



## EDMONTON POLICE SERVICE

### REPORT TO THE EDMONTON POLICE COMMISSION

**DATE:** 2020 February 20

**SUBJECT:** Change of Senior Constable Rank Insignia

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#### RECOMMENDATION(S):

That the Edmonton Police Commission (EPC) approve the following recommendation(s):

1. Adopting a new Constable Epaulette structure incorporating both a single chevron and a double chevron.

#### INTRODUCTION:

In 1992, the Edmonton Police Service (EPS) introduced insignia epaulettes displaying one chevron that were to be worn by constables who have completed 11 years of service. Over time this visible acknowledgment has evolved to incorporate members with 11 years of services who have completed the Temporary Acting Eligibility Exam.

The EPS is proposing that one chevron epaulettes will now be worn by constables who have successfully completed the Temporary Acting Course for Constables (TACC). The TACC is available to those with 5 years completed service with the EPS or members with a minimum 3 years with another agency and two years with the EPS. The single chevron epaulette will essentially distinguish and recognize those members with a level of experience and training achieved by virtue of having successfully completed the TACC.

A second visible display of acknowledgment being proposed is the two chevron epaulette. These do not denote a new rank and should not be confused with Corporal stripes used in some police agencies or the military but would rather be worn as a tangible acknowledgment of a Senior Constable who has reached 11 years of service with the EPS and successfully completed the TACC.

Both these visible displays of accomplishment and experience will allow others in the service to readily recognize those that can be expected to provide a standard level of leadership and knowledge.

## **BACKGROUND:**

In July of 2019, Human Resources Division was tasked to reimagining the Awards and Recognition Program with support from Chief's Committee. During research, gaps were identified around Constables with previous experience outside the EPS not being eligible to wear the single chevron until completing 11 years with the EPS.

The Edmonton Police Association Collective Agreement states, experienced officers with Canadian Police Service or Policing service gained outside of Canada are eligible to participate in the qualifying examination earlier:

- *Five (5) years of Canadian policing service to December 31 of the current year, of which two (2) years are served in the Edmonton Police Service; or*
- *Five (5) years of policing service to December 31 of the current year, gained outside of Canada, of which three (3) years are served in the Edmonton Police Service.*

By introducing the single chevron for those who have successfully passed the TACC, experienced officers hired outside EPS can now be recognized sooner while the double chevron replaces the single chevron epaulette currently recognizing Senior Level II Constable (11 years of service with the EPS and retaining their Temporary Acting eligibility status).

The restructuring of the Constable Epaulette Structure was discussed with the Edmonton Police Association, Employee Engagement Committee, Dress and Department Committee, and Chief's Committee who are all in full support and approve of a two-tiered recognition system (Attachment 1: 11244 – Awards & Recognition Program Proposals).

## **COMMENTS / DISCUSSION:**

These proposed changes would directly impact 455 out of the 477 constables with between 5 and 10 years' service and have successfully completed the TACC along with all the 479 Constables with more than 11 year's service who have completed the TACC.

Policy and Procedures changes to Dress and Department will reflect a mandatory display of single and double chevrons for senior constables. Members who have met the years of service requirement as set out in the Edmonton Police Association Collective Agreement and who have successfully completed the TACC and passed the accompanying examination shall wear a single chevron epaulette and members with a single chevron who then reach the service benchmark of 11 years shall wear a double chevron epaulet.

## **CONCLUSION:**

These changes will be significant to the overall image and culture of the EPS and will instill a new sense of pride in the constable rank while creating a practical means for others to

readily identify those members with a high level of training and experience and can be relied upon at critical incidents and events where experience matters.

The projected introduction of the double chevron is anticipated for February 7, 2020.

**ADDITIONAL INFORMATION ATTACHED:**


Attachment 1: 11244 – Awards & Recognition Program Proposals

**Written By:** A/Staff Sergeant Terence MAK – Human Resources Division

**Reviewed By:** Inspector Bart LAWczynski – Human Resources Division

**Reviewed By:** A/Ex Director Joe WELESCHUK – Human Resources Division

**Approved By:** Deputy Chief Darren DERKO, Corporate Services Bureau 

For information and approval as per Policy (2.2.1 Symbolic Instruments) as it relates to 'shoulder flash'. Also attached for information is the EPS Awards & Recognition Proposal BN. This may be a future presentation at the EPC meeting.  JAN 31/20

**Date:** 





# EDMONTON POLICE SERVICE

## BRIEFING NOTE

For Approval

TO: Chief Dale McFEE

TS: 11244

DATE: October 16, 2019

SUBJECT: Awards & Recognition Program Proposals

### RECOMMENDATION(S):

1. Consider and endorse the listed changes being proposed to the Awards and Recognition Program
  - a. Modify the Criteria around both the Medal of Valour and Medal of Honour as outlined inclusive of the award presentation format
  - b. Creating a new award called the Chief's Commendation focused on team recognition
  - c. Rebranding the existing Officer Safety Award to the Exemplary Police Tactics Award and establish a Wall of Honour at the William Nixon Memorial Range to highlight exemplary tactics
  - d. Reimagining "Divisional Recognitions and Favorable Notices" into one category of recognition – The Award of Merit which will include the creation of a new recognition Coin to accompany the certificate
  - e. Establish New Categories of Commendations to include Problem Solving and Innovation and that the awards include Commendation Pins to be eligible to wear on the working uniform as outlined
  - f. Restructuring of the Senior Constable Epaulette to have two service recognition points as described

### BACKGROUND:

In June 2018 Sgt. David Jones, in his position in Police Services Section, conducted a review of the EPS Awards and Recognition Program with a specific focus on ensuring there was equitable representation across the various awards available to both sworn and civilian members. In June of 2019 this review was presented to Chief's Committee and direction was given that HRD would prioritize these initiatives and drive forward with reimagining the Awards and Recognition Program. In order to provide the level of concerted attention required, Sgt. Terence MAK was identified and seconded to HRD to solely focus on this initiative. Working in conjunction with members of HRD, the Awards Board Committee and the Corps Sergeant Major several changes to the Awards and Recognition Program are being brought forward for consideration and approval.

### ORGANIZATIONAL IMPLICATIONS & EXPLANATION:

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|---|--|--|
| <input type="checkbox"/> Finance Division                     | <input type="checkbox"/> Legal & Regulatory Services Division                                    | <input checked="" type="checkbox"/> Policy Management Unit |
| <input checked="" type="checkbox"/> Human Resources Division  | <input type="checkbox"/> Corporate Communications Branch   | <input type="checkbox"/> Policing Innovation Unit          |
| <input type="checkbox"/> Informatics Division (IT / Security) | <input checked="" type="checkbox"/> Supply Services Division (Materials / Exhibits / Facilities) | <input type="checkbox"/> Not Applicable                    |
| <input type="checkbox"/> Other: _____                         |  |  |

## EXPLANATION:

### Modify the Criteria around both the Medal of Valour and Medal of Honour:

Currently, the criterion that must be satisfied in order to be awarded either the Medal of Valour or Medal of Honour are very rigid. This is evident in the fact that before awarding Cst. CHERNYK and Cst. BATES the Medal of Valour in 2019, the EPS had gone 11 years without presenting the medal. The last member to receive the Award of Honour was Cst. FURMAN in 2006 and the member previous to that was Cst. OGILVIE in 1991. *(Note: A decision around Cst. WOODALL posthumously receiving the Award of Honour after having been shot and killed in June 2015 has yet to be made).*

In discussing what changes could be made to make these medals, there are occasions where circumstances are similar where it would make sense that medal should be awarded; but due to the specific definitions for medal consideration, members have been excluded. The criteria for both medals are also unclear around whether actions undertaken while off duty could be recognized. In consultation with the Awards Board Committee it was unanimously accepted that actions undertaken while off duty are in the spirit of the award and should be open to consideration for these medals. These actions off duty are often due in part of the member's experience and training. This is directly the result of discussions related to Cst. BATES being nominated for the Medal of Valour. It was also realized that the wording around the Medal of Honour as it relates to; *"...during the intelligent and appropriate execution of their duty, in an attempt to save or protect life suffered grievous physical injury...."* potentially makes the interpretation of the award criteria so very high that the award becomes virtually unattainable as is demonstrated by the infrequency that it has been conferred. It is therefore recommended that the wording be altered to explicitly state that both medals are available for a member's actions taken while off duty. Further recommendations are to redefine the definition specific to the Medal of Honour *"attempt to save or protect life"* to include what circumstances equate to save or protect life in order to explore more opportunity in attaining the medal.

It is also recommended that recipients of either the Medal of Valour or Medal of Honour be presented with a professionally framed scroll inscribed with the member's name and an appropriate citation outlining the event that led to their earning the award at the same time they receive their medal. Presently there is nothing given to accompany the medals. Since there are only five serving members of the EPS who have received these awards it is suggested that they will be provided these framed scrolls retroactively, however these scrolls would not be provided to retired recipients, of which there are approximately ten.

### Creating a new award called the Chief's Commendation:

The Chief's Commendation would be separate and apart from the Commendations that everyone is already familiar. A Chief's Commendation is intended to recognize civilian or sworn members of an entire unit, squad or section as opposed to an individual. The Chief's Commendation is intended to recognize the worthy efforts of a work area when the nature of the work cannot be attributed to any one person or even group of individuals due to the length of time it took to conclude, the sheer scale and scope of the project or the high number of individuals that played a role in order to bring the initiative to a conclusion makes it impossible to single anyone out without fear of omitting praiseworthy contributors. This type of award has roots in the military and is often the result of higher ranks or persons with a 'big picture view' of an organization identifying work areas that have made a significant contribution to the overall advancement of the organization. This award would be awarded at the completion of operations, initiatives or undertakings rather than at a formal Awards Ceremony. Any employee of EPS can initiate the nomination process using the revised electronic "Special Recognition Form" through their chain of command. The Awards Board Committee will review the nomination to make a determination as to the appropriate award; for the Chief (or designate) to present to the work area. The award typically takes the form of a plaque that can then be openly displayed in the work area for all to take pride in.



### Rebranding the existing "Officer Safety Award":

The Officer Safety Award is the 3<sup>rd</sup> highest award that can be conferred upon a sworn member of the EPS. It is available to members who, "...*appropriately and intelligently employed sound officer safety techniques while facing adversaries under circumstances of eminent personal danger...*" A recipient of this award currently receives a plaque and the right to wear a chest ribbon / bar shaped metal pin on the right breast pocket of their working uniform. While consideration was given to elevating this award to a medal it is being proposed that it remain an award but that the name be changed to more appropriately reflect the status and prestige that this award carries. The name being put forward is the **Exemplary Police Tactics Award**.

At present the Officer Safety Award shares its name with the "Officer Safety Award" presented to a deserving individual in each Recruit Training Class who has achieved the highest mark in the control tactics portion of their training. This duplication in name confuses and diminishes the Officer Safety Award given to members for actions taken in the line of duty.

Years ago it was decided that Officer Safety Award recipient's names would not be included on the Wall of Honour displayed in the public atrium of Police Headquarters. This was done to avoid any public rebuke that might result since many events precipitating Officer Safety Awards involve police shootings. To rectify this slight and allow for a historic record of past winners to be openly displayed it is proposed that another Wall of Honour specific to Officer Safety Award (Exemplary Police Tactics Award) winners be constructed at the members only area accessible within Nixon Range. This would also positively encourage commitment to training and honing police tactics and skills.

### Reimagining "Divisional Recognitions and Favorable Notices":

In Sgt. JONES' initial review he recommended that the Favourable Notice be discontinued and that only Divisional Recognitions be available to recognize "Work Well Done" from the Divisional level. While HRD supports this change, it is recommending that to avoid the perception that the Divisional Recognition is simply replacing the Favourable Notice and to capitalize on this review opportunity that the EPS entirely rebrand the Divisional Recognition with a new name, folder certificate and challenge coin. The name change being proposed is the **Award of Merit**. The criteria would essentially remain the same as what traditionally justified Divisional Recognitions and Favourable Notices but the name change would update the image and instill a new sense of value and respect in this divisional level recognition. This award will be eligible to all civilian and sworn members of EPS.

The challenge coin being suggested to accompany an Award of Merit would be similar to the existing Exemplary Service Coin that is presented along with a Favourable Notice but would incorporate the slightly tweaked design used on the Divisional Recognition Lapel Pin. (Note: the existing Exemplary Service Coin is no longer current and should not be distributed because it does not include Cst. WOODALL'S name in the list of fallen officers on the reverse side of the coin). The costing for a new Award of Merit challenge coin has been obtained and it is not significant. It is suggested that this relatively minimal expense be incurred by either HRD or Office of the Chief in order to avoid the individual divisions having to incur these costs and has at times resulted in them not always being provided to a recipient.

### New Categories of Commendations and Accompanying Uniform Pins:

Commendations are currently available to both civilian and sworn employees of the EPS. They are awarded in six distinct categories; Bravery, Lifesaving, Exceptional Police Investigations, Exceptional Personal Performance, Outstanding Work in the Community and Outstanding Contribution to Police Work. Sgt. JONES recommended that the annual Problem Solving Award be discontinued as it was becoming increasingly difficult to identify and recognize a worthy recipient on an annual basis. To make up this created gap and to further recognize the



core value of innovation two additional categories are recommended; Problem Solving and Innovation. Both categories would be available to individuals or teams.

Unfortunately, the stature of Commendations is somewhat understated and attention should be given to raising the image of this recognition in the eyes of the membership. Its' status will be better ingrained in the EPS culture if they were to come with a chest ribbon / bar shaped medal pin that can then be displayed on the right breast pocket of their working uniform or worn as a lapel pin for civilian employees. Besides instilling personal pride in the wearer, it will inspire others and build esprit de corps across the service. To further distinguish the specific types of Commendations it is being advocated that these pins be designed to incorporate unique colors symbolic of each category such red for Bravery, green for lifesaving, gold for Outstanding Police Investigations, silver for Exceptional Personal Performance, brown for Outstanding Work in the Community, maroon for Outstanding Contribution to Police Work and possibly orange for Problem Solving and white for Innovation.

It is being recommended that these pins be made retroactively available to active employees of the EPS who have been recipients of a Commendation. In the few cases where a member has more than one commendation of the same category a single pin with an EPS crest design positioned in the center could be issued to represent the two awards and reduce the number of pins displayed on a uniform. Two EPS crests on a single pin would signify three awards and so on. Recipients of Commendations of different categories would simply display both pins.

#### **Restructuring the Senior Constable Epaulette:**

In 1992, the Edmonton Police Service introduced insignia epaulettes displaying one chevron that were basically to be worn by constables who have completed 11 years of service. Over time this visible acknowledgment has evolved to incorporate members with 11 years of services who have completed the T/A Eligibility Exam and can therefore operate in an Acting Sergeant or Acting Detective position. Constables with experience outside the EPS are not eligible to wear the single chevron until completing 11 years with the EPS. In the past, HRD and the Edmonton Police Association have explored the idea of eligibility being opened to constables with prior police experience before joining the EPS but this was never adopted.

In the same spirit of this earlier initiative HRD is proposing that one chevron epaulettes be worn by constables who have successfully completed the Temporary Acting Course for Constables (TACC). The TACC is available to those with 5 years completed EPS service or experienced members with a minimum 3 years with another agency and two years with the EPS. These epaulettes will essentially distinguish and recognize those who can fill the role of a Temporary Acting Sergeant and have 5 years completed service. This visible display of accomplishment and experience will allow others in the service to recognize at a glance those that can be expected to provide a standard level of leadership and knowledge.

A second visible display of acknowledgment being proposed is the two chevron epaulette. This is not a new rank and should not be confused with Corporal positions held in some agencies, but would rather be worn as a tangible acknowledgment of Senior Constable status which includes constables who have completed 11 years of service with the EPS and the T/A Eligibility Exam. This style of epaulette will be consistent with the currently defined Senior Level II Constable.

These changes would be significant to the overall image and culture of the EPS and would instill a new sense of pride in the constable rank while creating a practical means for others to readily identify those members with a high level of training and experience that can be relied upon at critical incidents and events where experience matters. These proposed changes would directly impact 455 out of the 477 constables between 5 and 10 year's service who have successfully passed their T/A Eligibility Exam and 479 out of 479 constables with more than 11 year' s

service who have passed their T/A Eligibility Exam. Each set of uniformed epaulettes are \$6.20 and \$8.00 for a single or double chevron dress uniform insignia.

The restructuring of the Senior Constable Epaulette initiative was discussed with the Edmonton Police Association Executives who are in full support of a two-tiered recognition system for members between 5 to 11 year's service who have successfully passed their T/A Eligibility Exam.

### Conclusion:

These recommendations have been devised to enhance and bolster the current Awards & Recognition Program of the EPS. They have all been considered through the lens of the organizations Mission Statement, Vision and Core Competencies and how they will instill a greater pride across the organization while appropriately recognizing the high level of accomplishments that take place on a regular basis.

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**SUBMITTED BY:** Acting Staff Sergeant Terence MAK and  
Staff Sergeant Dale JOHNSON

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**REVIEWED BY:** Inspector Bart LAW CZNSKI *[Signature]* **DATE:** October 17, 2019

**Comments:** I support each recommendation. I believe each will further employee engagement resulting in appropriate and timely recognition for deserving sworn and civilian members.

**REVIEWED BY:** Acting Executive Director Corrina CHETLEY-IRWIN *[Signature]* **DATE:** Oct 23/19

**Comments:**

**REVIEWED BY:** Acting Deputy Chief Chad TAWFIK *[Signature]* **DATE:** 2019.10.24

**Comments:** I support the recommendations as put forward by A/Sgt. Mak. These should be reviewed by Chief's Committee inclusive of impacts on MMB and the CSM. For Chief McFee's review and approval. Following review at Chief's Committee, information should be presented to ELC.

**DECISION BY:** Chief Dale McFEE **DATE:** 2019-10-30

**Approved:** ☒ **Not Approved:** ☐

**Comments:**

To chiefs Committee for  
discussion.

the.

2019 NOV 06 (H/P) approved @ chiefs committee