



2021-2022 ANNUAL REPORT

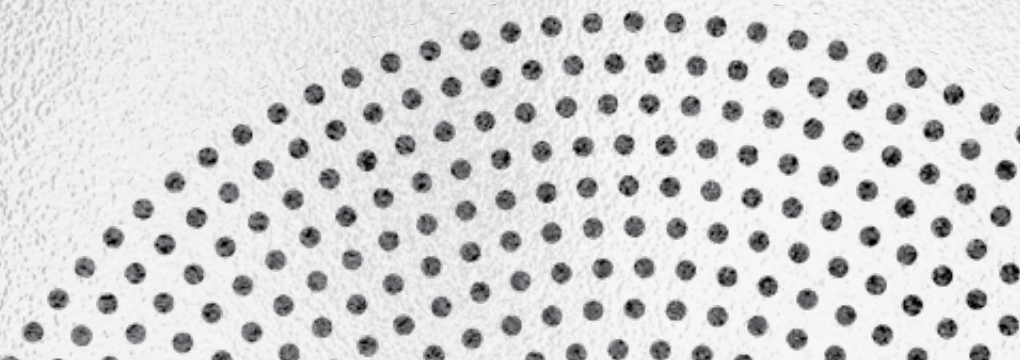


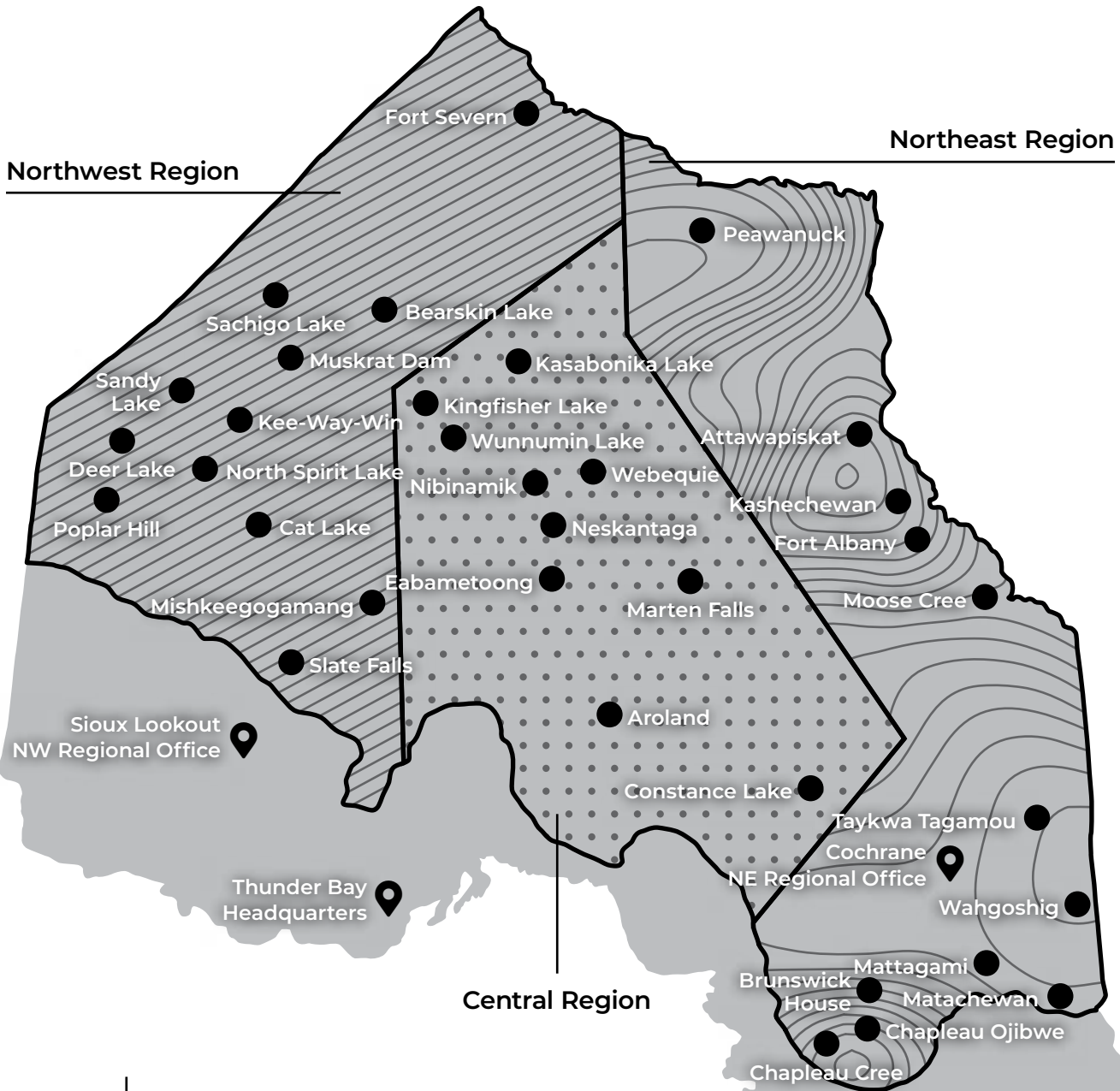


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NAPS DETACHMENTS



LEGEND

- Indigenous Communities
- 📍 Non-Indigenous Communities



Cst. Roy with the kids at the Detachment in Slate Falls. Cst. Roy brought the kids to the office and gave them a tour and showed them the cruiser. Afterwards, the kids had questions and expressed how they really enjoyed themselves and spending time with the police.



MISSION STATEMENT

The mission of the Nishnawbe Aski Police Service is to provide a unique, effective, efficient and culturally sensitive appropriate service to all the people of Nishnawbe Aski area that will assertively promote harmonious and healthy communities.



OUR COMMITMENT

To achieve this mission, in partnership with the communities we serve, we shall:

- ✓ Be representative of the First Nations and communities that we serve;
- ✓ Provide a community-oriented police service;
- ✓ Protect persons and property through crime prevention, community education, and appropriate law enforcement; and
- ✓ Provide a level and standard of police service the same or higher quality that exists elsewhere in Canada.

OUR VISION

A leader among First Nations police organizations, establishing the standards of tomorrow.



OUR CORE VALUES

These are the distinct values for the Nishnawbe Aski Police Service. These values reflect the diversity of our communities in the Nishnawbe Aski Nation.

- ✓ Community Minded: We provide a service to our communities that are tailored to their cultural differences. We are aware and responsive to the community's needs through the leadership and guidance of the Police Services Board.
- ✓ Respect: We cherish diversity.
- ✓ Caring: We are sensitive to the community and individual traditions. We strive to speak and act in a professional manner.
- ✓ Integrity and Ethics: We do what we say we will do. We act in an honest sincere manner, reflective of our employees' highest standard of quality.
- ✓ Competence: We develop our people to achieve, maintain or exceed the Provincial Standard of quality in Policing. Our people are dedicated and committed to the communities they consistently.
- ✓ Communication: We are committed to a two-way flow of communication with our membership and the community, fostering a sense of belonging and unity of the two entities.



MESSAGE FROM THE CHAIR

Mike Metatawabin
Chair

Watcheeya:

On behalf of the Police Service Board I would like to send a warm greeting out to all of our leadership and community members. It seems that the pandemic is beginning to abate to a certain degree and we are now beginning to emerge out from beneath all of that. WE recognize that many of the remote communities are still utilizing protocols to keep the population safe from any possible outbreak. NAPS board and administration have strived to enforce and follow all of the protocols enacted by the communities we serve. We did have some issues with covid transmission through travel and we did our best to mitigate those situations and put measures in to tighten our protection over transmission of the virus. We worked with leadership, NAN executive, health professionals and government to make certain that the essential service continued with as little interruption as possible.

This past year the board focused on completing negotiation of a new three year agreement. The total funding for this fiscal is 53 million dollars and it will increase to 56 million in 2025. Key components of that agreement are sustained funding for administrative support for the officers positions we have gained in the past three years. The support will go to management, IT services, finance, HR and court services.

Of more interest at the community level will be the 2 new canine units and regional drug investigative teams. Until now NAPS had only had a few dedicated officers working as a drug unit for us. We negotiated an additional 18 drug enforcement positions to be created over the next three years. This is a huge influx of manpower that will help NAPS to target the drug dealers in the community. Chief Morrison outlines the details in the annual report.

Another welcome announcement that came as part of the negotiations was a commitment to launch 5 new detachment builds over the next three years.

Two have been announced already. Marten Falls and Neskantaga detachment builds are set to start in the spring of 2022. This will go a long way to helping us cover off detachment builds in areas of critical need.

From a governance perspective the board will engage in community consultations directly with leadership on an annual basis. We will accomplish this with a combination of community visits, tribal council AGM attendance and having a presence at Chiefs gatherings. We intend to gather input from leadership that we can bring these ideas to the board to assist and guide us in implementing short, medium and long term goals we set for administration in the annual, strategic and operational plans. These changes in approach are all in preparation for inclusion in legislation. Policies are being reviewed and updated to match the progress we are making as we prepare for that change. I would like to thank leadership on behalf of the Board for all of the patience they exercised as the painfully slow process of legislative renewal played out. I certainly hope that the upcoming fiscal year heralds the completion of that monumental task that the board and NAN Executive took on your behalf.

Miigwetch,



Mike Metatawabin

Chair



CHIEF OF POLICE REPORT

Roland Morrison
Chief of Police

As our society entered 2022, positive medical advancements in vaccinations led to progress with COVID-19 within our Global and Canadian society. This positive progress has allowed Government Ministries and Public health officials to retract many of the COVID-19 public safety health measures. This allowed our society to return to a sense of normalcy with their day to day lives. However, despite this new normalcy, we all must remember to remain vigilant as we learn to live and cope with the impacts of COVID-19 on our lives. As a Nishnawbe Aski Nation affiliated organization, Nishnawbe Aski Police will continue to collaboratively work with our communities on enacted COVID-19 protocols that impact community safety.

Earlier this year, Nishnawbe Aski Police Board concluded its funding negotiations with government representatives from Public Safety Canada and Solicitor Generals Ministry. Through negotiations, we received funding for 5 new detachments for the communities of; Marten Falls, Neskantaga, which have commenced construction. Mishkeegogamang, Attawapiskat and Chapleau are also recipients of new detachments and their construction will commence next fiscal year.

In addition to infrastructure Funding, financial support was also received for several new administrative positions in our IT Department and newly formed Court Section. Funding was also received to sustain our Survivor Assistance Support Program (SASP) which provides immediate support for survivors of Domestic and Sexual Abuse. During COVID-19, we seen an alarming increase in Domestic and Sexual Violence across the NAN territory and the majority of the survivors were women. SASP was recently recognized for their work with survivors by receiving an Award from the Ministry of Attorney General.

Through meetings with our community leaders, the most pressing issue that continues to be brought is; “Drugs”. During COVID-19, we have all seen an increase in the use of drugs. Drugs negatively impact our communities and place a strain on social and health services. Through negotiations NAPS was able to address the impacts of drugs and secured new funding for 18 Drug Unit positions. These 18 new positions will allow for each region to possess a drug unit to conduct regional drug investigations. The new drug positions also allow NAPS the ability to partner with other police services and target those who come to our communities to cause harm. In addition to the 18 Drug Unit positions, NAPS also received funding for 2 K-9 positions to support our drug units in their investigations. The new drug unit positions and K9 positions create opportunities for our service to deter the flow of drugs entering our communities.

As I previously mentioned, during the last two years of COVID-19, NAPS seen an increase in domestic, sexual and serious aggravating assaults, and an overall increase in occurrences. The increase in these types of serious calls are reflected in the annual crime and violent crime severity indexes and on these indexes, Indigenous Police Services rank very high. The data would suggest that our communities are violent with high crime rates and overtime, this level of violence can negatively impact an officer’s physical and mental health. To address these impacts, NAPS received separate funding to support community and officer wellness programming. To further substantiate the impacts of working in our Indigenous communities, Calibrate Solutions researched the impacts by interviewing numerous officers from all 9 Indigenous police services in Ontario. From the interviews, Calibrate produced a Mental Health report containing 27 recommendations for the 9 Indigenous police services. This Mental Health report and its recommendations was the center of the Indigenous Police Chiefs of Ontario (IPCO) “Path to Wellness” conference held this past spring in Sault Ste Marie Ontario.

Throughout 2021 and 2022, consultation meetings were held with our communities on opting into the Comprehensive Ontario Police Services Act (CPSA) and at our May 2022 NAPS Police Board spring meeting with community leaders and representatives. Chiefs and proxies voted in favour of NAPS Opting in to the new CPSA. NAPS management has been preparing for the legislation by ensuring supervisors possess the proper training on legislative requirements and performing audits in high risk areas such as; Vaults and Prisoner care. As I mentioned in previous annual reports, we will continue to ensure all supervisory levels receive training that align with legislative requirements.

As our service looks forward to coming years, in 2023, our Strategic Plan comes to an end. In preparation, throughout this calendar year, management will hold strategic planning sessions with its staff to compile areas of focus for our organization for the next few years.

A strategic objective of our service will focus on the mental health and overall wellness of our people. With the new mental health funding, it is vital our

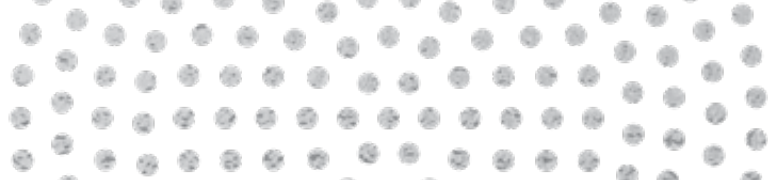
service implement the recommendations from the Mental Health report by Calibrate. All our people work hard in challenging environmental and social conditions and it is important that management provide the necessary resources that will contribute to our people's overall wellness.

Over the next few years, the most important strategic priority our service will focus on is recruitment, and recruitment directly in our communities. With travel now being allowed to many communities, we will attend our communities and hold career opportunity sessions with community members about the officer and civilian employment opportunities available within NAPS. With numerous police services across Ontario experiencing recruitment challenges, we want to focus directly at attracting our own NAN members from our communities to become involved with the protection and safety of our NAN territory.

Lastly, I want to take this opportunity to acknowledge all our people within our police service for their continued dedication and commitment to the safety of all who reside in our NAN communities, your work is certainly very appreciated.



Roland Morrison
Chief of Police





FINANCIAL OVERVIEW

Independent Auditor's Report

To the Board of Directors of Nishnawbe-Aski Police Service:

Qualified Opinion

We have audited the financial statements of Nishnawbe-Aski Police Service (the "Organization"), which comprise the statement of financial position as at March 31, 2022, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2022, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

The Organization records vacation pay on the cash basis. Under Canadian accounting standards for not-for-profit organizations, a liability should be recorded as the vacation pay is earned. As at March 31, 2022 and 2021, had this amount been recorded on the statement of financial position, accounts payable and accruals would have increased and unrestricted net assets would have decreased by \$1,703,723 (2021 - \$1,961,253) and revenue over expenses for the year would have increased by \$257,530 (2021 - decreased by \$708,109).

The audit opinion as at and for the year ended March 31, 2021 was qualified in respect of the matter noted above.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

MNP LLP

Suite 210, 1205 Amber Drive, Thunder Bay ON, P7B 6M4

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Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Thunder Bay, Ontario

January 9, 2023

MNP LLP

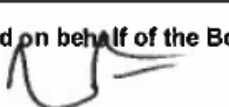

Chartered Professional Accountants

Licensed Public Accountants

MNP
LLP

Nishnawbe-Aski Police Service
Statement of Financial Position

As at March 31, 2022

	2022	2021
Assets		
Current		
Cash	6,284,470	3,065,824
Marketable securities (Note 3)	408,889	-
Accounts receivable (Note 4)	2,563,157	3,630,583
Prepaid expenses	206,305	204,196
Inventory	4,535	7,535
	9,467,356	6,908,138
Tangible capital assets (Note 5)	8,147,770	8,079,692
Restricted cash	41,262	28,670
	17,656,388	15,016,500
Liabilities		
Current		
Accounts payable and accruals (Note 7)	7,004,180	6,199,421
Deferred revenue (Note 8)	1,470,852	315,010
	8,475,032	6,514,431
Funds held in trust	41,262	28,670
Deferred contributions related to tangible capital assets (Note 9)	1,902,260	2,124,653
	10,418,554	8,667,754
Contingent liabilities (Note 10)		
Net Assets		
Unrestricted	992,324	393,707
Investment in tangible capital assets (Note 11)	6,245,510	5,955,039
	7,237,834	6,348,746
	17,656,388	15,016,500
Approved on behalf of the Board		
		
_____ Director	_____ Director	

The accompanying notes are an integral part of these financial statements

Nishnawbe-Aski Police Service
Statement of Operations
For the year ended March 31, 2022

	2022	2021
Revenue		
Operations (Schedule A)	50,898,040	46,406,587
Police Board (Schedule C)	1,110,933	514,803
Other projects (Schedule D)	3,299,474	3,286,639
One-time funding (Schedule E)	674,603	659,374
	55,983,050	50,867,403
Expenses		
Operations (Schedule A)	50,046,990	44,492,064
Police Board (Schedule C)	904,620	464,215
Other projects (Schedule D)	3,467,749	3,350,502
One-time funding (Schedule E)	674,603	659,374
	55,093,962	48,966,155
Excess of revenue over expenses for the year	889,088	1,901,248

The accompanying notes are an integral part of these financial statements

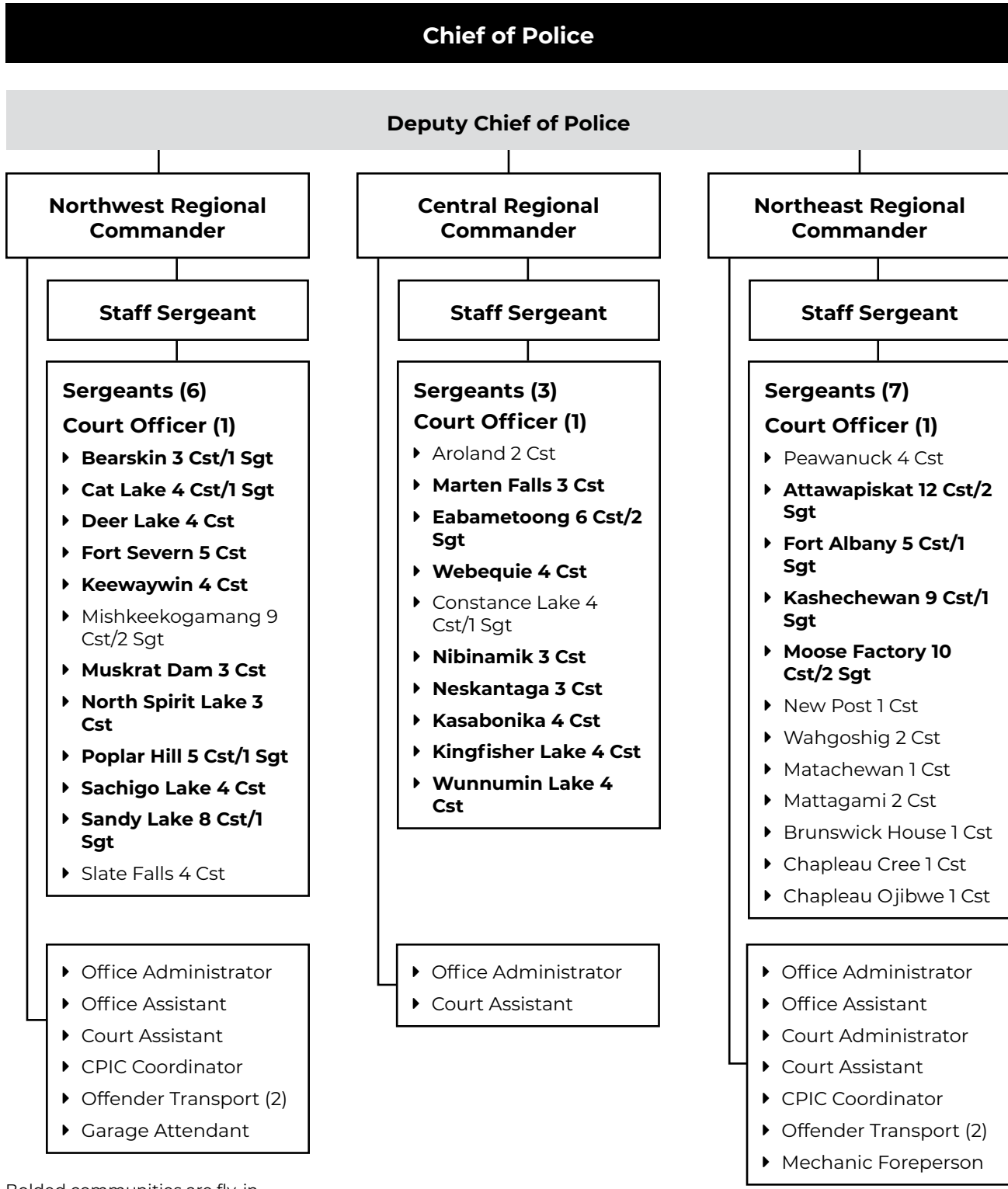
**Nishnawbe-Aski Police Service
Statement of Changes in Net Assets**

For the year ended March 31, 2022

	<i>Unrestricted</i>	<i>Investment in tangible capital assets</i>	2022	<i>2021</i>
Net assets, beginning of year	393,707	5,955,039	6,348,746	4,447,498
Excess of revenue over expenses for the year (Note 12)	598,617	290,471	889,088	1,901,248
Net assets, end of year	992,324	6,245,510	7,237,834	6,348,746

The accompanying notes are an integral part of these financial statements

ORGANIZATIONAL CHART



Bolded communities are fly-in

Executive Assistant

Board Liaison & Executive Assistant

Director of Finance

- ▶ Professional Standards Bureau 1 Inspector
- ▶ Media (½ Time) 1 Sgt

- ▶ Finance Administrator (3)
- ▶ Compensation & Benefits Administrator

CHIEF REPORTS

Detective Inspector

**NAPS Specialty Units
1 D/Sgt**

- ▶ In Service Training & ERT 1 Sgt/3 Cst
- ▶ Central Crime Unit 3 D/Csts
- ▶ NE Crime Unit 1 D/Sgt 3 D/Csts
- ▶ Nw Crime Unit 1 D/Sgt 3 D/Cst
- ▶ Guns & Gangs/Pavis 1 D/Cst
- ▶ Intell Officer 1 D/Cst
- ▶ Drugs 2 D/Csts
- ▶ Criminal Analyst 1

Criminal Intelligence Analyst

Logistics Coordinator

Quartermaster

DETECTIVE INSPECTOR DIRECT REPORTS

Human Resources Advisor

Human Resources Assistant

- ▶ Recruitment Sgt.
- ▶ Wellness Officer

IT Systems Coordinator

IT Field Technician (3)

Maintenance Facilities Supervisor

Caretaker

Cleaner .43 PT

Sexual Assault Survivor Program (SASP) (4)

Records Management Analyst

Social Media



DEPUTY CHIEF OF POLICE REPORT

Darryl Snider
Deputy Chief of Police

My name is Darryl Snider and I currently hold the position of Deputy Chief of Police for the Nishnawbe Aski Police Service. I am currently in my 20th year with the Nishnawbe Aski Police Service and respectfully submit the 2022 Annual Report from the office of the Deputy Chief.

The Nishnawbe Aski Police Service continues working with all of our NAN communities during the COVID-19 pandemic to respect their needs and provide quality Public Safety during these unprecedented times. NAPS Management has been engaged with all of our 34 communities that we serve, to listen and respond as best we can to any requests the community Leaders may have to help their communities remain safe.

As we are all aware, Ontario has lifted most of the prior COVID-19 guidelines in 2022 such as mandatory mask wearing, vaccine mandates and the fully opening of businesses. 2022 has been a much better year in combating the COVID-19 virus in Ontario, however we re still seeing outbreaks in our NAN communities. With fall and winter quickly approaching Ontario is already seeing a rise in COVID-19 cases and medical professionals are warning of a new Omicron variant BA-5, and another surge is expected throughout the province. This variant has mutated from the original Omicron variant and it is unknown if the previous vaccines provide protection from the new strain.

With the outbreaks in our NAN communities and NAPS, Community Leaders and Pandemic Teams are still mandating their pandemic protocols, with each of our 34 NAN communities that NAPS police's having their own COVID-19 directives. NAPS will continue to abide by each of our communities' protocols. Most of our northern detachments are still working our COVID-19 schedule of 14 and 14, with our road access detachments working an 8 and 6 schedule. All members are tested with the RAT antigen tests prior to attending their respective communities and we also have PCR testing available if the community is requesting this test. NAPS also is continuing to provide designated charters for moving officers too and from work at no cost to the employee.

NAPS has also adopted a protocol directive that is driven by the provincial government guidelines. NAPS management is aware that the province considers First Nations, Inuit, and Metis communities to be high risk. That being said NAPS management has added to the protocol directives, that we acknowledge the fact that each community has a set of protocols and we are committed to have our employees follow the pandemic team protocols in place for each community.

As of January 2022, NAPS has mandated that all employees be fully vaccinated or they will be removed from payroll until proof of vaccination is provided.

For some time now all NAPS employees have returned to their offices and are once again functioning in a normal manner as was prior to COVID-19. Mandatory mask wearing, disinfecting and social distancing are still mandatory at all of our Regional Offices and Detachments.

NAPS, continues to source PPE products as required. Public Health has now advised that cloth masks may not be enough to stop the spread of the Omicron virus and the recommendations are to use N95 or KN95 masks. NAPS, has sourced N95 masks for all of our detachments and they have been sent out to each community. NAPS has also purchased handheld Victory electro-static sprayers for each detachment and all 3 regional offices. This equipment has been a valuable tool for quickly deep cleaning offices residences and vehicles to prevent further spread of the virus. With the quick spread of this variant it is also very important to have rapid test kits available for our employees. NAPS management Currently has 10,000 of the RAT tests in stock, these tests are being utilized to test employees prior to attending our NAN communities. Management has also sourced a rapid molecular PCR test in conjunction with the National Microbiology Lab and ISC. These tests are invaluable to NAPS as it allows us to test our employees with a PCR test prior to attending communities that request this measure. These Lucira tests save time on transition days that officers otherwise would have to try and get the test done at an Assessment Centre. In total NAPS has sourced 1500 of the Lucira PCR tests and they are being used as required.

NAPS management has also been engaged in talks with Public Safety, we are now preparing to begin the process of being legislated as an essential service under the new Community Police Service Act. This could come into effect as early as January 2022, and NAPS management has begun to work towards this process by ensuring we are ready to enter into this agreement. NAPS is currently updating Policy and an extensive vault audit process is also underway. Preparation in many areas is being addressed by management to ensure a smooth process to be legislated and to negate liability issues that may apply once NAPS becomes part of the Comprehensive Ontario Police Services Act.

Training and courses are continuing to return to normal with more travel being approved. Annual- Block training has commenced as of March, 2022 and will continue throughout the year. We are also working with Reginal Command Staff to ensure all Supervisors receive the mandatory training courses required prior to the legislation approval. We are hoping to have this completed by the end of 2022.

NAPS has been successful in securing a new agreement with Canada and Ontario. As we are all aware one of the most continuing issues in our communities is the opioid crisis. NAPS is severely under resourced with only 2 fulltime drug officers and 2 hybrid drug/crime unit officers. We are pleased that through negotiations we were able to secure 18 new positions for our Specialty Units.

- ▶ 2022-23 – 2x Detective Staff Sergeants – 2 Detective Staff Sergeants
- ▶ 2023-24 – 6x Detective Constables – 2x Constables to be added to our In-Service training Team
- ▶ 2024-25 – 6x Detective Constables

These additional resources will allow NAPS to create regional drug teams in Thunder Bay, Sioux Lookout and Cochrane. NAPS has also been funded for 2 new canine positions as well, 1 out of Thunder Bay and 1 out of Cochrane.

The new funding agreement also put emphasis on the need for additional Administrative support positions to support the rapid growth of our police service.

Administrative Positions

- ▶ Information Technology (IT) – Funding for 2x IT Technicians
- ▶ Finance – Funding for 1x Finance position
- ▶ Human Resources – Funding for 1x HR Assistant

Court Section

- ▶ E-Intake – Funding for 3x Regional E-Intake Coordinators
- ▶ Funding for 1x Court Assistant
- ▶ Funding for 1x CPIC position
- ▶ Funding for 1x Prisoner transport position

Infrastructure (Funding approved for 5 new Detachments)

- ▶ 2022-23 – Marten Falls, Neskantaga
- ▶ 2023-24 – Attawapiskat, Mishkeegogamang and Brunswick House
- ▶ NAPS is also looking to purchase several modular homes for residences for our officers. Communities in need of new residences are, Cat Lake, Deer Lake, Muskrat Dam and Wunnumin Lake.



In addition to the new funding agreement, the Provincial Solicitor General Ministry has recently announced new funding for Mental Health supports and for new Modernization technology such as:

- ▶ Body Worn Cameras
- ▶ In Car Cameras
- ▶ In Car Mobile Work Stations
- ▶ Automatic License Plate Readers – ALPR
- ▶ Forward Looking Infrared – FLIR
- ▶ Fingerprint Scanners

2022 continues to be challenging for court services with normal in-person courts still not returning at the time of this report. This has created a huge backlog in the courts for our NAN communities. Some virtual sessions have commenced to help alleviate some of the backlog. This continues to be a challenge as many of our communities and community members do not have access to dependable broad band, which continues to cause issues. NAPS management continues to be engaged with the Ministry of the Attorney General and the Solicitor General by participating with monthly calls regarding our northern fly in courts.

2022 is continuing too see province wide systems rolled out to have all police services conducting the same court procedures. This began with the E-hub process which allowed court personnel to conduct court procedures electronically. A new process is being implemented called E-Intake, this system is in conjunction with the Criminal Justice Digital Design (CJDD).

The CJDD is comprised of the following components;

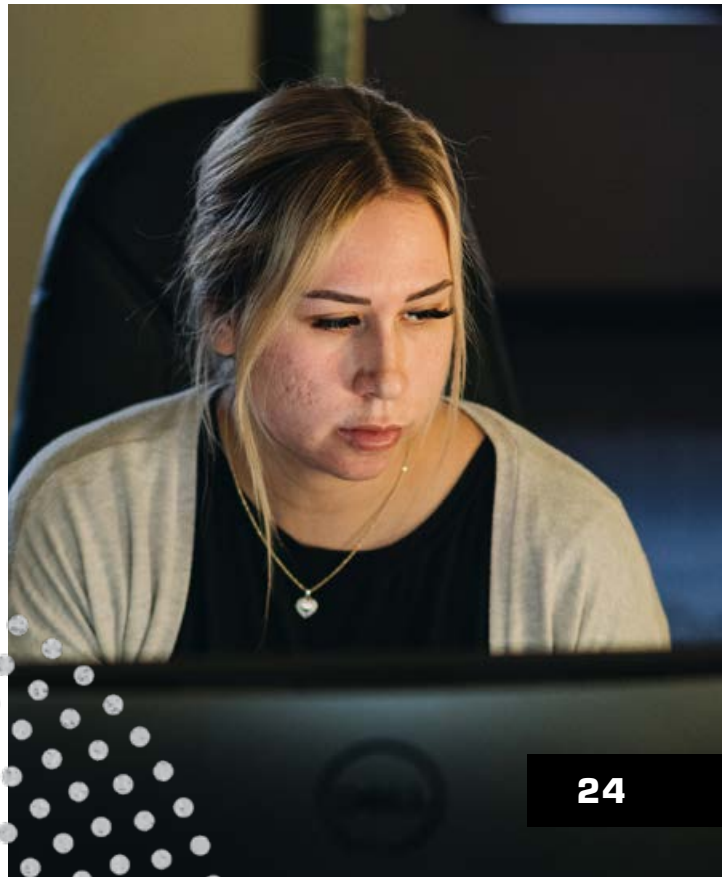
- ▶ Criminal e-intake
- ▶ Digital Evidence Management (DEM)
- ▶ Digital Disclosure Management (D2H2)
- ▶ Courts Criminal Case Management Solution (ICON Modernization)

The new court system is very complicated and with the logistical issues with so many detachments this will be a challenge for our police service. The e-intake now has to be completed by our frontline officers and supervisors which complicates things for our three regions. We have been involved with calls dealing with this new process and court officials are aware of our challenges. NAPS has had to purchase Adobe Pro for all of our detachments to be able to use the new process. We are working with court services to rollout a training process for our members which is currently being explored. Due to this complicated process NAPS management has added a new management position of Inspector of Court Services Branch. Inspector Merle Loon has assumed this new role and as of August 2022 will be in charge of all court services for NAPS.

The Nishnawbe Aski Police Service Far North Radio Project has been completed. All 23 isolated communities that did not have access to a Provincial Communication Centre to dispatch calls, are now fully operational.

All community members will call 1-888-310-1122 when they require police assistance. This # is the same for every NAPS community. Community Education of the new system has been provided to each community. NAPS officers have gone door to door to explain the changes and handout fridge magnets, cell phone stickers and home phone stickers with the 1-888-310-1122 #. Posters have been placed in community buildings and community face book pages. We have heard feedback from several of our northern communities that have the new system in place. The communities are used to the old system and do not care for having to call the PCC to report an incident, also some elders do not speak the English language which creates an issue with them feeling comfortable calling into the PCC. NAPS management is listening to the community concerns and talks are ongoing with the O.P.P. to see what can be done to make the radio system more user friendly. We do note that language barriers are a large issue and interpreters are needed at the Provincial Communication Centres.

Management has been monitoring the workload for our On-Call Supervisors since the new radio- system has become fully operational. We are seeing an increase of anywhere from 10 to 50 additional calls from the PCC/week per region. Most of the additional calls are to request officers be called out for an incident. Ideally, we had discussed putting Supervisors at the PCC to deal with the issues of On-Call, however with our current shortages this is not possible to try this pilot project. Another idea was to add a third On-Call Supervisor to the current 2. As of the beginning of May, 2022 we now have an On-Call Supervisor for each region, NER, NWR and CR. This allows the distribution of the increased workload to be dispersed, it also makes it easier as each Supervisor is from their regions and are much more in tune with regional issues. The rotation continues to be on a weekly basis and the Duty Inspector rotation remains the same.



Mechanic Foreman Carveth Shaw is settling in as our new Mechanic Foreman and continues to complete vehicle builds, de-commission replaced vehicles, and provide maintenance as required. Carveth has done an excellent job in streamlining the processes of retro-fitting our vehicles. We now have two types of vehicle builds, one for our northern communities and one for road access communities.

Purchased 15 vehicles in 2022
(F-150 for frontline)

- ▶ 6 of the 15 have been built and delivered
- ▶ 3 NER
- ▶ 2 CR
- ▶ 1 NWR

15 vehicles remain in inventory.

- ▶ 13 – 2022 model year
- ▶ 2-3 – 2021 model year

Vehicle allotment formula

- ▶ 1 vehicle/2 officers – 4 officer detachment would have 2 vehicles allotted
- ▶ Larger communities would be allotted 3 – 5 vehicles

Recruitment and retention continue to be at the forefront of operational concerns for our police service. We are continuing to strategize our recruitment process, however like the other police services in Ontario, NAPS has seen a severe decline in acceptable applicants. Management is discussing a drive throughout our NAN communities to really get the word out that we are in-need of officers from our communities.

As some may be aware, 5 years ago we were awarded 79 new officer positions to assist NAPS in providing quality public safety to all of our 34 NAN communities. During this time, we have had good success in recruiting to bolster our numbers.



However, near the end of 2021 and into 2022 the recruitment pool has slowed down considerably. In attending FNCPA and OACP conferences it is not only NAPS having this problem but as well all police services across Ontario are seeing the same trend. This has started a new trend with police services across Ontario. What is now happening that recruitment is slow, police services are now hiring experienced officers at a very high volume. This trend is not good news for NAPS being a deployed police service which us makes very desirable for other police services to hire our officers.

This trend has reached a critical state for our police service as we are currently losing officers at a very high rate to other police services. At the current rate we are losing many more officers than we are able to hire and put through the Ontario Police College. The shortages are across all three of our regions and are affecting operations, specifically to provide minimum officer coverage. Currently NAPS has over 46 vacancies throughout our 3 regions which is approximately 20% of our officers.

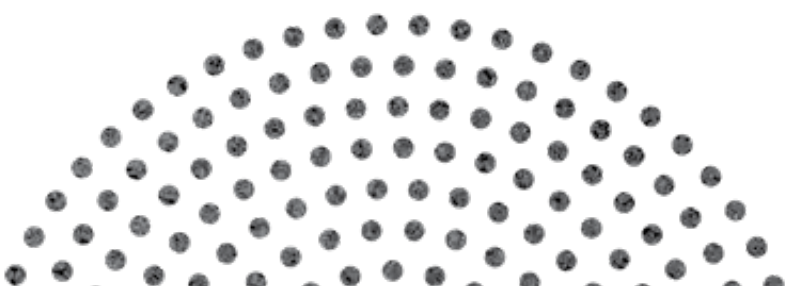
NAPS management has done many things over the past 5 years to try and retain officers, however we are still seeing extreme officer departures.

Some of the retention incentives include;

- ▶ Schedule, paid flights and currently charters.
- ▶ WIFI at residences.
- ▶ Better living arrangements and furnishings.
- ▶ Exercise equipment.
- ▶ PCC Comm Centre.
- ▶ Latest equipment.
- ▶ Vehicle replacement.

Not only are we concerned with the vacancies we are incurring, NAPS is also seeing a large number of officers off on different types of leaves, with the most being mental health injuries.

NAPS management is now becoming concerned for our officers that are continuing to work alone and short handed, as this will lead to officer burnout and possible mental health injuries. Chief Morrison has proposed that we change our Northern detachment schedule from the COVID-19 schedule of 14 and 14 to a much more desirable 7 and 7. The drive in community's would remain on the current 8 and 6 schedule. This would take some of the pressure from the officers who may be working alone as 14 days is a long stretch working solo or understaffed in a bigger community. This proposal would come with a significant added cost to NAPS as the transition days for charters would be weekly rather than bi-weekly (costing is underway) and if it is feasible PSAC will be advised for their stance.





Chief Morrison has also spoken to many of our policing partners at the OACP conference to ask that more communication with NAPS specifically our HR department occur when they are looking to hire our employees. Chief Morrison has also sent out letters requesting the same working cooperation from several police services, Thunder Bay, Sudbury and Cornwall.

For the January, 2022 Ontario Police College intake NAPS sent 9 recruits, with 8 successfully passing. This intake had some modifications due to COVID-19. The start date was postponed until February 2022, February training was taught by virtual training and March and April were in person training at OPC. NAPS brought the recruits to Thunder Bay and conducted the virtual component from our T/C, this ensured our recruits received structured class room training.

As was earlier noted NAPS is seeing a reduction of applications for Constable positions. With that being said the April, 2022 OPC intake is a small class with only 3 recruits being selected.

The Cadet program is still operating in the Mushkegowuk communities. Of the 4 positions 2 are currently active with 2 vacancies. The next class is to be held in October 2021 and we will be sending candidates at that time. NAPS is also working with the Wabun Tribal Council to add 2 Cadets to Brunswick House First Nation. We are hoping to work with Wabun to secure two candidates for the next Cadet intake.

Mental Health issues among our employees continues to be of concern. The most prominent being Post Traumatic Stress Disorder (PTSD). The Government of Ontario recognizes that PTSD has a much higher chance of occurring to those working in the First Responder fields. For the year 2021 NAPS has created a new position, Wellness Officer. NAPS has also renewed its CIRST (critical incident response team). The Wellness officer along with the CIRST provides support for NAPS employees with any mental health issues that are brought forth. This position will allow NAPS to have an in-house team to deal with mental health issues before they build to a point where employees require extended periods of time off.

As of August 2022, there are 31 employees off on various types of leave.

As of May 20, 2022, there are 46 vacancies throughout NAPS, from resignations and hiring on with other police services. From January to August of 2022 NAPS has seen 17 officers resign.

The above numbers indicate that NAPS is approximately 13% short due to leaves, and 20% short due to vacancies for an approximate total of 33% of overall shortages.

The Nishnawbe Aski Police Service offers debriefings and confidential counselling for employees that have undergone a traumatic incident which helps employees cope with these types of situations. For the more serious cases employees have the option of seeking medical advice and taking leave which consists of receiving benefits from the Workplace Safety Insurance Board (WSIB).

Several services are utilized by NAPS to assist employees and their families through traumatic events. EAP (Employee Assistance Program). Sullivan and Associates – Counselling Fortlog – Provides Crisis training to our supervisors to assist in recognizing and dealing with workplace trauma.

Post-Traumatic Stress Disorder (PTSD) continues to be the Nishnawbe Aski Police Service's leading statistic contributing to WSIB claims. The NAPS Human Resource team and Deputy Chief are continually working with medical staff and WSIB to address the issues and hardships that NAPS has to endure

involving the operations of the police service. Many employees returned to work from WSIB in 2020, and our HR team does an excellent job in working out return to work plans (RTW) with WSIB, these plans can be challenging due to restrictions of the communities.

In conclusion, with the shortages due to vacancies and leave absences (approximately 33% of our officers) NAPS is seeing a crisis in providing adequate policing to our 34 NAN communities. Many of our communities are only seeing 1 officer in their communities/rotation and may be left without. This is very concerning to management and our Community Leaders regarding public safety of their citizens. As always NAPS management continues to explore solutions to get us through the employee shortage crisis we are currently seeing.

With all of the positive changes we have seen in our police service, Chief Morrison and our management team are confident we will overcome this latest continuing issue affecting our police service. We have seen much improvement over the past several years in funding to allow NAPS to continue to move forward in a positive direction in the years to come.

Respectfully submitted,



Darryl Snider #1219
Deputy Chief of Police



NORTHWEST REGION REPORT

Larry Voss
Inspector

INTRODUCTION

The senior command staff of the North West Region is comprised of Inspector Larry Ross and Staff Sergeant Gatto. Staff Sergeant Gatto assumed command on 11 January 2022.

There is one acting position in the North West Region's noncommissioned officer corps, Acting Sergeant Scott Silver.

The civilian staff is currently understaffed as the office administrator retired on 18 July 2022 and this position has yet to be replaced. The office assistant is currently open as well due to the employee being off on prolonged leave.

The North West Region is also dealing with a severe shortage of uniformed officers as of 1 August 2022 the North West Region is short 19 officers. Several officers are off on various forms of leave.

The North West Region is facing numerous challenges in the near future and this will be extremely challenging.

BLOCK TRAINING

Annual block training began in March. The North West Region has been sending officers as required to receive this training. Several training sessions have been changed due to a lack of coverage in the field.

REGIONAL NCO MEETINGS

The North West Region has conducted two virtual NCO meetings thus far in the 2022 calendar year and the dates of these meetings are 22 March 2022 and 28 April 2022. Both meetings were productive and have assisted in ensuring the region is operating efficiently.

OFFICER RESIGNATIONS

There have been numerous officer resignations thus far in the 2022 calendar year. The officers who resigned to date are as follows, Constables Hertes, Campbell, Brar, Szachury, Podlewski, Olynick, and Chris LaGrange.

MONTHLY REPORTS

The monthly reports are being completed in a timely manner and submitted as required. The monthly reports that are being submitted are as follows:

- ▶ Chief and Council reports
- ▶ Vehicle Inspection Reports. These reports are now being sent to the full-time mechanic that was hired.
- ▶ Workplace Inspections

ANNUAL OFFICER EVALUATIONS

Annual officer evaluations are being completed on a regular basis. The North West Region Non-commissioned Officer corps has improved in the area however; further improvement is required as several reports were submitted well beyond the assigned deadline.

RECRUIT EVALUATIONS

Recruit evaluations are being submitted in the electronic format as required and the two- and four-month evaluations are being completed in a timely manner.

SERGEANT EVALUATIONS

The six sergeant evaluations have been completed by Inspector Ross. The evaluation period for all sergeants was 1 January 2020 to 1 May 2022. Acting Sergeant Silver's evaluation will be completed by Staff Sergeant Gatto later in the year.

CELL BLANKETS AND SECURITY GOWNS

Security gowns have been on back order for two years as the region is currently short four.

ANNUAL CONTROLLED INVENTORY COUNTS HAVE BEEN COMPLETED

The controlled inventory counts S-401 have been completed by the region as they are every calendar year. The reports were submitted to the organizations quarter master.

VEHICLE MAINTENANCE

Carveth Shaw has been hired as the organization's certified mechanic and he has been deployed to several detachments in the region to ensure all of the patrol units are operational. This process has been extremely successful as all of the regions patrol vehicles are operational.

MANITOBA BORDER CROSSING AUTHORITY LIST

The provincial cross border agreement with the Manitoba RCMP was updated for the 2022 calendar year and was submitted to the Chief of Police Assistant Kelly Reid as required.

REGIONAL VEHICLE INVENTORY

The regions vehicle inventory has been included in this report.



REGIONAL DETACHMENT ANNUAL AUDITS

The North West Regions 12 detachments were audited this year. All twelve detachments passed the evidence vault portion. One detachment will have to re-inspected. This task will be completed prior to the end of the 2022 calendar year.

CHIEF AND COUNCIL QUESTIONNAIRE

A document was emailed to each chief and council in the North West Region on 27 April 2022. To date I have not yet received a reply form any of the chief and band councils. This document is included in this report.

VEHICLE DAMAGE REPORTS

To date there has been 9 vehicle damage reports submitted from the region between the dates of 1 January 2022 to 1 August 2022.

REGIONAL AWARDS CEREMONY

The North West Region award ceremony has been planned for 22 November 2022 in Thunder Bay.

SATELLITE PHONE REQUEST

The North West Region has requested that one satellite phone be assigned to each of the 12 communities in the region. This is to ensure officer safety when the phone lines are inoperable which is a frequent occurrence in the north.

The organization purchased nine phones which are stored at General Headquarters.

OFFICER RESIDENCES

Three detachments have been identified as requiring new officer residences and they are as follows:

- ▶ **Cat Lake** - The current officer residence has cost the organization a lot of money in repairs and it has been difficult dealing with the band council. It has been proposed that two trailers be purchased and placed near the police detachment.
- ▶ **Deer Lake** - The current officer residence has been closed due to mold. The officers are currently residing in a band owned motel. The chief and band council of the community have been in contact with Chief of Police Morrison about new officer accommodations.
- ▶ **Muskrat Dam** - The current officer residence is old and needs to be replaced. It has been proposed to purchase two trailers.

KEY REGIONAL ACCOMPLISHMENTS

- ✓ The regional conducted regional wards in the 2021 calendar year and again plan to hold an awards ceremony in 2022.
- ✓ Maintaining officer coverage in each of the 12 communities despite chronic officer shortages.
- ✓ New police detachments in Bearskin lake and Sachigo Lake.
- ✓ All 12 detachments passed the annual audit specifically the evidence vault portion.
- ✓ Ensured that all patrol units in the north are operational.
- ✓ All detachments have been equipped with a yellow fireproof cabinet.

DATES CHIEF AND COUNCIL QUESTIONNAIRE WAS EMAILED TO EACH BAND COUNCIL

- ▶ Bearskin Lake - 26 April 2022
- ▶ Cat Lake - Was not sent
- ▶ Deer Lake-26 April 2022
- ▶ Fort Severn - 27 April 2022
- ▶ Mishkeegogamang- 27 April 2022
- ▶ Muskrat Dam - 27 April 2022
- ▶ North Spirit Lake - 27 April 2022
- ▶ Poplar Hill - 27 April 2022
- ▶ Sachigo Lake - 27 April 2022
- ▶ Sandy Lake - 27 April 2022
- ▶ Slate Falls - 27 April 2022
- ▶ Keewaywin - 27 April 2022



AIRPORT LOCATIONS IN THE NORTHWEST REGION

- ▶ **Bearskin Lake** - 9 km, Police have keys to Airport
- ▶ **Cat Lake** - 1.2 km, keys to airport are required
- ▶ **Deer Lake** - 3.3 km, require punch code and keys to airport
- ▶ **Fort Severn** - 4 km, Police have keys to airport
- ▶ **Keewaywin** - 5 km, Police have keys to airport
- ▶ **Mishkeegogamang** - 32 km, keys to airport are required
- ▶ **Muskrat Dam** - 3.6 km, keys to airport are required
- ▶ **North Spirit Lake** - 7 km, keys to airport are required
- ▶ **Poplar Hill** - 4 km, keys to airport are required
- ▶ **Sachigo Lake** - 3 km, keys to airport are required
- ▶ **Sandy Lake** - 1.3 km, keys to airport are required
- ▶ **Slate Falls** - 5 km, keys to airport are required

Larry Voss

Larry Voss
Inspector



CENTRAL REGION REPORT

Alex Misewace

Inspector

Booshoo, Wacheyah and Hello to All, and welcome to my tenth annual Keewaywin report submission. My name is Alex Misewace (Nate) and I hold the rank of Inspector in the NAPS Central Region. Our office is located at the NAPS General Headquarters in Thunder Bay at 309 Court Street South. I invite any member of the Chief and Council to drop by for a meet and greet or to discuss any issues of concern.

My primary responsibility is to oversee the general operational and administration delivery of our policing services to six Matawa communities and three Shibogama communities. I look forward to reinforcing the continued building of relationships with the Chiefs and Councils, local community organizations, frontline officers and the community members of whom we have been entrusted to serve and protect.

This year has been quite taxing on operations in terms of placing officers in our communities. It would be ideal at all times to have 2 or more officers, however for the most part, we have had communities with only one officer and at times there would be no officers due to officer shortages. This does make it difficult to manage, but we are fortunate that we have dedicated officers who have come forward to work overtime to fill these voids. Many thanks to these fine officers and also thanks to the community Leadership for their understanding and support even though at times it can be frustrating.

CURRENT ISSUES:

Drugs and alcohol being trafficked into our communities continue to be the leading contributors of social disfunction resulting in domestic assaults, assaults, thefts, and break & enters and of course violent crimes. Sharing of information and gathering of intelligence is key and only then by working together we can begin to curb this trend in making our communities safer. Our frontline Officers and Our Special Units are doing their best to combat these issues with the direction of NAPS Senior Management.

Officer Shortages within the Central Region continues to be a leading factor in not having the proper number of officers and policing resources in our communities. These Officer shortages do cause undue stress on our communities and especially to the officers who work alone and this is unacceptable. With many Police Services also short across the Province of Ontario, we find it difficult to recruit officers. Our recruitment team has expanded the geographical area into Manitoba and to the Quebec border in hopes of seeking the interest of potential new officers. We also want to encourage the members from the Nishnawbe Aski Nation to apply as policing in our communities is a rewarding career. Of the 43 uniformed Officers within the Central Region, only has two are from our Central Region communities and they are both deployed to their home community of Webequie.

The COVID-19 Virus and the newest Variant namely OMICRON continues to be the paramount headline within our communities. Many of our communities were hit hard with multiple COVID-19 CASES which have been very detrimental to our people and has impacted on how we do business on a daily basis. Because of these new strains, we have continued to be presented with more challenges and changes to our daily operations making it difficult to meet the needs when each community has in place different set of COVID-19 community guidelines.

There have been some changes to our operations in terms of new NAPS COVID-19 Policies and Directives from Senior Management to safely enhance our officers and especially the communities we serve as we continue to navigate through these unprecedented times.

Our frontline officers continue to exercise the proper use of PPE, they also continue to educate community members and enforce when and where necessary. We have been very fortunate that many of our community members have been compliant with the protocols set in place by the First Nations and the Health Guidelines as set out by the Provincial and Federal Governments.

Central Region Command will ensure that more officer visibility and focused patrols will encompass the financial distribution of monetary funds during certain calendar days of each month.

DETACHMENT COMPLEMENT:

Central Region is comprised of 9 NAN Communities of which six from the Matawa Tribal Council area and three are from the Shibogama Tribal Council area. These communities consist of the following:

- ▶ Aroland First Nation
- ▶ Eabametoong First Nation
- ▶ Kasabonika Lake First Nation (Shibogama)
- ▶ Kingfisher Lake First Nation (Shibogama)
- ▶ Marten Falls First Nation
- ▶ Neskantaga First Nation
- ▶ Nibinamik First Nation
- ▶ Webequie First Nation
- ▶ Wunnumin Lake First Nation (Shibogama)

Central Region has a complement of 43 Uniformed Constables who are stationed throughout the 9 Central Region Communities. Of the 43 uniformed Constables, 13 officers are off on various leaves resulting in only having 30 active members being deployed on the field. These numbers do fluctuate monthly due to leaves, transfers and resignations.

CENTRAL REGION GHQ, Thunder Bay

- ▶ Inspector **Alex Misewace**
- ▶ Staff Sergeant **Mike Ceci**
- ▶ Constable **Carlie Drewes**: Court Officer
- ▶ Constable **Melanie Holley**: Court Assistant
- ▶ **Jennifer Kennard**: Officer Administrator
- ▶ Special Constable **Matt Gulka**
- ▶ Acting Detective Sergeant **Mario Blasizzo**: **Central Region Crime Unit**
- ▶ Detective Constable **Brad Mauro**: **Central Region Crime Unit**

AROLAND

- ▶ Sgt. Cory LeGarde (Start date: April 11, 2022)
- ▶ Cst. Uchena Orakwelu
- ▶ Cst. Mitch Fawn



EABAMETOONG

- ▶ Sergeant Christian Kim
- ▶ Acting Sergeant Kevin Francis
- ▶ Cst. Chris Head
- ▶ Cst. Dylan Vickruck
- ▶ Cst. Dakota Vacca
- ▶ Cst Gina White
- ▶ Cst. Mario Chiodo (Recruit)
- ▶ Cst. Owen Wilson (Recruit)

KASABONIKA LAKE

- ▶ Cst. James Spade-Potan
- ▶ Cst. Alex Mongeon (recruit)
- ▶ Cst. Kris Hamlin

KINGFISHER LAKE

- ▶ Cst. Hayden Baxter
- ▶ Cst. Antonio Mollicola

MARTEN FALLS

- ▶ Cst. Alex Giardino
- ▶ Cst. Devon Durak
- ▶ Cst. Greyson Tottle
- ▶ Cst. Andrew Miller



NESKANTAGA

- ▶ Cst. Dan Coppetti
- ▶ Cst. Troy Vlodarek

NIBINAMIK

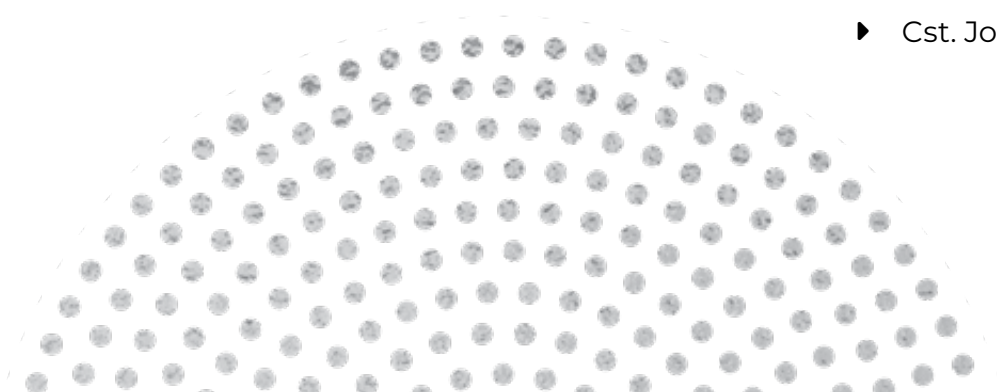
- ▶ Cst. David Bartol
- ▶ Cst. Harley McWatch
- ▶ Cst. Max Rapine

WEBEQUIE

- ▶ Cst. Bradley Jacob
- ▶ Cst. Nicolas Kotowych
- ▶ Cst. Shannon Jacob

WUNNUMIN LAKE

- ▶ Cst. Keith Nickoshie
- ▶ Cst. John Slater



KEY REGIONAL ACCOMPLISHMENTS:

Central Region Command and the Central Region Sergeants continue to keep communications open with Community Leaderships with the presentations of the monthly Chief and Council reports and responding to emails and telephone calls. For any urgent matters, Regional Command have been available to participate in telephone conference calls and ZOOM Meetings.

During the winter road season of 2022, Central Region did have 8 police units come out for repairs and inspections. All vehicles have been safely returned back to the communities. Two new Police Units (trucks) were delivered to Kasabonika Lake and Marten Falls.

On May 2, 2022, Central Region started its own after hours on call system to make it easier for officers and sergeants to communicate with each other and to offer advice and direction.

Construction of a new NAPS Police Station and Residence has been started in Neskantaga First Nation through a private contractor with a completion date of Summer 2023.

Construction of a new NAPS Police Station and Residence has been approved for the community of Marten Falls and construction should commence in the fall of 2022.

NAPS has been in negotiations with the Community of Wunnumin Lake to discuss the building of a new NAPS residence.

NAPS did take part in sending two youth from the Matawa Region to Ottawa for the Indigenous Police Chiefs of Ontario Emergency Management Indigenous Youth Career Initiative | August 15-19, 2022. NAPS would like to Thank Jaimelyn Yellowhead of Eabmatoong and Kylen Echum of Ginoogaming for taking part in this initiative.

COMMUNITY OUTREACH PERFORMED:

Members of the Aroland Detachment have conducted School visits promoting the DARE (Drug Abuse Resistance Education) Program which involves education on saying no to drugs and violence and how to call the police in an emergency. This has been well received by the students, the school, the parents and the leadership of the communities.

A Bike Rodeo was held on May 24, 2022 in Aroland First Nation. Each child aged 4-15 receive a brand new bike with helmets courtesy of Aroland First Nation Chief and Council. This event was also attended by NAPS Senior Management.

On July 25, NAPS Senior management attended a meet and greet visit with the Marten Falls Council and presented a gift to the First Nation. Community policing issues were also discussed.

On July 27, 2022, the NAPS HR Department attended Webequie First Nation and put up a recruiting booth in hopes of finding future potential NAPS officers.

NAPS Senior Management attend the Matawa Annual Assembly in Webequie and also took part in the Community Summer Festival.

UP COMING REGIONAL PLANS:

Central Region Command and the Central Region Sergeants continue to keep communications open with Community Leaderships with the presentations of the Chief and Council reports and responding to emails and telephone calls.

With travel restrictions easing in the communities, Central Region Command staff are hoping to visit on a more regular basis and will be attending Summer Festivals and major community events as part of public relations and building new working relationships.

COMMUNITY ISSUES:

With the COVID-19 Pandemic restrictions easing across the province, many communities continue to be on various degrees of restrictions and continue to monitor the situations. Some communities have opened their borders while others have some restrictions in place.

As per the requests of the communities, focused patrols have been engaged, directives have been forwarded to all officers to continue to monitor the community Pandemic situations and to enforce the rule of law where necessary.

As mentioned before and despite the on going Pandemic, alcohol and drugs continue to be a major factor in our communities. NAPS will continue to work hard to curb these types of calls by working with the communities and gathering of intelligence which will lead to the arrests of the offenders in this area.

CLOSING:

We have all been entrusted to always do our best and represent NAPS in a meaningful and professional way and to implement our mission statement for the people whom we work with and whom we serve. This we will continue to do to the best of our ability.

Keep safe Everyone.

Respectfully yours,



Alex Misseywace

Inspector



NORTHEAST REGION REPORT

Jeannie Burke
Inspector

Greetings everyone,

As the Inspector of the Northeast Region of the Nishnawbe Aski Police Service,

For those who may have assumed new leadership positions, welcome to our service as we continue to share the focus of continuing our dedication and services for improving our unique police service.

I am in my third term of managing the Northeast Region as an Inspector but am currently in my 28th year in my policing career. I have a vast background in my career from frontline, courts, all areas of major crimes, internal public complaints, and a liaison with other services. Because of these various roles in the communities, I have been blessed with great co-workers and contacts and experience.

I am originally from Fort Severn and started my career there before moving into the east region where I served various components and communities. I continue to utilize speaking my language and writing skills, when I have the opportunity.

Since the achievement of my current position, I have had the opportunity to experience a vast number of issues and priorities from the communities and officers that I am responsible for. Like everyone we were challenged into this unique tasking environment with the ongoing pandemic situations. But, with that said, I continued to participate and strive to fulfill my intentions to participate in meeting the needs of our officers, infrastructures, and the concerns in each of our communities that I serve with the 13 first nations as well as the Northeast head office, that I am responsible for.

Ensuring adequate coverage in my region remains to be my ongoing priority especially to the busier detachments, with the mind of health and safety being the focus for all. Continuing to maintain the struggles of our communities and keeping complement to meet the needs have been an important focus for the last year. Settling an even balance has been a challenging one.

I continue to support officer advancement programs for each of the detachments with the end result of providing developed, dependent members available in each community.

One of my objectives was to build a stronger, a more positive experience with our officers, communities, and management by providing support, assessing change and needs and meeting those targets as best as plausible.

Before the extended precautions due to COVID-19, I was able to attend several communities within my region where I was attempting headway addressing the issues, as a result with the lifting of conditions to the communities, it is time again to reroute back into delving into the communities and detachments for more in person visitations. Prior to, I've had to detour back to adjusting to remote facilitations until our current protocols ceased. I am looking forward to attending events, meetings on how to better bridge our relationships and improve our services to the people and the many organizations catering to our communities once again. Virtual communications satisfied the necessities but personal interaction better complements understanding and identifying each other's needs for support.

In closing, endeavors to support goals are better done as a group than alone. I continue to commit myself to ensuring a balanced relation of officer and community service delivery regardless of our current obstacles. I hold my focus in hand to ensure it does not get lost in the day-to-day changes within our areas. My commitment to providing honest service delivery remains.

You will note once reviewing the statistics and the officer complement that there has been a change in staffing complements from previous but the calls for service maintains and in some have risen.

STAFFING ORGANIZATION:

In the northeast head office, we have the,

- ▶ Inspector
- ▶ Staff Sergeant
- ▶ Crime Unit – consisting of a Det. Sgt. and currently 1 Det. Cst.
- ▶ Court Office – consisting of a court officer and two court assistants
- ▶ CPIC/OSOR Management – consisting of one operator
- ▶ Niche Reporting/Records Management – consisting of one administrator
- ▶ Office Administrator
- ▶ Officer Assistant/Freedom of Information Clerk
- ▶ Offender Transport Unit – consisting of 2, but currently with 1 on indefinite leave
- ▶ Wellness Officer
- ▶ Survivor Assistance Support Worker
- ▶ Public Complaints Bureau Officer
- ▶ Vehicle/Maintenance Mechanic – currently vacant
- ▶ Technical Services – currently vacant

In the early spring all civilians transitioned back into regular office shifts from the work from home order. The return to the workplace went without incident. We continue to follow service policy in ensuring a safe and healthy environment.

From the 13 detachments my region falls under 4 different tribal councils.

They are as follows;

Mushkegowuk Tribal Council:

- ▶ **Attawapiskat** – is slated for 2 Sgts, 14 Constables and 1 Cadet. *5 officers are currently off work and 1 vacant position
- ▶ **Kashechewan** – is slated for 2 Sgts, 10 Constables and 1 Cst. on modified duties & 1 Vacant Cadet position
- ▶ **Fort Albany** – is slated for 1 Sgt. and 5 Constables *Currently 2 positions are vacant
- ▶ **Taykwa Tagamou** – is slated for 2 Constables w/a cluster Sgt. *1 Cst. position remains vacant
- ▶ **Moose Cree** – is slated for 2 Sgts, 12 Constables and 2 Cadets – 4 Officers are currently off work, 1 on modified duties and 2 vacant positions
- ▶ **Chapleau Cree** – 1 Constable w/a cluster Sgt. *Currently the Cst. is currently off work

Wabun Tribal Council:

- ▶ **Matachewan** – is slated for 2 Constables w/a cluster Sgt. * 1 Cst position remains vacant
- ▶ **Mattagami** – is slated 3 Constables w/a cluster Sgt. * 1 Cst. position remains vacant
- ▶ **Chapleau Ojibway** – is slated for 1 Constable w/a cluster Sgt. * This Cst. is currently off work
- ▶ **Brunswick House** – is slated for 2 Constables w/a cluster Sgt. * 1 position is vacant
- ▶ **Wahgoshig** – is slated for 2 Constables – 1 position is currently vacant and 1 is currently off work

Independent First Nations Alliance:

- ▶ **Peawanuck** – is slated for 5 Constables and a rotating Sgt. from Attawapiskat (clustered) * 1 officer is currently off work

Matawa Tribal Council (Aug. 2021 NE transfer):

- ▶ **Constance Lake** – is slated for 2 Sgt.s and 8 Officers * 1 is currently off work and 3 positions remain vacant

In total we have 14 vacant positions to complete complement and 13 currently off work for various reasons.

It is my understanding that 9 officers are in the process of applying out of the service from the region, which I anticipate will cause additional stress to managing and with our current work load within the detachments.



NORTHEAST CALLS FOR SERVICE FOR THE YEAR MARCH 2021 TO MARCH 2022:

COMMUNITY	CALLS FOR SERVICE
Attawapiskat	2,091
Brunswick House	531
Chapleau Cree	144
Chapleau Ojibway	58
Cochrane (NERO)	221
Constance Lake	1,686
Fort Albany	1,243
Kashechewan	2,420
Matachewan	89
Mattagami	178
Moose Factory	2,169
Taykwa Tagamou	47
Wahgoshig	465
Weenusk (Peawanuck)	521
Total	11,863 calls

NORTHEAST REGION - CHARGES LAID FOR THE YEAR 2021:

COMMUNITY	CHARGES LAID
Attawapiskat	1,236
Brunswick House	174
Chapleau Cree	16
Chapleau Ojibway	1
Cochrane	5
Constance Lake	861
Fort Albany	380
Kashechewan	783
Matachewan	40
Mattagami	63
Moose Factory	769
Taykwa Tagamou	5
Wahgoshig	69
Weenusk (Peawanuck)	17
Total	4,419



TRAINING:

There is an annual, mandatory training for all sworn officers where they are required to attend on a yearly basis to requalify for any and all issued equipment on their person as per the provincial standard for all officers. In addition to the training and requalification of the issued equipment, officers are also trained on various lifesaving components, such as First Aid, Naloxone, Combat responding gear, as well as physical tactical training.

This is also an opportunity for officers to be addressed with any additional training, or refresher with issues that are identified as lacking, such as the administrative upgrades, records management, mental health, fire safety, etc. and any other concerns noticed that may be showing a trend or a lack thereof. One of the newer elements was to implement cultural awareness to our officers to create an understanding of our indigenous history.

This training certifies that we are recognized and held equal and accountable at the provincial and federal standards.

Additional Advance Training is and has been made available with a heavy course load, now that the new mandates allow us to offer the constables strategic, specialized focused training to advance investigative and administrative certifications for our detachments. These are commonly hosted by the Ontario Police College, Canadian Police College, Centre of Forensics, and can also be co-hosted or shared with other police services in partnerships including our NAPS centre in Thunder Bay.

The training trend currently is to concentrate in training all Sergeants in each detachment with as many components so that they are qualified and confident in providing the necessary advice and guidance that is needed at the community level.

Some of the courses that are available and more commonly requested are;

- ▶ Community Services
- ▶ DARE Program
- ▶ Criminal Investigative Techniques
- ▶ Advance Patrol Training
- ▶ Sexual Assault Investigations
- ▶ Domestic Assault Investigations
- ▶ Offences against Children Investigations
- ▶ Homicide
- ▶ Sudden Death Investigations
- ▶ Radar Training
- ▶ Interviewing Techniques
- ▶ Drugs
- ▶ Fraud
- ▶ Warrants
- ▶ Marine
- ▶ Snowmobile training
- ▶ Scenes of Crime Course etc.

These are the more frequently requested and needed training courses that are available for the officers. There has been sporadic training available only because of the current pandemic and the need to limit potential travel from officers' respective deployments.

WINTER ROAD, RIDE, FOCUS PATROLS:

For the year 2021/22, the northeast continued to initiate and promote RIDE programs, focused patrols in the communities were increased as a preventative and substance intervention. They continued to create as much awareness with the local health and BCR mandates to proactively educate communities with local curfews, and lockdown protocols.

Periodic patrols were further designated for the winter road to ensure safety, prevention, as well as enforcement from the entry points of the first nations territories into the travel ways north and south bound from Moosonee to Attawapiskat.

Long distance patrols were also provided on the winter road while utilizing the transport of detachment vehicles to and from Cochrane for a maintenance overhaul.

For the detachments that were allotted side by sides, and snowmobiles were also encouraged to provide the same patrols for off road trails.

Because of the limitations in both the NAPS northeast region and OPP James Bay, a plan and agreement were created to cooperatively provide winter road services and calls for service.

Along with this, DeBeers also added a patrol service, sourcing out Advance Security under a security program to alleviate some of the patrolling needs of NAPS and OPP. This security company provided nightly patrols to ensure safety travel was a prerogative from Attawapiskat winter road to the Wetum & Smooth Rock entry/exit point.

For the year 2021 the Northeast region recorded a total of:

- ▶ 318 - RIDE programs
- ▶ 865 - Focused patrols
- ▶ 19 - Routine traffic stops
- ▶ 343 -Traffic complaints & enforcement calls for service
- ▶ 342 - Community policing, which would include any and other interaction/education events.

We continued to dedicate our units by providing support in the Check point locations, during the required COVID-19 mandates, whilst performing regular long trekked patrols on the winter road as well as encouraging RIDE, and focused patrols.

ISSUES:

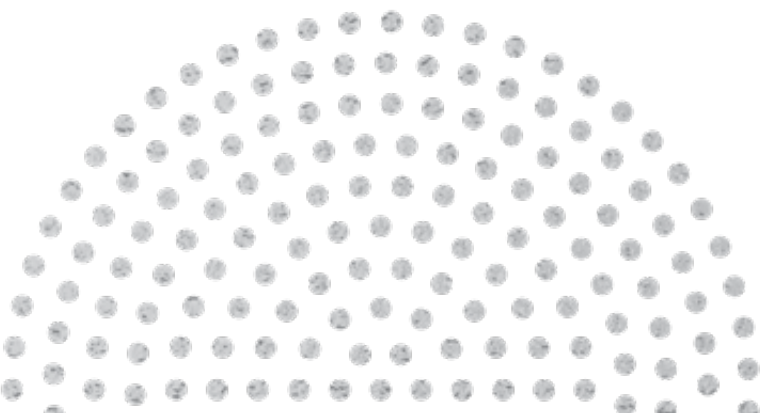
As we continue to managed and assessed the COVID-19 Virus(es) and its impact in our communities as well as our detachments, there were specific catered endorsements that were unique to each First Nation that needed to be adhered to and enforced by our officers.

Even with the mandatory 2 vaccine inoculations for our staff as well as the first nations memberships, there were infections within the regions that generated more reactive resolutions to the cases identified whether it was within the community or the detachments.

Additional precautions and directives were added for our frontlines. Some of the insurances provided were upgrades to the sanitizing equipment, PPE, Individual and property sanitation mandates, as well as issuing RAT self-testing kits for officers prior to boarding flights northbound to prevent the spread of the virus prior to arriving to their assigned detachments.

We remain vigilant to the potential variants and spread of cases and remain cooperative to any implemented regulations required to ensure a safer environment, and remain in practice of testing all officers prior to boarding northbound.

Contraband such as Alcohol and the drug variants continue to be an issue in fighting not only the traffic, and use but with the increased concern of the quality/ potency causing life threatening reactions.



The drug induced mental health concerns have also increased and has become another level of anxiety for the families who are affected by the illness.

Statistics in the Mental Health related calls, Child Welfare, Domestic related calls, property damages showed an increase from previous statistics. Whether this is the newer trend or it is attributed to the pandemic and its lockdown protocols is too soon to determine.

Now that the stages are lifted, and it is safer to travel within the region, the goal to travel into the northeast communities more frequently to ensure issues are addressed and relationships are maintained. Participation of community will be encouraged for officers as well as our head office.

In-school programs, public presentations will be encouraged for the officers as well as inviting identified specialized topics for discussion. Preventative programs as well as sourcing partnerships with other resource organizations are to be restored.

The issue of lacking parts and services has crippled the service whereby delaying the replacement and upgrade provisions of equipment, and properties. Some of these are vehicles, vehicle parts and accessories, marine, snowmobiles, as well as our current side by side accessories.

Plans to renovate or extend current units have severely delayed infrastructure developments.

Dedicated announced programs, will continue to be a priority as we monitor change and availabilities.

Lastly, to conclude with a positive note, the cadet program continues to be a great tool and opportunity for our local members to explore a career in policing, promoting interest to our upcoming generations to partake in the contract positions within the Mushkegowuk and Wabun Tribal territories. To date, it has contributed to successful transitions to full constable hires in their respective locals. If the position hasn't led to the policing career the remainder have moved into different avenues of enforcement such as probation and parole and a youth facility employee.

Hiring has been difficult to fulfill due to the back log of required training that is required in order to conduct such duties and responsibilities not only with our service but with other municipal police services within the province.

We currently have 3 active Cadet positions within Mushkegowuk area with one vacant position. Out of the 3, 1 has been offered the transition into a Constable position.

Wabun region has not identified any potential applicants as of yet as we continue to search to fulfill the vacancies.



Jeannie Burke
Inspector





COURT SERVICES REPORT

Merle Loon
Inspector

Booshoo, Wacheeyay, respectfully I would like to take this opportunity to introduce myself as the new Inspector of our newly formed court services unit. Years leading to this role I've been privileged to work in many capacities within the Nishnawbe Aski Police Service. My name is Merle Loon from Mishkeegogamang First Nation and I am humbly honoured to be a serving member of NAN as a First Nation Police Officer since September of 1998. I've had the privilege of striving to achieve the mission and vision of NAPS within NAN by having the opportunity to have worked in every community we serve in the Northwest and Central regions. The knowledge and experience I have gained through my journey with NAPS and NAN has ultimately contributed to my continued dedication to our mission and vision by working with all the communities we serve and its membership. Please accept this report as my annual report as the Inspector of the Court Services Unit.

As the Inspector it will be my responsibility to manage and provide leadership to this unit and its members within the service. During the course of the year I've assessed our current court offices and provide a detailed report to the Chief of Police which was completed and submitted.

In 1994 the Nishnawbe Aski Nation (NAN) entered into a Tripartite Agreement with the Federal and Provincial governments under the First Nation Policing Program (FNPP) in creating the Nishnawbe Aski Police Service (NAPS) to service most of the Northeast coastal communities. In 1998 the agreement expanded to include more of the NAN communities within the Northwest region, which created two divisions based on regional districts within Ontario. In creating these divisions NAPS identified them as A & B that subsequently needed two regional headquarters that required personnel to administer daily operations.

In 2013 NAPS expanded to a third division which was identified as Central Region in addition to the pre-existing Northeast and Northwest Regions. NAPS now operates across the Northeast, Northwest and Central regions of Northern Ontario.

Since its inception NAPS progressed and it has recognized the need to improve in areas within the service to meet its Mission Statement and Commitments but also to adhere to requirements as set out in legislation. Furthermore, NAPS has identified and recognized, that to meet its commitments, it needed to focus on specialized units within the service which includes the creation of a court services unit. Management of court services will shift from regional commanders to identified unit supervisors.



NAPS has a total of three court offices, one per region. The Northeast, Northwest and Central offices which are staffed by sworn members and civilians working full-time as Court Officers, Court Assistants, CPIC operators and Prisoner Transport Unit members (special constables). Currently, NAPS has approximately 250 sworn members and 115 civilians and the court section has 15 dedicated court service staff members to deal with the workload of 7 district courts that are geographically spread throughout and across 3 NAPS regions in 34 NAN communities.

As the population grows within NAN, statistics have shown an increase of court case files where workloads in all three court offices have increased. As a result, court responsibilities and duties have overwhelmed our NAPS court offices due to demand as well as staff shortages which requires additional resources and personnel.

Research has shown that Police Services that are similar in complement size within the Province of Ontario are staffing their court departments appropriately to service and accommodate the responsibilities and requirements of the Ontario Court of Justice System.

Guelph Police Service has 205 sworn members and 96 civilians and their court section is staffed with 2 sworn members 16 full time special constables and 2 full time civilians all servicing within their respective court district location. (20 staff members dedicated to the court section)

Peterborough Police Service has 140 sworn officers and 62 civilians and their court section is staffed with 5 sworn members 20 full time special constables and 2 full time civilians all servicing within their respective court district location. (27 staff members dedicated to the court section)

North Bay Police Service has 100 sworn officers and 60 civilians and their court section is staffed 2 sworn members 15 special constables and 3 full time civilians and 1 part time civilian all servicing within their respective court district location. (21 staff members dedicated to the court section)”



In comparison with other Police Services within Ontario which service and respond to a single district court department and a single criminal law division office, this has proven to be very overwhelming and stressful for the NAPS court staff members.

Furthermore, with the addition of the pandemic and restrictions it has become more difficult with electronic and virtual processes that deal with new criminal matters and ongoing files. These new electronic systems of SCOPE and E-Intake demand more time and dedication resulting in issues and concerns arising internally and externally as a service. Although NAPS has been attempting to “make do” with the current Court Services staff complement, the recent shift to an increased online court environment has imposed new burdens across all three regions.

As NAPS continues to grow and potentially moves towards “opt-in” under the new legislation, NAPS has continued to identify departments within the service that need additional funding and resources to meet legislative requirements and expectations, which includes the

ability to perform court responsibilities effectively and efficiently. Therefore, emphasis on NAPS shortages within the court offices have been addressed to ensure responsibilities and duties required and expected internally are met within the Ontario Court of Justice departments and the services within NAN.

To meet all necessary responsibilities and requirements as a service and with NAPS potentially moving towards legislation where accountability as a police service is paramount, additional resources and personnel have been identified which will be instrumental in contributing to the overall success of NAPS.

The vision is to create an improved service consistent within NAPS to alleviate workloads and strengthen existing personnel job performances to meet expectations collectively as a service. These positions will allow NAPS to continue to grow and move forward as a self-sufficient service as envisioned in its beginnings by the Nishnawbe Aski Nation and its communities. As an Inspector of this unit it will be my goal to maintain this vision to service the Nishnawbe Aski Nation.

Meegwetch.



Merle Loon
Inspector



CRIMINAL INVESTIGATIONS & INTELLIGENCE REPORT

Brad Duce

Detective Inspector

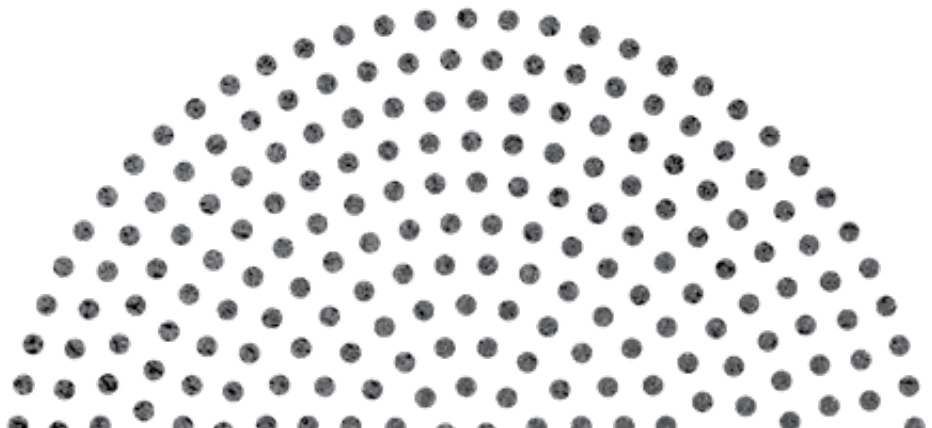
Criminal Investigations / Intelligence

OPERATION OVERVIEW:

INTELLIGENCE UNIT (DRUG ENFORCEMENT, GUNS & GANGS)

The continued mandate of these officers is to focus on regional drug, guns and gang's activity and trends as well as assist the regional crime units and frontline members.

Although most of the province has seen a decrease in activity due to the inherent provincial lockdowns, NAPS Intelligence Unit has been very busy with Drug related activities, as depicted below. Methamphetamine, Cocaine and Suboxone are the most highly abused drugs amongst the communities.



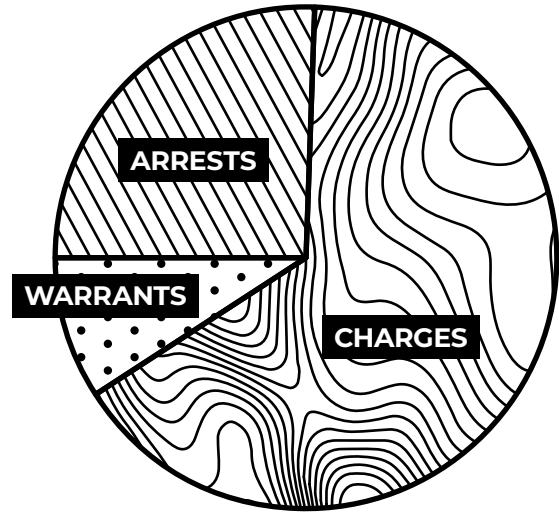
Current Drug Investigations from the Drug Enforcement Unit during the COVID-19 pandemic from July 2021 – June 2022 have resulted in:

INTEL UNIT SEIZURES
July 1, 2021 to June 30, 2022

Firearms	28
Weapons	4
Currency	\$90,822.75

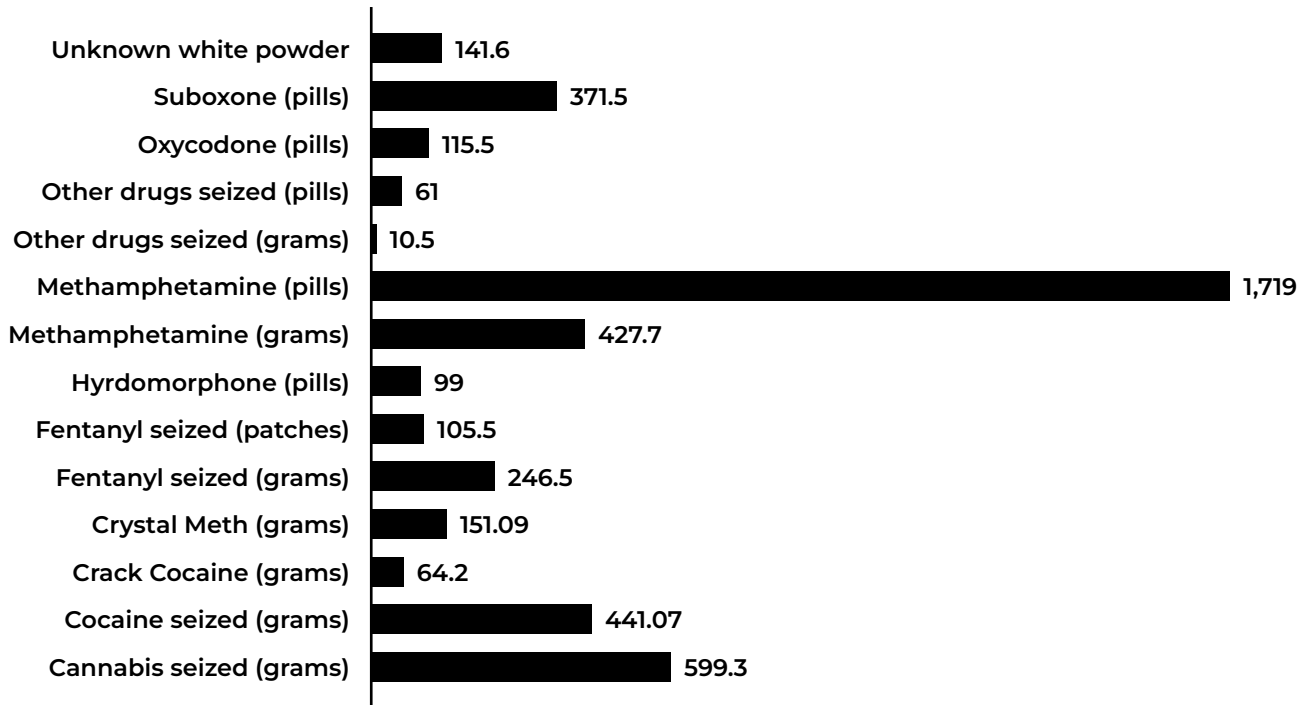
INTEL UNIT OUTCOMES

July 2021 to June 2022



INTEL UNIT SEIZURES

July 1, 2021 to June 30, 2022



Provincial Guns and Gangs Joint Forces

The Ontario government is investing \$75.1 million to reinforce the fight against gun and gang violence in communities across the province. The funding will support initiatives that will dismantle criminal activity, enhance investigative supports, increase collaboration throughout the justice sector and stop the flow of illegal guns across the border. The initiative will include multiple joint force operations teams throughout the province to combat Guns and Gangs violence. The initiative commenced in July of 2022 and be in operation for approximately three (3) years. NAPS has committed one (1) Detective to be seconded to the Joint Forces Operation.

NAPS Guns and Gangs Unit since 2016 has destroyed over 500 firearms, that have been seized or provided forfeiture from the courts. This has dramatically reduced the gun violence that continues to threaten the public that NAPS is sworn to protect and serve.

NAPS Intelligence Unit continues to see a trend regarding the influx of individuals from the Greater Toronto Area (GTA) who have established drug trafficking networks in the First Nation Communities. Intelligence information gathered has alerted police that these individuals from the GTA have befriended susceptible individuals in the smaller urban cities and First Nation Communities to facilitate their drug trafficking pipeline. NAPS will continue to conduct pro-active investigations to curb the flow of drugs entering the communities and hold those responsible by affecting charges and proceeding by way of convictions through court.

Mushkegowuk Drug Project

A proposal put forth from the Mushkegowuk Tribal Council, where over 1 million dollars was secured to enhance the ability of the NAPS to combat Serious and Organized Crime in and around the Mushkegowuk communities. The funding proposal encompasses one (1) Detective Sergeant and two (2) Detective Constables during the two (2) year proposal, focusing on two primary components: (1) new drug enforcement specialists and (2) a special program to build drug enforcement expertise and capacity in existing officers. The project commenced in July 2022.

NAPS Drug Officer Initiative

A proposal put forth by NAPS to secure funding to hire an additional twenty-one (21) officers, with an emphasis on Drug Enforcement. The proposal involves reorganizing the crime unit and intelligence/drug enforcement units, relying on existing personnel plus newly-recruited positions.

The breakdown of the 21 officers would be as follows:

- ▶ Two (2) Detective Staff Sergeants – One to oversee the Crime Units, and one to oversee all new staff for Drug Enforcement;
- ▶ Two (2) Detective Sergeants reporting to the Det. Staff Sgt. (Drug Enforcement);
- ▶ Fifteen (15) Detective Constables (Drug Enforcement); and
- ▶ Two (2) In-Service Training Unit (“ISTU”) Constables.

The fifteen (15) new Detective Constables will be classified as the Community Street Crime Unit (“CSCU”). They will have a primary focus on Drug Enforcement, with providing much needed support and assistance to the Crime Units when required. NAPS see the twenty-one (21) additional officers as a minimum, with the hope of expanding the Drug Enforcement program further over the coming years. Recruiting additional officers will create an opportunity for visible policing, with officers in communities meeting with community members, undertaking enforcement activities, and demonstrating NAPS commitment to tackling the drug crisis head-on.

The Federal and Provincial Governments agreed to funding a three (3) year phased approach. The NAPS Drug Officer Initiative is set to commence in the fall of 2022.

CRIMINAL INTELLIGENCE ANALYST

NAPS Criminal Intelligence Analyst continues to work diligently on maintaining our partnerships with the Intelligence agencies and the governments to provide our support and direction. i2 virtual training has been received for the NAPS Criminal Intelligence Analyst to hone her skills with data processing and collection.

NAPS continues to be a contributing service to the NORTHEAST JOINT INTEL GROUP – collecting, collating and disseminating intel to policing partners along the Northeast corridor with discussion underway to include Northwest Ontario partners.

Training

As the progression of the service continues to grow and the influx of Intelligence-Led policing taking a forefront, it is extremely necessary to ensure that NAPS remains vigilant in the war on crime. The Criminal Intelligence Analyst will be taking a host of courses this year to further their expertise.

TACTICAL INTELLIGENCE ANALYSIS COURSE (TIAC)

Canadian Police College (Ottawa), June 2022 – this course focusses on Law enforcement and other agencies using strategic intelligence assessments for a variety of purposes that include determining threat levels, setting priorities, planning, and influencing operations. This course prepares students to analyze issues in a systematic way and to produce valid and actionable strategic intelligence products. The course examines how to plan, collect, evaluate, collate, analyse and report information that enhance the quality of intelligence products.

USING THE INTERNET AS AN INTELLIGENCE TOOL (INTINT)

Virtual Course @ Canadian Police College (Ottawa) – October 2022 – this course is designed for law enforcement personnel who conduct Internet-based online research activities as part of their computer related investigations. It teaches the basic concepts behind Internet technologies, allowing access to information that may be highly relevant to an investigation. This course teaches investigators how to navigate the Internet to collect information without leaving a “footprint” that identifies their digital activity.

Open Source Strategic Analysis - Canadian Security Intelligence Service (CSIS) in Ottawa – September 2022 – this course will be designed to utilize open source intelligence gathering to further investigations into Serious and Organized crime.

Firearms

All firearms seized by NAPS are required to be entered into the RCMP Public Agency Web Services (PWS) database. In addition, as NAPS moves towards legislation, the Firearm Data Submissions under the Police Services Act will require NAPS to keep a register of firearms and provide the Solicitor General a listing of the firearms that have come into the possession of the police service each year. The NAPS Guns and Gang Officer and Criminal Intelligence Analyst have begun the process of verifying the physical inventory in all NAPS vaults and ensuring our NICHE database is a true reflection of that inventory. Training has been undertaken by the Criminal Intelligence Analyst to obtain a Firearms Verifier Certificate and they will be responsible for ensuring all required information relating to every firearm seized by NAPS is accurate and entered in both NAPS Niche and the RCMP database. NAPS Criminal Intelligence Analyst will work with NAPS Records Management Analyst to ensure the accuracy of the submissions under the Police Services Act.

Non-Traditional Organized Crime Database

The NAPS Criminal Intelligence Analyst has been working in partnership with the OPP and Thunder Bay Police to create and maintain a Non-Traditional Organized Crime database. The Intel shared between services will assist Detectives in their investigations.

Criminal Intelligence Service Canada (CISC) and Criminal Intelligence Service Ontario (CISO)

NAPS is a member of both organizations and in so, actively participates as a contributing agency to the ACIIS database which is an intelligence based platform allowing the sharing of information with law enforcement agencies across the province and country with regards to organized and/or serious crime in or affecting Canada.

SUCCESSFUL GRANT APPLICATIONS:

Continuing:

Provincial CCTV Grant Program (Closed Circuit Television)

September 2021 - March 2023

- ▶ This successful grant will allow NAPS to deter criminal activity related to gun and gang violence and improve public safety, by gathering much needed information on the influx of gang members attend the communities.
- ▶ Project Vision – active \$6,047.50

Continuing:

Criminal Intelligence Service Ontario (CISO) – Membership Support Grant

- ▶ (awaiting application dates)

Continuing:

Ministry of Attorney General – Civil Remedies Grant

- ▶ \$100,000 – April 2021 - March 2023
- ▶ The successful application of this grant allows NAPS to obtain essential equipment, including a vehicle and surveillance equipment, which will assist investigators in the goal of gathering intelligence to dismantle illegal trafficking of persons, drugs, alcohol and other contraband.
- ▶ Project Northern – active \$99,945.56

Continuing:

PAVIS (Provincial Anti-Violence Intervention Strategy)

- ▶ 3 year commitment of \$293K/year = (\$879K)
- ▶ April 2022 – March 2025
- ▶ PAVIS is an intelligence-based anti-violence strategy, mobilizing the community and providing proactive enforcement to target street gang activity across the province. All PAVIS activities and initiatives support the primary goal of reducing violence in communities by focusing on intervention, prevention, enforcement, and community mobilization.

Continuing:

Ontario Proceeds of Crime (POC Front-Line Policing (FLP) Grant)

- ▶ 3 year commitment of \$100K/year = (\$300K)
- ▶ April 2020 – March 2023
- ▶ The application was submitted December 2019. This grant will afford NAPS funding of a Hybrid Organized Crime Officer who would specifically target gang activity and drug trafficking. This officer will be the nexus between communities, law enforcement and social services.

CRIME UNITS (NORTHWEST, CENTRAL & NORTHEAST REGIONS)

NAPS Crime Units are responsible for reviewing all Benchmark occurrences within their respective regions. In addition to reviewing Benchmark occurrences, Detectives assist front line officers, attend the communities when a major occurrence takes place; such as, but not limited to any and all Sudden Deaths, Attempt Murders, Sexual Assaults, Aggravated Assaults, and any other occurrences deemed to have the Crime Unit's expertise utilized. Furthermore; it has been standard practice as of late to engage in conference calls with the Regional Supervising Coroner in Thunder Bay in relation to youth sudden deaths. The conferences are a pilot project set out to have round table discussion with all parties involved in the investigation to ensure that NAPS is not leaving any questions unanswered for the family of the deceased.

Northwest Region Crime Unit

The Northwest Crime Unit consists of four (4) members based out of the NAPS Sioux Lookout Regional Headquarters. One (1) Detective Sergeant and three (3) Detective Constables. The Detectives are assigned to investigate, provide direction and support for all major incidents within the twelve (12) detachments in the Northwest Region with one of those Detectives primarily specializing on Drug Investigations.

Northeast Region Crime Unit

The Northeast Crime Unit consists of five (5) members based out of the NAPS Cochrane Regional Headquarters. One (1) Detective Sergeant and four (4) Detective Constables. They are assigned to investigate, provide direction and support for all major incidents within the thirteen (13) detachments in the Northeast Region.

Central Region Crime Unit

The Central Crime Unit consists of three (3) members based out of the NAPS General Headquarters in Thunder Bay. One (1) Detective Sergeant and two (2) Detective Constables. They are assigned to investigate, provide direction and support for all major incidents within the nine (9) detachments in the Central Region.

Since July 2021 to present there has been a combined total of 404 Benchmark Major Incidents reported and investigated from the Crime Units. There has been a major increase in Assaults, Sexual Assaults and Sudden Deaths.

Benchmark Crimes based on UCR codes entered in Niche July 2021 to June 2022

(see statistical chart on next page)

NAPS – CRIME UNIT BENCHMARK OCCURRENCES

JULY 2021 TO JUNE 2022

OCCURRENCE TYPE	CENTRAL	NORTHEAST	NORTHWEST	TOTAL
Airplane crash			1	1
Arson	7	1	2	10
Assault	43	58	42	143
Attempt murder		3		3
Attempt or threat of suicide	3			3
Bail violations	1	4	1	6
Child Pornography			1	1
Disturb the peace			1	1
Domestic dispute	5	9	1	15
Drug offences		5	5	10
Escort		2		2
Fire			5	5
Fraud		1	2	3
Homicide		2		2
Impaired/over 80	4	1	1	6
Indecent acts	1	1	3	5
Liquor licence act	1			1
Luring		2		2
Mental health act	2			2
Mischief			1	1
Missing person	1			1
Missing person located	1		1	2
Motor vehicle collision	1	2	2	5
Non-police matter-lo priority	2			2
Other criminal code		1	1	2
Police assistance		5	4	9
Police information	1		3	4
Property related			1	1
Robbery		1		1
Sexual assault	27	31	36	94
Sudden death	15	14	16	45
Threats	4	2	1	7
Trouble with youth		1		1
Warrants	1			1
Weapons	2	5		7
Total	122	151	131	404

EMERGENCY RESPONSE TEAM (ERT) & IN-SERVICE TRAINING UNIT (ISTU)

In-Service Training Unit (ISTU):

Due to the influx of NEW members to the Organizations complement, married with the requirements mandated through the Ministry of the Solicitor General, the NAPS In-Service Training Unit (ISTU) has increased in size, and is now comprised of one (1) full time training Sergeant, and two (2) full time training Constable's.

The continued goal of ISTU is to build a strong and solid foundation with an emphasis on officer operational readiness, which is achieved by incorporating live fire Simmunition training into scenarios giving officers the opportunity to test their abilities in evolving dynamic situations, and in return, will build confident, professional and proficient operators.



Senior Administered Training Courses:

The 2022 Training calendar will see NAPS ISTU working with the Ontario Police College (OPC), to bring a wide array senior administered courses to the Training Centre in Thunder Bay, which in turn will provide additional opportunities to our respective partnering agencies. The First Senior administered course was delivered in May, which will be followed up with several additional courses consisting of; Sexual Assault Investigation, Investigative Offences Against Children, Front Line Supervisor, Criminal Investigator Training, Major Case Management, Confidential Informant Training, Provincial Liaison Team Training and Warrant Service.



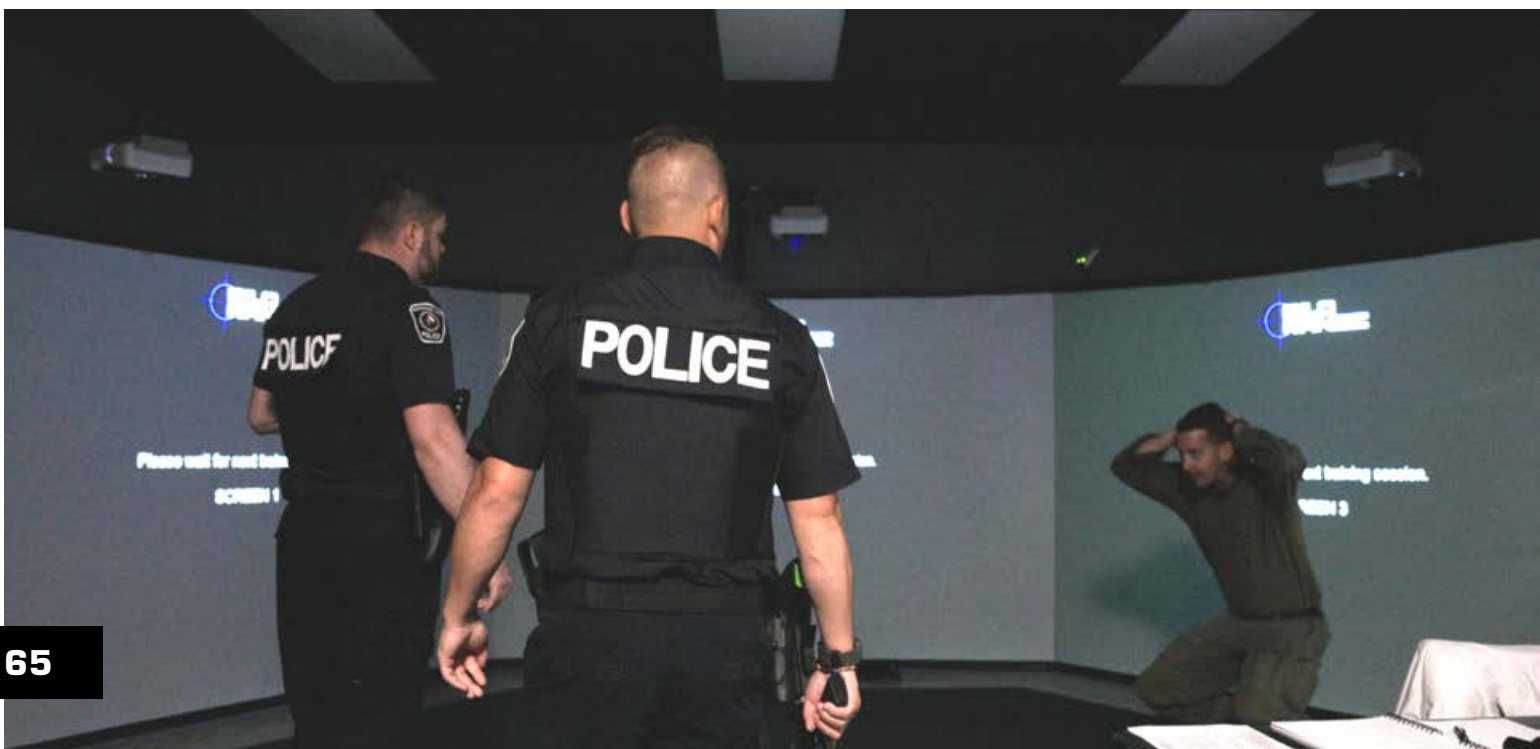
Annual Block Training:

The 2022 Block training commenced in March will continue for 27 weeks of annual re-certifications and refresher training. The 2022 Block Training schedule will see ALL NAPS members attending First Aid /CPR with the addition of the “stop-the-bleed program” that will now give officers a better understanding of how to deal with incidents involving heavy trauma which will increase the probability of saving life and limbs. NAPS officers will also receive enhanced training in Firearms, Defensive Tactics, and the NEWLY added curriculum and training of the Taser 7 platform, that will add to the safety net of the protection of our NAN communities with greater effectiveness and operating capabilities. Cultural Awareness Training has been added to the Block Training Curriculum and has been made a mandatory component for each officer to receive, with aim to adhere to the NAPS mission statement “to provide a unique, effective, efficient

and culturally appropriate service to all the people of the Nishnawbe-Aski area that will promote harmonious and healthy communities”.

NAPS will continue to utilize state-of-the-art technology with the MILO Range Simulator for realistic training that responds to voice recognition and body posture. In addition, it will allow each operator the ability to zero their weapon system before commencing a given scenario, which in turn, increases accuracy, weapon functionality and confidence.

The MILO Range Simulator allows for a member to incorporate ALL of their use of force options including the C-8 Carbine Rifle, and the ability to conduct low light shooting, and range courses of fire. Included with The Milo Range Simulator, is the option to develop our own training scenarios, allowing ISTU to capture the unique policing environments and situations posed to NAPS Officers.



Emergency Response Team (ERT):

The NAPS Emergency Response Team (ERT) is made up of frontline personnel who have additional specialized training, providing support to NAPS communities in a time of crisis, as well as assistance at major events / venues, where there is a heightened concern or possibility for violence and / or disorder.

The NAPS Emergency Response Team (ERT) consists of seven (7) members, one (1) Sergeant and six (6) Constables who are strategically located at detachments throughout the province within our NAN Communities, ready to deploy at a moment's notice. The vast majority of calls for service are in the realm of Search and Rescue of missing / lost or overdue persons, with aim to locate our community members in the least amount of time, in the best condition possible, utilizing a wide range of assets from Airplanes, Helicopters, ATV's, Marine units, and Motorized Snow Vehicles.



RESPONSIBILITIES

In addition to their front-line duties, Emergency Response Team (ERT) members have specialized training and responsible for:

- ▶ Canine tracking back-up
- ▶ Containment at barricaded or hostage taking incidents
- ▶ Search and rescue
- ▶ Evidence searches
- ▶ Public Order at events such as protests, riots, strikes or other major events
- ▶ VIP security
- ▶ Witness protection
- ▶ Warrant Service
- ▶ Low-slope rope rescue
- ▶ High-risk prisoner escorts
- ▶ and any other situation the Deputy Chief or Detective Inspector deems requires their expertise.

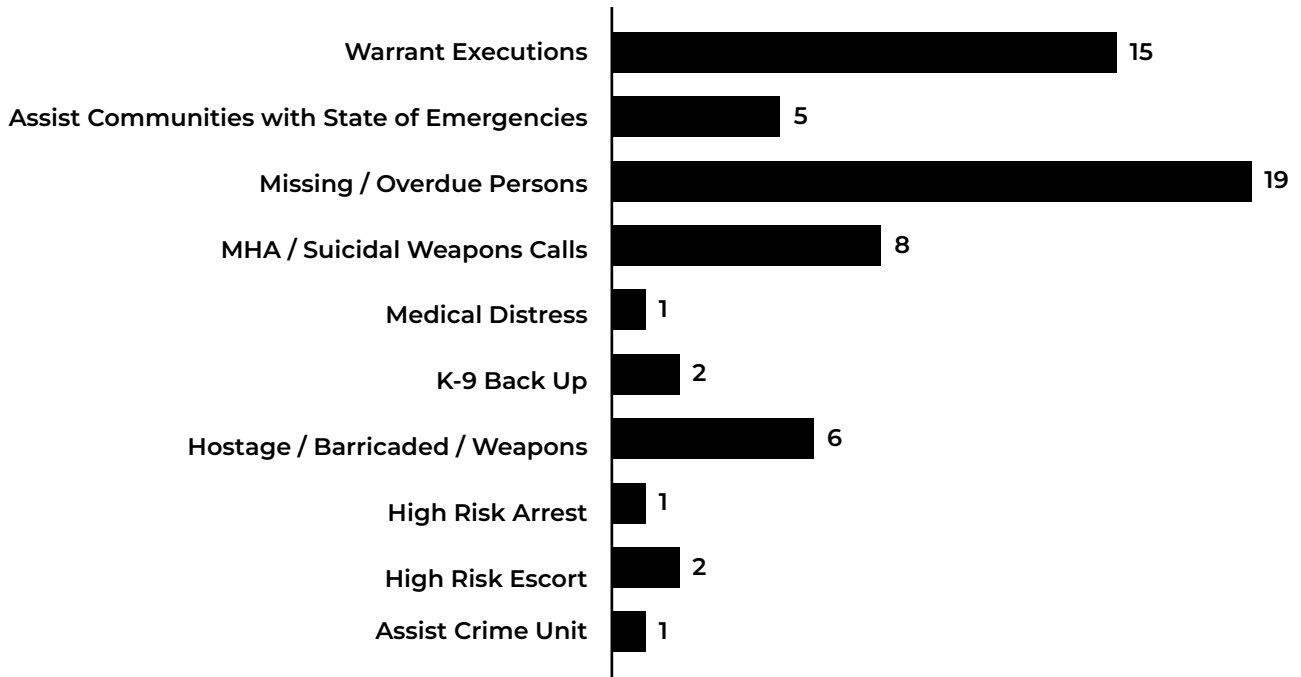
Members must maintain a constant state of readiness as they can be called out with little notice and are often required to work away from their homes for extended periods of time. They also must maintain a high level of physical fitness. The working environment during an incident may be unpredictable and subject to rapidly changing factors.

NAPS ERT team has responded to 60 calls for service between Jun 2021 and May 2022, consisting of:

- ▶ Warrant Executions – 15
- ▶ Assist Communities with State of Emergencies – 5
- ▶ Missing / Overdue Persons – 19
- ▶ MHA / Suicidal Weapons Calls – 8
- ▶ Medical Distress – 1
- ▶ K-9 Back Up – 2
- ▶ Hostage / Barricaded / Weapons – 6
- ▶ High Risk Arrest – 1
- ▶ High Risk Escort – 2
- ▶ Assist Crime Unit – 1



ERT OCCURENCE TYPES



CONCLUSION

Nishnawbe Aski Police continues to conduct its day to day operations and duties to the best of our abilities.

Through consistent networking, partnerships, research, and implementation of the latest tools and technology, the Nishnawbe Aski Police Service is a true leader among all police organizations in providing the members with the abilities and skill sets to conduct their duties properly, safely and more efficiently.

The Nishnawbe Aski Police Service will continue to strive and reach further, dedicated in becoming an even stronger, united policing family.

Respectfully submitted,

Detective Inspector Brad Duce
Criminal Investigations / Intelligence



PROFESSIONAL STANDARDS BUREAU REPORT

J.P. Spence
Sergeant Major

DIVISION OVERVIEW

The Professional Standards Bureau has several notable actions to report in relation to training and development, investigations, and closure of outstanding incidents from 2021 and 2022. Several investigations initiated in 2022 and previous investigations from 2021 have been completed. Dispositions have been applied to outstanding substantiated investigations from 2021 which were previously held in abeyance pending outside proceedings. As a result, a total of 21 recordable matters have been noted, investigated, reviewed or are otherwise in the investigative stages over the past 8 months in 2022 by the Professional Standards Bureau.

INVESTIGATION UPDATES

The resolutions of substantiated and unsubstantiated matters include: Performance management and training implemented by front-line supervisors and regional supervisors. Dispositions of substantiated matters that have been assessed, include: verbal warnings, negative notations on personnel files, loss of banked hours and or demotions.

In total:

- ▶ Seven (7) officers have been cleared of Code of Conduct concerns.
- ▶ One (1) officer has been issued deduction of hours.
- ▶ One (1) Officer has been demoted one rank for a term of 9 months.
- ▶ Two (2) Officers have been assessed by their respective regions for Code of Conduct concerns.
- ▶ Seven (7) Officers have Code of Conduct concerns that are in the investigative, or assessment of dispositions stages. This also includes case files being held in abeyance pending outstanding proceedings, or otherwise being reviewed for an outside opinion.



TRAINING AND DEVELOPMENT

The Professional Standards Bureau presented to all new recruit classes over the past year at the training center in Thunder Bay Ontario. The focus of this training was to educate the new officers on the Nishnawbe Aski Police Service Complaints Resolution Policy and Code of Conduct. Information was provided on common conduct complaints that can arise from their profession both on and off duty. A standard of professionalism distinct from their previous civilian lives were conveyed to them as they enter their new roles as sworn members of the Nishnawbe Aski Police Service. Investigative processes specific to Professional Standards were reviewed, investigative types and timelines were discussed. Their duties to participate during investigations as part of their new profession were reviewed. These investigations include Code of Conduct concerns, and outside agency investigative processes to which they may be subject to, while holding office as a sworn member of the police service.

DETECTIVE SERGEANT SKRZYPEK INVESTIGATOR TO THE PROFESSIONAL STANDARDS BUREAU

As indicated in the previously provided Annual Report, Detective Sergeant Skrzypek is assigned as an investigator with the Professional Standards Bureau. Detective Sergeant Skrzypek is approaching the completion of a full year within the Professional Standards Bureau. Sergeant Skrzypek has completed several files assigned to him since starting with the Professional Standards Bureau. His investigative experience has produced timely conclusions to various public and service complaints assigned to him. He has also successfully completed several senior courses such as, Sexual Assault Investigations, Major Case Management, Investigating Offences Against Children, which were held in Thunder Bay Ontario.

He also attended the 13th Annual Law of Policing Conference in Toronto Ontario. The 13th Annual Law of Policing Conference highlighted areas in policing specific to Professional Standards Units. Detective Sergeant Skrzypek has also been engaged with facilitating internal training with members of the police service via zoom. This includes professional development and maintenance in investigative techniques. It also incorporates changes in statutes, and education on best practices specific to investigative interviewing, investigating sexual offences, and impaired driving offences.

This concludes the information for this report submission.

Respectfully,



JP Spence
Sergeant Major



NISHNAWBE-ASKI POLICE SERVICE

CRIME & LOCAL STATISTICS

	NORTHEAST	NORTHWEST	CENTRAL	TOTAL
Murder/Attempt Murder	3	0	0	3
Sexual Offences	107	68	16	191
Assaults	693	430	260	1,383
Utter Threats	138	64	70	272
Robberies	7	2	2	11
Arson	43	7	12	62
Break & Enters	113	60	34	207
Thefts - MV's	19	10	3	32
Theft & Possession	175	74	45	294
Frauds	15	4	7	26
Mischief	932	429	292	1653
Offensive Weapons	43	23	29	95
Bail Violations/Breach Probation /Fail to Appear	517	224	152	893
Disturb the Peace	223	242	91	556
Criminal Code - Other	118	141	36	295
Drugs	68	45	29	142
Liquor Acts	605	765	252	1622
Dangerous Operation	25	11	12	48
Impaired Operation	70	77	31	178
Police Assistance	2,241	2,990	1,069	6,300
Escorts – Prisoner	370	208	105	683
Suspicious Activity/Person/Vehicle	84	19	26	129
Sudden Death	20	21	19	60

01 JANUARY 2021 - 31 DECEMBER 2021 ALL VIOLATIONS, AS REPORTED

	NORTHEAST	NORTHWEST	CENTRAL	TOTAL
Mental Health Act	138	150	69	357
Attempt Suicide	68	89	147	304
Threat of Suicide	129	206	149	484
Youth Complaint	193	85	89	367
Criminal Record Checks Employment /Volunteer	338	144	28	510
Patrol/Property Checks	822	691	657	2,170
Animal Complaint	187	144	96	427
Community Service	407	269	793	1,469
Alarm/Fire Alarm	207	31	35	273
Property –Lost/Found/Damaged	37	20	12	69
Missing Person	44	44	37	125
Family Dispute	537	283	80	900
Unwanted Persons	920	863	288	2,071
Keep the Peace	35	257	52	344
R.I.D.E.	318	178	85	581
Traffic Related	424	372	152	948
Motor Vehicle Collision	66	66	32	164
Noise Complaint	70	24	15	109
Person Check-In/ Compliance Checks /Person Well-Being Check	449	513	225	1187
911 Call/911 Hang Up	71	1	6	78
Non-CC Domestic	424	389	106	919
All Other Local Stats	722	583	476	1,781
Regional Totals	13,235	11,316	6,221	
Service-wide Total				30,772

*NOTE - Total violations count is the methodology that was used in extracting the crime statistics. This methodology differs from Statistics Canada's standard Most Serious Violation (MSV) count. The MSV counts only the first of up to four (4) offences/violations per incident and only publishes the most serious out of the four (4). For violations against the person, Statistics Canada counts are based upon the number of victims in an incident.







NISHNAWBE ASKI POLICE SERVICE

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