

10-4

BACK THE BLUE

“The Official
Publication of the
Calgary Police
Association”

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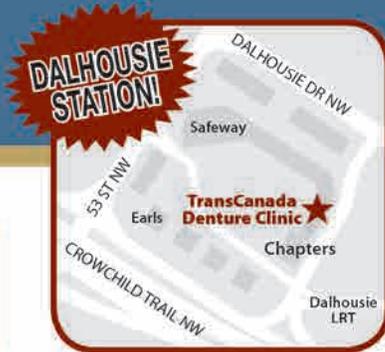
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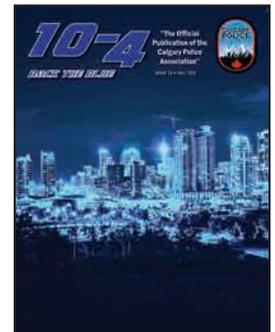
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On The Cover: The amazing photo captured on the cover is of Calgary titled the “Blue City”. This photo was sourced from the original creator, Jesse Stewart, from Calgary 9-1-1, who designed it shortly after Sgt. Harnett's passing.



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.

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Chris Simpson - North Services Traffic Section

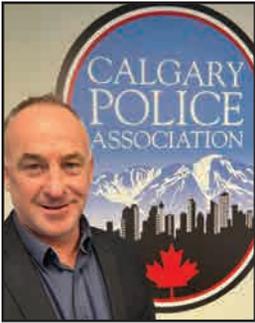
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A MESSAGE FROM THE EDITOR

By Lee Dunbar, Editor

Hello everyone; hope this article finds you well.

It's hard to believe that Fall is just around the corner. My family and I had a chance to take a few much needed days away over the Summer and reset. I sincerely hope that you too had the opportunity to enjoy some rest and relaxation with your families. As you know, the board has been working on increasing communications with the membership for some time now. I strongly believe the implementation of the Stewardship Program was an integral step forward in these efforts.

Through your input I have found the greatest challenge in communication to be capacity; with a small board/large membership; which is substantially aggravated by the majority working shift-work. Over the last couple of years the board has made efforts attempting to benchmark other successful Association strategies. After extensive research we have finally committed to a product in which we truly believe will allow for increased (as well as more timely communications) between the Membership and The Board. This product is named CPAMS (Calgary Police Association Management System;) this software package works interactively with the new CPA website. Director Graham Ernst, whom was a huge advocate and the driving force behind this initiative; will speak to this in his article.

As some of you know, part of my portfolio here is to manage the new CPA website. This is an exciting venture for me. The site is much more user friendly than in the past. It will still have a public facing section, however has an EASY log in for our members. This includes the ability to create a shortcut (similar to an app on your phone) for even further ease of use. In the members only

portal you will have the ability to manage your own personal information, be able to book appointments and be able to create or review updates on your workplace complaints (the ones that have been brought to the board.) The Board will have the ability to input directly on the site with respect to upcoming events like tournaments, Christmas parties, Charity events and of course events at the Cuff. There will be a section/forum to have chats, ask questions and interact with your board and other members directly, on any concerns, issues or..... simply to talk. The Board members all manage different portfolios; and now with ease you will be able to identify which Board member oversees them. The CPA store will be online for you to view product and make purchases. You will be able to see costs and availability for Cuff rental, request extended parking at the CPA and request flowers/edible arrangements for members who have experienced the loss of a loved one or hospital stay.

One of the biggest things that will be updated and will continuously be; is the member classified section. This includes your submissions of rentals, vacations properties, personal or family businesses and any exclusive membership deals from local business's. Rumour has it that a certain sports store will be offering an incredible deal for first responders again. Look for it there!

We are planning to have an AGM this fall. We are hoping to have it right away in September. This will be an important AGM for our members as there are many things going on that need your input and discussion. I look forward to seeing you there.

Stay safe,
Director Lee Dunbar



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PRESIDENT'S MESSAGE

By Johnny Orr, President

Hello and welcome to the newest edition of your 10-4 magazine. As always, I would like to thank our editor, Director Lee Dunbar on another excellent and informative edition of the magazine and hope that you enjoy reading it!

As summer winds down, I am hoping that you all got a chance to take some vacation and spend time with friends and family! I know for many of you, this was not possible, given staffing constraints and every increasing demands for service. I wanted to start by providing you with a quick update on some CPA projects and issues.

I would like to take a moment to recognize Michelle Birch, one of our staff members at the CPA. For anyone who has attended our offices in the past several years, you would have likely met Michelle, who served the past five years as our administrative assistant and event coordinator. Beyond being the point of contact at our office, Michelle held a critically important role in organizing and executing many of our events, including the Sergeant Andrew Harnett Memorial Golf Tournament and the CPA kids Christmas party. Michelle has recently moved on to new adventures and I want to thank her for her years of commitment and service to the CPA and our Members. The CPA is currently recruiting to fill Michelle's position and hope to do so very quickly. In the meantime, you may experience some intermittent issues accessing our office. If you experience this, please contact me, or any of the board of directors for assistance.

It continues to be a very busy time at the CPA. We have recently hired a second lawyer on to our staff to assist with an ever-increasing legal workload. After over a year of planning and development, we have also just brought a new records management system online. This much needed modernization will allow the CPA to more easily track and record member issues. If you have not noticed yet, we are also moving much closer to a full launch of a new and updated CPA website at www.backtheblue.ca. I encourage everyone to have a look at the site and let us know what you think. The full launch of the new site and Member's portal will take a little longer but once complete, will provide Members with a variety of online services, including updating their information, communicating with Directors directly about issues they are having, uploading documents and being able to purchase items from our store online. We will keep you updated as the functionality of the website progresses. Thanks to Directors Graham Ernst and Lee Dunbar for their continued work on these projects.

RETIREMENTS AND THE CPA – WHAT DO I GET?

Policing is a very challenging and rewarding career. Our Members swear an oath to serve their community, and most do so for a minimum of twenty-five years before retiring. Retirement is a major event in the lives of our Members and it should be properly recognized. A recently retired Member correctly pointed out to me that the CPA has not been doing a good job at ensuring this happens and making sure that Members feel truly appreciated at the time of their retirement. We have depended on Members reaching out to us to ensure that they receive what they are entitled to, and this does not always happen. Even when they do, the Member felt that this is very impersonal and did not make our Members feel appreciated. I agree that we need to do a better job in ensuring EVERY Member that retires feels that appreciation and recognition. There was also some miscommunication as far as what each retiring Member is entitled to, so I wanted to clarify. At the CPA, we provide a plaque to all Members who retire, recognizing their service as Members of the CPA. If you have not seen one, they are quite nice and feature a retirement badge, a CPA badge and the dates of service are listed. The CPA also offers a ring to those Members who have completed 25 years of service as CPA Members. The limiting of rings to those with 25 years of service is a policy that was put in place by the CPA board some years ago, however, as this Member pointed out, may not accomplish what it is meant to. We have a lot of Members who come to the CPS after a period of time with another agency. They will then become eligible for retirement prior to having 25 years of service as Members of the CPA.

Given that this means a Member who retires with only 24 years of service with the CPA will not qualify for a ring, which does not seem fair. The CPA Board is going to consider this at the next board meeting in September to see if there is a better policy to govern this.

What we will be doing for sure is ensuring that we are more proactive in ensuring retiring Members understand how much the CPA appreciates their Service. We will be creating a process in short order to ensure that Members are contacted by the CPA upon making the decision to retire. We will also be asking Members to share information (should they wish) about their plans for retirement so that we can ensure that proper and timely respect is paid to the Member and their retirement entitlements are ordered and ready as soon as possible. If you have any suggestions, please let me or any of your CPA Board members know.

Stay Safe,
Johnny Orr



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A MESSAGE FROM THE VP ADMIN

By Chris Young, Vice President of Administration

PROTECTING YOUR INTEGRITY AND REPUTATION

Long ago, in 2004, while I was in classes, I was taught that the one thing that every police officer has is his or her integrity and reputation. Respect, relationships, perceptions, and legacy is all formed upon the foundation of one's integrity and reputation. If one is professional and behaves in a manner that is honourable, with a good grasp on their emotions and reactions; their integrity and reputation will flourish with positive results and outcomes in both the individual's career and personal life. Most people enjoy working with and being around a positive person who carries themselves professionally and treats others with respect and dignity. Positivity can be contagious and if you pay attention to anyone who has achieved any sort of success in their life, you will see that one of the main consistencies in their behaviour, attitude, and mindset is being positive. Let's face it, what professional athlete has ever won a championship by being negative? None. What team has ever found a way to gel and work together by dwelling in the negative? None. What organization has ever found solutions and achieved the goals that they need to while drowning in negativity? None. A true professional carries themselves in a positive light and people naturally gravitate toward that person. The complete opposite can be said regarding an individual that carries themselves in a negative light.

Our profession is facing many challenges presently. Manpower, low morale, a lack of resources, Police Commissions that do not support the police whatsoever, and inadequate leadership from police executives across the country are major issues that can frustrate and anger any Member. These issues are huge in Calgary, and I understand how they can seem overwhelming and crushing. However, can you as an individual Member control them? The answer is no. The majority of Members understand this in my opinion. The majority of our Members report for duty and attempt to do their best. They perform their duties, they are professional, and they actually make a difference in our city, and our organization. They are to be commended and as an Association Executive I couldn't be more proud of these Members. Not all our Members do this unfortunately. A very small minority of our Membership are stuck in a negative place and they can't seem to find their way out. They dwell on the issues and make the whole profession about these issues. Some go as far as to allow the negativity to affect them so deeply that it begins to alter their integrity and their reputation. Soon nothing positive ever leaves their mouths and they begin to treat their teammates, partners,

and fellow Members poorly and shockingly I have met some of these Members that actually believe that they are entitled to do so. I'm not sure why someone would think that because they are unhappy they can now treat others with disrespect. One Member in particular, actually told me that because of his time on the job he is entitled to talk to whomever in anyway he feels like talking to them. He couldn't be more wrong, and I can tell you that the people working with and around him don't appreciate his opinion or what he has to say. Respect goes two ways and if you do not give respect, you definitely will not be receiving it back. Professionally, I don't see many positive outcomes for negative people. No one wants to work with a disrespectful and negative person and no team, or unit wants a person like this because they do not want the toxic environment that they create. This seems to affect the chances of promotion as well as a large component of promotion is the peer review and to my earlier point on respect; those that do not give it, definitely do not receive it.

Policing is a tough occupation. It always has been. People do not call the police because they are happy. The very nature of the work can be a negative experience the majority of the time. If you were not told this by a recruiter, instructor or by the organization itself; you have experienced a disservice. Its a challenging career that needs strong, ethical, and tenacious people to do it. Yes, it can be difficult, but if you follow your training and we as Members lean on one another, the difficulties can be overcome. The issues that policing is facing today are not new. When I hit the street after graduating in 2004, I arrived to a frontline that was experiencing manpower issues, low morale, a horrible relationship with the Chief and Executive at the time and people were not happy. However, it was a moment in time and the Members that remained professional and positive were able to see times get better. Some of the issues never went away, like the manpower issue, but we worked together and focused on what was important; the main thing being going home at the end of our shifts. To the Members that are stuck in the negative I have this to say to you: **do not allow the negative aspects of the job and/or the moment in time we are in to affect who you are.** The issues that are beyond your control will not change no matter how angry, upset or disgruntled you get. The only thing that will change will be your own reputation, and it will not be for the better. What should be the most important thing every shift? You and your partner or teammates arriving home

Continued on page 11 ►



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safe and alive at the end of every shift. The board will always be full, and you can only take one call at a time, so take one call at a time. Make sure you do your best on the call you have. A full board is not your concern. It really is not. The majority of supervisors I have spoken to understand this and they support their Members. If the public is upset at the response times and they express this to you, remain professional and tell them the truth. Tell them we have manpower issues. Tell them that they can express their displeasure to the politicians that they voted in to make public safety better. Tell them that we need their help in order to provide them with better service. It serves no one to do an inadequate job on all calls so that the board gets close to clearing. Do the best you can do on the task you are presently on because that is all you can do.

Negativity can also affect one's personal health. There have been countless medical studies that have proven that continually being in a negative mindset can cause anxiety, depression, anger, and other issues. These negative emotions can be a factor in people having stress related medical issues such as emotional and mental breakdowns, heart attacks, strokes, and a multitude of others. The kicker is that these less desirable medical conditions may not happen right away. They could happen years down the road like when you are old and attempting to enjoy your retirement. Its like negativity makes you write a cheque and eventually your body will cash it. Unfortunately, it will probably get cashed when you are busy making your retirement/happily ever after plans. Is the anger, the unhappiness and hostility worth it in the end? In my opinion no. Having been around a while in the policing profession, I have had the privilege to work with some old veterans that are long gone now in retirement. Some of these vets policed before the charter. They too felt frustration and negativity in their careers. They didn't like the changes to the job and to society, but there was nothing they could do about it, so they focused on what was important, surviving and making a difference with the citizens we serve. Now that they are in their retirement years they look back and remember the good times they experienced and the relationships/friendships they have built on the job. The friendships that they made are still intact today because they didn't let the nonsense, issues, and negativity change who they are. I look up to these vets for this. They are my heroes in a way because of they way they policed and they way that they lived and continue to live their lives. I look forward to eventually joining their ranks in retirement.

We need to stay focused on why we became police officers in the first place. To make a difference and help people. Think of the core values of the service which are:

**Honesty, Integrity, Respect, Fairness,
Compassion and Courage**

These are not just words. They are how we should treat citizens, fellow officers and even ourselves, and our families. Has there been leaders and members of the executive that have shown a bad example of these core values in the past? Unfortunately, yes, however we should not allow these values to be tarnished because of those leader's shortcomings. These values are what it means to be a Member of the Calgary Police Service and Association. We

have all earned our positions because we have demonstrated these values. We need to remember them and continue to demonstrate them. Another thing to remember is the code of ethics. If you are unfamiliar with them, here they are:

As a police officer I acknowledge that my fundamental duty is to serve the community; to safeguard lives and property, to protect the innocent against deception, the weak against oppression or intimidation, the peaceful against violence or disorder and to respect the protected charter rights of all to liberty, equality, and justice.

I will keep my life unsullied as an example to all; maintain courage in the face of danger, scorn, or ridicule; develop self restraint; and be constantly mindful that my words and actions reflect on myself and my Organization. I will be exemplary in obeying the laws of the land and the regulations of my Service. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions. I will enforce the law courteously and without fear or favor, malice, or ill will. Never will I use unnecessary force, accept gratuities, or behave in a manner contrary to the high standard expected of police officers by the community that I serve.

I recognize my office as a symbol of public trust, and I accept it as a public trust to be held so long as I am true to the core values of the Police Service. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession, policing.

This too is very important. And again, yes, unfortunately, some police officers and police leaders have demonstrated poor ethical behaviour. That does not mean that you have to let this tarnish the role you have chosen and earned. You owe it to your family, loved ones, and yourself to be the best police officer you can be. You will not succeed in reaching your full potential if you remain negative.

The issues are being addressed every day by your Association Board. Some solutions do not happen overnight, and they need everyone's help to find the appropriate solution. You as a Member matter. For what it is worth, I personally care very deeply about you and about your wellbeing. Its a big reason why I became a representative in the first place. We all need to vent once and a while. We all need a shoulder to lean on. Do not give up on the Cop you are. Think about what is important and why you chose to serve. Reach out anytime. I am always happy to talk and have a coffee. I am here for you, and I always will be. You have my word on that.

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Your VP of Admin

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Your CPA House

by *Graham Tomalty*

The Calgary Police Association was very forward thinking when they purchased a beautiful home in Southwest Calgary in 2000 to make it available to all CPS members who required a safe, private, confidential and respectful refuge during times of personal crises.

In the first 6 years, Sister Dorothy was the initial House Attendant. During this time, the House was certified as a charitable organization and two serving members of the CPS were designated as contact persons for the general membership to contact if a stay at the House was required. The CPA owned the house and leased it to the Diakonos Society for \$1.00/year.

Those first 6 years were very busy and the House was being used regularly. Graham Tomalty, serving CPS member at that time, speaks from personal experience as he observed Sister Dorothy spoiling the members that attended there with her care and attention. Graham had firsthand knowledge as he was going through his own divorce.

In 2006, the name was changed to the CPA House and was no longer designated as a charitable organization. Graham was given the opportunity to become the fulltime House Attendant and has fulfilled that role professionally and empathically to this day, including subsequently retiring from the Service. He is more than willing to provide a listening ear, and if it's privacy you want and need, that is completely fine as well.

Police Officers experience a variety of challenges in their personal lives in their careers. Sometimes we need a quiet environment

to reflect and sort out our personal situations, and develop a game plan for what to do next. Many members have used the House as a safe and confidential refuge over the years and we are taking this opportunity to share this history with you today to raise awareness throughout the membership, as there has been a significant number of new hires in the last few years, and those members may not know about the House, or what it offers.

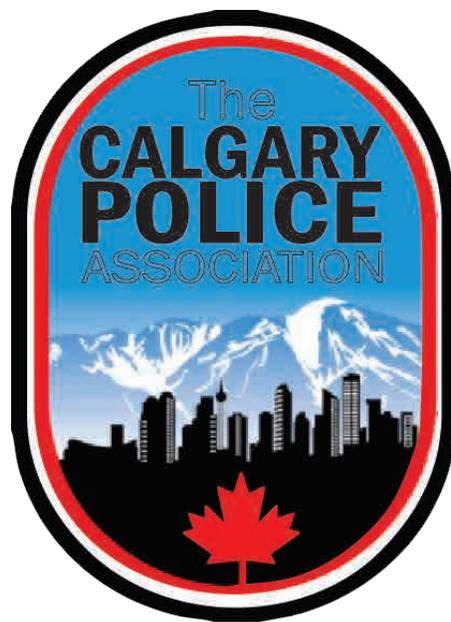
Graham shares a story of 2 Pennsylvania Police Officers who stayed at the House for a couple of nights. They could not wait to get back home to tell their Police Association what the CPA was doing for their members. It is believed that Calgary was the first such house in Canada, and perhaps North America at that time. The Calgary Police Association should be very proud of this ground-breaking initiative!

The CPA does not charge anything for this great opportunity to serve its members. PRIVACY and ANONYMITY are guarded. The CPA is not aware of who is staying at the House. Retired member, Blake McWilliam, is the House Director and helps out with visits and provides encouragement to the members while they are at the House.

Lee Dunbar is the CPA Board Director who has responsibility for the House in his portfolio.

Please review the enclosed brochure for an overview of the CPA House, and if you have any questions at anytime, House Attendant Graham Tomalty can be contacted at 403-554-2684.

Stay safe!



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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.

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A MESSAGE FROM THE VP OF FINANCE

By John Burdymy, VP of Finance.

THE BREAK I ALWAYS NEEDED

In July this year I took the longest break I have taken in 12 years. I took the month of July off work on paternity leave to help my wife with our 8-month-old daughter and our toddler. Over the last 1.5 years I have been back to patrol working shiftwork and feeling overwhelmed on a daily basis due to the sheer volume of calls and lack of staffing to deal with it. As much as I was taking the time off to help my wife with parenting our children, I also recognized I was taking a self-funded stress leave. The reality is I feel similar to almost all of our patrol officers and the majority of police officers in this service; I was burnt out. Over the last couple of years we have all been overworked as the CPS has allowed attrition and burnout to reduce our ranks by hundreds of officers. In the last 5 years Calgary has gone through the longest and deepest recession in recent memory, yet our city has still grown by over 13%. Despite this large increase in population and the increased complexity and demand on police officers, our sworn members have been reduced by 7% (increase in members on LTD/WCB and members having retired/resigned). If you feel overworked, its because you are. It is no surprise to anyone working as a police officer in this city when our crime rates began soaring. We simply do not have the capacity to respond appropriately anymore and it is frustrating and demoralizing for our members who care so deeply about this city we chose to call home.

In taking the time off for my paternity leave I was fortunate enough to not only get quality time with my family, but we were able to spend most of it at my family's property at the lake which allowed us to focus on relationships with each other and building positive memories. Working shiftwork, I normally feel like a zombie after dayshifts due to poor sleep since I have been operational for almost 12 years. On my nightshifts I don't get to say "goodnight" to my kids and I have missed countless family dinners and get togethers on the weekends as you all have too. I recognize I signed up for this and I love working in patrol and working in uniform but I love my family more. As the years have progressed and I have built my own family the balance is always harder to maintain, but I felt I have done it pretty well by

prioritizing them. Despite my best attempts I noticed that over the last 1.5 years I was taking work home with me more and more and becoming more negative during my time off despite trying so hard not to let that happen. The fact is I am disappointed and I feel like the organization has let the city and I down by understaffing us to crisis levels.

I recently conducted an analysis on our staffing and recruitment levels hoping that some money towards recruiting or a push by the CPA towards the CPS and the police commission might solve our issue in a short timeframe. Through the analysis I was further demoralized. I learnt that the CPS is authorized for 2173 sworn members yet we only have 1905 officers as the rest have either left through retirement/resignation or are on WCB/LTD and may never come back. Looking into the 1905 members I learned that does not take into consideration the 200+ members currently with some form of accommodation, which inevitably impacts the ability to properly staff patrol. Hoping we could come up with these 268 officers in short order I pulled the application numbers over the last 10 years. I learned that from 2010 to 2015 when police agencies across the country didn't have much trouble recruiting, we averaged below 700 applications a year. When Alberta was in the worst recession in the last 40 years, we averaged applications in the 900s. Our 10-year success rate from application to hire was 11.54% and our retention of a hired applicant was 93% within 5 years. Therefore, we need to hire 288 officers for 268 officers to stay. In order to hire 288 officers, we need 2,496 applications. In order to get that many applications it will take 3 years during a terrible recession, and 4 years using the numbers we saw during the last commodity boom. The reality is policing isn't as popular as it was during the last commodity boom and every agency in the country is hiring aggressively and even offering massive incentives to join their service. Given the current state of the economy in Calgary, our current level of compensation, the plummeting and unaddressed morale crisis and the inability of policing to appeal to our target demographic, I forecast to achieve this level of applications will take 5-6 years.

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Further examining this crisis we can see that the CPS has just entered into a multi-year attrition cycle (eligibility of members who can retire) and our members are no longer staying much past 25 years of service. As our members begin leaving at an increased pace due to an increase in members eligible for retirement but also as a result of a strong job market, our staffing crisis will deepen. I anticipate that in our current state it will take us 10 years to return to the staffing we had 5 years ago, a sad state of affairs for the service we offer to Calgarians. Those of us on the frontline don't have much more to give and that's why its important we use our vacation and spend time with our family and friends because it will allow you to persevere through the immense stress these staffing levels place on all of us. At the end of my 1-month paternity leave I was better rested, healthier and happier, and this was despite looking after 2 young children. The best part

about my time off was my relationships with my family has never been better. As the month went on my oldest daughter asked me, "Daddy, I don't want you to go back to work. Why do you have to work?" My daughter's bond with me has never been better because I made the decision to take the time away from work and put her to bed every single night, I became a bigger part of her life and in turn she became a bigger part of my life and I have never been happier because of it. This organization and city's inability to value public safety and staff our organization responsibly can't be a problem you take home, with you because it's not your fault and it definitely isn't your family's fault. Taking paternity leave reminded me how lucky I am to have such a great life surrounded by a great family and great friends. I encourage you to make sure you get the time off to do the same in your lives, I promise you it will be worth it both personally and professionally.



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Noteworthy Events



District 1 John Petropoulos Memorial Recipient

Congrats to Constable Trevor Wood who was the 2022 winner of our John Petropoulos Memorial (JPMF) recipient for 1 District. Accompanied by Super Cliff O'Brien and Sergeant Paul Teworte.

District 6 Stampede BBQ Tribute to Stu Logan



Harv Bankonin in his crocs (and socks) in tribute to Stu, Dale Fleming (retired), Jay Judin and the replica car.



Tracy Starchuk, pony, and motorbike.



Sarah Curle (and guitarist).



Calgary Police **Youth** Founda

BEACONS OF HOPE CHALLENGE COINS

Challenge coins have a long and significant history within the policing community. Typically, coins are shared among members to recognize actions or to show support to an individual. These challenge coins represent unity and camaraderie within the service and are cherished by all members who receive them.

Through Beacons of Hope, members of the public are now able to participate in this exchange by purchasing their own exclusive Beacons of Hope Challenge Coin for \$25. These double-sided Challenge Coins represent the important relationship that exists between the community and police.

Each Beacons of Hope Challenge Coin is adorned with a unique serial number and a member of the Calgary Police Service will also receive an identical matching coin. Once purchased, individuals



can register their coin's number on the Beacons of Hope website (<https://beaconsofhope.ca/registration/>) where they can send a message of appreciation and gratitude directly to the member with the matching challenge coin.

All of the proceeds raised from the sale of the Beacons of Hope Challenge Coins will be donated to the Calgary Police Youth Foundation and will be used to support children and youth in our community through crime prevention, education and early intervention Programs.

Purchase your limited edition Beacons of Hope Challenge Coin today at www.CPYFStore.ca.

SAVE THE DATE - 2023 CALGARY POLICE SERVICE CALENDARS ARE LAUNCHING SOON!

Join the Calgary Police Service and the Calgary Police Youth Foundation on September 28, 2022, as they launch the 2023 CPS Canine Unit Calendar, Mounted Unit Calendar and Traffic Section Motorcycle Calendar!



These three unique calendars highlight the incredible work of the Police Service Dogs of the Canine Unit, the Police Service Horses of the Mounted Unit, and the Harley-Davidson Motorcycles of the

Traffic Section. All proceeds raised support children and youth in Calgary through crime prevention, education and early intervention Programs funded by the Calgary Police Youth Foundation.

Calendars and merchandise can be purchased online at www.CPYFStore.ca or visit our website at www.YCYouthFoundation.ca for a list of local retailers.

2022 CHIEF YOUTH COURAGE AND PHILANTHROPIC LEADERSHIP AWARDS CELEBRATION

The 2022 Chief Youth Courage and Philanthropic Leadership Awards is a celebration event honouring six youth from the Calgary Police Youth Foundation funded Programs, and the 2022 Philanthropic Leadership Award Recipient, Mr. Murray McCann.

Each of our Chief Youth Courage Award recipients have shown tremendous strength, growth, and resilience during their time in their respective programs and we are excited to celebrate this amazing achievement with them.



This year, we are also proud to present Mr. Murray McCann with the 2022 Philanthropic Leadership Award, which celebrates a renowned humanitarian whose actions have left a blueprint so that those who follow may be inspired to support the welfare of our city's children and

youth. In our community, Murray is best known for his work in creating the Field of Crosses Memorial and most recently, the Beacons of Hope event (mentioned above) celebrating members of the Calgary Police Service.

Join us on October 21, 2022, as we celebrate these six youth and Mr. Murray McCann with a special dinner event hosted by Chief Constable Mark Neufeld featuring a live awards show, in person networking opportunities, a special guest emcee, an incredible silent auction, and so much more!

Tickets can be purchased at www.CYCACelebration.ca and all

proceeds from the event and the silent auction benefit children and youth in Calgary through crime prevention, education, and early intervention Programming funded by the Calgary Police Youth Foundation.

BANC CONCERT FUNDRAISER – SPECIAL FIRST RESPONDER TICKETS AVAILABLE!

On October 6, 2022, the Benevolent Artists National Charity (BANC) is hosting an exciting concert fundraiser at the Bella Concert Hall and we have special tickets available exclusively to First Responders and their families!

For just \$33.00 per ticket, you can join us for an amazing rock and roll concert featuring world renowned musicians – all in support of the Calgary Police Youth Foundation, Stardale Women's Group and Impact Society.



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BENEVOLENT ARTISTS NATIONAL CHARITY
CLICK TO LEARN ABOUT BANC

SAVE THE DATE
OCT. 6. 2022
THE BELLA CONCERT HALL

This incredible event will feature food, drinks, dancing and a silent auction, all with the goal of raising much needed funds for local charities, including the Calgary Police Youth Foundation.

Want more information, or are interested in purchasing tickets? Email us at CPYF@calgarypolice.ca to learn more.

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A MESSAGE FROM YOUR DIRECTOR

By Graham Ernst, Director

Greetings, CPA Members. I hope this article finds you well hydrated with your favourite cold beverage and tanned, if not exactly well rested. I know firsthand how short everyone has been running this summer and have personally felt and physically observed the toll it's taking on everyone. Yes, it can be lucrative if you have the freedom and lifestyle that allows you to work multiple shifts on your days off. But don't kid yourself; it will take a significant toll.

I have worked in patrol for all my 14 years of policing. All that time has been under what we know as the hybrid schedule. There are still many people working patrol who worked the previous schedule that rotated between 4 days, 4 afternoons and 4 nights. As tough as the hybrid schedule can be, I am grateful I missed those days. Even now, I find that the 1700-hour shifts are challenging because of the change of routine it causes at home. Not only do you miss dinner and bedtime for 4 nights in a row, but I am sure most of you will admit that you feel your week should be over after working Wednesday and Thursday nights. Couple that with a short set of days off going into the week after finishing on the 1900's, and it's one of many long work weeks.

Occasionally we all get caught on overtime. The big call comes in, and you step up, as you always do, to make sure the job is finished right and your teammates aren't left behind. That is a part of the job and one we all expected and signed up for. I am talking about the endless stream of call-outs we are seeing now.

As I sit here writing this article, I can go back to the last 7 days in my District and see that there have been at least 18 shifts up for grabs just in this District alone. I work in an average District for call volume, so I can reasonably assume everyone is in the same boat, and I can also assume that a bunch of Districts are probably worse off. If you multiply that many shifts across patrol by every week during the spring, summer, fall and winter, you can begin to imagine the cost associated. Add in that most of West Winds is also short-staffed and needs OT and call-out regularly, and the dollars add up quickly.

I am not the VP of Finance, so I won't even try to show you the

numbers, but I can confidently say that running this place at minimum numbers is costly.

So, where does that leave us? For me, that means I haven't had more than 60% of a team for almost all of July and August. In addition, I have had one or more call-out members most weeks to even get to 60%. I am sure the same is true for many of you, no matter where you work.

Now, some of you might say that is bad management on my part. That may be true, but my argument against that is as a supervisor for my team, my primary responsibility to my members is to look after their operational safety, personal well-being and career development. I see a big part of personal well-being as being able to take annual leave when it's important to members and their families. I see career development as giving members a chance at a once-in-a-blue-moon opportunity for a course or a secondment. Sure, I could say no over and over and over again to ensure I have more than 60% staffing. But how quickly would that destroy morale? How fast would you see sick days go up? How quickly would motivation to go out and hunt for bad guys committing crimes last? How much empathy and patience would a member show the public if forced to work without rest? I think we know the answer to those questions.

Recently an idea was floated to a member of the executive that Districts be allowed to call out members up to 80% on Sundays, Mondays and Tuesdays to supplement staffing when the Echo shift would not be in. The answer provided was a clear "no." The reason was that "they didn't want the members burning out." The alternative, of course, is to make the members do more with less. Running teams at 60% staffing means 40% more work for each member.

So, to combat the staffing shortage, we use call-out. Many members benefit from the financial upside, and I have heard of patrol members supplementing their income above 50% of their base salary. Whether paying for boats, new trucks, vacations, properties, or the dreaded divorce, the upsides are massive if you can take on the work.

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The apparent risks of regularly working when you should be resting include burnout and the compounding detrimental health effects of shift work. We've all heard them before. Sleep problems, increased stress at work and home, weight gain, increasing blood pressure and various other issues. It is something you should take the time to consider while working another call-out continuity shift. Maybe in between doing the math on how much money you make every second you are there. Eventually, that calculation must get old too.

These are not easy problems to solve. If you have made it this far, you may be thinking, "tell me something I don't know and what is the CPA doing about it?" First, there are a couple of things to consider.

In this day and age, our Service, and our recruiting unit, will need a herculean effort to locate, recruit and convince a sufficient number of people to meet staffing needs. I can tell you that every police service in the country faces the same challenge as the CPS regarding staffing, and they are all trying to pull from the same talent pool. A talent pool that more closely resembles a magician pulling rabbits from his top hat. To try and help, if you know a quality person or someone looking for a change in another Service, do us all a favour and hype up the best parts of our Service and get them to take a look here.

Secondly, I thank the CPS and the executive for their willingness to allow call out at this level. It is rare these days to be told that you can't have at least the minimum numbers on any given shift, and I commend the CPS executive for their willingness to let this practice continue. Without these call-out officers, we would face an officer safety crisis and a burnout concern that might be impossible to overcome. It is likely that as long as the Service is still offering the call-out, we will have young, eager, energetic constables to fill in the worst staffing gaps. I am grateful they are there to help, but please remember to take care of yourself and your family first.

The alternative to pushing this issue, at the expense of everything else, could be that call-outs could be diminished and the benefits lost. The financial upsides for those that need or want it, the officer safety benefits of having at least the minimum and morale benefits of still being able to take holidays when you want and courses when you need are all on the table. A full court press of this kind needs to be carefully considered.

As I am sure President Orr will have updated, our contract negotiations are ongoing. As such, I cannot discuss the details of the talks for the risk of being accused of bargaining in bad faith. However, it is worth noting that this is one area that the CPA is very focused on using to try and help the members. We have very carefully considered the needs and wants of membership. I believe that the items presented by the CPA in contract negotiations align with the Services' desire to recruit, maintain, and retain the training and experience it has so heavily invested in all of us. We hope that through this bargaining process, the City recognizes that the requests of the CPA line up and support the needs of the Service and the citizens of Calgary. President Orr and VP Burdyny have done an excellent job of highlighting this, and the CPA Board is still hopeful this message with cut through the politics.

On a serious note, if there comes a time when you face a situation that you feel isn't safe or needs immediate attention, please don't hesitate to reach out. We get regular calls from around the city from teams that go dangerously short or situations that should have been handled differently. Please reach out with these concerns, and the CPA Board can step in.

Finally, we want to hear from you. If you have ideas on how to make things better or ideas that you would like to get directly to the executive, the CPA and its Board of Directors is a great way to do it. Some of these ideas are already in the works, and we can help filter them. For new ideas and questions, we have regular access to the Chief and members of the CPS executive and can share your thoughts directly. If you have something in mind, your Work Area Steward is a great place to start. If you aren't sure who your member is, please look at the inside cover of this magazine to find yours. Then reach out in person or by email. If you want to go directly to the source, contact me or one of the other Directors. We will do what we can to help.

Thank you to all who continue to show up for this City and this Service. It's an honour and a privilege to represent you on the CPA Board, and I will always do my best to serve your interests to the best of my ability. Please reach out with questions or concerns.

Play safe.

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A MESSAGE FROM YOUR DIRECTOR

By Tom McMahon, Director

I hope everyone has had the opportunity to get away from work for a while to enjoy some quality time with friends and family over the course of our beautiful summer. I managed to get away for 2 weeks in July and felt like a new person when I returned to work.

I wanted to write about two issues in this article: first, the concern of CPA members transporting patients due to AHS shortages and then finish with exciting upcoming changes to the CPA store.

Let me start by thanking all of the members who reached out to myself and other CPA board members with their stories of dealing with subjects who required AHS assistance when none of these AHS resources were available. Members were forced into difficult situations where transporting was the right thing to do, but doing so placed them in positions of jeopardy. These stories were frankly shocking and painted a very clear picture of the scope of the problem. The CPA first approached the ELT with this concern in March of this year in the hopes of getting some clear direction for the membership.

Since then, there have been many public instances where both CPS and CFD have transported medical patients due to AHS delays. Recently, there was a CBC news article published on August 3, 2022, titled "Calgary had no ambulances an average of 420 times per month to start 2022". 420 times per month divided by 30 days in a month is 14 times daily in the city of Calgary, on average, with no ambulances available. I fully appreciate this is an AHS catastrophe but CPA members are left with an impossible choice; you can either choose to transport, or not.

How could I make this decision to transport or not? I am not a doctor. If I don't transport and this person dies, how will that be perceived? If I do transport and the person expires in the back of my police vehicle, how will that be perceived? How could I make that decision equipped only with my limited First Aid training? If I transport, what does that look like? We are not equipped mechanically or chemically to transport patients. Do I belt them in the back seat with me beside them while my partner drives? What if I'm by myself? Or do we have a more highly medically trained CFD member in the backseat with them if they are available? Is CFD willing and able to do that? In the absence of any clear policy or directive, I will most certainly be

expected to answer for how I arrived at all of the decisions I made in multiple venues (PSS, etc). Clearly, there are many questions to be answered moving forward.

Answering these difficult questions involves many people from very large organizations (CPS, CFD, AHS and others). To be honest, I have been impressed by the amount of work dedicated to this issue by our senior leaders and while the timeline is not what I had hoped for due to the magnitude of the problem our members are being confronted with, I am hopeful there will be Service messaging shortly to answer some of these questions.

Moving on to exciting changes with the CPA store. I'm sure there will be other 10-4 articles about changes to our website, our software and the CPA stepping into the 21st century. One of these exciting changes will be CPA store appearing on-line! Soon, members will be able to log in, virtually view and purchase items in the CPA store and pick them up in person. The last 2 years have been difficult on the store due to the pandemic but I am extremely excited to see our merchandise moving on-line. If you have not been to the store in the last while, you need to stop by!

In addition to having products available from Calgary Beyond the Blue and the Calgary Police Veterans Association, we have exciting new merchandise that just arrived at great prices. In addition to new apparel, we have new flasks, beer steins and wine glasses etched/engraved with the CPA and/or the Cuff N' Billy logos. Come check it out! There are so many great items for camping, Christmas and everyday duty use.

I have reached out to a couple of CPA members who do incredible wood work and they graciously agreed to have samples of their products on display in the store along with their contact information. In particular, they make great personalized challenge coin display boards and body armour/vest hangers. These make great gifts for recruit graduations, promotions, retirements, mug outs, etc. Come check it out and support our own!

As the CPA store merchandise evolves and we move on-line, I would very much like to hear your feedback and ideas on what you would like to see in it. I have my own ideas based on what I have seen from other services while training/travelling but, if you have ideas, please contact me. It is your store and I work for you.

CHEERS AND **JEERS**

CHEERS to Superintendent Cliff O'Brien and Inspector Jeff Bell for being the only 2 Senior or Executive leaders that I have observed attending training over the last 2.5 years, not as observers, but as students that actively participate with patrol members. In addition to assisting as a quarry to conduct Field Training Unit scenarios, Superintendent O'Brien recently took the Advanced Vehicle Based tactics training with patrol members from across the service. Inspector Jeff Bell has appeared for the same training and his recertification as well. Thank you for your genuine interest in what we train our members to do in vehicle based events. A giant cheers to these 2 senior leaders who attend training,

make mistakes (like we all do) and then accept feedback for improvement. Throughout my almost 24 year career, the only other Commissioned Officer I have seen attend training was Inspector (at the time) Al Redford who completed a full day of firearms training at the old 68 street outdoor range. Inspector Redford brought his ENTIRE 6 district leadership team (Staff Sergeants and district Sergeants minus the only 01 who was running the street). Inspector Redford wore his kneepads and rolled around, in full uniform, shooting prone, etc, with everyone else from his district for the entire day and I have never forgotten that. Kudos to Superintendent O'Brien and Inspector Bell; thank you for your example.



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CPS/Legacy Place Society Benevolence Program

The 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. 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. 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

enthan

We write this article just as Stampede is wrapping-up and many of us are taking leave to enjoy activities in the sunshine with friends & family! We had an opportunity to spend time on the Stampede Grounds and Parade Route and a chance to see many Patrol and specialty units in action over the Stampede. There have been many kudos given across the Service for the tremendous work that was accomplished during the 10-days and we are certainly extremely grateful for the personal sacrifices made to ensure this event was successful!

We recognize that communication in our 24/7/365 environment is difficult and the pace of change in policing can both be frustrating, as we wait for change, and overwhelming, as we adapt to change. So we thought we'd ask the CPA for article space to share updates from our Divisions and the work being done in collaboration with our counterparts across the Service.

There has been significant feedback from our membership on the topics of being short-staffed and the types of work that continues to be asked of Police. We heard you! And to help take some significant steps to address workloads by Patrol, there are a few updates we'd like to share in relation to call diversion.

You're already aware of the Calgary 911 and 211 Co-location initiative that started in February 2022 which has already diverted several hundred non-life-threatening and non-criminal calls that would normally end up with CPS. This diversion continues 24/7/365 and we will provide more statistics and findings at the end of the pilot.

In August, CPS launched a District 1 Pilot where calls involving unwanted guests (within District 1 boundaries) may be

transferred to 211 and be dispatched directly to Alpha House/DOAP Team, provided the unwanted guest is experiencing homelessness and some other criteria are met.

There has also been considerable progress made on the 60-90 Initiative. CPS has notified AHS that, effective October 1, 2022, we will be adjusting our procedures as it relates to Mental Health Apprehensions. The new procedure will see officers escalate to RTOC-AHS Supervisors at the 60-minute wait time and then CPS will leave the individual, barring any signs of criminal behaviour/violence, with AHS security at the 90-minute mark. Although we expect some challenges as we work through this, this has proven successful in the North Region and we are looking to replicate their model.

We've also engaged the Patrol Advisory Committee and Patrol Supervisors who attend the Duty Inspector 2900 Sunday Breakfasts. Based on that feedback, we are advancing revised CPS procedures and related call diversion in relation to:

- 1022 Missing Persons (Chronic Runaways) – A dedicated team is being staffed and will take on the responsibilities associated with these calls, freeing up Patrol resources. A tentative start date is October 2022 and more information will be shared in the coming weeks.
- 1010 Animal Complaints – Animal Services is engaged and willing to take on a larger role in most cases. We're developing parameters/thresholds and will communicate a start date in early Fall 2022.
- Vague 1082/1083 Complaints – where the caller is unable to provide a plate/detailed information, these won't be dispatched and a BMQ will be circulated. We're developing



Thank you

From Supt. Cliff O'Brien & Supt. Scott Boyd

parameters/thresholds and will communicate a start date in early Fall 2022.

- 1020 Found Bikes – we're working with a resource that would be contacted directly by Calgary 911 to facilitate the collection of bikes and transport to CPS Evidence & Property Unit. We're developing parameters/thresholds and will communicate a start date in early Fall 2022.

We continue to work with our partners in the Information Technology and Infrastructure Division to prioritize and incorporate your feedback with regards to Sentry and related databases. Also, thanks to your feedback, the Criminal Investigations Division is finalizing some plans with regards to categories of frauds that we will no longer have Patrol respond to. By now, the expectations related to summons is also widely known in the Districts. We are already seeing an uptick in your efforts and greatly appreciate you embracing the 'one-per-shift' expectation. Not only does this help improve our traffic safety education/prevention efforts, but there's a fiscal reality which is crucial to our planned revenue forecast that allows for training, equipment and facility realities across the Service.

Speaking of training, we're thankful for the conversations with ED Rory Thompson and ED Blaine Hutchins which allowed for some training funding allocations. These allocations meant we were able to support four (4) Officers per District to attend the Crisis Negotiation Conference in the Fall. It allowed us to send an officer per District to the Cyber Summit in September. We also sent four (4) officers to the Women in Policing Conference in Ontario. We will be sending two (2) Officers per District to the Suicide Awareness Seminar later this year, and it allowed us to send 10 Mountain Bike Officers to a comprehensive

maintenance course to enhance repair skills that will lower maintenance costs in the future. We continue to look for ways to support employee wellness and development, so please avail yourself of the wide array of choices in the CCLC and speak with your District Command teams to bring forward any external needs.

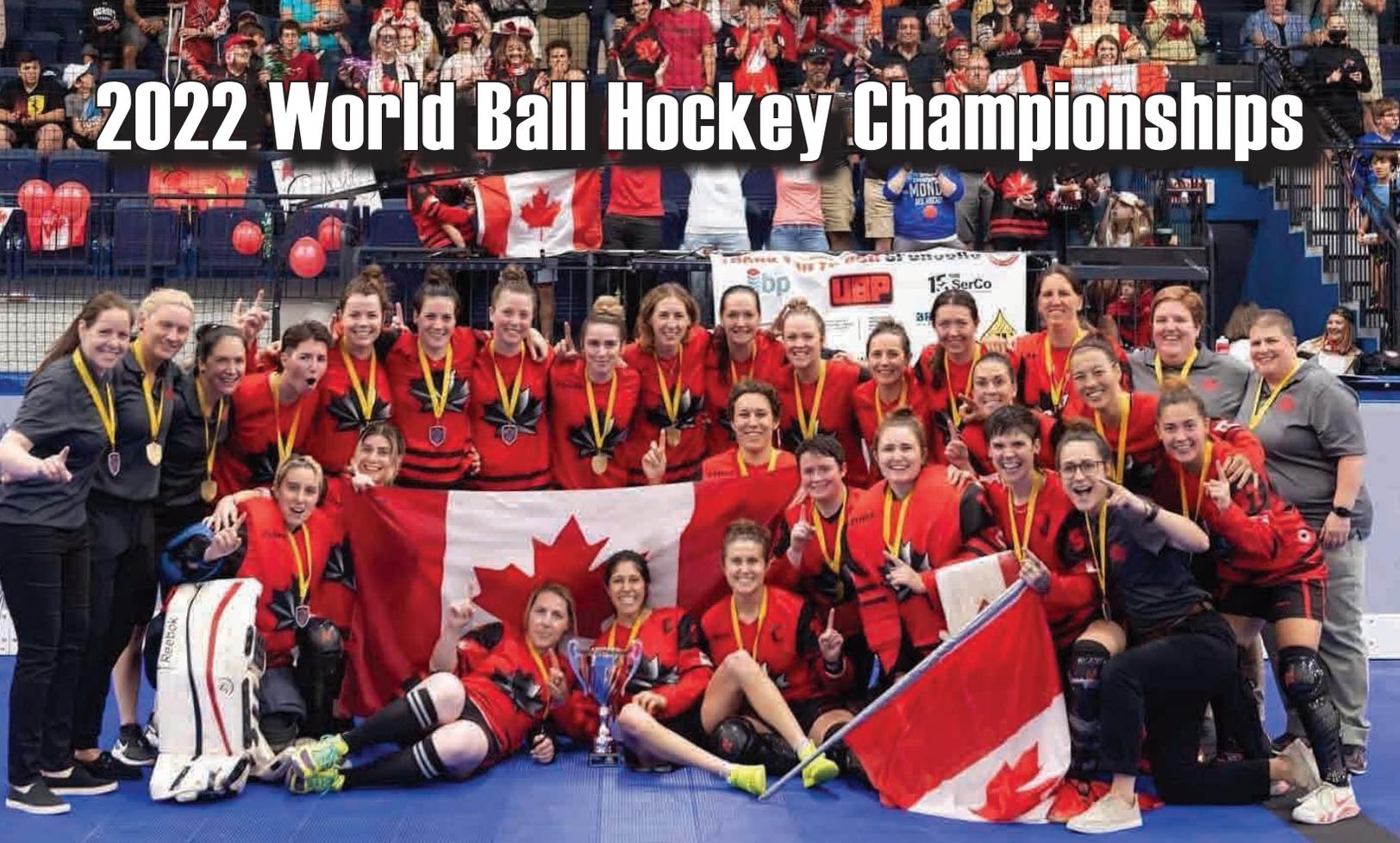
We also heard you tell us that some in our Community do not understand what you deal with on a daily basis. When we see you out there, frankly, we are humbled by the work you do but we also realize that others need to know too. We are working with the Strategic Communications Section to ensure the incredible work that is done every day/night with little or no fanfare gets the attention it deserves; more to come on this as we leverage social media and members directly to do this.

Although most of us would like to forget the past two years of 'Covid policing', we did want to thank you for all that you did for our Community through all the uncertainty. Kudos also to those members not in Patrol that put aside their own work to come help us in Patrol when we really needed it through the pandemic. Those deeds are not forgotten.

The position we find ourselves in did not happen over night, but we continue to look for other opportunities to help and support you. Please do not hesitate to reach out to your Inspectors or to us if you have suggestions or ideas. We look forward to the next opportunity to see you out and about. Thank you for what you do! Stay safe!

Cliff O'Brien & Scott Boyd
Community Policing North and South Divisions

2022 World Ball Hockey Championships



By Constable Chelsea Karpenko



Earlier this year, I was fortunate enough to be selected to play for Team Canada at the 2022 ISBHF World Ball Hockey Championships, which would take place from June 20th - 27th in Laval, Quebec. The World Ball Hockey Championships is held every 2 years, however due to the Covid pandemic, the tournament was postponed a year... Needless to say, it was very exciting when the time finally came to compete for Team Canada at the sports highest level!

The team was comprised of the top players from across the country, and as the only member from Alberta, I was honoured to be among such a talented group! The journey started in Ottawa on June 16th, as the team met for a 3-day training camp prior to the World Championships. As a returning member of Team Canada, it was awesome to reunite with my teammates whom I won Gold with at the 2019 World Championships in Slovakia,

as well as get to know my new teammates.

When the training camp came to an end, the team travelled to Laval where we were now focused on defending our Gold medal... The opportunity to play for a World Championship on home soil doesn't come around too often, and the squad was ready to make the most of it!

On June 21st, the tournament kicked off with a game against the USA, followed by games against Great Britain, Czech Republic, Slovakia, and Lebanon. Team Canada went 4-1 during round-robin play, with our only loss coming from the Czech Republic in a shootout.

Team Canada took on Slovakia in the semi-finals, winning a 3-2 nail-biter en route to the Gold medal game, where we would look for redemption against the Czech Republic! After going down 0-2 in the first period, we battled back and took the lead with just under 5 min left

in the game.. As the time ticked down, we were able to hang on and win 3-2, capturing back-to-back GOLD along with the title of 2022 Women's World Ball Hockey Champions!

It's always an honour to wear the maple leaf, however in order to do this athletes are responsible for all costs associated with playing. This includes travel, room and board, equipment, etc. The CPA provided me with sponsorship to help relieve the costs

associated with playing for Team Canada, and I just want to take this opportunity to say a major thank you!

Competing in sport at the highest level doesn't happen without the support of the people around you... So thank you to the CPA for being a part of that! I really appreciate the continuous support from co-workers, family, and friends, and I'm proud we were able to win Gold for Canada!





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Thank You, CPS!

By Jaime St. Louis

It has been over a year since I left CPS (crazy, I know!) and I've realized that there were many people who I didn't get a chance to thank or say goodbye to. Leaving was hard; I spent 16 years with the Fitness Unit training many of you and working alongside or under others. Leaving the organization to pursue other interests and passions was one thing, but leaving the people was another. It was even harder than I expected!

My last day at CPS was on 02 June 2021. It was a little less memorable than my first day, which was on 16 May 2005, but it was of a similar, frantic pace. On my first day I was scrambling to figure out police culture, what a tempo run was and how I was supposed to lead a recruit class; on my last day I was scrambling to figure out police culture, get a final project wrapped up and how I was going to get back into the Fitness Unit office after handing in my keys and swipe card.

In between was a whirlwind of recruit and in-service training in varying iterations, CHALA (IYKYK), fitness testing and seeing so many good folks enter a difficult, and challenging, but rewarding career, and succeeding at so many different aspects of it. The best thing that I took away from CPS, aside from my little red stapler, is the collection of memories that I have of seeing you graduate, make it past probation and head into one of the many different and great positions available to you. It was great to see you from time to time at the Cuff, at an in-service course, during an end-of-day workout while you were on course at Westwinds and especially at fitness testing for one of the specialty units. That's likely what I'll miss the

most; the bits of time that I was able to catch up with you, even for just a moment or two every once in a while.

So, where am I one year later? I'm still living in Canmore and I'm working as a provincially licensed home inspector. It has been two years since I started the career change process and now that my courses, certifications, mentorships, licensing are behind me, I've opened my own business, Common Ground Home Inspections Inc. servicing Calgary, Canmore and the surrounding areas. It has been a lot of time, work, training and pursuing long-term side passions, and I've finally been able to tap into my entrepreneurial spirit. You can reach me at (<https://www.commongroundinspections.ca>) or 403-880-6987 if you ever need a home inspection from someone you can trust. I will always offer CPS-specific discounts as a thank you for having me for 16 years, for letting me be a part of something I know is extremely difficult and special, and for just doing what you do – not many people can or will serve as you do.

If you've read this far and you want to do me a solid favour, please check-in on the peeps in the Fitness Unit once in a while: swing by early in the morning and try to make Swirsky smile before 0800h; keep Robertson from getting fired; figure out how Saruk leaves every day without anybody noticing; encourage Franzky to begin her stories at the start instead of the middle, and for the love of God, please help Gerstmar find her hoodie!

Take care of yourselves and each other!



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