

A New N.A.P.S.

2017-2018
Annual Report



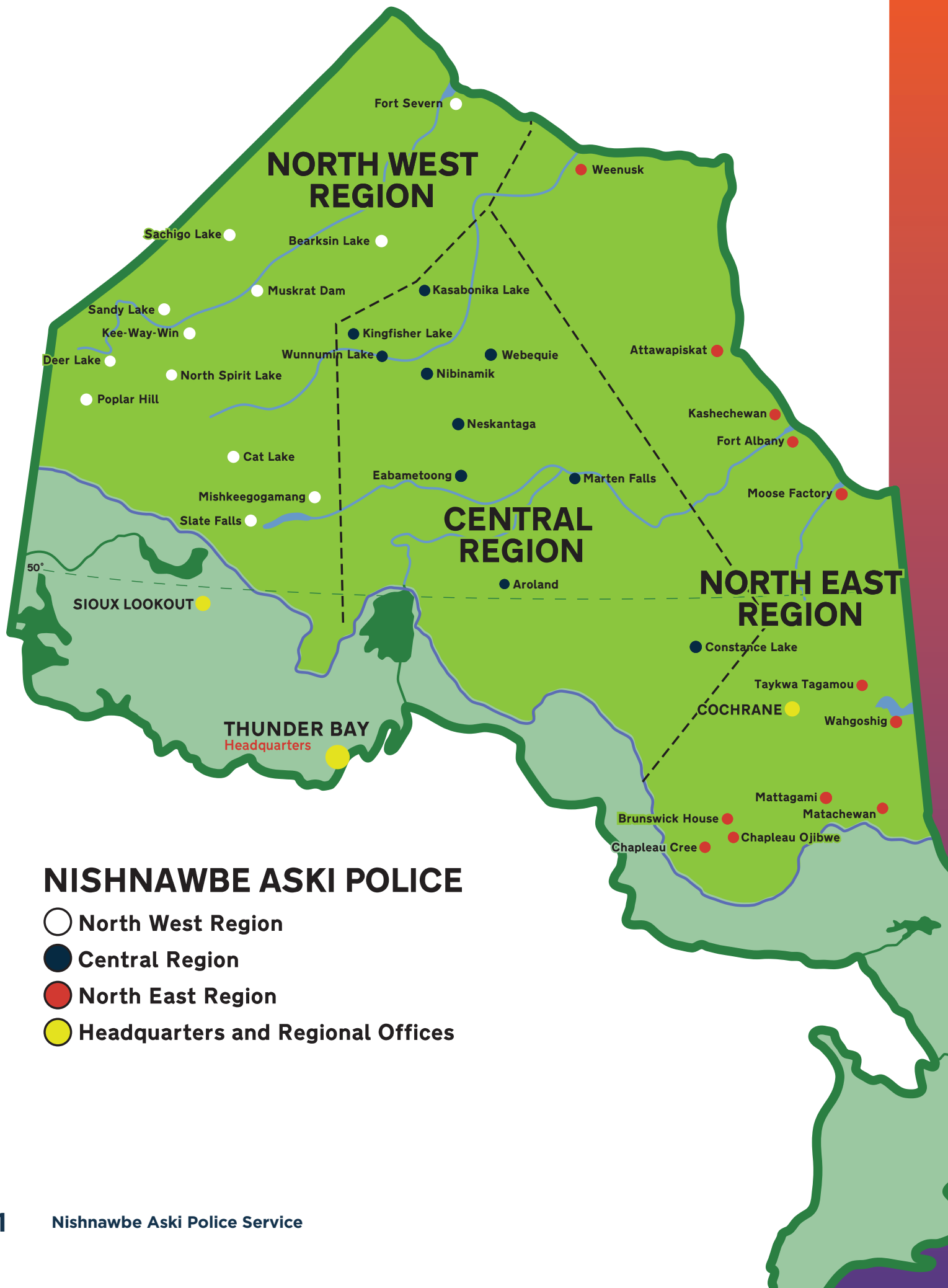






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NISHNAWBE ASKI POLICE

- North West Region
- Central Region
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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 the Nishnawbe-Aski area that will assertively promote harmonious and healthy communities.

Commitment to the Mission

1. To achieve this mission, in partnership with the communities we serve, we shall:
2. Be representative of the First Nations and communities that we serve,
3. Provide a community-oriented police service,
4. Protect persons and property through crime prevention, community education, and appropriate law enforcement; and
5. Provide a level and standard of police service the same or higher quality that exists elsewhere in Canada.

Vision Statement

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



Core Values

These are the distinct values for the Nishnawbe-Aski Police Service. These values reflect the diversity of the First Nations in Nishnawbe-Aski Nation.

Community Minded: We provide a service to our communities that is tailored to cultural differences. We are aware and responsive to community needs.

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.

Competence: We develop our employees to achieve or exceed the Provincial Standards of quality in Policing. Our employees are dedicated and committed to the First Nations they serve.

Communication: We are committed to full and frank communication fostering positive relationships.

We recognize the diversity of each of our communities and are committed to working with each First Nation to meet its separate needs.

Chairperson Report

Watchya, Bozhoo,

It's been a tough year for NAPS management and the Board as we continued to negotiate adequacy standards with the Province, while facing the deadline of the NAPS agreement which expired on March 31, 2018. My report usually takes in things that happened within the fiscal year but with this report I feel we must divulge what transpired in April and May of 2018 in order to discuss the outcomes of two of the major negotiation tables we had with NAN/NAPS and the funders. Those were the Adequacy Standards Table and the new funding agreement.

Most of the leadership is aware that NAN and NAPS have sat down with Ontario to review and add definitions and sections to the Police Services Act related to First Nations inclusions. It was no easy task that was three years in the making. Bill 175 was introduced in the Ontario Legislature this spring and later the sections related to First Nations Policing were proclaimed and will become law in January of 2019. Our Board is preparing the work now needed to utilize that proclamation to become the first Indigenous Police Service in Canada to be recognized as a Police Service with the backing of the rule of law. No longer will we have to suffer funding shortages caused by systemic underfunding the program status brings. It will take some time to put all of this into effect but come January of 2019 we will have legal recourse to eradicate poor funding choices that allow standards to be ignored. "Community Safety Backed by the Rule of Law", no longer just a phrase coined by our legal Counsel but a mantra we can rely on to build our Service to suit the needs of the communities. The Board will continue to work hard to ensure implementation of the changes are instituted and that NAPS becomes a legislated Police service soon after the law comes into effect.



Mike Metatawabin
Board Chair

While we approached deadlines in the AST process our current agreement was set to expire on March 31, 2018. With the Ontario Government set to change we had to corral both Governments into the negotiation process. We relied again on NAN and the Grand Chief's office for political and technical support at the table to get Governments to commit to negotiations. The NAPS Board and NAN Leadership insisted that there would not be a NAPS if the deal did not find solutions to chronic underfunding shortfalls, additional officers, infrastructure and communications. A three-year deal was signed minutes before the Liberal Government was dissolved and an election called. We will get the communications we asked for. Dispatch and connection to comm-center even when out on patrol in the communities is a key safety issue with the officers. In addition, we will be adding 55 officers to our complement in the next three years this will be key to ensuring that we get to a point where there is always more than one officer in the community. Having backup is key particularly in the remote communities. The funders also signed an MOU for an additional 24 officers in years 4 and 5 going beyond the current agreement.

On the infrastructure front, Public Safety Canada has committed to fund two new detachments this year in Sachigo Lake and Bearskin Lake. We do plan to initiate other builds as well but are awaiting the rollout of infrastructure money from the Federal Government so that we can construct other detachments that are also slated for renewal.

The Board has to acknowledge the great effort put forth by our leadership at NAN. Grand Chief Fiddler and Senior Policy Analyst, Tobey Meyer worked diligently with the NAPS team and Falconers LLP to see both of those tasks through to completion. Well done.

I also wanted to put some effort in my report to talk about our Chief of Police, Terry Armstrong. Terry has been with us for over 5 years now. He was eligible for retirement 8 years ago. We signed him up for two but managed to stretch that out to everyone's benefit. Terry's ethics, his commitment to the Nishnawbe people, the communities and his officers are simply second to none. When he announced his intent to retire in a letter I received on July 12th. I was both happy and sad because it's hard to let someone go who has done so much in so little time. Terry being the ultimate supporter of NAPS will be with us for the next month or so helping us put things in order for transition of leadership in his position and to assist on redrafting the 5-year business plan for NAPS.

Terry has helped many of our officers over the past five (5) years. He has brought stability and with that NAPS has grown internally, we have matured into a Service that we can all be proud of. We've done a lot with the little we were given. Now that we are on a path to getting proper resources we can achieve a level of service and safety that our communities deserve. Thank you, Terry, for helping to make our

vision of NAPS a reality for our people. We are all indebted to you for your efforts.

The next few years for NAPS will be ones of growth, of realization and of maturation as we fill the role of the largest stand alone First Nation Police Service in the country. We are poised to become the first to be legislated under the new Bill 175. With a change in Government we need to be vigilant that the piece of the Bill that was passed and is set to become law in January is not dragged into a political void by the newly elected Ontario Government. We have already begun to work with the Ford Government in that regard.

We have a lot of work to do but we are enthusiastic about the prospects and the robust agreement which will allow us to serve in better capacity.

Meegwetch.

Mike Metatawabin
Board Chair



Chief of Police

This was a very significant year for NAPS as the Service received, without a doubt, one of the most monumental Tripartite Agreements since its inception. NAN leadership, the NAPS Board and NAPS made it very clear to the funders that a significant change was needed to sustain NAPS and to keep the communities safe. Officers working alone without proper equipment and infrastructure was not acceptable as it continues to put the citizens of NAN safety at risk. The agreement was highlighted by seventy nine (79) new officers over the next five (5) years with fifty five (55) of those hired in the first three (3) years.

With a present complement of just over one hundred and sixty (160) officers this is a growth of almost half of our previous complement and puts us at around two hundred and forty (240) officers. NAPS deficit, brought on by chronic underfunding, will be retired. An increase to the budget to cover off on shortfalls was also included and will help NAPS stay out of deficit in the years to come. We are also seeing a much needed new radio system that will connect our officers to a police communications centre and will not only increase officer safety but also the safety of our communities overall. All calls will be recorded and officers will be able to access resources and policing information instantaneously. The government funders also agreed to build detachments in Sachigo and Bearskin in the coming year. These detachments had topped the list for replacement for many years. NAPS along with NAN leadership and the NAN Board also worked on the legislative inclusion piece in the Police Services Act. The Ontario Liberals had agreed to include First Nations Police services into the Police Services Act under Bill 175. The government changed hands in June and at the time of authoring this report the Ontario Conservatives were reviewing the Bill.



Chief Terry R. Armstrong
Chief of Police M.O.M.,
C.M.M. III

The expansion of NAPS's frontline to two hundred and forty (240) sworn officers is coming however, as mentioned, it will be a five (5) year process in total, so communities will see a much needed gradual increase to complement. As a police agency we want to focus on hiring from within NAN and we encourage members from NAN to apply. We have seven (7) recruits graduating in July and we have seats to send twelve (12) more recruits in September. January 2019 class will also be 10-12 applicants depending on seat availability at the Ontario Police College. The recruitment process as an ongoing process puts a strain on our civilian staff as there is much work to hiring. I want to commend the civilian staff for all their continued hard work.

NAPS is working on a new business plan to properly capture and implement all the significant changes that are taking place. Our previous business plan is set to sunset and organizationally we need to ensure we have direction and vision.

You will see from the enclosed report that we have been very active in areas of frontline policing, specialty teams including drug enforcement, crime and ERT. Part of our organizational vision, outside

of frontline expansion, is expansion in the areas of Drug Enforcement Units and Crime Units. With the expansion of the Service this will become a reality. The future of NAPS looks very bright. NAPS will celebrate 25 years in the coming year, 2019.

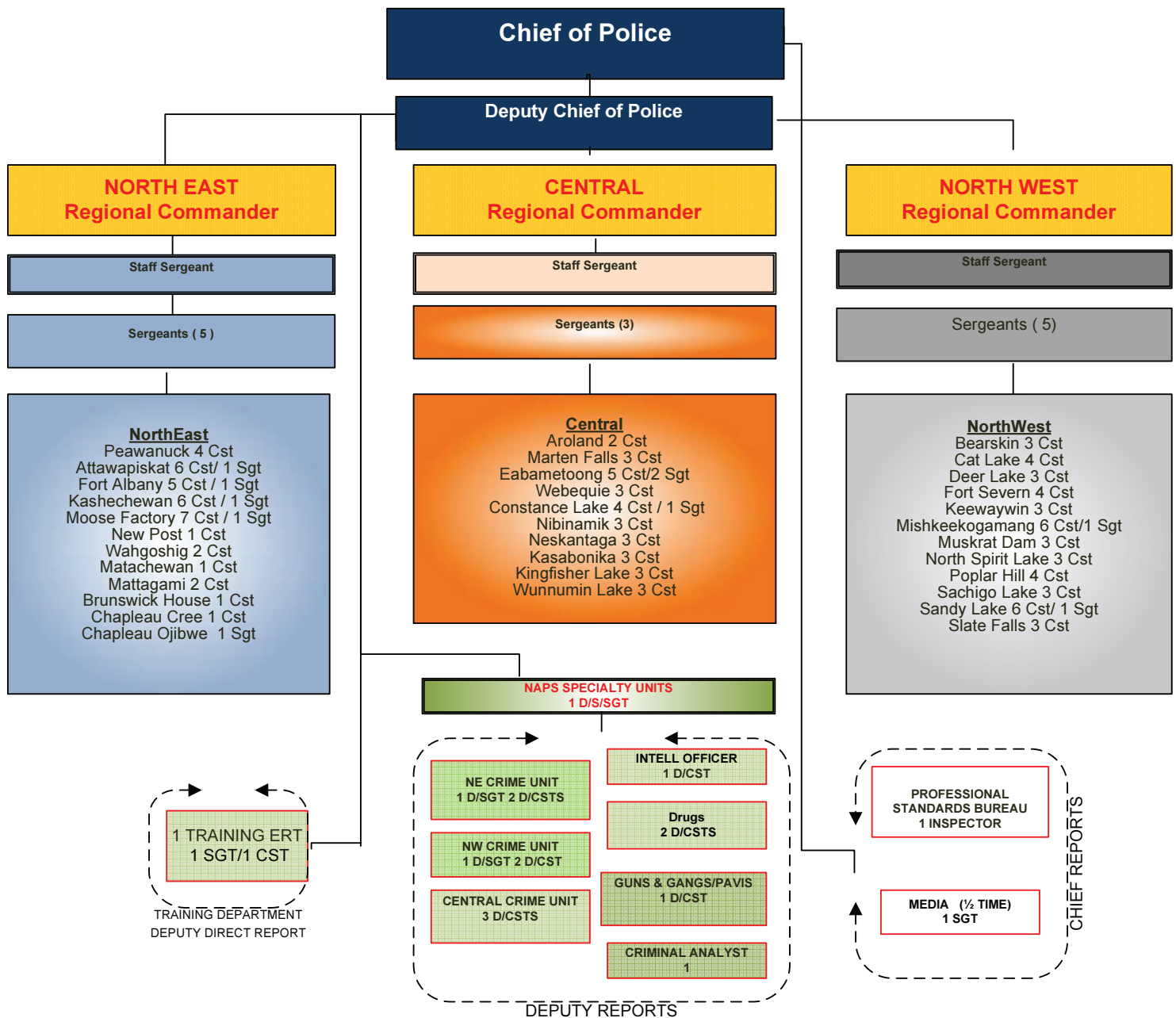
This will be my last Chiefs Report for the Keewaywin conference as I am set to retire in the coming months. I want to thank the leadership of the communities, the members of the communities, the NAPS board, our officers, NAPS management, Deputy Chief Morrison and of course our civilian staff for their support over the past five (5) years. I also want to thank the NAN leadership and in particular Grand Chief Fiddler for his support over the past five (5) years.

I worked with Grand Chief Fiddler, under some very difficult circumstances, both as Deputy Grand Chief and then later as Grand Chief and he took a very strong stance on safety for the NAN communities. My experience is that he is a man of vision, integrity, compassion and honour.

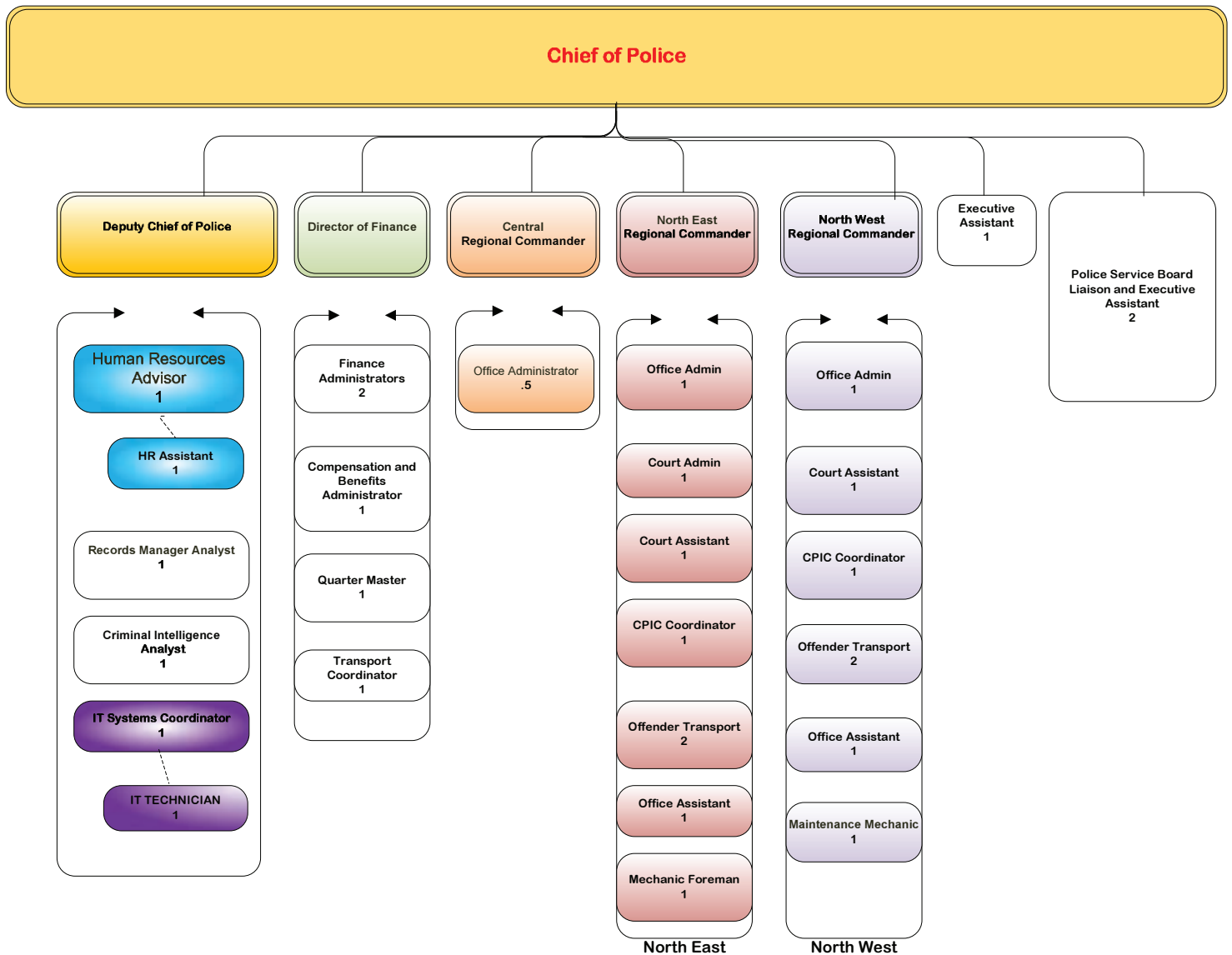
Chi miigwetch
Terry R. Armstrong
Chief of Police M.O.M., C.M.M III



Uniform Organizational Chart



Civilian Organizational Chart



Deputy Chief of Police

Wachay, ahnee, boozoo, my name is Roland Morrison, I am a member of the Chapleau Cree First Nation and I am the Deputy Chief of your Nishnawbe Aski Police Service (NAPS). As your Deputy Chief I am responsible for the operations and administration of NAPS. This responsibility entails ensuring all internal departments are operating efficiently. Within this 2017 / 2018 Annual Report you will be provided with updates from our three Regional Inspectors, Human Resources, Specialized units, Training Sergeant, and Professional Standards.



Roland Morrison
Deputy Chief of Police

This year was a monumental year for NAPS, in May 2018 Nishnawbe Aski Nation (NAN), NAPS signed a new funding agreement with the Federal and Provincial government. This new agreement will provide much needed additional officers to our frontline complement through the hiring of seventy nine (79) additional officers. This will raise the NAPS officer complement from one hundred and sixty officers (160) to two hundred thirty-nine officers (239).

In addition to the new officers the new agreement will supply a new radio system that will connect all our remote communities to an OPP Communication Center. This new radio system is an enormous health and safety piece that will certainly benefit our NAPS officers. Also part of the new agreement, two new detachments will be built for the communities of Sachigo Lake and Bearskin Lake. These detachments for Sachigo Lake and Bearskin Lake were long overdue as the current detachments do not meet the adequacy standards. The construction of these detachments will commence next summer.

Operational Update

It is the expectation of NAPS senior management that the Regional Inspectors, Staff Sergeants and frontline Sergeants engage with the leadership of the communities to hear and address community issues and concerns. The vast majority of these meetings with community leaders and the single most important and pressing issue is “drugs”. In addition to the drugs entering our communities the Regional Inspectors, Staff Sergeants and frontline Sergeants are quite busy dealing with a range of issues such as; officer shortages, supervision of officers, community concerns, chief and council requests, officer shortages, detachment repairs, court and the transportation of prisoners.

Yet despite these numerous issues each Regional Inspector, Staff Sergeant, Sergeant and all administration staff work diligently to contribute to ensure police coverage for all our communities.

Calls for Service and Criminal Charges per Region

For the calendar year of 2017 there were twenty one thousand one hundred and eighty-eight (21188) calls for service across all of NAPS three regions. The Northeast Region had nine thousand two hundred and sixty-three (9263) calls for service, the Northwest Region had eight thousand three hundred and thirty-eight (8338) calls for service and the Central Region had three thousand five hundred and eighty-seven (3587).

In addition to calls for service, in 2017 there were one thousand seven hundred and eighty four charges (1784) laid in the Northeast Region. In the Northwest Region there were one thousand and five hundred and eighteen (1518) charges laid and in the Central Region there were three hundred and fifty-two (352) charges laid.

A more detailed breakdown of the types of calls received is provided in this annual report.

Specialized Units / Regional Crime Units

In December of 2017, Ontario Provincial Police seconded officer and supervisor of our NAPS Specialized and Regional Crime Units – Detective Staff Sergeant Chris Lawrence left Nishnawbe Aski Police and returned back to the Ontario Provincial Police. Nishnawbe Aski Police wishes to thank Detective Staff Sergeant Lawrence for his time supervising our specialized unit and regional crime units.

With Detective Staff Sergeant Lawrence's departure he is replaced by Brad Duce who was promoted through our internal competition from Detective Sergeant to Detective Staff Sergeant. Detective Staff Sergeant Duce brings with him over twelve years of working in specialized units and has been the lead on some major drug investigations with our policing partners.

Regional Crime Units

Each regional crime unit continues to be very busy investigating numerous major occurrences that occur throughout each region. Some of the major occurrences that are investigated by the crime units are sudden deaths, sexual assaults, aggravated assaults and domestic assaults.

For a one year trial, NAPS decided to relocate three Detective Constables (two from our Northwest and one from our Northeast Crime Units) to our General Headquarters to serve the Central region. As our NAPS plane is based out of Thunder Bay these three Detectives also serve as a quick response team to major occurrences across our three regions.

Specialized Units

One of the most constant issues management hears consistently when meeting with leaders of the communities is the issue with drugs. Last year management decided to create an additional drug position and this year management decided to extend the position for an additional year.

Due to the declared state of emergency called by the Mushkegowuk Tribal Council, our specialized units spent numerous investigative hours in the Northeast region. Our Detectives worked with our

policing partners and were successful in arresting drug dealers who were linked to importing and trafficking drugs into our northern remote communities along the James Bay coast. There was a press release back in early June 2018 by the OPP that showed the success of the cooperative investigative results of this investigation.

Emergency Response Team

Currently, NAPS has four (4) members on its Emergency Response Team. NAPS will be looking to increasing the ERT team to ten (10) members. The posting for next year's ERT competition was recently advertised and NAPS hopes that more of our officers pass the October OPP assessment phase and qualify for the ten weeks of the Emergency Response Team training in April of 2019. This year two officers from NAPS qualified for the training and one officer – Constable John Paul Nanowski of the Kingfisher Lake detachment passed this intensive training.

Human Resources

Recruitment and Hiring of New Officers

With the newly signed agreement NAPS will have to aggressively recruit to fulfill the goal of seventy nine (79) new officers over the next five

(5) years. To meet this quota, NAPS will start actively attending large Indigenous events to convey to the Indigenous population that policing employment opportunities are available with NAPS.

NAPS has already started attending Indigenous events in other provinces to provide information about NAPS and inform them of our hiring. Our most recent recruitment

trip in April 2018 to The Pas Manitoba showed that NAPS is not known outside of Ontario.

Last year NAPS hired fifteen (15) officers and there was 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 IT have some form of involvement in the hiring process and each deserve to be acknowledged. To provide assistance with the large influx of expected new officer hires over the next five years NAPS will be hiring a Human Resources Clerk to provide assistance with our application and hiring processes.

NAPS will continue its efforts to recruit at the local community level through attending career fairs and attending the colleges in Manitoba and Northern Ontario to meet with Police Foundation classes.

Ontario Police College

The six (6) officers who attended the fall intake of Basic Constable Training have now completed their coach training and have just recently been deployed to their assigned communities in May 2018. The five (5) officers who attended the winter intake are currently in the midst of their coaching and should be working on their own by September. Currently there are seven (7) officers at the summer intake and of the seven (7) hired two (2) are Indigenous.

NAPS has secured twelve (12) seats for the fall OPC intake and we will look to be filling every seat and for the winter OPC intake NAPS will be requesting an additional eight (8) to ten (10) seats.

Constable Kevin Roy
Sturgeon Falls, ON



Make a
difference,
become a
NAPS Officer



Workplace Safety Insurance Board (WSIB)

NAPS continues to see officers go off on medical leave from traumatic events experienced on the job. Without presenting hardship on the organization, HR and I continue to work with WSIB Return to Work specialists to offer modified duties to those officers who have been medically cleared to return to work. You will read a more in depth report from our Human Resources Advisor on how these traumatic events are impacting our resources.

Maintenance Update

PDR Contracting

Last year NAPS and PDR (a Thunder Bay contracting company) entered into a one year agreement where PDR would address NAPS maintenance issues. The feedback we have heard from our Regions about PDR has been very positive because of how quickly they respond to our maintenance requests especially emergencies. However, I must point out that there has been an increase in costs in addressing our maintenance issues and this can be due to our aging infrastructure.

Due to Health and Safety issues for the roof at our Keewaywin detachment, NAPS received funding from the Federal Government to replace the roof. This major project was completed during the winter months by PDR.

Current and Upcoming projects

Victims Services – Survivor Assistance Support Program

Through a proposal developed and submitted by Detective Constable Alana Morrison, NAPS received 1 year of funding from the Ministry Attorney General Indigenous Justice Division to implement a Victim Support Program for the communities of Sandy Lake, Mishkeegogamang, Moose Cree and Attawapiskat.

New Human Resources & Payroll System

Nishnawbe Aski Police Service has purchased a new payroll and human resources system. This new system will modernize how payroll is administered and computerize our human resources. NAPS has purchased additional servers to increase its capacity to host this new computer system that will certainly benefit all of NAPS's employees. It is management's expectation that this new system will be in place by 2019.

New NAPS Website

NAPS IT department has been working diligently at developing a new modern NAPS website that will make navigating our website a lot more efficient. Management expects our new website to be completed for launch by 2019.

NAPS 25th Anniversary

2019 will mark Nishnawbe Aski Police Service's 25th Anniversary. NAPS senior management and civilian staff have already begun planning for this event and we will be celebrating our 25th anniversary the week of June 17th 2019.

I would like to take this opportunity to thank and acknowledge all our civilian and officer employees for their continued commitment and hard work they perform day in day out for our communities NAPS serves within the Nishnawbe Aski Nation. It is very important that our staff are acknowledged because they are dedicated to assisting management with delivering our Service to you the Nishnawbe Aski Nation members.

Meegwetch

Roland Morrison

Deputy Chief of Police

North West Region

My name is Darryl Snider and I am the Nishnawbe Aski Police Service North West Regional Inspector. I am a long term resident of Sioux Lookout and have spent my entire policing career with the Nishnawbe Aski Police Service. I am responsible for the entire operations of the North West Region.



Inspector Darryl Snider

The Nishnawbe Aski Police Service has been a wonderful place to work over the years and has provided me with many opportunities for growth in a career in policing, to which I am truly grateful for.

It is my pleasure to be able to provide this operational update regarding the Nishnawbe Aski Police Service North West Region for 2017/2018.

The Nishnawbe Aski Police Service North West Region had consisted of 15 NAN communities. Since the time of the last Annual Report; 3 of the 15 communities have been transferred to the Central Region. The transferred communities are Kasabonika, Kingfisher Lake and Wunnumin Lake. With the transfer the Sergeant in charge of these communities was also relocated to provide supervision to these communities.

This now leaves the North West Region with 12 communities, 10 of which are isolated with 2 being road access.

Recently Chief Armstrong has announced the new Tripartite agreement the Nishnawbe Aski Police Service has reached with Canada and Ontario. This is a momentous agreement that will change how our police service conducts business so much so that we are now known as the "NEW NAPS". In speaking with Chief Armstrong this was a very tough negotiation and many people are to be commended for their efforts in reaching this milestone.

Agreement Key Points:

- NAPS will acquire 79 new officers over the next 5 years (69 constables and 10 sergeants) 55 of these to be hired over the next 3 years.
- Proclaimed legislation for inclusion of First Nations in the Police Services Act.
- NAPS deficit to be retired.
- NAPS will receive funding for a new radio system connecting to the OPP Communication Centre for all detachments.
- NAPS annual budget shortfall will be covered.
- NAPS will receive an annual escalator to its overall budget.
- NAPS is approved for 2 new stick build detachments for Sachigo Lake and Bearskin Lake (with more detachments to follow).

This new agreement will truly improve the quality of policing all of our communities expect and deserve. This will indeed be a new era for NAPS in providing a much higher level of public safety and officer safety.

2017 and the first half of 2018 can be considered a success story for the Nishnawbe Aski Police Service North West Region. The region continues to improve and some of these forward strides will be discussed in this report. Officer shortages continue to improve and the attrition rate is continually slowing down.

Once again the most important aspect of keeping the region operating in an efficient manner is the employees. I cannot over emphasize the dedication and professionalism of the officer and civilian staff in the North West Region. Our employees continue to accomplish so much without the resources that other police services take for granted. I personally wish to thank each and every employee in the North West Region for assisting in ensuring the best possible policing to the communities we serve.

Operations

The North West Crime Unit continues to have a high volume of calls for service and continue to do an excellent job in managing their workload. The Unit requested and was placed back on a Monday to Friday rotation with weekends off as the weekend rotation was very tiring for the members.

Two Detective Constables have been assigned to work out of GHQ in Thunder Bay. Detective Constable Sarah Krasevic from the North East Crime Unit and Detective Constable Mario Blasizzo from the North West Crime Unit.

As of June, 2018 one member of the North West Crime unit is off on leave (WSIB).

The North West and Central Region Crime Unit plays a major role in the region investigating Major Crimes and Death Investigations. The Crime Unit

Current North West Region Community Groupings:

Cat Lake, Deer Lake and Poplar Hill – Sergeant Kyle Grudniski

Bearskin Lake, Muskrat Dam, Sachigo Lake and Fort Severn – A/Sergeant A. Dunn

Sandy Lake, North Spirit Lake and Keewaywin – A/Sergeant Jesse Einarson

Mishkeegogamang and Slate Falls (road access)

The North West Regional Headquarters remains 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 North West Region is currently operating with the following compliment:

- 1 Inspector
- 1 Staff Sergeant
- 1 Detective Sergeant
- 2 Detective Constables
- 4 Frontline Sergeants
- 1 Court Officer
- 2 Special Constables (Prisoner Transport Unit)
- 4 Civilian Support Staff
- 1 Mechanic
- 42 Frontline Constables

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.

Northern Courts have been increased by the MAG (Ministry of the Attorney General). The North West Region for 2018 is now seeing an average of three Northern Courts per week. The first two months of 2018 has also produced a high number of prisoners remanded out of the communities. Most days the region is seeing multiple remands per day which is adding to the use of the NAPS aircraft and also an increase in chartered aircraft as well as overtime for prisoner movement.

The Nishnawbe Aski Police Service attended two NAN West Justice Summit Conferences in January and February, 2018. The Summits involved presentations and discussions of moving forward

with Intoxicant Band By-Laws in NAN Communities. NAPS legal representative Julian Falconer conducted presentations at both the Thunder Bay Summit held on January 16th to the 18th and Timmins on February 27th to March 1st. The Chief of Police and North West Regional Inspector were in attendance for the Summits to assist with the presentation and answer questions and concerns by attending organizations. Much work has been completed by stakeholders in producing an Intoxicant Band By-Law for the community of Bearskin Lake. At present the By-Law is being reviewed by Bearskin Lake Leadership, it is hoped that the program can be implemented sometime in 2018.

The Nishnawbe Aski Police Service has been provided with 2 VOTI XR3D SCANNER's, a result of a Proceeds of Crime Grant. One of the scanners is currently stored at the NAPS North West Regional Headquarters in Sioux Lookout. Discussion with Chief Armstrong has led to talks with Sioux Lookout Airport Manager Ben Haranchuk regarding the use of the scanner at the Sioux Lookout airport to best suit the needs of our northern communities. The Sioux Lookout Airport is currently under major renovations. The renovations are due to be completed around Summer 2018 at which time discussions would be held to facilitate the training and operation of the XR3D unit. This project will provide a much needed method of controlling what is transported by air to our communities.

Resignations and Terminations

Resignations for the North West Region in 2017:
4 frontline officers

Resignations for the North West Region in 2018 (January to June): 2 frontline officers

Terminations for the North West Region in 2017:
2 frontline officers

Terminations for the North West Region in 2018 (January to June): Zero

Recruits Deployed to the North West Region (OPC graduates)

Recruits 2017:
12 officers to the North West Region.

Recruits 2018 (January to June):
6 officers to the North West Region.

Block Training

(Annual firearms and use of force re-certifications)

The 2018 Block Training schedule has been drawn up for the North West Region to ensure all officers receive the proper training and re-certifications required. All training for 2018 will be held in Thunder Bay.

For several years Block Training for uniform officers at the North West Regional Headquarters has been held at the NWHQ in Sioux Lookout. This was done to cut down on travel and expenses. This format is not working due to the fact that the entire Crime Unit and office are doing the training at the same time. What is happening is the officers are having to leave the training to complete duties. This is leading

to frustration of the officers and trainers. For 2018 the North West regional office will be scheduled to have their Block training completed in Thunder Bay, one or two at a time.

RCMP Public Agency Firearms Registry

The RCMP Public Agency Firearms Registry is a mandatory system put in place for police agencies to log all seized (protected) and Service (organizational) firearms. The system is a data tracking base for firearms to be monitored through the court process which may include the return or destruction of the firearm.

The North West Region is now operational on the RCMP data base and during detachment inspections all seized firearms are logged and entered onto the system.

The NAPS Representative for the region is Inspector Snider and the Connectivity members are Staff Sergeant Ross and Susan Wells from the RCMP.

Vehicle Inventory

Past practice for the North West Region was to bring all of the vehicles via winter roads to Sioux Lookout for yearly maintenance. For 2017 only vehicles that require major repairs will be brought to Sioux Lookout, the remainder of the fleet will be serviced in each respective community by the mechanic in the North West Region. This will save a large amount of incurred officer overtime for transporting the vehicles. This trial will also save unnecessary damage and wear and tear on the vehicles from travelling on the rough winter road system.

The North West vehicle fleet is now dated with many of the vehicles being as old as 2010 models with some older than this. During the winter of 2017, two new Ford F-150 trucks were issued to Cat Lake and Poplar Hill

Vehicles brought out in the North West Region for major repairs during the winter months of 2017/2018.

- Cat Lake NW 469.
- Sandy Lake 000-519, Body damage that needs to be repaired.
- Sandy Lake NW 452.
- Sandy Lake NW 500.

North West Region Vehicle (numbers by year)

2006 - 1	2007 - 1	2008 - 2
2009 - 2	2010 - 2	2011 - 5
2012 - 8		

Detachments

As mentioned earlier, 2 new detachments will be built for Sachigo Lake and Bearskin Lake. The projects are set to begin in 2019.

The following detachments in the North West Region have had new furnaces and air conditioning units replaced during the fall of 2017:

- Mishkeegogamang
- North Spirit Lake
- Poplar Hill
- Keewaywin
- Deer Lake

Several of our Detachments have had issues with low water pressure from the community water plants. As a result the cell toilets that operate from water pressure are not operating sufficiently. I have had discussions with plumber Patrick Flannigan. Flannigan recommended purchasing a Booster Pump for Mishkeegogamang for testing. On November 6th, 2017 the Booster Pump was installed and immediately made a huge difference. In January 2018 a booster pump was also installed in the Slate Falls Detachment in order to have enough pressure to ensure proper flushing of the cell toilets. The North West Region has been working on many projects on the regional detachments. Some of the projects were planned while others are safety issues or preventative maintenance. The region has been working with the IT 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 North West Region has been issued a company cell phone which will also enhance community and officer safety.

The North West Regional Office in Sioux Lookout has been receiving upgrades by CBRE (Coldwell Banker Richard Ellis Group, proprietor) in 2017 which will continue into 2018. 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 was completed in 2017 which includes upgrades to the outside of the building and hanger. Upgrades included new exterior siding on some areas of the building as well as new steps. Several quotes are being obtained to possibly have the interior flooring and painting completed for the North West Headquarters.

A large project was identified and has been completed on the Keewaywin Detachment. This included extensive mold abatement and an entire new roof on the building. This was a large project and the cost was over \$200,000 dollars.

Emergency Response Team (ERT)

Currently NAPS has 4 ERT members that have completed the OPP ten week course at Base Borden.

- *Sergeant Chris Eisenbach*
- *Constable Bobby Macphail*
- *Constable Aaron Dodge*
- *Constable John Paul Nanowski*

2 officers are currently attending the OPP ERT course which concludes on June 8th, 2018.

- *Constable Kevin Roy (Cat Lake detachment)*
- *Constable John Paul Nanowski (Kingfisher Lake detachment)*

6 additional positions have been posted for interested officers to apply for ERT positions.

General Detachment Inspections and Chief and Council Meetings

For the months of January to May, 2018 the NW Regional Inspector and Staff Sergeant have completed inspections of four detachments. The inspections are very comprehensive and includes a checklist of 45 different areas of each detachment.

Inspections completed as of May, 2018 include Mishkeegogamang, Slate Falls, Sandy Lake and Keewaywin. All of the twelve detachments in the North West Region will be completed by the end of 2018 and will be inspected on an annual basis from here on.

While the Inspector and Staff Sergeant are completing each inspection arrangements are also made to meet with the Chief and Council of each respective community. The meetings are set up to hear any concerns or requests from the community leaders involving policing.

Some of the most common requests are more drug interdiction, proactive policing rather than reactive and more officers for their communities.

The Council Meetings are very beneficial for all parties and is a chance to meet each council in person and keep updated with any new members elected to council.

Statistics for the North West Region for 2016 and to May end of 2017. (refer to charts)

- *Total calls for service 2017: 6,941*
- *Benchmark calls 2017: 639*
- *Total calls for service to May end 2018: 2,372*
- *Benchmark calls to May end 2018: 287*
- *Prisoner Transports for 2017: 258*
- *Prisoner Transports to May end 2018: 93*

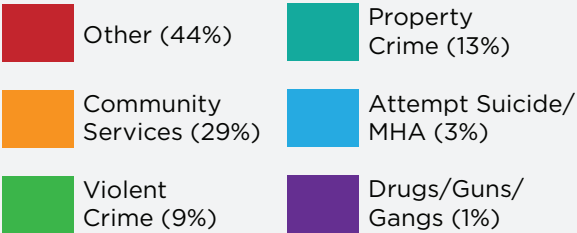
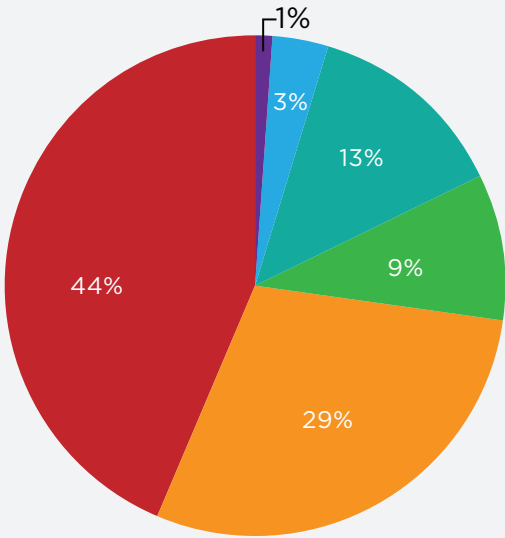
In closing,

I have been employed with the Nishnawbe Aski Police Service for 16 years and the newly reached agreement between NAPS, Canada and Ontario is by far the biggest and most exciting thing to happen to our police service and First Nation Policing.

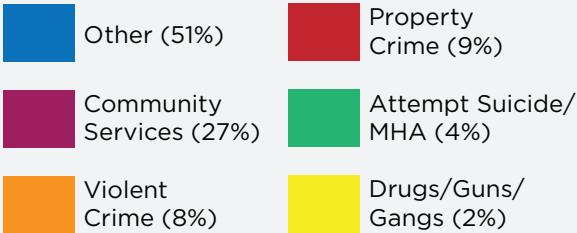
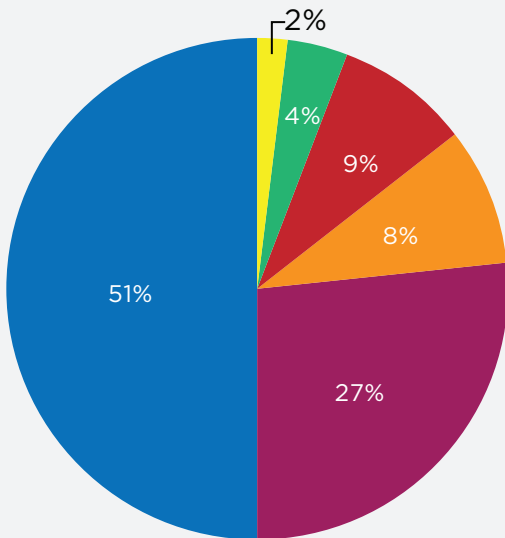
There are so many positive changes to look forward to in the near future and with continued supportive leadership by Chief of Police Terry Armstrong and Deputy Chief Morrison it is truly a great time to be employed or inspire to be employed by the largest police service in Canada, the “NEW” Nishnawbe Aski Police Service.



North West Region Stats
(January 2017-December 2018)



North West Region Stats
(January 2018-May 2018)



North East Region

Wachay, My name is Eric Cheechoo and I am the Inspector for the North East Region of the Nishnawbe Aski Police Service.



Inspector Eric Cheechoo

The North East Regional office is situated in the Town of Cochrane and oversees the Police operations for 12 Nishnawbe Aski Nation communities (5 of the communities are fly in communities and 7 are road access).

The North East Region had 3 officers resign over the past year from the Service all obtaining employment with other Police Services.

Over the past year 5 new officers were assigned to the North East region. The officers were posted in the communities of Attawapiskat, Kashechewan, Fort Albany and Moose Factory.

Crime Unit

The North East Crime unit is responsible for overseeing major crimes in the Region and assisting the officers by guiding and giving direction to them in their investigations.

The Unit is called upon many times to attend the communities to assist in serious incidents.

Major incidents

- 2017: 135
- January to June 2018: 100

The North East Region has 2 Special Constables who are responsible for transferring prisoners to and from the Courts and in many cases flying into the communities to pick up prisoners.

Prisoner Escorts

- 2017: 262
- January to June 2018: 112

Recently through the Mushkegowuk Tribal Council 5 cadets were hired for the communities of Attawapiskat, Kashechewan, Fort Albany, Moose Factory and Tagwa Tagamou.

The cadets will work alongside with the officers and assist with administration and community services as well as assisting with the transport of prisoners. The goal is to have the cadets prepare for someday becoming regular officers for the service in their home communities.

Training

Annual mandatory training for our officers is conducted during the summer months. Officers attend the training sessions in Thunder Bay. Scheduling is very difficult as it leaves the community officers short staffed.

Training course become available periodically from the Police college and officers are sent there for specialized courses.

Winter Roads

Periodic patrols were done on the winter roads over the past winter as officers were available. These patrols were successful in slowing down the flow of alcohol into the communities in the north.

Patrol vehicles were also brought in and out for maintenance during the winter road season.

Issues

The problem with illegal drugs continues to plague our communities.

In late 2017 the Mushkegowuk Tribal council declared a State of Emergency over the crisis in the communities from drug use and effect its having on the health of the members.

A task force was set up in which the Nishnawbe Aski Police Service is a part of along with frontline agencies in an effort to find solutions to this crisis.

Enforcement continues to be a priority in dealing with this issue.

In April of 2018 officers in the community of Attawapiskat were involved in a shooting where an individual was shot by the officers during a stand off. The individual received non life threatening injuries and has since returned to the community.

The involved officers were removed from the community and received assistance in dealing with the trauma of the incident.

The Ontario Provincial Police were called in to investigate the incident.

Although we have the budgeted allotment of officers assigned to the communities we continue to deal with a shortage.

With the number of officers on extended sick leave it becomes difficult to ensure there is enough coverage in the communities.

Officer from the drive in communities are utilized to assist with coverage and the OPP is assisting by Policing the sometimes vacant drive in communities.

On a positive note, the signing of the recent tripartite agreement brings much needed hope to all the members of the service.

Over the next 3 years the number of officers to be hired will bring much relief to the communities and the officers.

The proposed radio system will be a very important tool for in the officers working in the communities where, in many instances, are working alone.

Despite the difficult working conditions and shortage of officers the officers in the communities continue to be dedicated in ensuring the safety of the people in the communities and must be commended for their efforts.

Current North East Region Community Groupings:

Officer breakdown by Tribal Council:

Mushkegowuk Tribal Council

Attawapiskat – 1 Sergeant/7 Constables (2 on extended sick leave), **Kashechewan** – 1 Sergeant/6 Constables, **Fort Albany** – 6 Constables (1 on extended sick leave) **Moose Factory** - 1 Sergeant / 9 Constables (4 on extended sick leave), **Tagwa Tagamou** – 1 Constable(on extended sick leave)
Chapleau Cree – 1 Constable

Wabun Tribal Council

Matachewan - 1 Constable, **Mattagami** - 1 Constable/1 vacancy, **Chapleau Ojibway** - 1 Sergeant (also responsible for Fort Albany), **Brunswick House** - 1 Constable

Independent First Nations

Peawanuck - 4 Constables, **Wahgoshig** - 2 Constables

The support staff for the North East Region Headquarters consist of the following:

1 Inspector, 1 Staff Sergeant, 1 Detective Sergeant, 2 Detectives, 1 Victim Services Education officer, 2 Prisoner transport Special Constables, 1 Court Coordinator, 1 Court assistant, 4 Civilian support staff, 1 Mechanic

The North East Region presently has 46 frontline officers of which 5 are Detachment Sergeants.





Central Region

First of all, on behalf of the NAPS Central Region, I want to extend a very special shout out and thank you to everyone in the Nishnawbe Aski Nation. We are truly blessed indeed to live on this beautiful land which we call mother earth given to us all by the Creator.



Inspector Alex
Misewace

Booshoo and Wacheeyay, my name is Alex Misewace and I am one of three Inspectors given the responsibility to manage and to provide leadership in terms of policing services in the Nishnawbe Aski Nation. I am originally from Eabametoong First Nation which I still call home, however, I currently reside in Thunder Bay.

The Central Region now consists of ten communities which include, Aroland, Constance Lake, Eabametoong, Kingfisher Lake, Kasabonika Lake, Marten Falls, Neskantaga, Nibinamik, Webequie and Wunnumin Lake First Nations.

In September of 2017, there was some restructuring of the Regions and we expanded from 7 communities to 10 communities. Kasabonika Lake, Kingfisher Lake and Wunnumin Lake are now part of the Central Region.

We have a staff of 39 members in the Central Region which consists of the following:

- 1 Inspector (Alex Misewace)
- 1 Staff Sergeant (Merle Loon)
- 3 Sergeants (Cory Oleschuk, Allan Giba, Marc Beauparlant)
- 1 court Officer (Carlie Drewes)
- 1 Office Administrator (Jen Kennard) and 32 Frontline officers.

Please review the attached organizational chart for placement of the number of frontline officers per community.

Of the 32 frontline officers, we have 26 actual frontline officers policing our communities and have 6 vacancies.

As you have heard at the NAN Chiefs Winter Assembly, NAPS will be hiring an additional 79 officers over the next five years. We are currently in the process of recruiting officers and we have reached out to the community leadership in hopes of finding candidates within our NAN Region. We encourage NAN members to apply who may show interest in a Career in Policing. Please contact Sergeant Jackie George, at our Regional Headquarters at 1 800 654-6277 or visit our website at www.joinnaps.ca.

The Central Region Senior Management would like to acknowledge the dedicated and committed NAPS Frontline Officers as they are the true heroes working in our communities. These officers put in extra shifts, work countless hours in the field, and they adhere to the demands of the communities and management. Our officers are away from family and friends on a weekly basis. Many birthdays,

graduations, anniversaries, and special occasions are missed by our officers. We would surely be in a place of un-resolve without these officers whom we hold in high regard.

There have been many times that the Chief and Council, including peace keeping staff and community members have come to the aid of our officers, of which we are thankful.

It has been a pleasure these past five years working as the Inspector for the Central Region as I have met many a fine folk from our NAN communities and we have persevered together working through fun, difficult and trying times. We have all been entrusted

to always do our best and represent NAPS in a meaningful and professional manner for the people we work with and for the people we serve.

I am confident with a hardworking and caring Police Services Board, and a proven Chief of Police, with support of senior management we will continue to progress and strive forward to have the numbers and tools needed to meet the ever growing entitlements that our people deserve in terms of Service.

Meegweetch

Inspector Alex Misewace



Professional Standards Bureau



Inspector Pierre Guerard

“Every Officer Makes Mistakes and the Service Can Always Do Better”

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 your trust. The NAPS Professional Standards Bureau is an independent office with the mandate to formally investigate public and internal complaints that reports directly to the Chief of Police.

Resolution of complaints requires a process that is transparent, fair, consistent and effective. 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.

2016-2017 Statistics

NAPS has always been proud to provide additional access for community members to communicate with us on-line. 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, comments and compliments can also be written in a letter format if desired, but it has to be

signed and can be faxed, emailed, mailed or dropped off at any detachment.

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.

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.

Comment

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.

Contact

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

Inspector Pierre GUERARD

Director of Professional Standards

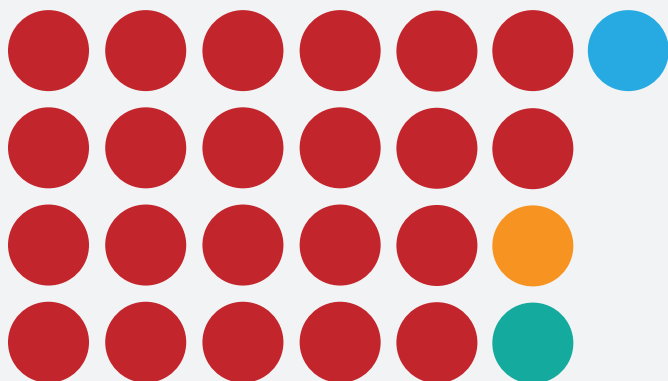
(P) 1-800-672-2790 x6108

(F) 1-807-623-2225

(E) psb@naps.ca

2017-2018 Statistics

Internal (25)



Substantiated Unsubstantiated Ongoing Resolved Other

Complaints	Internal	Public
Substantiated	18	2
Unsubstantiated	1	4
Ongoing	1	1
Resolved Other	1	1

Public (8)



Criminal (5)



Charges
Unfounded
Diverted (Internal)
Diverted (Other Agency)

Criminal Complaints	
Charges	0
Unfounded	3
Diverted (Internal)	1
Diverted (Other Agency)	1

Specialized Units

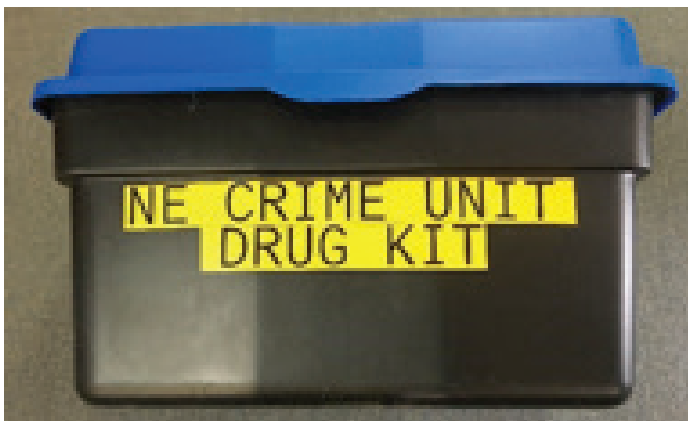
Drug Enforcement Unit

The Nishnawbe Aski Police Service Intelligence Unit has continued drug enforcement action throughout the Nishnawbe Aski Nation. The Detectives have gained very valuable experience and have made great strides in combating the drug epidemic.

Numerous Controlled Drug and Services Act search warrants have been conducted with large quantities of Cocaine and Methamphetamine pills being seized.

Both Detectives have identified the great importance of officer safety with the potential for harm from drugs like Fentanyl and have created and sent out to each Detachment/Unit an Officer Protection Bin complete with hazmat suits, respirators, goggles, gloves and an instructional video on how to handle / seize/de-contaminate when or if an officer comes in contact with the deadly drug. NAPS also continues to educate the public and our front line officers with the risks associated to Fentanyl and Carfentanil exposure.

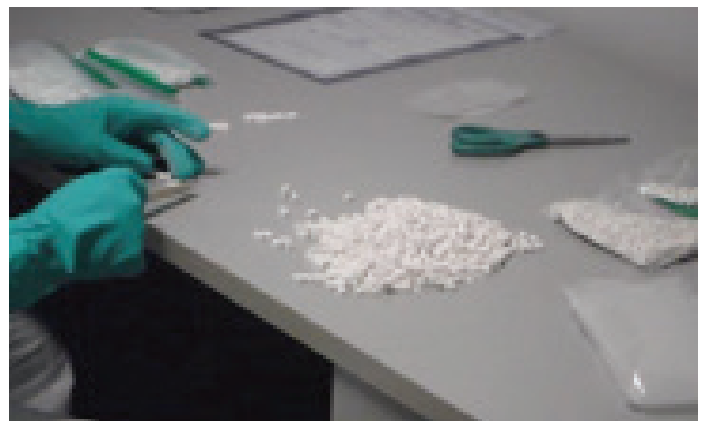
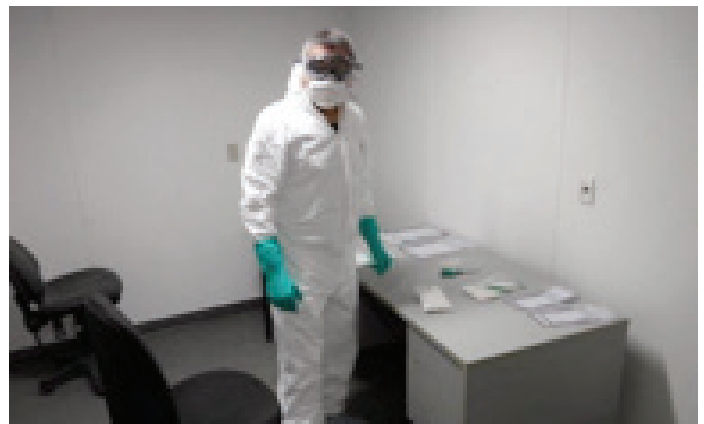
Confidential Informant Recruitment/Intelligence Led Policing has been a major focus to assist in the war on drugs. In 2017 the Specialty Unit recruited numerous confidential Informants who provided information that lead to multiple Search Warrants and seizures.



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 Enforcement 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.



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 2018 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.

As part of our PAVIS mandate the Guns and Gangs Unit is dedicated to seizing firearms and weapons.



Guns and Gangs Unit

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 as gangs as well as gangs originating from Southern Ontario.

Intelligence Unit

NAPS continues to work closely with all agencies and partnerships. NAPS has a major role as a representative for the Criminal Intelligence Service of Ontario.

NAPS receives annual funding through Public Safety Canada, First Nation Organized Crime Initiative (FNOCI). This initiative is aimed towards intelligence development and information sharing through partnerships with other First Nation, Provincial and Municipal police agencies. The intended results are to disrupt organized crime in First Nations communities.

Crime Units

The North West Crime Unit plays a major role in the region investigating Major Crimes and Death Investigations. The North West Crime Unit continues to see an influx of major occurrences. In December of 2017, there was a double homicide in Cat Lake which saw members from the Crime Unit being an integral part of the investigation with the Ontario Provincial Police. The North West Crime Unit historically has over double the calls for service than that of the OPP Sioux Lookout Crime Unit with less officers to take the respond.

The North East Crime Unit is responsible for assisting the frontline officers with the investigation of major crimes and guiding and assisting them in their investigations. The North East Crime Unit also continues to see an influx of major occurrences, including Frauds, Sexual Assaults and Sudden Deaths. The North East Crime Unit has seen a rise recently in historical sexual assaults that have been investigated and sent to the Crown Attorneys for their opinion regarding prosecution.

The Crime Units are very busy with their responsibilities and are quite often called out to attend the communities for urgent 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 Units do a great job and are they are all a very dedicated and experienced team that continues to carry a huge caseload.

Block Training

Specialized unit members will continue to provide 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 conclusion of the training to further provide quality information to our officers.



Drug & Firearm Seizures 2017-2018

		Total Northern Street Value of Drugs Seized \$430,000	Total Drug / Firearm Search Warrants Executed 10
Marijuana 3330 grams	Cocaine 146 grams	Crack Cocaine 1.5 grams	Seized Firearms / Devices / Weapons 145
Morphine 18 pills	Gabapentin 869 pills	Suboxone / Buprenorphine 213 pills	Oxycodone 1689 pills
Carfentanil 282 pills	Xanax 14 pills	Ritalin 121 pills	Drug Charges 141
Firearm Charges 81	Firearm Arrests 98	Methamphetamine 7072 pills	Drug Arrests 98

S.A.S.P.

(Survivor Assistance Support Program)

In April of 2018, a new program was rolled out by our Service called the Survivor Assistance Support Program (SASP). SASP was developed in 2017 by Deputy Chief Roland Morrison and myself, Alana Morrison, starting as a vision that I had during my 16 year career in First Nation policing.

The concept started as a vision that I had during my 16 year career in First Nation policing. I had observed a few gaps within the service delivery of care for Victims / Survivors in the Northwest Region. The main gap identified was the fact that officers in the busier communities lacked the time and ability to address the unique issues of our indigenous female victim (survivors) SPECIFICALLY in the Northern Communities. It was identified that once a female reports an incident it can take up to a few weeks before a referral is received and acknowledged by Victim Services (this is due to workers travelling to other communities for court and other day to day activities that cannot be helped). This process can be especially longer if a victim has no direct phone for contact, she is sent a letter for her to call a specified number. In my experience I observed that once a victim was assaulted and endured a police investigation that this was the time that was more crucial for victims for obvious reasons such as confusion, not being supported by family, and being in a small community. The other gap identified was EDUCATION relating to a survivors rights and education on the law around Domestic and Sexual Assaults. Knowing that education is key, the goal here was to make sure different age groups have the basic knowledge with respect to reporting and knowing exactly what is illegal.



Detective Constable
Alana Morrison

The vision to address these issues was developed initially through a business proposal which then led to applying for a grant from the Ministry of Attorney General with the assistance of Deputy Chief Roland MORRISON. The proposal was accepted and NAPS was allotted enough funds to hire two females to pioneer this one year pilot project.

At first, the pilot project consisted of choosing 4 out of the 34 communities that NAPS polices. Any more than that it was thought, would be too cumbersome. The four communities identified were:

- *Mishkeegogamang First Nation*
- *Sandy Lake First Nation*
- *Moose Factory First Nation*
- *Attawapiskat First Nation*

The idea behind these four communities was to address the high volume of calls for domestics and sexual assaults and have STATS maintained to see if there is a connection between police providing added care and attention to victims right from the “get go” all the way to a (hopefully) a successful court process. STATS today indicate without victim support most times we lose the victim and their drive to continue with their case due to long wait times for court appearances. This happens for many different reasons however, it is NAPS goal and the goal of the SASP to see if there is a direct correlation between the two.



Survivor Assistance Support Program Mandate

To make IMMEDIATE contact with any victim/survivor of a sexual/domestic assault and provide information on their case, provide IMMEDIATE referrals as needed, and to check the overall well-being of the complainant

Care for the Vulnerable

Care for persons "New" to the Justice System

Provide on-going Care / Support for Survivors before, during AND after a Trial

Provide Education to specified Communities

Partner with current Victim Service Agencies

Liaise with Crown Attorney's office

The program was also designed to work alongside current victim services such as NAN LEGAL and VWAP so as to enhance the court experience for the victim, be it, court prep or added police services as a case heads to trial. The program entails educational resources to the four communities. Topics for presentations include Sexual Assault, Domestic Assault, Child Abuse, Elder Abuse, Trafficking information and Healthy Relationships were the main choices for education within all four communities. Once all the details were figured out, two NAPS female officers were hired to roll out this program. Cst. Sylvia DUNN is responsible for providing the added and enhanced care for both Mishkeegogmang and Sandy Lake First Nation. Cst. Tammy GREGOIRE is responsible for both Moose Factory and Attawapiskat First Nations.

Referrals go directly to Cst. DUNN / Cst. GREGOIRE when a victim is identified. Both make immediate contact with the survivor and assess what types of services they require. Officers are also responsible for monitoring their progress as their case travels along the court process.

To start, this is a one year project for now, Deputy Chief MORRISON and myself have submitted a "concept" to the Federal Government to hopefully extend this program AND hire another officer to oversee added communities. We have yet to hear the results on that request.



Cst. Tammy Gregoire



Financial Overview

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, 2018 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 to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' 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. Those 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 auditors' 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.

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, 2018 and 2017, 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 \$955,816 (2017 - \$827,611), and revenue over expenses for the year would have decreased by \$128,205 (2017 - \$72,904).

The audit opinion as at and for the year ended March 31, 2017 was qualified in respect of the matter noted above.

Qualified Opinion

In our opinion, except for the effects of the matters described in the Basis for Qualified Opinion paragraphs, the financial statements present fairly, in all material respects, the financial position of Nishnawbe-Aski Police Service as at March 31, 2018 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.

Emphasis of Matter

Without qualifying our opinion, we draw attention to Note 2 in the financial statements which indicates the existence of a material uncertainty that may cast significant doubt about Nishnawbe-Aski Police Service's ability to continue as a going concern.

Thunder Bay, Ontario
July 12, 2018

MNP LLP

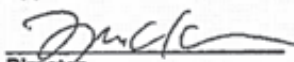
Chartered Professional Accountants
Licensed Public Accountants

Nishnawbe-Aski Police Service
Statement of Financial Position

As at March 31, 2018

	2018	2017
Assets		
Current		
Cash	664,452	1,456,353
Accounts receivable (Note 4)	683,893	1,258,625
Prepaid expenses	79,284	94,511
Inventory	3,054	4,919
	1,430,693	2,814,408
Capital assets (Note 5)	3,955,558	4,722,183
Restricted cash	29,916	26,303
	5,416,167	7,562,894
Liabilities		
Current		
Accounts payable and accruals	4,021,498	4,133,025
Deferred revenue	47	50,530
	4,021,545	4,183,555
Funds held in trust	29,916	26,303
Deferred contributions related to capital assets (Note 7)	677,011	896,780
	4,728,472	5,106,638
Contingent liabilities (Note 8)		
Net Assets		
Unrestricted	(2,590,852)	(1,369,147)
Investment in capital assets (Note 9)	3,278,547	3,825,403
	687,695	2,456,256
	5,416,167	7,562,894

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, 2018

	2018	2017
Revenue		
Operations	36,918,204	32,430,094
Police Board	406,099	402,026
Other projects	263,790	163,176
One-time funding	188,778	1,680,697
	37,776,871	34,675,993
Expenses		
Operations	38,627,298	33,650,568
Police Board	401,540	410,383
Other projects	327,816	169,151
One-time funding	188,778	1,680,801
	39,545,432	35,910,903
Deficiency of revenue over expenses for the year	(1,768,561)	(1,234,910)

The accompanying notes are an integral part of these financial statements

Nishnawbe-Aski Police Service Statement of Changes in Net Assets

For the year ended March 31, 2018

	<i>Unrestricted</i>	<i>Investment in capital assets</i>	2018	<i>2017</i>
Net assets, beginning of year	(1,369,147)	3,825,403	2,456,256	3,691,166
Deficiency of revenue over expenses for the year <i>(Note 10)</i>	(1,221,705)	(546,856)	(1,768,561)	(1,234,910)
Net assets, end of year	(2,590,852)	3,278,547	687,695	2,456,256

The accompanying notes are an integral part of these financial statements

Human Resources

Our Compensation & Benefits Administrator Toni, in consultation with myself and the Deputy Chief, continue to work 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.

Once again, 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 2017-2018 fiscal there were the following leaves utilized:



Elise Demeo
Human Resources

Long Term Disability – a decrease in Officer claims of 50% was seen in this category as we had begun the year with two (2) Officers off and finished with one (1). Throughout the year zero (0) new claims were brought forward and one (1) was closed.

Civilian: Started and ended the fiscal year with 1 LTD claim.

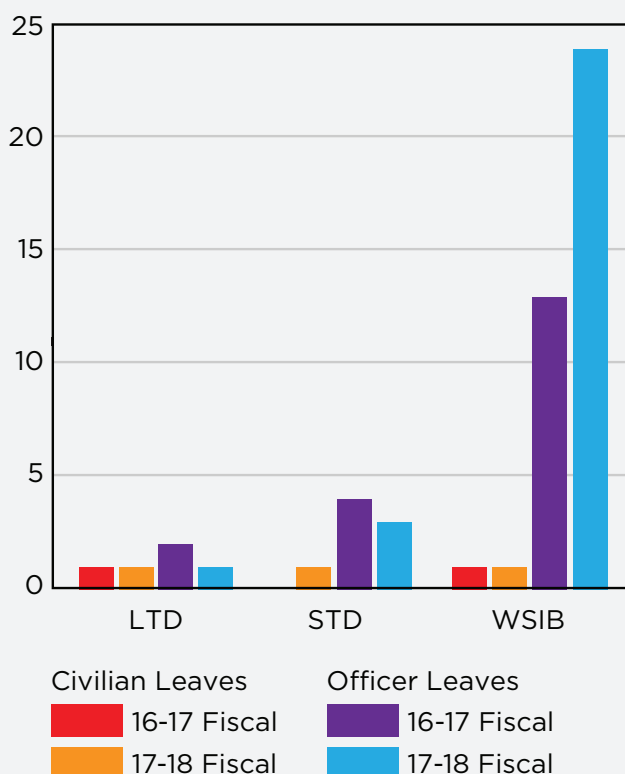
Short Term Disability – A 25% decrease was seen in STD claims of Officers within the 17 - 18 fiscal year as we had started the year with four (4) Officers on STD and finished with three (3). Throughout the year, one (1) claim was moved to WSIB, one (1) claim from 16 -17 fiscal was closed, 0 were moved to LTD, 8 claims were new, 5 of which were closed within the year and three (3) remain open.

Civilian: One Short Term Disability claim, opened and closed in the 17 – 18 fiscal year.

WSIB – Unfortunately there was a 50% increase in WSIB claims as we had started the year with 12 Officers off and ended with 24 (16% of our officers based on 150 officer compliment). There were 17 new claims made and 5 Officers returned to work. Of the 24 officers off, 23 are mental health related claims, including Post-Traumatic Stress Disorder, chronic and traumatic mental stress.

Civilian: We started and ended the 17-18 fiscal year off with one (1) guard off and no other civilians.

Civilian & Officer Leaves



Parental: There was one (1) official parental leave taken throughout the 17-18 fiscal.

Education: No education leaves were taken during the 17-18 fiscal year.

Maternity Leave: There was (1) maternity leave during the 17-18 fiscal year.

Contract Employees:

We started the fiscal with two (2) Officers on contract. To end the year we had three (3) experienced officers on contract. We had one Civilian employee on contract for the fiscal year.

Resignations

For the 2017 – 2018 fiscal we had thirteen (13) resignations representing 9% of our service based on a 150 officer compliment. Of the thirteen (13) officers who resigned, four (4) were Indigenous, six (6) were from Southern Ontario and seven (7) were from Northern or Northwestern Ontario. Four (4) were posted to our East Region, five (5) to our Central Region and four (4) to our Northwest Region.

Of the thirteen (13) officers who resigned, four (4) went to work for the OPP, one (1) went with Ontario First Nation Policing Program, two (2) to Orangeville Police, one (1) to went to Dryden Police, one (1) to Toronto Police, the remaining four (4) went to work in other fields than policing such as social work.

The reasons for leaving mentioned most in exit interviews were; left to be closer to home, isolation, lack of officers and back up, cost of flights, vehicle and detachment conditions, lack of courses provides, no room for advancement.

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: Court Officer - Central, Experienced Officers, and several internal frontline competitions. I am pleased to report that there were no workplace violence and harassment or discrimination investigations in the 2017-2018 fiscal year. Sgt. George and I have attended several career fairs and Colleges across the province as well as in Manitoba. We have been able to bring officers from speciality units including crime, Emergency Response Team and frontline officers with us in order to showcase what Nishnawbe Aski Police Service has to offer to potential candidates, with a focus on indigenous persons from the Nishnawbe Aski Nation.

In the last annual report I mentioned several major projects that I wanted to complete, while I did not have time to get to each project, I was able to complete the Post-Traumatic Stress Disorder Policy and roll it out to employees as well as speak to it to all new classes that come through. An annual review of all policies and procedures was done and all employees were required to sign off on having read and understood all human resources policies. We will continue to do this in January of each year. There was three (3) attendance management meetings held in the 2017 – 2018 fiscal year, currently there are no officers on the program for the 2018 year. Performance Evaluations are working well with the new areas that were added, some Sergeants struggle with the areas of improvement section

of each category, however, many have started to provide performance evaluations that actively reflect the work of their employees.

Major Projects for the 2018-2019 Fiscal Year include but are not limited to:

- *A Human Resources Information System (HRIS) called StarGarden has been approved after several other companies providing the management team with demos. The project is estimated to start midsummer and will require a substantial amount of time. It is our hope that the program will go live in January of 2019.*
- *Adopting the Standard for Psychological Health and Safety in the workplace;*
- *Complete audit of all employee files to ensure all necessary information is on file and in the correct spot;*
- *A Human Resources Assistant will be hired in order to assist with the heavy workload in the department and allow for more proactive Human Resources work in the future;*
- *Assisting in the hiring of 55 officers over the next five (5) years;*

Only having been here for two (2) years, I have already seen so much change for the better with our service. I hope to be a small part of that showing officers and civilians that management and in my case, human resources specifically is here to support the employees, is approachable, responds to inquiries within a timely manner while finding an appropriate balance between employee support and representing the best interests of the organization and board. Nishnawbe Aski Police Service and Public Service Alliance of Canada (PSAC) have shown a mutual respect and understanding for each other and as a result have been able to work together effectively.





In-Service Training Unit & Emergency Response Team



Sergeant Chris Eisenbach

In-Service Training Unit (I.S.T.)

The Nishnawbe Aski Police Service In-Service Training unit is currently comprised of (1) full time training Sergeant and (3) part time training Constables. The focus of IST is to design and implement realistic curriculum based on actual events that has occurred or has a high probability of occurring based on incident data, use of force reports, case law, and/or studies. Reality based training maximizes hands on learning and enables our members to successfully master tactics and techniques that focus on survival in the field.



The vision for 2018's Block training itinerary is to focus on further building our current platform of de-escalation techniques, enhance skills and abilities involving interactions with individuals who are experiencing medical crisis, officer safety with

regards to administration of Naloxone, professional conduct in delivering community service, advanced defensive tactics and enhancing our dynamic firearms training program including additional movement and turning drills trying to phase out old training habits such as tunnel vision and static shooting. The 2018 block training year will also see the reimplementation of night firearms providing more realistic situations for our officers, acquiring confidence in low light conditions and understanding stress inoculation.

The goal of in-service training is to build a strong and solid foundation with emphasis on officer operational readiness by incorporating live fire

simulation training into our scenarios giving officers the opportunity to test their abilities in evolving dynamic situations, in return will build confident, professional and proficient operators.

Summary

Through consistent networking, partnership and research, 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, safely and more efficiently.

Emergency Response Team (E.R.T.)

The Nishnawbe Aski Police Service 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.

Members are strategically located at Detachments throughout the province within our NAN Communities, ready to respond on-demand. The NAPS / OPP Integrated Emergency Response Team, responded to over 243 calls for service in 2017, The Integrated (ERT) have been in partnership since 2014 proving beneficial not only to both organizations, but to other First Nation communities as well, such as APS, Treaty Three, and Lac Seul. In 2017 ERT attended (2) calls for service in Lac Seul, (8) in Treaty Three, and (9) in APS territories.

Responsibilities

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

- *Canine tracking back-up*
- *Containment at barricaded or hostage taking incidents*
- *Search and rescue*
- *Evidence search*
- *Public Order at events such as protests, riots, strikes or other major events*

Training does not only benefit our members but our communities as well, highly trained officers are able to conduct thorough, timely, and comprehensive investigations increasing solvability and minimizing community despondency. The Nishnawbe Aski Police Service In-Service Training Unit will continue to strive and reach further, delivering the most up-to-date, relevant materials available, and to become an even stronger united policing family.

- *VIP security*
- *Witness protection*
- *Warrant Service*
- *Low-slope rope rescue*
- *High-risk prisoner escorts, and*
- *any other situation the Deputy Chief or Regional Commander deems requires their expertise*

Members must maintain a constant state of readiness as they can be called out with little notice and are often required to work away from their homes for extended periods of time.

They also must maintain a high level of physical fitness. The working environment during an incident may be unpredictable and subject to rapidly changing factors.



Training

It is important for the success of the ERT program that the appropriate candidates are selected for this challenging role. New team members must successfully complete several phases including an application package, interview, an assessment week and an intensive 10 week basic training course. The course is physically and mentally demanding and gives the candidates the knowledge and skills they need to be effective ERT members.

ERT members must continually demonstrate exceptional integrity, sound judgement under stress, leadership and effective communication skills, as well as the ability to problem-solve and take initiative.

ERT is continuing to grow, (2) recruits are currently on the 2018 ERT Basic course, and the posting for 2019 has already gone out seeking (5) additional members to compliment the team.

The Nishnawbe Aski Police continues to provide a wide range of opportunities, from frontline policing to specialty units such as Drug Enforcement, Gang Enforcement, Intelligence, 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 In-Service Training Unit has delivered training in the following areas;

April 2017

Course / Seminar / Workshop	Location / Date	# of Members Trained
ERT Basic Training	CFB Borden Apr 2-Jun 8	2
Post-Aylmer Training	GHQ Apr 9-20	18
Pre-Aylmer Training	GHQ Apr 23-27	4
Annual Block Recertification	GHQ Apr 3-6	2
Homicide Investigation	OPC Apr 9-13	1
Investigative Interviewing	OPC Apr 16-20	2
Front Line Supervisor	OPC Apr 23-27	1

May 2017

Course / Seminar / Workshop	Location / Date	# of Members Trained
Annual Block Recertification	GHQ May 1-4	1
ERT Spring Training	Fort Frances May 8-12	3
Annual Block Recertification	GHQ May 22-25	2
ATV Course (ERT)	Thunder Bay May 29-Jun 2	3

June 2017

Course / Seminar / Workshop	Location / Date	# of Members Trained
Annual Block Recertification	GHQ June 5-8	3
Annual Block Recertification	Cochrane June 12-15	8
Annual Block Recertification	GHQ June 19-22	3
Investigating Offences Against Children	OPC June 5-14	1

July 2017

Course / Seminar / Workshop	Location / Date	# of Members Trained
Drug Investigation Course	OPC July 10-21	1
Annual Block Recertification	GHQ July 17-20	2
Annual Block Recertification	GHQ July 24-27	6
Post-Aylmer Recruit Training	GHQ July 31-Aug 11	4
Scenes of Crime Officer	OPC July 17-28	2

August 2017

Course / Seminar / Workshop	Location / Date	# of Members Trained
Annual Block Recertification	GHQ August 14-18	2
Annual Block Recertification	GHQ August 21-24	2
Pre-Aylmer Recruit Training	GHQ Aug 28-Sept 1	6
ERT Applicant Testing	Thunder Bay Aug 28-30	12

September 2017

Course / Seminar / Workshop	Location / Date	# of Members Trained
Annual Block Recertification	Cochrane Sept 5-7	
ERT Fall Training	Terrace Bay Sept 25-29	4
Sexual Assault Investigation	OPC Sept 5-15	1
Annual Block Recertification	GHQ Sept 5-8	3
Annual Block Recertification	GHQ Sept 11-14	4
Annual Block Recertification	GHQ Sept 18-21	10
Front Line Supervisor	OPC Sept 24-28	

October 2017

Course / Seminar / Workshop	Location / Date	# of Members Trained
Annual Block Recertification	GHQ Oct 2-5	4
Homicide Investigation Training	OPC Oct 2-6	1
Annual Block Recertification	GHQ Oct 10-13	5
Annual Block Recertification	GHQ Oct 23-26	9
Annual Block Recertification	GHQ Oct 30-Nov 2	13
ERT Assessment Phase	CFB Borden Oct 16-20	3
Front Line Supervisor Course	OPC Oct 30-Nov 3	1

November 2017

Course / Seminar / Workshop	Location / Date	# of Members Trained
Investigative Interviewing	OPC Nov 5-9	2
ERT POU training	Thunder Bay Nov 6-10	4
Domestic Violence Invest	OPC Nov 12-21	2
Annual Block Recertification	SLKT Nov 14-17	9
Annual Block Recertification	GHQ Nov 14-18	5
Drug Investigation	OPC Nov 19-30	1
Annual Block Recertification	GHQ Nov 20-23	11
Annual Block Recertification	GHQ Nov 27-30	19
Sexual Assault Investigation	OPC Nov 20-30	1

December 2017

Course / Seminar / Workshop	Location / Date	# of Members Trained
Post-Aylmer Recruit Training	GHQ Dec 4-15	6
Radar / Lidar Instructor Training	OPC Dec 11-15	1
Pre-Aylmer Recruit Training	GHQ Dec 18-22	6

January 2018

Course / Seminar / Workshop	Location / Date	# of Members Trained
Annual Block Recertification	GHQ Jan 8-11	5
Annual Block Recertification	GHQ Jan 22-25	2

February 2018

Course / Seminar / Workshop	Location / Date	# of Members Trained
Investigative Interviewing Tech	OPC Feb 12-16	1

March 2018

Course / Seminar / Workshop	Location / Date	# of Members Trained
Fraud Investigation Training	OPC Mar 12-23	1

Total Fiscal members Trained for 2017-18

238



Recruitment

Looking back on the previous year, NAPS Recruitment was very happy to see people from the Nishnawbe Aski Nation show interest in a policing career. It is our intent to continue to mentor and direct everyone toward their goal of becoming a police officer with NAPS.

More communication and guidance with interested candidates has been implemented this year, as most of the interested candidates from the NAN area require more direction and support for qualifications in the education and fitness fields. Motivation and effort in these areas will ensure success with both the candidate's success in being hired and with the training rigours at the Ontario Police College.

If a candidate has not been in any formal education for three years prior to applying for a constable position, resources are available for ongoing education in order to assist the candidate with this qualification. Fitness testing and direction for the candidate can be arranged with the recruitment office.

Since last year, 21 police officers have been hired.

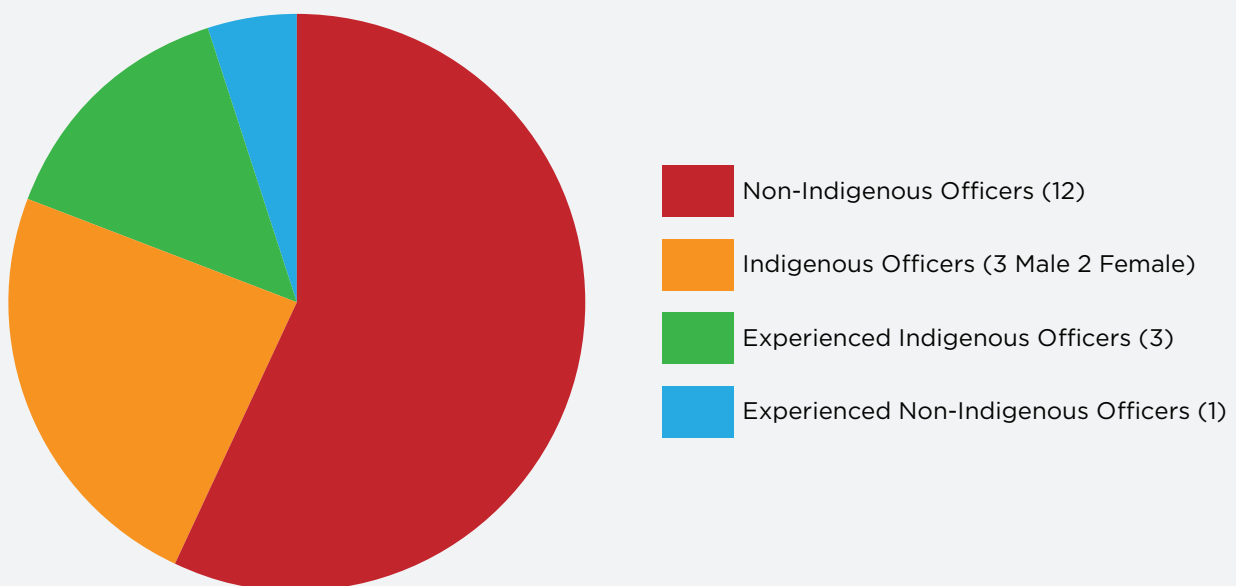


Sergeant Jackie George

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

April 2017 – December 2017 Presentations & Career Fairs

- *Apr 20 Sachigo Lake Career Fair*
- *May 10 Eabametoong Career Fair*
- *May 11 Neskantaga Career Fair*
- *May 12 Slate Falls Career Fair*
- *May 17 Dennis Franklin Cromarty High School Graduation*
- *May 23 KIHS Graduation, Webequie Career Fair*
- *May 26 & 27 Public Safety & Security Recruiting Expo, Thunder Bay*



- *July 12 Kashechewan Candidate Fitness Testing*
- *August 2 & 3 Gathering of our People, Moose Factory*
- *September 26 Red Lake Career Fair*
- *September 27 North West Law Enforcement Academy, Winnipeg*
- *September 28 Pathways to Policing & Justice Services Symposium, Seven Generations Education Institute, Kenora*
- *December 8 Fort William Career Fair*
- *December 30 Marten Falls Youth Pow Wow, Thunder Bay*

January 2018 – March 2018 Presentations & Career Fairs

- *January 16 University of Winnipeg Career Fair*
- *January 17 University of Manitoba Career Fair*
- *January 26 & 27 Public Safety & Security Recruiting Expo, Thunder Bay*
- *January 31 Confederation College Job Fair*
- *February 13 Police Foundations Class – Career Preparation Presentation*
- *February 16 Pelican Falls Career Fair, Sioux Lookout*
- *February 22 The Big Wunn Hockey Tournament, Recruitment Booth, Wunnumin Lake*
- *February 26 KERC Career Fair, Muskrat Dam, Materials Sent*
- *February 28 Delores D. Echum Composite School, Moose Factory*
- *February 28 Moose Factory Candidate Fitness Testing*
- *March 1 Northern Lights Secondary School Career Fair, Moosonee*
- *March 7 Kashechewan Career Fair and Fitness Testing for Attawapiskat & Kashechewan Candidates*
- *March 7 Sachigo Lake Career Fair*
- *March 7 Dennis Franklin Cromarty Career Fair*
- *March 12-14 Little NHL, Recruitment Booth, Mississauga*
- *March 24 Fitness Testing for NAN Candidate, Thunder Bay*
- *March 29 Northern College's Careers in Policing Presentation*

Should you know of anyone who is interested in joining NAPS for a policing career, please email Sergeant Jackie George directly at jackie.george@naps.ca.

Constable Position Requirements

(see joinnaps.ca “Prepare for NAPS”):

- ✓ *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.*

Constable Jayleen Beardy
Bearskin Lake First Nation, ON



**Make a
difference,
become a
NAPS Officer**



Incidents

January 1st, 2017 to December 31st 2017

Crime and Local Statistics, All Violations, as Reported

	Northeast Region	Northwest Region	Central Region	Totals
Murder/Attempt Murder	0	4	0	4
Sexual Offences	100	154	47	301
Assaults	764	706	280	1750
Utter Threats	112	79	54	245
Robberies	4	0	4	8
Arson	13	18	19	50
Break & Enters	127	70	58	255
Thefts - MV's	23	7	9	39
Theft & Possession	198	92	63	353
Frauds	16	13	2	31
Mischief	877	409	184	1470
Offensive Weapons	32	29	18	79
Bail Violations	383	239	86	708
Disturb the Peace	126	115	77	318
Criminal Code - Other	125	92	66	283
Drugs	71	71	54	196
Liquor Acts	377	646	116	1139
Dangerous Operation	22	13	10	45
Impaired Operation	79	86	14	179
Police Assistance	1748	1466	579	3793
Escorts - Prisoner	356	275	21	652
Suspicious Activity/Person/Vehicle	37	44	53	134
Sudden Death	12	11	16	39
Mental Health Act	202	103	71	376
Attempt Suicide	68	58	50	176
Threat of Suicide	139	72	39	250
Youth Complaint	265	50	80	395
Criminal Record Checks Employment/Volunteer	491	103	107	701
Patrol/Property Checks	68	509	168	745
Animal Complaint	105	79	94	278
Community Service	171	303	225	699
Alarm/Fire Alarm	134	13	43	190
Property - Lost/Found/Damaged	30	22	26	78

	Northeast Region	Northwest Region	Central Region	Totals
Missing Person	14	33	8	55
Family Dispute	245	118	72	435
Unwanted Persons	419	667	186	1272
Keep the Peace	2	20	15	37
R.I.D.E.	90	168	48	306
Traffic Related	167	220	124	511
Motor Vehicle Collision	56	51	23	130
Noise Complaint	39	17	17	73
Person Check-In/ Compliance Checks	97	192	49	338
911 Call/911 Hang Up	21	6	22	49
All Other Local Stats	838	895	290	2023
Regional Totals	9263	8338	3587	
Service-wide Total				21188

*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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