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**Calgary Police Commission**  
**February 25, 2020**  
**Minutes**  
**Calgary Police Commission Boardroom**

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**Commissioners Present:** Bonita Croft, Chair  
Richard Sigurdson, Vice Chair  
Shawn Cornett  
Marilyn North Peigan  
Amtul Siddiqui  
TJ Zhang  
Councillor Farkas  
Councillor Gondek

**CPC Member Regrets:** Marco De Iaco

**Guests - CPS:** Chief Mark Neufeld  
Deputy Chief Chad Tawfik  
Deputy Chief Katie McLellan, Bureau of Corporate Support  
Deputy Chief Raj Gill, Bureau of Our People  
A/Deputy Chief Pozzobon, Bureau of Investigative Support  
A/Deputy Chief Mike Worden, Bureau of Investigative Support  
A/Superintendent Ryan Jepson, Executive Office  
A/Superintendent Leah Barber, CYSS Admin  
A/Superintendent Joe Brar, Criminal Ops Tech Support  
A/Inspector Shane Plamondon, Criminal Investigations  
Sergeant Mike Huskins, Executive Office  
Staff Sergeant Rodney Harbidge, Operations  
Blaine Hutchins, CPS Financial Services Manager  
Lana Hohn-Martens, Manager Strategic Services  
Michael Nunn, Public Affairs and Media Relations Manager  
Jennifer Ronalds, Acting General Counsel

**Guests – Presenters** Tara Robinson, Executive Director – Youthlink  
Susan Cron, Executive Director – Calgary Police Foundation

**Commission Staff:** Heather Spicer, Executive Director  
Molly Naber-Sykes, Public Complaint Director  
Lori DeLuca, Communications and Policy Director  
Amber Schinnour, Commission Clerk

**Move in Camera**

The Chair declared the meeting move in camera, at 3:17 p.m., pursuant to the permissions granted by Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

The Chair declared the meeting back to public session at 3:29 p.m.

CPS members, media and public joined the meeting at 3:30 p.m.

**Opening Remarks**

The Chair opened the meeting with remarks acknowledging that we are on the traditional territory of the Nittsitapi people made up of the Siksika, Piikani and Kainai First Nations, and the Iyarhe Nakoda First Nations, comprised of the Chiniki, Bearspaw and Wesley First Nations and the Tsuut’ina First Nation. These are the people who made the treaty with the Crown thus forming Treaty 7 territory. The City of Calgary is also homeland to the historic Northwest Métis and to Métis Nation of Alberta Region 3.

The Chair welcomed the commissioners, public and the media.

**1. Confirmation & Declarations of Pecuniary/Conflict of Interest**

**1.1** Chair called for Declarations of Pecuniary/Conflict of Interest. None were noted.

**MOTION** to excuse Commissioner De Iaco from the meeting

**CARRIED**

**2. Consent Agenda**

The Chair, hearing no objection, declared the Consent Agenda **approved**, as presented

**2.1 Agenda – Public Session**

**2.2 Draft Minutes – January 28, 2020 - Unapproved**

**CARRIED**

**3. Business Arising from the Minutes – None was noted**

**4. Chief’s Report**

**4.1 Verbal Update**

**4.2 Presentations**

**4.2.1 Crime and Safety – Gang Strategy and Partnerships**

**Responsible: A/Deputy Chief Worden**

**Presenting: A/Superintendent Joe Brar**

**Susan Cron, Executive Director of Calgary Police Foundation**

**Tara Robinson, Executive Director of Youthlink**

There were three presentations on the topic of Gang-Related Crime in the City, including the introduction of the service-wide Gang Strategy, oriented around four pillars: Predict, Prevent, Protect and Pursue

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## 5. Chair's Report

The Chair reported that

- Commissioner North Peigan, Councillor Gondek and the Chair attended the recruit class graduation
- Councillor Gondek attended the CPS Commissioner's Cup Awards Ceremony

## 6. Executive Director's Report

### 6.1 Executive Director's Report

The Executive Director reported on the Alberta Health Services Performance Review released on December 31, 2019, pointing out excerpts from the report that reflect on policing

## 7. CPC Standing Committee Reports

### 7.1 Finance & Audit – Summary Report

Chair Croft presented the report and asked if there are any questions or comments. None was noted.

### 7.2 Governance Committee – Summary Report

Commissioner Cornett presented the report and asked if there are any questions or comments. None was noted.

## 8. Representation Updates

### 8.1 Alberta Association of Police Governance (AAPG)

Commissioner Zhang, as the 2020 Commission representative to the Alberta Association of Police Governance (AAPG) reported that

- No update to provide at this time as they have not met since the last meeting

### 8.2 Calgary Police Foundation (CPF)

Commissioner Croft, as the 2020 Commission representative to the Calgary Police Foundation (CPF) reported that

- CPF continues to plan the Fundraising Gala and are seeking sponsors and selling tickets
- Recently met with the founders to discuss recent activities and views on the mandate and what was originally envisioned for the foundation

### 8.3 Canadian Association of Police Governance (CAPG)

Commissioner Siddiqui attended the Canadian Association of Police Governance (CAPG) Summit and reported that

- There was attendance of commission members, police officers and staff from all over Canada
- Some of the topics covered were board roles with respect to litigation, harassment, governance and police compensation

### 8.4 Alberta Law Enforcement Response Teams Civilian Advisory Committee (ALERT CAC)

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Commissioner North Peigan, as the 2020 Commission representative to the Alberta Law Enforcement Response Teams Civilian Advisory Committee (ALERT CAC) reported that

- January 29, 2020, they held a teleconference to discuss the business plan in detail and make any required revisions
- There was a Board of Directors joint meeting held on February 11, 2020. Commissioner North Peigan was unable to be in attendance and is awaiting updates
- The Board of Directors are looking for the Civilian Advisory Committee to assist with the process of developing new metrics and strategic priorities for ALERT

**9. Public Participation Session**

No members of the public addressed the Commission during the open participation session.

**10. Other Business – None was noted**

**11. Adjournment of Public Session at 4:57 p.m.**

Meeting recessed at **4:57 p.m.**  
Media and public left the meeting at **5:00 p.m.**  
Meeting resumed at **5:45 p.m.**

**IN CAMERA WITH CPS**

**Move in Camera**

The Chair declared the meeting move in camera, at **5:45 p.m.**, pursuant to the permissions granted by s. 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**Return to Public Session**

The Chair declared the meeting back to public session at **8:19 p.m.**

**12. Consent Agenda**

The Chair, hearing no objection, declares the Consent Agenda **approved**, as presented

**12.1 Agenda**

**12.2 Temporary Organizational Chart for CPS**

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

**13. CPS Presentations**

**13.1 Crime and Safety – Gang Strategy**

**Responsible: A/Deputy Chief Worden**

**Presenting: A/Supt Joe Brar and A/Insp Plamondon**

The attachment and closed meeting presentation, and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**14. Chair's Report – None was noted**

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15. **Executive Director's Report** – None was noted

16. **Complaint Oversight Committee**

16.1 **Summary Report**

16.2 **Public Complaint Director's Report with CPS**

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

17. **Time Limit Extensions**

17.1 **Time Limit Extensions**

17.2 **Questions & Answers – Time Limit Extensions**

17.3 **Reason for Extension by Internal and External Factors**

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

18. **Finance and Audit Committee**

18.1 **Summary Report**

The attachment and closed meeting discussion remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**MOVED** and **SECONDED** that the Commission **approve** the One Calgary Service Plan Year-End Accountability Report to the City of Calgary, subject to staff's determination of minor amendments

18.2 **One Calgary Service Plan Year-End 2019: Police Services**

The attachment and closed meeting discussion remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

**MOVED** and **SECONDED** that the Commission **accept** the Calgary Police Service's recommendation to allocate the 2019 Budget as reported

18.3 **CPS Year-End Savings**

The attachment and closed meeting discussion remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

19. **Governance and Personnel Committee**

19.1 **Summary Report**

19.2 **Public Safety Task Force – Update**

19.3 **Probation Extensions – Files 2020-0211-01, 2019-0611-01**

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

20. **Chief's Report**

20.1 **Members Relieved from Duty (Month-End Reports)**

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## 20.2 Internal and Criminal Proceedings

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

## 21. Other Business

All CPS members except Chief Neufeld leave the meeting at **7:09 p.m.**

## 22. In Camera with the Chief

Chief Neufeld leaves the meeting at **7:43 p.m.**

### IN CAMERA WITHOUT CPS

## 23. Consent Agenda

The Chair, hearing no objection, declared the Consent Agenda **approved**, as presented/revised

### 23.1 Agenda

### 23.2 Governance & Personnel Reporting Schedule – Update

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

## 24. Chair's Report

The Chair provided a verbal report, the closed meeting discussion to remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

## 25. Council Member's Report

Councillors provided a verbal report, the closed meeting discussions to remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

## 26. Executive Director's Report

### 26.1 Executive Director's Report

The Executive Director provided a verbal and written report to Commission. The attachments and closed meeting discussion are confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

## 27. Communication and Policy Director's Report

### 27.1 CHRO Position Update

The Communication and Policy Director provided a verbal report on the CHRO Position. The closed meeting discussion is confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**MOVED** and **SECONDED** to **appoint** Chair Croft as the representative of the Calgary Police

Commission to participate on the Public Safety Task Force Committee

### 27.2 Public Safety Task Force

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The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

**28. Legal Counsel's Report**

Legal Counsel provided a verbal and written report to Commission. The attachments and closed meeting discussion are confidential pursuant to Section 18(1) (Disclosure harmful to individual or public safety) and 27(1) (Privileged Information) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**29. Complaint Oversight Committee**

**29.1 Summary Report**

**29.2 PCD Report without CPS**

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**MOVED** and **SECONDED** to **adopt** the recommendation of the Complaint Oversight Committee to **approve** the Time Limit Extension requests as presented on the in camera report

**29.3 Time Limit Extensions**

- pursuant to section 7(4) of the *Police Service Regulation 356/1990*
- and upon it appearing the time limit extension requests are reasonable in the circumstances
- and that the attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

**30. Governance and Personnel Committee**

**30.1 Summary Report**

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**30.2 Resolution Options**

**MOVED** and **SECONDED** that the Commission **approve** the Resolution Options for AAPG & CAPG, and that the attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

**30.3 Probation Extensions – Discussion**

**Probation Extension File 2020-0211-01**

**MOVED** and **SECONDED** that the Commission **grant** the extension of the probationary period of employment for the employee named in the letter (file #2020-0211-01) for the period requested

- pursuant to s.4(7) of the *Police Service Regulation 356/1990*
- and for the reasons outlined in the letter from the Calgary Police Service dated **January 24, 2020**
- and that the attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

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**Probation Extension File 2019-0611-01**

**MOVED** and **SECONDED** to ratify the motion below relating to the Probation Extension file #2019-0611-01 adopted at the June 25, 2019 Commission meeting, granting the extension of probationary period, but for the reasons outlined in the letter from the Calgary Police Service dated February 20, 2020

**Probation Extension file 2019-0611-01**

**MOVED** and **SECONDED** that the Commission **grant** the extension of the probationary period of employment for the employee named in the letter (file #2019-0611-01) for the period requested;

- for the reasons outlined in the letter from the Calgary Police Service dated May 23, 2019, and;
- as per the provisions of the Police Service Regulation s.4(7), and;
- and that the report remains in camera pursuant to the permissions granted by Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

and that the report remains in camera pursuant to the permissions granted by Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

and that the attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**CARRIED**

**31. Finance and Audit Committee**

**31.1 Summary Report**

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

**32. CPC Discussion – None was noted**

**33. Other Business – None was noted**

All CPC staff except the Executive Director leave the meeting at **8:27 p.m.**

**34. In Camera with the Executive Director**

Executive Director leaves the meeting at **8:33 p.m.**

**35. In Camera without Staff**

**36. Adjournment & Next Meeting – March 31, 2020**

Meeting adjourns **8:44 p.m.**