

ONTARIO PROVINCIAL POLICE

Review

FALL/WINTER 2018

CANNABIS LEGALIZATION

Stay Sharp

LAS VEGAS MASSACRE

First-hand account

A LEGACY OF LEADERSHIP

OPP Commissioner retires



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IT'S BEEN A TRUE HONOUR

Thank you for all that you do

This is my last *OPP Review* Communiqué as Commissioner. In September I announced my retirement, effective Nov. 2, 2018. My decision to retire is bittersweet, as I could not envision a better, more rewarding career as the one I have enjoyed at the OPP. I can genuinely say that it will have been my life's greatest honour to have served this police force and the people of Ontario.

When I reflect upon my time at the OPP, I am made humble by the range and variety of opportunities I have been so fortunate to do across the organization. I hold great fondness and memories collected from my time spent on the frontline, in forensic identification and right up until the last five years as Commissioner – with many other stops along the way. The work has been challenging, exciting and rewarding at every turn.

What makes an organization great, is the people. Without question, it is the amazingly talented members of the OPP and their commitment to policing excellence and making communities safe who make this organization what it is. It is an organization of people who have embraced modernization and technology to enhance the efficient services we provide. It is a group of dedicated, inspiring leaders at every level who, through their professional lives, have become family. I will miss my daily interaction with this incredible family whose members have given me so much support, mentoring and reasons for gratitude for almost 35 years of my life.

As Commissioner, I have been so blessed to preside over many occasions honouring our members' successes at award ceremonies, special events and graduations. In September, I had the extraordinary experience and privilege to participate in the graduation of, and personally providing the OPP badge to, my daughter Mary, as a new provincial constable at the OPP. While my journey at the OPP is now over, it gives me enormous pride that Mary's has just begun.

A lot has transformed in policing since I joined in 1984. Change is a constant in policing. New legislation, technology, fiscal pressures, shifts in criminality, staffing and public trust are but a few of the most recent challenges that impact all police organizations. The OPP is well positioned to meet these concerns. The OPP's greatest asset – people – have the expertise and resolve to stand up to any challenge on the horizon. I am very optimistic about the future of the OPP. I am confident that the security of the people of Ontario is in good hands. I know leaders at all levels will continue to put forward their very best in the service of Ontario's communities.

Thank you to all past and present OPP members, partners and community leaders for all that you do, and for the profound impact you have had on my personal and professional life.

J.V.N. (Vince) Hawkes, Commissioner, C.O.M.

A career guided by INNOVATION and MODERNIZATION

JIM BUTTICCI, Corporate Communications

It was an impressive 34-year career with the Ontario Provincial Police. Commissioner J.V.N. (Vince) Hawkes (retired) leaves behind a void along with a long list of accomplishments. His wealth of policing experience started in 1984 when he joined the OPP. Over the years, he made his way through the ranks.

Commissioner Hawkes was appointed Commissioner of the OPP, accepting the OPP Tipstaff at a Change of Command Ceremony on March 31, 2014 from his predecessor retired Commissioner Chris Lewis. He became the OPP's 15th leader – the 14th known as 'Commissioner.' (The first OPP leader was Major Joseph Rogers who bore the rank of Superintendent from 1909 until 1921).

During his tenure, Commissioner Hawkes instituted a new mission statement and two successive three-year Strategic Plans to guide the organization's operations in an environment of fiscal restraint and lead its efforts to modernize policing. All activities are linked to five strategic priorities: Leadership, Healthy Workforce, Analytics, Technology and Reinvestment.

Highlights and achievements include employing analytics and technology to better understand and meet the needs of the communities we serve. The OPP began deploying members through focused patrol and a "Closest to the Call" program to ensure the fastest response possible to calls for service, regardless of the cruiser's home location. Under Commissioner Hawkes, members engaged in cybercrime counter measures and investigations and began operationalizing new technology such as the Starchase stolen vehicle tracking system, expanded the use of unmanned aerials vehicles, next generation handguns, mobile workstations, electronic collision reporting system, Live Scan digital fingerprinting, civilian data entry and automated licence plate readers.

... ensuring the OPP is well positioned to be the leader in community safety and crime prevention initiatives well into its second century of service to Ontario.

Commissioner Hawkes also committed the OPP to professional development and a healthy workforce for all members, unveiling the *OPP Mental Health Strategy: Our People, Our Communities in 2015* – an integrated approach to community safety and wellness. The OPP worked with stakeholders in the mental health community on a *Brief Mental Health Screener* – a tool for frontline members to guide them on how best to deal with people in crisis and enhance the Wellness Unit. Over time, the OPP's implementation of the *Ontario Mobilization and Engagement Model for Community Policing* helped establish more than 40 situation tables across the province to further understand mental health issues and their impact on community safety.

Succession management, leadership development and modernizing the promotional process with the creation of talent pools were strategies Commissioner Hawkes introduced to allow the organization to enhance diversity and talent in senior leadership positions.

Commissioner Hawkes led and encouraged OPP support for *The Push for Change* – a campaign to reduce youth homelessness and create awareness of causal factors. The Commissioner committed to reviewing all aspects of mental health programs and supports in 2018 following the tragic loss of three members by suicide in a short span of time.

Commissioner Hawkes enhanced the OPP's relationship with First Nations through the Indigenous Policing Bureau to report the findings of the Missing and Murdered



Indigenous People in OPP jurisdiction in December 2015. On his watch, the organization continued supporting Indigenous communities through outreach with Missing Person Awareness Days, contingency planning exercises, the development of a youth program (Project Journey) in Pikangikum and by encouraging support for the independence of Ontario's Indigenous police services.

Backed by analysis of organizational data, the Commissioner became an outspoken advocate for highway safety, drawing attention to commercial vehicle safety and the devastation caused to victims' families while authorizing an opportunity to provide insight into the challenges of maintaining traffic flow through the popular "Heavy Rescue 401" unscripted reality television series.

It may have been Commissioner Hawkes' background in forensic sciences and his appetite for innovation that helped to enhance OPP projects to bring resolution to decades-old unidentified remains investigations. New investigative techniques include the heightened use of social media to communicate directly with the public and to further unsolved homicide cases reaching back to the 1970s. Investigative successes include 1,000 kilos of cocaine nabbed during a major project and another that sidelined motorcycle enthusiasts who blocked traffic and intimidated other road users on busy highways, all the while recording and

... a central, analytics-based approach to resource deployment in a 24-7, "real time" environment – came to fruition in 2016.

distributing their antics via social media.

Calculated reinvestments allow the OPP to adjust to the rapid pace of change to make the most effective use of assets to adapt, shift priorities and re-deploy resources. The Commissioner's vision for the OPP Provincial Operations Centre – a central, analytics-based approach to resource deployment in a 24-7, "real time" environment – came to fruition in 2016.

During his term, Commissioner Hawkes was elevated to Commander of the Order of Merit of the Police Forces, graduated from the FBI National Executive Institute and the Leadership in Counter Terrorism programs and received an honorary degree from Nipissing University. His last working day was Nov. 2, 2018, having amassed recognition from police leaders and members alike for his leadership and for ensuring the OPP is well positioned to be the leader in community safety and crime prevention initiatives well into its second century of service to Ontario. Congratulations to Commissioner Hawkes on his retirement. More photos on pages 20 and 21. **OPP**



CANNABIS ENFORCEMENT: A new regime

RACHEL HUGGINS, Executive Lead, Cannabis Legalization

On Oct. 17, 2018, the way cannabis is treated in Canada changed with a new legislative and regulatory regime. After 95 years of controlling cannabis through criminal enforcement, which was enacted under the 1923 *Act to Prohibit the Improper Use of Opium* by then Prime Minister William Lyon Mackenzie King, the Canadian government will now control the production of cannabis for all uses. As part of the new *Cannabis Control Act, 2017*, the provinces and territories have authority for the distribution and sale of this legal product. The once illegal substance will now be sold, bought, possessed, cultivated, transported and used in line with simple rules.

In Ontario, cannabis will only be sold online by the Ontario Cannabis Store until a private retail model is established. Individuals 19 years of age or older can purchase, possess and share cannabis or its equivalent in public. The consumption rules in Ontario align with the *Smoke Free Ontario Act* and that means cannabis can be consumed anywhere tobacco is consumed. Although the limit to purchase or possess cannabis in public is 30 grams, there is no limit to the amount of cannabis that can be possessed in the home.

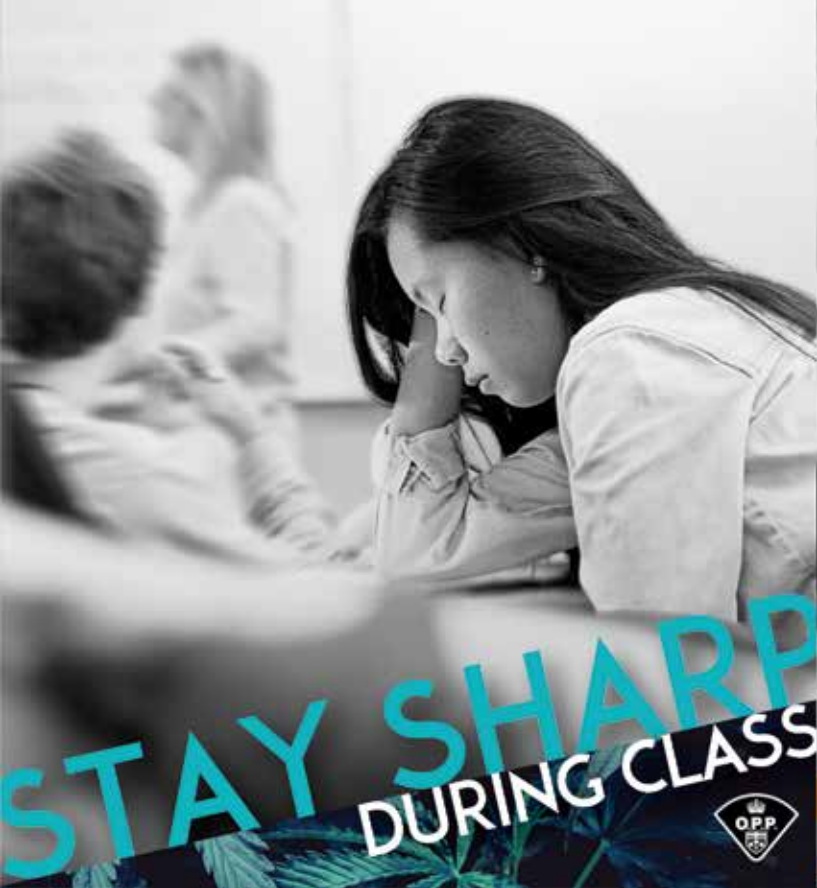
The OPP supported the implementation of the legalization in a strategic and comprehensive manner. Every area of the organization was consulted and collaborative plans were developed to ensure that the organization was ready to assume its enforcement role in the face of legalization.

Training specifically for OPP

An important challenge was to develop comprehensive training for officers, given that the legislation continued to change even weeks before legalization. To meet this challenge, the OPP worked with the Canadian Police Knowledge Network and developed its own training products to ensure officers could effectively enforce the new legislation.

OPP-specific cannabis and drug-impaired driving training instructs officers on requirements under the federal and provincial legislation and was made available to other police services across the province.

The OPP is concerned that legalization of cannabis could have detrimental consequences to road safety. In addition to releasing a Drug-Impaired Driving Strategy, the OPP decided to train all frontline officers in drug-impaired driving detection. Over the next few years, the OPP will increase the



STAY SHARP
DURING CLASS



STAY SHARP
BEHIND THE WHEEL

number of Standardized Field Sobriety Test training courses offered with a view to ensure that every sworn officer has the skills and tools needed to enforce existing and new federal and provincial drug-impaired driving legislation.

Reporting fit for duty

As the OPP is a safety-sensitive workplace, policies around cannabis use by members align with existing policies that govern the use of other impairing drugs and alcohol. Members of the OPP must be fit (physically, mentally and emotionally) for duty.

Educating internally and externally

The task of educating OPP members and informing the public about the new rules related to legalized cannabis was and continues to be a high priority for the organization. Well in advance of the cannabis legalization date, the OPP launched a robust, strategic internal and external communication plan to inform and prepare everyone for the changes that were to come. Apart from the general information on new cannabis rules, the external social media campaign targets two very important groups; youth and drivers. The campaign continues to be proactive to ensure the public is informed and abides by the rules to keep our roads safe.

Tackling the black market

One of the objectives of the cannabis legalization was to displace the illegal cannabis market. With over \$700 million in illicit cannabis trade across Ontario, the illegal cannabis market will not simply disappear with the

introduction of the legal cannabis regime. In fact, criminal and organized crime groups are hiding in plain sight by selling illicit cannabis through illegal storefronts and online. The effort by law enforcement to target criminal and organized crime activities has not disappeared and the OPP-led Provincial Joint Forces Enforcement Teams (include other police services and the Cannabis Intelligence Coordination Centre) are focused on using actionable intelligence to strategically target illegal cannabis enterprises (storefronts and online); proceeds of crime and assets; and the criminals behind these operations.

Shifting our culture

For over 5,700 sworn members of the OPP, cannabis legalization represents a culture and enforcement shift. In December 2018 for the first time, OPP recruit graduates (and all recruits to follow) learned to enforce cannabis as a legal but controlled product. The passing of cannabis legislation does not mean the work is over. With the introduction of the new Ontario private retail model in April and other legislative and regulatory changes, police services will continue to work through operationalizing new laws and rules for the next few years.

The OPP is committed to providing our officers with the tools, knowledge and skills to enforce the legislation and successfully navigate this new environment. **OPP**

All OPP cannabis communications were created with the Stay Sharp brand for easy identification.



The *OPP Review*

Established in 1966

Views expressed in any material contained in this magazine are those of the authors and do not necessarily reflect the official opinion of the Ontario Provincial Police.

The *OPP Review* publishes information about OPP activities, unusual cases and various investigative techniques to further the aims and purposes of law enforcement. This magazine contributes to the esprit de corps among OPP employees and provides a valuable link between field locations and General Headquarters.

Officers and civilian employees may obtain a copy of the *OPP Review* at work. Retirees are eligible to receive the *OPP Review* by mail. Names and addresses are stored on a secure server. See page 2 for contact information.

To access the online *OPP Review* (internal only), visit *OPP Connections* on the OPP intranet. Retired members can access the online *Review* via the OPP Veterans' Association site at oppva.ca.

General Headquarters of the Ontario Provincial Police is located at 777 Memorial Ave., Orillia, ON L3V 7V3
opp.ca

The Ontario Provincial Police was founded by an Ontario Government Order-in-Council on Oct. 13, 1909.

New Commanders appointed

In recent months, the OPP saw newly appointed Chief Superintendents following the retirements of two Commanders.

Superintendent Paul Beesley, former Director, Behavioural, Forensic and Electronic Services, Investigation and Support Bureau (ISB), was promoted to Chief Superintendent and Commander, ISB replacing retired Chief Superintendent John Tod.

C/Supt. Beesley's cross-command leadership experience includes tenures as a director of the Anti-Rackets Branch, Organized Crime, Criminal Investigation Support Services and as the Commander of the Investigation and Support Bureau.

Superintendent Marty Kearns, Commander, Provincial Operations Intelligence Bureau replaces retired Chief Superintendent Bernie Murphy to become Chief Superintendent and Commander of Professional Standards Bureau.

C/Supt. Kearns co-commanded the G8/G20 Joint Intelligence Group along with the RCMP from 2008 – 2010 and was previously the Supt. of the Provincial Operations Intelligence Bureau (POIB). C/Supt. Kearns has previously worked front line and crime duties in North East Region, he was the Deputy Director of the Security Bureau and has worked as an Executive Officer for the Provincial Commanders and Commissioners Office.



Chief Superintendent Paul Beesley

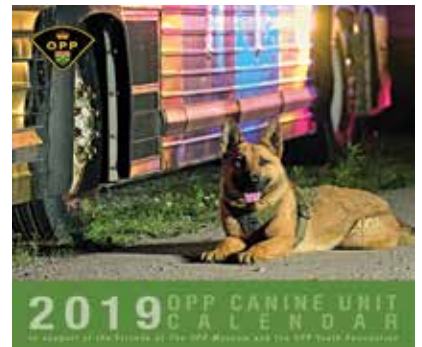


Chief Superintendent Marty Kearns

Get your puppy love

The 2019 OPP Canine Unit Calendar is now available! For only \$10 (taxes included) you can purchase copies at the OPP Off Duty Shopp in General Headquarters or online at oppshop.on.ca/stationery/k-9-calendar.html.

All proceeds generated by the calendar support the Friends of *The OPP Museum* and the OPP Youth Foundation.



PROCUREMENT

Much more than placing orders

JANET PERONI, Coordinator, Projects and Business Planning

“We need to buy new gear. We’ve done all the research and engaged stakeholders to determine that this is exactly what we need. We’ve done all the leg work and just need you to buy us this! How soon can you get it here?”

Have you found yourself saying this to the person in your area responsible for procurement? If so, your question was likely met with a few questions, perhaps followed by a request for further documentation, and in the end you might have been provided with an estimated delivery date beyond for which you were aiming. Sometimes, well-intentioned hard work like this may actually lead to challenges and delays.

The OPP’s procurement experts have heard variations of this scenario many times. There is one common question that inevitably arises: *“Why does this take so long?”*

Did you know that reaching out to our procurement experts early can help avoid frustrations?

Procurement is the acquisition of the goods and services that employees need to do their jobs. The underlying principle is to ensure taxpayers’ dollars are spent using an open and transparent process. The process is guided by the Procurement Directive, a mandatory policy that ensures a fair, open, transparent, geographically neutral and accessible procurement exercise. It outlines the required stages and approvals based on the good or service and the total value of the planned purchase.

Procurements are also governed by stringent rules regarding research, communication, documentation and conflicts of

interest. As you can see, procurement is much more than placing orders. Without expert advice early in the process, it is common to experience challenges.

The procurement professionals in the OPP’s Fleet, Supply and Weapons Services Bureau, Business Management Bureau, and others in various areas, work together to help program areas navigate processes and keep the OPP compliant with rules and guidelines. In total, the OPP has 10 full-time positions dedicated to procurement.

This small, dedicated and very knowledgeable team of experts contribute to an average of 165 procurement business cases and \$35 million worth of new procurements each year. Recently, the work of our procurement experts provided uniform members with naloxone kits to help keep members safe in Ontario’s growing opioid crisis and new soft body armour that is lighter and more comfortable. Soon, updated “Total Stations” to support collision reconstruction work and Mental Health Training Services will also be introduced across the province.

Large-scale procurements like this are often discussed at the Provincial Clothing and Equipment Committee and the Fleet Committee to ensure comprehensive consultation. Sometimes, updates to Police Orders, SOPs, or other documents, are required. Our procurement experts can help navigate the entire process so your program area can get what is needed as quickly as possible. Check out the procurement webpage on *OPP Connections* for helpful information.

Our procurement experts are here to help all of us get procurement right – the first time. Connect with them early and the answer to your question *“How soon can you get it here?”* will likely be *“Right on time.”* **OPP**



Commissioner Hawkes starts the donations at the United Way kickoff.

You can change lives

With several charities and non-profit organizations vying for your hard-earned dollars, it is difficult to make a choice to support a particular charity over another. In most cases the decision is easy, especially when it involves saving a life through treatments and supports. A contribution to the United Way can make a life or death difference – right in your community!

On Oct. 19, 2018, the OPP launched its annual United Way Campaign with Deputy Commissioner Rick Barnum as the 2018 Executive Lead. The 2018 campaign goal was to raise \$60,000. The goal for 2017 was \$55,000 and we surpassed it by raising over \$71,000 – congratulations!

Family fun

Hundreds of people gathered together to share a great day of fun and recognition at the OPP Family and Veterans' Day. A highlight was the free barbecue lunch, courtesy of the Office of the Commissioner and the Ontario Provincial Police Association.

Exhibitors set up inside and outside at this year's event, filling the south parking lot with demonstrations and interactive displays for all ages. A huge hit with all were the "bucket truck rides" courtesy of the Orillia Power Corporation volunteers who once again came out to allow visitors to get a bird's eye view of the area.



Fun for all at the OPP Family and Veterans' Day.

Embrace who you are

Diversity and inclusiveness are integral aspects of the OPP's commitment to creating and sustaining a positive working environment in which all employees have the opportunity to fulfill their potential within the profession.

The OPP continues to provide support and training opportunities that embrace diversity and foster inclusiveness while sustaining a respectful environment that supports the fair treatment of everyone.

The *OPP Guide for Gender Transitioning in the Workplace* is available to support trans employees, managers, Human Resources practitioners and co-workers who are experiencing an employee transition in the workplace.

A person's gender identity and gender expression should never result in discrimination and harassment. The OPP has a zero tolerance for workplace discrimination and harassment.

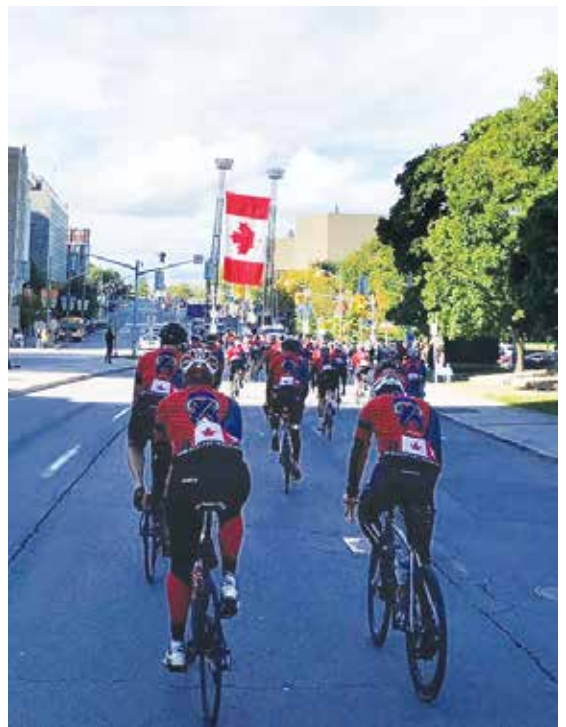
Honouring our heroes

Every year, the last Sunday of September is Police and Peace Officers' National Memorial Day. On Sunday, Sept. 30, 2018, thousands gathered on Parliament Hill to honour those who have died in the line of duty at the 41st Canadian Police and Peace Officers' Annual Memorial Service in Ottawa.

Runners, cyclists and walkers, including 158 OPP members stood in solidarity to pay solemn tribute to the men and women who have died in the line of duty.

This year, 170 cyclists from across Canada joined the 18th Ride to Remember. They travelled over 700 kilometres from the Ontario Police College in Aylmer to Parliament Hill. In addition, 27 OPP members participated in the Run to Remember, travelling 460 kilometres from the Ontario Police Memorial in Toronto to Ottawa.

Over 860 fallen officers have been added to the wall since the first memorial in 1978.



Speaking the same language

In partnership with the Ontario Association of the Deaf (OAD), the OPP has endorsed a Deaf Visor Card to assist a deaf person to communicate with a police officer during a traffic stop. This is the first initiative of its kind to be endorsed by a police service in Ontario.

The visor card was produced by the OAD from the perspective of a deaf person to assist with bridging the communication gap by facilitating alternate communication methods such as hand signals and writing out instructions. The card includes images of what a police officer may need to see for identification, and icons of common driving violations.



Deaf visor cards may be requested directly through the OAD at deafontario.ca.

The wrong place at the wrong time ... OR WAS IT?

DEBBIE MARKS, Review Editor

It was a milestone birthday celebration. A guys' getaway in Las Vegas with some high school buddies. But when you're an OPP officer are you ever truly off duty? For Detective Sergeant Bill Gofton, the answer is, not really.

They awoke at dawn to hit the typical tourist stop at the Grand Canyon and returned to their hotel, the MGM Grand around 10 p.m. tired from the heat and the day.

"All of a sudden, we hear what sounds like automatic gunfire right in front of the casino. Dat, dat, dat, dat ... and we see people rushing inside," says Gofton.

It was Oct. 1, 2017 – the night of the deadliest mass shooting committed by an individual in the United States. A lone gunman had opened fire on a crowd of concert goers at the Route 91 Harvest Festival killing 58 and injuring about 900 people.

Gofton and his friends were ushered from the hotel front lobby and spit out a side door where they ran with a steady stream of terrified concert goers fleeing the shooting.

"This young lady comes running up to us asking, 'Am I safe? Am I safe? Can I stay with you?'" she proceeds to tell us she was at the concert and someone opened fire on the crowd. She was with five or six friends, but lost contact with them and didn't know if they had been shot or injured. She was in shock," adds Gofton.

Gofton then hears, "I need a knife! I need to cut a bullet

"Security is getting active on their radios and start yelling, 'Shooter in the building. Run! Run! Get in.'"

out!" A large young man wearing only a cowboy hat and jeans is yelling about the girl next to him. Gofton looks to the girl whose left leg is covered in blood.

According to Gofton the training just kicks in, "After doing first aid for 27 years, I was thankful that I could apply that knowledge to the situation." Practicing first aid in a classroom is one thing – this was an intense situation with hundreds of frantic and intoxicated adults acting in a herd mentality.

Gofton had his male bag (often the target of teasing) with him which includes a knife. "I wasn't going to let a man in shock cut a bullet out of the girl's leg. I used my knife to cut off a makeshift tourniquet someone else had applied that was now below the wounds," he recalls. "The cowboy uses his phone as a flashlight. Someone throws water on the leg. I have tunnel vision. I'm not aware of what's going on around me. I'm just focused on the injury. The woman is oblivious to what is going on and talking on her cell phone. You wouldn't know she has a bullet in her leg." Then Gofton uses the cowboy's belt as a tourniquet.





When MGM security eventually arrives, he asks for a first aid kit and a wheelchair, proceeds to bandage the leg and tells MGM security to call 911 and have an ambulance meet them away from the shooting.

Local media were initially reporting two shooters. “At this point we still didn’t really know what was going on.”

Hundreds of people were being shuttled into the MGM Grand Conference Centre. Relying again on his training, Gofton knew better than to follow the herd into a target rich environment. “Security is getting active on their radios and start yelling, ‘Shooter in the building. Run! Run! Get in.’ Hundreds of people are drunk and have no idea what’s going on. It was mass hysteria with people running and screaming. Security runs the other way and we never see them again.” Gofton and his friends decide to wait in the hall where they can watch every entrance.

“A short while later, a young intoxicated woman comes in with her hand in the air, fingers as blue as can be and she’s ripped her wrist open climbing over a fence while fleeing. A firefighter made his presence known and between the two of us, we clean up the wound and apply pressure. I’ve never been so happy to see a firefighter.”

Eventually, security returns and tells everyone it’s safe to leave. As Gofton and his friends make their way back to their rooms, they see shoes and debris scattered across the floor. Amazingly as they enter the casino floor, they see 15 or 20 people, who had refused to leave, still playing the machines.

The following day, mainstream media indicated there was not a second shooter and Gofton realized they were never in any jeopardy. The strip was completely open to pedestrians and memorials were already popping up.

This event has become a professional fascination for Gofton. He and three colleagues are part of the Criminal Behavioural Analysis Unit Threat Assessment and work on cases involving targeted violence. “We look at behavioural indicators that would suggest someone is going to do this. This shooter did not exhibit those cues. You can’t make sense of this one.”

He has tried to find the two women he helped that night to ensure they are okay, to no avail. For Gofton, it was a surreal experience to see that many traumatized intoxicated individuals.

Gofton received the St. John Ambulance Award at the Central Region awards ceremony along with a letter of commendation from Commissioner Hawkes as well as the Officer of the Year Accolade Award.

“Being this close to one of these events and seeing the reaction from the people who were there, is certainly a different perspective than I’d experienced before. Not many people do, thankfully.” **OPP**

Photos from top right to bottom left: The day following shooting, the strip was open to pedestrians and memorials were already popping up; D/Sgt. Bill Gofton with friends in Las Vegas; The broken window where the gunman was shooting from at Mandalay Bay.



50 YEARS of Pipes and Drums

DEB PALMER, Corporate Communications

Prov. Const. Robert Stevens had a bagpipe, and Prov. Const. Martin DeSilguy had a drum – they were both members of the Nipigon Detachment and the original members of the OPP band in 1967.

Prov. Const. Paul Lamont of Nipigon joined them a short time later, followed by S/Sgt. George Winters from Thunder Bay. And then they were four. The band played their first police performance at the funeral procession for retired OPP Supt. Thomas Corsie in 1968.

Another milestone event that year was when the band piped in the graduating students at the Nipigon-Red Rock District High School.

Interest from other officers quickly grew across the north. They began to play at community events and ceremonies wearing Seaforth MacKenzie kilts, borrowed from a defunct band in Marathon.

As the group continued to grow to include members from across the province, they received formal designation in 1974 by OPP Commissioner Graham and were called the Ontario Provincial Police Pipe Band.

In 1994, the band became the *Commissioner's Own Pipes and Drums* and performed wearing the 'Ensign of Ontario' tartan.

In the OPP's 100th anniversary year in 2009, the band was issued its own tartan – woven and registered in Scotland.

Robert Stevens was the first Pipe Major, and today, the 6th Pipe Major is Prov. Const. Steve McDougald who took over the position this year from Prov. Const. Paul Maudsley who played in the band for 29 years. McDougald began his policing career at Marathon Detachment.

DeSilguy was the first Drum Major, and retired OPP Sgt. Dave Brown led the band for the past 18 years. Brown retired

from the role in October 2018.

The OPP has many deep and historic roots in northern Ontario so it was significant that the band marked their 50th year with a week-long tour across North East and North West regions last summer with 16 stops along the way. One of those stops was to pipe in the graduating students at that same high school in Nipigon 50 years later. It was a proud moment for the OPP and one these high school graduates will not soon forget.

The band was met in Thunder Bay by Commissioner Hawkes and other senior commanders. Sherry Stevens, the widow of founding member Robert Stevens, travelled to Thunder Bay with family from Barrie for the event.

When this band travels around the province playing in parades, at community events and recruit graduations, they have the attention of all who attend. There is nothing quite like hearing the first strains of a bagpipe leading the band into a full performance. And the thrill of experiencing a 'live' pipes and drums band remains long after they march away. It never grows old. **OPP**



From humble beginnings, the *Commissioner's Own Pipes and Drums* celebrates 50 years.

REVOLUTIONARY EYE IN THE SKY

AGATA CZAJKOWSKI, Corporate Communications

With the OPP patrolling more than one million square kilometres of land and water, it comes as no surprise that approximately 75 per cent of all of the helicopter missions involve search and rescue (SAR) operations. To assist in these operations, OPP helicopters and Cessna aircraft are now equipped with state-of-the-art Forward Looking Infra-Red (FLIR) cameras and Churchill Augmented Reality Mapping Systems (ARS). Together, the systems include features for geo-locating, built-in HD video, location recording, speed tracking and the ability to combine it all on a single display. Since installation in early 2018, the technology is already proving its worth.

Ontario's vast, and often unfamiliar, geography makes the latest mapping and navigation systems vital. The system provides precise names of streets and buildings, including residential property numbers. This capability allows the aircrew to communicate location information to ground units, even when working in unfamiliar territories. Trained members of Highway Safety Division are using the speed measuring tool on the ARS to combat speeding and aggressive drivers on our roadways.

Tactical Flight Officer (TFO) Prov. Const. Ted Smith experienced first-hand how the new system provides an advantage in how the camera's geo-marking capabilities can quickly locate their target. "Time is a big important commodity for us," says Smith. "We want to get to those missing/injured people as fast as possible."

On Sept. 11, 2018, Aviation Services members were deployed to assist a 56 year-old injured hiker in Killarney Provincial Park. The aircrew flew to the area by inputting the coordinates using the touchscreen keyboard. Unable to locate

the woman due to the heavy tree foliage covering the trail, the TFO and the Park Warden exited the helicopter on top of Silver Peak and located the victim a half-hour down the rugged remote trail. She had slipped and broken her leg. She was immobile and it was clear she could not be safely moved before dark. The TFO and Warden stayed overnight with the victim; built a fire, provided food, water, emergency blankets and much-needed reassurance. The next day, with the help of three ERT members and the OPP helicopter, the victim was airlifted off a nearby cliff and taken to the hospital.

The thermal imaging from the FLIR camera, combined with the revolutionary ARS, has been a highly effective tool used to assist officers and the new camera and mapping system will continue to be an asset in the future of policing. The emerging technology enhances operations to support public safety for the people of Ontario in the most efficient way possible. **OPP**



New cameras and mapping systems assist Aviation Services to communicate with ground units in search and rescue, and identifying speeders and aggressive drivers.



Breaking down the barriers: SUICIDE AWARENESS

SAMAH OTHMAN, Corporate Communications

In August 2018, the OPP had three member suicides within a three-week period that has left a tremendous void impacting the entire organization.

The OPP recognizes there is a stigma associated with suicide and mental illness. Commissioner Hawkes committed to examining and assessing the barriers that prevent OPP members from seeking assistance and support. The OPP is taking a three-part collaborative approach to breaking down these barriers associated with suicide and mental illness: **ENHANCE – EXAMINE – EVALUATE.**

ENHANCE – The OPP will build on its *Mental Health Strategy, Our People, Our Communities*. In 2014, the OPP Wellness Unit was created to respond to the ombudsman’s report regarding operational stress injuries affecting police officers. The development of the *OPP Mental Health Strategy: Our People, Our Communities* followed in 2015.

EXAMINE – The OPP will be examining the barriers preventing our members, officers and civilians, from seeking assistance and support by conducting an internal review of member suicides and attempted suicides within the last five years. The review will be led by D/Supt. Ken Leppert to identify potential links and commonalities. The review will also examine potential gaps that may be addressed through training and programs.

EVALUATE – A Mental Health Roundtable Assessment Team led by Chief Superintendents Chris Harkins and John Sullivan has been established to include OPP members, family members and external stakeholders and experts. A report on the findings and recommendations will be provided to Commissioner’s Committee.

- The first roundtable will focus on internal members with lived experience. Breaking the silence, the OPP wants to hear from members, officers and civilians, who are willing to come forward to talk about their experience, the challenges they faced and what they did to overcome their struggles.
- The second roundtable will be dedicated to family members. The OPP’s mental health roundtable assessment team will engage with impacted family members in a discussion to share their perspective on how the stigma affected them and their experience and the difficulties they faced supporting their loved one.
- The third roundtable will engage external stakeholders and experts. The OPP will extend an invitation for participation to external stakeholders and experts who have field experience assisting first responders in crisis to recommend solutions.

No one should suffer in silence. “Let’s break the silence.” If you are or someone you know is struggling, please use one of the many support services available. **OPP**

WHERE TO GET SUPPORT

- The OPP’s Wellness Unit: Support to members through the Critical Incident Stress Response (CISR)/Peer Support (PS) Program. Search “CISR” on *OPP Connections* for contact information.
- Employee and Family Assistance (EFAP): 24/7 by phone 1-844-880-9142.
- ConnexOntario: 24/7, confidential and free access to addiction, mental health and problem gambling services. Call 1-866-531-2600.



RIGHT TO COUNSEL AT ROADSIDE

How a few minutes or words can cost a case

Providing the right to counsel at a roadside stop less than perfectly can cost a case – especially an impaired driving case.

Section 10(b) of the *Charter* protects **the right to retain and instruct counsel without delay and to be informed of that right**. It applies upon arrest as well as detention.¹

In Ontario alone, section 10(b) was breached in over 70 reported cases just in the one-year period from July 1, 2017 to June 30, 2018. Most were impaired driving cases. Evidence, often a breath sample, was excluded more than two-thirds of the time. After evidence was excluded, the majority of cases resulted in an acquittal or withdrawal of charges.

These key points can prevent many of the common section 10(b) breaches:

1. “Without delay” means immediately.²

Not as soon as practicable. Not after attending to other law enforcement matters. Not even after calling the mother of the child in the backseat, asking her to pick him up because his father was arrested for impaired driving.³

This year, an Ontario judge said the failure to provide the right to counsel *immediately* is a recurring issue across the province, even though this point of law has been settled since 2009.⁴

2. “Counsel” means lawyer of choice.⁵

The accused can contact a lawyer they already know or speak to duty counsel, but they also have a constitutional right to contact a new, private lawyer. Asking questions that omit the third option, like “do you have a lawyer in mind, or would you like to speak to duty counsel?”, can breach s. 10(b).⁶

Preventing the accused from taking steps to find a new lawyer can also breach s. 10(b), especially when there is no specific safety or law enforcement reason for the restriction.⁷ Ontario judges have found s. 10(b) breaches when police:

- refused the accused direct internet access
- did not provide a phone book⁸
- denied the accused access to their own cell phone⁹
- prevented the accused from calling a friend who would help them find a lawyer¹⁰

3. “Retain and instruct counsel” implies a right to *receive advice from a lawyer before any more evidence is obtained from the accused*.¹¹

In 19 cases from the one-year period noted, police breached the *Charter* when they unnecessarily:

- continued questioning the accused;
- took a breath sample at the detachment; or
- otherwise tried to elicit evidence from the accused after arrest or while detained;

before the individual could exercise their right to receive legal advice.¹²

With the advent of cannabis legalization, it’s important to remember that impaired driving cases turn on more than measures of impairment. **OPP**

1. *The Constitution Act, 1982*, Schedule B to the *Canada Act 1982* (UK), 1982, c 11, s 10(b).

2. *R v Suberu*, 2009 SCC 33.

3. *R v Ferose*, 2018 ONCJ 305.

4. *R v Davis*, 2018 ONCJ 147.

5. *R v Willier*, 2010 SCC 37.

6. *R v Manuel*, 2018 ONCJ 381.

7. *Ibid.*

8. *Ferose*, *supra* note 3; *R v Williams*, 2018 ONCJ 458.

9. *R v Ali*, 2018 ONCJ 203.

10. *R v Flynn*, 2018 CarswellOnt 7908 (WL).

11. *R v Fountain*, 2017 ONCA 596.

12. For example, see *R v Lau*, 2018 ONSC 2550.



Four-legged friend helps overcome PTSD

Fougere Fougere is a 27-year-veteran of the OPP, who, through his own personal experience with Post Traumatic Stress Disorder (PTSD), is helping many others.

Fougere believed he had the tools to cope with the job when he joined the OPP 27 years ago. However, he soon realized he couldn't process the emotion his day brought. There was a culture amongst officers "not to talk about it." Fougere began using alcohol to cope with the job. In 2007, under the recommendation of a senior leader, Fougere was assessed and subsequently diagnosed with PTSD.

Throughout the next several years, Fougere was on a roller coaster of workplace accommodation and sick leaves until May of 2013, when he hit rock bottom thinking the only answer was suicide. While at work, Fougere went into the change room with his service revolver fully intending to pull the trigger when he remembered something his wife had said no more than a month earlier. She had shown him an obituary written by a wife of an officer that had recently died by suicide and said, "Don't you ever make me go through something like this." That was his moment of clarity.

"I never understood suicide; I didn't understand how people could do that until that day in May of 2013, when I actually understood it and truly believed that suicide was my only option."

After getting help for addiction and PTSD at Homewood, Fougere had a new perspective on life. As part of the recovery, Fougere wrote a seven-page handwritten letter to then Deputy Commissioner Hawkes to let go of all the anger he had built up over the years towards the organization and managers that he felt had let him down. The letter was not supposed to be mailed, but in his anger, he mailed it. He was shocked to receive a letter back from the recipient. What then Deputy Hawkes said in his letter was a critical piece in Fougere's recovery and helped change his perspective on the organization.

After unsuccessful attempts to return to work, the OPPA put him in contact with United by Trauma, a not-for-profit organization that works with first responders living with PTSD. They matched Fougere with Kal, his service dog. All the service dogs are named after emergency service members who have taken their lives due to PTSD and Kal is no exception.

"Kal is a life changer as far as quality of life."

More than just a companion, Kal helps Fougere overcome the illness that had previously consumed his life. Fougere's long-term goal is to return to work and help others struggling with PTSD. **OPP**

Shawn with Kal in front of North East Regional Headquarters.

Letters of recognition

Law enforcement officers face challenges daily as they work to promote safety, protect property and preserve the peace. The OPP receives many letters acknowledging the dedication of officers to their work and to the people they serve. *The OPP Review* offers some excerpts:

From a staff member of CECC

Re: Prov. Const. Jason Kasala #14253
City of Kawartha Lakes (CR)

On July 17, 2018, officer Kasala found a man at the side of the highway. The man had been released from Newmarket court on July 11, 2018 and had been walking to Lindsay to pick up his property and funds being held in trust. Officer Kasala took the time to help this individual by calling his parole officer, attempted to find housing, and finally transporting him to Central East Correctional Centre (CECC) to retrieve his property. The officer stayed at CECC until the end of his shift, hoping to be able to give the man a lift to a shelter.

This is being sent in recognition of the 'above and beyond' displayed by officer Kasala. It is heartwarming to know that people do care about the people they serve.

Thank you from a manager of Children's Services

Re: Sgt. Jen Tschanz #11483,
Prov. Const. Kim Euler #14304,
Prov. Const. Frank Thornton #9942
Prov. Const. Michael Merkus #14799
Wellington County (WR)

I wanted to pass along to you and your staff a huge thank you for the effort taken last Thursday with a youth we support at Belwood Lodge and Camp. The officers involved in this situation were calm, non-confrontational and patient, allowing the youth time to process his options. They also gave him space to settle in what was a very volatile situation.

The officers were extremely helpful to us at the Canadian Mental Health Association as they accompanied him to us and helped to facilitate further discussions with the youth until we all felt comfortable with the situation. Given this youth's history with police, I was very impressed with the response of your officers. I would appreciate if you could pass along this thank you to the relevant supervisors.

From an appreciative family member

Re: D/Sgt. Marc Duval #7457
Prov. Const. Bridget Laurin #10839
Orillia (CR)

A family member of ours had a critical incident at the Boots and Hearts Concert. D/Sgt. Duval and Prov. Const. Laurin took the time to help with the incident and supported us. They explained everything in detail as to why each step was happening. They checked in with us constantly and provided us with all the support that was available to us. They even went as far as to help us determine a location available for us to stay with our loved one in Orillia.

I cannot thank them enough for doing all they did. They provided us with the knowledge and strength we needed. I feel they went above and beyond in every aspect and deserve recognition for what they did during such a critical incident. Personally, I felt safe, heard and understood.

From an impaired driver

Re: Prov. Const. James Hart #12198
Burlington (HSD)

I just wanted to write you to express how deeply sorry I am for my actions. When I think of the devastating consequences that could have come from such a stupid and selfish decision, I feel sick inside. I could have killed someone, and I have woken up every day since then absolutely terrified by that fact.

I would like to thank you for treating me with dignity during a time when I deserved absolutely none. You were professional and kind, and I am truly grateful.

To read these letters and others in their entirety, go to the online version of the *Review on OPP Connections*.





Retired Commissioner J.V.N. (Vince) Hawkes



Hidden gems

Under the category of “some things never change,” is the messaging on this public education campaign sign encouraging motorists to slow their speed. Created by the Insurance Bureau of Canada (IBC) in partnership with police services in Ontario, this mini-billboard was recently discovered in storage at the Aurora Detachment, Highway Safety Division. The tell-tale rotating cruiser light captured in the rear-view mirror, dates the image to the 1980s – 1990s. Established in 1964, the IBC is the national

industry association representing Canada’s private home, auto and business insurers and works on a number of fronts to increase public understanding.

Thank you to A/Sgt. Clayton Brown for salvaging this piece for the collection – you never know what we might be looking for! Interested in making a donation? Please give us a call at 705 329-6889 or drop us a line at opp.museum@opp.ca.



Printed on a thin plastic board, this sign brings back memories of when the Museum’s 1989 Chevrolet Caprice, was patrolling the roadways. Join us in celebrating Car 7-500’s 30th Birthday in 2019.

IN REVIEW

1968 New vessel launched

The cover of the May-June, 1968 OPP Review celebrated a new season with the OPP’s latest vessel, the *General Williams*. It was suitably named for the OPP’s longest serving Commissioner, Major-General (Ret.) Victor A.S. Williams C.M.G., who was *Commissioner of Police for Ontario* from 1922 to 1939 (17 years). The *General Williams* was a 35-foot patrol boat based out of Midland that had been officially launched the year before. It was manufactured by Reg Low and had an inboard engine.

Photos from top right to bottom: The *General Williams* name lived on with its replacement, also serving out of Midland, photographed here in the 1980s. Commissioner V.A.S. Williams, in top hat and morning coat, inspecting OPP motorcycle patrol officers with Chief Inspector John Alexander Grant, 1920s.





Make yourself a HARD TARGET FOR CYBERCRIMINALS

Cybersecurity threats are constantly evolving, becoming more diverse and sophisticated. The OPP Information Security teams work diligently to protect OPP members, infrastructure, systems and information from cyber threats; however, no matter how effective these security measures and tools are, you are our last line of defense against cyber threats.

Trends indicate that phishing is still a viable mechanism for cybercriminals, with phishing attempts up an average of 65 per cent over the last year. Attackers have replaced easy-to-spot tactics with much more sophisticated techniques that may fool even the most careful of users.

Being cybersecurity aware means that you both understand what the threats are and take the right steps to help prevent them.

Approximately 90 per cent of all security incidents result from actions such as clicking on an infected attachment or unsafe URL, using easy-to-guess passwords, lost laptops and mobile devices, and inadvertent disclosure of sensitive information by the use of an incorrect email addresses or “Reply All.”

Here are six important tips to help keep you and the OPP safe from cyberattacks:

1. **Practice good password management.** Use a strong mix of characters, don't use the same password for multiple sites, share your password or write it down.
2. **Never leave your devices unattended.** If you need to leave your computer, phone, or tablet for any length of time, lock it up so no one can use it. If you keep sensitive

information on a flash drive or external hard drive, make sure to secure it.

3. **Always be careful when clicking on attachments or links.** If an email is unexpected or suspicious for any reason, don't click on it. Double check the URL of the website the link takes you to.
4. **Be conscientious of what you plug in to your computer.** Malware can spread through infected flash drives, external hard drives and even smartphones. Use only approved OPP devices and ensure that you follow the same security safeguards implemented on your laptop or desktop. (See the information handling policy outlined in Police Orders, Chapter 6, Information Technology). Scan all portable drives for viruses and malware and encrypt all USB flash and external hard drives.
5. **Be cautious of what you share on social networks.** Cybercriminals can easily gain access to a large amount of information, such as where you work and when you're on vacation, which could help them gain access to more valuable data.
6. **Be wary of social engineering.** Cybercriminals will attempt to gain information from you through manipulation. If someone calls or emails you asking for sensitive information, always verify the sender's credentials.

Remember, cybersecurity protection is everyone's responsibility and each of us has an important role to play in protecting the OPP from cyberattacks. **OPP**

OUR PEOPLE

Rank	Name	Badge	Rank	Name	Badge
Commissioner's Citation for Bravery					
D/Const.	Louis Babin	13065	Prov. Const.	Bradley Greer	12157
Prov. Const.	Kevin Buckley	14348	Prov. Const.	Justin Harasyn	14403
Prov. Const.	Julie Charbonneau	12302	Sgt.	Nigel Heels	12684
Prov. Const.	Joshua de Bock	13203	Prov. Const.	Brian Johnson	12469
Sgt.	Mike Dolderman	10145	Prov. Const.	Walid Kandar	13129
Prov. Const.	Ian Donaldson	12977	Prov. Const.	Angie Kerr	13847
Prov. Const.	Kim Euler	14304	Prov. Const.	Mark Kirkconnell	14697
Sgt.	Jamie Gillespie	10784	Prov. Const.	Joshua Klug	13667
D/Const.	Marcin Gotfryd	11787	Prov. Const.	David Latkovskis	12209
Prov. Const.	Bradley Griffin	14247	FN Const.	Frank Lesperance	800668
Sgt.	Bennett Gutenberg	8162	Prov. Const.	Brad Lipskie	11366
Prov. Const.	Laura Kelly	12471	Prov. Const.	Leo Loucks	10765
Prov. Const.	Jason Koot	14752	Prov. Const.	Stephen McCormack	11947
Prov. Const.	Scott Langhorn	9538	Prov. Const.	Jason Moon	13680
Prov. Const.	Christopher Marshall	11099	Supt.	Mike Pilon	8676
Sgt.	Brendan Mullen	10515	Prov. Const.	Tia Reading	13619
Prov. Const.	Heather Nellis	8395	Prov. Const.	Warren Rice	13795
D/Const.	Scott Orsan	12854	Prov. Const.	Martin Romanuk	12777
Prov. Const.	Kyle Perry	13789	Prov. Const.	Katrina Rubinstein-Gilbert	13154
Prov. Const.	Jeffrey Roos	14386	Sgt.	Glen Seddon	10628
Prov. Const.	Frank Thornton	9942	Prov. Const.	Chris Seguin	13441
Prov. Const.	Jonathan Woods	14015	Prov. Const.	Cordel Stultiens	14469
Commissioner's Citation for Lifesaving			Prov. Const.	Joe Su	14275
Sgt.	Shaun Barber	7402	Sgt.	Jamie Sullivan	11617
Prov. Const.	Craig Baril	11767	Prov. Const.	Richard Trgovcevic	13353
Prov. Const.	Jason Bridle	11772	Prov. Const.	Aaron Tuffin	14395
Prov. Const.	Kyle Brotherton	14032	Aux. Const.	Alaina Waslowski	A3234
Prov. Const.	Matthew Cain	13785	Prov. Const.	Taylor White	14282
Sgt.	Michael Cavanagh	13172	Prov. Const.	Jamie Wojtowicz	12958
Prov. Const.	Dennis Chevalier	12303	Prov. Const.	Adrian Woods	13823
Prov. Const.	Erin Cranton	14116	OPP Youth Foundation Award		
Sgt.	Shawn Diewold	13365	D/Sgt.	Angela Atkinson	11428
Prov. Const.	Gregory Drinkwalter	12979	Prov. Const.	Ken Johnston	8345
Prov. Const.	William Elliot	13404	Sgt.	Anne McCoy	8174
Prov. Const.	Jeffrey Evans	10595	Auxiliary Harkins Award		
Prov. Const.	Christine Faubert	12080	Sgt.	Byron Newell	8887
Prov. Const.	Mark Fraser	11420	<i>Ranks described as at time of the award.</i>		
Prov. Const.	Christopher Gionet	13589			
Prov. Const.	Max Gomez	12192			

OPP honoured distinctive merit

The *Order of Merit of the Police Forces* was established in October 2000 to recognize a commitment to this country and to honour a career of exceptional service or distinctive merit displayed by the men and women officers and civilians of Canadian Police Services. Three levels of membership with post-nominal levels reflect long-term, outstanding service with varying degrees of responsibility: Commander of the Order of Merit (C.O.M.), Officer of the Order of Merit (O.O.M.), and Member of the Order of Merit (M.O.M.).

Commissioner's Committee is proud to see 11 OPP members appointed as Members of the Order of Merit and Deputy Commissioner Rick Barnum appointed Advancement within the Order. They are: Sgt. Chris Amell M.O.M.; D/Comm. Rick Barnum O.O.M. Advancement; Supt. Marc Maurice Bedard M.O.M.; C/Supt. Roseanne DiMarco M.O.M.; D/Insp. Shawn W. Glassford M.O.M.; C/Supt. Marty Lang Kearns M.O.M.; C/Supt. Fernand S. Labelle M.O.M.; Insp. Robyn Dawn MacEachern M.O.M.; Supt. Paul Mackey M.O.M.; Peter D. Shipley M.O.M.; Supt. Mark VanZant M.O.M.; Insp. Charles Young M.O.M.



OPPVA president receives lifetime achievement

CARMEN MARRIER

This year's Annual General Meeting (AGM) held at the Quality Inn in Midland was hosted by Chapter 18-Orillia.

Tours included the steamship SS Keewatin, a passenger liner that once sailed between Port Arthur/Fort William and Port McNicoll, where it is currently docked; Ste. Marie-Among-the-Hurons, a French Jesuit settlement founded from 1639 to 1649, in Wendake (now Midland); and Discovery Harbour, a historical park in Penetanguishene that houses military and naval establishments from the War of 1812.

Elections for four directors' positions were held at the general meeting. President Bob Arbour, Secretary Tom Randall and Director Carmen Marrier were re-elected. Lise Hebert from Chapter 11-Cornwall was elected Director.

Commissioner Hawkes presented President Arbour with the Commissioner's Lifetime Achievement Award in recognition of his achieving policing excellence throughout his distinguished career with the OPP. Arbour is highly commended for his leadership and commitment to the OPP and his outstanding service to the residents of Ontario.



Group photo of the 2018 AGM attendees.

The Commissioner's Veteran of the Year Award was presented to Moe Hebert, Chapter 11-Cornwall, and to Carl Armstrong, Chapter 18-Orillia, who received the award posthumously.

The 2019 AGM, to be held in Burlington, will celebrate the 50th anniversary of the OPP Veterans' Association. It will be an event you will not want to miss!

OPPA Bill Elliott Member of the Year

Sister Cathy Furioso's enthusiasm and compassion for members is beyond words. She spends a lot of her time engaging management on the cusp of employee relations to ensure positive outcomes for both employee and employer. It's important to note that her warm and welcoming demeanour is backed up with a strong drive to support members at any costs. Sister Furioso epitomizes the labour relations mantra that labour negotiations require a velvet glove and an iron fist.

She has been a strong and constant fixture in Branch 16, working tirelessly in supporting the members of her Branch as the Branch Secretary & Treasurer.

On a regular basis, Sister Furioso goes out of her way to check on members who are off or struggling with accommodation issues purely out of compassion. She has even been referred to as a saint for calling and checking in on members who are on leave.

Furthermore, she is actively involved in events in her community, assisting in the Thunder Bay law enforcement tournament for the past eight years and has been instrumental in organizing volunteers, prizes and venues to ensure the tournament is a success every year.



Congratulations to Cathy Furioso, 2018 OPPA Bill Elliott Member of the Year.

OUR PEOPLE

ORILLIA (CR)

Influential officer makes a difference

Police officers really can make a difference in someone's life. Prov. Const. Scott Williams from the Orillia Detachment attended a grade 12 graduation for a student he had gotten to know well over the last few years. Williams had assisted the student with several challenges in her personal life and his efforts were recently acknowledged.

Williams was asked to be one of only three guests allowed to accompany the student to her graduation and when he noticed her struggling, he escorted her to the stage to receive her diploma as well as an award. Williams was honoured to be part of her special day.

Prov. Const. Scott Williams has had such a positive influence on a young student's life that he escorted her to receive her diploma.



COLLINGWOOD/ THE BLUE MOUNTAINS (CR)

Stuffing school supplies

Members of the Collingwood and The Blue Mountains Detachment collected enough school supplies to stuff 81 donated backpacks. All the backpacks were delivered to the Collingwood and The Blue Mountain schools that will in turn distribute them to at-risk youth in their schools. A big thank you to the community for their generous contributions.



Eighty-one backpacks were stuffed and distributed to at-risk youth.



D/Sgt. Caren Ashmore with her coworkers in Palestine.

WELLINGTON COUNTY (WR)

Mission possible

It was an extremely rewarding experience for D/Sgt. Caren Ashmore when she was selected for the European Union Coordinating Office for Palestine Police Support mission. Ashmore completed a secondment from March 4, 2017 to June 4, 2018 as an International Police Advisor.

Supporting the European Union Mission and Palestine Civil Police (PCP), Ashmore was able to bring education on gender balance, and work in cooperation with some great female leaders. She worked with the PCP Research Planning and Development department to complete the Policing Strategic Plan 2017-2022, which was endorsed by the Minister of Interior and the Chief of Police. This footprint will be utilized to guide the PCP for years to come.

KENORA (NWR)

Hunger Doesn't Take a Vacation

Kenora Detachment participated in the charitable event *Hunger Doesn't Take a Vacation* to raise donations for the Salvation Army. Congratulations to the detachment for raising almost \$500 and 506 pounds of food donations.

From left: Prov. Const. Bob Bernie, Aux. S/Sgt. Rob Marshall and Detachment Commander Insp. Jeff Duggan raise funds and food for United Way.



HALDIMAND (WR)

Survivor determined to help others



Carol Mummery's commitment to giving back is inspirational.

When it comes to perseverance and giving back, Carol Mummery of the Haldimand County Detachment is a perfect example.

In 2009, life threw Mummery a huge curve. She was given the news that she had breast cancer and had to undergo chemotherapy and treatments for nearly a year before returning to work. Mummery is now proud to report she is cancer free.

During her recovery stage, Mummery met a group of remarkable women who were part of a breast cancer survivor dragon boat team in Hamilton. These survivors not only taught her a new sport, but also how to give back to others in need.

For the past four years, Mummery has been involved in the *CIBC Run for the Cure* and the Cancer Support and Resource Program of Norfolk. And she doesn't stop there. With her dragon boating experience, Mummery has also been one of the organizers for the annual *Invasion of the Dragons* dragon boat race. Over the past four years, the annual event has raised over \$30,000 for cancer research. The Haldimand County OPP members' team has participated in the event the last few of years.

Born To Fly

Sgt. Dwayne Bolen was presented the 2018 *Robert L. Cormier Award* at the annual *Airborne Public Safety Association (APSA)* conference in Louisville, Kentucky. The award recognizes individuals on their efforts and actions in the professionalism and advancement of airborne law enforcement in public service and acknowledges activities during any period of time, including lifetime achievement.

Throughout his career, Bolen has found lost snowmobilers, hikers and fishermen in some of the most challenging areas. He has attended remote communities in response to some tragic occurrences, offered compassion to the family members and respect for the deceased persons who he transported out.



Sgt. Dwayne Bolen receives the 2018 *Robert L. Cormier Award*. Pictured from left: Prov. Const. Ted Smith; Dan Swartzbach, Vice President APSA; Sgt. Dwayne Bolen; S/Sgt. Gary Maracle; and Captain Steve Rousell, President APSA.

OUR WORK

SOUTHERN GEORGIAN BAY (CR)

Marine Unit visits local day camp

Southern Georgian Bay OPP Marine Officers Jaime Stamp (left) and Kent Anderson attended the Honey Harbour Day Camp and proudly welcomed some special visitors onto the rear deck of the OPP Patrol Vessel Thomas P. Coffin.

After posing for the photo, marine and water-related safety was discussed as boating and water are not foreign to this unique camp which often sees the campers dropped off by boat by families that are vacationing in the area.



Marine and water safety a focus at Honey Harbour Day Camp.

ORILLIA (CR)

OPP rescue – Every minute counts in icy waters

A violent May wind storm caused havoc for a class learning to canoe on Lake Simcoe, when waves 10 to 12 feet high caused them to capsize. A coordinated effort between the Orillia Marine Unit and OPP helicopter pilots resulted in pulling multiple people from frigid 4 C water in treacherous conditions.

In less than one hour, 18 grateful – and lucky – students, teachers and instructors were plucked out of the icy waters and drifting canoes and brought safely to shore. If not for the life-jackets, there would have been casualties.

Many of those students sent their gratitude by way of a thank you card expressing their appreciation with words like, “you saved our lives,” “we love you,” and “on days where you feel unappreciated know that (we) will appreciate you for the rest of our lives.”



OPP rescues 18 canoeists from freezing Lake Simcoe.

DRYDEN (NWR)

Dryden traffic stops result in drug and gun charges

Dryden OPP traffic stops conducted in June and July proved successful in taking illegal drugs and firearms off the street. Large quantities of drugs, money and two loaded handguns were seized by members of the Dryden Detachment with assistance from the Northwest Region K-9 unit, resulting in various *Criminal Code* and *Controlled Drug and Substances Act* offences.

Illegal items seized at Dryden traffic stops.

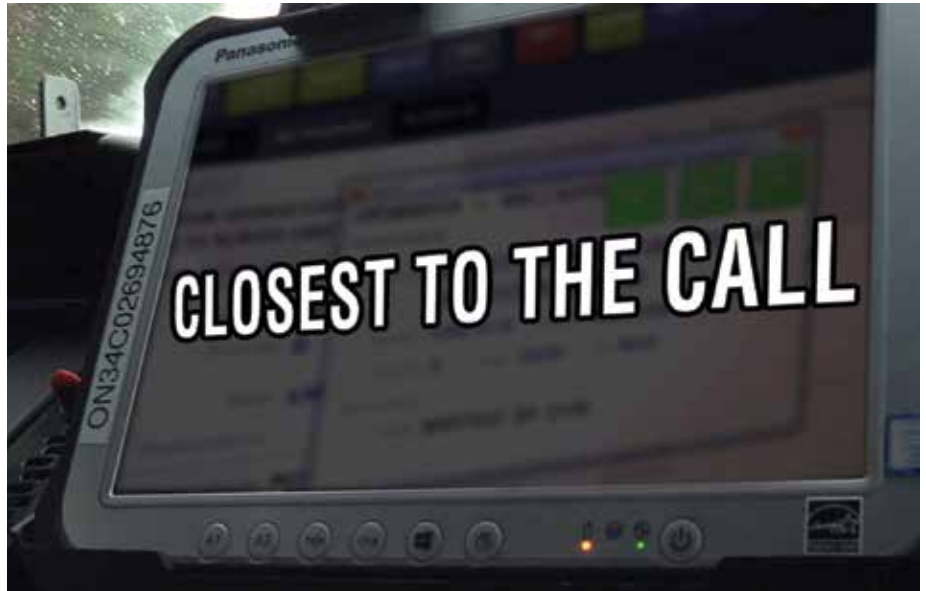


Closest to the Call dispatching has arrived!

Although the concept of sending the closest unit to a high-priority call is not new in the OPP, we have leveraged technology and developed policy in support of this practice.

After successfully piloting the concept and technological enhancements in both North West Region and West Region, full provincial implementation was completed on July 31, 2018.

The results of the evaluation period clearly demonstrate the benefits to our members and the public. Eight per cent of priority zero calls resulted in the Provincial Communications Centres dispatching a unit that was not affiliated with the detachment of jurisdiction. On average, these events identified a car that was 20 kilometres closer than any detachment car which translates to a response time savings of approximately 15 minutes.



Closest to the Call applies to all uniformed members, including members not normally dispatched by the PCCs to calls for service. This consists of members assigned to traffic teams, FISU, ERT and Canine, as well as members travelling to and from assignments such as court or training.

GREY COUNTY (WR)

In a choice between saving a life and laying a charge, we will always save a life

It started out as just a regular day for then A/Sgt. James Hunter (now Sgt. Hunter). He had no idea what the shift ahead would bring. Turns out, it was responding to a 911 call reporting a 40-year-old male with vital signs absent. His partner, Prov. Const. Dwayne Frook, arrived moments later, and began asking the woman questions while Hunter administered CPR. It was clear the woman was hesitant to be forthcoming with drug-related information.

After the male was not responsive to CPR, Hunter administered a dose of naloxone. And then another. The man began breathing on his own and his care was transferred to EMS.

The *Good Samaritan Drug Overdose Act* (GSDOA), which became law in May 2017, provides some legal protection for individuals who seek emergency help during an overdose. The intention of the act is to reduce fear of police attending overdose events and embolden people to seek life-saving assistance and stay with the victim in the event of an overdose. This is particularly important in the face of the opioid crisis.



Sgt. Hunter and Prov. Const. Frook were able to revive man with naloxone.

While working within the spirit of the GSDOA officers maintain public trust with members of our communities, allowing them to feel confident to call 911 in the future without the fear of repercussions. That day, Hunter saved a life and potentially lives in the future.

OUR RELATIONSHIPS

BRACEBRIDGE (CR)

Breaking ground in memory of Prov. Const. Andrew Potts

On June 20 2005, Prov. Const. Andrew Potts and his partner Prov. Const. Matt Hanes of Bracebridge Detachment were involved in a motor vehicle collision involving a moose while responding to a call. Tragically, Potts was killed and Hanes was seriously injured. In 2006, The Andy Potts Memorial Foundation was created to raise money for community projects in Potts' name.

Since 2012, the Andy Potts Foundation has been working tirelessly to achieve a campaign goal of \$2.5 million to build Andy's House, an integrated hospice palliative care hub. Thanks to the hard work of the Andy Potts Memorial Foundation and the generous support of many different individuals, groups, businesses and the community, 75 per cent of the \$2.5 million capital campaign has been realized. Andy's House is planned to open in the spring of 2019, when the Andy Potts Memorial Foundation plans to gift the building to Hospice Muskoka.



Andy's House groundbreaking with Mr. Potts (Potts' father - centre back), OPP Sgt. Matt Hanes and retired and current members of the OPP.

Hope in the darkness

Sgt. Kevin Redsky of the Anishinabek Police Service launched the *Hope in the Darkness National Walk for Youth Mental Health* campaign. Through this cross-country walk, Redsky is raising awareness of youth mental health issues, sharing mental health success stories from Indigenous youth, and raising funds to support culturally-based youth mental health services across Canada.

Redsky has walked almost halfway across the country to raise awareness for youth mental health. Departing from Cape Spear, N.L., on April 1, 2018, Redsky concluded his walk in Winnipeg on Aug. 3, 2018. Another team of officers departed from Masset, B.C. in May, and met him at The Forks in front of the Canadian Museum for Human Rights in Winnipeg, Man. on August 3.

This not-for-profit initiative aims to partner police officers with Indigenous youth and learn from one another's experiences with mental health crises.



OPP members along with other police services joined Anishinabek Sgt. Redsky in a walk across Canada for youth mental health.

AURORA, BURLINGTON, NIAGARA, PORT CREDIT (HSD)

Machines no match for OPP might

They were the classic battles of man versus machine. The Boeing 727 loomed large on the horizon, but for the first time in the six-year history of the McMaster Hospital Children's Foundation charitable event, Team OPP, consisting of sworn and auxiliary officers, family and friends, raised the cup in celebration with a time of 10.52 seconds.

With sweat beading on their foreheads and laboured breathing, the 22-member Team OPP grabbed the rope and pulled for all they were worth, slightly edging out the competition.

Meanwhile, members from District Headquarters, Niagara, Port Credit and Aurora hit the tracks to join the CN Police, Peel Police, Vaughan Fire and Vaughan Paramedics to pull a locomotive as part of the kick-off for Rail Safety Week.



OPP members flex their muscles for charity.

The legacy and future of Project Journey

In 2013, the OPP secured a five-year funding agreement through Public Safety Canada to deliver Project Journey within the community of Pikangikum. Project Journey was implemented through the OPP Detachment in Red Lake in collaboration with Pikangikum First Nation and Eenchokay Birchstick School.

Sgt. Chris Amell led the development, implementation and delivery of Project Journey, working tirelessly with other OPP employees, community members and partner agencies to help prevent and reduce crime and anti-social behaviours among youth within the community.

The project provided activities that reflected Indigenous values, beliefs and interests to showcase the importance of leadership and help enhance their resilience. The positive activities and increased



The June 2018 portage trip was the final undertaking before the OPP concluded their lead on Project Journey.

connection to one another has begun to increase positive decision-making and decrease crime and anti-social behaviour.

The OPP will continue to provide support and encouragement to the community members as Project Journey transitions from police-led to community-led.

DRYDEN (NWR)

Short cuts for cancer

Dryden and Ignace OPP and the Ministry of Natural Resources and Forestry participated in the *Cops for Cancer* event at the Dryden Detachment. The charity barbecue and draw prizes raised over \$350 while the head-shaving donations exceeded \$11,000. It was a great effort by both teams for a worthy cause.



The locks left on the floor contributed to over \$11,000 raised for cancer.

KIRKLAND LAKE, NORTH BAY, SOUTH PORCUPINE (NER)

Borderless policing in the north

Members from the Kirkland Lake Detachment, and the North Bay and the South Porcupine HSD attended Highway 66 at the Quebec Border to meet with provincial partners from the Sûreté du Québec. Both services participated in a joint RIDE initiative, *Safety Without Borders*, in recognition of Canada Road Safety and Police Week.

Although numerous vehicles were checked, there were no infractions on this day. There was humorous discussion as to who was going to conduct the investigation should something happen. A great time was had by all and the partnership with our neighbours will continue along our borders.



North East OPP and Sûreté du Québec partner along the Québec border for *Safety Without Borders*.

A source of pride

On a beautiful September day, a large gathering of OPP members, veterans and friends witnessed the Dedication of the Pathway of Memories by the ceremonial flags at OPP General Headquarters. Those in attendance expressed their admiration of the site and appreciation of being able to provide a permanent record of the service of their friends.

With some 226 memory stones donated by members, friends and colleagues for this inaugural dedication, the Pathway of Memories establishes a lasting memory of the service to Ontario of OPP members as well as a sustainable source of funding for the OPP Youth Foundation programs. The site will accommodate the donation of memory stones for many years to come.

More information and donation forms are available at the OPP Youth Foundation website at oppyouthfoundation.ca.



OPP members, veterans and the public gather for the Dedication of the Pathway of Memories at GHQ in Orillia.



QUEEN'S PARK (CR)

Licence please

As part of its community engagement, Queen's Park Detachment members regularly hold community events for the Ontario Public Service employees working on the Queen's Park Campus, as well as members of the public who visit and utilize the facilities. One of the public facilities on campus is the Queen's Park Child Care Centre. At the request of the child care centre teachers, A/S/ Sgt. Kevin Winiarski assisted other members in setting up an exhibit in the complex parking lot to showcase OPP vehicles to the young police and auto enthusiasts.



A/S/ Sgt. Winiarski, Sgt. Steve Henry, Spec. Const. Rob Richards show off the OPP fleet.

RED LAKE (NWR)

Young appreciation

Parents and children attending Red Lake's EarlyOn Children and Family Centre dropped by the Red Lake Detachment for a tour of the facilities.

The children and parents enjoyed the hour-long tour of the OPP's most northwestern detachment. Provincial Constables Joel Eppinghaus and Chad Butler escorted the community group through various areas of the detachment, including the cells, breath and interview rooms and concluding in the garage with demonstrations of different vehicles and marine unit.

The children were later seen waving at patrolling vehicles and officers, showing a newfound appreciation for the officers of Red Lake/Ear Falls detachments.



Red Lake members give young children a new appreciation for policing.

PROVINCIAL OPERATIONS INTELLIGENCE BUREAU (GHQ)

OPP Insp. leads lacrosse team to national championship win

Team Ontario clinched the gold at the Under 19 Women's Field Lacrosse National Championship in Calgary, Alberta. Known as the Big Red Machine, the 18-member Team Ontario was led by head coach Insp. Pat Morris of the OPP Provincial Operations Intelligence Bureau.

Members of Team Ontario are from southern and central Ontario. They were selected following 12 hours of evaluation in June and had less than 10 hours of practice time together before heading to Calgary. Over and above their team spirit, talent and fierce determination, what helped make this win exceptional was a unique team-building exercise the OPP hosted at one of its training facilities leading up to the championship. Congratulations!



Insp. Pat Morris leads woman's lacrosse team to victory.

CAMBRIDGE (HSD)

Bringing boxing to underserved children

Prov. Const. Rick Cadilha of the Cambridge Detachment has been a boxing coach at the Waterloo Regional Boxing Academy for over 35 years. This summer, Cadilha's boxing club was the host of Lennox Lewis' League of Champions Foundation Youth Boxing Camp. Although the Lewis Foundation has held this camp in Jamaica, this was the first youth boxing camp held in North America.

The camp was host to 83 underserved children in the Region of Waterloo. Cadilha helped organize transportation to and from the camp, food, lodging as well as various other facets related to the camp.

Throughout the week, Cadilha and fellow boxing club coaches, volunteers and members of the Lewis Foundation successfully taught at-risk youth discipline, hard work, self-esteem and confidence.



Prov. Const. Rick Cadilha helped host the Lennox Lewis' League of Champions Foundation Youth Boxing Camp.

CALEDON (HSD)

Caledon officer attends inaugural police games

Prov. Const. Murtaza Popalzai from Caledon Detachment attended the first International Police Association (IPA) Games held in Lisbon, Portugal in May 2018.

Popalzai and three other Canadian police officers formed a basketball team with guest players from Germany and Portugal. The 2018 IPA Games had 350 participants from 25 countries. Officers participated from countries such as Lithuania, Greece, Spain and Brazil; however the four Canadian officers on this basketball team were the only Canadians in attendance. The next IPA Games is scheduled for 2020.



Mustafa Popalzai (TPS), Farouk Fyzul (TPS), Grabl Marcel (Germany), William "Bill" Murrell (retired OPS), Alexandrino Neves (Portugal), Prov. Const. Murtaza Popalzai in front.

LIGHTER SIDE

TORONTO (HSD)

Police actress shows support for real officers

Amy Jo Johnson, from police drama *Flashpoint*, hung out with and showed her support for real life officers at the 2018 Fan Expo held in Toronto.

When told the OPP was hiring and looking for new recruits, she jokingly indicated that she might consider policing as a second career down the road.

The event drew thousands of people per day and gave OPP members the opportunity to interact with the public of all ages, backgrounds and cultures, while providing information on recruitment and traffic safety in a fun and vibrant atmosphere.

Amy Jo Johnson with OPP members from the Highway Safety Division at Fan Expo.



CHATHAM-KENT (WR)

Appreciation goes both ways



Chatham-Kent OPP members and other first responders give back for Positivity Day.

Positivity Day in Chatham Kent was supposed to be a chance for the public to show their appreciation for everything first responders do to serve the public. That was the plan. What actually happened was something quite different, but not surprising in the least.

Instead of sitting back and enjoying the admiration of the public, first responders with the OPP, Chatham-Kent Police Service and Emergency Medical Services teamed up with the Chatham-Kent Health Alliance to serve meals to patients and visitors in the hospital. "It was a great way to demonstrate just how important health care professionals are to the communities they serve," says OPP Chatham-Kent Community Safety Officer Jay Denorer.

RED LAKE (NWR)

Pie in the face? Sure!



Red Lake officers take one, or two, for the team.

OPP members of Red Lake Detachment put on a brave face in support of the Law Enforcement Torch Run/Polar Plunge/Pie an Officer in the Face event. The event took place at Centennial Park in Red Lake with officers taking a pie in the face to raise money for Special Olympics Ontario.

Special Olympics provide year-round training and competitions to 5.7 million athletes in more than 170 countries. It empowers and encourages these athletes, who, in turn, inspire others with their determination and achievements.

The event was a huge success with a total of over \$800 raised for the cause.

Thomas (Tom) Box

Tom began his career at the OPP in June 1954. He served at Barrie District Headquarters, Wasaga Beach, Stayner and Sunnidale Township detachments before retiring as a Provincial Constable with Bracebridge Detachment in 1988. Throughout his career, Tom received numerous letters of commendation from community members for his dedication to public safety.

Ret. Prov. Const. Box passed away peacefully on June 21, 2018 in Gravenhurst at the age of 88. Tom is survived by his wife, Joan and children Murray and Brenda.

Eryn Brooks

Eryn started her career with the OPP in 2002 as a receptionist in the Central Region Provincial Operations Centre. In 2008, she took a brief assignment in Risk Management as a Public Inquiries/Coroner's Inquest Analyst. Eryn continued to enhance her skillset by working as a Policy Development Officer in the Information Management Section (IMS) and also worked briefly in Corporate Communications. She also joined the Central Region as a Freedom of Information Unit Liaison.

Eryn, 63, passed away in Orillia on June 10, 2018. She is sadly missed by her friend of 30 years, Sharon Searle, an Analyst.

John Brown

John joined the OPP as a Provincial Constable in July 1963. He served 30 years at Toronto, Downsview, Downsview District Headquarters, Orillia, Guelph and Chatham detachments before retiring as a Sergeant from the Whitby Detachment in 1993.

In his 80th year, Ret. Sgt. Brown passed away peacefully on June 6, 2018. John is predeceased by his life partner, Sandra.

Dennis Bush

Dennis began his career with the OPP in February 1967 at Madoc Detachment and was later posted to Napanee Detachment. After almost 30 years of service, Dennis retired from Napanee's Criminal Investigations Unit in September 1996.

Ret. Det/Sgt. Bush passed away in Kingston on July 31, 2018 in his 73rd year. He is survived by his wife, Marlene and children Pam and Sean.

Harry George Campbell

Harry began his career in April of 1951 at the Whitby Detachment. He served for 36 years at the Beaverton, Brechin, Wiarton and Midland detachments. He also served in No. 5 and No. 7 District Headquarters (Downsview and Barrie) before retiring in 1987 as Superintendent of No. 9 District Headquarters (Belleville).

Ret. Supt. Campbell passed away on March 21, 2018 at the age of 91. He is survived by his companion, Winifred and children Ret. Sgt. Harry Jr., Charles, Marlene and Sharon. He is predeceased by his wife, Ruby and daughter, Darlene.

Amalia Coronel

Amalia joined the OPP in November 1981. Serving for over 20 years, she retired from the Security Service at Queen's Park Detachment in 2003.

Ret. civilian Coronel passed away on April 22, 2018 in her 77th year. Amalia is survived by her son, Timothy.

Walter (Max) Cowan

Max joined the OPP in December 1955 at the London Detachment. He was later promoted to Corporal and moved on to Peterborough Detachment. Max retired in 1985 after 30 years of dedicated service.

Ret. Cpl. Cowan passed away in Peterborough on Aug. 28, 2018 at the age of 85. He is survived by his wife, Lillian and sons Rick, Darrell and Brad.

Joshua (Josh) de Bock

Josh started his career with the OPP in 2009. He proudly served at Pickle Lake and Wellington County detachments before transferring to Forensic Identification Services in Tillsonburg.

Prov. Const. de Bock passed away on Aug. 20, 2018 in Elmira at the age of 38. Josh is survived by his wife, Loan and his daughter, Mai-Linh.

Richard John Dennis

Richard began his career as a Marathon Police Officer until the amalgamation with the OPP in March 1994, serving at the Lancaster and Kingston detachments before serving as a Sergeant at the Frontenac Detachment.

Sgt. Dennis passed away on April 21, 2018 at the age of 64. He is survived by his wife, Carol and children David, Darren and Dayna.

REMEMBERING

Cornelis Dolderman

Cornelis began his career with the OPP in February 1968 as a Provincial Constable with the Huntsville Detachment. He received his designation as a Detective Constable in 1991. Cornelius remained dedicated to his community, serving his entire policing career with the Huntsville Detachment, retiring as a Senior Constable in 1996.

Ret. Sr. Const. Dolderman passed away on March 24, 2018 at 74 years old. He is sadly missed by his wife, Dianne and children Cindy, Donna, Dan, Michael and Lori Anne.

Andrea (Andi) Eberhardt

Andi began his policing career in 1983 with the Toronto Police Service serving as a Cadet and Constable. In 1998, he transferred to Quinte West Police Service which led him to the OPP upon amalgamation in 2004. Andi served as a Provincial Constable with Quinte West, Peterborough County and Haliburton Highlands detachments.

Prov. Const. Eberhardt, 53, passed away in Peterborough on April 25, 2018. He is survived by his wife, Mary and his children AJ, Cory and Alicia, and stepchildren Steven and Turner.

Donald (Don) H. Feir

Don proudly served the OPP for 30 years at Chatham District Headquarters and the Bradford Detachment before retiring as a Corporal from the Midland Detachment in 1987. Don received the Long Service and Good Conduct Award by Commissioner H. H. Graham in 1977.

Ret. Cpl. Feir passed away in Toronto on May 16, 2018 in his 83rd year. Don is survived by his wife, Ann and his children Debra, Stephen, Scott, and stepchildren Kimberly, Tricia and Michael.

John Flach

John joined the OPP as a Provincial Constable in July 1963. He served for 31 years at Strathroy, Ottawa, Grand Bend and Cochrane detachments before retiring as a Corporal from Still River Detachment in 1987.

Ret. Cpl. Flach passed away on May 14, 2018. John is survived by his wife, Ailene and children George, Lois, Sherry, John Jr., Bob and Veronica. He is predeceased by his daughter, Wanda.

Edward A. Flynn

Edward began his career with the OPP in April 1964 as a Provincial Constable with the Lindsay Detachment. He received a Commissioner's Certificate of Valour in 1997 for his exceptional act of bravery. Edward remained committed to the safety and well-being of his community, serving his entire career with the Lindsay Detachment. He retired as a Senior Constable in April 1993.

Ret. Sr. Const. Flynn passed away on March 24, 2018 in Lindsay at the age of 86. He is survived by his wife, Cassandra and his children Tom and Erin, and stepchildren Kimberley, Angelia, Becky, Amanda, Tim, Lisa and Christine (son-in-law OPP S/Sgt. Brian Crisp).

John Frank Foley

John joined the OPP in April 1959 as a Provincial Constable. He was promoted to Corporal in 1963 before transferring to the Central Records and Communications Branch as a Sergeant in 1964. John worked in various roles from 1973 to 1984 before retiring as Superintendent from the Program Audit & Evaluation Branch in 1985.

Ret. Supt. Foley, 86, passed away in Scarborough on March 21, 2018. He is survived by his wife, Eva and children Clayton and Eve, OPP Ret. Sp. Const.

Giuseppe (Joe) Fotia

Joe joined the OPP as a Provincial Constable in January 1969, serving nearly 34 years at the Sudbury, Dowling, Downsview detachments and Intelligence Branch, General Investigations Branch and Anti-Rackets Branch before retiring in 2002 from the Alcohol and Gaming Commission Ontario as a Detective Staff Sergeant. In 2002, Joe was awarded the Queen's Golden Jubilee Medal.

Ret. Det/S/Sgt. Fotia passed away suddenly on May 9, 2018 in his 71st year. Joe is survived by his wife, Doreen and son, Joey.

William Irvin Hefkey

William started his career with the OPP in November 1959. He served at Port Arthur District Headquarters, Heron Bay and Longlac detachments and North Bay District Headquarters Crime Unit before retiring as a Senior Constable from North Bay Detachment in 1989.

Ret. Sr. Const. Hefkey passed away on June 17, 2018 at the age of 83. He is survived by his sons Ret. OPP Insp. Daniel Hefkey and Richard. William is predeceased by his wife, Gertrude.

John Marshall Henry

John began his career in March 1951 at Kaladar Detachment. He also served at the Neelon and Garson Township, Michipicoten, Napanee and Bancroft detachments before retiring in August 1972.

Ret. Cpl. Henry passed away on July 13, 2018 at the age of 88. He is survived by his wife, Fay, daughter Susan and sons retired RCMP S/Sgt. Rex Henry and retired OPP S/Sgt. Paul Henry.

Gordon (Paul) Horne

Paul was a devoted member of the OPP with 24 years of service. He began his career in January 1994 when he was posted to Napanee Detachment. Over the years, he moved his way through the ranks to become Detective Inspector within the Organized Crime Enforcement Bureau. Paul also served our country as Master Corporal for over 11 years with the Army reserve.

Det/Insp. Horne, 50, passed away on Aug. 11, 2018. Paul is survived by his wife, OPP Sgt. Christine Horne and their daughters Quinn and Maiah.

Merle F. Idle

Merle joined the OPP as a Provincial Constable in 1971, serving 35 years at Sault Ste. Marie, Forest, Downsview, Gore Bay, Brighton, Picton and Sioux Lookout detachments. He retired in 2006 from Gore Bay/Mindemoya Detachment as a Detective Constable. In 1997, he received a Commissioner's Citation for his work on a sexual assault investigation at a residential school in Sioux Lookout.

Ret. Det/Const. Idle passed away peacefully in Mindemoya on April 21, 2018 at the age of 68. Merle is survived by his wife, Allison and children Michael, Amanda and Tyler.

Jane Ingram

Jane became a member of the OPP in 1990. She served the organization loyally for nearly 24 years as a Detachment Clerk at Bala and Bracebridge detachments. Jane retired in February 2014.

Ret. civilian Ingram passed away peacefully on June 9, 2018 in Barrie at the age of 64. She is survived by her husband, William (Alf) and children Shane and Bryan.

Montgomery (Monty) Kohoko

Monty began his career with the OPP in September 1990. He spent his entire career at the Cayuga Detachment. He had an active role in the development and release of the *Missing and Unsolved Murdered Indigenous People* report. He retired as a Constable in May 2017 after serving 27 years.

Ret. Const. Kohoko passed away on July 19, 2018 in Kingston at the age of 67. He is survived by his wife, Cheryl and children Mark and Nicole and his brother-in-law, OPP Det/Const. Michael Donovan.

Casey Kotwa

Casey began his career with the OPP in January 1952. He dedicated 35 years serving at Longlac, Kakabeka Falls, Port Arthur, Oak Ridges, Madoc detachments, Belleville District Headquarters Crime Unit, and Crime Investigations Branch before retiring as a Superintendent from Transport Branch in 1987.

Ret. Supt. Kotwa passed away on May 18, 2018 in his 91st year. Casey is survived by his partner, Patricia Smith and sons Ret. OPP Det/Supt. Rick Kotwa, Gary and Terry. He is predeceased by his wife, Olga and his brother, Ret. OPP S/Sgt. Walter Kotwa.

Tony Lamothe

Tony joined the OPP in 1981 and served for 30 years at Hearst, Haileybury, Sudbury and Dowling detachments, Special Investigations Branch (North Bay), Sudbury District Headquarters Communications Unit, North East Region Communications Centre and North East Region Traffic and Marine before retiring from Provincial Traffic Operations at General Headquarters as a Sergeant in 2011. Tony represented the OPP Association No. 13 Branch from 1992-1994 and as No. 13 Branch President from 1995-1996, and No. 12-S Branch participation from 1997-1999. Tony was also a member of the OPPA Board of Directors from 1999-2001 followed by a tenure as an OPPA Executive Officer from 2002-2006.

Ret. Sgt. Lamothe passed away in Barrie on April 29, 2018 at the age of 59. Tony is survived by his wife, Nicole and their children Annie, Linda and Eric.

Luc Lecuyer

Luc began his career with the OPP in 2005 as a Provincial Constable at the Hawkesbury Detachment. After several years, he transferred to Russell County Detachment. Luc was an active member serving the OPP loyally for 13 years. He received a Commissioner's Citation for Lifesaving in 2012.

Prov. Const. Lecuyer passed away on May 19, 2018 at the age of 46. Luc is survived by his wife, Prov. Const. Fabiola Vietz and their daughter, Alycia and his children Jennifer and Danny.

REMEMBERING

Donald Lewko

Donald began his career at the OPP as a Provincial Constable in 1966. He served for 33 years at Wawa, Missanabie, Barrie and Virginiatown detachments, before retiring as a Senior Constable from Owen Sound Detachment in 1998.

Ret. Sr. Const. Lewko passed away peacefully on June 15, 2018. Donald is survived by his wife, Barbara and daughter, Sonia. He is predeceased by his son, Daniel.

Fiona Macleod

Fiona served her entire 33-year career with the OPP Transport Branch at General Headquarters in Orillia as an Administrator of Fleet Services. She retired at the age of 70 in August 2013.

Ret. civilian Macleod passed away peacefully surrounded by family on June 13, 2018 in Barrie at the age of 74. She is survived by her daughter, Shona.

David Mallard

David began his career in June 1963 as a Provincial Constable in Waterdown Detachment. He also served at Guelph Detachment before retiring as Senior Constable from Listowel Detachment in January 1997.

Ret. Sr. Const. Millard passed away peacefully on July 7, 2018 at Royal Terrace, Palmerston in his 80th year. He is survived by his children Damian and Pauline, and predeceased by his wife, Barbara.

Brian (Weasel) Marshall

Brian worked as a caretaker at the Midland Detachment for his entire 18-year career, and then upon retirement served as a Guard at Midland/Southern Georgian Bay for the past 20 years.

Ret. civilian Marshall passed away on April 13, 2018 in North Carolina at the age of 74. He is survived by his wife, Marie and children Lisa, Brad, Jennifer and predeceased by his son, John.

Robert (Bob) McAfee

Bob started with the OPP in 1961 as a Provincial Constable serving at Toronto, Bond Lake, Sibbald Point Provincial Park, Vandorf, Whitby and Downsview detachments until 1971. Bob was the first Executive Director of the OPP Association in 1971. He became the first Secretary Treasurer of the OPPA Credit Union later in 1971 and was appointed as the first

full-time General Manager in 1978. Bob had a long and successful career with the OPPA Credit Union before retiring in 1999.

Ret. Const. McAfee passed away peacefully in Barrie on Aug. 13, 2018 in his 80th year. He is survived by his wife, Barb and his son, Glen.

Larry McKay

Larry served the OPP loyally for 27 years at the Forest Detachment before retiring as Senior Constable from Strathroy Detachment in April 2000. Throughout his career, Larry received numerous commendations from community members for his dedication and professionalism.

Sr. Const. McKay passed away in London on June 24, 2018 at the age of 71. Larry is survived by his wife of 50 years, Bonnie and children Blair and Brad.

Ronald Mitchell

Ronald was posted to London Detachment when he began his OPP career in October 1961. He also served at Port Burwell and Strathroy detachments before retiring as a Sergeant from Dutton Detachment in 1993. He proudly served for 32 years.

Ret. Sgt. Mitchell passed away on Aug. 28, 2018 in his 79th year. He is lovingly remembered by his wife, Marilyn and children Denise, Scott, Cindy and Pam.

Neil Morse

Neil began his career at the OPP as a Provincial Constable in November 1971. He served 27 years at the London Detachment, Records and Registration Branch and Intelligence Branch, before retiring as a Sergeant from the Office of the Chief Firearms Officer (Ontario) in 1997.

Ret. Sgt. Morse, 75, passed away suddenly on May 20, 2018 at his cottage on Tyson Lake. Neil is survived by his wife, Patricia and children Brian and Tim.

Sylvain Routhier

Sylvain started his career with the OPP in August 2005. Sylvain proudly served for 13 years at Lambton Detachment, Tactics and Rescue Unit (Central), Tactics and Rescue Unit (East) and Napanee Detachment.

Sgt. Routhier passed away on July 31, 2018 at the age of 37. He is survived by his wife, Sarah and children Jacob, Nicholas and Emily.

John Rutherford

John began his career as a Provincial Constable with the OPP in May 1971. He served 30 years at Woodstock and Burk's Falls detachments before retiring as a Senior Constable from the Barrie Detachment in 2001.

Ret. Sr. Const. Rutherford, 72, passed away in Barrie on June 17, 2018. John is survived by his daughters Bonnie and Julie, and predeceased by his wife, Caroline.

James (Floyd) Shanks

Floyd started his career with the OPP in January 1953 as a Provincial Constable. He served 32 years at Timmins District Headquarters, Cochrane and Moosonee detachments, Belleville District Headquarters, Madoc and Brechin detachments before retiring as Corporal from Beaverton Detachment in March 1985.

Ret. Cpl. Shanks passed away on Aug. 16, 2018 in Beaverton in his 88th year. Floyd is survived by his children William and Trina, and predeceased by his wife, Patricia.

Earl Sherman

Earl joined the OPP as a Provincial Constable in 1950, serving 32 years at the Haileybury District Headquarters, Kirkland Lake, La Cave Rapids, Sturgeon Falls and Blind River detachments before retiring as a Corporal from North Bay Detachment in 1982.

Ret. Cpl. Sherman passed away peacefully on May 7, 2018 in his 94th year. Earl is survived by his wife, Beth and children John and Ann.

George Ernest Snowden

George joined the OPP in April 1963 and spent his entire career at Kingston Detachment. He retired as a Senior Constable in June 1990 after serving 27 years. Prior to joining the OPP, George had served with the Ministry of Transportation and Communications for a number of years.

Ret. Sr. Const. Snowden passed away on March 1, 2018 in Kingston at the age of 83. He is survived by his wife, Virginia and children Kelly and Shelley.

Willard (Wayne) Therrien

Wayne's career with the OPP began in 1964 as a Provincial Constable at Port Arthur District Headquarters. Wayne was a 30-year veteran serving at Heron Bay, Marathon, Armstrong, Nipigon, Nester Falls and Vermilion Bay detachments, before retiring as a Sergeant from Kenora Detachment in 1994.

Ret. Sgt. Therrien passed away on August 6, 2018 in his 75th year. Wayne is survived by his wife, Rae and children Tricia and Jason.

Sudhir Singh Uppal

Sudhir joined the OPP in September 1978, and served 20 years as a Special Constable at Queen's Park before retiring in 2007. In 1998, Sudhir received the Amethyst Award from the Premier of Ontario in recognition of his extraordinary public service provided to residents of Eastern Ontario during an ice storm.

Ret. Sp. Const. Uppal passed away on May 10, 2018 at the age of 71. Sudhir is survived by his wife, Sudha and children Lenna and Neil.

William (Bill) Watson

Bill joined the OPP in April 1958. He dedicated 30 years serving at Cornwall, Long Sault and Huntsville detachments. He retired as a Provincial Constable in 1988 from Huntsville Detachment.

Ret. Prov. Const. Watson passed away on July 17, 2018 in his 84th year. Bill is survived by his wife, Isabel and children Donald, Judy, Donna, Lori, Mary and Byron.

Timothy (Tim) Waugh

Tim was an amalgamated member from Renfrew Police Services and joined the OPP in 2000. He served at Renfrew Detachment, Ottawa Communications Unit, Perth Communications Unit and James Bay Detachment.

Sgt. Waugh passed away on June 5, 2018 in Sudbury at the age of 54. He is survived by his wife, Anna and his brother, S/Sgt. Richard Waugh of Sudbury Police Service.

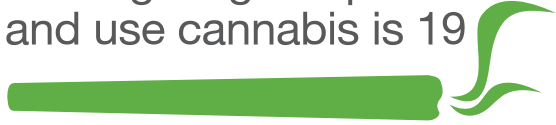
George Michael York

George's OPP career began in 1954 as a Chauffeur for the Criminal Investigations Unit and in May 1957 he became a Provincial Constable. George served at numerous locations including General Headquarters, Lakeshore Garage, Port Colborne, Niagara Falls and Welland detachments. He retired in 1986 with 31 years of service.

Ret. Const. York passed away on March 11, 2018 at the age of 85. He is survived by his wife, Geraldine and children Nikki, Geraldine, Merry, Lisa and Stacey.

AGE LIMIT

The legal age to possess and use cannabis is 19



WHERE TO BUY

Online at the Ontario Cannabis Store is the only legal place to purchase



POSSESSION QUANTITIES



30g or less can be possessed legally when in public if 19 years of age or older

WHERE TO CONSUME



- Public places where smoking tobacco is allowed
- Designated hotel and motel rooms
- Residential vehicles/boats

HOME CULTIVATION

4 plants is the maximum amount per primary residence (indoor or outdoor)



IMPAIRED DRIVING



- Licence suspension
- Vehicle impoundment
- Financial penalties
- Possible criminal record
- Possible jail time

ZERO TOLERANCE



Novice, young drivers (under 22) and commercial drivers must not have ANY drugs or alcohol in their system (medical exemptions may apply)

STAY SHARP
KNOW THE FACTS

Visit opp.ca or ontario.ca/page/smoke-free-ontario for more information

