IN CAMERA WITH CALGARY POLICE COMMISSION MEETING MINUTES

OF THE CALGARY POLICE COMMISSION

ISC: PROTECTED A

MARCH REGULAR MEETING

DATE AND TIME:	MARCH 25, 2026, 12:30 P.M.
LOCATION:	CALGARY POLICE COMMISSION BOARDROOM
MEETING CHAIR:	AMTUL SIDDIQUI

COMMISSIONERS PRESENT

Amtul Siddiqui, Chair
Joseph Fernandez
Marsha Hanson
Sue Mallon
Cheri Nijssen-Jordan

COMMISSIONER REGRETS

Aaron Noga
Councillor Wyness

COMMISSIONER VIRTUAL ATTENDANCE

Kelly Ogle, Vice Chair
Ayo Adediran
Sam Hope
Councillor Maclean

COMMISSION STAFF ATTENDEES

Corwin Odland, Executive Director
Deborah Petriuk, General Counsel
Seila Danzic, Head of Internal Audit
Grace Ho, Senior Auditor
Amber Schinnour, Commission Clerk & Legal Assistant
Sapna Gupta, Senior Advisor, Communications & Engagement
Nadine Suffron, Administrative Coordinator

IN CAMERA WITH CALGARY POLICE COMMISSION MEETING MINUTES

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ITEMS IN CAMERA AS COMMISSION

1. **Decision to Move in Camera**

   MOVED and **SECONDED** to move in camera pursuant to the *Access to Information Act*.

2. **Agenda Approval**

   MOVED and **SECONDED** to approve the agenda as presented.

   CARRIED

3. **Pecuniary or Conflict of Interest Declarations**

   The Chair called for declarations of pecuniary or other conflicts of interest.

   None were declared.

4. **Consent Agenda**

   The Commission received a reports for the Consent Agenda

   MOVED and **SECONDED** to approve the consent agenda as presented

   4.1 February 19, 2026 Condensed Meeting 3 – Meeting Minutes for approval
   4.2 February 25, 2026, Commission Meeting Minutes for Approval
   4.3 March 5, 2026 Condensed Commission Meeting 1 Minutes for Approval
   4.4 March 12, 2026 Condensed Commission Meeting 2 Minutes for Approval
   4.5 Communication and Engagement Report
   4.5.1 Detailed Workplan
   4.6 Workplace Review Committee Monthly Update
   4.7 Internal Audit Report

   The discussion and distributed documents remain confidential pursuant to s. 28 of the *Access to Information Act.*

   CARRIED

5. Commission Strategic Plan & Resourcing Requirements

The Commission received a Strategic Plan & Resourcing Requirements for the Commission drafted by the Executive Director

MOVED and **SECONDED** to table the 2026 -2027 Commission Strategic Plan and to dedicate a condensed Commission meeting to discuss and draft a plan

5.1 Strategic Plan
5.2 Risk Register
5.3 Staffing Plan
5.4 Budget

The discussion and distributed documents remain confidential pursuant to s. 26 of the *Access to Information Act.*

CARRIED

CPC Staff except the Executive Director left the meeting at **1:35 p.m.**

6. Legal Counsel Report

The Commission received a report from General Counsel

[redacted]

[redacted]

6.1 Legal Counsel Report

The discussion and distributed documents remain confidential pursuant to s. 30 of the *Access to Information Act.*

CARRIED

7. Discussion with the Executive Director

The Commission received a report from the Executive Director

MOVED and **SECONDED** to amend the TOR for the Workplace Audit Steering Committee TOR to include one from each union, one from CPS, three from CPC

Opposed: Aaron Noga

7.1 Executive Director's Report

The discussion and distributed documents remain confidential pursuant to s. 22 & 29 of the *Access to Information Act.*

CARRIED

8. Decision to Move Back to Public Session

MOVED and **SECONDED** to return to public session at 2:30 PM.

9. Decision to Recess

MOVED and **SECONDED** to recess until 3:00 PM.

PUBLIC SESSION
CALGARY POLICE COMMISSION MEETING MINUTES

OF THE CALGARY POLICE COMMISSION

ISC: PROTECTED A

MARCH REGULAR MEETING PUBLIC SESSION

DATE AND TIME:	MARCH 25, 2026, 3:00 P.M.
LOCATION:	CALGARY POLICE COMMISSION BOARDROOM
MEETING CHAIR:	AMTUL SIDDIQUI

COMMISSIONERS PRESENT

Amtul Siddiqui, Chair
Joseph Fernandez
Marsha Hanson
Sue Mallon
Cheri Nijssen-Jordan
Robert Tanguay

COMMISSIONER REGRETS

Kelly Ogle, Vice Chair
Aaron Noga
Councillor Wyness
Councillor Maclean

COMMISSIONER VIRTUAL ATTENDANCE

Ayo Adediran
Sam Hope

CALGARY POLICE SERVICE ATTENDEES

Chief Katie McLellan
Deputy Chief Cliff O'Brien, Bureau of Community Policing
Deputy Chief Cory Dayley, Bureau of Service and Community Support
Chief Strategy Officer and General Counsel Kathrine Murphy, Bureau of Organizational Support
A/Deputy Chief Matt Baker, Bureau of Investigative Support
A/Chief People Officer Nadine Wagner, Bureau of Our People and Organizational Development
Inspector Travis Juska, Executive Officer
Staff Sergeant Roland Stewart, Executive Resource Officer
Sabina Lokanc, Executive Director of Finance
James Allen, Executive Director, Infrastructure Services
Michael Nunn, Director, Strategic Communications Section
Rebecca Davidson, Manager, Corporate Data & Analysis

CALGARY POLICE SERVICE GUESTS

Superintendent Raj Mander, Surrey Police Service

COMMISSION STAFF ATTENDEES

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Deborah Petriuk, General Counsel
Seila Danzic, Head of Internal Audit
Grace Ho, Senior Auditor
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Nadine Suffron, Administrative Coordinator

ITEMS IN PUBLIC SESSION

10. Agenda Approval

Commissioner Nijssen-Jordan request to move agenda item 22 – 2025 Crime Report to the public session

MOVED and **SECONDED** to accept the request to move agenda item 22 – 2025 Crime Report to the public session under item 14 of the public agenda

CARRIED

MOVED and **SECONDED** to approve the agenda, as amended

CARRIED

11. Pecuniary or Conflict of Interest Declarations

The Chair called for declarations of pecuniary or other conflicts of interest.

None were declared.

12. Chair's Report

To open my Chair's Report, I want to begin by recognizing the many March celebrations and observances that speak directly to the values of inclusion, respect, and service that guide our Commission's work.

Throughout the month, Canadians recognized Irish Heritage Month and Francophonie Month, celebrating the histories, languages, and cultures that continue to shape our city and country.

March also marked Women's History Month, culminating in International Women's Day—a time to acknowledge the leadership, contributions, and lived experiences of women, including the women who serve, lead, and support policing and public safety in Calgary.

March further invited reflection on dignity and human rights. Zero Discrimination Day, the International Day for the Elimination of Racial Discrimination, and the International Day to Combat Islamophobia underscored the shared responsibility we have to confront bias, hate, and exclusion in all its forms.

March is also rich with cultural and faith-based observances celebrated by many Calgarians, including Holi, Eid, Nowruz, Navratri, and Palm Sunday.

Recognizing these celebrations affirms our commitment to understanding the diverse communities that make up our city.

And as we enter spring, our Commission remains committed to advancing public trust, accountability, and meaningful engagement across all the communities we serve.

This month, our Commission hosted our third annual policing summit where we brought together leaders from the community, local businesses, not for profits, city officials, and the government to share their perspectives on policing in Calgary.

The day was filled with open conversations, networking, and public engagement, and the opportunity to strengthen trust amongst attendees.

Also, this month, our commission visited a local school to learn firsthand how the integrated school support program is creating meaningful impact for children and families.

We also attended the Ethnic Festivals' Black gold Ball, the Justice System Ramadan Dinner, 1:1 meetings with members of the community, and events hosted by the Service including the latest Recruit Class graduation ceremony.

We also had the privilege of taking part in the Canadian Association of Police Governance's Conference where we were asked to speak about the public and community engagement we've been doing as a Commission.

Coming up in today's meeting, you're going to hear how 40% of this year's shootings are already linked to extortion, that Calgary is at the leading edge of drug enforcement having become the first agency in Western Canada to assign a drug-specific online investigator, and that tickets for distracted driving jumped 45% in just one month.

Last but not least, I want to draw attention to a very important announcement.

On behalf of the Calgary Police Commission, I am pleased to announce that Chief Katie McLellan will continue serving as Chief of the Calgary Police Service through to mid-2028. This decision reflects the deep trust and confidence our Commission has in her leadership.

Over the past year, Chief McLellan has led with steadiness, care, and integrity through a demanding and complex period for policing in Calgary. She has shown heart and humility and has earned the respect and confidence of the people she serves every day. We have consistently heard from members and the community that her leadership has made a meaningful difference — not only in direction and decision-making, but in how people feel heard, respected, and supported.
As a Commission, we spent a great deal of time listening, reflecting, and considering what the Service needs most right now. With significant budget decisions ahead, continued recruitment and training pressures, and the need to focus on workforce wellness, we believe that trusted, stable leadership is critical. Maintaining continuity will allow the organization to stay focused, connected, and moving in the right direction.

Chief McLellan will continue to report to our Commission under established governance and performance processes.

Congratulations, Chief.

I also want to acknowledge and thank the Service's Executive Leadership Team for the work you've done over the past year, and I want to thank all Calgary Police Service members for the professionalism and resilience they've shown as well.

The stability and progress we've seen over the past year are not the result of one single leader, but of the collective strength of this Service.

Your work, your commitment, and your integrity are seen, they are valued, and they make a difference for this city.

With that, I close my Chair's report.

MOVED and **SECONDED** to accept the Chair's report for information.

CARRIED

13. Chief's Opening Comments

The Commission received opening Comments from the Chief and reports on the Bureau of Community Policing and Investigative Support

MOVED and **SECONDED** to accept the Chief's Opening Comments for Information

13.1 Chief's Opening Comments
- 13.1.1 Bureau of Community Policing
- 13.1.2 Bureau of Investigative Support

CARRIED

14. 2025 Crime Report

The Commission received the 2025 Crime Report, this report is an annual report on crime and calls for service trends. This report shows increases in violence and slight increases in property crimes as well as the continued focus on frontline proactive work.

MOVED and **SECONDED** to receive the report for information

14.1 Report

CARRIED

15. Public Participation

MOVED and **SECONDED** to receive the public verbal and written submissions for information

15.1 Written Submissions

16. Decision to Recess

MOVED and **SECONDED** to recess for dinner break at 4:12 PM

CARRIED

IN-CAMERA WITH THE SERVICE SESSION CALGARY POLICE COMMISSION MEETING MINUTES

OF THE CALGARY POLICE COMMISSION

ISC: PROTECTED A

MARCH REGULAR MEETING IN CAMERA WITH THE SERVICE

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COMMISSIONERS PRESENT

Amtul Siddiqui, Chair
Joseph Fernandez
Marsha Hanson
Sue Mallon
Cheri Nijssen-Jordan
Robert Tanguay

COMMISSIONER REGRETS

Councillor Wyness
Councillor Maclean

COMMISSIONER VIRTUAL ATTENDANCE

Kelly Ogle, Vice Chair
Ayo Adediran
Aaron Noga
Sam Hope

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CALGARY POLICE SERVICE VIRTUAL ATTENDANCE

Inspector Rob Davidson, Bureau of Organizational Performance
A/Inspector Steve Dowler, Bureau of Community Policing
Celina Clausen, Business Strategist, Strategic Planning and Evaluation
Amory Hamilton-Henry, Manager, Strategic Planning & Evaluation Unit
Amanda Davis, Business Strategist, Strategic Planning and Evaluation
Keri Rak, Strategic Planning, Research and Analysis
Jason Huryn, Public Affairs and Media Relations

GUESTS

Superintendent Raj Mander, Surrey Police Service
Katie Black, City Manager
Aleta Ambrose, Business Strategy, Community Safety
Ashley Wedderburn, Manager, Community Safety
Kay Choi, Director, Public Safety Corporate Lead

ONLINE GUESTS

Stephanie Undershute, Leader Community Safety Initiatives
Menna Kebede, City of Calgary, A/Director of Community Services

COMMISSION STAFF ATTENDEES

Corwin Odland, Executive Director
Deborah Petriuk, General Counsel
Seila Danzic, Head of Internal Audit
Grace Ho, Senior Auditor
Amber Schinnour, Commission Clerk & Legal Assistant
Sapna Gupta, Senior Advisor, Communications & Engagement
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IN-CAMERA WITH THE SERVICE SESSION CALGARY POLICE COMMISSION MEETING MINUTES

OF THE CALGARY POLICE COMMISSION

ISC: PROTECTED A

ITEMS IN CAMERA WITH THE CALGARY POLICE SERVICE

17. Decision to Move in Camera

MOVED and **SECONDED** to move in camera at 5:27 p.m. pursuant to the *Access to Information Act*.

CARRIED

18. Agenda Approval

MOVED and **SECONDED** to approve the agenda as presented.

CARRIED

19. Pecuniary or Conflict of Interest Declarations

The Chair called for declarations of pecuniary or other conflicts of interest.

None were declared.

20. Consent Agenda

MOVED and **SECONDED** to approve the consent agenda as presented

20.1 Provincial Policing Priorities
20.2 Missing Person's Annual Statistical

The discussion and distributed documents remain confidential pursuant to s.28 of the *Access to Information Act.*

CARRIED

21. Community Safety and Wellbeing Plan

The Commission received a report from the City of Calgary, Calgary Police Service and Calgary Police Commission on Community Safety and Wellbeing Plan

MOVED and **SECONDED** that the plan, Safety Together: A Community Safety and Wellbeing Plan for Calgary, be approved

Opposed: All Members

MOTION FAILED

MOVED and **SECONDED** to accept the Community Safety and Wellbeing Plan for Information

Opposed:
Commissioners Tanguay, Fernandez, Hanson and Hope

CARRIED

22. 4 Year Service Plan and Budget

The Commission received a report on the 4 Year Service Plan and Budget with the focus on 10-year capital plan

MOVED and **SECONDED** to receive the 4 Year Service Plan and Budget and Service Delivery Modernization Project for information

22.1 Service Delivery Modernization Project
22.2 10 Year Capital Plan

The discussion and distributed documents remain confidential pursuant to s.30 of the *Access to Information Act.*

CARRIED

The discussion and distributed documents remain confidential pursuant to s.23 of the *Access to Information Act.*

CARRIED

23. Probation Extensions

The Commission received a report on Probation Extensions

MOVED and **SECONDED** to approve the Probation Extension Cover Page for Information.

23.1 Probation Extension Cover Page

The discussion and distributed documents remain confidential pursuant to s.20 of the *Access to Information Act.*

CARRIED

MOVED and **SECONDED** to grant the extension of the probationary period of employment for the employee named in the letter (file #2026-0219-01) for the period requested

23.2 Probation Extension 2026-0219-01

The discussion and distributed documents remain confidential pursuant to s.20 of the *Access to Information Act.*

CARRIED

All CPC staff except the Executive Director and CPS staff except the Chief left the meeting at **7:50 P.M.**

24. In-Camera with the Chief

The discussion remains confidential pursuant to s.22 and 23 of the *Access to Information Act.*

CARRIED

Chief McLellan left the meeting at **8:20 P.M.**

25. Commissioner Roundtable Discussion

The discussion remains confidential pursuant to s.28 of the *Access to Information Act.*

CARRIED

26. Adjournment of Meeting

Meeting was adjourned at 8:35 P.M.