



ALBERTA FEDERATION
OF POLICE ASSOCIATIONS

ALBERTA POLICE BEAT

CANADIAN PUBLICATIONS MAIL: Agreement No. 42846013

Issue 1.1





A MESSAGE FROM iMarketing Solutions and FRONT LINE SUPPORT

Your Membership Publication Provider

iMarketing Solutions is North America's preeminent integrated marketing services company. Over the last 30 years, iMarketing Solutions has enjoyed strong working relationships with numerous Police Associations across Canada and we are proud to have won the opportunity to work with the Alberta Federation of Police Associations in their membership publication.

Front Line Support, a division of iMarketing Solutions, will bring a wealth of knowledge to the marketing and the design elements of your publication and our scope of graphic design experience will allow us to give an individualized approach to the professional and sensitive subject matter often printed in police publications.

The *Alberta Police Beat*, the official publication of the AFPA, will be published twice annually, bringing you the latest front line perspective on the policing profession, federal and provincial legislation as well as keeping you informed and updated on what is important to you.

A special thank you to the advertisers and sponsors for your commitment to stand behind the men and women who bravely serve and protect our communities every day.

Further, I want to thank the Executive Board of the AFPA for their vote of confidence in Front Line Support and I look forward to working with you and making your publication something you will be proud to be affiliated with.

Sincerely,

A handwritten signature in black ink, appearing to read "Terrance M. Kidd".

Terrance M. Kidd
VP - New Business Development
Front Line Support
Division of iMarketing Solution



CONTENTS

Paul Wozney — <i>President</i>	5
Bob Walsh — <i>Vice President</i>	7
Michael Elliot — <i>Treasurer/Secretary</i>	9
Darryl Hubich — <i>Director/Editor</i>	11
John Corbett — <i>Director</i>	13
Shane Kisinger — <i>Director</i>	15
Johnny Orr — <i>Director</i>	17
Advertisers Index	21

ALBERTA POLICE BEAT is published bi-annually
by iMarketing Solutions on behalf of
ALBERTA FEDERATION OF POLICE ASSOCIATIONS
#10150 - 97 Avenue, Edmonton, AB T5K 2T5
www.albertapolice.ca
publication agreement number: 42846013

PRINTED IN CANADA
Copyright © 2014 Alberta Federation of Police Associations

ADVERTISING:
publications@imkcp.com • 1-800-366-3113 Ext. 7806
Ask for publication advertising coordinator.

Merchant Card Acceptance

ALBERTA FEDERATION OF POLICE ASSOCIATIONS 2014 BOARD OF DIRECTORS

PAUL WOZNEY

President
Director with Calgary Police Association

BOB WALSH

Vice President
Vice President with
Edmonton Police Association

MICHAEL ELLIOT

Treasurer/Secretary
Director with Edmonton
Police Association

DARRYL HUBICH

Director/Editor
Vice President with
Medicine Hat Police Association

JOHN ORR

Director
Director with Calgary Police Association

SHANE KISINGER

Director
Director with Lethbridge Police Association

JOHN CORBETT

Director
President with Camrose Police Association

On the cover:

Cover and Graphic Design:
Emily McKenna



All rights reserved. No part of this publication may be reproduced in any form or by any means, electronic or mechanical, including mimeograph, photocopy, recording or any information storage system, without prior permission in writing from the publisher. ALBERTA POLICE BEAT is the official communication vehicle of the Alberta Federation of Police Associations (AFPA). The AFPA does not assume responsibility for statements of fact or opinion made by any contributor. Comments made by individuals may not reflect the official position of the AFPA. Acceptance and publication of articles, advertisements, products and services does not indicate endorsement of same by the AFPA and the AFPA assumes no responsibility for their accuracy.



From the President

Paul Wozney

Welcome to the first edition of the Alberta Police Beat. We are very excited to have a venue of direct communication with the 4,500 members of the Alberta Federation of Police Associations (AbFed). I hope you all take a few minutes to leaf through the magazine and get a feel for what is happening across the province in the various municipal police jurisdictions. Our hope is that each of you will be able to take something away from this magazine and gain a greater understanding of what the AbFed does to represent the municipal police officers of Alberta.

The AbFed includes Police Associations from Edmonton, Calgary, Lethbridge, Medicine Hat, Taber, Lacombe, Camrose and most recently, the Blood Tribe. Collectively, these Associations represent approximately 4,500 municipal police officers across Alberta. You will find content in this magazine from all of these Associations. This is a big province with many policing issues. What you won't find is a negative or polarizing message in this publication. A career in policing will often bring with it criticism from the media, our own Police Service and the communities we police. You won't find us using this as a medium for negativity. We may certainly keep our Police Services honest, but you won't find us slinging any mud at our members. We have enough Monday morning quarterbackbacks already doing that.

I am a full-time, 15-year member of the Calgary Police Service (CPS). I've spent the bulk of my policing career in plain clothes positions, but recently returned to patrol as a street supervisor. I love being a cop and take great pride in policing Calgary. While Calgary is not where I grew

up (I'm actually a Northern Alberta boy), Calgary is my home. That said, I will admit that it's tough being an Oiler and Eskimo fan while living and working in Calgary. About nine years ago, a friend of mine got me thinking about running for the Calgary Police Association (CPA) Board of Directors. What really got me to consider running was the need to have good, open dialogue and positive relationships with senior police executives of the CPS – so I ran a platform based exactly on that and surprised myself by winning the election. I don't buy into the stereotypical 'union rep' that slams his/her fist on the table and grieves every issue that comes forward. For me, most issues can be settled and common ground can almost always be found. Don't get me wrong, you need two sides that are willing to bend and seek solutions to ongoing labor and workplace issues. Sometimes previous issues, egos and pride get in the way. I've tried to bring that philosophy to the AbFed. We've been able to create and expand on some critical relationships in the Solicitor General's and ASIRT's office. It's a work in progress, but we aren't afraid to do the work to represent police officers from across Alberta.

On my end, it starts with building strong relationships with the many stakeholders in our communities, our municipal and provincial politicians and within our Police Services. Policing is a profession based on reputation and the relationships that are created through your policing career. The work of Police Associations is no different. Using established relationships is key to having a competent and well-engaged Police Association. I speak with your elected Association representatives almost on a weekly basis. Believe me

when I say that you have elected some fine representatives who truly work on a daily basis to bring solutions to the table with your respective Police Executives. For some of these elected reps, they often do their part-time Association jobs for little money and to the chagrin of their own policing careers. Like I said, you've elected some good people. I encourage you to continue to ask them tough questions and articulate to them what YOU think is important for them to bring forward to your Police Executives. That is what they are there for.

This magazine will be published in the Fall of 2014 – just in time for the Alberta Police Memorial Weekend. The Police Memorial Weekend is an important time for police officers in Alberta and a day that is filled with many memories and tears in remembrance of those police and peace officers who have died while on duty. I have had the privilege to attend several of the Sunday ceremonies. Shaking off the rust and marching into the Legislative Grounds is a great way to pay your respects to these fallen members. For me, it's very personal; I have two friends who have died on duty and their names are on the Memorial.

Cst. John Petropoulos was a respected police officer in Calgary. He and I worked in the same District Office and crossed paths several times prior to his death. In September of 2000, John had responded to a commercial break and enter alarm in the south part of Calgary. He and some other members were checking for suspects when he fell through a false ceiling, suffering catastrophic head injuries. John was a good man and left behind many friends, family ▶

and a new bride.

The second police officer that I was friends with from the Police Memorial is RCMP Corporal Jim Galloway. At the time of Jim's death, he was the longest serving dog handler in the RCMP. I got to know Jim when I lived in the Edmonton area. I was building up my resumé as a volunteer with the RCMP and Jim was often in the area with his police service dog. We spent a lot of time together. While he had a gruff exterior, he was one of the most committed, compassionate, kind members of the RCMP that I've met. As a dog handler, Jim and the Edmonton RCMP Emergency Response Team responded to a gun call in the community of Spruce Grove. Gunshots with police were exchanged and a round struck Jim. He died on scene and the suspect, who was suffering from significant mental health issues, was also killed. Due to a prior commitment, I missed Jim's regimental funeral. I still think of him often and the positive influence he had on me and my policing career.

On a side note, I also have very vivid memories of the June 1990 incident surrounding Cst. Ezio Faraone's murder in Edmonton. While I was not yet involved in policing, I can still close my eyes and see the photograph

on the cover of The Edmonton Journal of the EPS members standing around Cst. Faraone's body - draped by a blanket. One of the police officers, who I knew from playing hockey with his son, was peering under the blanket examining the injuries to the murdered police officer. That was a chilling image and one that is rare to policing in Alberta. I know the death of Cst. Faraone still haunts many current and retired police officers in Edmonton and beyond.

These police officers died serving three different communities. The least we can do is honor their sacrifice with a brief ceremony on what is usually a beautiful fall afternoon.

So why is the AbFed here? While each Police Service and Association have their own 'in-house' issues, there are several items that require a collective approach. For instance, each of you contributes to the Special Forces Pension Plan (SFPP). Unless you're a police officer who has been living under a rock, you will know that the Government of Alberta (GOA) has been proposing changes to the SFPP. These changes include increasing our current pension from a 25-year pension to a combined age and service number (an 85 factor), increasing

contribution rates and scaling back some of the pension benefits. The AbFed represents Alberta municipal police officers for this SFPP issue. We have lobbied government, engaged the GOC with committee work and tried our very best to keep the membership aware of the issue.

The AbFed continually works to address changes to Provincial legislation that affect Alberta municipal police officers. For instance, we have met with Alberta Government officials regarding changes to the Alberta Police Act and Regulations. Issues involving the Traffic Safety Act have also been pursued. These are ongoing issues that we are continually trying to address. I've also tried to partner with the Alberta Association of Chiefs of Police to find solutions to address common policing issues. After all, Police Associations and Police Services have one significant common denominator - providing a healthy, safe and progressive workplace for all members.

I hope you enjoy the new Alberta Police Beat magazine. If you have any questions, or would like to comment on the magazine (or anything else), please feel free to contact me at **pwozney@backtheblue.ca**

Take care and stay safe. ■



5428 - 43 Street
Red Deer, Alberta

Ph (403) 342-1699
Fax (403) 340-1348
kingcoat@telus.net

Military Surplus

*'Committed to providing, Professionalism, Experience,
and Quality in all that we do.'*

Dave Mickey
General Manager - Medicine Hat Division



(403) 527 7840 Ph
(403) 527 7485 Fx
DaveM@TimberTechTruss.ca

THANK YOU for SUPPORTING our ADVERTISERS!

From the Vice President

— Bob Walsh —

Six Reasons for Having an AFPA

First of all I'd like to take a minute to introduce myself. My name is Bob Walsh and I am 32-year member with the Edmonton Police Service. I have been on the Edmonton Police Association Board of Directors for 20 years where I have held the position of Vice President the last six years. I have been on the Alberta Federation of Police Associations board for the last eight years, where I am currently Vice President after having previously served as President.

The first reason that AFPA exists is to advance the cause of front line policing in the Province on behalf of the front line members.

Second, we advance the profession of policing in the public forum on a local, provincial and national level. The national level is through our affiliation with the Canadian Police Association, where both Calgary and Edmonton have positions within the board of directors.

Third reason is to provide a collective opinion on behalf of the AFPA and present these opinions in the form of legislative briefs, news releases and radio and television interviews. In addition, legislative briefs would be presented to both the Government and Opposition members of the Legislative Assembly.

Fourth, we ensure that all members of the AFPA be afforded opportunities to have benefit packages similar to those afforded to police agencies across the Province and to a lesser extent, Canada.

The fifth reason is to deliver flexible and innovative services providing resources and support to our member associations; provide progressive and effective leadership and representation

on provincial issues; deliver training and educational programs to foster enhanced association leadership; and, encourage cooperation and unity within our membership

Finally, to assist smaller affiliates with grievance, discipline, pensions, negotiations and all aspects of Legislation, Regulations and Policies pertaining to the various Statutes that govern policing in Alberta.

When the AFPA was first formed in the 1950s, the Calgary and Edmonton Police Associations were first and foremost in its development, followed in succession by those associations representing Lethbridge, Medicine Hat and Camrose. Then Taber, Lacombe, Coaldale, Redcliff and Hinton. These smaller affiliates were an integral part of the AFPA, but the strength was with the two main players who together controlled both the purse strings as well as the voting structure.

The Redcliffe Police Force eventually amalgamated with the City of Medicine Hat. At that time both Mike Dungey and Norm Koch (representing the AFPA) provided their expertise to ensure that the current Redcliffe members were placed in appropriate positions with the then Medicine Hat Police Service.

Hinton, due to some serious irregularities in its operation, was disbanded and taken over by the RCMP. Coaldale was amalgamated with the City of Lethbridge, which formed the Lethbridge Regional Police Service. This left the current membership intact, consisting of Calgary, Edmonton, Medicine Hat, Lethbridge, Camrose, Taber, Lacombe and the newest addition, The Blood Tribe Police Association.

During the 70s and 80s the executives representing the AFPA negotiated and obtained the Special Forces Pension Plan, which allowed members to have 25 years of service and be pensioned. This plan at the time was the forerunner of future Police pension plans in Canada.

During this period the total of votes for both Calgary and Edmonton were 51%. Whereas all of the other affiliates combined for a total of 49%, it should also be noted that Calgary and Edmonton also supplied considerable more funding than the 51% allotted to them.

The smaller affiliates like Lacombe and Taber, with their limited members, would not be able to afford to send any of their members to Western Wage Conferences, Canadian Police Associations meetings, Lobby Days or any educational courses, etc. Therefore it was incumbent upon the AFPA to assist these affiliated associations.

Even the other member affiliates would be hard-pressed to find additional funding for some of the courses or meetings that Calgary and Edmonton have attended in the past, and that's where the AFPA with its resources provides funding for those to attend.

Mandate

The AFPA mandate is clear; we are the voice of front line policing in the Province, we are asked by Government bodies to sit on various Boards (i.e. Special Forces Pension Board), provide expertise on policing to the Solicitor General's department and our opinion is sought on major police initiatives that affect serving police officers. ■

Get Moving, Keep Moving.



Physiotherapy Alberta
College + Association

Find a physiotherapist:
www.physiotherapyalberta.ca



Bula Enterprises Ltd.
210-7240 Johnstone Drive
Red Deer, AB T4P 3Y6
Office # 403-352-7406
Fax # 403-352-7980
Web site: www.bula.ca



AD ALTA ACCOUNTING

Specializing
in
Small Business

ETHEL KUSHNIRUK *Bus. Admin.*
120 Dovista Court SE • Calgary, AB T2B 3P4
Phone: (403) 272-0525 • Fax: (403) 272-7368
Email: addalta@aol.com



Frontline Compression Services Inc.
5409 - 44 St, Rimbey, AB, T0C 2J0
Phone: 403-843-4546 Fax: 403-843-0000
E-Mail: kevin@frontlinesvs.net

**Service & Repair for all your
Engines, Compressors,
Gensets & Pumpjacks**



Clothing for Men, Ladies & Kids!

362-5033
921 2nd Street West Brooks
www.42street.ca



ABE ARAJI
SALES MANAGER

10141-34 Ave., Edmonton, AB Canada T6E 6J8
Cell: 780-995-1005 Ph: 780-944-0000 Fx: 780-461-8982

SPECIALIZED MEDITERRANEAN FOOD, KABOB, FRESH PITA, SHAWARMA

ASIFF AUTO REPAIR

Automotive Repairs General Auto Service
Makes & Models All



Bay 12, 2611 - 5th Ave. N.E.
Calgary, Alberta T2A 6P1
Phone: (403) 285-5175

JAMEL ASIFF
Licensed Mechanic



BD ART & DRAFTING SUPPLIES LTD.

SCOTT MACPHERSON
Unit B, 2nd Floor, 2nd Street SE
Calgary, AB T2H 2L9

Phone: 403.287.9444
Fax: 403.287.9824
Email: scottm@bdart.ca

www.bdart.ca



9665 133 Avenue
Grande Prairie, AB T8V 6B3
780-539-6178

10983 - 72 Street SE
Calgary, AB

MAERZ MACHINERY

STEVE

236-8666
203-1955
901-3327
telus.net
mnmachining.com

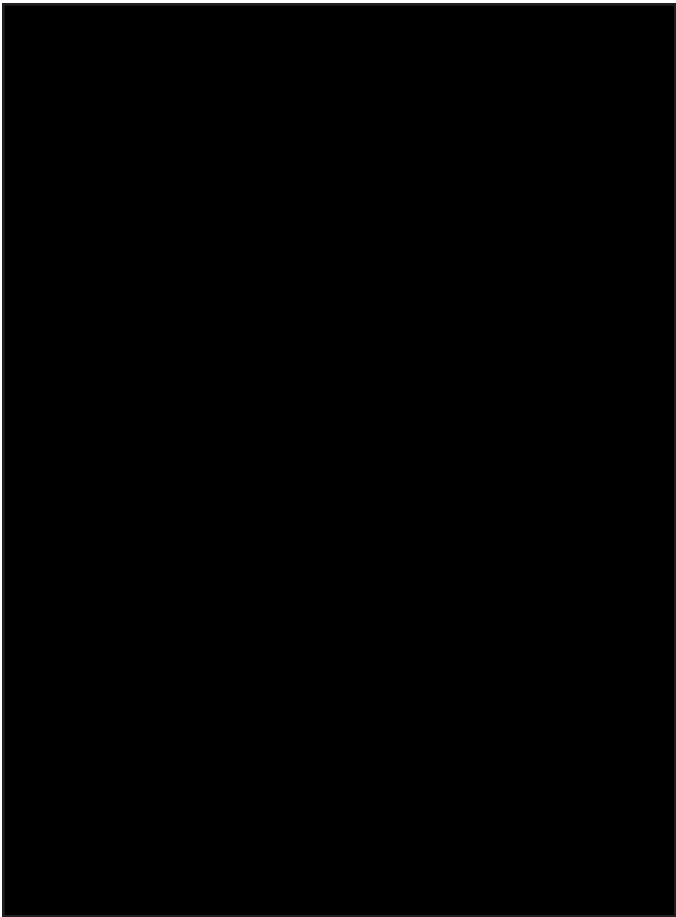
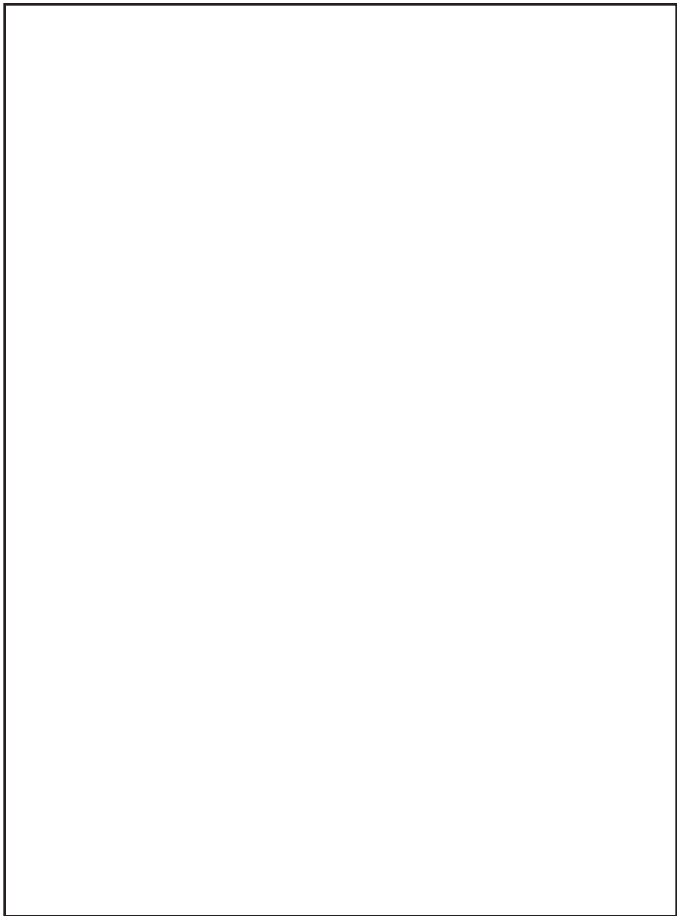
**Machining
Welding
Engineering
Casting**

tel: (403)
Fax: (403)
Cell: (403)
Email: maerzmvm
Web: mnmachining.com

Michael ~~A~~ Elliot



5411 – 44th Street



From the Editor

Darryl Hubich

Welcome to the inaugural issue of the Alberta Police Beat! This edition is being released to coincide with the 2014 Alberta Police Memorial. The sacrifice that the fallen officers made and the pain that each of their families shared, knowing that their loved ones put themselves in danger to protect others, will not be forgotten. I would like to ask that we all take a minute to remember the fallen officers of Alberta.

As this publication is new to all of the members of the Alberta Federation of Police Associations (AFPA), I would like to do three things:

- introduce myself and the other representatives of the AFPA board;
- describe the purpose of AFPA;
- illustrate the content you can expect from cover to cover.

Like thousands of Albertans, I fled our provincial neighbor to the East where I had spent virtually my entire life. I grew up in Regina, attended the University of Regina and later, the Saskatchewan Police College after being hired by the Moose Jaw Police Service in 1999.

In 2004, I became a member of the Moose Jaw Police Association board in a peripheral role. I was shocked to learn how much work went on “behind the scenes” that most of us had no idea about. I’d like to think that my interest in the association was fuelled by my curiosity to learn more about how the discipline of members is handled by administrators and how collective agreements are reached. Others may tell you it’s because I relish the role of “devil’s advocate” and that I enjoy challenging the status quo. Both are likely accurate.

I became a member of the Medicine

Hat Police Service in the spring of 2007. After getting accustomed to my new surroundings (and still seeking a voice on Association issues), I became a member of the MHPA executive board as a director in 2010. The Medicine Hat Police Association is the voice for 114 sworn police members. The MHPA also strives to ensure our members enjoy a work/life balance by organizing several family events every year including a family picnic, kids Christmas party and our Police Association Ball every October.

In 2011, when our board hosted the AFPA AGM, I was successful (clearly unopposed) when I ran for a provincial director position – a position I still hold. That AGM was a very eventful one (not just for the above mentioned election results) because the Calgary Police Association rejoined the FED. This once again unified the municipal police associations throughout the province. In 2012 I became Vice President of the MHPA board and I will readily admit that it was a steep learning curve. In the two years since, we have had more than our share of ASIRT investigations, hearings and a couple of OIS incidents (after not having an OIS in 30 years).

So, “Who is the FED and what do they do?”

Your AFPA board consists of:

President:

Paul Wozney (CPA director)

Vice President:

Bob Walsh (EPA Vice President)

Secretary/Treasurer:

Michael Elliott (EPA Director)

Director:

Shane Kisinger (LPA Director)

Director:

John Corbett (Lacombe

Association President)

Director:

John Orr (CPA Director)

Director:

Darryl Hubich (myself, your editor)

The role of the FED is to ensure that all of the municipal associations throughout the province work collaboratively to provide the safest, most equitable working conditions for our members; to establish a common voice for issues at a provincial and federal level; and finally, to make Alberta the most desirable place in the country to police.

Knowing that there are different issues that creep up in different jurisdictions allows all of the local memberships to be better prepared and have a better understanding of the potential impact on their own members. This collective body also allows for better information sharing when it comes to contract talks.

Having members from all corners of the province working together ensures we are all up to date with the ever-evolving case-law surrounding Police Service Regulations and allows us to adjust how we can assist our members more effectively. Several decisions that are made locally by your own association executive boards are made after consultation with board members of the FED. From my own personal standpoint, the contacts that I and other members of our board have made through AFPA have proven invaluable in the events that have unfolded in our neck of the woods over the last couple of years. A special thanks has to go to both of our “big brothers” in Calgary and Edmonton for their tremendous support during these extremely difficult times for ▶



our members. They were quick to offer their help to our board and were a wealth of knowledge throughout the early stages of some of these investigations.

In the fall of 2013 we had our first provincial lobby day where AFPA members and Association presidents met with both the Conservative Party (provincial governing body) and the Wild Rose Party (the official opposition) in Edmonton.

The topics presented to the provincial politicians were long-standing issues on our radar. We talked about the status of the Special Forces Pension Plan (SFPP), along with ensuring that all disciplinary matters are adjudicated by an objective and independent hearing officer. Both of these matters are extremely important to our membership for obvious reasons and we believe that it is vital for the decision makers in government to hear from front line officers as to why we believe in these issues and the uniqueness of our profession.

The event was not without a

couple of minor hiccups due to some technical difficulties and venue concerns, but overall it was deemed an overwhelming success by all that attended.

Also in the spring of 2014, at the AFPA AGM, delegates heard from the honourable Jonathan Denis (minister of Justice and Solicitor General), Mark Prefontaine (Alberta Treasury Board), Cliff Purvis (formerly the head of ASIRT-newly appointed Provincial court judge), among others. Also, the FED officially welcomed The Blood Tribe Police Association to our ranks, giving us yet another unique view of policing in the province.

During my tenure on the FED, the smaller associations learned that the large majority of members in the province had little to no idea about the provincial body that they belonged to. I guess the smaller your organization, the more "hallway conversations" occur and the more information (whether it is accurate or not) gets out to members. We have always struggled with how best to keep members informed about

the labor goings-on throughout Alberta while still maintaining a measure of confidentiality given the sensitive nature of most of the issues. We hope that this magazine serves that purpose.

In addition to providing information to our members, AFPA realized that in order to keep dues viable and not lose any of the momentum that we have gained, publicly and politically, we had to look for innovative streams of revenue to offset inflating costs. We hope to add some revenue through advertising in this magazine. Please take the time to peruse the pages, read the articles (They can only get better!) and identify our dozens of sponsors.

Lastly, as the editor of Alberta Police Beat, I encourage anyone to send ideas for future issues and/or articles that represent an interest to our membership to darryl.hubich@mhps.ca. Thanks again for doing what you do every day and I hope that, in some small way, this publication has helped answer some questions and maybe stimulated some conversations.

Go Riders! ■

Highlander Roofing

Allan Smith

b: (403) 200-2250
c: (403) 803-1580

www.highlanderroofinginc.ca
highlanderroofing@shaw.ca



Ken Chaing

KMM Construction Inc.

t. (780) 974-8546
f. (780) 473-2642

e. ken.chaing@kmmconstruction.ca
w. www.kmmconstruction.ca



**11119 100 St.
Grande Prairie, AB
24 Hour On Call**



**LETHBRIDGE
TACTICAL
SUPPLY**

Police ~ Fire ~ EMS ~ Security

Sarah & Shaun Jorgensen
Owners

403-327-6769
lethbridgetactical@telus.net
www.lethbridgetacticalsupply.com

622 - 13 Street North
Lethbridge, Alberta
T1H 2S8



From the Director

John Corbett

It is with great pleasure to be able to bring greetings from Camrose and be a part of this inaugural publication of the Alberta Federation of Police Associations! For introductory purposes, the Camrose Police Service has been in existence since 1956 and provides policing services to just over 18,000 citizens in the community. The Police Association in Camrose proudly represents its 28 members that hold the rank of Constable to Staff Sergeant. The organization operates much as a larger agency does; however, it often requires our membership to perform multiple functions during the year in order to maximize the service that is provided to the community. Doing so can certainly be challenging at times, but also very rewarding for our members to participate in many different ventures throughout their careers.

As for me, I have just completed my twelfth year of policing, and my fifth year as our local Association Executive. I have been serving as President of our board for just over a year now and in May of this year, was honoured to be nominated to fill a Director position with AFPA. In other words, it has certainly been a busy year, and a huge learning curve in getting up to speed with all of the many trends and activities that are occurring in policing across the Province and across the Country.

This past year has also presented an abundance of activity for our local board in Camrose, as well. Our board members were able to partake in some very rewarding lobbying efforts last year with representatives from both the Federal and Provincial levels of government, and as well, were able to participate in the Western Labour Conference and various discussions and meetings surrounding the Special Forces Pension Plan. Like many other Associations across the Province, our Collective

Agreement expired at the end of 2013 and our negotiating committee worked diligently with the city throughout the bargaining process, which resulted in signing a new three year contract this summer. It was also a sincere pleasure to host the 2014 AFPA Annual General Meeting in Camrose, and a huge thank you goes out to all of the presenters and those who helped out in making this year's event very successful. The agenda was packed full of relevant and current topics, and the excellent turnout of delegates certainly allowed for some very meaningful networking opportunities for all of our Associations across the Province. As a result of the generosity of those who attended the event, a \$1,300 donation was made to the Camrose and District Boys and Girls Club. This year's meeting was also especially memorable as the Alberta Fed welcomed the Blood Tribe Police Association on board. Congratulations and welcome to President Rayan Najjar and his entire membership!

As we gather together on the beautiful legislature grounds in Edmonton for the annual Police and Peace Officer Memorial Day, it offers us all a break from the day to day inundation of paperwork, tasks and calls for service to pause, reflect and pay our respects. The tragic and incomprehensible events in Moncton, New Brunswick in early June sadly remind us all that the risks are real and that we are not invincible. Oftentimes, it is too easy to forget that we, in the law enforcement community, are unique; our experiences are unique and the duties that we perform day in and day out in the municipalities across Alberta are noble, just and critical to maintaining public order and protecting those who are victimized by crime. For the past four years, our Association has sponsored a team to attend the Fallen 4 Marathon in Mayerthorpe and at this year's

event, our team consisting of Cst. Kelly Bauer, Cst. Corey Wright, Cst. Matt Wilton and Det. Russ These, took 1st Place in the Police category, and 2nd overall for the four person relay. This event continues to be a very positive one for our members to network with a variety of people from both inside and outside the law enforcement field and, of course, to honour the memory of the four RCMP officers that tragically lost their lives on March 3, 2005. In only five years, the Fallen 4 Marathon Society has donated over \$157,000 back to the communities of Whitecourt and Mayerthorpe.

If you haven't been able to take in this event yet, I strongly recommend attending. More information can be found on their website at <http://www.fallen4marathon.com>

As I wrap up, I look forward to continuing to serve on the AFPA Board of Directors as we carry on into the fall to work on a number of issues that impact all of our Associations, including the Special Forces Pension Plan, parole reform initiatives and the debate surrounding the economics of policing.

And this article certainly wouldn't be complete without paying tribute to a couple of gentlemen, Tom Kramer and Mike Dungey. Both of these men have literally dedicated decades of their time towards the efforts and initiatives of the Police Association universe; Tom as the outgoing President of the Lethbridge Police Association and Mike as the outgoing Executive Director of AFPA. Words cannot properly describe how much effort and passion that these guys put into representing various issues over the years, and there is no question that all of our memberships have benefitted at one point or another from the work that they have done. I want to thank both Tom and Mike for all of their contributions over the years and wish them well in their future endeavors. ■



Hertz® Equipment Rental

**5708 67 Avenue NW
Edmonton, AB T6B 3P8
780-438-6942**



Integrity, Commitment & Safety

- Premium & API Connection Supervision
- Computer Torque Monitoring & Control
- Power Tong Services
- Tubular Handling Equipment

403.588.0674
Red Deer, AB
www.parenergyservices.com



PRECISION
ALIGNMENT & BRAKE LTD.

**Full Service Automotive
Maintenance & Repair**

2012 Calgary Choice Awards
★ Winner Best Auto Service ★

403-293-3438 | 305, 4656 Westwinds Drive NE
WWW.PRECISIONALIGNMENT.CA



*Thank you to the fallen police and
peace officers that have courageously
given their lives in the line of duty to
serve and protect the public of Alberta.
Your dedication will live on in our
thoughts and in our hearts.*

GREG WALSH
Real Estate Excellence
780.799.0289

RE/MAX Fort McMurray is a Division of Walsh Real Estate, 2009 Ltd. All rights reserved. Printed and Digitized



**250, 5920 – 1A Street SW
Calgary, AB, T2H 0G3
Tel: 403.253.8180**



From the Director

Shane Kisinger

Welcome to the first magazine produced by the Alberta Federation of Police Associations (AFPA). My name is Shane Kisinger, I presently sit on the board of AFPA as a director and am also a director for the Lethbridge Police Association. I have held both positions since 2008 and have been proud to serve my membership locally and the rest of Alberta police officers provincially. I have been involved in labour since 1997 when I was with Alberta Corrections and served on two AUPE boards through 2004. I enjoy the role of being an advocate for the rank and file and continually strive to better the workplace for our brothers and sisters in uniform.

AFPA exists to represent all police officers in Alberta and currently represents members of the Calgary, Edmonton, Lethbridge, Medicine Hat, Blood Tribe, Camrose, Taber and Lacombe police associations. I know when I speak to other members in Alberta about AFPA, the majority do not know that it exists and that their police associations belong to it. Being able to put out this magazine for the first time allows your board of AFPA to share with all of its members, who we are and what we do for you. Currently AFPA has taken an active role in the areas of pension reform, contract talks and the economics of policing and worker health (mental and physical health).

Recently, more than any time in the past twenty years, we are seeing proposed changes to our benefits packages – benefits we have assumed would always be there. One of these areas has been pension reform and has been a controversial topic throughout Canada. In Alberta we have seen the

repeal of bills 9 and 10 to a standing committee which has given us a short reprieve for the time being. However, across Canada we are seeing our brothers and sisters currently facing these same issues. As I write this article I have been watching the protests not only by police associations, but firefighters and transit unions in Montreal. They are currently having their benefits packages changed. This has sparked outrage by their members and associations.

I am proud to say the Alberta Federation of Police Associations has been there since day one of pension reform in Alberta and has taken an active role as a stakeholder in a committee for Special Forces Pension Plan regarding plan design. AFPA has met with government and even hosted a lobby day this year with both the Progressive Conservatives and the Wildrose Party. The AFPA had an opportunity to express our viewpoints on these proposed pension changes and how it negatively impacts all are membership. AFPA will continue to be involved as a stakeholder when dealing with Government; both to secure the benefits we currently hold and, if they are changed, to have a voice on those changes.

When AFPA meets, a discussion always revolves around contracts. We discuss what each association is currently doing in contract negotiations within their respective municipalities. We discuss what other associations have secured in their collective agreements and what new benefits they are currently attempting to bargain for. Lots of discussion for both the employers and associations revolves around the “Economics of Policing”.

In a nutshell, this is best expressed

as the employers making arguments that with contracts leapfrogging each other throughout Canada, policing is getting very expensive for municipalities. While on the other side police associations are stating that with the shrinking of other stakeholders within the Criminal Justice network, police officers are being tasked with greater roles. Roles that have historically been held by other agencies such as social services, social workers, mental health workers, etc.

What we both agree upon is policing is costly and we need to find improved ways of policing that are less costly and maximize current resources available. AFPA, much like its current role with pension reform, will take an active role in any discussions around future roles policing will take and will help provide solutions along with their employers to best maximize efficient policing in Alberta.

One of AFPA's roles is to identify current trends and keep informed on future trends. One of these areas in policing is worker health – both mental health and physical health. Recently, I attended a conference put on by Law Enforcement Occupational Safety and Health (LEOSH). This year's conference was devoted to the mental and physical well-being of an officer. Topics discussed were PTSD, officer suicide and sleep fatigue. The morning of the conference was devoted to working shift work and the effects it can have on police officers. Doctor Bryan Vila and two of his colleagues discussed the impact of fatigue on policing, and topics such as sleep, hygiene, diet, excessive stress and self-control. The effects of working years of shift work is being identified ▶



as
Th
he
is
Th
po



TR
WE
WW



1
S
T

From the Director

Johnny Orr

Hello and welcome to the first issue of the Alberta Federation of Police Associations magazine! I am very excited about this endeavor and truly believe that this publication will be an important tool in communicating with all of our members, as well as the general public, on a variety of issues that affect police officers in Alberta.

Before I get started, I should introduce myself and provide some background. I am a director with AFPA and have been so for the past two years. I am a representative from the Calgary Police Association and have served as a director on that board for the past four years. During that time, I have held various positions including managing our Social Club, sitting as a Trustee on our Municipal Benefits board (MEBAC), managing our website, as well as being on two separate negotiating committees.

As with almost all Association representatives in Alberta, I am a full-time police officer, acting as a director in a part-time capacity. As a member of the Calgary Police Service, I am a Detective in the Homicide Unit, where I have been since 2011. My time as a police officer has allowed me to work in a variety of roles including general investigations, undercover units and patrol.

When I first started as a CPA representative, I was completely overwhelmed with the number and complexity of issues that our members have to face in today's environment. I have found that we are facing challenges in a number of areas, which I will touch on briefly.

e Pension Issue

This is the single most important,

complex and contentious issue faced by our members today. Not a day goes by where I am not asked several questions by members in Calgary about where this issue stands. These questions have no simple answers and I usually spend the next hour or so doing my best to explain where we are in the "Pension Fight". I believe we have made real strides in this area as of late. The recent (and hopefully permanent) shelving of Bill 9 was a very big step towards forcing the Province to maintain their Pension Promise. Also, a stakeholders' committee formed from members of AFPA has been relentlessly pursuing our interests with Government and Pension officials in an effort to protect our member's interests.

Although different Associations sometimes don't agree on the best way to proceed, I can assure you that we all have the same goal, which is to represent your interests to the best of our abilities. We will all work together to meet these objectives.

Police Discipline

Also another contentious issue as of late. This is an area where different jurisdictions have VERY different experiences. Being a part of AFPA allows us all to communicate and share resources and experiences to assist each other when issues such as these arise. Should AFPA see an issue in a smaller Association that may have Provincial, or even Federal implications, we can utilize the resources (and lawyers) of all to advocate on our members behalf.

Members of AFPA also lobby the Provincial Government to make meaningful changes to the Police

Act to assist our members in getting through the discipline process. Recent progress is being made in the area of alternative dispute resolution (mediation) as a means of resolving complaints.

Last year, AFPA hosted our 1st Annual Provincial Lobby day in Edmonton, where we met with MLA's from both the Government and Opposition parties and discussed these issues.

Public Safety Issues

AFPA also represents our members at a Federal level, attending the Federal Lobby day each year, hosted by the Canadian Police Association. We meet with Members of Parliament and push important public safety issues, such as Parole Reform. AFPA recently assisted in the drafting of legislation proposed by the Edmonton Police Association in this important area.

These are just a few of the issues that AFPA works on in the course of a year. In my view, the most important benefit of being a member of AFPA is the ability of all of our Associations to share critical information. When a smaller agency faces a difficult situation, the collective group is able to come to their assistance and provide support, either in the way of information or funding. This type of networking is invaluable in advocating for our membership.

Again, I thank you for taking the time to learn about our important organization and I would love to hear from you if you have any questions, suggestions or comments. I can be reached via email at jorr@backtheblue.ca

backtheblue.ca

Stay Safe. ■



Isolation Equipment

1112 22 Ave. NW
Calgary, AB T2M 1P7
403-371-5012

Nichols Trucking Inc

RR 1
Red Deer, AB T4N 5E1
403-340-2088

MPH Services

4116 64 Ave. SE Unit 101
Calgary, AB T2C 2B3
403-233-8996

Sanjel

505 2 St SW Unit 200
Calgary, AB T2P 1N8
403-269-1420

Dedicated to the highest quality care for your pet.



403.262.3237
1016 - 9th Ave SW
www.animalcliniccalgary.com
f facebook.com/9thavenueanimalclinic

O Rich Trucking Ltd.

Richard Nontel
Owner/Operator

Snow Removal, Gravel, Asphalt

Tel: 780.906.4821
Fax: 780.454.8390
orichtrucking@shaw.ca

21 Balmoral Drive
Spruce Grove, AB
T7X 1C7

BUSINESS HONOUR ROLL

A J PETS & SUPPLIES

P.O. Box 765
Rocky Mountain House, AB T4T 1A6
403-845-7500

ALBERTA HYDRO SEEDING, INC.

8519 48 Street SE
Calgary, AB T2C 2P8
403-818-1909

ANANDA LANDSCAPES

32064 Township Road, 260
Cochrane, AB T4C 2H3
403-851-0161

APEX DISTRIBUTION, INC.

P.O. Box 1170
Fox Creek, AB T0H 1P0
780-622-2344

ARUP DATTA ARCHITECT LTD.

1909 10 Avenue SW
Calgary, AB T3C 0K3
403-244-8818

ASHCOR TECHNOLOGIES LTD.

919 11 Avenue SW, Unit 800
Calgary, AB T2R 1P3
403-209-6011

BEDDINGTON REGISTRY SERVICES

8290 Centre Street NE
Calgary, AB T3K 2X4
403-295-1555

BIO FUELS INCORPORATED

11116 100A Avenue
Westlock, AB T7P 1N4
780-203-1909

BLACKFOOT TRUCK STOP RESTAURANT

1840 9 Avenue SE
Calgary, AB T2G 0T8
403-265-5964

BODE WORKS

P.O. Box 1343
Black Diamond, AB T0L 0H0
403-933-7424

BOOKKEEPING AND BUSINESS SOLUTIONS

151 Covington Close NE
Calgary, AB T3K 4M1
403-804-0008

BOSTON PIZZA

481 University Ave Fl 6
Toronto, ON M5G 2E9
403-227-0573



BUSINESS HONOUR ROLL

CAMERON & SON EXCAVATING LTD.

4703 70 Street NW
Calgary, AB T3B 2K8
403-247-5070

C & C WELLSITE SUPERVISION LTD.

P.O. Box 418
Red Deer, AB T4N 5E9
403-728-0074

CAQUETTE & SONS

P.O. Box 1057
St. Paul, AB T0A 3A0
780-645-4422

CAROL PERKINS CONSULTING

P.O. Box 42
Okotoks, AB T1S 1A4
403-938-7440

CASTLE ROCK CONTRACTING LTD.

16325 130 Avenue NW
Edmonton, AB T5V 1K5
780-436-3837

CENTRAL ALBERTA METHADONE PROGRAM

4926 46 Street
Red Deer, AB T4N 1N3
403-309-3652

CHEM TRADE LOGISTICS

48 Mildred Lake
Fort McMurray, AB T9H 3L1
780-742-2020

COMMUNITY DESIGN STRATEGIES, INC.

160 Quarry Park Boulevard SE, Unit 300
Calgary, AB T2C 3G3
403-277-1117

COMMUNITY FUTURE ALBERTA

P.O. Box 184
Cochrane, AB T4C 1A5
403-851-9995

CORE-MARK INTERNATIONAL, INC.

8225 30 Street SE
Calgary, AB T2C 1H7
403-279-5581

CP DISTRIBUTORS LTD.

3900 106 Avenue SE, Unit 29
Calgary, AB T2C 5B6
403-253-2006

DOUGAN'S SERVICE

1005 Main Avenue East
Sundren, AB T0M 1X0
403-638-3730

DULY NOTED

P.O. Box 286
Boyle, AB T0A 0M0
780-689-5822

ELK POINT INSURANCE LTD.

4826-50 Street, P.O. Box 419
Elk Point, AB T0A 1A0
780-724-3926

EMCO WATERWORKS

15740 118 Ave NW
Edmonton, AB T5V 1C4
780-447-4800

E-ZEE TRANSPORT

1620 34 Avenue SW, Unit 2
Calgary, AB T2T 2B4
403-280-7000

FIELD, FIELD & FIELD

9835 101 Avenue, Unit 100
Grande Prairie, AB T8V 5V4
780-532-3690

FINNEY-TAYLOR CONSULTING GROUP

396 11 Avenue SW, Unit 1030
Calgary, AB T2R 0C5
403-264-4001

FIRE & ICE MECHANICAL AND CONTROLS LTD.

3761 73 Avenue NW
Edmonton, AB T6B 2T8
780-940-4849

FORT MCMURRAY ANIMAL HOSPITAL

10116 Centennial Drive
Fort McMurray, AB T9H 1Y4
780-743-4044

FUNG HOLDINGS LTD.

15235 43 Avenue NW
Edmonton, AB T6H 5R3
780-988-6632

GENERAL BANK OF CANADA

11523 100 Avenue NW, Unit 6
Edmonton, AB T5K 0J8
780-443-5626

GRAB A CAB

4910 60 Avenue
Taber, AB T1G 1J1
403-223-2203

GRAHAM CONSTRUCTION

8404 McIntyre Road NW
Edmonton, AB T6E 6V3
780-430-9600

HANN TECH ENGINEERING LTD.

562 39 Street N.
Lethbridge, AB T1H 6Y2
403-329-1134

HISTORICAL SOCIETY OF ALBERTA

610 8 Avenue SW
Calgary, AB T2P 1G4
403-261-3662

HORIZON FRAMING LTD.

P.O. Box 15
Namao, AB T0A 2N0
780-982-1402

HOVLAND OILFIELD SERVICE 1993 LTD.

P.O. Box 447
Delburne, AB T0M 0V0
403-749-3656

HUNOR OIL TOOLS LTD.

4275 78 Avenue SE
Calgary, AB T2C 2Y4
403-236-4002

HUNTING ENERGY SERVICES LTD.

5550 Skyline Way NE
Calgary, AB T2E 7Z7
403-543-4477

INTEGRATED HOSPITALITY MANAGEMENT

RR 8
Calgary, AB T2J 2T9
403-938-1721

INSUL COVERS, INC.

624 Beaver Dam Road NE, Unit 6
Calgary, AB T2K 4W6
403-230-0052

JONES & SALT INSURANCE

4722 1 Street SW, Unit 100
Calgary, AB T2G 0A2
403-234-8782

KAKWA BUILDING LTD

11817 96 St
Grande Prairie, AB T8V 4P2
780-538-4627

KS MACHINE LTD.

7716 67 Street NW
Edmonton, AB T6B 2K4
780-469-0933

LAKUSTA ENERGY SERVICES LTD.

292040 Township Road 262
Rocky View County, AB T4A 0N1
403-236-1883



BUSINESS HONOUR ROLL

LCO TECHNOLOGIES

518 7 Street NE
Calgary, AB T2E 4C6
403-860-9899

LEE'S PICTURE FRAME WAREHOUSE

5220 4 Street NE, Bay 2
Calgary, AB T2K 5X4
403-275-4155

LINDSAY P. HASSEN

10328 81 Avenue NW, Unit 202
Edmonton, AB T6E 1X2
780-432-7674

LJP CONTRACTORS

8120 46 Avenue NW
Calgary, AB T3B 1Y4
403-286-7578

LOSNESS INSURANCE AGENCIES LTD.

P.O. Box 24
Lougheed, AB T0B 2V0
780-386-3741

LUCRATIVE PROJECTS

3240 66 Ave SW, Unit 1207
Calgary, AB T3E 6M5
403-465-0040

MAINTENANCE SHOP ERMINESKIN

P.O. Box 1908
Hobbema, AB T0C 1N0
780-585-2229

MCKELL MARKETING LTD.

18004 105 Avenue NW, Unit 100
Edmonton, AB T5S 2P1
780-453-6687

MEDICHAIR LLOYDMINSTER

5710 44 Street
Lloydminster, AB T9V 0B6
780-871-7015

MILLENNIUM HEAT

192 Kershaw Close
Red Deer, AB T4P 0H4
403-357-9394

MOBILITY FINANCIAL SERVICES

4310 17 Avenue, SE 1
Calgary, AB T2A 0T4
403-457-4930

MORTGAGE ARCHITECTS, INC.

124 Windermere Drive NW
Edmonton, AB T6W 0S4
780-289-0210

MOXIE'S CLASSIC GRILL

1621 3 Avenue South
Lethbridge, AB T1J 0L1
403-320-1102

NORTH AMERICAN CORPORATION

140 Athabasca Avenue, Unit 6
Sherwood Park, AB T8A 4E3
780-416-1996

NORTH AMERICAN HAIL MASTERS, INC.

11 Redstone Park NE
Calgary, AB T3N 0K1
403-457-0045

NUFLOORS

8202 Fraser Avenue
Fort McMurray, AB T9H 1W8
780-743-1373

OMEGA HEALTH SAFETY ENVIRONMENTAL

38 Kincora Terrace NW
Calgary, AB T3R 1M1
403-208-7557

ONLY MORTGAGE CO., INC.

124 Pinepoint Place NE
Calgary, AB T1Y 2B3
403-280-1414

PARKLAND FIREPLACE

5215 54 Avenue
Red Deer, AB T4N 5K5
403-343-7766

PETRO COMM INDUSTRIES LTD.

11925 145 Street NW
Edmonton, AB T5L 2H4
780-484-3842

PELPS SMART LAUNDRY

18435 104 Avenue NW
Edmonton, AB T5S 2V8
780-455-8200

PHO HOAI VIETNAMESE NOODLE HOUSE

132 3 Avenue SE, Unit 16
Calgary, AB T2G 0B6
403-264-8174

PILGRIM UNITED CHURCH

9008 135 Avenue NW
Edmonton, AB T5E 1N4
780-476-5202

PKE WATER STORE & MORE

4622 4 Avenue
Edson, AB T7E 1C7
780-712-7666

POSTECH SCREW PILES

6624 82 Avenue NW
Edmonton, AB T6B 0E7
780-433-7731

PRESTIGE RAILINGS AND STAIRS

2777 Hopewell Place NE
Calgary, AB T1Y 7J7
403-295-2418

PRICE 4X4 & AUTOMOTIVES

P.O. Box 2034
Sundre, AB T0M 1X0
403-638-5098

RAFTERS WESTERN TACK

P.O. Box 28
Rochester, AB T0G 1Z0
780-348-5677

RANDAL JARVIS LAW OFFICE

304 Third Avenue, Unit 110
Strathmore, AB T1B 1Z1
403-934-5000

RBN SUPERVISION LTD.

P.O. Box 22027
Grande Prairie, AB T8V 6X1
780-831-8999

REDEYE TRUCK PARTS LTD.

16089 132 Avenue NW
Edmonton, AB T5V 1H8
780-447-1825

RITUALISTICS

15804 Stony Plain Road NW, Unit 15804
Edmonton, AB T5P 3Z6
780-413-8434

RUFF HOUSE PLAY CARE FOR DOGS

2173 41 Avenue NE
Calgary, AB T2E 6P2
403-250-2424

SCOTT DALSIN PROFESSIONAL CORP.

10883 Saskatchewan Drive NW, Unit 1506
Edmonton, AB T6E 4S6
780-439-9646

SHANGHAI KITCHEN RESTAURANT

105 Thickwood Blvd., Unit 2
Fort McMurray, AB T9H 5E5
780-791-9553



BUSINESS HONOUR ROLL

SIR LANCE BARBER SHOP

100 Ranch Market Gate, 125
Strathmore, AB T1P 0A8
403-934-2141

SMITHCO EXCAVATING, INC.

P.O. Box 9026
Sylvan Lake, AB T4S 1S6
403-350-7680

T A EXCAVATING LTD.

2250 39 Street N
Lethbridge, AB T1H 5J2
403-320-0085

THOMPSON BROS. CONSTRUCTION LP

P.O. Box 4300
Spruce Grove, AB T7X 3B5
780-960-2238

TIRES IN MOTION

3850 32 Street NE
Calgary, AB T1Y 7L9
403-250-1188

TNT HYDRO VAC & LINE LOCATORS LTD.

P.O. Box 296
Rocky Mountain House, AB T4T 1A2
403-845-5828

TRODDEN CONTRACTING, INC.

RR 4, Site 480 Comp, 38 Station Main
Stony Plain, AB T7Z 1X4
780-909-3346

VENTURE TAX & ACCOUNTING

4925 50 Street
Red Deer, AB T4N 1X8
403-343-8829

VISION TRUCK LINES, INC.

P.O. Box 5568
Lacombe, AB T4L 1X2
403-782-7988

WEE CARE FAMILY DAY HOMES INC.

9904 103 Street
Fort Saskatchewan, AB T8L 2C9
780-998-0888

WESCO TESTING AND WIRELINE, INC.

7-5925 12 Street SE
Calgary, AB T2H 2M3
403-640-4200

WESTECH VAC SYSTEMS LTD.

1002 15 Avenue
Nisku, AB T9E 7S5
780-955-3030

WESTERN INSTRUMENTS, INC.

26509 Township Road 543, Unit 1946
Sturgeon County, AB T8T 1M1
780-459-6720

WILDROSE GARMENTS MFG. LTD.

8220 125 Avenue NW
Edmonton, AB T5B 4W3
780-451-6122

WILLOW CREEK REALTY LTD.

2123 19 Street
Nanton, AB T0L 1R0
403-646-5606

WRIGHT RESTYLING

2115 30 Avenue NE, Unit 6
Calgary, AB T2E 6Z6
403-278-0186

Advertisers Index

9TH AVENUE ANIMAL CLINIC	18
42ND STREET CLOTHING	8
A & W RED DEER ALBERTA	4
ABOVE & BEYOND COMPRESSION INC.	10
AD ALTA ACCOUNTING LTD.	8
AL SALAM RESTAURANT	8
ARGA FOUNDATIONS	16
ASSIF'S AUTO REPAIR	8
BENNETT JONES LLP.....	22
BD ART & DRAFTING SUPPLIES LTD.	8
BULA ENTERPRISES LTD.....	8
CHANDOS CONSTRUCTION.....	OBC
CITY FORD	8
CROSSROADS CORING.....	16
DAYS HOTEL & SUITES.....	9
DETAILS WINDOW TINTING	9
FRONTLINE COMPRESSION SERVICES LTD.	8
GUYTEC INDUSTRIES LTD.	9
HARLEY-DAVIDSON OF EDMONTON	22

HERB'S SEPTIC SERVICE	9
HERTZ EQUIPMENT RENTALS	14
HIGHLANDER ROOFING INC.....	12
HORIZON INN & STEAKHOUSE.....	16
ISOLATION EQUIPMENT	18
KMM CONSTRUCTION INC.....	12
LANG LOCKS & SAFES LTD.	12
LEIBEL MACMILLAN INSURANCE.....	22
LETHBRIDGE TACTICAL SUPPLY	12
MPH SERVICES	18
MVM MACHINING.....	8
NICHOLS TRUCKING INC.....	18
NORSEN MANAGEMENT INC.	22
NORTH WEST CRANE LTD.	10
O RICH TRUCKING LTD.....	18
OIL COUNRTY SANDBLASTING.....	14
PACESETTER DIRECTIONAL DRILLING LTD.....	4
PAR ENERGY SERVICES INC.....	14
PHYSIOTHERAPY ALBERTA	10

PRAIRIE SIGNS 2000 LTD.....	14
PRECISION ALIGNMENT & BRAKE LTD	14
PRINCESS AUTO LTD	14
RE/MAX FORT MCMURRAY	14
REMOTE MEDICAL SERVICE	14
ROD'S MECHANICAL SERVICES.....	10
RONMOR HOLDINGS INC.....	14
SADLER INSURANCE INC.....	14
SANJEL CORP	18
SENTRY INTERNATIONAL	10
SHANE HOMES.....	IBC
THE KING'S COAT	6
TIRECRAFT	16
TIMBER-TECH.....	6
TRUE SERENITY WELLNESS SPA.....	16
WFK BOOKKEEPING.....	16
WILLIE DEWITT	10
XTREME HOTSHOT SERVICE LTD	16



FROM ALL OF US AT
HARLEY-DAVIDSON® OF EDMONTON
THANK YOU
FOR YOUR DEDICATION AND SERVICE



**MOTORCYCLES
MOTORCLOTHES®**

**PARTS & ACCESSORIES
AUTHORIZED SERVICE**



7420 YELLOWHEAD TRAIL
780.451.7857
WWW.HD EDMONTON.COM



Working with you to
serve and protect.

For over 35 years, Bennett Jones has had the privilege of working with Canada's policing community, founded on our service to 13 consecutive Calgary Chiefs of Police and now representing the interests of law enforcement officers 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.

Bennett Jones

bennettjones.com

Where Clients Matter Most.



**In & Out
REGISTRY**

edmontonregistry.com

**“In Support
of Those
Who Serve”**



LEIBEL MACMILLAN INSURANCE

DID YOU KNOW? We are a full Service Insurance Provider.

- | | | |
|----------------------|--------------------------------|-----------------------------|
| ✓ TRAVEL INSURANCE | ✓ PERMANENT INSURANCE | ✓ RRSP's / RESP's / TFSA's |
| ✓ MORTGAGE INSURANCE | ✓ BUSINESS / PARTNER INSURANCE | ✓ GROUP / EMPLOYEE BENEFITS |

The real *character* of **Shane Homes** is in the

INVOLVEMENT!

We believe ... in building better communities ... in helping them grow.

Proudly working with the Calgary Police to ensure we are keeping our communities safe!



ENHANCING LIVES
HELPING COMMUNITIES GROW

We believe we have a responsibility to give back to the communities where we live, build, work and raise our families. As a homebuilder we know well what families are about. We work with them daily, meeting one of life's basic needs; a home. The inspiration to give emerges from our corporate philosophy to create a legacy of giving. We also believe that donating our time, talent and resources is equally as important.

Supporting communities through giving has always been a cornerstone of our business. We are strong supporters of causes that promote health and wellness, athletics and education, and change lives for the better. We are especially passionate about supporting endeavours that benefit children and their families.

We are an Industry with big hearts.

Sharlene Rickett, Vice President of Administration and Education with Shane Homes for 21 years.



Our passion is building fine homes.

WHAT YOU NEED IN A HOME BUILDER



Currently Building in these Fine Communities

Calgary

nolan hill 403-536-2302
nolan hill select lots 403-536-2305
sherwood 403-536-2311

Edmonton

cranston 403-536-2318
new brighton 403-536-2307
legacy 403-536-2308

Fortis

hillcrest 403-536-2316
king's heights 403-536-2303

Showhome Hours:
Mon - Thurs: 2 - 8 PM
Sat, Sun & Hol: 12 - 5 PM
shanehomes.com
#shaneinvolvement



WE BELIEVE

IN SERVING OUR COMMUNITY

TO THOSE SERVING IN UNIFORM WHO MAKE
OUR COMMUNITY A BETTER PLACE, WE SAY THANK
YOU. OUR TEAM IS PROUDLY BUILDING THE NEW
HEADQUARTERS OF THE CALGARY
POLICE ASSOCIATION.



001_20220034

