

The logo is a circular emblem with a red border. Inside the border, the words "NISHNAWBE ASKI POLICE" are written in white, uppercase letters. The center of the emblem features a stylized profile of a Native American head wearing a feathered headdress, with a red star on the forehead. To the left of the head is a green evergreen tree. Below the head is a brown arrow pointing to the left. The number "25th" is written in a large, stylized, yellow font with a black outline, positioned in front of the emblem. Below the emblem, the word "Anniversary" is written in a white, cursive font.

NISHNAWBE ASKI POLICE 25th Anniversary

2018-2019 Annual Report

Celebrating bravery, respect, wisdom,
truth, love, honesty, humility since 1994.



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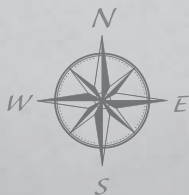
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

Incidents

55

NISHNAWBE ASKI POLICE SERVICE



LEGEND

-  Indigenous Communities
-  Non-Indigenous Communities
-  Nishnawbe Aski Nation Boundary
-  Police Regions



Mission Statement

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

Our Commitment

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

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

Our Vision

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



Core Values

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

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



Board Chair

Report

Mike Metatawabin, Board Chair



Watchya:

NAPS Board and administration have been focused on implementation of the new three-year agreement. With an expanded budget and deficit concerns eliminated, officer recruitment has switched into high gear. A total of 55 officers will be added to our compliment by March of 2021. We have been updating the leadership on our progress as officers are added. Every 4 months there is a new class of recruits sent to the Ontario Police College. We expect to have 7 to 15 officers in each class. This of course exceeds the 55 count for new officers, but you have to factor in the replacement of officers who have left the service.

The deployment model for these new positions will concentrate on the remote locations where there is no alternate form of backup available for the officer in the community. NAPS management is dedicated to assigning officer deployment in a manner that ensures that an officer will have back up available in his or her Community. It will take time to achieve this goal as the officer numbers are increasing. Your patience is appreciated.

There was a change of Government last year in Ontario with the PC party winning a majority in the legislature. We were very concerned when the Ford government ordered a review of our funding arrangements and quietly made an order to quash Bill 175. Bill 175 was the Safer Ontario Act which included the mechanism for legislative inclusion of First Nations Policing as an essential service. The Board was pleased to learn that the funding model was left unchanged and that the Ford government also created Bill 68 to replace the Safer Ontario Act. Even more encouraging was the fact that virtually all of

the provisions, changes and inclusions we had negotiated in Bill 175 remained intact in the new Bill. The new Bill has already passed its third reading in the legislature and is now set for Royal assent.

The key work remaining on the Bill is to create the regulatory framework required to put the new legislation into practice. The NAN Executive and the Board are both pursuing interests in assisting in drafting and review of the regulations, particularly on sections involving First Nations Policing and the inclusion of Police Boards under the Act.

There will be significant change in the area of Board governance particularly in the area of oversight. The office of the independent review (OIPRD) and the Special Investigations Unit (SIU) will now be called upon to investigate Civilian complaints that have not been resolved at the Administration or Board level and to conduct independent investigations on officer misconduct, allegations of sexual abuse and

other serious matters requiring independent investigation. Both of these oversight bodies will be required to have undergone cultural competency training in order to ensure that the oversight body is viewing governance from a perspective relative to First Nations and their customs.

The Board realizes that governance standards that is adhered to by municipalities and other organizations under the act must be mirrored by any First Nations Police Service that opts into the act. We are modifying our policies to ensure we are capturing those responsibilities and requirements. One of the forthcoming changes will be to exclude having community Chiefs sit as Directors to avoid the conflict of interest, real or imagined, that created by a community leader in dealing with Police matters in his or her own community. A second change will be in trying to ensure that gender representation is visible at the Board level. Currently we have no First Nation women on our Board. Another change will be in the area of ethics. The Board must be able to demonstrate without question that its members are citizens in good standing and any appearance of impropriety with legal issues, public notoriety will exclude a Director from his/her participation until such matters are cleared. Finally, we will be trying to ensure that Board members are replaced by a new member when they have completed their term of office. The changes I have described are the changes we have foreseen through our discussions and interactions with the former government in drafting Bill 175, as the requirements will be the same for Bill 68.

Roland Morrison has been our Deputy Chief of Police since 2012. It was not long after he advanced to that position when the Board began formulating a succession plan to have him groomed for the Chiefs position. Roland received a good part of his mentoring under our former Chief of Police Terry Armstrong. Terry had chosen to retire 10 months ahead of schedule and the succession plan was put into action. In order to accommodate a smooth transition, the Board authorized a 1 year contract for Roland to be appointed into the Acting Chiefs position. After completing 6 months and hosting a review, the Board and

A/Chief discussed advancing Roland to full time appointment as Chief. The Board formally appointed Roland to the Chiefs position on April 1, 2019.

Chief Morrison is currently constructing the new business plan to lead us forward and this will be presented in the Fall. Roland collaborated with the Board to ensure the vision of the service represented all. As the creator of the plan, Roland is now in perfect position to carry out the plan as he has a full understanding of what needs to be accomplished. Timing could not have been better and the Board has every confidence in Roland to carry out his duties as Chief of Police. We are proud to have a Chief who has risen through the ranks as a NAPS officer to become our Chief of Police. Congratulations Roland.

Two new detachments are now being constructed and are due to be fully operational in April of 2020. I need to thank both communities of Sachigo Lake and Bearskin Lake for their patience as both of these projects took a long time to be realized. We also have our sights on funding two more detachments in 2021. Marten Falls and Neskantaga are both slated for new builds. The Federal Government had announced new infrastructure dollars for First Nation Policing. Our Board has sent clear messages to Ottawa and Ontario that we have proven significant need and should be a priority once the new funding is released. All efforts will be made to ensure that these projects are given the go ahead early in 2021.

These are relatively exciting times for NAPS and our Board. To be in a position where deficit, shortfalls and insufficient manpower are not a daily worry is something NAPS has not had since it's inception in 1994. It took 25 years to get to a place where we can see good things coming. It's the beginning of a better today and brighter future for NAPS and First Nation Policing. My sincere thanks to all who helped getting us to this point.

Miigwetch!

Mike Metatawabin
Board Chair

Chief of Police

Report

Roland Morrison, Chief of Police



This is my first annual report as the Chief of Police for the Nishnawbe Aski Police Service.

Before I begin my report, I wanted to take this opportunity to acknowledge the outgoing Chief, Terry Armstrong. Chief Armstrong came to our police service and provided consistent steady leadership. Our Service is much better because of him and we are grateful for his years of hard work and dedication to the Nishnawbe Aski Police Service and to the Nishnawbe Aski Nation.

2019 marks 25 years Nishnawbe Aski Police Service has been in existence, this historic milestone will be celebrated with a formal dinner on June 18, 2019 and an Officer and Civilian recognition luncheon on June 19, 2019. 2013 is the last time NAPS had formally recognized its officers and it is important that our officer's achievements are recognized. There are a few NAPS employees who have been with NAPS since 1994 and it is worthwhile to mention who these officers are;

1. Northeast Region Headquarters - Regional Inspector Eric Cheechoo
2. Northeast Region - Kashechewan - Sergeant Raymond Sutherland
3. Northeast Region - Fort Albany - Sergeant Maurice Kataquapit
4. Northeast Region - Taykwa Tagamou - Senior Constable David Nakogee
5. Northwest Region Headquarters - Detective Constable David Dodsworth

During the past 25 years NAPS has endured many hardships from insufficient personnel, substandard infrastructure and equipment, however in 2018, a new funding agreement was reached with the Federal and Provincial governments which saw them commit to funding seventy nine new officers over the next five years and so far we have hired over twenty. Infrastructure commitments were also made to provide two new police detachments for the communities of Bearskin Lake and Sachigo Lake. Our Northwest and Northeast Regional Headquarters were renovated to modernize our working environment. Our new funding agreement also allowed NAPS to heavily invest in vital equipment essential for police work, one of these pieces of equipment is police vehicles, this past year NAPS purchased over thirty police vehicles. This new funding agreement has definitely allowed NAPS to address our personnel, infrastructure and equipment needs.

As part of our funding agreement, Public Safety Canada agreed to fund the development of a NAPS Far North Radio system. This radio system is long overdue for our members, officers working in our far remote north perform their duties without this vital piece of officer safety equipment. Every police service in Ontario has a communication center for its officers except for NAPS. So once this radio project is commenced and completed NAPS officers in our far north remote communities will be dispatched by an Ontario Provincial Police communication center. This is a large project that will take a couple of years to complete and it is NAPS expectation that this project will begin this summer.

A project of this magnitude requires a dedicated project manager, through our funding arrangement, NAPS hired a project manager who is familiar with radio communications and the installation in the remote north. Leading this project on behalf of NAPS is retired Ontario Provincial Police Staff Sergeant Rod Brown, Rod was instrumental with the implementation of the current radio system being used by the Ontario Provincial Police in Pikangikum, Weagamow, K.I. and Wapekeka.

Another important area of policing is training, there is annual mandatory use of force training that all officers within the province of Ontario are required to perform and pass. With the anticipated increase in officers, the size of our current training room at our General Headquarters in Thunder Bay is no longer suitable. NAPS management secured a large building that will be suitable to meet our future training needs. To stay current on police training, NAPS purchased an interactive training scenario simulator for our new training building. This is a state of the art simulator that comes preloaded with scenarios and also allows for new scenarios unique to NAPS to be developed. There are only a few police services in the province that currently offers this type of training so NAPS is at the forefront in this area.

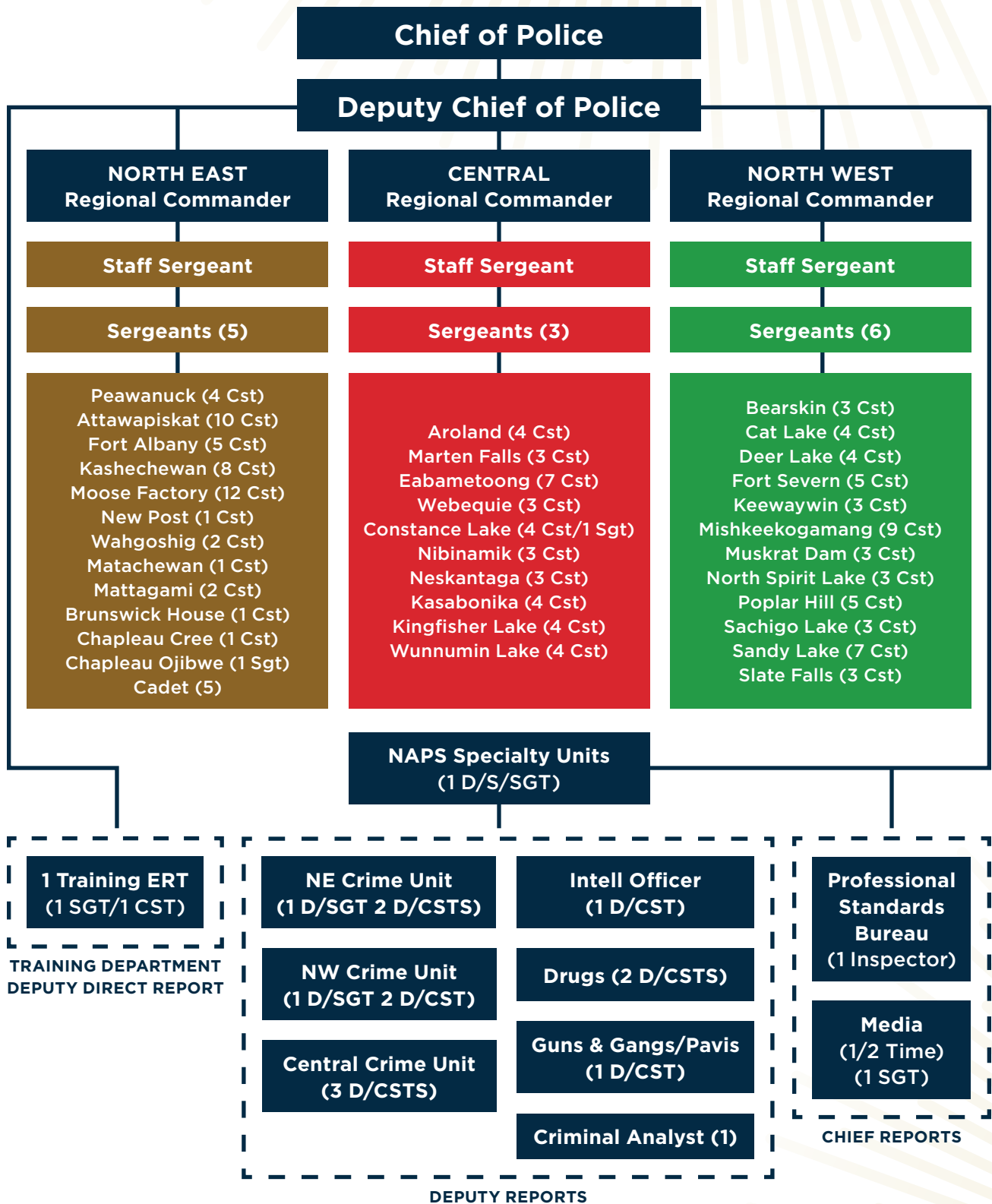
In 2018 our 2015 – 2018 strategic business plan came to its end, since the fall of 2018 NAPS has been developing our new strategic plan. Numerous in person strategy development sessions were held with a cross section of NAPS employees from civilian and frontline officers to upper management and our NAPS Board. NAPS plans to release its strategic plan later this calendar year.

I wanted to take this opportunity to reflect on 25 years of NAPS. NAPS has substantially expanded over the last 25 years. In some of larger communities, we have doubled the number of officers required to provide effective policing, we have added more supervisors, and we have added specialized units such as crime units, drug, and gang and intelligence officers and emergency response units to assist and support our frontline officers. We have our own training unit to facilitate our own annual officer's mandatory training, no other Indigenous police service in Canada has its own dedicated training unit. Our police detachments have improved and will continue to improve. Our police equipment such as our uniforms and police vehicles have noticeably changed and improved over the years. Technology has certainly changed since 1994 and over the years and we have adapted and implemented new technology into our service, we have gone from hand writing reports to using a police reporting system that is used by many police services in the province.

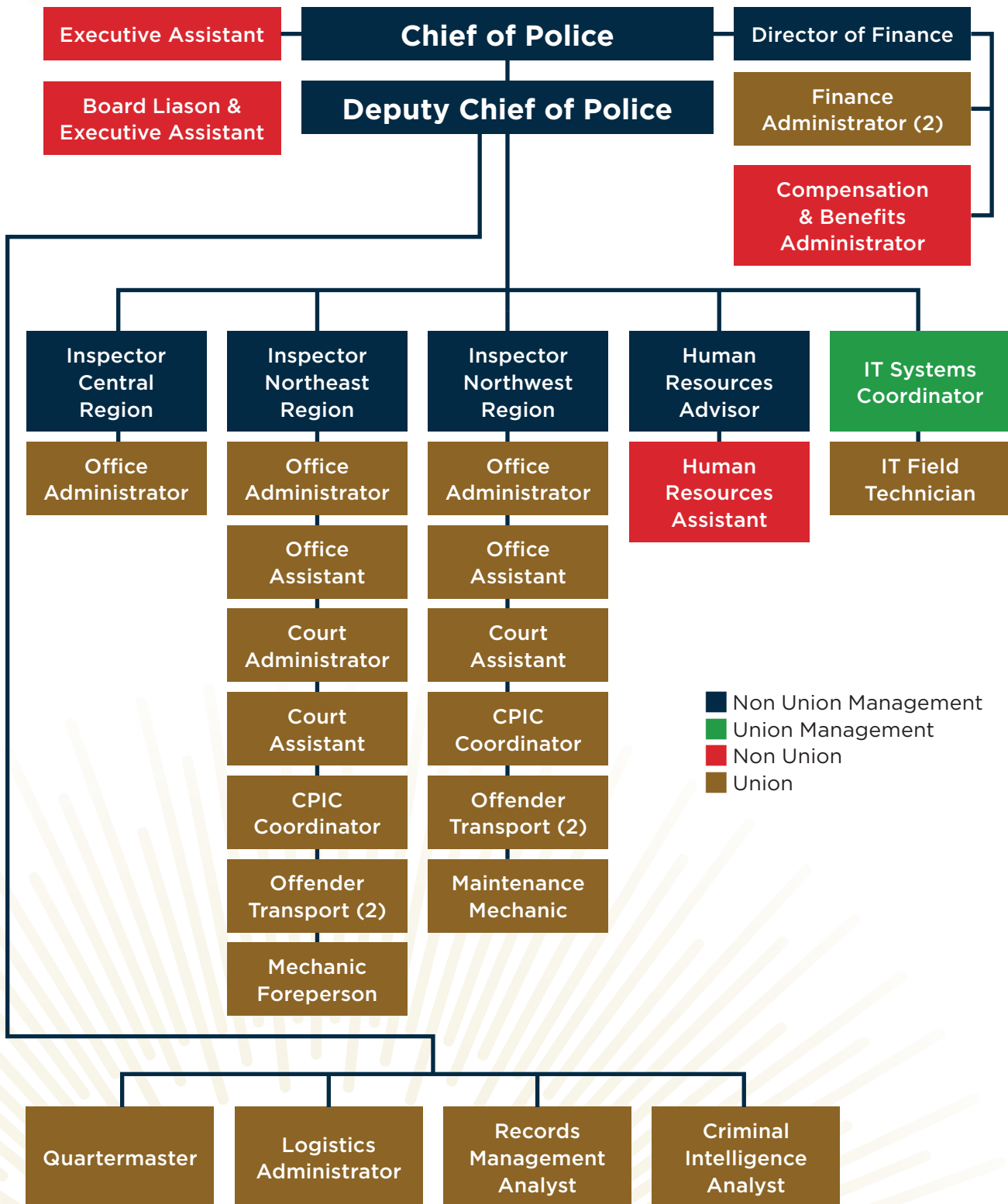
NAPS has seen and endured many changes since 1994 and since 1994 the single most important asset in our organization is; our employees. Our employees are our greatest asset and it is important that their work and commitment be acknowledged and as the Chief of Police of NAPS, I want to thank all our dedicated employees for their continued hard work and dedication to NAPS.

Roland Morrison
Chief of Police

Uniform Organizational Chart



Civilian Organizational Chart



Deputy Chief of Police Report

Darryl Snider, Acting Deputy Chief of Police



Greetings to everyone.

My name is Darryl Snider and I am the current Acting Deputy Chief for your Nishnawbe Aski Police Service. I have had the opportunity to Act in this role from September 2018 for a one year term. My job is to oversee the operations and administration of our police service ensuring that things operate smoothly and in an efficient and cost effective manner.

This 2018/2019 Annual Report will also have updates from the Regional Inspectors, Human Resources, Professional Standards, Specialized Units and Training Sergeant.

Before I start with the Annual Report I would like to take this time to acknowledge the recent passing of Senior Constable Mel Coles. Mel was a long time employee with NAPS and he will be greatly missed by all of us. My condolences go out to the family and friends of the late Mel Coles.

Noted from last year's Annual Report was our monumental funding agreement signed between NAPS along with the Federal and Provincial governments. One key component to this was the funding of an additional 79 officers to our compliment. We are now in our second year of the five year plan to accomplish this goal. NAPS continues an aggressive recruitment movement covering Ontario and Manitoba. Our last three classes at the Ontario Police College have been large for our police service consisting of 12-12 and 11 new recruits.

Several other notable projects have also been included in the agreement;

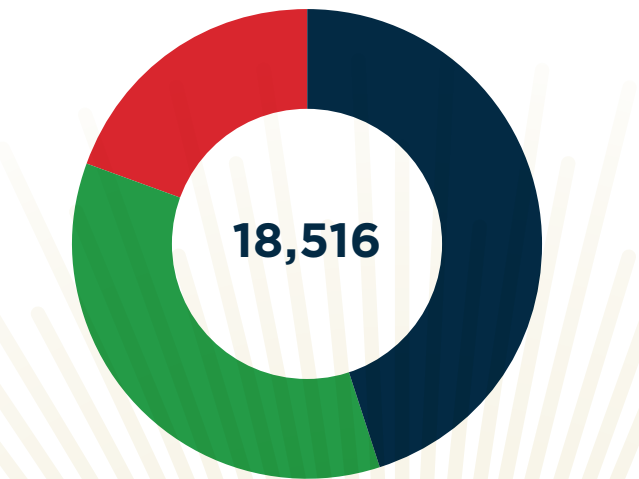
Far North Radio Project, this is something that every other police service in Ontario has for the safety of its officers and members of the public. NAPS has been in existence for twenty five years and has not had a radio service that was connected to a provincial communication centre that encompasses all of our communities. We are very pleased to be moving towards having this in all of our northern communities over the next several years. A costing proposal has been presented to the government and we hope to begin the project soon with "proof of concept" in our Martin Falls and Kingfisher Lake detachments. This project is one of the single most important projects to ensure the safety of all of our officers and the community members that we are sworn to protect.

New detachment builds for Bearskin Lake and Sachigo Lake, during the winter months of 2018 and 2019 all materials and supplies for the two new detachments were transported to the communities on the winter roads. Both sites in Sachigo Lake and Bearskin Lake have been prepared and ground breaking ceremonies were conducted this spring. It is estimated that the two detachments will be constructed

within 9 months and both will be state of the art facilities. Negotiations with the government is ongoing to ensure more new detachments will be funded in the coming years.

As we are all aware Bill 175, the Safer Ontario Act that was proposed by the previous Liberal government was placed under review by the new Conservative government of Ontario Premier Doug Ford. This was a very stressful situation for NAPS and all First Nation Police Services in Ontario. This was due to the fact that a First Nation policing component was added to this Act which would enable the Nishnawbe Aski Police Service to move forward from our current “Program” status to becoming an “Essential Service” and part of the Police Service Act. We all were very happy to see the government review the Act and move forward calling the new bill the “Community Safety Policing Act”, and is keeping the First Nation component of the bill intact. This is very exciting news for our police service as the Act continues to move through the government process.

Calls for Service by Region



For the calendar year 2018

There were 18,516 total calls for service



- Northeast Region calls for service: 8,347
- Northwest Region calls for service: 6,571
- Central Region calls for service: 3,598

Recruitment



As the Nishnawbe Aski Police Service continues to grow all three regions (Northwest, Central and Northeast) are consistently improving the quality of policing in our northern communities. This is in part due to the additional officers being added to our frontline policing core. This does however increase the workload on the regional management teams, this being the Inspector, Staff Sergeant and frontline Sergeants. Despite the growth and added workloads being experienced everyone from our civilian staff, frontline officers and management have been doing an exceptional job moving forward with all the new changes that NAPS is experiencing.

With this in mind, the Nishnawbe Aski Police Service continues to move forward with our planned recruitment program to add additional officers to our police service.


Ontario Police College



September 2018 Class
(12 recruits sent, 10 graduated)



January 2019 Class
(12 recruits sent, 11 graduated)



May, 2019 Class
(11 recruits sent)



Training

The NAPS Training teams consists of Sergeant Chris Eisenbach and Constable Bobby Macphail (recently the successful candidate for a permanent training position competition). Constable Aaron Dodge is also used for training in a part time capacity. All of our trainers are also Emergency Response Team (ERT) members and are highly skilled in all aspects of training and emergency response situations.

At the current time the NAPS General Headquarters has been used for training purposes other than firearms. With the growth of our police service it is no longer viable to conduct training at our GHQ. For this reason an offsite facility is being explored close to our main office, the unit would be a 5,000 square foot building set up specifically for training purposes this would also include the purchase of a state of the art simulator (Milo Range) to enhance realistic training scenarios for all of our members. Negotiations are ongoing and management hopes to have the building usable for the fall of 2019.

Upgrades have been approved at the Firearms Range used for training by the Nishnawbe Aski Police Service. Drainage issues to be addressed as well as the addition of an onsite building to allow officers to warm up out of the elements.

The First Aid carrier Canadian Red Cross, currently used by the Nishnawbe Aski Police Service has been changed to Rescue 7. Rescue 7 is more cost efficient, has more on line training capabilities and is geared towards First responders. The transition to Rescue 7 has went very smoothly and we are now live with the new carrier.

Management has also been exploring new recruitment ideas moving forward. NAPS has been working with the Oshki-Wenjack Education Institute (Thunder Bay) as a partner for recruitment. This Institute offers a Police Foundation Course which will prepare the graduates for a career in policing.

The NAPS Recruitment Sergeant Jackie George has been assigned to the Oshki-Wenjack Institute as a mentor for the students enrolled in the Police Foundation Program and is also involved in the teaching aspect of the course as well. This partnership should provide the Nishnawbe Aski Police Service an excellent opportunity to hire recruits from the NAN Territory.

Management is also looking at bolstering its recruitment team in several ways,

- Additional Recruitment Officer
- Hand selected regional recruitment teams that will be made up of highly motivated individuals to attend Colleges, schools, etc. in Ontario, Manitoba and Quebec.

The Nishnawbe Aski Police Service continues to recruit members from our local communities through career fairs and attending communities and Colleges in Ontario and Manitoba.

Retention

Retention has and continues to be one of the areas that needs improvement. There are three factors that control retention.

Wages

The wage component to officer retention has been addressed in the past several years. Wage parity with the Ontario Provincial Police has been agreed upon. This has been a huge component to keeping officers employed with NAPS.

Partners to work with

This has been the single largest difficulty in keeping officers in our deployed police service. Working alone not only jeopardizes officer safety but also community safety as well. The recent agreement with Canada and Ontario to add 79 new officers over the next five years will significantly see this issue reduced. Nishnawbe Aski Police Service Management is committed to getting the recruits required into the Ontario Police College and ensure they are mentored to be successful. The last three recruit classes sent to the Ontario Police College is adding over 30 new officers to NAPS.

Paid flights for officers

This topic is also a very important component of ensuring officers stay with our police service. Management and the Union have been working to improve this area. A pilot project was conducted last year in which NAPS paid for flights to some communities, this is a costly venture and funding became an issue. Several airlines have offered discounts to our officers when flying to and from work, this has helped dramatically. Several other options are being looked into, using our dedicated aircraft to move officers to and from work locations and the possibility in the future of a second dedicated aircraft to make this easier to conduct. Management continues to explore options to improve officer movement to and from their work locations.

Specialized Units

The Nishnawbe Aski Police Service has several Specialty Units that continue to perform well with minimal resources. These Units include Crime Units (Northwest, Northeast and Central regions), Drug Unit, Guns and Gangs Unit, ERT (Emergency Response Team) and the most recent the addition of the SASP Unit (Survivor Assistance Support System).

The most common type of feedback we receive from the communities is the drug epidemic in many of our First Nation Communities, Management hears these concerns and is working hard on these issues. With additional officers coming we hope to expand all Specialized Units to ensure that community concerns are met.

Drug Unit and Guns and Gangs Unit:

The Drug Unit and Guns and Gang Unit continue to gather intelligence and execute warrants for drugs and guns as it relates to crime and gang activity. Throughout the past several years many arrests have been made in regards to drug and firearm charges. NAPS has worked on several Joint Force Operations (JFO) with our policing partners, Thunder Bay Police Service, Ontario Provincial Police, Anishinabek Police Service and many other police services throughout Ontario.

The most recent JFO project was a Task Force involving Thunder Bay Police Service, Ontario Provincial Police, Nishnawbe Aski Police Service and the Anishinabek Police Service. The project was named "Project Disruption" and was created to combat the drug and gang issues in the region. This joint venture ran from October 1, 2018 to April 5, 2019. As you will see from the below statistics the project was a huge success and all involved parties want to continue with the operation.

Statistics resulting in:

- 44 gang members arrested, 36 suspected gang members arrested
- 10 non-traditional street gangs identified
- Charges laid, 257 Criminal Code; 147 Controlled Drugs and Substances Act, 26 Highway Traffic Act and one other OSPCA.
- Drugs seized; 2.8 kilograms of Cocaine (soft), 927.58 grams Crack Cocaine, 1.06 kilograms of Fentanyl, 2,728 pills Oxycodone.
- Total street value of all drugs; \$1,481,804.00 (approximate)
- Weapons seized, 12 Firearms; 204 rounds of Ammunition, 1 Prohibited Weapon, 2 Replica Weapons; 1 Brass Knuckles, 1 Knife.
- Total currency seized; \$755,473.62 Canadian Dollars, \$308.00 US Dollars

SASP (Survivor Assistance Support Program)

The Survivor Assistance Support Program “SASP” was developed after it was observed that a gap existed for victims of sexual / domestic assaults. This gap revealed that victims in the NAN communities had to wait weeks before a referral is received and acknowledged by the current 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 the experience of the developer it was 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.

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. The proposal was accepted and NAPS was allotted enough funds (\$320,000.00) 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 FN
- Sandy Lake FN
- Moose Factory FN
- Attawapiskat FN

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. Prior STATS showed that by the time a trial was enduring in the community due to no or limited support we would lose the victim and she would refuse to attend court or even testify.

At the time of this report future funding grants have not been successful. NAPS will now have to look for other possibilities to keep the program moving forward as the trial run was deemed to be a huge success.

The Nishnawbe Aski Police Service Crime Units continue to carry a very high case load, investigating the more serious crimes while providing support to our frontline officers in investigations. At present NAPS continues to provide detectives in the Northwest region (Detective Sergeant and 2 Detective Constables), Central region (3 Detective Constables) and Northeast region (Detective Sergeant and 2 Detective Constables). Due to the nature of these units it is imperative that we increase the number of members to alleviate some of the workload and burnout rates currently being experienced by our Crime Unit Members.

ERT (Emergency Response Team)

The Nishnawbe Aski Police Service has an integrated Emergency Response Team with the Ontario Provincial Police, the Nishnawbe Aski Police Service has 10 allocated ERT positions across both the North West and North East Regions, and currently (4) active ERT members in the Northwest Region and (6) vacancies which are in the process of being filled. The Ontario Provincial Police compliment the NAPS members within our territorial jurisdiction and are ready to respond anywhere in northern Ontario in a moment's notice 24 hrs a day. Duties of an ERT members are as follows but not limited to;

- A containment situation involving Hostage taking / lone Barricaded person(s)/ Threatened suicide;
- Search and rescue by land, sea or air for lost, missing or overdue person(s);
- K-9 Back-up, Tracking for violent offenders with or without weapons, or person(s) suffering with Mental Health conditions;
- Warrant Service;
- Public Order maintenance at a civil disturbance/riot/strike/demonstration / concert or other major event;
- Evidence Searches - high profile cases (example -homicides)
- VIP security for Dignitaries/ witness Protection;
- High Risk Prisoner escorts, threat or history of escape;
- Community Venues to which there is an heightened risk for violence;
- Covert Operations which are outside the scope of practice of uniform patrol;
- And any occurrence/ incident deemed appropriate by the Deputy Chief of Police;

The Current active NAPS members and locations are as follows;

(4) Confirmed Active Serving ERT Members;

- ERT Sergeant - Chris Eisenbach Thunder Bay GHQ
- ERT Constable - JP Nanowski Kingfisher Lake Detachment
- ERT Constable - Aaron Dodge Mishkeegogamang Detachment
- ERT Constable - Robert Macphail Thunder Bay GHQ

Confirmed ERT Candidate that will be attending the next ERT Course April 01, 2019 to June 07, Constable Kevin Roy Cat Lake Detachment, has COMPLETED ERT assessment week, will be attending 10 week ERT Basic Course CFB Borden Angus, Ontario.



Mental Health and Employee Wellness

Mental Health issues among our employees continues to be of concern. The most prominent being Post Traumatic Stress Disorder (PTSD). The Government of Ontario recognizes that PTSD has a much higher chance of occurring to those working in the First Responder fields.

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

Several services are utilized by NAPS to assist employees and their families through traumatic events.

- EAP (Employee Assistance Program)
- Sullivan and Associates – Counselling
- Fortlog – Provides Crisis training to our supervisors to assist in recognizing and dealing with workplace trauma.



NAPS has just completed a three month pilot project with AVAIL (a member engagement, productivity and well-being management solution). AVAIL works with members to identify the areas in their life where they are thriving and where they may have room to grow and improve, then guides the employee to personalized opportunities for care and growth. This is achieved by utilizing weekly check-ups to monitor their health and well-being. This project consisted of 30 employees of our service being signed up to participate in the pilot and after a briefing following the completion of the project with members of the AVAIL team, the project was deemed to be a success. Participation by the members chosen was quite good (76% participated) and employees reported that the AVAIL pilot project was a great way to monitor their mental health on a regular basis and have the resources available if things are not going well. NAPS management is currently conducting costing to see if we are able to roll out and provide the services of AVAIL to our entire police service.

Detachment Maintenance and Upgrades

Following the Federal Governments call for each Detachment to commit to an inspection to identify issues and shortfalls the Nishnawbe Aski Police Service continues to upgrade many of its detachments. The majority of the work in the isolated northern communities has been tasked to a Thunder Bay company PDR Contracting (Pat Murphy, President). This partnership has and continues to work well with prompt and professional service from PDR. This company has many connections to other sub-contractors which ensures the right people attend to address the issues with our detachments.

In May of 2019 a posting was broadcasted to hire a new Maintenance coordinator for NAPS. Interviews were held, however at the time of this report a candidate has not yet been chosen.

Workplace Safety Insurance Board (WSIB)

Post Traumatic Stress Disorder (PTSD) continues to be the Nishnawbe Aski Police Service's leading statistic contributing to WSIB claims. The NAPS Human Resource team and Deputy Chief are continually working with medical staff and WSIB to address the issues and hardships that NAPS endures to the operations of the police service. Many employees returned to work from WSIB in 2019 and our HR team does an excellent job in working out return to work plans (RTW) with WSIB, these plans can be challenging due to restrictions of the retuning employee and the operational demands of the police service.

New, Time Management and Payroll System (Star Garden)

The new system Star Garden will be utilized for many purposes once it is rolled out. Payroll, Human Resources, Scheduling and Time Management. The new system will replace many of the functions now on our current system Entropol. Star Garden is an advanced system and tallies many of the updates required for time management automatically which will make the system more effective and save employees time for entering data.

Human Resources, Payroll and the Deputy Chief have been working closely with Star Garden employees setting up the system to meet the needs of NAPS. We hope to have the new system operational in stages in the very near future.

Conclusion

2019 is a milestone year for the Nishnawbe Aski Police Service, marking our 25th year as a Police Service. This is very exciting for all of our members and a gala event is being planned for June of 2019. The event will consist of a three days of events;



1. Formal dinner
2. Lunch and presentations at GHQ under the big tent.
3. Golf tournament

I would like to congratulate the appointment of the Nishnawbe Aski Police Service new Chief of Police Roland Morrison. Chief Morrison is the first member of NAPS to work his way up through the ranks to become the Chief of Police, this is indeed a huge accomplishment.

I always wish to thank and acknowledge the hard work and commitment of all of our officer and civilian employees. Without their commitment the Nishnawbe Aski Police Service would not be where it is today and where it will be in the future.

Lastly I would like to thank all of the Nishnawbe Aski Nation communities, citizens and Leadership for their continued support of your Nishnawbe Aski Police Service.

Thank You

Darryl Snider
A/D/Chief of Police

North West

Region Report



Brad Duce, A/Inspector

I would just like to take this opportunity to introduce myself. My name is Brad Duce and I have been a member of the Nishnawbe Aski Police for 14 years. I recently supervised the NAPS Specialty Unit, consisting of Guns and Gangs, Drug Enforcement, Intelligence and the Criminal Intelligence Analyst while also overseeing the Crime Units situated in Sioux Lookout, Thunder Bay and Cochrane. My policing career has provided me with the opportunity to see all different aspects of policing, including my dedication in combatting the drug epidemic that has plagued our First Nation Communities. I look forward in representing the Northwest Region with the utmost professionalism and integrity as the Acting Inspector.

The Nishnawbe Aski Police Service, Northwest Region has a geographic area that encompasses 12 communities, from as far West as the Manitoba Border and as far North as the Hudson Bay. 10 of those communities are completely isolated with access only by air or winter road and with 2 communities being year round road access.

With the new Tripartite Agreement the Northwest Region has seen an influx of officers to help offset the officer shortage/attrition concern. This is a very exciting time for NAPS as we continue to promote the newly acquired infrastructure to help improve the quality of policing that NAPS can deliver to the communities.

Work is currently underway for new detachments in Bearskin Lake and Sachigo Lake and we look forward to the completion to help serve our communities.

Operations

The Northwest Region is currently operating with the following compliment:

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

Northwest / Central Crime Units

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

With having the Central Region Crime Unit (pilot project) in operation, scheduling has been initiated to have the officers attend the Northwest Region Headquarters to offset the current officer shortages and workload.

The promotional process for the Northwest Crime Unit Detective Sergeant was posted with Officer Jason Gatto as the successful applicant. D/Sgt. Gatto has 12 years of policing experience with Nishnawbe Aski Police, with 10 of those years being dedicated to Northwest Region Crime Unit as a Detective Constable.

Detachment Postings

The promotional process for the Sandy Lake cluster Sergeant was posted with Officer Jesse Einarson as the successful applicant. Sgt. Einarson has 10 years of policing experience with Nishnawbe Aski Police all in Sandy Lake.

3 Constable positions have been posted for Mishkeegogamang and 2 Constable positions have been posted for Slate Falls. Interviews will be underway with the successful applicants anticipated start date in early June.

A second Sergeant position for the Mishkeegogamang Detachment will also be posted in early June to help offset the workload.

Detachment Inspections

Northwest Region command continues to attend each detachment to ensure each is up to standard. Detachments supervisors continue to provide timely monthly Workplace Inspection Reports with respects to maintenance etc.

Detachment Maintenance

Plans are approved and underway for new detachment builds for Sachigo Lake and Bearskin Lake. Other detachments are being discussed for future progression.

PDR Contracting, based out of Thunder Bay, have been tasked to complete the majority of the maintenance work in our northern communities. PDR has shown that they are proficient and capable of undertaking this task. PDR has many connections to sub-contractors which ensures that the appropriate and qualified trades / technicians attend the communities to address the issues with our detachments.

PDR has been busy this year with the frigid temperatures with frozen water lines in the Sandy Lake, Deer Lake and Mishkeegogamang Detachments. Work is currently underway to provide better insulation within the skirting underneath the detachments.

Vehicle Inventory

This was a big vehicle turnaround year for the Northwest Region as we removed multiple older vehicles from service and added 12 new police service vehicles.

Northwest Regional Headquarter Renovations

The Northwest Regional Headquarters in Sioux Lookout received a much needed renovation. Contractors installed new flooring, interior paint and new blinds.

Chief and Council Meetings

The Regional Inspector and Staff Sergeant are continuing general meetings with the regions Chief and Councils. The meetings are to discuss any issues and concerns that can be resolved and to open the lines of communication which will allow the best possible policing to each of our communities.

Block Training

The 2019 Block Training will commence in April to ensure all officers receive the proper training and re-certifications required. All training for 2019 will be held in Thunder Bay.

Guard CPR Re-certification will also be administered in 2019, conducted by Rescue 7.

Emergency Response Team (ERT)

Currently ERT selection is commencing with Cst. Kevin Roy from the Deer Lake Detachment selected from the Northwest Region to attend the training from April 1st – June 7th.



Current Northwest Region Detachment Groupings

Cat Lake, Deer Lake and Poplar Hill

- Sergeant Kyle Grudniski

Bearskin Lake, Muskrat Dam, Sachigo Lake and Fort Severn

- Sergeant Mike Ceci

Sandy Lake, North Spirit Lake and Keewaywin

- Sergeant Jesse Einarson

Mishkeegogamang and Slate Falls (road access)

- Sergeant William Carson

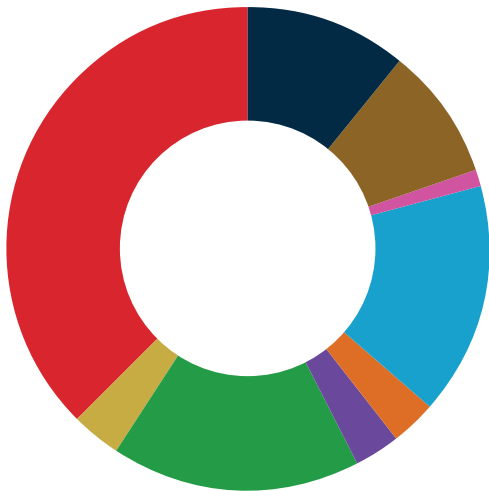
2018-2019 Statistics at a Glance

6,571
Total Calls for Service

1,149
Benchmark Calls

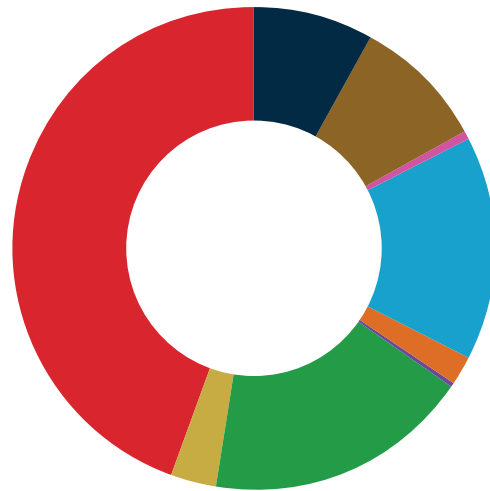
388
Prisoner Transports

Statistics for the Northwest Region from January 2018 to May 2019



January 2018 - December 2018

Violent Crime	900 (11%)
Property Crime	740 (9%)
Drugs/Guns/Gangs	93 (1%)
All Other Crime Stats	1,293 (16%)
Community Services	247 (3%)
Attempt/Threat Suicide/MHA	254 (3%)
Police Assistance	1,385 (17%)
Prisoner Escorts	261 (3%)
All Other Local Stats	3,097 (37%)



January 2019 - May 2019

Violent Crime	315 (8%)
Property Crime	350 (9%)
Drugs/Guns/Gangs	23 (1%)
All Other Crime Stats	582 (15%)
Community Services	74 (2%)
Attempt/Threat Suicide/MHA	14 (0%)
Police Assistance	696 (18%)
Prisoner Escorts	113 (3%)
All Other Local Stats	1,732 (44%)

Conclusion

As with the other regions, the Northwest Region continues to conduct its day to day operations and duties to the best of our abilities. With the shortage of available police officers throughout the province, the Northwest Region continues to see issues with officer retention as well as having a large number of officers off work on various types of leaves.

The Nishnawbe Aski Police Service will continue to improve operations and will continue to grow and strengthen in the coming years. All officers and civilians should be proud of their hard work and dedication!

Respectfully submitted,

Brad Duce
A/Inspector

North East

Region Report



Eric Cheechoo, Inspector

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

The support staff at the NEHQ consists of the following;



At present, the Region has 45 Frontline Officers with 5 being Sergeants. The NE Crime Unit is responsible for assisting the frontline officers with the investigation of major crimes, as well as guiding and assisting them in their investigations. The Crime Unit is very busy with their responsibilities and are quite often called out to attend the communities for urgent investigations.

MAJOR INCIDENTS

289
2018

73
2019*

The North East Region has 2 Special Constables that are solely responsible for prisoner transfers throughout the Region, either by flying or driving.

PRISONER ESCORTS

283
2018

110
2019*

*Statistics to date



Cadets:

In 2018, the Mushkegowuk Tribal Council provided NAPS with funding for 5 cadets for the communities of Attawapiskat, Kashechewan, Fort Albany, Moose Factory and Taykwa Tagamou.

The cadets 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.

We presently have 1 of these cadets at the Ontario Police College as a regular officer and in September, 2 of the cadets will be hired and attend Police College.

Officer Changes:

The North East Region had 1 officer resign in 2019 from the service, obtaining employment with another Police Service.

Over the past 6 months, 8 new recruits and 1 experienced officer were assigned to the North East Region. The officers were posted in the communities of Attawapiskat, Kashechewan, Fort Albany and Moose Factory.

Training:

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

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

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 the effect it is 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.

With the recent policing agreement, and the hiring of the new officers in the past year, the issue with shortages is not as serious as it was in the past, and shift coverage in the communities and officers working alone is no longer an issue in most of the busy detachments in the East Region.

Periodically, officers from the drive-in communities are utilized to assist with extra coverage, and the OPP is assisting by policing the sometime vacant drive in communities.

With this report being my final report to the Chiefs as I am set to retire in September, I would like to take this opportunity to express my appreciation to the Nishnawbe Aski Nation Leadership, the Chiefs and Councils, and the people of our Nation, for their support and understanding throughout the struggles we experienced over the years. To all the Officers of the Nishnawbe Aski Police Service, thank you for your continued dedication in ensuring the Service continues to grow and move forward.

Meegwetch

Eric Cheechoo
Inspector

Central

Region Report

Alex Misewace, Inspector



Booshoo and Wacheyeh to everyone and welcome to the 2019 edition of the Nishnawbe Aski Police Services Annual Report. My name is Inspector Alex Misewace and this is my seventh submission as Inspector for the Central Region.

The primary responsibility of the NAPS Central Region is to oversee the operational and administration delivery of Policing Services to 10 First Nation Communities. These communities include: Aroland, Constance Lake, Eabametoong, Kingfisher Lake, Kasabonika Lake, Marten Falls, Neskantaga, Nibinamik, Webequie and Wunnumin Lake First Nations.

This being the 25th anniversary of Canada's largest Indigenous police service is a positive sign that NAPS will continue to grow and improve for many years to come. Collectively we will continue to reinforce the building of positive relationships with the fullest of intentions of providing the best possible Police Service to the people of the Nishnawbe Aski Nation.

Currently we have a staff of 46 members in the Central Region and we are in the second of five years of implementing and hiring 79 new officers to our Service as a whole. Our goal is to have a minimum of five officers assigned to each community with two officers on shift each day. **(Please review the NAPS organizational chart in this Annual Report as to the allotted officer numbers for each community).**

In order to meet the numbers of officers for each community, our recruitment team is constantly on the go looking for the best suitable candidates. In order to expedite the numbers, we need your help. We need to encourage our NAN members to consider a career in policing and a career with NAPS. We have come a long way, have seen many changes and the days of having one officer in the community are soon coming to an end. **Any NAN member who may be interested in a Career in NAPS, please contact Sergeant Jackie George at our Regional Headquarters a 1-800-654-6277 or visit our website at www.naps.ca.**

I, along with senior management and supervising officers have travelled to every community in the Central Region. We have met with the Chiefs and Councils, community department managers and community members. What we hear is that drugs and alcohol continue to be the leading contributor to the social issues and if not properly addressed, this can be detrimental to the lively-hood of the community and is very important that we find solutions to combat these ongoing issues. Our specialty units (the NAPS Drug unit) are doing their due diligence in gathering information and intercepting persons trafficking drugs our communities. **More information related to drug information can be found within the NAPS Specialized Unit report.**

Our biggest support in the Central Region communities come from the Chiefs and Councils, Community Peace Keepers and the Community Volunteers. I applaud all these individuals as they always make themselves available without question to assist in community crisis and traumatic events. Another group that is also of great importance and assistance is the Canadian Rangers. Hats off to this courageous group of men and woman who have shown dedication and commitment when serving their communities. Great job to everyone in coming together as one and your support is always very much appreciated.

The Central Region Senior Management also sincerely acknowledges all the NAPS frontline Officers as they are the true heroes who dedicate themselves by working and living in our communities for days on end. These Officers continue to put countless hours of work in the field, they adhere to the demands of the Chief and Council, the general public and NAPS Management. We would surely be in a place of un-resolve without these dedicated and committed officers whom we hold in high regard. Good job to all our fine officers out there.

This year, we delivered four new fully equipped police vehicles to the communities of Eabametoong, Kasabonika Lake, Wunnumin Lake and Webequie. We also brought out all the police vehicles from each of our ten communities on the winter road for proper servicing and maintenance. This was done to keep the police vehicles safe, reliable and in good working order.

NAPS purchased and delivered a brand new trailer residence for the officers located in Kasabonika Lake. This trailer should be up and ready to move in during the summer months. NAPS is also renovating a residence in Marten Falls which will be deemed as a NAPS residence and completion should be done in July 2019.

In closing, it has been a pleasure working as the Inspector for the Central Region and it is a job I really enjoy. I have met many fine folks during my travels to and from our NAN communities. We have all been entrusted to always do our best and represent NAPS in a meaningful and professional manner for the people whom we work with and for the people whom we serve.

Until next time, take care and keep safe everyone.

Alex Misewace
Inspector

Commanding Officers and Office Personnel Directory

Staff Sergeant Merle Loon

NAPS GHQ in Thunder Bay
Phone: 807-623-2161. Ext 6135
Cell: 807 629 6701
Email merle.loon@naps.ca

Sergeant Cory Oleschuk is the immediate supervisor for the communities of Eabametoong, Neskantaga, Nibinamik and Webequie First Nations. Sergeant Oleschuk is stationed at the NAPS Eabametoong detachment.

Phone: 807-242-8561
Cell: 807- 620-1412
Email: cory.oleschuk@naps.ca

Sergeant Winston Rowe is the immediate supervisor for the communities of Constance Lake, Marten Falls and Aroland First Nations. Sergeant Rowe is stationed at the NAPS Constance Lake detachment.

Phone: 705-463-3331
Cell: 705-266-0994
Email: winston.rowe@naps.ca

Acting Sergeant Andrew Dunn is the immediate supervisor for the communities of Eabametoong, Kasabonika Lake, Kingfisher Lake and Wunnumin Lake First Nations. Sergeant Dunn is stationed at the Eabametoong detachment.

Phone: 807-242-8561
Cell: 807 738-1121
Email: andrew.dunn@naps.ca

Central Region Office Administrator Jennifer Kennard

NAPS GHQ in Thunder Bay
Phone: 807 623-2161
Email: jennifer.kennard@naps.ca



Professional

Standards Bureau

Pierre Guerard, Inspector

“You are what you do, not what you say you do”

– Inspector Pierre Guerard

Wachay, Boozoo, Ahnee, Hello

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

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

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

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

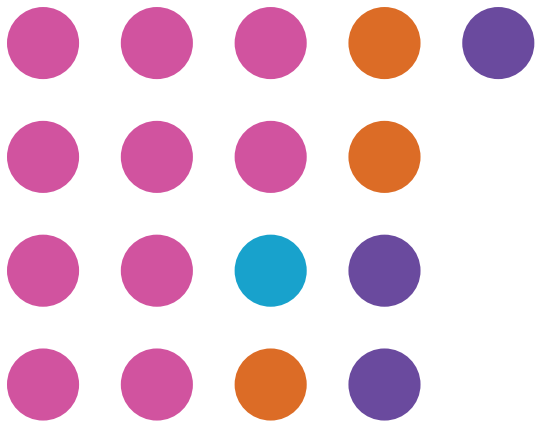
“Every Officer Makes Mistakes and the Service Can Always Do Better”

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

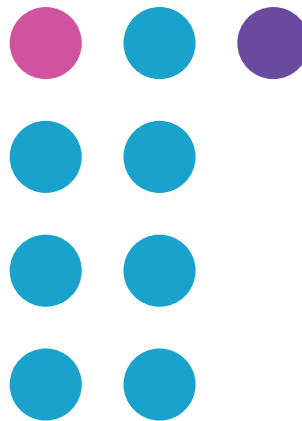
The purpose is to correct inappropriate behaviour by NAPS Police Officers and remedy service delivery complaints that exist in NAPS while maintaining and improving trust and confidence with the public, professional colleagues and the police service. The purpose is to provide NAPS Police Officers the opportunity to voluntarily improve work performance and behaviour.

2018-2019 Statistics

Internal (17)



Public (9)



Criminal (5)



	Internal Complaints	Public Complaints		Criminal Complaints
● Substantiated	10	1	● NAPS Charges	0
● Unsubstantiated	1	7	● Unfounded	0
● Ongoing	3	0	● Diverted (other agency)	0
● Resolved Other	3	1	● Other Agency (investigated or charged)	3
	17	9		3

✓ Complaints are down -62% for 2018 and -55% for 2019!

✓ Public Complaints for 2 years was only 9 files!

✓ 1 service delivery complaint in 2 years!

✓ Stats were so easy this year with IAPro.

NAPS Professional Standards Bureau (PSB) has seventeen (17) files for 2018, twelve (12) for 2019 to date and over 424 files since 2009.

To evolve to the next stage of development, we must use the data we have to focus our efforts on being proactive and identify the common pitfalls of police officers and find creative ways to stop misconduct before they happen.

The MOST common allegations against NAPS Police Officers are:

1. **Off Duty behaviour**
2. **Neglect of duties regarding investigations**
3. **Rudeness to the public**
4. **Excessive / inappropriate use of force**
5. **Violation of the Workplace Harassment and Discrimination Policy**

Having this knowledge allows us to develop strategies and educational tools for police officers. The ultimate goal is to significantly reduce complaints on police officers by targeting what may occur most often.

As we continue to take all complaints seriously, we are seeing a continued decline year after year. This allows NAPS to be proactive and time to look for the best possible resolutions. ***Files are down 62% for 2018 and 55% for 2019**

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

- ✔ Empowering our NAPS Police leaders and supervisors to resolve less-serious conduct, policy, work performance and/or service delivery concerns at the community or regional level. Resolving conflicts and effective leading in real time strengthens trust and confidence in our Police Officers and the public.
- ✔ Continuing to develop and strengthen **'complainant empathy'** to our members in all departments both civilian and uniform, this will ensure that we all remain professional and resolution oriented and that we have a profound understanding of the realities of the public we serve. It is also important to strengthen that empathetic approach that we remain communicative and listen to all concerns and refrain from demonstrating 'defensiveness' behaviour in our reactions.
- ✔ Alternative Dispute Resolution; with the increase of highly complex and diverse conflict among police personnel and the public, it is imperative that NAPS PSB has knowledge and is trained in the latest dispute resolution techniques to successfully negotiate and mediate complaints to a satisfactory resolution. We must also have the difficult conversations with our members and with the public.
- ✔ Strengthen a concerted effort to **'quality assurance'** in every stage of all our policing services that we provide the communities we serve.



Compliment, Complaint, Comment, or Concern

NAPS has always been proud to provide additional access for community members to communicate with us on-line, whether that's to compliment a police officer, file a public complaint or to make a comment about our services.

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

Compliment

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

Complaint

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

Comment or Concern

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

Contact

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

In closing, NAPS PSB looks forward to the future challenges and assisting NAPS with inspiring that trust and confidence we need to effectively provide policing services for NAN and by providing accountability.

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

Professional Standards Bureau Nishnawbe Aski Police Service

Inspector Pierre Guerard
Headquarters
309 Court Street South
Thunder Bay, Ontario
P7B 2Y1

Phone: (800) 654-6277 Ext 6108 (Toll Free)
Fax: (807) 623-2225
Email: psb@naps.ca
naps.ca

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

Specialized Units

Drug Enforcement Unit

Nishnawbe Aski Police Service has continued enforcement action throughout the Nishnawbe Aski Nation and surrounding municipalities. NAPS continues to conduct drug investigations with two trained Detectives. Detectives have been diligent in completing thorough investigations to ensure positive results in court. They have also conducted several Controlled Drug and Substances Act warrants in our communities and surrounding area. To date NAPS has seized large amounts of cocaine, methamphetamine, oxycodone, fentanyl, and in one incident Carfentanil. NAPS recognized the dangers that these drugs post to not only the community, but also our officers who are interacting with it. Officers have been trained to properly handle these drugs to ensure that they do not contaminate themselves as well as others around them. Officers have been provided with direction on safe handling, and all officers are trained with Narcan. Narcan can be successful to reverse the overdose effects when administered before overdose symptoms cause death.

Guns and Gangs Unit

NAPS currently has one detectives dedicated to the Guns and Gang Unit. This detective works with several partner agencies such as the Ontario Provincial Police, Toronto Police, Thunder Bay Police, Timmins Police, Corrections Canada, etc. This gives NAPS the ability to add resources to a unit that is tasked with the monitoring and enforcement of illegal gang activity. Northwestern Ontario has seen a large influx of gang activity that are originating from Southern Ontario.

Intelligence Unit

NAPS recently closed a vacancy that we had for this position. The detective will be maintaining partnerships and relationships that the service has with Criminal Intelligence Service of Ontario (CISO). NAPS utilizes funding from the First Nation Organized Crime Initiative (FNOCI) from Public Safety Canada to create this position. This Detective is to monitor crime activity and to establish trends in our region. Intelligence sharing is a primary role in this position, to ensure that NAPS is doing as much as we can to ensure the safety of our communities and the country.

Probe DERAIl (NAPS), Probe APPIN (OPP), Probe O'APPIN (RCMP)

November 2017- April 2018

NAPS Specialized Unit was tasked with focusing it's resources to disrupt a drug network operating in the Mushkegowuk communities. NAPS ran parallel investigations with OPP and RCMP. Our resources were shared and was successful with enforcement. NAPS also received assistance from Toronto Police Service throughout this investigation.

Probe DERAIl was completed with the arrest of nine individuals and completed eleven different warrants. There was thirty charges total between the Controlled Drug and Substances Act and Criminal Code. \$32,000.00 in street drugs were seized as a result of the investigations and warrants.

Project Disruption

October 2018 – April 2019

NAPS was part of an investigation dubbed Project Disruption. The investigation was a joint force operation between Thunder Bay Police Service, Ontario Provincial Police, and NAPS. Through the investigation NAPS identified links to our communities within NAN. There was a large number of gang affiliated members identified and arrests during this time. Forty-four confirmed gang members, thirty-six suspected gang members and ten non-traditional street gangs. There was two hundred and fifty seven Criminal Code charges, one hundred and forty seven CDSA, and twenty six Highway Traffic Act charges. There was twelve firearms that were seized along with \$750,000.00 of currency. An approximate total of street drugs that were seized was \$1,5000,000.00. NAPS is confident that we were able to prevent a large portion of drugs from entering our communities.

Probe APPIN and O'APPIN were investigations that were run in conjunction with DERAILED with the same focus. There was a total of twenty-four individuals charged, and nine warrants completed. There was fifty-three charges total between the Controlled Drug and Substances Act and Criminal Code. \$400,000.00 in street drugs were seized.

Crime Unit

NAPS currently has two regional Crime Units. One based out of Northwest Headquarters in Sioux Lookout and another out of Northeast Headquarters in Cochrane.

The Crime Units primary responsibility is to provide support and assistance to the front line members. They receive specialized training in certain areas and rely on their experience to determine different avenues for investigations. The Crime Units are also responsible for overseeing any major investigation. They maintain professional working relationships with crown attorneys in their regions. When investigating historical events, they work together to ensure there will be a reasonable expectation of conviction.

In 2019 there was two homicides that our Crime Units were called out to investigate with the Ontario Provincial Police being the lead agency. NAPS ensures that all investigations are done with the utmost respect and integrity, and done in a culturally sensitive fashion. We work with community leaders and liaisons during these times to have the families updated of the investigation.

The caseloads of our detectives are still high, but they all remain dedicated to the communities and have been doing a great job completing them.



Financial Overview

Independent Auditor's Report

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

Qualified Opinion

We have audited the financial statements of Nishnawbe-Aski Police Service (the "Organization"), which comprise the statement of financial position as at March 31, 2019, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

The Organization records vacation pay on the cash basis. Under Canadian accounting standards for not-for-profit organizations, a liability should be recorded as the vacation pay is earned. As at March 31, 2019 and 2018, had this amount been recorded on the statement of financial position, accounts payable and accruals would have increased and unrestricted net assets would have decreased by \$1,080,507 (2018 - \$955,816), and revenue over expenses for the year would have decreased by \$124,691 (2018 - \$128,205).

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

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

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

The logo for MNP LLP, featuring the letters 'MNP' in a large, stylized, handwritten font, with 'LLP' in a smaller, sans-serif font to the right.

Thunder Bay, Ontario

June 19, 2019

Chartered Professional Accountants

Licensed Public Accountants

Nishnawbe-Aski Police Service

Statement of Financial Position

As at March 31, 2019

	2019	2018
Assets		
Current		
Cash	2,425,306	664,452
Accounts receivable (Note 3)	2,124,262	683,893
Prepaid expenses	109,563	79,284
Inventory	2,264	3,064
	4,661,395	1,430,693
Capital assets (Note 4)	4,697,610	3,955,558
Restricted cash	26,061	29,916
	9,385,066	5,416,167
Liabilities		
Current		
Accounts payable and accruals	4,610,944	4,021,498
Deferred revenue	72,156	47
	4,683,100	4,021,545
Funds held in trust	26,061	29,916
Deferred contributions related to capital assets (Note 6)	461,568	677,011
	5,170,729	4,728,472
Contingent liabilities (Note 7)		
Net Assets		
Unrestricted	(21,705)	(2,590,852)
Investment in capital assets (Note 8)	4,236,042	3,278,547
	4,214,337	687,695
	9,385,066	5,416,167

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, 2019

	2019	2018
Revenue		
Operations	37,222,463	36,918,204
Police Board	487,773	406,099
Other projects	940,071	263,790
One-time funding	184,452	188,778
	38,834,759	37,776,871
Expenses		
Operations	36,358,907	38,627,298
Police Board	486,859	401,540
Other projects	992,441	327,816
One-time funding	184,452	188,778
	38,022,659	39,545,432
Excess (deficiency) of revenue over expenses before other items	812,100	(1,768,561)
Other items		
Funding to cover prior year deficits <i>(Note 9)</i>	2,569,147	-
Funding to cover current year deficit <i>(Note 9)</i>	145,395	-
	2,714,542	-
Excess (deficiency) of revenue over expenses for the year	3,526,642	(1,768,561)

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, 2019

	<i>Unrestricted</i>	<i>Investment in capital assets</i>	2019	<i>2018</i>
Net assets, beginning of year	(2,590,852)	3,278,547	687,695	2,456,256
Excess (deficiency) of revenue over expenses for the year (Note 10)	2,569,147	957,495	3,526,642	(1,768,561)
Net assets (deficiency), end of year	(21,705)	4,236,042	4,214,337	687,695

The accompanying notes are an integral part of these financial statements





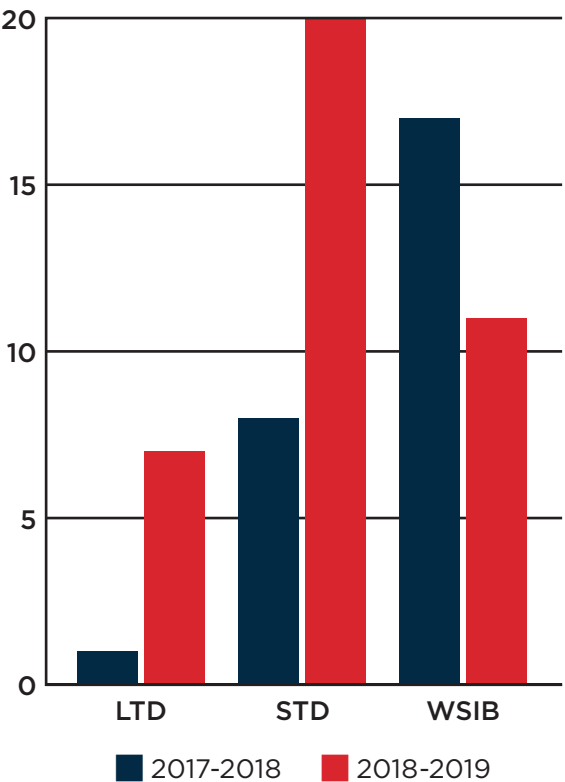
Human Resources

Elise Demeo, Human Resources

Leave Information

Our Compensation & Benefits Administrator and myself, in consultation with the Deputy Chief and Inspectors within the region(s), 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. This fiscal year, 41 leaves that resulted in lost time were processed.

In 18-19 fiscal there were the following leaves utilized:



Long Term Disability

An increase in Officer claims of 86% was seen in this category as seven (7) new claims were brought forward up from one (1) the fiscal previous. We begun the year with one (1) Officer off and finished with three (3). Four (4) of the new claims were closed. Five (5) of these new claims came out of our Central region while two (2) came from the Northwest and zero (0) from the Northeast Region.

Civilian: Started the fiscal year with one (1) LTD claim and finished with zero (0).

Short Term Disability

A 60% increase was seen in STD claims of Officers as there was twenty (20) new claims made this fiscal up from eight (8) the fiscal previous. We started the year with five (5) Officers on STD and finished with five (5). Of the twenty (20) new claims, eight (8) returned to work, five (5) moved to LTD, one (1) transferred to a WSIB claim and five (5) remain on STD. Seven (7) claims came out of the Northwest Region, four (4) from central, six (6) from Northeast two (2) from General Headquarters.

Civilian: One Short Term Disability claim, opened and closed in the 18-19 fiscal year.

WSIB

I am pleased to report a 36% decrease in WSIB claims as there were 11 new claims this fiscal down from 17 the fiscal previous. We started the year with 26 Officers off and ended with 18 (9% of our officers based on 195 officer compliment, down from 16% in the year previous). Of the 11 new claims made 6 Officers returned to work. Of the 18 officers off, 17 are mental health related claims, including Post-Traumatic Stress Disorder, chronic and traumatic mental stress. Of the 18, ten (10) are from the Northeast Region while four (4) are from both the Central and Northwest regions, respectively.

Civilian: We started and ended the 18-19 fiscal year off with one (1) guard off and no other civilians.

Parental: There was one (1) person who started on parental and one (1) new claim. Both individuals returned within the 18-19 fiscal.

Education: No education leaves were taken during the 18-19 fiscal year.

Maternity Leave: There was one (1) person who started on maternal and one (1) new claim. Both individuals remained off during the entirety of the 18-19 fiscal.

Contract Employees

We started the fiscal with two (2) Officers on contract. Three (3) new contracts started during the 18-19 fiscal. Four (4) became full-time officers and one (1) retired.

Resignations

For the 2018 – 2019 fiscal the resignations are up 13% as 15 Officers resigned up from 13 the previous fiscal. These 15 resignations represents 13% of our service based on a 195 officer compliment. Of the fifteen (15), eight (8) are Indigenous (five (5) from NAN, one (1) from Manitoba and two (2) from Southern Ontario), three (3) from Southern Ontario, two (2) from Northern Ontario, two (2) from Northwestern Ontario. Five (5) were posted to our Northeast Region, two (2) to our Central Region and eight (8) to our Northwest Region.

Of the fifteen (15) officers who resigned, four (4) had been on WSIB, three (3) went to Indigenous Police Services, two (2) to correctional services, three (3) to Municipal Police Services and three (3) to the OPP.





Other Human Resources Topics:

In addition to the topics above and as always, 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 most of the twenty (20) Officer competitions and nine (9) Civilian competitions including five (5) newly created cadet positions for the Mushkegowuk Tribal Council. I continue to provide regular guidance and assistance to management, frontline officers and civilians in the area of labour relations among many other things and have taken an active role in the scheduling of debriefings for our officers following major incidents. Additionally, I facilitate the Return to Work Process for Short Term Disability, Long Term Disability and WSIB claims.

Major Projects From the 2017-2018 Fiscal Year, Include but are not limited to:

New HRIS System STARGARDEN

This project was started near the end of summer 2018. Our Compensation and Benefits Administrator has been working very hard on this project with weekly meetings and hours upon hours of data entry. Toni is very hopeful for a go live date of August 2019.

Adopting the Standard for Psychological Health and Safety in the Workplace

HR has made many steps towards this, however, the project is ongoing.

Complete Audit of All Employee Files

This project is nearing the end as we collect the final outstanding policies from officers and civilians.

Assisting in the hiring of 55 officers over the next three years I am pleased to report that Sgt. George and I have stayed on track with our quota of hired Constables for the 18-19 fiscal year. (refer to recruitment page for stats on this).

Pay Parity and Pay Equity Project (Civilians)

A project that started at the end of 2016 and wrapped up in February of 2019.

Collective Bargaining

Civilian collective bargaining wrapped up in September 2018 while Officer bargaining has an arbitration meeting set for September 2019.

Cadet Program

In April of 2018 a cadet program was initiated and carried out to hire five (5) cadets to serve communities within the Mushkegowuk Tribal council. The goal of this program is to provide community members with a glimpse into the job of Police Constable with the hope that the program will lead to them attending OPC and becoming full-fledged Constables. One (1) cadet is currently at OPC with the possibility of more attending in September 2019. Word has spread about the program and proposals have been sent to one (1) additional Tribal Council and two independent communities.

Hiring an HR Assistant

Most exciting for Human Resources this fiscal year has been the addition of the new HR Assistant, Hailey Watson. Hailey comes to NAPS with experience from the City of Thunder Bay, Anishinabek Employment and Training Services and most recently, North of Superior Counselling Programs. A knowledgeable and approachable professional, Hailey has already made significant contributions to many major projects in her short time here.



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

- ✓ Comprehensive Audit of the Policy Manual.
- ✓ Health and Safety Audit.
- ✓ Revamp and digitalize our Exit Interview Survey and possibly create more surveys through HR downloads that will allow us to collect more data on topics such as recruitment, retention, training and development.
- ✓ Update and add all Civilian Job Descriptions to the Intranet – following the Pay Equity/Parity project all Civilian Job Descriptions should now be up to date and available on the Intranet.
- ✓ Accessibility for Ontarians with Disabilities Act Compliance Audit.
- ✓ Multidisciplinary Joint Health and Safety Committee Exploration.

Nishnawbe Aski Police Service has provided me with three (3) fast paced years and I continue to do my best to show 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) continue to show a mutual respect and understanding for each other and continue to work together effectively.

In-Service Training Unit



Sergeant Chris Eisenbach

Firstly, I would like to start off by congratulating Constable Robert MACPHAIL as the successful candidate for the ISTU position, Cst MACPHAIL brings a wealth of knowledge with his dedicated years of service to the organization and countless hours spent conducting all facets of training from First Aid/ CPR, firearms, Defensive Tactics and CEW.

Constable MACPHAIL is also a proud member of the Emergency Response Team, and current NAPS Team Leader. The skills, abilities and situational awareness he has developed over the course of his career through both capacities, it will only prove to be a true asset in assisting the service to move forward, further contributing to the mission of ISTU, to ensure ALL of our members are provided with the abilities, skillsets and confidence to do their jobs safely, effectively and efficiently.

ISTU is now comprised of (1) full time training Sergeant, (1) full time training Constable and (2) part time training Constables. The focus of ISTU is to build upon the current legislation by designing and implementing 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 conducted by the Ministry. 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 2019's Block training itinerary is to focus on re-structuring our current platform of de-escalation techniques to enhance those skills and abilities required when interacting with individuals who are experiencing or in medical/ health crisis. ISTU has recognized the need to develop new ways to handle person(s) in crisis, while noting that previous tactics that were once deemed appropriate and engrained in our officers through paramilitary training has now been proven to be ineffective, not only ineffective but counterproductive, which is the reason that NEW avenues are being explored with emphasis on minimizing the amount of stress and level of force placed on ANY individual.

Officer and community safety is paramount in ISTU's training. From advanced defensive tactics and enhancing our dynamic firearms training program to include additional movement, and turning drills, this will only develop new motor functions and eliminate poor habits entrenched through old static training.

The goal of ISTU is to build a strong and solid foundation with emphasis on officer operational readiness which is achieved by incorporating live fire simmunition 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.

Future Projections – Nishnawbe Aski ISTU

In addition to research and development, ISTU recognizes that technology and community needs are continuously changing, and as technology and community needs change, ISTU must adjust accordingly in providing relevant and appropriate training in conjunction with the proper tools and equipment needed to do the job safely, appropriately and efficiently.

To achieve and adhere to this mandate the following projects, tools and equipment are being implemented within the next fiscal year.

- ✔ An offsite Training Center, which will include a large classroom for block training, pre and post Aylmer training, availability to host satellite courses, Defensive tactics training space, a Dynamic training scenario area and locker rooms.
- ✔ A Milo Range Simulator – NAPS has recently purchased a state of the art training simulator that responds to voice recognition and body posture, additionally, will allow each operator the ability to zero there weapon system in before commencing a scenario. The simulator will incorporate use of ALL of our use of force options including the C-8, and the ability to conduct low light shooting, and range courses of fire. Included with The Milo range, is the option to develop our own training scenarios, allowing ISTU to capture the unique policing environments and situations posed to our members.
- ✔ Pistol light bearing capabilities, ISTU will be implementing training to reflect the carry of a pistol / light combination to increase officer safety due to environmental factors unique to policing across our jurisdiction, projected to roll out Block 2020.
- ✔ Range improvements, currently finalizing negotiations with Thunder Bay City Police and the range owner to commence the necessary adjustments to the range to ensure that our officers are safe while participating in live fire exercises.
- ✔ A Range Sea Can – NAPS has purchase a 10x40 foot sea can that will be equipped with A/C, heat, lighting, and fridge, that will allow officers shelter from the elements and a place to eat their lunches and clean firearms on site.

Summary

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

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, all the while remaining culturally sensitive to the needs of our communities.

The Nishnawbe Aski Police Service ISTU 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.



In Memory of
Senior Constable Mel Coles #1112
Hero in life not Death



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 deploy at a moment's notice.



Congratulations Cst. Kevin Roy on his excellent achievements!

NAPS was well represented through professionalism and dedication throughout the ERT Graduation process at CFB Borden.

Cst. Roy excelled and persevered from his previous attendance by breaking another fitness record as well as achieving accolades in winning the "El Patrone" Award for a partnered firearms competition.

Cst. Roy will be taking his much deserved "Rest Days", returning to Thunder Bay for the NAPS Awards Ceremony.

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
- ✓ 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, (1) recruit are currently on the 2019 ERT Basic course, and the posting for 2020 is to be posted shortly, 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, 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 ISTU has delivered training in the following areas;

April 2018	Course / Seminar / Workshop	Location / Date	# of Members Trained
	ERT Basic Training	CFB Borden Apr 2-June 6	1
	Post-Aylmer Training	HQ Apr 9-20	4
	Pre-Aylmer Training	HQ Apr 23-27	7
	Annual Re-Certification	HQ Apr 2-5	7
	NCO Conference /Annual Re-Cert	HQ Apr 14-18	24
	Annual Re-Certification	HQ Apr 30-May 3	7
	Homicide Investigation	OPC Apr 9-13	1
	Investigation Offences Against Children	OPC Apr 17-26	1
	Front Line Supervisor	OPC Apr 23-27	2

May 2018	Course / Seminar / Workshop	Location / Date	# of Members Trained
	ERT Spring Training	Fort Frances May 7-11	4
	Annual Re-Certification	HQ May 14-15	1
	Glock Conversion Training	HQ May 16	1

June 2018	Course / Seminar / Workshop	Location / Date	# of Members Trained
	Police Fitness Personnel of Ontario	Mississauga, ON	4
	Patrol Carbine Instructor	Barrie, ON	1

July 2018	Course / Seminar / Workshop	Location / Date	# of Members Trained
	Post-Aylmer Recruit Training	GHQ Jul 30-Aug 10	7

August 2018	Course / Seminar / Workshop	Location / Date	# of Members Trained
	Annual Re-Certification	HQ Aug 8	3
	Annual Re-Certification	HQ Aug 14-16	1
	Pre-Aylmer Recruit Training	HQ Aug 27-31	10
	ERT Applicant Testing	Thunder Bay Aug 21-23	15
	First Aid Instructor Course	Thunder Bay Aug 13-17	7
	Scenes of Crime Course	OPC Aug 20-31	1

September 2018

Course / Seminar / Workshop	Location / Date	# of Members Trained
ERT Fall Training	Fort Frances Sept 24-28	4
Annual Re-Certification	HQ Sept 3-6	9
Annual Re-Certification	HQ Sept 10-13	12
Annual Re-Certification	HQ Sept 17-20	6
Investigating Offences Against Children	OPC Sept 11-20	1
Front Line Supervisor	OPC Sept 24-28	1

October 2018

Course / Seminar / Workshop	Location / Date	# of Members Trained
ERT Assessment Phase	CFB Borden Oct 15-19	5
Annual Re-Certification	HQ Oct 1-4	4
Annual Re-Certification	HQ Oct 8-11	5
Annual Re-Certification	HQ Oct 22-25	10
Annual Re-Certification	HQ Oct 29-Nov 1	10
Front Line Supervisor	OPC Oct 29-Nov 2	3
Field Sobriety Testing	OPC Oct 9-12	1

November 2018

Course / Seminar / Workshop	Location / Date	# of Members Trained
ERT POU training	Thunder Bay Nov 5-9	4
Annual Re-Certification	HQ Nov 12-15	11
Annual Re-Certification	HQ Nov 19-22	13
Annual Re-Certification	HQ Nov 27-30	3
Facilitating & Assessing Police	OPC Nov 13-16	1
Field Sobriety Testing	OPC Nov 13-16	1
Tactical Intelligence Analysis	CPC Nov 19-30	1
Domestic Violence Investigation	OPC Nov 29-Dec 5	2

December 2018	Course / Seminar / Workshop	Location / Date	# of Members Trained
	Post-Aylmer Recruit Training	HQ Dec 3-14	10
	Annual Re-Certification	HQ Dec 13-14	2
	Pre-Aylmer Recruit Training	HQ Dec 17-21	12
	D.A.R.E Officer Training	OPC Dec 3-14	2
	CPIC Terminal Operator	OPC Dec 3-7	1
January 2019	Course / Seminar / Workshop	Location / Date	# of Members Trained
	Annual Re-Certification	HQ Jan 14-18	6
	Field Sobriety Testing	OPC Jan 7-10	1
	Investigative Interviewing Tech	OPC Jan 28-Feb 1	1
February 2019	Course / Seminar / Workshop	Location / Date	# of Members Trained
	ERT Maintenance – Winter Training	Thunder Bay Feb 4-8	4
	Front Line Supervisor	OPC Feb 11-15	1
	Field Sobriety Testing	OPC Feb 19-22	1
March 2019	Course / Seminar / Workshop	Location / Date	# of Members Trained
	Motorized Snow Vehicle Instructor	Thunder Bay Mar 18-22	2

Total Fiscal members Trained for 2018-19

259

For further Inquires please contact:

In-Service Training Unit (ISTU)

Nishnawbe Aski Police Service
General Headquarters
309 Court St South
P7B 2Y1
Thunder Bay, ON
1-800-654-6277

Recruitment

Sergeant Jackie George



NAPS Recruitment continues to see people from the Nishnawbe Aski Nation show an interest in a policing career through active engagement and completing applications.



OSHKI-WENJACK
OSHKI-PIMACHE-O-WIN
THE WENJACK EDUCATION INSTITUTE

 **CANADORE**
college.ca

Our intent to continue to mentor and direct everyone toward their goal of becoming a police officer with NAPS has been broadened to include the Recruitment Officer, Sergeant Jackie George, become an Instructor at the Oshki-Wenjack Education Institute in the Police Foundations Program. Both NAPS and the interested candidates from the Nishnawbe Aski Nation will benefit through direct contact in this two-year Canadore College accredited program.

**CANADIAN
POLICE
KNOWLEDGE
NETWORK**



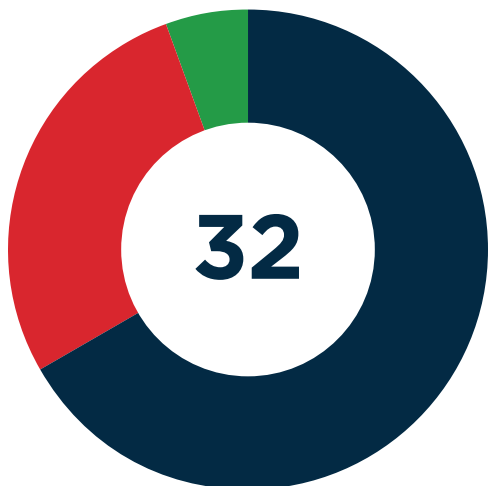
**RÉSEAU
CANADIEN DU
SAVOIR
POLICIER**

If a candidate has not had 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, for example, online courses at CPKN. Fitness testing for the candidate can be arranged with the recruitment office.

Another area guidance toward a NAPS policing career for Indigenous people is the wonderful initiative by the Kwayaciiwin Education Resource Centre titled, "Many Paths." The Recruitment Officer participated in this initiative which can be found at www.manypaths.info/ The officer answered questions such as; What Does Your Daily Job Entail?, What Got You Interested in Your Chosen Career?, Any Health or Physical Requirements in Your Career?, and, What Would You Like to Share With The Youth Reading This?

Motivation and effort in the areas of policing qualifications (see list on next page) will ensure success not only with the candidate's application process but also with the training rigours at the Ontario Police College.

Since last year, 32 police officers have been hired, the breakdown is shown in the following pie chart.



New and Experienced Officer Hirings (32)

- Non-Indigenous Officers (12)
- Indigenous Officers (3 Male 2 Female)
- Experienced Non-Indigenous Officers (1)

Recruitment information booths and classroom visits were attended throughout the year by NAPS Recruitment or by NAPS Police Officers at various events for career and job fairs, information sessions, community events, and post-secondary institutions.

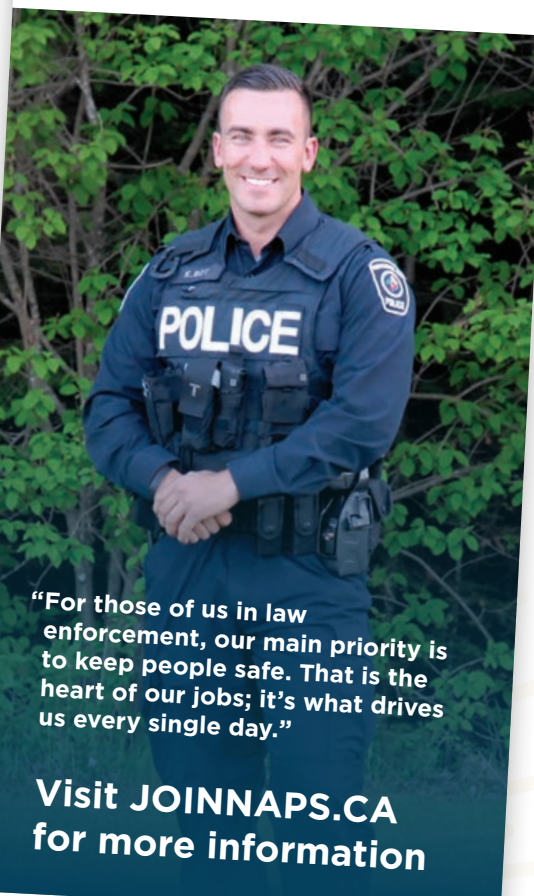
- First Nation Youth Employment Strategy (Career Exploration Mentee)
- Kwayaciiwin Education Resource Centre

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. Another option for an interested candidate is to download the application, reference and consent forms found at joinnaps.ca and mail them in for review. Once the Recruitment Officer receives the completed application, it will be reviewed and the applicant will be contacted.

Constable Jayleen Beardy
Bearskin Lake First Nation, ON



Constable Kevin Roy
Sturgeon Falls, ON



"For those of us in law enforcement, our main priority is to keep people safe. That is the heart of our jobs; it's what drives us every single day."

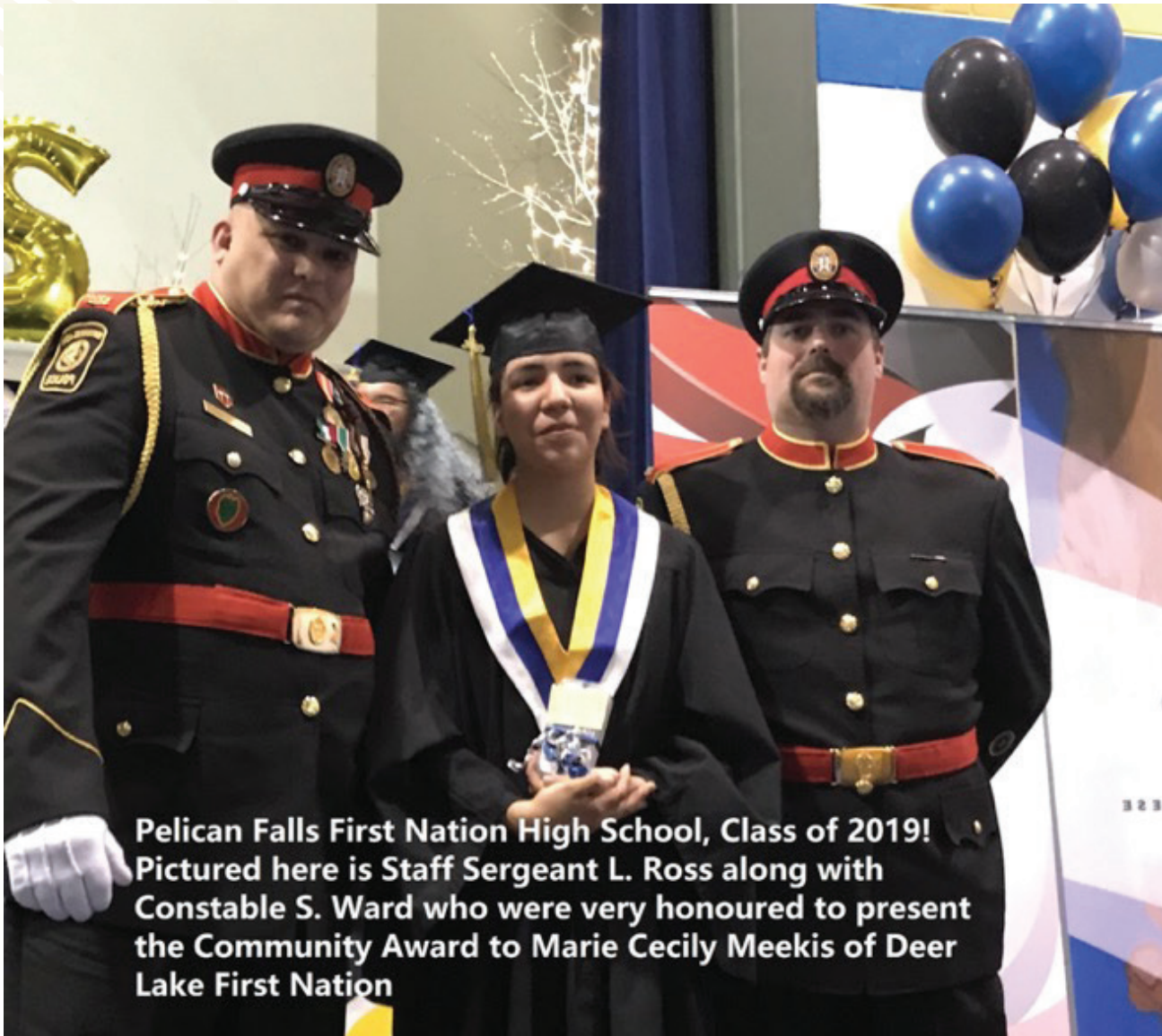
Visit JOINNAPS.CA
for more information

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.





Pelican Falls First Nation High School, Class of 2019!
 Pictured here is Staff Sergeant L. Ross along with Constable S. Ward who were very honoured to present the Community Award to Marie Cecily Meekis of Deer Lake First Nation

Headquarters
 309 Court Street South
 Thunder Bay, ON P7B 2Y1



PH: (807) 346-6593
 or 1-800-654-6277 Ext. 6593
 FAX: (807) 623-2252
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Jackie George
 Sergeant
 Recruitment/Media Relations
 Email: jackie.george@naps.ca

NISHNAWBE-ASKI POLICE SERVICE

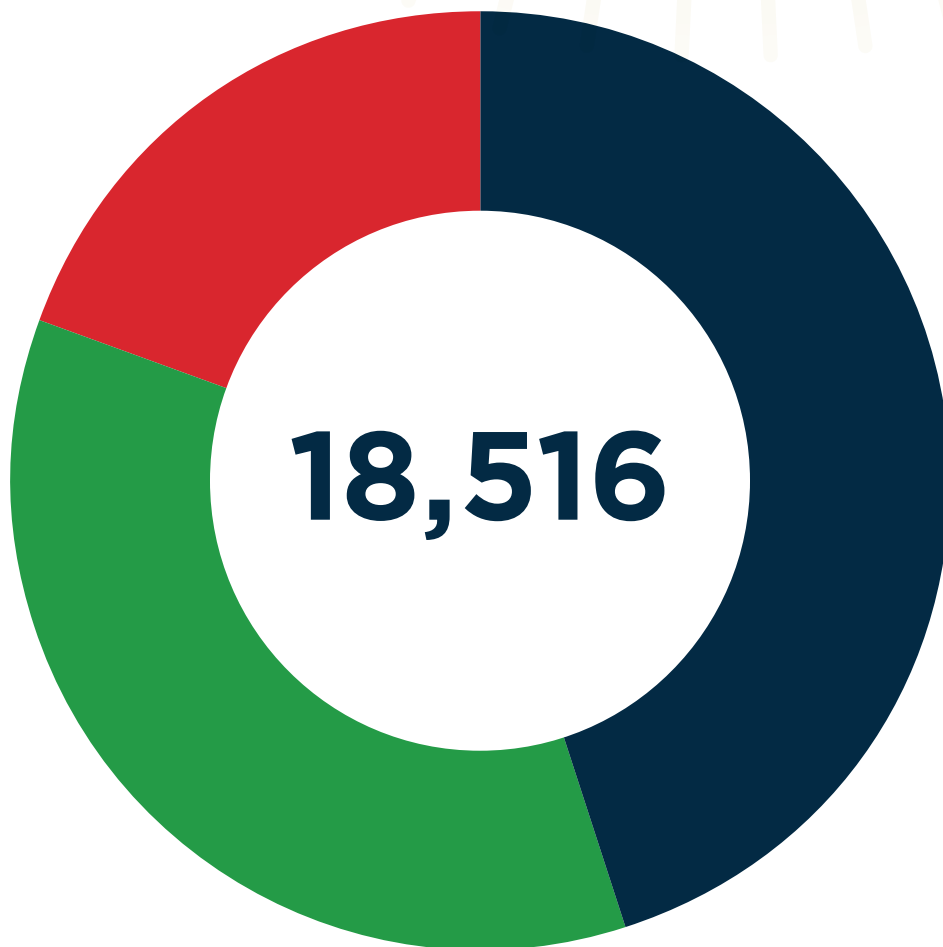


Incidents

01 January 2018 - 31 December 2018

Crime and Local Statistics, All Violations, as Reported

The total calls for service (total Occurrences generated) for the 2018 calendar year:



■ Northeast Region calls for service:	8,347
■ Northwest Region calls for service:	6,571
■ Central Region calls for service:	3,598

	Northeast Region	Northwest Region	Central Region	Totals
Murder/Attempt Murder	0	0	0	0
Sexual Offences	91	150	98	339
Assaults	671	692	332	1,695
Utter Threats	105	54	70	229
Robberies	7	4	9	20
Arson	13	19	15	47
Break & Enters	153	61	47	261
Thefts - MV's	25	12	4	41
Theft & Possession	244	67	71	382
Frauds	11	13	14	38
Mischief	839	568	208	1,615
Offensive Weapons	29	32	13	74
Bail Violations/Breach Probation/ Fail to Appear	378	245	125	748
Disturb the Peace	134	298	33	465
Criminal Code - Other	138	91	55	284
Drugs	110	61	22	193
Liquor Acts	277	553	134	964
Dangerous Operation	21	12	1	34
Impaired Operation	58	94	21	173
Police Assistance	1,531	1,385	766	3,682
Escorts - Prisoner	283	261	39	583
Suspicious Activity/Person/Vehicle	32	33	46	111
Sudden Death	14	15	13	42
Mental Health Act	204	97	69	370
Attempt Suicide	55	58	41	154
Threat of Suicide	155	99	52	306

	Northeast Region	Northwest Region	Central Region	Totals
Youth Complaint	151	89	90	330
Criminal Record Checks Employment/Volunteer	493	164	98	755
Patrol/Property Checks	106	441	133	680
Animal Complaint	125	80	103	308
Community Service	223	247	206	676
Alarm/Fire Alarm	150	31	61	242
Property -Lost/Found/Damaged	22	36	17	75
Missing Person	36	47	26	109
Family Dispute	210	182	78	470
Unwanted Persons	689	801	258	1,748
Keep the Peace	7	71	13	91
R.I.D.E.	224	101	82	407
Traffic Related	196	182	100	478
Motor Vehicle Collision	71	41	34	146
Noise Complaint	36	16	18	70
Person Check-In/ Compliance Checks/Person Well-Being Check	206	338	115	659
911 Call/911 Hang Up	47	5	32	84
Domestics - Non-CC	207	91	53	351
Domestics - CC	192	188	47	427
All Other Local Stats	479	333	280	1,092
Regional Totals	9,448	8,458	4,142	
Service-wide Total				22,048*

***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.





NE-495



POLICE



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