



NISHNAWBE ASKI POLICE SERVICE

ANNUAL REPORT 2016-17

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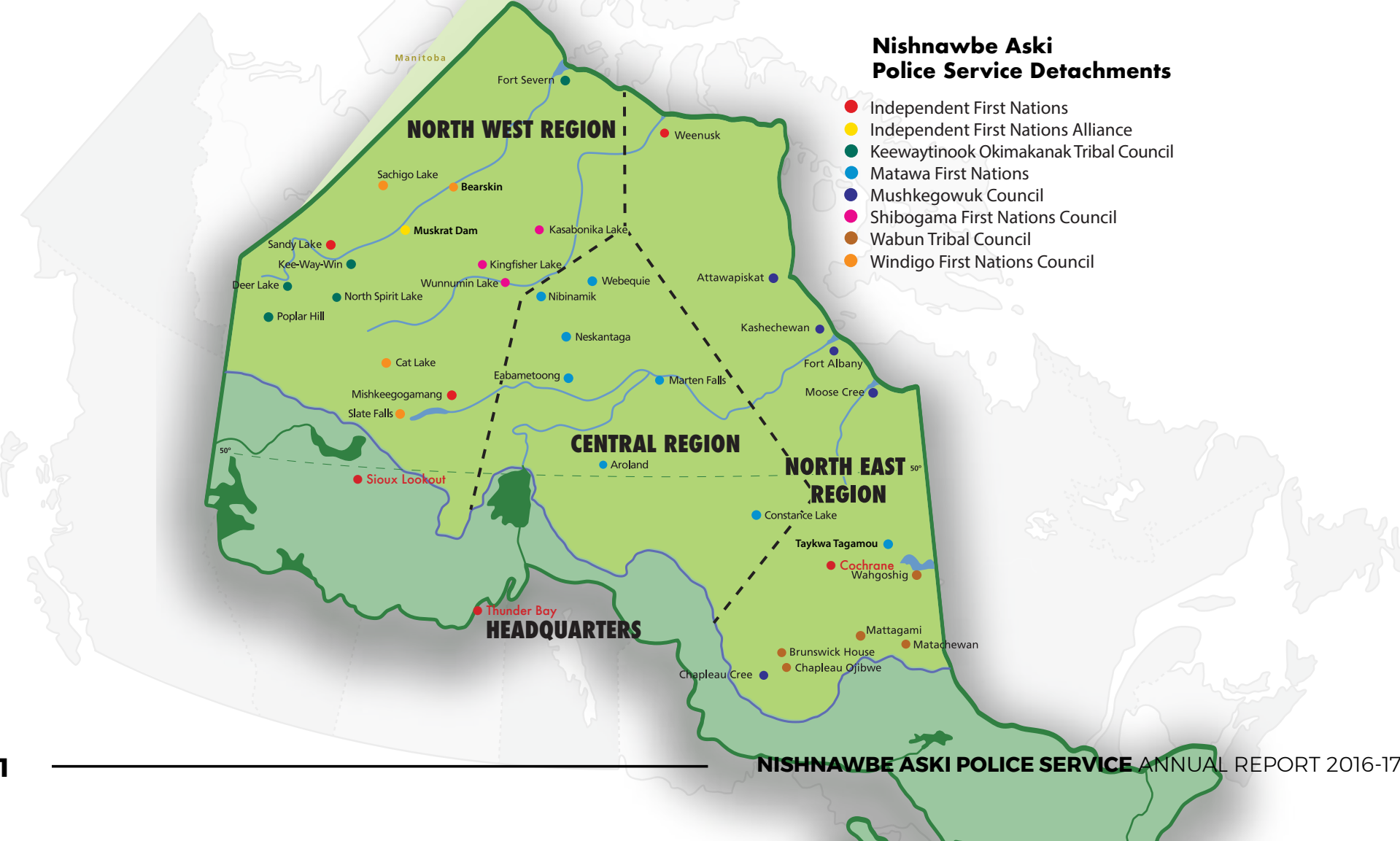


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MAP OF NAPS DETACHMENTS





OUR MISSION

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 the 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.

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 and 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 serve.

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.

A black and white portrait of a middle-aged man with short dark hair and glasses, wearing a light-colored collared shirt. He is looking directly at the camera with a neutral expression. The background is a solid light green.

CHAIR PERSON REPORT

Bozhoo, Ahnee, Watchya; As the Board Chair for the Nishnawbe Aski Police service, it is my duty to provide you with a brief overview of the past year. Within that context I will also strive to provide a picture of how well we have been able to accomplish targets and goals outlined in our business plan. On the political side, I will provide some insight into two major issues we have dealt with over that past year and those are; the outcome of last summer's labour negotiations and the inclusion of First Nations Policing in the Police Services Act.

Our labour relations reached a critical point shortly after our report was out last year. The officers had voted overwhelmingly to strike. NAN Leadership and the Board had engaged both governments at that point and the Grand Chief gave an ultimatum to the government to provide resources to our Service to address community safety or be prepared to have the OPP take over operations. As a result, we secured 15 new officer positions and received some interim funding to address communications and other pressing health and safety issues. The officers did receive a substantial increase in pay. It was announced earlier this fiscal year that the officer would be receiving equal salary with their counterparts in the OPP.

Many of you are aware that the NAN Executive and NAPS Board have worked together over the past two years to outline a legislative model for First Nations inclusion in to the Police Services Act. The government of Ontario along with the Regional Chiefs office have been consulting with other First Nations in Ontario to highlight the proposed changes and how it may work for them. We have also attended and presented at some of the forums that were held with Treaty 3 and other Nations in Northwestern Ontario. We will be presenting our work to the First Nations Police Service Boards from across the Nation at the Canadian Association of Police Governance meeting in Montreal in July to continue to put momentum behind the effort. The legislation is due to be put before the house in Queens Park in September.

We are counting on the Ontario Government to put the work into action for the creation of a legislative base for First Nations Policing in Ontario. This has been a goal envisioned by the NAN Chiefs Assembly since the inception of NAPS and has been expressed in the first signed NAPS agreement.

Our Federal funding partners have been promising many good things for the future as

they are set to revise the First Nations Policing Program (FNPP) in April of 2018.

It still leaves a huge gap in our ability to plan and determine what improvements to expect when they do make the renewal package known. We have presented them with a list of what we envision our needs to be including: 50 more officers, 5 new detachments, communication infrastructure, isolated post allowance and officer housing as the main issues. Public Safety Canada was presented with a projected budget of 44 million dollars required to address just the first three of the issues mentioned.

On the bright side, the officers received back-pay related to the new employment agreement and they will also be receiving pay equity dating back to January of 2014 giving the officers equal salary to their OPP counterparts. The additional compliment of 15 officers was celebrated with our second largest graduating class ever at the Ontario Police College with 18 graduates.

We were also successful in acquiring two X-Ray scanners that will be deployed at airports. One in Sioux Lookout and the other in one of the Mushkegowuk communities. These machines are high tech and have scanning capabilities that will allow the technicians to detect liquids, solids, medications and other items in baggage that may be missed even on visual scan. We look forward to having those activated in the near future.

Legislative change for Ontario and the FNPP renewal are key to the community safety package that the Board and NAN have worked so hard to achieve. We continue to press Ministers from both governments on each of these issues and will not let up until we have the answers and changes implemented.

Chi Meegwetch to all of the Chiefs and Council's for your continued support!

Meegwetch.

MIKE METATAWABIN

Board Chair



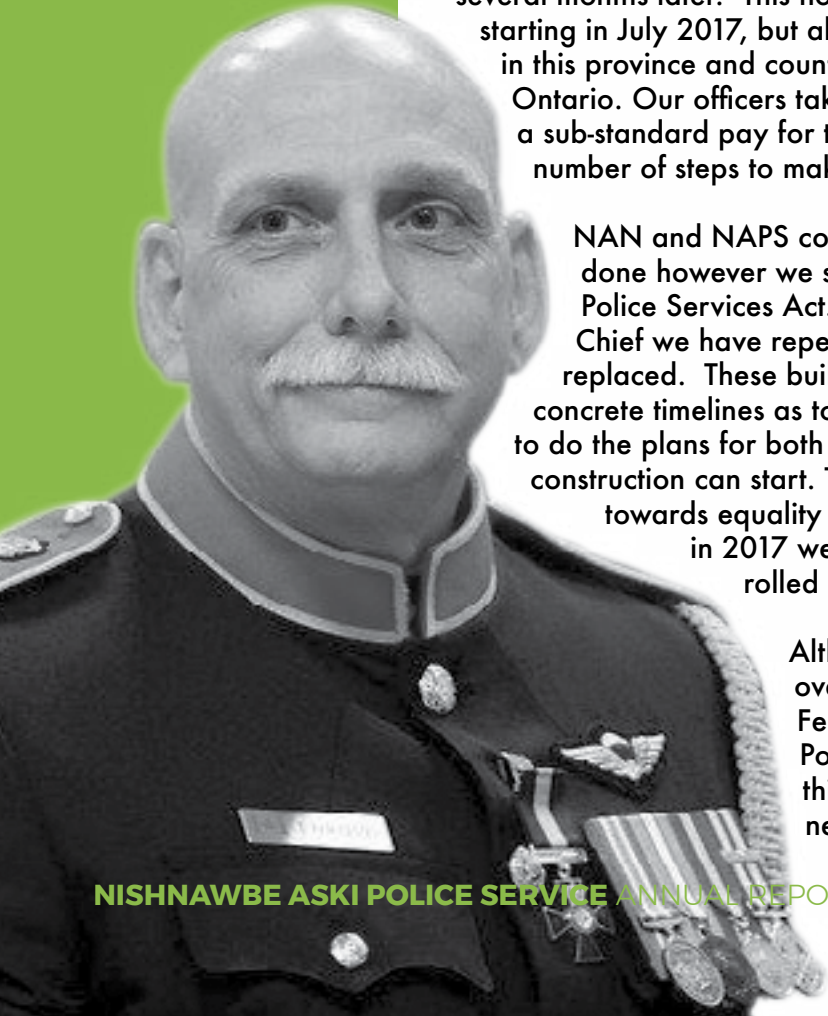
Deputy Roland Morrison, D/Cst. Alanna Morrison, Mavis Trivett and Chairperson Mike Metatawabin

CHIEF OF POLICE REPORT

Although this year has not been without challenges, we have seen a lot of positive change over the year at the Nishnawbe Aski Police Service. Through a strike negotiation our officers received wage parity with the Ontario First Nations Policing Association only to be followed by a full salary parity announcement by the Ontario Government several months later. This not only means that our officers will get salary parity with the Ontario Provincial Police starting in July 2017, but also that our officers are finally getting recognized as equals to all other policing entities in this province and country. For years our officers were grossly underpaid compared to other police services in Ontario. Our officers take the same training, are required to meet the same standards and yet they were receiving a sub-standard pay for that work. This is a giant step towards equality for First Nations Policing. We still have a number of steps to make towards equality as a police service.

NAN and NAPS continue to push towards a legislative framework. A lot of the “technical work” has been done however we still wait for the provincial governments announcement on our inclusion in the Ontario Police Services Act. We also are still well behind on infrastructural upgrades. In my three plus years as Chief we have repeatedly heard from both levels of governments that sub-standard detachments will be replaced. These buildings aren’t up to code and are in dire need of replacement. To date we have had no concrete timelines as to when this work will be done. We did get the go ahead for funding to hire professionals to do the plans for both Bearskin and Sachigo; however Canada has made no acknowledgement as yet to when construction can start. The plans are done so we are ready to proceed once funding is secured. Another step towards equality has to be addressed within the complement. Although we did receive 15 new positions in 2017 we had asked for over 50. These 15 officers are receiving their coach training and can be rolled out to work on their own in August.

Although this will be a boost to our two officer detachment it is still considerably short of our overall needs to run complete coverage, supervision and backup to our communities. The Federal Minister has said that he will be making considerable changes to the First Nations Policing Program in our next agreement in 2018, however we have yet to be briefed on what this will look like and negotiations haven’t commenced for 2018. NAPS ideally need a fully negotiated agreement, line by line, as this hasn’t been done in close to 10 years. With an



increase in officers we also will need to look at an increase in support staff and infrastructure. Earlier this year we came to an agreement with the civilian bargaining unit, meaning that we now have negotiated agreements in place for both the officers and civilians into 2018. Neither bargaining unit wanted to go beyond 2018 as that is when the next agreement is to be signed with Canada and Ontario.

Since Ontario came through with salary parity in a bilateral agreement with NAPS, Canada came through with some additional infrastructure monies to be spent by fiscal year end. With those monies we engaged in project work to repair building foundations in several communities, we replaced furnaces and air conditioning units, installed railings, technology upgrades for a number of detachments, replaced computers, and bought 20 new vehicles to replace our aging fleet. We hadn't been able to buy new police trucks for the past few years as we had no increase to our operating budget.

Operations and Maintenance (O&M) of our buildings continue to rise annually however we have only seen 1-1.5% actual increases. The lack of remuneration for our costs has us experiencing an annual deficit. We are optimistic that we can negotiate for better increases in the 2018 budget. It's not sustainable to continue going in debt for heat and hydro every year. After years of addressing this issue with Canada and Ontario we did get acknowledgement from the levels of government late in 2016 for 2016 only. They came through with over \$400,000 in O&M budgetary shortfalls. We were able to openly demonstrate that since 2009 we have had to take several millions out of operations to pay for heat and hydro all due to inadequate funding. We see this as a positive acknowledgment of our continued underfunding.

On the 25th of July, 2017, myself, Grand Chief Alvin Fiddler and Board Chairman Mike Metatawabin met with the Minister of Public Safety Canada in Regina at the Assembly of First Nations. The discussion centered around the "program" shortfalls including infrastructure.

NAPS continue to lead the way in First Nations Policing with the support of our leadership, our Board and the citizens of the communities we serve. We are a very proud police service who continues to work to improve in all aspects of our day to day operations. We are equally as proud to serve the people of the Nishnawbe Aski Nation. We continue to strive to make every community a safe place to live.

Genuine appreciation goes to all officers and civilians within our very busy Service. I truly value your professionalism and dedication.

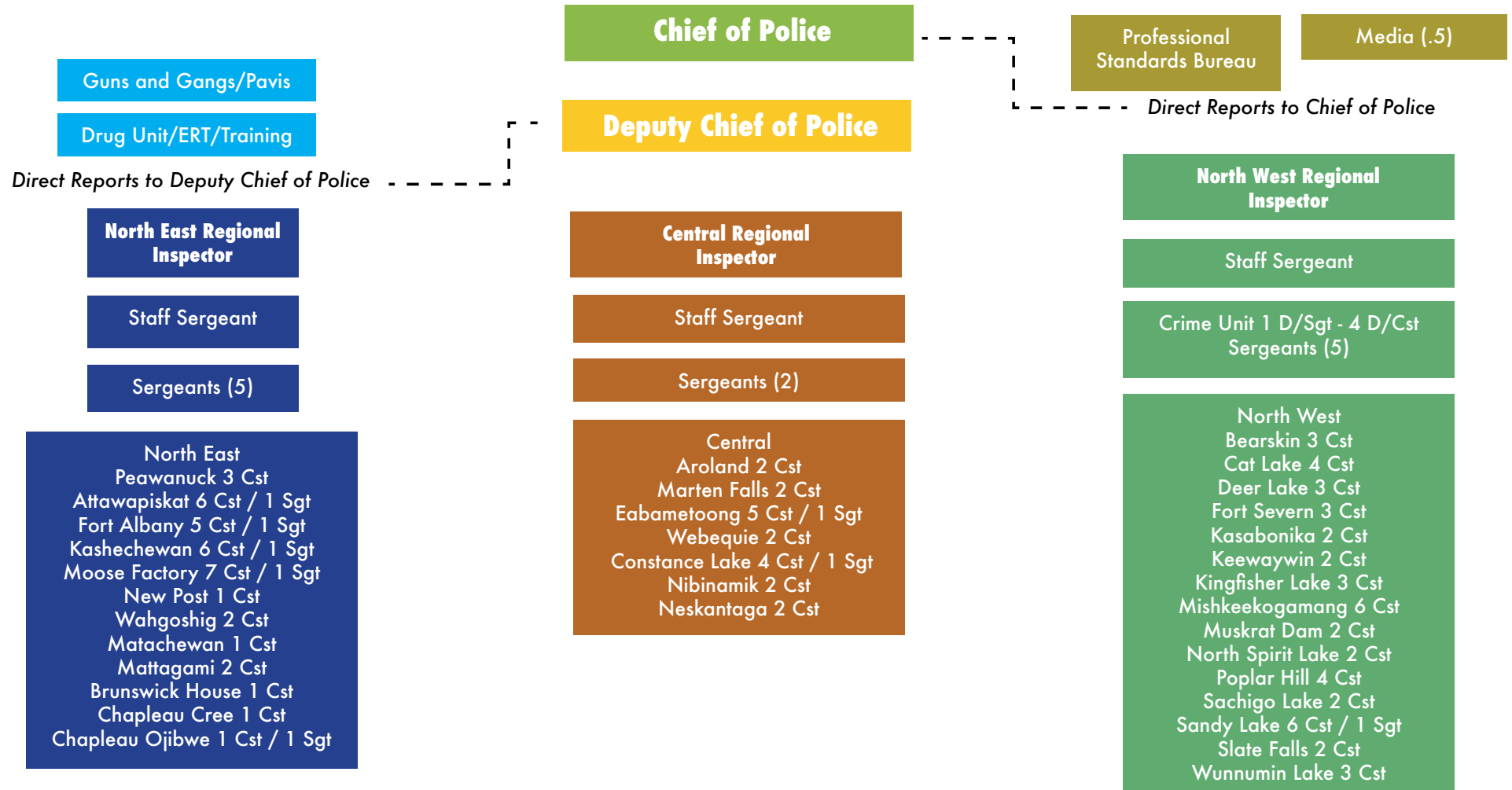
I wish to take this time to specially thank the Chiefs of Nishnawbe Aski Nation and Nishnawbe Aski Police Service Board for their continued support and guidance.

T.R. (TERRY) ARMSTRONG

Chief of Police,

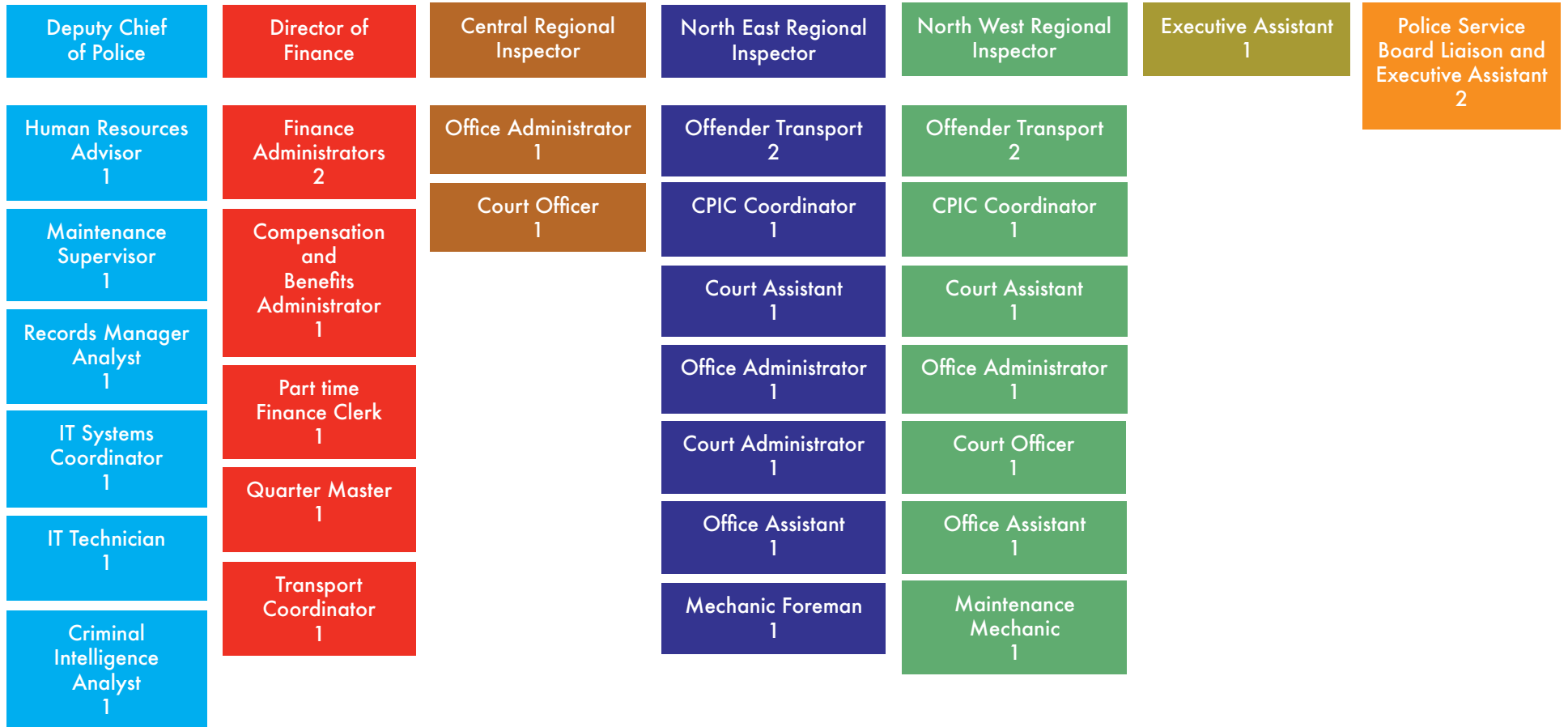
M.O.M., C.M.M. III - Police Executive

UNIFORM ORGANIZATIONAL CHART 2017



CIVILIAN ORGANIZATIONAL CHART 2017

Chief of Police



DEPUTY CHIEF OF POLICE REPORT

Wachay, ahnee, boozoo, my name is Roland Morrison and I am the Deputy Chief of your Nishnawbe Aski Police Service. As your Deputy Chief I am responsible for the entire operations for Nishnawbe Aski Police. Within my report is an update on this past years operational accomplishments and a glimpse to what will be forthcoming for the 2017/2018 operational year. Also within this report, updates will be provided from our Regional Inspectors, Director of Finance, Specialized units, Professional Standards, Human Resources Advisor and In Service Training Unit.

Administrative

Nishnawbe Aski Police Service (NAPS) continues to expand on existing operational and administration policies. These new policies address areas within the organization that are either without policy or adjusting policies to suit our administrative and operational requirements. All revised or new policies are submitted to the Nishnawbe Aski Police Services Board for approval and once approved the policies are uploaded onto the NAPS intranet.

Officer and Civilian Collective Agreements

After a long negotiated process with Public Service Alliance of Canada, last year Nishnawbe Aski Police Service officers finally received wage parity with the Ontario Provincial Police First Nation Administered policed communities. Earlier this year, as a result of a Human Rights Complaint, all First Nations police services were awarded wage parity with Ontario Provincial Police. This is a significant accomplishment for Nishnawbe Aski Police Service and all First Nation police services as over the years our Police Services lobbied the governments for this increase.

As a result of the wage parity officer morale has increased and management hopes that the wage parity will impact officer retention.

Also this year, Nishnawbe Aski Police Service senior management negotiated a new collective agreement with the Nishnawbe Aski Police Service Civilian employee bargaining unit.

When labour issues arise, Senior Management works with the Public Service Alliance of



Canada and Officers and Civilian Locals to resolve the identified issues. Many of our issues are most often resolved through direct talks without ever proceeding to arbitration. This speaks volumes to management's commitment to working at what is best for Nishnawbe Aski Police Service employees.

Community Partnerships

Nishnawbe Aski Police Service continues to work alongside Child and Family Services agencies such as; Tikinagan, Payukaytano and Kunnuwanimano Child Family Services. We also have a Memorandum of Understanding with Nishnawbe Aski Legal Services.

As part of the Seven Youth Inquest recommendations, we have been assisting Thunder Bay Police Service with providing flights to our northern communities to perform safety presentations with the students who will be attending school in an urban location. This is a partnership that started before the inquest and will continue for the foreseeable future.

Our Northeast Region has reached out to Timmins Police Service and it is our expectation to assist Timmins Police Service with safety presentations in our coastal communities in the Northeast Region.

Operational

The Regional Inspectors and Staff Sergeants are quite busy dealing with a range of issues such as; community concerns, chief and council requests, officer shortage and requests, community organizational request and detachment repairs. It is the expectation of NAPS senior management that the Regional Inspectors and Staff Sergeants travel throughout their region to meet and engage with the leadership of the communities to hear and address community issues.

Each region had seen its share of issues from suicide crisis, homicides investigations, and potential officer strike. A significant issue throughout the year was the continued personnel shortages and this impacted all three regions, yet despite these issues, each Regional Inspector and Staff Sergeant and administration staff worked diligently at ensuring police coverage for the communities.



Aboriginal Day Pow Wow Marina Park, Thunder Bay

Calls for Service

Occurrence numbers for the year, there were 18717 calls for service from March 31 2016 to April 1 2017. Regional breakdown of calls for service; Northwest Region – 8503, Northeast Region – 7889 and Central Region – 2325. A more detailed breakdown is provided within this report.

Regional Crime Units

Our Crime Units have been very busy this year. There have been numerous major occurrences such as; homicides, sudden deaths, aggravated assaults and arsons throughout Nishnawbe Aski Nation communities we serve that required our Crime Units to attend communities to investigate.

Specialized Units

One of the most consistent issues management hears when meeting with leaders of the communities is the issue with drugs. Given the large geographical area within NAPS, management decided to create an additional drug position. The position is for one year and depending on the success of the position, management may extend the position. By having two Drug Enforcement Officers, it is management's intent and expectation that there will be an increase in executed drug warrants.

ERT

Currently, NAPS has 4 members on its Emergency Response Team. NAPS will be looking to increasing the ERT team to 10 members. There were a number of applicants for the 6 positions. Prior to attending the ERT training, each applicant will have to successfully pass the interview and required competencies such as superior fitness and firearm proficiencies.

Human Resources

Increased to Officer Complement

This past year NAPS received increased funding from the Ontario Government for fifteen additional officers. The stipulation for the funding is to increase our two officer detachments to three officers. The positive impact of the additional officers will address issues such as officer safety. With three officers, the Regions can now plan at providing two officers for coverage for these communities. The fifteen officers graduated from the Ontario Police College in April and after their three months of mandatory coaching should be ready to be placed into their assigned community by August 2017.

There is a substantial amount of work that went into hiring the fifteen officers. Each officer's application had to be reviewed to ensure that supporting documentation is contained within their application. Each applicant must be interviewed in Thunder Bay; uniform measurements are taken on their interview day and filed. Each applicant undergoes psychological testing in Thunder Bay. Reference checks are verified and an intensive background report is generated on each applicant. All reports are then reviewed by Chief and Deputy Chief before the applicant is hired. There are a number of steps performed before an applicant is hired and throughout the process many of our civilian staff members from Human Resources Advisor, Recruitment Officer, Background investigator, Quarter Master, Finance Department – Payroll, Transport Coordinator and I.T.

have some form of involvement in the hiring process and each deserve to be acknowledged.

NAPS continues to recruit at the local community level through attending career fairs. This past year our HR Advisor and Recruitment Sergeant attended colleges in Manitoba and Northern Ontario to meet with Police Foundations classes.

Critical Incident Debriefing for Supervisors

Over the last couple of years mental health illnesses such as Post Traumatic Stress Disorder (PTSD) has been prominently increasing within the emergency services field. With the Ontario governments Emergency Responders Act, it is presumed that frontline personnel employed in an emergency services field will develop PTSD. This September 2017 NAPS has secured the services of Fortlog, a qualified company who will be providing training in critical incident debriefing to all our supervisors. It is NAPS management's intent to provide the training and tools necessary to its supervisors to debrief the frontline officers after a critical incident. This immediate debriefing can help the affected officers and identify what additional treatment or help may be required to after the traumatic event.

Infrastructure

Detachment Maintenance and Upgrades

In late 2015, early 2016, as part of its deliverables to the Federal Government, each NAPS detachment underwent a building inspection. The detachment inspections identified areas of violation against national building codes. In November of 2016, NAPS received a large infusion of funding from the Federal government to address the detachment violations. Projects of various sizes were undertaken throughout each region to address the violations. As the money was received late in year, many of the projects such as detachment foundation work, railing work, furnace and air conditioning replacements will be completed during the warmer summer months.

Many of the detachments will be receiving technology upgrades. Baylock and Security of Thunder Bay will be installing high resolution cameras for our interview rooms and the interior and exterior of our detachments. We have and will continue to replace our computers.

I would like to take this time to thank and acknowledge all our officer and civilian employees for their continued commitment and hard work they perform on a daily basis for the Nishnawbe Aski Police Service and the communities they serve within the Nishnawbe Aski Nation.

Meegwetch

ROLAND MORRISON

Deputy Chief of Police



Frank McKay - Board member, Grand Chief
- Alvin Fiddler, Jason Batise - Board member,
Mike Metatawabin - Board Chairperson

NORTH WEST REGION REPORT

It is my pleasure to be able to provide this operational update regarding the Nishnawbe Aski Police Service Northwest Region for 2016/2017.

The Nishnawbe Aski Police Service Northwest Region consists of 15 NAN communities, 13 of which are isolated with 2 being road access. The communities are placed into 5 clusters with each group having a frontline sergeant overseeing each community.

The Northwest Regional Headquarters is situated in the town of Sioux Lookout, Ontario. The Regional office consists of the Inspector, Staff Sergeant, Court officer, Crime unit, Prisoner Transport Unit and Civilian staff.

The Northwest Region is currently operating with the following compliment:

1 Inspector, 1 Staff Sergeant, 1 Detective Sergeant, 1 Acting Detective Sergeant, 3 Detective Constables, 5 Frontline Sergeants, 1 Court Officer, 2 Special Constables (Prisoner Transport), 4 Civilian Support Staff, 1 Mechanic and 53 Frontline Constables.

2016 continued to be quite difficult to provide adequate police coverage to the Northwest Region communities. The region was once again plagued with severe officer shortages due to several factors, including different types of leaves, resignations and transfers. Despite the shortages the region did a very good job in filling vacancies to provide officer coverage expected by the communities the region serves.

Clusters



Enough cannot be said for the officer and civilian staff in the region who continually step up to ensure the region continues to run at a high level. With the employee participation there were very few times when a community in the region was left without police coverage.

However, the downside for the extra coverage to provide policing was a large amount of overtime incurred by the region. The regional Inspector and Staff Sergeant are working towards decreasing the amount of overtime and the region should see a substantial improvement in this area by closely monitoring and the added compliment of officers.

The Northwest Region received 4 recruits that successfully graduated from the Ontario Police College in 2016 and 11 recruits as of May end, 2017. All of the new officers are a welcome addition to the region and the added personal will enhance the quality of policing to our communities. The Northwest region saw a total of 4 frontline officer resignations in 2016 and 1 officer resign as of May end, 2017. The region currently has 7 employees off on WSIB, 2 Other Leave Types and 1 Maternity leave. The region has had 2 employees return to work in 2017 from Leaves on Return to Work Plans.

The Northwest Region Command Staff is planning visits to all 15 communities in the region for 2017 to meet with each Chief and Council and also conduct detachment inspections with each community Sergeant being present. The visits will allow Command Staff to receive positive and negative feedback from each community which will improve the quality of service provided by NAPS.

The Northwest Crime Unit plays a major role in the region investigating Major Crimes and Death Investigations. The Crime Unit also assists frontline officers with investigations and provides advice and mentoring, this is extremely important as at times officers will be working alone and are in need of guidance and support. The Crime Unit does a great job and is a very experienced team that continues to carry a huge caseload.

The Northwest Region has been working along with the Maintenance Supervisor and Health and Safety Committee on many projects at the regional detachments. Some of the projects were planned while others are safety issues or preventative maintenance. The region has been working with the I.T. department adding security surveillance cameras to the outside of detachments to enhance officer safety and reduce vandalism. Video equipment has also been upgraded and installed in detachments without this capability, this includes interview rooms, cell areas and hallways. Each detachment in the Northwest Region has been issued a company cell phone which will also enhance community and officer safety. The region is still anticipating several new detachments for Sachigo Lake, Bearskin Lake and Muskrat Dam.

The Northwest Regional Office in Sioux Lookout has been receiving upgrades by CBRE (Coldwell Banker Richard Ellis Group, proprietor) in 2016 which will continue into 2017. 2 new propane heating/cooling units have been installed, 2 HRV units installed, new heating and LED lighting also installed in the hanger. Phase two will continue into 2017 which will be upgrades to the outside of the building and hanger.

Mandatory Block Training (Use of force, Defensive Tactics, Firearm re-qualifications and First Aid) will once again be running throughout the summer and into the fall of 2017. The training will be held in Thunder Bay and facilitated by the NAPS Use of Force Instructors. This does put some strain on the region as the training is a week in duration and officer backfill is of some concern.

The Nishnawbe Aski Police Service has posted for 6 additional ERT (Emergency Response Team) members to enhance our compliment of 3. The ERT is trained by the Ontario Provincial Police ensuring a very high standard graduate. NAPS and OPP work together on many ERT related calls that ensures a swift reaction with positive results.

The Cat Lake Coroner’s Inquest originally scheduled for 2016 is now re-scheduled to begin on July 04, 2017 in the community of Cat Lake. Regional Command Staff along with the Ontario Provincial Police are currently working towards preparations for the inquest.

4 new Ford F-150 trucks have been purchased for the Northwest Region and were delivered on the winter roads during the winter of 2016/2017. The 4 new force vehicles have been assigned to Sachigo Lake, Bearskin Lake, North Spirit Lake and Kingfisher Lake. 3 vehicles are on order for 2017 for the region and will be allotted to Muskrat Dam, Keewaywin and Wunnumin Lake. The goal of the Northwest Command Staff is to have 2 vehicles allotted for each community which will greatly increase the ability to provide uninterrupted policing services to our communities. With the 3 additional vehicles in 2017 this will leave only the community of Slate Falls without 2 force vehicles.

Statistics for the Northwest Region for 2016 and to May end of 2017



In closing, the Nishnawbe Aski Police Service Chief of Police Terry Armstrong and Deputy Chief of Police Roland Morrison provide a positive vision and consistent leadership for the Nishnawbe Aski Police Service. The Northwest Region is performing as expected and the Command Staff is always striving to improve in all aspects of the police service. Our goals would not be attainable without the participation of our officer and civilian staff and their hard work and dedication to the communities we proudly serve.

Moving forward this is an exciting time for the Nishnawbe Aski Police Service with many positive improvements already occurring with more to follow in the future.

DARRYL SNIDER

Inspector - North West Region



Current members of the Cat Lake Detachment

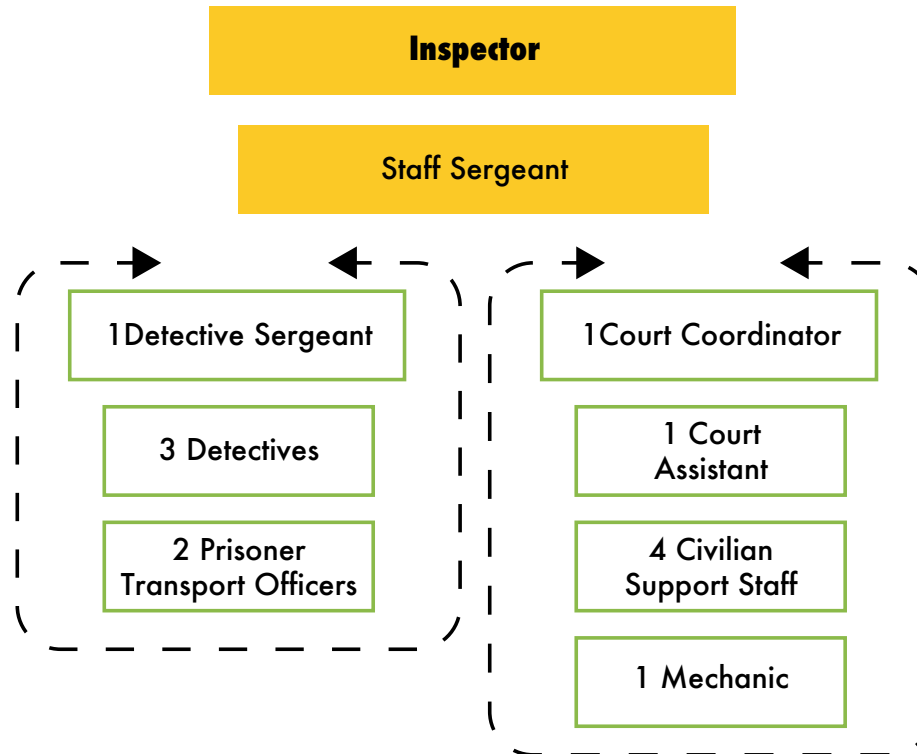


Typical day up North

NORTH EAST REGION REPORT

Wachay, my name is Eric Cheechoo and I am the Inspector for the North East Region. The North East Region office is situated in the Town of Cochrane and serves 12 Nishnawbe Aski Nation communities, 5 of which are fly in and the other 7 are road access.

The support staff at the NEHQ consist of the following;



At present the Region has 42 Frontline officers with 5 being Sergeants. The NE Crime Unit is responsible for assisting the frontline officers with the investigation of major crimes and guiding and assisting them in their investigations. The Crime Unit is very busy with their responsibilities and are quite often called out to attend the communities for urgent investigations.

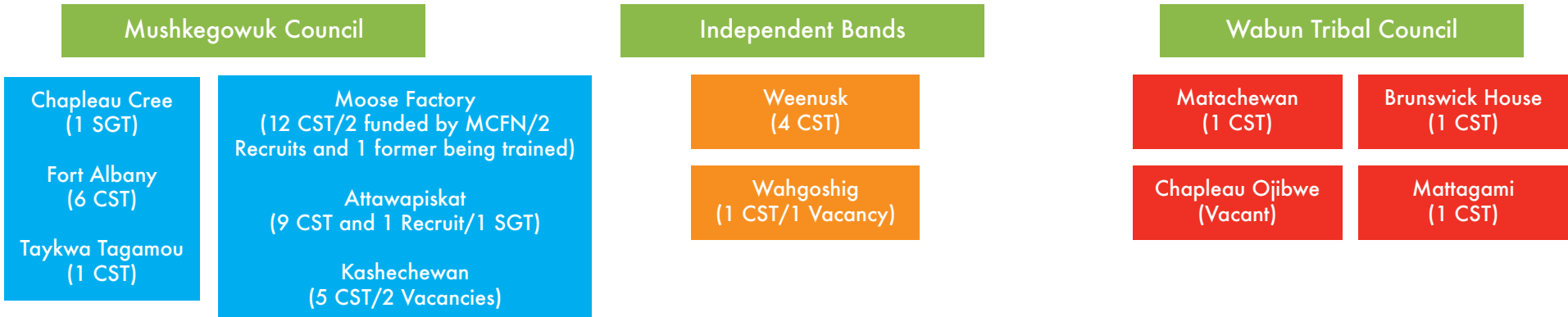
NORTH EAST MAJOR INCIDENTS



NORTH EAST PRISONER ESCORTS



The North East Region has 2 Special Constables that are solely responsible for prisoner transfers.



Recent Resignations:

In the past year 3 NE Region officers resigned and all were from the Kashechewan detachment.

Officers on Sick Leave:

At present NE Region has 4 officers on extended leave for health related issues.

New Officers:

Over the past year NE Region had 6 recruits assigned to the Region and 3 direct hires of former experienced officers. The recruits were placed in Moose Factory, Kashechewan and Attawapiskat for coaching. Once the mandatory 3 months of coach training is completed, the new officers are assigned to that community or placed in a community with a vacancy.

Vehicles and Building Maintenance:

This past winter police vehicles that were in need of repairs or upgrades were brought out to Cochrane by officers. This served a dual purpose, one, officers conducted winter road patrols and two, costs for repairs were performed in the south.

NE Region received 9 police vehicles this year to replace older vehicles in the communities. Periodically the mechanic travels to the communities to maintain upkeep or for urgent mechanical repair needs.

With the recent additional funding for detachment repairs received, detachments are being repaired, with major work being performed in Kashechewan, Attawapiskat and Northeast Headquarters.

Despite receiving new extra officers over the past year, officer shortages still persist and this is contributed to; officer's training, vacation or sick leave. Another contributing factor is; most of the officers in the fly in detachments now leave for their rest days. This leaves a bare minimum of officers in the community and this becomes a real issue when major occurrences arise in the community that require additional officers. Annual mandatory training also impacts officer coverage as officers are brought out to Cochrane or Thunder Bay for the training. This is a very difficult task adding to the shortage we face and insuring community coverage.

Although every effort is made to reduce overtime, officer shortages have a financial impact as member(s) on days off are often brought in on overtime to provide police coverage.

Another high cost is utilizing the aircraft to transport accused people out for bail hearings which is consistently steady. Accused people are brought out as there is no Justice of the Peace in any of our communities.

Reasons for accused persons to be brought out for a bail hearing is; there is no Justice of the Peace in the North, and/or the accused is already on conditions and/or the crime is serious and accused needs to be released by a Justice of Peace.

A major concern in the NE Region and this applies to all communities is the drug problems that plague our communities. People with addictions often commit property crimes such as Break and Enters and Thefts in order to fund their addiction. Recently, Northeast region officers were trained in gathering intelligence and the investigation of drug offences.

NAPS continues to work with and support our First Nations in their effort to minimize the sale and smuggling of illegal drugs into our communities. For several years Nishnawbe Aski Police has and continues to struggle with funding shortages for additional officers. Nishnawbe Aski Police would not be where we are today without the dedication of the officers in the field and the support staff employed by the Service. Our officers go that extra mile and recognition must be given to them for their continued commitment to our Service.

ERIC CHEECHOO

Inspector - North East Region



Chief Terry Armstrong inspecting the graduates at Ontario Police College March Past.



Farewell party Retired Canine Pax.



CENTRAL REGION REPORT

Introduction

Hello again, my name is Alex Misewace and I am a member of the Ojibway community of Eabametoong First Nation. Most people in my community and the NAN northern territory know me by the name of Alex Nate which was the name given to me by my late dad, Joe Nate. I am also a proud member and in good standing with the Nishnawbe Aski Police Service where I hold the rank of Inspector.

Living and working in Thunder Bay has its benefits and also presents challenges, but I do my best to represent NAPS in a positive and productive manner. I have volunteered in searches for our missing youth, speak to the homeless, make presentations and this summer I am volunteering as a baseball coach for the Port Arthur Nationals team in the T Ball division.

As Inspector for the Central Region, my primary responsibility is to oversee the operational and administration delivery of our policing services to seven Matawa communities and surrounding area. I have had many first hand meetings with our community leaderships on various topics and together looked at proactive measures in combatting crime for the safety of the people we unilaterally serve.

Administration

The Central Region Headquarters is located on the third floor of the NAPS General Headquarters in the City of Thunder.

Our Regional Headquarters Staff consists of myself, Staff Sergeant Merle Loon, Court Officer Steve Sherlock, and temporary Office Administrator Jenn Kennard.

Being in the NAPS GHQ gives the Central Region management direct access to the Chief of Police, Deputy Chief of Police and other resources, ie. Finances, Maintenance, Quarter Master, Transportation Coordinator, Human Resources, Specialty Units (Drugs, Gangs, Intel and ERT) which help the Central Region function as proficiently as possible for the betterment of our communities.

Operations

With the increase of the operational budget, the Central Region has increased its officer compliment from 19 uniformed constables to 25 uniformed constables on top of 2 Road Sergeants, 1 Staff Sergeant, 1 Court Officer and 1 Civilian Staff bringing the total number of staff to 30.

Staff Sergeant Merle Loon over sees the staffing of officers in the Central Region and is the direct supervisor for Sgt. Oleschuk and Sgt. Beauparlant. S/Sgt. Loon can be reached at the NAPS GHQ at 1 800 654 6277, ext. 6135 or on his work cell at 1 807 629 6701.

Acting Sergeant Marc Beauparlant is the direct supervisor for the Police Detachments of Aroland, Constance Lake and Marten Falls. A/Sgt. Beauparlant can be reached at the Constance Lake Detachment at 1-705-463-3331 or on his work cell at 1-705-266-0994.

Sergeant Cory Oleschuk is the immediate supervisor for the Police Detachments of Eabametoong, Neskantaga, Nibinamik and Webequie. Sgt. Oleschuk can be reached at the Eabametoong Detachment at 1-807-242-8561 or on his work cell at 1-807-620-1412.

Currently, the NAPS detachments of Aroland (3 officers), Constance Lake (1 Sergeant, 4 officers and 1 recruit) and Eabametoong (1 Sergeant, 5 officers, 2 recruits) are at full compliment.

The Detachments of Marten Falls, Neskantaga, Nibinamik and Webequie had been two officer detachments and are now three officer detachments. We are currently looking to put a 3rd officer into each of these detachments. Currently we have three recruits training on the field, once training is complete, these 3 recruits will be assigned to 3 of the 4 detachments.

Over this past year, some of the communities have had no officers for a few days, with the increase in officer compliment this year, we are hoping to have constant policing services in the community and the overall goal is to have two officers in the communities at one given time.

Again I commend our frontline officers on the field as I have seen on many occasions they go beyond the call of duty by working long hours, working extra days and for the most part by themselves. I believe these committed and dedicated officers are the heart of our police service as time and time again I commend them for the loyal service to the Nishnawbe Aski People and to the Nishnawbe Aski Police Service.

General

Central Region Command Staff continue to travel to each community and meet with the Chief and Councils to listen to concerns as well as providing updates on policing issues.

From these visits, it is apparent that the main cause for concern are alcohol and drugs as these are the contributing factors that can cause social

dysfunction in our communities. Each First Nations including NAPS are working to combat these issues on a daily basis. CDSA (Drug) search warrants have been executed resulting in drug seizures and charges.

Some key highlights where the Central Region has engaged in public events this year in the Matawa Communities are as follows:

- November 2016 Memorial Day Parade in Constance Lake.
- 2016 Christmas Gifts to youth in community of Aroland in partnership with the OPP.
- 2017 Career Fair in Eabametoong, Constance Lake, Neskantaga and Webequie in partnership with Matawa Education. Thanks to S/Sgt. Loon, Sgt. George, Sgt. Oleschuk.
- 2017 Neskantaga Men's Hockey Tournament, extra police coverage/public interactions.
- 2017 Nibinamik Mens Hockey Tournament, extra police coverage/public interactions.
- July 2017, Nibinamik Youth Camp, Presentations to youth and officer/youth interaction.
- Participated in evening recreational activities and public interactions.
- Matawa Education encouraging remarks to Matawa Student Graduates June 2017.

The Central Region will continue to support your community events by providing extra police coverage for special events as community safety is paramount and we will continue to build positive relations by positive police/public interactions.

Training

2017 Mandatory Block Training (Use of Force, Defensive Tactics, Firearm Re-qualifications and First Aid) for our frontline officers commenced in mid May 2017 and will run to November 2017. This will take officers away from the communities for one week at a time and may leave the communities vacant for several days. The Sergeants will be informing the communities when the officers will be leaving and if anyone will be coming in for coverage.

Yearly job performance evaluations and appraisals have been conducted and concluded for each officer capturing their job performance in 2016. These evaluations give the Employer and the Employee an insight on what is required to enhance the professional development of the officers. Evaluations are a quality insurance tool to help identify where each officer is at in policing and where to improve in certain areas.

Special Remarks

In April of 2017, Constable Sylvia Wapoose was transferred from the Cat Lake Detachment to her home Community of Eabametoong First Nation.

The Eabametoong Chief and Council fully support Constable Wapoose and the Youth also look up to her as a positive role model. Way to go Constable Wapoose!

Also in April of 2017, Constable Shannon Jacob started her policing career in her home community of Webequie First Nation. Again the community Chief and Council and especially the youth are very proud of her as is a role model that the whole community looks up to. Congratulations Constable Jacob.

Also in February of 2017, Constable Barry Ritch returned back to his roots by joining the Nishnawbe Aski Police Service and is now serving his home community of Aroland First Nation. Welcome back Constable Ritch.

Also in May, 2017, The Central Region welcomed back Staff Sergeant Merle Loon who will be over-seeing the staffing issues in the Central Region. Welcome back S/Sgt. Loon.

In closing, I along with the central region staff and the dedicated officers on the field, look forward to providing the best possible policing services to the people in Matawa and in the NAN Region. We can only do this by way of supporting each other for the betterment of our people. Until then, stay safe and keep well.

Respectfully submitted by,

ALEX MISSEWACE

Inspector - Central Region



Inspector Misewace / Gifts and Donations

PROFESSIONAL STANDARDS BUREAU

"You are what you do, not what you say you do" – Inspector Pierre Guerard

Wachay, Boozoo, Ahnee, Hello

In my almost twenty (20) years of service in the Nishnawbe-Aski Police Service (NAPS), I have been honoured to serve my fellow people of the Nishnawbe-Aski Nation (NAN) and this year is no different. I am a proud member of Moose Cree First Nation.

"Real integrity is doing the right thing, knowing that nobody's going to know you did it or not"

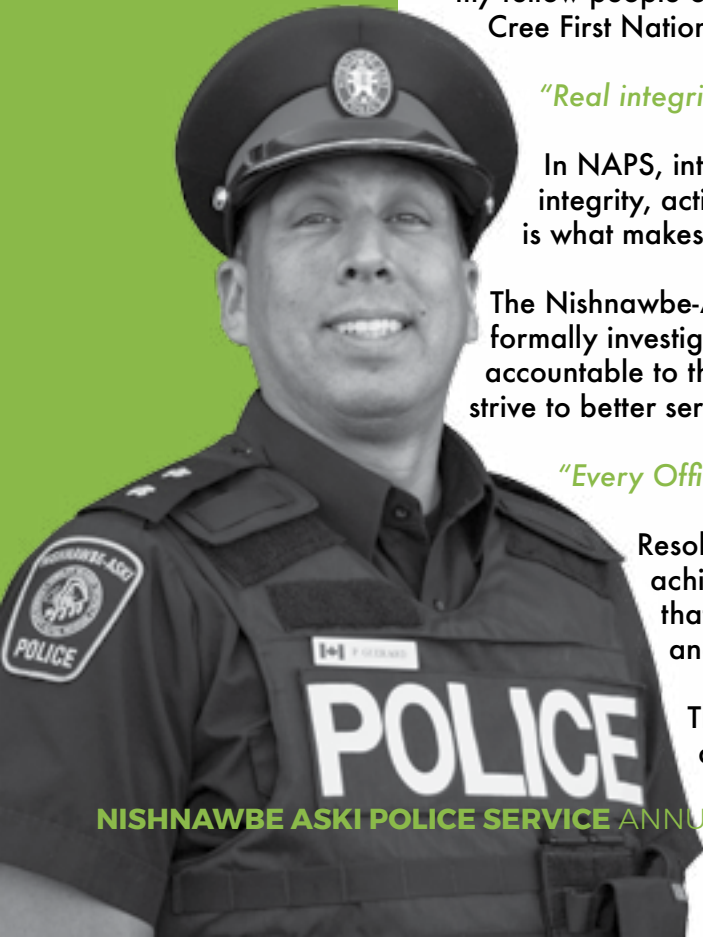
In NAPS, integrity for a police officer and a service is the standard by which we are measured. Demonstrating integrity, acting appropriately in all circumstances and demonstrating consistent ethical behaviour and decisions is what makes us worthy of trust. Integrity is a strong foundation for positive relationships and public trust.

The Nishnawbe-Aski Police Service Professional Standards Bureau is an independent office with the mandate to formally investigate public and internal complaints. The Professional Standards Bureau reports directly and is accountable to the Chief of Police. NAPS recognizes that Police officers make mistakes and the service can always strive to better serve the community in regards to policy and service plans.

"Every Officer Makes Mistakes and the Service Can Always Do Better"

Resolution of complaints is the purpose of this office. Complaint resolution procedures are guidance to achieve compliance set forth by the NAPS Code of Conduct. Resolution of complaints requires a process that is transparent, fair, consistent and effective. This is essential for maintaining the integrity of NAPS and the policing profession.

The purpose is to correct inappropriate behaviour by NAPS Police Officers and remedy service delivery complaints that exist in NAPS while maintaining and improving trust and confidence with the



public, professional colleagues and the police service. The purpose is to provide NAPS Police Officers the opportunity to voluntarily improve work performance and behaviour.

NAPS Professional Standards Bureau (PSB) has forty-four (44) files for 2016, twenty (20) for 2017 to date and over 360 files since 2009. For NAPS to evolve to the next stage of our development of deeper insight, we must use the data we have to focus our efforts on being proactive to identify the common pitfalls of police officers and find creative ways to stop misconduct before they happen.

The MOST common allegations (not all proven) against NAPS Police Officers in the last few years are:

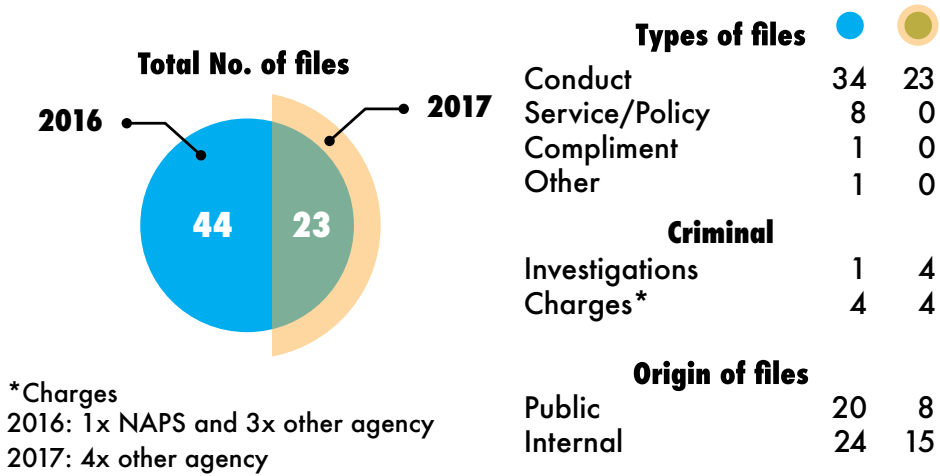
- 1. Off Duty Conduct (criminal and inappropriate acts)
- 2. Neglect of Duties regarding Investigations
- 3. Rudeness to the Public
- 4. Excessive / Inappropriate Use of Force
- 5. Workplace Harassment and Discrimination Complaints
- 6. Inappropriate Social Media / Internet usage (comments / posts)

Having this knowledge allows us to develop strategies and educational tools for police officers. The ultimate goal is to significantly reduce complaints on police officers by targeting what may occur most often. As NAPS continues to take all complaints seriously and sees them through to a resolution, we are seeing a continued decline year after year of complaint files. This allows NAPS to be proactive and spend more time on the complaints we have and looking for the best possible resolution. NAPS has purchased PSB software (IAPro) to assist in tracking and filing. The program has many other great features. PSB has formal training in May and June. It should be fully operational and go live later in the summer.

Investigations of complaints will always be a core function of NAPS PSB; however greater focus and energy should in teaching and data collection to accurately access where we are and where we need to go for years to come. We have accessed our current capacity and to continue success we have identified five (5) areas that NAPS PSB requires to forward:

- Empowering our NAPS Police leaders and supervisors to resolve less-serious conduct, policy, work performance and/or service delivery concerns at the community or regional level. Resolving conflicts and effective leading in real time strengthens trust and confidence in our

2016-2017 Statistics



Police Officers and the public.

- Continuing to develop and strengthen ‘*complainant empathy*’ to our members in all departments both civilian and uniform, this will ensure that we all remain professional and resolution oriented and that we have a profound understanding of the realities of the public we serve. It is also important to strengthen that empathetic approach that we remain communicative and listen to all concerns and refrain from demonstrating ‘defensiveness’ behaviour in our reactions.
- Additional Personnel; in comparison to other Ontario Police Services of the same size, they have 4-6 PSB personnel to manage and investigate public and internal complaints.
- Alternative Dispute Resolution; with the increase of highly complex and diverse conflict among police personnel and the public, it is imperative that NAPS PSB has knowledge and is trained in the latest dispute resolution techniques to successfully negotiate and mediate complaints to a satisfactory resolution.
- Strengthen a concerted effort to ‘*quality assurance*’ in every stage of all our policing services that we provide the communities we serve.

MAKE A COMPLAINT, COMMENT and CONCERN OR COMPLIMENT ONLINE (the 5-Cs)

NAPS has always been proud to provide additional access for community members to communicate with us on-line, whether that’s to compliment a police officer, file a public complaint or to make a comment about our services. There is also a section that you can contact the NAPS Professional Standards Bureau (PSB) directly if you have any questions or require additional information. Use this to contact us if you have a question about the work we do or want general information about making a complaint, comment, concern or compliment.

This service is available right now at our website. On-line submissions are safe, secure and can speed up the process. Complaint forms can still be provided at any detachment or offices in Sioux Lookout, Thunder Bay or Cochrane. Complaints can also be written in a letter format if desired, but it has to be signed and can be faxed, mailed or dropped off at any detachment.

“One of the most sincere forms of respect is actually listening to what another has to say”

Compliment

Have you seen a NAPS Police Officer going above and beyond the call of duty, getting enthusiastic about community outreach or dancing the ‘jig’? We want to hear about it. We value our Police Officer’s efforts and we want to recognize them. You can email, mail, fax, use Facebook or Twitter, phone in or submit on-line your Compliment.

Complaint

There are two (2) types of Public Complaints. They relate to the policies of and services provided by NAPS, or the conduct of a NAPS Police Officer. NAPS takes all complaints seriously. Submit On-line or Print a Complaint Form.

Comment / Concern

Comments and concerns from the Public may be non-formal complaints or concerns that may be used to obtain explanations from NAPS in various less serious situations. NAPS shall ensure that reasonable efforts to address those general concerns and to report back to you what steps were taken. You can email, mail, fax, phone in or submit on-line your comment.

Contact

Please contact the Professional Standards Bureau for more information by mail, email, on-line, fax and by telephone. NAPS PSB is continuing to find new and creative ways to communicate with the people of NAN.

The Professional Standards Bureau looks forward to the future challenges and assisting NAPS with inspiring that trust and confidence we need to effectively provide policing services for NAN and by providing accountability.

Do not hesitate to contact me to see how we can best help you.

INSPECTOR PIERRE GUERARD

Director of Professional Standards

Headquarters

309 Court Street South
Thunder Bay, ON P7B 2Y1

PHONE: 1 (800) 672-2790 Ext. 6108

FAX: 1 (807) 623-2225

EMAIL: psb@naps.ca

Or see us on the web at NAPS.ca



NAPS Badge & Warrant Card Ceremony December 2016

SPECIALIZED UNITS

Drug Unit

Nishnawbe Aski Police Service Drug Unit has added another officer to its compliment. Cst. Shawn Stavlic has been successful in the internal competition for this position. Cst. Stavlic is now actively working in the unit.

On November 2nd, 2016 at 14:30hrs, police received a call stating a suspicious package was delivered at the agent counter destined for Martin Falls, ON.

Police attended the Thunder Bay airport and were shown the suspicious package. Police seized the suspicious package due to the strong odor of marihuana emitting from it.

Police obtained a Search Warrant to search the package. Upon opening the package police found 86.5 grams of Cannabis (Marihuana) contained in a large Ziploc bag. Within the Cannabis (Marihuana) contained a small bank receipt that had 5 Oxycodone 80mg pills. Other contents of the box were a 12 pack of Budweiser beer, Lysol wipes, Ziploc bags, Stove Top Stuffing, Kraft Dinner, and a set of bowls.

On November 8th, 2016, Police arrested and charged 1 individual with Trafficking sec. 5(1) of the Controlled Drugs and Substances Act x 2. The person was given an appearance notice for a February 17th, 2017 Court Date in Thunder Bay.

On November 20th, 2016 a search warrant was executed in Cat Lake First Nation. Police conducted a search of a residence and located 16.7 grams of marijuana, suboxone and \$2650.00 in Canadian Currency. 2 residents were charged with Possession for the purpose of trafficking X 2 and possession of

Cannabis (Marihuana), Money
and Oxycodone



Firearms

property (proceeds) obtained by crime.

A search warrant was executed on December 19th, 2016 in Constance Lake, Ontario. 253 Methamphetamine tablets were found along with 20 hydromorphone pills estimated street value of \$6435.00 with \$680.00 cash. 2 residents were charged with Possession for the purpose of trafficking X2.

A search warrant was executed in the community of Moose Factory on February 2nd, 2017. 1 resident of Moose Factory First Nations was charged with possession of a controlled substance after a search of the residence revealed 120.5 grams of cocaine as well as a firearm. They were prohibited to possess this firearm and this item was seized. Ultimately they were charged with 4 offences. As well, a second person was also arrested on warrants resulting from Project Coast.

Two search warrants were executed in the Community of Eabametoong First Nation on May 28th, 2017. Two people were charged with Possession for the purpose of trafficking, possession of the proceeds obtained by crime, two counts of careless storage of a firearm, two counts of unauthorized possession of a firearm and breach of probation.

Oxycodone and Marijuana was seized with a street value of \$7200.00 along with \$3235.00 in Canadian currency.

This spring brings about new training opportunities in conjunction with Ontario Provincial Police. One learning stream will be the O.P.P. Warrant Service Entry course. Nishnawbe Aski Police Service has secured seats at this event for its members.

Seizures by Front Line Officers

On July 16th, 2017 officers from Attawapiskat detachment attended the local airport with respect to a drug investigation. Officers seized 999 Methamphetamine pills, a small amount of marihuana, cash and 7 bottles of alcohol. The northern street value of the seizure was \$21,000.00. 1 individual was charged with Possession for the Purpose of Trafficking and Possession of Property Obtained by Crime.

On July 23rd, 2017 officers from Kashechewan detachment responded to an assault complaint. As a result of further investigation officers seized 99 Methamphetamine pills worth a northern street value of approximately \$2,000.00. 1 individual was charged with Possession for the Purpose of Trafficking.

On July 27, 2017 officers from Fort Severn detachment attended the Fort Severn airport in relation to a drug investigation. Officers seized 140 Ritalin and Suboxone pills worth an estimated northern street value of approximately \$5,765.00. 1 Fort Severn resident was charged with 2 counts of Possession for the Purpose of Trafficking.



Fentanyl

Fentanyl is a synthetic opiate prescription drug used primarily for the treatment of cancer patients in severe pain. It is estimated to be 50 to 100 times more powerful than morphine.

Unit members have attended public speaking engagements regarding the escalation of Fentanyl abuse. Nishnawbe Aski Police Service Drug Unit has made continued efforts to educate the public and partner agencies on the continued issues associated with Fentanyl. Fentanyl has been detected in our communities and we are making aggressive effort to intervene and disrupt the illegal use of this threat.

Naloxone

Background

In June 2015, the Government of Ontario joined other provinces and territories in calling for Health Canada to remove the prescription status of naloxone. The change in status was finalized by Health Canada in March of 2016.

As a result, effective June 24, 2016, naloxone does not require a prescription to be sold in Ontario pharmacies if indicated for opioid overdose outside hospital settings.

On February 9th, 2017 A/Sgt. Allan Giba welcomed a member of Elevate Pharmacy – Harm Reduction Services to Nishnawbe Aski Police Service Headquarters. 15 members of Nishnawbe Aski Police Service and Anishnabek Police Service were trained in the administration of NALOXONE. Naloxone is an anti-dote used to reverse the effects of fentanyl and other opioids.

The hope is to deploy this training service wide during our annual block training to ensure the future safety of all Nishnawbe Aski Police Service communities and its officers

Nishnawbe Aski Police Service is now a part of a provincial working group that meets monthly to address growing trends and criminality in relation to fentanyl.

Block Training

Specialized unit members will continue to provide 2 hour training sessions during block training and post Aylmer training in Headquarters Thunder Bay. Information will include updated policy regarding confidential informants, drug trends, gang information and crime trends. Being re-introduced into the block training has proven beneficial to unit members as well as the front line officers. Re-opened lines of communication has re-established information corridors for all units. This opportunity to interact with the front line officers is valued. This year's training will be evaluated by participants in a questionnaire at the



Project X-Ray



Project X-Ray

conclusion of the training to further provide quality information to our officers.

Project X-ray

Project X-Ray has been partially operationalized with completion anticipated in June 2017.

Our first unit has been delivered and is now operational in Nishnawbe Aski Police Service Sioux Lookout Detachment. March 10th, 2017 was our first training session that included all our partner agencies including Dryden Police Service, Canada Post, Synterra Security and our own officers.

This unit has many advance technological features that will ensure the safety of our communities and officers. VOTI's scanners employ innovative new feature sets to deliver exceptional contraband and threat detection capabilities. Through an advanced ergonomic interface, operators can manipulate and enhance scanned images in a variety of ways to better pinpoint and evaluate potential threats. The overall threat detection process is enhanced automatically, by a suite of software guided tools and feature sets, including extended, configurable threat libraries. VOTI's 3-D perspective image is extremely clear and detailed, revealing threats not normally visible in conventional systems. Cleverly placed knives, guns, and other hazardous or illegal objects can be hidden from view in the seams of a suitcase and missed by operators that do not perform a manual search. With VOTI's XR3D scanners, concealed items are made obvious – a technological breakthrough in threat aversion.

Deployment of the second unit is currently underway and will encompass new working partners in Cochrane, Ontario. The secondary deployment is hoped to bring an even more meaningful use of the equipment and new partnerships together that will enhance the safety and security of our people and homes.

Nishnawbe Aski Police Service Intelligence Unit

A/Sgt. Allan Giba has occupied Intelligence Officer posting for the past five years. Recently, he has been promoted to rank of Sergeant and will be transferred to Northwest Region working out Sioux Lookout. The Intelligence Officer position has been posted and D/Cst. Chris Carson has been identified as successful applicant. D/Cst. Carson is now actively working in the post.

Confidential Informant Workshop

April 2017 was the second Confidential Informant Workshop. Led by A/D/Sgt. Allan Giba and hosted by the specialized unit members select Nishnawbe Aski Police Service front line officers from Eastern Detachments were given concentrated information over a two day period that enlightened and educated our own officers as to the intelligence cycle and confidential informant engagement and handling.

Project Spotlight

A new working group has been established to collate information regarding Human Trafficking in the north with special consideration to the victimization of vulnerable populations in aboriginal communities. The group includes Nishnawbe Aski Police Service, Royal Canadian Mounted Police, and Thunder Bay Police Service. As this group analyses information, updates as to focus and scope of its purpose will be brought to senior

management for operational considerations.

Guns and Gangs

Specialized Unit members continue to monitor gang activity in the north.

We continue to work closely with the Ministry of Community Safety and Correctional Services – Field Intelligence Officers, Toronto Police Service, Thunder Bay Police Service, and our own officers with regards to local gangs as well gangs originating from southern Ontario.

PAVIS

The Provincial Anti-Violence Intervention Strategy (PAVIS) was launched in 2007 in 15 Ontario communities. Nishnawbe Aski Police Service continues to be a part of this program that targets enforcement in areas where gang activity has been detected. This funding stream supports our specialized units' positions and 2017 has a renewed contract with the Ministry of Community Safety and Correctional Services. The Guns and Gangs Unit, along with the Criminal Intelligence Analyst and D/S/Sgt position are required to report directly to the ministry regarding their duties and activities quarterly. Specific metrics are measured by this ministry.

Crime Unit

The Northeast Crime Unit is one member on the plus side. Nishnawbe Aski Police Service proudly announces D/Cst. Amanda Isaac is the successful applicant for this position.

Sexual Assault Classification Audit

Nishnawbe Aski Police Service undertook their own internal audit of all sexual assault reports and the accuracy of proper investigation classification of this category on NICHE RMS from RMS launch to 2016 year end. After review Nishnawbe Aski Police Service reports less than 5% "unfounded" investigations. This result is much lower than the provincial average. We do not have the baseline as other agencies do as we have a fairly new reporting mechanism in place. However, comparatively speaking this unfounded number of files is low. This low number could be considered a positive indicator of correct classification and proper investigational procedures on the part of our service.

To further address the audit results additional training will be given at all levels to improve investigative accuracy and proper classification of the file type.

CHRIS LAWRENCE

Detective Staff Sergeant



Premier Kathleen Wynne visits Moose Factory

FINANCIAL OVERVIEW

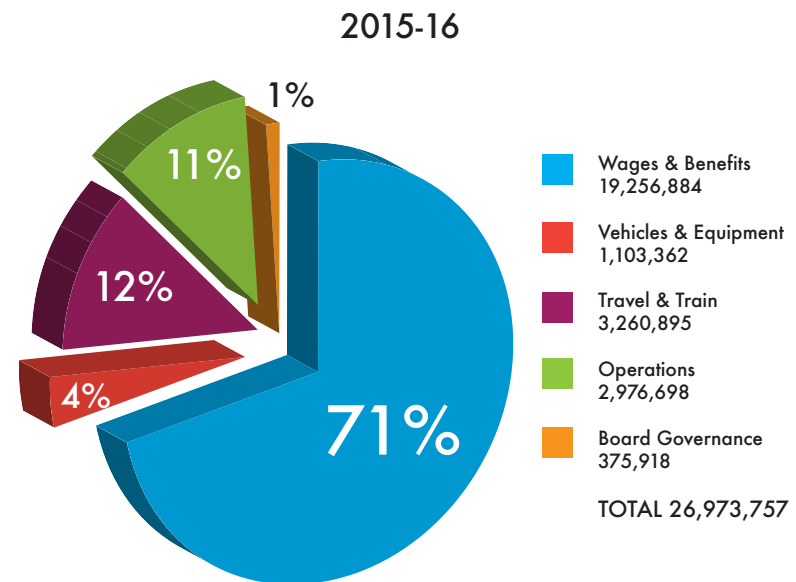
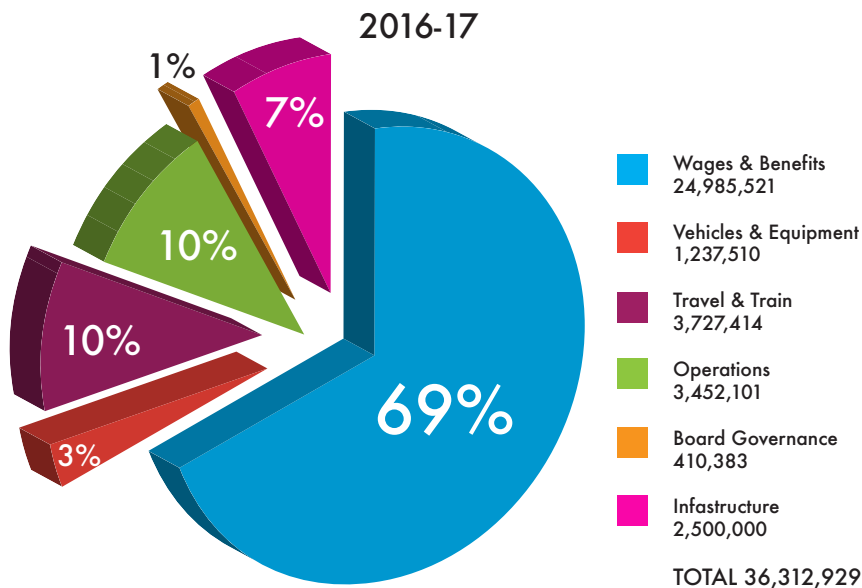
SUSAN MAXWELL

Director of Finance CPA, CGA

As a result of chronic underfunding to staff the stated complement of 145 officers, NAPS has posted a deficit of \$740,261 in the 2016/17 year. However there were a number of positives in the past fiscal year in relation to funding:

- NAPS received \$821,000 in additional funding under “exceptional circumstances” claims
- NAPS received \$2,500,000 in infrastructure funds to repair and upgrade buildings and detachments
- NAPS received funding from the Province of Ontario to pay the officers the arbitrated salary award from 2015. The Province also agreed to fund 15 new officer hires.

The charts below show the increased expenditures in the 2016/17 year.



INDEPENDENT AUDITOR'S REPORT

Independent Auditors' Report

To the Board of Directors of Nishnawbe Aski Police Service

We have audited the accompanying financial statements of Nishnawbe Aski Police Service, which comprise the statement of financial position as at March 31, 2017 and the statements of operations, changes in net assets and cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. These standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Scope for Qualified Opinion

The Organization records motor pool on the debit side. Motor fuel and accounting standards for not-for-profit organizations, a liability should be recorded as the vehicle log is current. As at March 31, 2017 and 2018, had the amount been recorded on the statement of financial position, accounts payable and accrued liabilities have increased and unrestricted net assets would have decreased by \$427,011 (2018 - \$158,727) and revenue from expenses for the year would have decreased by \$12,904 (2018 - \$111,577).

The audit opinion as at and for the year ended March 31, 2018 was qualified in respect of the matter noted above.

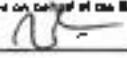
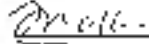
Qualified Opinion

In our opinion, except for the effects of the matters described in the Scope for Qualified Opinion paragraph, the financial statements present fairly in all material respects the financial position of Nishnawbe Aski Police Service as at March 31, 2017 and the results of its operations, changes in net assets and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Thunder Bay, Ontario
July 19, 2017

Michael J. O'Neil
Chartered Professional Accountant
Fellow of the Chartered Accountants

AUDITOR'S REPORT

Nishnawbe-Aski Police Service Statement of Financial Position As at March 31, 2017			
	2017	2016	
Assets			
Current			
Cash	1,158,383	941,106	
Accounts receivable (Note 4)	1,258,125	854,080	
Prepaid expenses	84,111	80,960	
Other	4,878	4,875	
	2,505,497	1,881,021	
Capital assets (Note 5)	4,322,183	4,322,054	
Reverend cash	28,783	27,703	
	6,856,363	6,230,778	
Liabilities			
Current			
Accounts payable and accrued liabilities	4,123,825	2,384,943	
Deferred contributions	92,538	254,090	
	4,216,363	2,639,033	
Funds held in trust	28,783	27,703	
Deferred contributions related to capital assets (Note 5)	936,198	-	
	5,181,344	2,666,736	
Contributed liabilities (Note 6)			
Net Assets			
Current	11,988,147	16,786,668	
Investment in capital assets (Note 5)	3,835,483	4,322,054	
	15,823,630	21,108,722	
	22,679,993	27,800,500	
Approved on behalf of the Board			
Director			
	Director	Auditor	

Nishnawbe-Aski Police Service Statement of Operations For the year ended March 31, 2017			
	2017	2016	
Revenue			
Operations	32,430,094	25,951,811	
Police Board	402,026	398,035	
Other projects	163,176	279,952	
One-time funding	1,680,697	-	
	34,675,993	26,629,798	
Expenses			
Operations	33,650,568	27,369,643	
Police Board	410,383	375,918	
Other projects	169,151	283,717	
One-time funding	1,680,801	-	
	35,910,903	28,029,278	
Deficiency of revenue over expenses for the year	(1,234,910)	(1,399,480)	

Nishnawbe-Aski Police Service Statement of Changes in Net Assets For the year ended March 31, 2017				
	Unrestricted	Investment in capital assets	2017	2016
Net assets, beginning of year	(628,888)	4,320,054	3,691,166	5,090,646
Deficiency of revenue over expenses for the year (Note 10)	(740,259)	(494,651)	(1,234,910)	(1,399,480)
Net assets, end of year	(1,369,147)	3,825,403	2,456,256	3,691,166

HUMAN RESOURCES

Leave Information

Our Compensation & Benefits Administrator Toni in consultation with myself and the Deputy Chief have been working very hard with our employees to provide the information required for leaves in a timely manner and try our best to support the employees while they are off at the same time serving the best interests of the organization. Employee Family Assistance Program is available for our employees, dependents and their spouses, as well as support from our CRIST team and even access to OPP resources in the event of a major incident.

We have made every effort possible to keep our numbers as low as possible, however, the nature of this line of work has our officers in unpredictable and highly stressful situations on the daily and our main goal is to support every officer in whatever way we can, to the best of our ability.

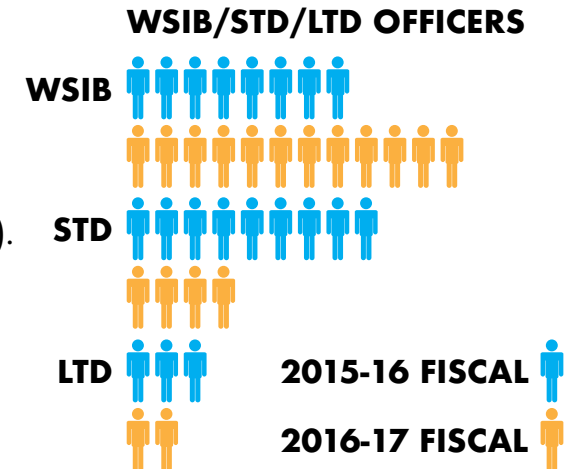
In 16-17 fiscal there were the following leaves utilized:

Long Term Disability – a decrease in Officer claims of 33% was seen in this category as we had begun the year with three (3) Officers off and finished with two (2). Throughout the year four (4) new claims were brought forward and five (5) were closed.

Civilian: Started the fiscal with 0 LTD claims and finished with one (1).

Short Term Disability – A 56% decrease was seen in STD claims of Officers as we had started the year with 9 Officers on STD and finished with four (4). Throughout the year, 4 claims were moved to WSIB, 3 were moved to LTD, 15 claims were new and 15 claims were closed by either the employee returning or the claim being denied.

Civilian: Started the fiscal with one (1) civilian on STD and finished with one (1). Throughout the year 5 new claims were made, 1 was declined, 1 moved from STD to LTD and 3 individuals returned to work.



WSIB – Unfortunately there was a 33% increase in WSIB claims as we had started the year with 8 Officers off and ended with 12 being off. There were 11 new claims made and 7 Officers returned to work.

Civilian: In this area we also saw an increase of 100% as we went from no civilians on WSIB to having one (1) by the end. Throughout the year 2 guards made claims. One claim was abandoned due to insufficient information provided by the claimant.

Other Leaves:

Parental: There were two (2) parental leaves taken throughout the 16-17 fiscal, however, both have expired and the year ended with no one off.

Education: We started 16-17 with one (1) individual on education leave, one more leave was taken, however, both have now expired and the year finished with none.

Maternity Leave: There is currently one (1) maternity leave.



Contract Employees:

We started the fiscal with 3 Officers and 1 Offender Transport on contract. We since offered all three (3) Officers permanent contracts as well as the Offender Transport. To end the year we have four (4) experienced officers on contract. We currently have a contract civilian Office Assistant at our NE regional Headquarters covering for an individual on an unpaid leave.

Resignations

I have been keeping data on resigning employees since January 1, 2017. We have had six (6) resignations in the past 5 months. Of the six (6) one individual went to work in Correction services, two (2) to Ottawa Police Service, one to Orangeville Police Service, one to Anishnabek Police Service and one resigned due to medical.

Three (3) of the six (6) left to be closer to their home base, one (1) for medical reasons, one (1) seeking advancement and one stated various organizational reasons such as working alone, cost of flights to and from work and condition of accommodations and detachments.

Other Human Resources Topics:

In addition to the topics above I have been very busy assisting in the hiring of New Police Constables with Sgt. George, Health and Safety related tasks, posting and sitting in on the selection committee for various internal competitions including but not limited to: Sergeant, Court Officer, Police Constable, CPIC Coordinator and Office Assistant. I was pleased to be a management member of collective bargaining for civilians and to reach an agreement in a timely manner. On occasion I have assisted the Professional Standards Bureau and have completed a Workplace Violence and Harassment Investigation. Sgt. George and I have attended several career fairs and Colleges across the province as well as in Manitoba.

Off-Duty Conduct and Events, Social Media, Children and Family in the workplace and Accessibility for Ontarians with Disability Act have been created and approved by the board. Training modules have been completed by almost all employees moving us closer to being compliant with several pieces of Provincial legislation around Health and Safety.

Major Projects for the 2017-2018 Fiscal include but are not limited to:

- Post-Traumatic Stress Disorder policy and plan rolled out.
- Adopting the Standard for Psychological Health and Safety in the workplace.
- Annual Review of all Policies and Procedures Human Resources Related.
- Comprehensive Review of Attendance Management Program and the plans efficiency after one year of being in place with Officers.
- Complete audit of all employee files to ensure all necessary information is on file and in the correct spot.
- Review of new Performance Evaluations for accuracy and any improvements.

The year has been very busy and rewarding and I continue to learn more about policing each and every day. I am proud to be an employee of Nishnawbe Aski Police Service and will continue to do my best to support the Officers, Civilians and Management in any way that I can.

ELISE JOHNSON

Human Resources Advisor



The faces of NAPS Sgt. Jackie, George, Laurie Horlick, Jennifer Kennard, and Kathleen Pilcher

IN-SERVICE TRAINING

The Nishnawbe Aski Police Service has continued to work on exploring new avenues such as reality based training, designing and implementing realistic curriculum that will maximize hands on learning and enabling our members to successfully master tactics and techniques that focus on survival in the field.

The vision for 2017's Block training itinerary is to focus on delivering further dynamic firearms training including additional movement and turning drills trying to phase out old training habits such as tunnel vision and static shooting. Also building on officer operational readiness by incorporating live fire simmunition training into the scenarios giving operators the opportunity to test their abilities and limitations.

Emergency Response Team (Update)

The Nishnawbe Aski Police / OPP Integrated Emergency Response Team, responded to over 188 calls last year and so far 113 this year. ERT is an added resource to our frontline personnel, providing support to our communities in the time of crisis such as response to search of lost or missing persons,/ active shooter / barricaded incidents, as well as assistance to major events where there is a heightened concern or possibility for violence or disorder.

The Nishnawbe Aski Police Service and the Ontario Provincial Police have been in partnership since 2014 and has proven too be beneficial to both organizations, ERT is called upon to not only assist with our very own NAN communities but also our brother / sister First Nation communities and organizations such as Anishinabek Police Service and Treaty Three Police whenever they may be in need of assistance.

ERT has continued to grow and is currently seeking (6) additional members to compliment the team, which I deem will only enhance support to the communities to which we serve.

The Nishnawbe Aski Police continues to provide a wide range of opportunities, from frontline policing to specialty units such as Drug Enforcement, Gang Enforcement, Crime Unit, Media Relations, Recruitment, Training, ERT, as well as career development training and advancement at the numerous levels of Leadership.



This year the Nishnawbe Aski Police Training Unit has delivered training in the following areas, ;

April 2016

Course / Seminar / Workshop	Training Location / Date	# of Members Trained
ERT Basic	April 3 - June 9	1
Post Recruit Training	April 4 -15	4
Pre-Recruit Training	April 18 - 22	4
Total members Trained April 2016		9

May 2016

Basic Constable Training	OPC May 4 - July 28	4
ERT Spring Maintenance	Atikokan, ON May 24 - 26	4
Annual Block Recertification	Thunder Bay May 24 - 26	2
Radar / Lidar Instructor Course	May 30 - June 3	1
Total members Trained May 2016		11

June 2016

Annual Block Recertification	Thunder Bay June 7 - 9	4
Annual Block Recertification	Thunder Bay June 14 - 16	8
Annual Block Recertification	Thunder Bay June 21 - 23	8
Annual Block Recertification	Thunder Bay June 28 - 30	4
Total members Trained June 2016		25

July 2016

Annual Block Recertification	Thunder Bay July 5 - 7	4
Annual Block Recertification	Thunder Bay July 12 - 14	5
Annual Block Recertification	Thunder Bay July 19 - 21	7
Annual Block Recertification	Thunder Bay July 26 - 29	5
Total members Trained July 2016		21

August 2016

Course / Seminar / Workshop	Training Location / Date	# of Members Trained
Post Recruit Training	Thunder Bay Aug 22 - Sept 2	4
Pre-Recruit Training	Thunder Bay Aug 29 - Sept 2	8
Annual Block Recertification	Thunder Bay Aug 23 - 25	2
SOCO	OPC Aug 22 - Sept 2	1
Total members Trained August 2016		15

September 2016

Annual Block Recertification	Thunder Bay Sept 6 - 8	4
Annual Block Recertification	Thunder Bay Sept 13 - 15	8
Annual Block Recertification	Thunder Bay May 20 - 22	8
ERT Fall Maintenance Training	Nipigon, ON Sept 19 - 23	4
Basic Constable Training	OPC Sept 7 - Dec 3	8
Total members Trained September 2016		32

October 2016

Annual Block Recertification	Thunder Bay October 4 - 5	9
Annual Block Recertification	Thunder Bay October 11 - 13	8
Annual Block Recertification	Thunder Bay October 18 - 20	3
Annual Block Recertification	Thunder Bay October 25 - 27	6
Total members Trained October 2016		26

November 2016

Course / Seminar / Workshop	Training Location / Date	# of Members Trained
Annual Block Recertification	Thunder Bay Nov 1 - 3	6
Annual Block Recertification	Thunder Bay Nov 15 - 17	6
Annual Block Recertification	Thunder Bay Nov 22 - 24	8
Annual Block Recertification	Thunder Bay Nov 29 - Dec 1	7
ERT Maintenance Training	Thunder Bay Nov 5 - 9	4
DNA Data Collection Course	OPP Nov 23	2
Fentanyl Symposium	Toronto, ON Nov 30 - Dec 1	2

**Total members Trained
November 2016**

35

December 2016

Post Aylmer Recruit Training	Thunder Bay Dec 5 - 16	8
Pre-Aylmer Recruit Training	Thunder Bay Dec 19 - 23	18
Annual Block Recertification	Thunder Bay Dec 6 - 8	5
Annual Block Recertification	Thunder Bay Dec 13 - 15	7

**Total members Trained
December 2016**

38

January 2017

Annual Block Recertification	Thunder Bay Jan 11 - 12	4
Search Warrant Course	OPC Jan 9 - 13	1
Basic Constable Training Course	OPC Jan 11 - April 5	18
CEW User Training	Thunder Bay Jan 16	1
Firearms Transition Training	Thunder Bay Jan 19	1

**Total members Trained
January 2017**

25

February 2017

Course / Seminar / Workshop	Training Location / Date	# of Members Trained
ERT Maintenance Training	Thunder Bay Feb 5 - 9	4
Annual Block Recertification	Thunder Bay Feb 1 - 2	4
OSOR Investigative Course	OPP Feb 7 - 10	1
Emotional Intelligence Course	OPC Feb 22	1
Team Building	OPC Feb 23	1
GIT Course	OPC Feb 27 - March 3	1
Motorized Snow Vehicle Course	Nipigon, ON Feb 21 - 25	1

**Total members Trained
February 2017**

13

March 2017

Annual Block Recertification	Thunder Bay March 27 - 31	3
Covert Operation Handler Course	CISO March 19 - 24	1

**Total members Trained
March 2017**

4

Total Members Trained 2016 - 2017 Fiscal

254

Summary

Through consistent research and development, the Nishnawbe Aski Police Service continues to be a leader among police organizations in providing the members with the tools, abilities and skill set to conduct their duties properly and more efficiently, Training not only benefits our members but our communities as well, we will continue to strive to reach further and become stronger as a united policing family.

For further inquiries please contact:

SERGEANT CHRIS EISENBACH

Training / Emergency Response Team Coordinator



ERT Unit



Cst. Trent Abernot - ERT Graduate

RECRUITMENT REPORT

Nishnawbe Aski Police Service is committed to recruiting members that are representative of the communities that we serve and preference is given to applicants who are from the Nishnawbe Aski Nation. The number of First Nation people who are interested in a policing career with NAPS continues to rise and the recruiter continues to work closely with these individuals. Study material continues to be purchased, reviewed and distributed to these interested people. Representatives from Nishnawbe Aski Police make frequent visits to new recruits who are away to study at the Ontario Police College. It is our intent to continue to mentor and direct everyone toward their goal of becoming a police officer with NAPS.

In the past year, 36 police officers have been hired.

NEW OFFICERS (16), FIRST NATIONS OFFICERS (14), EXPERIENCED OFFICERS (6)

Recruitment information booths and classroom visits were attended for the following events:

April – December 2016 Presentations & Career Fairs

Apr 5 Keewatinook Internet High School, Video Conference Presentation on Police Recruitment

Apr 22 Thunder Bay Indian Friendship Centre, Policing & Personal Safety Presentation, Thunder Bay

Sep 8 NAN Student Orientation, Dennis Franklin Cromarty High School, Thunder Bay

Sep 10 Maadaadizi, 3rd Annual Post Secondary Student Orientation, Thunder Bay

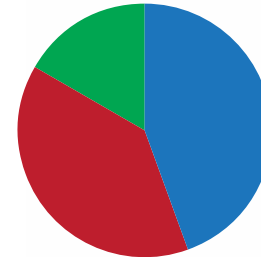
Sep 21 Fall Feast and Festival of Services, City of Thunder Bay Aboriginal Liaison Office/Crime Prevention Council/Thunder Bay Drug Strategy, Canadian Lakehead Exhibition, Thunder Bay

Sep 24 Discover Policing Expo, Mohawk College Fennell Campus, Hamilton

Sep 27 Pathways to Policing & Justice Services Symposium, Seven Generations Education Institute, Kenora

Sep 28 Police Recruitment Presentation, Police Foundations Class, Assiniboine College, Brandon MB

Sep 29 Police Recruitment Presentation, Police Foundations Class, Northwest Law Enforcement



Academy, Winnipeg MB

Nov 1 Police Recruitment Presentation, Police Foundations Class, Sault College, Sault Ste. Marie

Nov 2 Police Recruitment Presentation, Police Foundations Class, Cambrian College, Sudbury

Nov 2 Police Recruitment Presentation, Police Foundations Class, Canadore College, North Bay

Nov 3 Police Recruitment Presentation, Police Foundations Class, Northern College, Timmins

January – March 2017 Presentations & Career Fairs

Feb 17 Pelican Falls Career Fair, Sioux Lookout

Feb 22 Delores D. Echum Composite School, Moose Factory

Mar 3 Police Recruitment Presentation, Police Foundations Class, Confederation College, Thunder Bay

Mar 7-9 Recruitment Booth, Matawa Education Conference, Valhalla Inn, Thunder Bay

Mar 13-15 Recruitment Booth, Little NHL Hockey Tournament, Mississauga

Mar 30-31 Recruitment Booth, Career Fair, Mamawmatawa Holistic Education Centre, Constance Lake First Nation

NAPS will accept applications from those who meet all of these seven requirements:

Constable Position Requirements:

- Has the O.A.C.P. Certificate of Results (COR)
- Nineteen (19) years of age or older;
- Canadian Citizen or a Permanent Resident of Canada;
- Completion of a grade twelve education;
- No Criminal Record or has received a Record Suspension (Pardon);
- Physically Fit;
- Up-to-date First Aid/CPR Certificate;
- Valid Full Class 'G' Driver's Licence with no restrictions.

SGT. JACKIE GEORGE

Uniform Recruitment











Little NHL in Mississauga, ON



2017 Public Safety Exp CLE
Thunder Bay, ON

INCIDENTS REPORT

									
MURDERS	0	1	0	1	SUSPICIOUS ACTIVITY/PERSON/VEHICLE	41	86	34	161
BREAK & ENTERS	126	102	50	278	SUDDEN DEATH	11	11	7	29
ROBBERIES	6	4	2	12	MENTAL HEALTH ACT	169	120	37	326
THEFTS - MVS	23	8	2	33	ATTEMPT SUICIDE	77	65	15	157
THEFT & POSSESSION	171	94	39	304	THREAT OF SUICIDE	146	80	27	253
FRAUDS	13	11	0	24	YOUTH COMPLAINT	153	63	37	253
OFFENSIVE WEAPONS	25	31	4	60	CRIMINAL RECORD CHECKS EMPLOYMENT/VOLUNTEER	430	202	59	691
ARSON	30	27	12	69	PATROL/PROPERTY CHECKS	19	348	52	419
BAIL VIOLATIONS	303	203	64	570	ANIMAL COMPLAINT	104	73	64	241
DISTURB THE PEACE	153	134	30	317	COMMUNITY SERVICE	133	381	83	597
MISCHIEF	639	280	72	991	ALARM/FIRE ALARM	136	36	33	205
CRIMINAL CODE-OTHER	190	161	59	410	PROPERTY - LOST/FOUND/DAMAGED	24	16	11	51
DRUGS	62	47	33	142	MISSING PERSON	28	39	24	91
LIQUOR ACTS	626	829	85	1540	FAMILY DISPUTE	170	78	41	289
SEXUAL ASSAULTS	109	187	37	333	UNWANTED PERSONS	542	872	153	1567
ASSAULTS	539	664	161	1364	KEEP THE PEACE	9	8	16	33
DANGEROUS OPERATION	10	5	3	18	R.I.D.E.	21	124	59	204
IMPAIRED OPERATION	74	73	9	156	TRAFFIC RELATED	165	156	76	397
POLICE ASSISTANCE	1071	1596	398	3065	MOTOR VEHICLE COLLISION	53	43	20	116
ESCORTS - PRISONERS	365	259	7	631	NOISE COMPLAINT	27	24	17	68
					PERSON CHECK-IN/COMPLIANCE CHECKS	81	125	23	229
					911 CALL/911 HANG UP	18	1	26	45
					ALL OTHERS	797	836	344	1977



NORTHEAST 7,889



NORTHWEST 8,503



CENTRAL 2,325



TOTAL 18,717

IN MEMORIUM

SANTOS, Ronald Rivera - 1976-2016

It's with heavy hearts that the family announced Ron's peaceful passing, surrounded by love from family and friends, on Saturday December 17th 2016 at the Timmins and District Hospital, at the age of 40. He fought a courageous battle with cancer, always having a positive attitude and showing everyone what it means to be a fighter. He is survived by his sons William and Tyler Santos of Timmins, his girlfriend Richelle Fidello, his parents Fausto and Felisa Santos and his siblings: Ray Santos (Janette), Gina Santos-Bastin (Kevin), Joel Santos (Gina) and Andrew Santos (Jamela) all of Timmins. Also left to mourn are his many nieces and nephews: Ian, Alisa, Matthew, Jasmine, Angelleoj, Nagel, Gian, Audrey and Jaiden. He will also be sadly missed by his aunt Marina (Serge), his cousins, Emilio, Imelda, Emily, E.J., Marissa, Dhen, Lian, Dolores, his best friends Tammy and Al Monette and all of his family and friends back home in the Philippines and abroad. Ron enjoyed spending time with family, friends and most importantly his cherished sons, he would do anything for them, they meant the world to him. One of Ron's many passions was cooking, he spent several years working as a "sous-chef" at the Senator/Days Inn Hotel, where he would volunteer his time to the many Galas and Balls throughout his career. He was a 2nd degree black belt Jiu Jitsu Sensei. He started his policing career as a special constable with Timmins Police Service then moved to Nishnawbe Aski Police Service where community policing was his passion. He would spend many days and nights serving the communities, taking part in ceremonies, teaching the young children and helping the less fortunate. He had a huge heart and may he rest in peace.



GET IN TOUCH WITH US

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