



# CAPB National

September 2004

## CAPB Activities

### Best Practices in Police Governance Research Project

At the annual CAPB conference held this year in Vancouver, CAPB President Ed Keyes formally announced the launch of an important research project entitled "*Best Practices - A Framework for Professionalism and Success*". Earlier this year the CAPB submitted a proposal to the Ministry of Public Safety and Emergency Preparedness Canada for funding to conduct a research project into best practices in municipal police governance. Project funding has been approved and the project will be proceeding this fall. In approving the project funding, the Ministry is acknowledging what many already know - that good governance is critical to the success of any organization, and that bad governance can have dire results for any public or private organization.

Municipal police services provide policing for every major urban centre in Canada. They police the vast majority of the Canadian population (as an example, 9 of every 10 Ontarians is policed by a municipal police service). Urban populations tend to attract new Canadians, which adds to the vitality and energy of these cities, but also increases the complexity of successfully achieving the required partnership between police and the community. Add to this the daunting realities of policing in a post 9/11 world and municipal police services are facing greater challenges than ever before.

These municipal police services are almost universally governed by part-time civilian members who, in addition to providing strategic direction in response to a changing environment, must also deal with policy oversight responsibilities for multi-million dollar organizations. Cities the size of Vancouver and Ottawa are closing in on annual budgets of \$200 million, with corresponding numbers for other urban centres.

The CAPB over the past decade has embarked on two major initiatives to provide the tools to enhance and promote professionalism in police governance bodies. In light of ongoing questions and reviews taking place in the corporate, public and police sectors, the timing is right to undertake a research project to identify best practices in board governance, apply and test them in the municipal police sector, and develop a framework for their application throughout the country.

The project will:

- Undertake a review of developments in governance from all sectors, including commissions, inquiries, legislation and public policy positions. It will focus its attention on recent activity in Canada, United States and England. This will largely be a literature review, with select interviews;
- Revise previous work on legislation governing municipal police boards;
- Interview key stakeholder groups (i.e., municipal leaders, Canadian Association of Chiefs of Police, Canadian Professional Police Association), to determine opportunities, obstacles and issues concerning civilian governance of police;

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### Best Practices in Police Governance ...continued

- Identify common elements and initiatives that are seen to promote success. This will be reviewed with leading governance practitioners;
- Create a menu of best practices and 'field-test' these with police boards representing small, medium and large police services;
- Finalize and create print and electronic documentation to be provided to all municipal police sectors and governing councils that provide concrete and practical recommendations that represent a framework of best practices for municipal police boards.

The focus of the project is on civilian governance of municipal police services. However, it is anticipated that the recommendations and framework could be adapted to apply to a broader constituency or set of circumstances.

The results of the research project will be presented at next year's conference, followed by a period of evaluation. CAPB members will be hearing more about the project as it progresses over the coming months.

### Establishment of New Associate Membership Category

At the 2004 Annual Meeting, CAPB members approved the establishment of an **Associate Membership category**. The criteria for Associate Membership in the CAPB is as follows:

*Associate Membership in the CAPB may be granted by the Board of Directors to any public or non-profit organization not eligible for full membership that is engaged in policing, law enforcement, public safety, crime prevention, justice, corrections, municipal government or governance. An Associate Member shall have all the rights and privileges of regular membership, save and except voting and holding office in the association. The CAPB Board of Directors may waive an association membership fee upon receipt of a written request, and may also decline to grant an organization an associate membership. Examples of organizations that would be eligible for associate membership include:*

- *RCMP and other advisory or community consultative committees*
- *Provincial and federal departments with responsibility for law enforcement, public safety and security, crime prevention, justice or corrections*
- *Municipalities with police boards/commissions/committees*
- *Police services in Canada*
- *Educational institutions with safety & security related faculties*
- *Municipal or police sector associations*
- *Other Canadian organizations engaged full time in law enforcement, public safety and security, crime prevention, justice or corrections.*

Of particular significance is that RCMP and other advisory or community consultative policing committees that do not meet the criteria for full membership will be eligible to become associate CAPB members. The criteria for full membership stated in the General By-law permits "Any municipal board, commission or committee with a legislated mandate to govern its local police service" may become a member of the association. Advisory and community consultative committees, while having an important role to play in providing recommendations and community input to their Detachment Commander, do not usually have a legislated mandate to govern the local police service.

In addition to having access to CAPB newsletters, bulletins, conference reports and position papers as they have in the past, Associate Members will be eligible to receive a discounted conference rate and will have access to the "members only" section of the website where the Members' Directory, Sample Policy Database, Catalogue of Resource Material, Board Orientation information and reference documents are posted.

The annual associate membership fee has been set at \$250 for RCMP and other advisory or community consultative policing committees and at \$500 for all other organizations, to be reviewed on an annual basis by the Board of Directors. Further details will be available later this fall.



## CANADIAN ASSOCIATION OF POLICE BOARDS 2004 CONFERENCE

The 2004 CAPB Conference was held in Vancouver, British Columbia from August 18-21, on the theme of "Protecting Our Children". A comprehensive report on the Conference will be published later this fall. A brief overview including highlights and new developments are noted below.

### OVERVIEW

The Conference began with a keynote speech from Ms. Cherry Kingsley, Special Advisor for the International Centre to Combat Exploitation of Children, who spoke poignantly about her own experiences as a child victim of violence, neglect, sexual exploitation and drug addiction. She gave delegates an idea of the international scope of the problem, and the work she is involved in to reduce the sexual exploitation of women and children. She concluded by providing advice on what she believed the police community could do to combat child sexual exploitation and assist its victims.

Ms. Kingsley was followed by RCMP Assistant Commissioner Mike Buisson, Chief, National Police Services, whose portfolio includes Canada's National Child Exploitation Coordination Centre. His presentation covered the activities of the National Centre, partnerships and initiatives undertaken by the law enforcement community to combat child sexual exploitation, and G8 Law Enforcement objectives. He concluded by talking about what police board members can do to help. The presentations of Ms. Kingsley and A/Commissioner Buisson were followed by a serious and stimulating discussion.

Delegates next heard about three successful programs in which police are working with community partners to deliver programs for youth. The *Kids 4 Success Kamp* is run by the Delta Police Department in collaboration with the Boys and Girls Club of Delta. Constable Jim Poulin and Ms. Pam Profitt explained the program, which assists youth in acquiring skills and understanding that will help them avoid becoming involved in crime. Constables Paul Brookes and Peter Gill from the Victoria Police Department ran the first *Youth Combating Intolerance Camp* in October 2003. The event was attended by 68 students and leaders, including teachers and police officers, and focused on teaching youth skills that will help them cope with issues such as bullying, racism and intolerance. The successful program will be offered again later this year. The third example was a unique program run by the Vancouver Police Department called *Fight Against Child Exploitation*, also known as FACES. Detective Constable Russ Mitchell explained the program, which began in 1996 as a result of disturbing trends in prostitution involving juveniles. FACES aims to identify, locate and rescue children and adolescents in the sex trade.

On the last day of the conference, Vancouver Police Department Detective Constables Oscar Ramos and Raymond Payette delivered a presentation on an innovative program they designed – the *Deter and Identify Sex Trade Consumers (D.I.S.C.) Program*. The program was developed in 1998 in response to a recognized need, and in an effort to provide increased protection to youth. The system they have developed is a powerful and effective database that provides police with essential information, allowing them to investigate offences and develop innovative strategies to address sex trade concerns in conjunction with neighbourhoods and communities. The philosophy and implementation of DISC has been widely received and applauded by police, governments, non-government organizations, and the private sector both in Canada and abroad. The system is now in use across British Columbia, as well as other provinces and some American states.

Prominent leaders that addressed conference delegates included:

- The Honourable Anne McLellan, Deputy Prime Minister of Canada and Minister of Public Safety and Emergency Preparedness Canada, who spoke about federal government actions being taken to address CAPB concerns.

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**CAPB Conference ...continued**

- The highly respected Honourable Justice W. Oppal, author of the still relevant 1994 Inquiry into Policing in British Columbia, whose speech highlighted components of effective police governance; and
- The Honourable Rich Coleman, Solicitor General and Minister of Public Safety for British Columbia, who spoke passionately about the need to adequately support our police officers.

**SMALL, MEDIUM, LARGE & LARGEST BREAK-OUT GROUPS**

Delegates had an opportunity at the conference to participate in a facilitated session with members of police services boards from similar sized police services. These sessions are always considered among the most valuable at the conference because they allow members to find out what the issues are in other jurisdictions and what is being done to address common problems shared by boards. This year for the first time, discussion topics for the break-out groups were selected from a list prepared in advance of the conference through a survey of CAPB members. The topics discussed were:

**Small Boards**

- Raising public awareness of police boards
- Loitering problems
- Evaluation of the Chief of Police

**Medium Boards**

- Evaluation of the Chief of Police
- Cost of policing: e.g. wages and benefits
- Should boards make themselves better known, and how could this be achieved?

**Large Boards**

- Diversity in policing
- Board communication strategies
- Succession planning

**Largest Boards**

- Controlling wages and benefits
- Board communication strategies
- Improving the board's relationship with the Association
- Retention and succession planning.

**WORKSHOPS**

Four concurrent workshops were offered at the conference on the following topics:

- **Governing for Results: Self-Assessment for Police Boards**  
Led by Mel Gill, President, Synergy Associates, Consultants in Governance & Organizational Development
- **Findings of the CACP's International Best Practices Research Project**  
Led by Professor Norm Taylor, Centre for Integrated Justice Studies, Durham College
- **Vancouver's Supervised Safe Injection Site**  
Led by Sgt. Scott Thompson, Vancouver Police Department & Chris Buchner, Vancouver Coastal Health Authority
- **Aligning Organizational Capacity to Public Value: Developing the Strategic Plan and a Practical Business Application**  
Led by Keith Taylor, Principal, Perivale + Taylor consultants and Peter Copple, Deputy Chief (retired)

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**CAPB Conference ...continued****RESOLUTIONS**

A bulletin has already been sent to CAPB members and colleagues with the complete resolutions approved by the membership at this year's Annual General Meeting on August 20, 2004, and is also available on the website. The following is a list of the resolution subject matter:

**No.    Title**

04-1	Electronic Property Reporting Legislation
04-2	Support for Recommendations of the Senate Committee Report on National Security and Defence
04-3	Financial Support for Municipal Policing Agencies Upholding National Security Policy
04-4	Proceeds of Crime
04-5	Drug Avoidance Education Funding (& Reiteration of Opposition to Decriminalization of Marijuana)
04-6	Request for Immediate Action on Lawful Access
04-7	Request for Review of Organized Crime Legislation
04-8	Policing Training
04-9	Increase in Remand Rates

**ELECTION OF 2004/2005 BOARD OF DIRECTORS & EXECUTIVE**

The following were elected by the membership to serve on the Board of Directors and Executive for the 2004/2005 term:

**Executive**

Edward W. Keyes, <i>President</i>	Saint John Board of Police Commissioners, NB
Don Robinson, <i>Vice President</i>	Halton Regional Police Services Board, ON
Lynne Kennedy, <i>Secretary-Treasurer</i>	Vancouver Police Board, BC
Herb Kreling, <i>Past President</i>	Ottawa Police Services Board, ON

**Directors-at-Large**

Robert Angel	Amherst Board of Police Commissioners, NS
Emil Kolb	Peel Regional Police Services Board, ON
Shelley Lavallee	Regina Board of Police Commissioners, SK
Maureen Meikle	Victoria Police Board, BC
Sal Polito	City of Kawartha Lakes Police Services Board, ON
Ian Wilms	Calgary Police Commission, AB

**2005 ANNUAL MEETING AND CONFERENCE**

**OTTAWA, ONTARIO  
AUGUST 17-20, 2005**

The Canadian Association of Police Boards will hold its 2005 Annual Meeting and Conference at the Westin Hotel in **Ottawa, Ontario** from August 18-20, 2005, preceded by a golf tournament on August 17. Rooms can be booked at the Westin, located at 11 Colonel By Drive, by calling 1 (800) 937-8461 or 613-560-7000. Please mention the Canadian Association of Police Boards conference when booking to get the conference room rate of **\$155.00** (exclusive of taxes). Further details will be available in Spring 2005.



## In the News...

### National News

#### Canadian Police Sector Council

After a two-year wait for funding approval from Human Resources and Skills Development Canada (HRSDC) to proceed with establishing a Canadian Police Sector Council, police stakeholders are now in the stages of planning the Sector Council's governance and organizational structure, developing a business plan, establishing a board of directors, and hiring an Executive Director (see ad on page 16).

The Sector Council is being set up to oversee the coordination and implementation of recommendations contained in a report entitled *Strategic Human Resources Analysis of Public Policing in Canada* released in December 2001 (see CAPB Bulletin #53 on website for details). The report was the result of several years of work by a 37-member steering committee and team of consultants from PricewaterhouseCoopers, funded by HRSDC and in-kind contributions from organizations represented on the steering committee. The objective of the study was to identify the challenges facing police service delivery and to analyze the impact and expectations created for human resources operations and planning. The report identified five major priorities in terms of strategic human resources planning:

1. Attracting the next generation of talent for policing organizations
2. Increasing sector-wide efficiencies
3. Improving the police sector's human resource planning capacity
4. Improving labour-management relations
5. Increasing funding and resources.

CAPB Executive Director Wendy Fedec was a member of the steering committee and continues to represent us on the interim Sector Council as it works through its development phase.

#### Police Chiefs Launch Taser Gun Review

In August, the Canadian Association of Chiefs of Police (CACCP) commissioned "a unique and comprehensive review of scientific research, field reports, and data on the use of Tasers in police work in Canada and around the world." The review will be conducted by the Canadian Police Research Centre, in partnership with the CACCP, the RCMP and the National Research Council.

Tasers fire two barbs attached to a wire that deliver a 50,000-volt shock on contact for up to five seconds. The weapon is meant to immobilize aggressors by shocking their muscles.

The Taser has undergone extensive research and has a solid track record for safety. There have been many instances in which the Taser has prevented injuries and saved the lives of private citizens and police officers.

The review is in part a response to the six people who have died in Canada after being shocked by Tasers, although to date none of the deaths have been found to be attributable to the Taser.

Police and advocates for those suffering from mental illness, such as the Schizophrenia Society, like the Taser because it offers a "less than lethal option" for dealing with dangerous or unstable people. But critics say the weapon is sometimes lethal.

Amnesty International has said the weapon should be banned until more tests are done to determine its safety. The human rights group says the guns can be deadly when someone is in a weakened state because of heart problems or drug use.

**National News...continued****Supreme Court Rules on Searching Suspects**

In July the Supreme Court of Canada ruled that police with reasonable suspicions have the power to detain people temporarily but can't go on "fishing expeditions" in their pockets for evidence. It was the first time the high court had examined an everyday police practice.

The decision upholds a ruling by a trial judge in Winnipeg, who acquitted Phillip Henry Mann of trafficking after police stopped him on the street in relation to a nearby break-and-enter and found almost an ounce of pot in his sweatshirt pouch. "Individuals have a reasonable expectation of privacy in their pockets," Justice Iacobucci wrote in a majority decision that divided the high court 5-2. "The search here went beyond what was required to mitigate concerns about officer safety and reflects a serious breach of (Mann's) protection against unreasonable search and seizure."

The court agreed, however, that police can briefly detain a person provided they have reasonable grounds. Police can also do a pat-down search if they reasonably believe the person presents a safety risk. But reaching into someone's pocket because they feel something soft, as happened in the Mann case, is not appropriate, said the court. "The search must be grounded in objectively discernible facts to prevent 'fishing expeditions' on the basis of irrelevant or discriminatory factors," wrote Iacobucci.

Mann was acquitted at his initial trial, but that judgment was overturned on appeal. The Supreme Court decision puts an end to the matter.

**Interpol Launches Bio-terrorism Program**

Early in July, Interpol announced the launch of a two-year program to counter the threat of bio-terrorism. The program will raise awareness of the bio-terrorism threat among members of the international law enforcement community, develop police training programs and help strengthen enforcement of existing legislation.

Part of a \$943,000 grant from the Sloan Foundation will be used to organize an international conference in 2005 for senior law enforcement officials and experts from a wide range of specialized areas. The conference will emphasize the need for police to treat the risk of bio-terrorism as a global threat. Following the conference, regional training workshops will be held for police in Africa, the Americas and Asia.

Interpol will also produce training materials and provide technical assistance and support for trained law enforcement officers. The organization will develop a strategic plan for sustaining the program beyond the term of the grant. In addition, Interpol will begin to identify gaps in existing national legislation by surveying laws concerning bio-terrorism.

**Family Members Less Likely to Get Prison Terms**

Family members convicted of most forms of violent crimes against spouses, children and seniors were less likely than other violent offenders to get a prison term, Statistics Canada says.

The agency analyzed police and court records from 1997-98 to 2001-02 in 18 urban areas in Newfoundland and Labrador, Ontario, Saskatchewan and Alberta for its 2004 report entitled Family Violence in Canada. It found that spouses were less likely to receive prison terms for almost all types of violent crimes, with the exception of criminal harassment, also known as stalking. Of those convicted of criminal harassment, one-third of spouses received a prison term, compared with one-quarter of offenders who were not convicted of spousal violence. Family members convicted of physical violence against children received less harsh sentences, compared with cases not involving family members. Parents convicted of sexually assaulting their children were more likely than other family members to receive a prison sentence.

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**National News...continued****Police Ranks More Diverse**

Canada's police forces are employing more visible minorities, according to a new Statistics Canada report, but the increased number still isn't representative of the country's diverse population. The study, which looked at data from 1996 to 2001, concluded that during that period the number of visible minority police officers increased 61 per cent. However, as of 2001, only 4 percent of police officers in Canada were visible minorities, while 13 percent of the country's population aged 15 and older fell into that category.

The number of women in policing is also on the rise, the Statistics Canada study reports. In 2001, 17 percent of officers were female, up from 13 percent in 1996. As of 2001, female officers were more likely to have obtained a higher level of education than their male counterparts in Canada: 27 percent of female officers had a university degree compared with 17 percent of male officers.

**Border Surveillance Increasing**

The U.S. is stepping up surveillance along the border, in the air and on the water, starting with a high-tech unit that begins operations in Bellingham, just across the border from the Vancouver area. The New York unit will be set up later this year and units in Montana, North Dakota and Michigan will be established in coming years. The move is part of the U.S. response to the Sept. 11, 2001 terrorist attacks.

Air and Marine Operations, a branch of U.S. Immigrations and Customs Enforcement, operates 10 similar bases along the U.S.-Mexico border and has provided airspace security for events throughout the U.S., including Super Bowls 2003 and 2004 and the 2002 Winter Olympic Games.

The new Bellingham unit will eventually be staffed by 69 U.S. federal law enforcement officers with jurisdiction across all 50 states. It will operate a fixed-wing surveillance plane, a medium-lift helicopter, a so-called light enforcement helicopter and at least one high speed enforcement boat. This is in addition to the security provided by the FBI, Secret Service, the U.S. coast guard and border patrol and state and local agencies.

**Higher Security and Ottawa's Model National Security Code**

A national security code, contemplated for all federal government offices and facilities, could precipitate a wave of reinforcement and modifications at buildings across the country by the end of this decade.

The federal government, one of Canada's largest users of office space both as owner and tenant, has drafted a framework for the code on the advice of the Royal Canadian Mounted Police. The guidelines could be ready by late 2009.

The new standards, outlining elaborate architectural and mechanical security measures, are likely to be enforced for all new leases, new construction and renovations involving federal departments and agencies, especially those with high security requirements. Whether they will also be applied to existing spaces owned or leased by the government or to offices with a low-risk rating is a decision still to be made by politicians.

The model code will cover a wide range of security threats such as incendiary and explosive devices and materials, biological, nuclear or radioactive substances, projectile weapons (rocket-propelled grenades, for example), firearms and knives, electromagnetic radiation and eavesdropping.



## Provincial News

### British Columbia to Introduce Tough New Privacy Laws

The BC government plans to introduce tough new privacy laws, said to be the strongest in Canada. The privacy legislation being introduced in the fall is designed to prevent the US government from examining private information about residents of British Columbia.

The province plans to protect the personal information of British Columbians from the far-reaching provisions of the US Patriot Act. The US Patriot Act gives the US sweeping powers to review information banks of private and public businesses in a bid to hunt down terrorists. The BC government has developed a set of guidelines that will limit the strength of the Patriot Act in the province.

### Vancouver Police Recommend Licensing Changes for Hotels

Vancouver police want the City to tie hotels' liquor licenses to their business licenses, to make it easier to close hotels involved in illegal activities. The recommendation was made in June after police raided two hotels as part of a three-month undercover police operation to crack down on the underground economy in the Downtown Eastside. Hotels must get a business license to operate the hotel, plus a liquor license if they want to operate a bar in the hotel.

Police recovered drugs, illegal cigarettes and stolen property from one hotel, and from the other they took weapons and \$30,000 to \$50,000 worth of goods. The police investigated 20 licensed establishments, pawnshops and convenience stores in the Downtown Eastside, and are now working with the city licensing department in the hopes that a number of business licenses will be permanently revoked.

Some hotels in the area were described as fortresses that require passwords for entry, with large sums of money destined for drugs flowing through the establishments. It is believed that staff of hotels, pubs and pawnshops are often complicit in the fencing of stolen property obtained from crimes committed throughout the Lower Mainland.

During their investigation, officers alleged they found hotel clerks who would take a cut from rooms they rented by the hour to prostitutes or drug dealers, and convenience store workers who would buy stolen property from them.

### Support Group to Establish Safe Inhalation Site

A newly-formed support group called the Rock Users Group (for crack cocaine users) in Vancouver is trying to establish a safe inhalation site. The Rock Users Group also wants to educate people about the hazards of using crack and help reduce the harm caused by drug use by handing out crack kits.

The crack kits would include a pipe, brass screens and mouth pieces along with printed material for safe smoking techniques. According to the Rock Users Group, many crack users don't know they can catch disease through shared mouth pieces.

The safe-injection site already in operation in Vancouver's Downtown Eastside hasn't been approved for this type of use.

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**Provincial News ...continued****Handheld Communication Devices for Amber Alert?**

Alberta's Amber Alert system is looking at using handheld communications devices to extend its reach, says the province's solicitor general. Heather Forsyth, who brought Amber Alert to Alberta, said she is closely watching the U.S. program, which started delivering urgent bulletins about abducted children over cellphones, pagers and BlackBerrys. In July eleven American states began accessing a portal that has the ability to process and transmit emergency bulletins to personal communication devices.

An Amber Alert issues an emergency warning to the public when a child has been abducted and is believed to be in grave danger. The alerts interrupt radio and television programming with information. All of Alberta's private broadcasters participate in the program.

In 2002, Alberta became the first province in Canada to launch an Amber Alert system and it has been used there twice; both times were successful.

**Financial Support Sought to Track Predators on the Internet**

Alberta police say they need financial support from the provincial government to help them track down child-abusing predators on the Internet. Several months ago, Premier Ralph Klein promised to "look into" the funding request from city police and RCMP for 12-member Integrated Child Exploitation teams in both Edmonton and Calgary.

The joint program was set up to target people who exploit children through the Internet, but it is understaffed.

**Two-way Videoconferencing Streamlines Alberta's Court Process**

Alberta Justice is using two-way videoconferencing to help streamline the court process in Edmonton and Calgary. Courts in Bonnyville, Camrose, Cold Lake, Leduc, St. Paul, Stony Plain and Wetaskiwin have been connected to the Edmonton Remand Centre with equipment that allows for two-way, real-time conversation.

The Calgary Young Offender Centre is being linked to provincial and youth courts. It's part of a pilot project that eliminates the need for prisoners to be transferred to another court for routine procedures, such as a first appearance for plea and bail hearings.

Besides increasing efficiency, officials hope the system will increase public safety by reducing prisoners' escaping. The cost of prisoner transportation will also be reduced. The total cost of the project is 1.2 million dollars.

**Alberta Police Associations on Complaints Against Officers**

Police forces should continue holding internal investigations into complaints against officers, but civilians should monitor those investigations, says the Alberta Association of Police Associations. The group told the Alberta Solicitor General early in July that civilian monitor positions should be paid for by police commissions. The Association also recommended the civilians should have the power to recommend a separate police service be called in to conduct an investigation into alleged police misconduct.

Edmonton and Calgary already have their own public complaints monitor, but the Association believes the new position would be more powerful.

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**Provincial News ...continued**

**Calgary Realtors to Spot Marijuana Grow Operations**

More than 500 Calgary realtors recently turned out at a city hotel for a lesson from police on how to spot marijuana grow operations in properties they're handling.

The Calgary Real Estate Board says it's important for realtors to identify properties that have been used for this activity. Board president Don Dickson says it's a problem that can leave innocent property owners on the hook for the actions of former owners or tenants who broke the law. He also says a person with allergies who buys a home without knowing it once housed a grow operation could face serious health problems from things like mould.

About 4,500 Calgary realtors will be working with police to spot pot growing operations in the city.

**New Police Complaints Investigator Named in Saskatchewan**

Former Saskatchewan Justice Minister Robert Mitchell has been appointed as the province's new police complaints investigator. Mitchell replaces Elton Gritzfeld, who held the job for the last 11 years. The complaints investigator is an independent civilian who reviews public complaints about municipal police services.

**Moose Jaw Fines for Street Fighting**

Moose Jaw city council has enacted a new bylaw that gives police officers the option of levying stiff fines on participants in consensual street fights rather than going through the cumbersome process of a Criminal Code charge before the courts.

The intent of the bylaw is to deter the reoccurring problem of street fighting when local bars close at the end of the evening, The bylaw applies to both indoor and outdoor public places. The bylaw covers a broad range of incidents, including street fighting, together with schoolyard fights and sporting event brawls.

The system gives police a tool to use in minor altercations that don't warrant assault charges. Officers can issue a fine of \$250, which increases to \$350 if unpaid. There would be no criminal record unless circumstances warranted further action under the Criminal Code.

The bylaw was drafted on the request of the Moose Jaw Police Service. Other Saskatchewan cities such as Saskatoon, North Battleford and Lloydminster have had success with similar bylaws.

**Where is the Highest Crime Rate in Canada?**

Recent figures released from Statistics Canada show that Saskatchewan had the highest crime rate in Canada in 2003, followed by Manitoba and BC. Saskatchewan reported the largest increase in homicides - from 27 in 2002 to 41 last year.

According to Statistics Canada, Saskatoon posted a 16.5% crime increase compared to 2002 - the highest among cities in Canada. Saskatoon and Regina both reported the highest numbers for house break-ins.

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**Provincial News...continued****Manitoba to Have Separate Court System for the Mentally Ill**

Manitoba will soon be the third Canadian province with a separate court system for the mentally ill or intellectually challenged, the province's Attorney General announced in June.

Both Ontario and New Brunswick already run mental health courts that divert offenders with a serious and diagnosed mental illness away from the prison system and into treatment.

The Manitoba project's first phase will be a \$250,000, 10-month pilot project aimed at young offenders with fetal alcohol syndrome. The second stage will address adults with schizophrenia. Participation in the program does not necessarily mean someone will avoid jail. The nature of the offence, the diagnosis and the willingness of the accused to take part in the specialized court would all be factors in sentencing decisions, he said. It is estimated that three judges will be trained to hear the mental health court cases.

Manitoba has requested \$180,000 from the federal government's Youth Justice Renewal Fund to launch the multi-agency project.

**Manitoba Municipalities Want Province's Help with Cost of Policing**

Seven urban centres in Manitoba want the province to help pay the ever increasing cost of policing their cities and towns. A working group of municipal representatives met with Manitoba's Justice Minister Gord Mackintosh in July to talk about how more crime, higher police wages and rising public expectations are resulting in increased costs that communities cannot afford.

Officials from Dauphin, Flin Flon, Portage la Prairie, Selkirk, Steinbach, The Pas and Thompson expressed concerns that if costs continue to climb, justice services will be negatively impacted. The president of the Association of Manitoba Municipalities called this a very serious problem that must be addressed. In Manitoba, municipalities with more than 5,000 people must pay 70 per cent of the cost of contracting police services with the RCMP. The remaining 30 per cent is covered by the federal government. Although these communities do not have any control over the costs of policing, they are required to pay a set amount of 70 per cent of the total cost.

The municipal working group pointed out that statistics show almost 45 per cent of police activity in communities focuses on people who are from outside the area. The municipal association would like the province to either control policing costs or provide more money through tax sharing agreements. Mike Horn, assistant deputy minister of criminal justice, encouraged municipal leaders to consult with RCMP officials to find a way to control costs.

**Highway Traffic Act Amendments Made to Deter Street Racing**

Manitoba is trying to address problems with street racing by giving police the power to seize and impound street race vehicles for 48 hours. Attorney General Gord Mackintosh proclaimed the amendment to the province's Highway Traffic Act early in August. British Columbia is the only other province with such a law.

Justice Department statistics show the number of convictions for street racing in Manitoba went from 13 in 1998 to 39 in 2002. In Toronto, between May 2001 and May 2002, 17 people were killed as a result of street racing. Before this amendment was enacted, a street racing conviction in Manitoba resulted in a \$5,000 fine and eight demerit points, which add \$250 to the annual licence fee. Convicted street racers could also see their licences suspended for up to nine months. Now the police will have the power to seize and impound vehicles.

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**Provincial News...continued****Manitoba Attorney General Seeks to Avoid Mega-Trials**

Manitoba Attorney General Gord Mackintosh is instructing the Justice Department to avoid mega-trials whenever possible. The directive went out late in June after a case against five Hells Angels members and associates fell apart.

Mackintosh says he defines a mega-trial as a trial that involves several accused and lasts an extraordinary length of time. His department says the province spent 2.2 million dollars trying to prosecute the men over the past two years. That includes everything from lawyer fees to court time, but excludes the cost of the police investigation.

**Ontario Government Launches Police Complaints System Review**

The Ontario government is seeking ways to improve the province's police complaints system and in June it appointed Patrick J. LeSage, former Chief Justice of the Superior Court of Ontario, to lead a formal review.

The province has asked LeSage to conduct a review that will help to ensure the complaints system has the confidence of both police and the community. LeSage was on the bench for 28 years and presided over some of Ontario's most notable criminal and civil cases. He recently re-entered private practice with a Toronto law firm.

Lesage is looking to explore the range of perspectives and ideas that can help make improvements to the police complaints system. LeSage has been meeting personally with a variety of police professionals, police boards, community groups and concerned citizens. He is expected to provide his advice to the Attorney General later this year. The ultimate goal is a fair, effective and transparent police complaints system. For more information, visit the review website at [www.policecomplaintsreview.on.ca](http://www.policecomplaintsreview.on.ca).

**Quebec to Standardize Colours for Security Guard Uniforms?**

The Quebec government is considering legislating a standard colour for security guard uniforms to curb similarities between the province's 24,000 private security personnel and 15,000 police officers. Blue could be reserved for municipal police in Quebec.

Police unions in Quebec have been pressuring the province to require distinctive uniforms for private security guards and while the province has not yet made a final decision, it is taking the concern seriously.

Many private security firms dress their guards in white or grey. Some firms, however, have guards clad in dark or light blue, the colours worn by municipal police officers in Quebec. Some even wear badges.

Security companies are concerned that regulating uniforms would impede private enterprise and be costly.

The government is preparing to table a bill this fall on the private security field. The main point would be to introduce minimum training for private security personnel, such as guards and detectives, and it could also regulate what tasks private security personnel can perform and create different permit types for different jobs.



## Upcoming Events

### **Nova Scotia Association of Police Boards / Nova Scotia Chiefs of Police Association Combined Annual Conference**

September 29, 30 and October 1, 2004  
Old Orchard Inn, Kentville, NS

### **Alberta Association of Police Governance Fall Conference**

October 23, 2004  
Sheraton Cavalier Hotel, Calgary

For additional information please call Eileen Johansen at the Calgary Police Commission at 1-403-206-8914.

### **Canadian Police and Peace Officers 27<sup>th</sup> Annual Memorial Service**

September 26, 2004  
11:00 – 12:00  
Parliament Hill  
Ottawa, Ontario

Since 1978, a memorial service has been held in the capital to honour fallen officers. In the year 2000, the Government of Canada formally established a tribute by officially declaring the last Sunday of September *Police and Peace Officers National Memorial Day*. For information on this memorial day visit [www.cppa-accp.ca](http://www.cppa-accp.ca).



## People

### Appointments

#### **Appointment of Acting Director, Canadian Security Intelligence Service (CSIS)**

Late in May the Deputy Prime Minister and Minister of Public Safety and Emergency Preparedness, announced the appointment of Dale Neufeld as Acting Director of the Canadian Security Intelligence Service (CSIS), effective May 31, 2004. Mr. Neufeld has been Deputy Director Operations of CSIS since April 2001.

A graduate of the University of Saskatchewan, Mr. Neufeld joined the Royal Canadian Mounted Police (RCMP) in 1971 and served in various positions throughout the country, including posts in western Canada, Ottawa and London, Ontario.

After joining CSIS in 1984, Mr. Neufeld assumed positions of increasing responsibility in the Service's operational sector. Prior to being appointed to his current position as Deputy Director, Mr. Neufeld served as Assistant Director, Operations. Mr. Neufeld replaces Ward Elcock, Director of CSIS since 1994.

### **OAPSB Labour Relations Seminar for Police Services Boards and Police Leaders**

November 25 and 26, 2004  
Sheraton Parkway, Richmond Hill

The OAPSB is once again working with the Ontario Big 12 Boards Labour Relations Network and Hicks, Morley, Hamilton, Stewart, Storrie to present a two day labour relations seminar for police services board members and their senior management staff.

The seminar is designed to address the concerns and interests of board members and senior management staff responsible for labour relations and human resource portfolios. The seminar will also include some basic training on labour relations information that board members should be familiar with.

### **OAPSB 2005 Conference**

May 5, 6, 7, 2005  
Valhalla Inn  
Thunder Bay, Ontario

Visit the OAPSB web site at [www.oapSB.ca](http://www.oapSB.ca) for further details on OAPSB events.

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## People

### Federal Government Cabinet Appointments

**The Honourable John Ferguson  
Godfrey  
Minister of State (Infrastructure and  
Communities)**  
Don Valley West (Ontario)

John Godfrey was first elected to the House of Commons in 1993 and was re-elected in 1997, 2000 and 2004. In 2003, he was named Parliamentary Secretary to the Prime Minister with special emphasis on Cities. He has chaired the Subcommittee on Children and Youth at Risk of the Standing Committee on Human Resources Development and the Status of Persons with Disabilities.

He has also been Chair of the National Children's Agenda Caucus Committee and the Social Policy Caucus. He was the Parliamentary Secretary to the Minister for International Cooperation and Minister responsible for La Francophonie in February 1996 as well as to the Minister of Canadian Heritage between July 1997 and July 1998.

As Minister of Communities and Infrastructure, Godfrey will have responsibility for a healthy cities portfolio as part of the Liberal's pledge for a new deal for cities.

He will have overall responsibility to follow up on the elimination of the GST on municipal spending announced in the March, 2004 budget — which will save cities \$800 million a year as well as \$5 billion worth of the federal gas tax over the next five years to go towards cities, plus another \$1.5 billion allocated to housing.

Godfrey's challenge is to make the most effective use of the annual \$1 billion allocation of the gas tax.

**The Honourable Anne McLellan,  
Deputy Prime Minister and Minister of  
Public Safety and Emergency  
Preparedness**  
Edmonton Centre (Alberta)

Anne McLellan was first elected to the House of Commons in 1993 as the Member of Parliament for Edmonton West. She was appointed Minister of Health on Jan. 15, 2002. Ms. McLellan served as Minister of Justice and Attorney General of Canada from 1997 to 2002 and Minister of Natural Resources and Federal Interlocutor for Métis and Non-Status Indians from 1993 to 1997. In 2003, she was named Deputy Prime Minister and Minister of Public Safety and Emergency Preparedness.

From 1976 to 1980, Ms. McLellan was an assistant professor of law at the University of New Brunswick. In 1980, she became an associate professor of law at the University of Alberta and served as associate dean of the faculty of law between 1985 and 1987. From 1991 to 1992, she was acting dean.

Ms. McLellan was also on the board of directors of the Canadian Civil Liberties Association and Alberta Legal Aid, and vice-president of the University of Alberta's Faculty Association.

Ms. McLellan holds a bachelor of arts degree and a law degree from Dalhousie University, and a Master of Laws degree from King's College, University of London. She was admitted to the Bar of Nova Scotia in 1976.

In this portfolio the Minister will have overall responsibility to manage national security and intelligence issues and activities, and ensure coordination of the federal response to all emergencies, including natural disasters, public health, and security. It includes emergency preparedness, crisis management, national security, corrections, policing, oversight, crime prevention and border functions.

## People

### Federal Government Cabinet Appointments

**The Honourable Irwin Cotler,  
Minister of Justice and  
Attorney General of Canada**  
Mount Royal (Quebec)

Irwin Cotler was first elected to the House of Commons in a by-election in November 1999 and was re-elected in the 2000 and 2004 general elections. Most recently, he served as Minister of Justice and Attorney General of Canada.

Mr. Cotler has served on the Standing Committee on Foreign Affairs and its Subcommittee on Human Rights and International Development, as well as on the Standing Committee on Justice and Human Rights. On June 27, 2000, Mr. Cotler was appointed Special Advisor to the Minister of Foreign Affairs on the International Criminal Court.

Before his election to Parliament, Mr. Cotler was a professor of law at McGill University in Montreal and the director of its human rights program. He has also been a visiting professor at Harvard Law School, a Woodrow Wilson Fellow at Yale Law School and the recipient of five honorary doctorates.

An international human rights lawyer, Mr. Cotler served as counsel to former prisoners of conscience in the Soviet Union (Andrei Sakharov), South Africa (Nelson Mandela), Latin America (Jacobo Timmerman) and Asia (Mughtar Pakpahan).

## EMPLOYMENT OPPORTUNITY

### THE CANADIAN POLICE SECTOR COUNCIL

The Canadian Police Sector Council is a national not-for-profit association mandated to develop and implement strategies and initiatives to address human resources issues specific to the police sector. The Council represents a multi-partite partnership, and is currently seeking an experienced, senior level professional to serve as its first ever

#### EXECUTIVE DIRECTOR

Reporting to the Board of Directors, the Executive Director will be responsible for initiating and managing programs promoting the development of skilled workers in the industry, pursuing funding and revenue generating opportunities, managing the day to day operations of the organization, and liaising heavily with diverse stakeholders.

He or she will be charged with establishing the Council and its profile within the community as well as identifying and developing opportunities and partnerships to further the organization's mandate.

As the ideal candidate, you bring a proven track record in senior association management at the national level. You are highly skilled at developing effective multi-partite partnerships with employer and employee groups and government. Ideally, you are knowledgeable in HR and training issues, possess strong marketing, communications and organizational skills, coupled with a good understanding of HRSDC and the federal government's decision-making process.

You have excellent credibility and well developed interpersonal skills, and thrive in a "start-up" environment. Fluency in both official languages is considered an asset.

If you are interested in this challenging opportunity to apply your leadership skills, please send your resume in confidence to: Judith Wightman at:

FAX: (613) 591-8501 or  
email: [jw@wightmanandassociates.com](mailto:jw@wightmanandassociates.com).