under section 46.1 of the *Police Act*. Of the 119 complaints directed for *PSR* investigations in 2025, 13% (n=16) were concluded before the end of Q4.

Until December 1, 2025, complaints were also generated in PSB when a notification was made to the Director of Law Enforcement (DLE) under section 46.1 of the *Police Act*. When the DLE determined that an incident fell within the scope of section 46.1, the DLE could assign the “in-scope” investigation to the Alberta Serious Incident Response Team (ASIRT), the Edmonton Police Service (EPS), or an external police agency. If the DLE determined that the notification was not within the scope of section 46.1, the matter remained with the EPS to determine any appropriate follow-up or investigation.

On December 1, 2025, the 46.1 Team was renamed the Serious and Sensitive Investigations Unit (SSIU). Under the new legislation the SSIU supports criminal investigations and subsequent follow-up investigations pursuant to the *Police Conduct and Oversight Regulation (PCOR)*. This integrated approach allows investigations to proceed in a more efficient, coordinated, and timely manner. On the following page, **Table 2** presents the breakdown of 46.1 file assignments over the past three years.

Table 2: Assignment of 46.1 Investigations from 2023-2025

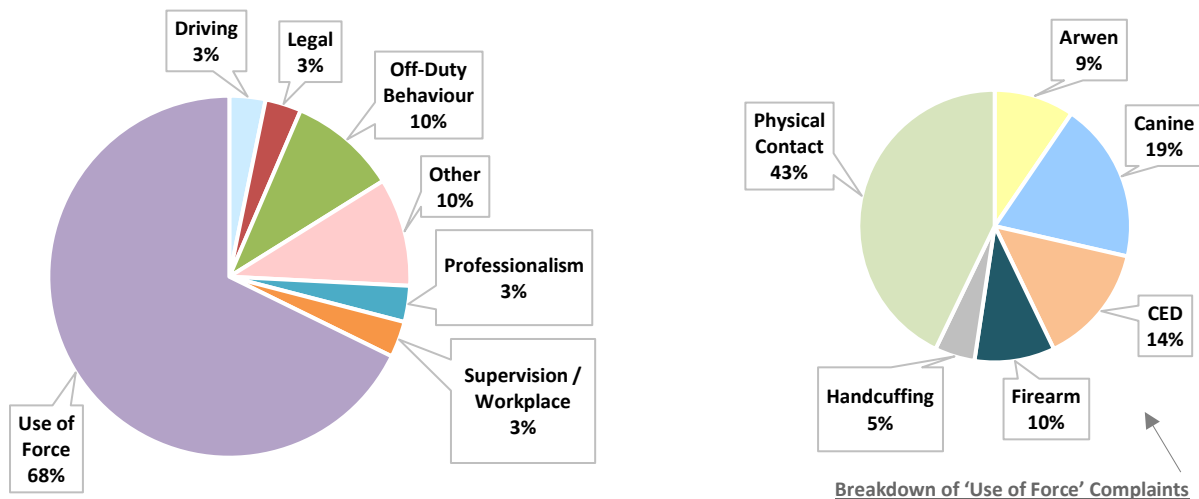
	2023	2024	2025
ASIRT	10	12	9
EPS	32	18	19
Outside Agency	1	0	0
Total	43	30	28

4. Analysis of 46.1 Notifications and Criminal Investigations in 2025

As noted above in **Table 2**, there were 28 files initiated in 2025 (Jan-Nov) related to notifications of serious incidents, pursuant to section 46.1 of the *Police Act* (prior to the new legislation enacted on 2025Dec01). These files are investigated to determine if the involved officers were lawfully placed and/or if the officers' conduct constituted an offence under an Act of Parliament or other statutory legislation.

The majority of 46.1 investigations and criminal investigations in 2025 related to 'Use of Force', as shown in **Figure 2** below. The pie chart on the left provides the overall breakdown of all 46.1 complaint types in 2025 and the pie chart on the right further classifies the complaints related to Use of Force only. Any 'Off-Duty' incidents (left) would include matters such as domestic disputes, impaired driving, etc. The category 'Other' can refer to files that include allegations related to medical distress while in custody, mental health/PACT, tracking, etc.

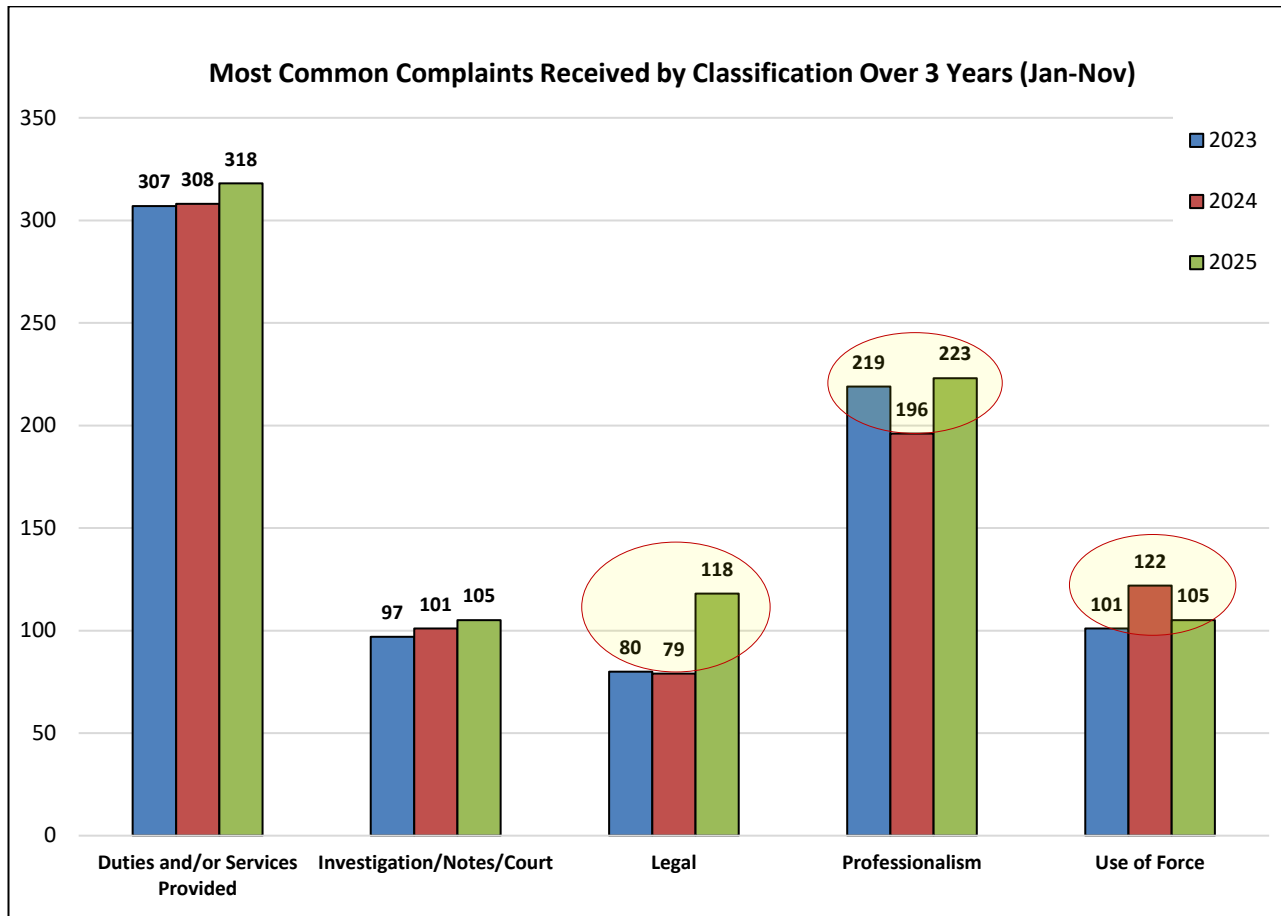
Figure 2: Principal Nature of 46.1 Investigations and Statutory Complaints in 2025



5. Complaint Trend Analysis of 2025

For each complaint received, PSB classifies it in order to capture data about the specific causes of concern. This process is intended to assist the organization in better identifying the trends of behaviour or conduct that contribute to complaints. **Figure 3** below provides a visual representation of the principal basis of complaints (classifications) over three years (Jan-Nov).

Figure 3: Principal Complaints and General Concerns over Three Years (Jan-Nov)



A large volume of complaints in 2025 related to issues of ‘Duties/Services Provided’ (29%) and ‘Professionalism’ (20%). Complaints around ‘Use of Force’ by police made up approximately 10% of the total and also demonstrated a decrease of -14% (n=17) from 2024-2025 (Jan-Nov). The category of ‘Duties/Services Provided’ refers to what officers do as part of their duties (e.g., complainants about being issued tickets, mishandling of or damage to property, officers responding or not responding to situations differently than the citizen feels was appropriate, etc.), whereas the ‘Professionalism’ category refers to how officers perform their duties (e.g., rudeness, perceived harassment, lack of empathy, etc.). Each category of complaints is further subdivided into more specific descriptors.

Table 3 below provides the sub-classifications of the most frequent complaint types in 2025 (with the overriding main classification/category shown in parentheses). The complaint types can be compared to the previous two years (2023-2024). When comparing 2024 to 2025, percentage increases or decreases are typically noted and highlighted in pale green (decrease) and pale red (increase). However, as noted below, all most frequent sub-complaint types in 2025 decreased from 2024 (Jan-Nov), thus no pale red (increases) are regarded.

Table 3: Most Frequent Sub-Complaint Types over Three Years (Jan-Nov)

	2023	2024	2025
Inappropriate Police Response (Duties/Services)	115	103	97 -6%
Lack of Police Response (Duties/Services)	52	65	40 -39%
Incomplete or Negligent Investigation (Investigation/Notes)	83	83	74 -11%
Rudeness & Tone of Voice/Manner (Professionalism)	122	102	94 -9%
Physical Contact (Use of Force)	55	71	58 -18%

6. Complaint Distribution throughout EPS in 2025

In order to develop effective intervention and prevention strategies that best assist members in avoiding conduct that could lead to concerns or complaints, it is important for the EPS to analyze which groups are more likely to be the subject of a PSB file.

Officers in the Community Policing Bureau provide first-line response to the majority of calls for service. As such, the number of interactions that they have with the public is considerably higher than those officers employed within other areas of the service and the risk for a public complaint subsequently increases.

On the next page, **Table 4** refers to files generated across Bureaus and Divisions. Many files could not be defined as having been generated by any particular division or area. This included files where the complaint was about policy or services provided by the EPS generally and files that were inquiry based or sub-categorized as 'Comments/Opinion' or 'Unresponsive Complainant/Unknown'. Refer to **Figure 4** on page 13 for the rate of public complaints made against patrol divisions in 2025.

The average number of complaints per 1,000 public dispatched calls in 2025 was 3.1. The average number of complaints per division in 2025 were: DT= 2.8; NE= 3.0; NW= 3.2; SE= 3.6; SW= 3.1 and W=2.9. Divisions over the average of 3.1 are highlighted in red in **Table 4** on the following page.

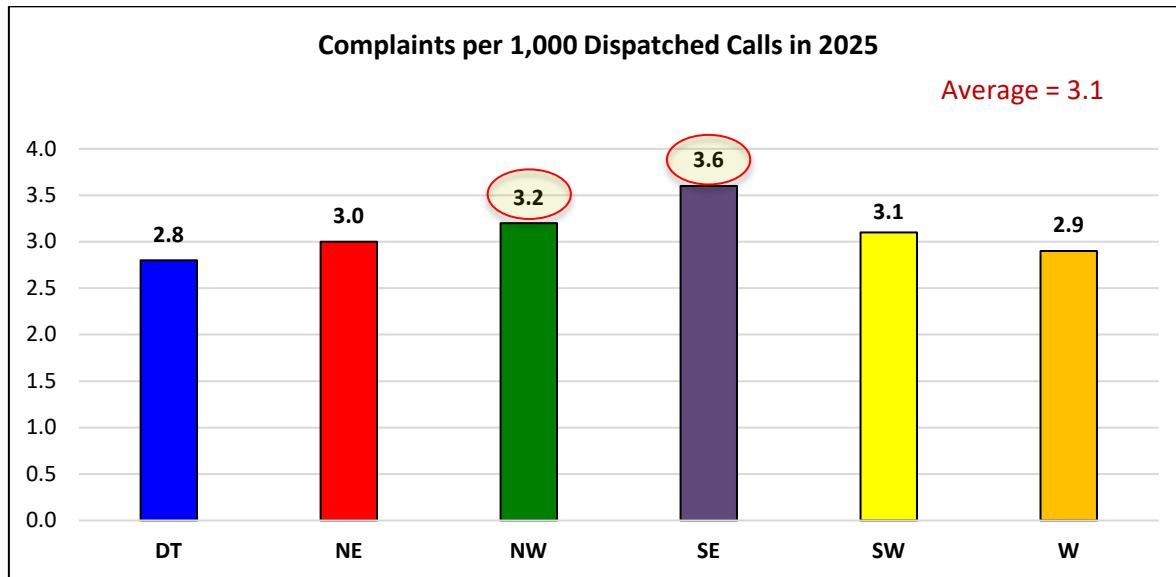
Table 4: Distribution of PSB Files Across Bureaus and Divisions in 2025 (Jan-Nov)

Bureau	Public Complaints	Internal Complaints	Dispatched Calls
Community Policing Bureau			
Downtown Patrol	103	10	40,014
Northeast Patrol	76	8	27,570
Northwest Patrol	90	7	30,712
Southeast Patrol	90	3	26,149
Southwest Patrol	90	3	29,877
West Patrol	89	6	32,695
Total	538	37	187,718
Community Safety & Well-Being Bureau			
Community & Youth Response Branch	12	3	n/a
Crime Suppression Branch	25	3	n/a
Detainee Charge & Care Branch	1	1	n/a
Diversion & Desistance Branch	3	1	n/a
ECOM Branch	2	0	n/a
OICC Branch	1	0	n/a
Total	44	8	N/A
Corporate Services Bureau			
Human Resources	0	1	n/a
Police Training Branch	1	0	n/a
Recruiting & Promotion Branch	3	0	n/a
Total	4	1	N/A
Innovation & Information Bureau			
Police Information Access Branch	1	0	n/a
Total	1	0	N/A
Investigation & Support Services Bureau			
Criminal Investigations	19	5	n/a
Investigative Support	8	4	n/a
Operational Support	54	10	n/a
Total	81	19	N/A
Office of the Chief			
Equity Inclusion & Human Rights Branch	0	1	n/a
Marketing & Digital Media Branch	1	0	n/a
Professional Standards Branch	2	0	n/a
Total	3	1	N/A
Supernumerary Positions & Other			
Supernumerary Positions	15	6	n/a
Other ³	345	2	u/k
Total	360	8	N/A
Outside Edmonton (Dispatched Calls)			701
Subtotal	1,031	74	n/a
Grand Total⁴	1,105 (Ext & Int)		n/a

³ "Other" complaints refer to incidents where the complainants did not provide or know the exact location of the complaint, where there is no known badge number or officer ID, incidents where a subject officer/witness was off-duty and/or out of Edmonton city limits, or in files used for tracking purposes (e.g., bulk files regarding public opinion).

Figure 4 below demonstrates public/external complaints per 1,000 dispatched calls for service. Southeast Division received the highest volume of complaints per 1,000 dispatched calls. Specifically, complaints in SE focused mainly on 'Duties and/or Services Provided' (n=34), 'Professionalism' (n=20), 'Investigation & Notes' (n=12), and 'Use of Force' (n=12). Northwest Division also received a higher volume of complaints per 1,000 dispatched calls, most notably in 'Duties and/or Services Provided' (n=26), 'Professionalism' (n=25), 'Investigation & Notes' (n=14), and 'Use of Force' (n=11).

Figure 4: Public Complaints per 1,000 Dispatched Patrol Calls in 2025 (Jan-Nov)



7. Professional Standards Files Concluded in 2025

During 2025, PSB concluded a total of 1,147 files. Of the 1,147 files concluded, 86% (n=991) were concluded/resolved informally by the PSB Intake Section. This included the resolution of 883 complaints from the 1,105 files opened in 2025 (80% clearance rate), with the remaining 108 concluded files received in previous years.

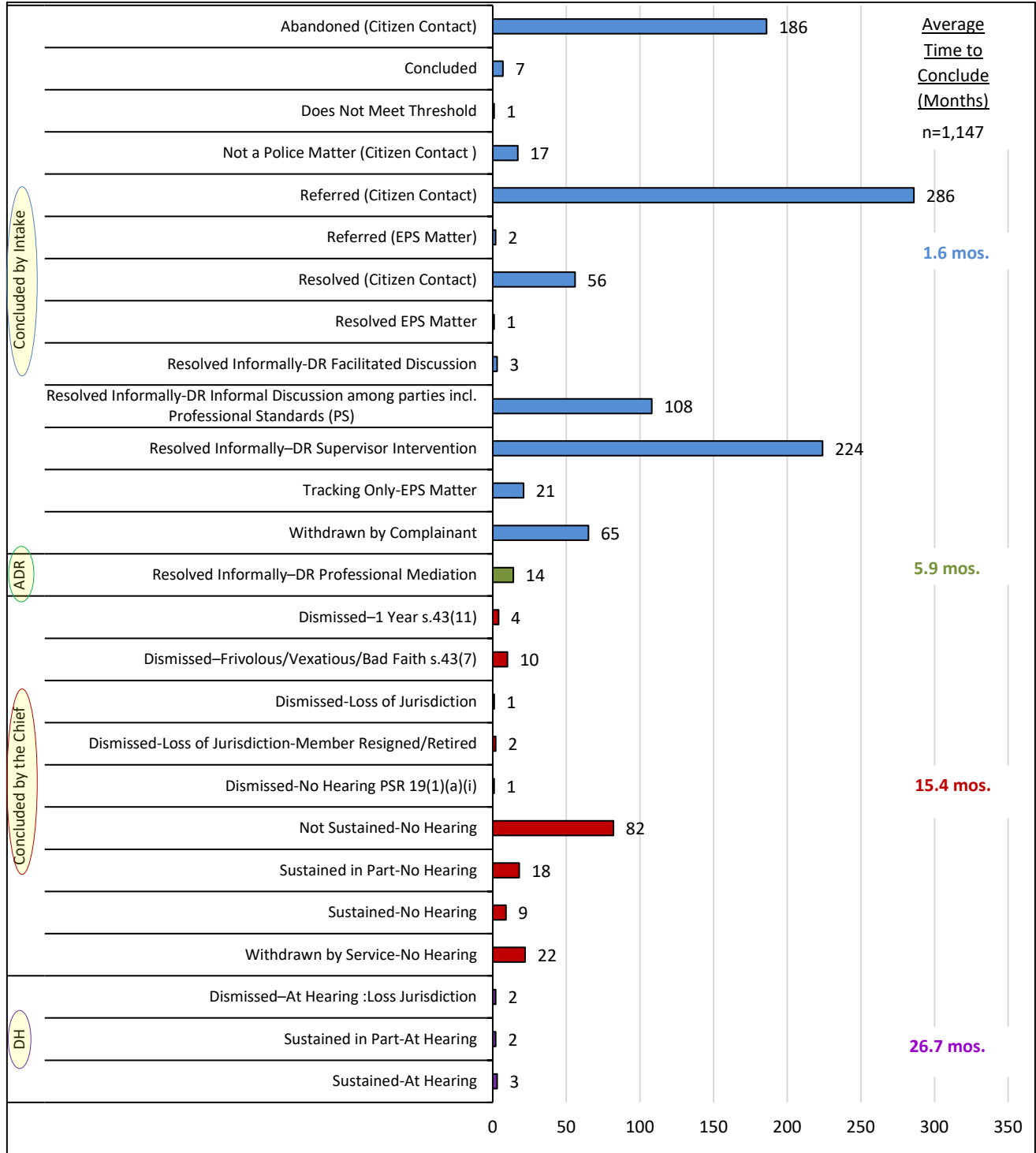
The *Police Act (PA)* requires that complaints are investigated promptly and thoroughly. This ensures that the best evidence is available and it is intended to reduce any undue pressure or stress associated with a drawn-out investigative process. A timely and thorough investigative process also demonstrates police accountability, which may assist in enhancing public confidence in the Edmonton Police Service.

Timelines for concluding files vary based on several factors, including whether the complaint can be resolved outside of a *Police Act* investigation, if the file proceeds to a formal investigation, as well as the complexity of that investigation (including the number of involved officers, witnesses, nature of the allegations, etc.).

The most influential factors in determining the length of time required for an investigation are the type of file and overall resolution. For example, a complaint resolved outside of a *Police Act*

investigation can be resolved in less than a month, whereas a formal investigation can take an average of 15+ months. Refer to **Figure 5** below which provides the dispositions in 2025 and the average time in months to conclude each complaint.

Figure 5: Dispositions and Average Time to Conclude PSB Files in 2025 (Jan-Dec)



There were 156 complaints resolved by the Chief of Police in 2025. Five (n=5) matters were concluded via a disciplinary hearing. There were two matters (n=2) that were previously directed to a hearing but were dismissed at the hearing due to a loss of jurisdiction (refer to the bottom of page 16 for all outcomes). As **Table 5** demonstrates below, in 27 complaints the Chief was of the opinion that the alleged misconduct was not of a serious nature (refer to section 45(4) of the *Police Act* and section 19 of the *Police Service Regulation*). These are often referred to as **minor contraventions**.

Refer to **Table 6** on p. 17 for a breakdown of the discipline resulting from the 27 minor contraventions. In addition to the 27 minor contravention dispositions, there was a further 82 complaints that resulted in being declared 'No Reasonable Prospect' and 42 complaints either 'Dismissed or Withdrawn' by the Chief/Service⁵. See **Table 5** below.

Table 5: Dispositions Issued by the Chief or at Disciplinary Hearings 2023-2025

	2023	2024	2025
Reasonable Prospect (At hearing) – Proven (Disciplinary Hearing - see page 16)	8	1	5
Reasonable Prospect (At hearing) – Not Proven (Disciplinary Hearing - see page 16)	0	1	0
Minor Contraventions (Sustained in Part - No Hearing; Sustained - No Hearing)	31	24	27
No Reasonable Prospect (Not Sustained - No Hearing)	123	59	82
Dismissed or Withdrawn by Service (Dismissed - 1 Year s.43(11); Dismissed - Extension Not Granted; Dismissed - Loss of Jurisdiction; Dismissed - Frivolous/Vexatious/Bad Faith s.43(7) ⁶ ; Dismissed - No Hearing PSR 19(1)(a)(i))	50	69	42
Total	215	154	156

8. Dispositions of Internal Complaints in 2025

The EPS is committed to police accountability, both in terms of recognizing the good work of police officers and of taking responsibility for mistakes and failures. In 2025, PSB received 74 internally generated complaints⁷. Of those 74 received complaints, 39 files met the threshold for a *PSR* investigation (53%). Thirty-three (n=33 of the 74 complaints (45%) received in 2025 were *also* completed in 2025, including six (n=6) files which met the threshold for a *PSR* investigation.

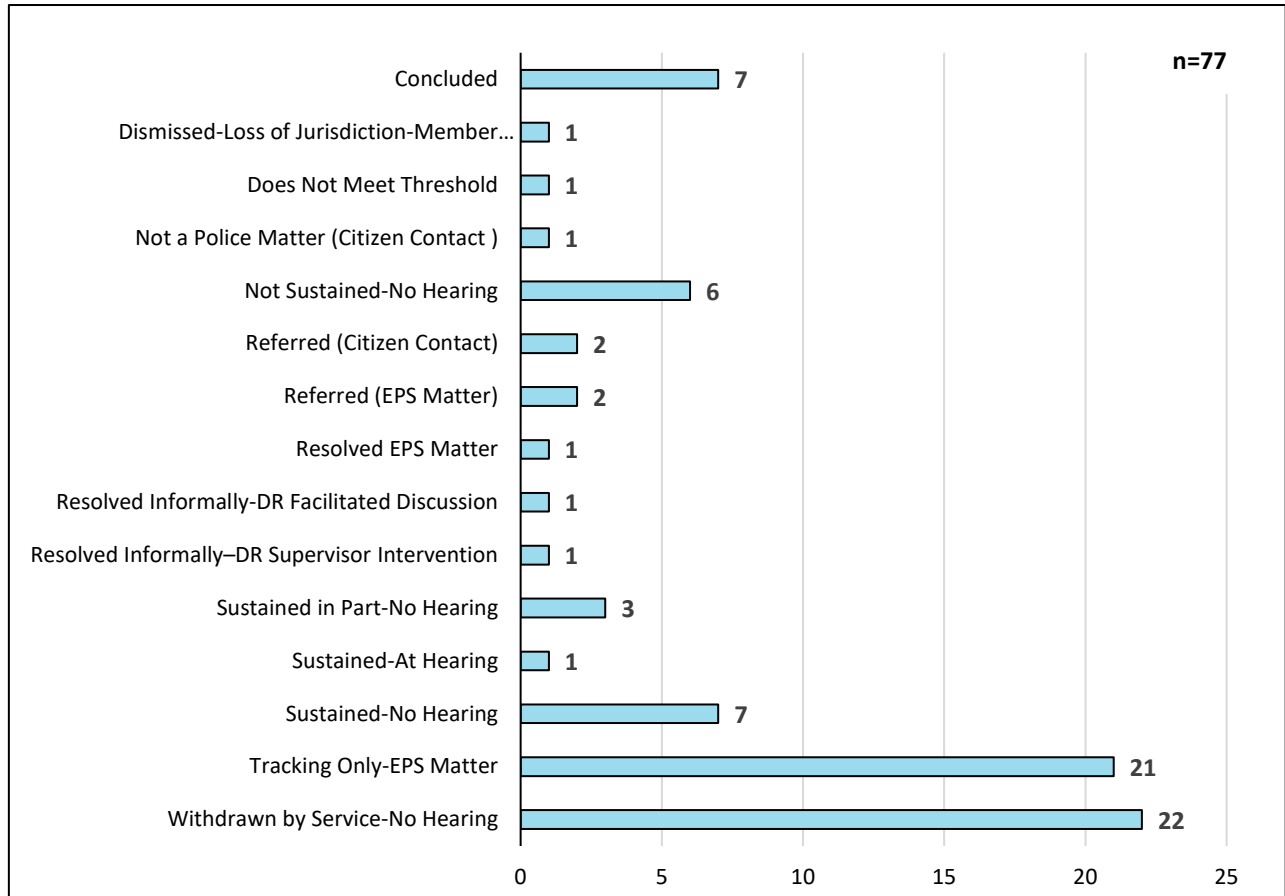
⁵ **Figure 5** on page 15 also provides a breakdown of the dispositions made by the Chief in 2025. This data, as well as data in **Figure 6** does not include the seven (n=7) members that were charged in 2025 as their files are still active.

⁶ Ten files (n=10) were dismissed by the Chief as Frivolous/Vexatious/Bad Faith s. 43(7), equating to 6% of *all* files concluded by the Chief in 2025.

⁷ Internally generated complaints refer to complaints where the Chief acts as the complainant. It does not include complaints where an officer acts as a complainant against another officer (e.g., harassment complaints).

In addition to concluding the 33 internal complaints from 2025, there was a further 44 internal complaints concluded, received from previous years (grand total=77). The dispositions of all concluded internally generated complaints can be reviewed below in **Figure 6⁸**.

Figure 6: Dispositions of All Internally Generated Complaints in 2026 (Jan-Dec)



9. Disciplinary Hearings in 2025

In 2025 there were seven (n=7) matters directed to a disciplinary hearing (involving eight members) and five (n=5) matters concluded (involving five members). The counts of allegations proven at the DH's were: 'UUEA' (n=2), 'Insubordination' (n=4) and 'Discreditable Conduct' (n=3). The outcomes of the contraventions were: 'Directed Training' (n=2), 'Volunteer Hours/Donation & Formal Reprimand' (n=4) and 'Permanent Demotion to Sr. Cst. Level II' (n=1)⁹.

The penalties applied at a hearing typically relate to the overall situation and context, rather than each individual allegation. For example, if the conduct consisted of both discreditable conduct and

⁸ Eighty-two percent (n=18) of the dispositions for "Withdrawn by Service-No Hearing" were related to 46.1 files (i.e. Use of Force).

⁹ Note: Two additional DH files (n=2) in Q4 did not conclude under the normal process; thus, were both removed from the data under "DH-Directed Hearings". The *first matter* was reassessed and completed under Section 19 following the turnover of criminal charges. The *second matter* was closed by the EPC due to a relief from duty without pay decision; as such, the matter will go through the usual PSR process.

neglect of duty, the penalty applied would relate to both allegations (rather than separate penalties for each individual allegation). Further, in many cases, the discipline becomes multi-faceted and multiple penalties may apply for each behaviour (e.g., 'suspension without pay' *and* 'remedial training' may both apply to a single behaviour).

As aforementioned, in 2025, there were 27 separate files/complaints concluded/proven as **minor contraventions** and they were disciplined as per section 19(1) of the *Police Service Regulation*. Within those contraventions, there were 47 allegations laid against 28 individual police members¹⁰. Refer to **Table 6** below.

Table 6: Discipline Resulting from the 27 Minor Contraventions Concluded in 2025 (Jan-Dec)

Allegation	Total # of Members per Allegation	Total # of Allegations	Penalties Applied
'Discreditable Conduct'	9	10	-Agreed Reprimand – 3 Years -Directed Remedial Training -Official Warning – 1 Year -Other Action -Reduction in Rank
'Insubordination'	11	17	-Agreed Reprimand – 2 Years -Directed Remedial Training -Directed Training – 1 Year -Directed Training – 2 Years -Official Warning – 1 Year -Other Action -Reduction in Rank
'Neglect of Duty'	5	5	-Agreed Reprimand – 3 Years -Directed Training -Official Warning – 1 Year -Other Action
'Unlawful / Unnecessary Exercise of Authority (UUEA)'	12	15	-Directed Training -Directed Training – 1 Year -Directed Training – 2 Years -Other Action
Total	37	47	

¹⁰ Note: The total number of members in **Table 6** is higher than the individual number of members in which allegations were laid. This was due to more than one member being investigated on more than one file.

10. Resolution of Statutory Complaints in 2025

Seven EPS officers were charged with criminal offences in 2025, relating to seven separate and individual complaints (n=7). Of the members charged in 2025, three are still on full duties in non-operational roles, one member has retired, one has resigned, one is on leave with pay, and one is on leave without pay.

Three of the seven charge files (43%) involved domestic related-incidents (all off-duty). In the first domestic incident the former member received a 12-month conditional sentence (Publication of an Intimate Image without Consent). In the second domestic incident, the charges were subsequently withdrawn by the court (Assault x2). The third domestic-related file is still pending before the court ('Sexual Assault', 'Assault', 'Assault/Choke/Suffocate'). The fourth incident (also before the courts) was in relation to on duty conduct and the member has been charged with 'Sexual Assault', 'Unlawful Confinement', 'Unlawfully in a Dwelling House', and 'Breach of Trust by a Public Officer'. The three remaining charge files from 2025 are all still pending before the courts as well: 'Breach of Trust', 'Assault', and 'Aggravated Assault' (all on duty).

All files that were *not* forwarded to the Crown for opinion were reviewed by internal legal counsel. Of the criminal investigations (statutory complaints) received in 2025, 28 were related to files that were opened as the result of a notification made under s.46.1 of the *Police Act*.

11. LERB and EPC Appeals in 2025

Eleven (n=11) appeals were made to the LERB in 2025. Additionally, the LERB made 16 decisions (n=16) in the same year. Of the 16 decisions made, 12 appeals were dismissed, one was abandoned, two were concluded and one was a loss of jurisdiction. Of the 12 appeals that were dismissed by the LERB, two (27%) were deemed Frivolous and Vexatious as per s. 43(7) *Police Act*. There is one (n=1) EPC appeal (Complaint of Service) from 2025 that is still ongoing.

12. Compliments Received in 2025

Along with ensuring that the highest standards of professionalism and conduct are maintained by EPS members, PSB also receives compliments on the performance of organizational members. In 2025, PSB received 126 separate compliments from citizens of the community. This total does not include all compliments received throughout the EPS, as many are directly communicated in other ways to officers or their command staff in the division they work.

The compliments received by PSB in 2025 referenced a total of 181 members. Passing on these compliments to the hard-working members of the EPS allows PSB and command teams to reinforce positive behaviours and conduct. It also serves to remind members that the citizens of Edmonton appreciate the efforts being made on their behalf. On the following page, **Table 7** demonstrates the distribution of citizen-generated compliments in 2025.

Table 7: Compliments Received to EPS in 2025 (Jan-Dec)

Bureau	Number of Compliments	Total Involved Officers
Community Policing	74	114
Community Safety & Well-Being	7	7
Chief of Police	0	0
Innovation & Investigation	0	0
Investigation & Support Services	11	23
Supernumerary Positions	3	6
EPS (General or No Name)	31	31 ¹¹
Grand Total	126	181

¹¹ In **Table 7**, the "total involved officers" is estimated to be higher than stated.