



THE THIN BLUE LINE

The Official Publication of the British Columbia Federation of Police Officers

Vol. 4 Issue 1

A Winning Team!



"maintaining the right"

PRESIDENT'S MESSAGE

Hello all I don't know about the rest of you but this summer seemed to fly by and it's the end of September as I sit down to write this letter to you, our membership.

Most of you are now aware that we have utilized the services of a telephone soliciting company to raise funds for a variety of youth projects around the province. We researched this company and I assure you that it is ethically run and so far they have been true to their word. The goal after all is very altruistic and worthwhile (raising money for kids), but let me tell you, my phone has never rung so much, not from the public complaining, but from other police agencies.

Initially that was going to be the subject of this article, the ethical dilemma police associations and departments grapple with when looking for innovative fund raising ideas. Interesting to note is the ease with which people can justify their own fund raising initiatives but criticize others, and the ethical, hypocritical dogma that surrounds such criticism.

This Fall I attended the dedication of the Police Memorial in Victoria, which was opened on September 26, 2004. I stood there on a beautiful Victoria sunny day, surrounded by fellow peace officers from around the Province and Washington State.

Ninety-eight names are on the memorial, the names of peace officers who died doing what is right. They were all someone's children, had families, friends and they died doing their sworn duty.

A large number of the public was on hand to dedicate the memorial. Politicians, singers, pipe bands and some of the relatives of slain officers standing together paying their respect to the members that gave everything for us, so that we can all feel safe walking the streets.

I only knew one person immortalized on the memorial, and many there had never met any of them. But they were still there; they felt that it was important to be present to pay their respects to the peace officers who had died doing their duty.

When I looked around at the many peace officers there, regardless of rank or the colour of their uniform, we stood there, as one.

We don't always get such a graphic reminder of our camaraderie, but it is always there. I know that every peace officer there was proud, proud of their chosen profession and proud to be part of something that not many people can understand and proud to be paying their respects to the fallen officers.

I think that sometimes people get so caught up in details that they don't appreciate the big picture, the bigger picture being that we are police officers.

We have so much more in common with our fellow peace officers than almost anyone else. We are sworn to protect and serve, and we put ourselves into dangerous situations on a regular basis. We are a family, and families support each other sharing in triumph and tragedy.

That is what I thought about, standing there in the Victoria sunshine. It reminded me that there will always be issues, but what is really important is the people, that we are all in this together, and that I, for one, wouldn't want to be standing anywhere else.



Don McKenzie

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The BC Federation of Police Officers



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The BC Federation of Police Officers

The BC Federation of Police Officers

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The views expressed herein are those of the author and do not necessarily reflect the opinion of the BC Federation of Police officers.

We welcome all submissions for publication. They may be edited for space, legal considerations and good taste. When possible please include photographs, they will be returned on request.

Cover Photo:

Soccer School: Daryl Tottenham and Todd Sweet represented the New Westminster Police Association when they provided funds to help children attend a soccer school. **Story page 6.**

HOW TO SUBSCRIBE TO THE THIN BLUE LINE.

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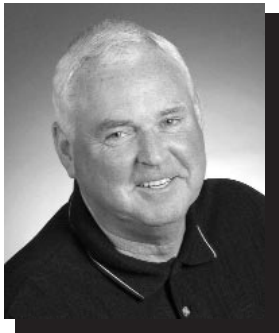
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Editor's Comment



This year saw the first five Diane Bell Memorial Scholarships awarded. Diane would be very proud that the funds from her estate which were donated to establish an educational bursary, have so quickly begun to benefit young British Columbians. Additional funds from the various Locals of the BC Federation of Police Officers and funds from the “BC Federation fund raising project” have allowed for these scholarships and will continue to assist police officers’ children for many years to come. If you have a son or daughter who would like to apply for a scholarship please see the Executive of your local Association for full details.

This issue of the Thin Blue Line should be in your hands by November and the members of the BC Federation should have completed their first “Lobby Day” with British Columbia’s M.L.A.s. in Victoria. However, the Legislature rose earlier than expected and the “Lobby Day” will be held in 2005. While this “Lobby Day” type of program has gone on at the national level for some years this expansion of the program to Provincial politicians’ promises to bring law and order issues to the forefront on a more local level. If you as an individual police officer have concerns about the application of laws, the way Crown Counsel operate or issues that affect your daily work, this is an excellent way to get those concerns brought to the decision makers in Victoria. Bring your issues up with the Executive of your Local and have them bring them to the attention of the BC Federation for the next “Lobby Day” in 2005. If you do not speak out about issues that concern you, no one else will do it for you! Don’t forget that the Thin Blue Line is another forum to express yourself, either in the form of an article or a letter to the Editor.

This Issue of the magazine has a first class article written by Ian Barraclough of the Vancouver Police Department dealing with handling a police career and diabetes. The article illustrates how a determined person can overcome difficult road blocks in pursuit of a career as a police officer.

The Thin Blue Line would also like your input about the content of the magazine.

Does it satisfy your needs? Are there things you would like to see such as hints for healthier living while on shift work or perhaps some reports on ways to avoid health problems from the job? Let us know what you want to see in this publication and perhaps you might consider being a contributor! Contributors of articles of 1000 plus words will be eligible for a Thin Blue Line golf shirt. Contact me at the thinbluelinemag@hotmail.com for details.

Have a happy and safe Christmas season.

Stuart Leishman,
Editor



**“SAY, I’VE GOT JUST THE THING FOR THE
SNIFFLES.... TWO PARTS RUM,
LEMON, HOT WATER....”**

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Another view of

Spit and Polish

By Cpl. Don Vousden



I began reading the article, Presence: The First Option, by Cst. Ian Morrison of West Vancouver in the 2002/2003 Thin Blue Line Yearbook and was only into the second paragraph when I started to feel insulted by the tone in Cst. Morrison's article. His comment about being "closer to your retirement date than the last time you polished your patrol boots" is nothing short of an insult to all experienced police officers and demonstrates his conceit and lack of respect for experience. As I read on, my first reaction gave way to the realization that this article represented the classic view of an inexperienced person talking over his head. If Cst. Morrison thinks for a minute that the "bad guys", as he so euphemistically refers to them, are impressed to the point of obedience by the presence of a "spit and polish" police officer then he has his head in the sand. Then as I read the last paragraph and realized that this guy is an instructor, I began to fear for the safety of the recruits he is instructing.

"Although I agree that a clean and professional appearance is important and commands respect, it does so mostly among law-abiding citizens."

Although I agree that a clean and professional appearance is important and commands respect, it does so mostly among law-abiding citizens. The criminals that we deal with function at a much lower level than most folks and often respond in a way contrary to expectation. They tend to be anti-social and anti-establishment so when a picture perfect representative of establishment confronts him don't expect him to be compliant simply because "you are not someone to be messed with" often it is the unforgiving attitude that the spit and polish portrays that incites the normally substance enhanced response.

In his fifth paragraph, Cst Morrison considers "bad guys" as being "no different" than predators in the wild, in fact they are significantly different. Predators in the wild have a very important function in the overall balance of all of the overlapping ecosystems, just look at what happened when a significant predator was removed

from the ecosystem in Yellowstone Park in the 1950's. The fact is the criminal views us as the "predator". It is we who pose a threat to his environment and it is that fact that causes him to react to us.

A well-trained police officer should be acutely aware of the fact that extremes in any aspect of crisis intervention, including dress or deportment are inflammatory and should be mitigated at least if not eliminated. A more relaxed appearance and attitude tends to calm most situations, perhaps because the subject realizes that you are human and so more open to negotiation at some level. I dare say if you ask real street cops with real experience they will all be able to recount several incidents in which a situation was incited rather than calmed by the spit and polish attitude. Spit and polish has its place it is simply not the only tool at our disposal.

Do not misunderstand my point here. I am not advocating slovenly dress or deportment but am saying that an experienced street cop has a varied arsenal of tactics and techniques at his disposal and he should be encouraged to develop and select the appropriate approach to any given situation. For Cst. Morrison to suggest that there is only one way to handle "the bad guys" simply demonstrates his lack of experience in the trenches and as I say causes me to fear for those recruits who view him as some kind of authority.

Instructors carry an awesome responsibility, so I leave you with the words of Alexander Pope, "A little learning is a dangerous thing! Drink deep or taste not the Pierean spring!"

Cpl. Vousden is a police officer with 31 years experience including service in municipal police forces in Toronto and Stratford Ontario, and with the RCMP in Saskatchewan, Quebec, The Maritimes, and British Columbia. He has worked patrol and traffic duties, GIS, ERT, EOD, and Forensics, and oh, by the way, done a little instructing along the way as well.

"The fact is the criminal views us as the "predator". It is we who pose a threat to his environment and it is that fact that causes him to react to us."

Cops and the Community

What do Vancouver's Children's Hospital, a New Westminster soccer team, the Union Gospel Mission, West Vancouver's Ambleside Youth Centre, a skate park for youth in Nelson and a youth detox program in Abbotsford have in common? They are all recipients of funds from the British Columbia Federation of Police Officers fund raising drive.

The fund raising drive that began earlier this year caught a few people by surprise. It is not a common occurrence to receive a telephone call soliciting funds for police organizations and the usual concerns about frauds resulted in a flurry of emails and telephone calls to the Thin Blue Line. However, since the BC Federation of Police Officers added information on the fund raising program to its web-site (www.bcfedpolice.com) things have settled down and fears have been allayed.

The public in British Columbia have got behind the fund raising drive and have given generously. This has enabled the various locals of the BC Federation to begin supporting the worthwhile projects that are ongoing throughout the Province. Some examples are seen in the photographs that are included in this issue and many others are being undertaken or are in the planning stages.

The fund raising drive is not only about giving back to the community. It has other important functions such as establishing an annual "lobby day" in Victoria. This will allow the BC Fed to fight for stronger laws and to amend flawed legislation that affects the safety of our communities. It also allows funds to be donated to the Police Memorial Blue Ribbon Fund which supports families of police officers killed in the line of duty on a national level. Another recipient of funds is the Diane Bell Memorial Bursary which has already awarded five scholarships to British Columbia students this year.

A further \$25,000.00 is donated to the BC Mounted Police Professional Association, annually, to support charities and lobbying efforts on behalf of their members.

Individual locals of the BC Federation of Police Officers have access to funds for projects in their community and the Thin Blue Line welcomes photographs and articles about your projects.

**For further information on the program please contact:
BC Fed President Don McKenzie at cellular telephone
604-614-1102 or Director Darryl Tottenham at cellular
telephone 604-218-8394**



Soccer School: Daryl Tottenham and Todd Sweet represented the New Westminster Police Association when they provided funds to help children attend a soccer school.



Children's Hospital - Don McKenzie and Daffydd Hermann present a cheque for \$20,000.00 to BC Children's Hospital on behalf of the BC Federation of Police Officers.



Union Gospel Mission - Don McKenzie and Daffydd Hermann present a cheque to Maurice McElrea on behalf of the BC Federation of Police Officers.

Policing and Diabetes

An inside look of getting on the job and getting on with the job

*Cst. Ian Barraclough MA
Vancouver Police Department*



Ian Barraclough

The second most difficult aspect about being diabetic is becoming one. Most of us live relatively healthy lifestyles and it simply doesn't occur to us that we might wake up one morning and find a drastic change to our health. This is what happened to me. Randomly and unexpectedly. Despite billions of dollars spent since Canadian research scientists, Banting and Best discovered insulin in 1921, doctors are still no closer in diagnosing the reasons why a person suddenly

becomes diabetic. Of course, there are a multitude of theories ranging from genetic history to stress and a poor diet, but the fact remains that there is presently no known means of preventing Type 1 diabetes.

“We don't want you' was the reply at the military recruiting office. I tried the police. Same answer. I was absolutely devastated!”

There are two types of diabetes. Type 1 is also known as juvenile onset diabetes because it generally happens in children, though adults can also be afflicted, generally up to the age of 30. In these cases, the pancreas, an organ which produces insulin to regulate the amount of sugar in our blood, simply ceases to function. As a result, Type 1 diabetics must inject insulin to replicate the operation of their defunct pancreas. Type 2 diabetes is generally found amongst the older adult population and may be related to obesity. It occurs when the pancreas starts to become inefficient, resulting in higher blood sugar levels which are then regulated through diet or oral medication designed to stimulate the pancreas into producing more insulin.

I became a diabetic after I completed high school in the UK at the age of 16. It was summertime and I was drinking an inordinate amount of water (a key symptom as the body makes a futile attempt to flush toxins out of the body that are building up). A quick finger-prick blood test at the doctors surgery indicated high blood sugar and a vial of blood taken from the arm quickly led to the diagnosing of Type 1 diabetes. I had absolutely no idea what this meant. I remember being in the hospital and having a doctor demonstrate how to use a syringe by drawing insulin from a vial and injecting it into an orange. He then gave me the syringe and vial and asked me to demonstrate it back to him. I remember holding my hand out for the orange. He pointed to my stomach. A hesitant but successful jab soon had me discharged from hospital with a prescription for insulin. I still couldn't believe it. I figured diabetes was like the flu. You take medication for a few weeks, rest up, and the body

does what it has always done when you're sick – it repairs itself. I was told that my pancreas was beyond repair.

Eventually, one simply adjusts. Within a short time, I knew everything I needed to know about the disease, the controls and therapy; the highs and lows to watch out for, how long each dose of insulin would last, what best to eat or avoid, etc. The best part was, with synthetic insulin acting so quickly upon the body, I was in a position to live my life as actively as I had always done, and simply tailor the diabetes therapy to fit my lifestyle, and not, as had been the case since early therapy in the 1920s up until the 1970s, tailor my lifestyle around a strict drug regimen. So basically, I was down to a job before each meal, one at bedtime, and I carried glucose candy around in case my sugar levels began to fall. No meal, no job. Sounds simple? It is.

Days turned into weeks, weeks turned into months, and months turned into years. Somewhere along that line, daily injections became an unconscious routine. Indeed, after administering more than 20,000 injections, I barely remember what life was like before becoming diabetic. Think of brushing your teeth. Each morning and evening, you take a few minutes out of your schedule to stare at yourself in the bathroom mirror brushing away at the plaque building up on your pearly whites. For thousands of years, indeed, up to only a few generations ago, tooth brushing was unheard of. However, we now accept it as a hygiene necessity, not only to have fresh breath but to prevent tooth decay and gum disease. We wouldn't dream of going a day without brushing. I wouldn't dream of going a day without injecting insulin. It's that routine.

Then came the most difficult aspect of being diabetic. Living with non-diabetics. By this, I don't mean sitting next to my best friend devouring a donut. I never had a sweet tooth; don't miss sweet things, and with insulin therapy nowadays, even if I did want a sweet snack occasionally, I could simply adjust my insulin dose accordingly. No, the problems I faced were much more insidious and despairing than having to avoid dessert.

My grandfather and father had both experienced military service in the same regiment of the British Army. I was also very keen to serve my country and follow in their footsteps. From becoming a cadet at 12 years old, I had very much focused on the goal of a military career that would have seen me signing up for 22 years service as soon as I had left school. So, I left school and signed up. Trouble was, I was now diabetic.

“We don't want you' was the reply at the military recruiting office. I tried the police. Same answer. I was absolutely devastated!

Each person I spoke with, whether in the Ministry of Defence (MOD) or police recruiting gave me the same response. “Thanks for your interest, but we won't be hiring you.’ It was a bitter pill to swallow. I

was essentially the same person as I was before I became diabetic. I had the same qualifications, athletic ability, enthusiasm and dedication. All the skills and abilities that had previously led to me winning awards on military courses, swimming competitively and gaining places at university now didn't matter to unknown figures in grey suits who simply shook their heads and didn't want to know. Indeed, once I stated I was diabetic, I barely got to the next sentence without being shown the door with best wishes for a happy life 'doing something else.' Problem was, I didn't want to do 'something else' and I couldn't understand why so many opportunities were so quickly refused which would have allowed me to prove that I was not the liability they immediately assumed I would be. This was often done by people in authority who knew nothing about diabetes. It was a tragedy.

Then I joined the Territorial Army (TA). This is the British version of the Armed Forces (Reserves). I joined the very same infantry regiment whose cap badge my father and grandfather had proudly served under. I passed basic training without a hitch. Shortly afterwards I was recommended for a commission. With a couple of battle fitness tests under my belt, my confidence level was high. The first Gulf War had just broken out and members from our 3rd Battalion were being called up to stand in for casualties in the 1st. I was still in the UK with training more aligned to anti-terrorist work in Northern Ireland than the sands of Kuwait. We would practice section attacks against farm houses simulated with combatants playing the role of Irish Republican Army cells. I remember one dawn raid where we hadn't had breakfast and a long yomp across soggy fields quickly brought down my blood sugar level. We were ordered to run to our fighting positions. I remember sprinting a hundred yards while stuffing sugar candy into my mouth before diving into a ditch and aiming my SLR (rifle) at a window opening on the side of the target building. By the time we opened fire, my sugar levels were balanced again (literally a matter of seconds) and during that time, I hadn't missed any of the action, (you can chew candy and shoot at the same time). However, one day I was up before the Colonel who demanded to know if I was diabetic. With an affirmative response, I was administratively discharged on the spot. Another tragedy.

I appealed to Parliament through my MP, Edwina Currie. She in turn took it up with the Secretary of State for Defence. The MOD admitted that although the rules and regulations regarding the hiring of diabetics hadn't changed since the 1950s, the powers felt there was nothing new in the therapy that would cause them to revise their blanket rule of turning every diabetic applicant down. They argued that this was not discriminatory, because of an inherent liability linked to the disease where one could become hyperglycaemic or hypoglycaemic (too high or too low blood sugar levels) and that could lead to one

potentially becoming operationally compromised at a critical moment. We put forward a medical rebuttal indicating that either of those situations are preceded by warning symptoms that are well known to a diabetic well before the situation becomes critical and can easily be averted. No negotiations followed. The door remained firmly closed.

I didn't choose to be a liability to myself, let alone anyone else, and good control of blood sugar levels allowed me to remain as active as ever. However, I was forced to turn my energies towards going on to university because it appeared that nobody wanted to hire me for any of the careers which I had an interest in pursuing. After a couple of degrees from London, I found myself in Canada studying for the first year of a PhD. However, funding was running low, and I was tiring of the academic lifestyle. It was time to enter the workforce. I joined the Canadian Forces (Reserves) and did my basic training on Vancouver Island graduating as an instructor at Vancouver's HMCS Discovery in a cadet instructor role. No problems arose with being diabetic and I received my commission and subsequent substantive rank of Sub-Lieutenant. I then attempted to transfer into the regular force. Refused again, I returned to Vancouver and worked as a civilian in the yacht building industry. Then an unexpected bankruptcy of my employer triggered a career change. I brainstormed my resume and thought about the journalism contracts I had undertaken in the UK while a grad student. I wrote to editors of all the newspapers in town and received a positive response back from the Vancouver Sun and the North Shore News. The latter was willing to interview immediately and I was soon writing as much content as I could get published for their tabloid. Then a friend of mine joined the police. This awoke past glimmers of enthusiasm. I stopped by a recruitment fair in Vancouver and I remember telling the recruiting staff of my interest and that I was diabetic. "We'll have to make some phone calls" was the response...



Ian Barraclough taking insulin shot in patrol car

and a week later my worse fears were confirmed. No room at the Inn. So I went back to covering local politics.

“By now I had applied and been turned down for numerous positions because I was diabetic, more than I care to remember.”

By now I had applied and been turned down for numerous positions because I was diabetic, more than I care to remember. I still refused to believe I was unemployable, but I didn't think I could take any more heart breaking disappointments. I resigned myself to becoming a journalist and pursued the field with vigour and enthusiasm. But then a chance meeting with a Mountie was to change all that forever...

In the summer of 2001 my parents came out to Vancouver from the UK for a visit. I had been invited to attend a surprise birthday party for a friend at a downtown restaurant and I took my folks along. They barely knew anyone in the room and ended up chatting with another guest who was also on his own. We dined together. During casual conversation, it transpired our dinner companion was a Mountie. I lamented the fact that I may have been one too if it were not the fact that I was diabetic. Our new friend sounded most surprised and asked many questions with evident interest about my history of applications and disappointments. It was an enjoyable discussion in that there were not many people who I had come across who were that interested, or knew enough about diabetes and the challenges of policing to share my opinion that it ought not form an automatic barrier. He offered me his card at the end of the evening and encouraged me to forward my resume if I was still interested in joining the force. Much to our surprise, it transpired that our most unassuming dinner companion was a senior member of the RCMP.

The following day, my resume was dispatched. It transpired that diabetics weren't being hired; though they may be retained on the force if they become diabetic while already a member. But it appeared that the Mounties might be open to reconsider. Buoyed by the possibilities of realising a long-time dream, I began my application process. During this time, I attended a military funeral in Vancouver where I bugled last post and reveille for a Canadian veteran. A Vancouver Police bagpiper was also present to pipe the lament. Afterwards we chatted, and the piper, a senior constable with the department, stated that if I was applying for the RCMP that I should consider the Vancouver Police Department. I recalled my enquiries years earlier at a career's fair where I had been turned down. Undeterred, he also left me with his business card and told me to contact him. Shortly after, I found myself immersed in the Vancouver Police Department's application process, ever optimistic, yet bracing for that heartbreaking phone call that had been the hallmark of countless previous applications.

The phone call came. But rather than the usual, “thanks for your interest” it was a more open, “we have a specialist that we'd like you to consult.” The positive medical report and recommendations as a result were then upheld by the City doctor. Then came feedback from the insurance company. There were no objections, and before I knew it, I

was sitting my final interview. It was surreal; it somehow felt like I was stepping back in time and doing something which I would have done many years ago, had such an opportunity arisen. I still don't know who it was that made the final decision in the department, but they certainly had an open mind and it was evident from all the recruiting staff that I met that they were prepared to treat each applicant on an individual basis; weighing up the pros and cons of their backgrounds and abilities, rather than looking for cookie-cutter cops.

Block 1 basic training at the Justice Institute of B.C. (JIBC) went smoothly. Block 2 'on-the-job' training was fantastic. I was fortunate to find myself teamed up with a highly experienced field trainer. His sharp mind and hunter instincts combined with high energy and enthusiasm for every aspect of the job made him an excellent and formidable police officer. It was a thoroughly enjoyable challenge to keep up with his 'let's go get 'em' pace which meant we were always very busy. Extremely talented in imparting the art of policing, working alongside him was occasionally exhausting, but always fun. The result was that he not only succeeded in developing my skill set and confidence level, but inadvertently put my diabetes to the test. Breaks were irregular and infrequent and meals were often taken on the fly. As a result, I successfully completed this portion of my training utterly convinced that being diabetic was no barrier to me becoming a police officer.

After successfully completing Block 3 training back at the JIBC, I graduated earlier this year as the first insulin-dependant cop to be hired in British Columbia. And life on the road has been a blast. My squad-mates have been particularly positive. Curious as to how our blood rises with glucose due to sugar intake, we all tried out my five second blood meter after eating a Tim Horton's donut! Sure, shift work may take its toll on the body, but with good control over ones blood sugar, combined with healthy eating and a regular exercise routine, there hasn't been anything which I have faced, nor can foresee facing, that would compromise my abilities to carry out 100% of my tasks 100% of the time. A small 4" blood glucose meter (for blood sugar testing), together with glucose candy in case it does run low, or a meal is missed, fits innocuously into a black pouch with a second pair of handcuffs on the back of my duty belt. Thus, when staked out behind some bush for hours on end, I always have a sugar supply with me. This was no different from what I carried in my combat jacket on exercises with the TA. My limits then are no different from that of a regular healthy person. I'm as unlikely to find myself on duty without sugar as I am without my sidearm.

All that said, my story is not a mandate for a blanket hiring of diabetics. Rather, it is a critique of the blanket ban that befell me for most of my life. A diabetic who chooses to neglect his or her health and fails to monitor his or her blood sugar levels is a time bomb waiting to explode. But many diabetics, like myself, take the condition very seriously and become very disciplined and very healthy as a result of a good diet, regular exercise and routine medicine. To finally be evaluated upon my individual merits for employment was a dream come true.

This story is dedicated with heartfelt gratitude to all those whose open minds helped me realise that dream.

(Constable Ian Barraclough currently works in the Operations Division of the Vancouver Police Department in District 4, Team 5 patrolling south-west Vancouver).

Introducing

THE CANADIAN PUBLIC SAFETY ACADEMY

.....www.cpsabc.ca

There is an exciting development in continuing education opportunities for police officers and civilians. The Canadian Public Safety Academy (CPSA) will commence classes at the Harbour Centre campus of Simon Fraser University in September 2004. The Academy will offer certificate programs to meet a wide variety of personnel needs ranging from: those seeking promotion; those who wish to improve their leadership knowledge and skill; senior executives seeking to keep abreast of the latest management approaches; and those seeking individual assistance via customized programs.



Don Trider

The Canadian Public Safety Academy is under the leadership of Mohamed Doma, M.A. and Don Trider, Ed.D. Mr. Doma is well known in the law enforcement community for his successful police integration projects, the development of performance management tools for specific police departments, facilitation of discussions among police and community groups regarding marijuana grow-ops, and the development and presentation of

leadership programs for police boards and individual police departments. In the private sector Mr. Doma is recognized as a skilled negotiator and coach who is knowledgeable in all areas of organizational development. Don Trider, Ed.D., is an experienced educator who applies his leadership and teaching experience to research and program development. He is well known for leading the successful amalgamation of three eastern Canada school boards, developing and teaching university level courses to police officers, and developing and presenting leadership programs to police board members in BC. In the private sector Dr. Trider has presented seminars on leadership and change including presentations at the BC Leadership Conference. In addition to the experience of Mr. Doma and Dr. Trider, the Academy will ensure the relevance of its courses through periodic advisory sessions with law enforcement leaders in the province. These advisors will highlight specific courses that best meet the changing needs of the law enforcement community. Furthermore, individuals with expertise, experience, and the respect of their peers will teach Academy courses.

CPSA's introductory leadership courses are taught by experienced personnel and offer an entry-level overview of current content and approaches to leadership, communications, supervision, and ethics. These one-day sessions apply the latest technology to classroom presentations highlighted by interaction, lectures, and relevant scenarios.

CPSA's advanced leadership courses will appeal to those who desire a more intensive experience similar to undergraduate university courses. These two-day courses will include a textbook with pre-reading assignments, written assignments, lecture, discussion, and an evaluation component. Course content will include the latest approaches to leadership, ethics, and management, and students will have an opportunity to debate the application of new principles to the workplace.

CPSA's senior leadership courses focus on the needs of senior management. While promotion reflects excellence in day-to-day policing responsibilities,

members often require the latest skills and knowledge in management, leadership, change, and communication.

CPSA's preparation courses will help members and civilians prepare for promotional competition. Courses will highlight the interview process, in-basket simulation, report writing, effective presentations using technology, and supervision skills.

CPSA offers nationally recognized expertise and programs to those responsible for collective bargaining including those within the department as well as association members with similar roles. CPSA believes that training all individuals to the highest possible level greatly enhances the likelihood of a successful outcome to the collective bargaining process.

Equally important as collective bargaining is attention to overall labour relations. By enhancing skills in the areas of grievance and arbitration, organizations avoid costs and reduce employee stress. Organizations pride themselves in their ability to resolve labour issues before they get to arbitration and CPSA teaches how to resolve matters at this level. In the event matters do proceed to arbitration, it is critical that staff exhibit skill and determination as they put their position forward to the arbitrator. Course lectures, case studies, and mock arbitrations will prepare staff for this often-painstaking process.

The Academy recognizes the importance of customized programs and services to meet the needs of individuals and/or small groups of staff. As an example, the performance appraisal process within departments generates recommendations for members to improve their performance. A typical recommendation could be "you must improve your communication with colleagues." But how? Where does the employee begin? CPSA provides personal counselling and skill development leading to enhanced work performance. These are one-on-one sessions or small group sessions where appropriate.

CPSA offers a variety of certificates upon completion of specific courses. The Academy also assists with "challenge for credit" applications where course content and hours of instruction match course content at other post secondary institutions. CPSA is committed to ongoing discussions with these institutions to secure credit status for our courses.

Registration packages will be made available to every police department in BC and members and civilians may register in a variety of ways. Furthermore, CPSA invites those who are competent in specific areas; have the respect of their colleagues; and wish to share their experiences with counterparts from other departments to submit an application for a teaching assignment within the Academy.

Contact Information:

Canadian Public Safety Academy

P. O. Box 48202 Bentall Centre, Vancouver, BC V7X 1N8

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Mark Schulz

PENSION REPORT

Overview

There's not a lot of pension news to report on so far this quarter, so I will spend some time talking about the Municipal Plan and purchase of service.

M.P.P.

Over the past year the Municipal Pension Plan has grown to over 150,000 contributing members, 41,000 retired members, with assets of \$16 billion dollars under administration. This means that the Municipal plan is now the largest pension plan in B.C. and the eighth largest in Canada. Members work for over 970 different employers within the province. As you contemplate your future retirement, it's nice to consider the security of significant numbers such as these.

Annual Report

The annual report was mailed out with pension statements and is also available online on the pension's website www.pensionsbc.ca. It is packed with excellent information about our plan, its performance, and future projections. Effort has been made to ensure it is written in clear and simple language. I recommend everyone take a few minutes to read through the report.

A.G.M.

The third annual general meeting of the Municipal Pension Plan is going to be held on Saturday October 02, 2004, from 9:30 am to 1:00 pm. It will be based in Vancouver and broadcast to seven other cities in B.C. including Victoria, Nanaimo, Prince George, Vernon, Nelson, and Cranbrook. All members are welcome to attend, or view, and this represents an excellent opportunity to learn more about your plan and your pension. Speakers will include the chair, Mr. Ken Bayne, as well as the plan actuary, Mr. Jack Levy.

Purchase of Service

Purchasing past service is an important issue and I want to stress to members to seriously consider acting upon it as the deadline is only 2 1/2 years away. On April 01 2002, purchases of service rules were relaxed by the pension corporation for two reasons. They wanted to afford an easier and cheaper mechanism for members to purchase past service, as well as to allow for more funds to enter the plan. For example; this means that if a fifteen year member wanted to buy his/her six months of probationary time, they would not face the basic contribution cost plus fifteen years of compound interest. This represents a huge savings for the member.

The catch is that the pension corporation only allowed a five year timeline for members to take advantage of the purchase plan. You can purchase:

- 1) *leaves of absence, maternity leaves, or parental leaves*
- 2) *arrears or non contributory time, probationary periods*
- 3) *reinstatements; contributions previously refunded .*

You might ask why you would want to do this? Well the answer is simple; you will increase your pension benefit and receive a full pension for all the time you worked. Not a pension with a six month or one year reduction at the end. Further, indexing on a 100% contributed pension, over time, will add up to a lot more than indexing on a 95% contributed pension. I am happy to report that many members are taking advantage of this program. In fact, the pension corporation reports that purchases of service increased by 153% last year to over 7500 individual purchases. In most cases, buying the first six months probationary time will pay for itself in seven to eight years of retirement. What it all means is this: you are being permitted to make an investment today that in five to ten years at retirement will pay a rate of return as if it was invested at the beginning of your career. If you walk into a bank and ask for this deal they'd laugh you out the door. This is why the pension corporation had to put a time limit on it. If operated indefinitely, it would soon cost the fund a lot of money. Every financial planner I've talked to recommends completing the purchase of service. Not only will it increase your benefit, the methods of payment are attractive as well. You can pay for your purchase by a direct RRSP transfer, cash, or a combination of both. If you do use cash some of the cost can be deducted from your income tax. (up to 35% per year). If you use a loan, the interest is tax deductible. Some collective agreements include a clause in which the employer will pay their half of the amount. Dozens of members throughout the province have informed me that they were very glad that they purchased their service, and were pleased at how quickly the pension corporation processed the request. I would encourage all eligible members to consider the above and invest in your pension benefit. Further information on purchases, as well as other topics, can be found on the pension website: www.pensionsbc.ca.

“Over the past year the Municipal Pension Plan has grown to over 150,000 contributing members, 41,000 retired members, with assets of \$16 billion dollars under administration.”

Diane Bell

Memorial

Scholarship



During the Spring of 2004 the first Diane Bell Scholarships were awarded to five British Columbia students. Part of the requirement for winning an award was to submit essays on a variety of subjects that addressed a number of questions that had been established by the award committee. We congratulate the students and have reprinted their essays below.

Stephanie Ramsden – Sponsor Steve Ramsden Delta P.D.

How has being a daughter of a law enforcement person affected your life? If you could choose a difference career for that parent what would it be and why?

Every decision I make and everything I do is connected to my father's career choice. My lifestyle is so connected to my father's job that I often wonder how his job hasn't affected my life. Being the daughter of a Staff Sergeant has provided me with tremendous responsibilities, both positive and negative, but I would never change his occupation.

When I was younger, my father's shift work and irregular hours altered the way my family lived. Although I played in my house like a normal child, I was always reminded to play quietly, not to scream or

cry, and to avoid my dad's room. However, I learned to adapt to shift work, I learned patience, and I developed responsibility. Over the years I have changed my sleep patterns so I can spend more time with my dad; we often have our best discussions around 11 p.m.

I would never pick another career for my dad because even after his most tiresome days, his passion still shines. However, I frequently worry about his safety and I never see him as much as I want to. I know the risks of my dad's job and several situations discussed have disturbed me and have made me mature faster than I may have liked.

“The education I've received about these topics and the trust that's bonded between my parents and myself is enough to ensure that I stay away from trouble and remain on my best behavior.”

“With this award, I will be able to stop dreaming of my future and be able to start achieving my goals.”

Our family dinner topics can involve death, drugs, parties and car crashes. Consequently, I have become very aware of the problems facing society. Through this awareness I have joined groups to help preventable situations. Global Awareness and Road Sense are two groups I am heavily involved with because of my father's job. From him I realize the importance of dealing with situations that may not always be pleasant. The lessons that I've learned through my dad's job and the pride and dedication he demonstrates are enough to make me believe that there couldn't be another job suitable for him, and it would be unfair to even suggest something else.

The responsibility I feel because my dad is a police officer has affected me the most. Even as a child I was aware that my behavior and conduct reflected my dad. Attitude problems, impatience, rudeness, drugs, alcohol, parties, speeding, and disregard for rules have never been tolerated. The education I've received about these topics and the trust that's bonded between my parents and myself is enough to ensure that I stay away from trouble and remain on my best behavior. My father's leadership role towards society and me has had a profound affect upon me and I follow his examples, and live by Chaucer's words, "If gold rusts, what then will iron do?" and Gandhi's advice of "You must be the change you wish to see in the world." My father's attitude towards his work, and the lessons his work has provided me with have allowed me to form a leadership paradigm where ethical leadership and becoming a change agent is only natural, and high standards are expected. The self-defense lessons I've learned, the leadership roles I've accumulated from understanding reality, the standards I've learned to follow, the importance of rules, and the responsibility I've gained from my father's job have undoubtedly affected my entire life, and I am proud to be a police officers daughter.

How can your educational choices enrich your life and the lives of the people you will be in contact with?

I have several ambitious tasks that I am longing to begin and all of them commence with a strong education. I seldom rush into any decision, so my decisions regarding my future education have been carefully planned out. After graduating with honours from high school I intend to travel to Ontario where I will attend Queen's University. The local universities are very reputable, but I've chosen a path that will enrich my life and allow me to experience more independence and allow for maximum personal growth. Queen's has the Scottish heritage that has always dominated my life, it is known for its excellent programs and the cultural experiences surrounding the university are extremely beneficial. I'm eager to drive to Quebec and practice my French, and be near Ottawa where I can become more involved in politics and be close to the place where key decisions are made. By educating myself and gaining these new experiences, I will be more equipped and knowledgeable which will affect those in contact with me. Currently I volunteer with several groups and represent the youth of BC in several programs. Furthering my education in such a stimulating environment will increase the role I provide to my community and allow me to represent more people in a more beneficial and useful manner.

What inspired you to apply for this award?

My inspiration to apply for this award is based on my love for education, passion for challenging myself and eagerness to gain new experiences. This year I plan to attend Queen's University in Ontario. I am looking forward to challenging myself and maintaining my high grades in an enriched atmosphere. I am registered for their Bachelor of Arts and I intend to study abroad during my third year. I am hoping to pursue law school to become either a Crown Attorney or International Lawyer. With this award, I will be able to stop dreaming of my future and be able to start achieving my goals.

Chris Wenz – Sponsor Carmel Keenan New West

If I had the choice to live next to any two people in the world past and present, I would like to have Bob Blick and Bill Gates as neighbors. These men both have backgrounds with technology, Bob Blick with electronics and circuit design; While Bill Gates is a programmer and businessman.

I would like to live next to Bob Blick because he is an electronics inventor. His website, www.bobblick.com has helped many people with project ideas, and letting them know how certain projects work, while making the design of the project up to the maker. I myself have used this site for many project ideas.

Having Bob Blick as a neighbor could very helpful to me, his knowledge and experience is invaluable. As a neighbor, Bob Blick would be a needed asset to my work, his understanding and experience with electronics and circuit design would allow for my projects to be more efficient and less costly, which is important because I wont have that much money to spend anyways.

Bob Blick would be the most useful neighbor that I can think of for the simple fact that he is a technological genius, who doesn't mind taking time out to help people with various technology based problems.

I would also like to live next to Bill Gates, not so much for technological help but more so for inspiration. Bill Gates was able to become a multi-billion-dollar man, through one major idea, and an aggressive outlook on business. To me, Bill Gates is the ultimate businessman, even more so than Mr. Trump.

Bill gates has accomplished so much in his life, He has a successful business that is almost unchallenged, his only competitors are Apple (Macintosh) and Linux. He has been able to keep a strangle hold on the operating system industry for several years. Bill Gates dedication to his work is what allows him to stay on top of other companies. He being one of the most powerful and richest men in the world is also something that I would like to aspire to become because I believe that money makes the world go round and that it can bring people happiness.

Another reason that I would like to live next to Bill Gates is because I am currently making a universal controller for the Microsoft owned X-box, which will allow for any type of controller and/or object using basic switches and wires. Which I would like to market to Microsoft once complete and if I were living next to him it would give me a better chance of Microsoft buying into the idea.

“...I believe that money makes the world go round and that it can bring people happiness.”

“I have been inspired to apply for the Diane Bell Memorial Scholarship by reading about her achievements in the “Thin Blue Line.”

Overall I believe that these two people would enrich my life though their knowledge of all areas in electronics. Hopefully they would also help me meet the right people to get my inventions off the ground and into a marketable state, through their contacts. For the reasons stated before and for my respect of these men, I would like to live next to Bob Blick and Bill Gates, if ever given the chance.

What are your future educational plans?

My future education plans involve myself becoming an inventor with high voltage electronics, I plan to create projects that will revolutionize the way we look at electricity (I have a few ideas in mind already).

I will be taking an electricians course at CTC; this will give me the knowledge needed for dealing with high voltage electronics. After I have completed the electricians program, I will attend BCIT to take their electronics course to help me with the design and overall process of making my projects. These choices, will ultimately allow me to follow my dreams, while becoming a bigger and more successful world icon, hopefully close to a Bill Gates platform.

I believe that I will become a positive source of inspiration to the people who come in contact with me due to my work habits with technology and my positive outlook on life, my optimism will ultimately enrich the lives of people around me. If my projects are successful they will allow for new inventions and forms of electrical devices to be made creating more jobs. This will not only directly affect the people that I come in contact with but also those who meet the people I have met and so on, it will be like a giant chain effect.

What inspired you to apply for this award?

I have been inspired to apply for the Diane Bell Memorial Scholarship by reading about her achievements in the “Thin Blue Line”. Diane’s dedication to her work as a bargainer for the BC federation of police officers and her ability to climb to the top of her profession and be recognized for it, not only in her own area but in her province and other provinces as well has shown me that people will notice if you excel at your job. Her accomplishments while being bargaining have inspired me to become better at my specialty and to pursue it no matter how difficult it may become.

Rachel Brooks – Sponsor Al Brooks Delta

Being a daughter of a law enforcement officer has affected my life a great deal. Growing up in a police officer’s house has not been an easy task, especially the last 5 years being a teenager. It might just be my Dad, but there are strict rules to follow and high moral standards set by him. Although he may have strict rules, it has kept me out of trouble and from going down the undesired path. Drinking and doing drugs seems to be common things for entertainment among teenagers today. My own friends have seemingly been sucked into doing it. I have a father who is very involved and knows how teenagers act and

think. He constantly is asking questions and keeps me participated in activities such as sports to keep me out of trouble. My Dad is one of the many police officers who willingly spend their time volunteering and doing charity work. My dad coached minor hockey for numerous years, and has now passed on his coaching skills to me as I have coached grade 8 girl’s volleyball. I personally think I am a patient and compassionate person all because I have grown up in a law enforcement home. I have come to realize that there are many different and unique people out there, and it’s important to get to know a person before making any judgments. Overall I believe that being a daughter of a law enforcement officer has opened my eyes to the real world and shown me what life is about.

I don’t think I would want my Dad to have a different career. Everyday he works hard to make this life just a little bit safer and more enjoyable for us. If I could choose a different career for him, I think I would have him own and operate a motorcycle shop. He absolutely loves riding and admiring motorcycles. He enjoys sharing his motorcycling experiences with others, and recently has introduced me to the sport. We have begun riding together when we find the time, and I am learning to love the sport as he has throughout his life. Since he absolutely loves riding motorcycles, I can’t think of a better way than to run his own shop where he could be around them 24/7. An unrealistic choice of mine if my Dad weren’t to have his own motorcycle shop would be to play in the NHL. Although this career choice would have been decided years ago, I believe it would be a great experience to travel and meet awesome people wherever he would be traded. These are both Interesting career paths, but I think my Dad made a good choice when he decided to become a police officer.

What are your Future Educational Plans?

I believe that the educational choice that I will be making will enrich my life immensely. Becoming a police officer is a great honour and responsibility. I feel that there will be a great fulfillment after each day, knowing that I have been a positive influence on the community. Although there may be a lot of stress that comes with this type of job, I believe I will be able to work through and be content with what I do in the end. Since the position of a police officer includes being heavily involved with the community, I feel I will be a positive influence for those around me. Sticking up for the weak and those who need guidance is a great responsibility. By helping those who threaten the safety of society I can make this world a little more peaceful one person at a time. In the end I believe by becoming a police officer I can not only enrich my life, but those around me who I commit to serve and protect.

What inspired you to apply for this award?

As soon as I had heard about this particular scholarship, I knew I wanted to apply. I have applied for numerous scholarships now and this one sticks out the most. I like how it is directed for the sons or daughters of a parent in the police force. This not only gives the children of the officers a good chance in receiving a bursary, but

“Since the position of a police officer includes being heavily involved with the community, I feel I will be a positive influence for those around me.”

“Neighbours are much like family. You cannot choose your family, nor usually your neighbours, but they will both always be there for you.”

it recognizes the children of those serving in the force. When I found out about this scholarship I thought “what better way to help me achieve my educational goals of getting into the police force, than a scholarship directed from the police force.” With your help I hope to achieve these goals.

Courtney Symes – Sponsor Don Symes Oak Bay

There exists the old adage, "You can choose your friends, but you can't choose your family." This is very true, and neighbours are a bit like family. It is not often that we choose our neighbours. A house is chosen and purchased on the basis of how many bathrooms it has, if the heating works or if the pipes groan. South facing windows and new appliances and hardwood floors are all considered. What is more important, but not primarily considered is who lives next door. Neighbours can be wonderful, or they can be wonderfully irritating. With luck, one will chose a house with good neighbours. The term "good neighbour" can have many meanings, but generally it means "quiet", "respectable", "friendly", or "helpful". Said Hesoid: "A bad neighbour is as great a plague as a good one is a blessing; He who enjoys a good neighbour has a precious possession." In fact there are many types of good neighbours. People are all unique, and therefore make unique neighbours. One may be able to learn many things from his or her neighbour, or one's neighbour may become a great friend. One can never quite know who they will be living beside, but we can do our best. Given the luxury of choosing form a world of humanitarians, activists, and fascinating people, one would have to choose very carefully.

Given this privilege, my first choice for a neighbour would be Nellie L. McClung. McClung was a Canadian activist and suffragette. She dedicated her life to the betterment of Canadian women. Issues such as suffrage, equal rights for women, mother's allowances, and social programs like medical and dental care, concerned McClung. She accomplished many things in her life, from publishing many books, to winning the fight to have women legally be "persons" in the eyes of the law. She toured, lectured, and ran for Parliament. She represented Canada at the League of Nations in Geneva. She sat on the Board of Governors for the Canadian Broadcasting Council for eight years. McClung was also a wife and mother. McClung retired to Victoria where she died in 1951 at the age of 78.

I would choose McClung for a neighbour because she has long been an inspiration for me. She was the epitome a working woman, juggling family and a successful career, and all of this at a time when women were supposed to be in the home. I believe that I could learn much from her, about literature, politics and this country's history. I also believe that since she chose to retire to Victoria, that she would share my love of this city.

For my other side, I would choose Nelson Mandela. The man was imprisoned for twenty-seven years of his life for fighting for equal rights for black people in South Africa. Rather than submit meekly to his sentence, Mandela continued to fight in his own way, by encouraging the education of prisoners. During free hours, Mandela

shared his knowledge of the law, culture and politics with the other prisoners. He maintained a great dignity in prison. When he was released, Mandela became the leader of his country, the father of a nation, as he has often been called. He said of himself, "I was not a messiah, but an ordinary man who had become a leader because of extraordinary circumstances." I believe that Mandela would be an admirable neighbour. I know that I could learn much from this man, to whom regimen and peace are both virtues. Mandela would be both a peaceful neighbour, and one from whom I, and the neighbourhood and community at large could learn many things. Mandela could teach not only of history, but of peace, dignity and compassion. The presence of Mandela would make the neighbourhood diverse and understanding. His presence would give perspective to the busy, but perhaps empty lives of those around him. I, and my neighbours, would be encouraged to speak the truth and stand up for our principles. Mandela's charisma and values make him a man whom I would be honoured to live beside.

Neighbours are much like family. You cannot choose your family, nor usually your neighbours, but they will both always be there for you. Neighbours are a great blessing, whether they are renowned activists, or the local pharmacist, they are something to be cherished.

What are your Future Educational Plans?

The end of grade twelve heralds a whole new world of possibilities. Graduation opens doors, sets one free, and also demands many big decisions to be made. On the verge of adulthood, a grade twelve graduates must make plans for the future, and decide where the paths they have chosen will take them.

The end of grade twelve brought no such large decisions for me because I have known since I started high school that I want, more than anything, to be a doctor, likely specializing in paediatrics. I intend to take sciences next year in preparation for medical school. Becoming a doctor is an opportunity to touch many lives. Saving a life, easing someone's pain, or just educating someone about a wiser or healthier lifestyle, touches not just that life, but all those connected with it. Upon looking back at my life many years from now, I want to be able to honestly say that I helped many people. I hope that someday I will also be able to transport my skills and knowledge to help others in impoverished countries by participating in an organization such as Doctor's Without Borders. I know that one



Dan Mclean, President of Oak Bay Police Association presents Courtney Symes with a Scholarship cheque.

“All those close to me know that I am trustworthy and genuine and have confidence in me and what I am capable of doing. I have also been taught to treat others with the utmost respect.”

day I will be able to enrich many lives with the knowledge and skills I will gain at university.

What inspired you to apply for this award?

I have always been proud to have a father who is a police officer. With his combined experience with the RCMP and the Oak Bay police department, he has been serving since before I was born. When I was very young and in a scrappy playground argument, I would often throw up the line “Well my dad can arrest you!” This was usually countered by something like “Yeah, well, my dad can built a house on you!” However, as I grew to become a young woman, I realized that police work is not just a job, but a way of life. My dad has long juggled shift work with dad duty: Picking me up from school before going home to make dinner, then going to work. Earning this scholarship would not only be an honour to me, but to my dad and my family. I want to prove to my dad, that all of his years of dedication were worth it. This is what inspired me to apply for this scholarship.

Jennifer Jones – Sponsor Gary Jones Victoria

What inspired you to apply for this award?

Laws in a country are what people must live by to ensure a peaceful and ordered society for all. My father is a police officer who upholds these laws and continues to shape my life. I have been raised to respect all others and be honest in everything that I do. My father is excellent at what he does and this shows through in his everyday life. By being the daughter of a law enforcement officer, I have most definitely been affected for the better in numerous aspects of my life.

Because I have had access to the knowledge of the justice system since a very young age, I understand the workings of our courts and admire those who work in them. I have been told of the way criminals are dealt with and know that we are all the same under the eyes of the law. From these lessons, I do not consider myself to be above the law in any way. I must be law-abiding like the rest of the population and there is definitely no unfair advantage because of my family connection. I know that only I am responsible for my actions and the repercussions that they cause and no matter what the connection or advantage may be, I will be treated the same way as the rest of the people in society today.

The incredibly important characteristic of being honest has aided me in many ventures throughout my life. I have been taught to never lie in any uncomfortable situations and that honesty is always the best policy. My teachers and peers, as well as all others who I come in contact with, respect me for being truthful and treat me with dignity and their appreciation. All those close to me know that I am trustworthy and genuine and have confidence in me and what I am capable of doing. I have also been taught to treat others with the utmost respect. I have been raised to never make pre-determined judgments on others and treat everyone whom I meet with consideration. I am fortunate to have been taught these characteristics that will continue to help me throughout my life.

My father is an amazing police officer who is making the society we live in a better place each and every day. He loves to go to work in the mornings (or nights) and does what he loves to do. If I were forced to choose another profession for him I believe that he could be an excellent teacher, working with young adults. I am fortunate that his job has had such an amazing effect on the lives of me and my siblings.

From the teachings and examples that my father has set out for me, I have picked up many distinct traits and attitudes that I would otherwise had not, if I were not connected to the law enforcement community. I am law-abiding and conscientious, as well as honest and respectful to all others around me. My father is an excellent police officer who loves what he does and enjoys instilling good values in his children. Being the daughter of a law enforcement officer, I have been affected for the better in many aspects that will aid me in the future of my life.

What are your Future Educational Plans?

My goal for the future includes attending Douglas College of New Westminster. I have been conditionally accepted into the Criminology program commencing in September of 2004. This two-year program will lead to a Bachelor's degree from Simon Fraser University in the Faculty of Arts. Furthermore, I hope to obtain a Law degree, likely from the University of British Columbia. My future education will require dedication and hard work, but will be incredibly beneficial not only to myself but to the lives of people whom I will be in contact with.

I hope to have a career in which I will be an important asset to society. The laws of Canada depend on those who uphold them and bring justice to all. I wish to be a part of this system and want to contribute to the public's safety and security. My desire to help others and reach the goal of the common good will be evident in this career and I hope to be happy in whatever I choose to do. As well, I hope that others around me will benefit from my choice of career. I hope to be able to make a difference in others' lives and add to the quality of life for all those in society.

What inspired you to Apply for this award?

The goals that I have set out for myself are challenging and attainable with hard work. To obtain a bachelor's degree requires dedication and devotion. To further receive a Law Degree will require even greater effort. Receiving scholarships and awards would help me to reach my goals that much better. I need to be focused and concentrated on my studies. I was inspired to apply for this scholarship because I admire the late Diane Bell's diligence and work ethic. From the "Thin Blue Line" magazine, she is portrayed as a person who was passionate and conscientious about her work. Reaching my goals will require perseverance and hard work and I am looking forward to the challenges of the future. Someday I hope to be as respected and valued as Diane Bell clearly was.

“My desire to help others and reach the goal of the common good will be evident in this career and I hope to be happy in whatever I choose to do.”

POLICING - A FAMILY AFFAIR



Dan Petre

Constantin Petre

The family police connection we are featuring in this Issue involves two federal police forces that are half a world apart and a police history that stretches back over 70 years. Constantin Petre joined the Romanian Federal Police (Jandarmeria) in the mid 1930s and served with that organization for 35 years. His career covered the troubled times of the Second World War and other tumultuous events of the 20th century. Constantin rose to the rank of Captain and was in charge of the southern counties. He was also responsible for the protection of the southern and eastern border during World War II. This veteran police officer is now 90 years old and lives in Bucharest with his wife of 66 years.

Dan Petre is the grandson of Constantin and has followed in his grandfather's footsteps. Dan was a member of the Vancouver City Police Reserve from 1994 to 1996 at which time he became a member of the Royal Canadian Mounted Police. Dan graduated from Depot in March 1997 which was followed with a posting to Surrey Detachment where he worked General Duty in Newton and Whalley for five years. He then transferred to E. Division Support Services where he has served for the past two and a half years.



Dan Petre's Grandfather,
Constantin Petre

In addition to his police duties Dan Petre will be known by many readers as the President of the British Columbia Mounted Police Professional Association.

The Electric Raincoat By: Stuart Leishman

The West Vancouver Police Department has had many Chief Constables over the years and each makes his own mark, some good and some not so good. Chief Constable Moir MacBrayne was scheduled to retire in 1974. While there was a candidate in the organization to replace him, some internal politics came into play and the Police Board opened the competition to outside applicants.

Looking at smaller police departments around the Lower Mainland in the 1970s, most new police chiefs were being hired from the Officer Corp of the Vancouver Police Department. I suppose it was only natural that our new Chief Constable should also come from Vancouver and Joe Hornell, a former Vancouver Police Inspector, was hired as the new Chief Officer.

The police department saw many changes under the guidance of Hornell. In 1974 our uniform was patterned on the one that had been worn by the BC Provincial Police Force before it was taken over by the RCMP in the early 1950s. Tunics and trousers were made from a green material and we wore khaki coloured shirts as well as the Sam Browne style leather belts and holsters. Our shoes were brown leather and our ties were green. The new Provincial Police Act, which was proclaimed in 1974, established equipment standards for police departments in British Columbia. Consequently our uniforms were changed to a blue colour, similar to today's uniforms and the police cruisers changed from green to blue.

The rank structure changed. More Staff Sergeant positions were created and the rank of Corporal was introduced. Hornell also established a Crime Prevention Unit. The police station underwent significant changes with a large addition being built behind the old building and an enclosed parking facility and new cellblock were added.

Technological changes also took place, which included new weapons; modern crowd control equipment and advanced forensic identification equipment. However, there was one piece of technological equipment that puzzled us greatly, the "Electric Raincoat"!

It was Detective Ron Denney that first brought this to the attention of the other police officers. Following a meeting in Joe Hornell's office, Denney came to the Coffee Room and described seeing an electrical cord running from a wall plug and disappearing into the Chief's coat closet. There was much speculation as to what would require a power cord in the Chief's clothing when Denney suddenly hit upon a solution. He must have an "electric raincoat" he suggested. This possibility was bounced around the room with other members suggesting it may be an "electric broly". However, this was never taken seriously and was considered to be a frivolous play on the name of the Deputy Chief, Bob Brolly. In the end it was agreed that it must be an "electric raincoat" although rechargeable batteries were in their infancy at that time and we all agreed that he would need a very long extension cord to make the raincoat workable.

The mystery was eventually solved when the building janitor, Fred Austin, discovered the Chief had a portable bar fridge in his closet and that is where the cord went to. We don't know why he needed a fridge in his closet but speculated that he kept his Perrier water in there. Joe liked his Perrier water and some of his best decisions were made while he and some of his Executive Officers sipped their Perrier in his office.

I believe Hornell was the Chief Constable for almost ten years before he retired and passed the reins to Bob Brolly.

NEWS

From The Locals

VICTORIA - LOCAL

By Sgt. Steve Ing, President

2



As usual, things were busy this summer in ABC's capital city. The call load these past few months have been among the highest our members have ever seen, and the on-going staffing level challenges combined with the prevalent "do more with less" mentality have kept us hopping. In order to address some of these issues, the first "Victoria Police Restructuring Committee Retreat" was formed. The committee was an all ranks, all divisions, union/management collaboration in the truest sense, and seems to have hit the mark.

Before you start thinking, "oh sure – when in doubt, form a committee", a bit of back-story is required. A truly "grass roots" creation, this particular committee was the brainchild of our own Cst. Charlotte Kratchmer. A former Winnipeg officer who was quick to establish herself as a dedicated and talented street cop here in Victoria, Charlotte recalled similar staffing level challenges in Winnipeg that existed during her tenure there. Those problems had been successfully dealt with through the implementation of a committee "retreat" program, and Charlotte was keen to replicate the process for Victoria. After bringing both the union and management on board, Charlotte won the support of Chief Battershill and the initial stages began.

After requesting (and receiving!) volunteers from all areas of the department, the committee members essentially locked themselves away for 3 days at a sparse but functional government facility at Lake Cowichan. The department's staffing level and deployment issues were identified and quantified, with a realistic appraisal of the issues that needed to be shelved for the time being (Charlotte's "parking lot issue" notion). All stakeholder interests were considered, with equal emphasis on service to the public and member wellness. Open and sometimes heated discussion between the committee members ensued. An interesting voting/elimination structure was used which ultimately required the consent and cooperation of every member in order to reach the committee's final recommendations. Those recommendations were then set out to the rest of the department and the Police Board in a series of presentations that started immediately upon the conclusion of the retreat.

Although some of the changes were seen as "radical" (remember, creating change in policing is often compared to bending granite), Chief Battershill and the Union Executive maintained their support of the committee process. Our members are working hard to focus on the "big picture", especially those who have been adversely affected by the many changes. It seems overly simplistic to state that change is sometimes difficult, but perhaps the simple truths are the most accurate. At the time of this article many of the structural changes are just being implemented. The committee recommendations included a mandatory review of

the changes made, to ensure both their relevance and continuing effectiveness. At this point, the entire membership is confident that the framework created by the committee provides a solid foundation to build upon in the future, regardless of the inevitable tweaking that will be required.

Our general labour issues continue, although it appears that the Union now has the support of the Police Board in the wake of our difficult arbitration hearing earlier this year. The feedback we have received so far seems to indicate a new understanding of the challenges we face. With regard to our senior management, through our continuing efforts at the regular meetings of the Labour/Management table, we have been able to address many member issues before they have a chance to spin out of control. I would encourage those locals who are not meeting regularly with management and police board members to initiate those types of discussions, as the results are worth the extra work required.

On a closing note, by the time you read this, Victoria will have finished hosting the 2004 BC Police Memorial Day, complete with the official unveiling of the Provincial Police Memorial. The completion of the impressive and permanent monument to our fallen comrades would not have been possible without the tireless work of many officers, but particular thanks go out to Cst. Jonathan Sheldon and Sgt. Jim Simpson. I have no hesitation in expressing the gratitude of all police officers in BC for the efforts that have resulted in such an inspiring symbol that serves as a reminder to all of the risks inherent in our chosen profession.

NEW WESTMINSTER - LOCAL

By: Cst. Todd Sweet, President

3



Since the last issue of The Thin Blue Line the NWPOA has continued to enjoy a fairly harmonious relationship with its Senior Management. We have had very few significant issues with management and as a result we have been able to put our energies towards raising the profile of the NWPOA.

With the help of the BC Federation of Police Youth Initiative Fund we have been able to go into our community and forge some relationships with organizations that normally wouldn't have known who we were and what we are about. In doing this we have sent kids to Soccer School, leadership camps and summer outings. This has been helpful in raising public awareness of the Association and the BC Federation of Police.

The NWPOA has also taken a public stance in our community regarding the issues that our affiliate the CPPA have been lobbying for. Whenever a big item hits the media regarding a CPPA lobby topic the NWPOA has been releasing a statement to the media in response. As a result we have been able to get the message of our national lobby items onto the radio, TV and newsprint around the Vancouver area. Numerous interviews have been conducted as a result of a simple news release. I would highly encourage the other locals to watch for CPPA issues in the news and send out a release. Most of these releases have also been sent to a number of local MPs to remind them of the importance of these issues and to ask for their support.

We were lucky to dodge the Special Agreement bullet and didn't lose anyone as a result of that issue. We continue to retire members through natural retirement attrition at a steady rate and our hiring is fast and furious.

All in all we are experiencing no huge problems and for the most part our working environment is secure and satisfying. We continue to retire members through natural retirement attrition at a steady rate and our hiring is fast and furious.

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SAANICH POLICE - LOCAL

By: *Mike Nedzelski, President*

4



After some strange maneuvering by the Employer for our colleagues to the south in Victoria, we were pleased by the negotiating process our local experienced here in Saanich. As both parties have now ratified the agreement we are able to provide specific details. Our shift differential increased to \$.60 for afternoon shifts and \$1.25 for nights. The maternity benefit was increased to 80% for 32 weeks. We received the same wage package as all Island and Lower Mainland Associations. There were also increases to our extended health benefits, dental and vision care. These are a few of the highlights.

Members of the Saanich Police Department are still working diligently to try and catch up on various tasks after a busy summer season while making every effort to provide the same high standard of service in all of the areas which our community has come to expect. Admittedly, the toll on the welfare of the membership is of concern. The old adage of having to do more with less seems most applicable. Many of the Platoons have been running at minimum levels for much of the year and the workload remains burdensome.

PRIME has certainly added to the challenges of everyone in the organization. The mastering of PRIME for all has yet to occur, but there is a general acceptance that this new technology has changed policing forever. Now that members are required to input more data than ever before, there is less time for patrol members to conduct traditional duties such as person or property checks and traffic enforcement. This technology has impacted all locals in these and many other ways, some of which could not have been predicted or really anticipated.

We are pleased to welcome several new members who have joined us in recent weeks. We also have five new recruits selected for a class which started in November at the Justice Institute.

Have a safe and happy holiday season.

OAK BAY - LOCAL

By: *Cst. Eric Thompson*

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In our never-ending search to fill the gaps in the ranks due to retirements, illness and "transfers" Oak Bay welcomes the following experienced officers to the fold:

Dave Prill: Dave joined the Edmonton Police Service in June 1979, having moved from Victoria. In his 25 years in Edmonton he served in General duties, Traffic Section, Street Crimes - Surveillance (like OCA), promoted to Detective in Child Abuse/Sex Crimes, Sgt i/c Traffic Section-Hit & Run Collisions and

Commercial Vehicle Unit and retired from the Major Crimes Unit in June, 2004 when he joined Oak Bay. Dave is married with 5 kids and is happy to still be on the job, but now back to his roots.

Mike Martin: Mike joined the Peel Regional Police Service in Brampton/Mississauga, in November, 1987. In Peel he spent time in Uniform patrol, Mobile Surveillance, Neighbourhood Policing Unit, Directed Policing Unit, Public Order Unit, Criminal Investigation Bureau - Break and Enter Squad. Then, in September 2001 he moved to the Oxford Community Police Service where

his duties included Uniform Patrol, Criminal Investigation Bureau, CISO Undercover Pool, Drug/Intelligence Office and the Provincial Weapons Enforcement Unit.

Mike came to Oak Bay in July, 2004, and is a self-named "drug guy". Mike says: "Although I have spent my entire career policing in Ontario, I have long desired to work on Vancouver Island. I have immediate family here and appreciate the opportunity to continue my career in Oak Bay."

Bill Bellwood: Bill has come to Oak Bay from almost 30 years in the Mounties (Reg #31147). Bill joined the RCMP in Feb, 1974. He has spent his diverse career in several detachments, namely: Colwood Detachment, B.C. - general duty, Alert Bay Detachment, B.C. - general duty, Campbell River Detachment, B.C. - general duty & municipal traffic, St. Paul, Alta. - F.I.S., Prince Rupert Sub/Division - F.I.S., Nanaimo Detachment - F.I.S., Williams Lake Detachment - GD Watch Commander, Gold River Detachment - Detachment Commander, Parksville Detachment - GD Watch Commander from which he retired in Sept. 2003.

Bill says: I have spent a good portion of my policing service on Vancouver Island and it has always been my intention to ultimately retire to this 'Little Piece of Heaven'. I began my second police career with Oak Bay Police Department in August 2004 following a 10 month sabbatical. The short retirement simply made me appreciate just how much I missed and enjoy my chosen career as a POLICEMAN. Oak Bay is a great place to work and an even better place to play a round of golf :) while watching the Orca's play as well. :).

Sick Bank

With our contract settled, we have entered into an ongoing series of discussions with management re: their desire to dissolve our "Association Sick Bank" - the safety net currently available to members in the event that they need the time due to a serious illness or to bridge the gap to LTD. Various combinations and permutations have been hashed about combining elements from several local sick bank plans. We are shooting for the ideal combination of ensuring that our members have adequate coverage while at the same time coming up to par with other departments in the area of a sick bank pay out upon retirement or resignation. Will keep you posted.

ABBOTSFORD - LOCAL

7

By: Don McKenzie, President



Abby has settled down to a dull roar. Although it appears to be getting busier all the time. We have recently bid farewell to Deputy Chief Constable Paul Tinsley who retired to pursue a second career with the University College of the Fraser Valley. Paul as you may or may not know was a previous President of the APA. Rick Lucy is the new D/C, Rick has worked his way through the ranks here in Matsqui/ Abbotsford and we all wish him the best in his new position.

Again we are (APD) trying to get a budget through Council, this time we are asking for some significant capital items as well as an additional 14 members. Last year we were (or I should say the Chief) was successful in getting approval for 15 new members. The Chief also told council that this was the first year of a 5-year plan, and the numbers are warranted by an unabated growth rate and an increase in crime. We are also constantly looking for experienced members, so if you know anyone?

We held our Annual Golf Tournament (see attached photo) that raised \$6,500 for A.L.S. and our 3rd Annual Family fun day (see attached photo). We are now gearing up for the Constabulary Dinner, which is happening on October 14, 2004, and we're hoping for another big turnout as the last few years have been really well attended.



Remax balloon visits Abbotsford Police Family Days



Happy Golfers are Cst. Jason Burrows, Pam Cripps, Dan Cripps, Cst. Casey Vinet.

We like most of you have another 2 years before we have to negotiate again so its business as usual, for now at least. On the labour front it has been busy but nothing too tenuous and things seem to be running smoothly.

We are having our yearly APA elections, up for grabs this year is the Vice President, Treasurer, and 3 directors. We are also having our membership vote on a proposal to create a PMBA, as right now the APA executive does everything and we are now at a size where we need to separate the two functions. Labour organization and benevolent work. So I will update you on how it goes in the next addition.

The upcoming BC Fed Lobby day is in November and we are hoping to send a few individuals in addition to the APA executive. I think it is important to have as many voices they're as possible that represent the front line police officers.

WEST VANCOUVER - LOCAL

8

By: Ed Pearce, President



As I sit here writing this article I can't help but wonder where the last few months have gone. It seems like yesterday that I was complaining how hot it was and wondering when the school year was going to start. That being said it was a great summer.

I had the opportunity this August to attend the CPPA conference in St John, New Brunswick. As a first time attendee I thoroughly enjoyed the conference and came away with the realization that the same issues that we deal with in West Vancouver also occur across Canada in many other Departments, big and small. The hospitality that the St John Local and the New Brunswick Assoc. displayed was unparalleled. The conference and the activities associated with the conference were fantastic. One such event was a dinner hosted by one of the New Brunswick locals in which 800 lobster were served up! I encourage any other

Local that has not attended the CPPA conference to make an effort to attend as it's a worthwhile event.

Our Association's legal action against the District of West Vancouver over the withholding of our over contributions of our pension plan continues and both sides have agreed to take the matter before an arbitrator and a date has been set in November 2004.

The B.C. Police Services Branch released a "severed" copy of the Review conducted in 2002 to the Association. Large parts of the report were withheld from the Association by Police Services under Section 22 of the Freedom of Information Act. This action was taken due to legal concerns expressed by our Administration and Police Board. Ironically, both the Police Board and the Chief Constable received the "unsevered" copy of the Review. As a stakeholder in this process and a willing participant in the Review we are disappointed the Association was not given an "unsevered" copy. The Association has requested a review by the Office of the Information and Privacy Commissioner regarding the way Section 22 of the F.I.O. was applied and we are awaiting their decision. The Association cautions all Locals from participating in any Police Services review or audit if the outcome will be a "severed" copy for the Association.

I am glad to report that since last writing our Local's news the communication between our Administration and the Board has improved. As a result of the Review the Association now has a permanent place on the in-camera portion of every Police Board meeting. The Association encourages other Local's to get more involved with your Police Board and attend all Board meetings.

Our Department at present is at full strength with one retirement this year. Sgt. Stewart Nowacki is retiring and will be honored at our Annual Ball on November 06, 2004 at the Pan Pacific Hotel. Anyone wishing tickets can call the Department and ask for Cst. Lucas or Cpl. Harding.

DELTA - LOCAL

By: *Chris Borgstede, President*

9



Reference to the changing season from summer to fall seems appropriate in Delta as there have been some significant changes within the Delta Police Department.

As an association executive we have seen Janice Rennie and Steve Parker step down after terms of dedicated service. Steve Parker has served on our executive for numerous terms and both Steve and Janice will be missed.

Replacing Janice as vice president is Ray Athwal, and replacing Steve as secretary is Mike White. Both Ray and Mike are relatively new members to our Department and we are looking forward to their enthusiasm and perspective on our executive.

The Department management team has also seen significant change. This past spring John Robin was promoted from staff sergeant to superintendent. John was our association president for many years and we are looking forward to working with him across the table as a member of management.

Along with John's promotion came the addition of Brad Parker to the management team as a superintendent. Brad was previously involved with the Organized Crime Agency as a deputy chief and brings a wealth of experience and knowledge to our Department.

With the new superintendent positions came the appointment of Lyle Beaudoin as deputy chief. Lyle is a long time Delta member and was previously a superintendent on our Department's management team.

As with most other agencies our membership is also changing. We are getting new recruits on such a regular basis it is hard to keep track of who is who – especially for our more senior members. The new faces, however, have brought about a lot of enthusiasm and changed the way our members interact with each other. So far things have been a lot of fun and we anticipate things will continue along the same road.

Also changed is the new look of our members wearing external carriers for their body armor – an initiative we have been working on with management for the last two years. Our association has funded the initiative but we see its success as a notable benefit for our members.

With all the changes we continue to deal with pressing matters such as the integration of our emergency response team with New Westminster, Port Moody and Abbotsford. Such a novel endeavor has raised a number of issues but so far they are being handled with relative ease and – who knows - maybe this is the start of something more extensive...

PORT MOODY - LOCAL

By: *Chris Thompson, President*

10



After a glorious summer it obvious by the regular downpours here in the Lower Mainland that the fall/winter of 2004 is just around the corner. This past summer in Port Moody proved yet again that the explosive population growth in and around the city is having, and will likely continue to have, a significant impact on policing resources. Resources were stretched thin during those important months and the call load increased over years previous, putting real demands and stress on those responsible or front line service delivery.

Fortunately, the department has been consistent with attempts to increase the number of members. Since our last update we have seen the following members join our ranks: Cst. Al Dunn (a Ident specialist), Cst. Paul Dungey, and Cst Todd Lefebvre. All three new members come to our department from having been previously employed by the Vancouver Police Department. We welcome them all and look forward to their contributions to the expansion of the Port Moody Police Department. With any luck (and insight by City Council) upcoming recommendations from the Police Board to hire an additional four members will be adopted readily.

The current plans in place if all four members are authorized include sending one member each to the newly created Flex Team Unit (bringing their total to 5 members) and the Traffic Section (for a total of 2 members). The Criminal Investigation Section is slated to absorb one more detective, and lastly, one member will go into a Training Officer position that will be created to aid with the myriad of issues surrounding police training. Additionally, one current officer is preparing to be seconded to IHIT, bringing the number of out-of-agency secondment positions to a total of three (one IHIT position, one OCA position and one IMPACT position). Three members continue their part-time secondments with the Municipal Integrated Emergency Response Team, two on the tactical side and one on the negotiator side, with the department having just agreed to sponsor one more tactical member to compete for an upcoming position on the team.

On the Union front all is relatively quiet, thankfully so after a lengthy bargaining process earlier in the year. Small issues arise over the implementation of the new Collective Agreement, but have been worked through thus far with little difficulty. All in all, there is not much to report on for this period. Here is to hoping that the fall/winter of 2004 provides some relief to our increasing job demands through the acquisition of more personnel and a bit of a slow down in the call load.

NELSON - LOCAL

By: Paul Burkart

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Well, well, well – another year under our belts. And for us, it's not over yet, as we will be the last of the locals to negotiate our CBA. Although the City has postponed our first scheduled meeting, we expect that things will get under way soon, and by the time we are curled up in front of the fireplace reading this edition of the Thin Blue Line, we will have signed off on our new contract.

What are we expecting in these negotiations? There are a few issues that need addressing. Wage catch-up is a must. Our contract termination is not in line with the rest of the BC Fed, so we have again lagged well behind in wages. We would like to be in sync with other BC Fed contracts so that, once achieved, our wage parity can be maintained. By tying our wages in with the rest of the BC Fed, future bargaining sessions will be undoubtedly easier.

A number of other sections of our contract need to be addressed for language and content. Although the Chief has been patiently waiting for us to discuss some of the grey areas in the contract, because of the complexity of some of the issues, the membership felt it best if these issues were discussed during negotiations. Certainly, some of the issues will require negotiations, while other will only require consensus on the language. There is certainly potential for negotiations to take on a new flavour this year with the new city manager. However, we, in the NCPA, hope that our negotiations will be as they always have been – productive and amiable.

With the retirement of Sherry Halstead in the spring, we were able to hire a new member during the summer. Matt Mageau came from VPD with five years of big city experience. The face of NCP is changing as we have hired nine new members in the past five years – for a seventeen-member department that is quite a change. Welcome to the team Matt!

As you may know, we have held the NCP Fishing Derby in October for the past ten years, with money raised going to the Interpretation Centre at Kokanee Creek Park. The Interpretation Centre holds tours and educational sessions for school children in the Nelson area and is great program for us to support. Keep the third weekend in mind for some great fishing and a weekend of fun.

So long from Nelson – all the best in 2005.

CENTRAL SAANICH - LOCAL

By: Dillon Sabota, President

12



The Central Saanich Police Association has had a busy year. Many challenges have been met to balance the quality of life for the membership with the demands of policing within constrained budgets. A new working agreement has been reached with some significant gains to the contract. A retirement gratuity has been negotiated. This is an important asset for members as they retire, leaving the service with a modest stipend for transition to civilian life. This came about initially as a

retention issue. It is also an important recognition of the unique impact that policing has upon an individual, and the adjustments one must make to enjoy retirement.

Our Executive Team is participating in a fund-raising drive to fight for laws that make sense and to repair flawed legislation. In partnership with the BCFPO, we are managing a \$10,000 fund to assist a local youth charity. We are looking to put the money towards a youth oriented project that will assist troubled youth in a positive way. Suggestions are welcomed. Contact VP Dave Glancie for input

Faces at the Service continue to change. Ondine Easson, a member with extensive experience from Ontario as well as Oak Bay Police has joined our ranks. She is scheduled to be sworn in as an Association member later this month. CSPA is gaining a seconded position to the regional Integrated Traffic Unit. This position will require a new member to backfill. An experienced replacement will be sought for this hiring.

The CSPA communications centre is the subject of an ongoing review. Constant pressure to save dollars has to be balanced with the service levels and expectations of the taxpaying public. The demand for 24 hour in person reception has maintained the centre at CSPA HQ for the time being.

Challenges and changes are a fact of life. CSPA continues to work towards a healthy Service and Community.



“ . . . black fedora, check jacket, about 5'.10”, 35 – 40 years old, carrying nickel – plated revolver . . . ”

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Sheriff Joe Arpaio

Sheriff Joe Arpaio of Maricopa County, Arizona

By: Stuart Leishman

A "Thin Blue Line" reader, retired West Vancouver member Les Fox, recently sent me a news clip about "America's Toughest Sheriff", Joe Arpaio the Sheriff for Maricopa County in Arizona. He sounded like an interesting character and I decided to do some research on him. After spending three years in the U.S. Army during the 1950s he embarked on a career in Federal Law Enforcement. He worked primarily for the Drug Enforcement Agency and was involved in undercover drug investigations around the world. His investigations took him to Mexico, Central America, South America, Turkey and the Middle East.

He retired from the D.E.A. and then using his background as a police officer in Washington DC and Las Vegas, coupled with his Federal experience, in 1992 he successfully campaigned to become the Sheriff of Maricopa County which covers Phoenix and the surrounding area in Arizona State.

His notoriety came from his hard line approach to dealing with prisoners in the Maricopa County Jails, for which he is responsible.

What follows are some of the controversial measures he undertook to reduce the County budget for running the jails and to ensure that inmates were in no hurry to return to one of his prisons!

He has cut the cost of jail meals down to 20 cents a serving and charges the inmates for them.

He stopped smoking and porno magazines in the jails.

He took away their weights.

Cut off all but "G" movies.

He started chain gangs so the inmates could do free work on county and city projects. Then he started chain gangs for women so he wouldn't get sued for discrimination. His "chain gangs" work six days a week contributing thousands of dollars in free labour to the community. Their work includes cleaning city streets and painting over graffiti.

He took away cable TV until he found out there was a federal court order that required cable TV for jails. So he hooked up the cable TV again but only let in the Disney channel and the weather channel.

When asked why the weather channel, he replied, "so they will know how hot it's going to be while they are working on my chain gangs."

He cut off coffee since it has zero nutritional value. When the inmates complained, he told them "This isn't the Ritz Carlton. If you don't like it, don't come back."

He bought Newt Gingrich's lecture series on videotape that he pipes into the jails. When asked by a reporter if he had any lecture series by a Democrat, he replied that a Democratic lecture series might explain why a lot of the inmates were in his jails in the first place.

With temperatures being so hot in Phoenix this year about 2,000 inmates living in a barbed-wire-surrounded tent encampment at the Maricopa County Jail were given permission to strip down to their government-issued pink boxer shorts. Hundreds of men wearing boxers were either curled up on their bunk beds or chatted in the tents, which reached 138 degrees inside the week before. Many were also swathed in wet, pink towels as sweat collected off their chests and dripped down to their pink socks. The tent facility has a 60 foot observation tower with a pink neon sign that flashes "VACANCY"!

The tough-guy sheriff who created the tent city and long ago started making his prisoners wear pink, and eat bologna sandwiches, is not one bit sympathetic. He said that he told all of the inmates: "It's 120 degrees in Iraq and our soldiers are living in tents too, and they have to wear full battle gear, but they didn't commit any crimes, so shut your damned mouths."

Arpaio also launched innovative rehabilitation programs in his jails like "Hard Knocks High" the only accredited high school in an American Jail. The ALPHA program is one that is designed to help inmates kick their drug habits. He claims a high percentage of ALPHA graduates leave his jail clean and sober and rarely return to incarceration.

While this tough approach to dealing with prisoners will not meet with the approval of the "bleeding hearts" in our society, I have to wonder if some tough treatment would cut short many criminal careers that blossom in Canada due to the lack of consequences for criminal activity. The softly softly approach has not worked, perhaps it is time to try something else!



The return of the chain gang



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