



2022-2023



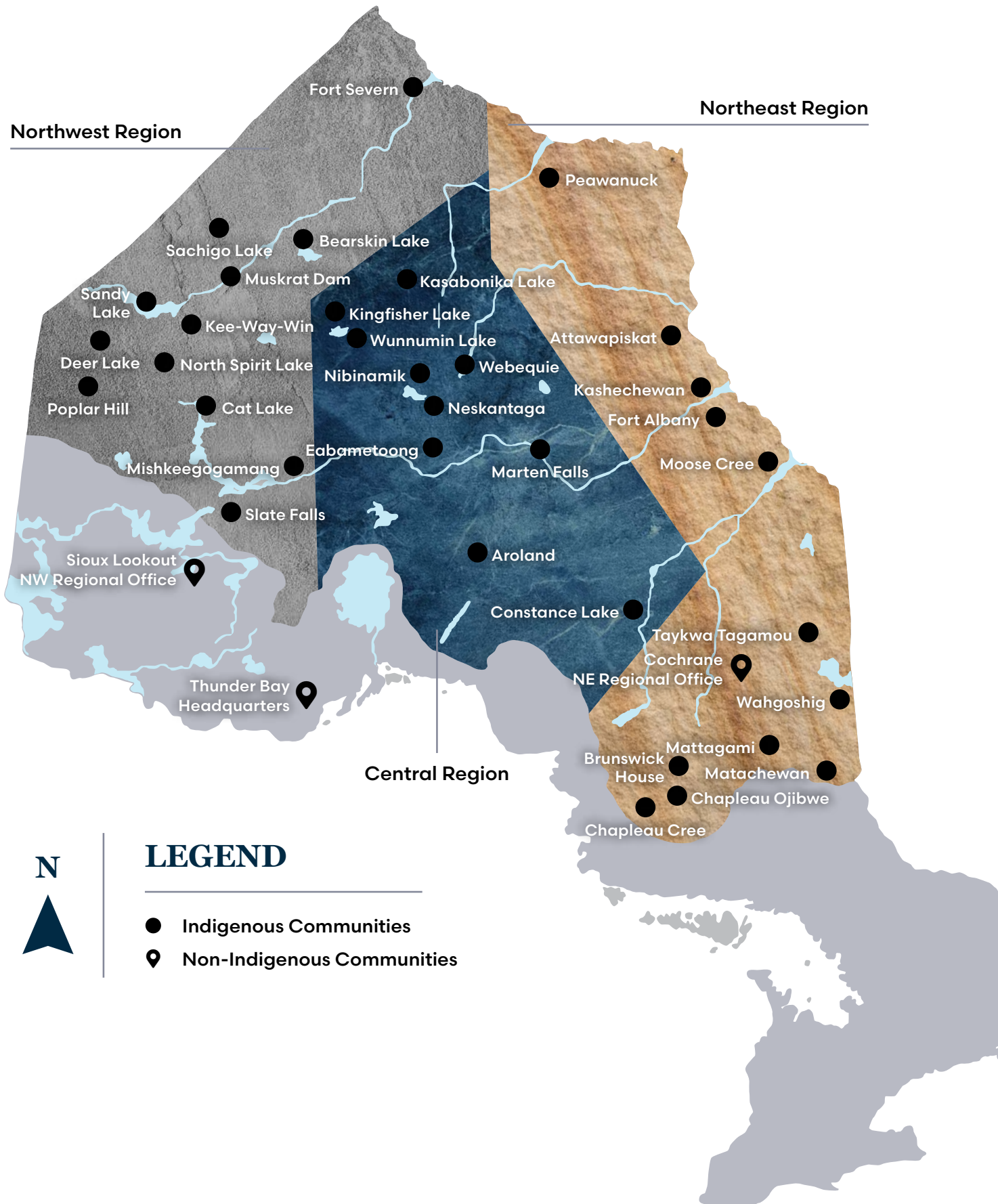
ANNUAL REPORT



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NAPS Detachments



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LEGEND

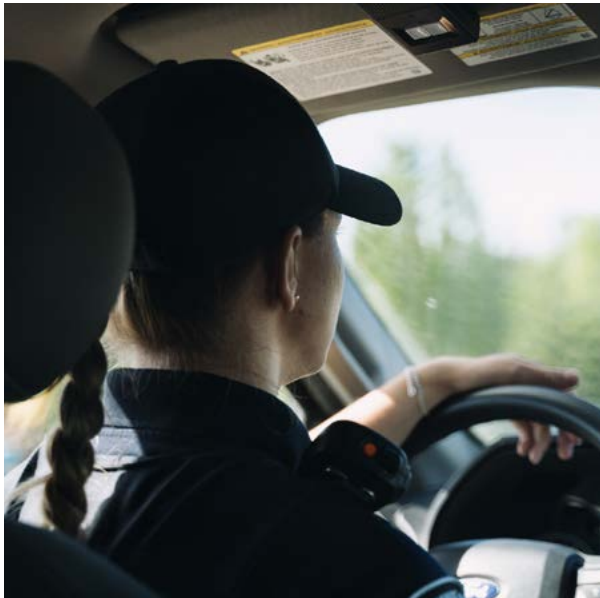
- Indigenous Communities
- 📍 Non-Indigenous Communities



2022

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COMMUNITIES
SERVED

2023



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.

Report: Chief of Police



Roland Morrison
Chief of Police

Wachay,

Since our first ever NAPS Annual General meeting that was hosted by our NAPS Police Board in September 2022 in Thunder Bay. NAPS has been diligently advancing multiple projects in areas of our service's Infrastructure, Recruitment, Information Technology, Equipment and Partnerships.

From our last negotiations, NAPS received funding for 5 new detachments. Marten Falls detachment commenced its construction last fall and despite the late start, construction progressed through the winter and we expect to take occupancy in 2024. The Neskantaga build was delayed and is expected to commence this calendar year. Meetings for the new detachments in the communities of Mishkeegogamang, Chapleau and Attawapiskat detachments have commenced and planning is progressing with the new builds expected to start next summer.



Through our recent funding negotiations, we have seen our service expand immensely over the last five years to the point that we no longer possess the appropriate office space to fill new administrative positions. With limited office space, earlier this spring, NAPS signed a lease for a new building that will be our new General Headquarters. Construction of office space has started and we expect to take occupancy in 2024. Our new General Headquarters will possess the appropriate space that will accommodate our immediate needs and our growth for the next several decades.

Over the last ten months, NAPS management filled two senior management positions. The position of Human Resources Director was filled last September by Alyson Jennings. Earlier this calendar year, NAPS conducted interviews for the Director of Finance and through the selection process, Jason Poliszczak was identified as the successful applicant. Both Directors bring a wealth of experience from their respective fields to our organization. With the two new Directors in place, our Executive Management Team is back in tact and we have developed priorities for our respective departments and the organization that will positively impact the administration and operations of our service.

A focused priority is filling our frontline vacancies. To assist with attracting new hires, NAPS has partnered with Shout Media from Thunder Bay to market NAPS across various social media platforms. With Shout Media facilitating our online presence, NAPS continue to consistently receive applications from potential new hires. We also continue to receive applications from our Indigenous people; however, we certainly would like to receive more from our Indigenous people. Since the World Health Organization declared COVID 19 an endemic and with more communities lifting travel restrictions, we want to attend our indigenous communities to speak about our police service to attract our Indigenous people to our profession. Despite the personnel resource drain on the entire policing sector, this past April, twelve new NAPS officers graduated from the Basic Constable Training program at the Ontario Police College. We currently have fifteen new recruits currently in training with another fifteen seats secured for the fall. So, our partnership with Shout Media has been successful as we continue to receive applications for officer and civilian positions.

With our utilization of social media platforms and with the Provincial Progressive Government announcement of free tuition at the Ontario Police College, all police leaders hope this will attract new people to the policing profession.

Earlier this year, NAPS received onetime funding to purchase a number of items that would be beneficial to our police service. One of the major procurements from this funding was “*Body Worn Cameras*” (BWC) for our frontline officers. Implementing BWC will add a level of security for our officers as the BWC will capture and document everything in their cameras field of view. So, the BWC will be welcomed safety equipment to officers and will signal to the people we serve that NAPS wants to be transparent in our accountability. Before we can operationalize the BWC, there are some supporting items such as; policy development, training, Digital Evidence Management System, redaction personnel and storage requirements that need to be in place to support the BWC. Management is aiming to have the BWC in the field by fall of 2024.

The BWC will certainly be beneficial for our police officers and the entire service as we move toward to the provincial policing legislation. In preparation for the provincial legislation, our Police Board and NAPS leaders continue to attend the Opt In meetings with the provincial ministry representatives. These meetings provide NAPS the necessary information on what our police service must have in place to meet legislative policing standards. We heard from Minister Kerzner and Deputy Minister Di Tomisso at the NAN Winter Chiefs meeting that the legislation will be ready for April 2024.

Late last year, NAPS, Halton, York and Peel Regional police services agreed to enter into MOU for an officer exchange. This officer exchange was called; “*Operation Northern Exposure*”. During the winter months of January to April, officers from the three southern services attended the detachments of Attawapiskat, Kashechewan and Fort Albany. The purpose of the officer exchange was to show the type of policing NAPS performs in our communities and the environment we work in. This also presented an opportunity to provide education about our Indigenous culture in our NAN communities and Mushkegowok traditional territory. NAPS and Thunder Bay Police also signed an MOU in May 2023. Details still need to be worked out and we will start dialogue with their leadership over the summer on the details of this exchange. For both MOU’s, there will be an opportunity for our frontline officers to attend these respective services to experience policing in an urban environment.

In addition to partnerships, recently, NAPS received requests from other Indigenous Police Services and Indigenous Political Organizations to visit our service. The purpose of their visits is to obtain information on how our service operates and what were the challenges encountered throughout the years of our growth.

In February the political body – Manitoba Keewatinowi Okimakanak from Northern Manitoba attended our office for a couple of days of presentations. We are expecting them to return later this year to visit our detachments. The Nunavik Police Service from Northern Quebec visited in June and they are a police service who operate in remote isolated Inuit communities and their service operates very similar to ours.

In April, the First Nation Chiefs of Police Association and Indigenous Police Chiefs of Ontario attended Phoenix Arizona where we had the opportunity to meet with the leadership of the Najavo Police Department at an International Association Chiefs of Police Indigenous Police Services meeting. Along with members of our NAN Executive and our NAPS Police Board, we also had the opportunity to visit the police districts within the Najavo Nation. In August, the police leaders of the Najavo Police Department will be visiting our communities and will be our honoured guests at our badge ceremony.



This past year, there has been a significant historical accomplishment that will benefit all officers who work for Indigenous Police services within the province of Ontario. In 2019 when the Indigenous Police Chiefs of Ontario (IPCO) formed, the first priority identified to address was; “*Pension*” for officers and civilians. The reason for prioritizing the Pension was, since our existence, all employees who work for the Indigenous police services must work 5 years longer than our policing partners before they are eligible to retire. So, in January 2020, IPCO filed a Human Rights complaint to address the pension disparity between Indigenous Policing and Municipal policing. As a result of our Human Rights complaint, in January 2023, IPCO and the Province negotiated a settlement. The agreed settlement addressed the pension disparity and now all officers and civilians who work for Indigenous services have pension parity with our municipal policing partners.

As we emerge from this global pandemic, it seems we find ourselves a lot busier operationally and administratively. This annual report is indicative of both these impacts, because our drug units continue to investigate the sale and trafficking of illegal drugs in our communities and urban locations. Our crime units have seen abuse issues increase through the pandemic, which certainly impacts our Survivor Assistance Support Program workers, who found themselves serving numerous survivors. With our depleted resources, I want to commend and recognize our frontline officers, during the COVID pandemic officers answered the call to ensure the safety of our people and our communities remained a priority.

In closing, I want to acknowledge all the employees within our police service for their continued commitment and dedication to our police service and our communities.

Meegwetch,

Roland Morrison

Roland Morrison
Chief of Police

Financial Overview



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, 2023, 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, 2023, 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, 2023 and 2022, 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 \$2,114,314 (2022 - \$1,703,723) and revenue over expenses for the year would have decreased by \$410,591 (2022 - increased by \$257,530).

The audit opinion as at and for the year ended March 31, 2022 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.

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

August 18, 2023

MNP LLP

Chartered Professional Accountants

Licensed Public Accountants

Nishnawbe-Aski Police Service
Statement of Financial Position

As at March 31, 2023

	2023	2022
Assets		
Current		
Cash	6,439,269	6,284,470
Marketable securities	-	408,889
Accounts receivable (Note 3)	6,393,160	2,563,157
Prepaid expenses	324,702	206,305
Inventory	2,510	4,535
	13,159,647	9,467,356
Tangible capital assets (Note 4)	9,572,960	8,147,770
Restricted cash	44,520	41,262
	22,777,127	17,656,388
Liabilities		
Current		
Accounts payable and accruals (Note 6)	10,300,880	7,004,180
Deferred revenue (Note 7)	121,418	1,470,852
	10,422,098	8,475,032
Funds held in trust	44,520	41,262
Deferred contributions related to tangible capital assets (Note 8)	3,448,332	1,902,260
	13,914,950	10,418,554
Contingent liabilities (Note 9)		
Net Assets		
Unrestricted	2,737,549	992,324
Investment in tangible capital assets (Note 10)	6,124,628	6,245,510
	8,862,177	7,237,834
	22,777,127	17,656,388

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, 2023

	2023	2022
Revenue		
Operations (Schedule A)	56,365,929	50,898,040
Police Board (Schedule C)	1,308,469	1,110,933
Other projects (Schedule D)	4,879,236	3,299,474
One-time funding (Schedule E)	684,534	674,603
	63,038,168	55,983,050
Expenses		
Operations (Schedule A)	55,059,155	50,046,990
Police Board (Schedule C)	919,392	904,620
Other projects (Schedule D)	4,750,744	3,467,749
One-time funding (Schedule E)	684,534	674,603
	61,413,826	55,093,962
Excess of revenue over expenses for the year	1,624,343	889,088

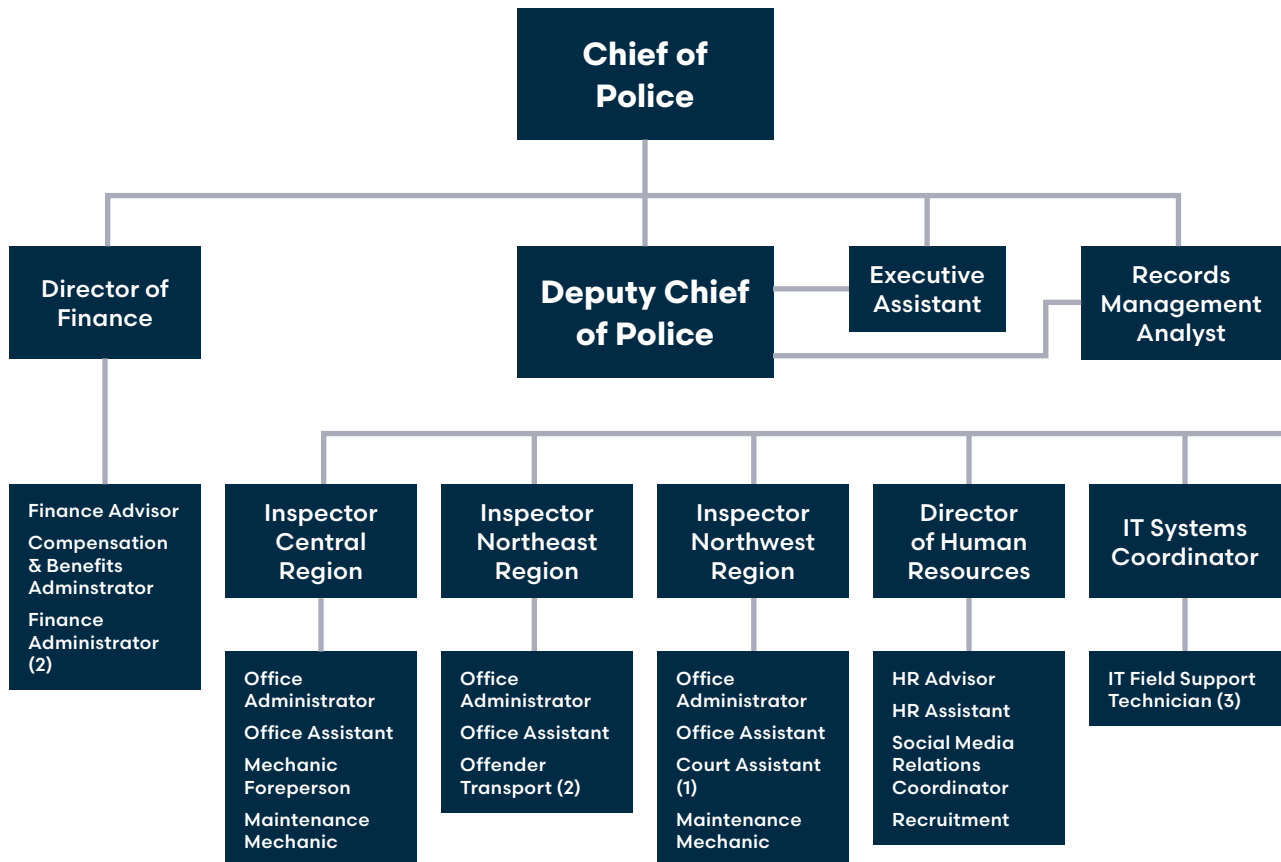
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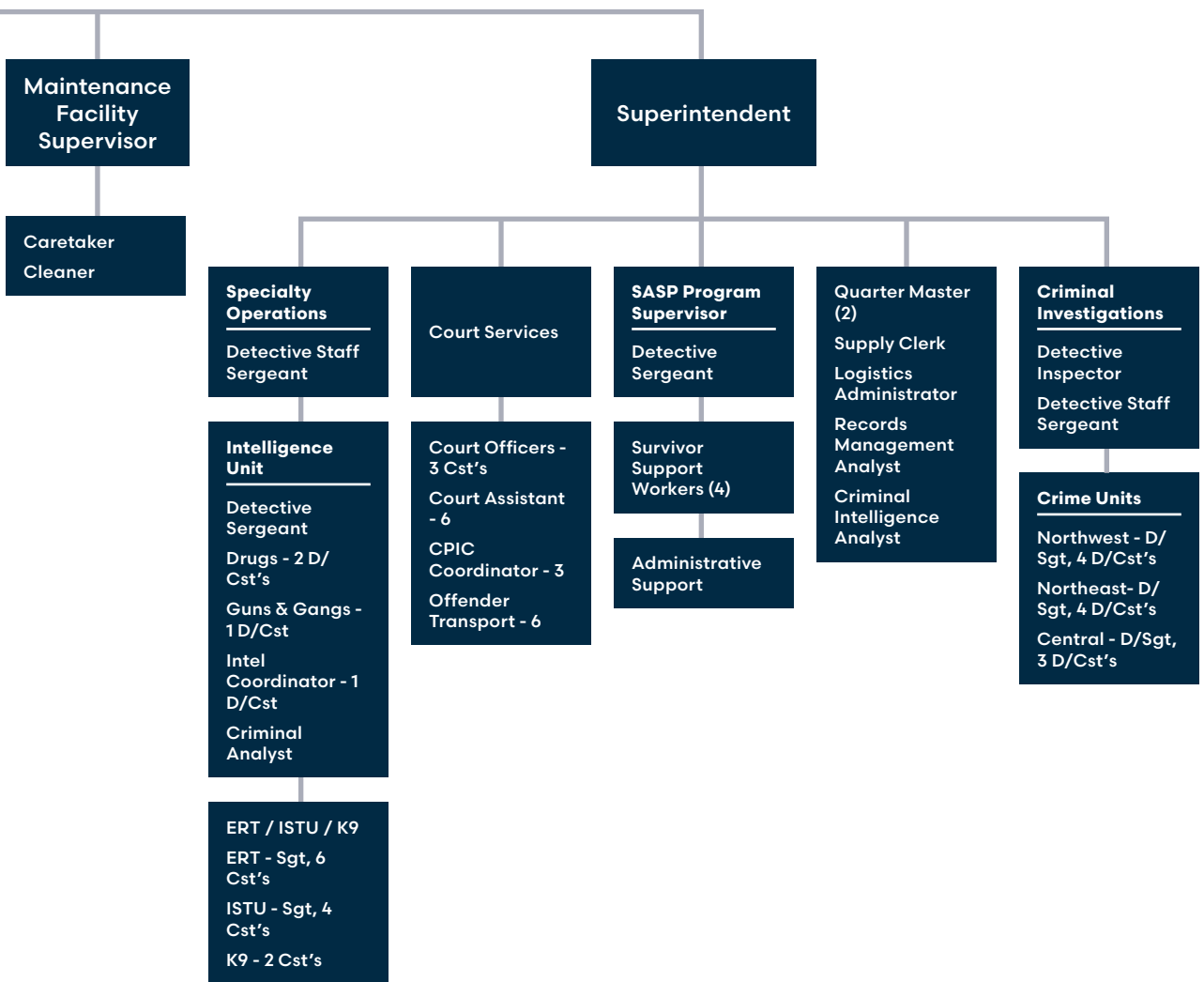
Nishnawbe-Aski Police Service
Statement of Changes in Net Assets
For the year ended March 31, 2023

	<i>Unrestricted</i>	<i>Investment in tangible capital assets</i>	2023	2022
Net assets, beginning of year	992,324	6,245,610	7,237,834	6,348,746
Excess (deficiency) of revenue over expenses for the year (Note 11)	1,745,226	(120,882)	1,624,343	889,088
Net assets, end of year	2,737,549	6,124,628	8,862,177	7,237,834

The accompanying notes are an integral part of these financial statements

Organizational Chart





Report:

Deputy Chief of Police



Darryl Snider
Deputy Chief of Police

My name is Darryl Snider and I am the Deputy Chief of Police for the Nishnawbe Aski Police Service. This document is the Annual Report from the Deputy Chief, and covers operations from June of 2022 to June of 2023.

2022 was a difficult year for police services in Canada, more specifically in Ontario. For many reasons recruitment throughout Ontario declined severely in 2022. This fact has manifested a severe shortage in the hiring of recruits for all police services across Ontario, leaving many unforeseen vacancies throughout the province. This left no other option than to advertise for experienced officer hires for police services trying to have enough officers to fulfill their mandate.



This proved most challenging for the Nishnawbe Aski Police Service. With NAPS being a deployed police service with many of our officers living throughout Ontario and Manitoba. NAPS was an easy target for other services, which has transpired into a record number of resignations to other police services in 2022. The main reason for officers resigning is the fact they want to be closer to home, their family and friends. During 2022 the Nishnawbe Aski Police Service lost over 30 members leaving to work for other policing agencies, with 21 of these resignations occurring from September to the end of December, 2022 (4 months). NAPS management quickly realized that these losses were not sustainable to provide Public Safety to our 34 NAN communities. Chief of Police Roland Morrison began reaching out to other police services throughout Ontario advising of our precarious situation that continued throughout 2022. Chief Morrison was asking for a hiring reprieve to allow our service to replace the officers lost throughout the year. This was successful as many services throughout the province agreed to not hire any NAPS officers for 2023.

As you will see from this report we have made great strides in the first 6 months of 2023. We have hired for many vacancies including officer and civilians, and will continue our aggressive hiring plan throughout 2023.

In addition, and to find solutions for shortages, a Memorandum of Understanding (Operation Northern Exposure) was signed between Naps and the Regional Police Services of Halton, York and Peel. This MOU was established to allow officer sharing between NAPS and the three Regional Police Services. This partnership was a pilot project that ran from January 2023 to April 2023. 36 police officers from the three regional police services participated. The officers attended three NAPS communities along the James Bay Coast, Kashechewan First Nation, Attawapiskat First Nation and Fort Albany First Nation, working alongside our NAPS officers. The pilot project was a huge success and not only assisted with our shortages it also provided a unique opportunity to engage in intercultural competency, conflict resolution, human rights, and anti-racism.

Further to this, NAPS and the Thunder Bay Police Service signed a similar Memorandum of Understanding on June 7th, 2023. This MOU covers much of the above pilot project, however also includes a commitment from both services to work together and share information, as many of our NAN members frequent the city of Thunder Bay.



The most concerning were our shortages in our Human Resources Department and Finance Department. During our finance department Crisis, Susan Maxwell and Helen Defranceschi (retirees) graciously agreed to return on a temporary basis to ensure our minimum financial needs were addressed. From there we hired **Janis Cook-Seniuk** (Finance Administrator), and shortly after hired **Megan Maguire** as the 2nd Finance Administrator. The last piece for finance was the hiring of a new Finance Director. Following interviews, we are pleased to announce our new director of finance **Jason Poliszczak**. Jason has come to NAPS from MMP and has worked with NAPS conducting audits. This is an advantage for Jason as he already knows NAPS and our systems. The new finance team is progressing well, and management is discussing adding a new position of Financial Advisor to act between the Finance Director and the two Finance administrators. With our new finance team in place Susan and Helen have now went back to their well-deserved retirements.

As reported at our last meeting we have also replaced our entire HR team. HR Director **Alyson Jennings**, HR Advisor **Amy Smith** and HR Assistant **Jessica Curtis**. The members of our new HR team are very competent and bring a wealth of knowledge and expertise to NAPS.

At the time of our last report, I advised that we were searching for a 2nd mechanic to assist our new Mechanic Foreman **Carveth Shaw**. We have now hired our 2nd mechanic **Nolan Armstead**, Nolan is from Thunder Bay and has worked with Carveth at a prior job. We now have the ability to build our fleet vehicles and as well service our fleet throughout our communities with our two licensed mechanics. Carveth is completing our builds from his garage (which NAPS leases). NAPS has provided storage facilities for parts and security cameras to protect our investments. Carveth is also in the process of building a new garage on his property which will be 32'x32'. This will allow for a better work area with all the necessities such as a proper hoist to enhance our ability to complete builds.

Management has also hired in other areas as well.

- Replaced the vacant NWR CPIC operator. **Created a new position for a CPIC operator for Central Region, which has been filled.**
- Vacant Northwest office administrator **has been filled, along with a temporary office assistant.**
- **Filled the vacant Logistics Coordinator position.**
- **Filled new position of Central Region Office Assistant.**
- **Filled new position of Supply Clerk to assist the Quartermaster.**
- Posted for a 2nd Court Officer for the NER. **Position filled.**



NAPS has also had to address management shortages by placing several members into Acting roles

- Staff Sergeant **Mike Ceci**, Acting Inspector for Central Region (Inspector Missewace, sick leave)
- Detective Sergeant **Cory Roberts**, Acting Staff Sergeant for Central Region.
- Staff Sergeant **Nelson Racicot**, Acting Inspector for Northeast Region (Inspector Burke, WSIB)
- Sergeant **Gil Carey**, Acting Staff Sergeant.

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, (**both positions filled, Specialty Chris Eisenbach, Crime Brad Skrzypek.**)
- 2023-24 – 6x Detective Constables – 2x Constables to be added to our In-Service training Team, (**1 of which has been filled.**)
- 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. (**Continue to source the 2 dogs required**)

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, (**both positions filled**)
- Finance – Funding for 1x Finance position, (**currently being discussed and approved to move forward**)
- Human Resources – Funding for 1x HR Assistant

Court Section

- E-Intake – Funding for 3x Regional E-Intake Coordinators
- Funding for 1x Court Assistant (**position filled**)
- Funding for 1x CPIC position (**position filled**)
- Funding for 1x Prisoner transport position (**position filled**)

Infrastructure

(Funding approved for 5 new Detachments)

- 2022-23 – Marten Falls, Neskantaga – **Marten Falls expected completion November, 2023. Neskantaga, still in early stages.**
- 2023-24 – Attawapiskat, Mishkeegogamang and Brunswick House – **Mishkeegogamang, planning stage, site location and prep.**

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. This project is approved and funded, looking to hire a Project Manager as this is a very in-depth project. Both policy and redaction are a large portion of the work required. With the increased accountability in policing and the increase in our PSB investigations as well as officers being charged criminally, now more than ever does management see the need for Body Worn Cameras.**
- In Car Cameras
- In Car Mobile Work Stations (Pilot Project)
- Automatic License Plate Readers – ALPR
- Forward Looking Infrared – FLIR
- Fingerprint Scanners

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 Police Service Act. Although the timeline for being legislated has been grossly delayed, NAPS management has begun to work towards this process by ensuring we are ready to enter into this agreement. NAPS has updated Policy/Police Orders and an extensive vault audit process has been implemented and completed. Preparation in many other 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. Retired OPP Erik Howells has been hired in a part time capacity to over-see many of the required components. **One topic of concern brought forth by Erik and is still outstanding is the non-negotiable topic of moving from a Trade Union (PSAC) to a Police Association. I have broached the topic with PSAC executives and have not been afforded any answers.**



Recruitment and Retention

As reported at the last Board report we were in the process of making several changes to our recruitment process,

- Adding a 2nd constable position to recruitment to assist Sgt. Oleschuk. **This has been completed and Cst. Myles Orakwalu is the successful candidate.**
- Adding a 2nd Psych Facility to our current facility Saltstone. This has been completed as we now have St. Joseph Behavioural Science Centre completing Psych evaluations.
- Adding a 2nd Background person, this new position has also been filled by retired OPP **Carl Pettigrew.**
- Using Shout Media more get our brand out there.

Since the changes to our recruitment strategies we have seen a definite improvement, with no hold ups within our procedures. As a result, we are now seeing larger numbers of applicants and the ability to process these applicants in a timely manner.

2022 was also a record setting year for officer resignations from NAPS, this was due to the officer shortages across the province. 2022 NAPS has seen over 30 officers resign from our police service, this trend was un-sustainable for NAPS. With many meetings and calls with government and other police leaders we have seen this trend drop substantially during the 1st four months of 2023. The only members we have lost in 2023 are ones that were already in the process of leaving from 2022.

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.
- New residences
- New detachments.
- Better living arrangements and furnishings.
- Exercise equipment.
- PCC Comm Centre.
- Latest equipment.
- Vehicle replacement.

NAPS management continues to come up with new ideas for retention, such as, researching ideas to provide further travel for officers from their homes to their regional hubs, providing shuttle vehicles for this purpose at our drive-in communities. We have all heard of the upcoming pension changes to Indigenous Policing as well as the PRI benefits and are sure this will help us hire and keep officers. The Ontario Police College in conjunction with Ontario has now waived the OPC tuition for 2023, 24, 25 and 26. OPC is also proposing to run 4 intakes per year rather than the current 3 intakes. These are all topics that will improve our recruitment and retention issues.

NAPS is currently investigating new and innovative ideas to increase its frontline hiring and retention. One avenue that is being explored is the changing or addition of the embarkment hubs used when conducting frontline shift change; the idea being that embarkment hubs located closer to larger urban centres may allow NAPS to access new candidate pools. As an example, a hub in Regina and Winnipeg could encourage candidates and more specifically Indigenous candidates to apply from Saskatchewan and Manitoba. These two provinces currently have an Indigenous population that is at, or approaching 50%. These changes could also benefit the current members and increase the long-term appeal of the NAPS deployed lifestyle.

These options require an in-depth assessment of how NAPS currently manages its aviation resources.

A number of ideas are being explored. Options:

1. Offering members, a capped mileage incentive
2. The use of paid commercial flights for transporting members to embarkment hubs
3. The creation of a NAPS stand-alone air service, complete with NAPS pilots and NAPS owned/leased aircraft.
4. An amalgamated OPP/NAPS Aviation Unit. Following, you will find further information regarding this 4th option.

The CSPA Opt-In project has stimulated discussion that identified how NAPS may be able to improve current services, and better deployment of human and physical resources.

The SOLGEN has offered to fund independent consultants in various areas to facilitate NAPS's transition to a legislated Police Service under the CSPA.

Two companies have subsequently been contacted to provide a quote regarding conducting a review of the NAPS aviation practices.

It is recommended that NAPS Command and the NAPS Police Services Board come to an agreement on the need for the NAPS's aviation practices review and, furthermore, submit the appropriate funding request.

OPC

- January 2023 Intake, confirmed 12 hired to attend OPC, with 11 successfully graduating. Allotment – 4 NER – 3 CR – 4 NWR
- May 2023, 17 confirmed hires to attend OPC. 1 withdrew leaving 16 to attend.

Vacancies and Leave Shortages compared from end of 2022 to May, 2023.

- Leaves at end of 2022 – 43
- Leaves as of May 8, 2023 – 33
- Vacancies at end of 2022 – 46
- Vacancies as of May 8, 2023 – 41
- Totals at end of 2022 – 89
- Totals as of May 8, 2023 – 74

During our Far North Radio Project, funding was included for the purchase and installation of commercial grade back-up generators. However, our communities that were already operating on the fleet-net radio system were not included in receiving generators. Rod Brown (Project Manager) has been able to secure funding for these communities, the generators have been purchased and will be installed this spring. The final generator installs consist of Aroland, Constance Lake, Wahgoshig, Matachewan and Mattagami.

On December 12, 2022 a meeting was held in Fort William regarding the interest of the Ojibway Nation of Saugeen to switch from OPP FNPP to NAPS.

Attending the meeting;

- SOLGEN – Alana Jones, Ashley Sarsam, Ashley O’connell, Edith Chang and Darren Ronson
- Saugeen FN – Joyce Medicine and Betty Neekan
- NAPS – Board Chair Metatawabin, Board Liaison Fabian Batise and Deputy Darryl Snider

The meeting was very positive and the transition was supported by SOLGEN and NAPS. Saugeen is a small, road access community located off of the Pickle Lake Highway, 20 km Northwest of Savant Lake. Saugeen is currently policed by the OPP FNPP, with 2 officers funded for the community.

On May 9, 2023, Board Liaison was contacted by the Leadership of Saugeen, requesting to move forward with NAPS moving to police their community. The process will continue now that we have confirmation of the interest of the community. If NAPS assumes the policing duties for Saugeen, the community will fall under the Mishkeegomang and Slate Falls cluster.



Conclusion

The Nishnawbe Aski Police Service has and continues to make great strides in a relatively short period of time.

With the upcoming Legislation, that will include the Nishnawbe Aski Police Service being under the new Community Police Service Act, NAPS will continue to grow with many changes for many years, for the benefit of our police service and NAN communities that we proudly serve.

Respectfully

Darryl Snider

Deputy Chief of Police

Report:

Northwest Region



Larry Ross
Inspector

Introduction

The senior command staff of the North West Region is currently Inspector Larry Ross and Staff Sergeant Gatto.

The Non-Commissioned Officer Corps for the North West Region is currently:

1. Sergeant Andrew
2. Sergeant Carson
3. Sergeant Dugas-Ruest
4. Sergeant Einarson
5. Sergeant Grudniski
6. Acting Sergeant Cushway
7. Acting Sergeant Stagg – On modified Duties effect 2 April 2023

The Civilian staff for the North West Region is currently comprised of our Office Administrator, Nikki Catlin-Gosse, who started her employment on 7 November 22 and Jennifer Henry who is a temporary Office Assistant. She began her employment on 25 January 2023 and will conclude her employment in November 2023

The North West CPIC (Chief of Police Information) operator is Hannah Thomas and was hired on 27 March 2023.

The North West Region SASP (Survivor Assistant Support Program) has not been hired on the date of this report.

The North West Court Office is comprised of Barbara Pierce and Deborah Vincent. Uniformed Officer David Dodsworth is assigned to the region Court Office.

The North West Region Mechanic and building maintenance is comprised of Fred Lyon.

The North West Region is comprised of three Special Constables, whom are:

1. Minah Essel
2. Troy Crawford
3. In the process of hiring a 3rd Special Constable



The following were internal regional transfers in 2023

1. Constable Brayden Munroe – 23 January 2023 transferred to the North West Crime Unit from Poplar Hill
2. Constable Dan Poulin - 25 January 2023 transferred from the North West Crime Unit to the Mishkeegogamang detachment.
3. Constable Jayleen Beardy – 14 March 2023 transferred from Mishkeegogamang to Central Region
4. Constable Brice Parsons – 2 May 2023 transferred from Poplar Hill to Slate Falls
5. Constable Logan Isford – 2 May 2023 transferred from initial posting of Mishkeegogamang to Poplar Hill
6. Constable Daniel Rocque – 9 May 2023 transferred from initial posting of Sandy Lake to Slate Falls
7. Constable Abigail Tabachuk – 9 May 2023 transferred from Fort Severn to Bearskin Lake
8. Constable Kyle Lagrange – 26 April 2023 transferred from Slate Falls to the In-Service Training Unit
9. Constable Bryce Martyn – 23 April 2023 transferred from Mishkeegogamang to the In-Service Training Unit
10. Constable Ethan Meyers – transferring to Miskeegogamang from Fort Hope for a 4-month coaching period.

The following recruits were assigned to the North West Region in 2023.

1. Constable Piyocines Xavier – 9 May 2023 – Fort Severn
2. Constable Christopher Kowbuz – 2 May 2023 – Mishkeegomang
3. Constable Matthew Gulka – 8 May 2023 – Sandy Lake
4. Constable Jacob Blanchette-Lehr – 9 May 2023 – Sachigo Lake

The North West Region is facing numerous challenges in the near future. Some of these challenges are:

1. Shortage of uniformed officers (27 at the time of this report)
2. Uniformed officers off duty on various forms of leave.
3. Aging patrol unit fleet
4. Officer residences
 - New Cat Lake residence was transported in the winter 2023.
 - Muskrat Dam to be transported in the 2024 fiscal year.

These areas of concern are being dealt with by the entire North West Region Command Staff.

The region has many areas of concerns to deal with on a daily basis. These areas of concern are organized into administrative and operational needs which are both of equal concern.

Administrative

ANNUAL CONTROLLED INVENTORY COUNTS

The controlled inventory counts or the S-401 document are completed on an annual basis. All inventories are collected by 31 January of each new calendar year. Once collected, these inventories are forwarded via email to the organization's quartermaster and training unit. A hard copy is filed at the Northwest Region Headquarters.

REGIONAL VEHICLE INVENTORY

The regions vehicle inventory is filed at the North West Region Headquarters. A copy of this inventory is forwarded via email to the organization's quartermaster. This inventory is updated on a regular basis to ensure that an accurate list is available for senior management.

VEHICLE DAMAGE REPORTS

Damage to all of the regions vehicles is recorded and copies of each report is kept on file for the entire calendar year. The final copy of this report is included in the regions annual report which is forwarded to senior management at the conclusion of each calendar year. To date since 1 January 2023, 19 reports have been submitted.

One Patrol Unit was involved in a motor vehicle accident in the community of Muskrat Dam; Unit 000-556 was taken out of service and was replaced with Unit 50-654. One Unit from NWRO 000-475 was written off due to excessive damage from a motor vehicle accident.

RECRUIT EVALUATIONS

Recruit evaluations are being submitted by coach officers in the electronic version as dictated by the organization's training division.

SPECIAL CONSTABLE SCHEDULE

The Special Constables assigned to the North West Region transitioned from five days on and two days off to eight days on and six days off on 28 April 2023.

ANNUAL OFFICER EVALUATIONS

All of the annual officer evaluations are being submitted as required. The annual officer anniversary list is the document that the senior leadership of the North West Region utilizes to ensure this task is completed in a timely manner. On the date of this report, all evaluations are up to date.

Sergeant evaluations were conducted at the Regional NCO Meeting on 21, 22, 23 March 2023.

MONTHLY REPORTS

The monthly reports are being completed in a timely manner and are being submitted to senior management as required. The monthly reports are as follows.

1. Chief and Council reports
2. Vehicle Inspection reports
3. Workplace Inspections

TASERS

Former tasers utilized in the field have been turned in to the organization's quartermaster. Only Fort Severn has an old taser due to one officer not being trained on the new taser yet.

Operational

CELL BLANKETS AND SECURITY GOWNS

In order to properly care for prisoners in the custody of Nishnawbe Aski Police Service, the senior leadership of the region has ordered cell blankets and security gowns to be utilized however; these items have been on backorder for approximately 2 ½ years.

DETACHMENT MAINTENANCE

To ensure that all of the detachments are assigned to the North West Region the senior leadership of the region regularly reviews the health and safety reports and conducts quarterly meetings with the organization's detachment maintenance employee, Ralph Delarue.

VEHICLE MAINTENANCE

To ensure that all of the vehicles assigned to the North West Region are operating, the senior leadership of the region is in regular contact with the officers and sergeants in the field and the organization's full-time mechanic, Carveth Shaw.

- Bearskin Lake – Unit removed from community and retired.
- Deer Lake – New unit transported into community. Old unit taken out and being used in Slate Falls as a transport vehicle.
- Sandy Lake – Old patrol unit taken out. One truck taken out for maintenance and returned to community. One new patrol unit brought in.

C-8 MAGAZINES

Most weapon malfunctions are due to bad magazines; mainly the spring in the magazines. All magazines in the region have not been replaced in over 15 years. New magazines will be acquired from the training center and issued to each detachment.

BLOCK TRAINING

The 2023 annual block training schedule began in February 2023. The North West Region's senior command staff completed the region's schedule and forwarded it to the training unit as required. This schedule is constantly updated as required by Staff Sergeant Gatto.

REGIONAL NCO MEETINGS

The Regional NCO Meetings are conducted on a quarterly basis. On 21,22,23 March 2023 a regional NCO meeting was conducted in Thunder Bay. All Sergeants' dress uniforms were inspected to ensure that if required, each Sergeants' dress uniform is prepared for usage. The second quarter NCO Meeting will be held on 25, 26 July 2023 in Thunder Bay. A second dress uniform inspection will be conducted.

OFFICER RESIGNATION

At the time that this report was submitted, two officers resigned in the month of February 2023. One Special Constable Kent Cutfeet resigned. This position has been posted.

OFFICER RESIDENCES

- Cat Lake – a new trailer was transported to the detachment
- Muskrat Dam – scheduled to be replaced next fiscal year.
- Deer Lake – scheduled to receive a second officer residence in 2024.

OFFICER TRANSITIONS

Officer transitions are being conducted in a timely and orderly manner. All officers have been arriving at their respective detachments as required.

ANNUAL REGIONAL DETACHMENT AUDITS

The Northwest detachment inspections were conducted on 14, 15,16,17, April 2023 by Sergeant Alex Lewis. Several areas of concerns were identified and these will be dealt with in a timely manner.

DETACHMENT INFORMATION DATA SHEETS

All twelve information data sheets are updated as of 1 June 2023.

HUMAN RESOURCE POLICY ACKNOWLEDGMENT

All Human Resource policy acknowledgments have been signed and forwarded to Human Resources by the assigned deadline.

HEALTH AND SAFETY

As of 1 June 2023, there are zero major health and safety concerns with involving detachments and/ or officer residences. All twelve detachments have been issued a fireproof cabinet to store flammable material.

Airport Locations in the North West Region

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

North West Region Officer Shortages

Cat Lake	3
Deer Lake	0
Fort Severn	2
Keewaywin	3
Mishkeegogamang	4
Muskrat Dam	2
North Spirit Lake	1
Poplar Hill	2
Sandy Lake	6
Slate Falls	1
Bearskin Lake	2
Sachigo Lake	1
Officers in total for all detachments	27

8 of these Officers are off on various forms of leave



Leadership Review

A leadership review was conducted by the senior command staff of the North West Region. Leadership and the organizational leadership manual were discussed. These areas of leadership have been included in this report.

SECTION 1-1

A leader, by virtue of an assumed role or assigned responsibility inspires and influences people to accomplish organizational goals.

A leader's ultimate purpose is to get results by accomplishing tasks the right way.

LEADER SELECTION

Supervising leaders should foster an attitude that leadership in positions are not automatic appointments it is a privilege, not an entitlement to serve in a leadership position.

SECTION 1-2

NCO's are responsible for setting and maintaining high quality standards and discipline while conducting daily missions and making intent-driven decisions. NCO's serve as the standard-bearer and role models vital to training, educating and developing subordinates.

SECTION 1-1

A robust, holistic leader development program is essential.

SECTION 2-6

Leaders must not over delegate tasks to subordinates as this will create confusion and place an unfair burden on leaders in the field.

SECTION 2-2

Inspectors and the Deputy Chief are responsible for training and leader development in the organization and for providing a culture in which learning takes place.

Team Worker

Team building is a vital part of the Nishnawbe Aski Police Service because officers need to feel as though they are part of a team if they are going to be willing to execute their duties for a co-worker and their organization. Others need to learn their position and responsibility within a team.

INEFFECTIVE TEAM	EFFECTIVE TEAM
Speak despairingly about other members	Show appreciation and concern for team members
Compete rather than co-operate with other team members	Hold a shared vision about operating as a team
Focus more on self-interest rather than the well-being of the team	Share information that may be useful to other team members

Non-Commissioned Officer Checklist

This checklist has been updated and provided to each Sergeant as a guide to assist them in the field.

North West Region Vehicle Inventory

This is the updated North West Region vehicle inventory.



SWOT Analysis (Strengths, Wellness, Opportunities, Threats)

The senior leadership of the North West Region has compiled a S.W.O.T analysis in attempt to improve the overall operation of the unit.

It must be pointed out that as a region, the region is doing many things right/good. This document has been reviewed by the entire North West Region command staff.

Key Regional Accomplishments

- Maintaining officer coverage in each of the twelve communities despite chronic officer shortages.
- All twelve detachments passed the annual audit.
- Ensured that all patrol units in the region were/ are operational.
- The Deer Lake officer residence was renovated due to mold detected in the residence. All renovations were completed in November 2022 and officers moved into the residence on 1 December 2022. The report identifying the mold has been included in this report.
- The Cat Lake residence

Report:

Central Region



Michael Ceci
A/ Inspector

Introduction:

Hello, and welcome to the Central Region Annual Report. Central Region wishes you a safe spring season and we wish you success in all of your upcoming endeavours.

This report contains updated information with respect to the current operational procedures in the NAPS Central Region. There will be updates with regards to our current staffing levels as well as a brief description of our Occurrence Statistics.

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 difficult on operations in terms of placing officers in our communities. It would be ideal at all times to have 2 or more officers; however, this isn't always an option due to several factors. Though difficult to manage, we are fortunate that we have dedicated officers who have come forward to work overtime to fill many of 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:

Current Staffing levels in Central Region have stabilized significantly over the past few months, most of which can be attributed to the hard work being done in our recruiting department, as well as several officers returning to duty from various leave types.

Since the last report NAPS Chief of Police as well as many other Police Chiefs have brokered an arrangement that would see far less NAPS officers hired laterally to fill the rank and file of other services. This arrangement has proven valuable in Central region as we have seen no resignations since the last report.

NAPS recruitment has picked up speed and we have just seen a large group of recruit graduates, and an even bigger class preparing for Police College training. These large numbers will certainly fill the void left from the many resignations Central Region experienced in 2021/2022.

Drugs and alcohol are still a major factor in the health and well being of Central Region Communities. Alcohol continues to fuel major occurrences, as well as property crime. Drug abuse has been rampant in most communities and degraded community relationships. NAPS Drug Unit continues to fight hard against the illegal trafficking of narcotics within the NAN territory and beyond.

Central Region officers continue to work with community stakeholders, and community members to gather information and evidence to assist the drug enforcement unit with their investigations

Though the COVID 19 Virus continues to affect the world, we have seen a significant shift in terms of life with Covid 19. The virus itself is much more understood, and treatments and Vaccines are readily available which has assisted with populations all around the world with loosening/ cancelling public health restrictions.

Central region communities have all loosened their restrictions with the following have no restrictions:

- *Kingfisher Lake, Kasabonika Lake, Aroland, Marten Falls, Webequie, and Wunnumin Lake.*

And the following requiring only a negative test prior to arrival:

- *Neskantaga, Eabametoong, Nibinamik.*

In December 2023 Central Region was assigned three (3) recruits who began their coach officer training. Each of the recruits completed their training successfully and have since been posted to their permanent location with the Region.



Central Region also saw 4 new recruits assigned to the Region and will begin their training in late April 2023 and upon successful completion of that training they will be assigned into one of the vacant positions listed below.

Detachment Compliment:

Central Region is comprised of 9 Communities within the Matawa (6) and Shibogama (3) Tribal Council areas. These communities consist of the following:

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

The NAPS Central Region has a compliment of 39 Uniformed Constables, and 4 Uniformed Sergeants who are stationed throughout the 9 Central Region Communities. These positions are split in the following fashion:

CLUSTER # 1 ASSIGNMENT / COMPLIMENT

- 2 Uniform Sergeants, and 21 Constables consisting of Aroland, Marten Falls, Webequie, Neskantaga, and Nibinamik

CLUSTER # 2 ASSIGNMENT / COMPLIMENT

- 2 Uniform Sergeants, and 18 Constables consisting of Eabametoong, Kingfisher Lake, Kasabonika Lake, and Wunnumin Lake.

VACANCY / LEAVE / MODIFIED DUTY

- 4 - Various types of leave (WSIB/Long term/Short Term)
- 0 - Modified duty
- 5 - Vacant officer positions



CENTRAL REGION (THUNDER BAY)

- Inspector Alex Missey – On leave
- Acting Inspector Mike Ceci
- Acting Staff Sergeant Cory Roberts
- Court Officer: Constable Carlie Drewes
- Court Assistant: Kelly Herron
- Part Time Court Assistant: Melanie Holley – Modified Duty
- Office Administrator: Jenn Kennard
- Office Assistant: Trena Tomiak-Sicard
- Prisoner Transport Unit: Special Cst. Dondre Desaulniers, Special Cst. David Dutfield
- Acting Detective Sergeant Sarah Krasevec: Central Region Crime Unit
- Detective Constable Brad Mauro: Central Region Crime Unit
- Detective Constable Mario Blasizzo: Central Region Crime Unit

EABAMETOONG

- Sergeant Christian Kim
- Sergeant – Sylvia Dunn
- *Constable Dylan Vickruck - on loan to Webequie*
- Constable Gina White
- *Constable Devan Levinski – Recruit in training*
- Constable Chris Head
- *Constable George Korakas – Recruit in training*
- Constable Dakota Vacca
- Constable Natasha Wesley - On Leave
- Constable Mitch Fawn – On Leave

KASABONIKA LAKE

- Constable James Spade-Potan
- *Constable Daniel Spehar - Recruit in Training*
- Constable Connor Ohara
- Constable Josh Grier

KINGFISHER LAKE

- Constable Devon Durack
- *Constable Mason Morriseau – Recruit in training*
- Constable Antonio Mollicola
- Constable Alex Giardino

WUNNUMIN LAKE

- Constable Jon Slater
- Constable Keith Nickoshie
- Constable Owen Wilson
- *Constable Robert Kirouac – Recruit in training*
- Constable Waylon Linklater - On Leave

AROLAND

- Sergeant Cory LeGarde
- Sergeant Kevin Francis
- Constable Harley McWatch
- Constable Jaylene Beardy
- Constable - Vacant
- Constable - Vacant
- Constable – Vacant

MARTEN FALLS

- Constable Greyson Tottle
- Constable Mario Chiodo
- Constable Alex Mongeon
- Constable Andrew Miller

NIBINAMIK

- Constable Max Rapine
- Constable Dave Bartol
- Constable – Vacant
- Constable – Vacant

NESKANTAGA

- Constable Dan Copetti
- Constable Troy Wlodarek
- Constable Danny Quisses - On Leave
- Constable - Vacant

WEBEQUIE

- Constable Brad Jacob
- Constable Shannon Jacob
- *Constable Dylan Vickruck – on loan from Eabametoong*
- *Constable Craig Tiedtke – Recruit in training*

Key Regional Accomplishments:

The Central Region began its own after hours regional on call and May 2023 marks one year that it has been in operation. The change has been of great success as its has drastically reduced the work load for supervisors after hours, and has allowed for far better decisions to be made by people who have a good understanding of the Region and its needs. Supervisors tasked with on call duties have mentioned in reviews that the regional on call has proven very effective, and has drastically reduced the responsibility of the supervisor compared to when West and Central Region were done by the same supervisor.

All Central region detachments have had back up generators installed and on numerous occasions have been of great importance during power outages in the North.

A new Sergeant position has been added to the Central Region and Sergeant Sylvia Dunn has been posted to the Eabametoong detachment where she will supervise Kasabonika Lake, Kingfisher Lake, and Wunnumin Lake along with Sergeant Christian Kim. Having a fourth Sergeant in the Central region will offer our Constables far better supervision, it will also allow for further coverage, quicker completion of Sergeant administrative duties, and better communication with community leadership and members.

Both Marten Falls and Neskantaga have been allotted new detachments, however there is a significant difference between both builds with Marten Falls expecting completion in the fall of 2023, and Neskantaga beginning site preparation currently.



Community Outreach Performed:

Community visits will occur biweekly in Central Region by its management and will include community leadership when available. During the Eabametoong visit Council met with management and was very happy with Policing operations. King fisher Lake, and Kasabonika Lake were unavailable during those visits.

On May 11 2023 Aroland First Nation in partnership with NAPS hosted their first Drug Abuse resistance Education (DARE) graduation for school aged children from grades 1-7. The graduation was well attended and the children at

Central Region has a new Provincial Liaison Team (PLT) officer Cst. David Bartol who is posted to the Nibinamik detachment. This position reports to the Ontario Provincial Police but the training the member received is of great value no matter the location. PLT is often utilized where a situation unfolds that has a unique set of circumstances, and a solution is not readily available, these members focus solely on the issue and are not in an investigative capacity.

Wunnumin Lake and NAPS have reached an agreement and are in the process of opening a new Police residence which is expected to begin in the coming weeks.

Central Region saw two new offender transport officers graduate from OPP training in Orillia Ontario on March 31 and have since began performing their duties within the Central region and have worked with West Region offender transport at times to assist with their prisoners also.

Central Region has received their first ever full-time court assistant and posted a call for applications with the successful candidate being identified as Kelly Herron who comes to NAPS from the Thunder Bay court house where she worked as a court assistant with the crown attorney's office.

In 2022 Central region officers have conducted 569 Community Service Occurrences. These occurrences often include community sporting events, celebrations, and many other forms of proactive community engagement. These occurrences assist with crime prevention at the ground level, and in doing so Police are visible to the public.

Officers further conducted 1704 focused patrols, these patrols keep the officers visible and often include property checks which protects valuable community infrastructure.

Up Coming Regional Plans:

May 2023 has been declared Central Region guard hiring month, each detachment has been directed to host guard hiring drives and submit no less than 3 guard applications by June 1 2023. The Region has very few guards which impacts operations, causes unnecessary overtime, and causes further burnout in officers who should be resting rather than continuing their shifts.

Shift Briefing reports was a concept that Central Region Management and Sergeants came up with to keep all internal parties up to date with Central Region policing operations during the most recent shift rotation. These reports will have a significant focus on communication with community stake holders to identify issues, and preplanning operational requirements.

Shift briefing reports include several high-risk areas that will require the officer(s) completing rotation to fill in required information which will be forwarded to their relief, NAPS Sergeants, and management. These reports are set to go live on June 1 2023.

The winter road season got off to a slow start with the weather remaining warm causing construction delays on all three roads servicing Central Region however once operational the following communities received new police vehicles, Kingfisher Lake, Wunnumin Lake, Marten Falls, and Webequie. 9 police vehicles also came out on the roads for servicing.

Community Issues:

Frontline policing has been greatly affected by resignations, and injuries in the past year, causing far more overtime coverage to occur. Central Region does its best to ensure that each community has two available officers and does so by putting out calls for overtime to off duty members, and also moving around officers on rotation to tend to more serious concerns.

Alcohol and Narcotics 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 intelligence which will assist in leading to the arrests of the offenders in this area.

Mental Health within our communities continues to be of great concern with 347 calls for service that include Mental Health as well as attempt or threat of suicide. NAPS officers will continue to work hand in hand with local leadership and medical personnel to try and assist persons who may be struggling with mental health.



Between January 1 and December 1 2022 Central Region has recorded 7241 occurrences under several different occurrence types with the following are considered more serious in nature and require much more attention.

- Arson 16
- Assaults 154
- Domestic Dispute 60
- Drug Offences 37
- Family Disputes 87
- Fire 12
- Fraud 7
- Impaired Operation 35
- Mental Health 127
- Missing Person 4
- Missing Person located 17
- Person Well Being Check 153
- Sexual Assault 38
- Sudden Death 12

Community Visits by Regional Command Staff:

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.

To date Central Command staff have attended:

- Kingfisher Lake in March 2023
- Kasabonika Lake in March 2023
- Eabametoong in April 2023
- Aroland in May 2023
- Wunnumin Lake in May 2023

Command staff will be attending band offices during biweekly community visits where council is available. For any urgent matters, Regional Command will also be available to participate in phone calls, telephone conference calls and ZOOM Meetings.

Closing:

The Mission of the Nishnawbe Aski Police Service is to provide a unique, effective, efficient and culturally appropriate service to all the people of the Nishnawbe Aski Nation that will promote harmonious and healthy communities. In order to achieve this mission, we must consider how we as a team (both frontline and command staff) can offer a better service to the communities we have sworn to protect, by employing a community-oriented style of police service, which includes the protection of persons and property through crime prevention, community education and provide appropriate law enforcement.

Respectfully;

Mike Ceci

Acting Inspector Mike Ceci #1325

Report:

Northeast Region



Nelson Racicot #1180

A/Inspector
Northeast Region, Cochrane Office

Introduction:

I am currently in an acting capacity of the Regional Inspector for the northeast region, I've been policing for 23 years and I'm currently going into my 24th year. During my career I've worked frontline policing where I've gained my most of my experience as well as working alongside the crime unit for bench mark occurrences. I became a Sergeant serving nine drive in communities from 2008 to 2010 until I was promoted to the Staff Sergeant position.

In this position I've worked with scheduling, managing officer's daily activities and overtime. I was also heavily involved in dealing with human resource issues, managing our northeast region and acting in the Inspector's absence.

My family stems from the community of Peawanuck but I was originally a band member of Attawapiskat. In later years I've transferred to Wahgoshig First Nation where I decided to make this my home during my teenage years. This is where I started my policing career though worked throughout the northeast region during those first 10 years, which at that time consisted of 15 first nation communities.

I have had the opportunity to experience a wide range of issues and priorities from the communities and officers we serve. My intentions are to participate in meeting the needs of our officers, infrastructures, and concerns in each of our 13 communities we police in the northeast.

The northeast region is made up of 13 communities. Along the James Bay coastline we have five isolated communities being Peawanuck, Attawapiskat, Kashechewan, Fort Albany and Moose Factory. Four communities are accessible by plane, boat and one via ONR rail lines.

Current staffing Issues:

Staffing levels in the Northeast Region have somewhat stabilized in our communities in the James Bay coastline. We've have been struggling with retention and workplace injuries causing our officer numbers to dwindle and placing the call volume and workload on the remaining officers we do have.

With our recruitment intake increasing over the year for officers attending Ontario Police College, resulting in having larger graduating classes which are continually being deployed. Based on the current staffing levels we are seeing in our northern detachments; we can now start focusing on filling the vacancies we have south of James Bay coastline.

The drive-in communities that we police are located South-East, South, South-West and West of the Regional Office in the town of Cochrane Ontario. They consist of Chapleau Cree, Chapleau Ojibwe, Brunswick House which are clustered. Taykwa Tagamou, Wahgoshig, Matachewan which are clustered given the proximately of these communities.

Constance Lake and Mattagami are not clustered with any other detachments

Where distance will allow within the clustered detachments, officers on duty will respond to calls and are assigned on occasion, to patrol different detachments based on being clustered and often assist with prisoner escorts.

When there are no officers on schedule for our drive-in communities, OPP are requested to respond to calls for these locations. With the current numbers within our north, we can start filling the vacancies we do have within the drive-in detachments, starting with Constance Lake and the Chapleau area.

Detachments:

Northeast region is comprised of 11 detachments and 1 regional office consisting of 69 front line Officers. In the Regional Office there are 4 uniform members, 7 civilian staff along with 4 special constables, 4 crime unit members.

Within the last year, the Northeast has received 7 new recruits that have been deployed to the communities of Attawapiskat, Kashechewan, and Moose Factory.

In addition, we have two cadets just completing their term through Mushkegowuk Council funding.

Staffing Organization

NORTHEAST REGIONAL OFFICE

- Regional Inspector
- Admin Staff Sergeant
- Crime Unit – consisting of a Det. Sgt. and currently 3 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 3, but currently with 1 on indefinite leave
- Wellness Sergeant officer
- Survivor Assistance Support Worker
- Public Complaints Bureau Officer

The Northeast Regional Office oversees 13 first nations communities that falls under 4 different tribal councils which are as follows.

MUSHKEGOWUK TRIBAL COUNCIL

1. Attawapiskat – is slated for 2 Sgts, 14 Constables and 1 Cadet.
2. Kashechewan – is slated for 2 Sgts, 10 Constables 1 Vacant Cadet position
3. Fort Albany – is slated for 1 Sgt. and 5 Constables
4. Taykwa Tagamou – is slated for 2 Constables w/a cluster Sgt.
5. Moose Cree – is slated for 2 Sgts, 12 Constables and 2 Cadets
6. Chapleau Cree – 1 Constable w/a cluster Sgt.

WABUN TRIBAL COUNCIL

1. Matachewan – is slated for 2 Constables w/a cluster Sgt.
2. Mattagami – is slated 3 Constables w/a cluster Sgt.
3. Chapleau Ojibway – is slated for 1 Constable w/a cluster Sgt.
4. Brunswick House – is slated for 2 Constables w/a cluster Sgt.

INDEPENDENT FIRST NATIONS ALLIANCE

1. Peawanuck – is slated for 5 Constables and a rotating Sgt. from Attawapiskat (clustered)

MATAWA TRIBAL COUNCIL

1. Constance Lake – is slated for 2 Sgt.s and 8 Officers

STAND ALONE FIRST NATION

1. Wahgoshig – is slated for 2 Constables



Detachment up keep:

All remote detachments have had backup generators installed to ensure we are always operational and that radio communications do not go down when weather interrupts the power in our communities.

The drive-in locations will have similar backup generators installed that have been scheduled to start since the later month of May this year.

In most communities, Star Link has been installed which is very beneficial, increasing our internet speed dramatically enabling officers to complete their reports more quickly, therefore having more time to patrol our communities.

Health & Safety inspections are completed which incorporates any building structural issues outside the Health and Safety realm for monthly reviews.

With the winter road completed we have managed to equip our northern detachments with five new vehicles this season. Most our northern fleet is running under 100, km with the more heavily populated communities having three to four F150 pick trucks properly equipped with OPP radio communication & emergency gear. Each detachment in the North has two skidoos assigned, other than the community of Weenusk at this time.

Community Issues

Drugs and alcohol are still a major factor in the health and wellbeing of our First Nations just as it is in other regions and continues to fuel most major occurrences, as well as property crime. Drug abuse has been rampant in most communities which has led to an increase of occurrences dealing with MHA calls for individuals who have become addicted and have suffered mentally with their cognitive way of life.

Officers continue maintaining, sourcing information to our Drugs & Gang unit members.

Ride programs have been initiated throughout the winter months in order to discourage impaired operation as well as to the trafficking of CDSA & alcohol coming into our remote locations. During the spring, summer and fall months officers will engage in keeping the peace, while band councilors, appointed personnel, search people coming into the community by charter air lines.

There have been some successful seizures resulting from RIDE with respect to alcohol seized from the winter road, and drugs intercepted in the communities from the airlines.

From 2022 to 2023 the Northeast Region has recorded 12,258 occurrences with police involvement, out the following are considered more serious in nature and require much more attention.

Arson	21
Assaults	499
Attempt Murder	3
Assist ambulance	235
Attempt/threat of suicide	139
Domestic Dispute	374
Drug Offences	67
Family Disputes	610
Fire	58
Homicide	1
Impaired Operation	69
Mental Health	338
Missing Person located	15
Sexual Assault	63
Sudden Death	15
Weapons calls	35

Out of those 12,258 occurrences last year there have been 2529 criminal code charges and 61 provincial offences laid.

Out of the charges laid over the year, the top five busier detachments are listed in order.

1. Attawapiskat 791
2. Kashechwan 615
3. Moose Factory 398
4. Constance lake 349
5. Fort Albany 236

While the remaining 201 charges are spread out amongst the eight other communities in the northeast region.

Covid 19, in the northeast region communities have loosened their restrictions though will still require a 5-day isolation period if testing positive.

Additional precautions and directives were added for our frontline during the start of Covid 19. Some of the insurances provided were upgrades to the sanitizing equipment, PPE, Individual and property sanitation mandates, as well as issuing self-testing kits to officers prior to boarding flights northbound to prevent the spread of the virus prior to arriving to their assigned detachments.

At this time all northeast regions communities have loosened their restrictions, testing for all visiting members of the public to our first nation communities is no longer a requirement. We've since followed suit after two and a half years of testing was conducted in the city of Sudbury & Timmins Ontario.

Community Initiatives and patrol plans

There are often times when call volumes will allow officers to be more engaged in the First Nation community. Hopefully being more involved in the community will give our officers some sense of belonging, making their time spent away from home more meaningful aside from the everyday dealings we have as Police Officers.

In an attempt to reach this goal, I will put forth a requirement for developed relations through community partnership meetings and patrol plans to target problem areas that each detachment will complete on a quarterly basis.

COMMUNITY INITIATIVES-KEY POINTS WILL INCLUDE

- Taking part in community events
- Sgt's visitation with community leadership
- Officers' presentation in school classrooms
- Street smart presentation
- Bullying presentation
- Reporting suspicious behaviour
- DARE officer training in each northern community
- Youth, encourage engagement with, on duty/off duty
- Knowing the people, community events
- Encourage use of community gymnasium, develop activities

PATROL PLANS

- Targeted patrolling
- Alcohol & Drugs vs time of the month.
- Proactive, goals set, targeted amounts.
- Suspicious activity, targeted patrols, investigations/develop grounds.
- RIDE

RESOURCE MEETINGS & PURPOSE

- Set up meetings to identify partnerships in community policing, involve outside resources.
- Police, NDAP, Drug & Alcohol councillors, Ontario Works, Crisis responders, Community Councillors, Teachers, Fire, Ambulance, Rangers, Housing portfolio holder: review of their policy or costumes. Youth councillor, Youth coordinator, identifying and planning activities. Women's shelters safe houses.
- Purpose is to develop communication, identify struggles, identify resources, action planning to draw resources. Build meaningful relationships.

Summary:

Overall, our Northern detachments are operational, with a lot of maintenance being addressed on a monthly basis. Our vehicle fleet is in fairly decent shape and our Northern detachments are filling up in complement providing us the opportunity to start concentrating on our drive-in locations.

With officer numbers increasing, our service will become more proactive in prevention, interdiction towards those who traffic in illicit drugs and the sales of alcohol to our community members within our First Nations.

With community initiatives and patrol plans in place, officers will be more engaged in community service, becoming familiar with our youth, elders and those who we can work alongside, problem solving for better relationships amongst agencies

Sincerely

Nelson Racicot

A/Insp Nelson Racicot #1180
Northeast Region, Cochrane Office

Report:

Criminal Investigations & Specialty Operations



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.

Brad Duce

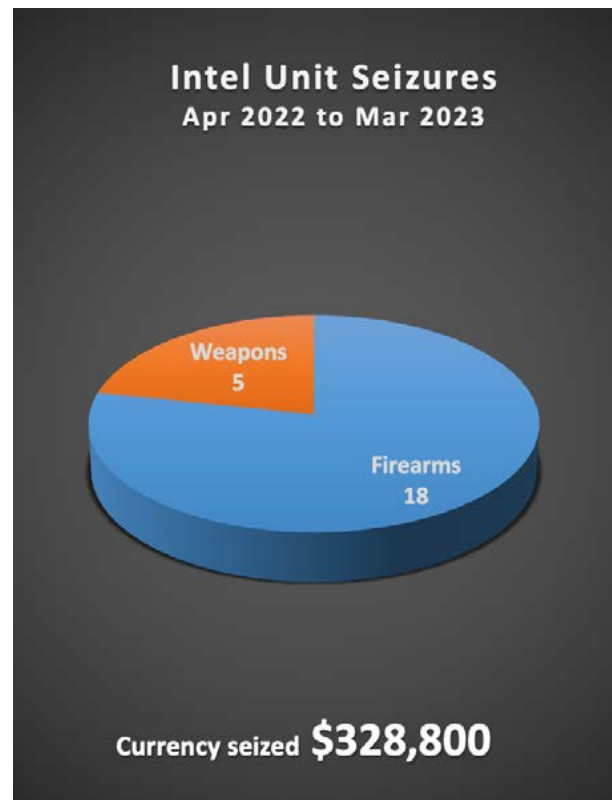
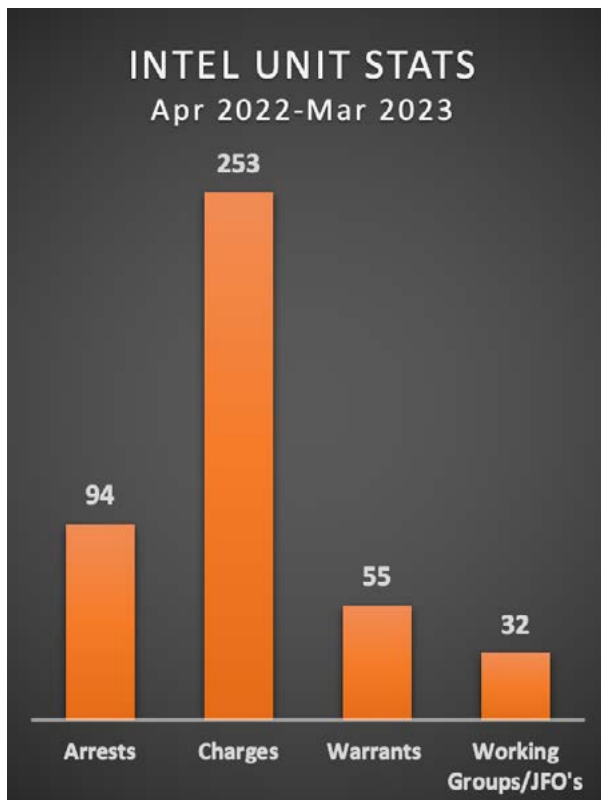
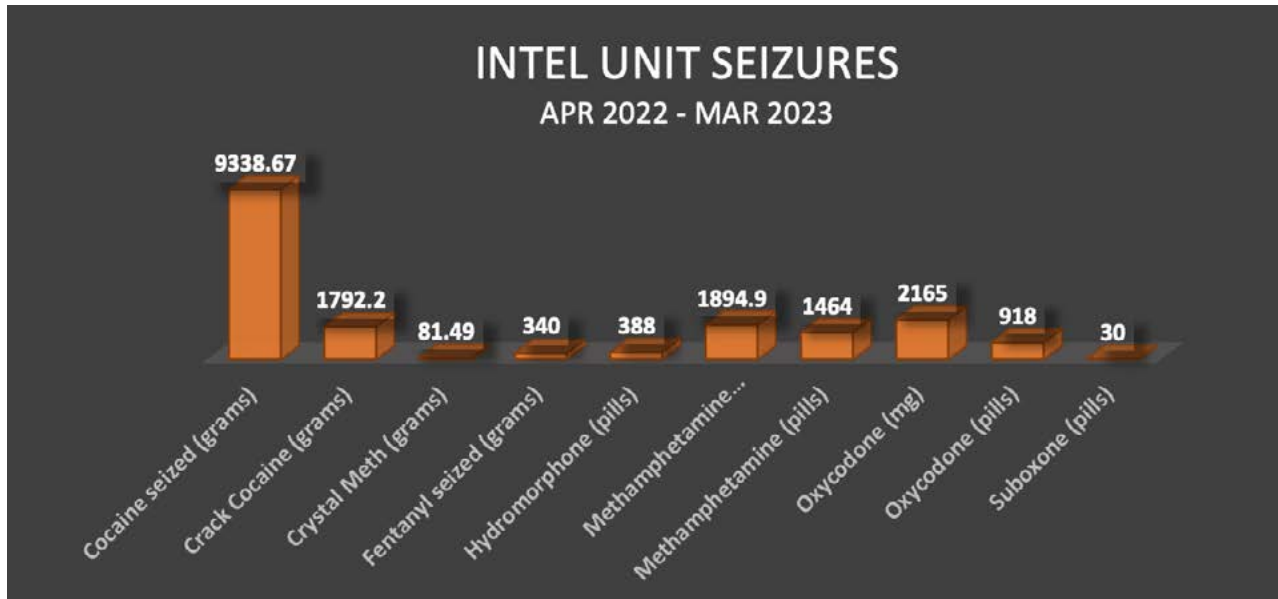
Superintendent

Criminal Investigations & Specialty Operations

#1282



CURRENT DRUG INVESTIGATIONS FROM THE DRUG ENFORCEMENT UNIT FROM APRIL 2022 – MARCH 2023 HAVE RESULTED IN:



PROJECT MANDOLA

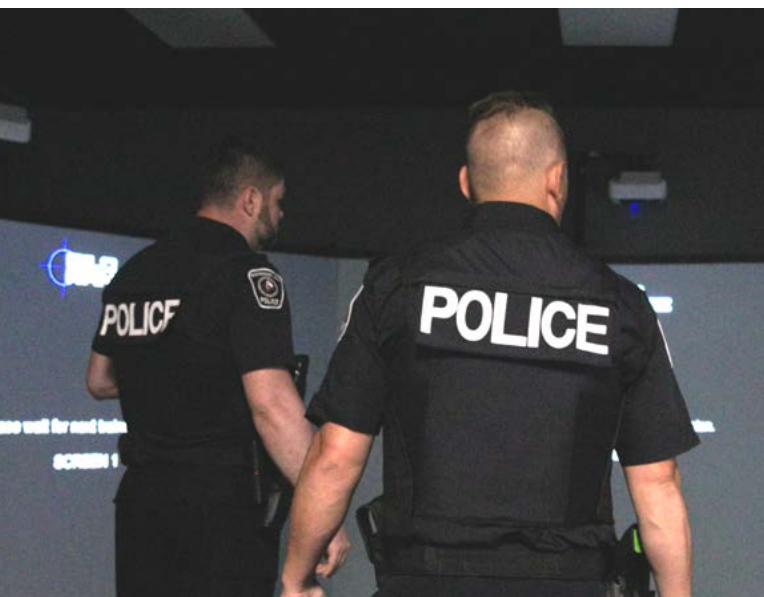
In 2022, NAPS Intelligence Unit members executed various search warrants in Attawapiskat FN. This network, originating in Timmins, was severely entrenched in Attawapiskat, Fort Albany and Kashechewan, supplying large amounts of methamphetamine and oxycodone.

On March 24th, search warrants were conducted and police seized:

- 12,044 Methamphetamine tabs (speed)
- 98.5 Grams of Crack Cocaine
- 217 Oxycodone tabs

The northern street value of the evidence seized is approximately \$298,810.

Investigators continue to conduct enforcement to deter drug traffickers from exploiting the remote communities Nishnawbe Aski Police Service serves. This investigation, and the warrants leading up to it, were greatly supported by NAPS Mushkegowuk Drug Unit, NAPS Emergency Response Team and Timmins Police Service.



MUSHKEGOWUK DRUG PROJECT

A proposal put fourth 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 and has already seen very positive results.

Current Mushkegowuk Drug Unit Stats – 2021 to current

MUSHKEGOWUK DRUG UNIT OUTCOMES - 2021 TO CURRENT

Arrests	39
Charges	143

MUSHKEGOWUK DRUG UNIT SEIZURES - 2021 TO CURRENT

Oxycontin Pills	508
Methamphetamine Pills	12819
Fentanyl (points)	4726
Methamphetamine (crystal)	246 GRAMS
Cocaine	337 GRAMS
Crack Cocaine	112 GRAMS
Firearms seized (8 handguns)	24
Currency Seized	\$63,795.00

Value: \$839,735.00 worth of Controlled Substances Seized

NAPS DRUG OFFICER INITIATIVE

A proposal put forth by NAPS to secure funding to hire an additional 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 Federal and Provincial Governments agreed to fund eighteen (18) officers of those 21 officers, with a three (3) year phased approach. The NAPS Drug Officer Initiative has commenced this year.

The breakdown of the 18 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) Level-1 Detective Sergeants reporting to the Det. Staff Sgt. (Drug Enforcement);
- Fifteen (12) Detective Constables (Drug Enforcement); and
- Two (2) In-Service Training Unit (“ISTU”) Constables (Drug Enforcement).

The 12 Detective Constables would be classified as the Community Street Crime Unit (“CSCU”). We see these 18 additional officers as a minimum, with the hope of expanding the drug enforcement program further over the coming years. Importantly, recruiting additional officers will create an opportunity for **visible** policing, with uniformed officers in communities, meeting with community members, undertaking enforcement activities, and demonstrating NAPS commitment to tackling this crisis head-on.

PROVINCIAL GUNS AND GANGS JOINT FORCES

The Ontario government has invested \$75.1 million to reinforce the fight against gun and gang violence in communities across the province. The funding supports 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 includes multiple, joint force operations teams throughout the province to combat Guns and Gangs violence. The initiative commenced in June 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 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.

PARTNERSHIP WITH CANADA POST

In November of 2022, NAPS and Canada Post entered into an MOU where both parties will work collaboratively regarding intelligence collection and dissemination. NAPS will continue building upon the relationship with Canada Post in order to enhance intelligence sharing between both agencies for the purpose of addressing the emerging security facing both Canada Post and NAPS, and to support coordinated enforcement activities.

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 Intel has established and Intelligence Portal on NICHE to gather all intelligence gleaned from investigations, etc.

FIREARMS

All firearms seized by NAPS are required to be entered into the RCMP database PWS. In addition, as we move towards legislation, the Firearm Data Submission under the Police Services Act will require us 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 force each year. The NAPS Guns and Gang Officer and 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 analyst to obtain a firearms verifier certificate and she 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.

FIREARMS

- Reconciled all protected firearms recorded on PWS as being in NAPS possession
- There are currently less than 100 firearms listed on Niche in NAPS possession that aren't recorded in PWS (Police Agency Web Services). Approximately half of those are the air guns that research is conducted to see if they can be destroyed or returned.

ACIIS – (Automated Criminal Intelligence Information System)

- NAPS is currently prepping for transition from ACIIS to CCIS (Canadian Criminal Intelligence System) – verifying documents and entries

TRAINING

Basic Intelligence Orientation Course (BIOC) – OPP Provincial Operations Intelligence Bureau (POIB), Orillia, - April 2023



SUCCESSFUL GRANT APPLICATIONS

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:

Criminal Intelligence Service Ontario (CISO) – Membership Support Grant

Crime Units (Northwest, Central & Northeast Regions)

All 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.

NORTHWEST REGION CRIME UNIT

The Northwest Crime Unit consists of five (5) members based out of the NAPS Sioux Lookout Regional Headquarters. One (1) Detective Sergeant and four (4) 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 any major incidents in the thirteen (13) detachments within the Northeast Region with one of those Detectives primarily specializing on Drug Investigations.

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.

All Crime Units are extremely busy with an influx of major incidents. With the current extreme shortages there is a major concern of officer "burn out". All Crime Unit Detective Sergeants have been advised to put a SOCO Training Syllabus together to bring out all of the current NAPS SOCO officers to train them on Sudden Death Investigations. The concept is to help offset the shortages, when and if there is a call where a SOCO officer is identified. This will alleviate the Crime Unit member to conduct SOCO duties and to focus on other components of the investigation.

**BENCHMARK CRIMES BASED ON UCR CODES ENTERED IN NICHE
APRIL 2022 TO MARCH 2023**

BENCHMARK OCCURRENCES	REGIONS				
	APRIL 2022 TO MARCH 2023	CENTRAL	NORTHEAST	NORTHWEST	TOTAL
Airplane crash	1				1
Arson	1	3	7		11
Assault	27	85	46		158
Assist Other Non Police Agency	1				1
Attempt murder		1			1
Attempt or threat of suicide	1		2		3
Bail violations	1	2	1		4
B-E bus/res/oth		6			6
Child Pornography		1			1
Disturb the peace				1	1
Domestic dispute	3	7			10
Drug offences	3	3			6
Escort		1			1
Fire	2				2
Fraud	1				1
Harassment		3	1		4
Homicide			1		1
Impaired/over 80	1		1		2
Indecent acts	1	2			3
Luring			1		1
Mischief	2	1	2		5
Missing person		1			1
Missing person located	1				1
Motor vehicle collision	1	3	1		5
Other criminal code	1	1			2
Police assistance	3	3	1		7
Police information	1	2	1		4
Robbery		2			2
Sexual assault	25	39	25		89
Sudden death	22	12	10		44
Theft		3			3
Threats		1			1
Warrants	1				1
Weapons	1	6	3		10
Grand Total	101	188	104		393



Emergency Response Team (ERT) & In-Service Training Unit (ISTU)

IN-SERVICE TRAINING UNIT (ISTU)

The Nishnawbe Aski Police Service Training Centre continues to increase its ability in the delivery of both mandatory legislated training requirements, as well as Senior Administered courses. With the influx of NEW members to the Organization's complement, mixed with the requirements mandated through the Ministry of the Solicitor General, the In-Service Training Unit (ISTU) is working to increase its size and capabilities with a NEWLY acquired allotment comprised of one (1) full time training Sergeant, and four (4) full time training Constables two (2) of which will specialize in delivering Senior administered Investigative courses.

The continued goal of ISTU is to build a strong and solid foundation with emphasis on officer operational readiness which is achieved by incorporating a simulator which allows for a wide array of practical scenarios to be delivered in a short period of time within a safe environment, which also allows ISTU to create and adapt scenarios that are deemed to be of current relevance, in addition to live fire simulation training giving officers the opportunity to test their abilities in evolving dynamic situations, in return will build confident, professional and proficient operators.

SENIOR ADMINISTERED TRAINING COURSES

The 2023 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 such as Treaty 3, Lac Seul, APS, TBPS and OPP.

2023 NAPS HOSTING

- NWEST – National Weapons Enforcement Support Team – April 4
- Investigative Interviewing - May 15-19
- Major Case Management - July 10-21
- Frontline Supervisor Course - October 16-20
- Criminal Investigative Training – October 16-27
- Sexual Assault Investigation – December 4-15

RECRUIT TRAINING

Currently NAPS have seven (16) Recruits at the Police College for the Basic Constable Training Program, graduating on August 2nd. They will be attending the NAPS Training Center on August 5th for their 3 Week Post Recruit Training Cadre will a completion date August 19th.

Pre-Aylmer begins on Aug 28th tentatively with 20 recruits for their 1 Week training before starting their Basic Training on September 7th. In addition, NAPS has been approached by the Lac Seul Police Service, inquiring as to whether it would be feasible to train several of their members during both the Pre-Aylmer and Post Aylmer recruit training venues for the upcoming intake, which one can only see blooming into a more frequent event.

BLOCK TRAINING

The 2023 Block training commenced in February with 24 scheduled weeks of annual re-certifications and refresher training. The 2023 Block Training schedule will see all members attending First Aid /CPR with the additional of the stop-the-bleed program which includes chest seal practical's, that will now give officers a better understanding of how to deal with incidents involving heavy trauma.

Officers will receive enhanced training in firearms (including low light shooting), Defensive Tactics, CEW Taser 7 re-certification Use of Force Practical's scenarios and Immediate Rapid deployment (IRD) training with focus of responding to active shooter incidents.

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 increase accuracy, weapon functionality and confidence.

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

EMERGENCY RESPONSE TEAM (ERT)

The NAPS Emergency Response Team (ERT) is made up of frontline personnel who have additional specialized training, providing support to our communities in the 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 (10) members, one (1) Sergeant and six (9) 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, drones Helicopters, All-Terrain Vehicle's (ATV's), Marine units, and Motorized Snow Vehicles (MSV'S).

Level II status: The OPP initiated the ERT Level II status implementation process in January 2023. The ERT members will continue with their usual 4 weeks of training but on top of that they will be required to do 18 x 12-hour training days increasing their skills and abilities to further provide services to the communities to which each member have sworn to protect.

These days will be scheduled throughout the year and deemed "element" training. The training days will be structured and will cover off all of the mandated ERT functions as well as the Level II requirements. These additional training dates for 2023 will be provided to NAPS at the beginning of September. The OPP have also compiled a list of additional equipment that goes along with the Level II status.

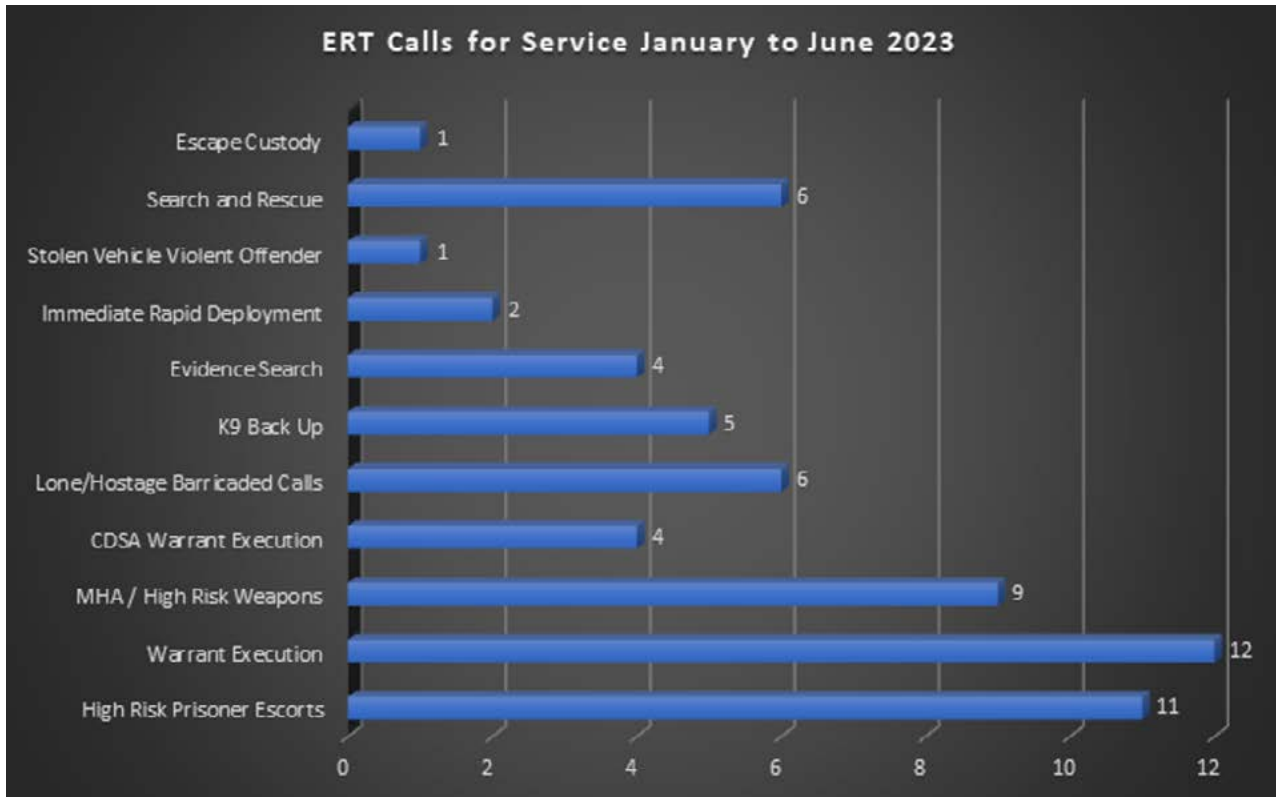
ERT TEAM UPDATE

ALL the NAPS Team members have passed the level II requirements, and have been working in-conjunction with the OPP as one integrated unit. NAPS ERT member completed the Patrol Carbine Course in June with Top Honors as well as another NAPS ERT member completing the Search Managers Course November 18th 2022 and is also part of the OPP ERT Cadre Training Team.

NAPS sent one (1) member to attend the ERT Basic Training Course with the OPP in April 2023, where they obtained a successful completion and they will now be returning to their respective community with newly acquired skills sets, which in turn will only enhance the ability of the frontline members they work alongside, throughout the course of their duties.



NAPS ERT team has responded to 61 calls for service between January and June 2023, consisting of:



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,

Brad Duce

Superintendent Brad Duce
Criminal Investigations / Specialty Operations
Criminal Investigations / Intelligence



Report:

Professional Standards Bureau



J.P. Spence
Sergeant Major
1058

Division Overview

Upcoming personnel changes will be taking effect in the near future with the recent promotion and transfer of Detective Sergeant B. Skrzypek to the crime unit. The Professional Standards Branch will be engaged in a process of selecting a new investigator for the bureau. This competition will be held in mid to late June 2023.

Once a candidate is selected, the new Professional Standards Bureau investigator will be trained throughout the upcoming year for their new role.

Reported investigations

A total of 36 recordable interactions have been noted with the Professional Standards Bureau since January 1st 2022 to January 1st 2023. These recordable incidents have a range of severity, which includes; general public interactions or concerns reported to the Professional Standards Bureau, up to and including investigative processes for Criminal Code and Code of Conduct alleged offences. There are several case files that have been held in abeyance pending outside processes which include; officers off on leave, and outside processes such as outside agency conduct investigations and or outside agencies investigating criminal allegations.



The summary of the reported interactions/complaints are as follows:

Redirected to Region or front-line services:	2
Withdrawn complaints:	2
Criminal allegations- unfounded:	2
Criminal allegations- on-going:	3
Code of Conduct - Unsubstantiated:	8
Code of Conduct-Substantiated:	7
Code of Conduct investigations-on-going:	3
Held in abeyance (CC-process):	2
Outside investigations:	2
Delinquent complainants-closed:	1
Resolved-non-disciplinary:	3
Compliments:	2

In summary, the following investigative results have been recorded in relation to reported incidents filed and investigated by the Professional Standards Bureau:

1. Twelve (12) Officers were issued disciplinary processes with reference to substantiated code of conduct concerns in both the minor and major misconduct disciplinary processes.
2. Eleven (11) Officers have been cleared of Code of Conduct Concerns.
3. Three (3) Officers have been cleared of Criminal Allegations.
4. Three Officers are awaiting the conclusion of outside processes.
5. Four (4) officers were issued positive notations regarding their professional conduct.

This concludes the submission for the Bureau of the Professional Standards.

JP Spence

Sergeant Major JP Spence #1058

NISHNAWBE ASKI POLICE SERVICE

Crime & Local Statistics

	NE	NW	C	TOTALS
Murder/Attempt Murder	3	1	1	5
Sexual Offences	110	65	55	230
Assaults	912	568	310	1,790
Utter Threats	171	71	66	308
Robberies	6	2	0	8
Arson	21	7	17	45
Break & Enters	135	85	28	248
Thefts - MV's	23	12	17	52
Theft & Possession	260	71	47	378
Frauds	13	5	5	23
Mischief	796	465	228	1,489
Offensive Weapons	49	5	12	66
Bail Violations/Breach Probation/Fail to Appear	582	213	93	888
Disturb the Peace	357	162	89	608
Criminal Code - Other	166	62	15	243
Drugs	88	72	26	186
Liquor Acts	649	547	210	1406
Dangerous Operation	20	10	7	37
Impaired Operation	78	78	40	196
Police Assistance	2,752	3,335	993	7,080
Escorts - Prisoner	391	221	93	705
Suspicious Activity/Person/Vehicle	101	23	19	143
Sudden Death	12	35	12	59
Mental Health Act	371	288	136	795

01 JANUARY 2022 - 31 DECEMBER 2022

ALL VIOLATIONS, AS REPORTED

	NE	NW	C	TOTALS
Attempt Suicide	84	90	139	313
Threat of Suicide	165	197	132	494
Youth Complaint	92	66	54	212
Criminal Record Checks Employment/Volunteer	402	92	33	527
Patrol/Property Checks	760	759	3,008	4,527
Animal Complaint	232	114	87	433
Community Service	258	231	761	1250
Alarm/Fire Alarm	213	53	53	319
Property –Lost/Found/Damaged	44	16	17	77
Missing Person	69	38	27	134
Family Dispute	816	426	114	1,356
Unwanted Persons	1,229	1,008	308	2,545
Keep the Peace	51	280	149	480
R.I.D.E.	192	168	47	407
Traffic Related	400	369	167	936
Motor Vehicle Collision	87	68	32	187
Noise Complaint	65	38	9	112
Person Check-In/ Compliance Checks/Person Well-Being Check	461	490	243	1,194
911 Call/911 Hang Up	72	4	3	79
Communication Tower Outtage	12	20	6	38
Non-CC Domestic	477	439	99	1,015
All Other Local Stats	1,042	870	772	2,684
Regional Totals	15,289	12,239	8,779	
Service-wide Total				36,307

*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. For violations against the person, Statistics Canada counts are based upon the number of victims in an incident.





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