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Canada's National Law Enforcement Magazine

February 2000

THE ANNUAL SUPPLY & SERVICES GUIDE



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Volume 12 Number 2
February 2000



- Publisher / Editor -

Morley S. Lymburner

E-mail: blueline@blueline.ca

Ph: (905) 640-3048 - Fax (905) 640-7547

- General Manager -

Mary K. Lymburner, M.Ed.

E-mail: bluelinesales@home.com

- Associate Editor -

Blair McQuillan

E-mail: bluelineditor@home.com

- Advertising -

Mary Lymburner (Director)

Phone (905) 640-3048 Fax (905) 640-7547

Rhonda Shuker

Phone (905) 640-3048 Fax (905) 640-7547

Bob Murray

Phone (905) 640-6506 Fax (905) 642-0900

- Pre-press Production -

Del Wall Blair McQuillan

- Mechanical Specifications -

Gary Welch Phone (905) 466-5039

- Contributing Editors -

Tactical Firearms	Dave Brown
Police Leadership	Robert Lunney
Communication Skills	Terry Barker
Case Law	Gino Arcaro
Computers & Technology	Tom Rataj

- Contributing Writers -

Malcolm Bow	Stephanie Strachan
Edward S. Brown	Andrea Zaferes
Walt Hendrick	Barry Turnbull

Blue Line Magazine is published monthly, September to June, by Blue Line Magazine Incorporated with a mailing address of:
12A - 4981 Hwy. 7 East, Ste. 254,
Markham, Ontario, L3R 1N1.

Individual magazines are \$3.50 each. Subscriptions are \$25.00 per year or \$40.00 for 2 years. (US/Foreign - \$50.00)

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Established in 1988, Blue Line Magazine is an independent publication designed to inform, entertain, educate and upgrade the skills of those involved in the law enforcement profession. It has no direct control from a law enforcement agency and its opinions and articles do not necessarily reflect the opinions of any government, police, or law enforcement agency. Blue Line Magazine is a private venture and as such is not funded by any level of government agency, union or association.

Printed in Canada by Garson Graphic Services Inc.

- Affiliations -

International Association of Law Enforcement Planners
Canadian Advertising Rates & Data
International Police Association
The Police Leadership Forum
The Canadian Press Newswire
Periodical Publishers Exchange



ISSN #0847 8538

Canada Post - Canadian Publications Mail
Product Sales Agreement No. 176796

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Peel Regional Police Cst. Lee Robillard is featured on this month's cover picture taken by Blue Line News Editor Blair McQuillan. This month's lead story is an overview of airport policing and the transition of responsibilities from the RCMP to municipal police. You will find this story beginning on page 6.

Page 41 presents the 2000 Supply & Services Guide. This special section is the result of Blue Line's annual and exhaustive survey of individuals and companies that have an interest in offering their goods and services to the law enforcement community in Canada. Need less to say that this is one issue you will want to keep around for the rest of the year.

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Brutality is in the eye of the beholder

by Morley Lyburner

Police brutality! It is not an easy subject to approach or even think about. But it is a topic that seems to be continually in your face. With today's fast paced news gathering machinery it certainly is not difficult to find accusations of it everywhere.

Last month York Regional Police came face to face with this accusation by the media when they were involved in a particularly nasty chase on an expressway leading into Toronto. After a rather hair raising pursuit the vehicle was finally stopped after it crashed into the median barricade. Footage of this chase was being taken by a television helicopter that was on the scene and following the chase. As the suspect alighted from his vehicle he was seen to be overwhelmed by at least eight officers and several are alleged to have been punching and kicking the suspect as he fell to the ground.

I have been asked by many people if what they saw on television really constitutes police brutality. My only advice when asked is simply a twist on an old adage. "Brutality is in the eye of the beholder".

Back in the mid 70's the Government of Ontario held a Royal Commission Enquiry into the practices of the Metropolitan Toronto Police after many revelations of police brutality were reported to the press. Just after the enquiry commenced there was a wild car chase involving several police cars that saw a suspect crash into a hydro pole. Several officers apprehending the suspect were seen by people on the corner administering what was described as a severe beating on the suspect. One lady was so alarmed she contacted police dispatch only to be told that she was not to worry and "just have a cup of tea and go back to bed."

Media hounds made quick work on the story and before too long the event was made a part of the initial enquiry's terms of reference.

I have often admired the courage and insight of the Judge that headed this enquiry. His ruling on this matter was one that bore witness to his wisdom and understanding of human nature. Not having the actual document to refer to I can only paraphrase it. It basically said that police officers are human beings and do not come with pressure gauges on their arms. In the heat of the pursuit, with adrenaline levels running high, it would be almost impossible for anyone to regulate the force or pressure being applied to a suspect being apprehended.

In such high stakes extremely volatile situations anything can happen. The responsibility for the chase is on the head of the person who initiates the chase and if he is hurt as a result of such misadventure then it is a risk that comes with the territory. The suspect can, or should, expect that a major part of the risk he has taken will include a rougher than normal arrest because he has scared the bejeebers out of everyone involved.

The idea of chasing someone who's only goal is to get to the horizon, and at any cost, is complicated by the adrenaline rush and fears of those who are required to stop him. In this

"damned if you do or damned if you don't" situation no average citizen can truly comprehend the emotions involved.

This does not mean the officers expect everyone to give them carte blanche to do whatever they jolly well please. Every officer involved in every chase and in every arrest is abundantly clear that they are accountable for their actions. All that can be hoped is that those checking into the actions have the same insight and wisdom of that Judge back in the 70's. No

one wants to be a political pawn or scapegoat. All they want is justice with understanding.

In all my years as a police officer I tried to follow several simplified rules of conduct. One of those rules was to never strike someone in anger. Strike only in fear. Fear for yourself or for another under your care. Under many circumstances this fear is accompanied by one heck of a lot of adrenaline and it would be quite a balancing act to determine if the force being used is acceptable to those casually watching.

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Airport policing in the new millennium

by Sgt. Malcolm Bow



Policing Canada's biggest and busiest airport has changed substantially over the past three years.

In 1997, the federal government began the process of privatizing the operation of airports and at the same time withdrew the RCMP from regular uniform airport policing. This left the new airport authorities with the responsibility of contracting with a local police authority to provide airport policing services.

Toronto's Lester B. Pearson International Airport (P.I.A) handles over one third of all Canada's air passenger traffic and 40 per cent of the country's airfreight traffic. It's the fourth major entry point into North America preceded only by Miami, New York and Los Angeles. It's also the busiest Canada U.S. trans border point for passenger traffic, which accounts for one of the busiest U.S. Customs Service posts and it's not even on U.S. soil.

The economic impact of Pearson Airport is substantial and accounts for \$11.5 billion in business revenue and 112,000 jobs in total which is about two per cent of provincial employment and four per cent of all employment in the Greater Toronto Area (GTA). It is estimated that by the year 2005 passenger use will have grown to 31 million and the revenue will be \$14 billion.

Airport Division

The Greater Toronto Airports Authority (G.T.A.A.) entered a contract with the Peel Regional Police Service three years ago, to provide police service to the airport. As a result of the agreement, the Peel Regional Police Airport Division was formed.

The smooth transition from RCMP to Peel Regional Police took place during 1997. At one time the Pearson Airport RCMP Detachment was the largest detachment in the country, numbering over 300 officers. Presently Peel Re-

gional Police maintain policing at P.I.A. with the modest number of 93 officers and eight civilian support staff, assigned to the Airport Division.

The RCMP can still be found at P.I.A. They presently coordinate the Airport Drug Unit and Airport Intelligence Unit, both of which are joint forces operations along with Peel Regional Police, Toronto Police and the Ontario Provincial Police. Several other federal enforcement units are maintained by the RCMP at P.I.A.

Peel Police members have been asked by airport and airline staff and police personnel on many occasions why there seems to be more active enforcement of criminal activity at P.I.A. than has been noticed in the past. It's a fair question and it can probably be directly attributed to the change of policing style at P.I.A. Where the R.C.M.P. had a mandate to focus mainly on security issues, Peel Regional Police has taken a balanced approach, providing measured attention to three key areas: Crime Prevention, Crime Detection and Security.

As the Divisional Commander, Superintendent Blair Foley, states, "We've made a conscious effort to stick with our strengths and police the airport in the same manner in which we police any other community".

The Airport Division is staffed with a superintendent, inspector, administrative staff, five uniform platoons and a Criminal Investigation Bureau (C.I.B.). The Airport Division's primary goals and objectives include:

- The reduction and prevention of theft, especially distraction thefts, auto theft and baggage theft.
- The reduction and prevention of airborne crime by strict enforcement, raising public awareness and providing guidance to airline staff in dealing with unruly, violent or threat



ening passengers.

- Provision of a highly visible police presence and rapid police deployment to incidents.
- Provision of security support to the Airport Authority and swift response to alarms.
- To maintain an Emergency Response Team (E.R.T.) for containment of hostile weapons incidents.
- To maintain a high level of readiness and expertise in the event of a disaster or major aircraft incident.

Airport "Community Policing"

Toronto Pearson International Airport has an on site working community of between 20,000 30,000 people on any given day. In fact, many say it has all the same characteristics of policing a small town. When you add to this the more than 27 million passengers and other transients that travel through this relatively small area every year, some unique policing challenges are presented.

Airport Division officers have recognized the importance of becoming part of the aviation community and as a result are a highly integrated part of the airport operation. Much of the uniform policing at P.I.A. is performed by foot patrol officers within the three sprawling terminals, this allows for constant and close liaison with the public.

Officers assigned to the Airport Division are usually pleasantly surprised at the diversity of responsibilities and the opportunities for community liaison here. Many have found that most officers once assigned and settled in for a tour at this division either "like it" or "love it", and many thrive in this unique environment.

"Working at the airport has given me a unique perspective on community policing and also allowed me to get involved in specialized training," said Cst. Steven Greenwell, a member of the Divisional Emergency Response Team.

Training

Although most officers assigned to P.I.A. have at least five years service, it was recognized that airport policing and the operations of an airport are unique, therefore, an orientation course along with ongoing airport specific training is conducted. Officers are primed on aviation terminology, aviation specific legis-

lation such as the Aeronautics Act and the various regulations that deal with aviation security and safety.

Much time is spent on familiarization of operational procedures in and around the run ways, taxiways and aprons. This includes certification to operate aeronautical radios and special licensing to drive in the "Movement Areas" of the airport, among the aircraft and various other airport users.

Working at the airport also means close liaison with more than 20 other enforcement agencies, more than 60 diverse domestic and international airlines and familiarization with the various handling agents and security firms.

On analysis, it was also noted that airport division officers are frequently called upon to deal with assaultive, intoxicated or threatening individuals in the confines of an aircraft and it was recognized that not all regular use of force options may be as readily useful in this kind of environment. A special training program was developed by Peel's Training Bureau, which refined and offered alternative tactics. These "on board" tactics are constantly being reviewed and further enhanced.

Uniform Patrol

Uniform patrol makes up the majority of police activity at the Airport Division and is

done mostly by foot patrol within the terminals, many officers have been known to walk up to 18 kilometres in one shift.

In addition, several uniform mobile patrol units are able to quickly respond within the airport's seven square miles of cargo areas, restricted "Airside" areas and networks of public roadways. Generally, the most common types of calls involve thefts, (pickpockets and distraction thefts), disturbances and unruly people in lounges, public areas or on board aircraft.

One of the unique complications of dealing with incidents at an international airport is that often the victim, witnesses and accused are in transit and may live in another province or another country, this frequently makes for interesting court preparation.

For the public the airport can be a confusing and busy place where travellers are often disoriented and overloaded. It's huge parking structures are filled with expensive cars left for days or weeks at a time and it's cargo areas handle huge quantities of high value freight.

All of these factors make the airport an obvious target for thieves and the Airport Division has made these areas of concern a priority, with positive results. Uniform officers also

continued page 9

Familiarization Flight Program - A unique partnership Canadian Airlines International and Peel Regional Police

It was recognized that, however unlikely, the possibility of an armed threat to the security of an aircraft or airport facility is always present.

The resolution of this type of hostile incident will require not just training, skill and knowledge but a special team effort from all involved. Should a hostile aircraft incident occur it is imperative that E.R.T. officers have a good understanding of what's happening on the flight deck and the many responsibilities and activities that the flight crew endures.

It was also recognized that officers should have a good working knowledge of the systems available to communicate with the pilot, once the aircraft is on the ground.

This fact was highlighted during an incident in 1998 when a male party, claiming to have a bomb, ran through security and burst into the cockpit of a large passenger aircraft at Terminal One. With the assistance of the flight crew, this particular incident was resolved quickly by Airport Division officers, without injury.

To help accomplish this high level of preparedness a very progressive and unique familiarization flight program has been established with the assistance of Canadian Airlines.

This component of the E.R.T. training



program involves officers, in plain clothes, accompanying flights as an observer on the flight deck. This allows the officer to interact with the crew and observe the activities and procedures of a flight crew pre flight, in flight and during takeoff and landings.

The program has strengthened the very positive interaction and understanding between Airport Division officer's and the various flight and cabin crew's involved.

Credit for this very successful program must go to Capt. Haydn Acheson, Vice President of Flight Operations and Capt. Matt Sheehy who spearheaded and planned the pilot project in early 1999.

Sheehy, who has promoted many security

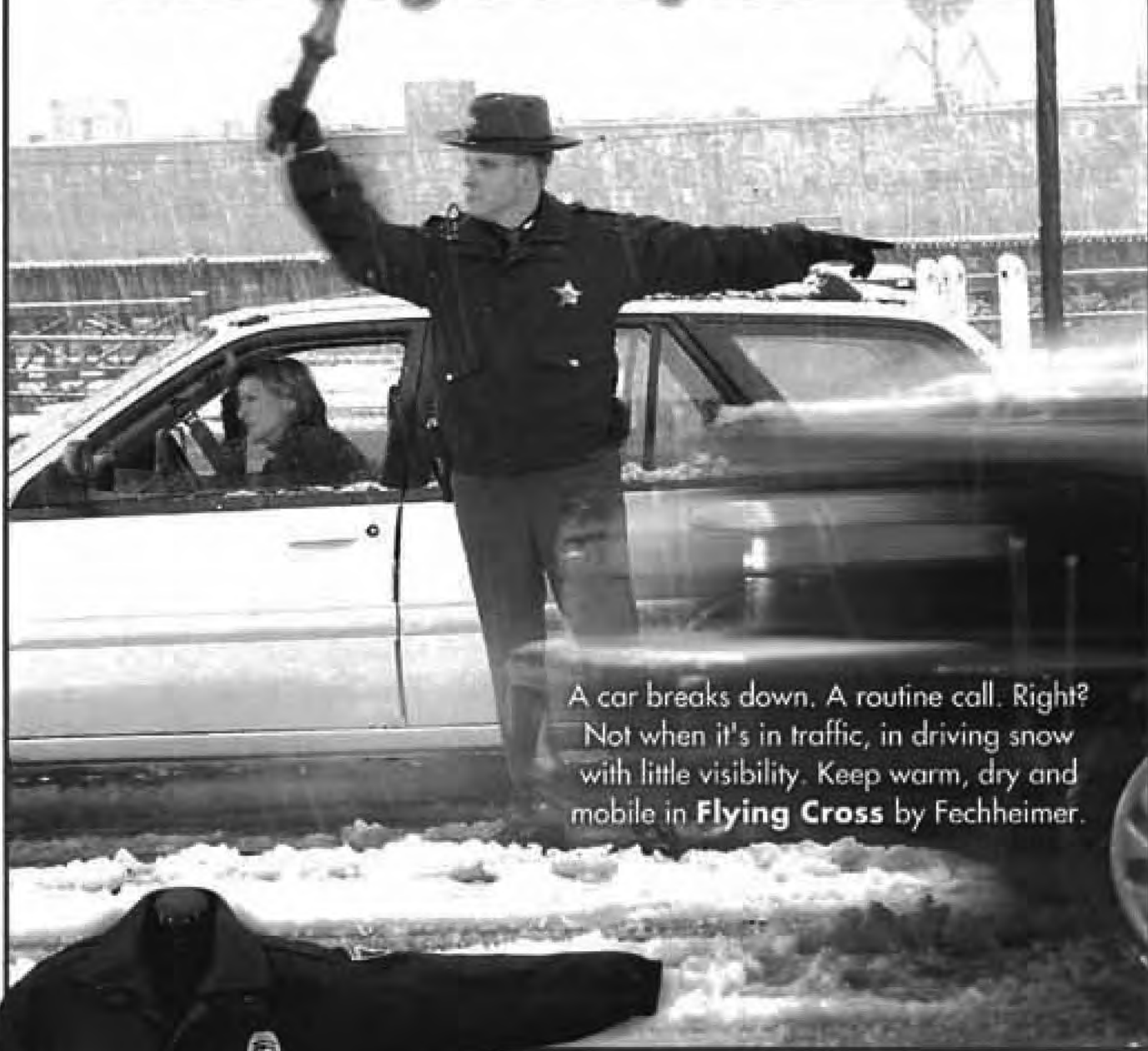
initiatives, is the Airline Pilot Association's International Security Chairman for Canadian Airlines and the first and only air carrier pilot trained by Transport Canada to the Regional Security Inspector standard. He is a member of the Transport Canada working group on the Interference of Crew Members along with representatives from police agencies and other organizations.

I was fortunate to be involved in the planning of this program and also had the opportunity to personally experience the inaugural familiarization flight on Sept. 12, 1999,

sitting in the observer jump seat on the flight deck on a round trip between Toronto and Calgary.

I was surprised at how busy the flight crew become in preparing for the flight and in some ways the business of flying airplanes and police work have more in common than you might think. It's clear that, like police work, a high level of communication, priority coordination and discipline are vital to accomplish a safe and secure flight. There is also a certain intensity, an unspoken reality that at any moment you may be tested to the extreme, knowing that your actions will be closely scrutinized. This is something most police officers can also easily relate to.

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maintain a high level of preparedness in the event of disaster by participating in emergency response exercises on a monthly basis.

One of the ongoing special enforcement initiatives is in the area of "On Board" incidents, sometimes referred to in the popular press as "Air Rage". Many incidents in the past few years have received worldwide public attention like the passenger on an Air Canada flight to the Caribbean who assaulted members of the flight crew and threatened the safety of the aircraft, the flight diverted to Miami where the passenger was offloaded. The culprit was released in Miami with no charges.

Peel's Airport Division was then contacted and an investigation was initiated. The culprit was later located and arrested in Winnipeg and returned to Brampton where he was subsequently sentenced to three months for "Endangering an Aircraft". This type of incident on an aircraft unfortunately happens all too frequently.

Peel Regional Police are concerned about the increase in on board incidents and the increase in severity of these incidents. In response, the Airport Division has formed partnerships with Transport Canada and the airlines to come up with preventative measures, this was backed up with a strict enforcement policy. Peel Police looked at best practices in other jurisdictions like London's Gatwick Airport where this problem was successfully tackled head on. These initiatives have put Pearson International Airport in the forefront in dealing with this issue and the Peel police are recognized internationally as a leader in the area of dealing with airborne crime.

Criminal Investigation Bureau

The Airport Division C.I.B. consists of one detective, nine constables and a crime analyst. They work very closely with the G.T.A.A., the various enforcement agencies, airlines and security representatives throughout the airport community. This close working relationship has resulted in many successful recent investigations:

- Arrest of an organized group of car thieves, based in Montreal, who stole high value cars, which were then exported through Montreal.
- Operation "Airbust", where undercover officers were able to recover property stolen from airline baggage handlers. Over half a million dollars in property recovered in a short period of time and 26 airline handling employees charged.
- The arrest and break up of an organized "Distraction theft" ring which is based in South America and operated throughout North America.
- Close communication with many of the investigative units at other international airports worldwide.

Emergency Response Unit (E.R.T.)

It is acknowledged that Pearson International Airport is the convergence of many international airlines and travellers from all over the world. Very often high level officials, celebrities or sometimes even infamous people pass through, all attracting their own level of activity or threat. As a result the airport could



Peel Regional Police Cst. Mike Emory, Canadian Airlines Passenger Agent Loretta Pasqualini and Canadian Airlines Capt. Matt Sheehy pause to take in the sights at Pearson's Terminal 3.

be considered as a higher than ordinary target for crime, terrorism or threat.

Recognizing this, Peel Regional Police with the assistance of the Greater Toronto Airports Authority have developed an Emergency Response Team (E.R.T.) which is highly trained and equipped to deal with any incidents at the airport requiring armed containment, especially hostile incidents involving aircraft. The team is capable of a quick initial response to deal with armed incidents in the primary stages until further tactical support is in place.

This team is outfitted with the latest tactical equipment and trains at a high level with an emphasis on knowledge of all types of aircraft, from a small Dash 8 all the way to a Boeing 747, along with detailed knowledge of the airport terminal buildings.

There's an outdoor firing range at the airport, which allows for regular firearms training, the major airlines are also very supportive by providing aircraft for training purposes. The team has close liaison with other airport tactical units for the exchange of best training practices.

Conclusion

While policing Pearson International Airport may not be as intense as regular street policing, it does place unique demands on officers to have knowledge and skills peculiar to policing North America's fourth busiest international gateway.

What's the most challenging aspect of ef

fectively policing an airport the size of Pearson International Airport? The immeasurable amount of cooperation required between so many differing agencies. It's a challenge that Peel Regional Police officers have successfully met and continually strive to improve.

Malcolm Bow is a Sergeant with the Peel Regional Police, he is responsible for Emergency Planning, Special Events and Training at the Peel Regional Police Airport Division.

STATS & FACTS

Source: Stats Canada - Juristat

The Municipality of Peel Region, with a population of 886,400 people, is located in the Province of Ontario.

The Peel Regional Police Service consists of 1,043 officers (929 male and 114 female) and 465 civilian and support staff for a total of 1,508 members. The police to population ratio is 850 citizens for each officer. The police budget for 1997 was around \$128 million. This figure breaks down to a per capita cost of \$144.

The Peel Regional Police reported that on average each officer in the agency investigates 41 Criminal Code incidents each year. The total number of Criminal Code offences recorded with the police service was 42,867 during the year 1997. The police service reported a 37 per cent clearance rate on property crimes and a 83 per cent clearance rate on crimes of violence. Overall there was a 14 per cent decrease in crime over the previous year.



by Dave Brown

FIREARMS

Maintain control of your sidearm!

Part One: Understanding holster firearm retention capabilities

I am an officer with a large police service and I have a health and safety concern which I am attempting to have recognized by my department. We are currently issued a semi-automatic pistol and a Level II holster. I have noticed that many other departments are issuing a Level III holster, such as the Safariland 070 SS-III. I believe that the Level III holster is a better product, based on my limited information. When I raised my concerns I was given what I believed to be a bunch of lame answers as to why we didn't use the Level III holster. I am seeking any information to assist me in determining if indeed this product is better. I would like to ask for help from you, your staff and the readers of Blue Line Magazine.

Name withheld by editor

This reader has raised some interesting points and for the sake of brevity the full context of his letter to *Blue Line* has been cut back.

We would all like to believe that police administrators wouldn't wilfully equip officers with tools not up to the task, and it is understood that new equipment acquisitions must necessarily balance cost and capability. Even the most progressive department must justify their selection.

There is little argument that the modern holster described as a "level III" or "triple retention" is more secure than those without such a designation. The question is whether the higher level of security is worth the extra cost in terms of the draw speed, the additional training required and the dollar costs this would incur. In an exclusive three part series on holsters and holster retention, *Blue Line Magazine* would like to shed some light on the topic and perhaps challenge a few people to reconsider their positions.



The Three Levels of Retention

The concept of retention levels was first commonly used by Safariland Ltd. to describe the security features of their various duty holsters. (Safariland now considers the terms "Level I Retention," "Level II Retention" and "Level III Retention" to be their own Service Marks.) Other duty holsters are similarly described as single, double or triple retention systems.

Just as there is no agreement among manufacturers as to what constitutes an adequate level of security, there is also no standardization in the terms used to describe the retention level. Some companies consider any mechanism that prevents the gun from falling out of the holster during vigorous movement to be a separate level. Simply adding tensioning devices may have been sorely needed back in the

days when Canada's national icon were equipped with what were referred to as the "widow maker" flap holsters. This holster seemed to be a particularly deadly compromise for street officers. You could not get your gun out of it quickly and, at the same time, it had an embarrassing tendency to unceremoniously dump your gun out onto the ground with even the slightest physical activity.

Today, a more effective level of security should be considered to be a design feature that prevents or resists the gun from being snatched away by an assailant. In other words, if a retention device cannot withstand a fairly hefty yank, it should not be considered adequate.

A single retention holster typically consists of a thumbsnap strap across the back of the firearm. This one level of protection is insufficient for uniformed law enforcement officers and should only be issued to undercover or plainclothes officers.

Even then, manufacturers have recently come out with some very good double and triple retention undercover holsters.

A double retention holster will have two redundant levels of protection. An example of a double system is the revolver holster previously issued by the R.C.M.P. prior to the acquisition of their semiautomatics. The double retention holster will usually have a thumbsnap on top and another fixed strap passing behind the trigger guard to prevent a gun grab from the rear. The necessary draw motion is a rock forward and then pull upward. Several manufacturers such as Safariland also make level II holsters for semiautomatics which utilize a thumbsnap and then a specific rotation to draw the gun.

Double retention holsters may be (barely) adequate for officers who are not expected to routinely wrestle around on the ground. In other words, for the majority of police officers in Canada doing that type of activity on a daily basis, only a triple retention holster should be considered.

The triple retention holster has three redundant safety mechanisms which all prevent the gun from being snatched away. One example is the most commonly issued holster in Canada, the Safariland Model 070. It uses a thumbsnap, a second hidden rear snap and a trigger guard locking device that requires a rotation movement to release the gun.

Even with any two out of three of these retention devices defeated, the holster will still lock the gun in place with a resistance nearly equal to the weight of an officer. This provides an obvious margin of safety up to and including an unconscious officer.

Another maker of duty holsters is Gould & Goodrich Ltd. who bought the holster line

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from Smith & Wesson. Their new Galaxy model features a top thumbsnap, a hidden rear snap and a trigger guard retention device that also requires a rotation of the gun to release. Michael's of Oregon also make a line of nylon holsters under the "Uncle Mike's" brand name. Their PRO 3 duty holster has a trigger guard cam mechanism similar to the Gould & Goodrich. With either of the above two holsters, an officer could virtually be picked up by their gun without it releasing. If the bad guy does not know how the rotation motion works, they are about as likely to break the trigger guard off as get the sidearm out of the holster.

The Critical Difference

The hazards of the job are obvious. In this country there are over 5000 police officers physically assaulted every year. In the years 1980 to 1995 there were 42 officers murdered in Canada in the line of duty. Of those officers who died, 14% of them were disarmed and killed with their own guns. In over 40% of the murders, there were multiple offenders involved.

Although the above murders took place before the wholesale shift to semiautomatics, it is still significant that every officer who was disarmed and subsequently killed was carrying a revolver in the older style holsters of the time.

A typical situation took place in Quebec in 1986. Constable Robert Baril, a 42 year old of ficer with the Montreal Urban Community Police, was chasing the occupants of a stolen vehicle after a hit and run. He caught the driver on a flight of stairs and was attempting to handcuff the suspect when he was pushed down the

stairs. The suspect grabbed the officer's service revolver out of his holster and shot him with it several times.

Constable Baril had been on the force for 22 years when he died.

The Advantage of High Retention

The biggest single advantage of a modern high retention holster has nothing to do with mechanics or the rated protection level. It is the advantage of greater confidence.

Officers that have confidence in the security of their holsters can concentrate more on their jobs and less on whether they are going to lose their gun in a bar fight. They can run after a suspect without worrying that their gun will end up lost under someone's back fence. If they do get into a struggle, their energy can be expended on subduing the assailant instead of protecting their sidearm. A good holster helps to keep the mind focused on the task at hand.

Officers that have confidence in their holster and their ability to draw the firearm quickly and smoothly in an emergency are less inclined to have the gun in their hand before it is needed or justified. This lessens the possibility of an accident or a negligent discharge.

To be effective as a proper tool, a high retention holster does demand more initial training and regular familiarization to become proficient. Safariland even suggests that officers should not use the holster on the street until they have practised a minimum of 100 draws from various positions. Their standard for an acceptable draw time is under two seconds, in

(Continued...)

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cluding a surprise reaction time.

Some arguments against the high retention holsters have been based on the increased time of the draw. It may be slower to release two snaps instead of one but it does not stand to reason that the time will be significantly slower when you consider that both snaps are released at one time.

The selection of critical equipment such as holsters must be based on systematic evaluations. For example, the Glock Training Division trains police instructors across North America. Their experience with electronic timers has shown that the level III holster is an average of .2 to .5 seconds slower on the draw than a level II. This is a far cry from the 2 to 3 seconds slower that some would have us believe.

For further proof, look at the Canadian Police Combat Association Duty Pistol competitions. In this event, officers use their issue gun and holster. Most top competitors use a level III holster and the shooting is fast. For example, at the five meter line, shooters must draw and fire three rounds in three seconds. Top shooters are scoring x rings every time at this distance. Another stage requires a draw, fire three rounds, reload and fire three more rounds. This is all done in eight seconds, including the reload. The best competitors still hit the x ring every time!

Think on the last time that an officer in Canada was in a shoot out where half a second made the difference between winning and losing. A fast draw would probably have saved few, if any, of those 42 officers. Now consider that during the same 16 year period, there were over 90,000 assaults on police officers. And every one of those officers had an exposed gun on their hip.

The Five Stages of Prevention

Although effective in preventing a gun grab, a high retention holster must still be considered a last line of defence. In no case should an assailant ever be allowed to get close enough to even get a hand on an officer's gun. The holster is really only one part of a larger retention system.

Out in the real world, stuff does happen. This is where a layered defence system is needed. Just as there is a continuum of increasing response in the use of force, we can consider that there is a continuum of holster retention. I have arbitrarily broken down various threat levels into five stages of prevention. The correct officer response is then dependant on the stage of the threat.

At **Stage Zero**, the officer is in a perceived

low or no risk situation. Unprepared and unaware, they may as well be unconscious. At no time should officers be lulled into such a benign stage of stupor. Of the 42 officers murdered from 1980 to 1995 in Canada, two of them were killed while behind the desk on detachment duty. Another two were killed when routinely interviewing bicyclists.

At **Stage One**, the officer is in a normal state of preparation. They are relaxed but aware of their surroundings. Effective use of the interview stance will ensure an adequate distance is maintained, even during "routine" conversations.

At **Stage Two**, the officer is in a state of heightened awareness. The proximity of crowds or possible multiple assailants has raised the potential threat level. It is important to prevent contact as much as possible and an officer must be prepared to act physically or verbally to maintain a safe distance. Although they may not yet need to grip the gun, an elbow draped seemingly casually on top of the holster goes a long way to preventing an unexpected gun grab without it being perceived as a threatening gesture to the public.

At **Stage Three**, there is an active move toward the officer. The officer must use physical restraint or intermediate force weapons to defend against an assault. In a Stage Three attack, the high retention holster is most valuable as officers can concentrate on defending themselves from the attack and employing intermediate force without worrying about their sidearm.

At **Stage Four**, an assailant has made a grab for the officer's gun. This is the last and most critical stage for officer survival. At this point, it has turned from an assault against a police officer into a life and death situation. The assailant has somehow managed to penetrate every layer of defence except two in a final surprise attack.

During a Stage Four attack, the officer has only the security of their holster and their ability to employ defensive tactics left. Although the first instinct when an assailant gets their hand on an officer's gun is to desperately try to pry their hand free, this is exactly the wrong reaction. This only succeeds in helping the assailant get the gun out of the holster. The officer must ram their hands down as hard as they can to keep the gun locked in the holster, even if this means ramming the assailant's hands down on top of the gun.

The next step in defending against an attempted gun grab is to bend the knees to lower the center of gravity and then step into the assailant's center of gravity. The last step is to

perform a sudden and violent twist to one side to break the assailant's grip on the gun. If that does not work, a quick and violent reversal of the twist to the other side will usually cause the assailant to land on their back.

The Final Option

So, in answer to the letter above, we can say that high retention holsters are only one part of an important safety issue. If the department is willing to pay the cost and if the officers are willing to commit to the additional practice, they can be an effective tool. Good holsters are ultimately the final line of defence. After all, it must be the sickest feeling in the world to realize that you have just lost your gun and will shortly be staring right down the barrel of it.

Police departments sometimes tend to be monolithic organizations, where evolution is welcomed about as much as the ice age by the dinosaurs. It may seem that change takes place about as fast as an ice age, too. But holsters are an important officer safety issue and most departments in Canada have moved quickly and overwhelmingly in favour of the level III holster. Scientific comparisons and demonstrations have proven that the triple retention holster is, hands down, the best compromise between speed and security.

Next month, in the second of an exclusive three-part series, we explore the state of the art in high retention holsters and provide a hands-on comparison test of some of the best.

In the third part of *Blue Line's* holster series, watch for a photo essay on a simple four-step defensive tactic to break free if an assailant actually gets a hand on your gun.

***Blue Line* welcomes your opinion on this topic. Has your holster ever prevented or contributed to a gun grab? Write us at blueline@blueline.ca.**

Dave Brown is *Blue Line Magazine's* Tactical Firearms Training Editor and training specialist. In his officer and instructor level training courses he admits often having trouble counting beyond four without resorting to his fingers. He thus emphasizes that survival skills should be kept as simple as possible. Dave can be reached by e mail at blueline@blueline.ca.

Canadian Law Enforcement Games

The 1999 Canadian Law Enforcement Games were held in Ottawa between June 23-26. The organizers would like to thank the game's directors, coordinators, volunteers and especially the 500 competitors. Due to their participation and cooperation it can be said that the games were truly successful.

One highlight of the games was the *Blue Line Magazine* awards presentation that took place in the Centre Block of Parliament. This award was presented to the 1998 Overall Agency Winners,

- 1st Toronto Police Service,
- 2nd Waterloo Regional Police Service
- 3rd York Regional Police Service

The Ontario Law Enforcement Athletic Association also presented a sum of \$2500 to the Canadian Muscular Dystrophy Association and MADD to help them in helping others.

Quick Facts about the 1999 games

- 503 total competitors
- 482 total medals
- 11 federal agencies
- 15 provincial police agencies
- 12 provincial correction agencies
- 5 provinces P.E.I., NB, NS, QC, MN
- 4 US States



The 2000 Canadian Law Enforcement Games are scheduled for Ottawa and the dates will be May 30th to June 3rd.

For further details on registration and venue you may write to:

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London Police go on a "souvenir" hunt

Three-day Explosives Amnesty Program huge success

by Lino Prelazzi



On October 25, 26, and 27th 1999, the London Police Service conducted its first Explosives Amnesty initiative. Forty two military items, 27 commercial items, and 27 firearms were turned over to police in this three day period. This initiative was

received well by both the media and the public. While many of the military items could be confirmed as inert, there were some items that could not.

The city of London, Ontario is home to 330,000 residents. For years, the city was also home to a military base CFB Wolsley now closed. Numerous veterans settled in London over the years, with many of these veterans having a "souvenir" of time served. Over the years, the London Police Service has had to deal with both live and inert "souvenirs" as they turned up at unexpected times in unexpected places.

Further, from time to time, a citizen came forward with a commercial explosive "find" that they wished to turn over.

The initiative was launched with the Chief of Police appearing on a community talk show promoting and endorsing the program. Posters and pamphlets were placed at various locations throughout the city (armouries, army/navy clubs, legions, Veterans Affairs offices, Canadian Commissionaires Corps. offices, post of fices, MTO branches, the court building, the Federal building, City Hall, LCBO outlets, and several large corporate buildings). The information was added to the London Police Web page, and the local cable company's community bulletin board.

Auxiliary police officers manned information desks at several malls in the city with posters, pamphlets, and photos of actual explosive items discovered in London in the recent past.

The local media was utilized through television, radio, and newspaper. Keeping the media updated through the three day period with the numbers and types of items surrendered fuelled even more coverage.

Implementation

The number one statement in every media message released about the amnesty concerned safety. It was stressed over and over again that old or improperly stored explosives could deteriorate, and become extremely unsafe and unstable. The message to the public was to not touch, move, or transport these items. The public was asked to call a specific phone number and Explosives Disposal officers would attend their location, assess the items and take the appropriate action.

Media releases also stressed that no items would be accepted at the police headquarters building amnesty was withdrawn for anyone who carried explosives into the building. Posters were also placed at the entrance to the head



quarters building warning that no explosives were allowed to be brought into the building. Due to the effective communication of this message there were no incidents of this nature. It was also stressed that the items had to be surrendered directly to our technicians amnesty was with drawn for anyone who abandoned an item in a public place and called us to go out and pick it up. This was for the safety of the public and our technicians with concerns toward such activities as booby traps.

Results
The majority of items surrendered were military. Most were inert. However, there were several items that could not be confirmed inert. These were handled by military E.O.D. of ficers who attended from Canadian Forces Base Borden near Barrie, Ontario.

Eighteen grenades were turned over. Most had the authentic "red X's" marked on them which denoted them as live! Located under different circumstances, these grenades would have caused serious measures to be taken. One inherent asset of the program was having the owner present to relate the history of the item to our officers. Learning that an item was a souvenir taken from a munitions factory when it



closed, and that both the base and filler plug had been removed several times over the years confirming that the grenade had no filler, was invaluable information that is rarely available when these items surface under different circumstances.

Although firearms were never mentioned in the media campaign, we were surprised to have 27 firearms (six of which were handguns) surrendered. In total, our unit received 92 calls for service. Firearms and ammunition pick ups were redirected to our uniformed section. Sixty nine explosives/ordnances were surrendered. For the three day period, we had four E.D.U. technicians working (two on day shift, two on afternoons). The military attended twice making numerous collections each day of their attendance.

Overall, the program was a success. It was a very inexpensive program to initiate, and the results speak for themselves.

Any agency that may be considering this initiative may contact: Sgt. Lino Prelazzi
Phone: (519) 661 5645 Fax: (519) 661 6494

So what was the catch?

Some of the statistics for the London Police three day project was quite impressive.

Total of 92 calls to the Explosive Disposal Unit office.

A total of 42 military items were surrendered including:

- 9 Artillery Projectiles (five were left at the residence after initial assessment by their officers as they could not be deemed inert. After Military attendance, four still could not be determined to be inert explosive filler may have been contained and was removed by the Military.)
- 4 Mortars (after initial attendance by their officers, two could not be deemed inert. After Military attendance, these two still could not be determined to be inert, and were removed by Military.)
- 18 Grenades (17 inert one was believed to contain explosive filler, and was removed by the Military.)
- 1 WWI Anti Tank Round inert
- 3 Aerial Bombs unable to determine if one contained explosive filler.
- 6 Ship to ship Line Launch Rockets all live.
- 1 Smoke grenade live
- Commercial Explosives: A total of 27 commercial items surrendered
- 11 Railway torpedoes all live
- 5 containers of black gun powder
- 15 Flares

Other items surrendered:

- 46 Ammunition pick ups (many calls were made directly to radio dispatcher so number is higher)
- 27 Firearms (6 handguns, 12 rifles, 9 shot guns)

A LOOK BACK
BLUE LINE NEWS WEEK
25 April 1997

VICTORIA (CP) An apparent attempt at a good deed could have blown up in the face of staff at the Victoria West Community Police Station.

The neighbourhood was evacuated after a middle aged man wanting to dispose of some dynamite left a bag of the explosive with a volunteer staffing the station.

"It appeared he just wanted to get rid of it. There was no implied threat," said Sgt. Lorette Hickling.

"Unfortunately, he left without providing any information about where the dynamite was from or what else was in the bag or anything like that."

The bomb disposal unit from the Department of National Defence was called in, traffic was diverted and buildings within a 90 metre radius were evacuated.

One officer speculated that the man who dropped off the dynamite was responding to this week's announcement of a firearms amnesty by the provincial government.

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by Tom Rataj

TECHNOLOGY

POWERCASE solves serial sexual assault case

This powerful software package, was recently credited with helping to identify a suspect in a three-month long string of night-time break-ins and sexual assaults.



This powerful software package, was recently credited with helping to identify a suspect in a three month long string of night time break ins and sexual assaults.

A relatively small area of Toronto's east ern suburb of Scarborough was terrorized from July through late September last year, by a sus pect who broke into 12 homes during the early hours of the morning, sexually assaulting eight women while they slept.

All the traditional investigative techniques and resources were dedicated to the case, which was spearheaded by the Toronto Police Sexual Assault Squad. Large quantities of information were collected during the course of the inves tigation, and much of it was transferred to a unique investigative software package known as PowerCase.

It is produced specifically for the law en forcement community by Harlequin Intelli gence, the UK based software company re sponsible for Watson, a major investigation software package that has been in use world wide since 1986.

In essence, PowerCase is an information management system that helps to structure, re search and analyse information collected dur ing the course of an investigation. Without com promising an investigator's intuition, this pack age is designed to help maintain rigorous dis cipline from the beginning of an investigation until it unfolds in court.

PowerCase is sold in tandem with Watson,

and integrates with it to provide a complete system for managing an investigation and pro viding vital intelligence about it. The key fea tures of PowerCase include; action, task, and document management, PowerIndexing, auto matic research, and final report creation.

While not mentioned by name in the post arrest news conference, a "software package" was credited with providing a major break through in the case.

Along with PowerCase, Harlequin Intelli gence also produces Watson 4, Watson Map ping, and Watson Pro. A free 30 day trial ver

sion of Watson, known as Elementary Watson, is available by down loading from Harlequin's web site at: <http://www.harlequin.co.uk/prod ucts/hints/index.html>. This site also provides a number of case studies where the Watson line and PowerCase have been used successfully in a wide range of investigations.

Harlequin Intelligence is a multinational company that was acquired by Global Graph ics SA this past July. It continues to develop and produce the Watson line of software, as well an array of digital printing and publishing technologies and software tools.

Community Policing Management Program

by Scott Bleecker

Community Policing Management Pro gram 2000 (CPMP) will be hosted at Queen's University from April 16 to 19, 2000 and is a unique three day continuing education and training program intended to provide police managers and community leaders with the prac tical skills and knowledge needed to develop and maintain effective police community prob lem solving partnerships.

The theme for the 2000 program is "Bridg ing the Gap Resolving Differences within Communities." This year's program will in clude case studies workshops and speakers based on feedback from the highly successful 1999 sessions.

Students who successfully complete the program will receive a certificate from the School of Business at Queen's University.

At the conclusion of the program, attendees will be able to develop community problem solving initiatives that will positively impact on community safety, security and well being.

Since the program's inception, the theme has changed yearly. For CPMP 1997, it was "Providing Police and Community Leaders with the Practical Skills and Knowledge needed to Implement Community Policing". CPMP 1998 focused on "Prevention of Victimization" and for 1999 it was "Partners in Problem Solv ing for Safer Communities".

CPMP programs are offered in cooperation with:

- Professor Frank Collom, School of Business, Queen's University
- Canadian Police College
- The Ontario Ministry of the Solicitor Gen eral & the Partners Against Crime Initiative
- The Police Leadership Forum
- The Social Planning Council of Kingston and Area
- The Southeastern Ontario District Health Council
- Ontario Police College
- Municipal, Provincial and Federal Police Services

The Community Police Management Pro gram was founded on the principle that police and community need to learn about commu nity policing side by side in the same environ ment. To facilitate this, CPMP organizers en sure that 50 per cent of registrants are commu nity representatives.

For the best learning experience members of police services and community members inter ested in attending CPMP 2000 are encouraged to partner with one another and apply jointly.

This program will be of interest to individu als and organizations from both the police and community, police managers, both sworn and civilian, as well as community leaders. The sessions will be most relevant to those with middle management responsibilities, however police service employees of all ranks includ ing front line officers and chiefs of police are welcome to apply.

Members of community policing commit tees, social service agencies and others con cerned about community safety and security.

The police registration fee of \$895 is in clusive of tuition, meals, accommodations and materials. Registration fees for community members are highly subsidized.

To register or request more information contact the CPMP 2000 Registrar Constable Jim Lawson, Toronto Police, at 416 808 7760.

To ensure the best learning environment registration is limited to 50 persons 25 Non police community representative and 25 police service employees.

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Investigator Says Internet Invaluable Tracking Tool

Simple searches on the Internet are aiding the investigation of economic crime, says John Pyrik, chief instructor of the Internet for Investigations course at the Forensic Science Technology Program at the British Columbia Institute of Technology. Investigators are using commercial and free databases, special searching software, and methods of electronic disguise to keep the investigation secret from those suspects under investigation. The course has a Web site that is filled with links and information to be used by investigators looking for information on line. The course is taught to police officers, investigators with government agencies, and private detectives, but the information is also valuable to private industry. However, Pyrik warns business people searching the Internet for information should be cautious about what sources they trust.

Ottawa Citizen (12/06/99) Wilson, Peter

The Hidden Eye

Advances in information gathering technology and ever more powerful PCs promise to save surveillance experts time and money.

Ever smaller and more sensitive CCTV cameras are being developed which can be mounted inconspicuously and can transmit their images to a remote site. Once the images have

been captured, a computer can be used to analyze the data, identify certain events and dub only the relevant portions onto a second tape.

There is also software that is able to recognize images such as a particular car or license plate and can perform database searches.

Tedious and costly hours of watching video or searching through databases are saved by these advances.

More powerful desktop computers have also made image enhancement techniques accessible, and it is not unreasonable to think that a picture which is blurred or an out of focus image might render a recognizable image.

New technology is still held back by the limitations of CCTV and video tape recording, but improvements in digital video image compression, and conversion to ISDN lines or cable modems, could make digital recording cameras a viable alternative.

Because surveillance technology is based on the PC, it is in little danger of becoming obsolete any time soon, and promises to continue to improve rapidly as computing power increases.

International Security Review (11/99) No. 112, P. 17; Hearn, Bryan

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- ✦ Multi-casualty Situations
- ✦ Dealing with the Media

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Calgary	-	May 3 - 5
Edmonton	-	May 8 - 10
Winnipeg	-	May 31 - June 2
Regina	-	June 5 - 7
Vancouver	-	June 21 - 23

To register contact:

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fats





DOUBLE DUTY



Bringing two separate police services together under one chief

by Stephanie Strachan

Earl Johns is literally a chief who wears two hats. When he's not donning one, the other is in the trunk of his car at the ready.

The charismatic 43 year old, a Port Hope, Ont. native, has been the chief of both the Carleton Place and Perth police services since mid May. The towns are located about 20 minutes apart in rural Lanark County, which abuts the Regional Municipality of Ottawa Carleton.

As funding structures and provincial regulations changed in Ontario, smaller police forces started looking for ways to remain viable while providing top notch services. In Lanark County, three small municipal police services could suddenly compete with the OPP for contracts with surrounding townships.

More than a year ago, Perth, Carleton Place and Smiths Falls police services examined amalgamation. The towns have similar populations and demographics. While a county force has not yet evolved, some services are shared.

Meanwhile, Perth took an unprecedented step and, faced with the imminent retirement of long serving Chief Ace Halladay, decided to contract Johns' services from Carleton Place on a permanent basis.

Johns answers to two boards and the two services run completely separately. The only common ground is the chief. They have distinct uniforms (hence Johns' wardrobe concerns), and they do not share staffing, although that option exists.

"In this day and age if you're going to stay in business you have to be visionary," Johns says. "There is a risk to this but it is a calculated risk.

"I don't think for a moment we can believe we will continue to have four forces (in Lanark County) to police 60,000 people during the year and 80,000 seasonally."

When Johns replaced Ray MacIsaac as Carleton Place chief in 1993, trends were turning toward contracting rather than hiring a chief for life. He has a 12 year contract with Carleton Place, and a three year one with Perth, with a further two year option.

Heading up two police forces keeps Johns busy. "Everything has doubled for me except one element," he says with a laugh, referring to salary. He oversees 12 officers in Perth and 15 in Carleton Place plus a dispatch centre in



each town.

Because it was a first, the move needed and received affirmation from Ontario's solicitor general's office, explains David Nephin, Carleton Place Police Services Board chair. "We are the only one in Ontario where this has occurred (on a permanent basis)...and I don't anticipate we will be the last."

It also earned a nod from the Ontario Civilian Commission on Policing, Johns adds.

By not proceeding with the expensive process of finding a new full time chief, there was a financial savings for Perth.

"It is an opportunity for the Perth Police Services Board to see if it would be successful with a half time contract or if we need a full time chief," says Perth Mayor Lana March, who chairs the board. "At this point in time it's working very well."

She gives some credit for the success to the fact the Perth force moved into a brand new facility at the same time as Johns came on board.

"There is a renewed enthusiasm for policing," she said. "It was just the right time for both of those things to happen. Everyone had to find his or her way around. Earl was able to introduce new ideas easier."

Johns agrees, and is also quick to credit the work of his predecessor, Ace Halladay. "It is certainly a great honour for me to take over for the longest serving police chief in Ontario."

While the Carleton Place and Perth boards have not officially met to analyse the new system, Nephin agrees it seems to be a success, and says he can see the contract becoming long term.

The adjustment from having Johns' full attention in Carleton Place to sharing him with Perth has gone well, he says. "From our stand point we have a fully dedicated group of officers, sergeants and an inspector who seem to be able to step in."

"There has been adjustment for everybody, including senior management staff," Johns says. "They're fielding a lot of front line information." He says the inspector positions in each town have been his right arm. "They're keeping the ship running."

Despite the cooperation between the two forces, there remains some territorial pride. "I can't do anything in isolation," Johns says. "It has to be seen as fair treatment in both police services."

Johns says when the shared chief idea was developing, Carleton Place officers asked, "What's in it for us?" He points to sharing information, a combined auxiliary program and planned restructuring in the communications departments. Currently, the only communication link between the two forces is the provincial common channel. The goal is to keep both relatively new stations open, Johns says.

Both boards see the move as a way to address new provincial adequacy standards.

"This is the only way to compete," March says. "Our own police force still provides very good service and we're not prepared to change that."

Nephin says it's a big job for a small service to cover all the bases on its own. "We use each other's expertise."

Combining Perth and Carleton Place's forces could also mean stiffer competition with the OPP for contracts.

"If we do this project well, we are very marketable for areas in between (the two towns)," Johns says.

He stresses no service can operate in isolation, but now a major case management team can be put together between the two municipal forces, sharing operational services.

For services Carleton Place and Perth can not provide, OPP and Ottawa Carleton Regional Police are just down the road. "It doesn't make economical sense for us to provide some of those services, such as canine and tactical,"



STATS & FACTS

Source: Stats Canada - Juristat

The Town of **Carleton Place**, with a population of 9,000 people, is located in the Province of Ontario.

The Carleton Place Police Service consists of 14 officers (13 male and 1 female) and 7 civilian and support staff for a total of 21 members. The police to population ratio is 643 citizens for each officer. The police budget for 1997 was around \$1.5 million. This figure breaks down to a per capita cost of \$167.

The Carleton Place Police reported that on average each officer in the agency investigates 79 Criminal Code incidents each year. The total number of Criminal Code offences recorded with the police service was 1,103 during the year 1997. The police service reported a 34 per cent clearance rate on property crimes and a 90 per cent clearance rate on crimes of violence. Overall there was a 12 per cent increase in crime over the previous year.

STATS & FACTS

Source: Stats Canada - Juristat

The Town of **Perth**, with a population of 6,200 people, is located in the Province of Ontario.

The Perth Police Service consists of 12 officers (10 male and 2 female) and 3 civilian and support staff for a total of 15 members. The police to population ratio is 517 citizens for each officer. The police budget for 1997 was around \$1.2 million. This figure breaks down to a per capita cost of \$201.

The Perth Police reported that on average each officer in the agency investigates 63 Criminal Code incidents each year. The total number of Criminal Code offences recorded with the police service was 759 during the year 1997. The police service reported a 35 per cent clearance rate on property crimes and a 72 per cent clearance rate on crimes of violence. Overall there was a 19 per cent decrease in crime over the previous year.

Johns says.

Besides, everyone backs each other up. "Where the rubber hits the road, (costing is sales) haven't affected front line policing."

With one manager overseeing two forces, there are cost savings. Purchasing power doubles. One officer can receive specialized training to cover both forces instead of one.

While the two towns are quite similar, there are some specific demographic differences that mean a variance in policing styles.

Perth is a retirement town of 6,000, which balloons in the summer with tourists and

cottagers. Johns says Perth's higher senior demographic means officers deal with more frauds and scams, for example.

Carleton Place is a fast growing bedroom community of about 10,000 people located only minutes from Ottawa Carleton. It attracts more families and has double the number of people under age 19. They're also "12 and 12s," Johns explains. They are in the city for 12 hours and home for 12, which can mean a less rooted

community.

Community policing is key in both towns, and Johns says this is one of the aspects that attracted him to the job.

"This is a gift to be where I am today. I am so far from where I started," he says.

"I still have that contact with the people and they can still walk in the front door and ask to see the chief. If I'm here I'll take the time to talk to them."

Halladay retires after almost three decades in top cop job

by Stephanie Strachan



Hailed the longest serving police chief in Ontario, if not Canada, Ace Halladay is embarking on the next phase of his remarkable life retirement.

Halladay, 64, held the top cop post in Perth, Ont. for 28 years. A champion of community policing, he was highly regarded by his peers and by the public.

Born and raised in the nearby Smiths Falls area, Halladay worked in factories and with the CPR after graduating from high school. He applied to Perth OPP in 1957, was hired and was posted in Cochrane.

In 1958 he joined the Elliot Lake, Ont. municipal force and worked with the morality squad and undercover as a miner, eventually becoming sergeant.

While his family was still young, he briefly left policing to join the town's fine art school as associate director a dream job.

"I think it was really helpful because I could see policing from a different perspective."

Halladay's arrival in Perth was a fluke. He applied for the chief's position after a friend mentioned it was open. He was hired in October 1971 at 35. "I had mixed feelings about getting back into policing," he says. "If you've been a cop there's a natural pull to it."

He thought he would stay only five years. That was 28 years ago.

Back then, Perth's force had eight officers,

including himself. Now there is almost double that number and budgets have ballooned.

While officers still beat the bushes to solve crimes, Halladay notes new technology allows them to more thoroughly investigate crime scenes.

"Police can only be as good as the community wants them to be. They see things happen...if (police) don't have the public support, they won't solve a thing, therefore it's a less safe and less friendly community."

Over the years, legislative changes have meant police are as much social workers as they

are law enforcers, Halladay says. "Without meaning it, provincial and federal politicians have changed things, making the system more cumbersome," he says. "It looks good on paper, but does it work?"

One constant is the importance of community policing. Halladay has left his mark, organizing a myriad of local events over the years, particularly for young people. Most recently he was the driving force behind an "online interactive mystery" on the Perth Police Services website.

Halladay says he enjoyed organizing such events, adding it increased the approachability



Chief (Ret.) Ace Halladay

of the police. It also led to a seat on a provincial committee, through the Ministry of the Solicitor General, to start community policing initiatives in the 1980s.

One of Halladay's last grand gestures as chief was to step aside when Perth's new police fire facility opened last May. Despite his pride in the new building and his role in bringing it to fruition, he remained at his town hall office as deputy chief until he retired late last year. He reported to the new boss, Chief Earl Johns, about the feasibility of combining the communication centres for Perth

and Carleton Place.

He was heralded by his peers at a retirement party last fall. Ottawa Carleton Regional Police Chief Brian Ford said Halladay was highly respected across the province, at all levels of policing. "He is a chief with distinction."

As for retirement, Halladay isn't ready to simply do nothing. He may take on some part time work; he is active in his church and plans to volunteer in the community. Currently, however, he is enjoying spending some time with his wife, Dale.

"It just can't get much better than this!" he says.

Your Face or Mine? Ask a Computer

Facial recognition technology is fast becoming a reality. The technology works by scanning a person's face and attempting to match it with a computerized database. That database can be filled with drivers license holders, welfare applicants, or known criminals.

For example, the Newham neighbourhood of London, England, has over 200 video cameras on its streets, scanning faces for known criminals whose faces are recorded in a data base.

The technology is currently being used

most often as a fraud deterrent. West Virginia recently began using it to make sure people were not trying to obtain drivers licenses under other peoples' names, and Boston has begun taking pictures of new welfare applicants and comparing them to those already in the welfare database, to ensure that an applicant is not trying to collect twice as many benefits as he/she is entitled to.

The technology may also be increasingly used to ease border crossings and security checkpoints through airports, as well as to pick

out known terrorists and troublemakers from large groups of people.

However, privacy advocates have expressed unease with the technology, making comparisons to George Orwell's "1984". Companies currently selling facial recognition technology are Visionics, Miros Corp., and Viisage Technology.

Wall Street Journal (12/07/99) P. B1;

Bulkeley, William M

Tennessee: Nashville

Tennessee police are trying out a device known as a Voice Response Translator, which translates English words into phrases in Spanish and numerous additional languages. Authorities hope the translator will replace the hand drawn pictures and hand signs currently used to communicate with crime victims and suspects who do not speak English.

USA Today (12/02/99) P. 8A

Counterfeit Money now the work of computers; Arrests involving ink-jet technology up

Despite the Treasury Department's redesigning the \$100, \$50, and \$20 bills, with their colour shifting ink, micro printed words, and watermarks, counterfeiters are turning out false bills by using home computers and ink jet printers.

The Secret Service, which was originally created to combat counterfeiting, reports that there were 1,856 arrests in U.S. counterfeiting cases in 1995, compared to 3,466 arrests this year, with 2,842 of these having ink jet printers involved.

Secret Service agent Patrick Sullivan says that counterfeiting used to take a great deal of skill, but no longer. It is no threat to the U.S. economy; the service says that there is \$500 billion in circulation around the world, and only \$139 million of it is counterfeit. However, the service does take it very seriously.

Sullivan says that passing fake bills even accidentally is a felony that can mean fifteen years in prison. Assistant Special agent Richard C. Wadsworth says that Americans do not pay enough attention to the bills they use, making it easier for counterfeiters. Some of the more notable flaws of counterfeit bills include an overly smooth texture, lack of detail in the portraits, printed security threads instead of embedded ones, and watermarks without detail. Counterfeiters typically pass fake bills to retailers, and the larger ones are deposited in banks. Bank tellers are probably the best at detecting fake money, aside from Treasury Department employees.

San Diego Union-Tribune (12/02/99) P. A-1; Autman, Samuel



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Defining criminal harassment

R v. Kosikar (1999)

by Gino Arcaro

The Ontario Court of Appeal, in R v. Kosikar (1999), recently provided valuable guidelines regarding investigations and prosecutions of criminal harassment. Section 264(1) CC creates the offence of criminal harassment: "No person shall, without lawful authority and knowing that another person is harassed or recklessly as to whether the other person is harassed, engage in conduct referred to in sub section

(2) that causes that other person reasonably, in all the circumstances, to fear for their safety or the safety of anyone known to them.

Section 264(2) CC explains four circumstances that constitute prohibited conduct:

- Repeatedly following from place to place the other person or anyone known to them;
- Repeatedly communicating with, either directly or indirectly, the other person or anyone known to them
- Besetting or watching the dwelling house, or place where the other person, or anyone known to them, resides, works, carries on business or happens to be; or
- Engaging in threatening conduct directed at the other person or any member of their family.

The first two, (a) and (b) require more than a simple incident. The last one, (d), does not clearly specify how many incidents constitute "threatening conduct."

Additionally, the term "harassment" is not defined and what constitutes reasonable fear is not specified. This case provides some answers to these three issues.

Circumstances:

The accused person and complainant, a 33 year old woman, first met 15 years before the incident. The accused had asked her to start a relationship. She made it clear that she was not interested and wanted him to leave her alone.

The accused ignored this and sent her letters, gifts, and once slept by her front door. The complainant moved and changed jobs but the accused persisted by sending more letters and gifts. The theme of the letters was that God had promised her to him, she had no free will, and that her life had been predestined to be with him. The complainant obtained a peace bond and the accused honoured it for its one year period. After the peace bond expired, he began sending more letters. He was convicted of criminal harassment and received three years probation.

After the probation ended, the complainant received one letter. The contents of the letter included his love for her, criticism of her lifestyle, an offer to save her for God, and explicit and aggressive sexual offences. The letter left the complainant very shaky.

The accused was charged with criminal harassment pursuant to section 264(2) (d), that the one letter constituted "threatening conduct" which caused the complainant to reasonably fear for her safety.

The accused was convicted at his trial. The summary conviction appeal court dismissed the accused's appeal. On further appeal, the Ontario Court of Appeal dismissed it for the following reasons:

The contents of the letter without doubt was threatening to the complainant and reasonably caused her to fear for her safety.

There was no doubt that the accused was reckless as to the complainant's reaction to it.

The actus reus of this offence is that the complainant be in a "state of being harassed as a consequence of the prohibited conduct".

Although "harassment" was not defined by Parliament in sec. 264, the courts agree to give this word the following contextual interpretations and definition:

"It must be demonstrated that the prohibited conduct tormented, troubled, worried continually or chronically plagued, bedevilled, and badgered."

Sec. 264(2) (d) says nothing that precludes a simple threatening act from producing this consequence. Repeated acts do not have to be proved under the subsection. A single act, in this case sending one letter is sufficient to convict if the consequence of the single act is that the complainant is being harassed.

The threatening conduct itself does not have to be harassing. Instead, the threatening conduct has to "cause the complainant to be harassed." The court summarized the guidance as follows:

"While being in a harassed state involves a sense of being subject to ongoing torment, a single incident in the right context can surely cause this feeling."

During investigations, officers have two elements to prove:

The single incident must constitute threatening conduct, and The threatening conduct must cause the complainant to feel harassed.

Gino Arcaro served fifteen years with the Niagara Regional Police Service. Currently, he is a professor at Niagara College, Welland. He has authored six law enforcement textbooks to date.

Any questions regarding case law can be directed to Gino Arcaro via email to niacolts@itcanada.com.

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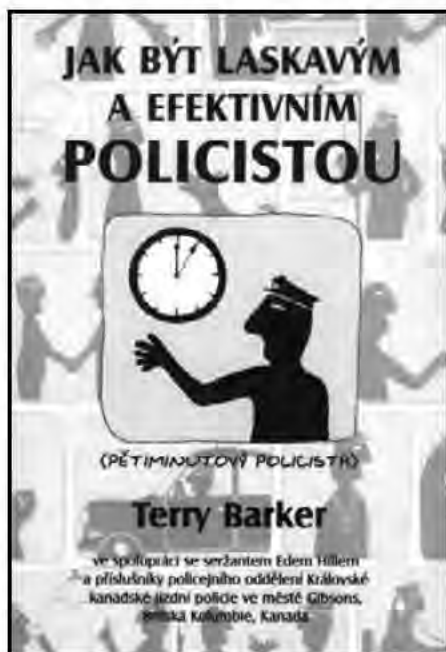
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It isn't every day that one's book gets translated into a foreign language and printed over seas. This is the cover of *The Five Minute Police Officer* as published two weeks ago by Pragma Press in Prague.

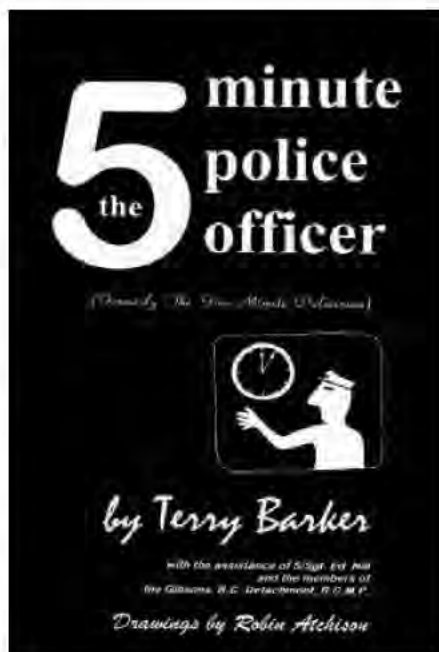
"Isn't it weird?" says author Terry Barker. "Now I get bragging rights!"

Terry's book, first published in 1989, was a very successful offshoot of his very popular first title, *Boss Talk*. In similar fashion *The Five Minute Police Officer* introduces the reader to "The System" of interpersonal communication. In *The Five Minute Police Officer* Terry becomes a master at communication skills through the magic of the parable. In other words he teaches by telling stories.

George Kadlek is a psychologist with the Czech Republic Ministry of the Interior and was instrumental in introducing Terry's book to officers in his country. His specific area of expertise is with the Psychology and Sociology branch within the department of Human Resources and Education. Since February 1999 he has been the head of Personnel Development.

Since 1993 the RCMP has been running an Aiding Programme to Czech Republic Police on the basis of a Canada Czech Republic intergovernmental agreement.

In 1993 Mr. Kadalek was sent to the Canadian



Police College for a "Systems Approach to Training Design and Delivery" course. While attending this course he was introduced to Terry Barker's first book *Boss Talk*. Mr. Kadalek was impressed with Barker's book and was then introduced to his second title *The Five Minute Police Officer*. Upon reviewing its content he was impressed with the book's ability to simply convey communication skills. He was particularly impressed with the book's style of teaching by situational example. This method permits the reader to quickly identify the techniques necessary to diffuse potentially difficult situations commonly encountered by police officers.

Mr. Kadalek was so impressed that he approached his Ministry and Terry Barker and had the book translated and published for Czech police officers. It is seen as an invaluable tool for teaching communication skills in a country where police have traditionally followed a more military style. The skills learned in *The Five Minute Police Officer* are skills that help bring officers closer to a community policing approach.

If you wish to purchase Terry's books turn to the inside back cover of this issue. If you want to meet him in person and learn from the master, register for the *Blue Line Symposium* April 18 and 19. Turn to page 61.

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The justice community acts out

by Blair McQuillan



A cast of actors broke new ground in December when they performed two sold out stage shows in Waterloo, Ont.

While there's nothing new about a cast performing the play *12 Angry Men*, it is unusual to have 12 police members, one retired judge and one lawyer tackling the roles.

But that's what members of the Waterloo Regional Police, former Superior Court Judge Roger Salhaney, and assistant crown attorney Mike Murdoch did on Dec. 3 and 4 at the 500 seat Theatre of Arts.

"They did such a great job," Staff Sgt. Matt Torigian, the producer of the play, said of the actors. "The reviews have been unbelievable. People, I think, were pretty surprised that we put on such a professional performance."

12 Angry Men is a tense drama that depicts a jury's final deliberations in a young man's murder trial. While the majority of the jurors are prepared to find the accused guilty, one man struggles to prove to the others that there is reasonable doubt in the seemingly simple case.

Torigian said the cast poured their heart and soul into the production in an effort to not only entertain the audience, but drive home the messages that are woven into the play.

"It touches on racism, it touches on sexism, it touches on the whole idea of having the courage to stand up for what you believe in," he said. "We thought, especially for young people, it's a great play with a great message."

Bringing *12 Angry Men* to the stage was a dream come true for Torigian and Murdoch. The two had wanted to work on the play together since they met at a local theatre eight years ago.

Torigian said he always kept the idea in mind and when he watched the movie version of the screenplay written by Reginald Rose as part of an organizational behaviour course in the fall of 1998, he was inspired to push ahead with the project.

"When we were watching it I thought, 'You know, there are a lot of good messages in this play,'" the 24 year police veteran said. "I also thought the timing was right to present it as far as getting police officers to be the actors."

Torigian began to work on the production in the spring of 1999. Auditions were held in August and rehearsals began one month later.

"The guys started rehearsing in September," he said. "Three hours a week, pretty well three to four hours per session and they did that right up until Dec. 3."

Sgt. Doug Sheppard, who has been a member of the local theatre company for 25 years, said the play presented him with a unique opportunity.



Sheppard, the regional Crime Stoppers coordinator, took on the role of Juror #3, the one man who is determined to find the defendant guilty regardless of the opposing arguments made by fellow jurors.

"I've never played what may be referred to as the bad guy before," he said. "When I've had lead roles, they've always been the hero or the good guy."

Sheppard said he developed the character based on some of the bad guys he's had to deal with during his 18 year career.

"I had lots of material to work with," he said with a laugh.

While the majority of the cast had no prior acting experience, Sheppard said their hard work and the patience and diligence of director Peter Conrad made the play a success.

"I could tell within the final weeks before we took the show on stage that this was going to be a good show," Sheppard said.

Murdoch, who has worked as an assistant crown attorney for the past 14 years, said he was motivated to join the cast for one reason.

"The challenge," he explained. "It was a lot of hard work, but it was wonderful."

Murdoch, who turned 40 on the play's closing night, feels a number of things were accomplished through this presentation of *12 Angry Men*.

"We had an enjoyable challenge and that was great," said the lawyer who played Juror #4, one of the more stubborn members of the jury. "The cast learned things about effort and organization and we learned all of the lessons that are inherent in the play."

"I hope that the people who came to see it gained an enjoyable evening out, some laughs (and) some thought provoking moments."

Sheppard said the production gave the law enforcement and justice officials an opportunity "to illustrate to the community the fact that we're human and we've got feelings and talents just like everyone else."

Proceeds from the play, more than \$8,000, were donated to the region's four local women's shelters.

Torigian said the group was able to give such a large sum of cash thanks in part to local sponsors who donated time, materials and money to the production.

The play was so successful that the cast has been asked to perform at the region's high schools. Others are hoping the local justice community will begin to take to the stage on an annual basis.

Torigian says while both ideas are being entertained, nothing has been finalized.

"We're keeping it open," he said.

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Transitioning the role of police psychologists

by Edward S. Brown



Edward S. Brown

Has the role of the police psychologist remained in step with the vastly changing world of policing?

It was in the late 1960's, following urban riots in major cities, when psychologists began working with police departments. A 1968 report on civil disorder by the National Advisory Commission

On Civil Disorder called for screening methods to improve the quality of police officers hired. Psychologists were employed to help police departments select emotionally stable applicants with personal attributes suitable for police work.

By 1980, the scope of police psychologists had expanded from screening to counselling of officers in coping with stress. By the latter part of 1980, police psychologists were used for screening police recruits to counselling officers for job related stress as well as personal and family problems, and conducting human relations training. As part of a National Institute of Justice (NIJ) study, Ellen M. Scrivner explored the historical role of the police psychologist in her article "Controlling Police Use of Excessive Force: The

Role of the Police Psychologist".

During the first two decades, police psychologists focused on excessive force where lives were lost, but gave little attention to non lethal excessive force. Officers were in many cases evaluated for fitness for duty when a pattern of excessive physical force was used in making arrests and dealing with prisoners.

Today, the role of the police psychologist is largely reactionary. In many departments, the police psychologist is rarely utilized as a proactive means in meeting the psychological needs of police officers. In many jurisdictions, the police psychologist is often viewed as an outsider by police personnel, because of the perception that the officer is clinically dysfunctional needing the kind of help that is frowned upon by peers. As such, the police psychologist is relegated to playing a wait and see role and as a result officers who merely need to release pent up frustration have no outlet and either cause harm to themselves or others.

By expanding the role of police psychologists, police departments would take more of a proactive stance in meeting the needs of police officers. Many departments provide courses in stress management, but such courses are frequently "band aids" for emotional issues and merely scratch the surface in addressing core problems.

Training that involves the psychological challenges of policing should begin within the police academy and remain as an intricate part of the training infrastructure. This training, commonly called "Success Development Train-

ing", paves the way for the foundation of a police environment that helps police personnel before volatile action takes place.

The gap between the police psychologist and officers has to be bridged if law enforcement is to thrive with its immense challenges in the new century. Bridging the gap between police psychologists and police officers will ameliorate these challenges. First, police chiefs and directors have to be committed to shifting the role of police psychologist from reactionist to frontline proactionist. A shifting of focus maximizes this resource and makes for a "win win" situation by extending the psychologist role without up setting the continuity of the department.

Secondly, the psychological services department must become an intricate part of the training academy. The changing dynamics of human behaviour in society warrant constant monitoring and dissemination of new available information. Many of the challenges police officers face are psychological in nature within and outside of the department. Recruit training and in service training should take into consideration these psychological factors when developing curriculum.

Finally, success development training should be administered by instructors who have some experience within law enforcement. Such training as Personal Development, Achieving a Balanced Life, and Surviving the Vices of the Street, should be taught by instructors who have met and overcome these challenges. Otherwise, officers will tune out to theories that do not have practical applications.

With the myriad of challenges that law enforcement face, it is incumbent upon police agencies to begin shifting resources in areas that are being under utilized. Success development training is being implemented in many sectors throughout society including corporations and educational institutions. It complements the role of police psychologist by suggesting that when the emotional and psychological needs of police officers are met this naturally leads to the manifestation of good will and effective policing in society. Community policing is a great concept in theory, but its effectiveness lies in ensuring that the individual officer's needs are being met, before he can be relied on to embrace the community. Just as the original intent of police psychologists was to address social ills in society, now they are called on to address the challenges of policing in an often psychologically stressed environment. The survival of law enforcement rests on the proper response to these challenges.

Former Atlanta police officer Ed Brown is a success development trainer, speaker, and author of *The Liberating Factor and A Badge Without Blemish: Avoiding Police Corruption*. He specializes in training law enforcement agencies on morale and productivity building. Ed may be contacted at Edward S. Brown International, Inc., 3200 Lakeview Pl., Ste. 146, College Park, GA 30337 or (404) 767 6592, e mail: LibFac@aol.com, www.esbrownint.com



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RESPONSE

April 18 - 19, 2000

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Exhibitors are preparing their goods, guest speakers are reviewing their notes and registrations are pouring in as *Response 2000*, *Blue Line Magazine's* fourth annual trade show, draws near.

"Everyone is working very hard to make this year's show both interesting and informative for those in attendance," said Mary Lymburner, the *Response 2000* co-ordinator.

Lymburner says the effort being put into the show will be well worth it as law enforcement officers from across the country have shown great interest in this year's event.

"The response has been overwhelming," Lymburner said. "We've had dozens of law enforcement officials from across the country pre-registering for the show everyday."

Those attending *Response 2000* will have an opportunity to view and take part in events and displays that have never been offered at other trade shows in Canada.

"We've changed our format slightly from last year and are offering a series of law enforcement related courses that touch on a variety of topics," Lymburner said.

The *Blue Line Symposium* offers half day instructional courses covering topics including investigative interviewing techniques, critical incident stress management and hazardous material management.

Marketing Consultant Appointed



Blue Line Magazine is pleased to announce the appointment of Rhonda Shuker as a Marketing Consultant with the sales section of the Magazine.

In this position Rhonda will be responsible for advertising sales as well as assisting corporate clients and individuals in developing marketing concepts as it relates to the law enforcement community in Canada.

Rhonda's marketing skills come from over ten years experience in the magazine publishing industry. "Although I have been actively working professionally with advertising for some time now I have actually grown up in the industry," Rhonda says. "My father is a publisher of a magazine and I almost lived this industry my whole life."

"*Blue Line* has been my biggest challenge yet," Rhonda states. "*Blue Line's* involvement within the law enforcement community is so deeply entrenched I have had to hit the ground running. Magazines, web pages, weekly news services, trade shows. It's all here and ready to go and all I want to do is keep up. The opportunities for marketing are simply remarkable."

The Canadian Police Research Centre will again be in attendance to host exhibits featuring innovative technology that could some day be used by the law enforcement community.

"The CPRC is very pleased to once again be part of the *Response* trade show," said John Arnold, the CPRC's chief scientist. "*Response 2000* will give law enforcement personnel an opportunity to view and test new technology and perhaps give input that could affect a product's development."

"The show has definitely undergone some major changes over the past four years," Lymburner said. "They have been positive changes made to benefit both the exhibitors and those who attend the trade show each year."

Response 2000 will be held at Le Parc Conference Centre in Markham, Ont, from April 18 to 19. For more details regarding the show contact *Blue Line Magazine* at 905 640 3048. To pre register for *Response 2000*, and get in free, complete the form on the cover sleeve of this magazine and fax to 905 640 7547.

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Police are real people too Changing the dispute resolution paradigm

by M.L. Dalley, Ph.D.,
National Police Services &
P.R. Landry, LLB, Federal Services,
RCMP CIAN certified, Ottawa, Ontario



Currently, due to societal and organizational changes, most police departments provide an employee with the opportunity to participate fully in settling problems. Police have long needed such a healthy way to do business and toward this end the Royal Canadian Mounted Police have made a solid commitment to change the way they settle disputes.

In the past, cultural mind set, policy and the hierarchical structure within police forces dictated the way employees were dealt with when there was a problem. Usually strict policy took care of the disciplinary problems and surfacing disputes. When these traditional approaches failed, quite often the problem was ignored and left to fester over days and years. On occasion, when truly backed into a corner, an employee would use the time consuming, tedious and insensitive grievance process. The familiar traditional approach enabled managers to maintain an arm's length distance from the dispute and shielded them from face to face encounters with the affected employee. Additionally, there was an obvious sigh of relief in passing the buck to others to deal with the problem. On the other hand, the employee experienced frustration and dissatisfaction at not being able to tell their story to the appropriate person.

Organizational Change

In the past, the Royal Canadian Mounted Police relied heavily on the grievance process. This process put the employee at a disadvantage. Many employees collapsed under the pressure of writing and presenting their case, including the collection and collation of information, review of files, tight deadlines and the careful selection of words and sentences, necessary to prepare a suitable defence. These were

skills that many employees did not have or had not developed well. Consequently, spin offs included dissatisfaction, frustration, low morale and loss of work days for stress leave.

To facilitate change the RCMP set up an Alternate Dispute Resolution (ADR) office, a national coordinator and regional coordinators were named and in tense ongoing training started. As well, the new approach was solidly grounded by the principles of Alternate Dispute Resolution.

Important Principles

When people are not happy and feel threatened in the workplace, their first reaction is one of anger and fear. Angry that no one is listening to their side of the story, and fear that there will be some repercussions if they express their frustration. To help employees fully benefit from ADR, managers must follow these principles:

- book off enough time to talk to an employee people don't want to be hurried;
- address the problem as early as possible don't let the problem fester;
- create an atmosphere of open and honest talks;
- listen intently sometimes the person just needs to express their frustration to someone or get the problem off their chest;
- give your undivided attention no telephone calls or e mail messages;
- be soft on the person and hard on the problem the problem is the issue, not the person, so keep "you did..." out of the discussion;
- give the person assurance, in tone and facial expressions, that you are genuinely listening and are concerned;
- remain neutral at all times don't take sides;
- ask well thought out questions, to clarify your concerns;
- respond to the person in a non threatening



and non accusatory way;

- find the bottom line sometimes the real problem does not surface until well on in the discussions;
- after gathering all the facts, try to suggest options for mutual gain make the situation better for you and the employee; and
- if talks appear to fail, suggest involving a third neutral party a mediator.

Alternate Dispute Resolution

Alternate Dispute Resolution is not new. It really is just a common sense approach. It helps people talk to one another and attempts to build stronger relationships. Face to face discussions are encouraged in a friendly, flexible and comfortable setting. Only when things cannot be worked out at the lowest level possible, is there a need for a mediator. A mediator is a person who confidentially assists in helping solve the dispute and reach an agreement accepted by both parties. The mediator does not take sides but guides both parties along in the discussion, bringing all aspects of the disputes to the table so options can be identified and decisions made.

Settling Disputes

There is no perfect way to settle a dispute. Sometimes there is a need to combine approaches. However, it is vitally important to do everything possible to help an employee find a reasonable satisfactory solution.

To allow for the person's needs to be met as soon as possible, the ADR process must be creative, flexible and innovative. Some cases are presented to illustrate the ADR approach.

CASE 1

A police officer was upset because he lost his position and was transferred to another province. The officer did not think his supervisor understood his situation and the transfer implications on his promotion. The escalating problem created family stress and marital problems.

The dispute resolution process involved discussions and mediation. To gather facts, the mediator arranged separate appointments with each party. Also, he arranged a meeting with the client's family. The process provide an opportunity for the police officer to straighten

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things out with his supervisor, inform his family and receive their input and deal with his promotional concerns. The employee reported, "I never realized how many options were there for me!"

CASE 2

Harassment charges were laid against a police officer by a female co worker. The dispute had gone on for approximately two years. The personal and financial cost of the case was mounting for both the organization and the client. As well, the police officer was periodically suspended without pay. At the point of ADR consideration, the RCMP had decided to proceed to trial.

A mediator was hired. After several meetings, the client expressed dissatisfaction with the mediator's approach. To lessen the perceived power imbalance and heighten his trust in the process, it was suggested that his lawyer become a co mediator (mediator plus another). As the negotiations proceeded, input was received from the client's wife to assist in solving family problems. Finally, after several months of negotiations, the police officer's demands and the RCMP legal requirements were met. The ADR process benefited both parties and reduced the financial and psychological costs associated with a lengthy court trial.

Successful ADR process

Since implementing ADR, the RCMP has received many positive comments about the process. In the RCMP Conflict Management Newsletter, the following comments are noted:

"The ADR system allows them a chance to be heard, gives them a sense of satisfaction that the formal grievance system lacks."

"Anything (ADR) that brings the parties in disagreement together at the lowest level possible with the least amount of bureaucratic involvement is a valuable alternative. By avoiding the legalistic and time consuming aspects of grievance procedures, ADR saves the Force money but more importantly, vents feelings and has the potential to restore relationships in short order."

"With ADR, the problem is aired face to face and a member can achieve closure much more quickly and with far less complexity."

To effect positive change managers and employees identified the following key elements:

- a willingness on the part of all parties involved to come to the table and negotiate in good faith;
- an awareness, knowledge and understanding of the process;
- mechanisms that eliminate power imbalances;
- encouraging all parties to maintain a positive attitude, negotiate in good faith and refrain from bringing a hidden agenda to the table;
- cultivating a consciousness for family concerns as well as include family as needed in the negotiations;
- pointing out the pros and cons of options to both the individual and the organization; and
- appropriately matching the skill and fit of the

mediator to the client (employee and management).

Conclusion

Many disputes have been successfully resolved using the ADR process. However, it is important to note that change comes slowly and is not accepted by all players at the same rate. As well, for many, it is difficult to see the change when in the midst of it.

Success cases have shown the RCMP that as the Alternative Dispute Resolution process becomes more deeply embedded in the culture of policing, the benefits to everyone the organization, managers, employees, partners and the public will become eminently obvious.

For further information you may contact Dr. Marlene Dalley, 613 993 3542 or e-mail marlene.dalley@rcmp.gc.ca

Editor's Note:

For those wishing to find out more about these principles from a source other than that given by this article reference should be made to Terry Barker's books *Boss Talk* and *The Five Minute Police Officer*. Many of the concepts discussed in this article may be found in Terry's book. For information on how to obtain *Boss Talk* check out the *Blue Line Reading Library* page in this issue. You may also hear Terry in person at the *Blue Line Symposium* being held April 18 and 19, 2000. For further information check out the sleeve attached to this edition or call 905 640-3048.



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SPRING PRE-PLANNING FOR SURFACE ICE RESCUE

Surface Ice Rescue Poles



Officers attempting ice rescues should also be aware of actions they can take to help themselves. One is to ensure they are able to take care of themselves. Cam Rumpel of the Police Diver Symposium demonstrates the use of ice awls to assist in extricating himself from a thin ice situation.

by Andrea Zaferes and Walt Hendrick

The ice rescue pole is one of the most versatile, useful, easy to store and transport, inexpensive tools for technician level ice rescue personnel. Ice rescue poles have seven main functions:

- to test the ice as the rescuer approaches the victim(s)
- to help prevent the rescuer from slipping and falling
- to prevent full submergence if the rescuer penetrates the ice
- to help the rescuer get out of an ice hole
- to reach to an aggressive, self rescue capable, or possibly alert victim to assist the victim out of the hole
- to grab and secure the wrist of an alert or passive victim without approaching close enough to break the ice supporting the victim
- to reach out to one victim while physically approaching another victim less than seven feet away.

When you take a surface ice rescue course, your instructors should teach you how to use an ice pole. Proper techniques are essential for your safety and a successful operation. This article is not meant to replace hands on training with a certified ice rescue instructor. The information presented here can prepare a department for training and can be used as further education or a refresher for already certified teams.

1. Testing the ice

Rescuers, donned in proper ice rescue suits,



Spring ice rescue is a duty imposed by circumstance on many police officers. A little practice and training is essential if officers are called upon to do the unexpected. Officers Rick Rozoski and Cam Rumpel, of the International Police Diver Symposium, demonstrate an appropriate method of ice rescue which utilizes a life line, proper weight distribution on ice surfaces, and an appropriate hand signal for shore rescuers to pull them to shore.

water rescue harnesses, tether lines, and other necessary personal protective equipment, can approach the victim in several ways. While the ice is fairly strong, rescuers can walk with a squat as low as possible while banging their poles in front of them to test the ice. If the pole cracks the ice the rescuers know to try a different route, or proceed forward in a lower posture on hands and knees or prone. A change in

sound of the pole banging can also indicate a change in ice thickness.

2. Stability

If the rescuers are not wearing ice cleats, the nail at the end of the ice can be used to help stabilize rescuers as they proceed towards the victim.

3. Preventing full rescuer

submergence

Rescuers want to avoid full submergence if they puncture through the ice to decrease the amount of water entering their ice rescue suits, the possibility of banging their head into the ice, and the chance of ending up underneath the ice roof.

As the rescuer feels herself falling through the ice she can quickly raise and hold her pole horizontally at mid chest level to catch either side of the ice roof as she immerses in the water.

4. Distribute weight to get out of an ice hole

When a rescuer is immersed in a hole, he can use the pole out in front of him on the ice roof to distribute the weight carried by his hands as he gently kicks and pulls his way out of the hole.

5. To assist aggressive or self-rescue capable victims out of an ice hole

If a victim is aggressive, the rescuer should stay at a safe distance away to prevent being pulled into the hole or risk injury. The rescuer can get in the proper anchor position, extend the pole to the victim and command the victim to "kick your feet and climb up the pole!" and then "roll away from the hole."

Even if a victim is not aggressive, and does not appear to pose a threat to the rescuer, it is still a good idea to try to keep a pole length away from the victim if possible to prevent breaking the supportive ice the victim is holding on to.

6. To secure a hold on an alert or

passive victim before approaching onto the victim's supportive ice

The rescuer can reach the loop on one end of the pole towards the victim's hand. With or without the victim's assistance, the rescuer can slip the loop over the victim's hand and wrist and gently twist the pole to secure the victim's wrist. Once the victim is secured to the pole, the rescuer can approach the victim to secure a flotation sling on the victim to establish immediate buoyancy. If the victim begins to submerge as the rescuer approaches, or the supportive ice breaks, the rescuer can tighten up the wrist hold by further twisting the pole.

7. To assist two victims simultaneously

A rescuer can approach one victim while reaching the pole out to another victim who is less than seven feet away. The MARSARS ice rescue pole allows a rescuer to pass a flotation sling to a victim over 15 feet away. With the proper training a rescuer can use this pole to actually put the sling on the victim from such a great distance away.

To learn more about ice rescue and patient management see the *Surface Ice Rescue & Patient Management* book, workbook, and video by Andrea Zaferes and Walt Hendrick. We welcome your questions and comments at www.teamlgs.com, tel/fax (914) 331 3383, or Lifeguard Systems P.O. Box 548 Hurley, NY 12443

Now you know what an ice pole can do for ice rescue technicians, it is time to learn how to make one.

Take a 7 foot piece of hardwood banister. Do not use pine because it will splinter apart and break after a few days of hard use. Coat it with several applications of boiled linseed oil, to help maintain its strength. Drill two holes in one end to attach a loop of stiff line. Drive a nail in the other end and cut off the head to leave a spike. Paint the pole with rescue orange paint for high visibility. Wrap several layers of good quality duct tape every foot or so as hand grips.

As stated earlier commercially manufactured ice poles are available. These poles have various attachments to help extricate dogs out of ice holes, search for submerged victims, pass flotation slings, as well as perform other functions.

The next step is to take a good ice rescue training program to learn how to use your ice poles. Once you have the training, set up several drills to maintain your skills. Pole skills can be practised on smooth floors where victims and rescuers can be pulled and can slide across without injury.

Remember, now is the time to book a good training program for next winter, to start budgeting for training and equipment, and to recruit committed operational and technician level members for an ice rescue team.

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Code of conduct on twelve hour shiftwork

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1. Introduction

- 1.1 The ACTU Executive reaffirms its policy on shift work as set out in the ACTU Working Conditions Policy 1985.
- 1.2 Shift work involving twelve hour rosters may not introduce a new range of hazards into the workplace but rather may exacerbate existing problems faced by shift workers. The main hazards associated with twelve hour shifts continue to involve disrupted sleep patterns, fatigue, disturbance of eating habits, social dislocation and psychological problems.
- 1.3 Data shows that shift workers (and former shift workers) suffer a higher incidence of gastro intestinal disorders and gastric and duodenal ulcers than day workers. Shift workers also more often report colds or other respiratory illnesses than their day work counterparts. Further, the incidence of nervous disorders and drug taking is higher for shift workers than day workers. Similarly, women shift workers have a higher incidence of menstrual problems. Recent studies indicate a link between shift work and cardiac heart disease.
- 1.4 Twelve hour shift work, with correctly designed rosters, may provide benefits to workers by reducing cumulative fatigue, increasing leisure time and relieving the pressure of seven day shift work. For twelve



hour shift work to be advantageous, it is essential the increased leisure time be used for recuperation and recreation and not as an opportunity for additional employment.

- 1.5 Whilst day work does not involve the same disturbances to circadian rhythms as night work, twelve hour day work may still involve disruption to sleep and eating patterns, fatigue, social dislocation and psychological problems.

2. Introduction of 12-Hour Shift Work

- 2.1 The introduction of twelve hour shifts should be permitted only:
 - where there is a continuous work process or other special circumstances are shown to exist;

- where twelve hour shift work will not impose excessive physical or mental workload;
- where, after a proper examination of the possible injurious effects to employee health and social well being, there are demonstrated benefits for the workers concerned;
- after full consultation with union(s) and the two thirds majority support of affected workers, and
- in conjunction with possibilities of reducing working time generally.

The introduction of twelve hour shift work should be on a trial basis for twelve months to allow workers to evaluate changed shifts.

3. Women and Young Persons

- 3.1 State and Federal Governments need to review legislative restrictions on the employment of women and young persons.
- 3.2 Unions do not oppose the employment of women on twelve hour shift work but recognise the adverse effects of shift work on all employees.
- 3.3 Unions should oppose the employment of persons under the age of eighteen on twelve hour night shifts.

4. Control Measures

4.1 Introduction

- 4.1.1 To minimise the health and safety risks of twelve hour shift work, unions should negotiate the following control measures. The application of these measures may vary according to the industry and workload involved.

4.2 Shift Rosters

- 4.2.1 Rosters must be developed in consultation with employees through their unions and provision made for ongoing consultation and resolution of disputes about the rosters.

To reduce the hazards associated with night and shift work, rosters should be designed to:

- have a maximum of two night shifts in succession;
- have at least a twelve hour interval between shifts;
- have a short cycle period with regular rotations;
- include at least two free weekends each month;
- have the day shift not start before 6 a.m.
- allow workers some flexibility about shift change times and shift length, and
- provide in addition to normal breaks, where practicable, an extended rest period during night shift. Breaks should occur at the same time each night.

- 4.2.2 In all but highly exceptional circumstances, the maximum length of time a worker should have to remain on duty before being relieved is 2 hours.

- 4.2.3 Overtime should not be worked in conjunction with twelve hour shifts. In no circumstances should overtime work override the basic principles of roster design.

- 4.2.4 Special rosters are required for workers exposed to hazards, where health and safety standards are determined on the basis of exposure over eight hours. These rosters must be designed in consultation with employees through their unions.

4.3 Award Variations

- 4.3.1 In accordance with emerging overseas

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- standards, unions should negotiate:
 - an additional paid break per shift (the duration of this break will depend on the nature of the work);
 - additional paid leave increasing with years of service;
 - early retirement provisions,
 - where a total rate is used the individual component parts of penalties, allowances, base rate etc. should be identified,
 - job security for older and long term shift workers, and
 - overtime limitations and maximum weekly hours.
- 4.3.2 Twelve hour shifts should not be paid at ordinary time rates weekend and holiday penalties payments etc. should continue to apply.
- 4.3.3 Unions should oppose the introduction of twelve hour shifts which involve bonus/incentive schemes or other pressures to achieve production (eg piecework).
- 4.3.4 The introduction of twelve hour shifts should be submitted to the relevant industrial tribunal for formal ratification. This means that any provisions relating to shift allowances, maintenance of earnings etc. must conform to the currently applicable wage fixing principles.
- 4.3.5 Awards which provide for the introduction of twelve hour shift work should contain a 'sunset clause' which may be activated by the union(s) at the expiry of the trial period referred to in paragraph 2.1.

4.4 Administrative Measures

- 4.4.1 Employer support services can assist in minimising the inconveniences and disturbances of shift work. Such services could include:
- provision of adequate information in every day language to address such issues as shift rosters, rest, fatigue, the effects of medication and other drugs, employer services etc (this information should be provided in appropriate languages);
 - availability of nutritionally balanced meals and drinks during shifts;
 - provision of transport services to and from the workplace and/or arranging more convenient utilisation of available transport facilities;
 - provision of rest areas and social/recreational facilities;
 - training for supervisors to increase awareness of the special requirements of twelve hour shift working;
 - assistance in home renovations to facilitate sleeping during the day, and
 - child care facilities.

Employers must negotiate with employees through their unions regarding the provision and administration of such services.

4.5 Health and Related Matters

4.5.1 Introduction

Most people are affected by shift work. In addition, older workers and those already suffering from digestive disorders, diabetes, heart diseases, psychological problems, alcohol and drug addiction and chronic sleep disturbances, face additional burdens.

4.5.2 Health Services

- 4.5.2.1 Employers should provide health supervision and health services for shift workers including:

- pre placement health examinations to advise the worker about adjustment to the job assignment. Special provisions including transfer to day time jobs may be required;
- periodic health examinations (within 12 months after starting night work and regularly thereafter). Again, transfer provisions or readjustment of the job assignment may be required; and
- health counselling and preventive health care including temporary or permanent transfer to day time work.

4.5.3 Procedures Following Health Surveillance

4.5.3.1 The results of health surveillance should be confidential to the worker and should be released to a third party (eg the employer) only with the written consent of the individual concerned. All results should be accompanied by a clear explanation of what they mean in practice. A certificate of fitness (or otherwise) should be provided to the employer by the medical practitioner. Aggregate data should be provided to unions.

4.5.3.2 Where there is a need to transfer from shift work, a period of adjustment should be provided to enable the worker to adapt to any reduction in income. Consideration should also be given to the preservation of superannuation entitlements for long term shift workers who subsequently move to lower paid work for health reasons.

4.5.3.3 Where it is not possible to continue on shift work for health reasons, the employer shall take all necessary steps to find suitable alternative employment for the worker, and shall be required to maintain earnings in the interim.



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Community forum brings offender and victim face to face

by Floyd Cowan



When people become nostalgic for the good old days, they talk about a time when justice was done by the community. The policeman on the beat didn't haul every kid off to jail, but sometimes dealt with offenders in their own way. They might take the kid to his parents, or to his victim, having them carry out whatever punishment or restitution was required. Often the community dealt with troublemakers without the police or the courts ever becoming involved.

A new programme is allowing the community to once again deal with its problems in a manner it sees fit, without having the courts involved.

The Community Justice Forum was introduced five years ago in Saskatchewan and had its genesis in Australia. It is now being used by Vancouver Island RCMP whose jurisdiction covers four growing municipalities and two aboriginal communities near Victoria. It is also being used in Fort St. John and Sparwood BC.

The Community Justice Forum brings together the offender and the victim to discuss the incident and arrive at an agreement that includes an appropriate punishment for the crime, but punishment is not the key concern. Having the offender assume responsibility for his actions is the primary goal.

"The Community Justice Forum puts justice back in the hands of the community" says Inspector Rick Betker, Officer in Charge of the RCMP Western Communities Detachment who was introduced to the programme when he was serving in Saskatchewan. The Saskatchewan government passed legislation and provided funding for training and for developing the required structure.

In 1997 the RCMP invited the Australians who had initiated the CJF to come to Canada to conduct training sessions. Insp. Betker was one of 57 officers and citizens from across Canada who received the training. When he was transferred to British Columbia he brought his knowledge and belief in the programme to his new posting.

"In 30 years of policing," Betker states, "I have never seen anything work as well as this. It isn't 100 per cent effective, it doesn't work in every case, but I would say it is 80 to 90 per cent effective."

Every case isn't brought to a Community Justice Forum, but in the cases that have been it has proven to be highly effective. "Not all the police officers have been supportive of this programme," Betker says, "until they have gone through the process and seen how effectively it works."

"What happens," he explains, "is that the two groups sit around in a circle with the offender and his support group to one side of the facilitator and the victim and his support group to the other side. First the offender must admit to his negative behaviour. If he doesn't then the process doesn't go any further, so determining guilt is not the issue."

Once guilt is admitted, the victim speaks.

When the victim is finished, the people in the support groups have an opportunity to speak. Anyone who has been affected by the action of the offender, including witnesses, can talk. The support group can be anybody they wish, relatives, a coach, a teacher, friends, whom ever.

Finally the offender speaks again, and this is where it can get very emotional. Sometimes they make an apology and they can be very upset as they realize the impact their actions have had on the other person.

When the victim speaks it serves a number of purposes as Betker explains, "When he speaks it de-victimizes him. He has probably never told his story before, to anyone. The victim begins to see that what happened was a random act and was not specifically targeted at him. They also see the offender, not as a malicious crazed psychopath, but more as the kid next door. The focus then centres on the behaviour and not so much on the offender."

Insp. Betker emphasises that the Forum is not an easy out for the offender and it can be very hard on them. "I don't know how to describe how powerful this is. It can get very emotional. We had a case where one fellow was bullying another, and this had been going on for some time. We brought the two sides together and it came out that the offender's parent had been bullied when he was growing up and he was really bothered that his son would be doing this. The offender was quite traumatized when he learned the effect of his actions, not just on the victim, but on his father. I wouldn't say they are bosom buddies now, but there is no more animosity between them."

A structure had to be put in place to make this programme work as money was required and community facilitators needed to be trained. The Community Justice Association of Greater Victoria was formed with an eight person board comprised of three RCMP officers and five citizens. Gary Insley is the Chairperson.

Camosun College offered to do the training at cost and 35 individuals have been trained to facilitate the meetings between the offenders and victims. "I am very impressed by these people," Insp. Betker states, "they are very knowledgeable, and well educated."

The programme in Saskatchewan was government sponsored with appropriate legislation while this programme in BC has been the initiative of Insp. Betker. He began putting the pieces together when he was transferred almost two years ago and the programme has been running for the past year. Funding has come from a variety of sources including the BC Attorney General and Victim Services.

In the long run it is expected that these forums will be more cost effective than courts, and cheaper and more convenient for those at



Insp. Rick Betker

tending. Neither side has to hire legal council and the Forum is held at the most suitable time for those attending. All the facilitators are volunteers.

"I was surprised by two things," Insp. Betker continues, "The victim rarely wants money as restitution. The second surprise was how bad the offender feels when he realizes the extent to which the victim and his support group were affected by his actions."

The Canadian court system is adversarial where the Crown speaks on behalf of the victim and lawyers speak on behalf of the offender. The victim and the defendant never talk to each other. The courts focus on the offender, the incident and pun-

ishment. The role of the victim and the community is often overlooked. The courts do not encourage the offenders to take responsibility for their actions as punishment is the end result. Many victims and their families leave the courts frustrated at the penalties imposed and they leave feeling justice has not been served. Insp. Betker does not believe every case should go to the community forum, but for the ones that do, the people who have suffered the injustice have a say in what the punishment should be.

"We had one case where a youth had shoplifted from a store and the store owner wanted restitution. The offender was unable to pay for it so the owner said he could come to the store and work off his debt, which the youth did. The store owner was so impressed with his work that he hired him. What better results could you have than that?" Betker asks.

The case that still moves the Inspector is one of youth vandalism of headstones in a graveyard. The families of the deceased were brought together with the perpetrators to tell how they felt to have this act carried out against their family members. Three headstones had been vandalized but they could only locate next of kin for two of them. They couldn't find relatives for the third one so they had a surrogate speak on the deceased's behalf. Betker explains, "This person did an incredible job of researching the person who was buried there. She found out that he had been an immigrant to Canada and he loved it here. When war broke out he felt that the way to repay his adopted country was to fight on behalf of it. During the war he lost his leg, but he returned to Canada thankful to be living in a free and democratic country. When those youths damaged his headstone they were desecrating the memory of a person who loved this country and had sacrificed a great deal to keep it free. When she finished, there wasn't a dry eye in the place," Insp. Betker states. "It still gets me when I think about it."

With the proven effectiveness of the forums there are certain to be a lot of cases dealt with in this manner in the future.

Versatility, climate, and resale factors in purchasing patrol vehicle in Cudworth



The Cudworth Saskatchewan Police Service recently acquired a Dodge 1500 Quad Cab pick up for general patrol duties. Chief Grant Kraemer advised that it was selected for its versatility and durability. "Being a small department in rural Saskatchewan we encounter all types of weather extremes as well as terrain," Chief Kraemer explained. "For these reasons our members felt the four by four would be beneficial for our purposes."

Chief Kraemer explained that the truck has much more room and is far more comfortable than their previous vehicle which was a Chevrolet Caprice. He further explained that they also feel that this type of vehicle will give them much better resale value than regular patrol cars.



Cudworth is a progressive and friendly community in which its 800 residents take pride. The town is centrally located in Saskatchewan: 100 km northeast of Saskatoon, 100 km south of Prince Albert, and approximately 250 km north of the Capital City of Regina. In addition to buses and rail service Cudworth boasts a Municipal Airport which has an 854 metre oil surface runway.

The town of Cudworth is a well groomed and abundantly treed community adjacent to a small body of water. Having many species of wildlife, this area is a bird watcher's paradise.

The town's greatest asset is the strong spirit of volunteerism enabling the community to maintain many organizations which meet all its citizens' needs.

Though the town is mainly a senior's haven, it has many forms of entertainment and recreation to accompany all seasons of the year. Citizens take particular pride in its indoor swimming pool.

Mayor Peter J. Yuzik

STATS & FACTS

Source: Stats Canada - Juristat

The Town of Cudworth, with a population of 800 people, is located in the Province of Saskatchewan.

The Cudworth Police Service has one officer. The police to population ratio is 800 citizens for each officer. The police budget for 1997 was around \$78,000. This figure breaks down to a per capita cost of \$97.

The total number of criminal code offences recorded with the police service was 29 during the year 1997. The police service reported a 70 per cent clearance rate on property crimes and a 75 per cent clearance rate on crimes of violence. Overall there was a 15 per cent decrease in crime over the previous year of 1996.

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We have just received the December issue of your magazine and I would like to tell you that my staff greatly appreciates reading it.

I would also like to inform your readers that as of December 10th we are moving from: SPCUM Station 36 1515 Chemin Remembrance Montréal Qc. H3H 1A1

To: SPCUM Station 36 1435 Van Horne Outremont Qc. H2V 1K9

Thank you and hope to read you a lot in the future.

Robert Sauvé Commandant P.D.Q. 36 Tél. (514) 280 0336 Fax. (514) 280 0636 Internet: Robert.Sauve@spcum.qc.ca

I recently retired from the RCMP after serving 31 years, all of it in British Columbia, and became the Manager of Bylaw Services for the City of Prince George. I am responsible for 19 people who cover such things as Animal Control, Parking Control and Investigation of Bylaw infractions. One employee handles all court prosecutions therefore cutting our reliance on Provincial Crown Counsel for all but the most pressing matters. We have a very good working relationship with the local RCM Police and to date have handled over 4,000 calls for service.

I always thought Bylaw Enforcement Officers were "wanna be" cops. Nothing could be further from the truth. I have found them all to be as dedicated and professional as any police member I have ever come in contact with. They are all ethical and supply an excellent service to the community. The average citizen has no qualms about being extremely rude to B.E.O.'s and as I have said to friends never in all my years of policing was I ever treated so rudely by citizens as I have been in this job. My hat is off to any Bylaw Officer in this country. It's a tough job and as Rodney Dangerfield said "I can't get no respect."

Ken Craig

Prince George, British Columbia

First of all I would like to say that I really look forward to *Blue Line Magazine* every month. I also normally enjoy the comments of Morley Lymburner, however I think he missed the boat on his comments about the 12 hour shift. As a member who has worked mostly on the 12 hour shifts for the past ten years I would like to thank the people who fought long and hard for that shift. Of all the shifts I have worked this one fits my family life the best and allows me the four days off to refresh myself and then return to work ready and willing to answer those routine calls mentioned in your article. It's not the 12 hour shift that plays havoc with one's sleep, it is the way the shift is configured that is the problem. For example if one was to work four 12 hour night shifts then yes I would agree that sleep deprivation would be a problem as we all know that sleeping during the day is very difficult. However if a shift rotation was two days and two nights your sleep pattern would only be mixed up for two of those

sleeps which isn't really too difficult to handle. I once worked a ten hour shift that had me working eight nights in ten days. This shift tired me out more than any 12 hour rotation ever would. You did miss the big picture though on what does cause sleep deprivation regardless of the 12 hour shift and that is court time. Any one who works nights and has to either stay awake for court or get no sleep at all due to a double appearance can relate to your "zombie cop" description. Another thought would be the need for police administrators to schedule sectional meetings or staff meetings during the day when they work and expecting their night shift members to attend. I don't see how that is a reflection of the 12 hour shift but a reflection of a selfish management. I take great exception to blaming the 12 hour shift for "sleep deprived members who run and hide from routine calls". Again the blame is being put in the wrong place and should be looked at as a lack of staffing on the streets. Community policing and "specialty sections" have deprived us of cops on the street and the members that work day in and day out on the street are tired but it's not from the 12 hour shift it's from having to take more routine calls because of staffing. Perhaps a lack of supervision is also an issue in this regard however that's a whole different story. The 12 hour shift is the best shift I've worked. Those of us that work it and have a good rotation such as the two days two nights rotation love it. The hours worked don't tire us out, it is the demands on us when we should be sleeping that leave us tired.

T. Sweet

Surrey, British Columbia

I have just finished reading the article "Consequences" by Robert Lunney in your December 1999 issue, and I just about blew a gasket.

Over the years I have been heartened to see significant improvements in officer safety training and equipment; and as a Use of Force trainer, I attempt to further these positive steps. The days of leading unhandcuffed prisoners into the cell block, without a search, I had hoped, were over. The arguments given for this neglect, such as "Jeez, I know him, he'd never try anything", or "it's only for shoplifting" were mere excuses for laziness and complacency... or so I thought. Now I see these same arguments put forward as a "positive exercise of officer discretion"!!

The views of Robert Lunney on the handcuffing issue itself astounds me. How do you choose who to handcuff and who not to handcuff? Officers have been assaulted, have had attempts made to disarm them, and have had prisoners escape custody when the initial offence was a "non serious" one. I'm sorry, but if you arrest someone, that person is your responsibility. The only way to attain secure control is to handcuff properly and then to search. If you are not ready or willing to, then I suggest you forgo the arrest and send them a summons.

The fact that we encourage officers to follow these safe practices does not make us the

equivalent of some "jack booted storm troopers," which seems to be Mr. Lunney's concern. Officers can, and do, practice an impartial and professional approach to their work, while maintaining an approachable demeanour.

That said, I know we have all seen too many "close calls" because of another officer's neglect, due to their attempt to be "Officer Friendly". Sorry, Mr. Lunney, but officer safety isn't "discretionary".

Marc LaPlante,

Smiths Falls, Ontario

Far be it from me to burst any bubbles here however, when you must you must. Just to keep the record straight and with no intent to take anything away from their achievement. I am referring to the article on the Guelph Police Service and its history of new radio technology on page 24 of the December issue.

I am enthused whenever I read that a police service has taken steps to protect its members and firmly advance into the new millennium. I would like to point out though that they are not the first in Canada to be on a Fleet Net System. I do not know even if we were the first when in October 1996 we obtained and implemented our Fleet Net system from Manitoba Telecommunications Systems (MTS). The improved distance and radio quality is hard to explain unless you experience it. At this time I am confident in saying that all the Police Services in this Province including "D" Division R.C.M. Police, are on the Fleet Net system.

Additionally I would like to comment on the 2000 Impala also reviewed in the December issue. We were lucky enough to have the opportunity to test this vehicle over the last year. Although it was not a Police Package unit the suspension and other features were similar.

We found one thing that I did not see mentioned in the test results and that was vision. Although the vehicle does not seem to have any blind spots to the side, the rear window, mostly due to the high rear deck was found to be lacking. If this type of unit is used for unmarked duties and any type of lighting is placed inside the back window you may find that you lose your ability to see out the back.

Chief David Grant

East St. Paul Police

East St. Paul, Manitoba

EDITOR'S COMMENT

Thank you very much for your letter and your clarifications. We usually are cautious regarding statements that say "we are the first... the best... the tallest..." etc. This is simply another reminder to check or re-word the claims with qualifiers. However if we had we would never have learned about your own advances.

Your remarks about the Impala are valid in my opinion but can also be said about a lot of the models made today. It certainly can cause a problem with reversing. This is where the majority of departmental accidents occur.



I enjoy *Blue Line* more with each new edition. The information on what is going on around the country, is both interesting and entertaining. As a member of the Professional Standards Section of the Calgary Police Service, it is unfortunate that there are so many incidents of alleged police misconduct reported in *Blue Line*, however, they provide for excellent examples when I instruct ethics training to various areas of the Service.

For future reference, I would like to correct the figures used in the article on Chief Silverberg's appointment. The Calgary Police Service has 1,280 sworn members and 677 civilian employees. We are the third largest municipal Service in Canada and 6th in the Country overall. Our operating and capital budget for 1999 was in excess of 126 million.

John Middleton-Hope
Calgary Police Service

EDITOR'S COMMENT

Thanks for the statistical up-date. We are using 1997 Stats Canada figures presently and hope to get an update soon. With regard to the negative news in the magazine it is something we struggle with each month. We only put in about two per cent of all the news we publish in *Blue Line News Week* though. It is extremely expensive to publish a magazine of *Blue Line's* calibre and we constantly have one eye on the news and our editorial policies and the other on the budget. *Blue Line Magazine's* mandate is to place information in the magazine that will be of assistance to law enforcement in Canada. Most of it is positive and a little is negative. The negative stories are closely watched for their probative educational benefit to our readers. In other words we will print negative pieces for the purpose of informing our readers that this is how it is possible to screw-up. *Blue Line News Week's* mandate is to get out all the news that relates to law enforcement. We rely mostly on our reader's feed-back and we thank you for yours.

I am with the RCMP in Nunavut. I am searching for an agenda specific to police officers. I saw one last year from the States but I can not recall the publisher. It's one that includes templates for court dates, overtime, files management and more related topic to police work. Do you know any company who

publish such a product? Thank you for your time.

A. Menoche
Iqaluit, Nunavut

EDITOR'S COMMENT

Okay! Here you are. Contact *Triform Business Systems* at 1-800-563-1666 and ask about their "Pocket Monthly Planner". They also have a whole bunch of other neat stuff. The Planner comes as a component of a larger package in a carrying case. The kit helps organize court dates, paid duties, overtime, days off, meetings, appointments and special details.

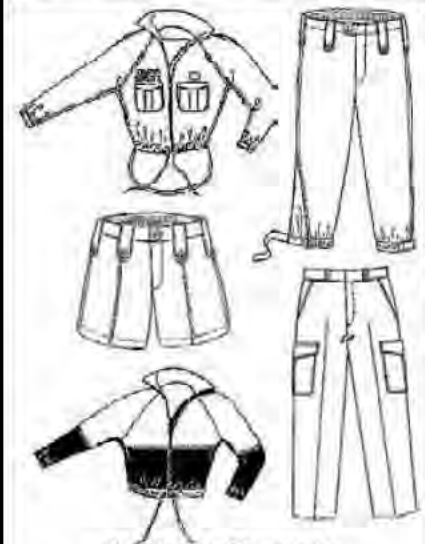
I just read the January *Blue Line* and I would like to say that I concur with your evaluation of Terry Anderson's book *Every Officer is a Leader* is the text book for our Advanced Police Leadership course and has been effectively used by our students in developing their leadership skills and their organizations' progress toward more leadership centered administration.

Terry Anderson continues to be a most progressive author and coach. We have consulted regularly and his ideas have been used in the development of our Certified Police Coach program. The program is designed to provide the kind of leadership training that you described in your review.

Thanks for your review of the book and for the article from Peter Dohm's lecture on German Police restructuring. I found both pieces very interesting.

Ted Herbert,
Director Police Leadership Program
Henson College/Dalhousie University

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FIREARMS ACT - FIRST ANNUAL REPORT

December 1, 1998 - November 30, 1999



The Firearms Act had many goals. Although the program is still in its implementation stage, these promises are already being fulfilled. Each promise fulfilled is another significant step towards making Canada safer. The program began on December 1, 1998.

In just one year ...

- There has been an unprecedented one thousand firearms licences refused or revoked for public safety reasons. Revocations are seven times more than the total for the past five years;
- The spousal notification line has received over 2000 calls;
- Extensive background checks have been conducted on every person (49,580) who purchased a firearm;
- Police have been provided with an on line registry of owners and their firearms;
- The call centre in Miramichi, New Brunswick has assisted 807,178 people with questions and information;
- There have been 260,646 firearms registration certificate numbers and 87,825 photo licence cards issued to firearm owners.

As of November 30, 1999 the number of firearm owners in the system was 467,402 and the number of firearms registered was 1,465,644.

This information is now accessible to police officers through the new on line firearms system. There are 87,825 'new' owners in the system and the number of firearms registered includes 260,464 'new' registrations. As of November 28, law enforcement officers have used the new on line registry 359,797 times, an average of 1,600 times a day.

Statistics Canada reports that, between 1970 and 1996, about 37,000 people died from firearm wounds in Canada. It is evident that there is an urgent need to keep firearms out of the hands of people who threaten their own safety and the safety of others. The Firearms Act has already proven to possess the capabilities to do just that.

Sections 5 and 70 of the Firearms Act set public safety concerns and parameters that are more comprehensive and clearer than under previous legislation. They allow for the revocation of licences for public safety purposes and are very important to law enforcement officials when evaluating a potential threat to public safety and the necessary removal of firearms.



Since December 1, 1998,

- There have been 1,047 firearms licences refused or revoked from individuals for public safety reasons. Under the new law, authorities conduct extensive background checks on every single applicant before a licence is issued and before a firearm is sold. Moreover, continuous checks are now possible thanks to the linking of police networks to the new registration system, and the creation of a new police database for violent incidents. These checks help to keep firearms out of the hands of persons who should not have them.
- There have been 578 new applications refused for public safety reasons as described under section 5 of the Act.
- We have revoked 469 licences to individuals who no longer met the eligibility requirements. That number is significant because it is over seven times higher than the total for the past five years. The reason why we have a much higher number of revocations is that the system now supplies more information (such as court prohibition orders) in a timely manner to authorities.
- Of all gun sales, approx. 9% (3,162) have resulted in cases where the new background checks required further investigation. Of these, approx. 7% (216 cases) resulted in refusals.

Primary

The reasons for refusals include:

- Individuals attempting to purchase prohibited firearms for which they have no privilege.
- Failure to comply with handgun regulations such as demonstrating a valid purpose to collect firearms or membership in a gun club.
- Buyer does not have an acquisition license.



H&K MP5

- Public safety reasons and Firearms Interest to Police (FIP) 'hits' similar to examples described below. Police forces daily record violent incidents on FIP, which is a new database on the Canadian Police Information Centre (CPIC). Such database links are used as 'screens' for background checks. As soon as a new violent incident is logged in FIP, the system searches licence holders in the database for a match and alerts authorities of this new development.
- In February 1999, in Nelson, BC, an individual with a valid firearm licence attempted to purchase several firearms over a two week period. The background check indicated numerous prior convictions and several recent incidents involving criminal and violent activities. His licence was suspended pending further investigation. The sale was refused. The individual later attempted two more times to purchase firearms until his licence was revoked. In each case the system refused the sale.
- In April 1999, in Newfoundland, an individual had obtained a Firearms Acquisition Certificate (FAC) by knowingly giving false information on his form. The individual subsequently attempted to buy a firearm and the new system flagged the discrepancy. As a result of the investigation, a history of violence and past criminal record was discovered. His licence was revoked. An on line access to registry data called CFRO (Canadian Firearms Registry On Line) provides police with advanced information on potential firearms and the types involved when attending a residence. This system is in place now and receives an average of 1,600 queries per day.
- In April 1999, in Outaouais, QC, the new FIP database of information is credited for the matching of several cases of domestic abuse to "valid licence holders". Their licences were revoked.
- In January 1999, in Red Deer, Alta., an armoured car company employee had been falsifying his gun licence and permit to carry a handgun for the past three years and had gone undetected until the new computer system caught this anomaly. Officials reported the incident and an investigation was launched.



Daewoo USAS-12 Automatic Shotgun



The new program supplies police with more information for a decision on what guns need to be removed from a domestic violence site. It also provides an outlet for people to express their concern when they feel someone, particularly their spouse, should not possess a firearm. When a person applies for a firearms possession and acquisition licence, they are required to have their present and past spouse or common law partner sign the application verifying that they are aware of the application to own a firearm. If for any reason the spouse chooses not to sign the application, it will spark further investigation by a law enforcement officer.

The applicant's spouse can also use the special spousal line, accessed through our toll free information line, to express concern. There were over 2 000 calls made to the line from April to November 5, 1999, to report crime or provide warning about a person, and women's organizations are expressing gratitude for making this avenue available to women.

- In January 1999, in Newfoundland, the spouse of an applicant was notified based on information provided in the application form. The spouse reacted very negatively to the idea of the applicant possessing a firearm, saying she feared for her personal safety. A full investigation was conducted and the applicant was denied a licence.
- In August 1999, in Nova Scotia, a woman called the spousal line with a concern that her estranged husband was applying for a PAL and was going to indicate that he did not have a spouse because she had refused to sign his application. She was quite concerned for her safety and the safety of their children and reported his intentions to the spousal line. She later filed a complaint with her local police agency in order to generate a FIP hit. This means that if he tries to obtain a licence in the future, it will automatically trigger an investigation.

Sections 99 to 104 of the Firearms Act, dealing with trafficking and smuggling, provide enhanced controls over imports, exports and other transactions and stiffer penalties for non compliance, including a one year minimum sentence.

The new legislation requires closer examination and controls at border points for imports, exports and in transit firearms, and provides a database for checking the legality for firearms being exported. This means there is now better information on legitimate firearms being imported into Canada immediately upon their arrival. This also makes it easier later to identify

**Production statistics since
December 1, 1998**

Licence applications received	184,808
Licences refused for public safety reasons	578
Licences revoked for public safety reasons	469
Photo ID card issued	87,825
Firearm registration applications received	205,173
Registration certificates numbers issued	260,464
Individuals who purchased firearms	49,580
Firearms purchased by individuals	54,824
Firearms transferred among businesses	37,193
Total number of firearms that changed hands	32,017

those firearms that may have been smuggled into Canada. The new legislation also provides broader powers to law enforcement officers regarding smuggling and trafficking and facilitates the use of joint forces operations targeting illegal firearms.

- One recent undercover operation by the Provincial Weapons Enforcement Unit (PWEU) in the Ontario cities of Hamilton, St. Catherine's, Peterborough, and Lindsay, focused on illegal firearms trafficking and smuggling. The operation resulted in the seizure of two hundred and forty three firearms, sixty four people being charged and the recovery of stolen property, vehicles, and drugs. These amendments to the Criminal Code came into effect on January 1, 1996. Certain sections of the code were changed to create four year minimum sentences for violent crimes committed using a firearm, such as attempted murder, manslaughter, robbery, sexual assault with a weapon and kidnapping. Under section 85 of the code, anyone convicted of using a firearm in the commission of other indictable offences continues to be subject to a minimum 1 year sentence on a first offence. This term is to be served consecutively with any penalty for the other of fences.
- In June 1999, in Bedford, Nova Scotia, an American man was sentenced to nine years in prison for robbing and locking two Ontario University students in the trunk of a car. James Warren Gunter pleaded guilty to two counts of armed robbery, two counts of unlawful confinement and two counts of possessing restricted weapons. Part of the sentence Gunter received was mandated by the Criminal Code, which now requires a minimum four year prison term when weapons are used in a crime.
- In November 1999, in Winnipeg, Manitoba, two men were sentenced to six and a half years in prison for armed robbery. A security

guard was chasing two armed robbery suspects when one of them pointed a firearm at his head and pulled the trigger. The two men pleaded guilty to robbery with a firearm.

Revised estimates were presented by the Minister to the Standing Committee on Justice and Legal Affairs in early 1998. Since 1995, we have spent \$120.4M on setting up the licensing and registration system, communications, training, transition costs to provinces, and setting up facilities at the Central Processing Site. Operating costs will average out to about \$50 to \$60M per year over time. All costs (set up and operating) will be recovered through the user fees charged by the program. So far, \$6.3M in revenues has been collected (the first year offered substantially discounted fees.) In addition, the new registry actually yields significant savings for local police budgets. The program will save local police forces an estimated \$30 million yearly through freed up time and resources. These resources can be redirected to local investigations and policing.

The new registry is a tremendous contributor to the investigative process involving illegal firearms. Studies show that half of all the handguns and other restricted firearms recovered at crime scenes are registered and can be traced back to their original owner. Now it will be much easier to trace the source of non restricted rifles and shotguns as well. This is extremely important since long guns are associated to many firearm related crimes and suicides in Canada. Sawed off long guns are frequently used to commit armed robberies and other acts of violence. Early registration of legitimate firearms, combined with information already in the protected firearms database, allows for positive identification of legitimate firearms. Legitimate firearms can be more easily separated from the others, illegal firearms can be identified and linked to other firearms and to crimes and criminals.

This initiative is already showing results in British Columbia, where the new enforcement policies and strategies have led to a "significant increase" over the past year in the ability of B.C. police to trace crime guns back to their source, even when that source is out of the country.

... continued page 40

HIGHLIGHTS OF THE FIREARMS ACT



- The Firearms Act and Regulations apply to any person (including visitors to Canada) and any businesses that own, want to get, or use firearms.
- All gun owners will need a licence to possess or acquire a firearm by 2001.
- Before a licence is issued, safety checks on applicants will be done. The new system automates this process to speed up decision making. This is achieved by linking police databases with the new firearm registry system.
- In the case of new applicants who wish to acquire firearms, spouses and common law partners with whom a new applicant has lived within the last two years will be notified.
- New applicants who wish to acquire firearms must challenge and pass the Canadian Firearms Safety Test. Those applying for possession only (no acquisition privilege) will not have to take a course or pass a test.
- All firearms must be registered by 2003. In order to register a firearm, the applicant must first have a licence (or valid Firearms Acquisition Certificate). New firearms will be registered when they are made, or at point of sale for a \$25 transfer fee.
- A firearm is only registered once. Registration certificates will be valid for as long as you own your firearm, unless you modify the firearm and change its class.
- Previously registered restricted firearms such as handguns and prohibited firearms such as fully automatic firearms will have to be re-registered. There is NO FEE for this re-registration. An amnesty is in effect until January 1, 2001, to allow individuals who own unregistered restricted firearms to either register or dispose of their firearms.
- Firearms brought in by visitors will eventually be recorded at point of entry in Canada. Previously, shotguns and rifles did not have to be recorded at the border.
- Some portions of the Act will be brought into force at a later date, such as the requirements that will apply to individuals and businesses crossing the border with firearms. Until those new rules are in place, customs rules will remain the same.
- Safe storage regulations require that all firearms be stored unloaded and be made inoperable, usually through a locking device.
- Mandatory minimum sentences of four years for violent crimes committed with a firearm are in force.
- All handguns with a barrel shorter than 105 millimetres are prohibited; so are all .32 and .25 calibre handguns, all fully automatic ma-

chine guns, any firearm with a sawed off barrel and some military rifle models such as AK 47 and their variants.

- Possession licensing fees currently are \$45 from December 1, 1999 to August 31, 2000; \$60 after September 1, 2000. Acquisition licensing fees are \$60 from December 1, 1998 onwards. Licences have to be renewed every five years.
- Registration fees currently are a flat fee of \$14 for all firearms registered at the same time and reach a maximum \$18 by September 1, 2000. Registration is valid for as long as you remain owner of the firearm and need not be

repeated. Firearm purchases are subject to a \$25 transfer fee.

Application forms are available at over 7,000 postal outlets across Canada and through a toll free line, 1 800 731 4000. Some gun shops also carry the forms.

Ref.: Jean Valin Director, Public Affairs
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Each year Blue Line Magazine surveys the private sector to see which companies or individuals are interested in making their products or services available to the law enforcement community. This directory is a result of that survey.

This directory is divided up into three parts. The first part is the "Category Index". It provides you with details of how the products and services you may be looking for are listed. The second part is the "Corporate Listings" which include the names, address and phone/fax lines of the companies surveyed. The third part is the "Category Listings" which places the companies under the categories of services or products they are prepared to supply.

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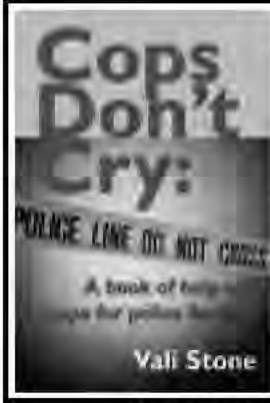
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Gaderian Inc
Harlequin Inc
Identicator
IDS Intelligent Detection Systems
Paisley Systems Inc



Smith & Wesson
Tetragon Tasse Distributors Inc

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Cogent Systems Inc
DSM Law Enforcement Products
Epson Canada Ltd
E.T.M. Industries Inc
Forensic Solutions
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Identicator
InterQuest Inc
Ion-Trace Inc
Palmer Security Products
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GRAPHDANALYSIS

The Police Charter

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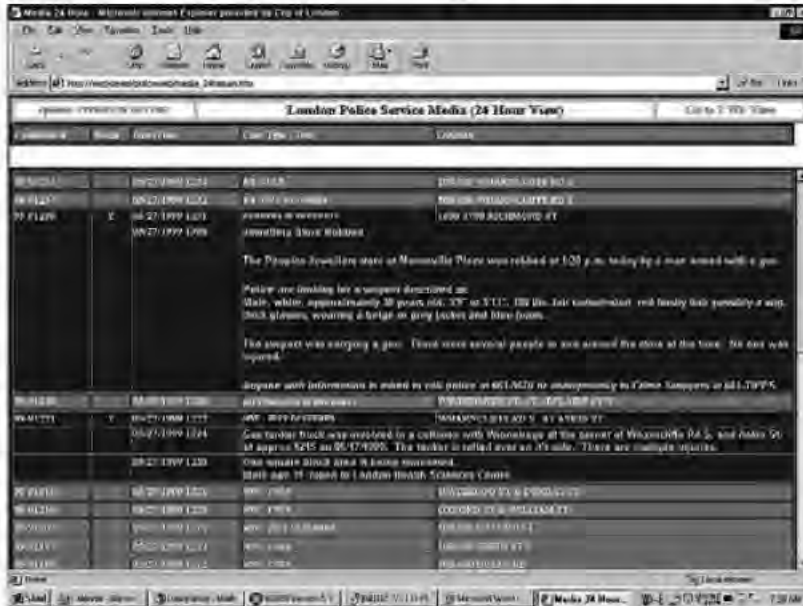
The London Police Service has embarked on an innovative project that will see local media outlets receiving up to date news and information through an internet web page connection custom designed for their use.

Police agencies know that in forming the media is an important part of their policing function. However, getting the message out in a consistent and timely way can be a challenge.

Digital trunked radio systems are a relatively new source of frustration for the media since they can no longer easily monitor digitally encrypted police transmissions. This particular problem was the springboard for the London Police Service to take another look at how they were providing the media with information.

In 1997 the London Police went to a fully encrypted trunked radio system. Media members wanted radios to monitor the transmissions, however the London Police did not feel they could take this approach for a number of reasons including officer safety. It should also be noted that while radio scanners were quite valuable to the media in years past, radio voice traffic has greatly reduced since 1997 due to the use of Mobile Workstations in the patrol vehicles.

Due to the difficulties with the current media notification approach the London Police Service called a meeting with the members of the media on February 24, 1999, and suggested an Internet based solution for providing dispatch information to the media. Once implemented, the London Police will still have a media Relations Officer, however, the paging system that is in use today will be discontinued.



Some of the benefits of Internet Based Media Release are:

- Access to this information by any authorized user 24 hours per day.
- The media gets information in a more timely manner than today.
- The ability to get information on overnight occurrences without phoning the police media officer (no busy signal since the information is available on the Internet).
- Enhanced communications between police and media, with future plans for sending digital images and sound.
- Police can get necessary messages out to the media more quickly and easily, and therefore, can concentrate more on police issues while providing better service to the media and the public.

General Description of Internet Based Solution

The Internet Based solution would work in the following way:

- a) A computer program on their Computer

Aided Dispatch system would be automatically run every 5 minutes (5 minutes will be the initial value but could change based on need). It would unload the last week of eligible calls from the Computer Aided Dispatch (CAD) system to a computer file. Calls up to 30 days old would be included if they had a Media Notes text page (a Media Notes page is a block of text that has been attached to that CAD record by the media officer or the communications staff.

- b) This file would be sent across the network through a secure firewall to the City Hall computer system, where it would be placed in a directory that both the police computer and the City Hall computer can access.

- c) A computer program on the City Hall computer would pick up the data, format it appropriately for Internet access, and update the Internet Page that stores that information.
- d) When a member of the media logged in to that Internet page they would see up to date information on the last number of days of calls. The London Police will use Internet "push" technology to send the updated information to the media member's browser program so that they do not have to refresh their screen to get the latest information. The program will also produce an audible signal and change the colour of the detail line if high priority call types appear on the list or if new Media Notes pages are sent. In this way media members would not have to continually monitor the screen to detect calls of interest. To ensure a simple transition, there are no changes to the media "desktops" to use this facility.



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Procedural Matters

Cooperation Between Media and Police: By using the Internet Based Media Release page, the media will know about many more calls than they do today. As well, the police will be attempting to provide the media with enhanced information since they can contact all media members simultaneously by attaching a Media Notes page. This is a definite shift in the way the police traditionally do business with the media, however, it has the ability to greatly enhance the service the media gets while decreasing work for the police. While the media officer will still be there as a resource, they will not entertain questions regarding each and every call that is on the Internet page. This must be agreed to and supported by both the police and the media for this plan to work.

Contingency Plans: There could be times when either the CAD system will be down or the Internet server will be down. While these incidents are rare, they do happen. If the down time were planned in advance, police personnel would use a programmed fax machine to notify the media of the down time and expected duration. During the down time they would only notify the media of major occurrences by way of the fax machine.

System Security: The London Police are using a Secure ID system to ensure that the user logging on is properly authenticated. They will also use SSL encryption to ensure that only authorized users can access the web page that

stores this information. Due to the rather intensive nature of the "push" technology that provides automatic updates to the media, they feel they must use security to restrict access. If the general public were allowed access to this page the media members would suffer poor service, which would guarantee an unsuccessful project.

Morning Routine: The media officer needs the capability to enter a number of media pages (MN) early in the morning so that information on overnight occurrences is sent out in a timely manner. This will provide the media with the information they need, in a more efficient manner, without a lot of duplicated effort.

Development Plan

The London Police organized a committee comprised of the police service technical staff, their media officer, and working members of the media. The committee has worked closely on the development phase to fine tune the design and add the necessary features. They have also worked with software developers to ensure the CAD system has the necessary functionality to impose proper control and management of the information being released. The City of London has also provided the Internet programming to accomplish the many features necessary to make the system effective for both the media and police.

The Internet Based Media Release project went "live" in London in November. The first release did not include all of the functionality

envisioned, however, it will be an excellent prototype and it is hoped they will learn much about the requirements of the system by working with all of the involved players. For example, the next release will allow sorting recent occurrences by description so that the radio stations can quickly access the data and see the location of all motor vehicle collisions. This would allow them to assist the police by diverting traffic where accidents are blocking intersections. Also in the design state is a method of attaching digital images to CAD records so that they can be sent along with the press releases. It is hoped that in the next release missing person photos, sound recordings, or other scanned images can be sent along with the news release.

This concept represents an improvement in the way that the police and the media share information, and there is much potential for enhanced service with reduced work for both parties. The London Police firmly believe that this system will evolve to provide enhanced information to members of the media in a more timely manner, and will also assist police with getting important information to the public through the media. Cooperation and vision will ensure this happens.

Eldon D. Amoroso is Director of the Information and Technology Branch of the London Police Service.

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Each course will consist of one half day of instruction by qualified leaders in a variety of police disciplines and expertise. These sessions can be attended either singularly or in totality according to individual interests. All courses will require pre registration. Registrations in each course will be limited to allow for group interaction.

Course I - Investigative Interviewing Techniques

This practical course is applicable to all aspects of law enforcement and will be presented by Gord McKinnon the author of *Investigative Interviewing*. Gord, an experienced instructor, has experience in a multiple of areas including uniform patrol and criminal investigation as well as specialized areas including underwater search and recovery, fraud investigation, and intelligence.

Course II - Positive Discipline

How to criticize so that the recipient will thank you for it, will be taught by consultant and author Terry Barker, and is geared towards management and administrative personnel to create a positive work environment for all staff. Terry is the author of *Boss Talk* and *The Five Minute Police Officer* and is a regular columnist with *Blue Line Magazine* and instructor with the Police Management courses at Dalhousie University.

Course III - Critical Incident Stress Management

Murray Firth, a leading expert in Basic and Advanced Critical Incident Stress Management Training, will be the facilitator covering the area of critical incidence management and how to deal effectively with it. Topics will include: Suicide by Cop, Officer Suicides, Police Shooting Incidents and No Shoot situations, justification of deadly force, and the unique responsibilities and repercussions of an incident commander.

Course IV - The New Face Of Policing - Face I

Keith Taylor, President of Perivale & Taylor Consultants, will address legal issues of policing in the 21st century and concepts surrounding the re organizing and restructuring of policing operations.

The Ontario Special Investigations Unit will be briefing attendees on the mandates of that organization and the new changes in regulations and their perceptions of police complaints for the future.

Harry Black, legal advisor to police officers, will address the implications of the anticipated changes.

Course V - The New Face of Policing - Face II

Detailed explanation and implications of the Integrated Justice Project with input from experts of the two leading information processing databases producers, OMPAC and CPIC.

Course VI - Hazardous Material Management

Hazardous Material Management as it relates to First Responders and Public Safety. More information on this course will be given in our next issue.

Blue Line staff are currently working on

expanding these courses and further information will be provided in upcoming issues.

Certificates will be presented at the end of each course. If you register before March 1, 2000, course prices are \$ 75.⁰⁰ each or 4 for \$250.⁰⁰. After March 1, 2000, prices are \$100.⁰⁰ each or 4 for \$ 350.⁰⁰. (GST extra) Prices include admission to *Response 2000* trade show.

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Trainer now more powerful and affordable

This new portable firearms training simulator is affordable while it has all the necessary functions required to meet all the Canadian training needs...



FATS (Firearms Training Systems, Inc.), the original firearms training simulator producer, introduced its latest digital simulator at the International Association of Chiefs of Police show last October.

The CST100D P trainer is described by FATS as the affordable and highly portable version of what they consider the most advanced training system available on the market today. Combined with the FATS scenario library, it offers all the options required to train the Canadian police officer with the Incident Management / Intervention Model (IMIM). The CST100D P features advanced instructor's branching and looping capabilities as well as the system's branching capability.

The instructor's branching and looping capabilities are most important to allow escalation and de escalation of the situation based on the officer's reaction and ability to manage the high risk situation. It enables an instructor to tailor training to a department's policies and procedures.

Features of the CST100D-P trainer
Simplified System Operation... The CST100D P was developed using a Windows based instructor interface and open architecture design. The PSC (Primary Simulation Computer) is Pentium based for high performance with low maintenance cost.

Compact... The CST100D P comes compactly packaged in its own lightweight and easily portable carrying case complete with wheels and



a pull handle.

Training capabilities... The CST100D P trainer supports the entire range of use of force options with escalation and de escalation. Extremely portable, it sets up in just minutes and supports training in restricted environments with a minimum size of 3.5 m x 6.5 m.

Weapons... The CST100D P supports multiple wireless firearms available in 9mm, 10mm, 40 cal., .45 cal., .357 magnum cal., .38 cal., and 12 ga., as well as less lethal force options such as chemical spray and baton. The weapons can be registered and assigned to individual shooters, thus allowing the instructor to monitor each student's action which provides for more realistic training.

Marksmanship training... The CST100D P supports training in single or multiple lane con-

figurations on generic FATS range courses and customer designed range courses. The customer can choose from a large library of available targets and design a course of fire for an annual qualifications. As many as three officers can shoot simultaneously and each lane responds independently of the other lanes and shooters. Still and moving targets can be set at relative distances.

Real-time feedback... Scenarios branch in reaction to scored zones (e.g. lethal, non lethal hits, and O.C. spray). Immediate and delayed scenario branching is viewable on the monitor for easy operation.

Scenario review... Once the scenario is completed, the instructor can display the results on the screen, load and save replays, and display debriefing screens for after action review. Color coded weapons feedback with weapons ID allows the instructor to monitor each student when multiple students react to a scenario. Results can be entered into a student database for storage and printout.

Additional hardware options

- ◆ For customers who wish to create their own training scenarios, an authoring station and scenario editing suite is available. This option offers the ability to digitize and compress video into MPEG digital format. It is capable of inputting standard NTSC video from VHS tape, laser disc, and digital video formats. The onboard authoring program accommodates scenario threats, branch points, lethal and / or non lethal scoring zones. Once completed, the customer created video is easily stored on DVD RAM discs.
- ◆ FATS optional "live fire" screen offers training on video scenarios and still targets. This live fire system has an acoustical screen with built in sensing for extremely accurate detection of bullet location on a rubber, self sealing screen.
- ◆ FATS also offers the Bristlecone Return Fire System (RFS). When used in conjunction with the CST100D P, the RFS increases training realism by discharging soft foam projectiles at trainees to stress the importance of cover and concealment.
- ◆ Certification and re certification seminars are also offered to those who wish to stay abreast of the ever evolving training techniques.
- ◆ A printer is available for those who wish to provide the trainee with a record of his or her training.

Price... The CST100D P is available, for a limited time, at a special introductory price of US \$31,500. This introductory offer includes the CST100D P, two wireless laser inserts, one wireless OC spray, one scenario training DVD RAM disc, one year warranty, installation, and training. This offer is also available on a three year lease to own option.

Service... Most importantly, FATS has a specialized service department located in Montreal to assist Canadian customers.

For further information you may contact Kim Sleeme at 770 813-0583

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PRODUCT NEWS

Emergency kit for handling needles and syringes



A range of equipment necessary to collect, handle and safely dispose of potentially lethal discarded hypodermic needles and syringes is contained in an emergency kit available from a British company.

Housed in a carrying case with Velcro detachable bags, the kit from M.A. Risk Solutions includes gloves, disinfectant, forceps, clamps, needle collector, sharps box, washing bag and paper wipes.

The anti needlestick gloves, with over 300 overlapping platelets, prevent standard hypodermic needles penetrating the front of hands and fingers, making them suitable for handling clinical waste, clearing vacant properties and search operations in car parks, derelict buildings, school outbuildings and on waste ground. The kit also includes a pack of ten thin and strong disposable gloves to stop body fluids reaching the hands from soiled linen, bedding and other articles.

There are four devices in the kit to help users safely collect discarded needles and syringes and drop them into the sharps box provided. Needles can be picked up at arm's length with a needle collector, a 32 in (812 mm) long device that uses a magnet array and trigger mechanism. A flexible grab, resembling a sword with a spring loaded hilt, allows grab wires to emerge from the end, fasten round a syringe and hold it tightly.

There is also a disposable clamp, resembling a small pair of ratchet pliers, that can be used for picking up needles or pulling broken needles out of surfaces where they have been deliberately left as booby traps, and stainless steel forceps for extracting both needles and syringes from awkward places.

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Founder of the International Police Diver Symposium

Submission by Captain Scott Fuller



The establishment of an international forum for police, law enforcement and public safety marine and underwater teams is considered a profound and distinct step in the advancement of police sciences.

The police diver symposium was initially conceived to afford Ontario police agencies to meet and to exchange ideas and offer solutions to them and to be able to measure in some way, the "state of the art" of police underwater sciences.

Prior to the establishment of the symposium, only a few public safety related conferences were held to focus attention on the needs of marine and underwater search, rescue, recovery and investigative specialists. Those meetings were held during sport or commercial diving conferences and did not allow police officers to communicate among themselves on a professional development basis. No other forum, clinic, seminar conference or symposium provided for a venue in which sensitive or confidential police matters could be discussed or underwater investigations techniques exchanged or examined.

The symposium rapidly grew into one of international significance in which the President of INTERPOL officially recognized it as unique, distinct and of high value to the world's law enforcement community. That growth and international stature would not have been realized without the leadership of Constable Richard Rozoski.

Other police officers have assisted the symposium over the years, in minor administrative or logistics support roles; but it has been the dedication, commitment and leadership of Constable Richard Rozoski that has enabled the International Police Diver Symposium to achieve continued success and to establish Canada as a Centre of Excellence in a specialized area of police science.

The International Police Diver Symposium now attracts world class guest speakers, state of the art technology employed in marine and underwater operations, professional seminars and workshops and a wide range of professional discussions and exchanges. It has also attracted military and coast guard support and participation from two nations and recognition by several federal law enforcement agencies in the United States, Canada, Australia, New Zealand, Northern Ireland, Great Britain, Bermuda, Norway, Sweden, South Africa, Scotland and the Republic of Ireland and a host of other countries.

This international participation and attendance reflects highly on the leadership of Constable Richard Rozoski and the quality of the International Police Diver Symposium.



Senior Constable Richard Rozoski

Symposium Origin

In 1985, a Staff Sergeant of the Ontario Provincial Police, who was then the supervising officer of the Ontario Provincial Police Underwater Search and Recovery Unit (and others) became convinced that there was a need to bring all Ontario police underwater teams together to get to know one another and to help formulate improved police diving standards and training. This gathering would allow participants to network with other jurisdictions, to discuss common problem areas and to "work closer together" for public safety.

The first "police diver" seminar was held at the OPP College in which several police underwater and marine units attended. The weekend "retreat" was considered such a success that serious discussion was held on the closing day to plan a further conference. Constable Richard Rozoski and Constable Cameron Rumble of the Hamilton Wentworth Regional Police volunteered to host another such underwater meeting in Hamilton.

Constable Richard Rozoski took the lead in planning, coordinating and hosting the second conference, assisted by Constable Rumble and members of the Hamilton Wentworth Regional Police Scuba Club. That event, in 1987, was an even greater success, attracting police, fire, SAR, and law enforcement marine and underwater teams from all over the United States and Canada.

The involvement of police officers from more than one country turned the event into one of an international nature and it was quickly renamed accordingly as the International Police Diver Symposium, the title it enjoys to day.

Continued Development

With the success of the second "symposium", a third was organized and again Constable Richard Rozoski took the lead in doing so. In doing so he consulted a wide range of

other specialists in search, rescue, recovery, investigations and underwater technology. Richard sought out further guest speakers, equipment manufacturers, scientists, academics, military officers, coast guard personnel, emergency responders, doctors specializing in diving medicine, canine trainers, marine patrol teams, underwater scientists and researchers, tactical units employed in marine and drug interdiction operations, special operations team members, critical incident stress managers, manufacturers of marine craft for law enforcement, and a wide range of other underwater specialists.

Richard networked with police and law enforcement publications, journals, newsletters, quarterlies and magazines. He sought out police diving instructors in the United Kingdom. He gathered advice from military units and teams and again took the lead to recruit assistance in the conduct of the symposium. He sought corporate support and sponsorship and donors. He originated volumes of correspondence, symposium articles, brochures and programs. He created a symposium website on the internet and worked with those he recruited to assist him and to advise him in a most professional manner.

Richard has tirelessly sought the formal support of his own police department and managed to recruit several officers on it to assist by donating their own time.

His leadership soon paid off and the 4th, 5th, 6th and 7th symposia were all successful, larger and more diverse in attendance, in speakers, in exhibits and practical demonstrations and training.

Over the years each successive symposium generated sufficient funding to "kick start" the next one, while remaining a non profit venue. A silent auction of donated items has assisted in funding the event and has also realized funds from a deceased police officer's scholarship fund and a Crime Stoppers program.

The Symposium

The symposium has grown to include many foreign national representatives. This has included leading experts in various fields of police science from forensics to accident investigation and analysis and into areas requiring expert witnesses in the causality of death. Other topics involved the gathering of evidence from underwater crime and accident scenes, in the improved health and occupational safety standards of police officers, in the establishment of formal protocols of evidence gathering and crime scene reconstruction, explosives removal and disposal, environmental protection from toxic and hazardous wastes, the recovery of stolen property, weapons used in the commission of offences and in a widening range of applications and research into police investigative techniques and emerging technologies.



Impact and Long-Term Benefits to Policing

The International Police Diver Symposium has evolved into a unique event in the law enforcement community. Prior to this symposium, there was no such forum focusing itself on this field of knowledge. It has pioneered a new chapter in police science and has enabled it to more rapidly advance than it would have without such a symposium. The symposium will only continue to develop and evolve if it receives recognition, formal accreditation from the police community at large and continued, dedicated leadership.

The Way Ahead

The International Police Diver Symposium was conceived by a few police officers, attended by many more, but led by only one of them - Constable Richard Rozoski. He has devoted thousands of hours of his own personal leisure time without compensation or benefit other than personal satisfaction. He has personally subsidized its operating budget and

ensured that it, at least, operated on a break-even non profit basis. He has recruited a wide range of support from technical advice to sponsorships. He has utilized his own home as the administrative centre for the symposium. He has consulted hundreds of other police officers from a multitude of countries around the world. He has attracted some of the world's best experts as guest speakers and to conduct seminars and workshops.

Richard has overcome a wide range of "stumbling blocks", "impediments and obstacles". He has worked diligently to keep the symposium's integrity and values of the highest standard. Richard has avoided personality ego conflicts, "police politics" and a wide range of "silent obstacles" and despite all, has succeeded by his personal example, hard work, dedication and leadership, in making the International Police Diver Symposium an outstanding and distinguished success.

Leadership

A famous General of World War Two said after the war that "Leadership is the art and science of doing the impossible, with nothing but example, determination and sweat." That same General described "success" as "some one to recognize your leadership."

For further information on becoming a member of the *Police Leadership Forum* or for nomination information for the 2000 Award contact:
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You have a conviction... but when is the job really done?

by Barry Turnbull

The foreman of the jury stands and says "We find the defendant guilty as charged, your honour." The police officer in charge of the case manages to stifle the urge to shout out a victorious "Yessss!" and to keep a straight face. The judge sentences the accused to three years and the case is over... or is it?

It's true that the investigation and prosecution are complete; but, the job is really only half over. Now the corrections half begins. The sentence has to be properly administered. This offender will be incarcerated in a federal penitentiary for between six months (day parole eligibility) and the full three years (if ordered detained) depending on the nature of the crimes committed and the risk for committing future offences, especially violent ones. During that time, risk to re offend is assessed and a correctional plan developed. The purpose of this plan is to protect the public by addressing those needs that will help reduce the risk of re offending and facilitate the offender's return to the community as a responsible individual. These assessments are conducted first by the Correctional Service of Canada (CSC) and later by the National Parole Board (NPB).

The first such assessment, the Offender Intake Assessment, is completed within the first six to eight weeks of the offender's arrival at an intake institution. In order to properly conduct this assessment, CSC staff require information from a number of sources. For example, they must have information from the police and the court to determine the official version of the crime or crimes committed, including, the offender's role, whether drug or alcohol use was a factor and was violence involved. In the absence of such official information, the sole source becomes the offender. The reliability of this "self reported" information is questionable. At this stage, many offenders tend to minimize the seriousness of, and their involvement in, the offence; or are in a state of denial.

The documentation required includes copies of the police reports, crown synopsis or case history, the statement of agreed facts in the case of a guilty plea, judge's reasons for sentence including any recommendations made relating to the sentence, any pre sentence report, any psychiatric or psychological reports submitted to the court and any victim impact statements.

As you can see, although the police officer in charge of the case may want to go off to celebrate another successful conviction, there is still more work to be done. Information



within the police officer's file needs to be passed on to Correctional Service of Canada without delay.

In addition to providing information relating to the "index" offence(s), that is the offence(s) for which the offender is currently incarcerated, it is important that police services provide reports of any previous contacts with the offender, especially any that would demonstrate a violent nature or actions that endangered the lives of others.

According to law, an offender serving a federal sentence (two years or more) for the first time, for a non violent crime, is entitled to an Accelerated Parole Review (APR). At that APR review the National Parole Board must direct the release of the offender unless reasonable grounds exist to believe that the offender, if released, is likely to commit an offence involving violence before the expiration of the sentence. This means an apparently non-violent offender will be released on day parole at one sixth of the sentence or six months whichever is greater.

The NPB, in considering whether reasonable grounds exist, is entitled and required to consider any and all information that has been made available, including information about charges that have been withdrawn, dismissed or stayed. Some police services seem reluctant to share police reports relating to such charges. In fact, in one recent case a police service indi-

cated it is not their policy to do so. Such practices and policies hamper NPB's ability to make quality decisions and may contribute to offenders being released on accelerated day parole who have demonstrated poor anger management and/or assaultive behaviour in the past.

The NPB is aware that such court outcomes do not necessarily mean that an offence was not committed by the offender. Without documentation from the police, the NPB members must seek an explanation from the offender and then attempt to weigh its credibility.

While in APR cases the focus of the NPB hearing is restricted to assessing information that indicates a likelihood of future violent behaviour, occurring prior to sentence expiry, in regular Day and Full Parole Hearings the NPB's risk assessment covers much broader criteria. The NPB and provincial boards consider the risk of re offending in any manner and must determine if that risk can be safely managed, with available resources, in the community. In arriving at a decision the parole boards consider any and all information concerning the offender's criminal history, the identified need areas at the time of incarceration, the benefits derived from treatment and programs, the offender's behaviour while incarcerated, and the release plan that is proposed.

In considering the offender's criminal history, parole boards examine the nature of the current offence(s) including the seriousness and

number, role of the offender, degree of violence or injury, use of weapons and substances, and impact on the victim(s). The board members also review the offender's criminal record (FPS) and social history to determine evidence of previous violent behaviour including domestic violence; anti social attitude, behaviour and associates, including membership in or association with organized crime or a criminal gang; the role of alcohol and/or drugs; and, behaviour during previous incarcerations and periods of conditional release, including adherence to conditions and rules. They also consider professional opinions and information from other sources relating to risk/need factors including psychological/psychiatric assessments, statistical predictions, police and victim input.

In order to properly conduct the above described assessment of historical factors, it is imperative that the NPB and provincial parole boards be provided with police reports and other information that address and clarify the described issues.

According to Statistics Canada, (Adult Criminal Court Statistics, 1997/98, Juristat, Vol.18 no.14) in 1997/98 a prison sentence was imposed in 82,668 convictions or about 33% of all convicted cases. Almost 50% were sentenced to one month in gaol or less, about 12% to 6 months or more and only about 3% resulted in sentences of two years or more to federal correctional institutions.

Given that there were less than 10,000 convictions resulting in a gaol term of six months or more it would not seem unreasonable to suggest that police services might write a policy into their standard operating procedures, to automatically review and provide the relevant information in their files to assist parole boards in their decision making, when such a sentence is imposed. This information should be provided to Correctional Service of Canada or a provincial correctional service within one week of the sentencing. With the co operation of the crown attorney the package should include the judges reasons for sentence, reasons for the withdrawal, dismissal, or staying of other charges and any psychological/psychiatric reports considered by the court.

Instead of closing the case file at the time of sentencing the police officer in charge of the case, or some other designated person, could pull that offender's entire local history of police contacts, identify the relevant information, obtain the necessary court related material and then meet with a representative of the local Correctional Service of Canada parole office or provincial counterpart to provide the information.

Police information is also critically important in the conduct of Post Suspension Hearings. Such hearings usually occur when the conditional release of a person has been suspended for breaching one or more conditions of release and/or for being charged with a new criminal offence and the risk of further reoffending is considered to be undue (unmanageable) in the community by the local parole office. In these cases the offender is arrested by police either on a warrant issued by designated correctional staff or in relation to the commis-

sion of a further criminal offence. A copy of the arrest report and any information indicating what conditions of release the offender may have been breaching at the time of arrest is very important. For example; was the offender under the influence of alcohol or drugs, and, if so, what were the indicators; was the offender associating with another criminal and how was it established that they knew or ought to have known that they were doing so; or did the offender provide proper identification to the police in accordance with the standard conditions of release.

It is important that police understand the laying of a new charge, by itself, may not necessarily result in the revocation of a person's conditional release. Even a conviction, unless it results in additional (consecutive) incarceration to the current sentence, will not result in an automatic revocation. A sentence of time served is not considered additional incarceration. The NPB is required to consider what conditions, if any, would facilitate the offenders return to the community without constituting an undue risk of reoffending. If such conditions are determined to exist then the NPB must cancel the suspension. The conditions imposed must be reasonable and necessary to manage the risk of reoffending and must represent the least restrictive option available to protect society.

The mission of the NPB

"The National Parole Board, as part of the criminal justice system, makes independent, quality conditional release and pardon decisions and clemency recommendations. The Board contributes to the protection of society by facilitating, as appropriate, the timely integration of offenders as law abiding citizens."

The safety and security of Canadians depends on the quality of these decisions. Canadians expect and have demanded that all parts of the criminal justice system work together to protect our society. The National Parole Board and provincial parole boards must work in partnership with correctional services and rely on the co operation of the other components of the "system".

You, as the officer in charge of the case, can powerfully influence the outcome of decisions made with respect to the administration of the sentence by ensuring that the appropri-

ate correctional service and parole board have accurate and complete information. It may be easy to stand back and criticize corrections and parole for allegedly liberal release practices but it remains a significant challenge to ensure that you have done everything you can to contribute to the quality of such decisions.

So, before you close that file and celebrate, please remember that the job is not done until all the paperwork is done; and that means, sharing the relevant information with the appropriate authorities.

Barry Turnbull retired as an Inspector with the Peel Regional Police after 30 years of service. He is presently a part time member of National Parole Board and worked as a volunteer for over ten years with the St. Leonard Society in Brampton, Ontario. For further information regarding this article, or any other question regarding Parole, you may call 613 634 3857 or Fax 613 634 3861 or check the website at www.npb.cnlc.gc.ca.

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Up-Coming Events

February 21 - 24, 1999
Annual International Fugitive Investigators Conference
Toronto - Ontario
Hosted by the Toronto Police Service's Fugitive Squad, this seminar will address issues relating to locating and apprehending fugitives throughout the world. Contact Brian Borg at (416) 808 4550.

March 1 - 3, 2000
Certified Police Coach Workshop
London - Ontario
The London Police Service will be hosting this three day workshop taught by Henson College, Dalhousie University. Contact Sherry Carmont MacBean at (902) 494 6930.

March 1 - 3, 2000
Surface Supplied Ice Diving Workshop
West Hawk Lake - Manitoba
This public safety diving workshop, hosted by the Winnipeg Police Service, will focus on ice diving set up, procedures, emergency procedures and utilize both surface supplied EXO 26 and SL17B. For more information contact Cst. Ken Lugg at (204) 986 6362.

March 5 - 10, 2000
Canadian Police Alpine Games
Vernon - British Columbia
The Canadian Organization of Police Skiers is hosting this recreational race open to law enforcement personnel from around the world. Contact Sgt. Joe Loran at (306) 780 5470.

March 6 - 10, 2000
Sexual Assault Investigators Seminar
Toronto - Ontario
The Toronto Police Service is hosting this five day seminar which will deal with many aspects of sexual assault investigation. Contact Det. Cst. Tracey Marshall at (416) 808 7448.

March 27, 2000
Outlaw Biker Seminar
Milton - Ontario
This seminar, hosted by the Southern Ontario Law Enforcement Training Association, will have guest speakers from the Special Bikers Squad of Ontario, as well as the RCMP's OMC coordinator. This seminar is restricted to police officers only. Contact Chris Collins at (905) 878 5511, ext. 2305.

April 4 - 7, 2000
14th Annual Forensic Identification Seminar
Toronto - Ontario
Hosted by the Toronto Police Service, this seminar will include lectures, workshops and a trade show. Contact Greg Schofield at (416) 808 6825.

April 9 - 12, 2000
Policing Cyberspace Conference and Trade Exhibition
Vancouver - British Columbia
This conference will address critical international issues emerging from the use and abuse of cyberspace. Contact Bessie Pang at (604) 980 3679.

April 18 - 19, 2000
RESPONSE 2000
Markham - Ontario
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trade show is the perfect place to review, test and purchase products and services. Call (905) 640 3048 or fill out the registration form on the front of the magazine and fax it to (800) 563 1792.

April 18 - 19, 2000
Blue Line Symposium
Markham - Ontario
Held in conjunction with Response 2000, the symposium will consist of four half day courses by qualified leaders in a variety of police disciplines and expertise. Space is limited. Take advantage of the early bird special by registering before March 1. Call (905) 640 3048 or fill out the registration form on the front of the magazine and fax it to (800) 563 1792.

April 26 - 27, 2000
Toronto Police Service's / CISO Surveillance Seminar
Toronto - Ontario
Hosted by the Toronto Police Service's Mobile Support Services, this seminar will cover DNA collection, note taking and surveillance evidence, aerial surveillance, surveillance liability and surveillance weapons. Contact Ted MaGee at (416) 808 3700.

April 28 - 30, 2000
Inter-Denominational Retreat
Pickering - Ontario
A time for personal growth and renewed hope. A pause in the hectic routine of daily life, a chance to be alone, to relax, to reflect, a time for yourself. Scriptures, audio visuals, healing liturgy, personal counselling. Contact Insp. Larry Sinclair at (416) 808 7081.

May 1 - 12, 2000
Level One Coxswains Course

Toronto - Ontario
This course is an introductory level program designed for law enforcement officers who are currently assigned or will be assigned to marine unit duties. Contact Sgt. Stephen Henkel for more information at (416) 808 5800.

May 11 - 13, 2000
15th Annual Ontario Police Basketball Championships
Sudbury - Ontario
This tournament is held in different Ontario cities each year to support various charities. Contact Rob Thirkill at (705) 675 9171, voice mail 76672.

May 15 - 18, 2000
28th Annual Auto Theft Investigator Training Seminar
Markham - Ontario
Hosted by three police services and the Insurance Crime Prevention Bureau. Call Det. Cst. Doug Couzens at (705) 329 6454.

Collector Shows

The Canadian Police Insignia Collectors Association will be holding trade shows at the following locations:

April 1, 2000
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Contact: Steve Van Seggelen at (905) 821 4832.

April 8, 2000
Alliston Spring, Ontario
Contact: Bill Couldridge at (705) 733 1460.

April 15, 2000
Windsor, Ontario
Contact: Cecil Hiuser at (519) 735 9189.

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TEN-SEVEN

Law Enforcement News From Blue Line Magazine

Mourners gather to remember fallen provincial police officer



McFadden

About 1,500 people gathered at a church in January for the funeral of an Ontario Provincial Police officer who was killed in the line of duty on New Year's Eve.

Cst. James McFadden of the Chatham provincial police detach-

ment was killed when he stopped a car on a highway and his cruiser was struck by a third vehicle.

Officers from as far away as Winnipeg and northern Ontario attended the 24 year police veteran's funeral on Jan. 4.

During the service, McFadden, 49, was remembered for his commitment to safety and his dedication to his family which included his wife, two sons and his parents.

Det. Cst. J.J. Arseneau, a friend of the McFadden family, urged police officers not to become discouraged by McFadden's death.

"We're referees of the free world and a safety net between good and evil," he was quoted as saying.

After the ceremony, the provincial police service's Pipe Band and Colour Guard led a police procession flanked by 900 officers as the OPP Golden Helmets motorcycle brigade, the hearse and family members left for a private interment.

Chatham OPP Staff Sgt. Doug Babbitt said the McFadden family has remained very strong and the police community has gathered around them to provide support.

A 34 year old man from Essex, Ont., has been charged with first degree murder.

Edmonton police chief resigns

John Lindsay agreed to a \$310,000 buyout package and resigned in January as chief of the Edmonton Police Service after city officials announced they had lost confidence in his leadership.

"We were concerned about the leadership of the service and the public confidence which was shown to be shaken a bit," Edmonton Police Commission Chairman Bob Dean was quoted as saying.

Lindsay, a 23 year police veteran who served as chief for five years, will remain with the police service as a consultant until his contract expires in June 2001.

Lindsay, 47, was cleared in December of allegations made by two detectives that members of the police service had links to organized crime. A six member team of RCMP investigators found the complaints made against the former chief were either unfounded or unsubstantiated.

Lindsay soon found himself in turmoil again when he disbanded a special anti gang unit and claimed it was due to a lack of funding from city council.

When councillors asked why Lindsay never mentioned the need for increased fund-



Lindsay

ing during December's budget meetings, the chief was forced to retract his comments.

The police service received a \$4 million increase in the new year, enough to hire an additional 30 officers.

Mayor Bill Smith said the former chief didn't communicate well with the city council or police commission and it resulted in embarrassing public relations problems.

"The continued controversy, had it continued for any longer, I think it would have been a mistake and would have hurt the city," Smith was quoted as saying. "I'm glad it is behind us and I'm sure the chief and the commission feel exactly the same way."

Lindsay joined the police service in 1976 and spent the next five years working towards his law degree.

He was a legal adviser with the police service after he was called to the bar and later became the superintendent in charge of criminal investigations. Four years later, in 1995, he became chief of police.

Deputy Chief Bob Wasylshen has been named acting chief until a replacement is found.



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Jury rules suspect's death resulted from officer's hold

A coroner's jury ruled in December that a police officer committed homicide by holding a nightstick on a man's neck.

Cst. Paul Van Seters killed 32 year old Kenneth Allen by fracturing neck bones and suffocating him in 1991, the jury ruled.

The homicide verdict comes three years after Van Seters was acquitted of criminal negligence causing death.

Under the Ontario Coroner's Act, the homicide verdict is not a finding of guilt and cannot result in further charges.

Allen had been arrested for attacking a streetcar driver.

A videotape taken at the police station shows Van Seters holding his nightstick under Allen's chin as he was being dragged inside. Allen, who was unconscious at the time, was taken to a cell and placed on the floor.

Officers testified they checked Allen's pulse and that he was breathing before paramedics arrived. Allen remained unconscious on the floor with his hands cuffed behind his back during the eight minutes it took paramedics to arrive.

The central issue at the inquest was the use of the nightstick.

Autopsy results indicated that Allen died of asphyxiation. This was complicated by high

levels of cocaine in his blood which caused a "cocaine toxicity" that can result in death after a burst of energy.

The four officers, including Van Seters, who participated in the arrest told the coroner's jury they believed Allen was mentally ill and they didn't suspect he was on drugs.

The jury sided with three pathologists who testified Allen died from asphyxia resulting from the force of the nightstick while in a state of cocaine toxicity.

Van Seters' lawyer argued that the cocaine was responsible for Allen's death and asked the jury to classify the death as an accident.

Among their 12 recommendations the jury said police should no longer be trained to use nightsticks in the neck area and that video cameras should be placed outside police stations.

The videotape seen at the inquest began inside a police garage, but there were several minutes outside the station not captured on video in which the officers were struggling to subdue Allen.

Van Seters testified he used the nightstick on Allen's jaw to control his head and stop him from biting anyone.

He also testified that the nightstick didn't slip to his neck.



Shooting death was accidental inquest finds

The shooting death of a teen by an Ontario police officer who was trying to arrest him was an accident, an inquest jury ruled in December.



York Region police Det. Robert Wiche shot Faraz Sulman, a suspected carjacker, in June 1996 during an arrest arranged by the 16 year old's mother.

A family friend was to pose as a buyer for a stolen Jeep that Sulman had obtained.

The botched arrest ended with a fatality when Wiche shot Sulman after he struck the officer with the sport utility vehicle.

Wiche was charged with manslaughter but was cleared at a preliminary hearing in August 1997.

During the hearings in June 1997, Wiche was stabbed in the back by a teenage friend of Sulman's outside of a court house.

The youth pleaded guilty to the attempted murder of Wiche and aggravated assault on a detective who was stabbed while trying to aid Wiche.

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Police plan to keep chopper up in the air

The Air 1 helicopter will remain up in the air.



During a meeting in December the Durham Regional Police Services Board passed a motion granting a three month extension to the helicopter program.

There has been a dramatic decline in the number of pursuits, break ins and vehicle thefts since the project began in June, police said.

Statistics show the helicopter helped locate 18 missing people, track 110 suspects and uncover a number of drug crops.

The force plans to use the helicopter on a daily basis, instead of every second week which they did during the six month pilot project when they shared Ontario's first patrol helicopter with York Regional Police.

The York force will not be part of the extended program. Instead, they will receive their own helicopter through a private donation.

Officers make special delivery

Two Ontario Provincial Police officers had to make an unusual delivery in January.

Csts. Randy Guy and Dave Buckle helped Veronica Uzielli bring an eight pound eight ounce baby girl into the world at 5:30 a.m. on Jan. 5.

Uzielli and three family members were on their way to hospital in North Bay when mom realized the baby wasn't going to wait. The family rushed to the OPP detachment at Powassan, Ont., 38 kilometres short of their original destination.

Fortunately the officers are well versed in child birth with 10 children between them.

They both attended the births of each of their kids.

"It was either there or on the side of the road," Uzielli was quoted as saying. "This baby just wasn't going to wait."

The family arrived at the detachment just 10 minutes before the baby was born.

"She said she felt like she had to push and it was as if all of us there had the baby," Buckle was quoted as saying.

The baby, named Megan, is the family's fourth child, all girls.

When asked what would come next, father Peter Simola answered a vasectomy.

Blythe becomes Vancouver chief



Blythe

Vancouver has a new chief of police.

Acting Chief Terry Blythe was named to the top job in December by Mayor Philip Owen.

Blythe is a 30 year veteran of the force who was born and raised in the city.

The new chief said he will make an effort to improve communication within the force and plans to launch a major consultation effort.

Blythe replaced Bruce Chambers who was fired in June amid controversy surrounding his style of leadership after serving less than two years as the head of the Vancouver force.

Blythe was later named acting chief.

The Vancouver Police Department has more than 1,100 members who are responsible for policing a 113 square kilometre area with a population of 543,871.

Silverberg agrees to new contract



Silverberg

Calgary's police chief signed a five year contract extension in December, which guarantees she will retain the top job well into the new millennium.

Christine Silverberg agreed to an extension effective October 2000, when her

current contract expires.

Silverberg said her decision to remain in Calgary was based on the support she has received.

There were no increases made to the chief's current salary, but raises will be based on on going performance reviews.

More cops on the job, statistics show

There was a one per cent increase in the number of police officers in the country during the past year, the Canadian Centre for Justice Statistics reported.

As of June 1999, there was a total of 55,300 police officers in Canada.

Of those, 7,149, or about one in eight police officers, were women. That number represented a seven per cent increase from 1998. The proportion of female officers has been growing since the mid 1970s.

When examined on a per capita basis, the rate of police officers to citizens re



mained the same at 181 officers per 100,000 population across the country. Yukon had the highest rate with 388 per 100,000, while Newfoundland recorded the lowest with 142.

In 1998, the latest figures available, policing cost Canadians \$6.3 billion. This represented a four per cent increase over 1997, or three per cent after inflation is factored in.

The cost of policing increased by \$6 per person over 1997, for a total of \$206 per citizen in 1998.

Teen involved in pursuit pleads guilty

A youth in a stolen van that killed two people, including a Sudbury Regional Police officer, during a pursuit was sentenced in December to 14 months in secure custody.

The 16 year old, who cannot be identified, pleaded guilty to possessing stolen property and housebreaking tools.

The youth, then 15, was one of three boys who stole a van on July 15, 1999 and led police in a pursuit.

During the pursuit, the driver of the van attempted to avoid a spike belt and struck a police officer before hitting a light pole.

Sgt. Rick McDonald, 38, and Peter Noganosh, 17, a passenger in the van were both killed in the accident.

The 16 year old male was sentenced to 14 months in secure custody, retroactive to his arrest on July 29.

Crown attorney John Luczak told the court the teen has a lengthy criminal history, which included five prior convictions for property offences and two for driving offences.

"I'd like to say to the family members who are in court today that I'm sorry," the Sudbury youth was quoted as saying.



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Mounties should implement new pursuit policy, commission says

The RCMP should create a policy which restricts officers from initiating pursuits unless serious offences are involved, according to a Mountie watch dog agency.

"The level of injuries and deaths resulting from police pursuits, I find disturbing," Shirley Heafey, the chair woman of the RCMP Public Complaints Commission, was quoted as saying. "Even one injury or fatality resulting from a police pursuit is one too many."

Heafey said the force's current policy is too vague and should be rewritten to define when a chase is warranted. She added that the RCMP should be responsible for creating the protocol.

A commission report showed that during a five year period, 19 people were killed as a result of RCMP pursuits. Of the incidents studied between 1991 and 1996, a third of the pursuits ended in collisions and 14 per cent caused injuries.

More than 4,200 pursuits were undertaken by the RCMP during the five year study period.

Heafey said that in many cases, the chase started over relatively minor offences, which



prompted a number of complaints from the public.

Routine pursuits often involve a lot of risk because officers don't use lights and sirens to alert the public, the commission chair noted.

A routine pursuit would include instances where an officer catches up to a suspect's car to clock its speed.

Emergency equipment is usually not activated during routine pursuits because police fear the suspect may flee. The commission report said the theory has not been proven.

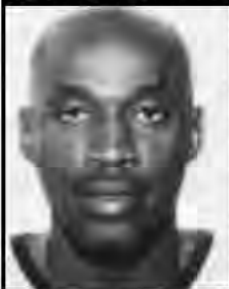
According to RCMP policy, emergency equipment is only required for hazardous chases when "the necessity of immediate apprehension is judged to outweigh the level of danger created by the pursuit."

"I'm not saying that they cease all pursuits," Heafey was quoted as saying. "But when they're carrying out pursuits for lesser crimes, they should at least have their emergency equipment on so... you will hear them coming and you will know what's going on."

An RCMP spokeswoman said the police service has the report and is reviewing it.

THE RAP SHEET

**NAME: JAMES GUILLET *
WANTED FOR: COUNTERFEITING**



D.O.B.: Unknown
SEX: Male
HEIGHT: 188 cm
WEIGHT: 82 kg.
HAIR: Black
EYES: Black

*** REAL NAME UNKNOWN BUT USES FOLLOWING ALIASES:**

JAMES GUILLET DOB: 67-01-14
CORY LEE MCLEOD DOB: 74-02-98
JAMES MCQUAID DOB: 68-02-15
ROBERTO BANDIERA DOB: 64-11-21

IDENTIFYING MARKS: Scars on face.

OTHER DETAILS: Subject allegedly deals in the counterfeiting of various official government documents such as Canadian passports, driver's licenses and citizenship cards. He has an outstanding arrest warrant issued in the name of James Guillet.

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Does your agency have a wanted suspect who's skipped town? Why not let *Blue Line Magazine* help in the search?

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The profiles should include details such as identifying marks, occupation and known habits.

Photographs and profiles may be forwarded to *Blue Line Magazine* by mail or sent by e-mail to: bluelineeditor@home.com

Any photos sent via e-mail must be in black and white, scanned at high resolution (200 dpi) and between one and three inches wide.

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CRIMINALLY FUNNY



Humorous tales of laughable oddities from both sides of the thin blue line

Cow tale doesn't sit well with judge

A judge who passed sentence on an accused cattle rustler in January let it be known that he thought the man's excuse for how he ended up with the animals was a lot of bull.

The 52 year old man, who pleaded guilty to theft of cattle, told the Neepawa, Man., provincial court that he simply mistook the three cows as his own after they made their way onto his property in September 1998.

The man said he spent more than \$1,000 on the cattle before he sold them at an auction a few months later.

But Associate Chief Judge Brian Giesbrecht said he didn't believe the story.

"Your explanation may perhaps have

"Your explanation may perhaps have some appeal in an urban setting. I am from the country and it stinks."

- Judge Brian Giesbrecht

some appeal in an urban setting," the judge said.

"I am from the country and it stinks."

Giesbrecht added the story was also hindered by the fact the cattle had ear tags identifying their proper owner.

"Farmers would know which cows belong to them and which don't," Giesbrecht said. "I caution you sir, this was playing fast and loose."

"In the old days, taking someone else's cattle was regarded (as) a very serious offence and dealt with very quickly."

The man, who had no criminal record, was given a one year conditional discharge, ordered to complete 50 hours of community service and pay \$2,050 in restitution.

Subs on the run

A quick thinking and fleet footed fast food clerk managed to catch two thieves by appealing to their stomachs.

Two men entered an Edmonton sub shop in January and ordered two sandwiches. While waiting for their order, one of the men pulled out a knife and told the clerk he wanted cash.

Instead of handing over the money, he locked the till and set off an alarm while displaying the knife wielding man.

When the two fled from the store, the clerk followed shouting that he would give them free food if they returned to the shop.

Police arrived a short time later and arrested the two men while they waited for their subs.

Do you have a light?

Potheads should be careful when asking strangers for a light.

This was a lesson a Nova Scotia man learned in December, when he approached another man and asked for a match.

The man needed the match to light a joint. The stranger turned out to be an undercover police officer.

The 22 year old man was subsequently charged with possession of marijuana.

Notable hold-up

A suspect in a Florida bank robbery wasn't hard to locate - he wrote a hold up note on the back of an arrest report.

A man entered a branch of the First Union Bank in December and gave a teller a note stating he had explosives and that some of the bank employees were working with him, police said.

The note was written on the back of an arrest report issued two weeks before the robbery for opposing an officer.

Police found the suspect a few blocks from the bank.

He was given a new arrest report accusing him of bank robbery.

Too much to chew

Doctors made an interesting discovery when a Florida man went to hospital in January complaining of stomach problems.

Through X rays doctors found the 35 year old man had swallowed glass tubing used to smoke crack cocaine.

A total of 55 pipes were eventually removed from the man's stomach.

He admitted he had smoked crack, became paranoid and swallowed the pipes.



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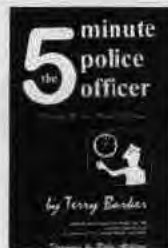
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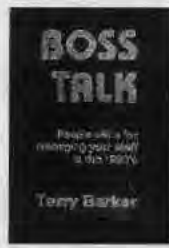
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Written by the author of *The Five Minute Police Officer*, this book is a must read for anyone looking toward a managerial level career. This book has been evaluated by college training staff and psychologists around the world.



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This book is a comprehensive study of Canada's drinking driver laws. Excellent resource for police officers, prosecutors or anyone interested in the administration of laws toward drinking drivers.



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The main concepts of Tactics for Criminal Patrol states that "vehicle stops are golden opportunities for unique field investigations which... can lead to major felony arrests." For officers who want to stop smugglers in transit.



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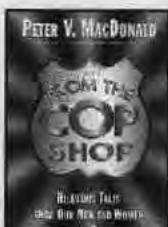
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This book covers the first decade in the history of the North West Mounted Police, 1873-1883, a decisive period in the history of Western Canada. The book examines the beginning of the force and the difficulties it faced.



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William McCormack, a former Toronto police chief, relates some of the city's most famous murder cases. The reader is taken directly into the inner circle of each investigation, where the murderer's steps are traced.



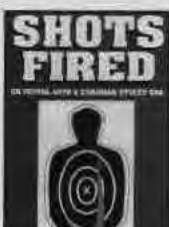
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From the author of the *Court Jesters* series comes a hilarious collection of real-life tales from those who battle crime. Stupid crooks, cops with a sense of humour, incidents gone wrong - this book has it all.



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The sequel to *A Double Duty*, this book covers the 1885 North-West Rebellion. The role of the Mounties has been down-played by historians, but this doesn't do justice to the officers who battled at Duke Lake, Loon Lake and more.



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This book takes you along for the ride as a 12-year veteran of the Vancouver Police Department describes some of his most interesting calls. The stories will help you understand what it's like to work Vancouver's high-crime areas.



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This book, reviewed in the Jan. 2000 issue, responds to the need for a comprehensive leadership development model for the education and training of police, justice and public safety supervisors, managers and front-line officers.



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From legendary Sam Steele to Nelson Eddy in *Rose Marie*. From the Great March West to the Musical Ride, the Mountie shines as an image of strength, courage and the Canadian way. A must read for RCMP members of those interested in the force.

This book effectively bridges both the theoretical and practical aspects of police work. It surveys current research and policy to examine the structure, operation and issues facing policing in the 1990s and the approaching millennium.



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