



Lacombe Police Service 2025 ANNUAL REPORT

LACOMBE POLICE
COMMISSION
&
LACOMBE POLICE SERVICE



LPS ORGANIZATIONAL CHART

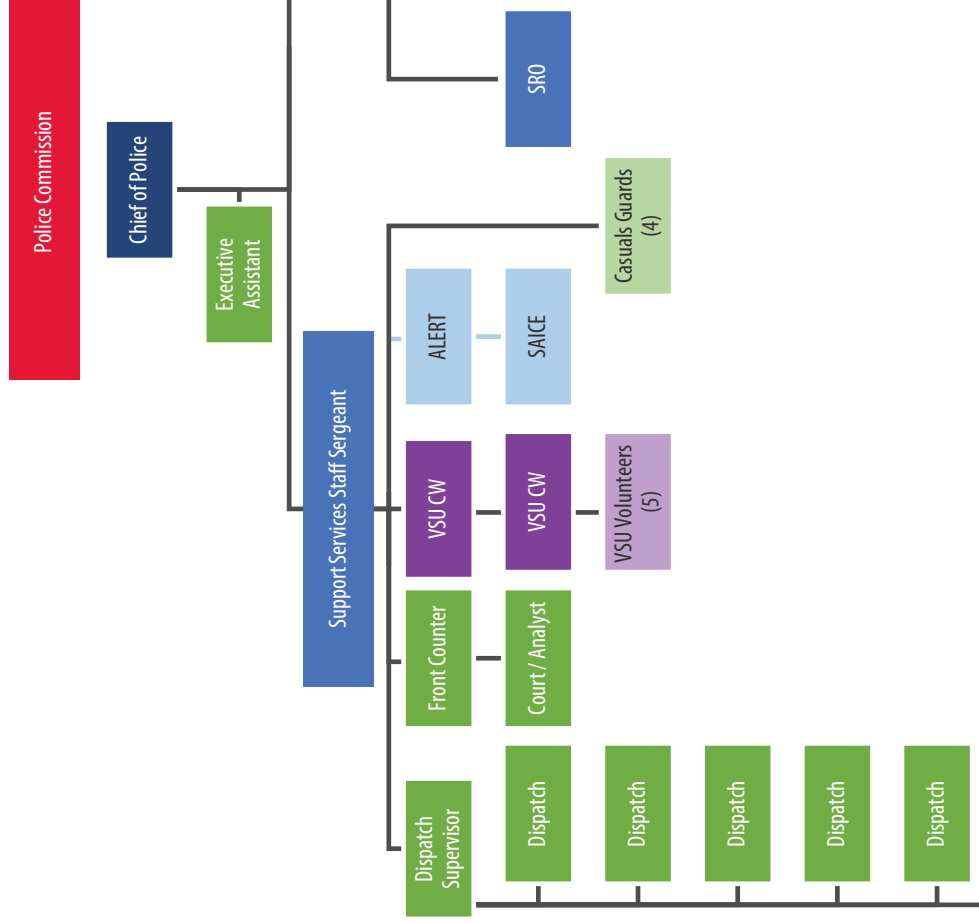
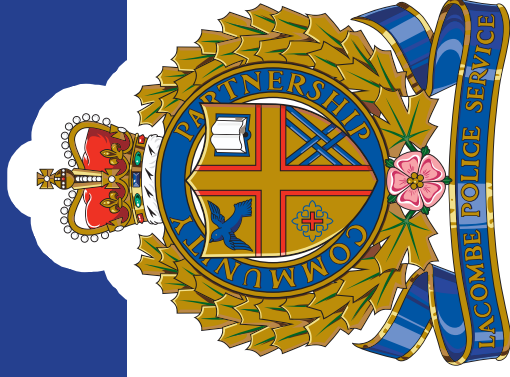


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~ Core Values ~

respect,
honesty,
integrity,
compassion,
courage,
character,
commitment

~ Mission ~

to provide a
safe and secure
community for all

TREATY 6 LAND ACKNOWLEDGEMENT

“We acknowledge that we are residing and working in Treaty 6 territory as well as Métis Nation of Alberta, Regions 2, 3 and 4 within the historical Northwest Métis Homeland.

As an act of reconciliation and gratitude, we acknowledge the many First Nations, Métis and Inuit who have lived in and cared for these lands for generations.

We are grateful for the Traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us.”

MESSAGE FROM THE CHAIR OF THE POLICE COMMISSION

The year 2025 was another action packed and successful year for the Lacombe Police Commission.

Most significantly, our long serving and well-respected Chief Lorne Blumhagen gave notice of his retirement effective June 2025. The Commission's primary project for 2025 was to conduct a search and hiring process for a new Chief of Police. The process was robust and we are more than pleased to have hired Chief Jason Dobirstein to lead the Lacombe Police Service into the future.

We were proud to be part of the official Change Over Ceremony between Chief Blumhagen and Chief Dobirstein on June 11, 2025. The ceremony saw our city host many dignitaries including Chiefs of Police both past and present, representatives of police services from all over Alberta as well as family and friends of both Chiefs. Their participation celebrated the support our service has from their peers and their loved ones.

The Commission has watched with considerable excitement as Chief Dobirstein has expended significant effort to get to know the sworn and civilian members and staff of the Lacombe Police Service. He has patiently and methodically gathered information about what makes the service succeed. With this information he has mapped and implemented numerous plans for improvements. We look forward to see where he leads us.

The Lacombe Police Service celebrated its 125th Anniversary with a Regimental Ball on October 4, 2025. The event was sentimental and moving. There were dress uniforms, speeches, bagpipes, and a slide show recounting the proud history of the Service. The event was attended by community members, Lacombe Police Service members past and present, and again at this event, representatives of police services from across the province.

Commission members were involved in the following over the course of 8 public meetings and multiple sub committee working sessions:

- Commission members attended recruit graduations and the annual general meetings for the Alberta Association of Police Governance held in Westlock, Alberta. The Lacombe Police commission has committed to hosting this event in Lacombe in 2027.
- The Commission continued to monitor and adapt the Police Act changes including specifically adapting and tending to our duty to provide a process for public complaints while waiting for implementation of the provincial Police Review Commission. As of December 2025 this provincial commission is up and running.
- Participated in hiring and promotion process at the Staff Sergeant level.



- We conducted an annual review of the Human Resource plan.
- Budgeting workshops were held.
- Website was reviewed and updated.
- FOIP compliance for records management occurred with the support of the City FOIP Coordinator.
- The Commission and Chief Blumhagen followed through with using the Key Performance Indicators developed under the 2023-26 Strategic Plan to help us assess and evaluate our performance.
- The Service and Commission participated in the April Trade Show
- The Commission continued to monitor the budgeting concerns arising out of the efforts to seek outside revenue sources to support the operations of the service and relieve the burden on the taxpayer.

In 2025 we said good bye to several members of our Commission who we thank for their service and dedication:

- Commissioner Sonia Dykslag, now Councillor Dykslag resigned from the Commission to take on the role of Counsellor, having been elected to City Council in the fall of 2025. Counsellor Dykslag played a significant role on our commission for 9 very busy years.
- Commissioner Elaine Willette-Larsen retired after 2 full terms of dedicated service and valuable contribution.

- Councillor Cora Hoekstra served as our City representative from October 2022. We valued her acumen and experience. We wish her well in her retirement from City Council.
- Councillor Rueben Konnick returned to us as the second City representative in 2024. Counsellor Konnick had been our City Representative during his previous terms. It was great to have him back at the table. We wish him well in his retirement from City Council.

Traditionally but importantly, my letter must end with a genuine thank you from the Lacombe Police Commission to Chief Dobirstein and the sworn and civilian members of the Lacombe Police Service for their continued exemplary service and dedication to the safety of our community.



Corey Gish

Lacombe Police Commission Chair

MESSAGE FROM THE CHIEF OF POLICE

As Chief of Police for the Lacombe Police Service, and in partnership with the Lacombe Police Commission, I am pleased to present the 2025 Annual Report. This past year has been defined by meaningful progress, thoughtful modernization, and an unwavering commitment to delivering professional, community-centered policing to the citizens of Lacombe.

Organizationally in 2025, our Service continued to grow in maturity, capability, and strategic focus – guided by a clear and forward-looking vision for the future of policing in Lacombe. My vision for the Lacombe Police Service is shaped by what I hear from our members and observe in our daily operations: a shared dedication to proactive crime reduction, strong community partnerships, and a healthy, supported workforce. As we advanced key priorities – including the development of the Priority Crimes Unit, enhanced intelligence sharing, and modernized investigative practices—we remained equally committed to supporting our people.

Expanding access to psychological services, fostering a culture of accountability and teamwork, and ensuring our members feel valued were central themes of the year.

At the same time, we strengthened public trust through visibility, professionalism, and meaningful engagement, while embracing innovations that improve efficiency, reporting accuracy, and long-term sustainability.

These pillars – priority crime management and proactive policing, employee wellness and support, community engagement and trust, and organizational efficiency and innovation – continue to guide our direction as we prepare for the evolving landscape of policing in 2026 and beyond.

A major milestone in 2025 was the complete review and modernization of all Lacombe Police Service policies – our most comprehensive policy renewal in many years. This work ensures our governance framework aligns with current legislation, best practices, and the rapidly evolving context of policing in Alberta.

Significant effort also went into strengthening the health and resilience of our members. We introduced access to clinical psychological services, laying the foundation for a broader wellness program designed to provide timely, professional mental-health supports.



These early steps reaffirm our commitment to wellness as a core component of operational readiness and organizational longevity.

Operationally, 2025 saw substantial progress in aligning resources with community needs. The continued development of the Priority Crimes Unit, supported by updates to the Human Resources Plan and the transition away from the Community Response Team model, positions us to better address repeat offenders, property crime, and complex investigations.

We also navigated a challenging provincial environment as police services prepared for the introduction of the Police Review Commission and its associated oversight mechanisms. While the full impact is still emerging, our Service remains committed to transparency, accountability, and continuous improvement.

Recruitment and retention were key priorities as labour-market pressures persisted across Alberta. A detailed review of wage scales, training costs, and recruit supports – such as per diem or rental assistance – was undertaken to ensure LPS remains competitive. Strong collaboration with the Police Commission and City Council throughout the 2025 budget cycle allowed us to maintain service levels, advance necessary fleet and equipment renewal, and plan responsibly for future staffing needs.

Partnership development also advanced meaningfully this year. Work continued on a Memorandum of Understanding to provide dispatch services to Beaver County's Community Peace Officers, with similar interest from Peace River. These initiatives reflect our professionalism and our growing role in supporting regional public-safety solutions.

Beyond policy, operations, and organizational development, 2025 provided valuable opportunities to connect with the community we serve. The 125th Anniversary Barbecue was a tremendous success, highlighting the strong and enduring partnership between our Service and the residents of Lacombe. Our participation in programs such as Kids N' Kops and the annual Charity Checkstop, further strengthened these connections, providing meaningful moments of engagement, support, and visibility within the community. I extend my sincere appreciation to all staff and volunteers whose dedication made these events and initiatives possible.

In closing, I want to recognize the exceptional work of our officers, civilian employees, and volunteers. Their professionalism, compassion, and resilience were evident throughout the year – in frontline response, sensitive investigations, community engagement, and every aspect of service delivery.

Thank you for your continued trust and support,



Jason Dobirstein

Lacombe Police Service Chief of Police

HUMAN RESOURCES

In 2025, the Lacombe Police Service operated four patrol operations teams, each led by a sergeant. These teams deliver 24-hour community policing coverage, responding to calls for service, conducting proactive enforcement, and maintaining a visible presence to support public safety. Patrol members form the core of frontline operations.

The Service also continued to support two specialized positions, funded by the provincial government, outside of general patrol duties. One member remained seconded to the integrated regional Alberta Law Enforcement Response Team (ALERT) in Red Deer, contributing to efforts aimed at disrupting organized crime and gang-related activity across Central Alberta. A second member continued their assignment to the Internet Child Exploitation (ICE) Unit, where complex investigations are conducted involving online child exploitation, in addition to supporting victim-centered enforcement strategies.

The Lacombe Police Service also maintained its School Resource Officer (SRO) position in partnership with Wolf Creek Public Schools. The SRO plays a key role in fostering safe, inclusive, and supportive learning environments by building positive relationships with students and school staff. Through mentorship, guidance, and early intervention, the SRO addresses safety concerns within the school community while also delivering educational presentations on topics such as internet safety, bullying, and substance abuse. This proactive, preventative approach strengthens school safety and builds long-term trust between youth and law enforcement.

Civilian staff continue to provide critical support to all areas of police operations. The Lacombe Police Service operates the Lacombe Police Service Communications Centre (LPSCC), a secondary Public Safety Answering Point (PSAP) responsible for 24-hour 911 call-taking and dispatch services. Communications personnel dispatch police officers, monitor the activities and road-side safety of several community peace officer agencies located around Alberta, and coordinate response to both emergent and routine calls for service. Additional civilian roles include front-counter services, court liaison duties, records management, administrative support, custodial and facility maintenance—collectively ensuring the police building is safe, functional, professional, and operational. These civilian positions are essential to the efficient, reliable, and community-focused delivery and demand of today's policing services.

The Service is also supported by the Lacombe Victim Services Unit, which provides vital assistance to individuals and families affected by crime or trauma. Trained staff and volunteers offer compassionate support, including crisis intervention, safety planning, court accompaniment, and guidance through the criminal justice process. Their work ensures victims receive both emotional care and practical information during difficult circumstances. The strong partnership between the Lacombe Police Service and the Victim Services Unit enhances community wellbeing and reinforces the organization's commitment to trauma-informed, victim-centered policing.

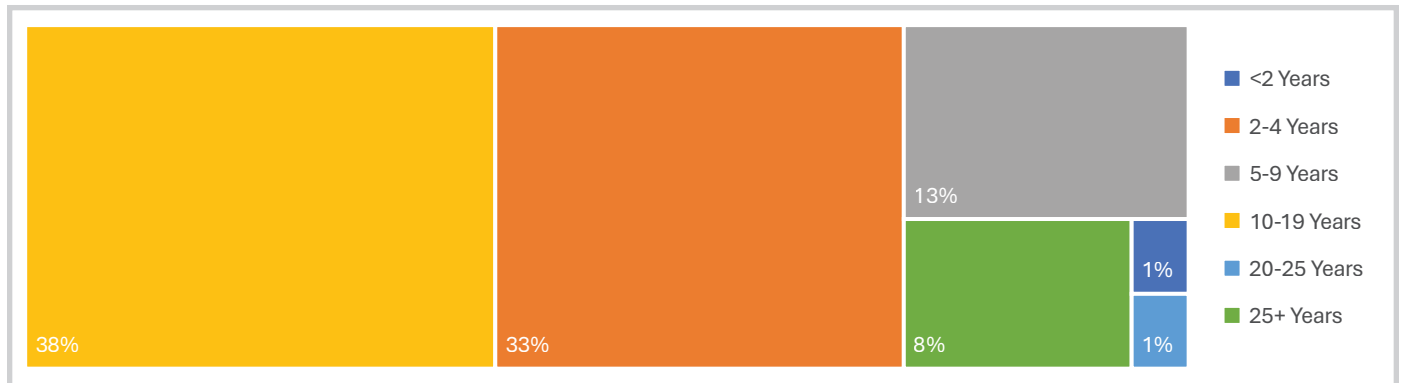
The Lacombe Police Service operates at approximately 158 officers per 100,000 residents, which is considerably lower than the national average of 178 officers per 100,000. Despite this smaller officer-to-population ratio, LPS continues to meet community policing demands through their patrol teams, specialized units, and integrated support resources.

EMPLOYEE ANALYSIS (AS OF DECEMBER 31, 2025)

MEMBERS

- Authorized Strength - 25 sworn members
- Actual Strength - 24 sworn members (including 2 with ALERT)
 - Chief - 1
 - Staff Sergeants - 2
 - Sergeants - 4
 - Constables - 17

OFFICER EXPERIENCE



CIVILIAN SUPPORT STAFF

- Dispatchers - 6
- Lacombe Victim Services Support team - 2
- Front Counter - 1
- Court Liaison - 1
- Permanent Part Time - 2
- Casual Administrative Associates - 12
- Cell Guards - 5
- Part Time Custodian - 1

OPERATIONAL HIGHLIGHTS

In 2025, Lacombe Police Service was involved in a total of 5,354 calls for service. This figure represents an increase of 2% from the previous year in 2024, where total calls numbered 5,268. However, overall, 2025 numbers reflect a 5% decrease in the 5-year-call-for-service average of 5626.

CRIME SEVERITY INDEX

The Crime Severity Index (CSI) is used to measure both the volume and seriousness of police-reported crime, providing a broader understanding of crime trends and their impact on the community. Please note that due to the timing of Statistics Canada's annual data release, this report references 2024 CSI data. The 2025 CSI data will be reviewed and presented in the 2026 Lacombe Police Service annual report.

In 2024, Lacombe recorded an overall Crime Severity Index of 59.2, representing a 6.1% decrease from the previous year. This continues to place Lacombe well below the Canadian average of 77.9 and reflects the community's comparatively low level of crime severity

When broken down by category, non-violent crime demonstrated a notable improvement, with the non-violent CSI decreasing 11.6% to 61.8. This reduction indicates a decline in both the volume and seriousness of non-violent offences within the community.

Conversely, the violent crime CSI increased by 14.7%, rising to 54.0. While this increase warrants continued monitoring and analysis, Lacombe's violent crime severity remains comparatively low and below national averages.

These results will be considered during future strategic planning to ensure resources and initiatives continue to be aligned with emerging trends. Ongoing crime analysis will support proactive responses and guide service delivery to maintain community safety and confidence in policing services.

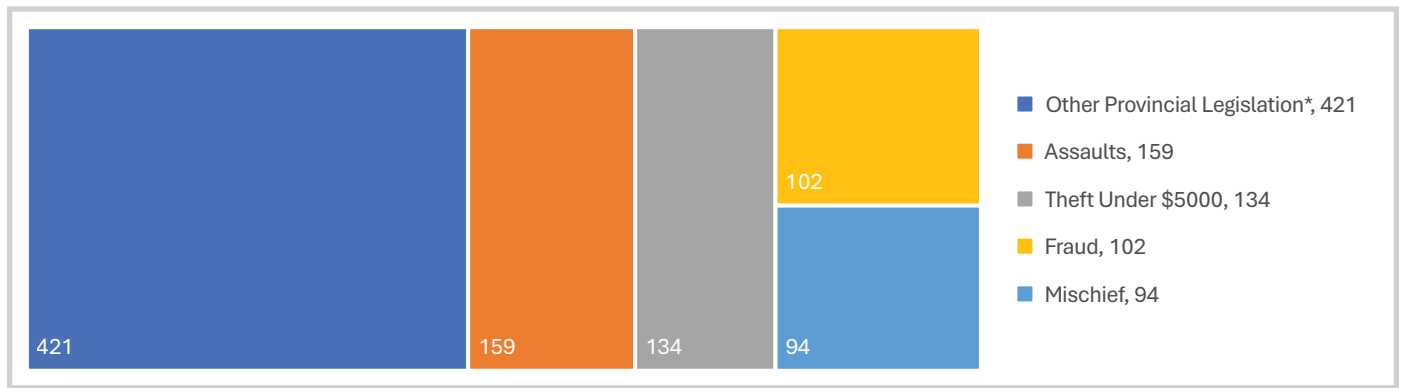
***DISCLAIMER:**

Please note that even though every effort was made by LPS members and civilian employees to ensure the accurate reporting of crime and traffic statistics by accessing and comparing several police records management systems and databases, discrepancies are possible. Such examples like file scoring, files still awaiting disposition at time of publication, and individual officers' use of professional discretion during the process of their investigations, among other factors, all contribute to a slight fluctuation in numbers. Likewise, original calls for service types may have resulted in an alternate disposition after investigation. Unless otherwise stated, statistics gathered and reported on for the purposes of this report involve events that occurred between January 1 and December 31 of 2025.

GENERAL CRIME STATS*

The following results provide critical insight for strategic planning, resource allocation, and proactive policing initiatives. Continuous crime analysis ensures Lacombe Police can respond effectively to emerging trends, maintain community safety, and strengthen public confidence in policing services.

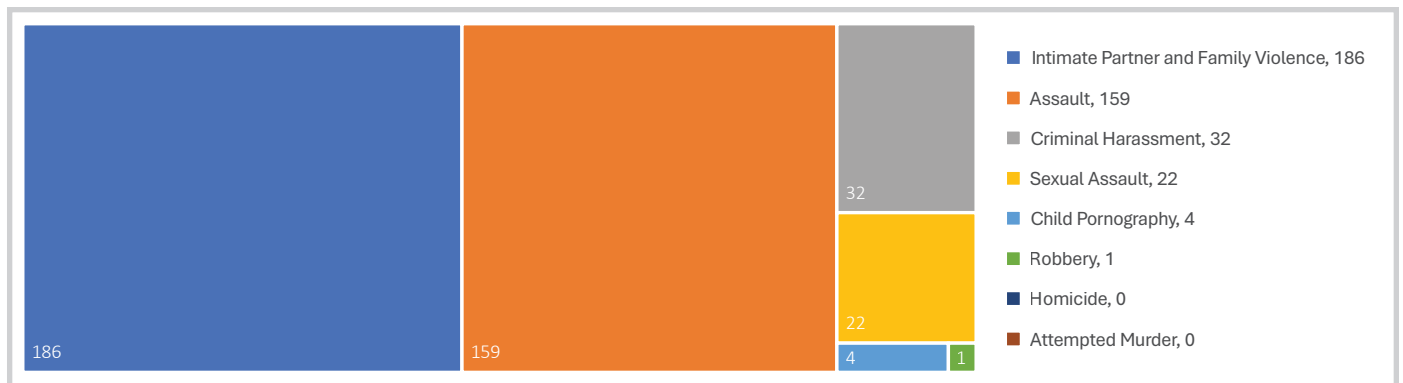
TOP 5 CALLS FOR SERVICE IN 2025



* (MHA, AGLC, TSA types)

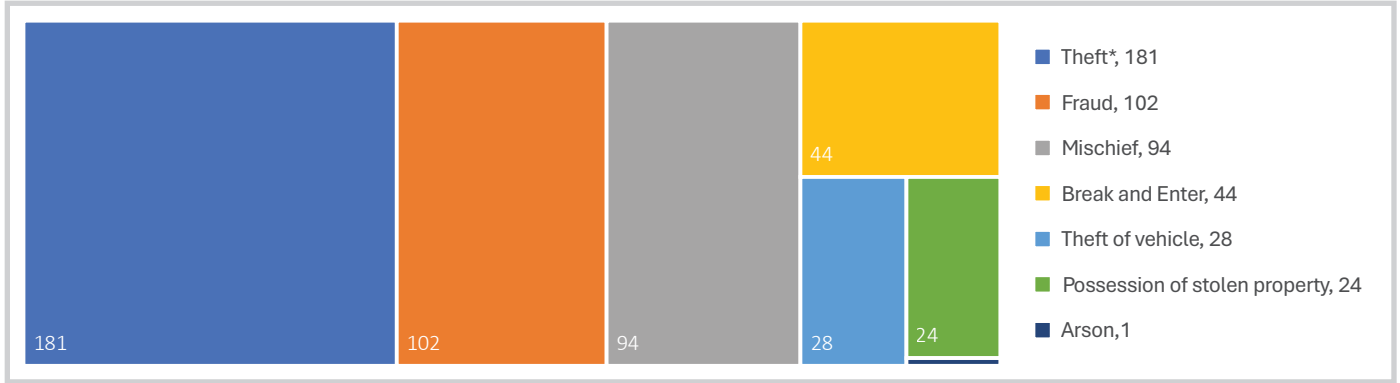
CRIMES AGAINST PERSONS

This category includes Criminal Code offences involving direct harm or threat to individuals. In 2025, Crimes Against Persons decreased slightly by 1.2%, from 161 to 159 incidents. While forcible confinement rose by 100% and criminal harassment increased by 45.5%, sexual offences declined by 24%, indicating generally stable personal crime levels.



PROPERTY CRIMES

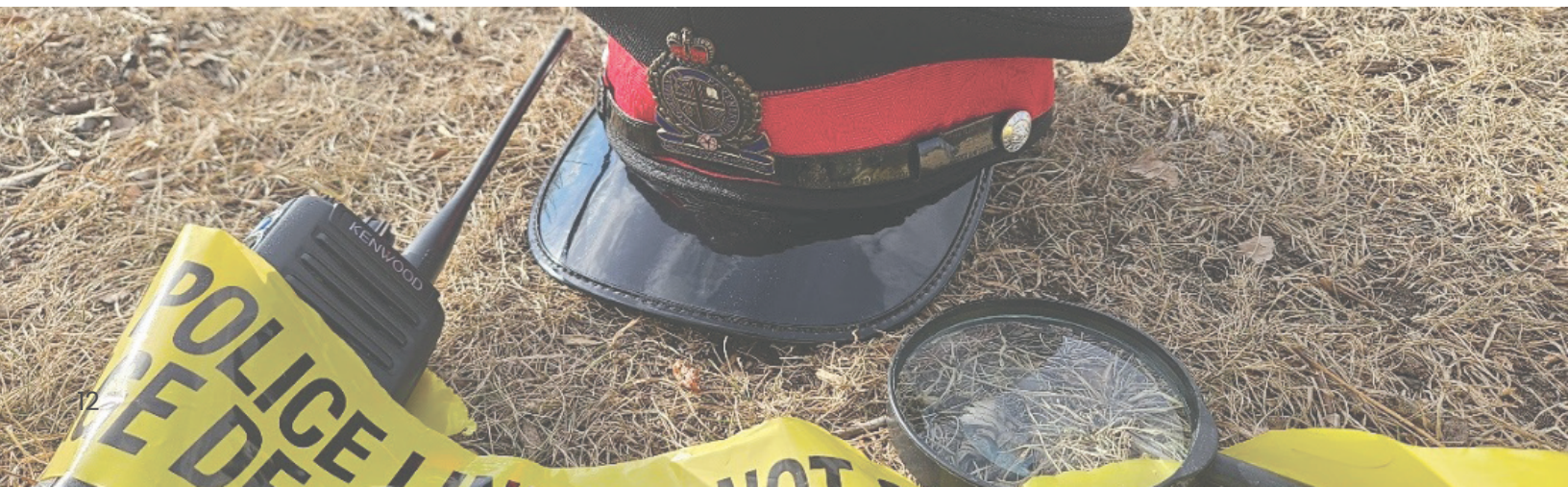
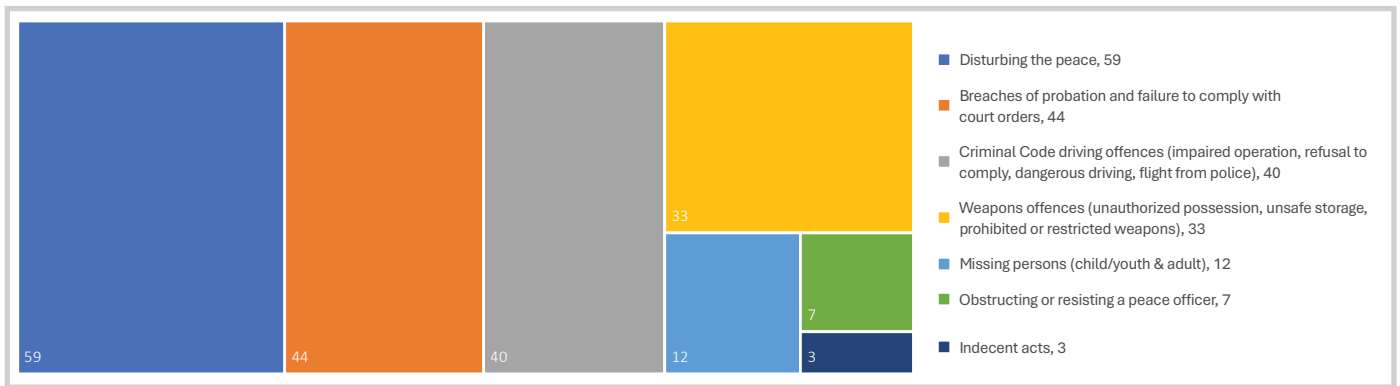
In 2025, property crime experienced a 30% increase, rising from 342 to 445 incidents, with the most notable offences being theft over \$5,000 (increasing by 123%) and possession of stolen property (rising by 100%), underscoring the need for continued targeted prevention strategies.



*Including over/under \$5000 & shoplifting

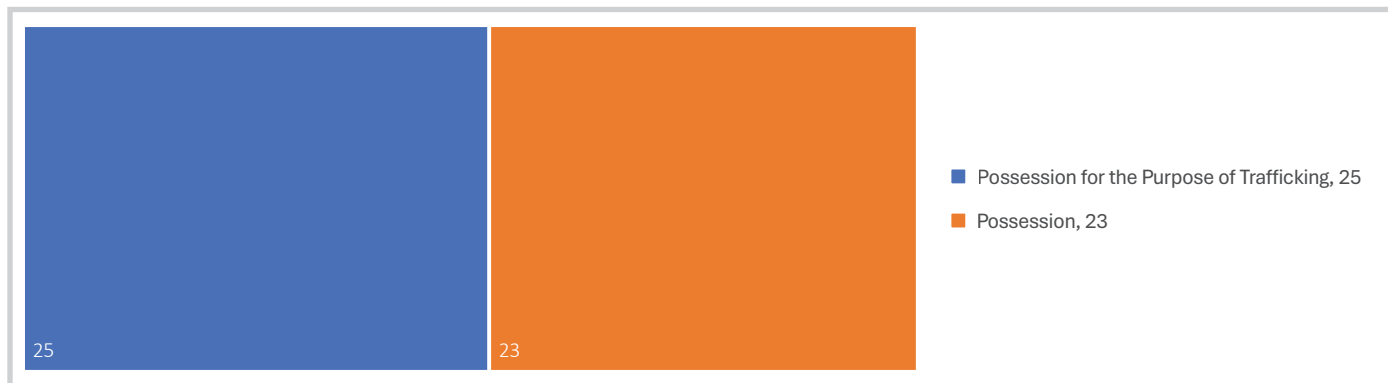
OTHER CRIMINAL CODE OFFENCES AND POLICE RESPONSES

This category includes Criminal Code offences not captured elsewhere. In 2025, other Criminal Code offences increased by 41.3%, with the most significant increase seen in weapons offences, rising by 65% from the year before.



DRUGS

This category encompasses all offences under the Controlled Drugs and Substances Act. 2025 saw Controlled Drugs and Substances Act (CDSA) offences increased by 54.8% when compared to 2024 numbers. While trafficking offences decreased by 100%, possession for the purpose of trafficking rose by 127%, reflecting evolving trends in local drug related activity.



THE SUBSTANCES MOST ENCOUNTERED IN LACOMBE INCLUDE:

- Heroin
- Cocaine (including Crack Cocaine)
- Crystal Methamphetamine
- Ecstasy
- Fentanyl and other Opioids

2025 CRIMINAL ANALYSIS CONCLUSION

The 2025 crime analysis demonstrates that Lacombe continues to experience relatively low crime severity when compared to national averages as we remain largely stable—ultimately indicating that serious offences being committed against people continue to be effectively managed. However, slight increases in specific areas highlight the importance of continued monitoring and proactive approaches by Lacombe Police Service.

In regards to crimes against property, significant growth in these categories reflects evolving criminal behavior and underscores the need for targeted enforcement, crime prevention initiatives, and community engagement. Similarly, the rise in Controlled Drugs and Substances Act offences suggests shifting trends in drug activity that will require adaptive policing strategies and collaborative efforts with policing partners.

The increase in other Criminal Code offences is an emerging public safety concern that warrants proactive attention and response. At the same time, changes in provincial and municipal legislation calls for service illustrate shifting community needs and service demands beyond traditional criminal enforcement.

Overall, Lacombe's Crime Severity Index remains well below the Canadian average, reinforcing the community's comparatively low level of crime severity. Continued analysis of crime trends will be essential to strategic planning, resource allocation, and support proactive policing initiatives. Ongoing, data-driven decision making will help ensure the Lacombe Police Service remains responsive to emerging trends while maintaining community safety and public confidence in policing services.

USE OF FORCE

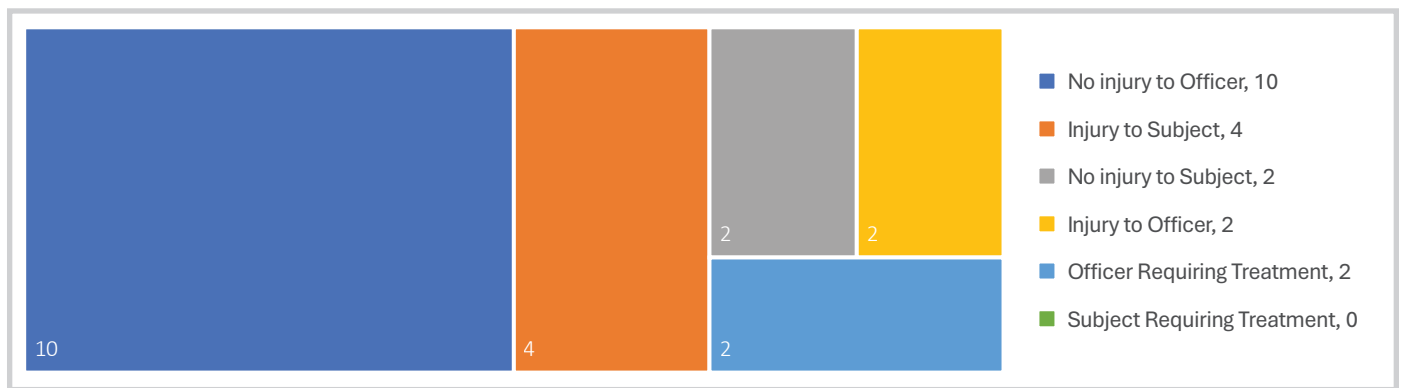
NOTE:

Members who attend an occurrence complete Control Tactic Reports (CTRs) and as a result, multiple reports are filed by all members. CTRs have multiple components, which fall under different categories resulting in different totals than the total amount of Force Application incidents.

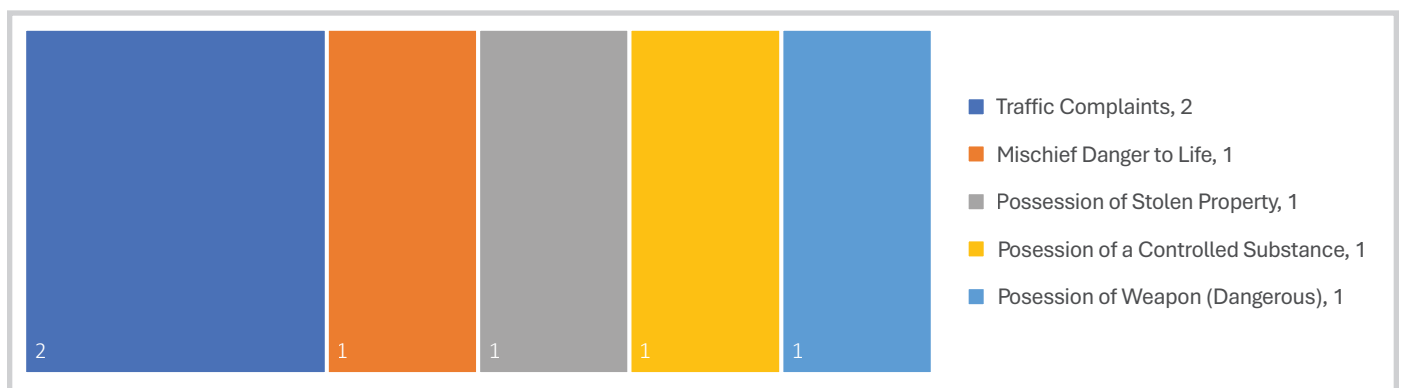
During 2025, Lacombe Police Service members submitted six CTRs for the 2025 reporting year. One of the incidents resulted in a complete, in depth force review of the incident.

INJURIES DURING USE OF FORCE

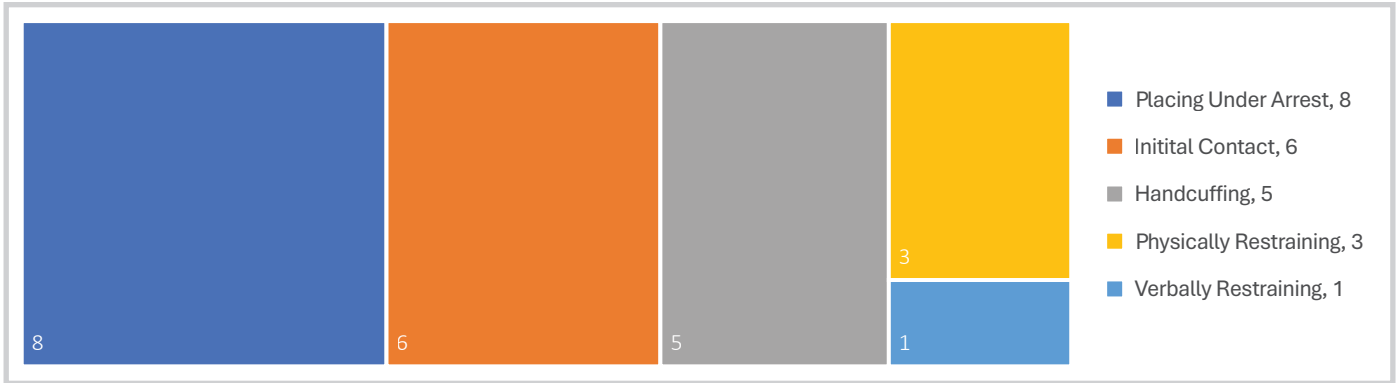
(refers to any injury, ranging from minor to severe)



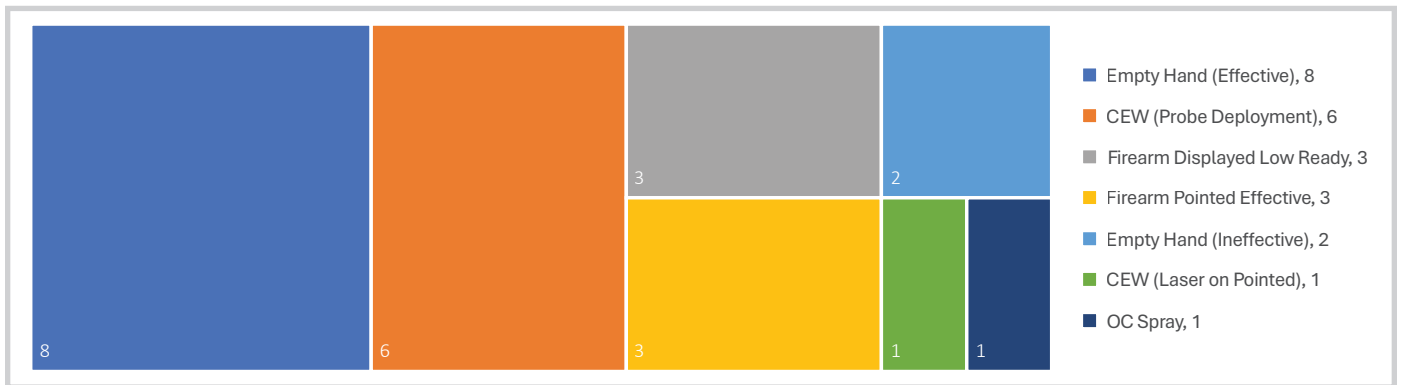
INCIDENT TYPE IN WHICH OFFICERS WERE RESPONDING



MOMENT WHEN USE OF FORCE OCCURRED DURING INCIDENT



CONTROL TYPE USED DURING INCIDENT



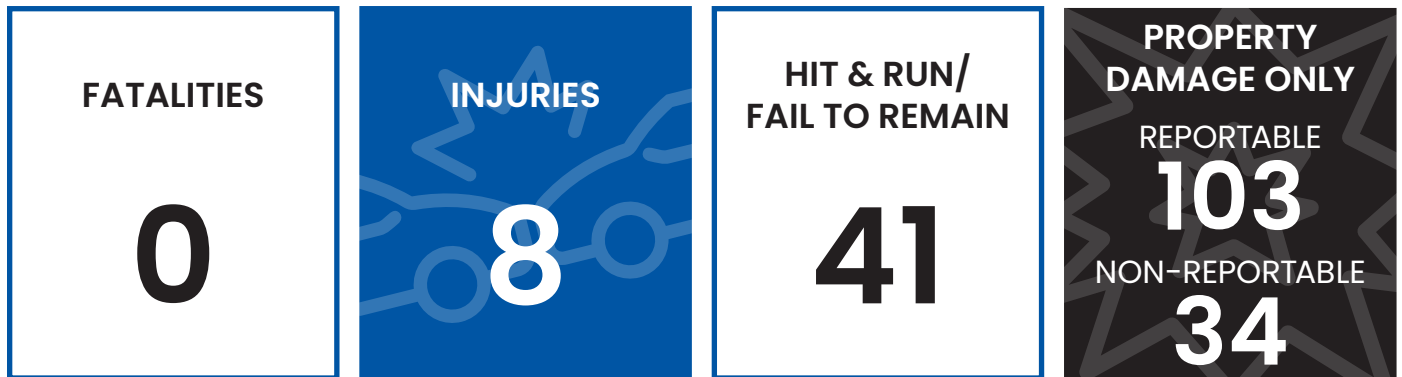
TRAFFIC STATS

In 2025, the Lacombe Police Service (LPS) responded to 186 collisions within city limits, including eight injury collisions with no fatalities. These included collisions involving damage to property, and damage to involved vehicles, both exceeding and not exceeding the \$5,000 combined threshold. This represents an increase from 2024's number of 152 total collisions as well as the five year average of 172 collisions per year.

Collision data shows that most incidents occurred at major intersections along Highway 12 and Highway 2A, where higher traffic volumes contribute to increased risk. Parking lots also remain high-risk locations, with most incidents categorized as hit-and-run collisions. Overall, collision reports declined compared to previous years.

Through proactive patrols, LPS members laid 14 charges and removed 27 suspended drivers from city roadways, down from 34 in 2024. As LPS moves into 2026, members will continue to promote roadway safety through education and targeted enforcement aimed at reducing dangerous driving behaviours.

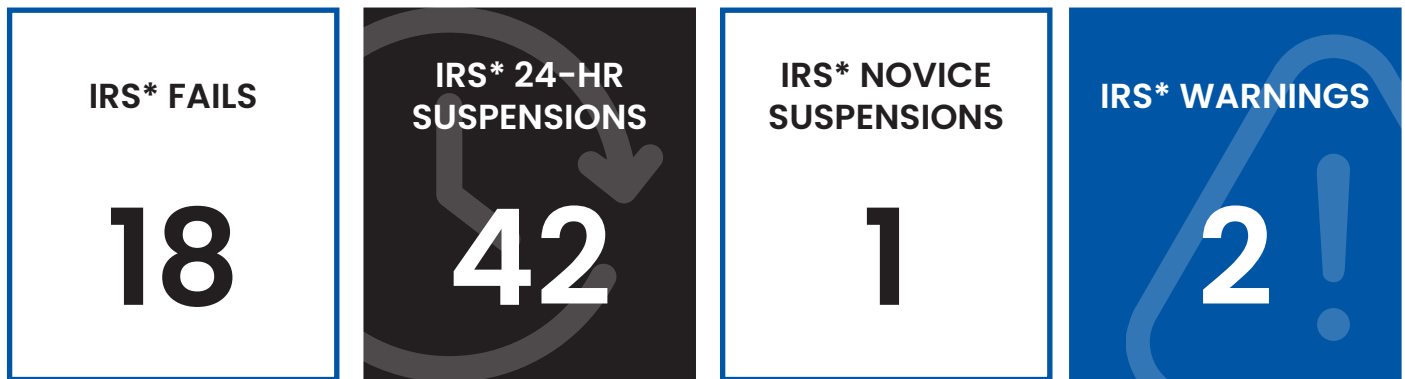
COLLISIONS – 186 TOTAL



ROADSIDE SUSPENSIONS – 25 TOTAL

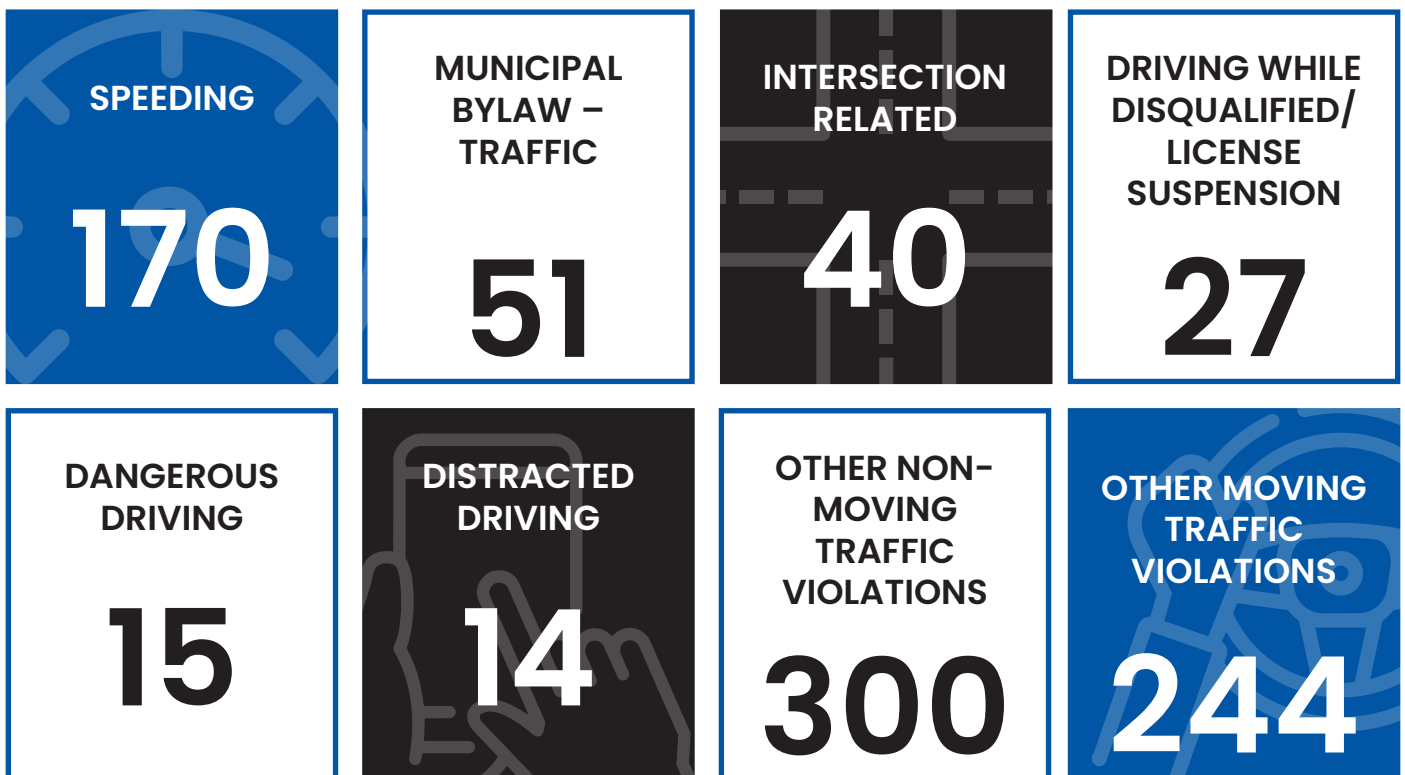


In 2025, Lacombe Police Service officers participated in various traffic safety initiatives consisting of enhanced impaired driving check stops, multi-jurisdictional enforcement (including the Joint Traffic Initiative (JTI) that was implemented to target suspended drivers), and proactive patrols. Violations from these initiatives yielded:



** Immediate Roadside Sanction*

DRIVING INFRACTIONS - 862 TOTAL



OPERATIONAL AND ORGANIZATIONAL PRIORITIES

In order to maintain relevancy, and to determine priorities for future policing needs, the Lacombe Police Service conducts a community survey every four years, with the most recent one being collected in 2023. This survey is not only designed to evaluate the services' performance, but to also gauge perceptions and priorities of crime and community safety issues. The results showed that 75% of respondents agreed or strongly agreed that our members were polite, courteous, helpful, and professional. In addition, 89% of respondents overall agreed or strongly agreed that they felt safe in the City of Lacombe.

As our police service saw the increasing and emerging crime trends Central Alberta was experiencing, Lacombe Police Service realized the need to re-evaluate our Policing Performance and Strategic Plan, not only to reflect priorities identified in the citizen survey, but in order to properly respond to, and evolve with, emerging crime trends impacting Lacombe.

As a result of this, a three-year (2023-2026) strategic plan was developed in which both the Lacombe Police Commission and the Lacombe Police Service mutually identified 'Policing Excellence' as the overarching organizational strategic goal. It has been determined that the extent to which policing excellence is achieved can be measured through the tracking of the following five operational performance measures:

1. WELL GOVERNED

- 1.1 Community Representation
- 1.2 Police Independence
- 1.3 Service Level Adequacy
- 1.4 Statutory Compliance
- 1.5 Accountability Framework

2. BUDGET MANAGEMENT

- 2.1 Conform with the Strategic Plan
- 2.2 Support Authorized Service Levels
- 2.3 Be Based Upon Informed Predictions
- 2.4 Recognize Long Term Planning
- 2.5 Be Flexible and Responsive

3. SERVICE STRENGTH

- 3.1 Community Representation
- 3.2 Police Independence

4. CRIME MANAGEMENT

- 4.1 Proactive Policing
- 4.2 Intelligence-based Policing
- 4.3 Monitoring Community Trends
- 4.4 Maintaining Allied Networks

5. COMMUNITY INTEGRATION

- 5.1 Community Partnerships Initiatives
- 5.2 Transparency and Accessibility
- 5.3 Intentional Community Engagement in Public Safety

PROVINCIAL POLICING PRIORITIES

ALIGNMENT WITH ALBERTA PROVINCIAL POLICING PRIORITIES

The Lacombe Police Service (LPS) is in the final year of its 2023–2026 Strategic Plan, which was approved prior to the formal adoption of Alberta’s Provincial Policing Priorities. Despite this timing, LPS operations, resourcing decisions, and community partnerships demonstrate strong alignment with provincial direction. Full integration of the Provincial Policing Priorities will be a foundational element of the forthcoming 2027–2030 Strategic Plan, to be developed with the Lacombe Police Commission in 2026.

COMMUNITY SAFETY AND CRIME PREVENTION

Community safety remains a core focus of LPS operations. Strong community integration is achieved through our school-based policing, Victim Services, visible patrol strategies, and participation in community initiatives and events. These efforts support proactive crime prevention, public trust, and shared responsibility for community safety.

RECRUITMENT, RETENTION, AND ACCOUNTABILITY

LPS continues to address recruitment and retention challenges common to small municipal police services while prioritizing accountability and professional standards. In 2026, the Service initiated the development of a Wellness and Peer Support function for sworn and non-sworn personnel, supporting workforce sustainability, resilience, and ethical decision-making. Accountability is reinforced through supervisory oversight, performance management, transparent reporting, and governance by the Lacombe Police Commission.

STANDARDIZED INTELLIGENCE SHARING AND DATA DRIVEN POLICING

LPS employs crime analysis, inter-agency information sharing, and trend analysis to guide operational decision-making and resource deployment. Calls-for-service and crime trend data are analyzed annually to support targeted responses. Planning is underway to further enhance intelligence-led policing through the development of a Priority Crimes Unit.

EQUITY, DIVERSITY, AND INCLUSION (EDI)

While EDI is not a standalone priority in the current Strategic Plan, LPS advances EDI principles through procedural fairness, respectful engagement, victim-centred services, and community-embedded policing models. The Service has begun internal evaluation of how EDI can be more formally integrated into policy, training, recruitment, and organizational culture as part of future strategic planning.

COMPLEX ISSUES AND SOCIAL DISORDER WITH A RECOVERY-ORIENTED LENS

LPS recognizes that many calls for service involve mental health, substance use, trauma, and social vulnerability. The Service applies a recovery-oriented approach through de-escalation, discretion, and collaboration with community partners, including participation in HUB and Violence Threat Risk Assessment processes. These efforts emphasize early intervention, diversion, and coordinated support for vulnerable individuals.

LOOKING AHEAD

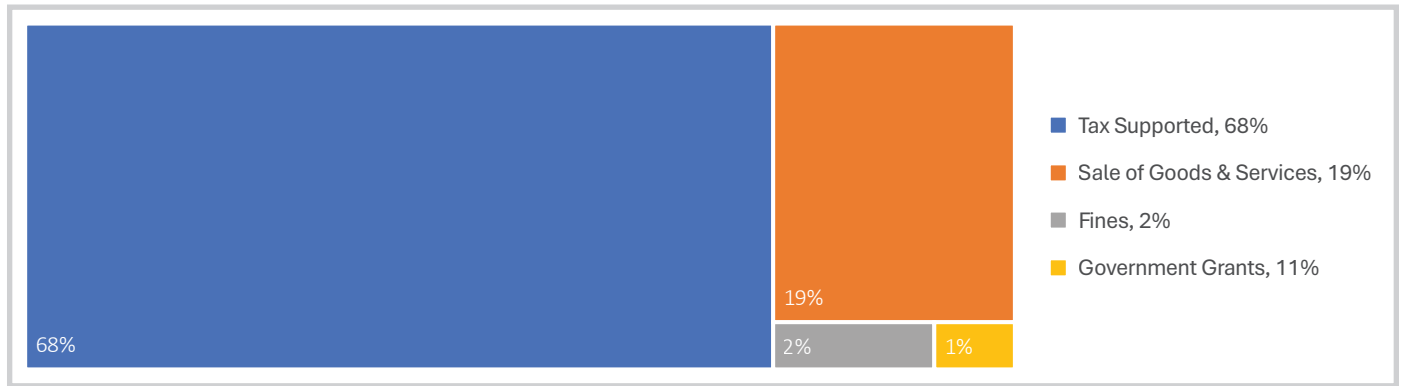
The 2027–2030 Strategic Plan will intentionally integrate all five Provincial Policing Priorities, ensuring continued alignment with provincial standards, community expectations, and local operational realities.



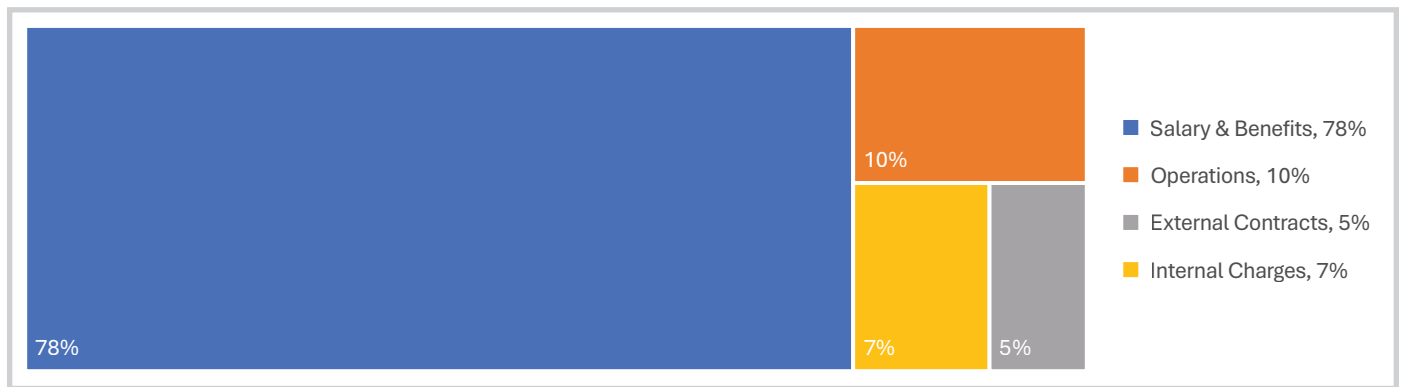
BUDGET – REVENUE AND EXPENDITURES

The 2025 Operating Budget of \$6,434,922 for Lacombe Police Service was approved by Council and is highlighted by the percentages below. Based on a population of 14,588, the budget was tax supported at a \$299.71 per capita total cost of \$4,372,223.

2025 REVENUE SOURCES



2025 EXPENDITURES



COMMITTMENT TO PRESENT AND FUTURE WELL-BEING

The Lacombe Police Service's Wellness and Peer Support function is in its early stages of development and is structured as an additional responsibility role for selected members. Its initial emphasis is on building a supportive framework that promotes a culture of wellness, reduces barriers to accessing support, and encourages early intervention through peer-based engagement. As the program develops, emphasis will be placed on inclusivity, confidentiality, ethical boundaries, and alignment with operational realities.

Members participating in the Wellness and Peer Support function receive initial training, with ongoing training and program refinement planned as the initiative matures. The Service is currently identifying strengths, gaps, and appropriate resources to ensure the program develops in a measured, sustainable, and effective manner.



Swearing in Constable ZILINZKI



RCst. Lauren PASKALL



SRO in Class



Kelsey BERNIER - Police Communications Centre

CELEBRATING 125 YEARS OF SERVICE TO THE COMMUNITY

In 2025, the Lacombe Police Service proudly marked a significant milestone—125 years of dedicated service to the City of Lacombe. Founded in 1900, the Lacombe Police Service is one of Alberta’s longest-standing municipal police agencies, predating the province itself and standing alongside only a small number of historic municipal services in the province.

Over the past century and a quarter, the Lacombe Police Service has evolved alongside the community it serves. From the earliest days of patrolling dirt roads on horseback, to today’s modern, technology-supported and community-based policing strategies, the Service’s history reflects a continued commitment to progress while honoring its roots. Through periods of growth, social change, and increasing complexity in policing, the Service has remained steadfast in its mission to serve and protect with professionalism, integrity, and accountability.

This milestone was formally recognized at the provincial level when Jennifer Johnson, MLA for Lacombe-Ponoka, acknowledged the anniversary in the Alberta Legislature. In her remarks, she described the Lacombe Police Service as “a pillar of strength, professionalism, and community trust,” highlighting its unwavering dedication to public safety and its ability to adapt through generations of change while remaining committed to its core values.

Throughout 2025, the anniversary was celebrated through a series of events that reflected the Service’s strong connection to the community. These included a regimental ball, a community barbeque, and a family-friendly coloring contest, all designed to honor the Service’s history while engaging residents of all ages. These events provided opportunities to reflect on the past, recognize those who have served before, and strengthen relationships with the community moving forward.

Today, the Lacombe Police Service continues to provide policing services to a growing city of approximately 15,000 residents—supported by a team of sworn officers, civilian professionals, and provincial partners. The Service’s ongoing focus on community safety, collaboration, and professionalism is reflected not only in its operational work but also in Lacombe’s continued standing as one of Alberta’s safer communities.

As the Lacombe Police Service looks ahead to its next century of service, the 125th anniversary serves as both a celebration and a reminder of the dedication of past and present members, the trust placed in the Service by the community, and the enduring responsibility to protect, serve, and evolve in partnership with the citizens of Lacombe.



PROFESSIONAL STANDARDS – COMPLAINTS & CONCERNS

PROFESSIONAL STANDARDS AND CHANGES TO THE COMPLAINTS PROCESS – IMPLEMENTATION OF THE POLICE REVIEW COMMISSION (PRC)

Police officers are not only in positions of authority, but more importantly, they are in positions of public trust. Whether concerns arise through a public complaint or internal review, the purpose of having Professional Standards in place is to safeguard public trust and instill confidence in the Lacombe Police Service. Investigating and resolving complaints regarding policy, service delivery, and employee conduct in a timely and unbiased manner, ensures conduct matters are addressed in a way that promotes accountability, transparency, and continuous improvement.

Effective December 1, 2025, the Province of Alberta implemented a new police oversight framework with the creation of the Police Review Commission (PRC). The PRC is an independent, civilian-led provincial body responsible for the intake, assessment, investigation, and resolution of public complaints regarding police conduct, policies, and services. This change represents a significant shift from the previous model, under which police services and local police commissions played a central role in investigating complaints.

Under the amended Police Act, responsibility for receiving and investigating public complaints against police officers now rests solely with the PRC. Complaints are assessed and categorized based on severity and nature, with investigations conducted independently of the police service involved. The PRC is mandated to ensure investigations are impartial and completed within legislated timelines, as well as emphasizing consistency and public accessibility throughout Alberta, further strengthening civilian oversight and public confidence in policing.

As a result of this transition, local police commissions, including the Lacombe Police Commission, no longer investigate or administer public complaints against police officers. Complaints received by the Lacombe Police Service or the Lacombe Police Commission are referred directly to the PRC for assessment and investigation. Complaints initiated prior to December 1, 2025, continue to be addressed under the previous complaint framework.



OVERSIGHT AND PUBLIC CONFIDENCE

In 2025, the Lacombe Police Service received thirteen citizen contacts expressing concerns regarding interactions with both sworn officers and civilian staff members. These matters were addressed through a focus on ongoing training, mentorship, and guidance initiatives. Several of these concerns did not meet the provincial reporting threshold under the Police Act for misconduct.

Administrative Review - 0

Biased-Based Policing Complaints - 0

Statutory Investigations - 0

Alberta Serious Incident Response Team (ASIRT) - 1

- There was one matter referred to ASIRT for investigation in 2025 involving alleged misconduct by an officer and was referred to the Alberta Serious Incident Response Team (ASIRT). As a result of that investigation, the member resigned from the police service.

Law Enforcement Review Board (LERB) - 1

- There was one outstanding matter before the Law Enforcement Review Board where the complainant appealed a 2024 decision of the Chief of Police.

PUBLIC COMPLAINT INVESTIGATIONS

In 2025, the Chief of Police directed investigations with respect to three public complaints that involved the following allegations:

- Discreditable conduct - 2
- Neglect of duty - 2
- Unlawful/unnecessary use of authority - 1

DISPOSITION/ACTIONS TAKEN

- Zero sustained

SERVICE INVESTIGATIONS

In 2025, the Chief of Police directed investigations with respect to one service complaint that involved the following allegations:

- Discreditable conduct - 2
- Insubordination - 1

DISPOSITION/ACTIONS TAKEN

- Three sustained

COMMITMENT TO PROFESSIONAL STANDARDS

The Lacombe Police Service remains committed to upholding the highest standards of professional conduct. While the complaint investigation process has transitioned to the PRC, LPS continues to prioritize ongoing training, mentorship, and guidance for its members. This approach ensures accountability while supporting learning, best practices, and continual improvement in service delivery to the community.

2025 ORGANIZATIONAL AWARDS & RECOGNITIONS

In 2025, fifteen members and staff of the Lacombe Police Service were presented with several awards and recognition for long service:

CIVILIAN

- Bethany BUXCEY - City of Lacombe 5-year Long Service Award
- Regan DRENNAN - City of Lacombe 5-year Long Service Award
- Claudia DESROCHERS-THOMSEN - City of Lacombe 5-year Long Service Award

MEMBER

- Sgt. Nicole MARTIN - promoted to Staff Sergeant
- Cst. Kristy WALKER - promoted to Sergeant
- Cst. Bradley KOPAN - advanced to 1st Class Constable
- Cst. Raelene AUSTIN - advanced to 1st Class Constable
- Cst. Janelle PARENT - advanced to 2nd Class Constable
- Cst. Michael WALKER - advanced to 2nd Class Constable
- Cst. Devon LAGRANGE - advanced to 2nd Class Constable
- Cst. Daniel ZELMER - advanced to 2nd Class Constable
- Cst. Cameron LEE - advanced to 3rd Class Constable
- Cst. Jesse PERRY - advanced to 3rd Class Constable
- Cst. Naman ARORA - advanced to 3rd Class Constable
- Cst. Lauren PASKALL - advanced to 4th Class Constable

We recognize and appreciate the dedication, commitment and service our members and staff provide to the community! Thank You!



Change Of Command Ceremony



Sgt. Kristy WALKER



Staff Sgt. Nicole MARTIN



Remembrance Day 2025



2025 APPOMD Flag Party

COMMUNITY INVOLVEMENT

SCHOOL RESOURCE OFFICER

Our continued collaboration with Wolf Creek Public Schools and Lacombe County allows us to allocate a full-time School Resource Officer (SRO) to all 6 public schools within the City of Lacombe. The SRO's primary focus is on developing relationships with students and staff to create a secure learning environment. In addition to delivering proactive and preventative programs, the SRO conducts investigations within the schools and serves as a valuable resource for students, parents, and staff. This dedicated effort contributes to fostering a safe and supportive educational atmosphere.



Fishing Camp



Lit up in Purple

VICTIM SERVICES UNIT

In 2025, Lacombe Victim Services played a crucial role in community support by opening 511 files, providing assistance to 1235 individuals, attending 18 Crown meetings, attending court 31 times, and assisting 87 individuals through the criminal justice system. Among the files, 19 were crisis callouts, which led to extended services being offered in the form of 270 Victim Impact Statements and Restitution forms, as well as financial requests. Royal Lepage Real Estate Lacombe continued their generous support, contributing to over \$5,000 in financial aid for domestic violence clients.

CHARITY CHECKSTOP

The Annual Charity Check was hosted by the Lacombe Police Service to provide support towards sending local youth to camp, MADD, Santa's Anonymous, and the Lacombe Food Bank.

In total, the 2025 Charity Check stop raised \$6,982.



Charity Check Stop

VOLUNTEERS ARE THE HEART OF THE LACOMBE VICTIM SERVICES UNIT PROGRAM

Operating on an on-call basis one week per month, dedicated volunteers collectively contributed more than 14,200 hours in 2025. In addition to undergoing enhanced security screening prior to aiding in the assistance of victims, and to highlight the commitment to professional development, LVSU volunteer advocates underwent online training from Alberta Public Safety & Emergency Services.

Advocates and paid staff actively participated in numerous community initiatives, including:

- Spring Trade Show
- FCSS Super Clinic
- Immigrants Family Fun Evening (*where participants learned about the criminal justice system*)
- 2nd Annual Volunteer Appreciation Gala
- Participation in both the Lacombe Days and Light Up Lacombe Parade
- FCSS Seniors Expo
- Cozy Corner Seniors Lunch (*which focused on fraud awareness*)
- Lacombe Police Service Community BBQ - celebrating 125 years of policing in Lacombe

To start off the year, Lacombe Victim Services employees attended a gender-based violence training program in March—also hosted by Alberta Public Safety & Emergency Services—where they learned valuable skills to support survivors, address root causes, and create long lasting change, emphasizing the Government of Alberta’s 10-year strategy to end gender-based violence.

In awareness of November’s Family Violence Prevention Month, Lacombe Victim Services, along with the support of the City of Lacombe, illuminated the ‘Heart of Lacombe’ in purple. During this same month, both employed LVSU staff and volunteer advocates attended the Diverse Voices Family Violence Conference in Edmonton, which focused on intimate partner violence and family violence. In both programs, VSU members learned valuable skills essential to the process of providing appropriate supports to at-risk people—all while being cognizant of the continually evolving and diverse needs of persons included in these vulnerable populations and situations.

The comprehensive approach of hands-on experience and professional development highlights the ongoing commitment of Lacombe Victim Services in their quest to provide essential support and maintain strong community involvement.

KIDS N' KOPS

Kids n' Kops is a collaborative program between Lacombe and District Big Brothers Big Sisters, Lacombe Police Service, the Town of Blackfalds Community Peace Officers, and Blackfalds RCMP. This police based mentoring program runs one week each year with a focus on building positive relations between youth and police members. Each year, this 24-spot youth summer program accrues a substantial wait list for enrollment—a true testament to the popularity of this important youth and law enforcement cooperative.



LACOMBE COMMUNITY WATCH

Established in 2015, LCWA is a registered non-profit, volunteer-based organization, partnered with LPS to offer diverse and proactive opportunities within the community to support one another to assist in crime reduction. The LCWA has been committed to our community in endeavoring to keep our neighbourhoods safer. As we look forward to what the future holds for LCWA, we anticipate the continued recruitment of like-minded, well-meaning citizens for the board of directors and Neighbourhood Watch.







 **LACOMBE POLICE
COMMISSION**

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