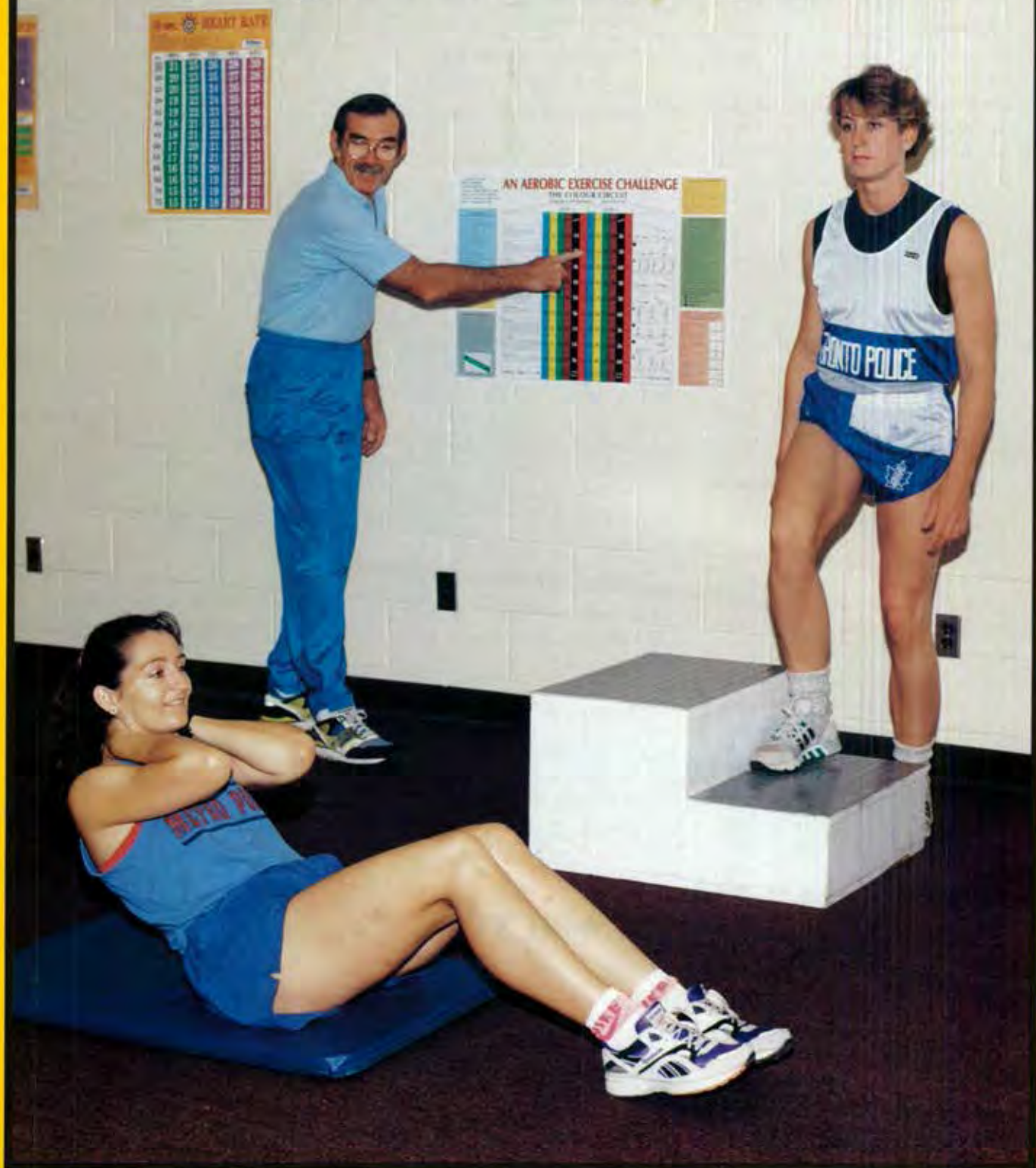




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Photo by Alex Robertson

"Keeping Fit... Staying Sharp." A simple message not often heard by those involved in the law enforcement profession. Bob Burniston is one of the people who ought to know. He has been in the physical education field for the past 29 years. Presently a physical training instructor with the Metropolitan Toronto Police, Bob has taken his knowledge of physical fitness and created a simplified exercise chart he calls "An Aerobic Exercise Challenge". This chart was designed to train elite military units, police personnel and athletes and recognizes the 19 reasons the program is right for you. Read more in this issue.

Also this month we present you with a comprehensive article and chart that will hopefully unravel the confusion around the RCMP's "O" Division re-shuffle. Over 800 members of what once was headquarters has been spread out across the province. They have now been found!

Just in time for good old St.Nick's bag, is Blue Line's own Tony Mackinnon. You've laughed with him every month for the past five years between the covers of Blue Line Magazine and now is your chance to laugh some more with Tony's first cartoon book.

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Blue Line Magazine is an independent publication designed to entertain, educate and upgrade the skills of those involved in the law enforcement profession. It has no direct control from a law enforcement agency and its opinions and articles do not necessarily reflect the opinions of any government, police, or law enforcement agency.

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Commentary:

By Gary Miller

It's Election Year For Cops Too!

This month, the Federal Government has called a general election. The governing party has run out its mandate to the eleventh hour and is feverishly trying to present a new face to the electorate. The same may be said for the official opposition party whose leader appears to be a spent force mired in the free spending sixties. Thanks to certain provincial factors, the 3rd party faces a real danger of being overtaken by the tiny Reform Party.

Police personnel perhaps should be asking their favourite local candidates some pointed questions. Political parties, whether we like it or not, have embroiled police in many failed social engineering experiments imposed on hapless communities by their political masters. When the inevitable disruption occurs, police have been blamed for not keeping the peace. In Ontario, the situation is critical. Unfortunately we are all aware that how Ontario goes the rest of us must.

Ask your candidate where they stand on the issues which are of concern to you. You may find that your concerns are not conspicuously different from those of your neighbours. We're all in this together. It makes little sense to create divisions where none existed before. Adversarial politics is a pain when it seeks to do this. Candidates have a superb knack for introducing red herrings in order to guide the meetings to their liking. Don't allow it! Make your point.

Capital Punishment

Western democracies, with the notable exception of the United States, have consistently and contemptuously defied the wishes of huge majorities of their citizens in abolishing the death penalty for murder. Misty-eyed people refer to the barbarism of it all and Courts have reduced the penalties for capital crimes in some cases to a few dozen months, (not so much a penalty as a license.)

Life imprisonment for capital crimes. It is unthinkable that life in prison should mean anything less than it says. The routine shortening of sentencing perpetrates a fraud on the public. A life sentence should mean the natural life of the convicted murderer. Parole, a device which is supposed to buy good behaviour, should not even be considered for capital offenders. How do your candidates view this?

The Young Offenders Act

The Young Offenders Act is a much better piece of legislation than most people have been led to believe. It was needed to replace the old, imprecise Juvenile Delinquent Act. Where the new Act failed miserably was in its definition of a Young Offender. At a time when young adults mature at a younger and younger age and are increasingly street smart, our legislators chose to broaden the definition of "young offender" to include 16 and 17 years olds. WRONG! These criminal offenders should be returned to the

adult courts. And criminal responsibility should start at 10, not 12.

Immigration

Canada needs immigration, but fuzzy thinking do-gooders are not always the ideal persons to formulate immigration policy. As police officers we can see, on almost a daily basis, the results of reckless and ineffective control of those admitted entry; immigrants who have been on social assistance since day one. Some in my experience for six and seven years, have never worked and don't intend to start. They are street predators and are a constant drain on society. Meanwhile, good immigrants are kept out. Where does your candidate stand?

Refugees

The definition of "refugee" gets broader by the day. A recent Immigration Department ruling qualifies 500 million women around the world for consideration for refugee status into Canada because of gender persecution. Of course, all an unqualified immigrant needs to do to become an "instant" refugee is to declare him or herself verbally as such. The burden of proof of status then rests, not with the declarant, but with the immigration officials. Madness?

Legislated Equity

Equity is NOT equality. Equity is a government imposed racial, sexual and physical quota system which places physical characteristics ahead of talent, aptitude and achievement. It discriminates directly against fit white males by excluding them from promotional and job calls.

Whenever one hires or declines to hire on the basis of race or gender, that is discrimination. While in the past we have been encouraged to be "blind" to people's physical differences while emphasizing their accomplishments, our society as never before is being divided down racial, sexual and attitudinal lines by government fiat.

Does your candidate support equity? Be careful of the double-talk about "level playing fields".

Recodification Of The Criminal Code

Ask your candidate if our powers of arrest without warrant are about to become history? Has yet more power been handed to the criminal offender and his lawyer? Some candidates are posing as "law and order" advocates to impress the electors. They should have some answers if they really are.

Less Government

The one way to get government out of everybody's face is to have less of it. Billions and billions could be saved when government goes back to doing what it should be doing; heeding the will of the majority. We must get back to the basic tenets of our democracy - The Greatest Good For The Greatest Number. It is not impossible.

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EXERCISE	LEVEL 1								LEVEL 2								
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PLANK Lie on your stomach with your elbows under your shoulders. Hold for 30 seconds. Repeat 3 times.	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38
WALK Walk for 10 minutes. Repeat 3 times.	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38	40	42
WALK Walk for 20 minutes. Repeat 3 times.	20	24	28	32	36	40	44	48	52	56	60	64	68	72	76	80	84
WALK Walk for 30 minutes. Repeat 3 times.	30	36	42	48	54	60	66	72	78	84	90	96	102	108	114	120	126
WALK Walk for 40 minutes. Repeat 3 times.	40	48	56	64	72	80	88	96	104	112	120	128	136	144	152	160	168
WALK Walk for 50 minutes. Repeat 3 times.	50	60	70	80	90	100	110	120	130	140	150	160	170	180	190	200	210

HEART RATE ZONE CHART

RESTING HEART RATE
A resting heart rate of 60-100 beats per minute is normal. A heart rate below 60 may indicate a slow heart rate, and a heart rate above 100 may indicate a fast heart rate.

HEART RATE ZONE
The heart rate zone is the range of heart rates that you should aim for during exercise. It is calculated based on your age and resting heart rate.

HOW TO USE THE PROGRAMME
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3. Record your heart rate at the end of each exercise.
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The Aerobic Exercise Challenge was arrived at through years of trial and adjustments, using almost every type of person in the process. The end product provides a superb progressive solution for anyone wishing to become fit and for those who are already fit and want to improve even more.

The program was designed by Bob Burniston who has been a physical training instructor for the past 29 years. Over 16 of those years was spent with the British Army as a physical training Corps Instructor involved with a wide variety of Battalions, Regiments and Colleges. Bob's last 13 years have been spent with the Metropolitan Toronto Police as their physical training instructor.

Bob has competed nationally at handball, basketball, tug-o-war, athletics, pentathlon, kayaking and judo. Thousands of people have been put through their paces by Bob in a variety of different ways with tremendous success.

Although many of those he trained required specific programming to suit their sport / activity, or just wishing to become fitter, the majority of them were introduced to circuit training. There are numerous reasons why:

- It is designed for people of all ages;
- It can be done by both male and female;
- Each exercise can adjust to the individual;
- It is very simple to follow;
- Used by individuals and large groups;
- Takes up very little time;
- Requires only the space you lie down on;
- A chair or a box is only equipment required;

- Chart is very easy to follow;
- Complements most other activities;
- Builds strength and stamina;
- Tones muscles;
- Improves heart and lung efficiency;
- Assists in excess weight reduction;
- Makes you feel good about yourself;
- Progress will always be seen;
- Very quick to show positive results;
- Excellent for setting goals and standards;
- Works one set of muscles while others rest.

To make your efforts easier Bob has designed a colour chart that measures 35" X 24" which sets out in easy terms the exercise program he designed. The chart provides easy instructions on how to use the chart, clear pictorals and descriptions of each exercise to perform, vital information on heart rate monitoring along with the Heart Rate Zone Chart and an extremely beneficial set of stretching exercises which had been suitable selected as a warm up and cool down.

What Is Circuit Training?

Circuit training is a method of physical training which involves repeating a series of exercises consecutively in a set amount of time. It provides many benefits to the body. The circuit can increase cardiovascular fitness (your heart), increase muscular strength and muscular endurance.

Training the heart is an extremely important aspect of physical fitness. As the heart muscle becomes stronger, it is easier for it to pump blood around the body, at rest and during exercise. With increased physical fitness, an individual's

THE TARGET HEART RATE ZONE

It is wise to know what your heart is doing during exercise. The TARGET HEART RATE ZONE provides the guidelines to have your heart rate within, while exercising, in order to improve your cardiovascular system. The ZONE has an upper and lower level, and is calibrated for age.

In the table below, you will identify your HEART RATE ZONE by following along the bottom line to your age, go vertically upwards. The first angled line you come to is the lower end of your zone, follow on upwards to the next line, which is the upper end of your zone.

e.g. A 40 year old person's zone is 130 - 160.

resting heart rate decreases, as the heart is stronger and pumps more blood throughout the body, and therefore does not have to beat as quickly. Also, when the heart is trained, it is able to withstand physical activity for longer periods of time, this is cardiovascular endurance. This is an important concept of fat loss. Fat can only be lost by diet and cardiovascular work. The longer you can perform cardiovascular activities such as running or cycling, the more fat you are able to burn.

The circuit also can be used to work all major muscle groups in the body such as the arms and back, the abdominals and the legs. It strengthens the muscles and builds stamina (endurance).

The circuit is simple to follow, requires little space or equipment, and minimal time (approximately 5-20 minutes). It is one of the fastest and most efficient ways to improve your physical fitness level, whether you're a beginner or an experienced athlete.

Whether you're taking your first step towards fitness or are looking to improve your present fitness level, circuit training is a valuable method. Within a couple of weeks you will begin to see dramatic results and feel a great sense of accomplishment.

Good luck and happy training!!

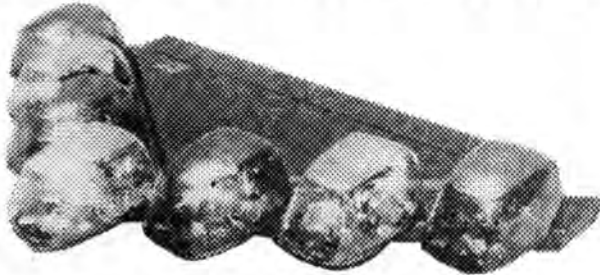
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Canadian Bankers Recognize Officers

Three police officers received the Canadian Banks' Law Enforcement Award (CBLEA) in September at a special ceremony held at the annual conference of the Canadian Association of Chiefs of Police. The award, which consists of a gold medal and citation, is prestigious and highly coveted in police circles. It is presented annually by the Canadian Bankers Association (CBA) to police officers for outstanding action in combating bank-related crime. The award was first given in 1972 and this years recipients bring the total number of awards presented to 154.



Sergeant Rudolph Kofler
Metropolitan Toronto Police

Sergeant Rudolph Kofler was recognized for his courage, sound judgement and professionalism following an armed robbery of a Bank of Montreal branch in Toronto, on December 22, 1992.

That afternoon, a masked man entered the branch. Using abusive language and threatening staff and customers at gunpoint, the bandit proceeded to make his hold-up demands. As he was leaving the bank, he kicked the door, shattering the glass, and fired three shots into the ceiling. He escaped on foot.

Police cruisers from several divisions responded to the radio broadcast and arrived on the scene. Sergeant Kofler, alone in his marked unit, located the suspect and took up pursuit on foot. Other officers joined in the chase. A short distance away, as Sergeant Kofler was closing in, the gunman suddenly turned, ordered Kofler to stop, and fired once at the officer. Sergeant Kofler dropped to the ground. The suspect fired another two shots at the policeman. The officer drew his service revolver, however as he prepared to return fire, he noted two small children directly behind the gunman.

Despite the imminent danger to himself, Sergeant Kofler held his fire. The bandit suddenly started to run followed by Sergeant Kofler. The chase ended when fellow officers, who had positioned their vehicles in the path of the fleeing gunman, blocked

his escape. After a brief struggle, the suspect was subdued and taken into custody.



Detective Staff Sergeant
Barry Elliott
Ontario Provincial Police
(North Bay Detachment)

Detective Staff Sergeant Barry Elliott was honoured for his unrelenting efforts in investigating a number of groups involved in fraudulent telemarketing activity across Canada, and in certain areas of the U.S.A.-

In early 1991, Det. Elliott, North Bay Anti-Rackets Branch, began an investigation into telemarketing fraud based on a small number of complaints received from consumers in Northern Ontario. The investigation proved extremely tedious and complex involving many jurisdictions across Canada and in the United States. Elliott's investigation over the past two years revealed that a relatively small number of individuals, operating in groups, mostly in Montreal, essentially controlled telemarketing fraud in Canada.

In late 1992, Det. Elliott was successful in securing the formal support of other Canadian and U.S. law enforcement agencies and assembled a joint forces operation. The project, known as operation Phonebusters, now includes representation from the Ontario Provincial Police, the RCMP, Consumer & Corporate Affairs Canada and U.S. law enforcement agencies. A strategic alliance was formed with

credit card issuers, through the Canadian Bankers Association. Card issuers participated actively in the investigation. Elliott and his team are currently assembling the documentary evidence necessary to prosecute identified fraudulent telemarketers.



Detective Charles Van Der Heyden
Metropolitan Toronto Police

Detective Charles Van Der Heyden received the Award for his research, assiduous detective work and tenacity of purpose in a major investigation into the fraudulent activities of Asian organized crime gangs.

In the Spring of 1992, Detective Van Der Heyden became involved in the investigation of a number of major frauds in which counterfeit corporate cheques had been cashed in Toronto and elsewhere across Canada. Identified as the work of Asian organized crime gangs based in Toronto and Vancouver, the frauds had been well planned, and resulted in significant dollar losses to Canadian financial institutions.

Van Der Heyden was instrumental in coordinating investigative support from various police agencies and from corporate security departments of the major chartered banks. He catalogued and cross-referenced the information collected, and in effect compiled a unique data bank on this type of organized criminal activity. His efforts proved invaluable in the identification of a number of suspects, and their subsequent arrest.

Retired Mountie "Captures" Memories Of RCMP Vehicles



By Morley Lyburner

Night Patrol

We all tend to share a fascination with days gone by but a retired RCMP officer and his wife from Nanaimo, British Columbia decided to do something more. Together they have produced the first-ever edition of retrospective calendars, note cards and posters featuring scenes from the RCMP of yesteryear.

After spending a 24-year career with the RCMP, Mo Allen retired from the Winnipeg headquarters building with the rank of Sergeant. He and his wife, Hazel, moved to British Columbia in 1980 and started into the picture framing business. With his interest in RCMP photographs it did not take them long to establish a large collection of photographs.

Drawing on these talents Mo started a company called "Memories" and has produced a line of note pads, calendars and posters which feature historical pictures of RCMP vehicles from 1916 to 1993.

Mo states he became interested in the idea when he noticed the fleet colour changes in the RCMP patrol cars. Thinking about the major changes in appearance of police vehicles over the years he

thought it would be nice to produce a line of nostalgic items which would portray the history of the motor vehicle in the RCMP.

When he started to investigate the logistics involved in such a venture he decided he should donate a portion of the profits to the "Friends of the RCMP Museum" in Regina as well as his favourite charity the "Bruce Denniston Bone Marrow Society."

After the successful launch of these projects Mo and Hazel are hard at work looking for more photographs for future series. They will be releasing a new series of posters, note pads and calendars each year with a different RCMP theme. Next year Mo hopes to add desk calendars to his line of products.

Mo states he is interested in old photographs of the RCMP and would like to have more sent to him for cataloguing and sharing.

These items are ideal for detachment gifts or giveaways and could be used for community fund-raising projects. If you have an interest in these items contact Mo or Hazel by phone or Fax at (604) 754-1478.

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Letters To The Editor

Campaign to boycott Blue Line

Recently, I received your letter dated, July 25, 1993. (Vol.5 No.7 Aug/Sept issue page 6) Without a doubt, I found your letter degrading to say the least. If you did not want to advertise Gay CUF in your magazine, fine, a simple no would have suffice. Instead, you assaulted gay peace officers and the gay community with your homophobic views.

To make matters worse, you decided to print your hateful comments in Blue Line. I am concerned about your distorted mentality. You have become a threat to Gay CUF and the gay movement in general.

Gay CUF has launched a campaign to inform the law enforcement community about your bigoted attitude. I suspect many officers who read your comments already know about your bigotry. Nevertheless, your aggression towards gays must be stopped and I can assure you that our organization will not give up until peace officers across this country boycott your magazine.

Gay CUF's campaign will not end until you print a letter of apology in Blue Line and allow Gay CUF to advertise in your magazine.

Name with held by editor

Stick To Your Guns

I just wanted to drop you a short note of appreciation regarding a response you made to a letter in the Vol.5 No.7 issue (Aug/Sept. '93).

How refreshing it was to see someone say "NO" to a homosexual group asking for something. If only there were more of us out there who (especially in positions of policy making) will stand up for what is right and decent. I commend you on sticking to your guns and having the guts to refuse to advertise for gay cops. I will admit that, had I seen an ad for this group, I would have cancelled the subscription. As it is, here's my cheque for a renewal! Way to go!!!

Jeremy Lane
Eston, Saskatchewan

Enjoys Reading Each Issue

Just a note to say that your publication is very informative and I enjoy reading each issue.

I am especially interested in topics such as communications, computers and management. Whenever these subjects are addressed in a story I tend to photocopy the articles and give each dispatcher a copy to keep them informed of changes.

Keep up the good work!

Donna Vaters
Perth, Ontario

Car Seats An Age Old Problem

As a regular reader of Blue Line, I am very interested in the article on police car seating ("New Concept In Police Car Seating" Page 6 Vol.5 No.6 June '93). As you are aware, the subject of police car seats is an age old problem and I would like to provide my small contribution by photocopying it and bringing it to the attention of our Materials Management Branch.

Blue Line Magazine contains very interesting articles and I would like to have your permission to photocopy some of them from time to time with the understanding that its source would be cited. The purpose would be to train or inform the members of the RCMP under my command on certain specific articles of interest while adding my own commentaries in order to provide the best possible information in the context of our responsibilities. Thank you for your indulgence.

J.M. Andre Richard
Inspector
RCMP (Dorval Airport)
Montreal, Quebec

Editor's Note

We receive numerous requests regarding copying articles. Blue Line's policy has been that photocopying articles from the magazine is permissible as long as the source is either left on the copy or it is written on the pages handed out. The material can only be for instructional purposes and can not be re-sold or placed in a commercial publication without the permission of Blue Line Magazine. As long as you follow these simple rules you can copy your heart out.

Inspector Richard is doing the best

thing possible for his people. He keeps up to date himself and then ensures the article he passes along is brought into perspective for his members and according to their regulations and procedures.

When considering any articles in Blue Line one cannot read it in isolation. You must consider the information in the context of your own policies. Those policies, quite often, have been set up in order to apply general principles to local conditions. No one can set up a perfect system that can be applied everywhere. There always must be some local interpretation. I have often defined the position of supervisor as "one who is authorized to make reasonable exceptions to established rules and procedures." This has never been more true than today when good supervisors can also be defined as persons who can "think on their feet."

A Canadian Treasure

Blue Line Magazine is a Canadian Treasure. An informative peace officers monthly, written in a language understood by Canadian police officers.

Put me down for another year of your fine publication. All the best for your continued success.

Bruce Coffill
Mississauga, Ontario

Cancel My Subscription

In your August/September 1993 issue, your response to a letter titled "How come no ad for gay cops." was demeaning not only to gay peace officers but also to the gay community as a whole.

I have been a subscriber of your magazine since its inception and I enjoyed reading it. However, I cannot in good conscience support a magazine which promotes homophobia.

Please cancel my subscription. Cancelling my subscription is only a first step I have taken to protest. I plan to take further steps to ensure that the law enforcement field boycotts your bigoted magazine. Believe me when I tell you that I will not stop until you openly and publicly print a letter of apology.

Name with held by editor

Blue Line CLASSIFIED

This is a free service to law enforcement agencies and related personnel support groups. Other persons or organizations may place their notices in this section at a price of \$40.00 per insertion up to 25 words. (paid subscribers pay \$30.00) Prepayment by Visa, MasterCard or Cheque only please. Send to:-

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Up-Coming Events

October 6 - 9, 1993

Versadex Users Conference

Fredericton - New Brunswick
The first international conference for users of the Versadex III System to meet and exchange information. Registration is limited to fifty persons. The conference will address issues of concern to small and large police forces regarding police reporting and administration. For further details contact Roger Clowater (506) 453-2471.

October 13 - 16, 1993

CIAJ Annual National Conference

Vancouver - British Columbia
The Canadian Institute for the Administration of Justice will be holding their 1993 national conference at the Hotel Vancouver. The objective of the conference is to examine the process of filtering and analyzing evidence in the adjudicative system. Sessions and workshops will address how the rules of evidence filter the information available to the decision maker and how this information should be analyzed. For further information call (514) 343-6157 or Fax (514) 343-6296.

October 17 - 22, 1993

I.A.L.E.P. Annual Conference

Plantation - Florida
The International Association of Law Enforcement Planners will be holding its annual conference. Workshops will include topics on human diversity, crime and criminals on our highways, maximizing the planning function, privatization and civilianization and planners as change agents. For further details on membership contact I.A.L.E.P. at (202) 857-8485

October 25 - 27

Focus On Child Abuse

Toronto - Ontario
The Institute for the Prevention of Child Abuse will present a multi-disciplinary conference on child abuse at the Regal Constellation Hotel in Toronto. For further details contact Dorothy Malcolm (416) 921-3151 or Fax (416) 921-4997

October 27 - 28

8th Annual Identification Seminar

Toronto - Ontario
The Forensic Identification branch of the Metropolitan Toronto Police Force will be holding its 8th Identification Seminar at Police Headquarters, 40 College Street, Toronto. For further details contact Stan Piotrowski at (416) 324-6195 or FAX (416) 324-6362.

October 31 - November 5, 1993

International Association of Women Police Conference

Vancouver - British Columbia
The Canadian Branch of the I.A.W.P. will be hosting the 31st annual training conference to be held in the Hotel Vancouver. The theme of the session will be "Global Policing: A spirit of unity." For further details call (604) 681-5226 or FAX (604) 681-2503.

November 4 - 5, 1993

Annual ASIS Canadian Region "L" Conference

Toronto - Ontario
The Canadian Region of the American Society of Industrial Security will be holding its Annual Conference at the Delta Chelsea Inn, Toronto. This two day seminar will present a series of seven speakers on topics of interest to

corporate fraud, theft and work place legislation. Day session passes may be purchased by calling Patrick Bishop or Rita Estwick at (416) 492-2633 Fax (416) 502-9256.

November 17 - 18, 1993

Horizons '93

Scarborough - Ontario
Metropolitan Toronto Police, C.O. Bick College will be presenting a trade fair at the College at 4620 Finch Avenue East, Scarborough. Exhibits will include law enforcement equipment, fitness room supplies, computer products, books and publications. These products will be available for immediate purchase. Show is free of charge and open to all law enforcement and security personnel. Further information contact Blue Line Magazine (905) 640-3048.

November 20 - 21, 1993

A Little On The Crafty Side

Cambridge - Ontario
Waterloo Regional Police members and families will be presenting their craft and hobby show at the Waterloo Regional Police Association building. Show will consist of over 50 tables of handcrafted treasures. Admission will be a canned food donation for the food bank. For further information call Donna Osborne (519) 653-7700 Ext. 525 or Gwen Brooks Ext.863.

For Sale

Video Tape Package to implement Community Based Policing is available from the Edmonton Police Service.

The E.P.S. Community Based Policing initiatives have recently been studied by the Police Executive Research Forum (PERF) and the Canadian Research Institute for Law And Family. This outside interest has resulted in the E.P.S. producing a 15 minute video and material package designed to assist other agencies planning to implement Community Policing. The Package is priced at \$60.00. For further details, call or write Inspector Hugh Richards, Community Police Office, Edmonton Police Service, 9620-103A Ave., Edmonton, AB, T5H 0H7 or Phone (403) 421-2357 Fax (403) 421-2808.

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Problem Solving Youth Violence and Street Gangs



The Community Resource Committee is an initiative of the Calgary Police Service as part of their mandate to address problems related to youth violence and street gangs. The philosophy of the Committee is based on the "Problem-Oriented Policing" approach to resolving chronic community problems:

"A philosophy of policing which strives to identify the source of a problem and eliminate that problem rather than continue to direct resources to temporarily address a situation."



In 1989, the Calgary Police Service became concerned with an increasing trend in community youth violence, particularly in the schools. Youth gang activities in specific areas of the city were also escalating. In response to this situation, youth violence experts from Chicago and Los Angeles were brought to Calgary for consultation. A critical point highlighted by these experts was that youth and street gang problems are a community problem. To deal effectively with the targeted youths, input from all of the concerned community groups in an identified area and a unified multi-agency approach is necessary.

In an attempt to encourage the community involvement that is such a cornerstone of community based policing, the Calgary Police Service hosted a community strategies workshop sponsored by the Federal Solicitor General's department. The goal of the workshop was to develop proactive policing strategies, in collaboration with interested community groups and agencies, to prevent the increase and spread of youth violence.

One of the initiatives generated by the workshop was the creation of the Community Resource Committee (C.R.C.). The C.R.C. represents a vital component of problem-solving policing: the establishment of a structure and process to deal

effectively with community problems such as youth violence. The initial Committee was composed of members from:

- the Calgary Police Service
- the Public and Separate School Boards
- the City of Calgary Social Services Department
- the City of Calgary Parks and Recreation Department
- the Calgary City Council
- the Chamber of Commerce
- the Federation of Calgary Communities
- the Boys and Girls Club
- and the Calgary Immigrant Aid Society.

C.R.C. GOAL

To prevent the formation, and limit the influence, of youth violence and street gangs.

C.R.C. OBJECTIVES

- To evaluate and verify areas within the City where youth and street gangs are potentially, or are in fact a problem;
- To provide endorsement for community task groups or other organizations;
- To encourage and coordinate programs and services by existing organizations and agencies to solve these problems;
- To monitor, on a continuing basis, the activities of these programs.

C.R.C. PROCESS

The C.R.C. works together with Calgary communities to identify targeted neighbourhoods. The committee framework provides the structure and process to develop community-specific strategies. The problem-solving process used by the Commit-

tee can be applied to any potentially problematic neighbourhood in Calgary.

EAST AREA P.L.A.Y PROGRAM

The first joint venture between the C.R.C. and a Calgary community was the identification of a problem target area in the east section of the city and the development of a Community Task Group. The Group worked closely with the targeted neighbourhoods to better understand the "youth at risk" in their area. Their goal was to: "...examine the conditions within the target area which negatively influence youth violence and suggest strategies or actions which could have a positive impact on these conditions."

The community plan that emerged from this multi-agency collaboration was the P.L.A.Y. Program — Participating and Liasing Actively with Youth.

GOAL

The main goal of the P.L.A.Y. program is to introduce youth, who are considered to be at risk, to recreation and leisure activities that are alternatives to antisocial behaviour and criminal activities. Through the use of outreach workers, recreational activities and educational information, program staff connect with young people and teach them more effective life skills. They attempt to raise youth awareness of social, health and educational programs and effectively communicate the serious consequences of being involved in criminal activities.

ACTIVITIES

Two outreach workers with backgrounds in social work, criminology and recreation visit sites where youth congregate and "hang-out". These meeting places are as varied as school grounds, convenience stores, arcades and shopping malls, community association buildings, parks, swimming pools ... even irrigation ditches. The workers initially spend time with the young people, build rapport, participate in games and sports activities and act as a resource for services the youths may need. When necessary workers refer the adolescents to helping agencies or programs targeted to specific problems they may be experiencing. Time is also spent lending an ear, or even a shoulder, to kids who want to talk about personal problems.

The P.L.A.Y. program gives young people the opportunity to have fun while it provides a safe, supportive environment to learn valuable life skills such as decision making, effective communication and coping with frustration and disappointment.

The outreach workers act as resources to help the youth plan and organize activities rather than doing the planning for them. The program is in operation five nights a week: four nights at specific neighbourhood sites and one night for workshop presentations. The workshops focus on topics of interest to youth — relationships, sexuality, drugs and alcohol, and unemployment ... to name a few. The youth involved with P.L.A.Y. tend to be between 13 and 17 years of age.

COMMUNITY OWNERSHIP

Funding of the P.L.A.Y. Program originally depended on short-term grants from the founding organizations and donations from the community. Staff from the City Parks and Recreation Department ran the Program. With the ongoing acceptance of the Program in the community, the



boys and Girls Club has taken over the funding and operation of P.L.A.Y. The transfer of the ongoing operations to a community agency is a positive

indication of community involvement and ownership necessary for this type of program to be an on-going success.

P.L.A.Y. is one of a number of initiatives developed by the C.R.C. to reduce youth violence in specific community areas. The work of the Community Task Group and community members reflects their ability to make use of existing programs and resources in the community. They found it was possible to adjust and expand services to effectively meet the needs of youth in their own neighbourhood. This problem solving process is being applied to other identified communities in Calgary and the P.L.A.Y. program has been activated in two other communities. The C.R.C. is currently identifying other areas in the city where youth violence is a serious problem. Community Task Groups may be formed to develop strategies unique to these communities in an effort to deal more constructively with youth at risk.

This report was researched and prepared by Debi Perry, an analyst with the Calgary Police Service Planning Branch. For any additional information regarding the C.R.C. or the P.L.A.Y. Program please contact Sgt. Vince Caleffi at (403) 268-5900.



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The Anatomy of Body Armour

A Material Difference

The use and manufacture of body armour for police use has been a very active industry over the past 20 years. Two main producers of material used in today's body armour are DuPont with their Kevlar and Allied Signal with their Spectra Fibre and Spectra Shield Material. Last year Blue Line ran an article about DuPont and this year we invited Allied Signal to supply a story about Spectra Shield. In response Steven Young, Manager - Spectra Armor Group, files this report.



The sad fact is that there are more and more firearms in use today.

Criminals have increasing fire-power and police are worried.

Fortunately today's high-performance bullet-resistant fibres are one of the most advanced technologies available. The materials being used in today's vests are vital to officer survival.

The U.S. based Bureau of Alcohol, Tobacco and Firearms estimates there may be as many as 200 million firearms in the U.S. today. To think that a goodly proportion of these do not cross the Canadian border would be naive to say the least. High-tech automatic and semiautomatic guns have become the weapons of choice for police, and according to reports of guns confiscated, that holds true for criminals alike.

Police need and want state-of-the-art protection. A 1990 survey of 3,593 police officers by New York's John Jay College of Criminal Justice reports that the "traditional threats of only five years ago -- the .22 to .38 calibre guns, the .357 Magnum, the shot gun -- still exist, but the new threats (on the street), without question make it more difficult to protect officers."

Preliminary figures from the Federal Bureau of Investigation's 1991 report on law enforcement officers killed and assaulted indicate that "America faces an epidemic of violent death." The reports are being reinforced with growing frequency from jurisdictions across the country. For example, in New Jersey, which has some of the toughest gun laws in the nation, the use of firearms in robberies has escalated by 65 percent from 1987 to 1990.

To control a nationwide crime epidemic, law enforcement must implement a plan with a stepped-up emphasis on crime prevention and, with it, a push for technologies, including ballistics protection that can help protect police. Both government and industry have responded.



Photo Courtesy Barryday Inc.

The National Institute of Justice (NIJ) has three times increased the standards for ballistic armour, and more and more police agencies have been purchasing ballistic vests with increased stopping power.

Developing Better Body Armour

Body armour has progressed considerably over the years. Many of us recall the G.I.'s nylon "flak jacket," which had to be worn on top of clothing.

Next came the birth of aramids in the 1970's. Polyaramids introduced high-performance to body armour and for a number of years provided superior protection. This innovation made possible concealable, inconspicuous, under-the-shirt vests for the first time -- favoured by civilian police. Aramids became the material of choice for more than a decade, and they are still in widespread use by both the military and law enforcement.

But the increase in high-powered weapons in recent years has introduced a new challenge. Could even better protection be offered by body armour that police can wear day in and day out?

In 1985, Allied Signal Inc., a \$12 billion multinational corporation with core businesses in aerospace, engineered materials and automotive products introduced Spectra. This is an ultra-high strength

polyethylene fibre that's 10 times stronger than steel and 30 to 40 percent stronger than aramids. Even a superior fibre had the limitations of woven material. The over-wide weave under certain conditions allowed projectiles to move the fibres aside and penetrate more easily during the ballistic event. At the same time, the standard of performance was being raised "officially" by the NIJ.

Because of the weapons threat, Allied explored ways to develop a new non-woven material that could eliminate much of the bulk and perhaps even improve the impact resistance.

Enter Flexible Composites

The result was Spectra Shield, a flexible, lightweight composite that delivers superior ballistic protection. This material can withstand multiple hits from today's automatic and semiautomatic weapons.

Using Spectra Shield, body armour fabricators can make a vest that weighs three to four pounds, which can stop a bullet from an Uzi sub-machine gun. A vest with aramids weighs five to six pounds. Now, we are seeing a new role for flexible composites emerging in body armour.

Materials In Body Armour

Spectra Shield -- the material -- is a thin, flexible unidirectional (0-90 degree) composite structure. The use of a low-modulus, low-specific gravity matrix in combination with high-strength fibres produces a soft and flexible non-woven composite. The result is incredibly lightweight impact performance. The fibre's high modulus and low density produce a high strain-wave velocity (12,300 m/sec) upon ballistic impact, roughly twice that of aramid fibres. The net gain is extremely rapid dissipation of energy from the point of ballistic impact.

Spectra Shield's cross-ply composite structure causes the projectile to engage many more fibres at ballistic impact because of the wide dispersion of filaments in the untwisted yarn. The unidirectional processing maximizes both strength retention and uniformity in the final product design.

The broad energy dispersion caused by Spectra Shield allows improved protection and an ability to withstand multiple hits from automatic weapons and blunt trauma, the punch that can incapacitate a police officer who is shot. In today's environment, experience has proven the effectiveness of Spectra Shield against high-veloc-

ity rounds, multiple hits and shots fired on an angle -- all real threats to police today. The officer who is shot obviously needs to recover from this temporary incapacitation and respond quickly.

The rapidity of fire from automatic weapons-- clusters of rounds landing within a small area -- can create "bunching-up," creating a greater penetration risk with woven materials.

Another factor, unique to polyethylene, is the material's resistance to elements found in home products like bleach, drain cleaner and gasoline -- even water. Spectra performs uniformly in wet testing, a situation that hinders the performance of aramids.

Proven Performance

To prove the performance of this flexible composite, Allied Signal commissioned H.P. White Laboratory, Inc., to fire rounds from 101 different types of ammunition at a single Spectra Shield vest. It stopped 51 rounds in the front and 50 more on the back panel. There were no penetrations!

The Future In Ballistics Technology

Thanks to this flexible composite, a whole new generation of body armour is being developed by ballistic fabricators. Body armour manufacturers are becoming composite engineers. They're mixing and blending Spectra Shield with other materials to create "macro" composites -- vests using Spectra Shield and traditional materials. They are also learning how this flexible composite can eliminate expensive steps in vest construction, because there is not stitching or quilting involved.

Equipped with this "new generation" material, manufacturers are innovating the future design of ballistic armour. They are now able to accommodate a wide variety of requirements -- ranging from the highly specialized needs of particular federal agencies to those of the military which adopted Spectra composites for Desert Storm and other operations. Spectra Shield composites are being used as protective panels on the C-130 aircraft, helicopters and protective radar domes.

Bullet resistant vests have other important benefits. In fact, they have played a great role in protecting police in vehicle accidents. The next frontier is to find ways to provide an extra level of cut protection and resistance -- against puncture from objects like knives. We're ready for the challenge.

Spectra Fibre Finds Broad Use In Armour Market



Courtesy McDonnell Douglas Helicopters



Courtesy Barrday Body Armour



Allied Signal's Spectra Fibre and Spectra Shield ballistic material have become widely used in an array of applications in both hard and soft armour -- from a pull-out ballistic seat panel for police cruisers to police helicopter armour.

Increasing threats from semiautomatic, high velocity weapons have created increased demand for Spectra, which provides soft body armour with reliability in minimizing blunt trauma and maintaining performance even when wet.

In addition to concealed vests for police, innovative applications include: vests for firefighters in urban areas who face an increasing ballistic threat; and a folding ballistic shield that doubles as a detonation shield for pipe bombs.

To help speed-up the development of all types of cutting-edge products, Allied Signal has formed a new, consolidated Armour Marketing Group

that will foster partnerships with manufacturers of armour worldwide. That's good news for police who need the performance advantages offered by Spectra Fibre material.

The Armour Marketing Group will be a broad application supplier of ballistic fibre and material for both personnel and composite armour markets. It will focus on increasing manufacturing capacity, developing new products and achieving cost/performance benefits.

Recently California based Safariland introduced its new Hyper-Lite IIIA vest, the first "All-Spectra Hybrid" to utilize both Spectra Shield and its special woven Spectra cloth. Hyper-Lite provides the best of both worlds, combining NIJ certified Level IIIA protection with the comfort and wearability of a Level II. This item is 25 percent lighter than most Level IIIA vests.

Royal Assent Given To Acts Governing Wire Taps and Seized Property

The Minister of Justice and Attorney General of Canada, announced in June that five Justice bills have received Royal Assent: electronic surveillance, seized property management, miscellaneous statute amendments, criminal harassment and child pornography.

Bill C-109, An Act to amend the Criminal Code, the Crown Liability and Proceedings Act and the Radiocommunication Act, deals with police use of electronic surveillance and communications privacy over radio-based telephone services (cellular telephones).

The electronic surveillance amendments had been made necessary by several Supreme Court rulings which significantly affected the law and investigations conducted by police. The amendments, while restoring use of proven and effective

investigative tools, respect privacy rights of individuals under the Canadian Charter of Rights and Freedoms. The amendments concerning communications privacy were needed because of rapid developments in cellular communications.

Bill C-123, the Seized Property Management Act, establishes an office within Supply and Services Canada to manage seized and restrained assets that are the subject of forfeiture in proceeds of crime cases, prosecuted by the Attorney General of Canada.

The bill also promotes cooperation between all levels of law enforcement by supporting their efforts and establishing a federal program to share forfeited proceeds of crime with other jurisdictions involved in federal drug and other criminal prosecutions.



CANADA

Police Agencies Work Together In Canada

Courtesy Printrak Corp.

In February, 1993, a vicious homicide occurred in the town of Stratford, Ontario. The middle-aged male victim, found on the main floor of his church, was bludgeoned to death with a hammer. The Ontario Provincial Police (OPP) were called in to assist the Stratford Police Department with the forensic identification work.

Constable Tom LaFrance of the Mount Forest OPP was the Identification Officer assigned to the case. LaFrance developed several partial finger and palm impressions at the crime scene. He requested assistance from the Hamilton-Wentworth Regional Police Service to search the latents through their AFIS. Sgt. Michael Shea, AFIS site manager, encoded several impressions and searches were made against both the LCF and MCF files. Within one hour, results came back! The first "HIT" was a 45-year-old career criminal unknown in the Stratford area, but wanted across the country for numerous crimes of violence.

The second "HIT" was a 22-year old male also unknown to Stratford, but listed in the Canadian Police Information Centre as an associate of the first suspect. Both were wanted on Canada-wide warrants for numerous offences of violence, sexual assault, kidnapping, and robbery and were listed as "Armed & Dangerous."

On February 28 warrants were issued for 45-year-old David Maltby and 22-year old Robert Gaunt for first degree murder relating to this incident. Ten days later the two were located and arrested by Quebec Provincial Police in the Gaspé region of that province. The suspects were immediately returned to Stratford and are awaiting trial.

This case provides an excellent example of a successful conclusion reached through cooperation between police agencies using the latest AFIS technology.

Transport Canada Issues Warning Of Vehicle Defect

Transport Canada wishes to advise owners of all North American built, eight-cylinder vehicles produced between 1970 and 1980 to contact their dealer concerning possible outstanding recalls related to failure of fuel-saving engine cooling fans.

Since 1970, more than 20 notices of defect have been issued by vehicle manufacturers to address fan failures in these vehicles.

One design of energy saving fan with flexible steel blades installed from 1970 to 1980 period experienced unexpected premature failure due to design errors and damage caused by water pump failure, foreign object impact and corrosion.

In cases of failure, a portion of the fan

blade cracks and flies off while the engine is running. When this occurs with the hood closed, radiators, batteries and coolant hoses are damaged; with the hood open, serious human injury is possible.

Drivers are warned that it is extremely dangerous to stand near the fan or rev up the engine with the hood open.

Owners whose vehicles are not subject to recall may still wish to have their vehicles checked at their dealership to determine if their engines are fitted with a flexible steel blade fan and, if so, have the fan checked for blade cracking.

For further details contact Mr. Paul Marriner, Chief, Public Complaints, Recalls and Investigations Road Safety, Ottawa, (613) 993-9851.

Firearm Education To Take Effect In January

The Attorney General of Canada, announced in July the safety education training component of the firearms control legislation will now come into effect on January 1, 1994, instead of July 1, 1993, as previously announced.

The legislation requires that applicants for a Firearms Acquisition Certificate (FAC) successfully complete a course or test in the safe handling, use, and laws relating to firearms.

The Attorney General said that the decision to move the effective date was made at the request of his provincial colleagues to ensure consistent administration practices and to complete the training of the instructors.

Some applicants may be certified by a firearms officer without having to complete the course or test, if the individual has owned a firearm since January 1, 1979 and can demonstrate competence in the use of firearms and in the obligations related to firearms ownership. This option will be at the discretion of the provinces and territories, who will administer the safety education courses.

Stats Canada Says Cops Focus Most Attention On Street Prostitutes

Since 1986, when it became illegal to communicate publicly for the purposes of prostitution, Statistics Canada says police enforcement has focused almost exclusively on controlling the street trade. Bawdy house and procuring offences (i.e. pimping) accounted for 5 % of the offences reported.

The number of communicating offences has been relatively consistent since 1990. In 1992, 9,613 offences were reported.

From 1991 to 1992, 26 murders were believed to be involved in the street trade, representing 2% of all victims aged 16 and over. During these years, 22 known prostitutes were among the victims while 4 were believed to be customers.

U.S. Police Agencies Getting Bang For Their Buck With Helicopters

A recent story out of San Antonio, Texas, indicates the value one helicopter team was while patrolling the city of 1 million people.

Officers Robert Day and Joe Garza, on patrol in a McDonnell Douglas 500C helicopter, pursued and located an armed robbery suspect who had taken a hostage. Field officers were directed to the hideout and recovered \$33,000.

Later that same month the officers used their helicopter's searchlight to help locate a B&E suspect driving through a residential neighbourhood. The suspect was apprehended by officers directed to the scene who recovered \$10,000 worth of jewellery.

On a similar note the Las Vegas Metropolitan Police Department reports outstanding airborne law enforcement statistics for 1992-93. The department, which patrols a greater area population of 350,000, answered 6,400 calls, making 564 arrests and 91 vehicle recoveries over a patrol period of 3,500 hours.

What isn't counted is the number of calls that did not have to be responded to

by ground patrol officers. In many routine calls the helicopter got to the scenes first to verify if ground officers were required.

Over 200 police agencies across the United States are currently using helicopters as part of their routine patrols. Many police agencies have found the value in using the machines which have been found to be considerably less expensive to run and maintain than their military counterparts.

Costs are low, experts say, because police helicopters do not have the size, heavy weaponry nor the heavy armour of their military cousins. Military choppers require considerable armour and therefore considerably more power to operate. This extra power and the length of time they are in flight cause greater maintenance requirements. For this reason police helicopters can be as little as 10 percent the price of the military style.

There is no Canadian police agency currently using helicopters for routine patrol.



Photo: McDonnell Douglas Corp.

Blue Line Magazine

FLASHES

By Tony MacKinnon

"I want two jumbo burgers with cheese and bacon, large fries with gravy, onion rings, apple pie, chocolate sundae... Oh yeh... and a Diet Coke!"

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Secret Police Racism Survey Across Ontario Leaked To Press

Province Says "No Comment"

A racism commission created and funded by the government of Ontario is asking black police officers "to rat on the white officers" they work with, a Metro Toronto Police Constable told a local newspaper in August.

The 21-year veteran of the force, a visible minority himself, was enraged at a 17-page survey sent to his home last August by the "Commission on Systemic Racism in the Ontario Criminal Justice System."

The officer was "so disgusted" by the survey, he was refusing to fill it out. Instead the officer brought his copy to fellow officers at his station then to the Toronto Sun newspaper because he believed other officers should know what the government is doing. "They're causing racism with this sort of thing," the officer said in a statement to the paper. "They're asking for racism. It's not bloody right. There's no need for this."

The survey has been sent only to what the commission describes as "sworn racial minority" officers with the Ontario Provincial Police, Hamilton Wentworth Regional Police, Durham Regional Police, Peel Regional Police, York Regional Police, London Police, Windsor Police, Ottawa Police and Metro Toronto Police.

An explanatory letter accompanying the survey and signed by commission co-chairs Margaret Gittens and David Cole, says the role minority officers play is "pivotal" to the future of relations between police and minority communities.

When Blue Line made inquiries about the survey no one would give information about it.

Communications consultant manager Joan Jenkinson reported to the Sun newspaper that the commission discussed a list of questions submitted by the Toronto Sun newspaper, which included the cost of the survey, at a meeting and advised the paper that their feeling was that any publicity about it would likely skew the results. They then refused to discuss the survey form until the results were in.

The Sun reports that virtually all the questions are race-related while one section appeared designed to uncover racist behaviour among police officers themselves.

In the survey respondents are asked if they have heard "racist comments or jokes" from fellow officers and how often; how upsetting they find such comments; if they have complained to senior officers and how seriously their complaints were taken; if they have seen racist graffiti in their stations, and if they have known white officers who refused to work with or expressed a desire not to work with racial minority officers.

Two questions appeared designed to find out racist attitudes by senior officers. Respondents were asked how many times

(8. How often have you heard racist comments or jokes made in the presence of higher ranking officers?)

1	2	3	4
Never	Sometimes	Often	Very Often

(9. How often have you heard racist comments or jokes made by higher ranking officers?)

1	2	3	4
Never	Sometimes	Often	Very Often

they have heard racist comments said in the presence of or by a senior officer.

The Sun report states the survey form appears to differentiate between black minority officers and other racial minorities.

Blue Line contacted the Canadian Centre for Police-Race Relations in Ottawa and found they had been made aware of the survey by the newspapers account. They would not comment on the survey but stated they had not considered doing one themselves on a National basis. One ranking official in the federal government stated it was rather naive of the Ontario Commission to believe this survey could be kept confidential.

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Canadian Identification Society Seminar A Success



Shown here are some of the attendees at the Canadian Identification Seminar held in Vancouver last July. The theme of this years conference was "Tenacity and Technology" and the well attended sessions included topics covering a wide range of forensic identification issues. Next year's seminar will be held in Windsor, Ontario. For further information on the seminar or on how to become a member of CIS contact Don Taylor at (416) 757-0104.



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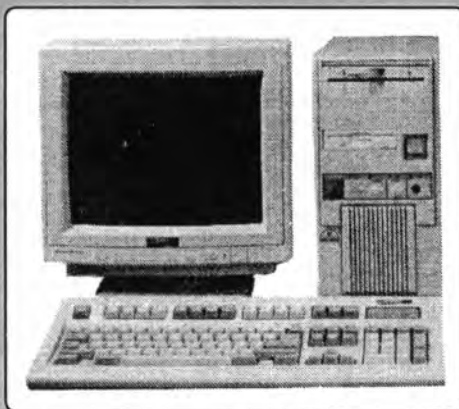
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Re-Organization of R.C.M.P. "O" Division Nearing Completion

Re-shuffling the deck is a monumental task when some 800 employees are told they are moving. There were some bumps on the way but this awesome project is almost complete. Blue Line Magazine thought you might want to know how this job was tackled and how far it has yet to go.



In 1972 the "O" Division headquarters of the Royal Canadian Mounted Police relocated within Toronto to 225 Jarvis Street. At that time, it was built to accommodate approximately 300 employees. Over the subsequent years the increase in establishment required the rental of a second building at 241 Jarvis Street known as the Sir William Mulock Building. In the 1990, as a consequence of an unhealthy environment in the Mulock building in the form of asbestos and other airborne contaminants this building was closed and the 375 employees were relocated to 225 Jarvis Street. This resulted in a total of 796 staff working in a building constructed for 300 employees.

The consulting Group of Supply and Services Canada was commissioned to study this problem and make recommendations as to what resources should relocate and to what location(s). The study found there was no requirement for the RCMP to maintain a permanent work site in downtown Toronto. Based on this determination "O" Division and Headquarters Ottawa put forth their recommendations to the Treasury Board of Canada.

Requirements For Administration Headquarters

Certain criteria was used to evaluate municipal/geographical areas in Ontario to determine the most suitable location for the relocation of the "O" Division Headquarters.

1. Proximity to the greatest concentration of detachments and Sub/Divisions.
2. Access to transportation. air, rail, automobile as well as inter-urban transportation was considered.
3. Available labour pool.
4. Quality of life. Services for education, recreation, health care among others.
5. Real Estate market. Suitable office and residential accommodation which was

significantly less than the Toronto area.

6. Time horizon related to long term growth. It was determined that over the next 25 years the greatest growth would be west of the Greater Metro Toronto area.

After all studies were completed the Treasury Board made a decision that the City of London would be the preferred site for the new location for the administrative branch of "O" Division. A relocation task force was created in July 1991 and was headed up by Chief Superintendent L. Coates. Through his organization, direction, and in consultation with the senior executive of the Division, the property management section drafted the interior design and space requirements. This information, through Public Works Canada, was sent out to tender seeking lease space in the downtown London core area in October of 1991.

After tenders closed, the Minister of Public Works signed an agreement to proceed with a lease arrangement and fit up 130 Dufferin Avenue in London.

Phase I

With the poor economic conditions in 1991 and into 1992, it was decided to give employees as much time as possible to sell their homes and obtain new accommodation in the London area prior to commencing operations there. In many instances employees sold their homes and relocated their families however, they remained behind in Toronto as their work site had not changed. This caused family life disruption but was taken in stride. In the end, approximately 15 employees, or 10% of all those transferred, had not sold their homes by the start up date. That is now down to two employees.

In July 1992 office furniture began arriving from the 225 Jarvis Street building in Toronto and operations began on Tuesday, August 4, 1992. A total of 113 RCMP members and 37 Public Service employees were relocated. Approximately 30 more Public Service personnel have been hired from the London area.



Phase II

The second phase commenced on July 1 1992 with the closure of the Oakville detachment and the Hamilton Subdivision offices as well as the elimination of three other detachment designations in Newmarket, Mississauga and Oshawa. These latter two work sites closed this past summer. The affected personnel became part of three large detachments to be known as Milton, Bowmanville and New Market and will temporarily operate out of the existing 225 Jarvis Street building.

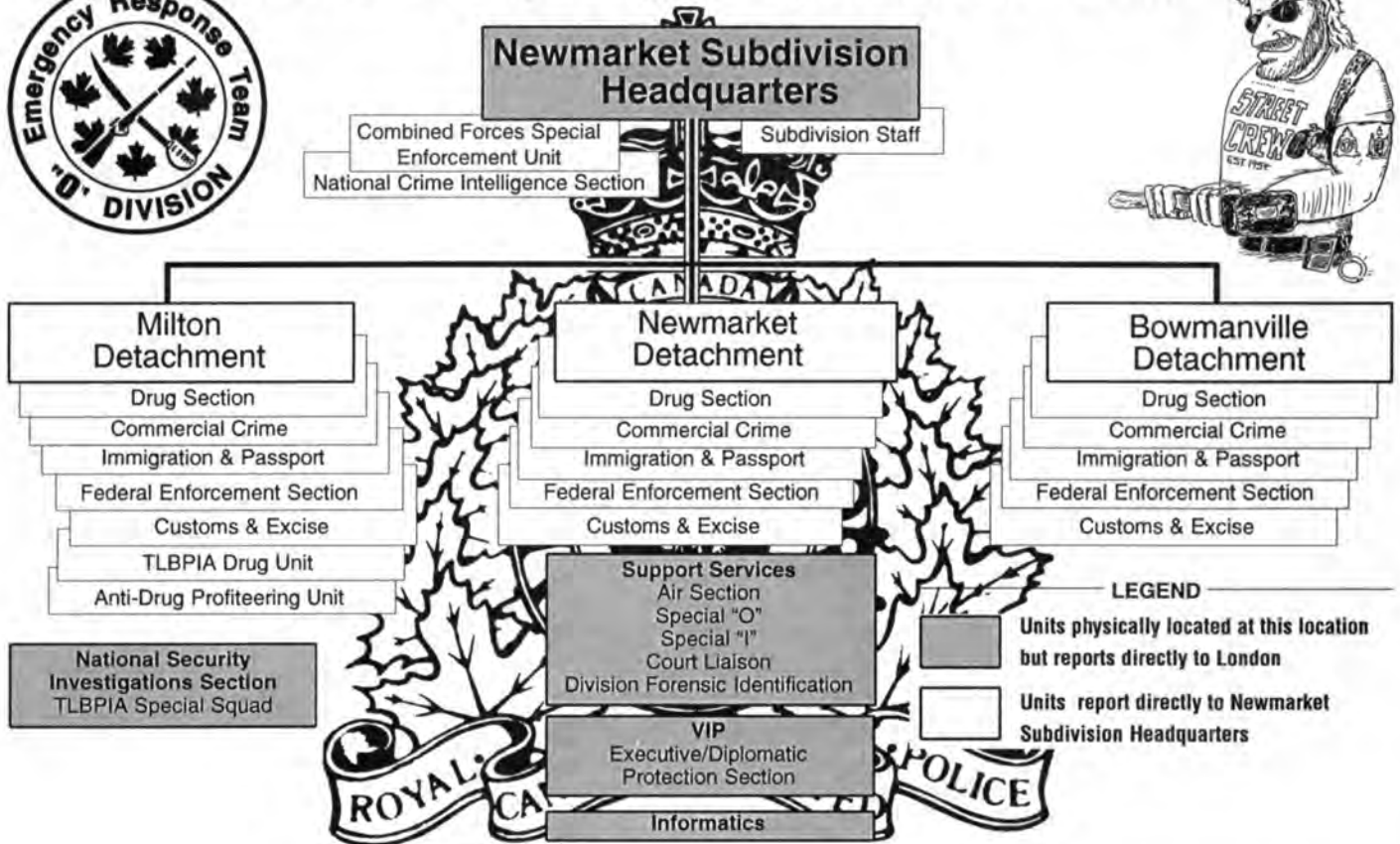
This past summer approximately 285 operational staff were relocated out of Toronto. To the west, Milton detachment was assigned 218 people while to the east of Toronto, Bowmanville received 67 employees. Both locations will have offices constructed specifically for their needs and leased under a 10 year contract. As with London, these sites were selected to assist employees with reducing the long commuting time from their residences to their work sites.

Phase III

The final phase of the relocation process will see the remaining 370 personnel relocate Toronto to Newmarket in 1995/96. In this instance the RCMP through Public Works Canada, purchased land and will be building a Subdivision headquarters and detachment. At present the architectural firm of Shore Tilbe Irwin and Parsens are working closely with the RCMP in designing and drafting plans that are proposed to go out for construction tender this Fall. Actual construction will take about eighteen months.

Upon conclusion of the relocation the existing building occupied by the RCMP at 225 Jarvis Street in Toronto will be sold. Two small community policing offices will be acquired strategically in the downtown area to act as locations for interviews, communication and the writing of reports.

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New Automatic Zoom Camera Designed For Police Work



The new Ricoh Shotmaster Zoom 105 Plus is the World's first 35mm camera to have a remote control capable of digital imprinting on the film. This feature makes this lens-shutter model particularly useful for police work where recording data on a photograph at the scene of the crime or accident may be necessary or especially useful. Because the camera is a fully automatic point-and-shoot type, it can be used easily by those with no special photographic training.

The Ricoh Shotmaster Zoom 105 Plus has a 38mm to 105mm zoom lens plus a 28mm setting, the widest imaging scope of any comparable camera today. The optional RC-5 remote controller with its alpha-numeric keypad can imprint up to 20 letters and/or characters.

Says Joe Bollentini, General Manager of Ricoh's Consumer Products Group, "This is a very sophisticated camera that is surprisingly easy to use by non-professionals, although it gives the user precision and accuracy. The optional RC-5 remote controller and digital imprinter makes it particularly advantageous for a variety of technical applications where it is both vital and convenient to have data imprinted directly onto the film, including police investigations."

The camera accepts DX-coded film with speeds ranging from ISO 64 to 3200, which makes it very versatile for shooting in a wide variety of lighting situations. It also has a flash-off and flash-on mode and a super night mode with metering that selects the optimum settings for pictures at night. The camera is unique in its night mode since it will first focus on infinity and open the shutter for 1 second, then refocus on the nearby people and take another picture with the flash.

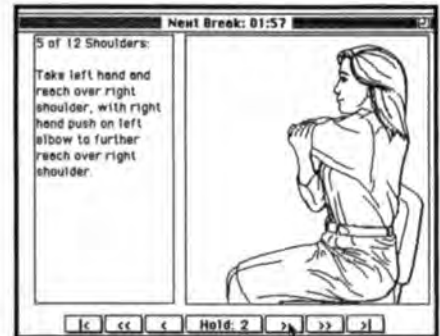
With all-automatic functions (including film loading and rewind), the camera is very easy to use. Additionally, the Shotmaster Zoom 105 Plus is slim and easy to hold.

The built-in flash unit is located at the right-hand side of the body, minimizing the possibility of the user's fingers accidentally covering it during operation. The flash incorporates red-eye reduction and offers soft-flash illumination.

The suggested retail price of the Shotmaster Zoom 105 Plus is US\$449.00; the RC-3 remote controller is US\$29.95; the RC-5 remote controller is US\$89.95.

For further information about the Ricoh Shotmaster call Jean Doynow at (212) 840-6570.

Let Your Computer Tell You When To Take An Exercise Break



Here is an item of interest to computer users, radio dispatchers, stenos etc. Your computer can tell you when and shows you how to take a stretch break.

You've been sitting at your computer screen for hours. Your fingers are cramped, your shoulders stiff and your back is complaining. Just then your screen flashes on an announcement that it is time to take a break. It then takes you through a visual description on how to stretch those muscles properly. This computer program can be timed to last from 30 seconds to several minutes. It includes friendly, easy to use pop-up windows with easy to follow illustrations.

The package comes with over 50 exercises and 70 illustrations (some are even animated).

The program was designed by a team of health professionals who understand the problems associated with secretarial and computer terminal postures.

In addition this program has a sub-operation that will monitor your key-stroke activity and will report your typing speed to you. In addition you can set up the exercises to display in a set order and according to your physical limitations.

This product just could be the answer to a lot of headaches, neckaches and carpal tunnel. The program comes in either Windows or DOS environments and is available for the MacIntosh operating system as well.

For more information contact Hopkins Technology (612) 931-9376

Product News and Views

Taking The "Make-Believe" Out Of Officer Training



The FIST Equipment Company has designed the ultimate training suit for those who feel that using the real tools of the trade are more important than just going through the motions.

Designer, Jim Murnak, has taken the experience he has gained from making equipment for full contact karate practitioners and adapted it into a suit that not only withstands considerable contact but also allows for optimum mobility. Each part of this suit is interconnected enabling the wearer to quickly put on the gear or take it off all in one piece.

FIST Company representative, Joe Scollo, says that, "There is more to this suit than just function. It's extremely durable as well because it is made with Dupont cordura nylon." He further states

that, many police departments in the United States have already been using FIST equipment in their training but this new suit is the first that FIST has designed specifically for law enforcement." Mr. Scollo also notes that, "FIST has gotten direct feedback from police trainers nationwide so you're getting a product that's been tested and improved by those people who actually use it."

FIST Company President, Jim Murnak, comments that, "Making FIST equipment has been very satisfying because it has allowed the martial artist to train in a more realistic fashion and I am confident that the FIST police suit will produce the same result for the law enforcement officer."

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Police Accountability In Race Relations

Impartial Service To The Law

What follows is a transcript of an address given by Chief Julien Fantino of the London Police Force, to the Organized Crime Control Centre in Florida at their annual conference.



A paramount need exists for law enforcement organizations, and particularly their management personnel at all levels, to ensure that the standards, values and integrity of the service are vigorously protected, especially within the organization itself.

Police in Ontario enjoy an inordinate amount of public support. A recent public opinion poll revealed that approximately 87 percent of the population seemed highly satisfied with the service provided by police. This evidence of public support must motivate us to be jealously protective of our good reputation.

Police in Ontario enjoy an inordinate amount of public support. A recent public opinion poll revealed that approximately 87 percent of the population seemed highly satisfied with the service provided by police. This evidence of public support must motivate us to be jealously protective of our good reputation.

Providing safety and security are the basic expectations that all citizens have of police. Accountability, integrity, professional conduct, values, pride, honour, loyalty, commitment and dedication to duty within the parameters of the law enforcement profession are non-negotiable characteristics expected of the profession. To believe otherwise, is simply a compromise.

Experience is showing us that the law enforcement profession invariably faces some serious difficulties when it confronts incidents of police misconduct, especially racial incidents, or incidents resulting in abuse of authority, prejudicial or biased conduct, or simple incivility. By virtue of the extraordinary powers of the police, misfits within the profession have available to them the opportunity to severely damage their organizations, and cause great harm to the reputation of the profession as a whole.

Our geographic boundaries do not insulate us against the consequences of unprofessional police conduct. From a strictly Canadian perspective, one must readily acknowledge that accusations and incidents of police racism are beginning to have a serious impact. Canadian po-

lice are not immune from the impassioned fallout that follows such occurrences as the Rodney King saga which resulted in unprecedented civil unrest in California, followed by riots in Toronto. The difficulties facing police in Canada are relatively equal to those facing police in the United States.

Canada is experiencing unprecedented problems in many areas that have an impact on the racially and multiculturally diverse characteristics of the country. To further aggravate matters, there exists in Canada, especially in the province of Ontario, a groundswell of politically motivated criticism of police resulting in some rather inordinate controls and accountability being imposed on police, which, in the final analysis, is nothing more than rhetoric fashioned in the realm of social experimentation at the expense of police.

Canada has a population of some 25 million inhabitants. Recent accounts disclose that the face of Canada will change dramatically this decade as the number of visible minorities—that is, non-white, non-Caucasian and non-aboriginal people, including those who trace their roots to Asia, Africa, the Caribbean and Latin America—more than doubles. By 2001, 5.7 million Canadians will be members of a minority group, representing 17.7 percent of the projected population or an increase of 3 1/2 times since 1986. The increase will be most pronounced in Toronto, where 45 percent of the people will be visible minorities.

Revelations of the inherently unfair and racist practices of the criminal justice system, including police practices, are coming to public attention across the country. Royal commissions and public inquiries are regularly calling into question the credibility of police to effectively provide fair and just services in their contacts with aboriginal people and racial minorities, in particular members of the black community.

The recent riots in Toronto, although admittedly involving hooligans, both white and black, looking for an excuse to cause trouble, were not only triggered by the events surrounding the Rodney King affair, but they also coincided with the police shooting of a black drug dealer who was killed while attacking an undercover Metro officer with a knife. This was one of a number of police shootings of black suspects in recent times, and followed the consistent acquittal of police officers charged with criminal offences.

Over several years, in Metropolitan Toronto especially, police officers have been condemned by a small but vocal and politically astute group of black activists, who in the final analysis have become a very effective lobbying group. Their consistent rhetoric accuses police of institutional racism. The leader of the group has publicly stated that the "Metro Toronto Police is the most murderous police force in North America." This commentary has since resulted in a class action lawsuit brought by the police association against the author of the statement. As an aside, this individual has also been investigated and charged with a series of criminal offences dealing with the smuggling of aliens back and forth across the U.S./Canada border, while supposedly acting as an immigration consultant. At recently held court proceedings the thrust of his defence was one of police entrapment because of his consistent attacks on police.

In the immediate aftermath of the Los Angeles and Toronto riots, the Premier of Ontario commissioned a one-person inquiry, by a very articulate former politician, to delve into issues of racism in the province of Ontario. The predictable end-product focuses, in the main, on police/visible minority relations, and is unquestionably critical of police. Two brief excerpts from the report: "The eight shootings (of blacks by police) over the last four years, and the sense, real or imagined, of unpredictable police encounters with black youths has many families very frightened." "If ever I've felt two solitudes in life, it's the apparent chasm between the Metropolitan Toronto Police and many representatives of the black community."

The Lewis Report was a very damning piece of political expediency, in which it seemed the police were being held out

as scapegoats for existing conditions relating to flawed immigration policies, a floundering socioeconomic climate, declining moral standards, a flourishing drug trade, rising crime and a system of justice that caters to every whim of law-breakers at the expense of those who respect and uphold the laws. The consequence is that the police are thrust into a no-win situation where increased and more traumatic confrontations will become even more routine, and as a consequence, given the prevailing environment, unavoidably more troublesome.

The Lewis Report merely provided a superficially cosmetic treatment of some rather profoundly complex racial issues affecting society at large. Targeting the police is really nothing more than avoiding the necessity of dealing with the real causes in favour of addressing the symp-



tomms that contribute to racial unrest in the first place.

Those in positions of ultimate police accountability must take notice of the prevailing environmental conditions affecting the profession and must be cognizant of the political agenda. The police must maintain the integrity of the profes-

sion in consistently providing uncompromised quality service to their communities. When dealing with the complexities of race relations, police management must have an informed and factual appreciation for prevailing conditions and the temperament of the community, and must be absolutely certain about the integrity of their people. In this regard, there simply is no room for leaving race relations to chance, or assuming that all officers are honest and beyond reproach.

In the present volatile racial climate, any kind of racially motivated police misconduct has the potential for disaster. In today's emotionally charged racial environment, in Canada at least, police organizations are well advised to pay strict attention to all incidents in their community having a racial component to them. In particular, those that

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involve police personnel must receive utmost scrutiny to ensure that an appropriate and racially sensitive response has been provided by police.

At the outset, the police must begin to deal with the realities of the profession and must stop pretending that community-oriented policing concepts mean that the police can be all things to all people all the time, and can and will do more with less. Regardless of any cosmetic treatment to the contrary, police organizations are and will always be punitive in nature. The role of police is simple and uncomplicated. Police exist primarily to insulate the good from the bad in society, and when all is said and done, their primary role is public safety and security. In reality, community-oriented policing concepts involve nothing more than getting back to these basics.

Police executives must provide a more visible, vocal and courageous presence in the community and must be seen as leaders in the area of community race relations. In as much as police organizations, down to each individual officer, are

totally accountable for their conduct, police executives should not be mute and thus allow political leaders, bureaucrats, public service agencies and others to abdicate their responsibilities in the area of race relations.

With regard to police race relations, and especially those dealing with internal discriminatory problems, police organizations must, out of sheer necessity, become pro-active, resourceful, and focused on two main concepts: prevention and discipline. It is the primary responsibility of police organizations to ensure that their integrity and that of all members, both sworn and civilian, is not taken for granted. In far too many instances, especially when dealing with internal discrimination problems, it becomes painfully obvious that the demands, needs and expectations of police by the community are ill-defined and poorly articulated within the organization itself. Flawed police perceptions about the temperament of the community will surely aggravate racial situations. Consequently, when dealing with the many complex issues

that affect police race relations, if police organizations are not already plugged into the community, disastrous results should come as no surprise.

Organizational values must be clearly defined, communicated to all personnel and vigorously upheld at the highest level of the organization. Values guide an organization and the behaviour of its employees. As a management tool they are far superior to any other kind of management control. One of Sir Robert Peel's principles of law enforcement should serve as a guide: *"The police seek and preserve public favour, not by catering to public opinion, but by constantly demonstrating absolutely impartial service to the law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws: by ready offering of individual service and friendship to all members of the society without regard to their race or social standing; by ready exercise of courtesy and friendly good humour; and by ready offering of individual sacrifice in protecting and preserving life."*

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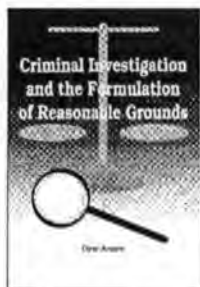
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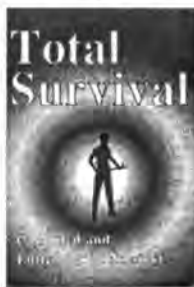
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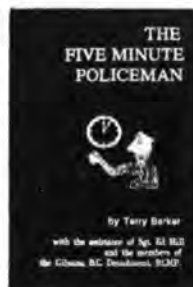
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Written by the Author of "The Five Minute Policeman", this book was selected as the study text for the U.S. Parks Service Police for promotional candidates. Evaluated by the College training staff and staff psychologists around the world this book is must read material for anyone looking for managerial level careers.

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Ken Tuthill's face was blown off by a shotgun; A high-speed chase trapped Mike Buckingham in his burning cruiser; Mike Thompson saved his life from a team of ambushers; Steve Chaney couldn't stop a crazy man from killing his partner. Haunted by these horrors these officers survived the events and the mental after effects. Learn how in this video tape.

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Mobile Digital Terminals and The Work Environment

By Tom Rataj
Technology Editor

Many of us have been fortunate enough to have the advantage of an MDT in our patrol cars for as long as 10 years or more. Working without them is an almost unimaginable hardship, that must occasionally be endured when the system goes down, or an MDT suffers some type of failure.

Starting with the early days of MDT equipment such as the MDI brand terminals out of British Columbia, up to the current possibilities of pen-based portable computers, the MDT has revolutionized the handling of information. Although the early units pail technologically in comparison to the newest crop of equipment, the electronic exchange of information has revolutionized police patrol work.

No longer must officers wait in long queues for a spare moment of air-time to check out that shady character driving that clunker from who knows where. This is especially true in large urban policing where in excess of 25 patrol cars can be active at any given time. The reduction of voice transmissions significantly enhances officer safety and relegates many routine communications... (meet us at Portage & Main, your turn to buy, 2 regulars please!)...to the less critical data only system of the MDT.

On the run, critical information is only seconds away, and labour saving automation of routine tasks can also save many soft-dollar labour costs, allowing police organizations to do more with less. The newest technology is now capable of providing complete integration of all information systems from CPIC through PARIS to any police organization's internal systems. Live video capture and transmission is on the immediate horizon, along with GPS (Global Positioning Satellite) technology which allows location of patrol units to within 100m (car 54 is right about there!).

Along with with the introduction of all this fancy information technology come

several new issues. Physical officer safety of course has always been an important consideration. Mounting an MDT securely within the confines of a vehicle is a challenge. It must remain firmly affixed, even during a collision, all the while being accessible and easy to use, without obstructing the view of shorter officers, and without becoming a hazard in the event of a collision. With the advent of dual air-bags in many new police patrol cars, mounting MDT and other common patrol equipment is a very complicated challenge. All equipment must now be



safely mounted outside the deployment zone of both front air-bags, both to allow the bag to deploy fully, and to prevent the deploying bag from launching loose items at vehicle occupants - DUCK!. (The surface of a deploying air-bag can be moving as fast as 160 km/h.)

Studies have been conducted by numerous police organizations across North America into the results of the implementation of MDT equipment in patrol cars. In a very short period of time, the MDT becomes a very important business tool which when unavailable reduces vehicle licence checks by over 90%, and reduces traffic stops by almost 50%. But many officers also begin to suffer with information overload, and disproportionate reliance on the MDT to the point of losing or never developing investigational street smarts

The MDT is here to stay and is rapidly becoming a required standard in police equipment.

Designed to withstand the daily grind

BELL MOBILITY

A relatively new player on the MDT scene is Bell Mobility (part of BCE a.k.a. Ma Bell), with its UMC 3000.

This unit is well designed from the ground up, being specifically designed to withstand the daily grind in Canadian police cars. It meets or exceeds numerous NATO standards for shock, vibration and operating temperature ranges, and comes reasonable well equipped with MS-DOS/Windows industry standard features.

It appears to be just another lap-top computer, starting with an Intel 20 MHz 386sx processor, 1 Mb RAM (expandable to 8), a 2.62 Mb Flash memory module (expandable to 60 Mb), and finishing with the usual standard laptop features. Unlike



the Motorola unit, this features an 10.5" LCD VGA display, which allows considerably more information to be displayed. A whole variety of optional features like 3.5" diskette drives, regular hard disks, and interface cards can be added.

The standard QWERTY keyboard and function keys, as well as the screen are backlit for night-time operation. The case is an elastomer coated metal enclosure (unlike most laptops which are plastic) and includes a quick disconnect single plug mounting tray.

For further information contact Bell Mobility at 7350 Trans.-Canada Highway #200, St. Laurent, Quebec, H4T 1A3 (514)345-1444 or 262 Britannia Rd. E., Mississauga, Ontario L4Z 1S6 (905)890-0000.

If your interest is in the tried and true

MOTOROLA

The flagship of Motorola's Mobile Data Division (formerly MDI of Richmond B.C.) is the model 9100-386 Mobile Work-station. It is a 20 MHz 386 based MDT using a 5" orange CRT display, a standard QWERTY keyboard and a 14 button auxiliary



keyboard for single button input of a variety of DOS/Windows functions or programmable TX functions.

It is apparent by looking at this unit that is the modern version of the early MDI terminals used by many of us since the mid 1980's. The updating of this unit starts at the 386 chip, 4 Mb memory (expandable to 12), MS-DOS and Windows compatibility,

PCMCIA ver. 2.0 card slots, and ends with the 64 level grey scale VGA display.

The ergonomically designed black ABS thermoplastic housing is designed to withstand the daily grind for many years. It is designed to be backwards

compatible with Motorola's MDC 4800, KDT480 and 9100-11 MDT systems already installed. It also meets most older established communications protocols, as well as the newer ones.

For further information contact your local Motorola dealer, or the Wireless Data Division at 11411 Number 5 Road, Richmond B.C. V7A 4Z3 (604)277-1511.

Big Blue makes it's move

I.B.M.

Until very recently, Big Blue was offering the model 9075 PC-radio, a rugged mobile communications and control platform. Originally designed for a large volume delivery service south of the 49th parallel, it had been adapted for police work, and was

being field tested by the RCMP in Sackville New Brunswick, as well as by the City of Baltimore Police Department.

This unit was recently discontinued and not replaced. Rumour has it that IBM is working on a variety of MDT capable variants of it's award winning ThinkPad



line of laptop computers. If you've had the chance to try, or used the Think Pad lap-tops you would be impressed, although I wonder whether the standard business version would be robust enough to meet the demands of patrol work.

Stay tuned for news from IBM in the very near future, or if you have immediate questions, contact Robert Guido, Mobile Solutions Specialist, Custom Product Solutions Division, IBM Canada Ltd. 3600 Steeles Ave. E. Markham, Ontario, L3R 9Z7 (905)946-5141.

The Dreamer's MDT

Okay, time for the industry to pay attention! The Dreamer's MDT must have the following features:

- Intel 486SLC processor, or better,
- 12 Mb RAM, expandable to 20,
- A 10.5" active matrix backlit colour LCD display (preferably the same one as in the IBM ThinkPad 700C) with electromagnetic digitizer for pen based applications,
- MS-DOS/Windows and Windows for Pen or PenPoint compatibility,
- 3.5" 1.44 Mb Floppy Drive,
- 60 Mb Flash memory, with optional removable hard-drives,
- Complete system-board level power management and security features,
- Built-in pointing device (preferably the TrackPoint II, again from the IBM ThinkPad family),
- 4 hours battery life or better.

This dream machine should be able to function as a stand-alone unit which can be installed on a stand in a car in one easy step, but can also be removed for use at crime scenes. To allow for full functionality it should have an radio frequency (RF) link back to the base in the car, allowing access to CPIC and in-house IS sources from outside the car.

It should also have a detachable screen which can function independently of the base/keyboard section to allow full crime scene use, and pen-based completion of traffic tickets and accident investigations.

A built-in or optional printer should be included in the base (as in the Canon laptop), to allow for the issuance of traffic tickets, or the printing of suspect photo-graphs, or other information.

Recognizing that the work environment in a police car is brutal, this dream machine should meet or exceed the most stringent NATO or U.S. Military specifications for shock, vibration, and operating ranges.

And if that ain't enough.....ouch!, back to reality!

Canadian Book Now Required Reading For Promotion In U.S. Police Agency

A Canadian author has made good in the United States by having his book selected as required reading for all officers wishing to be promoted within the United States Parks Police.

Terry Barker, author of "Boss Talk", recently received word that his book was selected for use as a study text for supervisory candidates. The book, first published in Canada in 1983, is presently into its third printing and updated to represent today's concerns and trends.

Captain Gary Van Horn, Officer in charge of professional development with the United States Parks Police, had the book brought to his attention and was immediately impressed. He contacted the author to ask further questions about "Boss Talk" and then sent the book through a committee of training specialists. From this point it was given over to a staff psychologist to review with the intent of introducing it as a study text. "Boss Talk" was then approved for use and the first 80 copies ordered in late August.

"Boss Talk" consists of 28 chapters divided into five parts and covers a wide variety of subjects which make being a boss in the 90's such a real challenge. (See side bar notation). The first chapter, entitled "Why You Need This Book" describes itself as "A general introduction, some great yarns, a bit of history, and some ideas on how to use *Boss Talk*."

Terry Barker is also known for writing the book "*The Five Minute Policeman*." This book was written in conjunction with The Gibson's Detachment of the RCMP and is an easy reading book on how to deal with the public. "The Five Minute Policeman" teaches the reader a simple to learn formula which allows even experienced officers to feel a new confidence.

Mr. Barker is well known in Canadian police circles and has lectured extensively in Canadian and other international Police Colleges. Both "Boss Talk" and "The Five Minute Policeman" are available through Blue Line Marketing by calling or faxing (905) 640-7547.

What Is "Boss Talk" Talking About ?



*Sometimes the best way to describe a book is to let the book do the talking. Listed here are the chapters and sections in the book *Boss Talk*.*

PART 1: ROOTS

1. WHY DO YOU NEED THIS BOOK
2. THE NEW BOSS
3. YOUR PERSONAL PROFILE.
4. COMMUNICATING.
5. HUMAN BEHAVIOUR.

PART 2: CONCEPTS AND SKILLS

6. ASSERTIVENESS.
7. BEHAVIOUR CHANGE.
8. COACHING.
9. CONSENSUS-SEEKING.
10. CREATIVITY.
11. DELEGATION.
12. THE MANAGEMENT INTERVIEW.
13. LEADERSHIP
14. MEDIATING CONFLICT.
15. NON-VERBAL COMMUNICATIONS.
16. PERFORMANCE EVALUATION.
17. RITUAL MEETINGS.
18. SELECTING.
19. STRESS CONTROL.

PART 3: DISCIPLINE

10. THE DISCIPLINE LADDER.
21. APPLAUSE.
22. THE SIMPLE CORRECTING MODEL.
23. PNF

PART 4: TEAMS

25. TEAMS.
26. MEETINGS
27. PRESENTATIONS.

PART 5: TALKING UP

28. TALKING UP.

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