

# 10-4

*BACK THE BLUE*

“The Official  
Publication of the  
Calgary Police  
Association”

ISSUE 21 • SUMMER 2022



I WILL NEVER APOLOGIZE  
FOR DEFENDING

THIS LINE

**THE LAST  
STRAW**

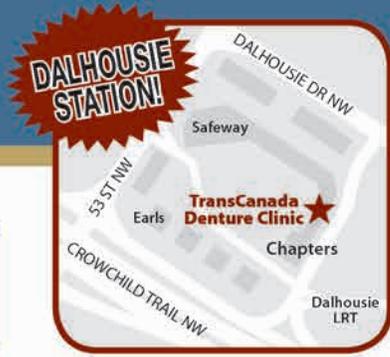


*We can help you*  
**Eat what you want**  
**...not what you can.**

**Permanent Solutions to Loose Dentures**

**Full & Partial Denture Services:**

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



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

**TransCanada Denture Clinic**

**283, 5005 Dalhousie Dr NW**  
 2nd Floor beside Chapters

**403.286.6595**

**www.tcdenture.com**



## 2022 Board of Directors

**Johnny Orr**  
President

**Chris Young**  
Vice President Of Administration

**John Burdyny**  
VP of Finance

**Lee Dunbar**  
Director 10-4 Editor

**Tom McMahon**  
Director

**Pat Stachniak**  
Director

**Graham Ernst**  
Director

**Jim Shymka**  
Legal Counsel

**Mike Lomora**  
Executive Officer

**Kathy Mikulcik**  
Accountant

**Kate Jacobson & Michelle Birch**  
Administrative Services

The opinions and comments expressed in *10-4 Back the Blue* are those of the writers and are made without prejudice. They are not necessarily the position of the CPA or its Executive. The inclusion of third party advertisements does not constitute an endorsement, or recommendation by the CPA board or its membership. Reproduction of articles and artwork is strictly prohibited without the prior written consent of the CPA. Publication Agreement #41610036

### Designed & Published By:



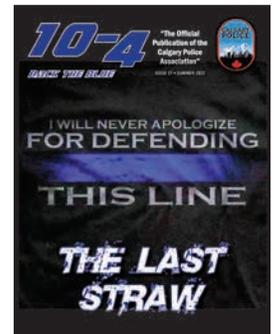
**Shield Publishing Group**

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

## Index

- 5 FROM THE EDITOR**  
*By Lee Dunbar, Director*
- 7 PRESIDENT'S MESSAGE**  
*By Johnny Orr, President*
- 9 CALGARY POLICE MOUNTED UNIT**
- 13 A MESSAGE FROM VP OF FINANCE**  
*By John Burdyny, VP of Finance*
- 15 CALGARY BEYOND THE BLUE**  
*By Tara Ernst*
- 17 A MESSAGE FROM VP OF ADMIN.**  
*By Chris Young, VP of Admin*
- 19 CALGARY POLICE YOUTH FOUNDATION**
- 21 FROM YOUR DIRECTOR**  
*By Pat Stachniak, Director*
- 23 FROM YOUR DIRECTOR**  
*By Graham Ernst, Director*
- 25 FROM YOUR DIRECTOR**  
*By Tom McMahon, Director*
- 27 CPS/LEGACY PLACE SOCIETY BENEVOLENCE PROGRAM**
- 28 ON THE THIN BLUE LINE**
- 29 RECRUITING - FACT OR FICTION**
- 30 CALGARY POLICE SERVICE RECOGNITION CEREMONY**

***On The Cover:** The thin blue line is part of Police culture. It is recognized by police officers world wide. It signifies the line between good and evil. It symbolizes our sister and brotherhood and a symbol we wear in remembrance of our fallen officers. You can put it on a flag or have it stand alone but rest assured this is ours. You can force us to not wear it. For us, it is our decision and our calling to protect the citizens of Calgary. Removing it changes nothing.*



### Work Area Stewards

Thank you to Work Area Stewards for serving the members of the Calgary Police Association. Please reach out to them if you have any questions.

**John Zanella** - 1 District/Beats  
**David Jones** - 2 District  
**Jordan Nolan** - 3 District  
**Darren Klassen** - 4 District  
**Travis Underwood** - 5 District/Airport  
**Colin Adair** - 6 District  
**Chris Wig** - 7 District

**Chris Mahoney** - District 8  
**Matt Gow** - Westwinds East  
**Marc Strong** - Westwinds West  
**Stu Cole** - Westwind West/Plain Clothes Investigative  
**Travis Robertson** - North Services Centre/Air Services Building  
**Adam Massart** - Support/k9/Firearms/Air support

CALGARY  
POLICE  
ASSOCIATION

Group  
Insurance  
Equals  
Great  
Discount



## Take advantage of the Good Hands Group Insurance® program

Remember to state your group code: PV0003

Contact us today for a no-obligation quote.



**Danielle La Touche**  
Calgary Northwest Agency  
(403) 910-1457  
dlatouche@allstate.ca



**Patrick Delaney**  
Calgary West Agency  
(403) 879-1810  
pdelaney@allstate.ca



\*Terms and conditions apply. May vary by region. For qualified applicants. Trademark owned by Allstate Insurance Company used under licence by Allstate Insurance Company of Canada. ©2022 Allstate Insurance Company of Canada. 221065 | 3-22



# A MESSAGE FROM THE EDITOR

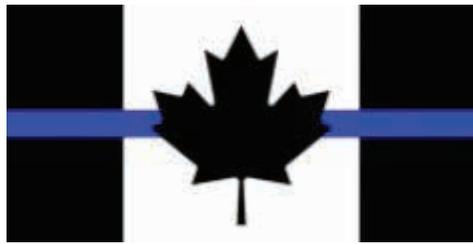
*By Lee Dunbar, Editor*

## WHERE WE ARE AT TODAY....

Hello everyone, welcome to our summer edition of the 10-4 magazine! I'd like to start by welcoming a new addition to our Association. Constable Colin Adair has joined us full time to represent our members as legal counsel alongside our long-time CPA lawyer, Jim Shymka. The experience Colin brings will be a huge asset to Jim, your CPA board and our membership.

### ON THE THIN BLUE LINE

What I will say is that I am a proud Calgary Police Officer. There has been ups and downs in my career but I have no regrets in my career choice. Our profession and our Service has taken a beating the last couple of years and I know this is not a secret to any of you.



The constant berating from certain politicians and vocal left-wing minorities has gone on far too long, and has started to erode our ability to properly serve our community. There has been a massive increase in the number of resignations to the extent we haven't seen before. Early retirements and difficulty finding new recruits has many of us wondering what exactly our Service is going to do to provide Calgarians the level of service we have provided to date.....

This toxic narrative has finally brought our membership to take a stance and defend our profession and particularly our membership.

For the first time in my 20 years since our last "work to rule" in 2002, we have pushed back. This time however, we stand in solidarity with our Senior Officers Association. This is unprecedented in my time with CPS as we have united overtly standing together defying an order to remove the TBL patch. None of us are comfortable with the idea of insubordination, it simply goes against who we are. However, the reasoning for the removal of TBL patch has been without justification. Our

governing bodies continue to be influenced by the same minority groups that have illustrated an extreme dislike for police over the last couple years. If anyone of us had the opportunity to actually explain what this means to us, I truly believe they would support our efforts in this. The ones that don't probably aren't really supportive of police to begin with. I am extremely proud of what the CPA and SOA have accomplished to date. Our voices have been heard, conversations have started and we collectively are stronger than ever. Make no mistake about it, Police Services across the country have observed our stance in defending the TBL. Be proud.

On to some exciting and new developments with our CPA. Many of the things that were only discussed over the last few years by your CPA Board are now being actioned. It's exciting to be part of this group as we move forward with the implementation of new communication strategies and internal efficiencies. Many changes are in the works but I will speak to a small piece in which involves one of my portfolio's directly, our website. Our website is dated and not very user friendly. In the near future we will have a brand-new website in which will be much more interactive and up to date with user friendly access. I have no doubt this will increase our traffic and membership engagement. If everything goes as planned, we will be ready to launch in the next 2-3 months.

As we build the website, we would like to request our members share your unique photos, either from current or past policing eras. I will provide more detail as I myself get familiar with the site.

Lastly, the 10-4 is your magazine! I am open to new ideas on what you would like to see moving forward. I'd would certainly like to see more of our members sending in articles and sharing stories or experiences both personal or police related. The only ask is that articles are sent in a word document and try to stick as close to 1 page as you can. Any photos are to be in portrait not landscape please. If you have questions contact me at [ldunbar@backtheblue.ca](mailto:ldunbar@backtheblue.ca).

Stay safe,  
Director Lee Dunbar



A L B E R T A  
**DIAMOND**  
E X C H A N G E

**234-366 Aspen Glen Landing SW**  
**Calgary AB T3H 0N5**  
**(403)-262-5212**



**We proudly support all the men & women of law enforcement and their special moments**



# PRESIDENT'S MESSAGE

*By Johnny Orr, President*

## DEFUND THE POLICE?

**H**ello and welcome to the Summer Edition of your 10-4 magazine. As always, I would like to thank our Editor, Lee Dunbar for his excellent work in putting this magazine together.

I wanted to start by expressing how proud I am of all of you for continuing to manage the many challenges in policing with the utmost professionalism and grace. It is not lost on me how difficult these times are for our Members, especially those of you on the front-line and I continue to be amazed at how you still rise to the call of protecting your fellow Calgarians.

Policing has always been a challenging profession. On a daily basis, you show up to serve our citizens on the worst day of their lives. Extremely complicated issues that have taken years to come to a head, end up in a call for police assistance. You are expected to, and do, show up, unravel the mess, and bring these problems to a resolution. You are expected to be a law enforcer, counsellor, teacher, addictions expert, and mediator. No matter what the result is, there is usually one side that will not be happy with the result. One side of a dispute will curse you, or even physically assault you. As police officers, we accept this as “part of the job”. No matter how well you navigate these impossible situations, you will often be criticized by armchair quarterbacks who have no idea what it is to serve their community.

What should not part of the job, however, is when leaders in our City attack you for doing what they have asked you to do. These “leaders” have created a situation where no matter what you do, you are the problem, and you need “to be fixed”. I hear quite often from these City leaders that we need better de-escalation training. We need better training in dealing with mental health issues. We need more training in managing bias. WE are the problem. This could not be further from the truth. While we welcome new training to better equip our Members, the suggestion that we are woefully undertrained is ridiculous. We have some of the best training, and trainers in the world, and it shows.

To start with, you successfully de-escalate over 99% of interactions with the public. Police use of force in Calgary, and across Canada is very rare. Police in Calgary use force in less than

1% of our interactions with the public. In the rare case that force is used, there is a robust system of oversight to ensure that this force was appropriate. In Calgary, we have body-worn cameras, which are reviewed whenever force is used. SBORs are required and reviewed whenever force beyond simple handcuffing is used. Again, the vast majority of the time, use of force is justified. On the exceedingly rare occasions, it is not, our Members are held to account, facing potential criminal and disciplinary consequences.

Leaders in our City will often speak of the need to create services other than the police to deal with issues such as mental health crises, drug addiction, and other issues which have fallen to the police. This is a laudable goal, but it is the tone they take, and their underlying agendas that cause me concern. The police did not ask to take on all these issues in the first place. We deal with any issue, because we are the only 24/7 - 365 agency to do so. When someone calls 9-1-1 with a safety emergency, we show up. We deal with all these issues, because governments have failed to appropriately address root causes of crime for decades and left the police to address their failures. It is absolutely maddening that they now blame the very profession that they have put in this position. This leads to the fashionable “defund the police” conversations that are happening. What they fail to recognize is that it is not that simple. You cannot simply take money from police budgets, and give it to non-existent social programs, which will instantly decrease the need for police officers. Even in the current situation, police are often required, even when it is not a police call. For example, EMS rightfully will not attend a dangerous scene until the police have secured it and ensured it is safe. When someone is assaultive in a health care setting or group home, we are the ones who respond to ensure public safety.

Not surprisingly, defunding in that sense has also proven to be ineffective. Just look to our neighbors in the South for proof of that. Governments who jumped on the defund bandwagon are now being forced to backtrack those decisions and “refund” the police, because of spiking violent crime rates, a mass exodus of officers and outrage from their citizens.

Minneapolis, for example cut funding to their police department in

**Continued on page 8 ►**

**Continued from page 7**

the wake of the murder of George Floyd. This money was diverted to “other services”, although no one seemed to know what those services were. In the wake of the decision, staffing levels dropped significantly, with a workforce down approximately 25%. The murder rate rose 34% in the first half of 2021 and violent crime arrests dropped by approximately 30%. It became so difficult to attract new officers and retain current ones in Minneapolis that the same City Council that voted to defund police were forced to restore budgets and approve \$7000 bonuses to new officer hires who completed training and their probation, as well as \$7000 for current officers (\$3500 immediately and \$3500 more if they stayed until the end of 2022).

In, 2020, the mayor of San Francisco led the charge to cut \$120 million from both the SFPD and the Sheriff’s department. This led to a spike in crime and lawlessness in that city. A little over a year later, police budgets were restored, and the Mayor was quoted as saying *“It is time for the reign of criminals to end. And it comes to an end when we are more aggressive with law enforcement and less tolerant of all the bullsh\*t that has destroyed our city.”*

In Seattle, the defunding of their police department has led to a crisis in recruiting and retention. In the latter part of 2021, Seattle’s mayor issued an emergency order, authorizing bonuses of up to \$10,000 for new police recruits and dispatchers and \$25,000 for officers and dispatchers transferring to Seattle from other police departments. Even with the bonuses, Seattle has been unable to attract new Members. Between January and March of

2022, they only hired 7 new officers, while 34 left the department.

In order to create a situation in which police officers are not forced to deal with so many situations, social safety nets do need to be better funded. It took decades for politicians and policy makers to get here, and will take just as long, if there is a committed effort to improve the situation. In the meantime, however, the calls for police assistance will continue to come in. Our citizens deserve a well-funded and properly staffed police service to ensure their safety.

In the aftermath of the murder of George Floyd’s murder, I heard from local leaders that police had to be involved in “difficult conversations” about police reform and how to improve. While I would disagree that the Calgary Police Service is rife with misconduct issues, I was willing to have these discussions on behalf of the Members I have been elected to represent. The problem is that no one really seems interested in a conversation. Screaming at the police is not a conversation; promoting ACAB symbols is not a conversation; cutting police budgets with no plan for an ever-increasing demand is not a conversation.

We will continue to vigorously advocate on your behalf, and please know that the vast majority of Calgarians fully support you. It is hard to see and hear them amongst the negativity of the very vocal few anti-police promoters, but they are there.

Stay Safe,  
Johnny Orr



**6020 - 94 Avenue SE  
Calgary, AB T2C 3Z3**

**Office: 403.279.8330  
Fax: 403.279.1761  
calgaryaggregate@telus.net**



# CALGARY POLICE MOUNTED UNIT

*Cst Alison Sizer*

The CPS Mounted Unit was first formed in 1910 and ran until approximately 1939 when the Second World War began. The Mounted Unit was re-formed in 1979 and has evolved over the years into what members see today.

Prior to 2015, members of the mounted unit were required to have space and facilities at their personal residence to be able to care for the horses and respond to duty within an hour.

Since the investment in our own CPS facility at the North Service Centre, the opportunity of being on the unit has opened up to the wider membership.

The main operational duties of the unit can be split into Patrol, Public Order, Searches and Ceremonial.

The vision of the unit is:

**“To enhance the Mounted Unit’s capabilities and capacities; and  
To be a highly operational unit in the  
Calgary Police Service”**

As of Spring 2022, the unit consists of 7 horses, 3 Full-time Sworn Constables, 1 Civilian Horse Trainer, 5 Part-time Sworn Constables and 20+ Sworn Quarry Volunteers.

When in districts, Mounted Unit Officers attend calls just like any other patrol member, however the benefit of having a mounted unit on patrol is the huge presence, even before any

***Continued on page 11*** ►





# Insurance for groups

Calgary Police Association



At BrokerLink, it's our goal to make sure you walk away with peace of mind. That's why we're dedicated to finding the right insurance coverage for your specific needs.

As a member of the Calgary Police Association, you qualify for:



Preferred rates on your home and auto insurance



Expert advice and customized solutions



Convenient payment options with no interest charges or service fees



## Bundle and save more

Combine your home and auto policies for additional savings on your premium.\*

Contact us for a free, no-obligation insurance quote.

1.833.998.3798

albertagroups@brokerlink.ca

BrokerLink.ca/CPA



\*Subject to policy conditions and exclusions.  
©2021 BrokerLink Inc. BrokerLink & Design is a trademark of BrokerLink Inc. All rights reserved.

## Continued from page 9

interaction takes place with anyone.

Members of the Mounted unit find that wherever they are, the unique thing about their role is that members of the public are drawn to them in the vast majority of cases in a positive manner and wish to interact, even if they have had negative experiences with police in the past.

The Mounted Unit are instrumental in searching urban and rural areas within the city and nearby, that may be difficult to access by foot or vehicle. Due to the tall stature of officers on horseback, they gain a unique perspective and have an extended field of vision. It is said that, dependent on the terrain 1 Mounted Officer can cover the same search area as 20 Officers on the ground.

As has been seen in recent times, both locally and nationally, Mounted Unit Officers deployed in Crowd management situations offer a unique observation platform, while also having the ability to move large crowds with specific tactics.

The Ceremonial duties we are involved in include Chiefs Awards, Memorial days, Remembrance Day, Graduations, Police funerals and Stampede Parade.

In an effort to share a little more about our unit with our members, I thought of a list of “**Questions we are asked daily.**” here are our responses.....

### 1) What are our horses’ names, breeds and ages?

- **Ortona** 18 year old, Percheron x Thoroughbred
- **Vimy** 16 year old, Percheron
- **Dieppe** 14 year old, Belgian x Andalusian
- **Normandy** 12 year old, Clydesdale
- **Anzio** 7 year old, Percheron x Standardbred
- **Kapyong** 8 year old, Percheron x Canadian. (In training)
- **Gladius** 3 year old, Percheron x Clydesdale x Thoroughbred (in training)

### 2) How long does it take to train a horse?

1-2 years depending on their previous experience. They are challenged in various situations before they graduate as a Police Service Horse.

### 3) Did you have previous experience riding horses?

Some people in the unit did, others had very minimal exposure, however everyone has to complete the Mounted Unit Basic Patrol Training and be regularly assessed.

### 4) Did you ride here from the stables?

We trailer the horses to a nearby location to where we want to be, then deploy.

### 5) How much does your horse weigh?

Between 1500- 2000lbs.

### 6) Do you just work within the city limits?

We work within the city but have also deployed within Southern Alberta when requests have been made from other agencies, for us to search. We have also trained in BC with Vancouver Department

### 7) How fast can your horse run?

Faster than you!

### 8) Do you have to pick up your horses’ poop?

Technically we do not have to as it is organic and biodegradable because of the diet of our horses, however if it happens to be on a sidewalk or pedestrian area then Yes we do pick up the poop!

Mounted unit Motto  
**Veni Nobis Ut Unus**  
**“We Ride As One”**



SHANE  
HOMES



# Afford the life you want.

*And own a beautiful home.*

AFFORDABLE CUSTOMIZATION ► VISIT US TO LEARN MORE

**SHANE HOMES, THE BETTER WAY TO BUILD.**

**SHANEHOMES.COM**



# A MESSAGE FROM THE VP OF FINANCE

*By John Burdymy, VP of Finance.*

## SETTING YOURSELF UP FOR SUCCESS

When I became interested in becoming a police officer my goal was to work in patrol, drive a police car and help the community. Although my second goal, which at the time was more of a dream, was to be a member of a team targeting organized crime. This goal stemmed from growing up in Victoria which at the time did not have any uniformed enforcement team targeting organized crime, however Vancouver did. This role became of particular interest to me after a shooting at a local nightclub. The shooting took place after a gang associate from Vancouver who was partying in Victoria got into a disagreement with a local student which escalated to the gang associate being ejected from the bar. Hours later the gang associate returned to the bar as it was letting out and pulled a gun on that student. The student's friend stepped in front of the gun telling the guy to let up and he then shot him in the chest killing him before shooting his friend as well.

This kind of violence, especially in Victoria's night life was unprecedented at the time. Victoria's nightclubs in those days consisted primarily of students and most problems resulted from the overconsumption of alcohol and the thought of someone having a gun didn't even cross anyone's mind; this incident changed that. Students, parents and everyone else in Victoria's perception of safety changed that day. Although this crime only directly affected the murdered student, the other student who was shot, their family and friends and the business (had to close and change its name), it indirectly became a crime on society. This shooting shed light on gang members from Vancouver hopping on a ferry to come to Victoria to spend the weekend partying as they could get away from Vancouver's newly formed and highly effective uniformed gang team. This team worked well at getting gang members out of the bar, keeping tabs on them, building intelligence and ensuring if gang members wanted to commit violence on rival gang members it was not going to injure an innocent civilian to the best of the police's ability.

I share my motivation for why I applied to the Gang Suppression Team so you understand why I wanted this role and the

challenges I overcame to accomplish my goal. When I became eligible to compete for a unit after working hard for years on patrol in District 4, I applied, writing a cover letter I thought would be successful. No one provided me with any guidance short of reading HR's online documents at the time. Despite putting hours of effort into refining my package, I learned I was not successful. Recognizing this was a goal of mine I wanted to know how to do better so I met with the Sergeant of the team and the competition coordinator from HR who ran the competition. I remember sitting across from the GST Sergeant and I had to remind him of my name and he replied, "oh yeah, you weren't even remotely competitive." He knew if I came to see him I wanted to be there, so he told me to set up a secondment. As I went setting up secondments and learning as much as I could about the unit and the work they did, I encountered a lot of challenges. One of the challenges I faced was criticism from some members who didn't even know anything about the unit, I was told "I wasn't big enough" or "I didn't know the right people." Then in conversation around the district office I heard from some senior members that the organization didn't respect patrol and that the competition process was broken. It was disheartening and frustrating, but I had a goal and I was going to do my best to accomplish it and overcome some of the rumors, criticism and overall negativity around the office.

Now having completed a short secondment, having gone to HR for a review of the competition and learning what makes a strong application process, I felt much better prepared. My examples were far better and upon completing my 50<sup>th</sup> rendition of my cover letter, having had senior leaders and an HR member review my package, I submitted it. Unfortunately, I was not successful learning that I was beat out by a senior member who came from a specialty unit (in those days GST was considered patrol time) and that even if I scored 100% on everything in my control, I still would not have beat him. Upon going for feedback, I learned that instead of being near the end of the applicants, I scored in the middle. Although this was a big improvement, this would not get me into GST. Obviously, I was frustrated having put close to

**Continued on page 14** ►

### ***Continued from page 13***

a hundred hours into my applications and learning that I was still far from being successful but I persevered on. I worked towards better examples which addressed the skills and abilities and the functions while being focused on organized crime. Once I applied my focus these examples came very easily to me since I was passionate about these groups. Through these examples I learned so much more about organized crime as I gathered further intelligence on these groups and conducted investigations from the patrol level on these gang members.

Finally, after months and months another competition was posted and it was for 4 spots! This competition drew a lot of attention in the service at the time since the city was in the midst of an increased number of shootings resulting from a gang war, similar to today. 23 applications were submitted, and I was certainly one of the more junior members, but I was successful. I learned I was tied for 2<sup>nd</sup> place and I accomplished my goal of earning a spot on the team! Upon being successful I faced more criticism from some members who felt I didn't deserve the spot but that was because they didn't want to put in the work that I had to build examples or to understand the competition process. The criticism I faced was from people who felt they were "owed" the spot. I ignored this negativity as I had bigger things to think about. Earning a spot on a team is only the beginning, as now I had to prove that I deserved the spot and this would be a lot of hard work and learning. I put in the work and 4 amazing years later I was tenured out bringing many of those skills I learned back to patrol. It was frustrating being tenured out after having been part of so many big files, learning and building relationships with 100s of gang members and helping to evolve the unit on many big issues. In being tenured out though it also reminded me to think ahead in my career and not focus on being comfortable since I was no longer learning at the same pace.

My goal in this article is to point out the challenges I faced in accomplishing my goal and how I overcame them as opposed to buying into the belief I would never earn a spot off of patrol. It would have been easy to be negative through unsuccessful competitions or comparing myself to members who beat me or being angry at some of the unfair criticism I faced. I didn't allow that to happen. Today at the district offices I see much of the same frustration and criticism that I faced from 2013-2015. Our members are frustrated that secondments are hard to get. I get it because I fought for 2 years and my district would only support me for 2 nights due to staffing issues! This is an issue again and will be an issue for at least the next 10 years. As an organization and personally as a member of the 1<sup>st</sup> line of leadership in this organization, we need to do better. The vast majority of our patrol

officers (myself included) grew up in a generation where career development is one of their biggest considerations and we need to find a way to appease them, within reason. The organization will see benefit as our members are more motivated through increased morale and our competitions will remain competitive ensuring the right people earn the spot to a unit they are excited to join, and ready to join.

One of the other big changes we need to make is education for how to compete successfully for a competition. As a front-line supervisor I have the privilege of having members come to me asking for advice and I feel competent enough that I can help them or call the right people to help them. Unfortunately, I have learned that not everyone shares this level of comfort and it is predominantly from a lack of education and training on the topic; we can improve in this area. HR is an often-criticized area of our organization and through some mistakes over the years some of it is deserved, but overall there are many hard-working men and women looking to make it better. My personal experiences through attending feedback sessions, asking for review of my cover letters, and seeking out education of the process, is the members working there go above and beyond. If you are intimidated by the process, that's okay and expected, but I encourage you to reach out to HR to educate yourself on it as opposed to getting negative about it. Negativity is the easy route and a mindset that can be toxic and has the power to influence teams and junior members. I want our members to develop great examples or recognize when the great work they do can be used as an excellent example for a future competition.

My last point to address is barriers. Everyone in this organization from Recruit Constable to Chief can play a part in this. Instead of hurling criticism through jealousy or lack of effort recognize your role as a mentor or positive influence. I have made these mistakes through my career but after some of the criticism I faced before becoming a contributing member of GST I promised I wouldn't be that way. This mindset has served me well and I can proudly say I have gone everywhere in my career where I have wanted to. This has not been easy and it has required work but I have been fortunate to have had great influences and support from some incredible mentors and members along the way. There are people in this organization who changed my life for the better and allowed me to accomplish my career goals to this point. One day I hope I can be that to someone too. My only ask of you is try your best to do the same, because everyone of us was hired with the capability to be. There is a lot in this organization and city that needs to change to improve our morale and my hope is that anything within our member's ability won't be a part of that problem.

# CALGARY *Beyond* THE BLUE

By *Tara Ernst*



Strengthen your focus,  
relationships & wellbeing by  
tapping into the power of  
compassion

Recent data gathered from the Canadian Mental Health Association (CMHA) and the University of British Columbia shows that Canadians feel less empathetic throughout the pandemic. Empathy is the ability to put ourselves into another person's shoes, and compassion means to suffer with and is the action(s) you take when you feel empathy for someone.

Calgary Beyond the Blue recently applied for government funding supporting post-Covid mental health initiatives to offer Compassion Cultivation Training® to officers and their families. We have already provided an in-person 8-hour introductory session in Calgary, attended by both partners and officer/partner couples. As a police spouse and President of Calgary Beyond the Blue, I had the opportunity to participate in the first program session. I found it very timely and helpful because of the challenges we, as police families, have faced in the last few years. I don't know about you, but I am struggling to have compassion for things like the media and those that seem to think that our police officers are all racist, horrible humans.

Compassion Cultivation Training® is an evidence-based program that brings together the latest research in psychology and neuroscience to help participants strengthen their compassion and attend to their wellbeing. This series of offerings are specifically tailored to the unique experience of

police families and is led by a certified CCT facilitator who has experience working with the first responder community.

In the CCT program, participants explore what compassion is and what it isn't and how strengthening compassion can benefit in the face of challenges and difficulties. The program takes a strengths-based approach, recognizing that compassion is inherent and not something people lack, and instead, it is often an untapped resource for wellbeing.

The CCT program for officers, spouses/partners & adult children of police families has two stand-alone offerings:

- 1) An 8-hour introductory program (delivered over two days)
- 2) An 8-week (16-hour) extended program for those who would like to go deeper

Over the next year, Beyond the Blue will offer online and in-person opportunities for you to take the course. Please keep an eye out for upcoming courses (<https://catalyzingcompassion.com/first-responder-families>), and in your emails, Calgary Beyond the Blue website and FB page. Use it as an opportunity to spend time together as a couple, invest in your mental health and relationships and take advantage of this amazing training.

Please email any questions to [executive@calgarybeyondtheblue.com](mailto:executive@calgarybeyondtheblue.com).



Thank you for all your support in 2021 & I want to continue to support you your family and your real estate goals.

Our 77-point marketing plan, platinum home purchase plan, and our innovative team environment will help you **move with ease.**

What we are really good at:

- New construction & inner-city development with partnerships with over 50 builders (Infills, new communities)
- Resale Market
- Off Market homes
- Pre-Approvals
- First Time Home Buyers
- Investments / AirBnB / Traditional
- Communication
- Utilization of tech tools to help support all of our clients
- Handling your move with care

To book a discovery call with Steve, simply scan our QR-code or call/text 403-998-1198



**Steve Dube**  
403-998-1198 [steve.dube@exprealty.com](mailto:steve.dube@exprealty.com)





# A MESSAGE FROM THE VP ADMIN

*By Chris Young, Director*

## POLITICAL LEADERS NEED TO BE RESPONSIBLE

The majority of Calgarians support the police. In the Calgary Police Commission Citizen Satisfaction survey, results showed that 94% of citizens feel that Calgary is a safe place to live. It also showed that 93% are satisfied with the services that the Calgary Police Service provide. Also, it showed that 94% have confidence in the police's ability to keep Calgary safe. These results are good, and it is evidence that the police in Calgary are doing a good job overall. However, recently I heard a different perspective from a local politician. This politician stated that he is not concerned about the majority of Calgarians, but rather he is concerned with the minority; the 5 to 6%. He went on to state that he would like to assist them in feeling more part of the city, to amplify their feelings, thoughts, and concerns. He also stated that he wanted them to have equity and for their voices to matter. I can somewhat understand wanting to improve the situation or the system for the minority, people who feel on the outside, infringed and frustrated. After all, as police officers we all want to serve the entire community, not just the majority of citizens. I also wonder if this goal of representing the minority is being pursued in the most effective way.

When I hear words of wanting to support and assist the minority in Calgary I picture a unified effort of the local government, the police, social services, community leaders and advocates collaborating to reach out to those who do not feel they are heard. Unity to me seems like the most likely approach if any sort of success is to be achieved with this issue. However, the approach has been anything but unified. It would seem that the politicians, community leaders and some loud activists seem to be pushing an agenda of division in an effort to assist those who feel like they have no voice in Calgary. It has been going on for some time now, like the last 3 to 4 years. I've noticed something during this time. It would appear that the goal of giving the minority the support that is so desired has not come close to being achieved. Instead, there has been a lot of blaming and finger pointing mostly at the police. A large portion of the minority that I am talking about would be our vulnerable population. Within the vulnerable population there are issues of homelessness, addictions, and mental illness. Unfortunately, a very hard truth is that our society has failed this population over decades of poor choices. Social programs, alternative ways of dealing with addictions and

mental health have ultimately been neglected within our society. The buck stops with the government on these issues. Always has and always will. It is the law and policy makers that vote and decide on how taxpayer money will be spent. The neglect on other options being looked at to deal with the above-mentioned social issues have been ignored by the government for a very long time. What ended up happening is that the issues fell to the police. So, for decades police were called whenever these social issues became a problem. Instead of recognizing that perhaps the government needed to take responsibility here and attempt to work out an optimal solution that would actually assist people who are suffering from homelessness, addiction and/or mental illness; they decided to blame the main resource that has been dealing with these problems, the police. Suddenly, the police became the enemy. It became very popular to preach hatred toward the police, especially on social media platforms. Even though the police in Calgary were leading edge with looking at different ways to deal with people who suffer from addictions and mental illness by partnering up with health care professionals and other organizations; still the police were somehow the ultimate problem. The mindset of hate and blame the police went so far that there were even discussions of defunding the police in Calgary. Now the politicians in Calgary calling for defunding probably felt that they were leading the way on something new and grand for the people they believe they are supporting. The sad truth is that they were ultimately being followers of a movement that had already begun in the United States. After the tragic incident involving the treatment and death of George Floyd, defund the police became an emotional reaction by some US cities. No plan of action. No solutions. No real thought went into it at all. Just defund. Mainly democratic governed cities followed through with defunding their police. Minneapolis, Seattle, and Chicago to name a few, and what ended up happening with this decision? Well according to the Federal Bureau of Investigation **murder increased by 30% nation wide** after the decision to defund the police. That is more murder than any other time in the last half century. More fallout occurred after the defund decision. In Minneapolis, the city looked at actually replacing their police with a "public safety department", consisting of "licenced peace officers". After their defunding decision murder went up 58%,

**Continued on page 18 ►**

## **Continued from page 17**

from 117 murders in 2019 to 185 murders in 2020. Arson went up 54%, vehicle theft went up 20% and bias crime was the highest it had been in 15 years with a 41% increase in crimes with the victim being a person of colour. In the end Minneapolis had to increase police funding to \$191 million dollars. It would appear that defunding did not work out in the end in Minneapolis. How did it go in Seattle? Well, after Seattle's defund decision, their city ended up with their highest murder rate in 26 years, from 35 murders in 2019 to 52 murders in 2020 which is a 48.57% increase. Seattle ended up increasing their police budget by \$3 million dollars to a total of \$365.5 million dollars. The decision seems to have failed ultimately there as well. How about Chicago? The Chicago mayor pledged to cut the police budget by \$80 million dollars in 2020. In December of 2021, the same mayor made a public plea for federal law enforcement agents to assist with the crime wave in Chicago. Murder was up by 50%. 875 people died of gun violence and 78% of the victims were people of colour. Yes, defunding ultimately failed there too. It has failed across the United States and proved to be not only a bad decision, but a complete irresponsible one that further victimized the very people that the defund decision was supposed to assist.

In Calgary, the decision of defunding the police was reversed after the majority of citizens made it clear that they did not support this idea at all. Still the hostility toward the police remained. Misinformation and out right lies regarding incidents involving police such as shootings were posted on social media platforms by not just activists, but politicians and community leaders as well. Some of these activists are extreme in their anti police views. The racism and hate speech by some of them is horrific. They claim that they are standing up mainly for the vulnerable population, but their statements and actions have actually done more to victimize the vulnerable and very little in assisting them. A prime example of this was the encampment located near the Drop-In Centre. First the activists verbally attacked the police over dealing with this encampment and then the politicians did as well. The results were horrendous physical and sexual assaults against vulnerable in this encampment. Who won in this? No one did, especially the vulnerable people that many so called vocal "leaders" were allegedly attempting to assist. Some of these extreme activists have not only targeted police but have also targeted anyone who is not a person of colour as well. One in particular who I refuse to name because I believe this person just wants to be famous at the expense of vulnerable people, attacked how citizens spend the money they earn. Criticizing how people spend their money on their families instead of giving it to the causes and political movements the activist feels as important. These extreme activists believe in a socialist utopia that simply does not exist and has been proven throughout history to not work at all. The political and community leaders that align themselves with such extremists jeopardize their own creditability with the majority of Calgarians in my opinion. If you are in a leadership position, irresponsibility can have some extreme negative consequences.

Crime in Calgary is on the rise. Murder is increasing and is on pace to hit 36 homicides this year. Gun crime is up and at the time of writing this article, Calgary has had 53 shootings. The lack of support for the police and the pushing of hatred toward police has hindered the police's ability to make Calgary a safe place for all. Proactive policing is essentially non-existent. The relationship between the vulnerable population and police is now strained more than ever before despite police efforts. Police resources have been stretched beyond reasonable capacity. The citizens of Calgary are not stupid. They see through the social media hashtags and trends that some politicians feel compelled to govern by. This is very evident in the lack of public support of our current municipal government. Calgarians dislike drama and they despise the politicians that create it. They are concerned about public safety, and they see the irresponsibility of their political leaders as the cause of the factors jeopardizing safety. If the goal is to truly assist the minority and vulnerable, then the plan of action and approach needs to change. The Politicians and leaders in Calgary need to be responsible and work with the police. The concerns of the minority and vulnerable cannot be addressed by trampling upon the rights of others. It took literally years for us to arrive where we currently are on these issues. It will take years of collaboration and working together on optimal solutions for them to be resolved. Throwing stones and being unreasonable will only result in further victimizing the minority and the vulnerable. It will also make Calgary a very unsafe place for literally every citizen. Elected leaders need to be responsible and address issues in a logical and responsible way.

I will conclude with a couple of quotes that have a powerful message that I feel relates to this topic. The first is from Martin Luther King Junior, who I have always admired and have tremendous respect for. He truly gave everything toward achieving the civil rights of people of colour.

***"We must learn to live together as brothers or perish as fools."***

We truly will perish as professionals, as a society and as a people if we fail to work together on the issues our city faces.

The second is from the writer Helen Keller who was also a disability rights advocate.

***"Alone we can do so little; together we can do so much."***

Difficult issues need collaboration. Division will solve nothing and will only make matters worse.

If our political leaders are honestly attempting to assist the minority and vulnerable of our city, then they will come to the table with all stake holders and work collaboratively on real solutions. I look forward to logical and reasonable discussions in an effort to make Calgary an even better city for all.

Stay safe,  
Your VP



# Calgary Police **Youth** Foundation

## Volunteer with Us and Make a Difference for Children and Youth!

This year, the Calgary Police Youth Foundation has a variety of volunteering opportunities where you can participate and know that you are making a positive impact on the lives of children and youth. Below are just a few examples of the opportunities to come!

### **Backpack Drive** – August 22 - 26

Join us and help stuff over 800 backpacks for Indigenous and marginalized youth! These backpacks will be filled with school supplies and healthy snacks to help ensure students start the year off right with everything they need to succeed.

### **Hole n' Fun Golf Tournament** – September 7

Volunteer for the Hole n' Fun golf tournament and help support CPYF! This full day event features 18-holes of golf, a dinner reception, and large silent auction – all of which require the support of volunteers.

### **Calgary Police Half Marathon** – October 2

Lace up your sneakers and join us for one of the most premiere running events in the city! CPYF hosts a booth for race day and at race package pickup, and we need volunteers to help run it and spread the word about our important work in the community.

### **Kiki's Care Box Holiday Hampers** – December

Help us build and assemble over 1,000 Kiki's Care Boxes for children, youth and families in need over the holidays! These hampers will be filled with food, personal care items and specials gifts to help spread holiday cheer.

**Want to get involved or join our volunteer list? Send us an email at [CPYFVol@calgarypolice.ca](mailto:CPYFVol@calgarypolice.ca) to get started and to stay up to date on all of our volunteer opportunities.**

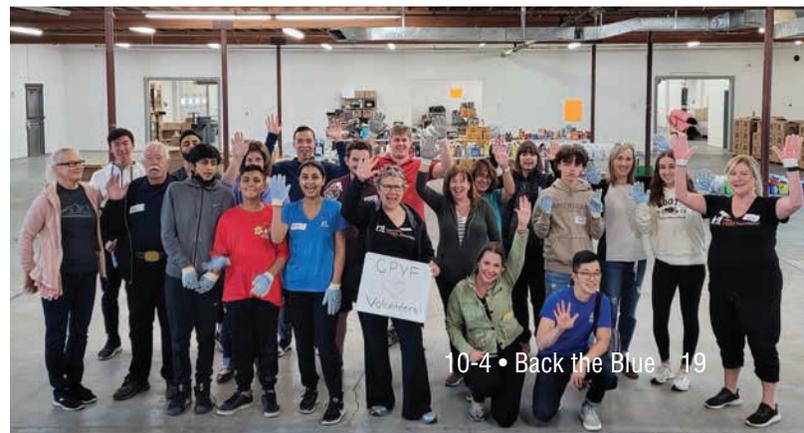
### **Celebrating the Achievements of Youth!**

Every year, the Calgary Police Youth Foundation celebrates youth from our funded programs by presenting them with Chief Youth Courage Awards in the Fall. They are recognized for showing resilience, perseverance, and dedication in the respective programs and for exemplifying the types of citizens we hope all children and youth can become.



This year, our Chief Youth Courage Award recipients are (in order): Emily Hewitt from the Multi Agency School Support Team Program, Agango Cham from the Youth at Risk Development Program, Kaysaan Nathoo from the YouthLink Calgary Police Interpretive Centre, Jacob Gerbrandt from the Integrated School Support Program, Paige Low from Power Play, and Xavier Martinez from the Calgary Police Cadet Corps.

We invite you to join us on October 21, 2022 as we celebrate these incredible youth at the Chief Youth Courage and Philanthropic Leadership Awards Celebration! Stay tuned for more information on how to purchase tickets or volunteer at the event!



# TRIBUILD

CONTRACTING | CANADA



## OUR MISSION

TriBuild has been building partnerships since our inception in 1982. Focused on providing a better future for the communities in which we operate, we have built a solid reputation as a respected General Contracting and Construction Management service provider.



Our commitment to safety, quality, budget and project administration has earned us the trust of a diverse client base. These clients include corporate offices, government buildings and critical facilities.

The TriBuild Management Team consists of specialists in construction management. We work side by side with our clients to deliver the highest value for each dollar of construction capital cost.

## OUR COMMUNITY INVOLVEMENT

TriBuild knows that a business is only as good as it's reputation. We are focused on customer satisfaction, long-term relationships and commitment to excellence. These are cornerstones of TriBuild's corporate philosophy.

We are committed to impacting the greater community in the same way. TriBuild actively supports the communities we live and operate in. Over the years, TriBuild has built long term relationships with several Children focused charities as well as invested in Community Safety. TriBuild has existing partnerships supporting local law enforcement initiatives as well as Canadian veterans with the Royal Canadian Legio.

TriBuild is actively pursuing charity opportunities in order to build a lasting legacy of community involvement. In 2019, TriBuild became a Founding Member for the TELUS Friendly Future Foundation.

3 Skyline Cres NE, Calgary AB T2K 5X2 • [tribuild.com](http://tribuild.com)

# A MESSAGE FROM YOUR DIRECTOR

*By Pat Stachniak, Director*

I was recently fortunate enough to attend the Canadian police association's annual general meeting in Ottawa. It was interesting to sit in a room and have discussions with police association representatives from across Canada and learn that they are all having the same struggles with morale and manpower that we face here in Calgary. For example, the Halifax police service has collapsed all specialty units and have re-deployed those members to the front line. That speaks to the crisis that policing is facing, and it is not surprising given the anti-police sentiment across the country. Who would want to do a job where you are constantly criticized and vilified by mainstream media and in our case the police commission? Yet, every day our members, and members across Canada put their boots and duty belts on and go get the job done. It was encouraging to see recently the Beacons of Hope campaign, this was an opportunity for the supportive majority of citizens to express their appreciation for the work we all do. The event was held on May 14, and a lantern was lit for every member, sworn and civilian to along Memorial drive, where the field of crosses is held. The overwhelming support from the community was humbling, to say the least.

There is some positive news though, given the state of the economy and the inflation rate at a 30-year high, police agencies across Canada are receiving compensation finally worthy of the job we all do. We are seeing a trend, specifically in eastern Canada where patrol premium becoming the norm. This bodes well for us while we are still currently in contract negotiations. Police services like Delta and Surrey, have recently settled contracts that will see first-class constables being paid somewhere in the area of \$118,000 per year. With the cost of living on the rise, it would only make sense that we would see these kinds of significant raises in Calgary, but

then again we all know common sense isn't so common.

As we roll into spring, we have finally started to see some consistent warm weather and the golf courses and outdoor activities are a welcome change, from what always seems like an endless winter. With COVID seemingly in the rearview mirror, it's encouraging to see events being planned where we can all gather as a group once again. As always, the summer brings some of our member's favourite activities, such as the Andrew Harnett memorial golf tournament. The tournament this year will be held on August 18th at Heritage Pointe Golf course. I am hoping for a bigger turnout this year for the tournament, due to most of the restrictions being lifted. Once again this year we have chartered a bus to transport members who wish to park at the CPA and be driven to and from the golf course, similar to last year the Cuff will be open after the tournament. If you have not registered for the tournament yet, please contact Michelle at the CPA office as soon as possible to ensure you have a spot.

Over the last several months we have had several inquiries about the CPA bbq, this bbq is for our members to use if available. The bbq is managed by the veterans association and can be booked through Sio Chuong, who makes sure the grills are clean and the propane is topped up, you can reach him by email at [schuong@icloud.com](mailto:schuong@icloud.com). Once again this year the CPA board will be travelling to the various districts and bbq for our members. This allows our board to meet with the membership and have conversations with you about association issues, if you can attend, please come by, there is no cost to you. Another event that several of our members looked forward to before the pandemic was Country Thunder, unfortunately, it was just announced that the concert venue has been changed to Fort Calgary this year. In the past, members were allowed to park their RVs in the CPA lot for the weekend, although the concert won't be held at Westwinds Park, the board is willing to allow camping again this year if they want to utilize the lot and C-Train to attend the concert. Depending on the interest in camping we will decide if the Cuff will be open or not.

I hope that all of you have the opportunity to take a vacation this summer and enjoy some of the many events that happen throughout the city. I look forward to catching up with several of you, whether it's at the golf tournament or the police rodeo. Please make an effort to decompress and enjoy time with family and friends, you deserve it!

Stay safe,  
Pat Stachniak



[www.abledemolition.ca](http://www.abledemolition.ca)



Demolition Contractors for the  
Banff Gondola Redevelopment

Ph: 403-263-8406 • Fax: 403-261-7083

Banff Gondola Heli Drop  
[https://youtu.be/S\\_xueYIeyWU](https://youtu.be/S_xueYIeyWU)

# BACKING CALGARY'S BLUE — SINCE 1984

## Commercial & Residential Exterior Services

CONTINUOUS 5" & 6" EAVESTROUGHING | SIDING | SOFFIT  
FASCIA | CLADDING | ROOFING | LEAF GUARD SYSTEM

# BIG5 EXTERIORS LTD.

*Ask us about our first responders discount!*

**403.291.3093**

**[www.big5.ca](http://www.big5.ca)**



# A MESSAGE FROM YOUR DIRECTOR

*By Graham Ernst, Director*

## WHAT IS THE DIFFERENCE BETWEEN A UNION AND AN ASSOCIATION?

I recently had the fortune to attend a course where Association and Union representatives from all across Canada met to discuss the role of Police Associations and Unions in today's society. What is the purpose of an Association, how does it help, and do they "only help bad cops keep their jobs?" I will bet that you have asked a few of these questions yourselves but likely never taken the time to find out the answers. I will try to answer those questions and provide some context to some others as I go, hoping that it encourages you to take the time to ask more questions and be more engaged in what is happening in the Association.

First things first! What is the difference between a Police Union and a Police Association? I wanted to get this one out of the way early so that we can all get on the same page. The simple answer to this question is that there is no difference. That leads to the obvious second question. If there is no difference, why don't we keep it simple and call ourselves a union? To answer that requires a very quick history lesson.

In 1919 there was a general strike by metal and building trades in Winnipeg, Manitoba. In a show of solidarity, other city labour unions joined the strike that eventually spread across the country. When Winnipeg Police members were ordered to sign a pledge to neither belong to a union nor participate in supportive actions, they refused and were promptly all fired. The Royal Northwest Mounted Police and a group of about 1,000 civilians were brought to patrol the city. During this time, a striker parade was attacked on a day later referred to in the news as "Bloody Sunday." As a result, eight police strike leaders were arrested and charged with sedition. They were ultimately convicted on these charges but only spent one year in jail. After their release, several of these leaders were elected to the Winnipeg city council and as members of Parliament. There they continued to champion worker rights and eventually aided in making meaningful change.

Eventually, many of the original police officers were rehired but were required to sign the no union pledge referred to as "the

slave pact." Doing what police officers do, they promptly found a solution and formed the Winnipeg Police Athletic Association in 1920. The term Association was added to distance itself from the word Union and was a loophole used to keep the public on its side. This is the origin of the Police Association, and most Police labour groups across the country still carry the Association reference in their names today.

After the end of the second world war, Canada followed the labour movement in the United States and enacted legislation protecting labour rights in 1944. This was the start of the Police gradually winning bargaining rights.

In the years following, several hard-fought victories have recently led to Courts supporting labour rights, including the right to organize, collectively bargain, and even the right to strike, all with implications for Police Associations. In June of 2007, the Supreme Court of Canada reviewed the rationale for collective bargaining. This is important as one of the primary purposes of the CPA is acting as the sole collective bargaining unit to negotiate and administer collective agreements over wages and working conditions on behalf of the membership. In a ruling, they made the following observation...

**"The right to bargain collectively with an employer enhances the human dignity, liberty and autonomy of workers by giving them the opportunity to influence the establishment of workplace rules and thereby gain some control over a major aspect of their lives, namely work."**

The second primary purpose of the Calgary Police Association is to provide assistance to members investigated and/or charged in relation to disciplinary offences while engaged in the execution of their duties. This objective is often misconstrued as "we help bad apples keep their jobs."

I am sure that we can think of situations or people who have

**Continued on page 24 ►**

## ***Continued from page 23***

made mistakes or plain bad decisions that deserve discipline or criminal charges. However, *the Association is there to ensure that the process is followed correctly and that our members are treated with respect.* There are guidelines, procedures and expectations laid out in the collective agreement, Police Service Regulations and Police Act that must be followed. By holding our members and the employers to these standards, we ensure that our members are protected from unfair or unjust treatment. In every case where a member has a legitimate concern or is unfairly accused, the CPA holds the door open to get that member some help. The downside is that sometimes less legitimate claims then sneak in the door afterwards, leading some to believe that Police officers shouldn't have a door at all. I don't believe this should be the case.

Since the formation of Police labour organizations, there has been a shift in their role and the relationship with the members. Over the last 100 years, the structure of the labour business has changed. It started as a mutual aid model used as a voice of the workers for advocacy. It focused on issues around fair wages, working conditions, and generally trying to improve the lives of their members, inside and outside of the office. Things changed in the 70's and 80's to a more formal structure based more on a business model. Then the relationship between the members and the Association's leadership changed. The moto was to collect dues and stay out of the personal lives of its members and only focus on collective bargaining and ensure that the employer was held accountable. In the last 20 years, methods have shifted again to a mixed model that simultaneously tries to be all of these things.

The CPA, for example, still focuses on collective bargaining and legal defense. But now, we actively work to build in support and protection of our members' rights into the collective agreement. This includes things that were previously considered out of the scope of the Association, like maternity leave and family support or sick days. We also work to provide peer support, personal and professional advice when requested, and host events like BBQs, Christmas parties, golf tournaments, and we sponsor member-led initiatives like the Police Rodeo. All of these steps are a part of supporting our members at work and benefit their overall wellbeing.

I share this information with all of you to raise awareness of what the Association does for the membership and build some pride in its purpose. I ask you to look at the history of where Police

Associations come from. If you believe that Police officers deserve the same kind of support and protection as all professions, you may begin to appreciate its importance, how you fit into the whole system, and where you can help.

The first way you can help is by staying informed on Association business. Well done! You are already ahead of the curve since you're still reading this article. The CPA is trying new ways to communicate with the membership. These include online townhalls, President messages, the Work Area Stewards Program, and we have even dragged John Orr onto Twitter @cpa\_backtheblue. Please follow him and amplify the voice he has online.

As the Director overseeing the Stewards program, you can help in a few other ways. The first is to note (on the inside cover of the 10-4 magazine) who your current Steward is and reach out to them to get the latest update. If you want to take it a step further, ask them about the program and the plethora of fantastic benefits of being a Steward. The Stewards have access to the most updated information on issues like contract talks and the thin blue line that has been the talk of the town. I would also point out and thank the Stewards for the pivotal role they played during the TBL role out. If you have a general question, they may be able to answer. If it's more complex, they will know who and how to reach out to on the Board of Directors.

Another critical way to stay engaged is to ensure that you vote on Association matters. A sign of a strong Association is how many people take the time to run for elected positions and what percentage of the membership votes. With our online voting software and lengthy voting windows, you should always have the time to have a say in who gets to represent you and what direction we take on significant issues.

I can honestly say that having the honour of being elected to represent you in the Association is one of the most interesting and exciting things that I do. The more I learn and know about how and why things happen, the better it gets. Don't get me wrong, I know not everyone is a nerd like me about this stuff, but even a little knowledge may go a long way for you and help you get involved. As we have clearly shown everyone recently, *a strong Association is a force to be reckoned with!*

Play safe.



# A MESSAGE FROM YOUR DIRECTOR

*By Tom McMahon, Director*

## WHAT HAPPENED TO LVNR?

No one can say these are not interesting times for the policing profession across Canada. There has been a coordinated assault on Thin Blue images across the country and there has been a parallel effort, as part of the larger police 'reform' movement, to reimagine police use of force. Many, including myself, believe The Calgary Police Service's decision to remove Lateral Vascular Neck Restraints (LVNR) is a result of this politically motivated police use of force reform effort.

For the record, I think regularly examining our tactics, techniques and procedures is absolutely essential for maintaining public trust, for proper police oversight and for making required adjustments as police equipment and tactics evolve. These adjustments must be legally, medically, scientifically defensible, evidence based and devoid of any political influence. This brings me to the CPS removal of the LVNR as stated in APM #021 dated February 28, 2021. The APM stated LVNR was removed because: "our tactics have evolved substantially since its introduction, additional tools have been added to our de-escalation and use of force tactics (i.e., Taser and ARWEN) and our community's perception of this technique cannot reconcile LVNR as a safe, effective use of force in any situation".

Please allow me to examine that.

Experienced, read old, members will recall CPS adopted the LVNR when recruits started training the technique in the fall of 2004. Shortly thereafter, TASER emerged in 2005 when it was rolled out to the entire membership. It's fair to say the emergence of LVNR and Taser as subject control options were virtually simultaneous in the CPS. It is true that ARWEN appeared later (Spring 2018) but none of these facts change unique instances that officers routinely encounter where LVNR is the safest (for the public, subject and officer), most reasonable and most proportionate use of force response option.

Taser or ARWEN deployments in a crowded bar are, as a general rule, frowned upon for obvious reasons. If only LVNR

was still available. An unarmed UC in a fight inside a vehicle, if only LVNR was still available. Multiple officers struggling to control a subject where deploying a Taser, ARWEN or OC spray presents target isolation/cross contamination issues, if only LVNR was still available. An off-duty member compelled to act, if only LVNR was still available. I could go on, but you get the idea. Yes, equipment and tactics have evolved but the numerous instances where a LVNR SHOULD be the use of force response have not really changed.

As far as "APM #021 stating: "our community's perception of this technique cannot reconcile LVNR as a safe, effective use of force in any situation" - really? Not in any situation? Was there an extensive community consultation process? What is the data associated with that consultation process and is it publicly available? What do our own historic LVNR data indicate? How many community education sessions did senior CPS leaders hold with members of the public? Were we able to alter any community misconceptions surrounding LVNR through responsible, factual education? What were the recommendations of the many highly trained, highly experienced sworn and civilian CPS members that compose our Use of Force Committee? Were those recommendations, if any, followed or discarded?

I first certified as a LVNR Instructor in October 2007. It was one of the premiere courses of my career! I could not believe how effective the technique was at controlling and DE-ESCALATING subjects. How easy it was to apply for all officers regardless of stature and how deeply medically researched all the presented material was. A properly applied LVNR is the most underwhelming, innocuous application of force, period. Full stop! Momentary lateral compression of the neck vasculature causes restricted blood flow from the brain; that with stimulation of the vagus nerve causes dizziness and momentary fainting or a syncopal episode. (Had to go back and check my course material). The lateral pressure on the neck may increase from minimal to maximal (Levels 1-3) with fainting typically occurring at maximal level. At any point through this compression and combined with verbal commands,

**Continued on page 26 ►**

**Continued from page 25**

voluntary compliance may be achieved as the subject anticipates a likely end result. Let me be crystal clear; a LVNR application represents de-escalation as the subject is ultimately the author of their outcome as one progresses through levels 1-3. Compliance and resulting control may be achieved any time the subject chooses it, or not.

I have been LVNR'd several times and am just fine ,although some may disagree. There was no permanent effect on my airway or cervical spine. I recovered from each application feeling like I had an amazing nap. The certifying parent agency for LNVR, the National Law Enforcement Training Center (NLETC), at the time of my certification had reported no deaths proximal to a properly administered LVNR® application. To date, I am not aware of any changes to this data.

Most of our use of force options revolve around pain compliance techniques. LVNR along with Taser are different as their applications are associated with the hard-wired physiological responses of unconsciousness and neuromuscular incapacitation respectively. A subject, through drug/alcohol intoxication or a mental health crisis may be impervious to pain but Taser and LVNR® can still work. In fact the subject's heightened physiological state increases in the effectiveness of the LVNR®. In Calgary's current climate of overdoses and mental health calls for service, CPS is often asked to attend to control a subject SO a medical intervention is possible. It is unfortunate LVNR® is no longer an option to safely control those that require help.

It should also be noted that LVNR®, when introduced as a physical control technique, appeared lower on our now defunct

Use of Force Continuum than Taser did as an intermediate weapon. How does the removal of the LOWER force option contribute to de-escalation and less severe applications of force by our members? With the removal of the lower force option of LVNR®, one can easily anticipate a resulting INCREASE in the numbers of stuns, strikes and intermediate weapon deployments by our members. How is this better for the community or our members? If the community struggles with the perception of a LVNR® application, I can't imagine what their response will be to multiple empty hand stuns/strikes and baton strikes after a failed Taser deployment.

Undoubtedly many of you are struggling to understand the decision to remove LVNR® . I believe it should be retained as a subject control option for community and member safety. One would hope the decision to remove LVNR® is revisited immediately. If that option is beyond the organization, I shudder to see the community's response to an attempt at subject control as described above. How will our leaders respond to questions from the community in that instance and explain why a lower force option was not available?

In closing and as an aside, if anyone has encountered scenarios where AHS delays have resulted in CPS members being forced to transport a subject, please email me at **tmcmahon@backtheblue.ca** so I can present this information to our senior leadership in an effort to have clear direction provided on what to do in these instances. I look forward to hearing from you. I work for you.

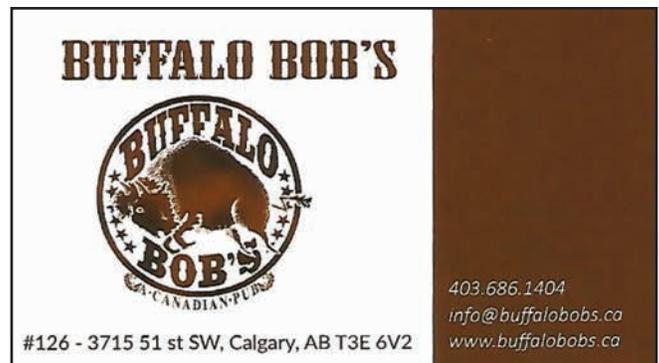
Tom McMahon



**ALPHA**  
**DIESEL PERFORMANCE**

**Theresa Kanigan** Controller/CFO  
O: 403-236-9444 C: 403-875-6233  
theresa@alphadieselperformance.com

1312 42nd Ave. SE  
Calgary, AB  
T2G 4V6



**BUFFALO BOB'S**

**BUFFALO BOB'S**  
CANADIAN PURE

403.686.1404  
info@buffalobobs.ca  
www.buffalobobs.ca

#126 - 3715 51 st SW, Calgary, AB T3E 6V2



Calgary China Town Development Foundation  
128 2 Ave SW Main  
Calgary AB  
403-265-2003  
Jack Yee



Taste  
the  
Tradition...  
since 1962

**Calgary Italian Bakery Ltd.**  
5310 - 5th Street S.E.  
Calgary, Alberta T2H 1L2  
www.cibl.com



# CPS/Legacy Place Society Benevolence Program

**T**he **CPS/Legacy Place Society Benevolence Fund** is a great way to show your commitment and provide support to our CPS members and their families in time of need. Since our inception in 2012, this program has helped more than 100 of our families during their time of crisis.

On behalf of all the committee members, thank you to everyone who has assisted us by providing funds to those in need. Without your generosity, we could not do the work we do.

### So, what do we do?

We provide funds in times of need that covers costs associated to the following:

1. Medical expenses and prescriptions not covered by current benefits;
2. Travel associated to medical assistance;
3. Food/meals for family during times of need;
4. Psychological services not covered by current City of Calgary Employee & Family Assistance Program;
5. Physical or mental rehabilitation;
6. Household/vehicle renovations needed because of a medical condition;
7. Anything the committee deems necessary that addresses the members' wellness because of the initial crisis.

### Did you know?

Legacy Place Society is a not-for-profit registered charity (Registered Charity# 891549420RR001) that provides confidential support to first responders, veterans and military personnel. Every donation you provide greater than \$20.00

is tax deductible and a tax receipt will be provided. See [legacyplacesociety.com](http://legacyplacesociety.com) for more information.

### How can you help?

If you recognize or have heard that a CPS sworn or civilian member is going through a difficult time and they need assistance, what can you do? Call one of the committee members to advise us. Information and inquiries are kept confidential. Next, we would ask that you become the advocate for that person or find someone who would like to take on this role. We will then send an information package that will include an electronic Time Donation Request sheet that can be printed or emailed to members who wish to donate. The recipient will have final say of what information is released. This is to respect the sensitivity and confidentiality of the situation.

Why wait for an assistance request when you can help with a monthly contribution? Honestly, there are times when there is an emerging situation and funds are needed prior to beginning a fund-raising campaign. There are situations when a member wants to keep their situation private and would rather not ask for help. Well, we have a solution for that and we can ensure confidentiality.

**We accept time sheets to donate court time, regular time and overtime. We accept cash and personal cheques (made out to CPS/LPS Benevolent Fund) as well as e-transfer to: [info@legacyplacesociety.com](mailto:info@legacyplacesociety.com). If you use e-transfer and wish to donate to a specific fund, please add that to the comments section.**

## CPS/LPS Benevolent Committee

Executive Director  
Legacy Place Society  
Diana Festejo 403-813-8019

Sergeant John Grillone  
403-710-3150

Sergeant Garry Woods  
587-777-4532

Constable Jacqueline Maerz  
403-200-7193

Constable Logan Frison  
403-875-9839

Constable Chris Terry  
403-998-8993

# ON THE THIN BLUE LINE

*Written by Jon Odland*

It is interesting how symbols, such as the Thin Blue Line, come to be. The Thin Blue Line came to common usage through a grass roots movement. It wasn't designed or designated by some central authority, rather it was discovered and embraced by everyday Police Officers all over the world. It resonates strongly with many members. We see in the Thin Blue Line ties to deep values. It is not only a representation of the things we hold dear, but an aspiration. A symbol like this should also call us to be better as Police Officers.

One of the critiques of the Thin Blue Line is that it represents an "us vs them" mentality. Critics say that it places cops separate from the community, and in opposition to it. This is an overly simplistic way to look at it. The reality is that this "Thin Blue Line" is the razor thin line between order and disorder, calm and chaos, harmony and anarchy. Maybe, most importantly, it represents the line between Good and Evil.

Police officers know evil. We have seen it. We have spoken with it. We have been up close and personal with it. In our struggle to comprehend it, there is a temptation to personify it, and center it, in the souls of specific people. This is the wrong way to look at evil.

Our critics do not understand this. In our struggle to articulate what we have experienced; they have misunderstood the nature of this "line". The talk of "badguys", and "crackheads" give rise to this misunderstanding. It is very important that we have a clear head and understand, as Police officers, where this line between good and evil truly runs.

We see this line running down the middle of our city streets where, were it not for enforcement, more collisions would bring untold damage, injuries, and death. We see this line running through a quiet neighbourhood, preventing everyday people from getting robbed, assaulted, or worse. We see this line running through the middle of a family, stuck in a chaos beyond their control, that has spilled over into conflict. We see this line running through the life of a single person, who struggles unsuccessfully with serious mental health or addiction. And in moments when we are truly honest, we see this line running much closer to home.

Aleksandr Solzhenitsyn was a Soviet writer and novelist. He served as a Captain in the red army during World War II. Near the end of the War, he was arrested for criticizing Stalin in a private letter. This resulted in his conviction and sentence to a decade in a Soviet prison camp.

Now Solzhenitsyn knew evil. He later wrote about the worst atrocities he witnessed the Red Army commit in Germany. He had been sent unjustly to a forced labour camp and was subject to all the worst that humanity has to offer. The interesting thing about it was, that during his time in prison, Solzhenitsyn decided to go back over his life and figure out everything he had done wrong that had led him there. Later in life he was released and wrote many books including *The Gulag Archipelago*, a book which was partially responsible for the collapse of the Soviet Union.

After having experience evil of the type most of us can only imagine, Solzhenitsyn had this to say. Writing in *The Gulag Archipelago*, "It was granted me to carry away from my prison years on my bent back, which nearly broke beneath its load, this essential experience: *how* a human being becomes evil and *how* good. In the intoxication of youthful successes I had felt myself to be infallible, and I was therefore cruel. In the surfeit of power I was a murderer, and an oppressor. In my most evil moments I was convinced that I was doing good, and I was well supplied with systematic arguments. And it was only when I lay there on rotting prison straw that I sensed within myself the first stirrings of good. **Gradually it was disclosed to me that the line separating good and evil passes not through states, nor between classes, nor between political parties either—but right through every human heart—and through all human hearts.** This line shifts. Inside us, it oscillates with the years. And even within hearts overwhelmed by evil, one small bridgehead of good is retained. And even in the best of all hearts, there remains ... an unrooted small corner of evil."

It can be difficult for me to admit the line runs down the center of my own heart. I know for sure, that in my career, I have not always been on the good side of that line. That realization is very difficult. The nights are long, some people are just horrible, and it can be so tempting to, just by default, consider yourself the good-guy. It's sometimes in the small things. The overly harsh words for someone I thought deserved it. In the small shortcut that makes it a little easier to complete a call. Being on the good side of the line is definitely not the default setting. It takes work. It takes paying attention. It is hard.

But we don't do this job because it is easy. We do this job because it is necessary. It is required. We need the few standing on the Thin Blue Line. And if we are sincerely meaning to stand on the Thin Blue Line, we must always choose the good...

# RECRUITING

By Cst. Susan Gronberg, File Manager in Recruiting

## FACT – “WE ARE HIRING!”

### FICTION – “WE CAN’T GET APPLICANTS IN THE FRONT DOOR”

FACT – this type of above untruth enrages me. Like, really. Sounds dramatic, I know. But one, I love my job, this career and CPS (please save your jeers for the next edition). And two, because it is false! So, with this little untruth and many others I hear and see regularly, I thought I would do a little info session and break down the numbers for my fellow members.

So far, in 2022 (January 1st – March 31st), we have received 241 completed applications. In 2020 we saw 150. In 2021, we saw 180. Numbers don’t lie people. They like us, they really like us!

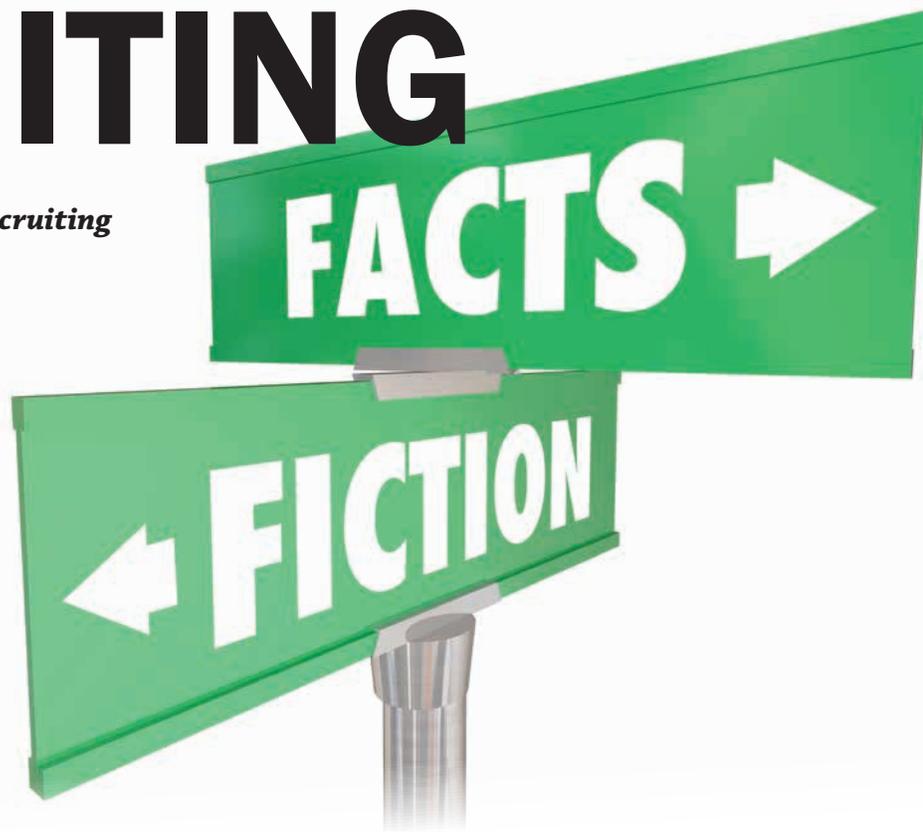
In 2021, there was a 9% increase in applicants and a 64% increase in hires.

In 2022, we are looking to hire 135 new officers. So far in 2022, 39 recruit spots have been filled. We have had a class in February, April 25th, and plan on one in June, August, and November. We also are looking to have three Direct Entry Officer (DEO) classes.

### FICTION - “THERE IS ONLY ONE MEMBER IN RECRUITING”

I am currently in the recruiting unit and a File Manager/ Recruiting Officer. I am one of 7 File Managers and my team is led by our Recruiting Sergeant – Joe Hebert. The team also consists of 5 pre-screeners and 8 backgrounders. As a File Manager we take the applicants through every stage, from written testing to selection. This can be anywhere from a 3-month to 9-month process (approximately).

The recruiting unit also has an Outreach Sergeant – Ang Tetley, and 4 members who fall under her portfolio. We all attend outreach and recruiting events, along with our 143 recruiting ambassadors – members who can assist at these events when their schedules allow. And on top of all these above-mentioned bodies – we have



numerous amazing civilian members assisting us too!

Although COVID-19 hampered in-person recruiting events for the last couple of years, we are excited to be offering in-person events again, including info sessions and two of our popular recruitment programs — “Run with a Recruiter” and “Coffee with a Cop.”

We also continuously conduct outreach at community events throughout our city including at Calgary Hitman games, Calgary Roughnecks games, the Youth Hiring Fair, the Calgary Comic Expo, the Home Show, and at numerous Universities throughout our Province and other Provinces.

In 2021, we attended/conducted 106 outreach and marketing events. Saw 740 new LinkedIn followers, and were the #1 Law enforcement page in Canada on LinkedIn!

From January 2022 – April 2022, we have already attended/ conducted 63 outreach and marketing events!

### “We are not able to fill our current recruit classes”

Class 242 (April 25th, 2022) has 24 applicants (AKA – full). During 2020 and 2021, Covid certainly put a damper on our recruiting efforts as well as the class sizes due to restrictions, but we still managed to wrangle up 110 new recruits in 2021!

### FICTION - “CPS HAS NOT GRADUATED A FULL CLASS IN 3 YEARS”

Continued on page 30 ►

**Continued from page 29**

I ask members – did you graduate with a full class? I know that the answer will be “yes” for some and “no” for others. There can be numerous different reasons for this, most common unfortunately is due to injury. But we do see those recruits help in other ways until they are able to return to classes and graduate.

Here are some numbers from 2019 – we had 122 recruits spread throughout 5 classes. Of the 122, 108 graduated with their class, 6 resigned and the rest were back classed due to injury.

In 2020 – we had 44 recruits start class (8 DEO’s included in this) and 42 graduated with their class, while the remaining two were back classed due to injury.

In 2021 – we had 121 recruits start class (14 DEO’s included in this) and 105 graduated with their class. 2 resigned and 14 were back classed due to injury.

The recruits back classed – well, some have already moved on to graduate and others are waiting for future class placement as they heal.

It’s not really a simple “yes” or “no” that we have graduated a “full” class. But of the 17 classes from 2019 to 2021, 14 started as “full” classes and we have had 5 “full” classes graduate.

**FICTION - “CPS HAS LOWERED THEIR HIRING STANDARDS”**

There are processes in place. Period. These “standards” have not changed. Every applicant must be successful at each stage to move on. Currently 49% of applicants fail the ACT and 52% fail the APCAT – these exams have not changed in years.

The APREP – yup, still the same dreaded beep test. Applicants must reach level 7 to be successful as well as complete the pursuit restraint circuit under 2 minutes and 10 seconds.

In 2021 we received 667 completed applications and hired 110

recruits – that means we only hired 16% of our applicants! We are seriously an exclusive club and have a super competitive applicant pool! In 2021, we had 2948 total applications – people who logged on and started their process but did not complete their application for whatever reason. These stats are gold and prove there is a lot of interest in joining our Service!

As for lower quality applicants...some more rubbish! There are 3 Olympians in class 242 alone! We have hired chemical engineers, lawyers, flight attendants, peace officers, sheriffs, former military members, member’s spouses, member’s kids! (feel old?), Teachers, nurses, paramedics, youth pastors, etc. We have been able to attract a wide range of diverse applicants to help Service our diverse city!

**FICTION - “CPS IS ONLY INTERESTED IN HIRING FROM DIVERSE COMMUNITIES”**

Oh man. Where do I even start. First of all, this is just laughable. Hey y’all it’s 2022! And yah, we DO hire a range of diverse individuals. And yah, we DO work hard within our diverse communities, breaking down barriers and encouraging dialogue and applications! Thank goodness for that! Can you imagine if we only hired 25-year old, knuckle dragging males?! (No offense to any 25-year old, knuckle dragging males...you may pass along your jeers to the next edition). But really, nothing is more satisfying than going to a call and over the air, requesting a French or Arabic or Mandarin speaking member and someone ACTUALLY responds! How cool is that? So, some numbers for you - in 2021, 67% of our applicants were white, 16% South Asian, 5% Black/African American, 4% Chinese, 3% Arab and a few more amazing groups in there. And we will continue to reach out to all these communities because different...is...awesome!

I think I’ve covered off most of the misinformation I hear, but please feel free to reach out to me or other recruiting unit members and ask questions! We are working hard to fill those empty spots in the Districts!

Cheers!

---

# Calgary Police Service Recognition Ceremony

On the evening of May 14th, regular citizens of Calgary gathered along Memorial Dr to thank the sworn, civilian and veteran members of the Calgary Police Service for their service to the people of Calgary. This citizen-led initiative was the brainchild of local philanthropist Murray McCann and his entrepreneur grandson Jackson McDonough. The event was meant to lift the spirits of members, and 3,000 candles were lit, one for every employee of the Calgary Police Service. The candles represent “hope in times of darkness.”

Cheers to Regimental Sargeant Major Travis Juska, the CPS pipe band and honour guard, dozens of volunteers, Beyond the Blue and many others that I have failed to mention. The evening was a success, and we are all grateful for your tribute. It couldn’t have come at a better time. Thank you all!





# Hello there!

My name is Dr. Rebecca-Jane McAllister, and I help people with **low back pain** (with or without leg pain) better **understand & manage their pain**. Using a variety of **manual treatments, contemporary medical acupuncture, rehabilitation exercises, & education**, I help you get back to the things you **have to do & love to do each day, without** life being dictated by pain!

As the daughter of a police officer (Toronto Police Services), I am acutely aware of the demands of being a first responder, including how the prolonged sitting in your vehicles coupled with the heavy equipment carried on your belts often leads to lower back pain.

Now as a chiropractor, I offer this unique perspective to police officers and their loved ones alike, helping them with their muscle and joint pain, so that they can fully show up in all aspects of their lives!

Since graduating from CMCC, I have practiced all across Canada, successfully treating a variety of musculoskeletal conditions such as neck, mid-back, and low back pain as well as headaches; including many **first responders experiencing low back pain with or without leg pain**. I am beyond excited to be putting roots down in the Calgary area and am eager to hear how my chiropractic services can help serve police officers and their loved ones so you feel better in your work, hobbies, and personal lives!

Please feel free to reach out to me through my website or through social media! I'd love to hear from you and learn how I can help you achieve your health and wellness goals!

- Bachelor of Human Kinetics Honours [Major: Movement Science Co-op & Minor: Psychology], University of Windsor
- Doctor of Chiropractic (DC), Canadian Memorial Chiropractic College (CMCC)
- Contemporary Medical Acupuncture certification, McMaster University

Throughout my post-secondary education, I have received several scholarships & awards for academic achievement, philanthropy & service work, as well as research endeavours, including the **Doctor E. Bruce Tovee Scholarship** from the **Toronto Police Association**.



Scan Me to Learn More!





WE STRIVE TO PRODUCE HIGH-QUALITY  
PRODUCTS COMBINING 50+ YEAR-OLD TRADITIONS

400 - 7015 Mcleod Trail S  
Calgary AB T2P 2G8  
Dan Cordosa- 403-254-2454  
dan.cardosa@abccorkcom



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

**Dirk Kuin**  
**General Manager**

13-2139 Pegasus Way N.E.  
Calgary, Alberta  
Canada T2E 8T2

Bus: 403-250-7553  
Cell: 403-472-1723  
Fax: 403-250-7578

Email: [dkuin@aeroav.com](mailto:dkuin@aeroav.com)  
[www.aeroav.com](http://www.aeroav.com)



# CENTRE FOR SLEEP

& HUMAN PERFORMANCE

the science of sleep  
*...for the art of living.*

106, 51 Sunpark Drive SE  
Calgary, AB T2X 3V4

403-254-6663 ext. 1  
Fax 403-254-6693  
patients@centreforsleep.com

Proudly Serving Law Enforcement  
for over 15 years



## Dr. Saleema Adatia DMD

DENTAL SLEEP THERAPY

**Struggling with your CPAP or disruptive snoring?**

Call Dr. Saleema Adatia to explore Oral Appliance Therapy as an alternative to CPAP.

- Less invasive treatment for Sleep Apnea and Disruptive Snoring
- Direct Billing to Green Shield Medical Insurance
- Comprehensive and professional care

Dr. Saleema Adatia - Symmetry Dental  
403-271-2661  
Sleepappliance.ca

**You deserve a good night's rest!**

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

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

**My Personal Promise**  
I'm committed to my customers and my community.



Scott Kessler, Owner/ Manager



**NORTHLAND**  
4911 Northland Drive NW  
Calgary, Alberta  
(403) 286-3386  
fountaintire.com



## Karen Penner

Jencor Mortgage Advisor

**KAREN@JENCORMORTGAGE.COM**

**Office: 403.245.3636**

**Cell. 403.998.7171**



Over 14 Billion in Mortgages Originated  
PROUDLY SERVING CLIENTS SINCE 1987





The intelligent use of water  
Preserving beauty while  
Conserving water

**Phil Roberts**

**3424 Lane Cr SW  
Calgary, AB**

**Call or Email Today!**

403-809-1285  
phil@kiwiirrigation.com

**kiwiirrigation.com**

**PDS**

**FIRE PROTECTION INC**

*Your Total Fire Protection  
Service Provider*

Contact

**DAVE STANISLOW**

dstanislow@pdsfire.ca

**Tel: 403.243.4546**

Cell: 403.510.2765

915A - 48 Avenue SE, Calgary, Alberta T2G 2A7  
Fax: 403.243.4551

**www.pdsfire.ca**

 **NOTIFIER®**  
by Honeywell

AUTHORIZED DISTRIBUTOR



Cedarbrae  
Pharmacy & Walk-  
In Medical Clinic  
@CedarbraeMedical

### PHARMACY

#### Hours of operation:

Monday: 9 AM - 8 PM  
Tuesday: 9 AM - 8 PM  
Wednesday: 9 AM - 8 PM  
Thursday: 9 AM - 8 PM  
Friday: 9 AM - 8 PM  
Saturday: 10 AM - 6 PM  
Sunday: CLOSED

**(403) 238-0860**

### WALK-IN CLINIC

#### Hours of operation:

Monday: 9 AM - 5 PM  
Tuesday: 9 AM - 5 PM  
Wednesday: 9 AM - 5 PM  
Thursday: 9 AM - 5 PM  
Friday: 9 AM - 5 PM  
Saturday: CLOSED  
Sunday: CLOSED

**(587) 355-1349**





**\$1 OVER Invoice**

Call or Text Stryder Hack  
403-909-6050

[www.calgary-police-employee-deals-renfrew.com](http://www.calgary-police-employee-deals-renfrew.com)

## Renfrew's Vehicle Purchase Offer

- Purchase for \$1 over invoice
- Less all incentives and rebates
- FREE 3-year VIP oil change
- Current & retired CPA members



**Dr. Rebecca-Jane McAllister, BHK (Hons), DC**  
Doctor of Chiropractic | GLA:D Back Provider  
She / Her

*When you book an appointment with me, 1 additional curriculum class is provided to a girl in Cambodia. To learn more, check out my website!*

**Low back pain keeping you from the things you have (and love) to do?**

**\*20% Off Initial Assessments June-August 2022 - Show Ap for Discount\***

To learn more about my services & to book visit:  
[www.dr-rebecca-jane-mcallister.com](http://www.dr-rebecca-jane-mcallister.com)

@dr.rebecca.mcallister

Scan Me to Learn More!



**Here for you, like you're there for us.**

NFP is proud to offer discounted home and auto insurance rates to all members of the Calgary Police.

**Call today for a free quote.**

**1-866-472-0721**



**CANEM™**  
**S Y S T E M S**

Contractors that Care  
Electrical, Communications, Mechanical & Security

Learn more at [www.canem.com](http://www.canem.com)

## Commercial Real Estate Services

- Tenant Representation
- Site Selection
- Investment Properties
- Market Research
- Office Property Leasing
- Valuation and Advisory
- Property Management
- Industrial Property Leasing
- Retail Property Leasing
- Design and Construction

### Calgary

500, 530 - 8<sup>th</sup> Avenue SW  
Calgary, Alberta T2P 3S8  
Main: 403 263 4444  
Fax: 403 269 4202

### Edmonton

1995, 10180 - 101 Street  
Edmonton, Alberta T5J 3S4  
Main: 780 424 5475  
Fax: 780 426 1995

**CBRE**  
[www.cbre.com](http://www.cbre.com)



# CEMROCK

Formwork Projects • Flatwork Projects



[www.cemrock.ca](http://www.cemrock.ca)



Alberta's  
Condo Consumer Advocate  
since 1994



# CITY WIDE RADIATOR

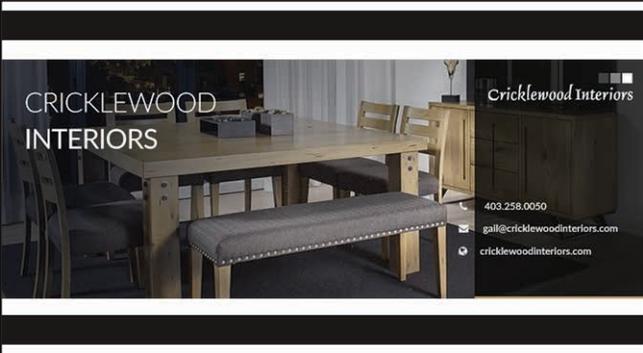
# copper FOX METALS

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



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

Rahul Kashyap



CRICKLEWOOD  
INTERIORS

Cricklewood Interiors

403.258.0050

[gall@cricklewoodinteriors.com](mailto:gall@cricklewoodinteriors.com)

[cricklewoodinteriors.com](http://cricklewoodinteriors.com)



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

Ryan Verkley  
[ryanv@deerfootcarpet.com](mailto:ryanv@deerfootcarpet.com)



24 Hour Service  
[www.driverdirect.ca](http://www.driverdirect.ca)  
"An Honest Hours Work"

**Scott Shyiak**  
President

c:403-988-6147  
p:403-279-9006  
f:403-279-9383

[scott@driverdirect.ca](mailto:scott@driverdirect.ca)  
3811 - 90th Ave SE  
Calgary, AB T2C 2S5

Don Smith, CLU, CFP

# DSI

ESTATE PLANNING INC.

[www.dsiestate.com](http://www.dsiestate.com)



DUNPHY BEST BLOCKSOM LLP



**FAIRFIELD WATSON**  
benefits consulting

- Group Benefits
- Group Savings
- Individual Insurance
- Wellness Programs

**fairfieldwatson.com**



**GERMAN CAR SPECIALIST**  
BY TWO SQUARE AUTO REPAIR LTD

**BEN TSE**  
SERVICE ADVISOR  
BEN@GERMANCARSPECIALIST.COM

TEL: 403.571.3650  
FAX: 403.571.3657

204 40TH AVE. NE • CALGARY, AB T2E-2M7  
**www.GERMANCARSPECIALIST.COM**

**Grab Cab Coaldale & Deliveries**



- Pick Up and Deliveries
- Drive Homes
- Courtesy Calls

We accept cash, visa or mastercard and debit

403-394-8863  
Bonnie Fehr  
Owner/Operator



Mon 07:30 - 16:00  
Tue 07:30 - 16:00  
Wed 07:30 - 16:00  
Thur 07:30 - 20:00  
Fri 07:30 - 16:00

**Phil Larkam**

Cell: (403) 850-4353  
pl@hillhursthardware.com

134-10th STREET NW CALGARY AB T2N 1V3  
Ph: (403) 283-3333 www.hillhursthardware.com Fax: (403) 270-3567

**Indo-Chinese Buddhist Association**

2405 Centre Street NW  
Calgary, AB  
T2E 2T8  
403-276-3962

**Indo-Chinese Buddhist Association**

Is proud to support the Calgary Police Association 



**Liquor Plus**  
~ Wine & Spirits ~

“Special Events Welcome”

4220 17 Ave S.E. Calgary, Alberta  
Tel (403) 272-4126  
Fax (403) 273-4645



**Little Saigon Mall**

**Bao Q. Luong**

#309, 4909 - 17th Avenue S.E. T: 403-312-8888  
T2A 0V5 Calgary, Alberta F: 403-569-8888  
www.LittleSaigonMall.CA LittleSaigonMall@gmail.com

**CLAIM DENIED?**  
You Have Rights - Let Us Help  
Disability & Injury Claim Firm

**Ludwar Law Firm**

**James W. Ludwar** BA, J.D.  
Professional Corporation  
Disability Law

• DISABILITY CLAIMS  
• SERIOUS INJURY CLAIMS  
• MOTOR VEHICLE ACCIDENT CLAIMS  
• APPEALS

Phone (403) 670-0055  
Toll Free 1-877-682-3476  
Fax (403) 670-0056  
#101, 429 14 St. NW, Calgary

**www.yourdisabilitylawyer.ca**

**Manchester BOTTLE DEPOT**



**MARKLAN BOTTLE DEPOT**

Bottle Drives, Hotels & Restaurant Pick Up

403-236-8131 IMRAN (IMMY)  
Fax: 403-236-8160 JETHA  
marklanbottledepot@gmail.com

Hours:  
Mon - Sat : 9 am to 5:30 pm 2842 Glenmore Trail S.E./ Ogdan Road  
Sun: 10 am to 4 pm Calgary, Alberta T2C 2E6

MCAP is Canada's largest independent Mortgage Finance Company.



**M&M**  
FOOD MARKET

162 Ave. SW  
M&M  
Shawville Blvd. SE  
Murchison Trail S  
Hwy 22x

**CALGARY**  
277 Shawville Blvd. S. E.  
403-201-2923

# MUG SHOTZ

## SPORTS BAR & GRILL

*Homemade Wing Sauces Always Fresh & Created With Love*

#12 - 2808 Ogden Road SE  
Calgary, Alberta T2P 4R7

**#1 Gourmet Wings in Calgary**

# Nutrien

## Ag Solutions™

Junction of Highway 14 and Secondary road 894 North  
Edgerton AB.T0B 1K0  
PH: 780-755-3744  
Dallas Degenhardt

## PARADISE MOUNTAIN

ORGANIC COFFEE™

OFFICE: 403 263 7662    ORDERS: 1 855 263 7662  
EMAIL: [orders@pmoc.ca](mailto:orders@pmoc.ca)    ADDRESS: 7954-51ST SE  
Calgary, AB T2C 4R2

[www.facebook.com/ParadiseMountainOrganicCoffee](http://www.facebook.com/ParadiseMountainOrganicCoffee)



**PETRO-CANADA**  
TM/MC  
100 Crowfoot Way NW, Calgary, AB T3G 4C8  
Open today - Open 24 hours  
Phone: (403) 208-9053



## PORTER TILE & MARBLE (1991) LTD.

"Specialists in the Tile and Granite Trade"  
Est. 1965

CONTRACTORS FOR COMMERCIAL AND RESIDENTIAL:

- CERAMICS • QUARRY TILE • PORCELAIN TILE
- CUSTOMIZED MARBLE & GRANITE WORKS

Phone: (403) 258-2258

[www.portertile.com](http://www.portertile.com)

5752 BURLEIGH CRESCENT SE  
CALGARY, AB T2H 1Z8  
FAX: (403) 255-2775

## PRIME TIME RESTAURANT

2016 SPILLER RD SE CALGARY  
PHONE: 403-262-8662 FAX 403-262-8601  
**Louie Rodrigues**



## Ranchmen's Club

YOUR CLUB OF CHOICE

Alberta's only Platinum-ranked private club. As a business and social club for members and their esteemed guests. We've been a proud second home for business and community innovation and leadership, tradition and vision since 1891.

710 13TH AVENUE S.W.  
CALGARY, ALBERTA T2R 0K9  
[JARED@RANCHMENSCLUB.COM](mailto:JARED@RANCHMENSCLUB.COM)  
PHONE: 403.228.3885

SUPPORTING THE  
CALGARY POLICE ASSOCIATION



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

**RE/MAX**



Joe Howlett  
RE/MAX Real Estate (Mountain View)  
#222, 4625 Varsity Dr NW  
Calgary, AB T3A 0Z9  
(403) 247-5171

**ROYAL LEPAGE**

Royal LePage Benchmark  
110, 7220 Fisher Street S.E.  
Calgary, Alberta T2H2H8  
403-253-1901



**Sidhu Accounting & Financial Services**

4656 Westwinds Dr NE #202,  
Calgary, AB

**IQBAL SIDHU**  
403-568-2667

**Starlite**  
RESTAURANT & BAR



**TOP PIZZA & SPAGHETTI HOUSE**

**RGO**

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



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

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



**SHOPBEAUTY.COM**  
YOUR ONLINE BEAUTY WORLD



**Sobeys**

Sobeys Forest Lawn  
5101 17 Ave SE  
403-273-9339



**CALL TODAY!**  
Foothills - Calgary (403) 213-9247  
Chinook - Calgary (403) 515-5525



Claresholm, Alberta  
Toll Free Phone: 800.383.1934  
Todd Heggie



**Wayne Wiebe**  
AVP, Employee Benefits  
**HUB International Insurance Brokers**

120-6712 Fisher Street SE  
Calgary, AB T2H 2A7

o: 403-230-3824 c: 403-510-8460  
d: 403-592-8717

wayne.wiebe@hubinternational.com  
hubinternational.com

Asphalt Paving  
Concrete  
Commercial Snow Removal

Tel: 403-272-2694  
Cell: 403-710-5797  
Fax: 403-272-2634

westpointconstruction@telus.net  
www.westpointconstruction.ca



**Bryan MacArthur**  
Supervisor

P.O.Box 8 Site 12 R.R.7  
Calgary, Alberta  
T2P 2G7

**50 YEARS** Western Materials Handling  
& Equipment Ltd.  
CREATING SOLUTIONS TOGETHER



**WESTMAT.COM**

QUALITY - COMMITMENT - RELIABLE - RESPECT

**W G Turnbull**  
300 - 714 1st SE Unit 226  
Calgary, AB  
T2G 2G8  
403-233-0333  
wturnbull@shaw.ca

**WG Turnbull**

Is proud to support the Calgary Police Association



**BALER TWINE**

Phone: 403-931-3318  
Toll Free: 1-800-883-0414



**WINTON RESTAURANT**  
**CHINESE FOOD**

**TAKE-OUT, DELIVERY & CATERING**

**BUSINESS HOURS**

MONDAY - THURSDAY  
10:00 AM - 10:00 PM  
FRIDAY - SATURDAY  
10:00 AM - 11:00 PM  
SUNDAY  
4:00 PM - 10:00 PM

**Phone:**

**403-273-4363**

**403-273-4364**

Bay 7, 5268 Memorial Drive NE, Calgary, AB T2A 2R1



**WISE SCHEIBLE BARKAUSKAS**  
FAMILY LAW

JEFFREY D. WISE, Q.C.  
Lawyer

Direct [403] 750-2579  
Assistant [403] 750-2580  
Fax [403] 269-6785  
Email jdwise@divorceinc.com

750, 700 4th Ave SW  
Calgary, AB T2P 3J4

**WONDERFUL**<sup>TM</sup>  
SPECIALTY THREADS

**BULLET**  
**DULLET**  
TRANSPORTATION COMPANY, INC.

- Full Load & LTL Service
- Contract Hauling
- Cross Dock Facility

DISPATCH 403-203-0669 TOLL FREE 1-888-253-8838

www.bullettci.com

Service is our business --- Whatever it takes



**CORRADO'S**  
**AUTO REPAIR**

EST.1993

AMVIC LICENSED

# Patron Sponsors

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

Corine Lyall  
Royal Lepage Benchmark

Sureya Bharwani  
Park Avenue Furniture

Gwyneth Gillette

Mary  
Pat & Cec’s Auto Repair Ltd

Donald Smith  
DSI Estate Planning Inc.

Terry Myles

Alex Carnegie  
Sure-Seal Contracting LTD

Yusuf Kamran  
Kamran Yusuf Md

Keith Palmer  
Day Z Cleaning Inc

Jack Hanania  
International Geological Labs

Merla  
Thomson Xciting Ideas

William Wang  
Pacific Auto Body Ltd.

Don MacDonald  
Your Tree Doctor inc

Shelley Burgess  
Unit 120

Lynn Konner  
Blue Ranger Inspections Ltd

Napi Sandhu  
Red Crowns

Dave Hows  
CD Trader Ltd

Charles Bailey  
Our Gardens Landscaping Inc

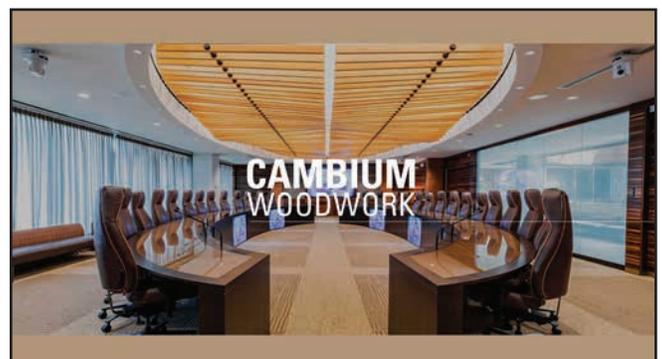
George Abbud  
Tunedub Inc



**CALGARY  
LOCK & SAFE**  
SECURITY DESIGNERS

**1655 32 AVE NE Calgary, AB T2E 7Z5**

**Matt Ostash**



# Advertiser's Index

ABC Cork.....	32	Kiwi Irrigation .....	34
Able Demolition Svc.....	22	Liquor Plus .....	37
Aero Aviation Inc.....	32	Little Saigon Mall .....	37
Alberta Diamond Exchange .....	6	Ludwar Law Firm .....	37
Allstate Insurance Company of Canada.....	4	M&M Food Market.....	38
Big 5 Exteriors Ltd. ....	22	Manchester Bottle Depot.....	37
BrokerLink .....	10	Marklan Bottle Depot .....	37
Buffalo Bob's.....	26	MCAP Development Finance Group .....	38
Bullet Transportation.....	40	Modern Beauty Supplies .....	39
Calgary Aggregate Recycling .....	8	Mugshotz Sports Bar & Grill .....	38
Calgary Chinatown Development Foundation.....	26	NFP formerly Dalton Timmis.....	35
Calgary Italian Bakery Ltd .....	26	Nutrien Ag Solutions.....	38
Calgary Lock & Safe.....	41	Paradise Mountain Organic Coffee.....	38
Cambium Woodwork .....	41	PDS Fire Protection Inc.....	34
Canem Systems Ltd.....	35	Petro-Canada .....	38
CBRE.....	3	Porter Tile & Marble.....	38
5Cedarbrae Pharmacy.....	34	Prime Time Restaurant .....	38
Cemrock.....	36	Ranchmen's Club .....	38
Centre for Sleep and Human Performance.....	33	Re/Max Real Estate Ltd.....	39
City Wide Radiator .....	36	Red's Diner Ltd. ....	38
Compact Rentals.....	34	Renfrew Chrysler .....	35
Condo-Check .....	36	RGO Office Products.....	39
Copper Fox Metals .....	36	Royal LePage Benchmark .....	39
Core Mark .....	32	SERVPRO of Calgary South .....	IBC
Corrado's Auto Repair.....	40	Shane Homes.....	12
Country Hills Toyota Scion.....	36	Sidhu Accounting & Financial Services.....	39
Cricklewood Interiors.....	36	Starlite Restaurant & Bar .....	39
DBB LLP .....	36	Steve Dube Realty Inc. ....	16
Deerfoot Carpet & Flooring Inc .....	36	Symmetry Dental .....	33
Diesel Performance.....	26	Tire Pirates.....	39
Dr. Rebecca-Jane McAllister .....	35	Top Pizza & Spaghetti House .....	39
Driver Direct.....	36	TransCanada Denture Clinic .....	IFC
DSI.....	36	Tribuild Contracting Calgary Ltd.....	20
Fairfield Watson Inc .....	37	W G Turnbull.....	40
Forest Lawn Sobeyes.....	39	Watt & Stewart Commodities.....	39
Fountain Tire .....	33	Westpoint Construction Inc.....	40
German Car Specialists.....	37	Windrow Baling Products Inc .....	40
Grab a Cab Coaldale & Deliveries.....	37	Winton Restaurant Chinese Food.....	40
Hillhurst Hardware Ltd .....	37	Wise Scheible Barkauskas .....	40
Hub Intl. ....	40	Wonderfil Specialty Threads .....	40
Indo Chinese Buddhist Association.....	37	Wolfe Chevrolet GMC Buick.....	OBC
Jencor Mortgage Corp .....	33		



Fire & Water - Cleanup & Restoration™



SERVPRO® of  
Calgary South

403-255-0202

servprocalgarysouthab.com

*Independently Owned and Operated*



THANK YOU FOR YOUR SERVICE AND SUPPORT!

## CLEANUP AND RESTORATION

- 24/7/365 Emergency Service
- Commercial and Residential
- Trained, Uniformed Professionals
- Restore vs. Replace
- Insurance Company Restoration Vendor

SERVPRO® SYSTEM SERVICES

### Restoration:

- Fire, Smoke, Soot
- Water Removal and Dehumidification
- Mould Mitigation and Remediation
- Move-Outs and Contents Restoration
- Electronics and Equipment
- Document Drying

### Specialty Services:

- Fentanyl
- Vehicle Decontamination
- Organic Matter
- Biohazard
- Tear Gas

Like it never even happened.®



# PRE-ORDER EVENT

RECEIVE

**\$1,000**

IN SPECIAL FIRST RESPONDER BONUS CASH  
+ OEM OFFERS

GET THE CHEVROLET  
OR GMC VEHICLE  
YOU REALLY WANT.



**PROUD OF OUR  
LOCAL FIRST RESPONDERS!**



Call: (403) 265-7690  
Visit: 1720 Bow Trail SW, Calgary

[www.WolfeCalgary.com](http://www.WolfeCalgary.com)



TAKE ADVANTAGE OF PRE-ORDERING YOUR GMC OR CHEVROLET VEHICLE WITH OUR EXCLUSIVE \$1,000 FIRST RESPONDER BONUS OFFER PLUS ALL O.E.M. OFFERS. OFFER EXCLUSIVE TO WOLFE CHEVROLET GMC BUICK CALGARY. OFFER EXCLUDES CORVETTE, SILVERADO EV, SIERRA EV. SOME RESTRICTIONS APPLY. CONTACT WOLFE CALGARY FOR DETAILS. OFFER ENDS DECEMBER 31ST, 2022.