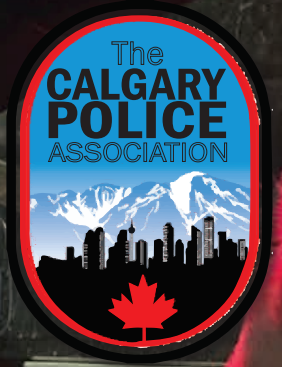


# 10-4

*BACK THE BLUE*

"The Official  
Publication of the  
Calgary Police  
Association"

ISSUE 12 • SPRING 2020



LONG NIGHTS.  
SPRING DAYS!

SERGEANT

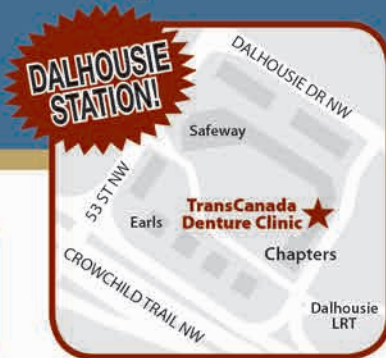
*We can help you*  
**Eat what you want  
...not what you can.**



**Permanent Solutions to Loose Dentures**

**Full & Partial Denture Services:**

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



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

**TransCanada Denture Clinic**

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

**403.286.6595**

**[www.tcdenture.com](http://www.tcdenture.com)**

## 2020 Board Of Directors

**Johnny Orr**  
President

**Mike Baker**  
Vice President Of Administration

**John Burdyny**  
VP of Finance

**Chris Young**  
Director

**Paul Wozney**  
Director

**Pat Stachniak**  
Director

**Graham Ernst**  
Director

**Jim Shymka**  
Legal Counsel

**Mike Lomere**  
Executive Officer

**Kathy Mikulcik**  
Accountant

**Kate Jacobson & Michelle Birch**

Administrative Services

The opinions and comments expressed in 10-4 Back the Blue are those of the writers and are made without prejudice. They are not necessarily the position of the CPA or its Executive. Reproduction of articles and artwork is strictly prohibited without the prior written consent of the CPA.  
Publication Agreement #41610036

Designed & Published By:



**Shield Publishing Group**

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

## Index

### 5 FROM THE EDITOR

*By Graham Ernst, Director*

### 7 PRESIDENT'S MESSAGE

*By Johnny Orr, President*

### 11 A MESSAGE FROM THE VP ADMIN

*By Mike Baker, VP of Admin*

### 13 CALGARY BEYOND THE BLUE

### 15 AN "OUTSIDER'S" VIEW FROM THE INSIDE

*By Deputy Chad Tawfik*

### 17 CALGARY POLICE FOUNDATION NEWS & EVENTS

### 19 A MESSAGE FROM VP OF FINANCE

*By John Burdyny, VP of Finance*

### 21 MY STORY WITH MENTAL HEALTH

### 25 A MESSAGE FROM YOUR DIRECTOR

*By Pat Stachniak, Director*

### 27 LIVING WITH STRESS AS A PARTNER

### 29 DID YOU KNOW?

### 31 CHEERS & JEERS

### 31 MENTAL HEALTH SUPPORT SERVICES

### 35 CPA PAST & PRESENT

### 37 A MESSAGE FROM YOUR DIRECTOR

*By Chris Young, Director*

### 39 THE FINAL WORD

*By Paul Wozney*

*On The Cover: credit goes to the amazing men and women of the Calgary Police Association. Thank you for keeping our city safe.*





## PROUDLY SUPPORTING THE CALGARY POLICE ASSOCIATION



## Build a home as hardworking as you.

Shane Homes builds every type of home in 12 Calgary and Airdrie communities. We have 33 flexible models that you can customize to suit your exact needs. From bumping out the nook, extending the island, widening the entire house or the garage, the choice is yours. **And we make it easy.**



*Love it or Customize it!*

info@shanehomes.com shanehomes.com  
#YourShaneHome





# A MESSAGE FROM THE EDITOR

*By Graham Ernst, Director*

**G**reetings from your friendly neighbourhood 10-4 editor. I hope this first edition of 2020 finds you enjoying the warmth and sunshine of a spring chinook. By the time this reaches you at home, we should see the worst of the winter in our rear-view mirror and be well into a melt that will finally reveal dry pavement and green shoots of grass.

The winter has been long and cold for everyone it would seem. While spring can be a time of renewal and fresh starts, the winter has been hard and a lack of sunlight or the requisite amount of vitamin D has clearly had an effect on our members and their families. You will see a few incredibly impactful articles in this edition that discuss issues surrounding PTSD and the importance of mental health. Please take the time specifically to read the article submitted by Cst. Gary Miller and a separate article was written by his wife. I would like to publicly thank them for their sacrifices to the job and most importantly to each other. We all know how difficult this career can be but to hear their story is truly amazing. I am grateful that you volunteered to use this platform as a way to reach out to our other members that may be struggling.

I would also like to bring attention to another portfolio that is especially close to my heart. The Work Area Stewardship Program. In the fall of 2019, Director Chris Young was successful in having the program voted on and overwhelmingly approved by a vote of the membership. Chris put in a herculean effort to research, prepare, benchmark and finally write up and present the SOP's for this program. Thank you to Chris Young for taking on this program to try and help improve member communication with the CPA Board. I also work with Chris on this portfolio and have seen how effective it can be.

However, this program would not be effective without the Stewards themselves that have stepped up to represent their respective work areas. Each Steward takes district concerns to the CPA Board and then, in turn, helps communicate the work that is being done back to where the rubber hits the road. The program simply wouldn't work without their dedication. So, thank you to those members.

Please take a look at the names and work areas below. Take the time to seek them out in your own work area and share any questions or concerns with them that you have for the CPA Board. They, in turn, will bring issues to us and hopefully, with a little cooperation, we can find a solution together. Each steward has been provided training in what way they can help with and where to direct enquiries, but the goal is to help you feel heard. I plan to provide a regular spot in the 10-4 magazine where you will see their names and be able to know where to find them. Please reach out as the program will only work with your help.

**District 1/APU** – Cst. John Zanella #4317

**District 2** – Cst. Brennan Vanderwater #4672

**District 3** – Cst. Eric Charest #3207

**District 4** – Cst. Darren Klassen #4127

**District 5/Airport** – Cst. James Clayton #3282

**District 6** – Sgt. Brent Hutt #3481

**District 7** – Cst. Rui Medeiros #3533

**District 8** – Sgt. Cory Thompson #3150

**Westwinds West** – Det. Rich Veldhoen #3370

**Westwinds East** – Sgt. Matt Gow # 4661

**North Services Centre** – Cst. Travis Robertson #4526

We have much to look forward to in 2020 and know that we should enjoy it while the going is good. Challenges are ahead in the world of policing and we are working hard to prepare for them in advance.

We all are eagerly awaiting the results of the contract arbitration and I am confident that the CPA Board presented our arguments strongly. The meetings between the Chief and his Executive with the CPA Board have been excellent and I can confidently say that we are being heard. Our upcoming AGM will once again present to the members a well-managed budget with a clear vision for future improvements. All this and more to come in 2020.

I would also encourage you to read the generous submission by our new Deputy Chief Chad Tawfik. I recently had the pleasure of meeting him for the first time and Deputy Tawfik quickly agreed to my request for a more informal introduction to the members.

**Continued on page 6 ►**

**Continued from page 5**

Since arriving he has been hard at work on the Services Functional Review and he agreed to take the time to say hello to all of us.

Please take the time to look over all the excellent submissions in this new edition. Many of our regular contributors are in here but please pay attention to Wayne Wiebe in the "Did you know" article. Wayne has excellent information about updating your information

with the CPA to make sure that in the event of an injury or illness, your personal information and dependent information is correct so that you don't miss out on benefits that you pay for.

Thank you for picking up the magazine and taking time to be engaged with the Association. When people are asking questions, hard or not, the membership is better served. Play safe.



Serving to protect your assets while you protect our communities.

Thank you for 11 years of partnership

Send the following information to get a free quote!

Full name  
Full address  
Date of birth  
Drivers License #  
Contact Info



Take a photo so you can remember all we need and where to send it!

Email to [michelles@daltontimmis.com](mailto:michelles@daltontimmis.com)



**www.abledemolition.ca**

**DEMOLITION**  
*Able*  
**SERVICES**

Hu qvarna  
VR 310

Demolition Contractors for the  
Banff Gondola Redevelopment

Ph: 403-263-8406 • Fax: 403-261-7083

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

# PRESIDENT'S MESSAGE

---

*By Johnny Orr, President*

**H**ello and welcome to the newest edition of 10-4 magazine! I wanted to take a moment to thank our editor, Graham Ernst for all of the hard work he puts into putting out a professional and relevant publication to help keep our members informed on what is happening in the world of the CPA.

I also wanted to express my profound gratitude to the membership, who have trusted me with the honour and the privilege of serving you as the CPA President. As I have said in the past, the importance of this trust is not lost on me and I will do my best to represent you all in the professional and vigorous manner that you all deserve!

I would like to offer my congratulations on behalf of the CPA to the recent graduates of recruit class 227. This was the first graduation ceremony I attended as the CPA President and as I sat in Mewata, it brought me back to my own ceremony (shout out to class 131), 20 years ago. I was very impressed by the professionalism of the class and only saw one "bear marcher" (you know who you are). I had a feeling of pride as I watched these young officers receive their badges and various awards. Know that you are entering one of the best professions around, and although you will face challenges throughout your career, it will be a very rewarding experience! I look forward to working with all of you in the future.

As I sit here to write my first article as President, it has been a month since I began my term. I have spent the last 30 days or so getting up to speed on a number of issues facing the CPA as a whole, as well as individual member's issues. I wanted to give you a quick update on some things I think are of importance to all of us.

## NEGOTIATIONS/CONTRACT

As I am sure you are all aware, the CPA and the City of Calgary had our arbitration hearing in January. Only three issues were heard at arbitration; wages, retention pay and the CPA proposed patrol incentive. The CPA was represented at this hearing

by Julien Landry, QC, a labour lawyer, who has decades of experience representing the CPA. I feel that the CPA's arguments were compelling and understood by the arbitration panel, and we expect to have a result in the next several months. While I appreciate this timeline is frustrating for many of us, it is common for these decisions to take this long.

The CPA Board and I have already started preparing for the next round of bargaining, which is likely to commence at the end of this year (assuming a 3-year award from the arbitration panel). While I was campaigning towards the end of 2019, I heard loud and clear from many of you that you feel it is in the best interest of the CPA to engage professionals in our negotiations. I agree with this and it is my intention to engage the best labour experts we can find to assist us throughout the entirety of this next round of negotiations with the City. This will of course come at an expense; however, I think in the long term, it will be money well spent. I am hoping by preparing well in advance of actual negotiation dates, we can at least limit the unreasonable delays that can occur. There is not reason that we should be waiting 2 and a half years to settle a contract. By being well prepared, we can ensure that we can move negotiations along in a much more efficient fashion.

It is also important to recognize that while we have a very experienced board representing you at the CPA that there are only 7 of us. We welcome (and need) input from the membership on any ideas and thoughts you have about areas of our contract that need to improve. Please reach out with any and all ideas so that we can be as effective and efficient as we can be in the coming round of negotiations.

## RETIREMENT "BONUS"

In keeping with the theme of negotiations, I have heard from a lot of members who are concerned with the City of Calgary's decision to end the so called "golden handshake" benefit that has been in effect for 60 plus years. The public outcry from this issue, fueled by opportunistic politicians has made this a hot button issue for

**Continued on page 9 ►**



# Bennett Jones

## **Working with you to serve and protect.**

Bennett Jones LLP has had the privilege of working with Canada's policing community for more than four decades. Founded on our service to 14 consecutive Calgary Chiefs of Police and now representing the interests of law enforcement officials throughout Alberta and beyond, our goal is to support police services in Canada—through our understanding of the unique challenges that you face, the complexities of your profession and the importance of modern day police work.

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

**Continued from page 7**

Calgarians. Our members are rightfully upset about this decision and want to know what the CPA is going to do about it. I can assure you that we are aware of it and will vigorously pursue what is right. The City, in eliminating the benefit, kept it going until the end of 2021. This will allow the CPA to pursue a remedy to the situation through our next round of negotiations, and we will do just that. I will keep you all updated on this important issue.

**OTHER ISSUES:**

In January, the CPA Board met with the Senior Officer's Association and the Executive to discuss several issues. Amongst these issues were Bill C-75 related policies, body worn camera issues and others. The Chief and Executive seemed willing to further discuss the concerns of the CPA in relation to these issues and we are working towards resolutions. I ask for the patience of the membership as these issues take time to work through, but

again, I assure you we are working diligently to do so.

Finally, I want to STRONGLY encourage all of you to attend the upcoming AGM in the spring. We are facing several challenges in the future. Exploding legal costs and changing landscapes in relation to labour relations are things that we need to plan for so that we can continue to represent our members in the best way possible. Engaging with your board at the AGM is an excellent way to have your voice heard and have input in to how to best move forward!

As always, feel free to reach out anytime with any issues or concerns.

Stay Safe,  
Johnny Orr

Keep an eye on your home from virtually anywhere with the most advanced solutions from ADT by TELUS.

Contact us today and we'll offer you a free security review of your home.

**Jason Boland**

Residential Sales Manager Calgary

**403.463.4267**

© 2020 ADT by TELUS. All rights reserved. The product/service names listed in this document are marks and/or registered marks of their respective owners and used under license. Unauthorized use strictly prohibited. RBQ 3019-4070-50.



by



**Sit Happens!®** Companion Dog Training

**Puppy Classes, Adult Dog Training, Doggie Daycare**

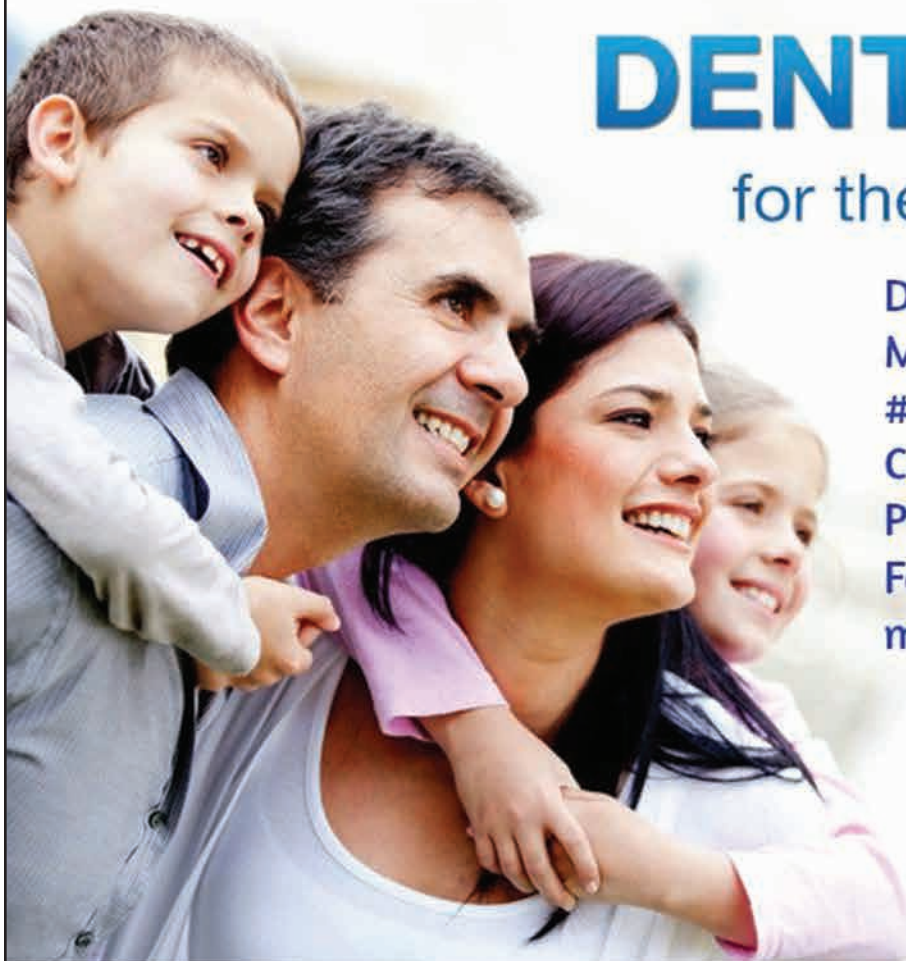
**www.sithappens.org**

**403-295-6337**



**Consumer Choice Award 2012-2020**





# DENTISTRY

for the entire **family**

Dr. Malcolm MILLER  
Mission Professional Centre  
#302 - 2303 4th Street S.W.  
Calgary, AB, T2S 2S7  
Phone: 403-228-5907  
Fax: 403-245-8338  
[malmill@telusplanet.net](mailto:malmill@telusplanet.net)



# A MESSAGE FROM THE VP ADMIN

*By Mike Baker, VP of Administration*

For this edition of the 10-4 magazine, I want to re-visit an issue I have reviewed previously, as it affects each and every one of us, on an almost daily basis. As police officers, we can never seem to get our share of it, despite its importance in other aspects of our lives. Even though we complain that we can never get enough, it's the first thing we tend to sacrifice, in our hectic lifestyles. The commodity that I am referring to, is sleep.

Sleep is near and dear to all of us, yet it is one of the first things that we start to neglect once we enter careers as police officers. Complicate life with the introduction of a family and a couple kids and before long, we develop sleep issues.

I myself, have struggled to achieve quality sleep, for the majority of my career. I have just completed my second sleep study in under a year, and the fourth in my career. To be honest, for the longest time, I had no idea that I had any sleep issues at all. I am one of those people who can fall asleep in the blink of an eye. A lot of us are that way. Problem being is that it is usually due to exhaustion.

Sleep is as essential to our health, as diet and exercise. It is a key element in maintaining both our physical and mental well-being. Short-term sleep deprivation can lead to symptoms such as irritability, cognitive impairment and memory problems. Once we start to build sleep deficits, our ability to concentrate and problem solve are cumulatively reduced. We become moody, impatient and are quick to anger, all of which negatively impact our personal and professional lives.

If we continue to neglect sleep over the period of many years, officers start to develop chronic health issues such as high blood pressure, weight gain and heart disease, which are just a few of the serious long-term consequences. Research shows that sleep deprivation can directly impact an individual's blood pressure, leading to long-term hypertension consequences such as heart attack or stroke. Shift workers have been shown to be at 23% higher risk of heart attack than their daytime counterparts.

I don't want any of you to misinterpret the message I am portraying. Shiftwork is essential to policing; we all knew that when we signed up for this job. I have spent over twenty years working shift work and unfortunately, I have developed many of these negative side effects. It wasn't until I took a serious look at root causes of these problems and determined that many of these concerns, linked back to inadequate sleep behaviors. You don't know what you don't know, until you learn it.

We can minimize the negative impacts that shiftwork has on our bodies, with the proper information, development of sound behaviors and utilization of support structures available to us. Our employer has many resources available to us, to assist in the diagnosis and treatment of sleep issues. Speaking from my own experience, Psych Services and the Center for Sleep and Human Performance, have been pivotal in helping me recognize and address my personal sleep challenges.

The CPA is in tune with challenges members face, in relation to shiftwork and sleep. We consistently work with the CPS to address issues surrounding scheduling and deployment, with considerations given to officer wellness. Workplace fatigue is known to be one of the top contributors, when it comes to workplace incidents and should be at the forefront of any discussions, relating to impairment in the workplace.

As we work to address these challenges, here are some tips members can use to improve the quality of their sleep:

**Limit caffeine.** When used properly, it can enhance alertness, however it should be avoided during the second half of your shift. Make sure you stop several hours before you plan to sleep, to ensure it will not inhibit your ability to fall asleep when you get home.

**Minimize exposure to bright light.** Keep a pair of wraparound sunglasses and a ball cap in your vehicle. Minimizing your exposure to bright light on your drive home, will expedite your ability to fall asleep when you arrive.

**Continued on page 12 ►**

**Continued from page 11**

**Create a sleep environment.** Minimize all light if possible. Utilize blackout blinds or a room with no windows. It is best to sleep in a cool temperature-controlled environment. Many shift workers benefit from an ambient sound, such as a fan or white noise machine.

**Educate your family.** Help your family understand the importance of sleep and consequences of diminished sleep. Everyone benefits when the shift worker isn't a grouchy ass!

**Utilize strategic napping.** A 20-40-minute nap can restore/extend alertness a few hours later into the day as well as

enhance performance.

**Plan and prepare your meals.** Avoid heavy meals many hours before sleep. High fat, high sugar foods that are readily available to shift workers, negatively impact our ability to get sound restful sleep. Hydration is imperative for the maintenance of proper sleep cycles and cognitive function, so ensure you carry a water bottle everywhere.

Stay safe out there and feel free to contact me with any further inquiries via email at [mbaker@backtheblue.ca](mailto:mbaker@backtheblue.ca).

## Proud to Support the Calgary Police Association

FirstOnSite has been providing superior disaster restoration services to commercial and residential property owners across Canada for more than 40 years.

FirstOnSite Calgary | 1.403.520.7778 | Follow us:   



**1.877.778.6731**  
24-HOUR EMERGENCY  
RESPONSE LINE

[firstonsite.ca](http://firstonsite.ca)

YOUR  
PROPERTY  
IS OUR  
PRIORITY

**CAPITALCHEV.CA • 13103 LAKE FRASER DR • SALES: (888) 913-3996**

**CALGARY'S NEWEST GM DEALERSHIP**  
**SPECIAL PRICING FOR CALGARY POLICE SERVICE MEMBERS**  
SEE DEALER FOR DETAILS



**CAPITAL**  
CHEVROLET • BUICK • GMC

**PROUD TO SUPPORT  
CALGARY POLICE SERVICE**



# *A Few Thoughts on Developing a Thriving Family Life in Policing*

**By: Christina Harding**

Being a Police Officer is not merely my husband's career, it carries so much more weight than that; it is part of the identity of our entire family, as we share in the commitment and sacrifice. Yet at the same time, it is *his* career. We are the behind the scenes first responders for our officers, we are family. What happens on the job happens to him; we are not necessarily directly affected by those events (both good and bad), but as a family, we *feel* the effects deeply, overwhelming pride and fear carried at the same time. It's through love that we carry the burden together, the changed plans and shift gears, as needed, along the way.

Policing will put strains on you that you didn't think you'd ever have to deal with, little stress fractures that sneak into your relationship and twang every now and then. For those on the "other side" of this career, the spouses, these stresses at times can be very surprising. I'm not talking about being there for someone during a bout of PTSD or major incidences. I'm talking about the everyday little events that can catch you off guard. Working over-time again, for what feels like the 15th time in a row, the set of night shifts that never seem to end, the times where you don't see your spouse for a week, but you know they exist because the bed is still warm. The moments that snuck up and were unaccounted for because "you've already worked through those situations and feelings years ago". You can probably come up with a list of your own stress fractures. But let's not fixate on them. It's important to acknowledge them, to talk about them with your spouse in a conversation that is open and honest and then move on. When I say to move on, I don't mean to sound too cavalier about the subject, more so of an encouragement to not fixate on the negative aspects.

Wouldn't it be so great, if we could turn our negative thoughts into gratitude? It would be ideal, but we all know changing our

thoughts is easier said than done. But maybe, just maybe that's the key. With each stress fracture, come up with a gratitude to counteract it. Let's catch these stresses and change the internal dialogue until it becomes instinctive. Re-writing *Over-time again* \*eye-roll\*, **to** *I am thankful my spouse is a committed team player, helping our community.* Or *Another stretch of not seeing each other this week* **to simply:** *I'm thankful we both have jobs and a roof over our heads and means to pay for it.* Gratitude is an amazing tool to help shift perspective, increase happiness and grow endurance for the long haul that is life.

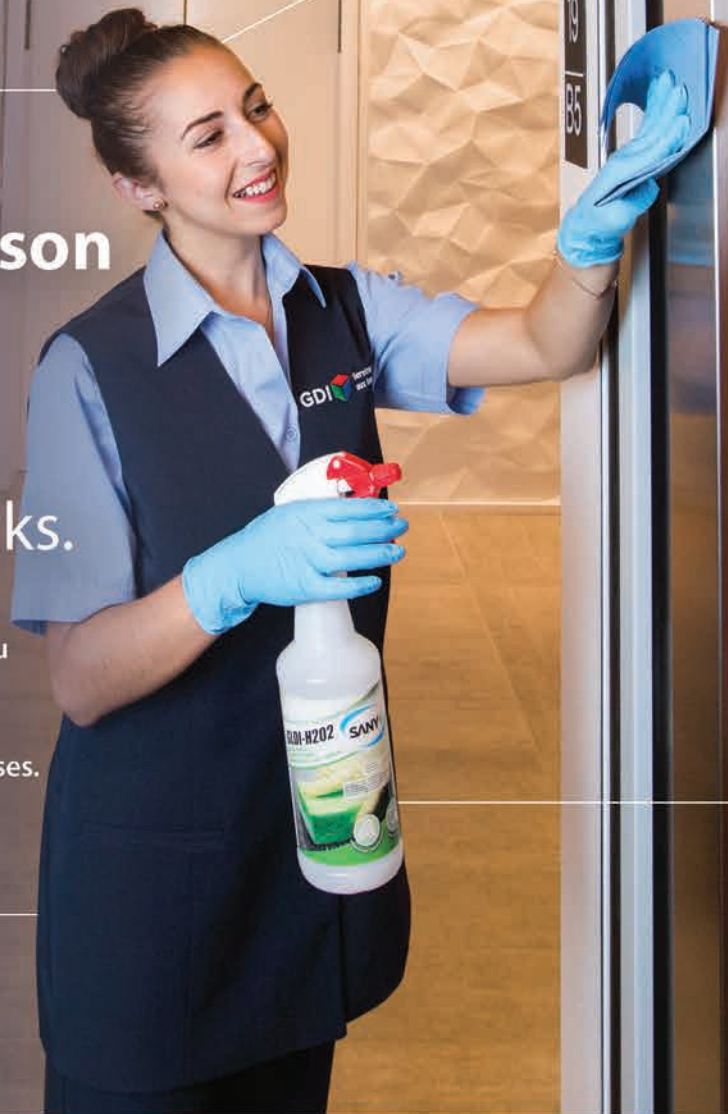
For us, survival of this career has pushed our family to the forefront of priorities. As we navigate policing and the changes in our lives (dating, married, married with kids, buying a home, death of loved ones and the list goes on), it has been so important to keep our perspective in check and our values clear. Spending time together as a family has always been a top priority, and nearly 10 years in, it's even more clear now. Whether it's taking an impromptu drive to the mountains, going on a walk or simply playing a game together; it's taking the time to show each other that no matter what, no matter what other stuff is going on, we're in this together and family is our number one. Always.

Beyond the Blue is a great resource for families. Comprised of CPS spouses who are going through similar things; we are in all stages of life - at the beginning and end of policing, married, common-law, kids, pets or nada. BTB is here for YOU. We want to see families not just surviving this career choice but enjoying and thriving in it. Personally, BTB was a community that I didn't know I needed or was missing from my life until I found it and started to get involved with it. It's just that, a community geared towards helping each other, supporting through good and not so good times and collectively working towards changing the statistics of broken hearts in a challenging career path.

# Cold and flu season isn't over yet.

## Stop viruses and germs in their tracks.

With GDI's Total Sanitization services, you can feel confident knowing your facility is completely sanitized and disinfected, reducing the spread of bacteria and viruses.



### WHAT OUR TOTAL SANITIZATION SERVICES CAN DO FOR YOU:

Sanitize and kill bacteria, viruses, fungi, mould and mildew

Eliminate odors

Kill viruses including HIV, Influenza, Hepatitis and Norovirus  
in less than two minutes

You can safely re-enter the area immediately after we've  
sprayed the CLOROX® TOTAL 360® solution,  
no wait time required

# AN "OUTSIDER'S" VIEW FROM THE INSIDE

*By Deputy Chief Chad Tawfik*

To start out this article, I must first acknowledge and thank Graham Ernst of the Calgary Police Association for reaching out to me to submit something for the upcoming 10-4 magazine. When he asked me if I would like to submit an article, I was both honoured and excited to be given the opportunity. I know that the 10-4 magazine articles offer a variety of perspectives on a variety of topics and so I asked myself, what would the CPA family want to hear from me? In briefly discussing with Graham, he thought the members of the CPA would want to know a little more about my background, perhaps some of my insights coming into the CPS from the EPS, and the initial work I am involved with.

I feel very honoured and privileged to have become a member of the Calgary Police Service. Having worked for the Edmonton Police Service for 24 years, I had many opportunities over that time to watch the CPS "from the outside". Just like in hockey, football and just about every other sport you can mention, Calgary and Edmonton have a history of "healthy rivalry". Policing is no different. In virtually every area that I have worked, one of the things we would constantly do, was to conduct an environmental scan on leading practices in the field. Whether it be training, intelligence, investigations or operations, it was inevitable that we (the old we – EPS) would look at what the CPS were doing and would try to learn and share leading practices and improve.

Through those experiences, I managed to build some great relationships and partnerships that ultimately assisted both agencies in making our respective business lines better. So, my exposure to the CPS from the outside was of mutual respect. I think it was these experiences that kept a level of curiosity ignited about the organization.

I joined the EPS in 1995 after having taught for two years with the Edmonton Public School Board. I taught grades 1-6 with a bit of Jr. High thrown in for good measure. It was a friend of mine who got on with the EPS that inspired me to explore the policing career. It was the teamwork and diversity of experiences (never the same day twice) that really sold me. Throughout my career with the EPS, I was afforded numerous challenging

and rewarding opportunities across all bureaus of the Service including the Office of the Chief. I was frequently moved within the organization to take on larger pieces of work and projects that involved reviewing current states of the business, setting new directions and implementing them towards success. My last position with the EPS was in an Acting Deputy Chief role overseeing the Corporate Services Bureau which initially included HR, IT, Finance, Corporate Risk, Procurement and Materials Management, and Strategic Planning. Throughout my career I have had the opportunity to appreciate the value of all members across the organization, civilian and sworn and have seen that a key to success is operating with a "One Team" perspective. My philosophy of organizational leadership aligns with that perspective and I always strive to ensure that we move forward with a "people first" approach.

So why did I make the jump to the CPS? This was a decision that I didn't take lightly. After all, moving to Calgary from Edmonton had some large implications to consider. My amazing wife of 20 years, is currently a Constable with the EPS, working in the Crown Liaison Unit. She has been extremely supportive as we considered this next chapter in our lives. We recognized that the move would have a significant impact on her career trajectory. We have two children, Coleman (16 – grade 11) and Jasmine (14 – grade 9) and our extended family reside in the Edmonton area. So, relocating to Calgary will require re-establishing ourselves. Fortunately, my wife lived here with her family for 10 years in the 80's so she has some background and context about the city.

Given these impacts related to leaving Edmonton to join the CPS, I did a bit of a pro-con analysis and what I found was that there were a lot of items on the "pro" side, and very few "cons". But when I really looked at it, I saw a very special opportunity within the CPS. It is a great organization, that I knew had seen some turbulence over the past several years. It has a great leader in Chief Neufeld and with several vacancies at the Deputy Chief level, there was an opportunity to become part of a team to take the CPS into the future. When I asked Chief Neufeld what his vision was, he said that he was going to firm up his leadership team and then work with them to collaboratively establish the

**Continued on page 16 ►**

strategic vision for the organization and move the service forward. For me, this was aligned with my core motivation. I really enjoy working as part of a close team, breaking down barriers to success and driving teams and organizations towards success.

When it was announced that I was leaving the EPS to the CPS many people were surprised and I was asked numerous questions. A few people asked me, "Do you know what you are getting yourself into?" I knew enough about the CPS to know there was huge potential to accomplish great things. I knew that the CPS had been facing challenges internally and externally which were highlighted in the media. I knew that some of the work that was going to be required would not be easy. That said, I have never been one to shy away from hard work. Especially when it makes things better for the dedicated employees that this organization has. I knew that the CPS had all the pieces of the puzzle to be one of the greatest police agencies in North America, if not the world. I knew that it was for all these reasons, that it would be the right decision to become a part of the CPS "team". So, I see us as uniquely positioned to collectively come together for organizational success. And when I say "us", I mean; the members of the CPS, the administration of the CPA, SOA and other unions, civilian and sworn members, frontline and senior leadership, members across all bureaus. Everyone's role is vitally important to our collective success. Not mentioning any players or teams in particular, we've all seen the results in sports of a team with the greatest player in the game but as a group can't make the playoffs or win championships (McDavid/Oilers – ok, we can mention names). Ultimately the best teams are those where every player's role is equally valued, and the success of the team outweighs the successes of any one player. I think this is the key to our success.

When I started with the CPS in November, I was asked by Chief Neufeld to conduct a Functional Review of the CPS. I was selected

to take this on as I was uniquely placed having recently joined the organization and could remain objective, not having been a part of establishing organizational structures within the CPS. Given recent budget pressures over the past year, it was vitally important to ensure that our limited resources are aligned and focused on doing the necessary work to achieve the optimal results without any redundancy. Some of the questions to be explored include; is our organization aligned for efficiency and effectiveness? Do we have overlapping mandates and/or duplication of work? Are there processes that could be clarified or streamlined to make us more effective? What is the core business we need to invest in and are there some things we may need to consider not doing? and do we have the capacity we need to do the work that is required? All very important questions. This review will involve numerous consultations with all members of the senior leadership as well as focus groups that are representative of the demographics of our organization (civilian and sworn, various levels, all bureaus to be represented). I am mindful of the other reviews and work that has been done and I have a sense of urgency to deliver this promptly for the organization. Barring any unexpected delays outside of my control, my goal is to have a report completed with recommendations for consideration by Senior Executive Committee by the end of March.

So, from a former outsider's view from the inside, I can tell you that it was a great decision to join the CPS. We have a lot going for us as an organization and I see huge potential for the future. I appreciate that sometimes it may not seem that way but there certainly is room for optimism. I would like to conclude by thanking all the members of the CPS, civilian and sworn, who have welcomed me into the CPS family. From the support, guidance and recommendations for areas to live (strong opinions across the service on this), to welcoming me, to just offering to help, I am thankful to everyone for making me feel at home from day one. I look forward to working with you all.



**Renfrew's Vehicle Purchase Offer**

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

**\$1 OVER Invoice**

Call or Text Stryder Hack  
403-909-6050  
[www.calgary-police-employee-deals-renfrew.com](http://www.calgary-police-employee-deals-renfrew.com)

# Calgary Police Foundation News and Events

## GET YOUR DISCOUNTED TICKETS TO THE 2020 CHIEF YOUTH COURAGE AWARDS AND SEE OUR SPECIAL MUSICAL GUEST – GEORGE CANYON!



We are so excited to announce that Canadian country superstar, George Canyon will be joining us at the **Chief Youth Courage Awards Gala** on April 29, 2020 at the Telus Convention Centre!

For the CYCA Gala, George will be treating our guests to an exclusive intimate performance of some of his greatest hits. It is sure to be an experience unlike anything you've ever seen before!

The Gala will also feature a 'behind the scenes' look into the Calgary Police Service, gourmet dinner, exciting silent and live auction, and an award show where we will honour renowned Calgary philanthropist Dick Haskayne and six youth from the Community and Youth Services Programs. **We are also offering an EXCLUSIVE CPS DISCOUNT on tickets to the Gala – just use Promo Code: CPS4CPF. Get your tickets today at [www.CYCAGala.ca](http://www.CYCAGala.ca)!**



## LOOKING TO GET A NEW SIMPLE WILL OR NEED TO UPDATE AN EXISTING WILL? WE CAN HELP!

The Canadian Free Wills Network allows the Calgary Police Foundation to offer you a Will writing service free of charge and participating lawyers from across the province will work with you directly to ensure your wishes are carried out exactly as intended.



While you are under no obligation to do so, this is a perfect time to consider leaving a legacy gift to the Calgary Police Foundation. Legacy gifts allow us to continue to carry out our crucial work in the Calgary community and you are able to have a lasting impact on the lives of at-risk youth.

If you are interested in receiving more information about the Canadian Free Wills Network and the free Will service, you can contact us at [CPF@CalgaryPolice.ca](mailto:CPF@CalgaryPolice.ca).

## JOIN US AT THE HUMAN CONDITION COMEDY TOUR!

Need a few laughs and want to support the Calgary Police Foundation? Join us on March 19th at Scotman's Well Pub (12024 Symons Valley Rd. NW) for the Human Condition Spring Comedy Tour. Tickets are only \$20 each and proceeds from the Calgary leg of the tour benefit the Calgary Police Foundation! Get your tickets on Eventbrite: <https://bit.ly/2Ozc63a>.



## PROGRAM FEATURE – THE INTEGRATED SCHOOL SUPPORT PROGRAM (ISSP)

The ISSP program is one of the many comprehensive programs funded by the Calgary Police Foundation. Implementing wrap-around services for two historically underperforming elementary schools in NE Calgary, this program aims to improve the academic performance and social, emotional, and physical well-being of participants.



ISSP operates on a five-pillar system of nutrition, fitness, learning, mental health and socio-economical well being, and a strong and safe community. Based on these five pillars, children in the ISSP program have access to a breakfast club and hot lunch program, daily physical education, an in-school psychologist, after school programs, and mentorship provided by members of the Calgary Police Service to help them achieve success.

The services provided by the Integrated School Support Program helps create an environment in which our city's most vulnerable and at-risk children and youth can thrive; which in turn creates a safer, healthier community for all Calgarians. To learn more about the ISSP program and the Calgary Police Foundation, visit our website at [www.CalgaryPoliceFoundation.ca](http://www.CalgaryPoliceFoundation.ca).

**YGR: TSX**



**Yangarra Resources proudly supports the  
Calgary Police Service**



# A MESSAGE FROM THE VP OF FINANCE

*By John Burdyny, VP of Finance.*

## HERE'S YOUR GUN, YOUR BADGE AND YOUR...DEBT?!

As a 5th class Constable and a young 23 year-old I recall pulling into District 4 and being amazed at all of the brand-new half-ton trucks. Growing up in Victoria there wasn't a lot of trucks around so I never knew much about them. Upon moving out to the truck country of Alberta, I was enlightened. The trucks all of these members had weren't just new; many of them were fully loaded and offered luxury far beyond any car I had driven to that point. How did so many members purchase all of these \$50,000 plus trucks? Police officers benefit from 2 things that bankers love; steady employment and above average, predictable wages. As a result bankers will offer almost as much credit as a police officer is willing to take on.

The next reason many people, not just members, purchase vehicles brand-new on lengthy loans is 0, or close to 0% financing. This financing is predominantly funded by the automakers to delay future purchases and encourage you to purchase that vehicle TODAY, not in 5 years when you could buy it outright. In fact, contrary to 10 years ago, automakers don't offer many discounts for purchasing a vehicle outright anymore. This differs if you buy a used automobile as the bank and not the automakers then underwrite the loan. The bank or lending agency will do their due diligence and charge you market rates based on your credit and the current rates given the economy.

On a side note, proof that reducing interest rates stimulates purchases can be seen in the economy. For example, when there is a recession the Bank of Canada or "the fed" (USA) reduces rates to stimulate growth through borrowing. Upon the great recession (2008) given the massive drop in rates is one of the reasons homebuyers have taken on more and more debt, as it has been significantly cheaper than historic years. Alright, now back to my truck argument.

I will point out that I have a half-ton truck so I am not condemning the purchase of these beautiful expensive vehicles, or any nice expensive vehicle. My goal is to get you thinking on other ways

to purchase large items and building your net worth.

### SCENARIO #1 – THE MOST COMMON

A member walks into the dealership upon seeing massive discounts on a brand-new truck. The truck the member settles on is \$50,000 out the door but it is entirely financed on a 0.9% 96-month (8 year) loan. I will be the first to tell you 0.9% is essentially free money as there is minimal cost of carry, however you're still spending \$50,000 on a depreciating asset. Your cost per month on this loan is \$540. At the end of the 8 years your truck will be worth significantly less than your original purchase and you will likely get another new truck following the above process.

### SCENARIO 2 – INTRODUCING "LEVERAGE," A GOOD OPTION NOT MY PREFERRED METHOD.

A member is a saver, wants to build assets and decided they would rather purchase a vehicle in full. Their plan is to save money for 6 years to purchase a \$50,000 truck. As a result they open an equity investment account made up of 20% fixed-income and 80% equity and they expect an annualized return of 8%. At an annualized rate of return of 8% however the member is heavily invested in equity so they may be wiser to invest in a more conservative manner given their timeframe, although given the example well assume 8%.

The member puts away \$544.71 a month making 8% a year on their money. At the end of 6 years they walk into the dealership and purchase the same vehicle at the same cost as the member in scenario 1.

This member is very ecstatic about their newest purchase but unhappy they no longer have the \$50,000 in liquidable assets. Therefore they decide to conduct a "leverage." A "leverage" is taking out a loan to invest (an investment loan in the banker's world). Typically the rates are slightly higher than an automotive loan on a new vehicle but less than a loan to purchase a used

**Continued on page 20 ►**

vehicle. The member decides to take out a \$50,000 loan and to invest that money, as the member knows loan rates are only 4% and they expect to earn 8% in the market.

The member is approved and purchases \$50,000 in an equity portfolio earning 8%; he/she purchases this investment in a non-registered account (taxable). The member benefits from tax laws allowing them to write-off the cost of borrowing to invest, in this case, the interest. Therefore at the member's 36% marginal tax rate they are only responsible for paying 64% of their prescribed interest rate. Their effective interest rate after taxes becomes 2.56%. Meanwhile the investor is making 8% a year on their investments meaning they are making 5.44% on their money compounded annually and the bank is funding them that excess return!

In this scenario the member is responsible for a monthly payment of \$608.53 and it will take them 8 years to repay their \$50,000 leverage. However at the end of 8 years, assuming an 8% return they will have \$94,023.17 in liquidable assets. This return excludes what the member might do with the tax return resulting from being able to deduct interest payments against his salary. Should the member diligently re-invest these into their investment portfolio they could make that much more.

### **SCENARIO 3 – MY PREFERRED RECOMMENDATION**

In this scenario a member saves for 5 years amassing a savings of \$40,000. The member does this by saving for 5 years investing the assets in a balanced portfolio (60% equity, 40% fixed income). The member will put away \$573.31 a month to accomplish this. Given their timeframe and goals, their goal of a 6% return is very realistic.

At the end of the five years the member decides to purchase the same truck as in scenario 1, except they purchase it used. The member finds a truck with 25,000km and 1.5 years old and negotiates to purchase it for \$40,000. Similar to scenario 2 the member liked his \$40,000 investment too much to not continue investing. The member takes out a \$40,000 investment loan at 4%, effectively paying 2.56% after taxes. In this case let's assume the member isn't sure when he plans on buying his next vehicle so he is going to invest this money with an expectation for a longer time horizon. Therefore after going through the scenarios he discovers his situation will fit into an aggressive portfolio where he will comprise his investments of 80% equity and 20% fixed-income resulting in a predicted annualized rate of return of 8%.

Lets assume this member believes this vehicle will last him about 8 years or until the vehicle has about 185,000km on it (assuming

20,000km a year). Therefore at the end of 8 years, assuming he has maintained his aggressive equity strategy and hasn't adjusted his tolerance, he should have \$75,218.14. In order to build this up the member would have paid \$486.83 a month for the last 8 years to pay off their investment loan. If the member wanted to maintain a \$540 monthly payment such as illustrated in scenario 1, he would contribute an additional \$53.17 into investments on top of repaying the loan. This decision would result in \$82,311.61 in liquidable assets at the end of 8 years.

As with any investment, "leverages" lost a lot of their popularity during the last recession. This was because many people were responsible for paying more for something worth less. For example, anyone who took a "leverage" in 2008 was likely paying more than their investments were worth for a couple of years. On the flip side someone who took a "leverage" in 2009 was making huge returns almost from the start. "Leverages" are risky, albeit so are mortgages as you are essentially doing the same thing, although real estate in Canada has had a tendency to be fairly stable resulting in it being a perceived safe investment. Our American neighbours on the other hand view real estate very differently given their real estate collapse 10 years ago.

All too often I hear about members getting a raise as they progress in seniority from class to class and during this time they immediately take on more debt. That debt is typically tied to vehicles, RVs, vacations, etc. In a recent article I read money ranks 2nd to infidelity as the top reasons for divorce. Preparing for your future by regularly paying into an investment as opposed to an asset you don't need or can't afford will reduce your stress levels and build your net worth!

Throughout this article I made reference to many terms and concepts some members may have difficulty comprehending, this is not uncommon and I will gladly explain them further by phone, e-mail or meeting over a coffee. I also used many estimates such as an expected 8% annualized return for an aggressive portfolio. This was predominantly done to illustrate the example but these can be realistic returns that can be further explained by your financial planner. As with all of my financial articles I encourage you to visit with your banker and/or a financial planner to assist you with the viability of this strategy and to answer all of your questions as to how these strategies work for you and the tax implications. If you find articles such as this useful and would like to see more, please reach out. I am always looking for feedback regardless of whether it is positive. I am also open to ideas for articles that you would like to see, even if it requires some research. This is your magazine and I want you to enjoy reading it and for it to generate positive conversation.

# My Story with Mental Health

**By Cst. Gary Miller**

**W**e talk about mental health a lot, or do we? Because to me, when we do, it is in hushed tones and viewed as a problem. Our collective silence only compounds the problem. By ignoring the issue we promote the unrealistic expectation that first responders must without question, be steadfast, brave and resilient. By refusing to speak openly about the issue it perpetuates the stigma most of us hold about mental health issues. The idea that depression, anxiety and thoughts of suicide are signs of weakness, embarrassment and failure. While we are all different, for me, a combination of my previous career, first responder work related and personal stress became so overwhelming that I could no longer cope.

I have led a fortunate life, I have had the honour and privilege of serving my Country for over two decades. I have been fortunate to have deployed on operations 8 times, during those deployments I have been very lucky. I have survived 2 road side improvised explosive devices (IED), 1 mine strike, a 7.62mm round hitting me in the front chest plate as well as a major helicopter crash. Sadly I have had two close friends and a young soldier die in my arms while trying to save their lives. The guilt and remorse still haunts me to this very day for failing them, since leaving the military I have had the honour of serving in the Calgary Police Service for ten years.

The first people to see a change in me was my wife of 36 years, who knows me better than I know myself and our youngest daughter. This happened over a long period of time so it was not glaringly obvious. I was becoming short and abrupt with them, snapping at them for no reason, it got to the stage where they were worried when I got home as to who was going to walk through the door. By now I knew something was wrong. I knew I was letting things that normally would not bother me had started to annoy me. But I didn't know why, this made me even more confused and angry with myself.

I wasn't sleeping very well, my mind would not stop racing and when I did sleep nightmares were haunting me so much that I was afraid to go to sleep. When my nightmares woke me I would lay there and listen to my wife's breathing and would not be able to stop crying. I withdrew from my team mates and friends I didn't want to go for coffee. I would be in so early before shift that I was changed and in the parking lot before everyone else got in so I did not have to talk to anyone. I waited until everyone was walking out at the end of shift to pull back into the lot, again, to avoid team mates.

There were times at work that I would go somewhere isolated, because I was so emotionally upset that I could not stop crying or shaking, until I calmed down. I didn't know why I felt like this. I couldn't understand why I could not control my feelings or emotions. I was very ashamed and embarrassed with myself for not being able to stop those emotions and control myself. On days off I did not want to go out I would lay on the couch and try and cat nap. On a few occasions I would lay on the floor in our walk in closet with the door closed in total darkness in case someone came to the door.

Even while at work my memories would be so vivid that I could close my eyes and the sights, sounds and other things were so real that I was back living the situation. All I wanted to do was go to work as it gave me something to focus on rather than the problems I was having. Things came to a head when I was leaving home to start night shift. As I said good bye to my wife she said "When you come home please bring my real husband home". On the way into work, I am ashamed to say the dam finally broke. As I pulled to the office parking lot the tears started and I couldn't stop them. I tried to talk to the 01. However I was a complete mess and all I could say was that I could not do this anymore and that I was going home. It took a while to get home. I had to keep stopping as I was shaking so much. When I finally got home I went to bed as I was so emotionally drained and slept. The best sleep that I had in a long while. The district phoned and asked my wife if I was home and could they speak to me she said "No he's asleep and I am not waking him up". I must admit when she told me the next day I expected a knock at the door and someone from the district would be asking for my gun. I was surprised when that did not happen although, to be honest, I had never thought of taking my own life. I went to our psychological services and rightly, or wrongly, I felt that I didn't get much help at all. My wife was not allowed to come with me they said it was my safe place, but I wanted her there. I still didn't know why I was feeling the way I was or how to try and control my emotions. During the time I was off work I felt very isolated and alone. No one senior from the district contacted me to see how I was. Team mates did call and ask if I wanted to join them for breakfast, which was good. However I still felt alone and that no one cared how I was doing. After around 3 months I started to get back to work and was ok for a couple of years. November, last year I started to see the signs that I was spiraling down again. I was taking risks that I would not normally take. I was driving way too fast to calls when there was no real need to. All I wanted was to go to the high risk calls and be the first out. So again I reached out for

**Continued on page 22 ►**

**Continued from page 21**

help and was referred out to another psychologist. In December last year and in January I attended three major calls. All fatality's, over three sets and I could not get the images from the incidents out of my head. These brought back the nightmares from my past and the emotional overload started all over again.

My psychologist took time to explain to me why I was feeling like I was. She gave me tools to help deal with and reduce the emotional over load. My wife was encouraged to attend my meetings with the psychologist, I really wanted her there. I wanted her to hear what I had done and what I was going through. I was not willing or able to talk to her about my past I was very worried that she would not see me as the man she had fallen in love with and married. I feared that she would see me as someone else and would not like what she saw now. The rollercoaster of emotions was way worse this time around but having my wife and best friend by my side, seeing me at my very worst, listening to my worst nightmares helped us both. If it was not for her I don't know where I would be now. I have been very lucky this year, my team mates were very supportive with me and kept in touch for coffees, beer or just a text or call to see if I was ok. I am starting back to work again now but at a much slower and more integrated rate. I still have bad days where I don't want to speak to everyone or anyone! Coming into work and putting on my uniform and body armour is still quite hard and sitting in the office it sometime seems like the walls are closing in on me. I will get back to normal at some point, I hope, and back to doing what I love most being on the street.

I have a different perspective on life now. I try and stop judging

people and instead look to why they have changed. Over the past couple of years I have reached out to lots of members. I don't need to be able to solve their problems, but I do need to let them know that I am there for them at any time. The signs are always there. The withdrawal from everyone. Taking more risks. Being snappy with everyone. Sometimes they are very small signs but they are there! Never be afraid to reach out to someone. If you think they are struggling then they probably are. I didn't ask for help until it was too late because I did not know how to or where to go to get it and only blame myself for that.

I am telling my story for a couple of reasons, firstly to let people know its ok not to be ok, that you cannot help the way that you feel, you are not weak or a frailer and most of all you are not broken. Secondly out of all this if only one person reaches out and gets the help that they need before things spiral out of control and the very worst happens I will be thankful.

I am very sad and ashamed to say that through all this the people I hurt most were the ones I cared about most my family, friends and my brother and sisters at work. I know I was judgmental, rude and unforgiving, for that I am truly sorry. My only excuse was that I was not myself and my demons had got the better of me.

So when your demons come and haunt you, you can call me and I will come and fight them with you.


*Please check out page 27 to hear Gary's story from the perspective of his wife and family. Thank you to both of you for sharing.*



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

**DIRK KUIN**  
GENERAL MANAGER  
BUS 403-250-7553  
CELL 403-472-1723  
FAX 403-250-7578

13 - 2139 PEGASUS WAY N.E.  
CALGARY, ALBERTA  
CANADA T2E 8T2  
EMAIL: dkuin@aeroav.com  
www.aeroav.com



**ALBERTA  
HARDWOOD  
FLOORING**

136 - 4550 25th St SE  
Calgary AB, T2B 3P1  
403-287-6077  
Ryaun Dyck



**Aluma SYSTEMS**

BY BRAND SAFWAY



**HIGHHORN  
SHEET METAL**



403-678-5320





**Schindler**

527 Manitou Rd SE  
Calgary, AB T2G 4C2  
Ph: 403- 243-0715  
Daniel Theriault



Two men wearing red hard hats and grey work jackets with Schindler logos are looking up at a wall. One man is pointing at the wall with his right hand. The background is a plain, light-colored wall.

## BUFFALO BOB'S



#126 - 3715 51st SW  
Calgary, AB T3E 6V2  
403.686.1404  
info@buffalobobs.ca  
www.buffalobobs.ca

- Accredited by BBN as the best pub in neighborhood
- Daily/weekly food & drink specials
- Special discount for teams
- Enjoy our delicious wing specials during all Flames & Stamps games
- Book your private, birthday party or event at no cost
- Enjoy darts, pool, pinball and golden tee in our backroom with your friends
- 11 lucky VLTs to play, so no waiting or line ups



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

Dr. Charles Samuels'  
Suite 106, 51 Sunpark Drive SE  
Calgary, AB T2X 3V4

403-254-6663 ext. 1  
Fax 403-254-6693

General Inquiries: info@centreforsleep.com  
Media Requests: media@centreforsleep.com



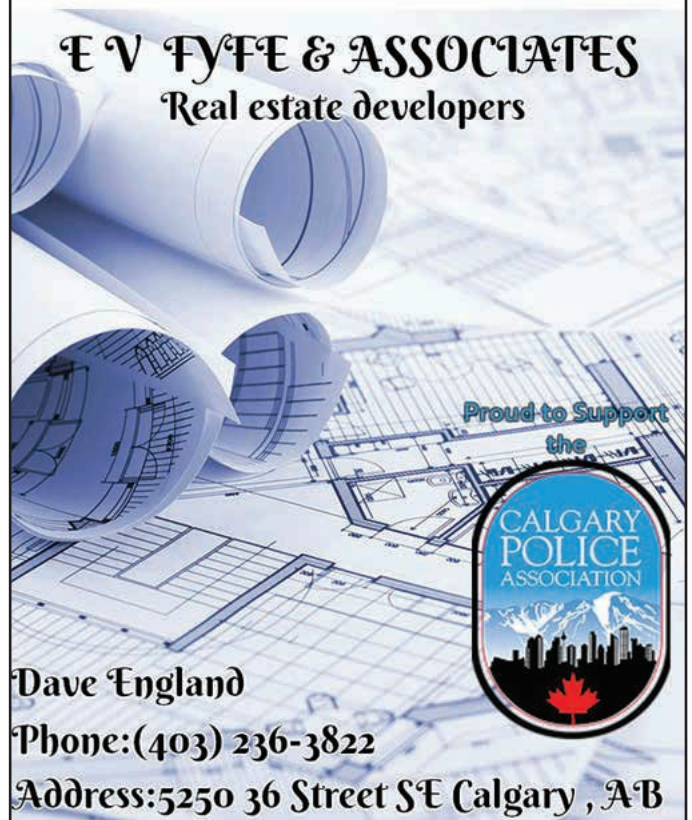
Formwork Projects • Flatwork Projects



www.cemrock.ca

## EV FYTE & ASSOCIATES

Real estate developers



Proud to Support  
the



Dave England

Phone: (403) 236-3822

Address: 5250 36 Street SE Calgary, AB



## A MESSAGE FROM YOUR DIRECTOR

*By Pat Stachniak, Director*

Hello, and welcome to another edition of the 10-4 magazine, spring edition. Hopefully by the time you're reading this, the winter is over and some warm weather has rolled into Calgary. Since my last article there has been significant change at the CPA, and it appears what's old is new again! Our new President is John Orr. John was a director for 7 years before taking a two year hiatus from the board. John brings a wealth of knowledge to the position and I am very excited to be working with him once again. The other new board member is Paul Wozney. Like John, Paul was a board member for 10 years before taking a break from the CPA. Both John and Paul have hit the ground running and have already made a huge impact on the CPA and our members. I want to acknowledge outgoing director Lee Dunbar. I was fortunate enough to get on the CPA board at the same time as Lee and he and I got thrown into the fire together. Lee did so many great things for the CPA and he certainly left the CPA better than when he found it. Lee worked tirelessly advocating for our membership and ensured every member that came to speak with him was treated with respect and dignity. Lee, thank you for your hard work and dedication to the CPA and our members.

With summer around the corner, I'm hopeful that everyone is making sure they are planning to take some well-deserved vacation time. Our job is a stressful one. We are constantly being scrutinized by the media and public. I know that this scrutiny weighs heavily on our members and I have yet to meet a cop that says it doesn't. We join this job because it's a calling. We all chose to serve our community and to keep people safe. Hardly a week goes by when I don't hear a heartbreaking story of a member of the policing community that has taken their own life because of the stress of the job. I don't want to be a downer, but I want to make sure everyone knows that it's ok to not be ok! The CPS and CPA have multiple supports for our members, it's incumbent on us to take care of one another and to look after each other. If you

see someone that is struggling or has been out of sorts recently, don't be afraid to ask how they're doing and just be someone they can talk to. Make sure you spend time with the people that mean the most to you, and take advantage of your annual leave to rejuvenate yourself. Trust me, the big blue machine will keep rolling while you're away and the calls will be waiting for you when you get back!

Like I said previously, summer is around the corner and there are always so many things happening around the city. One of the things that members look forward to the most is the CPA golf tournament. We are once again holding the tournament at Heritage Pointe Golf Club. The feedback I received from the members that attended last year was that it was a nice change of venue from the previous years. The tournament this year will be held on Thursday, August 20<sup>th</sup>. We were able to keep the fees the same this year and Mike Lomore has been working hard to get quality prizes once again. Another event that is always popular is Country Thunder. Like in years past, the CPA will allow camping in the lot. The Cuff will be open for business all weekend and I encourage everyone, camping or not to come down and enjoy some good music and some laughs. With all that being said, if there are any events you would like to see at the cuff, please feel free to reach out to me with your suggestions. I would like to see our members utilizing the venue a lot more and I'm open to any new ideas.

I hope this year brings lots of new and exciting opportunities to the CPA and our members. We have gone through the arbitration process and I'm hopeful we will get a favorable ruling from the arbitrator. Regardless of what happens, I truly believe we have a great job in a great city and we work with amazing people. Let's take care of each other and please, if you ever need anything, reach out to myself or any of the other board members.

Pat Stachniak

Tara D. Pipella | Derek Allchurch | Kimber R. Pipella



**PIPELLA LAW**



Alyshea Surani

Patricia M. Gutek

Dan Thorn

Tara D. Pipella is rated as a leading practitioner in the area of personal injury and is consistently recommended.

Listed in: Best Lawyer & LEXPERT®.



## SERIOUS PERSONAL INJURY LAWYERS

### A Team Approach to Winning

Your personal injury experts with close to 60 years combined experience in the area of personal injury law.

**403-265-8733**

**www.pipellalaw.com**

24 hours  
No Fee Until You Get Paid  
Suite 200, Dorchester Square  
1333 - 8th Street SW  
Calgary, Alberta T2R 1M6

Wheelchair access at the front of the building with automated accessible doors  
(6 blocks from the LRT line - Park Plus street parking, daily parking at Best Western across the street)  
Call (403) 660-9383 after hours!

- Free consultation and hospital visits;
- Home visits;
- No Fee unless recovery;
- Assistance with securing medical aid; and
- We only act for the injured, not the insurance company.

- Brain Injury;
- Severe Spinal Cord Injury;
- Quadriplegia;
- Paraplegia;
- Hemiplegia;
- Wrongful Death; and
- Permanent Disabilities including (Fractures, TMJ, Chronic Pain, Post-Concussive Syndrome and PTSD).

\*English & Punjabi spoken and professional translators available upon request!

# Living with Stress as a Partner

What was I going to come home to? Screaming matches between my husband & daughter, nothing I do ever being right, a sleeping husband, a request from either our daughter or my husband to be the go-between communicator or just a resemblance of normalcy? Was it a sigh of relief or a sigh of frustration for me?

Before my husband was first diagnosed with stress (PTSD or OSI) these were a selection of any number of scenarios I could expect after my working day. I am presenting a candid view of a family that has strong, loving, bonds which were pushed to their very limits. But neither of us saw it coming or realised what we were dealing with.

It culminated one evening, as my husband was leaving for night shift, in my asking him to bring home my real husband at the end of shift.

Looking back I can see some characteristic behaviour that is typical in someone suffering from stress. It was the little things that individually meant very little but when combined created someone I really didn't recognise and though I love the bones of this guy I really didn't like who he had become. I also didn't understand why he was behaving in this manner.

I noticed he would make comments about the way I was driving (he would choose to do this manoeuvre a different way) or that our daughter was dumping her snack boxes in the sink instead of the dish washer, or her bedroom was untidy etc. He would sigh rather loudly if I had forgotten to remake the bed, before bedtime, after washing the sheets. It seemed everything had to be his way for us and yet it was ok if he had a different way. How can a happy home be established or maintained when the goal posts are constantly moving or expectations were different for individuals.

There were days on end where he didn't seem to do anything but sleep. We are habitually early to bed early to rise kind of people yet 8-10 hours of sleep didn't seem enough for days on end. It was almost as though he could cope with being awake & professional when on shift but those days in-between were catch up on sleep days. Most of the day! In all honesty there were times when I actually relished him sleeping through his days off because, although nothing was ever done on a personal admin level, it meant peace within our house. Sigh of relief if I'm honest.

For a man who was once always personable, fun & relaxed with his family and friends he also became exceedingly short tempered and negative. Everything was someone else's fault. I had no idea how to deal with a situation when it arose. If I answered back it created an argument of immense proportions. If I stayed silent I was blamed for having that 'Look' on my face and received verbal grief for it. I felt I was in a no win situation almost all of the time.

I felt helpless, I felt as though I was no longer valued (even though I knew my hubby was deeply in love with me). I honestly thought this was just one of those bumps in the road that couples went through on their life-long journey together. How naive was I?

To add to this seemingly hostile environment were his insecurities. He was in constant need of reassurance about our relationship. Did I still love him? He would tell me upwards of a dozen times a day that he loved me. I did still love him, I was and remain in love with him despite the difficulties. He seemed worried that I would be packing my bags and leaving. He was constantly apologising for his behaviour. It was a whirlwind of emotions, arguments, inconsistencies that just never seemed to stop. But as I said before, I love the bones of this man and I am so very proud of his achievements. He stood up for his country, for those too weak to stand up for themselves. He has put strangers before his own needs. He has won medals & honours for his courageous behaviour. He is in his second front line career and I for one am exceedingly proud to call myself his wife.

The cost? Well he has suffered, we as a couple have suffered & also as a family. We are much more emotional than ever before. Thankfully, we have always been strong.

But the most courage I have witnessed is now. He is not ashamed to tell people he has suffered an occupational stress injury (formerly PTSD). I am full of pride knowing that if his story, our story can help just one person or family member to recognise symptoms of stress, to start talking about their feelings, to seek help, then, it has all been worth opening up to strangers.

Following a regular regime of therapy I am starting to see a little of the sparkle in my husband. Relief for sure on my part. Some of the fun elements, that I once found annoying, are beginning to return. He recognises when he is on a spiral into those negative feelings and has strategies to deal with them. Some normality and peace coverts our home once again. I feel calmer too. I have some understanding now about what caused this man that I love, to behave the way he did. If he had broken a hip everyone would see a physical injury and empathise to a degree. My hubby has a hidden injury, but an injury none the less. Time & further therapy helps the healing but it is unlikely he will ever be completely the man I fell in love with. His experiences have drastically changed him. There will always be a scar, albeit hidden. We have tools now to help him deal with his injury.

If you resonate on any level with my story then open up to someone and seek help. It is out there you just have to have a little courage to ask for it. You already have courage taking on a career where you run towards danger when all of your instincts are screaming at you to do exactly the opposite. The first step, recognition, is the hardest.

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

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

## My Personal Promise

I'm committed to my customers and my community.



Scott Kessler, Owner/ Manager



**Jencor**  
MORTGAGE CORPORATION

powered by  **DOMINION LENDING  
CENTRES**

Refinance, Transfer, New Home or  
Retirement/Vacation property? **We Can Do That!**

Give us a call, advice is free! Remember, we are paid  
by the lender, not you! We have the solutions  
you are looking for! **Ateam - We Work For You!**

## Heather Hellings & Karen Penner

Jencor Mortgage Advisors

Ateam@jencormortgage.com

Office: 403.245.3636

Karen: 403.998.7171

Heather: 403.850.6759



## Proud to Support the Calgary Police



**MOUNTAIN VISTA LAW**  
Your Local Legal Team



Candace  
Wray



Erin  
Barvir



Marisa  
Valle



Staci Tannahill-  
Smith

### Discounts offered to members of the Calgary Police:

\$75.00 off a couple's Will package (this includes a Will, Enduring Power of Attorney, and Personal Directive for each party);

\$50.00 off an individual Will package (Will, Enduring Power of Attorney, and Personal Directive); or

\$75.00 off an initial consultation regarding a family law matter

**4209-101 Sunset Drive,  
Cochrane, AB T4C 0W7**

**T: 403-981-0700 • F: 403-981-0701**

Candace Wray Email: [candace@mountainvistalaw.com](mailto:candace@mountainvistalaw.com)

Erin Barvir Email: [erin@mountainvistalaw.com](mailto:erin@mountainvistalaw.com)

Marisa Valle Email: [marisa@mountainvistalaw.com](mailto:marisa@mountainvistalaw.com)

Staci Tannahill-Smith Email: [staci@mountainvistalaw.com](mailto:staci@mountainvistalaw.com)

**[www.mountainvistalaw.com](http://www.mountainvistalaw.com)**



REGISTER YOUR TEAMS HERE

# WINGS & BEERZA

**HALF PRICE WINGS, BEERZA = 12" PIZZA & A JUG | \$30**

REGISTER YOUR SPORTS TEAMS WITH US FOR AMAZING SERVICE,  
TONS OF BIG SCREENS, EPIC FOOD, AND THE COLDEST BEER,  
SPORTS LIVES HERE. ON SCREEN, AND AT YOUR TABLES.  
REGISTER TODAY.

3919 RICHMOND ROAD SW, CALGARY, AB | (403) 217-7744  
INFO@RICHMONDSPUB.COM | ASK FOR JON OR COURTNEY

# DID YOU KNOW, YOU DON'T KNOW WHAT YOU DON'T KNOW?



Member Benefits Advocate Wayne Wiebe, Wessex Financial Inc. [www.wessexfinancial.ca](http://www.wessexfinancial.ca)

**ACTION REQUIRED: If you have NOT updated your marital and dependent status recently, it's a great time to reach out to Kate!**



Welcome to the spring edition of the 10-4 "Did You Know"! This edition is dedicated to Kate Jacobson who, among other things, is tasked with administering your members benefits plan.

As the CPA advisor and member claims advocate my role is to work with Kate to create an awareness that ensures members are educated about their benefits plan and **taking the necessary actions** to qualify for this valuable coverage. YES "QUALIFY".

As hard as she works to be diligent and proactive in keeping track of the changes in your lives, according to Kate, there are between 120 and 150 members who have **not updated their family status**.

A seemingly small item on your long list of TO DO's that if left overlooked can lead to unintentional consequences and an inability for you to access benefits that can mean a world of difference to you and your family in a critical time of need. (*When one of your loved ones get sick or worse*).

## WHEN TO NOTIFY KATE ~ Life events that require you to update your status

- **Getting Married** ~ to add your spouse to your benefits & change your beneficiary
- **Common Law** ~ minimum 12 months of cohabitation
- **Divorce** ~ to remove your ex from your benefits plan & change your beneficiary
- **Celebrating the birth of a child** ~ to add your child as a dependent

## WHAT HAPPENS if you delay in updating this information?

ANY CHANGES TO YOUR MARITAL & DEPENDENT STATUS MUST BE SUBMITTED TO KATE WITHIN THE FIRST 30 DAYS OF THE EVENT.

- If you do not update this information within the first 30 days your spouse will be required to submit medical and health information to qualify for coverage.
- When you have children, they are covered for life insurance from birth but must still be added as a dependent, and **must be shown as a dependent** to qualify for complimentary child critical illness insurance
- Should you get divorced, you must notify the CPA, otherwise you will continue paying spousal benefits.
- Finally, anytime you make a change please ensure that the beneficiary and contingent beneficiary designations are correct.

The following is a brief summary of the coverage in question for both you and your loved ones if left on the back burner.

ACTIVE MEMBERS	SPOUSES & DEPENDENTS	RETIRED MEMBERS
\$100,000 life insurance to age 70	\$20,000 spousal life insurance & \$10,000 per child	\$100,000 Life insurance & \$20,000 spousal life insurance.
\$50,000 Critical illness insurance	\$25,000 spousal CI & complimentary \$5,000 Child CI	Convertible to individual permanent insurance at age 70
\$100,000 AD&D – added July 2018		

**BEST DOCTORS** – the Second opinion medical service for active & retired members!

**Recently enhanced to provide coverage to extended family.** This means members have the ability to help their aging parents and spouse's parents navigate through the health care system! (**You can obtain a copy of your member benefits from Kate or myself**)

**If you fail to change your beneficiary it will ABSOLUTELY go to the last named, beneficiary! Perhaps an ex-wife or ex-husband or your parents.**

I think we can all agree that dealing with the death of a family member or the diagnosis of a critical illness is tragic enough without risking that it may not be covered because of an unintentional oversight. My hope that this article serves as a reminder for you to take action to reach out to Kate or myself.

Finally, I'd like to take this opportunity to thank the CPA for allowing us to have a voice in your 10-4 magazine. It has helped us to assist member make sense of their personal insurance needs and helped them protect the things that matter most.

For more information on the services available please check out our website or give us a call (403)230-3824.

"Protecting & serving those that serve & protect 24/7/365. 10-4

**Wishing you all the best in 2020!**

**Sincerely,**

**Wayne Wiebe & the Wessex Financial Inc. Team**

E: [wayne@wessexfinancial.ca](mailto:wayne@wessexfinancial.ca)

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



**Superior Taste,  
Smell, Pack,  
Texture and  
Moisture**

**Available in Eight  
Great Flavours:**  
Straight, Classic, Peach,  
Cherry, Citrus, Grape,  
Arctic Mint, & Wintergreen  
Also available: Arctic Mint &  
Wintergreen Pouches.

**SMOKEY  
MOUNTAIN  
CHEW**

The original & best selling  
tobacco free and nicotine free  
Smokeless Tobacco  
alternative.

**TRY IT  
TODAY!**

Ask for  
**Smokey Mountain Chew**  
The Original Premium Herbal Snuff  
at a retailer near you or call...  
**1-888-261-8666 TOLL FREE**  
[phil@smokeysnuffcanada.com](mailto:phil@smokeysnuffcanada.com)  
[www.smokeysnuffcanada.com](http://www.smokeysnuffcanada.com)



Owned and Operated by J.E.L. Investment Group Inc.

Jack LaSalle  
Owner/ Operator

Pamela LaSalle  
Business Manager

**Braeside, Store #3051**  
11472 Braeside Drive S.W.  
Calgary, AB T2W 4X8  
Tel: (403) 259-4881

**Evergreen, Store #3092**  
45 Everrudge Drive S.W.  
Calgary, AB T2Y 4R5  
Tel: (403) 873-0133

**Woodbine, Store #7548**  
303, 2525 Woodview Drive S.W.  
Calgary, AB T2W 4N4  
Tel: (587) 356-8356

**TELL US HOW WE  
ARE DOING**  
Complete a guest survey at  
[www.telltimhortons.com](http://www.telltimhortons.com)




**Commercial Real Estate Services**

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

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

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

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



**CALGARY LOCK & SAFE** SECURITY DESIGNERS

1655 32 Ave NE  
Calgary, AB T2E2Z5

**TYLER BRYSON, CJL**  
Vice President  
[tyler@calgarylockandsafe.com](mailto:tyler@calgarylockandsafe.com)  
403.250.5698

**ASSA ABLOY**  
Authorized Dealer

**Chinook  
P & D Ltd**

2612 58th Ave SE  
Calgary AB  
P: 403-236-9541  
E: [chinooktrans@yahoo.com](mailto:chinooktrans@yahoo.com)

Mohamed Shaklaon

Is a proud supporter of the Calgary Police Association

**PROUDLY SERVICING SOUTHERN ALBERTA SINCE 1966**

**CHINOOK REFRIGERATION<sup>®</sup>  
& AIR CONDITIONING LTD.**

1130E 44th Avenue SE Calgary AB TEL: 403 243 0141

# ***CHEERS AND JEERS***

**CHEERS** to Lee Dunbar for his hard work as a Director on the Association Board for the last three years. Lee, thank you for your service to the Membership. It was a privilege to service with you on the Board.

*- Chris Young*



## MENTAL HEALTH SUPPORT SERVICES

Most CPS officers are all too familiar with the scenario of heading into the home of a 10-21 call. Family members are reporting their loved one is suffering from a mental illness and needs to be taken to hospital right now. The officer likely explains the criteria of a Form 10 and why at this time, the individual does not meet grounds. However, the notion that the individual cannot forcibly be taken to hospital when ill does not make a lot of sense. In fact, it may even seem ludicrous to anyone outside of policing or mental health. However, for the average person, the Mental Health Act, its purpose, and application are completely uncharted waters. Officers then face repeated phone calls to the same household, with no real solution to a very real concern.

The mental health world can be challenging to navigate at times: different types of assessments, various organizations, criteria for this...grounds for that...hospital one day, and/or discharged hours later. Each have their own protocols and intricacies that can be complex, hence it is easy to see why loved ones who have no working knowledge of this could feel overwhelmed.

How does this impact officers dealing with families or significant others? If a Form 10 cannot be executed, officers can consult with the Mental Health Crisis line or PACT, officers can direct family/friends to court to apply for a Form 8. In a situation where you find the Form 8 a more suitable option there are services out there to assist. Specifically, you can contact a mobile mental health support service that will attend a family's home and provide the following services:

- Educate/Support families
- Navigate the Mental Health Act
- Conduct assessments
- Apply for the Form 8 on the behalf of family members
- Connect the individual suffering with mental health concerns with services (if applicable).

If you know someone or families who could benefit from this type of service please contact Cynthia David RN at 403-875-2352. For further details please visit [www.ybrmentalhealth.com](http://www.ybrmentalhealth.com).



Wholesaler of  
Picture Frame  
Mouldings  
♦  
Commerical  
Picture Framing

7519E - 30th Street SE  
Calgary, Alberta, Canada  
T2C 1V4

403.717.4300  
cimarronwholesaletd@gmail.com  
www.cimarronwholesale.ca



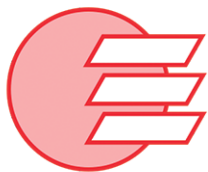
**CORRADO'S  
AUTO REPAIR**  
EST.1993

AMVIC LICENSED

CRICKLEWOOD  
INTERIORS

Cricklewood Interiors

403.258.0050  
gail@cricklewoodinteriors.com  
cricklewoodinteriors.com



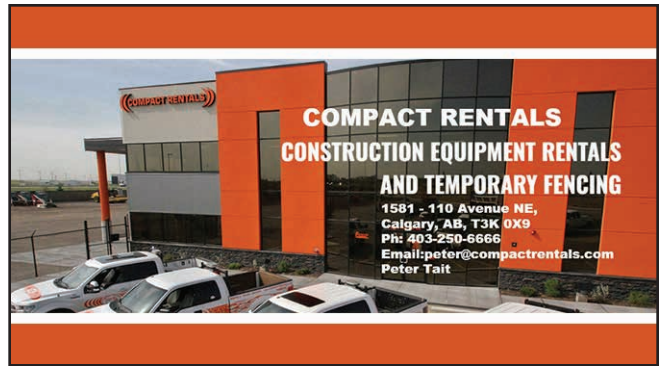
**ENERPRO**  
ELECTRICAL SERVICES INC

8A-6120 2 Street Southeast  
Calgary, AB T2H 2L8 Canada  
Tel: (403) 254-0661  
Fax: (403) 254-0651

"A Beautiful Home  
Deserves A Beautiful Floor"

**FLOORS**  
*on Crowfoot*

Unit 193 - 64 Crowfoot Circle N.W.  
Calgary, AB  
403-285-2929  
www.floorsoncrowfoot.com



**COMPACT RENTALS**  
CONSTRUCTION EQUIPMENT RENTALS  
AND TEMPORARY FENCING

1581 - 110 Avenue NE,  
Calgary, AB, T3K 0X9  
Ph: 403-250-6666  
Email: peter@compactrentals.com  
Peter Tait

*Crestview Floors Ltd*

WHAT CAN YOU EXPECT?

- Quality flooring products
- Quality installations from in-house installers
- Knowledgeable service representatives
- Spacious showroom
- Crestview Floors written warranty
- After-sales service from our service department
- Contract prices

3701 - 19th Street NE  
Calgary, AB T2E 6S8

Phone 403-291-1366  
Fax 403-291-3160  
email [sales@crestviewfloors.com](mailto:sales@crestviewfloors.com)  
[www.crestviewfloors.com](http://www.crestviewfloors.com)

"We Care"  
**DEERFOOT**  
Carpet & Flooring

*Home of another Happy Deerfoot Customer.*

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

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

A proud supporter of the Calgary Police Association



**FAIRFIELD WATSON**  
committed to people

Unit 22, 4550-112th Avenue SE  
Calgary, AB T2C 2K2

T: (403) 262-7278  
F: (403) 262-7251

Andrea Holmberg



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

BEN TSE  
SERVICE ADVISOR  
[BEN@GERMANCARSPECIALIST.COM](mailto:BEN@GERMANCARSPECIALIST.COM)

TEL: 403.571.3650  
FAX: 403.571.3657

204 40TH AVE. NE • CALGARY, AB T2E-2M7  
[www.GERMANCARSPECIALIST.COM](http://www.GERMANCARSPECIALIST.COM)

# Global Patties Canada

Factory & Warehouse  
Bay 2 - 8 East Lake Way NE,  
Airdrie, Alberta T4A 2J3  
1-866-948-6084 Toll Free

Phone: 1-403-948-6084 Fax: 1-403-948-6901

OFFICE CO-ORDINATOR

**DEBBIE GOODINE**



THE HISTORICAL SOCIETY OF ALBERTA  
Suite 320 Braemar Place  
1201 - 5 Street SW, Calgary, AB T2R 0Y6

Phone: 403.261.3662 Fax: 403.269.6029  
Email: albertahistory@telus.net  
Website: www.albertahistory.org

## Kambylis Holdings LTD

Proud to Support  
the  
CALGARY POLICE ASSOCIATION

Call Ted Kambylis  
Phone: (403) 246-8118  
Address: 1416 32 St Sw Calgary, AB T3C 1N4

# KIWI IRRIGATION

Helping preserve the world's most valuable resource

**Phil Roberts**  
3424 Lane Cr SW Calgary, AB  
Call or Email Today!  
403-809-1285  
info@kiwiirrigation.com

# MORRISON HOMES

The Homebuyer's Best Friend™  
morrisonhomes.ca

**PROUDLY BACKING  
THE BLUE**

**GDGC**  
GRAHAM DAVIES  
**GEOLOGICAL**  
CONSULTANTS LTD.

3553 - 31st Street N.W.  
Calgary, Alberta, T2L 2K7  
403- 651-5921

Graham Davies

**Indo-Chinese Buddhist Association**

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

**Indo-Chinese Buddhist Association**

Is proud to support the Calgary Police Association



**KELLER**  
EQUIPMENT SUPPLY LTD

**PEI**  
MEMBER

CALGARY • EDMONTON  
VANCOUVER • WINNIPEG

SPECIALIZING IN  
PETROLEUM FUELING SYSTEMS & VEHICLE MAINTENANCE SHOP EQUIPMENT

MANAGEMENT & STAFF  
www.keller.ca

CALGARY. (403) 243-8666  
EDMONTON. (780) 452-6640  
VANCOUVER. (604) 945-5550  
WINNIPEG. (204) 694-4100  
VERNON. (250) 549-0481

**MAVERICK**  
MANAGEMENT INC.

For all of your Condominium  
Management needs please  
send inquiries to  
info@maverickmanagement.ca

300, 160 Quarry Park Blvd SE, Calgary AB T2C 3G3  
P: 403-724-0091 | P: 403-287-7770 | www.maverickmanagement.ca

*The Bold Choice for Result-Driven Management*

**Michener  
Allen**  
AUCTIONEERING LTD.  
Family Owned & Operated Since 1971

PO Box 73040 Hampton RPO  
Edmonton, Alberta T5T 3X1  
Sale Site: Hwy 16a West- Range Road 262  
Sara Kowal- 403-226-0405

# MOORE'S

**INDUSTRIAL SERVICE LTD.**

Hard Chrome Plating & Tungsten Spray Specialists

**MOORESIND.COM**

*Mulyk*

CONSULTING INC.

Peter Mulyk

Phone  
403-244-2172

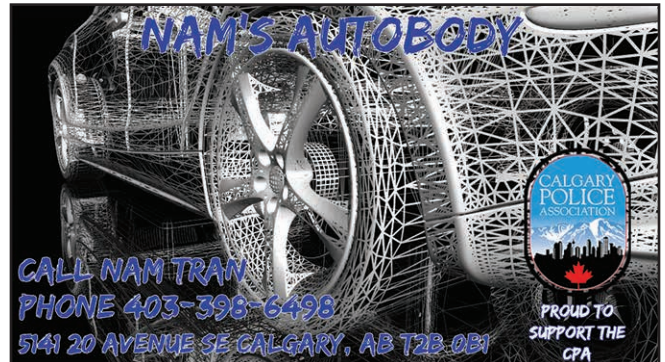
Suite 600, 1414-8th Street SW  
Calgary, AB, T2R 1J6

## MUG SHOTZ SPORTS BAR & GRILL

*Homemade Wing Sauces Always Fresh & Created With Love*

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

**#1 Gourmet Wings in Calgary**



**NAM'S AUTOBODY**

CALL NAM TRAN  
PHONE 403-398-6498  
5141 20 AVENUE SE CALGARY, AB T2B 0B1

CALGARY POLICE ASSOCIATION  
PROUD TO SUPPORT THE CPA

**Neptune**  
PLUMBING & HEATING LTD.

*Showering you with great service.*

24 HOUR EMERGENCY SERVICE

Tel: 403-255-7938 Fax: 403-313-0058  
neptune@neptuneplumbing.ca



www.neptuneplumbing.ca

- Residential Service
- Commercial Service
- Renovations
- Furnaces
- Boilers
- Humidifiers
- Gas Fitting
- Backflow Testing
- Hot Water Tanks
- Drain & Sewer Cleaning
- Straight Forward Pricing
- 100% Satisfaction Guarantee

## NEW DYNASTY RESTAURANT

Serving Calgarians  
Since 1994



**PHỞ HOÀI**

*The Best Vietnamese Beef Noodle House in Town!*

Bay 16, 130-3rd, Avenue S.E, Calgary (Chinatown - Far East Shopping Center)

**Tel: (403) 264-8174**



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

**RGO**

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



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


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



# CPA Past & Present

Please send any pictures you have to Director/Editor Graham Ernst at: [gernst@backtheblue.ca](mailto:gernst@backtheblue.ca)





**SHEEP RIVER  
SELF STORAGE**

[www.okotoks-storage.com](http://www.okotoks-storage.com)

**SHIBLEY & COMPANY**  
BARRISTERS SOLICITORS NOTARY PUBLIC



**VILMA MYDLIAR**

BEDDINGTON TOWNE CENTRE MALL  
219, 8120 BEDDINGTON BLVD NW  
CALGARY, AB T3K 2A8  
PHONE: (403) 275-3230  
FAX: (403) 275-2431  
EMAIL: [SHIBLEY&COMPANY@TELUS.NET](mailto:SHIBLEY&COMPANY@TELUS.NET)  
[WWW.SHIBLEYANDCOMPANY.COM](http://WWW.SHIBLEYANDCOMPANY.COM)

**SHOPPERS  
DRUG MART**



**Health, Beauty, Convenience**  
Medication Management  
Vaccinations: Shingles, Influenza, Travel, etc.  
Certified Injection Pharmacists on board 24/7  
Counseling and Recommendations  
Over the Counter Medications  
Homeopathy and Naturopathy  
High End Cosmetics and Skin Care Products  
Cosmetics Make Over and Counseling  
Food and Beverages  
Post Office  
Give Us a Chance To Serve YOU The BEST

**Kensington Shoppers Drug Mart**  
1436 Kensington Rd NW  
Calgary, AB T2N 3P9  
Tel: 403-521-0329  
Fax: 403-521-0348

**Sidhu Accounting & Financial Services**

4656 Westwinds Dr NE #202,  
Calgary, AB

**IQBAL SIDHU**  
403-568-2667



**SLAUGHTERHOUSE  
STUDIOS**

**Sobeys**

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



**SOLE EXPERIENCE**

Tel: 780.437.7604

10805 82 Avenue NW  
Edmonton, Alberta  
Tel: 780-437-7604

**Tronnes <sup>Ts</sup> Surveys**

6135 10 St SE  
Calgary, AB T2H 2Z9  
403-207-0303  
Stephen Tronnes



**Trotter & Morton**  
Group of Companies



Recycle Your Cans and Bottles for Cash

**UPTOWN**  
bottle | depot

403-237-6070



## A MESSAGE FROM YOUR DIRECTOR

*By Chris Young, Director*

### THE CPA STORE

Welcome to another edition of 10-4 Magazine and the first one of 2020! Before I get into the topic that I have chosen for this article, there are a few items I need to touch on. First, I wanted to acknowledge former Director Lee Dunbar. For the last three years Lee served as a Director on the Calgary Police Association Board. Lee worked hard on behalf of the Membership and did a great job. Examples of his work can be found in such portfolios as the Driver Review Board and the CPA House. Lee is a friend and I enjoyed working with him over the last three years. Lee truly does care for his fellow Members and his presence will be missed in the Board room. I just wanted to thank Lee for his service to the Membership and I wish him well in his future endeavours.

Former CPA President Les Kaminski is now officially retired. Les is a passionate man and a character that left his mark on both the Association and the Service. Les truly was passionate about representing the Membership. After over three decades of policing, Les has earned a well deserved retirement. I truly wish Les all the best and I hope he has a happy retirement.

With Board Members moving on, there are Board Members returning. I wanted to congratulate and welcome back Director Paul Wozney and just mention that I am looking forward to working with Paul once again on the CPA Board. Also, I wanted to congratulate and welcome back newly elected CPA President John Orr. I also am looking forward to working with John on behalf of the Membership once again. It's a new time and chapter for the Calgary Police Association. I believe the current Board is on a positive road moving forward and I am thrilled to be a part of it.

Now I would like to talk about something that is available to every Member of the Calgary Police Association - that being the CPA Store. The CPA Store is located in the CPA office on the 2nd floor. It's a "Cop souvenir shop" really and has a number of products that range from practical to novelty items. The items sold in the store are very reasonably priced - at just a little more than cost! The store has many products that you and perhaps your loved ones would be interested in.

The hallmark item of the CPA Store is our novelty T-Shirts. The shirts have been one of our most popular items for years. Some are very funny and they are a piece of the Association's history in a way. There is a wide variety of shirts and if you haven't seen them you should stop by and have a look. The shirts are \$20 dollars.

The store also has a variety of different hoodies. Both pull overs and zip up. They are of pretty good quality too. They range from \$22 to \$35 dollars. We also have a variety of jackets. Stormtech, Coal Harbour & Under Armour are the makes available. The jackets come in different styles and material - such as fleece and soft shell. The jackets range from \$50 to \$100 dollars.

There is a variety of children's clothing. Hoodies, T-Shirts, long sleeve shirts and infant onesies. The children's clothing comes in a variety of colours and sizes. Again the clothing is reasonably priced ranging from \$15 to \$40 dollars.

The CPA Store also sells knives and multi tools. These items are of good quality and range from \$24 to \$50 dollars. There is also quality sunglasses available at the CPA Store. They range \$35 to \$105 dollars. Baseball cap style hats, wallets, gloves, badge holders, wireless speakers, flashlights and silicone rings are all available and are very reasonably priced.

Association Challenge Coins are also available and perfect for Members who collect or trade coins. There is also "Stolen from the Cuff And Billy" bottle openers for sale. They are not only of high quality, but make a great gift and/or a great conversation piece. For Members that are involved in the sport of golf - the store has golf shirts, golf balls and ball markers.

Different styles and types of bags are also available. Such as range bags, deployment packs and duffle bags ranging from \$40 to \$100 dollars. There is also a unique product available called Zoombang. Zoombang has created pads that fit in an Officer's body armour vest to protect the Officer from the energy that is displaced throughout the body from the impact of a round or other projectile. The product has been used by professional

**Continued on page 38 ►**

## Continued from page 37

athletes for impact protection. The pads are \$65 dollars.

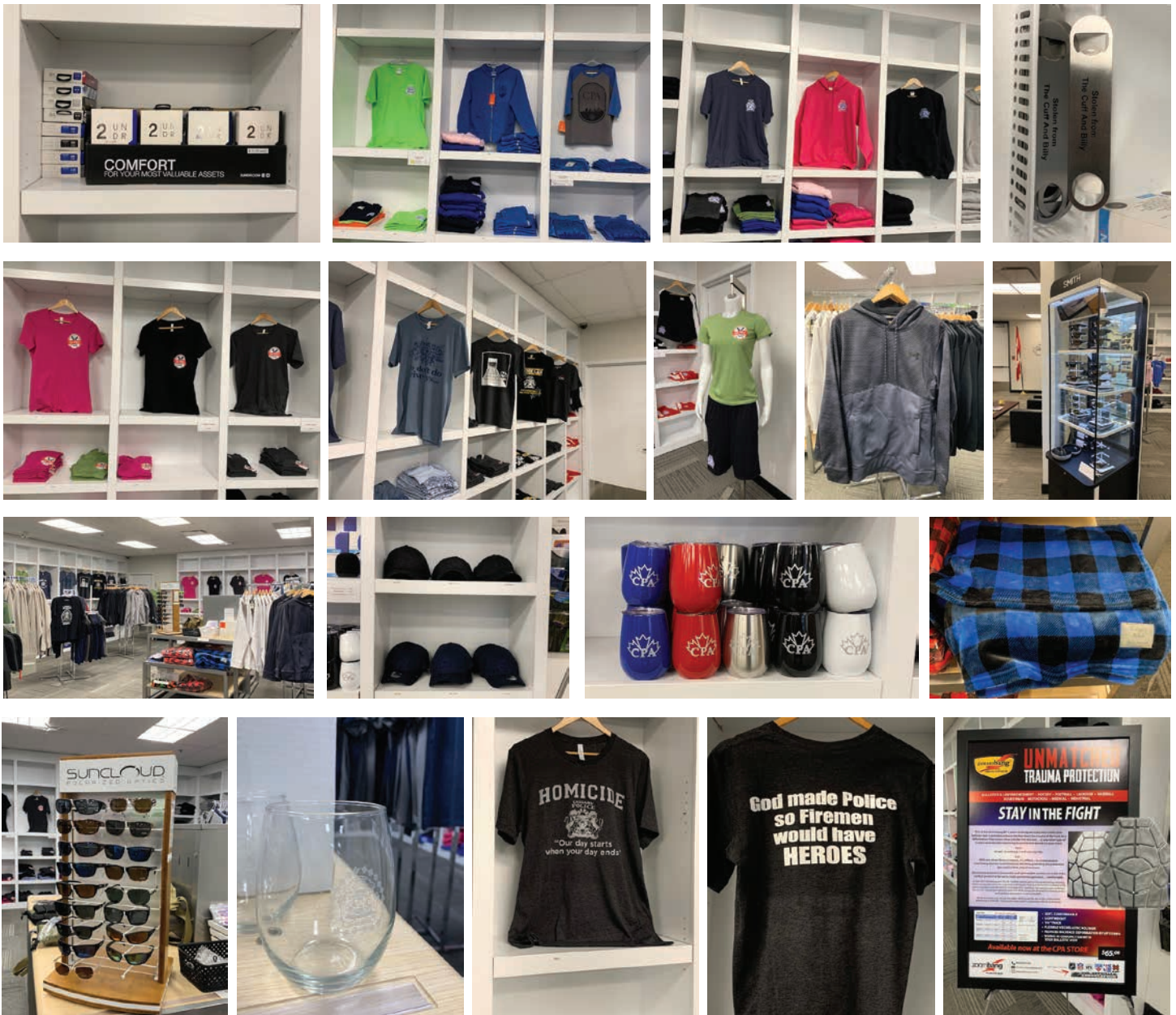
There are magnets, pins, tickets and passes and many more items available in the store that is exclusive to Members of the Calgary Police Association. It's a place that I encourage Members to come by and check out. There are items that make good gifts for family Members, or for conferences, courses and emergency service sports team's tournaments as swag/gift items. Please contact myself, Mike Lomore or the Calgary Police Association office if you have any questions regarding the CPA Store.

We are continually looking to bring in new quality items into the store. If you have any ideas, suggestions, or if you know of something that our Membership might be interested in please don't hesitate to contact me or Mike Lomore.

The store is there for Members and has some interesting items. Come on by and have a look!

Stay Safe.

# A Look Inside the CPA Store



# THE FINAL WORD

*By Paul Wozney*

This is my first article since I came back to the CPA as an elected Board Director. I want to take a minute to extend my sincere thanks to everyone who helped me during the recent CPA election. While I had previously spent a decade on the Board, it is not lost on me what a privilege it is to represent the membership on the CPA Board of Directors – it is humbling and something that I do not take for granted. We have much to do down at the CPA in the short and long term. I am looking forward to the challenge and ready to work my butt off to address many of the pressing issues that effect our members. So again, thanks for the support that everyone has shown me.

Its my intention to use these articles to address some issues that we a) never talk about or b) provide information about issues or concerns that will put you in a better position to make better decisions.

A few hours ago, before I sat down to write this piece, I was looking thru Twitter and saw a message that announced the sudden death of a Toronto Police Service (TPS) member. I then snooped around the internet a little bit more and saw that TPS Constable Mark Austin had completed his shift in the TPS' version of the RTOC and then entered the HQ underground garage where he took his own life. By all accounts, and it was obvious online, Cst Austin was a popular and respected member of the TPS. From some of the local Toronto media, it was reported that he had experienced some significant PTSD thru his duties with TPS and that his daughter had passed away a few years earlier.

Like many of you, I hate talking about this. But we must continue to bring this issue forward and allow our members who suffer with mental health related issues, or are perhaps considering suicide as an option, to feel a sense of comfort to come forward and seek assistance. The help is there, but often it feels like it's a million miles away. I would also suggest to you that mental health issues are the #1 concern affecting law enforcement in Canada (and beyond).

For me, the first and most important group who can jump in and help are our members. There are several reasons for that. The number one reason is because we have common experiences.

Whether you have 1 year or 20 years on the job, the similarities remain the same. More than that, no other profession understands

the work we do. If you are struggling, I want to encourage you to reach out for some help. I know for certain that not one of you will be shunned or cast aside. Reach out for help – former partners, bosses or teammates, there is a vast network of people who will do anything possible to help... and do it in a discrete and respectful way that considers your privacy.

If you notice someone who seems off, please don't be afraid to reach out and ask if everything is ok. I have done that myself and have been amazed at the candid responses back. While I have never had anyone say that they have been planning to commit suicide, I have approached and asked others if they are ok – that they seem off. Much of the time the responses back are honest and sincere. People want a way to ask for help or tell another of the issues they are having. You know those who are around you – you also know when they aren't acting the same or seem distant from others in the workplace. I encourage you to check in with your teammates and peers. I think many of you will be surprised by the responses you get back.

Our frontline supervisors are another important part of recognizing those were may be suffering with personal or professional crisis'. Again, as a supervisor you know your people and the issues they may be addressing. Monitor and check in with your people, often a simple check in or a one on one java will play a big part in helping a member feel comfortable in disclosing any apparent issues and also help in creating a strategy to address them.

Its also important to mention Psychological Services and Peer Support as two other parts within CPS that offer amazing access to resources and programs for members and their families. Again, I can't encourage you enough to reach out for their help. Speaking specifically about Peer Support, I can say without hesitation that John Grillone has put together a cadre of members who are amazing people that can lend anyone an ear and who also have access to amazing resources.

If you need help, please reach out. And again, if you see someone who if off and in need of a helping hand, please feel confident in asking them if they're ok. Backing our members up sometimes extends from the streets to our workplace. If you have any questions, or would like to chat, I am available on my CPA email: [pwozney@backtheblue.ca](mailto:pwozney@backtheblue.ca)

# Patron Sponors

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

Dave Hows  
CD Trader Ltd

Franco Cosentino  
La Dolce Vita

Hal Hills  
Varsteel Metals Pocesing

Larry Schmitz  
City Wide Radiator

Stephanie Doll  
Leighton Art Foundation

Diane King  
Whistle Time

Rob Quinton  
Distinctive Catering

Sam Kleinsasser  
Lone Pine Colony

Dean Bailey

Charengit  
Garment Express

Corrine Lyall  
Royal Lepage Benchmark

Randal Allcock

Yusuf Kamran  
Kamran Yusuf MD

Paul Kim  
Seoul Korean BBQ Restaurant

Joon Park  
Acadia Food Mart

Carol Paterson  
Keller Equipment Supply Ltd

Scott  
The McMahon Stadium Society

Colin Bischoff  
Alberta Hydro Seeding



**WESTCAN BUILDERS LTD**  
General Contracting & Construction Management

Asphalt Paving  
Concrete  
Commercial Snow Removal

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

westpointconstruction@telus.net  
www.westpointconstruction.ca



**Bryan MacArthur**  
Supervisor

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

**Burnet,  
Duckworth  
& Palmer LLP**  
Law Firm

**Barry R. Crump**  
Partner

Phone: 403-260-0352  
Email: brc@bdplaw.com

**BD&P**

2400, 525-8th Avenue SW, Calgary, Alberta, Canada T2P 1G1  
Phone: 403-260-0100 Fax: 403-260-0332 [www.bdplaw.com](http://www.bdplaw.com)



CALGARY AGGREGATE  
RECYCLING LTD

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

Office: 403.279.8330  
Fax: 403.279.1761  
[calgaryaggregate@telus.net](mailto:calgaryaggregate@telus.net)



## NAVAJO METALS BIN RECYCLING PROGRAM

**We will remove your scrap metal  
FREE OF CHARGE  
and PAY YOU for it!**

We provide you with a bin to suit your needs, FREE OF CHARGE! When it is full we replace it with an empty bin and PAY YOU for your material!

For more information  
please contact:

Jacque Lepage  
Tel: (403) 519-9409  
[jacque.lepage@evrazna.com](mailto:jacque.lepage@evrazna.com)

We have Roll-Off Bins in a variety of sizes, ranging from 25-90 yards.

Garret Ellams  
Tel: (403) 304-9432  
[garret.ellams@evrazna.com](mailto:garret.ellams@evrazna.com)

We also offer Lugger Bins in 8, 10, 15 or 20 yard sizes

Office Tel: (403) 252-7787  
5857 12th Street S.E.  
PO Box 129, Station T  
Calgary, AB T2H 2G7  
[www.navajometals.com](http://www.navajometals.com)

# Nutrien

## Ag Solutions™

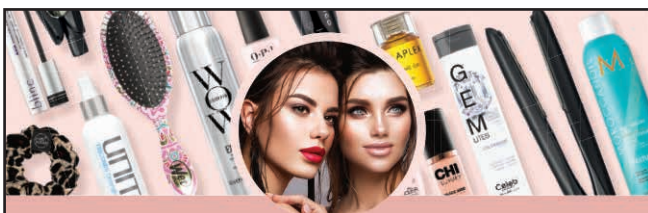
Junction of Highway 14 and Secondary road 894 North  
Edgerton AB.T0B 1K0  
PH: 780-755-3744  
Dallas Degenhardt

Proud To Support Calgary Police Association



Austrian-Canadian -Society

3112 11 Street NE  
Calgary, AB T2C 2K2  
T: (403) 250-9126



**SHOPBEAUTY.COM**  
**YOUR ONLINE BEAUTY WORLD**

[shopbeauty.com](http://shopbeauty.com) | [@](#) [f](#) [t](#) [p](#) [v](#) [t](#)

# PROCESS

COLOR PRINT LIMITED



- POINT OF SALE • PRINT
- OUTDOOR • BANNERS
- FLEET • PRINT MANAGEMENT

VISIT US AT [WWW.PROCESSCOLOR.COM](http://WWW.PROCESSCOLOR.COM)

# Advertiser's Index

Able Demolition Svc.....	6	Kambylis Holdings Ltd .....	33
ADT Security.....	9	Keller Equipment Supply Ltd.....	33
Aero Aviation Inc.....	22	Kiwi Irrigation .....	33
Alberta Hardwood Ltd .....	22	Maverick Condominium Management Inc.....	33
Aluma Systems Inc .....	22	Michener Allen Auctioneering Ltd. ....	33
Austrian-Canadian Society .....	41	Modern Beauty Supplies .....	41
Barry Crump Law.....	40	Moore's Industrial Service .....	34
Bennett Jones .....	8	Morrison Homes .....	33
Bighorn Sheet Metal.....	22	Mountain Vista Law .....	28
Buffalo Bob's.....	24	Mugshotz Sports Bar & Grill .....	34
Calgary Aggregate Recycling .....	41	Mulyk Consulting Inc .....	34
Calgary Lock & Safe.....	30	Nam's Autobody.....	34
Capital Auto.....	12	Neptune Plumbing and Heating.....	34
CBRE.....	30	New Dynasty Restaurant.....	34
Cemrock Concrete Construction .....	24	Nutrien Ag Solutions.....	41
Centre for Sleep and Human Performance.....	24	Pho Hoai Vietnamese Beef House .....	34
Chinook P & D Ltd .....	30	Pipella Law.....	26
Chinook Refrigeration & Air Conditioning Ltd. ....	30	Process Print Limited.....	41
Cimarron Wholesale.....	32	Red's Diner Ltd. ....	34
Compact Rentals.....	32	Renfrew Chrysler .....	16
Core-Mark International .....	23	RGO Office Products.....	34
Corrado's Auto Repair.....	32	Richmond's Pub & Eatery .....	28
Crestview Floors .....	32	Royal LePage Benchmark.....	34
Cricklewood Interiors.....	32	Serve Pro of Calgary .....	IBC
Dalton Timmis.....	6	Shane Homes.....	4
Deerfoot Carpet & Flooring Inc .....	32	Sheep River Self Storage .....	36
Dr. Miller .....	10	Shibley & Company .....	36
E V Fyfe & Associates .....	24	Shoppers Drug Mart .....	36
Evraz Navajo Metals .....	41	Sidhu Accounting & Financial Services.....	36
Elevate Escalate.....	23	Sit Happens! Ltd .....	9
Enerpro Electrical Services .....	32	Slaughter House Studio .....	36
Fairfield Watson Inc .....	3	Smokey Mountain Chew Canada Ltd.....	30
First on Site.....	12	Sobey's .....	36
Floors On Crowfoot.....	32	Sole Experience.....	36
Fountain Tire .....	28	Tim Hortons .....	30
German Car Specialist.....	32	TransCanada Denture Clinic .....	IFC
GDI Integrated Facility Services .....	14	Tronnes Geomatics Inc. ....	36
Global Donair & Meats Ltd.....	33	Trotter and Morten Group of Companies.....	36
Graham Davies Geological Consultants.....	33	Uptown Bottle Depot.....	36
GSL GM City .....	OBC	Watt & Stewart Commodities.....	40
Historical Society Of Alberta .....	33	Westcan Builders .....	40
Indo Chinese Buddhist Association.....	33	Westpoint Construction Inc .....	40
Jencor Mortgage Corp .....	28	Yangarra Resources Ltd.....	18



Fire & Water - Cleanup & Restoration™



**SERVPRO® of  
Calgary South**

**403-255-0202**

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

*Independently Owned and Operated*



**THANK YOU FOR YOUR SERVICE AND SUPPORT!**

## **CLEANUP AND RESTORATION**

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

**SERVPRO® SYSTEM SERVICES**

### **Restoration:**

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

### **Specialty Services:**

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

**Like it never even happened.®**



Over 1,700 Franchises in North America | SERVPRO® Franchise System Serving Since 1967

# EXPERIENCE THE ALL NEW 2020 GMC SIERRA HEAVY DUTY

**GSL PREFERRED PRICING  
FOR FIRST RESPONDERS  
ON ALL NEW VEHICLE  
PURCHASES!**

6.6L DURAMAX V8 ENGINE - REMOTE START - TOUCH SCREEN  
- SIRIUS XM - HEATED SEATS - BACK UP CAMERA



proud of our  
**Local First Responders**



**1720 BOW TRAIL SW  
403-265-7690**



**SHOP ONLINE AT  
GSLGMCITY.COM**

GSL PREFERRED PRICING FOR ALL FIRST RESPONDERS ON ANY NEW VEHICLE PURCHASES AT GSL GM CITY. SEE DEALER FOR DETAILS. ERRORS AND OMISSIONS EXEMPT. VEHICLE MAY NOT BE EXACTLY AS SHOWN.