



THE THIN BLUE LINE

The Official Publication of the British Columbia Federation of Police Officers

Vol. 5 Issue 2



Cops Head South Hurricane Katrina Relief Effort



PRESIDENT'S MESSAGE

Well it's the summer of 2006 and this fall we are hosting the Canadian Police Association's Annual General Meeting in Victoria. I would encourage every member to attend, as it is a great way to meet fellow Police Officers from all across Canada and the rest of the World.

Too often we get caught up in our daily trials and tribulations, by attending these conferences we can meet and share stories with our peers as we all share the same issues, that we are part of a big fraternity and that we can all learn from each other. Whether you police in a large urban department or a smaller rural community we all have a common purpose, and I guarantee that you will learn something that will be of value. So again I would highly recommend attending, as you are part of the CPPA, which is over 50,000 police officers strong.

The Federation executive as well as a number of members from the locals, the VPU, the MPPA and representatives from the Transit Police (combined representing 3000 police officers) recently completed stage two of our Provincial Lobby Effort. We met with over 45 MLA's in the first stage and the second stage coincided with our Spring General Meeting. Solicitor General, John Les and the Attorney General Wally Oppal spoke at the meeting and we followed this up with a private meeting with the Minister of Finance, Carol Taylor. I know for a fact that this first Lobby effort was a big success, and I am proud that "together" we pulled it off.

This success did not come over night, and it was a result of a lot of hard work. Taking any idea from conception to fruition requires consensus and the desire and will to make it happen. I cannot thank everyone who played a role in making this happen as so many people helped and I do not want to miss anyone. Needless to say the Federation Executive and the Executives of the locals all assisted greatly, so thank you all.

There are a lot of things that I would like the Federation to accomplish in the up coming year. Primarily these revolve around "milestones". The first was making the first Lobby day a success (we are already planning the second). Another is making the CPPA Conference the best it can be. There are however; many more challenges ahead.

The biggest and the most difficult is Unity. I strongly believe that Police Officers in British Columbia need to speak with one clear voice that we should be unified under one banner. In trying to "pave the way" and make this happen, the BCFOP has after months of negotiations changed the Constitution to allow Associate Members to join. This means that groups like the VPU, Transit and the MPPA can now officially join the BCFOP. This is I believe the first crucial step in the creation of a new, stronger, more representative Federation than ever before. That is representing you "the front line police officer" at the provincial and National level.

Other challenges we all face, include Integrated-policing units, which all fall under the control of the Provincial force, is this equitable, is it fair to Association members? Are they effective and efficient? And, most importantly are the citizens getting the service they deserve?

I have long been a proponent of a Provincial Police force. Ontario and Quebec have their own Provincial forces; Alberta is seriously considering the same (I urge you to read the Fraser Institutes study into replacing the RCMP in Alberta with a New Provincial Force, they address the cost issues and debunk several popular myths).

The present provincial contracts are up in 2012, so is it time for a Provincial Police Force in British Columbia? Or even a Regionalized Police Force? Or is the status Quo working just fine? First and foremost, and the only real issue, is what would better serve the public?

I would just like to wish you a healthy safe summer. Hopefully you and your families will be able to make the journey to Victoria this fall and I look forward to the coming year and its many challenges.



Don McKenzie



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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:

Cst. Derek Morrison, Sgt. Alex Yelovatz, Cst. Rae Robirtis with Police Officer Al Roe and Family.

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Editor's COMMENT



Nothing compares to the feeling you get riding a motorcycle and pulling onto a wide-open stretch of road at the outset of a journey. And whether your journey is planned to the final detail or left entirely to the winds of fate and circumstances, the feeling is the same. That little knot in your gut is anticipation: bits of adrenaline seeping into your veins, causing your heart to downshift and your palms to sweat just slightly. It's a good kind of feeling; a state of heightened awareness.

With this being my first edition as Editor of the Thin Blue Line I have that same feeling of heightened awareness. I know I have big shoes to fill in taking over for Stu Leishman, who has retired to spend more time with his wife Jennifer and travel around the country in their motor home. If it wasn't for Stu this magazine would never have become a reality and I want to thank him for his dedication to the BC Federation of Police for the past six years. His smiling face will be missed at our meetings.

Hopefully by the time this edition reaches you we will have a new website. It has been in the works for months now and we have contracted a local web designer to make our website user friendly so the public can see where we spend their money donated to the Millennium Fund. We are also designing a private members only side of the site like the CPPA has on theirs. Any suggestions or input would be greatly appreciated.

We will be hosting the CPPA – AGM in Victoria from August 31st to September 2nd. Along with the Conference we will be having an online charity auction through www.gobid.ca. I need your help in securing items for this auction. All the money raised will be donated to charity.

I hope you enjoy this edition and if you have any suggestions or comments for articles please feel free to email me directly at olej@telus.net.

Enjoy the summer and we will see you in Victoria later this year.

Ole Jorgensen



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COPS HEAD SOUTH

Hurricane Katrina Relief Effort



By Sgt. Alex Yelovatz, Victoria Police Department

On August 29th, 2005, the south-east United States was hit by one of the most devastating natural disasters known in American history - Hurricane Katrina. As an outsider it appeared as though it's impact on the region, and the country as a whole, ripped out the hearts of Americans on a scale reminiscent of 9/11. The best description conveyed to

me and my three colleagues from the Victoria Police Department, who would be volunteering our collective construction experience to help re-build in the Mississippi Gulf Coast area was "...it's as though someone had just taken a giant hand and wiped out everything in its path for hundreds of miles".

On January 29th, 2006, myself, Sgt. George Chong and Constables Derek Morrison and Rae Robirtis began to grasp the accuracy of that analogy and the extent of Katrina's damage as our late night flight began to near the city of Gulfport located approximately one hundred miles south-east of New Orleans. As our plane descended along the coast-line we were able to recognize what were once thriving neighbourhoods that were now only remotely recognizable because of their remaining foundations and interspersed street lamps. This damage was but a tip of the ice-berg. In fact, although most of the media attention focused on the damage and loss of lives in the area of New Orleans whereas the actual eye of the hurricane hit hardest almost three hundred miles east of New Orleans.

As soon as we landed we were greeted at the airport by a recently retired contractor from a neighbouring state who had already been down in Gulfport helping out since the beginning of the disaster. We were impressed by his commitment and that of several other retired Canadians from across Canada that we would eventually meet who had been in Gulfport helping coordinate the relief effort for months already. Not surprisingly though was that help was coming from all corners of North America. Traveling with us on our flight was a very large contingent of Californians who's church had sponsored their stay for a week to assist in the relief effort. On our return flight I exchanged stories with one of their group members who informed me that his church had already sent forty volunteers each staying for a week and that others were still being sent.

Once we gathered our luggage and recovered a briefly lost lap top we made it into Gulfport and eventually on into the town of Pass Christian some fourteen miles inland from Gulfport to the home of a local Gulfport Police Officer Al Roe who's home we would be assisting in re-building for the next seven days. Other volunteers (firefighters no less) from our hometown of Victoria, British Columbia, who had arrived just the week before us had already repaired most of the family's roof enabling them to move back into their home from the FEMA (Federal Emergency Management Agency) trailer they had been living in for the past four

months. Thanks to the firefighters the vacant trailer would now be our home for the week as well as O.P.P Cst. Sharon Burd who joined our team the following day. The trailer enabled us to stay on site and avoid unnecessary travel time to and from a Gulfport shelter that we would have been housed in instead. Nicer still was that by staying in the trailer we got to know our hosting family a whole lot better and put in slightly longer work days. Anyhow, we bunked down for the night eager to start work the next day and tour the area.

The next morning our host Al Roe drove us back into town for a first hand look at the aftermath of Katrina before we started working. It was absolutely unimaginable to any of us how he was able to drive back and forth to work on a daily basis looking at such devastation. This was unquestionably an officer who knew the true meaning of "a call to duty". Within just a few miles of his home it became clear to us why he and his wife Joanne had both informed us that they felt that they were one of the lucky ones. Although their home was extensively damaged they themselves stated that "... at least we have a home to go to." A home that was repairable. Within miles of their home we began to see row upon row of homes that had been leveled, homes that would have to be leveled and homes from which bodies had been recovered and areas from which bodies were still being recovered. Our tour left us absolutely speechless as none of us had ever witnessed anything so overwhelming causing me to wonder repeatedly "Where do you start?"

Strangely though, beyond the devastation it was still easy to imagine how beautiful the area of Gulfport was with its coastline still oddly peppered by some remaining handsomely classic southern estates with properties covered by the region's enormous "friendship" oak trees who's limbs lie close to the ground in an almost welcoming fashion. The beauty of Gulfport was still transparent thanks to the people who still see a future for it provided that its residents can maintain their faith that its worthy of the effort estimated to be years in the making. Such faith though was still evident by the number of church groups and varying other organizations (locally and from abroad) who were down there volunteering their time to clean up and re-build the area. However, for many others without the financial means to rebuild or the emotional ability to overcome such great loss thousand of people were leaving the region with the intent that they never wanted to experience anything like this again.

Sadly, insurance companies have failed to stand behind policies citing in many cases that it was the thirty foot tidal wave that had flattened client's homes and not the hurricane for which their homes were insured. Yet the rising tidal wave that hit Gulfport was directly generated by the hurricane itself. Equally disappointing is the U.S. government's own expenditure of relief funds in the area when at the same time their government intends to spend twenty-five billion dollars to assist the country of Iraq leaving many residents wondering what resources would have been allocated in their state if this disaster had been perpetuated by an act of terrorism such as 9/11 rather than by an act of nature.

Hurricane Katrina

Regardless, the real point of this story lies in the hope that having written this article my colleagues and I might convince others that its not just agencies that will make a difference in rebuilding areas such as Gulfport, Pass Christian and larger cities such as New Orleans. Every individual and/or small group such as our own experienced first hand what an enormous difference one can make. In a weeks time our team of five police officers, with varying degrees of construction experience, re-shingled a garage and porch, re-framed two new rooms, removed mouldy drywall and insulation, re-insulated and re-boarded three rooms and both textured and repainted four ceilings.

The real difference that we made though was not by way of what we accomplished structurally but it was instead by way of assuring our neighbours to the south that someone cared enough to take time out of their lives to assist them in theirs. In other words what we were really re-building was hope. And ultimately our efforts were rewarded ten-fold by virtue of the huge smiles we saw on the faces of Al and Joanne's two daughters as they returned home from school one afternoon to see their re-built rooms and by virtue of the gratitude, hospitality and friendship that Al and his family showed to us throughout our stay.

Lastly, I hope you who have read this article are still wondering why I en-titled the "Where do you start?" I myself worked in the construction industry for approximately ten years prior to becoming a police officer and no project was ever completed without someone digging in that first shovel. A task that requires very little skill and is yet symbolic of every major construction project ever undertaken. In other words, anyone can lend a hand to our friends in need as long as they are willing to dig in and undertake even the most menial of tasks. Our opportunity to do so was made possible by our Victoria Police Union who provided for our airfare and in turn it was Cst. Sharon Burd's local Royal Canadian Legion that made her flight south possible. However, the principal credit for our positive experience south must be attributed to the organization that sent out a simple e-mail asking if any police members with some construction experience may be interested in providing assistance to fellow police officers in Mississippi. That organization is the Fellowship of Christian Peace Officers (Canada and U.S.) In Victoria, B.C., that e-mail was sent by FCPO member RCMP Cpl. Andrew Cowan who coordinated local efforts and got us involved in this cause. I must point out though that neither myself nor any other member of our team have any particularly strong religious convictions. The reason I state this is that the FCPO is looking for assistance from anyone who may have an interest in helping out.

It was the FCPO that within days of the disaster that began to organize relief efforts by obtaining desperately needed supplies and by fund raising as well as oversee the coordination of work crews and arrange for both their transportation and accommodation. The FCPO will continue to coordinate these relief efforts until the end of December 2006 and again I ask "Where do you start?" Please start with their web page at www.fc pocanada.com. Hopefully this will be the starting point for your venture south in a truly worthwhile cause.



Photos by George Chong

“KEEPING SAANICH SAFE FOR ONE HUNDRED YEARS”



By Staff Sergeant Edward ILLI, Saanich Police Department

The Municipality of Saanich was incorporated on March 1st, 1906 and included a huge area north of present day Victoria City, bounded on the east by the Municipality of Oak Bay and Esquimalt to the west. The present day Municipality of Central Saanich was actually Ward 6 of Saanich until that district was incorporated as a separate municipality in the 1950's.

On May 12, 1906 Saanich's first constable was referred to in our records as handling a dog-nuisance complaint. Then the Saanich Police consisted of one constable on horseback, patrolling an area of almost 70 square miles with a resident population of around 5,000 people. Today, the Saanich Police has 171 sworn peace officers, civilian support staff, Reserve Constables and part time employees, totaling approximately 250 personnel, servicing a thriving community of over 110,000 people.

Saanich has a rich history to reflect back upon and one of the most notable contributions to the safety and welfare of the citizens of the municipality is the continuous service provided by our police officers. Community policing has been and continues to be a way of doing police business in Saanich, and by all accounts has been very successful. Our police force consistently shows to have one of the lowest crime rates of comparable BC municipalities, but also the lowest of all municipalities in the Capital Region. It all started with one officer on horseback, responding to letters received from citizens, or from patrolling on horseback. In the early part of the last century, our police officers would “go on patrol” by packing enough supplies for a week-long journey from present day Royal Oak to Cadboro Bay and Ten Mile Point. It was usually a two-day ride to get to Shelbourne Street, and the officer would sleep in farmer's barns with his horse along the way. The round trip up to what is present-day Cordova Bay and Mount Newton would last several more days.

In 2006, Saanich Police receive 9-1-1 calls on state of the art telephones and computer aided dispatch technology, so that officers can jump into their 2006 Ford Police Interceptor Crown Victoria's, respond to a Code 3 emergency in Cadboro Bay from Royal Oak, and be there in about 6 minutes! Zipping up to Cordova Bay then back to Royal Oak would require stopping at one of many Starbuck's or Tim Horton's along the way, and still be back to Royal Oak within the hour. Times have changed, uniforms and equipment have changed, but the pride in service to our community has not faltered. We hold true to our values and our vision of providing high quality police service wherever and whatever it may be.

There are a plethora of funny stories, tragedy, crime stories and the like; however the one thing that has bound our community together is the philosophy of public service. Did you know that in the 1930's, Saanich police officers were known for providing “friendly help” by delivering groceries and firewood to those in need. They also collected taxes, were sanitary inspectors, building inspectors and yes, even weed inspectors! (Not the modern day connotation of weed by the way!)



Saanich Police 1st MC Rider – Art Brown

In 1946, the automobile became the standard mode of police transportation. They were black Ford or Mercury vehicles, with simple lettering “Saanich Police” on the doors, and a single red light and siren apparatus on the left front fender. Our Saanich Police Historical Society is the proud benefactor of such a vehicle, beautifully restored by serving and retired police officers, community and business leaders. This car is a treasure in our modern police vehicle fleet. Of course, the 2006 Ford Police Interceptor patrol cars are equipped with multiple strobe and LED emergency lighting systems, several sirens, multiple frequency radios, computers that can conduct CPIC queries in nano-seconds, and even provide mug-shot data and facial images of suspects detained at roadside. The patrol car has evolved into a rolling office, jail and symbol of professionalism, strength and community safety.



Saanich Police – 1939

This year marks the one hundredth anniversary of our first constable going “10-8” from the stable on West Saanich Road at Royal Oak. We are proud of our history and are honoured to be stewards of our police force during our careers.

On May 12, 2006 the Saanich Police Historical Society held a “Wine & Cheese” social evening for serving and retired members of our police force, at the Lt. Gen. Ashton Armouries 724 Vanalman Avenue in Saanich. The next day our police force was on parade in the Ashton Armouries at 1100 hours, to receive the “Saanich Police Centenary Service Medal”. All serving and retired Saanich Police officers were invited to receive a small token of appreciation from our Mayor and the citizens of Saanich. That very night, the Saanich Police Board, the Saanich Police Association and the Benevolent Society joined together to host the “Centennial Ball” at the historic Empress Hotel Crystal Ballroom in downtown Victoria. This is where the first Saanich Police Charity Ball was held in 1920 as a fundraising event to buy boots and stockings for the needy people of our community. We had fabulous entertainment, including the Greater Victoria Police Pipes & Drums, fine food and of course an evening of dancing. The next day, Sunday May 14th, we hosted a community “Open House” at our Public Safety Building, 760 Vernon Avenue, Saanich BC from 1200 to 1600 hours. Displays of photographs, equipment, vehicles, and specialty units were open to the public.



Saanich Police – 2006

History teaches us many lessons, and with each new generation of energetic, keen, industrious young officers, those community policing

lessons continue to be taught by those who came before us. Those lessons continue to be learned and improved upon during our stewardship of service. Police work is a career for those of noble spirit, with common sense, tenacity and resolve in the face of danger. People of honour and integrity are sought out and aspire to achieve the simple goals of public service to the community. Our mission to protect life and property, prevent crime, apprehend offenders, enforce the law and keep the peace has not changed. That was true in 1906 and is still true today, one hundred years later.

100th Anniversary of the Oak Bay Police Department

By Sgt. Dan McLean, Oak Bay Police Department

This year the Oak Bay Police Department celebrates its 100th Anniversary. For the first five years it was a department of one. Cst Steele, then Cst. Dawson, who lived in the stables on Granite Street and often policed on bicycle. From 1912-1927 we were a department of four, a Chief and three constables. The photo to the middle right shows two chiefs of police as one was leaving after one year, and the other arriving. Prior to January 1922 motorists drove on the left hand side of the road in BC and police officers accompanied the doctor to quarantine homes with scarlet fever, or check all homes in town who had cows to see if their cows had TB shots, whether the barns were clean and how they disposed of milk.

The police then, and for years after, were known to everyone in town. Their names were household names. A newspaper notice from 1932 showed that there was a vacancy for Constable and the advertisement for a recruit that met the following qualifications:

- *Must be an Oak Bay resident,*
- *Height not less than 5'10"*
- *Age 23 to 30*
- *Must be a married man*
- *State if can ride a motorcycle,*
- *Commencing salary \$100 per month plus phone allowance,*
- *Applications to be in by noon February 16th, 1932.*

Apart from many shorter term hires during the Second World War, most of the officers stayed for years. For years the same officers worked together and rarely was there a vacancy on the department. Since 1978 the department has hired only 52 officers. Of those, only seven were recruits, the other forty five were all exempt police officers. In fact, the last recruit hired by Oak Bay was in 1997, all other have had experience with another force. Today, as our force turns 100, some of the relevant stats are:

- *Average age in department = 46.8 years*
- *Average age in patrol section= 45.8 years*
- *Average police experience per patrol officer =20 years*
- *The youngest police officer is 34 years old and is a patrol sergeant*
- *Eight of the above are receiving police pensions; five members are ex RCMP and three ex Edmonton.*

It's a new world for all of us as policing has changed in so many ways. As far as hiring practice goes, Oak Bay has been carving a new path. They have committed to Community Policing with experienced officers. There are pros and cons to that strategy. Time will tell how successful it is. Oak Bay is now a department of 25 sworn police officers. It has a human resources base that should be the envy of all with the knowledge and experience brought from other departments across Canada. How Oak Bay will adjust to the winds of change is anybody's guess. But for now, the Oak Bay Police Department can proudly celebrate 100 years of Community Policing.



Oak Bay Constable – 1906



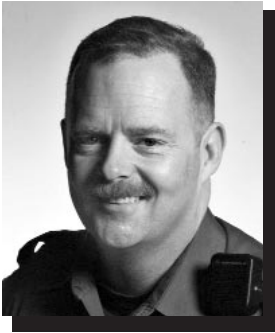
Oak Bay Department – 1913



Oak Bay Dog Squad – 1974

A Finger That's in Jail Can't Pull a Trigger

By Sgt. Mark Tonner, Vancouver Police Department



My New Year's resolution was to stop writing such career-hazardous law enforcement columns.

That lasted all the way through the first sentence of this one when I began thinking about handguns, and what else politicians might consider banning for 2006.

Clearly, crystal meth and crack cocaine should go. The two C's claim lives by the thousands. With all the hurt and loss out there, we'd be mad not to add assault and theft to the list.

But wait, these things have already been banned, and they're still epidemic. Yes, it is hard to resist smart-mouthing when outlawing of pistols is paraded as a fix for urban violence. Murder is already against the law, as is blasting away on city streets. The handguns themselves? I can't remember the last time I dealt with someone shot by a legal one.

What is fresh in memory is courtroom disappointment.

After all, as everyone knows, guns don't kill people; hands do. That was the sarcastic flavour of remark at any number of Christmas sessions, police and otherwise. Trigger fingers should be impounded at adolescence, we decided, and re-issued under licence, to those promising to use them nicely.

A B.C. Provincial Court justice was recently presented with a Mr. T., who was caught with an illegal handgun. He'd jumped into False Creek during a fight at the Plaza of Nations' Plush nightclub. VPD people fished him out and discovered a pistol in his waistband. The gun was traced to Washington state, making it a cross-border smuggling – almost certainly part of the dope-for-guns trade.

Mr. T. chirped that he'd found the handgun on the pavement outside the club, and picked it up out of worry it might be used to hurt someone. A responsible citizen, no less. The judge bought it and set him loose.

The judicial mindset seems to be that heavy-handedness from our courts is no solution. The problem centres on this misperception. The laws in Canada are strong, but getting our judiciary to live up to them seems near impossible. Until we're able to vote for our judges – until we have the will of the people expressed in our courts-thinking up new ways to ban things is pointless.

After all, as everyone knows, guns don't kill people; hands do. That was the sarcastic flavour of remark at any number of Christmas sessions, police and otherwise. Trigger fingers should be impounded at adolescence, we decided, and re-issued under licence, to those promising to use them nicely.

So there goes any hope of swearing off cynicism for 2006. Cliché's are something I'll promise to avoid, but the "people kill people" truism is worth a moment.

Analyze the human urge to kill deeply enough and you're left without an answer. No community-based or problem-oriented policing model will ever make it go away. Society is called upon to arrange things so that those with homicidal feelings are afraid to indulge them. In Canada, we're expected to believe that our legal system provides that deterrent.

Anti-Americanism tends to impair Canadian hearing, but I've listened to some interesting arguments in favour of deterrence through a better-armed populace. I know state troopers who maintain that America needs more guns still. An armed society is, by and large a polite society-or so the theory goes. Knowing that anyone you attack may have the means to respond lethally makes violence less appealing.

That's crazy talk, by Canadian standards-unless you consider how sharply crimes of violence decline in states where concealed weapons permits are granted more freely.

Carrying of loaded handguns is something no one is proposing for Canada. Legitimate owners in these parts just want to be left alone. What I'm listening to now is griping from people who decided to comply with the latest gun registry rules. Their worry was that the government would move to confiscate firearms once they figured out where they were.

That may be paranoia proven right. My fear is that banning handguns will create criminals where there were none before. It's standard wisdom that when you have enemies in your midst, you don't turn on your friends.

Jailing of bad guys is the answer, not finding new ways to ban things already illegal.

Sgt. Mark Tonner is a Vancouver police officer whose column "Out of the Blue" appears every two weeks in the Province Newspaper. His opinions aren't necessarily those of the city's police department or board. Mark may be contacted with column suggestions or responses at marcuspt@shaw.ca. Reprinted with his permission.

Canadian Professional Police Association

By Tom Stamatakis, Vancouver Police Union President

The Canadian Professional Police Association (CPPA) is the national voice for 54,000 police personnel serving in 200 police services across Canada keeping citizens safe in some of Canada's smallest towns and villages as well as major urban centers across our country. Our members serve our citizens with pride whether they are part of a municipal or provincial police force, the RCMP, First Nations, or railway police.

While police officers in Canada have been represented by one or more national association(s) since the 1970's it has only been a short three years that all police officers in Canada have been united from coast to coast under the umbrella of the CPPA. The CPPA maintains its headquarters in Ottawa where our President and full-time staff pursue issues related to law enforcement, justice reform, and community safety. The CPPA is 'governed' by a 29 person Board of Directors representing five regions and all major Cities in Canada. The Board of Directors meets regularly throughout the year conducting the business of the CPPA in a cooperative manner where diverse national and regional issues can be considered with a view to responding with a unified national voice where appropriate.

At the inception of this new structure many were skeptical that it would work or that such a large Board of Directors could function well. However our recent successes lobbying for changes at the federal level are ample evidence of the efficacy of this new structure. For example we recently achieved the 2.33 pension accrual rate and in 2004 we saw the establishment of the National Sex Offender Registry among other things. While it must be recognized that much of the work that led to these accomplishments occurred prior to the establishment of the CPPA, it is clear that being able to bring together all police associations across Canada had a significant positive impact on these achievements.

The following three priorities were established during the 2005 Annual General Meeting of the CPPA and they focus on (detailed descriptions of all CPPA priorities can be found in The Canadian Professional Police Association EXPRESS magazine, Spring 2006 Issue 66, or at www.cppa-acpp.ca):

- *Canada's Drug Strategy – The CPPA does not support the legalization of marijuana or any other illicit substances which we would submit are illegal because they are harmful. Instead we are pursuing strategies that emphasize education and prevention.*
- *Police Officers' Bill of Rights – The CPPA advocates for Police Officers to be treated with the same dignity and respect for their human rights as is expected of them when dealing with others.*
- *Canada's Corrections and Parole Systems – Police personnel across Canada have lost confidence in Canada's corrections and parole systems. Several high profile incidents involving the escape and classification of convicted murderers underscore the threat to police and public safety.*

While our current priorities are few in number, they do represent a very ambitious legislative undertaking given the scope and breadth of each of the priorities. On January 5, 2006 we were very pleasantly surprised by the Conservative Party of Canada when they released their 'security' platform during the second phase of their electoral campaign. This announcement re-focused that campaign on the importance of law and order issues and suggested that Canadians could look forward to a tougher justice system and policies for the treatment of violent offenders and the need to reform Canada's sentencing, corrections and parole systems; these are changes that the CPPA has been urging our legislators to commit to for years. It appears that Canada's citizens, who have been calling for similar changes in recent years, were suitably impressed and on January 23, 2006 the Conservative Party of Canada soon found itself forming a new minority government.



Public Safety Minister Vic Toews

In the following weeks CPPA President Tony Cannavino and Executive Officer David Griffin met with new Conservative Justice Minister, Mr. Vic Toews, Public Safety Minister, Mr. Stockwell Day, and with Foreign Affairs Minister, Mr. Peter Mackay who has been a strong ally of the CPPA over the past years. We are fortunate that all of these members of parliament have a strong understanding of the issues that the CPPA has raised in the past. Our strong commitment to the Conservative Government's 'security' platform during the election and then quick follow up with meetings with the key government ministers who will have the greatest role to play as we pursue our priorities culminated in the Prime Minister of Canada, Mr. Stephen Harper committing to open our Executive Board Meeting in Ottawa on April 3-5, 2006.



CPPA Tony Cannavino presenting Prime Minister Harper with a copy of the Police Memorial.

For the first time ever the Prime Minister of Canada kicked off the CPPA legislative conference as the key note speaker with more than 150 delegates responding warmly to his remarks which included a commitment to:

- *Get tough on violent criminals*
- *Putting more police on the streets and into communities*
- *A National Drug Strategy for Canada*
- *Getting tough on sex offenders*

Later Justice Minister Toews also addressed CPPA delegates and the Minister of Public Safety; Mr. Stockwell Day participated in the awards presentation of the 2006 Awards of Excellence Ceremony (check out www.cppa-acpp.ca for a full text of Prime Minister Harper's remarks and more information about the 'Awards of Excellence').



Left to Right: David Griffin, Tom Stamatakis, Prime Minister Stephen Harper.

On May 2, 2006, the government followed through on the comments that Prime Minister Harper made at the CPPA legislative conference when they announced the 2006 budget which included a significant commitment to public safety by, among other things:

- *Hiring 1,000 more RCMP officers and federal prosecutors to focus on various law enforcement priorities and by expanding the RCMP training academy*
- *Setting aside funds to expand Canada's correctional facilities.*
- *Providing funding for communities to prevent youth crime.*
- *Giving a more effective voice to victims in the federal corrections and justice system.*
- *Arming and training border guards and improving border security.*
- *Expanding the National DNA Data Bank.*

These measures along with the necessary funding to ensure implementation can only enhance public safety across this country. The CPPA will continue our efforts to engage in meaningful dialogue with government, opposition and all parties to pursue justice issues for the benefit of the public and law enforcement personnel. As you can see I think we've gotten off to a good start in 2006 and I'll look forward to reporting our progress to you in future issues of the 'Thin Blue Line'.

POLICE AND PUBLIC SAFETY AGENDA

By Don Bland, BC Federation of Police - Executive Director

During the annual B.C. Federation of Police meeting in Parksville a couple of years ago the delegates discussed conducting a legislative conference similar to that done each year in Ottawa by the CPPA. The thought was that the B.C. Federation of Police could directly approach Provincial Politicians with issues which are uniquely British Columbian or require Provincial legislation to be passed. This idea met with the general approval of the delegates and a plan made to put this in place.

The criterion was that the issues should be those which are in the interest of public safety and enhance the ability of police to deliver service.

The Federation, the Mounted Police Professional Association, and the Vancouver Police Union worked together formulating the four issues and the following background information for the information of the MLA:



Solicitor General John Les talking with Vancouver Police Union President Tom Stamatakis.

BLOOD SAMPLE LEGISLATION

The protection of an individual's medical information is extremely important to our members. We respect and endorse the need for the protection of this information. However, under certain circumstances, the right to privacy must be balanced with the need to protect other members of society.

There is no need to explain the high incidence of HIV and Hepatitis B and C in the population. There is an obvious necessity for medical professionals treating emergency workers and Good Samaritans to access an individual's medical records if there is a risk that they or someone else has been affected.

A peace officer who becomes involved in a confrontation with a suspect and is bitten or spat upon should be able to access that suspect's medical information if the suspect indicates that he or she has AIDS or Hepatitis.

The Good Samaritan, fire-fighter or ambulance attendant performing mouth-to-mouth resuscitation on an individual should have the right to know whether he or she has put their own health at risk by assisting another person.

We believe that this is common-sense legislation. It goes without saying that there are high-risk and high-incidence carriers of these communicable diseases in every region of the Province, including, but not limited to, intravenous drug users, prostitutes and many career criminals.

For obvious reasons, these groups are liable to a higher incidence of interaction with the police. This sets the stage for an increased number of needle jabs, deliberate attacks and other types of exposure that place our

members at risk. While our members are at increased risks, the rest of society is not immune.

Medical experts tell us that today's post-exposure treatments are based on best-guess trial and error; this is of little comfort to emergency workers and Good Samaritans who are exposed to free-flowing blood or other bodily fluids. This fact underscores the need for a person, in conjunction with their physician, to make decisions based on all possible information. The ability to access the personal medical information of the person who may have affected them would allow these people to be properly informed in order that they may be better prepared to make an informed medical decision about post-exposure treatment.

The so called "drug cocktail" that is administered to post-exposure victims brings with it its own medical risks. Persons who submit to the treatment suffer from severe headaches, nausea, exhaustion, hives, and hair loss. These symptoms can last several months, depending on the individual, the combination of drugs taken, and the duration over which they are administered.

The best treatment can be described as overkill for the offending virus. Although we are pleased that it is available, we do not want to have to take it any longer than is necessary, if at all. We require legislation that would allow us to be entitled to as much information as possible in order to make an informed decision with our physicians as to what treatment, if any, is appropriate.



Left to Right: Saanich Police Association President Steve Irwin, BC NDP Leader Carole James, Central Saanich Police Association President Dillon Sahota.

concern is the safety of the police officers delivering this service and that those officers have their current rights to collective bargaining respected.

Front-line police officers wish to take an active role in the vitally important decisions that need to be made regarding police and public safety.

AMENDMENTS TO THE MOTOR VEHICLE ACT

Over the years, concerns have been raised about how to protect the private lives and families of those employed as Police Officers, Corrections Officers, Sheriffs, Judges and Crown Prosecutors. Many of these stakeholders have managed to register their driver's license and vehicle registration to a non-residential address (usually a P.O. Box or place of employment), although this practice is contrary to the Motor Vehicle Act. Recently, there has been a crackdown through ICBC/MVB and many of these people have been refused the ability to use a non-residential address for this purpose.

REGIONAL POLICING

In 2002, Police Services and the Solicitor General made public announcements and spoke with members of the policing community. Both parties agreed that efficiencies were to be found through the delivery of police services on a broader regional basis. Members of Municipal Police departments and Royal Canadian Mounted Police agencies were consulted and attended several meetings that were facilitated by Police Services.

It is a given that the criminal element does not restrict itself to committing crimes within the confines of a single municipal jurisdiction. Indeed, single individuals or members of organized crime most often commit offences across multiple jurisdictions. This elementary fact and the results of numerous government-sponsored studies over the years indicate that there is an obvious need for a more coordinated approach to policing in the Province.

Police officers in the Province of British Columbia believe that there is currently a requirement for freely accessible, province-wide information systems. Further, they believe that municipalities within the same geographic area could be better served with a cost-free, unencumbered sharing of resources and an unfettered capacity to communicate directly with each other.

Some progress in these areas has been realized with the implementation of the PRIME project, the establishment of regional dispatch centres and the integration of a number of specialized investigation and enforcement units. However, we believe there are further improvements to be made.

Front-line police officers believe that the government needs to provide strong leadership in creating a functional service model. While all parties may agree on the necessity for such a service, they disagree about how this might be achieved. One need only look at the relative failure of the deliberations of the Order in Council Committee, a committee which failed to arrive at any mutually agreed upon model, to understand the requirement for strong government leadership.

The main priorities of British Columbia's police officers are the safety of the public and the provision of the services that the public requires. Also of

The criminal element, particularly members of organized crime, maintains intelligence profiles on all sections of law enforcement. Intelligence regarding members' home addresses is stolen through MVB data banks either by buying the information or having friendly employees working in these locations. Raids of organized crime have found data banks in the possession of the criminal element with MVB records included on them.

Law enforcement personnel involved in high profile cases have been threatened, followed and assaulted. By allowing personal information such as residential addresses to be entered into the MVB data banks, these members' families are also now being put at risk. It is one thing to be threatened personally at work; it is quite another to have the criminal element appear at your residence and threaten your family.

Apart from the existence of the MVB data bank, all of these stakeholders park their personal vehicles in areas where they are easily identified. It is simple for members of the criminal element to break into a vehicle and have access to a law enforcement member's residential address from the Registered Owner documents that are readily available in the vehicle. Additionally, many of the stakeholders carry a wallet badge. In the event of a lost wallet, the finder would have access to the residential address recorded on the BCDL, which is likely to be in the wallet.

Law enforcement members often become involved in incidents while off duty, providing an opportunity for members of the criminal element to obtain the license plate number of their personal vehicle. In addition, if an off-duty member is involved in an accident, their residential address may inadvertently end up on an accident report, which would then be accessible to anyone involved in the accident.

Anyone involved in law enforcement accepts that there is some inherent risk involved in their profession; however, their families should not have to share the same risks. A member's family should be allowed to feel safe in their own home and to be free of and secure from threat, assault, intimidation, and surveillance from the criminal element.

The BC Federation of Police Officers is seeking the support of the Provincial Government in making amendments to the Motor Vehicle Act that would allow the stakeholders to lawfully register their driver's license and vehicle registration to a non-residential address, such as a P.O. Box or place of employment. This would assist in providing their families the safety and security from the criminal element that they deserve.

TRAFFIC FINE REVENUE

On September 24th, 2004 Premier Gordon Campbell announced at the Union of B.C. Municipalities convention in Kelowna that a comprehensive strategy to enhance community policing, crime prevention and public safety, including the return to communities of 100 % of all net traffic fine revenue generated within municipal boundaries.

Premier Campbell stated, "We have committed to return 75 per cent of the net traffic fine revenue generated within municipal boundaries to municipalities within our first term." He went on to say, "...we will increase funding starting this year to 100 per cent or about 40 million dollars a year," and that, "...we'll be providing the revenues from all traffic fines to municipalities to make sure that they can have the support they need for additional policing, public safety programs, and crime prevention..."

The Liberal Government returned approximately \$40 million in traffic fine revenue to the municipalities in 2004, and approximately \$76 million in 2005, for a total of approximately \$116 million over a two-year period. These funds were returned to the municipalities via the Ministry of Community, Aboriginal and Women's Services.

When this was announced, it was received by the police organizations and associations as a very positive initiative to assist in dealing with the crime and other issues that were unique to each community. It was understood that this funding would assist in purchasing new equipment, hiring new police officers and dealing with the concerns of the community via crime prevention initiatives.

Unfortunately, these funds have not been forwarded to most of the individual police organizations in the communities and have instead been directed by the mayor and council of these communities to be added to the general revenue account of the municipality.

The communities at large have not received any enhanced public safety as a result of these funds being returned. The municipalities as a whole have benefited by receiving more funding; however, this funding has not been forwarded to the police departments themselves.

It has been determined that although a total of \$116 million was returned to the municipalities, no policy, procedure or legislation was put in place by the Ministry of Community, Aboriginal and Women's Services to direct the municipalities to designate the funds to policing initiatives.

This type of funding gives municipal police organizations an opportunity to receive specialized training, recruit and hire more police officers (where needed), develop and administer community-based crime prevention programs, and target and arrest criminal groups within our communities.

It was the Federation's wish that the event be similar to that of the CPPA.

Arrange individual meetings with MLA with small delegations of Federation members all done on one day followed by a MLA reception.

The organization of this one day meeting proved to be a daunting task, we finally managed to schedule about 20 meeting with mostly Government Private members and a few Cabinet Ministers, at the time there were only two members in the Opposition. However it was not to be, the Government closed the fall sitting of the house three weeks early in preparation of the up-coming election and all the meeting and reception were cancelled.

The organization of this event was revisited and it was clear that we could get more exposure to the MLA with a smaller Federation delegation and a more flexible agenda. By this time there had been an election and there was a considerably more Opposition Members.

In November 2005 a delegation of the Federation, the MPPA and the Vancouver Police Union over the space of two days met with all the NDP MLA grouped by geographic area; North, Interior South, Mainland and Vancouver Island and the entire Liberal Private Members Caucus (approx. 50 MLA).

The key Cabinet Ministers having some authority over the issues were asked for individual meeting with the delegation and since met with Attorney General Wally Oppal, Solicitor General John Les, Finance Minister Carole Taylor, Health Minister George Abbot, and have arranged further meeting with other Ministers for the near future. The Federation Executive also continues to meet with the Solicitor General on a regular basis.

During the semi-annual meeting of the Federation in Victoria a reception was held for all MLA at the Empress hotel. Members including the MPPA, VPU and Translink had the opportunity to speak one on one with their MLA. This event was a great success with a very good turn out from the MLA.

The Federation has hit on the best method of getting the message out to the MLA and keeping up contact with the key Ministers. John Yapp, Liberal, is writing a Private Members Bill to bring the blood legislation to the Legislature, this will reported on at another time.

The Federation is now being asked to provide opinions and information to the Legislature on a variety of public safety issues and has raised its profile considerably in the political arena.

The next round of meetings with the MLA at large is in the planning stage as is the MLA reception for next year

All locals of the Federation are encourage to contact and meet with their local MLA on a regular basis, much of what can be achieved depends on this "personal touch".



Central Saanich Police Association Secretary Janis Jean, MLA Hon. Murray Coell, Saanich North and the Islands.

ASSESSMENT CENTRE



By Sgt. Colin Renkema, Vancouver Police Department

The training for municipal police officers in British Columbia is undertaken at the Justice Institute of British Columbia (JIBC) Police Academy. Since the Police Academy's inception in 1975, the JIBC has trained over 2,500 municipal police officers.

In 1977 the Assessment Centre (the Centre) was created within the Police Academy. The Centre's mandate is two fold: to assist municipal police departments in the selection of suitable recruits and, if requested, to assist in the screening and development of serving police officers for promotion. The exercises within the Centre are designed to simulate real-life situations that the candidate will encounter once hired or promoted.

Although the Centre was officially launched in 1977, computerized record keeping began in 1988. Since 1988 the Centre has conducted over 3,600 assessments of recruit candidates and approximately 800 assessments for supervisors and managers that work for municipal police departments. Promotional Centres are used to evaluate candidates for the Corporal rank and above, including the office of the Chief Constable.

The assessment is broken into a series of specific "dimensions" that are used to measure behaviours against pre-established standards. The scoring for each dimension can range from a 1 (poor) to a 5 (excellent). These dimensions (there are 13 for the recruit level) include such things as the candidate's ability to learn, their level of decisiveness, interpersonal skills, stress tolerance and willingness to confront problems.

Potential police recruits spend one day at the Centre going through various exercises designed to test their ability to interact with both each other and the public. Police Assessors trained in the Assessment Centre Method^[1] take turns role-playing and documenting the candidate's performance throughout the day. A typical recruit level Centre consists of the following exercises:

- *Leaderless group discussion*
- *Fact-finding exercise*
- *Background interview*
- *Written report*
- *Oral communications exercise*
- *Administrator's debrief.*

The Assessors spend the second day working independently scoring the performance observed the previous day. On the morning of the third day, the Assessors consult with the Centre's Administrator to determine the final scores.

For a Supervisory or Manager Centre an In-Basket is added to the role-play exercises. The In-Basket is designed to evaluate the administrative skills a candidate possesses. The role-play exercises for supervisors vary, but generally

involve a group discussion, a formal written paper and presentation, and either an employee interview or the management of a community meeting. Fact-finding exercises are also utilized from time to time.

Prior to April 2005, the In-Basket exercise was "paper-based". Candidates were given a package containing various memos and reports. The candidates were expected to organize, prioritize, set management controls, delegate and make decisions on the issues presented in the documents with hand written responses.

In late 2004, the Director of the Police Academy made funding available to develop an electronic version of the In-Basket exercise. With the assistance of the JIBC Learning and Information Services (LIS) an electronic version of the In-Basket was created.

On April 17th 2005, the electronic In-Basket was used for the first time for an Inspector's level Centre with the Saanich Police Department. The candidates for this Centre worked at computer terminals and did the In-Basket "online". They were expected to review and assess the documentation through this "email" based exercise and reply using the same technology. All meetings and commitments were expected to be logged on the electronic calendar contained within the program. They were also expected to "Cc" the appropriate recipients and send new emails in response to the problems posed.

The program is designed to immediately update the JIBC server as emails are sent and calendar entries are made. This means that, as the candidate works through the In-Basket, their work is constantly saved to avoid the potential of work being lost if a technical problem develops. Candidates can also use the "spell checker" provided or go outside of the program and use a WORD document, then attach it to the reply.

The server supporting the application is in New Westminster, B.C. but the candidates can do the In-Basket from a computer anywhere in the world with basic functions and a high speed Internet connection. Indeed, the first electronic In-Basket was completed by the candidates in Victoria, B.C. rather than at the JIBC Campus in New Westminster.

Consider the benefits of the computerized In-Basket:

- *The work is now done the way a supervisor/manager conducts business today (now electronic based rather than paper based)*
- *The Assessment can be done anywhere in the world with a computer and high-speed internet access*
- *A master file is used so that new exercises can be developed and the documents simply "plugged into" the existing coding*
- *The Assessment Program can be used for other police departments or by any other business wishing to evaluate an employee's administrative skills through an "In Basket" process*
- *Candidates' skills and abilities are tested before being promoted so that competencies can be assessed objectively and addressed prior to promotion*

[1] The Assessment Centre Method is governed by an international organization that sets guidelines and standards for the use of Assessment Centres. For more information visit: www.assessmentcenters.org

[2] Tinsley, Paul and Plecas, Darryl, "Validity Study of the Assessment Centre," JIBC Police Academy, 17 September 1997.

[3] Ibid., p. 16.

- *Marking is now easier because the possibility of poor handwriting has been eliminated. It can now also be marked without knowing the identity of the candidate.*

Assessors also gain valuable tools to help them identify and classify behaviour. This makes them much more effective as trainers, mentors, supervisors and managers for their organizations because the training gives them the skills to identify, classify, document and provide feedback on a subordinate's performance.

Most organizations conduct rigorous recruiting and promotional processes with varying degrees of success. Assessment Centres do not take the place of these processes but rather enhance them by providing an objective "outside" look at their candidates. The exercises also give the organization the chance to "test drive" a candidate and see exactly what they would do in a given situation rather than relying on answers to questions posed in an interview.

A 30-year police career starting today will, conservatively speaking, cost an organization 3 million dollars in wages and benefits. When this significant figure is considered, the cost of not using every available assessment and selection tool

becomes obvious. Simply put, the Centre need only catch one unsuitable candidate a year to more than pay for itself. There are also other costs to an organization when they hire or promote unsuitable people: disruption in the workplace, re-training, negative media reports and civil liability are but a few of these considerations.

A validity study has been conducted on the JIBC Assessment Centre^[2]. This study concludes that, "...the JIBC Police Academy Assessment Centre is an accurate and valuable tool in both the selection and promotional process," and that, "This study has shown that there is no systemic bias against women and minorities ..."^[3]

Hiring or promoting the wrong people in an organization has serious consequences. Contemporary organizations are always looking for ways to improve their odds of selecting the right people, with the right skills, abilities and personal suitability for the right jobs. Assessment Centres enhance an organization's ability to select the right people by ensuring the candidate's competencies match the needs of the organization.

NEWS

From The Locals

ABBOTSFORD

By Don McKenzie, President



Here it is May 1st 2006 and once again the Chief was successful in making a solid argument for more police officers. Eight new members will be hired this year to help the rest of us try and keep up with the growing calls for service. The community continues to grow and there appears to be no end to the growth in site. While 8 members will be great we could always use more. Of course every increase in police members requires the

commensurate number of support service personnel so we are also hiring 4 new support personnel too.

On a very sad note John Goyer lost a courageous battle with ALS. We had a full police funeral for John as this was an on duty death. I will briefly explain what happened, which will provide you with an idea how John's case will help many others and why it was an on- duty death.

John and his partner attended to a routine call for domestic violence. What happened next could and does happen more often than it should, the suspect did not want to be arrested and a full- on fight ensued. John suffered several violent blows to the head and went through a screen door and over a small balcony. The suspect was later apprehended and like many events like this there were the usual scrapes and bruises.

Unfortunately for John he had a dormant "gene" inside him, something he never he new he had. But that assault triggered the on- set of the disease that eventually took his life. This was no different that being shot, only that the bullet took almost four years to kill him. According to the doctors who treated John, he may have gone through his entire life without ever getting the disease, but this assault triggered the disease and his subsequent death.

WCB initially turned John's claim down but we appealed and for the first time they approved the claim. As far as we know this is the first time in North America that a body like the WCB has recognized that a work place injury caused the on- set of ALS. What this meant for John was that his medications and needs throughout his illness were covered financially. Removing the financial burden gave John one less thing to worry about.

John's case is important as it means that anyone who contracts this terrible illness may be able to attribute it to a workplace injury. John ultimately lost the battle against this terrible disease, but his legacy, is that this precedent setting case may make it easier for the next person.

In closing I would like to thank all those that attended his funeral. As always I am always reminded that we all share a common thread and a bond that transcends the colour of the uniforms that we wear.

CENTRAL SAANICH

By Greg Johnson, Vice-President



News from The Central Saanich Police Association has awarded our Millennium Fund proceeds to three local projects. This BCFPO project has grown into a true success and deserves recognition. In partnership with the BCFPO, we manage the \$10,000 fund at our local level to assist a local youth charity. We had many quality applications this year. The long list of applicants was pared down to three worthy causes.

The challenge for our Executive came in selecting which of the candidates were most in keeping with our principles for hands-on assistance with local youth. The Stelly's Players, a local high school theatrical group has produced a play dealing with important issues such as drinking and driving. Our donation will assist these students in spreading their important message to their peers. The Centre for Mindful Movement received assistance in establishing an Akido class for youth in need. We also supported local First Nations soccer by funding the purchase of new uniforms for the Saanich Sports Association.

These days, it seems that any significant project at our Service requires a business case for support by management. The Millennium fund is both generous and self-sustaining. Seldom now do we receive calls about the legitimacy of the fund. It is an example of successful modern funding for policing which is achieved by thinking outside the box.

Our local has enjoyed a calm spring so far. Hopefully we will continue to sail smoothly as we enter into contract negotiations later this year.

DELTA

By Heath Newton, President



It has been business as usual in Delta lately and we seemed to be off to decent start to our new increment training. There have been a few hiccups along the way, but then it's to be expected.

As a member of the DPA executive I was recently interviewed by the Police Act review team and like some of you had the opportunity to speak to Josiah Wood regarding the positives and failings of the current Police Act. When I concluded with my interview I was optimistic that changes will be made for the better. My optimism may be proved wrong when the review is complete but all of us as "stakeholders" need to realize that there will always be and should be some oversight into the police conduct in BC. At least being able to be involved in the process may provide the backbone for a fair and accountable piece of legislation.

Accepting the fact that the Police Act or similar derivative will always exist is the easy part. I think it is how an organization deals with its

members under the cloud of allegations during professional standards investigations is where the real damage can be done. For most of us when we joined our respective police departments we all endured a battery of interviews, tests which for most departments includes a polygraph examination. Once hired you go through your training and are scrutinized along the way until qualified. My point being is that police management should be mindful of the process we all undertake to do this profession and the standards we are to meet when someone lodges an allegation against a specific member(s).

We in the policing community especially our managers have to be weary of marginalizing members during professional standards investigations as it may send a message by managers or others of isolation and presumptiveness guilt by the respondent officer. If this is the intended message a respondent officer receives and he/she is ultimately cleared during the investigation the damage may be done and the member may have predetermined his/her own fate within the organization. This will ultimately affect the member his/her peers and the organization as a whole.

No one who is committed to this profession likes a "dirty cop" because just one stains the uniform we proudly wear and the community we serve. However, I believe until such time as the professional standards investigation is completed and there is evidence to the contrary an organization should support its members within the organization without prejudice and publicly if needed. A good example of this support was when media embattled Chief Jamie Graham of the Vancouver Police Department stood up publicly for the heroic actions of Cst. Bruce-Thomas during the Berg inquiry. In my opinion it is this high level support that sends the right message to the members.

Finally, I would like to extend my congratulations to the Executive of the CPPA, BC Fed and VPU for your collective lobbying efforts in Ottawa. The resounding affects of the combined lobbying has resulted in public acclimation of the efforts of police officers through the new Conservative government. It was nice to see that the Conservative government recognizes the efforts of police officers across the country. This support was solidified in my mind when I heard Prime Minister Harper addressed the CPPA in Ottawa the day before the Throne Speech.

On behalf of the Delta Police Association I hope everyone has a safe and enjoyable summer season.

OAK BAY POLICE

By Davindar Dalep, Director



Newest Exempt Member: - Larry Worock:

Larry joined the Edmonton Police Service 24 April 1978 and was assigned to Recruit Training Class #4. Larry completed 11 weeks of training and was assigned to patrol duties in West Division. After completing five years of service, Larry transferred to the Communications Section and worked

there as a dispatcher and call evaluator. Larry remained in Communications for two years and afterwards Larry returned to patrol duties in South Division and then was transferred to the Tactical Unit. While in the Tactical Unit Larry spent two years as a counter sniper and three years on the entry team. Larry then once again returned to patrol duties in the Downtown Division where he was seconded to the West Edmonton Mall community station and remained there for six months before being promoted to a Detective in the Drug Control Unit. Larry remained with the Drug Unit for five years before returning to West Division as a patrol supervisor. Larry completed 7 years as a patrol supervisor before retiring from the Edmonton Police Service Dec 07, 2005.

Larry completed 27 years 7 months with Edmonton Police Department. Larry is currently a patrol constable with the Oak Bay Police Department. Larry is married with two step-daughters and he has four dogs . Larry is a avid cross country/downhill skier and he keeps physically fit by running combined with weight training. Larry enjoys camping, boating, fishing, golf, cycling and motorcycling. Larry has completed two years post secondary education in the Law Enforcement program with the Grant McEwan Community college in Edmonton.

Larry is a great addition to the Oak Bay Police Department.

Cst. Ben Murphy is our designated coordinator for the Annual Law Enforcement Torch Run in support of the “ 2006 Special Olympics “ which is being held in our own community. With the support of Oak Bay Chief Constable Ben Anderson, the Mayor, other local dignitaries, celebrity guest Former NHL star Russ Courtnall, and the local business groups, Cst. Murphy has organized several events for the Special Olympics in the Month of June 06.

Here is an list of goals.

(1) On the 3rd and 4th June, at the Oak Bay Tea party, Cst. Murphy will be manning a booth with other Oak Bay members to sell Law Enforcement T-Shirts. These T-Shirts will have a special Oak Bay touch that includes our department logo and centennial dates on them. With every T-Shirt purchase the buyer receives a ticket stub which will be placed in a draw for some prizes that are being donated from the community.

(2) On June 6th & 7th, Cst. Murphy will be staging a 24 hour “Sit-On-Top” above the Pharmacy on Oak Bay Ave. which will run for 12 hours.

(3) Also on June 7th, their will be a Torch Run, the run will finish on the lawn of Municipal Hall which coincides with the conclusion of the “Sit-On-Top”, at which time a presentation to mark the event will take place.

Involved in the run will be Russ Courtnall, members of the Special Olympic Team, members from the Oak Bay Police Department and others who wish to take part

A volunteer list has been posted in the department, the support and assistance of the members and their families has been greatly appreciated.

We wish Cst. Murphy every success in his efforts with the 2006 Special Olympics!!!!

NEW WESTMINSTER

By Todd Sweet, President



Human resource issues continue to challenge our organization. Between secondments, maternity, WCB and recruits our real numbers are about 20 percent less than the numbers on paper. If we could get 10 seats in the next class at the JIBC and find suitable candidates we would do it in a heart beat. The seats aren't available and the competition for recruits is at a level never seen before. As a result shifts and specialty sections run at minimums which curtail our ability to do proactive policing.

Over the past couple years our executive board has become concerned about the lack of attendance at our membership meetings. We cut the number of meetings in half and offered up double the door prizes yet we often barely meet a quorum. I think modern technology has had an influence because our members are kept more informed by email and the main purpose of membership meetings is to keep the membership informed. More importantly however when we look at the demographics of who we are hiring a majority of those members have never been in a union environment and perhaps don't fully understand the role and function of the bargaining unit. At a recent labour conference it was suggested that unions have sat back and failed to sell the advantages of an organized workplace and that this has contributed to the decline and apathy of union membership. I think its important that we do a better job of selling our benefits to our members.

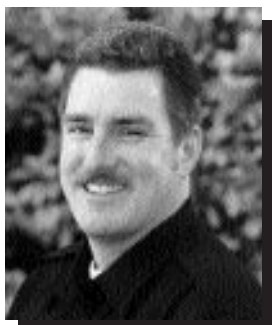
We continue to make regular contact with all of our civic, provincial and federal politicians to promote our Police and Public Safety agendas. We have had great success in becoming a stronger voice about our profession and speaking out for the silent majority. We haven't gone so far as to endorse candidates but build our relationships in a non partisan way.

We look forward to joining with other locals and the BC Federation of Police Officers in hosting the CPPA AGM in Victoria at the end of August. This is a great opportunity to focus attention on policing and I would encourage all the locals to send as many members as they can.

Have a great summer and see you all in Victoria.

PORT MOODY

By Ryan West, President



Hello everyone,

Well summer is almost here so...bring on the busy season!!!

As I mentioned in the last update, the city had approved funding for the construction of a new public safety building. Construction began quite some time ago and continues to plod along. We were expecting to move in on June 1,

2006 instead of the promised May date. It would appear that this may not come to pass. As always, everyone is taking these minor setbacks in stride. The great news is that we are finally beginning to see the new building take shape and every week seems to see something else being completed so...here's to being hopeful that we make it in before the New Year as I'm sure we will.

We have added one new member since my last update. Constable Angela Fisher is a new recruit and will be attending the Justice Institute of British Columbia in the May 2006 class. I'd like to take this opportunity to publicly welcome Constable Fisher to the Port Moody Police and wish her a successful career with our department. As we add a new member, we have also had a member retire. Detective Constable Jim Burton (25 years – plus previous service with the RCMP) has retired from our department and we wish him well in his second retirement.

On the labour front, our executive has had some minor changes. Brother Ian Morrison has stepped down as our Secretary. Brother Todd Lefebvre has taken over from Brother Morrison as the new Secretary, welcome Brother Lefebvre.

After a long and sometimes trying debate with the management group, it would appear that most of our police vehicles are now outfitted properly with emergency equipment with the last remaining vehicles to be completed in the very near future. As most other locals, we are beginning to gear up for another round of negotiations. It seems like we just finished negotiating, but the next round begins again early next year.

I look forward to surviving the summer season of 2006 and what the rest of the year will bring to our police department and union.

Stay safe

SAANICH POLICE

By Will Dodds, Director



We sold out! Supported by the Saanich Police Association, the Saanich Police Department 100th Anniversary Centennial Ball was sold out. Over 400 tickets had been sold to this once in a lifetime event being held May 13th, 2006 at the Fairmont Empress Hotel. A majority of the serving Saanich members, along with many retirees, numerous VIPs and members from neighbouring departments gathered for a night of celebration in honour of 100 years of service to our community; 1906-2006. Celebrations on the 13th begin mid-morning with a full parade of members where centenary medals were presented to all.

The Saanich Police Department Traffic Safety Unit is looking forward to the delivery of four 2006 BMW R1200 RTP police motorcycles. Saanich will be one of the first departments in North America to deploy this newest police dedicated model from BMW. For those interested, BMW has retired the 1100 RTP and replaced it with the R1200 RTP. Along with new full-face helmets, boots, high-visibility

riding jackets, pants and gloves, the SPD Traffic Safety Unit riders will be out on the new bikes beginning mid-May.

Preparations continue for the 2006 CPCA, Canadian Police Canine Association National Championships being held this coming September 21st-24th in Saanich. Again, we would like to invite you and your families to Saanich for this great event. See our website www.saanich-police.ca for more information and/or registration.

The Saanich Police Association website has received a recent make-over and is now up and running. With both public and members only sections, we hope to see the site continue to evolve as a regular and reliable way to communicate with our membership.

As we make our way through 2006, ideas and suggestions are being received in regards to the coming contract negotiations. The process of negotiating can be rewarding, frustrating and long however we look forward to putting in place an agreement which will continue the positive relationship with our employer which we now enjoy.

Continued Best Wishes to All in 2006

VICTORIA

By Steve Ing, President



In the last issue, I reported on the problems our members were experiencing with the Capital Region Emergency Services Telecommunications (CREST) portable radios. I had also hoped that by the time of this latest issue, I would be able to report improvements to the system, or at least some movement in that direction. "Hope springs eternal ..." wrote poet Alexander Pope. Clearly, Pope was never a police officer.

At the time of this report, we are still waiting to hear from the CREST Board with regard to the "Quantitative Assessment of System Performance" that the previous independent review insisted was a top priority. What we do know is that the deadline for submissions in response to the Request for Proposals CREST send out to start the assessment was extended into mid-April, and we have yet to hear any details with regard to a successful submission. Try this for a plain language explanation: the plan to set out a test, to test what was already tested, so that we can learn what we already know, hasn't been finalized. Oh, and the test itself can't be completed until the plan is finalized. Did I mention that it's almost May?

All right then – it can't all be bad news, you say. Well, you're right ... sort of. Due to some extremely solid support from our Police Board and our police managers, our department has been able to move forward with our independent strategy to address the officer safety issues that the CREST radios have created. All of our front line officers now have a backup portable that operates on what is essentially cellular phone technology. The department has expended significant funds (which could have been spent on other policing needs) on a purchase of

“ruggedized” units that resemble a traditional portable radio^[1]. In field-testing performed by our own members in real-life working conditions, the new units have out-performed the CREST radios on almost every front. The downside is that this means our uniformed officers are packing two separate portables with them when they are on-duty, but until we move to the next stage of our strategy, this is a necessary burden that our members must bear in order to ensure their safety on the road.

You will have likely realized by now that I mentioned that this was an independent strategy being utilized (at present) only by the Victoria Police Department. “Wait,” you say, CREST is a regional entity intended to “produce a consensus on a strategy for an integrated system” (you can check this on the CREST website at www.crest.bc.ca - I don’t make this stuff up). Unfortunately, our experience has been that what that this tends to mean is, “consensus until one (or more) of the user groups isn’t happy – then we’ll do whatever we want”. In addition, as I have alluded to in the past, the issues with the CREST system seem to have brought other regional policing issues to the fore.

The mindset of some local politicians never ceases to amaze me – especially in small geographic areas like the Capital Region. I continue to hear (through back-door channels, of course, and never directly to me) about politicians outside of Victoria suggesting that our police officers are exaggerating the nature of the difficulties we are having with the radio system. I suppose it’s true of many (not all) politicians that they are quick to criticize and speak with authority on subjects with which they have no familiarity whatsoever. That is, unless some of the surrounding area politicians have been spending time working with our front-line officers on nightshift that I don’t know about. Of course, this is the same region where a local politician recently made comments to the media about directing that municipality’s police officers to transport homeless people found in their jurisdiction into Victoria, to be dropped off at Victoria’s shelters. It didn’t seem to matter whether or not those shelters were actually open, or where the people dropped off would likely go after that.

This brings me to some thoughts about the whole regionalization issue, with regard to policing, whether here in the Capital Region or elsewhere. I know that our members share these thoughts, as they battle through what is continually and unarguably the highest case burden and dispatched call load in the region. I have always found it disconcerting how municipalities outside of a core city are always quick to point out that any problems in the downtown belong there, and are only the responsibility of the core city police department. The transporting of homeless people issue that I noted above is but one of many examples that demonstrate this mindset. It’s almost as if these people think that there is a physical barrier that surrounds their fiefdom, which insulates them from any sort of responsibility to the region as a whole. If that’s the case, then why don’t they do that? What better way to justify keeping “your” municipal tax dollars for “your” municipality than by keeping everyone who lives there completely insulated from everywhere else? I mean, it’s not as if “your” residents work, play, entertain themselves or otherwise leave “your” municipality to go anywhere else ... oh wait. The reality is, people in a region are part of a regional community. Until you actually build that wall to keep everyone inside one part (and everyone else out of that one part), we are all responsible for our regional issues – especially something as vital to any community as policing. When we can get these things sorted out, the “nuts and bolts” (like radios for emergency services personnel) will fall into place much easier.

On a more positive note, our members have been working with the BC Fed Executive in preparation for the CPPA AGM being held in Victoria (and hosted by the BC Fed) at the end of the summer. We are all working towards a number of special events that will showcase the beauty and quality of life we enjoy on the west coast, and we hope to see many of our colleagues from across the country during the conference.

Our members would also like to express our condolences to our brothers and sisters in Abbotsford, for the loss of Cst. John Goyer. With the generous organizational assistance provided by the (Island) BC Fed executive members, Bill Trudeau and Keith Blott, we were able to send a number of our members to Cst. Goyer’s memorial service on very short notice.

Lastly, we continue to welcome new members to our local, as we work through the varying demographic demands that all police agencies are facing. As of the last round of budget approvals, our “authorized strength” (although the definition of that term would require a separate article) now stands at 221. We continue to recruit a mix of recruits and experienced members in an ongoing effort to break down the demographic bulge, and look forward to many more new faces over the next few years.

WEST VANCOUVER

By Ed Pearce, President



Since the last Blue Line article the West Vancouver Police Department has selected a new Chief Constable. The successful candidate was Scott Armstrong who was an Inspector within the organization. The Association is working with the Chief Constable Armstrong and his Administration team to improve on retention, recruiting, working conditions for the membership, and the possibility of a new police building in the future.

With much talk in the media about the RCMP and the lack of resources they have and accountability there has been some talk of the North Shore (West Vancouver, The District of North Vancouver and the City of North Vancouver) of forming one North Shore Police Dept. Without entering the political debate of such an endeavor, as a serving police officer, and in my personal opinion one Police Department for the area makes perfect sense to me.

Our Association like most others is disappointed that the Traffic Revenue Fine Grants given to the Municipalities by the Provincial Government have not been used for the intended use but instead continue to be used to decrease our existing budget which has done little to increase policing initiatives as the funds were intended to do.

We would like to welcome Jeff Wright to our Executive Board and thank Todd Mosher for his good work while on the Executive. We would also like to wish Sheri Lucas our Treasurer all the best as she starts her maternity leave from the Dept.

[1] I won’t get into specifics about the equipment in a publication of this nature, but if you are interested, you can contact any of our Union Executive members at the office.



BC MPPA UPDATE

by Cst. Pat Mehain - RCMP

As the newest president of the BC MPPA this is my first opportunity to address and introduce myself to the BC Fed membership. This year I am entering my 10th year of service with the RCMP. I have served 6 years in Surrey Detachment in the Whalley area, another 3 years in the Canadian Air Carrier Services (Air Marshall) and the last year at IMPACT (Auto Theft Task Force).

Since my election to this position after Dan Petre's departure to the Vancouver Police Department I have had an opportunity to attend several meetings with your BC Fed Executive members. There are many issues of interest on the Mountie front that I would like to bring to your attention. Our legal challenge to the current system which does not allow RCMP members from voting on unionization is coming to a head. Our legal firm in Toronto has been busy gathering the vast amounts of expert opinion, evidence and affidavits.

This in turn has cost us a large amount of money from our contingency fund. To date there is no set date when the matter will be filed in the Ontario Supreme Court. The other strategy we had employed was to have the government introduce a bill giving us this basic right. In the past such bill was introduced at the Senate level by a Conservative Senator Mr. Pierre Nolin on a number of occasions. Due to various circumstances the bill died on the order paper. This time around there is a possibility that the bill will be introduced in the House of Commons by one of the Conservative Members of Parliament.

We are hoping that the current minority government set up and the pro-labour stance of the NDP and the Parti Quebecois will give this bill a passing chance. The recent Mclean's article in January provided some insight to Canadians as to the working conditions and resources of this once great force. Although it came as a surprise to the Commissioner, most every other RCMP member I have spoken to were not surprised by the story. The front line members experience these working conditions and lack of resources on a daily basis.

The RCMP is in damage control mode and is attempting to repair the image that was tarnished by this story. This image was again tarnished by a recent Fraser Institute study which examined the evidence provided by judicial inquiries and reports and by other scholarly and journalistic investigations of the RCMP. The author, Barry Cooper concluded that the RCMP has become another federal arm of the government and had diverted from its true purpose by taking on too many corporate roles like marketing and cost-recovery. According to Cooper's findings the Force and the public would be best served if it became a smaller federal police force and get out of the "police service business".

However, it is unlikely that there will be any changes in the foreseeable future. The labour relations in the Force has recently taken another negative turn. In an attempt to further muzzle the RCMP Associations, new changes have been made to the Staff Relations Representative program ("SRR"- official RCMP labour relations system). The new changes will prohibit an SRR representative from belonging to the Association. How is that for a set back in labour relations and in my opinion an infringement on members' right to association?

One more matter I would like to quickly touch on is the pension legal fight. The legal proceeding to have our part of the surplus of \$2.3 billion out of the \$30 billion that the previous Liberal government misappropriated few years ago was supposed to go to trial this past November. In an unexpected move the government lawyers rejected the affidavit evidence and called for an examination of the witnesses instead. This tactic was employed prior to the last federal election and it is our suspicion that the previous federal government did so in an attempt to avoid any negative publicity that may have come out if the trial went ahead. Fortunately, the presiding judge denied the government's motion but unfortunately the trial was delayed until March 2007. With any luck the current government will be more willing to negotiate instead of litigate. Life in the Force is never dull. I would like to thank the Executive of your various locals for their support and help that they have offered.

Since my election to this position after Dan Petre's departure to the Vancouver Police Department I have had an opportunity to attend several meetings with your BC Fed Executive members. There are many issue of interest on the Mountie front that I would like to bring to your attention. Our legal challenge to the current system which does not allow RCMP members from voting on unionization is coming to a head.

Goodbye to Constable John Goyer

Constable John Goyer, a member of the Abbotsford Police Department, passed away April 19, 2006 after a lengthy and courageous battle with ALS brought on by an on duty fight arresting a suspect. On September 26, 2001 Cst. Goyer, along with his partner, attended to the report of a threatening. The suspect in the incident refused to be taken into custody and it was during the resulting violent physical confrontation that Cst. Goyer became injured. The injuries that Cst. Goyer suffered immediately began to rob him of his physical strength. Medical professionals concluded that John's ALS was caused as a direct result of the fight.

Cst. Goyer was a member of the Abbotsford Police department since April 9, 1998. He was 40 years old at the time of his death. He will be missed by the entire department who will remember John as a quiet, calm individual who was always up for a good laugh. John bravely fought against this horrible disease with a quiet strength that we all admired him for.

Good bye John.





The Thin Blue Line

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