

RICK ABBOTT

CAREER HISTORY / HIGHLIGHTS

Edmonton Police Service

October 1996 – April 2022

Staff Sergeant, Watch Commander, West Division

January 2021 – April 2022

- Supervised 4 operational squads led by their Sergeants within one of Edmonton's 6 Divisions. Reported to two Inspectors (Divisional / Administrative and the operational Duty Officer)
- Assisted teams and individuals in performance reviews, career development and promotional support. Reviewed conduct issues and worked collaboratively to develop appropriate disciplinary plans based on a commitment to transparency and integrity.
- Diligently provided pre-charge consults with criminal investigations coming through my command and ensured that not only was relevant legislation was adhered to but compliance with company goals were also met.
- Commanded and reviewed / debriefed high-risk incidents.

Staff Sergeant (Acting), Tactical Section

April 2021 – December 2021

- Supervised 4 full-time operational tactical teams (Swat) led by their Sergeants.
- Responsible for capital planning, operational budgeting, equipment and resource allocation including recruitment for a dynamic unit of 40 employees.
- Commanded high-risk tactical incidents that could be expected for a city of nearly 1 million including weapons complaints and high-risk warrant execution.
- Led this unit through a transitional period of growth and rebirth by transparent and openness and was promoted for it.

Sergeant, Tactical Section Training Sergeant

April 2018 – March 2021

- Lead the training schedule for one of Canada's largest full-time tactical teams that meant corroborating with not only internal partners such as Bomb Unit and Firearms Training Unit, but also coordinated with external agencies including other municipal Tactical teams but also national (RCMP and Canadian Armed Forces) units.
- Planned and maintained weapons and ammunition selection and oversight of long-term mentorship developing resiliency in the squads to ensure future success.
- Senior leader and active sniper supervisor for the Sniper Unit. Planned and executed a strategic realignment plan for the Sniper Unit bringing accountability to the greater Service.
- Streamlined and uniformed the entire weapons systems of the Sniper Unit giving long-term sustainability.
- Reviewed, prepared course material and resources for internal Basic Urban Sniper Courses
- Recruited to a diverse crowd of applicants when interest was fledgling bringing more interest to recruitment for Tactical Section's selection process.
- Codified and standardized Tactical Section's selection process opening opportunity to that more diverse pool of applicants.

Chief Operating Officer, Alberta Inter-Service Small Arms Competition

2012-2019

- Took over chief operations from the Chief Firearms Office responsibility for the Inter-Service Small Arms Competition (ISSAC) in 2012 as recognized as having leadership qualities to bring

ISSAC to the next era. Guided this provincial-wide, multi-agency duty-gun competition until the health shutdowns of 2020.

- Increased attendance from lows of 3 agencies and 20 competitors to more than 10 agencies and over 100 competitors and increasing from a one-day event to a two-day weekend.
- Engaged the Firearms Training Unit's (FTU) from several agencies to participate in the design and dissemination of the event increasing information sharing from across the province in serious use of force events, training and hardware selection.
- Engaged female participants with hopes of increasing their participation. Female trophy classes were created and women went from 2-3 per year to 25 successfully diversifying the competition.

Sergeant, Beats, Downtown Division

January 2015 – March 2018

- Lead a squad of Constables in a revamped model of foot-patrol policing for downtown Edmonton. Construction of Roger's Place meant an extraordinary influx of people to the city core.
 - Responsible for shaping a team of police officers to engage positively in this new paradigm and assisting in leading 7 other teams to the same goals.
 - Also oversaw a group of 8 Constables that were either self-assigned to the Front Counter for personal reasons or were directed there by Human Resources for internal investigative reasons.
 - Ensured that this group maintained a positive outlook while dealing with their personal issues by honest/open communication and support. **Constable, Firearms Training Unit**
- January 2011 – December 2015**
- Developed and grew the Patrol Carbine Program whereby personally issued C8 rifles were issued to over 200 operators.
 - Standardized and the Basic Carbine Operator Course and the Carbine Instructor Course developing a cadre of instructors to carry the program for the next decade.
 - Conducted research and adopted a science-based ammunition selection process to ensure greater safety for not only our officers, but the people of Edmonton as well as mitigated organizational risk in one of the most contentious issues surrounding modern policing.

Constable, Tactical Team Unit

February 2004 – December 2010

- Tactical team member with a Sniper specialty.
- Only EPS member to qualify as a sniper instructor through McMillan Rifle School.
- Adopted the FBI terminal ballistics science-lead ammunition selection process described above.

Constable, Patrol Services / Beats

October 1996 – January 2004

- Formative years as an investigator and responsible for Edmonton's response to the emerging rave and drug culture at the time

EDUCATION

Bachelor of Arts (Sociology) *University of Saskatchewan* 1996
(French Minor) *L'Universite de Quebec a Chicoutimi*

REFERENCES AVAILABLE UPON REQUEST

**ADDENDUM BELOW OUTLINING FIREARMS/TACTICAL
RELATED COURSES AND CERTIFICATIONS**

Addendum of Firearms / Tactical Related Courses and Certifications:

FIREARMS INSTRUCTION:

2012 Jan. – 2015 Jan.

Firearms Training Unit

-9 Basic Carbine Operator Courses (108 operators)

-1 (revamped) Carbine Instructor Course (12 instructors)

-1 (revamped) Basic Firearm Instructor Course (12 instructors)

2006 March 6-17

Basic Urban Sniper Course

-Certifying two EPS members, two Brandon, Manitoba members, one from Medicine Hat

Annually

Ballistics / Subject Incapacitation

-Taught to Basic Tactical Entry Classes since 199

FIREARMS/TACTICAL RELATED EXPERIENCE:

2019 Sept 3-5

Milcun Designated Marksman

The Ontario Legislative Security team is developing an over-watch program to deploy on ever protest/counter protest. The EPS has been developing the same thing through Deops. This course confirmed it easier to turn snipers into DM's instead of a patrol officer into a DM. At least in the early development of the process. Keith Cunningham and Linda Miller are well-known firearms instructors in central Canada and the DM program is new in the nation. Basic precision rifle tactics were taught and the theory of DM's in either city were developed. Refer to Briefing Note on this topic advancing it.

2019 August 30

FBI Sniper Training Day, Ponoka, AB

Special Agent George Carr FBI taught a one-day shooting course at SureShot Range to EPS Tac and ERT-N. He reiterated our use of field

shooting positions. Quick deployment strategies and fast responses were the emphasis of the day.

2019 Jan 29-31 Colt Canada C8/MRR Armorer Course
-Glen Kulchecki instructing. Full breakdown including barrel breaching on both C8 and MRR.

2018 Sept 10-14 Millbrooke Pistol Carbine Operator Course
-First 3 days were on pistol operations learning the SOP's of the pistol mimic those of the carbine.

2018 August 29 Confined Space Training
-Contracted by the COE learning the dangers of operating in confined spaces.

2018 May 4 – 6 Millbrooke Carbine Operator Course
-Day 1: Handling basics and efficiencies
-Day 2: Building on Speed
-Day 3: “What matters right now”. Learning to not look ahead and complete the task.

2018 Feb 14-16 EPS Tier 1 / 2 Criminal Flight Event Mitigation Specialist
-Day 1: Policy-Current and expected changes that will ensure trained members and command staff will have options over criminal flights.
-Day 2: Practical training on tire deflation devices, pinning and 10-24's.
-Day 3: Dedicated to PITT'ing. Specifically with Suburban's.

2017 Sept 6/8 RCMP ERT (North) Sniper Symposium
-Day 1 RCMP were demonstrating their .300 Blackout carbines. 200m hits were very doable, but after 200m, the trajectory meant serious hold over or doping.
-Day 2 were debriefs from Manitoba / Yukon ERT of two different calls. Manitoba spoke of the challenges of -30 C weather on outdoor deployments. Yukon ERT shared their experience with the failures of 'near glass' during a family fight sniper shot.

2016 Feb 23-25 Incident Command System 300

2015 May 19-20 Incident Command System 200
-Classroom level 2 version of ICS taught by Al Fraser (Edmonton Emergency Operations Center)

2015 May 14 Incident Command System 100
-introductory course (online with Alberta Gov) to the ICS

2015 April 21-23 Commander Initial Response (EPS)
S/Sgt Dave Goodkey on the basics including using smeac/risk effective decision making and unit responsibilities

2014 Mar 17-21 *Setcan Simmunition Instructor & Safety Certification / Stress Vest Instructor Course*
Taught by Kelly Keith (WPS) and (Ret.) Sgt Peter Cherniawsky (EPS)

- 2013 May 6-10
- First three days dedicated to the safety parameters associated to the use of simmunition
 - Last two days established the use of the Stress Vest
- Provincial Weapons Enforcement Unit (Ontario):
- Firearms Verification and Investigation Course
- Ass. Crown Vincent Paris lecture on firearms legislation and prosecution. Classifying the different charges available and expert testimony vs Verifier's.
 - Safe Handling with FEU's Rick Rossel/RCMP's Peter Blenkarn on the Reference Tables and Verification of Firearms (all classes)
 - Det Scott Ferguson TOPD: Firearms tracing enforcement program plus serial # restoration
 - Peter Forcelli ATF: Explored the relationship between borders and how important it is to follow guns crossing the border.
 - Roby THOMAS: Center for Forensic Studies: Lectured on IBIS and classifying markings on casings/bullets.
- 2013 Apr 11
- CPS Concealed-Carry w/ Cst Kelly Fraser
- the basics in a review of the different style concealed holsters and solutions to drawing and live fire with different levels of clothing. Holsters with 'no' retention, to level 1, to the Blackhawk were practiced.
- 2013 Mar 5,6
- CTOMS Tactical Field Care
- my third time on the course that started with the MAR (massive bleed, airway, respirations) hierarchy of field medicine. Day 2 included work on live models.
- 2013 Feb 26-
Mar 01
- Colt C8 Armourer
- five days starting with basic cleaning and technical data and ending with full disassembly and use of tooling to gauge wear. Ending with trouble shooting to confirm skills in assessing the function of the C8. Taught by Colt Canada's approved Armourer.
- 2013 Feb 22
- Terminal Ballistics with Dean Dahlstrom of the RCMP
- Mr Dahlstrom is a forensic scientist with the RCMP (Regina) that has done terminal bullet performance tests for them mostly in ordnance gelatin. A morning lecture on the 'generalities' of bullet performance was followed up by a gelatin shoot at Nixon Range. This confirmed (generally) that different classifications of bullets perform in genres (fast expanders, balanced, deep-divers and match [my terms]).
- 2012 Aug 29-31
- Millbrook Tactical: Advanced Carbine Course:
- taught by recently retired JTF2 members at Sherwood Park Range. This was an introduction to shooting steel with the carbine. Over 1000 rounds expended in the 3 days. The 'head-up-gun-up' manipulations were confirmed here so that I could officially bring it to the EPS Carbine Program.
- 2012 June 25-29
- NTOA Carbine Instructor
- I assisted Sgt Bret Pagnucco as an instructor at Nixon Range.

-More emphasis was placed on the shooter-coach relations in this course than the shooting itself. Analysis of the shooter and their targets being a primary goal.

- 2012 April 30-Mar03 *EPS: Basic Firearms Instructor*
-intensive safety protocols and planning, Shooter-Coach principles, use of force reviews, scoring, firearms quals, Glock 22 technical data, fundamentals on all pistol sop's of the EPS, shooting drills of multiple threats, variable light, one-handed operation, remediating students and target analysis
- 2012 March 15 *CTOMS: Tourniquet Train-The-Trainer*
-Learning to instruct the use of a tourniquet
- 2012 Feb 15 *Glock Armorer: In-House with Larry Snidel*
- 2011 April 17-21 *Ron Avery's Practical Shooting Academy: Advanced Handgun Skills Instructor 250*
- 2011 Mar 29/30 *Force Science Institute: Dr Lewinsky on Science & Human Dynamics Behind Deadly Force Encounter*
- 2010 October 8/9 *CTOMS: Tactical Field Care Medicine*
-Taken in Edmonton, Ab (my second time including Calgary)
- 2009 Feb 24-27 *CTOMS: Tactical Field Care Medicine (Calgary, Ab)*
- 2006 April 8-12 *Carbine Instructor Course*
-Taken in Edmonton, Alberta by Advanced Interactive Systems, Inc. (Tim Bollig)
- 2005 May 21-24 *Counter Sniper/Sniper Instructor Course*
-McMillan Rifle School, Phoenix, Arizona with William Graves
- 2005Jan 25 *Tactical Field Medicine Provider*
- 2004 Mar 22 *Advanced Crowd Management*
- 2002 Oct 22 *First Responder Training: Clandestine Lab*
- 2002 Oct 08 *Basic Urban Sniper Course*
-CFB Wainright, Alberta
- 2002 Sept 30 *Basic Tactical Entry Course*
-Half of course in CFB Wainright, Alberta
- 2001 April 17 *Ecstasy Seminar/First Responder Officer Safety*
-Calgary AB
- 2001 March 01-02 *VIP Protection Security Workshop*
-Taken here in Edmonton with Cpl. Graham Holmes of the RCMP

COUNTER TERRORISM INTELLIGENCE OFFICER TRAINING

2012 March 01

EPS CTIO Seminar: CSIS Guest

2011 Dec 13-15

CTIO (Counter Terrorism Information Officer) RCMP Certification Course

2011 Oct 06

Counter Terrorism Seminar (Ab Security and Strategic Intelligence Support Team)

Gen. Rick Hillier, Monik Beauregard (ITAK), Agroterrorism, Pat Crowley (CSIS), Michael Trapp (Tesoro Security: ex USAF)