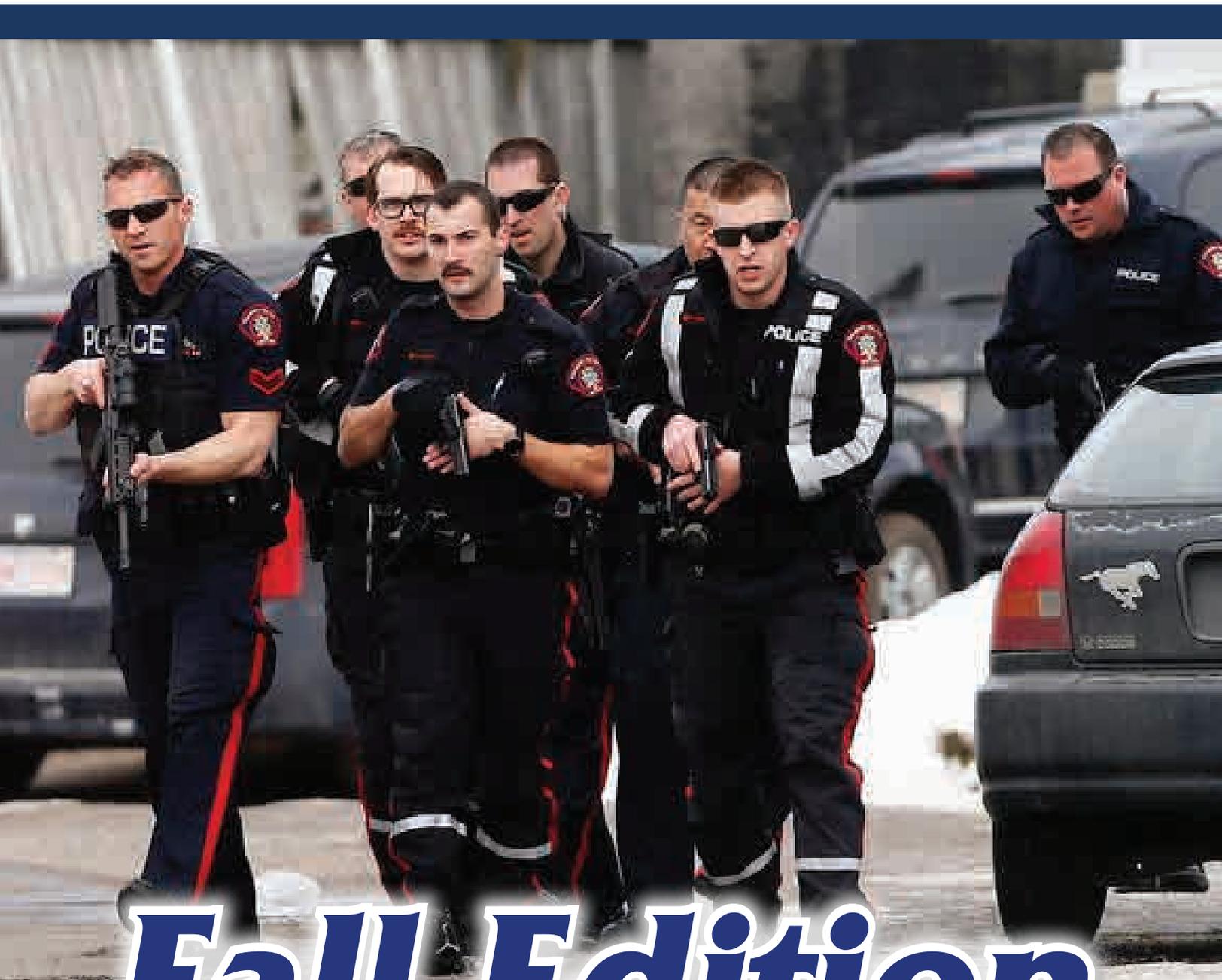


10-4

BACK THE BLUE

“The Official
Publication of the
Calgary Police
Association”

ISSUE 6 • FALL 2018



Fall Edition

CPA Members Responding To Crisis

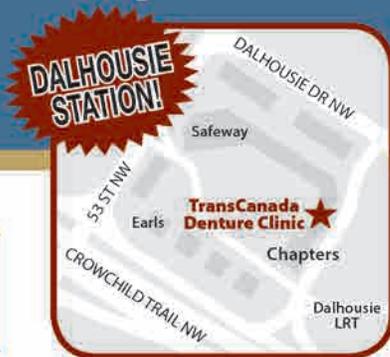


We can help you
Eat what you want
...not what you can.

Permanent Solutions to Loose Dentures

Full & Partial Denture Services:

- Implant Supported Dentures
- Repairs & Relines
- Sports Mouth Guards
- EMERGENCY & Nursing Home Services
- All Dental Plans Welcome
- Full Coverage for Eligible Seniors
- Direct Billing to Blue Cross & DVA



FREE CONSULTATIONS • Denture Specialists: Curtis Welsh DD Jennifer Fossli DD

TransCanada Denture Clinic

283, 5005 Dalhousie Dr NW
2nd Floor beside Chapters

403.286.6595

www.tcdenture.com



2018 Board Of Directors

Les Kaminski
President

Mike Baker
Vice President Of Administration

John Burdyny
VP of Finance

Chris Young
Director

Lee Dunbar
Director

Pat Stachniak
Director

Graham Ernst
Director

Jim Shymka
Legal Counsel

Mike Lomore
Executive Officer

Kathy Mikulcik
Accountant

Kate Jacobson & Michelle Birch
Administrative Services

The opinions and comments expressed in *10-4 Back the Blue* are those of the writers and are made without prejudice. They are not necessarily the position of the CPA or its Executive. Reproduction of articles and artwork is strictly prohibited without the prior written consent of the CPA.

Designed & Published By:



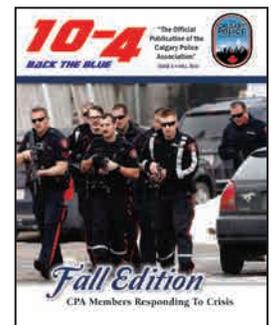
Shield Publishing Group

10-4 Back the Blue is published by Shield Publishing Group on behalf of the CPA. Contact info: president@shieldpublishinggroup.com

Index

- 5 FROM THE EDITOR**
By Chris Young, Editor/Director
- 7 PRESIDENT'S MESSAGE**
By Les Kaminski, President
- 11 A MUSING FROM THE VP ADMIN**
By Mike Baker, VP of Admin
- 13 AN ATTITUDE OF GRATITUDE**
- 15 A MESSAGE FROM YOUR DIRECTOR**
By Lee Dunbar, Director
- 17 CALGARY POLICE OFFICERS ATTEND THE NIJMEGEN MARCHES**
- 21 7TH ANNUAL LAW ENFORCEMENT/FIRE/EMS SLO-PITCH TOURNAMENT**
- 23 A MESSAGE FROM VP OF FINANCE**
By John Burdyny, VP of Finance
- 27 CPA 2018 GOLF TOURNAMENT**
- 28 INTER SERVICE SMALL ARMS COMPETITION JUNE 2018**
- 30 ABBEYDALE INCIDENT**
- 31 CHEERS & JEERS**
- 32 CPA 100**
- 33 A MESSAGE FROM YOUR DIRECTOR**
By Graham Ernst, Director
- 35 DID YOU KNOW?**
- 37 MEMBER TESTIMONIAL**
- 38 IT'S HAPPENING, IS YOUR FAMILY PREPARED?**
- 40 BEER SCHOOL WITH THE BEER MAVEN**
- 42 THANK YOU**
- 43 THE FINAL WORD**
By Chris Young, Director

On the Cover - CPA Members responding to dynamic crisis. Photo by Postmedia. A special thank you to Postmedia who gave their permission for the Calgary Police Association to use the photo.





Bennett Jones

Working with you to serve and protect.

For over 42 years, Bennett Jones LLP has had the privilege of working with Canada's policing community. Founded on our service to 14 consecutive Calgary Chiefs of Police and now representing the interests of law enforcement officials throughout Alberta and beyond, our goal is to support police services in Canada—through our understanding of the unique challenges that you face, the complexities of your profession and the importance of modern day police work.

BennettJones.com



MESSAGE FROM THE EDITOR

By Chris Young, Editor/Director

Summer has come and gone! I can't believe we are now reading the Fall edition of 10-4 magazine already. I believe the saying goes: **"time flies when you are having fun."** I really hope that all members were able to get the most out of the great Summer we just had and were able to relax a little. I also want to thank the majority of our members who worked hard during the Summer keeping our respective communities safe.

Before I get into the content of this edition I would like to provide a quick update on the Stewardship Trial. We had a number of members who expressed their interest in participating in the trial. The entire Board reviewed the cover letters that were submitted. This was a lengthy process that unfortunately got prolonged due to Summer holidays. After carefully reviewing the letters - Stewards were chosen for each District and Westwinds. All members that submitted letters were contacted and notified on whether or not they would be participating in the trial. The Stewards have not yet been trained so they don't officially start in their appointments yet. Hence why no official announcement has been made regarding their official appointments as Stewards. We are presently working out training and working with the Service on getting a training day organized for the soon to be Stewards. Everyone involved is excited about this trial and I for one am happy that we are almost underway. I know some members might be wondering why this has taken so long. I've come to realize that things take a lot longer than one would imagine - especially when you are attempting to do things properly. The Stewardship Trail will commence soon. It's been a lot of work getting to this point and it shouldn't take much longer to get to the implementation of this long awaited trial. Thanks to all that put their name forward wanting to be part of this initiative. The Association is at its strongest when members are engaged and involved.

Now to talk about this Fall edition! We have a great article complete with cool photos of a marching event known as the Vierdaagse that was written by Jason Hiscock. Jason along with Wes Burnside, Eric Lehaney and Janelle Smith represented the Service and the Association in this event. It is a physically gruelling test of fortitude and each of these

members represented the Service and Association well. Another great read is an article entitled Attitude of Gratitude. This article was written by Patricia Ariss and Dean Jacobs. It is one that you will enjoy.

There are two articles written about the Abbeydale shooting that occurred back in March. Both Mark Rutherford and Mike Huskins have written articles acknowledging the actions of our brave members that were involved. It is fitting that both Mark and Mike have properly acknowledged the involved members as they were the Sergeants directly running the incident and deeply involved in it. Both of them did an outstanding job both tactically and in making sure their members were looked after. A very special thank you goes to both of them.

Adrian Chong has written an article on the annual ISSAC - Inter Service Small Arms Competition. Our members that attended did an outstanding job and walked away with a lot of hardware. Wayne Wiebe is back in another edition of "Did You Know." Wayne explains the new benefits that you the membership are now receiving. Vice President of Admin, Mike Baker also has written on this topic and both articles are very informative. They both are a must read. We also have articles from the Beer Maven, the Calgary Police Foundation/YouthLink, Cheers and Jeers and a whole lot more.

Be sure to read your Association Board member articles including President Les Kaminski's message. All are both informative and in tune with today's climate in the policing world. Don't forget to read the Final Word article. In this edition - I have authored the Final Word. I chose to write about police work related stress and strategies on how to manage it.

The Fall edition is packaged with informative and insightful material that I hope every member takes the time to pick up, take home and read. The 10-4 magazine is the membership's magazine and is a great way for members to stay informed on what is occurring with the Association in general.

I hope you like reading this edition.

Stay safe.

**CPA MEMBERS SAVE UP TO
30%* ON THEIR INSURANCE.
CALL, SWITCH AND SAVE.**

1.855.771.9438

CPA members can save up to 15% on home and car policies and an additional 15% by bundling.

BrokerLink.ca/cpa

*Subject to policy conditions and exclusions. Offers may change without notice. Products provided by Novex Group Insurance. Services available in Alberta through Canada Brokerlink Inc. TM BrokerLink & Design is a trademark of Canada Brokerlink Inc. used under license. © Copyright 2017 Canada Brokerlink Inc. All rights reserved.



SUPPORTING THE BLUE

**CALGARY HARLEY-DAVIDSON® IS PROUD TO SUPPORT
THE MEMBERS OF THE CALGARY POLICE FORCE.**

DISPLAY YOUR BADGE FOR A 10% PARTS, ACCESSORY, AND CLOTHING DISCOUNT*



Calgary Harley-Davidson®

2475 Pegasus Rd NE Calgary, AB T2E 8C3

403.250.3141

www.calgaryharleydavidson.com



*Please show badge or CPS identification at time of purchase. Valid for 2018 calendar year on regular price items. See in-store for complete details.



PRESIDENT'S MESSAGE

By Les Kaminski, President

I was on annual leave this past summer when on the morning of July 17th my phone began buzzing non-stop. My mind went to the worst possible place. Had one of the members been injured or worse? Was one of them in a bind? Text messages, voice mails, emails, all told me the same thing; the Chief had just announced his resignation. I was stunned. A half hour later, another round of calls as the media requests flooded in. This was a big local news. Never, at least in my time, had the Chief resigned before their contact was barely half through. I decided not to provide a comment.

The next morning, my phone blew-up again. This time the message read, "You've got to hear this interview!". The Chair of the Police Commission had been interviewed on the Calgary Eyeopener. Given the Chief's resignation, this came as no surprise. Of course, the Chair of the Commission would be asked to comment. What was out of the ordinary, in fact, unprecedented, were the comments he made.

It's no secret that the Service is facing challenges. When the Chief began his tenure, he took a controversial approach which has exacted a considerable toll on the membership. To say I was gobsmacked by what I heard is an understatement. The Chair of the Police Commission, Brian Thiessen, had taken an unsolicited and unprovoked cheap-shot at the CPA.

Interviewer: He hasn't always had the support of the police union including over a use-of-force inquiry and a controversial policy that limits how long officers can be assigned to specialty units. Any sense that that tension may have affected his decision?

Thiessen: You know, I didn't. He has an excellent relationship with the Federation of Police Unions and with officers. I think a few in the executive of the CPA had their own issues. I don't think that they even reflect the views of the entire executive of the CPA, certainly not the membership who made a point when Roger would speak to officers of explaining that the CPA didn't speak for them. I think that's more an issue with the CPA than with the Chief.

Fast forward now to August 8th. A newspaper article is published in response to members claiming that HR reforms implemented

by the Executive and endorsed and supervised by the Commission are ineffective. Again, unprovoked, Thiessen lashes out, blaming the Association for their failure:

Thiessen also said the Calgary Police Association (CPA), the union representing the city's police officers, has a "big role to play" in the cultural change and needs to "step up."

"My sense is that the police association needs to engage in its own training and bring itself up to speed on gender and diversity issues within the service," Thiessen said. "Feedback that we've heard is that female officers do not necessarily feel comfortable going to their association and having them advocate on their behalf."

Why had Chair Thiessen declared war and attacked the union in the media? Never has a Chair of the Calgary Police Commission conducted himself in this manner. He has taken on the role of defacto Chief, speaking on behalf of the Service, blindly protecting their actions, or rather, their inaction. This unprecedented conduct is not within his or the Commission's purview, and frankly, the CPA Board feels we simply cannot sit back and allow his comments to stand.

The job description of the Chair and the Commission, as taken directly from their website:

Responsibilities of the Police Commission

The Calgary Police Commission is responsible for appointing the Chief of Police and evaluating his or her performance. The Police Commission issues directions to the Calgary Police Service through the Chief of Police. The Chief is responsible for the day-to-day operations of the Police Service.

Additionally, the Calgary Police Commission monitors the public complaints process; handles complaints regarding the Chief of Police; and handles appeals regarding the policies of, or services provided by, the Calgary Police Service.

Continued on page 8 ►

Continued from page 7

Nowhere does it state that the Police Commission will act as the Official Opposition to the Association. Frankly, it's outrageous for the Chair of the Commission to attack the Association publicly in an attempt to discredit us. We have tried on several occasions, in joint meetings with the Service and the Commission (never in public), to bring the concerns of the membership forward. We've been shut down at every turn.

Now, let's look more closely at the statements he has made publicly: Chair Thiessen stated, "He (*the Chief*) has an excellent relationship with the Federation of Police Unions..." The reality is Chief Chaffin has had very little contact with the Alberta Federation of Police Associations (AFPA). I reached out to the Vice President and the Executive Officer and they confirmed they've had ZERO interaction with the Chief. I also asked the President. The limited contact he's had was solely regarding Police Act Reform. The CPA is AFPA's largest partner, and we have had zero contact with the Chief in this context. Chair Thiessen has no basis for saying the relationship between the Chief and AFPA is "excellent".

Next, Thiessen implied that the CPA Board is fractured. This is a bald-faced lie. The CPA Board can assure all members that we stand united in our goals to improve working conditions for our membership. I also believe that the majority of our members support their Association in our efforts to represent them and to improve their work environment. The truth is, the Chair would have no way of knowing otherwise as he has no personal contact with the Board.

Mr. Thiessen goes on to state, "He (*the Chief*) has an excellent relationship... with officers". This statement is fantasy and shows that he is completely out of touch with the state of the Service. It demonstrates he doesn't understand the results of his own survey, or worse, doesn't take the member's responses seriously.

The Commission's own survey clearly states the following: The member's faith and trust in this Chief is the lowest in our history. Further, employee engagement is at an all-time low. The factors contributing to declining workplace satisfaction include poor leadership, and failure to address problems, and poor communication from leadership which contributes to the feeling that CPS doesn't support its employees. Employee pride in working for CPS is at its lowest level, and that employee satisfaction with their current job is also at its lowest levels ever. The member's perceptions are that the actions and directions of senior leaders show that they don't care about employees, and that employees are looking for good leadership and an organization that cares about its staff.

These statements, taken DIRECTLY from the Commission's survey, should have told Chair Thiessen that the members do NOT have a good relationship with the Chief. These dismal grades accurately reflect what 939 sworn members clearly responded, yet the Chair

simply disregards these results and states otherwise. Anecdotally, I can confirm that the relationship between the Executive and the membership is broken. The member's sentiments are compelling. The following are a few of the examples that illustrate just how dire the situation really is:

- I was contacted by two separate members involved in two separate critical incidents. Both requested that I inform the Chief's office that neither the Chief or the Executive were welcome at their residences. One of them bluntly stated that their spouse would not allow them into their home as it would add even more stress to their family than the incident itself already had.
- Another member came to my office and asked me to personally ensure that if he were killed in the line of duty that I wouldn't allow the Chief to attend or speak at his memorial service. In my 32 years with the CPS I've never heard that sentiment expressed.
- I was contacted by a member to ask if they were obligated to attend at the Chief's Awards Gala to receive the Chief's award. Their words were, "I want nothing from him." This person later contacted me to say they did attend because they were "afraid if I didn't, it would hurt my career later on."

There are only three of many more examples. Is this what the Chair of the Commission believes is "an excellent relationship with the officers".

And finally, Thiessen states, "Feedback that we've heard is that female officers do not necessarily feel comfortable going to their association and having them advocate on their behalf." Where is he getting his information? The Association has a "duty of fair representation", and under my watch, we have never turned a member away, ANY member, for any reason. The majority of the complaints we field are a direct result of the Executive's ruthless disciplinary actions and ineffective policies.

When the Chair of the Commission states, "My sense is that the police association needs to engage in its own training", my question is, what does he base that "sense" on? He knows nothing of the interactions or relationships we have with our members. I suspect his "sense" is based upon what he's been told by the Executive and their sycophants. He has little interaction with the officers who do real police work, or the board members of the Association.

Accountability starts at the top. If police officers fail to meet our operational objectives, we are brought to task. Who does the Chair of the Commission answer to? Why is he allowed to skate from fulfilling his mandate, and not be held accountable?

Continued on page 9 ►

Continued from page 8

Let's ask one of the only questions that really matters to the citizens: with Chair Brian Thiessen at the helm, and after three years of his oversight of this Executive, is this a safer city? All of the statistics say resoundingly, "NO". All we hear are deflections and excuses and rationalizations. According to him it's not the Executive's fault, or the Commission's fault, it's the Union's fault.

Why isn't the Commission asking the hard questions like: What measures is the Chief taking to address the rising crime rate? What is being done to combat the fentanyl epidemic? What strategies are being implemented to battle the City's growing gang problem? What plans are being implemented to counter the highest rates of gun violence in our City's history. What is being done to regain the public's confidence in the Service, which has fallen to its lowest levels in our history? And are the HR reforms really making the Service a better, safer, and less toxic work environment, or is it simply window dressing?

This is the duty of the Commission and these are the questions they should be asking. The women and men of the Association want answers. Calgarians have a right to know. There are good people on the Commission, but the Chair shirks his responsibilities and puts up smoke screens to hide his reluctance to address the REAL issues.

Instead of being a powerful and influential advocate for effective

policing, by his own actions, Chair Brian Thiessen has become a big part of the problem. By rationalizing poor performance at the executive level, ignoring what the members are saying is wrong in their workplace, and attacking the Union, he aggravates the low morale and high stress levels of our members, and adds to a toxic workplace. This is why the members have lost faith in the Executive and the body that's supposed to oversee them. Because of Chair Thiessen's conduct, they see the Commission as part of the same old old-boy's network, looking out for one another, making sure that none of the blame or fallout lands on them. Friends taking care of friends. To push for complete transparency and accountability when you're not transparent and accountable is hypocritical.

It's now time for the Commission, and especially the Chair, to look in the mirror and accept his role in this. The police officers who serve the citizens deserve his support. He must work to bolster the public's confidence in our ability to provide effective policing. He can't achieve this by misplacing the blame to us. Only results prove to the public our ability to do the job, and the numbers don't lie. The Association will continue to do its job of supporting the officers who work to protect the citizens. I hope the Commission begins to meet its responsibilities as well.

Mr. Chairman, you are way out of line. Let's get to work to make this a better Calgary.



Kathy (Katherine) Galenzoski – Mortgage Associate
4620 McLeod Trail S Calgary Alberta T2G 5E8
403-807-3310 cell 1-888-259-5321 Fax
kathy@enrichmortgage.ca
www.mortgagealliance.com/KatherineGalenzoski



Assisting those who assist us. Whether you are buying a new home, refinancing your present home or going through tough times, call me to assist you with the best opportunity and rates. I have over 60 lenders that want to work with you.



Formwork Projects • Flatwork Projects



www.cemrock.ca

Love it or Customize it!



At Shane Homes, getting everything you've ever wanted is easy. We have 38 flexible models that you can customize to suit your exact needs. From bumping out the nook, extending the island, widening the garage or widening the entire house, the choice is yours. It doesn't get more personal than that.

Proudly building in these fine communities



www.shanehomes.com

BELMONT • CORNERSTONE • REDSTONE • HAMPTONS • NOLAN HILL • LEGACY • WEST GROVE POINT • HILLCREST • MIDTOWN



CITY CARPETS

PROUDLY SUPPORTS THE CALGARY POLICE

City Carpets is the leading commercial and residential flooring solution. With our showroom and in stock warehouse boasting over 8000 sq. feet we are sure to have what you're looking for.

**3530 32nd Street NE
Calgary, AB T1Y 6G7**

403-291-1114

403-293-3754 (Fax)

citycarpetsltd@yahoo.com

www.citycarpetsltd.com

Naveen Arora

Over 120 years of helping independent customers grow their sales and profits



Core-Mark®

8225 30 St SE

Calgary, AB T2C 1H7

PH: 403-279-5581

Warren Barclay

wbarclay@core-mark.com



A MUSING FROM THE VP ADMIN

By Mike Baker, VP of Administration

NEWLY ENHANCED CPA INSURANCE COVERAGE

For the Fall Edition of the 10-4 Magazine, I have chosen to review the latest negotiated insurance coverage, obtained on behalf of our membership. I recognize that insurance may not be the most exciting topic of discussion for a 10-4 article, but it is important that our membership understand the recent enhancements that the CPA has arranged for our members. I know some of you are reading this and asking “We have insurance through the CPA?”. The reality is that you have insurance through both the CPA/CPS and it is important that you understand your coverage.

When I took over as the VP Admin this year, one of my responsibilities was to do a complete review of the existing insurance coverage. The CPA had not done a comprehensive review in this area for quite some time, so it required a complete breakdown of our existing product. In our ongoing efforts to provide our members with the highest quality of benefit at a competitive price, we underwent an exhaustive review. I worked with a number of independent advisors who surveyed the top insurance providers in the industry to provide us with a direct comparison of our existing benefits. As part of this process, it was important to assess how we administered our insurance/benefits (TPA- Third Party Administrator), to determine whether it was time to move towards a self administered model (more control/more expense).

As a result of this process, I am happy to report that not only were we able to find cost savings for our members, but we also negotiated the following enhancements, at no additional cost:

\$100,000 Accidental Death & Dismemberment (AD&D).
*** \$5,000 Children’s CI (Critical Illness) Benefit.**

These enhancements supplement existing coverage that the CPA has maintained, which includes (based on enrollment):

\$100,000 Life Benefit.
\$50,000 Employee CI (Critical Illness) Benefit.
\$20,000 Dependent Life (Spouse) Benefit.
\$25,000 Spousal CI (Critical Illness) Benefit.
\$10,000 Dependent Life (Children) Benefit.

All of you should have received a mail out in August that included numerous documents that highlight the improved coverage and how it applies to you and your family. **Please make sure you review and secure these documents** in a place where you and loved ones can access them, should the unthinkable happen. **It is imperative that all members ensure that all of their families information is kept up to date**, to ensure proper coverage. Whether it be the addition of a new child, a recent divorce or just an address change, just give us a call and we will ensure your personal information is current.

If you have any questions or need to update any changes regarding your CPA insurance, please feel free to contact our Member Benefits Coordinator, Kate Jacobson via phone (403)269-2466 or by email kjacobson@backtheblue.ca. If you have specific questions relating to covered conditions or how a policy relates to your specific situation, please contact the CPA’s own Benefit Advisor/Member Advocate, Wayne Wiebe, via phone (403)230-3824 or by email at wayne@wessexfinancial.ca.

Stay safe out there and feel free to contact me with any further inquiries via email at mbaker@backtheblue.ca.

Crestview Floors Ltd

WHAT CAN YOU EXPECT?

- Quality flooring products
- Quality installations from in-house installers
- Knowledgeable service representatives
- Spacious showroom
- Crestview Floors written warranty
- After-sales service from our service department
- Contract prices

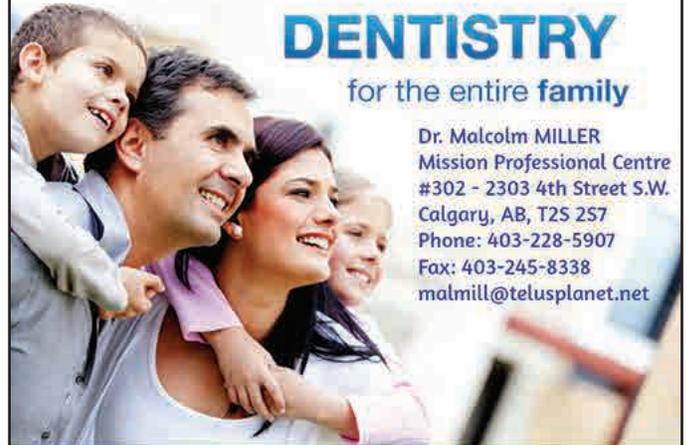
3701 – 19th Street NE
Calgary, AB T2E 6S8

Phone 403-291-1366

Fax 403-291-3160

email sales@crestviewfloors.com

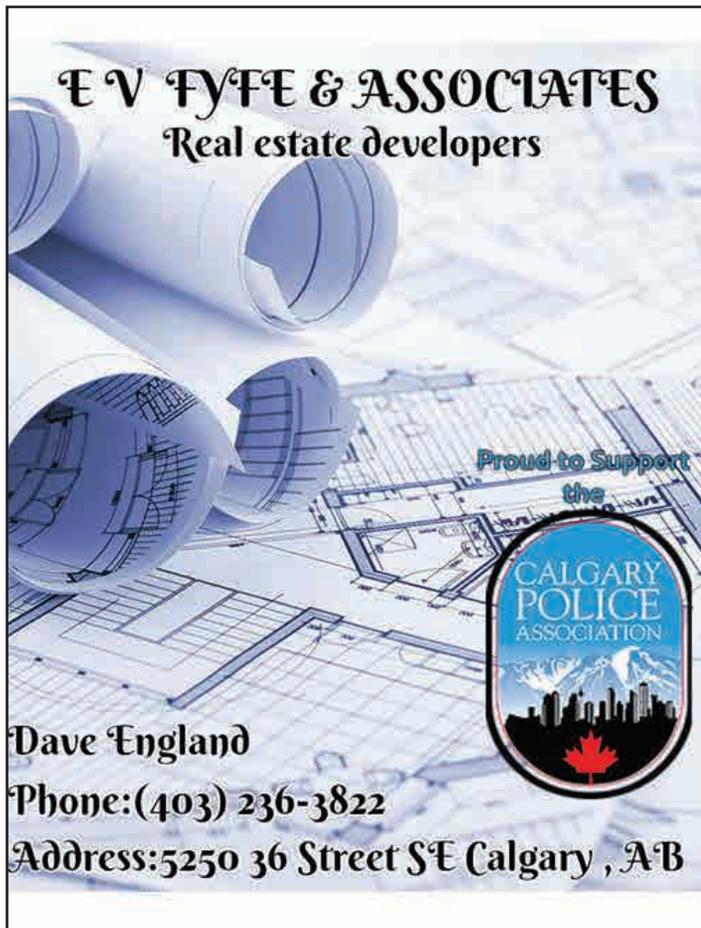
www.crestviewfloors.com



DENTISTRY

for the entire family

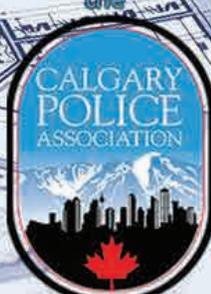
Dr. Malcolm MILLER
Mission Professional Centre
#302 - 2303 4th Street S.W.
Calgary, AB, T2S 2S7
Phone: 403-228-5907
Fax: 403-245-8338
malmill@telusplanet.net



EV TYFE & ASSOCIATES

Real estate developers

Proud to Support
the



Calgary Police Association

Dave England
Phone: (403) 236-3822
Address: 5250 36 Street SE Calgary, AB

OUR NAME SHOULD REALLY BE 'FOUNTAIN TIRE, BRAKES, SHOCKS & EVERYTHING MECHANICAL.

- New tires • Tire Repair & Balancing • Wheel Alignment
- Batteries • Brakes • Shocks & Struts • Oil Changes
- Transmission Services • Heating & Cooling • Electrical
- Air Conditioning • Exhaust • Tune-Ups • And More!

My Personal Promise

I'm committed to my customers and my community.



Scott Kessler, Owner/ Manager



Fountain Tire
GOODYEAR

NORTHLAND
4911 Northland Drive NW
Calgary, Alberta
(403) 290-3396
fountaintire.com



Det. Jacobs receiving his certificate from Former FBI Deputy Assistant Director Robert Anderson Jr.

An Attitude of *Gratitude*

Dean Jacobs (SAICE), authored by Patricia Ariss

Let me start by saying this is a thank you piece. Thank you is, perhaps, insufficient to express my gratitude, but I need to say it – Thank you. Now, to explain why I’m so grateful, I’ll take the liberty of giving you some context.

My name is Dean Jacobs and I am a detective with CPS, currently assigned to the Southern Alberta Internet Child Exploitation (SAICE) unit. In 2014, I was presented with the opportunity of a lifetime – to take part in an international taskforce combatting violent crimes against children, spearheaded by the FBI. For me, it all started with a 5-week training program for which I applied and was, subsequently, accepted. My good fortune was not lost on me when I learned I was the only Canadian municipal law enforcement member accepted, that year. The Violent Crimes Against Children International Task Force (henceforth “the task force”) includes law enforcement personnel from countries across the globe including, but not limited to, the United States, Taiwan, Vietnam, Hungary, the Netherlands, Belgium, Saudi Arabia, Australia, Mexico, Algeria, Chile, Ireland, Brazil, Philippines,



Det. Jacobs (front, right) pictured with task force members, as well as Former FBI Deputy Assistant Director Robert Anderson Jr. (middle).

Poland, Romania, Switzerland, Latvia, New Zealand, and Canada. The task force aims to have officers situated across the globe to make inter-jurisdictional investigations more fluid and effective.

Continued on page 14 ►

Continued from page 13

With partnerships worldwide, the ability to share information for child exploitation investigations has one less hurdle.

The nature of what brought the task force together has a firmly seated root in cyberspace, which is truly the epitome of borderless crime. Methods of engaging criminals, employed by the task force,



Det. Jacobs at FBI Headquarters, J. Edgar Hoover building in Washington, DC.



Det. Jacobs (second from the right, front) pictured with a group of task force members, as well as former FBI Director James Comey (back middle).

are creative and pioneering in the world of law enforcement. I would so enjoy sharing the details of these methods, but because of the nature of the investigations, you understand why I cannot. What I can say is the investigations have been widely successful, which wouldn't happen without the collective brain power of some highly intelligent and innovative people and organizations. Participating in this task force has reinforced my recognition that we cannot put all of our law enforcement eggs in one basket. Traditional policing – the aspect of “boots on the ground” – goes hand in hand with the more technological, evolving aspect of policing. Tackling crimes against children, in my field of investigation, needs all facets of policing to be involved, equally. The reason behind this is the individuals engaged in the dissemination, use, and making of Child Sexual Abuse material aren't, necessarily, unlike us. They have jobs, in our communities. They have families. They have girlfriends, boyfriends, husbands, wives, and friends. They participate in daily life, and they travel abroad, no different from the rest of us. Because of this, all fields of policing need to work hand in hand. This is why this task force is so important, globally.



Former FBI Director James Comey speaking to FBI Agents and Taskforce members at the Crimes Against Children Conference in Dallas, Texas.

Annual task force meetings are held around the world and, for the past four years, I have been lucky enough to be part of these meetings. I have attended every year since I was accepted into the training program, including this year, in Budapest. I have seen, first hand, the global impact the ability to readily share information has on the law enforcement community and on tackling child exploitation crimes. I have been exposed to fresh ideas and “out-of-the-box thinking” when it comes to dealing with these kinds of investigations. I have been buoyed and invigorated by the resolve of the task force members' unwavering dedication in the fight to protect and save children. This consistently feels like a sliver of light at the end of the tunnel.

Over the past 10 years, I have been lucky enough to be surrounded by some of the best and brightest minds in law enforcement. By no means is this an extensive list of those I regard as my mentors, but I want to thank who I can, by name. Special Agent Jeff Harris from the FBI was the one who put my name forward, in the first place. Without him I wouldn't have an opportunity for which to be grateful. Then there is Supervisory Special Agent Brooke Donahue(FBI), Justin Brookes and Sean Chartrand (Calgary Police), Paul Krawczyk and Janelle Blackadar (Toronto Police), David Janes (RCMP) Randy Wickins (Edmonton Police), Al LaFontaine (ALERT), Ontario Judge Allison Dellandrea and the Calgary Special Crown Prosecutors' office who have all exemplified commitment to and care for the cause, as well as mentorship and support to me. Child exploitation and other internet-enabled crimes have no respect for borders or jurisdiction and the investigation of such crimes would be much more difficult without people like this, and a multitude of others, continuing the work of this task force. Last but, most certainly, not least I want to specifically thank my team at SAICE – every single one of them. Not only are they motivated and highly intelligent police officers, but they pick up my slack when I'm away. They have supported and continue to support me throughout my involvement in the task force and I hope they know how grateful I truly am to each and every one of them.

I am beyond grateful to everyone involved in the task force and, especially, to ALERT, CPS, and SAICE for affording me this incredible opportunity. Without the support and forward-thinking mentality of organizations like these, this experience of a lifetime would never have come to fruition. Thank you to all who have made and continue to make this a possibility for me.



A MESSAGE FROM YOUR DIRECTOR

By Lee Dunbar, Director

Hello everyone, I hope everyone is enjoying their summer!

Congratulations to the graduating class 220. Look forward to seeing you out there!

Little update on contract negotiations CPA board has had a few successful meetings with the city and have had to temporarily place negotiations on hold for summer holidays during July and August. We resume negotiations in September. So, not much to report but an update nevertheless.

Our board has formed a committee to review a purchase of a new/newer CPA house as discussed at the AGM to pitch to the membership in which I will have more information to come in the next article.

I am pleased to announce that the Daycare initiative with Churchill Group is set to be up and running shortly. I understand contracts have went out to all the members who have registered. If you have questions about this program please get ahold of me.

I want to reiterate that if you are in a position where you have received points for a collision and are going to or have made an appeal and would like some advice or assistance please get ahold of me.

This isn't related to CPA business, but I wanted to share a personal reality check and highlight in my career. Recently promoted to Staff Sergeant and placed in the Rtoc, I dreaded the placement having next to no operation experience.

After nearly 12 years I was super proud to put the uniform back on, although that had its challenges!

In April, I had my fist shift as duty staff in the 2902 vehicle struggling to log on the cad. Scanning 8 District channels, not fully understanding my new role and where I fit in this equation.

I could not believe the size of this city now and how it has grown, nor the call load the front line is dealing with. It's simply indescribable.

I'm encroaching on 5 months now and am starting to have some confidence in my new role. The District 01's are incredible with both the knowledge and the commitment they bring to their Districts and teams.

Our support teams Hawc, Sfu, Dots's, Atrt, Tac and of course K9 to name a few, are relentless in their efforts to catch the bad guys.

Then there's our most important teams serving the public.... The front line Constables. They are overloaded with at times dozens of calls waiting and inundated with the paperwork that follows, yet they persevere. The constant reminder of low morale within the service doesn't phase the front line in their oath to serve this community. Continually backing each other and supporting each other through their challenges still providing excellent service to the citizens of Calgary.

I'm not gonna lie, being back at shift work is tough, but this new role has given me insight into the true challenges our front line and support resources are facing out there.

I'm incredibly proud to work with all of you and I'd like to thank you all for your dedication and the support I've received in my new role.

Stay safe



WINTER IS COMING.

You deal with emergencies every day, who helps with yours?

Slide into savings instead of bumpers.



www.daltontimmis.com

Call Dalton Timmis Group for a free quote today
403-241-2288 or email stephaniem@daltontimmis.com with your name, address, DOB, drivers license number and contact info



Jencor
MORTGAGE CORPORATION

powered by **DOMINION LENDING CENTRES**

Refinance, Transfer, New Home or Retirement/Vacation property? **We Can Do That!**

Give us a call, advice is free! Remember, we are paid by the lender, not you! We have the solutions you are looking for! **Ateam - We Work For You!**

Heather Hellings & Karen Penner
Jencor Mortgage Advisors

Ateam@jencormortgage.com
Office: 403.245.3636
Karen: 403.998.7171
Heather: 403.850.6759



LOCATED IN SUNSET RIDGE!



MOUNTAIN VISTA LAW
Your Local Legal Team



Candace Wray
Lawyer



Paul Manning
Lawyer

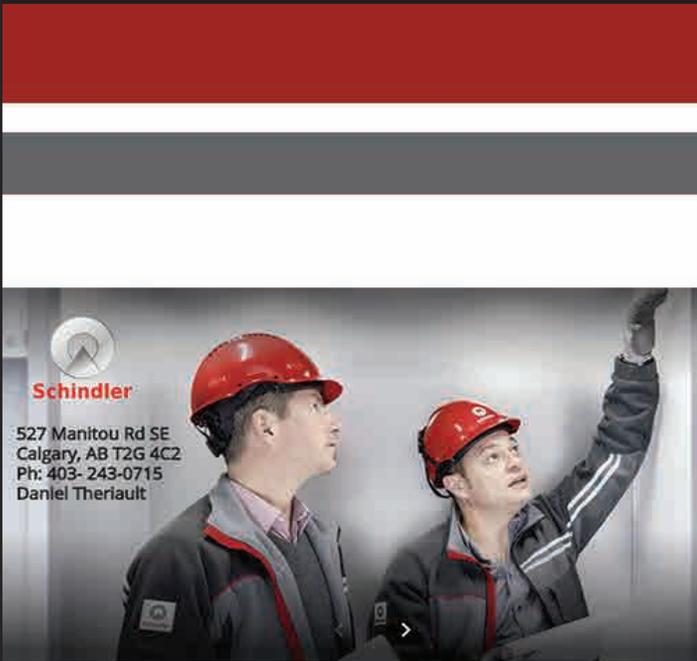


Erin Barvir
Lawyer

Services Offered:
Adoption • Arbitration • Cohabitation/Prenuptial/Separation Agreements
Custody/Access • Division of Property • Divorce • Guardianship/Trusteeship
Mediation • Notary Services • Child/Spousal Support • Wills & Estates

Cochrane, Alberta Lawyers serving the local community

Mountain Vista Law
4200-101 Sunset Drive, Cochrane, AB T4C 0W7
T: 403-981-0700 F: 403-981-0701
E: info@mountainvistalaw.com | www.mountainvistalaw.com



Schindler

527 Manitou Rd SE
Calgary, AB T2G 4C2
Ph: 403- 243-0715
Daniel Theriault

The Original Premium Herbal Snuff

Smokey Mountain Chew

8 GREAT FLAVOURS
2 AVAILABLE IN POUCH FORMAT

Straight, Classic,
Peach, Cherry,
Citrus, Grape,
Arctic Mint &
Wintergreen,

Try it today!
Also available:
Arctic Mint &
Wintergreen
Pouches



Ask for Smokey Mountain Chew
at a retailer near you or call...

Toll Free: 1-888-261-8666
stan@smokeysnuffcanada.com
www.SmokeySnuffCanada.com
Smokey Mountain Chew Canada, Ltd.



CALGARY POLICE OFFICERS ATTEND THE NIJMEGEN MARCHES

By Jason Hiscock



In 2017 and 2018, members of the Calgary Police Service travelled to the Netherlands to participate in an event known as the Vierdaagse, or Four Days. The Four Days are a long distance marching event that has been occurring since 1909. The march originated as a military training opportunity to increase long distance marching skill in Dutch infantry units. This expanded out to other Dutch military units and subsequently became an international event when the Olympic Summer Games were hosted in Amsterdam in 1928 when foreign participation was opened.

The event is based in Nijmegen, Netherlands. In its current format the march is divided into 30km, 40km, and 50km routes that leave Nijmegen early in the morning, loop out to a neighboring town, and then return to the city. Minimum route distances are determined by participant age and gender. For adults, men between the ages of 19 to 49, the minimum is a 50km per day average. For men aged 50 to 65, the minimum is a 40km per day average. Women aged 16 to 59 are required to walk the 40km a day minimum, but can choose to register for the 50km per day route as well if they chose. Marchers can participate as individuals, or in teams ranging from 11 to 40 marchers per group. In recent years the number of participants has neared 47,000 registered.

Cst Wes Burnside and Cst Jason Hiscock attended and successfully completed the marches in 2017 as part of a Dutch Politie team from the Noord Holland. The team walked the 50km route. In 2018 Wes and Jason returned to march with the Politie in the 50km route, while Cst Eric Lehaney and Cst Janelle Smith joined with the 40km team. Training for the event began in February 2018 with a series of training walks primarily around the 16km pathway loop of Glenmore Reservoir. As the training walks progressed,

distances were increased, finding officers walking up to 40km over about 8 hours. Officers walked 400 to 500 km during the training phase, covering 1800km over 69 individual training days.

On July 11 the team landed in the Netherlands. In the week before the march officers were invited to tour the waters around the island of Texel with the Politie Marine Unit out of Den Helder. This was followed by stops in Oosterbeek and Arnhem to tour WW2 sites tied to Operation Market Garden and a Bridge Too Far. This was followed by two days of remembrance ceremonies in Belgium and France with members of the Canadian Forces "Task Force Nijmegen", Toronto Police Service and Vancouver PD who were also participating in the marches. Together we paraded through the City of Mons and



later at Vimy Ridge, and with Vancouver presented wreaths at Menin Gate in Ypres during the sunset Last Post services in remembrance of the sacrifices made during WW1. Upon arrival in Nijmegen on July 14, CPS, VPD, TPS and Dutch Politie members participated in a sunset march across the Snelbinder Bridge to remember those soldiers of the 82nd Airborne who lost their lives attempting to cross the Waal River to secure

Continued on page 18 ►

Continued from page 17

Nijmegen during WW2 in Operation Market Garden. As the weekend move toward the marches, we enjoyed the celebrations in the City of Nijmegen as street festivals occur every night for the entire week of the march and the weekends on either side, and participated in the opening ceremony parade that wound its way through the cobblestone streets.

The Four Days March started each morning in the early hours. Teams began to wake at 2am in order to tape and wrap feet, eat breakfast, and begin our marches at 4am from the start. With 3 breaks per day, we would finish between 3pm and 5pm each evening. The marches form an odd clover leaf pattern leaving the core of Nijmegen, proceeding through a different outlying town and

returning back to where we started. In each town we were met by parties as people lined the streets with food and music to cheer us on. On Day 3 we passed through Groesbeek, which is the location of a large Canadian Cemetery, the final resting place for Canadians who fell in Germany during WW2. CPS and Politie members along with all military teams took the time to stop and pay respects here during the day's march. Many presented wreaths and a salute while a lone trumpeter played last post. This was repeated for each team as they filed through in order of arrival. As team completed their remembrance, they continued on to finish the day's march.

On Day 4 we passed through the community of Cuijk where the Dutch military had established a floating bridge for the 75th year

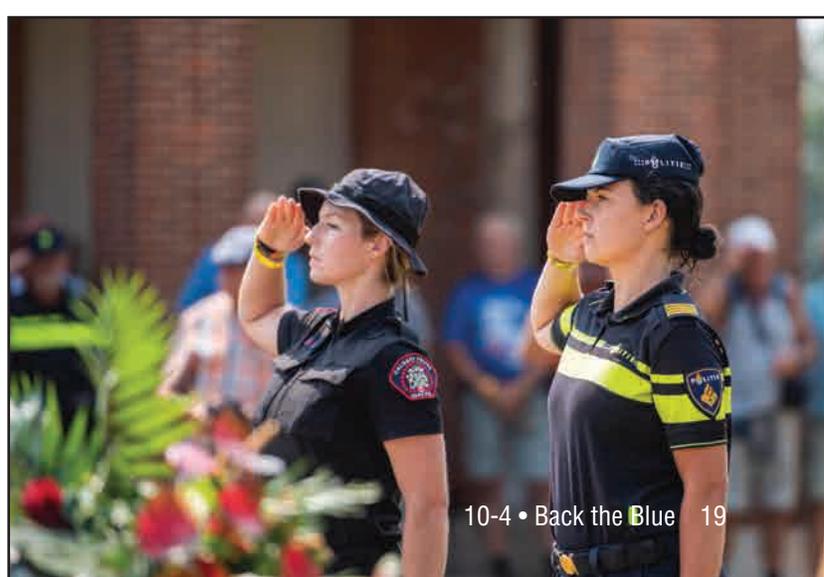


in a row in order for marchers to cross the canals and complete the last 15km of the route. Cuijk is a focal point of the marches, and the Dutch Air Force continually does fly-bys with fighter jets, helicopters and large transports. The final 5km has Dutch Politie members and our Canadian Police partners forming up together to return to the heart of Nijmegen as one unit, led by the Politie marching band. Military units do the same with large crowds and national TV coverage awaiting the marchers.

Successful completion of the marches results in the issuance of the Vierdaagsecroix, or Four Days Cross. This medal was first awarded in 1909 by Queen Wilhelmina. This medal is ranked in the Dutch Order of Precedence. International police participants

are later welcome to attend the Blister Ball hosted by the Nijmegen Chief of Police which allows an opportunity to mingle with officers from across Europe and other parts of the worlds over lunch on the Saturday following.

With the second year of participation complete, members are hoping to return to Nijmegen for the 103rd rendition of the marches. Participation with the Politie is limited to their available space; however anyone can register and attend the Nijmegen marches as an individual, or as part of a team. If you are interested in learning more, please send an email to pol3731@calgarypolice.ca. An information session is generally held in January. While supported by the Service in spirit, this is currently a self-funded venture by those attending.





10-13750 Bow Bottom Trail S E
Calgary AB
403-225-1881
Malkit Sekhon



We've got your back!

Our team has been helping CPS members, just like you, achieve their dream of home ownership through unmatched experience, expertise, and customer service. Whether you are a first time home buyer, your mortgage is up for renewal, or you are looking to take out some equity, we're happy to help! We understand the importance of family and will treat you like you are one of ours.

403-509-2434

Canadian Mortgage Professionals INC.
2719 Centre Street NW
Calgary, Alberta T2E 2V5
info@canadianmortgagepro.com



Hunting Energy Services

5550 Skyline Way NE
Calgary, Ab, T2E 7Z7
403- 543 4477
Fax: (403) 543 4484

Chris Wallace



JOEY RESTAURANTS



120, 7260 - 12 Street SE
Calgary, AB T2H 2S5
403-255-5114 Phone
403-258-3840 Fax

7th Annual Law Enforcement/Fire/EMS SLO-Pitch Tournament

By Jacinda Mulder



CPS participated in the 7th Annual Law Enforcement/Fire/EMS Slo-Pitch tournament this year in Content Bridge just east of Red Deer. CPS entered two teams, CPS and CPS 2.0 placing 2nd and 4th over-all.



THERMOTEX

In appreciation for all you do, we are offering a discount for guaranteed pain relief! Use promocode *1stresponder30* to receive a discount on our Platinum Infrared Heating Pad.

Visit www.thermotex.com

TIKI INTERNATIONAL

Bay 2D, 624 Beaver Dam Rd NE
Calgary, Alberta, T2K 4W6
Phone: 1-403-241-1093 Fax: 1-403-241-8250
info@tiki-international.com

construction consulting services



Kai Pieczynski
Residential Sales Manager

615 18th Street SE
Calgary, Alberta T2E 6J5
kpieczynski@adt.ca

403 465-0457
403 569-4689

www.adt.ca

RBO: 3019-4070-50



AVIATION LTD.

APPROVALS - AMO # 57-90 / EASA.145.7103
Maintenance - Major Modifications - Structures - Composites
Manufacturing & Repair - Avionics Installations - Mobile Repair Services

DIRK KUIN
GENERAL MANAGER
BUS 403-250-7553
CELL 403-472-1723
FAX 403-250-7578

13 - 2139 PEGASUS WAY N.E.
CALGARY, ALBERTA
CANADA T2E 8T2
EMAIL: dkuin@aeroav.com
www.aeroav.com



Alberta Fire & Flood Restoration Service

Wayne Gamester
President / CEO

C 403.862.4143 D 403.212.6080
F 403.204.3398
wgamester@abff.ca

7029 Farrell Road SE, Calgary, AB T2H 0T3 www.abff.ca

Emergency Phone: 403.204.2259

Broken Springs
Replaced

**All Kind Door
SERVICES LTD**

OVER 25 YEARS
OF SERVICE
IN CALGARY

"We Will Repair Any Type of Door!"

ENTRANCE DOORS | DOOR CLOSERS
WEATHER STRIPPING FOR ALL TYPES
OVERHEAD DOORS | PATIO DOORS
DOCK LEVELLERS | CUSTOM DOORS | HANDICAP ACCESS
GLASS/ALUMINUM DOORS | PANIC BARS

COMMERCIAL / RESIDENTIAL SERVICE & REPAIRS
24 HOUR EMERGENCY SERVICE

403 266 1411

1455 34th Ave S.E. Calgary Ab
www.allkinddoorservices.com

Garage Door Repairs



A MESSAGE FROM THE VP OF FINANCE

By John Burdymy, VP of Finance.

THE POWER OF MORALE

Are we facing an impending crisis regarding recruitment and retention of police officers in Calgary? I hope not but the data is not reassuring. Reviewing articles and papers written throughout Canada and the US I have realized it is a common issue to have recruitment and retention issues among police forces, so how do we tackle these issues?

Locally lets review some of the driving factors as identified through the 2017 CPS Police Commission employee engagement survey.

Workplace Satisfaction: employees claiming to be proud to work at the CPS

2011-2014: between 53 – 58% of employees strongly agreed they were proud to work for the CPS.

2015: 53% strongly agreed
2016: 47%
2017: 36%

This indicates a massive reduction in members proud of being employed by the CPS. In only 3 short years **22%** of members no longer strongly agree that they are proud to be a member of the CPS.

Likelihood of CPS members to recommend people for employment at the CPS

In 2011 33% strongly agreed they would recommend the CPS as a great place to work, this number steadily increased until 2014 when it stood at 42%. Since then that number has plummeted to 24% even among an ongoing economic crisis in Alberta where friends of many members have lost their jobs.

Reasons for change

In 2017 the reasons for positive change (7%) was because members enjoyed their job and the work that came along with it. In 2017 the top two reasons for negative change was poor leadership by the chief/senior leadership (21%) and low morale/

stress/ frustration of members (17%).

Retention : employees who say they will be with the CPS one year from now

From 2011 to 2014 these numbers varied from 70 to 74% (peak in 2013) of members claiming they definitely will be with the CPS in a year.

From 2015 to 2017 these numbers have steadily declined from 70 to 68 to 64% in 2017. Only 64% of employees say they will definitely be with the CPS in a year. For a job where the general membership is typically expected to work for 25 years, that is disappointing.

“I feel like my opinion counts”

From 2011 to 2014 these numbers climbed steadily from 26 to 30% until cratering from 2015 to 2017 to a low of 21%. Given the modernization of a business hierarchy’s primary goal is to improve communication, the CPS is falling behind despite the private world working to flatten their hierarchies to improve communication for the last 20 years.

“I am satisfied with the leadership development opportunities at CPS”

From 2011 to 2014: steadily increasing from 11 to 23%.

The last three years it had steadily declined from 18 to 16 and back to 11%. It is unfortunate all the work that was done to make employees feel like they were developing their leadership skills is being reduced back to 2011 levels.

“Actions and directions of senior leaders show that the CPS cares about employees”

From 2011 to 2014: steadily increasing from 16 to 22%
2015: 17%
2016: 14%
2017: 9%

Continued on page 25 ►



Allied Projects

ELECTRICAL SYSTEMS

7017 Farrell Road SE
Calgary, AB Canada T2H 0T3
Phone: 403-543-4530
Fax: 403-543-4540

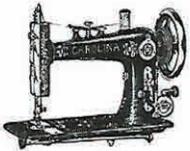
Mike Brunner



2288 - 18 Avenue NE
Calgary, AB
T2E 8R1
Ph: 403- 291-2205

Darcy Berlin

ALTERATIONS



Monica Ionescu

Southcentre Mall
Anderson Rd. SE Calgary, AB, T2J 3V1
www.creativeimages.ca
P: 403-271-1158



4303 - 11 Street SE
Calgary, Alberta T2G 4X1
Phone: 403-228-3034
Fax: 403-228-2061

Candace Allison
Email: info@aurorastaffing.com



Cadillac Fairview

Yolanda Alarcon
Office Administrator / Leasing Coordinator at
The Cadillac Fairview Corporation Limited



CALGARY LOCK & SAFE

SECURITY DESIGNERS

1655 32 Ave NE
Calgary, AB T2E275

TYLER BRYSON, C.J.L.
Vice President

tyler@calgarylockandsafe.com
403.250.5698

ASSA ABLOY
Authorized Dealer

CENTRE FOR SLEEP

& HUMAN PERFORMANCE

Suite 106, 51 Sunpark Drive SE, Calgary, Alberta, T2X 3V4
403 254 6663 ext 1

PROUDLY SERVICING SOUTHERN ALBERTA SINCE 1966

INNOVATION CHINOOK REFRIGERATION & AIR CONDITIONING LTD.

1130E 44th Avenue SE Calgary AB TEL: 403 243 0141



Suite 650, 340 - 12th Avenue SW
Calgary, Alberta T2R 1L5
PH: 403-264-2820
info@copperfoxmetals.com



1144 29 NE 200 E
Calgary, AB T2E 7P1
403-769-1988
Ralph Dokter

Continued from page 23

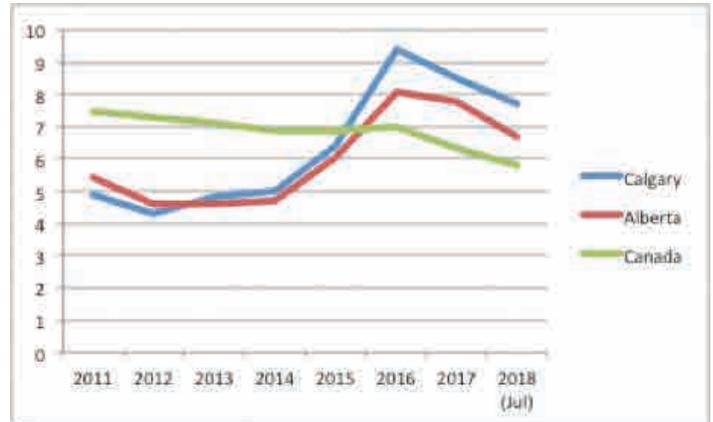
In 2017 only 9% of employees feel the decisions made by senior leadership show the CPS cares about them. This has devastating consequences. Policing attracts many “type A” employees who enjoy the autonomous nature of policing. If those employees don’t feel valued or supported they are less likely to go above and beyond their required duties. This in turn will hurt the safety of Calgarians. If a patrol member questions someone walking in the back alley of a home at 3 AM in an area which has been the target of multiple break and enters, they are doing a good job! As a homeowner and taxpayer I expect my police force to do that for my family and I. The problem is if that member feels they are “out on their own” while they conduct this inquiry, the checks will no longer happen. Police officers are not paid to go “above and beyond,” we do not receive bonuses, we do it because we care, we joined policing because it is “a calling.”

As a police officer we need to feel supported and valued because the people we question don’t always like being questioned, often because they are guilty of something. The fact 9% of employees of a police service feel that senior leadership cares about them is unacceptable!

I can appreciate that the statistics I have recited make it appear that I am negative towards the CPS, that is not the case. I am a proud member of the Calgary Police Service, but I want to encourage my employer to be better. I have watched friends of mine who were fantastic police officers leave the Calgary Police Service before completing 25 years. It was sad to see friends believe they had become “just a number.” As they left and turned in their gun, key card and completed the necessary resignation paperwork no one ever asked them to stay or even asked why they were leaving. Has it become normal that people who have given a police service years of their life leave without as much as a “thank you?”

I pulled data on employee resignations prior to reaching retirement over the last 15 years. Overall I was fortunate to see resignations are typically very low. From 2011 to 2014 the average pre-retirement resignations was 1.065% of the total sworn membership. From 2015 to 2017 that number increased to 1.609% or a **51%** increase in resignations. Individually these numbers are not significant, however seeing as 2015 was the start of a significant economic downturn in Calgary they are cause for concern. We may have employees waiting for the economy to improve to leave policing and accept a well-paying job in the private industry.

Unemployment Rate



Using data from StatsCan I have created a chart above indicating unemployment rates for Alberta, Canada and Calgary. As you can see in the graph we had lower resignations at a time when our unemployment rate was very low and many police officers had the ability to leave the police service without much effort to secure a well-paying job. As oil has began its recovery we are seeing our unemployment rate beginning to drop. From 2015 to 2017 we have had high unemployment rates for Alberta, yet our resignations are increasing.

I am cautiously optimistic as we move forward that as the Calgary Police Commission seeks out a new chief of police that the interests and morale of the membership will be taken into consideration. At a meeting in Spring, the Calgary Police Commission advised the CPA's board of directors that their goal for 2018 was to improve employee morale. Your board of directors wants to work with the Calgary Police executive and Calgary Police Commission to ensure your needs are taken into consideration.

If more surveys continue to come out with the same facts that I have previously reiterated, I predict we will have ongoing and worsening retention and recruitment issues. A collaborative relationship will result in happier, better-supported members, which in turn will result in a safer Calgary. After all, none of us applied to this job being fearful a perceived bad interaction would lead to a 2-3 year internal affairs investigation, we applied to this job to make a difference by standing up for what is right and wrong!

LEGACY
FINANCIAL

403.265.6050
LegacySavings.com

better for our members

LEGACY ConnectNet

Proud to Support the

CALGARY POLICE ASSOCIATION

Phone: 403.268.2626
5 Floor, 800 Macleod Tr. SE Calgary, AB T2P 2M5



Country Hills
TOYOTA SCION

Country Hills Toyota Scion
20 Freeport Landing NE
Calgary, AB T3J 5H6
403-290-1111

Rahul Kashyap



6170 12 St SE Unit 114
Calgary, AB T2H 2X2
403-255-5880

Ryan Verkley
ryanv@deerfootcarpet.com

DECCA TM
CONSULTING

777 8 Ave SW Ste 705
Calgary, AB T2P 3R5
Ph: 403-263-3373
Leighanne Hicks



Egg Farmers of Alberta
#101-90 Freeport Blvd NE
Calgary, AB T3J 5J9
Phone: 403-250-1197
Toll Free: 1-877-302-2344
Fax: 403-291-9216

eurostyle
manufacturing

6 - 4216 12 St Ne
Calgary AB T2E-6K9
403-250-2780

*"A Beautiful Home
Deserves A Beautiful Floor"*

FLOORS
on Crowfoot

Unit 193 - 64 Crowfoot Circle N.W.
Calgary, AB
403-285-2929
www.floorsoncrowfoot.com

OFFICE CO-ORDINATOR

DEBBIE GOODINE



THE HISTORICAL SOCIETY OF ALBERTA
Suite 320 Braemar Place
1201 - 5 Street SW, Calgary, AB T2R 0Y6

Phone: 403.261.3662 Fax: 403.269.6029
Email: albertahistory@telus.net
Website: www.albertahistory.org



**HOLY
NATIVITY**
ANGLICAN CHURCH

A place of welcome, rest and inspiration.

12707 Bonaventure Dr. SE, Calgary AB T2J 4P4
Service Times: Sundays @ 8 & 10 am
Office Hours: Tues- Fri 9-1 pm
www.holynativitycalgary.ca
403-278-0001



Kingsboro Auto Service

Complete Auto Repair

Tune Ups - Brakes - Tires

"While You Wait" Oil Changes*

**By Appointment*

4674 MacLeod Trail SW, T2G 5E8
403-252-4554 / 403-281-1303

Hank Isaak
Owner - Operator

Kambylis Holdings LTD

Proud to Support the 
Call Ted Kambylis
Phone: (403) 246-8118
Address: 1416 32 St Sw Calgary, AB T3C 1N4

CPA 2018 GOLF TOURNAMENT





Inter Service Small Arms Competition June 2018

By Adrian Chong

On June 22nd, 2018, twenty sworn and one civilian member of the Calgary Police Service loaded up five highway vans with their service issued carbines, pistols, shotguns, ammunition and issued duty kit for a much anticipated road trip to Hinton, Alberta to compete at the annual ISSAC (Inter Service Small Arms Competition). As in previous years, the event is organized and hosted by members from Edmonton Police Service and members from Alberta Fish and Wildlife Enforcement Branch.

The intent of the ISSAC is to bring together professionals from the Law Enforcement and Corrections Communities in a friendly “Skill at Arms” competition. This is a duty gun competition that reflects the “no notice” nature of our business and tests the professional application of lethal force. In short, this is a “come as you would for duty” competition.

the firearms field (Sgt. Rick Abbot #1986, EPS Tactical Unit).

Competitors were tested at the world class Hinton Fish and Game Gun Range and the shooting matches over the next two days comprised of, precision rifle, production sporter rifle, pistol, carbine and shotgun events. All the matches have a timed portion to them and a majority of the targets are reactive (you hit it and it goes down – move on). All matches include fire and movement that includes negotiating obstacles (strong-hand and support-side firing from traditional and non-traditional positions), use of cover, elevated heart rates and weapon manipulation.



How You Doin'?

The shooting schedule for each match has been designed for a maximum of 20 teams competing and this year, CPS entered 5 teams with each team consisting of 4 shooters. As expected, the course of fire for each match was fast and furious with fierce competition from other law enforcement agencies such as Edmonton Police Service, Lethbridge Police Service, Medicine Hat Police Service, Royal Canadian Mounted Police, Alberta Sheriffs, Fish and Wildlife Enforcement Branch and Parks Conservation. All 20 CPS members that competed shot exceptionally and won 13 awards. See next page for the categories and the members that won it.



C8 Match

Aside from the physical skill-testing of firearms proficiency, the over-arching philosophy for this event is to provide liaising between Alberta Law Enforcement professionals in

This event would not have been possible without the support and approval from the Office of the Chief for us to participate, travel and represent the Calgary Police Service. We are also very grateful for the generous financial support from the Calgary Police Association with regards to our registration fees. A big thank you goes out to the sworn and civilian members of the Firearms Training Unit for providing us access to the range for our many practice sessions and for assisting as ISSAC range safety officers.

A good time was had by all and congratulations to all the winners. Until next year, train hard and play safe.

2018 Categories and Winners

Production Sporter Rifle Cst. D. Kennedy (2nd Place)

Team Shotgun Cst. D. Gardner, Cst. S. Markwell, Cst. M. Dalton, Cst. B. Wallace (2nd Place)

Team Shotgun Female Cst. J. Howe, Cst. J. Oliver, Cst. J. Helferty, Cst. T. Burke (1st Place)

Top Individual Shotgun Cst. K. Nielsen (1st Place)

Top Individual Pistol Cst. K. Nielsen (1st Place)

Top Overall Team Cst. D. Gardner, Cst. S. Markwell, Cst. M. Dalton, Cst. B. Wallace (1st Place)

Cst. J. Hiscock, Cst. D. Kennedy, Cst. K. Nielsen, Cst. G. Hoover (3rd Place)

Top Aggregate Female Cst. J. Helferty (3rd Place)

Top Overall Champ Cst. K. Nielsen (2nd Place)

Team Carbine Cst. J. Hiscock, Cst. D. Kennedy, Cst. K. Nielsen, Cst. G. Hoover (3rd Place)

Team Pistol Cst. D. Gardner, Cst. S. Markwell, Cst. M. Dalton, Cst. B. Wallace (1st Place)

Cst. J. Hiscock, Cst. D. Kennedy, Cst. K. Nielsen, Cst. G. Hoover (2nd Place)

Team Pistol Female Cst. J. Howe, Cst. J. Oliver, Cst. J. Helferty, Cst. T. Burke (1st Place)



Need new pants...and a Red Folder!



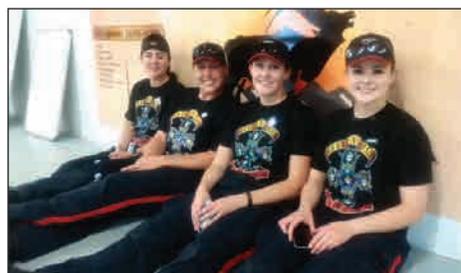
Sgt. Rick Abbot's Angels



New Fish and Wildlife Enforcement Branch Officer



EPS vs CPS in Archery Match



LPS Angels



Gunfight at Starbucks (Bear is Barista that needs to be protected)



Cst. Chong & FWEB Sgt. Major Adrian Marr



It's Five O'Clock in Hinton...



...with a Great Fire!



CPS Angels



ABBEYDALE INCIDENT

By Mark Rutherford

It was almost 25 years since a Calgary Police Officer was shot in the line of duty, but that is exactly what occurred on March 27, 2018 in the Abbeydale community of 4 District. What most probably don't know is how long the incident had been going on when Cst Jordan Forget was shot. This incident from its inception until Jordan was shot spanned 2hrs 45mins and ended as an incredibly chaotic scene with the offender holed up in a burning garage shooting at members, the result of which ended in the offender being found deceased in the garage after it had fully engulfed and then was extinguished by CFD (Fire).

One of the things that I never want to hear ever again over the radio is **"CODE 200 SHOTS FIRED, OFFICER SHOT"**. That transmission sent chills down my spine but what happened after that makes me extremely proud to be a member of the Calgary Police Service. The heroism, professionalism, selflessness and teamwork displayed not just by the members at the crisis point but all members involved on that incredibly difficult day shows how well trained we are as a service. Below is a short synopsis of what occurred and the members named for their outstanding conduct on that day.

It began in 5 District at 0920hrs just north of the 4 district border at a strip mall in where the offender robbed Petro Canada at gunpoint, approximately 15 minutes later he attempted carjacking with a firearm occurred at 91 Abadan Cr NE. Members flooded the area locking it down tight and a high risk track to locate the suspect. A short time later approximately 1.5 blocks east of the carjacking incident the offender then smashed the window of a truck parked on the side of the road attempting to steal it, cutting himself in the process. Unable to steal the truck he continued east a few houses and then attempted to break into a house at 103 Abingdon Wy NE where a 11 year old girl was at home alone, scared she called her parents who in turn called Police. Members attended a short time later and found he had not gained entry at the rear sliding door but located his blood, along with footprints in the snow heading eastbound to the fence of the residence.

Approximately 2hrs 25 minutes after the attempt carjacking, Cst Jordan Forget and Cst Rich Slack re-attended the address of the attempted break and enter. As they walked up to the front of the residence, they heard the sounds of glass breaking coming from the vicinity of 107 Abingdon Wy NE. This information was aired and the car crew approached the residence to investigate. As They rounded the back of the residence they came into view of the rear detached garage and observed smashed window, instantly Jordan saw a muzzle flash and was hit in the left forearm by a

.308 rifle round, the round ricocheted and penetrated him in the left upper chest breaking a rib and causing his lung to collapse. Jordan drew his service firearm and returned fire on the offender who was holed up in the garage. Rich also drew his service firearm and returned fire, he then aired shots fired and withdrew with his partner. As this was occurring they were both still in view of the offender who was continuing to engage them, Rich then aired that an officer had been shot. They were joined by Camella Budzinski, she assisted Jordan to the side walk north or the active shooter where he collapsed due to his injuries. They were then joined by Matt Spyce and they dragged Jordan from the side walk to the north side of a CPS vehicle for cover from the line of fire. It was aired that the offender was in the detached garage at the residence. Camella and Matt then triaged Jordan using POCMAN. As this was occurring Rock Benoit and Lauren Kearley attended the scene and assisted Matt and Camella with triaging Jordan during this time they located the exit wound in Jordan's back. Rami Dhaliwal attended and checked Rich for injuries while he stood six, confirming Rich was not injured Rami moved to cover the 1-2 corner of the residence. Mike Huskins attended the scene, saw his seriously injured team member laying on the ground, he went and comforted him and assisted the other members. With Mike present, Rock then transitioned to assist Rich covering the members while they were triaging Jordan and Mike requested an update on EMS arrival due to the deteriorating condition of Jordan.

A large number of CPS flooded the area and contained the residence and the offender continued to shoot randomly from inside the garage. The TEMS medic attended the scene where Jordan was loaded him onto a canvas stretcher provided by the TEMS medic and took him towards the ambulance that had just arrived on scene. Avi Beierbach attended the ambulance, recognizing that Rich needed to be taken care of, he removed him from the incident, taking him to the command post where he checked him again for injuries and acted as a continuity officer for Rich during the crisis.

The ambulance was escorted by police vehicles cars from the scene hot to the Foothills, along with numerous other cars city wide blocking intersections to ensure the swift arrival at hospital. Meanwhile Members continued to flood into the area, spaces in containment or other jobs were noted and filled. Eventually the fire the offender had set fire grew out of control and it became fully engulfed. Once this occurred it was deemed safe for Fire they moved in to extinguish it to prevent adjoining properties catching alight. The fire was extinguished it was revealed that the offender was located inside deceased.

CHEERS AND JEERS

Here's the deal! If you're going to throw a rock at someone from the crowd, let that person know who threw that rock at them. Cheers and Jeers needs a name attached. Nuff said.

Here's the politically correct, and slightly verbose version from the old regime:

*****PLEASE NOTE THAT ONLY 'JEERS' WITH A NAME ATTACHED WILL BE CONSIDERED FOR PUBLICATION, APART FROM EXTREMELY EXCEPTIONAL CIRCUMSTANCES. THIS COMES AS A RESULT OF SUBMISSIONS BEING PRESENTED FROM UNVERIFIABLE SOURCES. IN ALL CASES, INCLUDING SUBMISSIONS WHICH WILL HAVE AN ANONYMOUS SIGNATURE, ONLY CPA MEMBERS IN GOOD STANDING ARE INVITED TO PARTICIPATE.*****

ALL SUBMISSIONS WILL BE PUBLISHED, except those deemed to be hateful, slanderous or obscene, as determined by the CPA board or a legal opinion rendered. Any members making submissions deemed to be inappropriate will be given the opportunity to amend that submission or rebuttal.

CHEERS to the Calgary Police Rodeo Association Board!

This year I attended the Calgary Police Rodeo and it was an outstanding event. This was the first year that I attended with my family and we all had an absolute great time. My children loved the kid's zone! The rodeo events were really entertaining. The weather was good and the whole event was just plain fun. It is a great event and I encourage all members to attend next year if you can. A special thank you goes to **President Michael Cavilla, Vice President Sean Labrie** along with **Directors Guy Henderson, Kristin Blades, Christian Reister, Jeff Dyck, Jose Cives, Jimmy Dalidowicz, Steve Wenninger, Ward Stene, Jim Anderson, Richard Neelands and Brandy Corcoran** of the Calgary Police Rodeo Association Board for putting on a fabulous and fun event! Well done!

- Chris Young

CHEERS to Mike Lomore (Executive Officer), Pat Stachniak (Director) and Michelle Birch (Admin) for organizing

and working so hard to ensure that the CPA golf tournament was another success! Once again the golf tournament was both fun and eventful for all members that participated. A thank you also goes to **Kate Jacobson (Admin)** and **Kathy Mikulcik (Accountant)** who also assisted with the event. Finally a special thank you goes to the **Cuff Staff** for their hard work during the entire event especially **Christy-Anne, Angela, Laura and Katherine (A/Manager)**. Money was also raised at the tournament for the children and families of the two fallen Fredricton Police Officers. Thanks to all that made this years tournament a great one!

- The CPA Board Of Directors

CHEERS to Constable Chris Patey! I just wanted to acknowledge a member for some much appreciated team work and commitment to service.

Last week I attended the range to qualify and was advised when I got there by RO Chris Patey it was 9mm only. Unfortunately I had talked to an RO who told me earlier in the day it was 40, but certainly appreciate the demand on the FTT and RO's with the additional 9mm training, recruits, and the final days of people like me scrambling to qualify, that it is a challenge to keep track of it all. I had little options left to qualify in time considering the range was getting shut down the last 2 weeks for cleaning as well... but leaving it so late was not his problem. Chris however was extremely empathetic and non-judgemental and offered to run me through the 40. Let's just say I was a disorganized mess when I got there, and although I shot "ok" it was less than impressive at the start. I remember Chris was in recruit class when I was in Skills, so this wasn't exactly the best display of what I strongly support and messaged in training...."make training a priority". Regardless of our workloads in the various areas as we move throughout our career and are expected to do more with less, we all know keeping up with our training is important, yet too often we let it slip.

Chris was very patient and respectful, and more importantly just a good guy who wanted to help a peer/co-worker regardless of whether he was obligated to or not.

It's this type of team work that reminds me of the many reasons why we come to work every day, and why a lot of us push through some tough times with CPS.....because we care about each other.

Just wanted to pass this on...and thanks to all the other trainers who have done something similar, that will likely be every one of you I'm sure!

Thanks Chris!

- Nancy McNutt

CPA 100!

Past & Present

Please send any pictures you have to Director/Editor Chris Young at: cyoung@backtheblue.ca



In 1942 army officers trained these Calgary policemen to fire breech guns and Tommy guns. After a 2-month course, they were "ready for any emergency."



A MESSAGE FROM YOUR DIRECTOR

By Graham Ernst, Director

ASSUME THE WORST??

Since my last article we have all been busy with Stampede and hopefully a lot of other annual leave time with our families and friends. We have been blessed with better than average summer weather which hopefully means that most of you have been able to work on your tans, swimming, staying hydrated (one way or another) and generally trying to decompress with the people your care about the most. Our job, while still one of the best, is stressful and each and every one of us deserves some rest and relaxation. So here is me, wishing all members of the CPA a happy and stress reduced summer.

Spending time with your loved ones is a good jumping off point for this issues article. Our friends and family are the ones that we likely trust above everyone else. These are people that you can generally let your hair down with; share some laughs or tears with and rely on to help us out when needed. They have proven over time that they have your backs and can help pick you up when you need a hand.

That is not to say that they are perfect. We all know that at times they can make mistakes, lose our trust, break our hearts and let us down. However, even when this happens, all is not lost. The emotional bank account that they have built up over time gives them the credit they need to build our trust or even be given the grace they need to be forgiven right away and just move on. In these most precious of relationships we tend to assume the best about these people and know that it was not their intention to hurt us and that they were trying their hardest to do the right things. These are the best types of relationships that we all strive to have.

Where am I going with this you might ask? To assume the worst or to assume the best? That is the question. When we look to the most valuable relationships in our lives they can teach us a thing or two that can help us at work.

The nature of our jobs causes us to, as a general rule, have some “trust issues.” The citizens of Calgary that we deal with on a daily basis have been known to exaggerate, manipulate, and lie to us regularly. We rarely take anyone at their word and even when

some of them try to be totally honest, they tip the scales of truth in their favour in an attempt to gain advantage. It is in peoples nature to do this.

All this leads us to assume the worst in many cases. When we hear a “clients” story we look for the lies, we question the motivation, we doubt their intent and are suspicious of what they want from us. While this for many of us is the result of experience, it can at times lead us to assume the worst about everyone.

Now you are probably thinking I am going to tell you to try and trust these people a little more for your own good? Wrong! For many of you, you’ve spent years building up your spidey senses to ferret the truth out of bad guys and you are great at your job! Keep up the good work!

However, bad guys are not the only ones that we deal with at work on a daily basis. We also deal with lots of other cops.

We all know the term “we eat our own.” We have all sat at coffee, **Monday morning** quarter backing, other officer’s actions, judgement, character and generally doubting their intentions. We have all switched to another radio channel and listened in to Staff Sergeants, Sergeants and Constables make split decisions and try to effectively communicate them over the radio and then criticized when they don’t. We also have all questioned the motivations of an Acting Sergeant with a new project that we suspect is only a promotional example and by default dismiss its value immediately.

Now I’m not saying that our years of experience haven’t shown us to be correct in our criticism of other officers at times. What I am saying is that like the best relationships in our lives, the ones with our family and closest friends, that other officers have invested in the emotional bank and deserve some credit or grace by default. We should assume the best. We should assume that the reason they are doing something is because they are trying their hardest and have the best of intentions like we do for our families and friends. When you look at their actions through the “best of intentions” lens, then all of a sudden some of those mistakes are more easily forgive.

Continued on page 34 ►

Continued from page 33

Each of us has struggled through classes. Each of us has worked those dreadful night shifts and sacrificed time at Christmas and birthdays. We have all taken that late domestic that will let the team get out on time. Maybe it's been awhile since they invested in the emotional bank but for most of the men and women that work at the CPS they have built up a bank of credit that at least deserves our respect.

My early career mentors told me never to sit at coffee and trash other members or talk behind people's backs. They also said to make up your own mind when dealing with the individual after you've had a chance to hear their side of the story. And while at times, I like most of you, haven't been perfect in this regard, it is something that I have always tried to do.

We can all think of examples of times where this message

doesn't apply. Very specific instances that disprove the rule and I realize that. However I suggest to you that to question, criticize and doubt everything that your family and friends do, would ultimately damage your most valuable relationships. The same is true of your work relationships.

Perhaps instead you should assume the best of intentions is what the CPS members around you had in mind. This will help you invest in their emotional bank and taking the time to at least hear their side might ultimately build the strength of your relationship and lead to higher levels of trust. It's just a thought.

I truly hope that you have all had an amazing summer and wish you the best in the coming months. If you have any questions or concerns, you know where to find me. I would welcome the chance to give my side of the story. Play safe.



TRIBUILD
CONTRACTING (CALGARY) LTD.

3 S skyline Crescent N.E.
Calgary Alberta Canada T2K 5X2
Phone: (403) 295 – 6100

Matt McCraig



Tronnes Surveys

6135 10 St SE
Calgary, AB T2H 2Z9
403-207-0303
Stephen Tronnes



Recycle Your Cans and Bottles for Cash

UPTOWN
bottle | depot

403-237-6070



SHIBLEY & COMPANY
BARRISTERS SOLICITORS NOTARY PUBLIC

Beddington Towne Centre Mall

219, 8120 Beddington Blvd NW
Calgary Alberta T3K 2A8
PHONE: (403) 275-3230
FAX: (403) 275-2431



Watt & Stewart

Claresholm, Alberta
Toll Free Phone: 800.383.1934
Todd Heggie
thehgie@wattstewart.com



HAIR * SKIN * NAILS * WIGS

FULL SERVICE DAY SPA
FACILITIES FOR LARGE WEDDINGS - HAIR & MAKE-UP (MINERAL)

LASER HAIR REMOVAL & SKIN REJUVENATION
PERMANENT MAKE-UP

SPA SERVICES:
Manicure - Natural & Artificial
Pedicure • Facial • Massage
Laser Refirme™ & Hair Removal
Electrolysis

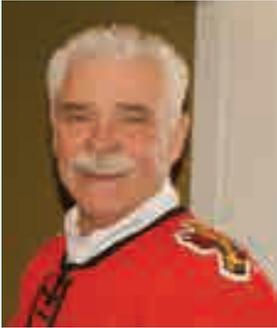
#456-10816 Macleod Trail South
Calgary, Alberta T2J 5N8

Ph: (403) 271-0771

www.willowparkcalgaryspa.com

WILLOWPARK Hairstyling Salon & Spa

DID YOU KNOW?



Welcome to the fall edition of the 10-4 “Did You Know”! I can’t believe how fast the summer has gone. At the time of writing my last article we were waiting for the snow to melt and the golf courses to open.

There were a number of topics that I was considering for this edition, but because of the recent changes to your member benefits I felt that for the sake of awareness it was a good idea to elaborate on the enhancements and value your benefits provide.

As part of the CPA’s due diligence in ensuring quality and value of the member benefits a thorough analysis and market survey was recently conducted. This analysis involved a number of advisors and the participation of the top carriers across the country. The analysis resulted in savings that accommodated two valuable enhancements at no additional cost to the members, the child Critical Illness and Accidental Death and Dismemberment.

Over the last couple of weeks every member will have received a letter outlining the changes, new member certificates and a description of the new AD&D benefit.

A lot of us don’t always read everything we get in the mail but judging from some of the questions the CPA has fielded and the status changes that have been sent in, it is evident that it got your attention. **On that note**, please remember to notify the CPA of any changes in status ie: Marital status, dependents and changes in beneficiaries (beneficiary shown on member certificate), it is easy to forget. Case in point, I spoke with Kate from the CPA, and she mentioned that merely the mailing of the changes prompted 15 to 20 changes within days.

The following is meant as an update of the notice that was sent, plus some unknown facts of your CPA benefits, more for the purpose of awareness and not education!

Life Insurance: You will likely have noticed a carrier change was made from Manulife to Desjardins Financial (DFS), there was no change to the benefit itself but this did come with a rate reduction.

Critical Illness: On behalf of the CPA and its members we were able to negotiate a **\$5,000 Child CI benefit at no cost!** Making your member CI plan one of the most comprehensive in the industry.

AD&D: \$100,000 of Accidental Death & Dismemberment was added for all active members effective July 1st, 2018. In addition to the death benefit there is a long list of additional benefits that

cover the active members for rare but catastrophic conditions resulting from an accidental cause. Refer to the benefit description in your package. In fact, this particular plan was designed with police and first responders in mind. It provides coverages not typically covered such as additional \$25,000 for accidental death while on the job, and includes benefits for permanent total disability, felonious assault and infectious disease.

I realize that the above is a little repetitive, however I believe it’s worth repeating for those that may have missed the mailout!

I think we can all agree awareness is key! I have personally seen an amazing increase in this from members of the CPA particularly regarding the Member Critical Illness plan and the Best Doctors benefits attached to it. It used to be that every time a member called inquiring about a possible CI it was not because he had been aware of its existence, but because he’d heard about it from another member! Between word of mouth, information from your association and quarterly articles I believe awareness of your member benefits is at an all-time high.

“Did you Know” Last year 14 critical illness claims were paid to CPA members and spouses? I know this because as your member advocate I handle each one personally!

It is impossible to find someone these days whose life hasn’t been touched by cancer, heart attack, stroke or coronary artery disease! It is a fact that the incidence of critical illness is increasing every year!

Ask yourself who do I know that has had an AHA moment???

“Did you Know” These Facts from the Canadian Cancer Society & The Heart Foundation?

40% of women and 45% of men will have some form of Cancer in their lifetime!

Canada has the second highest rate of breast cancer in the world! 75,000 Canadians suffer a heart attack each year!

1 in 2 heart attack victims are under 65!

Lastly, based on increase in incidence the Canadian Cancer Society expects cancer diagnosis will increase by 50% over the next 20 years!

That last stat tells us that future generations, our children and grandchildren will have a greater risk!

Child CI Benefit: Because of the introduction of the Child CI benefit I want to switch gears and discuss the need and the solutions.

Considering the above stats, the odds are stacked against us and

Continued on page 36 ►

Continued from page 35

future generations! The need is growing and it's becoming more important than ever to protect our children. Critical Illness is survival with financial consequences, whether it's you, your spouse or a child! With Critical Illness being such a relatively new product in the market place, many people aren't aware of it, much less the fact that you can purchase it for your children. Therefore, I would be remiss if I didn't address it!

"Did You Know" There is a wide variety of children's CI products available that parents and grandparents alike are buying. Included are 20 year paid up plans, with the option to have a return of premium, if never used. As well, there are inexpensive term options where you can provide up to \$100,000 of 20-year term CI for as little as \$22 a month! At that price how can you not afford to get it for your children! Once purchased the policy can continue to be owned by you (or the grandparent) or passed on to the insured once they become an adult. They will never have to worry about being able to get it in the future due to genetic pre-dispositions or life style choices!

"Get em' while they're pink" or as client of mine put it: "It's like giving them a health line of credit!" The insurance purchased for your

children can never be taken away or changed by the provider.

I think the **\$5,000 child CI** is nice and is a great start to the awareness of the growing need our children will face as young adults! It may be the best gift you ever give them, and an expense that you'll never have to face with them later.

As parents we all want more for our children than what we had! That said I think we can all agree that **"Our Children are the future" and as such worth protecting!**

Please feel free to call if you have any questions regarding the above or any insurance related questions you may have.

As always, it is our honor to "protect and serve those who serve and protect us".

Wayne Wiebe
403-510-8460
wayne@wessexfinancial.ca



**Full
Figure
Fashions**

7130 FISHER RD SE, CALGARY, AB T2H 0W3
PH: 403- 252-2177
ROCKY RASMUSSEN



Sidhu Accounting & Financial Services

4656 Westwinds Dr NE #202,
Calgary, AB

IQBAL SIDHU
403-568-2667



11472 Braeside Dr SW, Calgary, AB T2W 4X8 (403) 259-4881

Galian Risk Management Services Inc
Insurance agency in Calgary, Alberta
12528 17 St SW, Calgary, AB T2W 4B4
403- 233-8649



SOLE EXPERIENCE

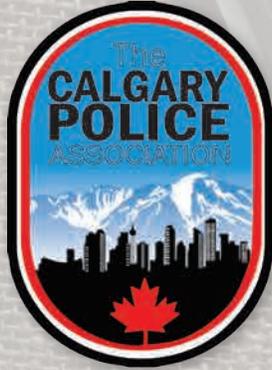
Tel: 780.437.7604

10805 82 Avenue NW
Edmonton, Alberta
Tel: 780-437-7604



DEJONG'S
Insurance Ltd.

"You can count on speaking to someone who knows you when you call our office."
-TIM DEJONG 403- 245-1192



Member Testimonial

Like most members I never gave much thought to our benefits over my career, never going on any medical leave or accessing available programs. That changed this year when I was diagnosed with an illness and required a Stem Cell Transplant. I had recalled reading articles in the 10-4 about Critical Illness Insurance.

I called Wayne to see if I qualified for any type of support or assistance and during our first phone call Wayne was very versed in what I was going through medically and employment wise (based on his 12+ years of supporting and advocating for our members) and was able to explain the insurance process to me.

I was very impressed when Wayne offered to go directly to the hospital to pick up my medical records and send them to the insurance company so as not to waste any time or delay the process. Wayne kept in contact with me during my Chemo/Radiation treatments , ensuring I was coping, as well as my wife.

My claim was approved pending a 30 day survival period post-transplant during which time Wayne again kept in touch and was ready to submit on day 30.

I finally met Wayne face to face when he presented me with my cheque. Wayne also (in a no pressure or sales pitch manner) made me aware that he could also offer Critical Illness Insurance to supplement the Spouses coverage (1/2 of what members get) or provide new coverage for our adult son.

Wayne is wealth of knowledge and experience and it is very obvious he is there for the members, not the Service, Association or Insurance Company. My wife and I strongly encourage all our members to make use of his knowledge and support, and not just after Illness strikes your family.

Michener Allen
AUCTIONEERING LTD.
Family Owned & Operated Since 1971

PO Box 73040 Hampton RPO
Edmonton, Alberta T5T 3X1
Sale Site: Hwy 16a West- Range Road 262
Sara Kowal- 403-226-0405

Montgomery Auto Body
Carol Weber
403-288-1822
6516 Business RD NW, Calgary, AB
LIFETIME GUARANTEE ON ALL REPAIRS TO THE ORIGINAL OWNER

"To give real service you must add something which cannot be bought or measured with money-sincerity and integrity"

Yoki & Jeff Nichol
FROM ONE GENERATION TO THE NEXT
"Both of us working for you"
TOP 1% IN CANADA SINCE 1983

ROYAL LEPAGE SOLUTIONS

Sam & Associates Tax Consultant Inc

201-5720 Macleod Trail S.W.
Calgary, AB, T2H 0J6
T: 403-319-0911
F: 403-319-0301
C: 403-830-1731

Sam Harji



It's happening, is your family prepared?



Cannabis and Calgary's Youth

How to help young people make an informed and responsible choice

**By Corinne Wilkinson
Calgary Police Foundation**

The legalization of marijuana is just around the corner. On June 21, 2018 Part 1 of Bill C-46 came into force. Cannabis will be legal effective October 17, 2018.

As adults, we play an important role in supporting our city's youth in making smart decisions surrounding the use of marijuana.

YouthLink Calgary Police Interpretive Centre is offering adult education programming for the first time, thanks to generous funding from the Calgary Police Foundation. The goal of the **'Cannabis and Calgary's Youth'** Program is to arm parents, adults, and teachers with the what's what on weed, legalization, and the impact on youth.

"The funding from the Calgary Police Foundation has ensured YouthLink Calgary is well prepared with a well-developed education strategy to address the legalization of marijuana. Parents are telling us this is a huge issue, and we are able to provide them with tools they need to protect their children," says YouthLink Calgary's Executive Director Tara Robinson.

Because cannabis will be legal, kids are curious and they want

to try it. However, youth are particularly vulnerable to negative impacts of cannabis due to the extensive changes that are taking place in the brain during adolescence. Cannabis has changed since today's parents used it when they were younger. There are many parents who lack the knowledge and the information to be able to properly educate and advise their kids.

"Hundreds of parents have signed up for our program to learn how to have these really important conversations. Many of them are shocked when they learn the surprising ways kids will try to hide the fact that they are experimenting with the drug," says Robinson.

"The Calgary Police Foundation funds six youth-based programs including YouthLink. This important and timely educational program on the use of cannabis is one of our newest funded initiatives," says Marla Cohen, Executive Director of the Foundation.

"The Foundation raises \$2M annually with one common goal – keeping Calgary's youth out of a life of crime, or becoming a victim of it. Certainly this new legislation and legalization comes

into the realm of that goal,” adds Cohen.

YouthLink’s ‘**Cannabis and Calgary’s Youth**’ program is being offered multiple times a month. The presentation focuses on facts, real stories, and tips to help adults start supportive conversations with the young people in their life. It is designed for adults and youth 12 and older, and is offered at no cost. Each 90-minute session, followed by Q & A, covers the following topics:

- **Potential risks.** The affects of cannabis on the developing brain, risk of dependency, and heath concerns.
- **Informed choices.** How to support young people in making positive choices surrounding its use.
- **Start the conversation.** How to start and continue important conversations with young people about substance use and abuse.
- **What legalization means.** The who, what, where, when, and why of cannabis legalization in Calgary.
- **For adults and youth 12 years and older.** Perfect for parents and youth mentors and/or supporters. Youth younger than 12 years of age will not be permitted to attend as content and discussions are designed for this audience only.

“Our goal in providing funding to make this new program possible is to help adults support youth in making informed and responsible decisions surrounding cannabis,” says Cohen. “This newest initiative of educating the public for free demonstrates the power of bringing together donors, educators, our exclusive CPS partner, parents, and youth with one common goal – keeping our kids safe.”

Readers are encouraged to inform your community or organizations that you are associated with about this free program. To find out more about sessions at YouthLink, or to

book a private session for a minimum audience of ten people, visit www.youthlinkcalgary.com or email Nick Moore at nmoore@calgarypolice.ca for more information.

The Calgary Police Foundation has also provided funding for YouthLink’s upcoming “**Cyber Safety**” program currently being developed by the YouthLink team, working in close partnership with the Calgary Police Service Cybercrime unit. The CPS defines cybercrime as crimes that have been committed with a computer and the Internet.

“The Foundation finds it equally important to educate the public on staying safe online – everything from protecting identities, hacking of critical information, and educating parents about what their children might be involved in or exposed to online,” says Cohen.

The Foundation is especially concerned when it may involve cyber bullying.

“The safety of youth does not always happen out on the streets, in the malls, or on the school playgrounds. Something critical and frightening could be happening right in your own home in front of a computer screen,” warns Cohen.

The Calgary Police Foundation is proud to fund these two new educational initiatives in partnership with YouthLink Police Interpretive Centre and the Calgary Police Service.

Together, we are helping youth by changing lives... and saving lives.

YouthLink Badge logo Cannabis and Calgary’s Youth Program proudly funded by CPF Logo.



RGO is a proud supporter of
the Calgary Police Association
'10-4 Back the Blue'



OFFICE FURNISHINGS | OFFICE TECHNOLOGY | WINDOW COVERINGS | FLOORING
INSTALLATIONS | SERVICE | OFFICE MOVE COORDINATION

#100, 229 - 33 Street NE Calgary AB T2A 4Y6 403-569-4400 www.rgo.ca

NORTHGATE VILLAGE Bus: (403) 273-7686
Fax: (403) 272-2511
Email: rlcragg@telus.net

RICHARD L. CRAGG, B.A., LL.B
Barrister, Solicitor, & Notary Public

#235, 495 - 36 Street N.E. Calgary, AB T2A 6K3



PROCESS
COLOR PRINT LIMITED

- POINT OF SALE • PRINT
- OUTDOOR • BANNERS
- FLEET • PRINT MANAGEMENT

VISIT US AT WWW.PROCESSCOLOR.COM



Lewis Gelfand
1415 4th Street SW
Calgary, AB T2R 0Y2
403-266-3448



CRAFT BEER LIFESTYLE WITH THE BEER MAVEN



FALL in Love with Malts & Ciders



Cozy Sweaters, fresh morning air, beautiful colours everywhere. These are some of my favourite fall things, and of course Fall seasonal beer. This time of the year most breweries turn their focus to richly malted delights like brown ales, porters and my preferred style, Stouts!



Big Rock can always be counted on to provide something new for fall and this year is no different. They will be releasing their Barn Burner packs to include some fall beauties, along with some old fav's. Midnight Rhapsody Dark Ale is their newest brew, coming in at 5.5%, it uses oats and roasted barley, fuggle hops, black currants, cherries and raspberries to provide the beer lover with a complex but approachable beer. Flavours of chocolate and deep fall fruit lend a mild sweetness with a flirtation of bitterness on the finish. The others brews in this pack are Traditional Ale, (Trad) Session IPA and their award winning Pilsner.



Ciders should also be on your list for fall, I know my husband cannot get enough of Rock Creek Pear cider and I know the Cuff has it in cans and the regular Rock Creek Apple on Tap! It sits a little higher on the abv chart at 5.8% and uses Okanagan Bartlett pears. The effervescence is similar to that of champagne and is best enjoyed chilled in a flute, tulip or wine glass. Trust me, it'll soon be your new go to.



Another cider I want to mention is Lonetree old growth orchard, this company makes ciders out of Vancouver, BC and uses only Okanagan fruit in its recipe. They won Gold at the Canadian Brewing Awards in 2017. My most loved by them is their Apple Ginger, I always say (it's so real it burns!) and I also enjoy their Apple Cranberry which adds 15% BC cranberries to the mix. I recommend picking up a mix pack from them at your local liquor store (co-op always carries it) and trying their newest Peach cider as well which comes in a handy Tall-Boy 4 pack. You could easily host a Fall Cider tasting with your friends and family in your backyard in front of a fire. There goes your weekend plans! (I'm up for invites).w



*(Worthwhile mentioning in the cider category is Village Brewing, they made a local cider this year that I have found myself drinking when I visit their taste room instead of my trusted Blacksmith, which is another winning dark ale and worth trying if you haven't. They call it their Alberta Black Ale, and has enough malts in it to induce a lovely fall afternoon nap.



My other top nod for fall's dark beauties is Legend Seven Dark Gate Porter, Legend Seven is new to the Calgary beer scene but is brewing consistent high quality beer which will quickly rise it to the top among YYC favourites. Their Brewmaster Matt Dean brews this Porter to be indicative of old world seductiveness. With notes of dark chocolate and deep roasted coffee, this smooth drinking beer will induce a smile with each sip.

If you're wanting to go even darker, look for Stouts from Samuel Smith's Brewery, Left Hand Brewing Milk Stout, Belching Beaver Peanut Butter Milk Stout, Tool Shed Brewing Flat Cap Stout, Rogue Brewing's Chocolate Stout, Young's Double Chocolate Stout and Mackeson's XXX Milk Stout.

Grab some of my recommended drinks, a warm blanket, and someone you love; to enjoy some much needed chill time. You guys work so hard, even heroes deserve some time to themselves.

Cheers to good beers and good people!
The Beer Maven



PACIFIC AUTO BODY LTD.

— Happy customers, top quality —
4261 23 St NE Unit 3
Calgary AB T2E 6Y2
403-250-1556
William Wang



PETRO-CANADA
TM/MC

100 Crowfoot Way NW, Calgary, AB T3G 4C8
Open today · Open 24 hours
Phone: (403) 208-9053

Manufacturer and supplier of architectural and industrial coatings

POLYMER
SCIENCE
CORPORATION

Annie Kamila
Treasurer / Office Manager

Phone: (403) 287-2751
Toll Free: 1-866-793-3503
Fax: (403) 287-2766
anniek@polymersciencecorp.com
www.polymersciencecorp.com

Unit 1133
6027 79th Ave SE
Calgary, AB T2C 5P1




International Awards
for Printing Excellence

In House Artwork & Plate Facilities

Debbie Bumstead
Owner

Tel: (403) 203-1420 • Fax: (403) 203-1421
4208 - 76th Ave. S.E., Calgary, AB T2C 2J2
debbieb@precisionlabeltd.com • www.precisionlabeltd.com

Thank You!



Been meaning to write this for some time, I will keep it brief as the incident is still being investigated by ASIRT.

On March 27th, 2018, Cst. Jordan Forget was shot in the line of duty. That day his teammates and other members of 4 District responded, moving towards the sound of gun fire, as heroes do.

I would like to acknowledge Cst. Mathew Spyce, Cst. Camella Budzinski and the TEMS medic for the lifesaving first aid they performed. Cst. Richard Slack for being there when \$@# hit the fan, your actions allowed our teammates to get Jordan to Safety. Cst. Rock Benoit, you were in the thick of it, helping with aid and backing up Rich as you two covered us off as Jordan was tended to. Cst. Duncan Crosley who on his own time attended the FHH to be with our teammates. Cst. Raminder Dhaliwal, JJ Mulder, Brett Wegener, Jake Hick and Charles Ehman who took points on the call not knowing the condition or even the identity of their teammate who had been shot. Cst. Lauren Kearley, I asked some difficult things of you after Jordan was transported and you

did not hesitate. A/Sgt. Mark Rutherford, thank you for the way you took Command and Control of this call and looked after our people, I will forever be in your debt.

Thank you to the members of the 4 District, Team India, Team Hotel, Beats, Bikes and CROs. Thank you to the members of 5 District, K9 and TAC. Thank you to any and all members who assisted in any way.

Over the next several weeks my team and I received emails, txt and phone calls from several members of the Service, some I had relationships with, many I did not. I appreciated everyone's messages. (I have saved every email) This genuine concern is the part of the Service that makes me proud to put the uniform on and stand with each and every one of you on the front line.

Lastly....Thank you to Cst. Jordan Forget...you are Hard A.F.

Sgt Mike Huskins #3569
Team 4Fox

MUG SHOTZ
SPORTS BAR & GRILL
Homemade Wing Sauces Always Fresh & Created With Love

Charlene Pellerin 403.264.4441
#12 - 2808 Ogden Road SE
Calgary, Alberta T2P 4R7
#1 Gourmet Wings in Calgary

online
business systems

639-5th Avenue SW Suite 900
Calgary, AB T2P 0M9
Ph: 403-265-8515
Toll-free: 866.265.8515
Email:calgaryinfo@obsglobal.com



THE FINAL WORD

By Chris Young, Director

POLICE WORK RELATED STRESS AND HOW WE CAN MANAGE IT

We are working in interesting times in the law enforcement community. The current environment is only adding to the large amount of stress that officers already deal with on a regular basis while performing their duties. Dynamic situations and events are not the only things that can increase the stress levels of officers in today's modern policing world. Such factors like:

- **Time consuming administrative tasks and paperwork.**
- **Limited time to conduct follow up investigation or to properly investigate a file - period.**
- **Limited resources such as manpower.**
- **The ever increasing need for the police to do so much more within the community in terms of intervention and proactiveness - with far too less in terms of resources.**
- **The expectations placed on the police (both realistic and unrealistic).**
- **An ever increasing call load.**
- **The scrutiny that each and every officer now faces more than ever before.**

And shift work and it's negative affects on both the body and mind.

All of these add to an officer's stress. It's a lot to deal with and it seems to only be getting worse - not better. The stress can build up and there is a lot of research and studies that state the potential for this stress to have negative affects on both an officer's overall health and life span is high.

Most of the research I have read on stress related to police work and life expectancy states that the average life expectancy of a police officer in North America is 10 years shorter than the average life span of an individual whose occupation is outside of policing. **John M. Violanti, PhD** is an internationally known expert on police stress. He is a researcher and a police veteran who served as a New York State Police trooper for 23 years. Violanti's research states that the average life expectancy of a

police officer in North America is actually **12 years shorter** - not 10. Violanti is a Research Professor in the Department of Social and Preventive Medicine at the University of Buffalo. He co-authored a landmark study in 2012 that found police stress creates significant health risks, with officers more likely to experience chronic disease and suicide than the general population. Violanti has written articles on police stress and PTSD, police mortality, suicide and cardiovascular health. He has also written 17 books on police stress, psychological trauma and suicide. His research interests include psychological and biological indicators of chronic police stress; sub clinical cardiovascular and metabolic disease in police; shift work and health; epidemiology of police suicide; and PTSD. The guy has a hell of a resume with a boat load of experience as well as education. His credentials are impressive and his findings are alarming. Officers who are not successful in managing or mitigating this ever increasing stress over the course of their career could potentially be more prone to such health issues as: Cardiovascular disease (heart attack & stroke), Cancer, Obesity, Insomnia, Depression, Mood disorders and a decreased immune system.

As stated above Violanti has also conducted research on police suicide. According to his research the probable factors that lead to officers taking their own lives are: Relationship problems, Legal troubles - (internal investigations), Marital difficulties, Alcohol/drug abuse, Depression, Chronic exposure to traumatic events (PTSD), Chronic stress, Availability of firearms, Lack of support, Fear of getting help and Mistrust of mental health professionals. A lot of these factors are linked to stress.

There is another side to the coin in the research world on this. There are studies out there that state that these findings are incorrect and that a police officer has no greater risk to disease, suicide or a shorter life span than anyone else in the general population. These studies disagree with the findings of Violanti and other researchers like him and state that there just isn't any proof that stress related to police work is linked in any way

Continued on page 44 ►

Continued from page 43

to the negative factors that I listed previously. In my personal opinion I associate these studies and their findings on this subject to the studies that were conducted in support of Big Tobacco years ago. Those studies had findings stating that there was no proof that cigarettes can cause cancer or other health issues. The motivation behind those studies was money and it's no different in relation to police work related stress. Pension plans, benefits and money are fueling the police stress debate. I don't know about you - but I'd rather not gamble with my life on this and attempt to do the very best that I possibly can to cope and mitigate my stress.

A lot of police services/agencies have taken steps to help support their members with the stresses of the job. The Calgary Police Service has a Peer Support Program for example. This program is a good resource for members to get support in time of need. Calgary also has a Psychological Services Unit that is also a good resource for it's members. Other programs like the Road to Mental Readiness was also brought in. Calgary also has a fitness unit that supports members with physical fitness training. There are gyms in almost every CPS building that members have complete access to. For free! Physical activity has been proven to be a positive factor/tool in terms of stress relief.

However, I find a lot of members are still not coping with stress very well. I have seen a lot of members ignore the warning signs and refuse to admit that maybe the stress of the job is getting to them. Some members see it as a pride issue and don't bother to recognize when they are having difficulties. Other members let issues that are beyond their control really affect them and their morale. They see the issues that the Service is experiencing overall as their own personal issues that they must carry with them as they work their shift and they even carry these issues with them home. Some allow frustration to build. Others get burnt out and become complacent. Complacency is a dangerous state of mind for a police officer. When you don't bother to see the "blind spots" anymore you are putting yourself in harms way in terms of safety.

So we believe that our work related stress can have long lasting, life altering - possibly ending consequences. What can we do about it? Well in Calgary - we can use the many resources available to us. What if you aren't really in need of such resources, but still need a strategy with dealing with stress? How can you mitigate your stress?

Here are a few things I find have helped me through my career thus far:

Stop worrying about things that are beyond your control

- If the dispatch board is full of low priority calls it is not my job

to attempt to clear that board all by myself and trumping my own personal safety in process of doing so. **One call at a time.** That is all I am able to do as one single officer out there. If I am dealing with one call - I can't really worry about the others that are sitting there waiting and be able to do an effective job on the call I am on. Take a call, attend it and do the best job you can on it. Some officers have told me that they find it embarrassing that some members of the public have had to wait a very long time (sometimes days or even weeks) for the police to come see them. I get that, but that issue is really above your pay grade. Be professional and understanding with the complainant. Identify with their frustration of having to wait and direct them to the proper chain if they wish to complain about how long it took for them to get someone to respond to their call. You may be giving the Executive the ammunition they need to request more resources that could make your job easier down the road. If something more pressing or of higher priority comes in then yes absolutely clear and deal with whatever emergency needs dealing with using sound tactics. Workplace politics, service policies that don't make much sense or a person in a leadership position that is doing more harm than good is often beyond your control. Yet some members come completely unglued over these situations. Ask yourself - what good does that really do? Workplace dynamics eventually change, policies often change over time and "leaders" often move. I had a great partner for a couple of years that had a saying: "We're the constant. They are the ones that change and move on. We remain the same." You'd be surprised at what a little bit of patience can do for you. You'll wonder why you were getting worked up in the first place.

Focus on your performance - We all have experienced the car crew that avoids every call and is not a lot of help out there. I have also seen this drive members over the edge in terms of frustrations. I have seen it create huge issues in terms of workplace dynamics. However can you control other people and what they do? Ultimately - no. All you can do is control your own performance and develop your own reputation. Reputation is huge in policing. A good one can follow you your entire career - a bad one can too and make the journey very unpleasant for the owner of the said bad reputation. If the underperforming car crew/officer needs addressing - speak with them/him/her. Be professional. **Don't compromise your integrity or character because of their actions or lack of them.** If the message isn't getting received it is the supervisor's job to deal with it. If you're a supervisor that doesn't deal with these types of situations properly or at all - you too will develop a reputation. A supervisor that loses the trust or respect of his or her team could find themselves in a very troubling position indeed.

Never become complacent and use sound judgement and tactics

- Policing is a dangerous job. Never compromise safety

Continued on page 45 ►

Continued from page 44

because of call load or lack of manpower. Slow down. Be vigilant. Form plans. Keep up on your training and qualifications - don't leave them to the last minute. Respond the way you were trained to respond. **Do what you are supposed to do.** Arrive alive. You aren't much use if you get in a wreck on the way to an incident. Communicate with your partner, your team and the incident commander. The intelligence you provide to the incident commander drive the tactics that will be used in resolving the incident. Good communication does a lot in terms of controlling the stress of an incident.

Be a good teammate and look out for one another - Recognize when a teammate may need some support. If the frustration is getting to your partner - perhaps it's time to step in and take over. Talk to your partner and teammates. Have team debriefs and discuss how things went at incidents. Often you'll find ways to make the next incident smoother and the team's response will be better. Be open to feed back. **We're all human and not perfect.** We can all improve in some way. Be the example in this regard. Others will follow suit. Have team workouts and get together. If possible have a team coffee during shift. Be a good listener for your partner and teammate and if you feel they need to speak to someone more qualified than you - tell them.

Leave work at work - don't bring it home - When off duty make sure you get some time to relax. Have a hobby. Do something outside of the job. In the end it's a job that you will have for 25 to 30 years. Once that is gone - then what? Have interests and things unrelated to policing in your life. **The job shouldn't completely identify who you are.** It's a special job and only a certain type of person is called to do it - I agree, however it's still a job and like a professional athlete the day will come when you are no longer in a position to do it. You will need to be able to adapt and overcome during your career and after it. I've seen the guys that can't let go and they don't last very long after they finally leave.

Be physically active - Workout. Go to the gym if you can. You'll feel better afterwards. Even if it's just going for a walk. **Do something physical.** A jog, a hike or a swim works too. Get a punching bag and hit it - a lot! Join a boxing class. Join a sports team. A recreational hockey, baseball, rugby, soccer or bowling league.

Have a support system - Family is very important to me. I am deeply involved in my children's activities. My wife and I are very close and I confide in her. Go out with your family. Have a date night with your spouse. Have friends outside of policing if you can - lay ground rules though. Limit the cop stories and questions about your job. Ask them about what they do. People

outside of the job are curious about it. They'll have questions - just don't let it become the topic of every conversation. It will drain you. If you aren't a people person, (I think everyone in law enforcement can understand the feeling that groups of regular people can be annoying), and if people are an issue for you - get a pet. A dog, a cat, a rabbit or a bird. Get a pet that you know you will get along with. The bond with a pet can be a great thing to experience. Go on vacation! It's a good thing to take a break and recharge. It doesn't have to be an expensive journey. Take your holiday time and enjoy yourself.

Make sound life choices - Don't drink your stress away. All you'll do is numb it awhile. When you wake up - you'll feel awful and your stress will return and depending on the circumstances it may be even worse. Try not to do things that you'll regret in the morning. It isn't worth it in the end. It may seem great at the time - but the drama and issues that you could end up dealing with after could be life altering. Not great for one's overall health in the end. Do the right thing. **Remember that reputation and character thing you've been working on.** Don't throw it away.

Realize you are not perfect and don't take yourself too seriously - Everyone makes mistakes. Everyone stumbles. Learn from your mistakes. **Show others understanding when they stumble.** Show someone respect and often you'll get it back. Laugh and laugh a lot! Sometimes I feel we are the luckiest people because sometimes working in law enforcement is like witnessing a Seinfeld episode - live! How many people can say that about their job? If you can't find humour in the goings on out there - it will be a very long career for you. They say laughter is the best medicine - that's because it honestly is.

These are just suggestions that have worked for me. By no means am I considered an expert in the field of health and wellness. However, if these suggestions assist you in managing stress - great. If you are truly feeling that you are having difficulties with stress then please - go seek assistance from a professional. If you need help - ask for it. You owe it to your family, love ones and **yourself.** There is no need to suffer in silence. You are not alone.

I'll leave you with this thought: We all pay into a pension plan that we are suppose to use when we get old and retire. We pay into it so that we can enjoy the twilight years of our existence. We're entitled to that. We earn it after a long career in protecting and serving our respective communities. Don't let yourself get robbed of your right to happiness in your golden years. Don't let the stresses of today ultimately cut your tomorrow short.

Be safe my friends.

CAPITALCHEV.CA • 13103 LAKE FRASER DR • SALES: (888) 913-3996

CALGARY'S NEWEST GM DEALERSHIP

SPECIAL PRICING FOR CALGARY POLICE SERVICE MEMBERS

SEE DEALER FOR DETAILS



CAPITAL
CHEVROLET • BUICK • GMC

**PROUD TO SUPPORT
CALGARY POLICE SERVICE**

CAPITAL
COLLISION CENTRE

**CALGARY'S NEWEST
ALL MAKES
COLLISION CENTRE**

CAPITALCHEV.CA/COLLISION • 13103 LAKE FRASER DR • COLLISION: (403) 256-6891

*One provider.
One solution.
All of your facility
maintenance services.*



Our Services:

- Cleaning Services
- Specialty Services
- Food Plant Sanitation Services
- Technical Trade Services & Energy Management
- Healthcare Sanitation Services
- Hotel Support Services
- Event Support Services
- Disaster Restoration Services



info@gdi.com | [403.520.7777](tel:403.520.7777) | www.gdi.com



Performance

Professionalism

Integrity

Full Drywall Contracting Services Including:

Drywall Installation & Finishing

Insulation

Soundproofing

Spray Foam

Priming

Suspended Ceilings

Ceiling Texture

Steel Stud Framing



prophit

management Ltd.

drywall companies

A forward thinking company

**Projects completed
on time, on spec &
on budget**

**ELKTONE
INTERIORS**

elktonecontracting



403.640.0200

www.prophitmgmt.com

Patron Sponsors

On Behalf of the Board of Directors we gratefully acknowledge and thank the following sponsors who have supported the Calgary Police Association, its members and the "10-4 Back the Blue" membership publication.

Liz Austerman
Associated Grocers Social Club

Thach Nguyen
Calgary Vietnamese Canadian
Association

Terry Myles
Corix

Justin Bobier
Crystal Creek Homes

Dean Bailey

John Elliott
Dr John Elliott

Donald Smith
DSI Estate Planning Inc.

Tom Lipp
Financial Foundations Ltd

Charengit
Garment Express

Gary Mathieson
Gary Mathieson Ltd.

Gordon Macdonald
Global Canuck Energy Ltd.

Steve Wipf
Good Earth Drilling Svc Ltd

Tom Gugel
Integrated Claims Svc Ltd

Yusuf Kamran MD

Miro Vrhovac
Libertas Industries Inc

Bao Luong
Little Saigon Mall

Wendy Graham
Multi Signs Ltd

Tevy Feldman
Network Recycling Inc

Margaret Tometczak
Passport Travel International

Nick
Prestige Cleaners & Tailors

Eugene Thorarinson
Riverton Constuction

Sharon Graham
Shear Image Styling Company Inc

Sister Arlene
Sisters Of Precious Blood

Lyn Chow
United Calgary Chinese Association

Victor Shilmar

Rachelle Foley
W Foley Contracting

Bruce Rowland
Wax Busters

Anna Perrotte
We 'R' Your Book Keepers Inc

Domenic Venturo
Bonnie Sprague

Shelley Burges
Ieuan Evans

Leanne Forbes

Maria Dumba

Ambrish Pandya
Giovanni Sambucci

Larry Hatfield

Jack Bader

Byron Larson

Janice Mccarthy

Ron Elves

Linda Mckay-Panos

Al Velji

Jackie Smith
Alpine Drywall

Waldy Koropatnick

Bob James

Suzanne Truba
Thomas & Truba Boutique

Bob Schneider
Display Centre Inc

Wendy Docherty
Thermotex Therapy Systems Ltd.

Errol Flynn Excavating

Alastair Grant

Advertiser's Index

| | | | |
|--|-----|--|-----|
| ADT Security Services..... | 22 | Historical Society Of Alberta | 26 |
| Aero Aviation Inc..... | 22 | Hunting Energy Service..... | 20 |
| Alberta Egg Producers Board..... | 26 | Jencor Mortgage Corporation | 16 |
| Alberta Fire & Flood Ltd | 22 | Joey Tomatos Restaurant..... | 20 |
| All Kind Door Services Ltd. | 22 | Kambylis Holdings Ltd | 26 |
| Allied Projects Ltd..... | 24 | Kingsboro Auto Service | 26 |
| Alpine Glass Inc | 24 | Legacy Financial..... | 25 |
| Alterations..... | 24 | McGown Cook..... | 20 |
| Anglican Church Of Canada..... | 26 | Michener Allen Auctioneering Ltd | 37 |
| Aurora Staffing Ltd..... | 24 | Mountain Vista Law | 16 |
| Brokerlink insurance | 6 | Montgomery Auto Body & Paint | 37 |
| Bennett Jones LLP..... | 4 | Mugshotz Sports Bar And Grill..... | 42 |
| Cadillac Fairview Corp Ltd..... | 24 | Online Business Systems..... | 42 |
| Calgary Harley Davidson | 6 | Pacific Auto Body Ltd..... | 41 |
| Calgary Lock & Safe Ltd. | 24 | Polymer Science Corporation..... | 41 |
| Canadian Mortgage Professionals | 20 | Precision Label Ltd. | 41 |
| Capital Chevy | 46 | Profit Management Ltd. | 48 |
| Cemrock Concrete Construction | 9 | Process Color Print Ltd..... | 39 |
| Centre For Sleep & Human Performance | 24 | Red's Diner Ltd | 39 |
| Chinook Refrigeration & AC | 24 | RGO Office Products..... | 39 |
| City Carpet Ltd. | 10 | Richard L Cragg Law Office | 39 |
| Copper fox metals..... | 24 | Sam & Associates Tax Consultant Inc..... | 37 |
| Core-Mark International Inc | 10 | Shane Homes..... | 10 |
| Cornerstone Engineering Ltd | 24 | Shibley & Company | 34 |
| Country Hills Toyota Scion..... | 26 | Sidhu Accounting & Financial Services..... | 36 |
| Crestview Floor | 12 | Schindler..... | 16 |
| Crowfoot Petro Canada | 41 | Smokey Mountain Chew Canada Ltd..... | 16 |
| Dalton Timmis Insurance | 15 | Sole Experience..... | 36 |
| Decca Consulting Ltd | 26 | Thermotex..... | 22 |
| Deerfoot Carpet & Flooring Inc | 26 | The Winkin' Owl Pub and Grill..... | 20 |
| DeJong's Insurance Ltd. | 36 | Tiki International Inc | 22 |
| Dr. Miller Dentistry..... | 12 | Tim Hortons | 36 |
| Enrich Mortgage Group Ltd..... | 9 | Trans Canada Denture Clinic | IFC |
| Eurostyle Mfg And Construction | 26 | Tribuild Contracting Calgary Ltd..... | 34 |
| Evraz Inc Na Canada | IBC | Tronnes Geological Surveying Ltd..... | 34 |
| Fountain Tire | 12 | Uptown Bottle Depot..... | 34 |
| Full Figure Fashions | 36 | Watt & Stewart Commodities Inc..... | 34 |
| Fyfe Ev Associates | 12 | Willow Park Hairstyling Salon & Spa | 34 |
| Galian Risk Management Services Inc. | 36 | Yoki & Jeff Nichol | 37 |
| GDI Integrated Facility Services | 47 | Floors On Crowfoot..... | 26 |
| GSL GM City | OBC | | |



NAVAJO METALS

BIN RECYCLING PROGRAM

We will remove your scrap metal
FREE OF CHARGE
and **PAY YOU** for it!

We provide you with a bin to suit your needs, **FREE OF CHARGE!** When it is full we replace it with an empty bin and **PAY YOU** for your material!

We have Roll-Off Bins in a variety of sizes, ranging from 25-90 yards.

We also offer Luger Bins in 8, 10, 15 or 20 yard sizes

For more information please contact:

Jacque Lepage
Tel: (403) 519-9409
jacque.lepage@evrazna.com

Garret Ellams
Tel: (403) 304-9432
garret.ellams@evrzana.com

Office Tel: (403) 252-7787
5857 12th Street S.E.
PO Box 129, Station T
Calgary, AB T2H 2G7
www.navajometals.com

EXECUTIVE LUXURY DEAL

2018 CADILLAC XT5 AWD



GSL PRICE:
\$599

/ MONTH + GST

3.6L V6 - REMOTE START - NAVIGATION - TOUCH SCREEN
BACKUP CAM - 18" WHEELS - SIRIUS XM - HEATED SEATS



SHOP ONLINE AT
GSLGMCITY.COM



DEALER RESERVES THE RIGHT TO END PROMOTION AT ANY TIME WITHOUT NOTICE. SEE DEALER FOR DETAILS. \$599 PER MONTH AT 4.5% FOR 30 MONTHS. VEHICLES IN STOCK START FROM ADVERTISED. \$0.20 PER KM ONCE OVER THE KM. FINANCING NOT INCLUDED. ERRORS AND OMISSIONS EXEMPT. VEHICLE MAY NOT BE EXACTLY AS SHOWN.

\$1,000



GSL BONUS CASH
VALID ON ANY NEW CADILLAC PURCHASE



REDEEMABLE ONLY AT



MAXIMUM FEDERAL VALUE OF \$1000 MUST BE PRESENTED AT TIME OF OFFER. EXPIRES OCT 30TH, 2018



\$1,000