

**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

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 4th. Will be marketing the transition.
 - Councillor O’Toole: Could be copied and pasted onto personal Facebook

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

- 3rd 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 3rd Quarter GPPS Financial Update

Moved by: Commissioner Burnam

Carried Unanimously



- 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
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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 15th 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



13. **ADJOURNMENT**

Chair Wong adjourned the meeting at 4:11 pm

Date

Chairman

Date

Executive Director

Chair

ED