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CONTENTS

Chris Young— <i>President</i>	5
Curtis Hoople— <i>Vice President</i>	7
Marc Gaumont— <i>Secretary/Treasurer</i>	9
Mark Flynn— <i>Director/Editor</i>	11
Graham Earnst— <i>Director</i>	13
Wayne Wiebe— <i>Guest Article</i>	14
Howard Burns— <i>Executive Director</i>	19
Brad Niven— <i>Director</i>	23
Advertisers Index	16
2022 APGA Golf Tournament	21

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From the President

— Chris Young —

Greetings From Your Newly Elected AFPA President

Hello all and welcome to another edition of Alberta Police Beat magazine. For those that do not know me, my name is Chris Young. I have been a sworn member of the Calgary Police Service for just over 17 years. I am a Senior Level 2 Constable. During the course of my career, I've worked Patrol for just under 10 years. I have also worked in the Public Safety Unit, the District Training Officer program and presently as a Firearms Instructor in Calgary's Firearms Training Team. I was first elected as a Director to the Calgary Police Association Board in the Fall of 2015. I have been a member of the Alberta Federation of Police Associations Board, (AFPA), since 2017 and was elected as President this past June. First, I want to thank all members of AFPA for this opportunity. It truly is an honor to be your President. The last two years have been a real challenge with COVID and the anti-police sentiment that swept most of North America. There are many challenges and potential changes still on the horizon. The entire AFPA Board including myself want to make sure that we are ready for these challenges and changes. It is our goal to provide the appropriate responses and representation for our membership.

The learning curve is steep. However, I have an excellent Board that is very knowledgeable assisting me. Our Executive Director, Howard Burns, in particular, is a wealth of knowledge. Howard was Calgary's President when I was first elected to the Calgary Board. I also worked with him in 8 District as both a Patrol Constable and as a acting Sergeant. Howard always has a measured approach and I like that. I have found

that an emotional response is often not the way to go in the Police Association world. Words have meaning and can be interpreted in many ways. Something stated could seem harmless at the time, but often it has the potential for huge blow back upon our membership. It is AFPA's plan to strive to present a balanced and measured response on behalf of our members.

Curtis Hoople is now the Vice President of AFPA and I am happy that he is. Curtis did a great job as AFPA's last President. He has provided me with tremendous support and for that I am grateful. Marc Gaumont is also of great assistance to me. Gomer always provides excellent information and I trust his opinion. Brad Niven, Mark Flynn, Troy Forester and Graham Ernst all are hard workers, and all truly care for our membership in Alberta. It is an absolute pleasure to work with them. It is a great team in my opinion.

As I write this article it is not even mid-August. Summer is still going strong, and I hope that the majority of our members are able to take some much-deserved time off to decompress and spend some time with their respective families. I have a meeting scheduled with Alberta Association of Chiefs of Police (AACP) President, Chief Mark Neufeld at the tail end of August. I'm hopeful that I can find some common ground with Chief Neufeld and that both AFPA and AACP can work together on some of our challenges and issues.

I will be reaching out to our Minister of Justice, Kaycee Madu and offering assistance and insight from AFPA on the

Police Act. I have met Minister Madu in the past during a conference call meeting. I am hopeful that the Minister is interested in have future meetings and listening to what AFPA has to say on this matter.

This Fall I am planning on reaching out to your respective Association Presidents. I am hoping to get some input from them on what they would like to see AFPA work on going forward. There are several different items that AFPA will need to prioritize. The best way to do that in my opinion is to get feedback from the AFPA membership. Who better to provide this feedback then the people elected to lead your respective Associations.

In conclusion I wanted to say again that I am looking forward to working with the AFPA Board and with your respective Association Presidents in providing you with the best representation that we possibly can. I have always approached challenges, issues, concerns and projects from a team mindset. Each and every person on the team has an equal say and is a major contributor to solutions. Again, thank you for the opportunity to represent you. I look forward to seeing most of you at the Police Memorial in Edmonton in late September. If you can make it, please do. The Memorial is such an important event. Now more than ever.

Be safe and thank you for your Service to the community and to the citizens of Alberta.

Chris Young – AFPA President ■

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From the Vice President

— *Curtis Hoople* —

Psst – Cops are Human!

Welcome to my first article as the new Alberta Federation of Police Associations (AFPA) - Vice President (VP). I was honoured to accept my second term as the VP after doing two years as the President. I truly value the work AFPA does for our members within the Municipalities and Blood Tribe police services. The VP has the freedom to discuss trending issues without being responsible for updating the membership on AFPA's business between magazine issues. Hey President Young, this is your job now. Lol! I'm quite confident Chris Young will do an amazing job, and I'm psyched to work with him over the next few years.

This article will be a personal reflection piece that branches from my experience as an Association representative for the Edmonton Police Association (EPA) and AFPA President. I have seen plenty over my time, so I can adequately discuss the current policing crisis and what needs to truly change. I'm sure many would have varying opinions on what this change and evolution would look like. Many of these points of view have been loudly displayed through social media platforms, organizational communications and within communities across the nation. The voices of change have provided their input on how policing can be better, but many have missed the mark. I'm going to try and give you an intimate glimpse of what policing organizations should focus on and how this simple tweak could cause dramatic ripples throughout the entire policing model.

Psst...Cops are Human!

This apparent truism should not be news to anyone, but I can tell you many have forgotten. What police organizations have forgotten is every damn officer that wears the uniform and badge is a human being. Yes, I recognize police officers are held to a higher standard, but a regular and real human being lies beneath the uniform. These men and women have feelings. They deal with emotions and run victim to the same things as the humans they police in their communities. Things could include illness, death, trauma, family drama, love, hate and lapse of acceptable decision making.

Every police officer needs to be cared for and provided the resources to find longevity in a brutal occupation. We need healthy police officers that feel supported. I use the analogy of a teacher and student relationship. The student (Patrol Officer – 1 to 5yrs member) is educated at an early age on things like what is right and wrong, what is acceptable behaviour, what are consequences for your actions, etc. The teacher (Command Team or Management) develops the curriculum, training, rules, and guidelines that the student learns to live by. The teacher is responsible for the student, hoping they comprehend how to become a responsible teacher or mentor themselves when they mature to adulthood. This is currently failing. The teachers, who are presently leading police organizations across the nation, have forgotten what it was like to be a student.

The problem lies with organizations being led by managers that have risen from an older policing generation which is what current critics are trying

to change. These managers have been away from the frontline policing model for many years. They have not been in so-called 'school' for a very long time but claim they know what is best for all future generations and the community they police. They have forgotten they were allowed to be heard while cutting their teeth on frontline policing. For example, you wouldn't use your old textbooks and teachings to educate current students. These textbooks have become outdated, and your terms of reference are skewed, and you lack current experience. Plus, what complicates this more, is some appointed civilian managers have never policed but impose change to practicing police officers.

What is important?

I will acknowledge the training is far more superior than in years past. The policing model is an incredible professional product. Many have contributed to this transformation, especially over the last few years. What I don't understand is why our people are being treated poorly by their employers or colleagues. Some have entirely forgotten the nurturing component of any successful teacher and student relationship. They have failed to look in a mirror and remind themselves we are all humans and make mistakes. The culture of today has discouraged camaraderie and teamwork while reinforcing individualism and self-promotion.

One of the most frustrating phrases I hear from hypocritical leaders or members is, "These are different times!" Umm, when you made mistakes in the past, they were still just as wrong then as they are now. What has changed

is Professional Standards or Human Resources are being used rather than allowing frontline supervisors to deal with minor blemishes. This over reaction eliminates any learning or opportunity for other levels of command to deal with their members. The appearance of 'transparency' to outside parties is the priority over nurturing and teaching. It would be like the principal of the school always dealing with class outbursts with suspensions. The teacher is just told to report, and the administrators will decide the student's fate. How is this working?

I can tell you what commonly happens is the relationship starts to break down and deteriorate. The student becomes frustrated, learns how to appease the teacher to avoid poor grades, starts shadowing the teacher's opinion or view, or drops out of school. This misguided leadership (teaching) is corroding policing. We currently are seeing a high number of resignations or retirements, which impacts all invested parties. We need to smarten up and invest more into our most significant assets, our members (student - future).

Here is a concept!

I have said for many years: if you take care of your people, they will take care of you. I have modelled this philosophy through my entire adult life and well before policing. I was taught to provide

the greatest service to your customers (community) and your employees (fellow officers and staff). This is not a new concept, but miraculously so many police administrators or colleagues have forgotten. Yes, the levels are alarming across the province and nation. There is an incredible need to satisfy everyone except the employees that sweat and bleed for their organization

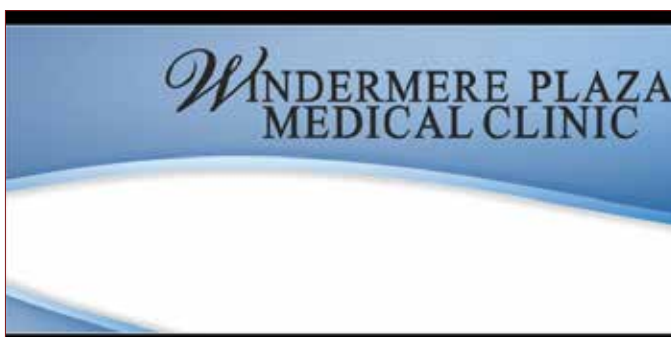
I recently read a post on LinkedIn, <https://www.linkedin.com/posts/activity-6828027549742968832-Zjxl>, in which Dan Price - Founder and CEO of Gravity Payments, shared his story about his company and employees. Dan Price's story became famous when he increased all his employees' salaries to 70k (double minimum wage) after discovering he was too concerned with extrinsic economic factors and not the people who made the company prosperous. This unprecedented random act increased productivity and profits. He openly admitted to being a 'bad' CEO and learned quickly that he needed to listen to his 'damn' employees. The company holds weekly meetings with all employees, and their input matters. This highly controversial act was scrutinized by many. Still, Dan Price defied the odds while empowering and motivating every member of his work family.

The solution is easy, invest in our employees, and they will make any orga-

nization look innovative, professional, and top of its class. Take that leap of faith, like Dan Price, and invest in the relationship with your people. It could be controversial and unprecedented, but the payback could be epic. The sick time, medical leaves (mental health), public complaints and internal strife would be drastically reduced. The work-family will be motivated and proud to protect the integrity of the crest. All employees will feel empowered and invested, which evolves into positive community connections. Leaders would not feel pressure to choose and allow their employees to lead the way.

By changing the police models from the inside out, you will cause a ripple effect that will positively impact generations and communities of today. Governments will feel confident their funding is supporting an incredible formula. The communities will feel protected and not threatened. The organizations will worry less about budgets and reap the benefits of top-rated employer status. The police officer will feel supported and reassured their contribution matters. This evolution seems to be what we all want, so let's do it! I'm ready to be a part of this incredible possibility. Who is with me?

Curtis Hoople - AFPA Vice President ■



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From the Secretary/ Treasurer

— Marc Gaumont —

Welcome to the fall of 2021! I'm writing this article on what seems to be Day 100 of plus 30 degree weather and hope my future self is enjoying a nice fall day! With fall approaching that means back to school has started up, pre-season of the NHL has or will hit the ice shortly (Go Oilers!) and Fall Elections will start. The elections are not only Federally, Provincially and within the Municipalities, but for your local board members as well.

I would like to use my article to encourage you to put your name forward for your local association board when elections happen this fall. I am of the full belief that our Associations matter and the men and women on our boards make a difference locally, provincially and even federally. I have heard the rhetoric that being on the Association can "kill" your career as I'm well aware that there are many that look down upon the Association Member, but this is not us vs. them in the policing world; this is us building relationships to work together with 'them' for a common good. Having been on the board locally for 13 years, I can tell you that I have seen both good and bad times and that the bad times seem to correlate when the association and the administration are not working together. But these relationships are a small bucket to what our Association members do.

Discipline, bargaining, mental health, education, social activities are all part of being association members and these little buckets of expertise

are important for our members and organizations, so I encourage you to please get involved.

Taking from a CPA (Canadian Police Association) article in 2018 by Bill Cole, "Why Unions? The Role of Police Associations in the Twenty-First Century", I learned that police associations can be traced back to the early years of the 20th century and gained strength in the Mid-50's when public sector collective bargaining took root (It always starts with Money). But it was more than that as the Associations negotiated the work week down from 56 hours a week to 40 hours a week in the early 1960's. From our Associations grew the Police Pension and ensuring our members are looked after well after retirement and our associations were instrumental in ensuring our members had adequate disability provisions, health care benefits and fairness in the assignment of work.

I am reminded locally of the start-up of our own police association every day as the first collective agreement signed in Lethbridge hangs on my wall. The agreement was from 1953 showed the monthly salary for a first class constable at \$265.00! The best part is that the agreement is a page and a half long speaking to the term, salary and sickness and accident provisions. This seems so slight in comparison to the 45 page Collective Agreement we have in Lethbridge today.

I have been fortunate in that I have been to Ottawa for lobby day and had the pleasure to meet many Members of

Parliament to talk about the important topics (Parole reform, Economics in Policing, Body Worn Cameras and Marihuana Legalization to name a few) from the perspective of the Canadian Police Association. I have sat and watched lawyers argue about duty to accommodate issues relative to police work and heard stories from A.S.I.R.T. about police investigations.

I guess what I'm trying to get across to you the reader, that association work is a learning environment and an environment that offers great satisfaction to the member who decides to put their name forward. Our boards are important to our member's well-being as the voice that can be heard during those times when the voice needs to be heard. Our boards work tirelessly during bargaining and have made great strides for the financial stability for our members (A first class in 2008 was making \$35,000 less a year than they are now). Our boards work collectively (A.F.P.A. is a great example) to problem solve any issues that our members face. Our board members are involved in the health and safety of our members, and we have played a role in the selection, development and implementation of our protective equipment and tools that assist our members in the workplace.

Fall is coming; I hope you consider getting involved. Take care and be safe,

Marc Gaumont
Secretary/Treasurer ■



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From the Director/Editor

Mark Flynn

Change – Past, Present, and the Future of Policing in Alberta

Welcome to the Fall issue of Police Beat Magazine – The Alberta Federation of Police Associations bi-annual publication that provides up to date perspectives on the policing profession, important issues, as well as federal and provincial legislation updates.

Just as Summer is turning to Fall, the policing mandates are shifting to post-pandemic operations. With the additions and alterations of legislation and policies, it is hard to keep up to date with all the changes occurring in our services, communities, and our province. Although sometimes it feels like some things never change in our profession, police officers are often reminded that nothing lasts forever.

For those who are unfamiliar with the history and evolution of policing in Alberta, it all began in 1873 with the creation of the Northwest Mounted Police (NWMP). The NWMP were tasked with bringing peace and order to the Canadian Western Frontier. The NWMP held their posts for 47 years, and even created the first Criminal Investigation Branch in 1919 that later became the Security Service and evolved into the Canadian Security and Intelligence Service (CSIS) in 1984. The NWMP was dissolved in 1920 and many of its members were absorbed by the new branch of federal law enforcement, the Royal Canadian Mounted Police (RCMP). Just a few years before this, Alberta created its own Provincial Police Service, The Al-

berta Provincial Police (APP). The APP held authority until 1932 when the province contracted the services of K division RCMP.

Since then, Municipal, and Indigenous police services were created in various communities throughout the province. Throughout the history of Alberta, we have seen many changes and there are still many more to come. Initially, the traditional method of policing was most common. It was based on what is now called the ‘three R’s’ (random patrol, rapid response and reactive investigations). As demonstrated by the Kansas City Preventative Patrol Experiment in 1972, traditional methods were shown to be ineffective at preventing crime or affecting the public’s feeling of security. This led to a call for change to the methods employed by police and eventually to the creation and evolution of proactive policing methods such as: Community, Problem-Oriented, and Intelligence-Led Policing. These changes and complete service delivery overhauls caused police officers to shift their focus and methods of crime prevention and deterrence many times depending on the positions of their services or detachments.

In recent years, the pluralization of policing is becoming increasingly common, where the traditional duties of law enforcement are being shared with the public, or other private organizations such as: different government offices or departments, civilian groups, and private security corpo-

rations. In most circumstances, this shared duty relationship works well, and allows for a more specialized service delivery as well as increased levels of satisfaction from the public. However, an effective and finalized model for proper pluralization of policing has not yet been achieved and we are left with gaps of service. For those areas that do not have a designated agency or service assigned, the police have become the catch-all. The ‘scope-creep’ police are experiencing, where seemingly non-police issues are delegated to police to resolve, can create frustration among responding officers and foster a “that’s not my job” attitude. This attitude, if left unchecked and unchallenged, can lead to lower rates of public approval, job satisfaction, and add to work related stress.

When confronted with change, many of us will try to accept it and convince ourselves that, “change is for the better,” mainly because most often we don’t have a choice. For those who do have difficulties adjusting and coping with change, Dr. Gary Bradt, a change and leadership expert and keynote speaker, created an easy 4 step template that was developed by studying how his Fortune 500 clients deal with new technologies and adapt to market shifts.

- Step 1: Embrace change
- Step 2: Get attached to it
- Step 3: Abandon it when the next wave comes along
- Step 4: Repeat steps 1, 2, and 3 as often as necessary.

What is next? For most of us policing in Alberta, that is a difficult question to answer. We are in a state of uncertainty with the proposals of the reinstatement of an Alberta Provincial Police Service and a restructuring of the provincial policing model. Currently the details and results of the PricewaterhouseCoopers LLC (PwC) report has not been made public, and it leaves much to the imagination. PwC was tasked with investigating the feasibility of a possible transition to a provincial police service to replace the RCMP. Minister of Justice, Kaycee Madu reported at a townhall meeting recently

that the study was initiated because rural residents were unhappy with the service provided by the RCMP. One of the alleged complaints was the cost to value ratio. At a far enough glance, we can once again see history repeating itself. One of Sir Robert Peels principles of law enforcement states that the police are the public, and the public are the police. If a community is unhappy with the service provided by the police, the police are duty bound to re-think, and possibly modify the service delivery to achieve public satisfaction and cooperation.

There are many unknowns in the future of policing in Alberta, but one thing that will not change is the reasons each of us chose to join and stand as part of the thin blue line. In the coming months, and years, I challenge you all to face the change (whatever it may be) head on. Do not hide from it, and do not ignore it.

Stay positive, take care of each other, and be safe.

Mark Flynn

Medicine Hat Police Association – Director ■

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From the Director

Graham Ernst

Greetings from a new Board Member

Greetings, AFPA members. My name is Graham Ernst, and I am the newest Board member of the Alberta Federation of Police Associations. I want to introduce myself and thank outgoing President Curtis Hoople for his dedication during his term. His work for the members of AFPA during the last two very challenging years has been nothing short of outstanding. I would also like to congratulate the newly elected President, Chris Young. I have worked closely with Chris over the last four years and know him to be incredibly dedicated to protecting and speaking up for police officers and representing the best interests of all of us. I genuinely believe we will do well under his direction.

Thank you as well to all the other Board members of AFPA that have served in years past, and I look forward to working with each of you to stand up for police officers all over the province.

As a bit of background, I have been a member of the Calgary Police Service for the past 13 years. I have worked my entire career in a patrol capacity. I am currently in a long-term acting Sergeant position running a patrol

team and doing my best to meet a diverse team's professional and personal needs.

I was first elected to the Calgary Police Association in January of 2018 and have held several portfolios during that time. As well as frequent member advocacy and defence, I have been the editor of the Calgary Police Association's 10-4 magazine and the primary Director on the communications strategy that we are building in Calgary.

As we all do, I recognize the importance of frontline patrol and the call response, as well as the community policing they do every day. In day-to-day interactions and because of their professionalism, police officers in Alberta are still supported and looked to in times of need.

These members are also the faces of our organizations, and as a result, face increased risk. This risk can include the obvious physical danger, media scrutiny, professional standards complaints and organizational stress as we try to cope with hatred from social media and disdain from some of our elected officials.

Working patrol my whole career, I have experienced these risks many times, which led to my desire to advocate, represent, and fight for protection and fairness for all police officers. Police officers who do their best every day to protect the cities, towns, and hamlets where they live. I believe that being a police officer is more than a job and is a calling for many. Even with all the difficulties and challenges that police officers worldwide face; I can still say I love working with my team and catching bad guys. When everything else has gone to hell in a handbasket, that will still be the best job in the world.

It is my honor and privilege to represent police officers at a provincial level as a part of the Alberta Federation of Police Associations. I will work hard to get up to speed as quickly as possible and always do my best to make sure the interests of police officers are front and center.

Thank you to everyone that picks up this magazine and reads these articles, and thank you to all members of AFPA. I am excited to get to work for you. Play safe. ■



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From the insurance advisor

Wayne Wiebe

Personally owned life Insurance vs Bank creditor life insurance

A message from Wayne Wiebe insurance advisor, member advocate CI claims specialist.

I'd like to thank Mark Flynn for inviting me to write an article for Alberta Police Beat Magazine, and for giving me an audience. Mark called me a while back and offered to give me a golf lesson.... I believe I suggested he bring his wallet maybe he could learn something...lol. Mark asked that I write something regarding financial literacy, I had many choices but chose a simple but important topic mortgage life insurance for a particular reason, owning it personally vs the bank is just better value all around.

As many of you know I have had the privilege acting as the advisor and member advocate for most of the police in the province since 2007. During that time, I have dealt with literally hundreds of police officers and personally handled more than 200 critical illness claims from submission to personal delivery of the cheque. As a result, I believe I have gained a unique understanding of police officers and their needs and end up acting as their personal advisor.

Police officers I find by their very nature generally lead very private lives and understandably provide a protective lifestyle for themselves and

their families for obvious reasons. As a result, they are not listed in any directories, when they call me, they generally appear as no caller ID. Unlike the general population they don't receive a lot of calls from solicitors selling siding, furnace cleaning or insurance for that matter I like to refer to police in a nice way of course as "The Virtual untouchables of consumers." When I do come across a cop that has personal insurance the advisor is usually a friend or was referred by a fellow officer.

LIMRA the Life Insurance Marketing Research Association discovered recently that most people when polled say they don't have an advisor or haven't spoken to theirs in year. Not surprising that most don't have wills. . . It's one of those things that with all good intentions they simply haven't got a (round 2 it) for your convenience I've provided one...lol

Many police officers rely on their city and their association benefits, although better than most benefit plans, they are far from sufficient to protect their families and the things that matter most. Most often the first big policy that they buy is when they buy their first house they get Bank Creditor insurance, owned by the bank, the bank is the beneficiary and when they die the Bank may be very

sorry they're dead but very glad they got their money!!!!!! It's expensive, generally restrictive and not portable.

Given the differences below most people prefer to have the flexibility and control of their own insurance and designate their own beneficiary VS paying a premium to protect the bank.

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5. Allows shopping for the better interest rates when mortgage renews.
6. Choice of plans and benefits.
7. Choice of amount of coverage, and face amount does not decrease as the reduces mortgage is reduced.
8. Coverage is convertible & renewable.
9. Stable - 30-90 day grace periods for premiums.
10. Expert advice – the client deals with an Insurance advisor.

Bank

1. Protects the bank.
2. Controlled by the bank.

3. Runs out when the house is sold or traded.
4. Inflexible – the mortgage must be paid off regardless of interest rates and other investment opportunities.
5. No shopping – unless the client is willing to pay higher premium AND is insurable.
6. Limited choices.
7. Coverage must be equal to the mortgage amount and decreases as the mortgage (Premium does NOT!)
8. Non-convertible.
9. A missed mortgage payment

- often means lost coverage.
10. The client deals with a lender about insurance?

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Advertisers Index

ALBERTA DIAMOND EXCHANGE.....	17	DOYLE & COMPANY.....	12	PARLEE MCLAWS LLP.....	10
ALBERTA REGIONAL COUNCIL OF CARPENTERS & ALLIED WORKERS.....	29	DR. MALCOLM P. MILLER.....	06	PEACE HILLS INSURANCE.....	06
BEACHCOMBER HOT TUBS & PATIO.....	04	ENGRITY INSPECTION SERVICES INC.....	17	PETER B MASON REAL ESTATE LAWYERS.....	26
BIG AL'S TEXTURING LTD.....	26	EXCELLENT DONE.....	16	PROGRESSIVE ACADEMY.....	06
BLTRANSPORT.....	18	HI-TEC INTERVENTION.....	25	RUSTY'S EQUIPMENT & GENERAL HAULING LTD.....	12
BLUE QUILL WELLNESS CENTRE.....	26	INDEPENDENT JEWELLERS.....	17	SADLER INSURANCE INC.....	08
BROKERLINK.....	26	JANZEN BUILDERS.....	27	SHIBLEY & CO.....	12
CALGARY PARGING & STUCCO.....	16	JOHNSON INC.....	28	STRATHMORE MOTOR PRODUCTS.....	13
CANADIAN TIRE #347.....	27	KICHTON CONTRACTING LTD.....	25	SUNSHINE COAST HEALTH CENTRE.....	02
CANADIAN TIRE.....	17	KRR HOLDINGS INC.....	16	SUPERIOR TRENCHING LTD.....	18
CHARLES JONES INDUSTRIAL LIMITED.....	15	LEXUS OF EDMONTON.....	18	TABER TOWING.....	18
CHARTER COATING SERVICE (2000) LTD.....	12	MCCONNELL BUILDING MOVERS.....	18	TECHNICARE IMAGING LTD.....	15
COMPACT RENTALS.....	17	MCLEAN LEGAL.....	18	TITAN SPORT SYSTEMS.....	12
COMPLETE SHIPPING SOLUTIONS.....	06	MICHAEL WILDE PROFESSIONAL CORP.....	18	TJCM GROUP OF COMPANIES CANADA INC.....	30
COOK COUNTY SALOON.....	26	MINT HEALTH & DRUGS.....	24	WALLWORKS ACOUSTIC.....	27
DALTON TIMMIS INSURANCE.....	17	MOBILE COMMERCIAL INSURANCE.....	17	WINDERMERE PLAZA MEDICAL CLINIC.....	08
		PACESETTER DIRECTIONAL DRILLING LIMITED.....	10	WORLD OF SPAS.....	16

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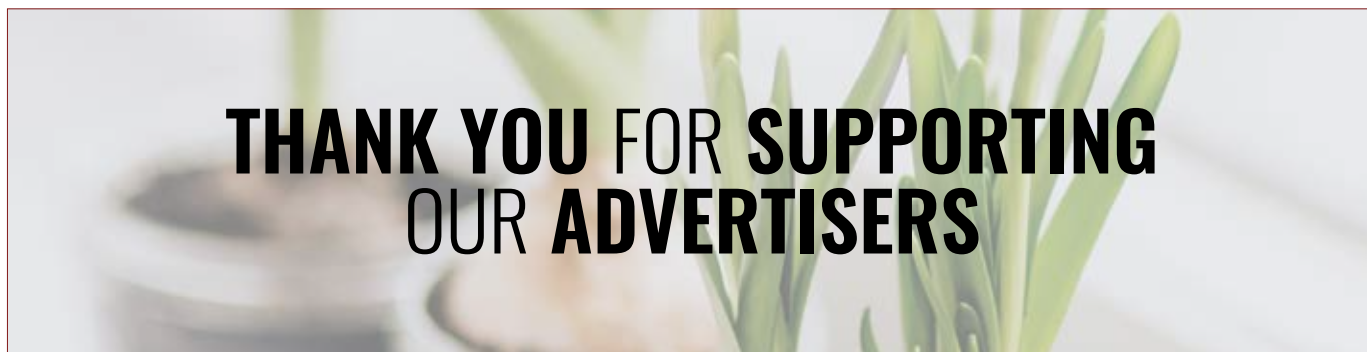
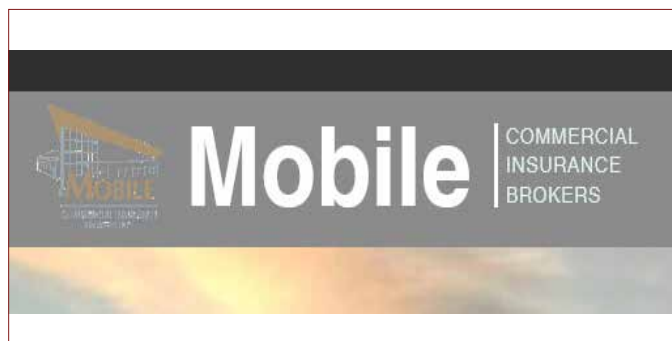
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From the Executive Director

Howard Burns

THE WILD CARD

The death of George Floyd on May 25th, 2020 had a profound impact on policing in Canada. Who would have thought that the death of a man at the hands of the police in another country would become the catalyst for enhanced police scrutiny in Canada? Floyd's death resulted in calls to "defund the police" in most large Canadian cities. It reignited the debate over the collection of personal information by the police (sometimes known as carding, street checks or checkups). This issue was alive and well long before the death of George Floyd and I addressed it in an article nearly 6 years ago. Here is what I wrote back then:

Reprint from October 2015:

Back in the mid-1990s, I worked as a Detective in the Calgary Police Service's District 4, General Investigation Unit. One of the files I caught was a road rage incident involving two groups of young men in separate vehicles. One of the vehicles contained four Caucasian men and the other, three men of Middle Eastern descent (Lebanese). The two groups pulled into a north east Calgary convenience store parking lot and entered into a consensual fight. They did not know each other. Things escalated when two of the Lebanese males removed their belts and began swinging the buckles. This resulted in one of the Caucasian males obtaining a broom from the convenience store. He broke it and used the handle as a club, striking one of the Lebanese males in the head, causing a nasty laceration. Not to

be out done, one of the Lebanese males produced a sawed off .22 rifle. This caused the Caucasian males to scatter and run away. The man with the rifle located one of his opponents hiding behind a dumpster at the rear of the store. He threatened to shoot the man in the head and brought the rifle up and pointed it. Believing he was going to be shot, the man brought his arms up in an effort to protect his head. The man with the rifle pulled the trigger, purposely firing the bullet past the other man's head. The Lebanese man laughed and returned to the front of the store, where he and his group departed the area.

Police were called and attended the scene. Statements were obtained from the Caucasian group. The Lebanese group could not be located. I received the file the following day and had the statements and a bullet casing to work with. The casing was submitted for fingerprinting and testing. A review of the witness / victim statements indicated that the Lebanese males were riding in a blue Toyota Celica, with rust on the driver's side rear wheel well. Witnesses were able to supply a partial licence plate number, but follow up on that yielded no useful results. There was no video surveillance outside of the store.

Having very little to work with, I began conducting computer searches on the partial plate and vehicle description. The partial plate was a non-starter, but I struck gold when I located a checkup slip submitted a month earlier by another district officer. The check involved a Toyota Celica occupied by

several Lebanese men. The vehicle was registered to a Caucasian female associated to the men. Following up on the checkup information, I was able to locate the Celica parked in front of one of the addresses of interest. The vehicle had noticeable rust on the driver's side rear wheel well. The licence plate, although different, was similar to the description provided by witnesses. Three suspects were identified and photo lineups were conducted. Identification was made and the suspects were charged and eventually convicted.

This investigation sold me on the importance of talking to people and submitting checkup slips. Had a slip not been submitted by another diligent police officer, I doubt my file would have ever been solved.

I've told you this story because I'm concerned with some of the political shenanigans taking place in eastern Canada, particularly Toronto. In that city the police describe their checkup slips as "cards" and they refer to the process as "carding". This simple investigative tool has somehow become a lightning rod for allegations of racial discrimination. I'm writing this article in October, 2015 and some of the Toronto media headlines are: *"Ontario Launches Public Consultation into Police Carding"* - Toronto Star, Aug 4th, 2015; *"Toronto Mayor John Tory to introduce motion to end carding in the city"* - The Globe & Mail, June 2015; *"Carding' is illegal and bad policing, province's ombudsman says"* - Ottawa Citizen, July 2015. There are dozens of similar stories, but I think these ones

highlight the political interference occurring and the direction the carding practice is headed. The problem is, most politicians are not investigators. They have no idea why the police conduct street level interviews and record the contact on a checkup slip or card. Ontario's Ombudsman, Andre Marin, believes he has a handle on the issue. He is quoted in the August 4th, 2015 edition of the *Globe & Mail* stating; ***"I've always thought that carding is an illegal measure. I think it's wrong. Whatever benefit the police get out of it is outweighed by the breach of individual liberty involved in carding"***. He appears to be saying that it is illegal for the police to talk to people! In my view, that is absurd. The public expects the police to not only solve crime, but to prevent it as well. Talking to citizens and recording the interaction serves both purposes. Carding is an integral part of policing and enhances police effectiveness.

How did carding become such a controversial issue? The start of the carding controversy in Toronto can be linked to an investigative report titled ***"Known to Police"***, published in the *Toronto Star* in March 2012. An analysis of Information obtained by the Star through the Freedom of Information Act provided some interesting findings:

- The Star found that between 2008-2011, police completed 1.25 million cards and skin colour was recorded on 92% of these.
- Blacks make up 8.3% of Toronto's population, but accounted for 25% of the cards.
- Blacks are 3.2 times more likely to be documented than whites.

As can be imagined and anticipated, the Star's findings raised some eyebrows and prompted questions. The statistics were seized by some anti-police groups and touted as proof of racial profiling by the Toronto Police

Service. Other media outlets jumped on the bandwagon and the carding story began to grow legs. Once it became a controversial issue, politicians at all levels began weighing in, with most denouncing the practice due to their lack of understanding on how police work is done. Soon after the Star report was published, the Chair of the Toronto Police Services Board, Alok Mukherjee, was quoted in the Star stating; ***"No explanation can provide a credible alternative reason for the significant discrepancy in the contact between the police and young people from different ethno-racial backgrounds"***.

The problem with the Star's findings is they are only statistics and don't tell the whole story. Statistics in isolation can be manipulated to suit a purpose. Unfortunately, that appears to be happening to some degree in Toronto. To the Star's credit, they also pointed out that ***the most carded areas in the city are the high crime areas where a spate of homicides and violent crime tend to occur***. These findings alone create a bit of a chicken and the egg scenario. On the one hand, you could accept that the entire Toronto Police Service has a problem with racial profiling and their officers are targeting blacks during the carding process. There are some groups who are inferring that is the case. On the other hand, there may be more blacks in the geographic areas requiring police attention (high crime areas). Part of the Star's findings indicate that could be the case. If it is, there are bigger social issues at play and a few limited statistics don't provide an accurate picture.

I find it hard to believe the entire Toronto Police Service is systematically targeting blacks for carding. Frankly, I think the insinuation is ridiculous. The differences in the Star's data analysis can likely be explained by studying the social and economic conditions existing in Toronto. There are certainly questions to be answered, but a ban

on the carding practice is simply wrong headed. I think a fair and impartial look at why the data over represents blacks is warranted and I predict the over representation will eventually be linked to social and economic conditions.

The carding controversy hasn't yet taken hold in western Canada and it isn't a big issue in Alberta today, but it is still worth keeping tabs on. Generally, issues in the east eventually migrate west and become topics of concern here – something to look forward to!

End of 2015 article reprint.

A lot has happened since 2015. The Ontario government enacted legislation surrounding the collection of carding information by the police. This resulted in a massive decline in carding within the Toronto Police Service, reported by the *Toronto Star* to be 25 cards in 2017, 1 card in 2018 and 3 cards in 2019 (*Toronto Star* – Rosie DiManno, Sept 7, 2020). Remember, there were 1.25 million cards completed between 2008 – 2011.

Interestingly, since the decline in carding began, Toronto has experienced record setting increases in gun violence. Some believe that this is no coincidence. Retired Toronto Police Chief and former federal cabinet minister, Julian Fantino, wrote an editorial piece on the topic in the Nov 18, 2019 edition of the *Toronto Sun* FANTINO: To fight gun crime, start with the elephant | *Toronto Sun*. In it, he says; ***"The broad labeling of carding as racism and, by extension, officers who conduct street checks as "racists" has had a very chilling effect on front-line officers."*** And, ***"The people who've benefited most from this chill are the criminal thugs willing to carry and use guns."***

As I predicted at the conclusion of my 2015 article, the carding issue did eventually make its way west to Alberta and it became a topic of political dis-

cussion. It was battled around by both the provincial NDP and UCP parties. In the end, the UCP enacted the “Police (Street Checks And Carding) Amendment Act, 2021”, which became law on June 17, 2021. Likely learning from the Toronto experience, the UCP chose to make rules surrounding the collection

of personal information by the police. They defined carding as the collection of data based on prohibited or discriminatory grounds or collected in an arbitrary way and then banned the practice. Ironically, it has never been legal for the police to collect data in this fashion. To do other wise would violate provincial

human rights legislation, the provincial Police Service Regulation and perhaps the Criminal Code.

It is unlikely that this debate is over – stay tuned. ■



2022 APGA Golf Tournament

The 2022 APGA Golf Tournament is from August 22nd through to August 24th, 2022 at the Radium Springs Golf Resort in Radium B.C. Each year a police service (EPS, Calgary, RCMP) take turns at hosting the annual event that is now into it's 88th year! The tournament is open to serving, retired, or past members of any police agency in Alberta. Most of those who attend make the APGA Tournament an annual event that they look forward to every summer. Everyone, no matter how good or bad your golf game may seem to be, is encouraged to come!

So what is included in the \$400 entry fee? – well – 3 full rounds of golf with cart at the Radium Springs Golf Course, breakfast and dinner for Monday, Tuesday and Wednesday. As well as a chance to see old friends, make some new friends and network. There is a hospitality room arrangement for Monday & Tuesday night for refreshments, visiting and some

poker if people so choose. Attendees are responsible for their own accommodations. There is a special deal for accommodations at the Big Horn Meadows Resort – call them at 1-877-344-2323 and mention that you are attending the APGA Golf Tournament for special accommodation rates.

As the old saying goes – There is never a bad day of golf – just bad scores! The APGA is into its 88th Year and is a great tradition promoting camaraderie along with raising money for a worthy charity.

Each year a charity is picked to raise money for, and this year 2022 our Charity is the Stollery Children's Hospital Foundation.

Please contact Dave Radmanovich for any further questions at: dave.radmanovich@edmontonpolice.ca



Alberta Police Golf Association 88th Annual Tournament Entry Form

August 22nd – 24th, 2022
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ADDRESS: _____

CELL PHONE: _____ **HOME:** _____

EMAIL: _____

Police Service: _____ **Years of Service:** _____

Status: Serving ☐ Retired ☐ Other ☐

Usual Score: _____ **(OR) Handicap:** _____

First Year you attended APGA: _____

Number of Years you have attended APGA: _____

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2022 Tournament Secretary: **Dave RADMANOVICH – EPS**
Phone: **780-983-4069**
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From the Director

— Brad Niven —

Seek first to understand...

Psychologist and business educator Dr. Stephen Covey defines the ability to seek to understand problems as the fifth habit in his best-selling book, “7 Habits of Highly Effective People.” According to Dr. Covey, it is critical we “Seek first to understand, then to be understood...” (Greene, 2014). This is a habit I can honestly say takes considerable practice. This “habit” came to mind as I prepared to write this article and as our Association addresses several complex compensation issues. Very recently, I was approached by one of our members who is navigating the compensation processes, with several challenges arising related to the employee’s status, return to work planning, and potential accommodations. This members’ journey is becoming more and more commonplace in our world, and as Howard pointed out in his last article, can take extended periods to manage and positively resolve.

Empirical evidence exists showing the majority of Workers Compensation journeys are viewed negatively by the employee, and many employees reported feeling abandoned by some or all of the stakeholders in the process. Therefore, Dr. Covey’s offering that we must first “seek to understand” this process, and the human beings involved leaves one significant challenge - time. Seeking to properly understand the employee experiences, the HR perspectives, relevant disability and/or WCB policy, and so on requires valuable time. Time, I would argue we may not always have when dealing with the specific illnesses and

injuries in our profession.

We already know the demand for Employee Family Assistance Programs (EFAP), and other wellness supports are rising, and many Police Services continue to see increased numbers of members activating assistance programs along with other medical, and paramedical services through benefit providers. Delays, obstacles, and other impediments in accessing these services have consequences. Ultimately, my recent experience has confirmed it will often remain the employees’ responsibility to activate such resources, and invest the time to properly address these issues whether it be post-incident, or related to other issues the members may be facing. Is there more to be done when our members face these critical incidents and decision points?

As I researched wellness models in preparation for changes to the Critical Incident Stress Model (CISM) policy in our Service, I came across a research paper entitled Employee Wellness in Law Enforcement: The Phoenix Police Department Model. This model seeks to provide a more effective, multi-stage approach to recognition and responding to members in crisis (Lowe, 2020). The paper is extremely informative, and demonstrates how tragedy can be a positive motivation for change, and uses the experience of the Phoenix Police Department to demonstrate this (Lowe, 2020).

“On November 6, 2014, former Phoenix Police Officer Craig Tiger committed suicide approximately

14 months after being fired for a DUI. Officer Tiger and his partner were involved in an officer-involved shooting on June 4, 2012, which caused him to be later diagnosed with PTSD. Officer Tiger was drinking heavily, using alcohol to numb the images, anxiety, and nightmares from the shooting (Burkitt, 2020). He planned to commit suicide on the first anniversary of this shooting, preparing to shoot himself at his family’s cabin located a couple of hours northeast of Phoenix. Officer Tiger was drinking before and during the trip up to the cabin and was pulled over before leaving Maricopa County and arrested for DUI. He underwent inpatient treatment for his suicidal thoughts and alcohol for 30 days and was fired from the Department in September 2013. Officer Tiger successfully committed suicide on November 6, 2014 (Burkitt, 2020).”

As Lowe (2020) points out following this event, the City of Phoenix sought to understand and created the “First Responder Traumatic Incident Support and Response Task Force...in response to Officer Tiger’s death.” Over the following eight months a comprehensive review occurred of academic research, related policy and procedures, relevant regulations, SMART practices, and invitations were sent to industry experts to better understand Officer Tigers’ untimely passing. A total of 17 recommendations were made by the Task Force including; suicide prevention, improved post-critical incident

training, creating occupation specific treatment models, and increasing managerial support to members. In addition to these recommendations, the report also incorporated six “ideas for consideration” summarized as:

- Increasing training for employees and supervisors alike.
- Changing the culture within the police department by embracing both physical and psychological wellbeing.
- Researching workers listing a psychological injury and expanding the time off work after being involved in an officer-in-

volved shooting.

- Increasing confidentiality and access to treatment for psychological issues,
- Expanding the number of members assigned to the Employee Assistance Unit and creating a dedicated supervisory position.
- Hiring a department psychologist and offering a “self-service tab” on the department’s intranet site highlighting the array of services offered.

It is clear the Phoenix Police Department sought to understand this critical issue, invested substantial time and

resources, and created access points to essential services/resources that address the critical psychological and physical issues specific to our profession. As someone who is a huge fan of the work of those who have dedicated so much time, understanding, and energy toward the wellbeing of Police Officers globally, I would suggest that any Service looking to create or enhance their respective wellness program earnestly look the experiences in Phoenix, and seek to understand how this may save lives. I certainly plan to. ■

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