

## **Jim Kingston**

Jim began his association career shortly after joining the Kitchener Police Service. He was elected President of the Kitchener Police Association in 1968 and four years later was acclaimed President of the newly formed Waterloo Regional Police Association. In 1980, Jim left Waterloo Region to become the Executive Manager of the Ontario Provincial Police Association. During Jim's tenure with the OPPA, two independent international studies rated labour relations between the association and OPP management as the best in policing circles. In 1990, Jim was named the first Chief Executive Officer of the Canadian Police Association. During 1975, Jim Kingston analyzed over 200 police contracts from across Canada and produced the first police statistical analysis contract guide, used for comparison of wages and benefits in contract negotiations and arbitrations. During his association career he was active at the provincial, national and international level, serving provincially as an elected Director of the Police Association of Ontario for five years, and appointed executive committee member for another fifteen years. Nationally, he served as Vice-President of the Canadian Police Association for five years and as President from 1986 to 1990. During his association career he assisted police associations from across Canada, the United States, Australia, New Zealand and the United Kingdom. During his years of association service he represented police before all levels of government in contract negotiations, grievances and arbitration processes. In 1988, Jim Kingston forged a corporate partnership with CBIU Publications and started a national police magazine that is now circulated to 40,000 members including members of Parliament, Provincial Legislatures and the Judiciary. This business partnership has ensured financial stability for the Canadian Police Association. 1988 also marked the year Jim Kingston began working on the National Police Memorial. He subsequently entered into contracts with the government and coordinated raising more than \$600,000 for the construction of the Speaker's Summer Pavilion located on Parliament Hill. In 1994, Jim Kingston led the CPA into a second business partnership, this time with the C.I. Labour Sponsored Venture Capital Fund. Now known as the Covington Fund it has proven to be very successful with investments and assets exceeding \$100,000,000. In August of this year, Jim was presented with the Police Association of Ontario's "Dennis R. Latten Award" for his outstanding contributions to police associations and their members across Ontario. Jim Kingston's strategic thinking and his ability to envision the future have done much to prepare the Canadian Police Association for the next 50 years and beyond.