

2019-2020

ANNUAL REPORT







Map of NAPS Detachments	1
Mission Statement & Core Values	3
Board Chair Report	5
Chief of Police Report	7
Financial Overview	9
Organizational Charts	15
Deputy Chief of Police Report	17
North West Region	29
North East Region	35
Central Region	41
Criminal Investigations & Intelligence	45
Human Resources	51
Infrastructure Update	53
Statistics	56



Nishnawbe Aski Police Service



LEGEND

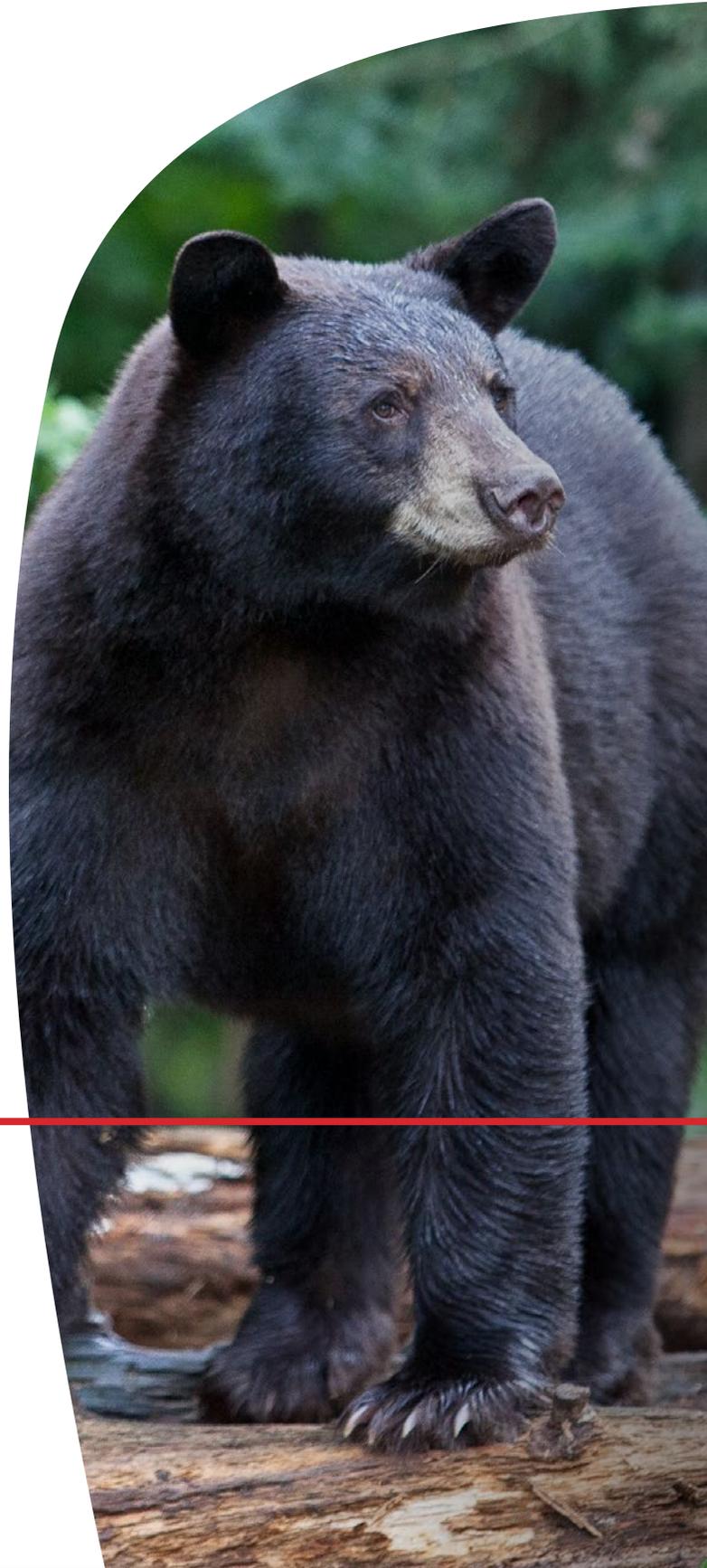
- Indigenous Communities
- Non-Indigenous Communities
- Nishnawbe Aski Nation Boundary
- Police Regions



RW
PHOTOGRAPHY

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

Wacheeyea,

I would like to extend greetings to the Leadership and community on behalf of our Police Service Board. This past year has been one of growth and change.

I want to take this opportunity to recognize and thank our former Chief of Police, Terry Armstrong for his exemplary leadership and dedicated work in operations. It was through his diligence and commitment that we were able to achieve a suitable platform for legislative change. Terry's retirement also brought about a change in command for NAPS. Our new Chief of Police could not have had a finer mentor.

Chief Roland Morrison was formally announced to his post as Chief of Police in April of 2019 during the 25th Anniversary celebrations. Roland had been the A/Chief since September of 2018.

This past fiscal was the second year of a three year agreement. The agreement brought about a balance in salaries for our officers as well as an increase to our ranks as we continue to approach the fulfilment of the 79 additional officers negotiated as part of the agreement. As NAPS envelops this growth we also have to ensure our administration and civilian staff capabilities are strengthened so that we can provide adequate support to the front line.

Recruitment of our First Nations people remains a high priority. The Board has heard from leadership on this issue and we have passed on that message to the administration. The Oshki-Wenjack Institute has added the police foundations program to its list of studies offered to its students. NAPS administration has visited the classes to encourage the students on the policing career path. Our recruitment officer has also taken on in class course instruction to assist the students. In addition our human resource department maintains close contact with the students to ensure they have all the tools they need to assist them with their career choice. We are doing everything possible to recruit First Nations as a principle secondly we know that if they are from the North retention is less difficult.

One of the long standing issues for NAPS has been the safety and adequacy of the workplace itself. The majority of the detachments have been replaced by modular units and our new builds are brick and mortar style buildings which have a longer lifespan. There are two such units being constructed in Bearskin Lake and Sachigo Lake with a plan for those to be finished early in 2020. There are a handful of other detachments slated for construction. We are patiently waiting for Public Safety to release calls for proposals in 2021 to get those underway. As for long term plans operations will be looking at a plan to begin replacing the modular buildings in the next 5 to 10 years.

Another major issue we fought hard on in the current funding arrangement was the installation of a reliable communications system for the officers. All of the pieces are in place to have a new system installed over the next two years. Installation was set to begin early in 2020.

On the governance side the Board has activated a plan to engage the communities it polices in a face to face meeting via an Annual General Meeting where a community representative will be appointed by each Council to attend an AGM to discuss current issues directly facing NAPS. The justice conference we coordinated with NAN and NAN Legal in February of 2020 was the platform we used to facilitate the gathering. Larger more general issues were dealt with during the two day summit. The Board also held an AGM for its members during the evening. If we are able to host these summits on a regular basis then we plan to repeat the exercise. If not our secondary plan is to add a date to one of the Chiefs assemblies so that we can deal with our issues apart from the assembly freeing up valuable time for Leadership to pursue other agenda items. Limited time has always been a concern with NAN when hosting the Chiefs meetings.

Our Board has developed a new code of conduct policy which was adopted into our bylaw in February. The policy clarifies the actions of the Directors and how they are to respond to any conflict of interest or outside issue that could impair their ability to perform their duties as a Director.

Looking ahead we want to ensure that we incorporate the recommendations of the MMIWG inquest where we are able to and to lobby for resources to implement recommendations that would require additional funding. A prime example of which would be the resources needed to implement victim's services. The MMIWG report highlights again and again in different examples the need to overhaul victims services as a real and necessary response within the policing realm.

In the coming year a priority for the Board and NAN will be to engage the funders in negotiating a new agreement for NAPS. We expect to engage the funders in a formal setting similar to our last agreement and make dictatorial one sided agreements a thing of the past.

The Board thanks the leadership for their support. We are determined to ensure that equal treatment is provided to officers and communities when it comes to community Safety.

I would also like to add a footnote here that goes beyond the 2019/20 timeline. The COVID-19 Pandemic has affected all of us, its kind of turned our world upside down. Detachment builds and communications projects have been suspended for the time being. We have assurances from the funders that the projects will resume when it is safe to do so. Ontario Police College was stalled for several months due to COVID-19 which has hindered managements efforts to expand our ranks as planned. Classes are now underway. Recent rioting and uprising in response to police violence and events in other territories have all served to diminish police in the eye of the greater public. Yet we all know that the officers who work for us are doing their best to keep the communities safe. I hope that the invisible menace will be defeated with the measures taken by our leadership to protect our people. I want to take this opportunity to thank all of the NAPS officers and Administrative staff for their commitment to public safety.

Meegwetch,

Mike Metatawabin

Board Chair

Chief of Police Report



Roland Morrison,
Chief of Police

This past year, there were a number of changes within your Nishnawbe Aski Police Service (NAPS). There were additional and internal personnel changes, infrastructure additions and the commencement of the installation of our radio system. However, all of the positive developments have certainly been overshadowed by the global COVID-19 pandemic.

Our current funding agreement allows for the hiring of fifty-five officers over a three-year period. This is accompanied by a commitment from our funders for an additional twenty-four officers over an additional two-year period after our current funding agreement concludes this fiscal year. With the increase in officers, NAPS has been able to increase our officer complement in our remote communities which has been managements first priority. As we are in our third year of hiring, NAPS is required to hire twenty-four additional officers this fiscal year. Needless to say, NAPS employees involved in the hiring process have been extremely busy ensuring we meet our hiring quota.

With the hiring of additional frontline officers, it was also necessary to increase our Sergeant positions within our three regions. In our larger and more populated communities, we have added new additional Sergeants positions to increase our supervisory capacity. In addition to new Sergeants, NAPS have seen changes in our Regional Inspectors positions. In our

Northeast Region Jeannie Burke of Fort Severn First Nation assumed command in October 2019 after the retirement of Eric Cheechoo who served our NAN communities for 40 years. In our Northwest Region, Merle Loon a member of Mishkeegogamang First Nation assumed command in March 2020.

Along with the increase in new officers, the communities of Sachigo Lake and Bearskin Lake will have new detachments for their communities. These new detachments provide the communities a police detachment that will remain operational for many years to come, will be fully modernized and will possess the ability to provide a safe and secure detachment for our community's members and officers. However due to COVID-19, the completion of the detachments has been on hold but both are nearly complete and we should expect to occupy these detachments later this year. The Federal Government announced that the availability for infrastructure projects to support the First Nation Policing Program. NAPS management is fully aware that many of our detachments need to be replaced. In anticipation of the available funding that is to flow next year, NAPS has already submitted costing for small, medium, large and road access detachments.

NAPS Radio Project Manager – Rod Brown has been diligently working with our Regional Inspectors to obtain permission from community leadership before attending their community to complete the installation of the radio communication equipment. The following communities now have an operational radio system; Keewaywin, Wunnumin Lake, Poplar Hill

and Marten Falls. Any calls for a police response are now received and recorded by a call taker (1-888-310-1122) at the Ontario Provincial Police Communication center in Thunder Bay. This new radio communication system provides officers a safety aspect NAPS has never possessed since its inception twenty-six years ago.

COVID-19 has certainly impacted our global society and NAPS had to make operational adjustments to ensure we maintained the ability to provide a policing service during the pandemic. Operating a deployed police service under pandemic conditions certainly has been very challenging. Our communities and officers deserve to be commended for their diligence in adhering and following community safety protocols. Despite the pandemic, NAPS has observed an increase of substance abuse in the form of illicit drugs and alcohol. These substances continue to negatively plague and impact our communities in the form of increased Intimate Partner Violence (domestic violence) calls. When a call for service comparison was conducted, there was an increase of over 500 calls for service in April and May 2020 compared to April and May 2019. To address the increase in domestic violence, NAPS developed and presented a proposal to Federal and Provincial ministries to secure funding to help the survivors of abuse.

When COVID-19 emerged, the Indigenous Police Chiefs of Ontario (IPCO), of which NAPS is a member, was engaged in consultation with the Province of Ontario on the Community Safer Policing Act Indigenous aspect. COVID-19 has delayed the consultation process therefore the delays future consultation meetings. NAPS is left with no alternative but to wait patiently for the legislation.

When the Ontario Provincial Government enacted and implemented safety measures under the Emergency Management and Civil Protection Act, the enforcement of the safety measures left NAPS no venue for prosecution for infractions in our remote communities. To address this identified gap, your NAN Executive and NAPS wrote letters to the Ontario

Government identifying the inability to enforce the law due to no forum of a prosecution system in our remote communities. In the Attorney General's response, NAN and NAPS were informed that the Ontario Court of Justice that attends our communities would be tasked to hear these cases.

This is wonderful news as this information would allow a venue for the possible hearing of Trespass cases adopted in the form of a Band by Law to prosecute those who would cause harm to our communities. NAPS management will definitely engage the Ministry to ensure the Regional Justices who are responsible for court operations to follow thru on the Attorney Generals commitment.

As I mentioned earlier, NAPS is in the final year of its three-year funding agreement. Your NAN Executive and NAPS Board advised our Federal and Provincial funders of the requirement to commence negotiations this autumn and there was a positive acknowledgement to our request. As a result, NAPS management have been occupied with the development of priorities for the upcoming negotiations.

Lastly, I just wanted to take this time to acknowledge all the hard work done by all our communities' pandemic teams for keeping our communities safe during this COVID-19 crisis that has gripped our society. I also want to acknowledge all the hard work done by our NAPS officers and civilians during this pandemic. Many officers sacrificed time with their families and stayed deployed at work for long stretches of work rotations in your communities to ensure your communities were safe during this pandemic.

Roland Morrison

Chief of Police



Financial Overview



Independent Auditor's Report

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

Qualified Opinion

We have audited the financial statements of Nishnawbe-Aski Police Service (the "Organization"), which comprise the statement of financial position as at March 31, 2020, 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, 2020, 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, 2020 and 2019, 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 \$1,253,144 (2019 - \$1,080,507), and revenue over expenses for the year would have decreased by \$172,637 (2019 - \$124,691).

The audit opinion as at and for the year ended March 31, 2019 was qualified in respect of the matter noted above.

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

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

Thunder Bay, Ontario

June 23, 2020

MNP LLP

Chartered Professional Accountants

Licensed Public Accountants

Nishnawbe-Aski Police Service Statement of Financial Position

As at March 31, 2020

	2020	2019
Assets		
Current		
Cash	898,657	2,425,306
Accounts receivable (Note 4)	3,245,465	2,124,262
Prepaid expenses	235,047	109,563
Inventory	7,279	2,264
	4,386,448	4,661,395
Capital assets (Note 5)	6,746,875	4,697,610
Restricted cash	34,434	26,061
	11,167,757	9,385,066
Liabilities		
Current		
Accounts payable and accruals (Note 7)	4,408,106	4,610,944
Deferred revenue	47	72,156
	4,408,153	4,683,100
Funds held in trust	34,434	26,061
Deferred contributions related to capital assets (Note 8)	2,277,672	461,568
	6,720,259	5,170,729
Contingent liabilities (Note 9)		
Net Assets		
Unrestricted	(21,705)	(21,705)
Investment in capital assets (Note 10)	4,469,203	4,236,042
	4,447,498	4,214,337
	11,167,757	9,385,066

Approved on behalf of the Board

 Mike Metatawabin
Director Board Chair

 Zacharius Tait
Director Board Secretary/Treasurer

The accompanying notes are an integral part of these financial statements

Nishnawbe-Aski Police Service Statement of Operations

For the year ended March 31, 2020

	2020	2019
Revenue		
Operations	40,330,484	37,222,463
Police Board	501,758	487,773
Other projects	1,155,478	940,071
One-time funding	396,596	184,452
	42,384,316	38,834,759
Expenses		
Operations	40,724,640	36,358,907
Police Board	454,323	486,859
Other projects	1,235,781	992,441
One-time funding	396,596	184,452
	42,811,340	38,022,659
Excess (deficiency) of revenue over expenses before other items	(427,024)	812,100
Other items		
Funding to cover prior year deficits <i>(Note 11)</i>	-	2,569,147
Funding to cover current year deficits <i>(Note 11)</i>	660,185	145,395
	660,185	2,714,542
Excess of revenue over expenses for the year	233,161	3,526,642

The accompanying notes are an integral part of these financial statements

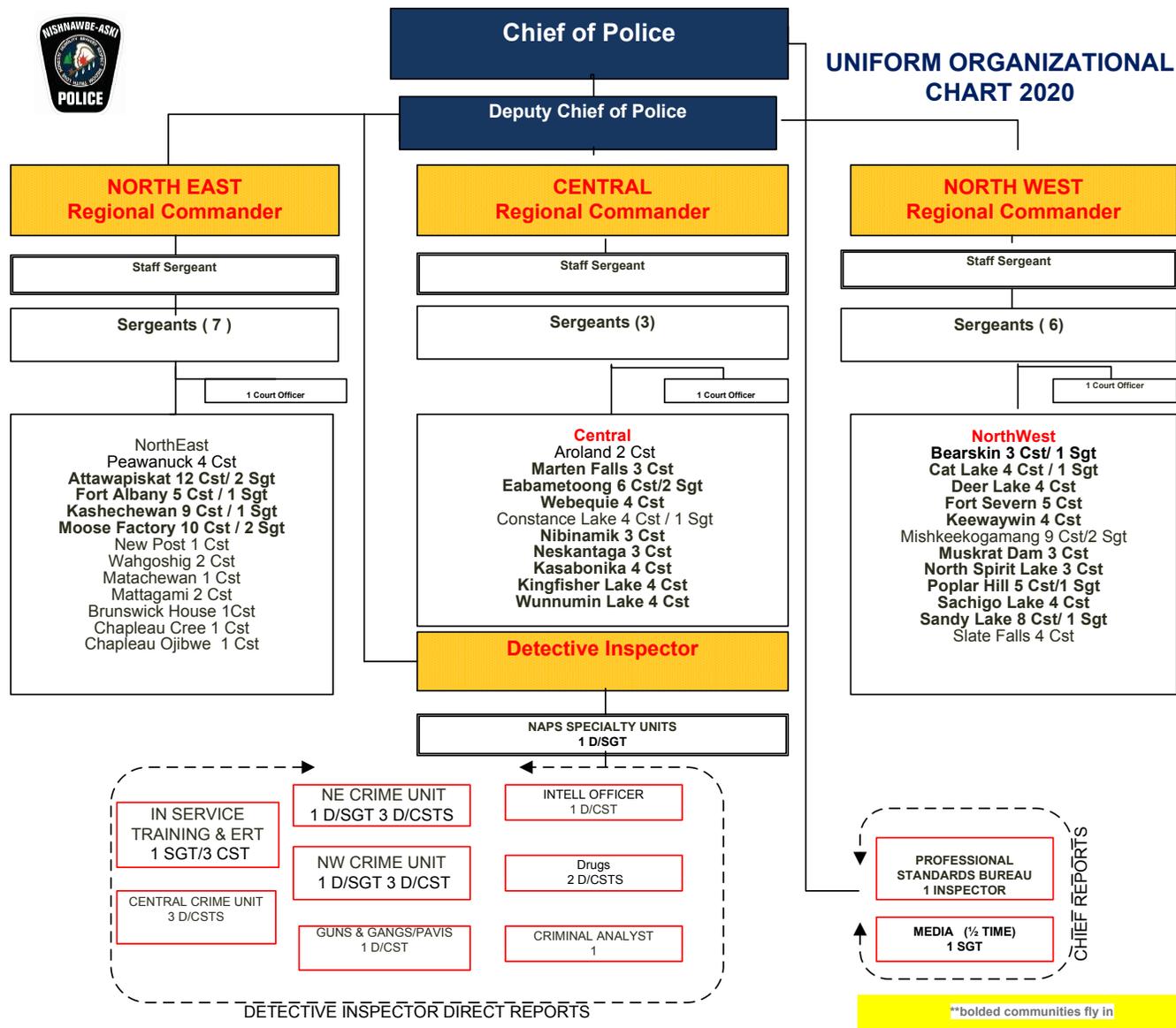
Nishnawbe-Aski Police Service
Statement of Changes in Net Assets

For the year ended March 31, 2020

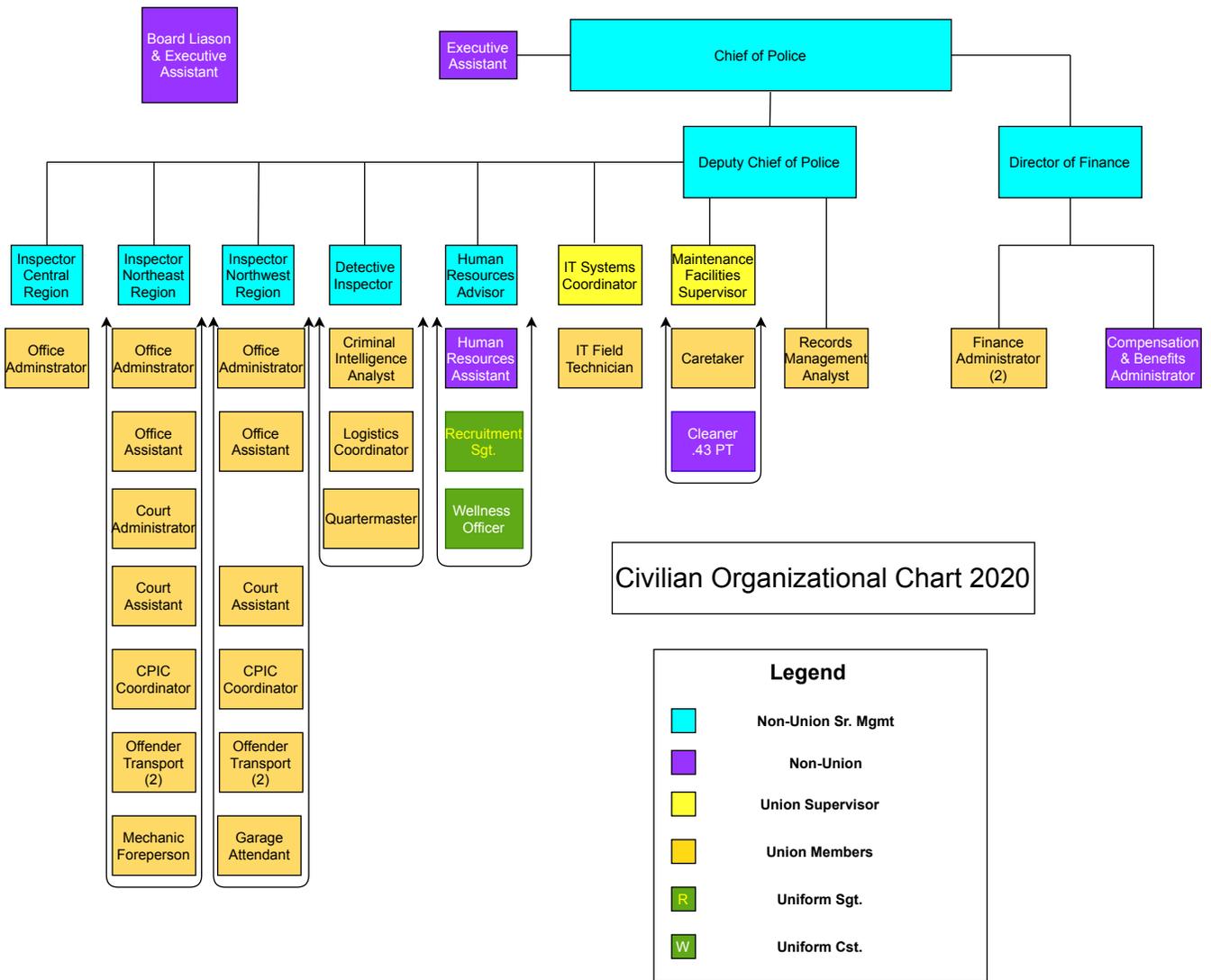
	<i>Unrestricted</i>	<i>Investment in capital assets</i>	<i>2020</i>	<i>2019</i>
Net assets, beginning of year	(21,705)	4,236,042	4,214,337	687,695
Excess of revenue over expenses for the year (Note 12)	-	233,161	233,161	3,526,642
Net assets (deficiency), end of year	(21,705)	4,469,203	4,447,498	4,214,337

The accompanying notes are an integral part of these financial statements

Uniform Organizational Chart 2020



Civilian Organizational Chart 2020



Civilian Organizational Chart 2020

Deputy Chief of Police Report



Darryl Snider
Deputy Chief
of Police

Welcome to the 2019/2020 Nishnawbe Aski Police Annual Report (June 2019 – June 2020). My name is Darryl Snider and I am the Deputy Chief of Police for the Nishnawbe Aski Police Service. My role as Deputy Chief is to oversee operations of our Police Service. The Nishnawbe Aski Police Service consists of our General Headquarters (Thunder Bay), Northwest Headquarters (Sioux Lookout), Northeast Headquarters (Cochrane) and 34 Detachments throughout NAN territory.

The 2nd half of 2019 continued with normal operations conducted by our police service however in 2020 the COVID-19 pandemic hit the world and the Nishnawbe Aski Police Service has had to adapt to the changes brought forth by the pandemic.

The following report will cover some of the changes brought forth by the pandemic and will also speak to operational projects that we have started and will continue to move forward with business planning when restrictions from the COVID-19 pandemic allow us to do so.

The COVID-19 Pandemic that hit the world in 2020 is still active in many countries. Many countries have taken the crisis seriously with lockdowns, social distancing, self-isolation, PPE usage (protective personal equipment) and testing. As a result of the measures taken many countries including Canada are seeing a reduction in the number of COVID-19 cases and deaths.

Due to the virus most of the world is experiencing the worst economic downfall in over 100 years. Most countries realize that what we are doing is working however due to economic reasons many countries have partially lifted restrictions with many more to follow, including Canada. When provinces begin to loosen restrictions and people become active it is not known what the effect will be in regards to COVID-19. Many experts are predicting a resurgence of new cases. If this does occur it will likely lead to more hospitalizations and deaths. Many countries are working on a vaccine for COVID-19, however it is unlikely this will be accomplished in 2020.



Canada has reported approximately

**110,000 COVID-19
positive cases**

with approximately 8,852 deaths

Ontario has reported

**37,604 COVID-19
positive cases**

with 2,751 deaths.

(All statistics are as of July 20, 2020)

Closer to home our NAN communities have taken the COVID-19 pandemic very serious and have adopted measures to limit the spread in their communities. This includes community border closures, testing, self-isolation/quarantine and strict screening for anyone allowed to enter. The measures taken by local leadership has prevented the spread of the virus in most communities.

This Pandemic has and will continue to be a threat until a vaccine has been developed and distributed throughout Canada. With that in mind this is no time to relax the guidelines around public health measures and physical distancing being practiced in our community's and police service. We must remain vigilant to this serious health threat to ensure the safety of all members in our NAN communities and all of the employees of the Nishnawbe Aski Police Service.

The Nishnawbe Aski Police Service has been working diligently to provide the communities with the same level of service prior to the pandemic. NAPS Management has been engaged with all of our 34 communities that we serve to listen and respond as best we can to any requests the community Leaders may have to help their communities remain safe.

In speaking with many of our policing partners, most have seen a decrease in the number of calls for service. NAPS has seen the opposite in regards to calls for service. For the month of March 1st to April 30th, 2019 NAPS received 1,459 calls for service. For the same period in 2020 NAPS received 1,751 calls for service. That is an increase in just under 300 calls for service (approximately a 20% rise) for only a one month time period which is quite substantial. NAPS as well as our policing partners are still seeing many releases of community members charged that would normally be held in custody (through remand). This continues to be a concern as there is always the possibility of repeat offences occurring. In speaking with the Correction Facilities they are only allowed to run at 65% of capacity during the COVID-19 pandemic.

NAPS has developed many directives to change how we are conducting business during this most difficult time. Several challenges became apparent, the reduction of scheduled airline flights, how to have our officers self-isolate while out of their communities, enforcement of COVID-19, supplying of PPE (personal protective equipment) to our employees, training and courses, vacation time and what are our policing partners doing that we can share ideas with.

- ▶ With the reduction of airline operations it became apparent that it would be a challenge for management to have our officers rotated in and out of our communities. Schedules were proposed by management to PSAC (Public Service Alliance Canada) and a change was approved. A 14 on and 14 off schedule was approved by all parties with all three regions having their change overs on every 2nd Monday and Tuesday. A dedicated Pilatus aircraft has been provided to each of the three regions for the transition days on every 2nd Monday and Tuesday. Officers are responsible to travel to the region they work out of to be flown to their respective communities. The Joint MOU (memorandum of understanding) between the officer union (PSAC) and NAPS has been extended.
- ▶ Self-Isolation has been a challenge for our frontline workers. The 14 and 14 day schedule allows our officers to remain at home for the required number of days to self-isolate in accordance with provincial guidelines. Directives have been sent out as well as reminders of how we expect our frontline employees to self-isolate during their days off, thus ensuring they are symptom free and have done everything possible to not transmit the virus.

- ▶ Enforcement of COVID-19 breaches has been a concerning topic for our NAN Communities. With most of our communities not having adopted provincial offences we had to be resourceful and come up with a method of enforcement. NAPS legal developed several BCR templates (Band Council Resolutions) for our communities to adopt. The BCR allows NAPS arrest authority to take non-compliant residents into custody to warn and educate. If this does not work certain communities have a fine system and for those that habitually break rules will then be charged under the Criminal Code and be heard by the courts.
- ▶ For the period from March 01 to April 30, 2020 there were 225 calls for service for COVID-19 related occurrences. There have been many warnings and approximately 14 charges laid under the Criminal Code for Common Nuisance.
- ▶ Supplying of PPE (personal protective equipment). The first several weeks of the pandemic NAPS did not have the amount of PPE required for an emergency of this magnitude. The Provincial Government made a commitment to police services early on that they would supply necessary PPE. That went on for several weeks to which none was delivered to NAPS. During this time NAPS Management along with the Quartermaster worked to procure our own supplies through private vendors. The Ontario provincial Police also stepped up to assist NAPS with a good supply of PPE. We are now receiving PPE from our contacts and have a sufficient supply moving forward.
- ▶ Training and Courses have been cancelled or postponed during the pandemic and will continue to be monitored moving forward. There are two concerns with this topic.
 1. The mandatory Provincial re-qualifications that police officers are required to pass annually. The province has allowed police services to continue to operate without the re-qualifications for now as it would be breaking the emergency guideline rules to attend training at this point in time.
 2. Ontario Police College, NAPS was funded for 28 new positions in 2020 and with the current pandemic the facility is also not operational. NAPS received confirmation on May 21, 2020 that the Ontario Police College would be resuming the next class on June 24, 2020. The intake will consist of 464 recruits with several Health and Safety Strategies being implemented. Students will have to remain at the college for the duration of the intake and classes will run 6 days/week. NAPS will be sending 7 recruits to the June intake at OPC.
- ▶ Vacations for all employees were cancelled and not permitted once the pandemic became an emergency. NAPS Management has re-instated vacation requests for civilians as of May 7th and officers as of June 1st. Vacation requests will still need approval from their Regional Command Staff.
- ▶ NAPS Management has been very involved with many agencies during the pandemic through tele-conferencing. Weekly calls within our service are also occurring with Inspectors, Supervisors, Officers and Civilians.
- ▶ Calls with NAN, Community Leaders, Policing partners, Child and Family Services are continuing on a daily basis.
- ▶ All of the information is allowing NAPS to be better informed to the needs of our communities and our own employees to plan for the best possible outcome of this pandemic.
- ▶ It became apparent that more focus had to be put on the Health and Safety of the children in our communities. A working group of professionals was put together and the Emergency Preparedness Team has been established with the assistance of Falconers Law Firm.

The goal of the team is to create directives between police and Child and Family Services that would better serve our communities during this pandemic as well as after things subside. This has been well received by all parties and work is continuing with the project.

Although many countries are beginning to re-open and lift some restrictions in regards to the COVID-19 pandemic the virus is not expected to go away and some are predicting will once again spike due to the loosening of restrictions. The only end to this ordeal will be when a working vaccine has been developed, approved and distributed throughout the country. At this point the timeline for a successful vaccine is unknown and could range anywhere between 6 months to 2 years before being ready.

Until a return to normal NAPS will continue to operate and serve our communities. Constant monitoring of the pandemic will continue and management will adapt to the needed changes so as to not affect our policing operations in our communities.

The Nishnawbe Aski Police Service continues to progress in a positive manner with many projects and events planned for this year. **NOTE : Some of the projects have been put on hold due to the COVID-19 Pandemic.**

This report will include the following updates.

- ▶ Northern Courts
- ▶ Far North Radio Project (on hold)
- ▶ NAPS Training Facility
- ▶ NAN Justice and Safety Symposium
- ▶ Recruitment
- ▶ Senior Management team Meeting
- ▶ Seven Youth Inquest (on hold)
- ▶ Emergency Response Team
- ▶ Mental Health and Employee Wellness
- ▶ Infrastructure Update

NORTHERN COURTS

As of May 4th 2020 the entire Nishnawbe Aski Police Service and policing partners have had to switch how court briefs are being submitted to our Courts and Crown Attorneys. The new process is now done electronically and is called SCOPE. NAPS will endure a slight learning curve for the new program however the finished product will be greatly improved by the new system. SCOPE has a checklist that alerts the person conducting the input if things are not done correctly or if documents are missing and cannot be completed until corrected.

For the past several years stakeholders have been lobbying to have court proceedings conducted in the community of Mishkeegogamang. Currently the court for Mishkeegogamang has been held in Pickle Lake. This process has been an ongoing hardship to the community, its leadership and NAPS. NAPS has been involved with Community Leadership, MAG (Ministry of the Attorney General) and officials from Ontario and Canada. The talks have always been met with resistance specifically from MAG. In 2019 the Township of Pickle Lake closed the court that has been held at their community centre for many years. The court was then temporarily moved to the MNR facility at the airport in Pickle Lake. Due to the fact that there is no longer a place to hold court in Pickle Lake there is no other option but to begin holding court in Mishkeegogamang. NAPS and the Leadership of Mishkeegogamang are very pleased with this decision. Once courts are back to normal, Mishkeegogamang court will be held at the community centre next to the NAPS detachment. NAPS has completed the requested Court Security plan and will be ready to hold court in the community.

The Leadership of Slate Falls has also shown a need to have the northern court attend its community. Currently the members of the community have to travel to Sioux Lookout to attend court. This is a hardship for the community as it is at least a 5 hour round trip on less than desirable roads. Justice Hoshizaki has also supported this process and a site visit will be upcoming in the community to see how this can be accomplished in a timely manner.

NAPS FAR NORTH RADIO PROJECT

The NAPS Far North Radio Project will bring centralized call taking and dispatching services to the 23 northern NAPS communities and their officers to ensure an enhanced level of community and officer safety. The Project is funded by the Federal Government of Canada and the Province of Ontario. The NAPS Far North Radio Project was officially approved on the 16th of August 2019 by Public Safety Canada.

Actions and Results

The first several months were spent creating an Independent Radio System for NAPS as an Integrated Radio System with the OPP was no longer possible due to the process towards the Public Safety Radio Network (PSRN) for provincial first responders in Ontario. The project received formal approval on 16 Aug 2019 which was just over two months after the anticipated start date of June 1, 2019. The involved teams have been working hard to still achieve the projected goal of bringing centralized call taking and dispatching to 4 NAPS communities by 31 Mar 2020. The proposed schedule is as follows:

1. Marten Falls – 29 Jan 2020 (Satellite)
2. Keewaywin – 05 Feb 2020
3. North Spirit Lake – 19 Feb 2020
4. Poplar Hill – 04 Mar 2020
5. Sandy Lake – 18 Mar 2020
6. Wunnumin Lake – 31 Mar 2020
7. Nibinamik – 15 Apr 2020

The overall plan is for three years to “cutover” all 23 communities

- ▶ First Fiscal (present – 31 March 2020) – 4 communities
- ▶ Second Fiscal (01 April 2020 – 31 March 2021) – 11 communities
- ▶ Third Fiscal (01 April 2021 – 31 March 2022) – 8 communities

The OPP added an extra communicator course starting in Mid-November for seven new-hires for the NAPS consoles. Of the seven, six were successful and are in the midst of training with a coach and will complete their training by late January 2020. The plan moving forward will be to hire 4 in 2020 and 4 in 2021 for a total of 14 communicators.

The two NAPS Consoles have been configured and set up in the Provincial Communications Center – Thunder Bay. The Master Site Equipment is being installed during the week of January 20th, 2020 with testing to conclude by the end of that week. Legal representatives from NAPS and the Province of Ontario are working on a MOU between NAPS / OPP / Province of Ontario.

The User equipment (Portable Radios) have been delivered – Motorola APX 1000 Model 2.

All community members will call 1-888-310-1122 when they require police assistance. This number will be the same for every NAPS community. Community Education will be necessary and will occur in the week leading up to their “cutover” date to centralized call taking and dispatching services. The Chief and Council will be engaged. NAPS officers will go door to door to explain the changes and handout fridge magnets, cell phone stickers and home phone stickers with the 1-888-310-1122 #. Posters will be placed in community buildings and community facebook pages.

Starting in Fiscal Year 2 (April 01, 2020 - March 31, 2021) a backup generator system will be installed at every detachment to ensure the radio system always has the power required to provide the officers with communications.

Bell Techs have been installing router equipment in certain communities then testing connectivity. The following communities have had the router equipment installed and had successful connectivity:

- ▶ North Spirit Lake
- ▶ Keewaywin
- ▶ Sandy Lake
- ▶ Poplar Hill
- ▶ Marten Falls (Satellite Community – it is ready to go once Satellite installed)

A survey of all officers within NAPS was conducted and 22 were determined to have Traditional Language Skills. Using these officers, a protocol for interpretation services is being developed. A presentation was given to the NAPS Sergeants in December 2019 at their NCO conference. The On-Call Sgt has many pivotal roles within the new communications system. A training curriculum has been developed for NAPS officers.

Due to the remoteness of these communities and the officer's need to travel on ice roads or lakes at times we are considering a secondary source of communication that is cost effective and allows the officer to contact the dispatcher when they are outside the footprint of their community radio tower. We have initiated a pilot, to assess secondary comms using a Globalstar Spot X and Garmin inReach Satellite communication system.

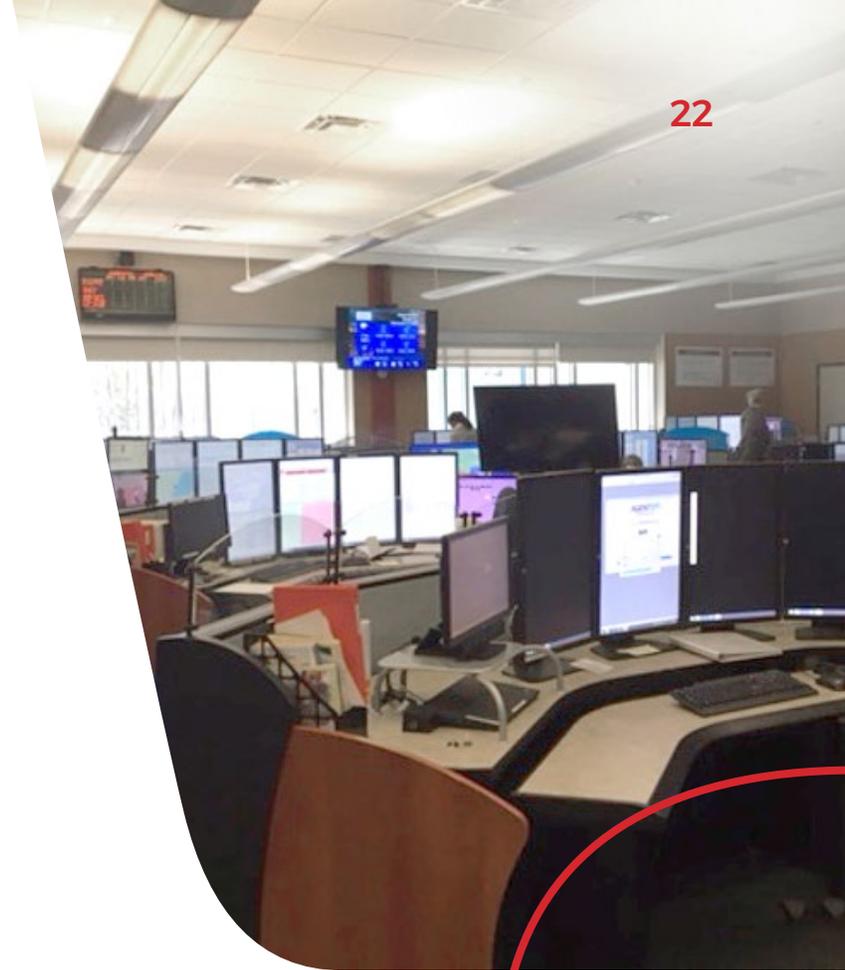
Cutover Dates

(Go Live – delayed due to COVID-19)

- ▶ Keewaywin – March 13, 2020
- ▶ Poplar Hill – July 16, 2020

Community Equipment Installs

- ▶ Keewaywin – Completed
- ▶ Marten Falls – Completed
- ▶ North Spirit Lake – June 25, 2020
- ▶ Wunnumin Lake – July 02, 2020



NAPS TRAINING FACILITY

This new facility is now up and running and we are very excited on how the building has turned out.

This facility will house our In-service training Team and is a much better equipped training Centre to meet all of our needs. The building consists of a large training room where the MILO Simulator has been installed. This will allow our officers to encounter real life scenarios in a safe and controlled environment. To date this type of training has been unavailable to NAPS and we hope to offer to rent the simulator to our partnering police services.

It is becoming increasingly difficult to secure seats at the Ontario Police College for many required courses for our employees. The new Training Facility will allow NAPS to host OPC accredited courses, this will allow for a larger number of officers to attend courses here in Thunder Bay. This not only will allow for more seats but will also be a huge cost saving on travel, meals, lodging, etc. when attending courses at other Centres. We would also offer seats to our policing partners for the courses at our training centre to recoup some of the cost for holding the events. We have two OPC courses already scheduled for 2020, Criminal Investigative Techniques (March, 2020) and Investigative Interviewing (April, 2020). (both courses postponed due to COVID-19)

The facility also has a large office for our IST/ERT members to work out of, two washrooms, change rooms and a shower. The building is quite large with room for expansion down the road to meet the needs of NAPS as we continue to grow.

The Training Facility was officially opened on November 25, 2019 with a ceremony by Chief of Police Roland Morrison and a Smudging Ceremony was conducted at the new facility.

NAN COMMUNITY JUSTICE AND SAFETY SYMPOSIUM

The NAN Community Justice and Safety Symposium was a joint venture between the Nishnawbe Aski Nation, Nishnawbe Aski Legal Corporation and the Nishnawbe Aski Police Service.

The Symposium was held in Thunder Bay, Ontario on March 3rd and 4th at the Victoria Inn. The agenda was full with many great presentations. There were many community members including leadership and Proxys with the total in attendance of over 200 people.

The Nishnawbe Aski Police Service participated in the 2 day event presentations and had all of the senior management team attend to field questions and meet with community leaders. NAPS participated in 3 panel discussions,

- ▶ Understanding Search, Seizure and Search Warrants
- ▶ Panel - (NAPS, Legal and Crown Attorney)
- ▶ Restorative Justice - Communications and Support for public Complaints
- ▶ Panel - (NAN Legal, NAPS)
- ▶ Sexual Assaults and domestic Violence and Alternative Dispute Resolution - (NAPS)
- ▶ The Symposium was a huge success and a lot of positive/constructive feedback was brought forward by community members and Leadership. There is already ongoing talk to keep the Symposium moving forward in future years.
- ▶ Following the first day of the Symposium NAPS held its first AGM (annual general meeting) that is separate from the Keewaywin Conference. The dinner meeting was chaired by NAPS Board Chair Mike Metatawabin and Chief of Police Roland Morrison. The meeting was positive and we plan to continue holding our own separate AGM annually.

RECRUITMENT

As the Nishnawbe Aski Police Service continues to expand 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. The Nishnawbe Aski Police Service continues to move forward with our 5 year recruitment program to add additional officers to our police officers. At the beginning of 2020 NAPS now employs approximately 200 uniform officers.

For 2020 NAPS will be hiring 28 more officers to add to our complement. 14 frontline Constables, 3 experienced officer hires and 3 additional Sergeants. Under the FNPP we were given 10 positions, 2 of these have been filled with additional Drug/Crime Unit Detectives in Sioux Lookout and Cochrane. For the 8 remaining positions we will be filling positions to meet the needs of our police service.

- ▶ Wellness Officer (to work with our CIRST team to provide support to our officers)
- ▶ 2 Detectives (1 for the NWR and 1 for the NER)
- ▶ 3 Community Education/Victim Services officers (1 for each region)
- ▶ 2 other positions that are still being decided.

May, 2019 Class (11 recruits) the graduation for this class was held in August, 2019 with 10 of the 11 recruits receiving their Basic Constable Diploma.

September 2019 Class (6 recruits) OPC class commenced on September 04, 2019 and concluded on November 28, 2019 with 5 of the 6 recruits receiving their Basic Constable Diploma.

January 2020, (5 recruits) all of the new officers received their Basic Constable Diploma. COVID-19 restricted the graduates for this class from having their ceremony at OPC.



SEVEN YOUTH INQUEST (Re-investigations)

Following recommendations of the OIPRD (Office of the Independent Police Review Director) the Thunder Bay Police Service is re-opening the seven indigenous youth deaths that had occurred in Thunder Bay.

Retired Detective Superintendent Ken Leppert (Ontario Provincial Police) is in charge of the the investigations. The Nishnawbe Aski police Service has provided Detective Constable to assist the Thunder Bay Police Service team. NAPS is also providing a Criminal Analyst to assist with the investigations.

Following the Inquest the Jury has come up with a list of recommendations to which a committee of many stakeholders was established. The committee is called the SEVEN YOUTH INQUEST POLITICAL TABLE. NAPS has been a participant at the meetings with the Deputy Chief attending.

NAPS is also participating in a joint radio broadcast to educate youth on some issues brought forth. NAPS Deputy Chief is working with coordinator Martha Loon on this project.

The meetings are to ensure timelines are met for recommendations to be completed and provides many updates. Meetings to date:

- ▶ May 28, 2019 - Westin Hotel, Ottawa Ontario
- ▶ September 25, 2019 - Office of the Chief Coroner, Toronto Ontario
- ▶ February 28, 2019 - Thunder Bay, Ontario

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 complement 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;



Currently, NAPS has 4 active ERT members which consists of a Sergeant and 3 Constables.

NAPS is preparing to add more ERT members with selection process and 3 candidates have been selected through testing.

NAPS has been allotted 3 seats for the upcoming ERT Course ran by the OPP at Base Borden and will run from March 30 to June 05, 2020. **(post-poned due to COVID-19)**

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.

For the year 2020 NAPS is proposing to create a new position Wellness Officer. NAPS is also looking to renew its CIRST (critical incident response team). The Wellness officer along with the CIRST would provide support for NAPS employees with any mental health issues that are brought forth.

This position will allow NAPS to have an in house team to deal with mental health issues before they build to a point where employees require extended periods of time off.

Currently NAPS has 25 employees off on leave.

3 LTD (long term disability) all are from the Central Region.

8 STD (short term disability) 3 Central Region and 5 NER.

14 WSIB (Workplace Safety Insurance Board) 5 NER, 4 NWR and 5 Central Region.

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

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

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

INFRASTRUCTURE UPDATE

To date we have exceeded our target goal of 85% completed work orders from the original amount of 296 to end January at 94% accomplished. The remainder are items that could not be repaired due to their seasonal nature ie: regrading driveways.

The program to reinstate an annual inspection of all Fire Life Safety systems and critical HVAC components in order to meet health and safety requirements and industry standards is to date at 75% serviced of the detachments with regards to fire/life safety components and 88% with regards to the HVAC/mechanical components. There were some scheduling complications with our FLS provider during the holiday season which resulted in lower than anticipated completion numbers. This shortfall will be addressed in the new fiscal.

With the exception of items related to Health and Safety, works orders for the upcoming fiscal have been prepared and will be submitted for approval in March. This should allow enough time to coordinate materials and schedule flights prior to April 1st and we can get an early jump on the new fiscal.

Capital Projects

Thunder Bay

- ▶ Training Range. Completed with the exception of bringing in electrical from the main grid. This is to be expected to take place in the spring of 2020.

Sachigo Lake and Bearskin Lake Detachments

- ▶ As of February 20, 2020, occupancy for Bearskin Lake was estimated to take place mid May 2020. Substantial meeting is scheduled for Mid April 2020. The current Detachment in Bearskin Lake was totally demolished by a fire leaving the community with no operational building to conduct business. Following the fire the Covi-19 pandemic hit and construction of the new detachment was subsequently shut down. Talks are continuing with the community Leadership and the contractors to resume work on the new building as soon as possible. The build is estimated to be 90 to 95% completed.
- ▶ Sachigo Lake detachment is tentatively schedule for occupancy in mid April 2020. Substantial meeting to take place 3rd week of March. This build has also been placed on hold due to COVID-19.

Radio/Communication Upgrade

- ▶ Project is still on-going.
- ▶ Deer Lake, Fort Albany and Kingfisher Lake have been completed.
- ▶ Beginning in the new fiscal, 2020-2021, further capitol repair projects are expected to be accomplished which include North Spirit Lake, Muskrat Dam, Neskantaga, Slate Falls and Nibinamik if approved.





Upcoming Regional Plans

Building condition assessments are on-going so we can be proactive and mitigate high value emergency repairs and better forecast future determine if they are at risk as well and arrange to have them all inspected at the same time by the Engineering firm.

Structural assessments and reviews will also be taking place in spring/summer 2020. During a recent inspection of the Attawapiskat detachment, it was noticed that the Triodetic support system was incorrectly installed with multiple components still sitting in a sea can. Triodetic will be required to send up an Engineer to determine how to resolve the issue. Prior to this, we will be inspecting the other sites that have this system installed to

The existing keying/security program will be assessed in early 2020 to ensure it is still meeting the current and future needs of our program. I will be reaching out to everyone for information regarding individual detachments.

- ▶ All NRB building will need to have the steel support beams inspected as a proactive measure.
- ▶ Quotes for upcoming potential projects will be submitted shortly.
- ▶ Preparing schedule to perform annual A/C unit inspections.
- ▶ Review of security mesh on detachment windows.
- ▶ Installation of an accessible lift at the Northeast Regional office. Existing elevator is non-functional and parts are unavailable to repair.

In closing, 2020 is a year like we have not seen in our lifetimes. The COVID-19 Pandemic has changed our daily lives as well as the operation of our police service. The Nishnawbe Aski Police Service continues to adapt and operate during the pandemic. We continually strive to provide an adequate level of community safety to all of the communities that we respectfully serve.

Respectfully Submitted;

Darryl Snider
Deputy Chief

North West Region Report



Merle Loon,
Inspector

Respectfully, I would like to take this opportunity to introduce myself as the new Inspector as of March 2020 for the Northwest Region Headquarters in Sioux Lookout. Prior to my new role I was the Staff Sergeant since 2013 for the Central Region based out of Thunder Bay. Years leading to these roles I've been privileged to work in many capacities within the Nishnawbe Aski Police Service.

My name is Merle Loon from Mishkeegogamang First Nation and I am humbly honoured to be a serving member of NAN as a First Nation Police Officer since September of 1998. I've had the privilege of striving to achieve the mission and vision of NAPS within NAN by having the opportunity to have worked in every community we serve in the Northwest and Central regions. The knowledge and experience I have gained through my journey with NAPS and NAN has ultimately contributed to my continued dedication to our mission and vision by working with all the communities we serve and its membership. Please accept this report as my first official annual report as the Inspector of the Northwest Region.

As we all know 2020 has rolled into an unprecedented time surrounding COVID-19 which has presented changes to our daily routines and lives globally, nationally, provincially and as a NAN nation. On March 17, 2020, the Federal and Provincial Governments declared a state of emergency due to COVID-19 and it has directly impacted all our communities within NAN. The Provincial government along with the Ontario Chief Medical Officer of Health made directives and recommendations provincially which were disseminated that included essential services. As an essential service NAPS has been dedicated and obligated to meet these directives and recommendations by working together with every entity involved to navigate through these challenging times. NAPS leadership has taken every precaution and adhered to proactive measures to ensure safety and protection for everyone involved. Furthermore, NAPS has made every effort to ensure that all possible emergency situations have legitimate action plans and expedited responses to minimize risk with maximum police presence and support to NAN communities. The pandemic of COVID-19 has prioritized health within NAN communities where extreme and necessary measures have been implemented to safeguard its membership, therefore, to effectively perform its mandate and to ultimately serve and protect the communities NAPS altered operations to meet directives during this pandemic. Collectively NAN and NAPS have taken the necessary steps to work together to make our communities and membership safe and healthy through this COVID-19 pandemic.

OFFICER COMPLEMENT

The NAPS Northwest Region consists of twelve NAN communities with ten of these communities only accessible by air or winter roads and two communities having year-round road access. As of June 30, 2020, the active officer numbers for the Northwest Region is 51 with 6 Sergeants to service our NAN communities.

The COVID-19 pandemic has presented NAPS with challenges as it continues to strive and promote policing within NAN as envisioned since its inception. The newly signed Tripartite Agreement from 2018 to 2020 NAPS officer numbers have varied but is anticipating by the end of the March 2021 the Northwest Region will be topped up with 63 officers and 7 Sergeants.

In striving for this increase in numbers postings have continued with recent listings for Constables and Sergeants in the communities of North Spirit Lake, Poplar Hill and Sandy Lake. In addition, NAPS has sent new recruits to the Ontario Police College for training and anticipates them start field training by mid-September 2020.



DETACHMENTS

Last year the construction for the new detachments in Bearskin Lake and Sachigo Lake were underway which were close to completion when COVID-19 halted construction. In early March 2020 and prior to COVID-19 the old Bearskin Lake detachment unfortunately burnt down and as a result a temporary office location was secured which had no holding facilities. In the interest of public safety and enforcement NAPS is faced with a precarious situation in providing a sufficient service to the community of Bearskin Lake given the extreme circumstances. All stakeholders have been working hard to try and resolve this situation based on the COVID-19 restrictions and the community of Bearskin Lake. The new Sachigo Lake detachment was also halted but is fortunate to have the old detachment operational.

DETACHMENT INSPECTIONS

The Northwest Region command continues to strive to meet all mandated Health and Safety requirements set in place for all workplaces within the Province of Ontario. Detachment supervisors and officers are encouraged to submit monthly workplace inspections which identify areas of maintenance. Especially during this time of COVID-19 in our communities and workplaces NAPS is dedicated to safety and health for all personnel within the agency and communities we serve.

DETACHMENT MAINTENANCE

In late 2019 NAPS identified and hired a full time Supervisor for Facilities Maintenance. Since this hiring the Supervisor has been busy working with PDR contracting to complete over 92 % of outstanding tasks for maintenance in our detachments. Some of the detachment maintenance items were exterior and could only be completed during the summer months and unfortunately COVID-19 has limited access to all the communities for completion. As we progress through COVID-19 many communities have lifted some restrictions allowing for maintenance to continue with travel parameters set in place to provide protection for the communities and its membership. Some emergent circumstances have occurred and immediate responses were required for our detachments and thankfully our communities have allowed access for maintenance. With COVID-19 at the helm of restrictions within our community's maintenance is on an emergent response requirement based on approvals of the First Nations.

VEHICLE INVENTORY

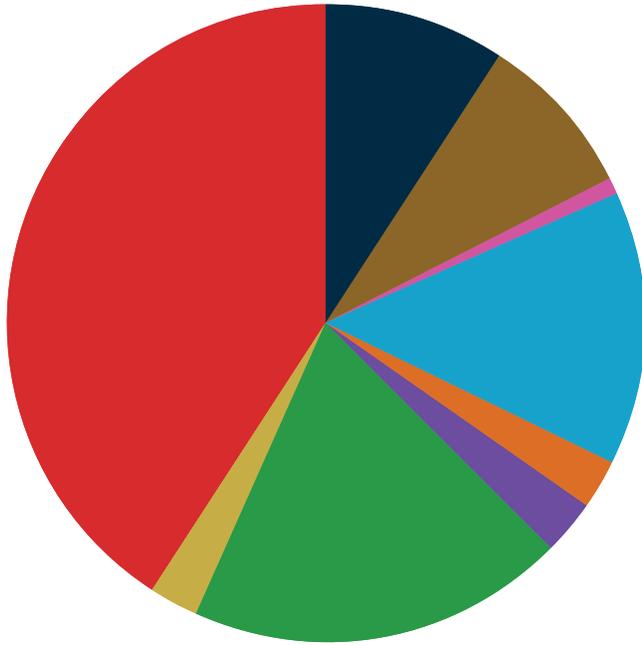
During the 2020 winter road season the Northwest Region was able to service vehicles for maintenance, furthermore, new vehicles assigned for the region were deployed to their respective destinations. Unfortunately, all but two vehicles were delivered due weather restrictions and COVID-19 causing road closures.

NORTHWEST REGION HEADQUARTERS

- ▶ Inspector Merle Loon
- ▶ S/Sgt Larry Ross
- ▶ Cindy Siemens – Office Administrator
- ▶ Kelsey Snider – Office Assistant
- ▶ Sr Cst David Dodsworth – Court Officer
- ▶ Barb Pierce – Court Assistant
- ▶ Deborah Vincent – Court Assistant
- ▶ Mary Jane Lyon – CPIC Coordinator
- ▶ Minah Trout – Offender Transport
- ▶ Kent Cutfeet – Offender Transport
- ▶ Fred Lyon – Maintenance

The Northwest Region headquarters and its dedicated staff continue to support the frontline members providing an effective and efficient Service to the communities of NAN. The civilian staff commit to performing their duties to the best of their abilities with professionalism and confidence to ultimately contribute to the daily operations of NAPS in providing protection and security to the First Nations being served. The Northwest Region command staff are very appreciative and thankful for their assistance and dedication. Thank you and Meegwetch!

STATISTICS FOR THE NORTHWEST REGION FROM JANUARY 2019 TO DECEMBER 2019



- **Violent Crime (920, 9%)**
- **Property Crime (849, 8%)**
- **Drugs/Guns/Gangs (73, 1%)**
- **All Other Crime Stats (1,410, 14%)**
- **Community Services (253, 2%)**
- **Attempt/Threat Suicide/MHA (268, 3%)**
- **Police Assistance (1,926, 19%)**
- **Prisoner Escorts (259, 3%)**
- **All Other Local Stats (4,076, 41%)**



COURT OFFICE

The Northwest Region court office and its staff continue to work with the jurisdictional courts in maintaining and processing court documents within the region. Although most of the scheduled court dates have been affected by COVID-19, courts within the communities have been suspended due to the pandemic and the courts have relied on technology and audio sessions. With the introduction of more technological advances the courts have resorted to electronic submissions by way of SCOPE and E-information through electronics devices. The court staff have been trained to work diligently and efficiently with the new processes of court within the Northwest region. Surprisingly statistics have shown an increase of cases and files compared to our policing partners within the region and as result the Northwest region has been busier from the 2018-2019 stats. For this the Northwest Region command staff commend the court staff for their hard work and dedication to NAPS and NAN. This includes the CPIC Co-ordinator and the Prisoner transport units as they all work in partnership.

CRIME UNIT IN THE NORTHWEST REGION

The Northwest Region has Crime Unit members based out of the Sioux Lookout headquarters which are readily available for deployment to the communities being served. As of this year 2020 the Crime Units have been restructured with a dedicated Detective Inspector that supervises them from the Administrative Headquarters in Thunder Bay. An annual report will be submitted by their respective supervisor in this year's annual report.

STATISTICS AT A GLANCE

Northwest Region
January 1 - December 31, 2019



6,898 CALLS
 FOR SERVICE



195
 BENCHMARK
 OCCURRENCES



259 PRISONER
 ESCORTS



10,034 TOTAL
 VIOLATIONS

BLOCK TRAINING

The Northwest Region command is tasked with scheduling its officers for their annual recertification training that is provincially mandated annually but yet again COVID-19 has suspended training and extended certification until further notice. The Solicitor General halted training for all police services in the Province. The Training Sergeant based out of Thunder Bay will provide a more detailed update and report regarding these changes.

UPCOMING REGIONAL PLANS

The work that commenced in 2019 with the new Radio system project will continue into the future with the goal of having all our communities have capabilities of contacting police 24/7 through a centralized call centre out of Thunder Bay. In the meantime, the COVID-19 pandemic has also suspended this big project until further notice and funders have honoured to extend this project until completion.

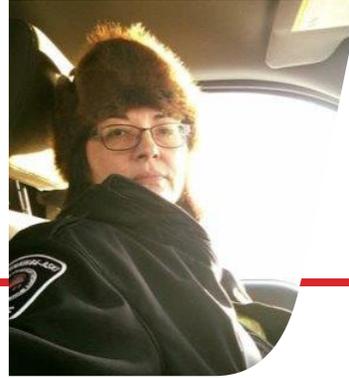
COMMUNITY ISSUES

The COVID-19 pandemic has taking priority within our First Nation communities with extreme and necessary measures taken to safeguard its membership within the communities. NAPS has committed to assist in whatever capacity with the First Nation communities along with performing its mandated law enforcement duties to serve and protect the public. Chief and Council reports are continuously being shared and provided to the leadership as we progress and move forward as an agency with NAN communities.

CONCLUSION

The Northwest Region continues to move forward and conduct the day to day operations providing service to the communities of NAN it serves and protects. The Nishnawbe Aski Police Service since its inception continues to strive to improve and has come a long way to provide an effective and efficient service to ultimately meet the Mission Statement of the Nishnawbe Aski Nation. All communities along with NAPS and its membership will grow in strength and in unity as we push forward through COVID-19 and into the future with pride, hard work and dedication. To all my fellow NAN and NAPS members stay safe and healthy.

North East Region Report



Jeannie Burke,
Inspector

Wahchiyeh Kakinow, My name is Jeannie Burke and I am the newest Inspector for the North East Region of the Nishnawbe Aski Police Service.

I competed for the position in mid-May of 2019, and assumed the responsibility in September of 2019.

I come from having my policing background of 25 years, with 17 years in the Crime Unit in various roles including as the Detective Sergeant for the Northeast region. I have always made every effort to ensure that our capabilities and standards were of equal or better value with other services. Prior to policing, I was involved in participating in positions that affected our social problems that continue to affect our growth.

Since my initiated date of Inspector, I was in the process of getting to know the communities, officers, political representation in efforts to identify each area's unique needs and short comings to make our service to better suit the whole.

My goal was and is to promote training to our frontline officers as well as identifying additional specialized training to our members so, that we can utilize our own resources as needed. Which in turn will provide immediate response and knowledge for calls for service to the community/ detachment therefore creating a cooperative team-work atmosphere.

With the utilization of our newest training facility and partnerships with other police services, things were going as planned for my region however, by early 2020, there was growing concerns of a virus that would possibly affect our country and NAN regions.

Plans were in place to have a large number of officers trained in more advanced courses to be more internally dependable. Additional hires were in place for OPC training, additional positions in our areas from civilian and officer specialized units was in place.

Early March, drastic changes came into effect from the province which left us with a very little time to react, that affected how we serviced and conducted ourselves to keep our officers, and communities safe. This meant rotation changes, NAPS coordinated informational updates, strict transportation, working closely with other service providers, providing additional safety equipment, officers coming to an agreement of understanding with management as well as the community leadership in trying to arrive to agreeable terms.

With all the stress and anxiety of the COVID-19 virus, it resulted in a more positive turn that also came the collective efforts of all working groups to come up with reasonable solutions to ensure safety and service.

It may still be a long while before we ever see any normalcy in our area but with continued communications through newer forms such as audio and video, we will continue to share concerns and resolutions for each community.

In conclusion, I will continue to provide the assistance to the members of the Northeast; frontline, neighboring service providers and community members tackle issues as they arise.

In the Northeast Region we have the;

- ▶ Inspector
- ▶ Staff Sergeant
- ▶ Crime Unit consisting of a: D/Sergeant & 3 D/Constables, one of which is a newly hired Drug Investigator.
- ▶ Court Office consisting of: 1 Court Officer and two Court Assistants who work with 3 different court jurisdictions.
- ▶ CPIC/OSOR Management
- ▶ Office Administrator
- ▶ Office Assistant and Freedom of Information Clerk
- ▶ Offender Transport Officers of 2
- ▶ Regional Vehicle maintenance/mechanic
- ▶ Reporting Maintenance Records Manager

*Since the Provincial and Federal Directives due to COVID-19, all civilian staff members were ordered to work from home and were equipped with remote access to our main computer framework, with an on call only basis to come into the regional office.

The regional office remained with just the Inspector and Staff Sergeant in the building.

The Crime Unit was transformed to a relief team to provide the coverage gaps, prepped to cover any health issues of our existing frontline officers within each region, in order to meet the new proposed scheduling as well as making themselves available for any major incidents that arose from the NE communities.

Total calls for service for 2019 was 8,743 and 4,712 calls for service from January to end of June 2020 for the Northeast region.

CRIME UNIT

The Crime Unit for the year 2019 investigated: 208 and investigated 82 major occurrences from January to End of June 2020.

The Crime unit is responsible for investigating major occurrences in the Northeast as well as some Central region detachments.

Some examples of major occurrences commonly investigated are; Aggravated assaults, Assault cause bodily harm, which includes domestic related calls, Sudden deaths of members outside of hospital care unless it is requested by the Coroner to provide any assistance, Thefts and Mischiefs over 25,000.00, Drug Investigations, Suicide attempts involving children, Sexual Assaults and any other higher profile cases where it would benefit having the expertise of a crime unit member provide assistance.

PRISONER ESCORTS

As previously indicated, there are 2 Offender transport, Special Constables hired for the Northeast region. They are responsible for transporting prisoners to and from courts either for the highway communities or fly in communities. They provide court security during any bail and court matters in the Cochrane, Timmins, Hearst, Kapuskasing, Haileybury courts as well as the coastal community court dates.

Special Constables are also utilized for vehicle transport, additional security coverage in the communities having special events, and running the winter roads for vehicle maintenance.

There were a total of 335 prisoner escorts logged for 2019 and 90 logged for Jan to end of June 2020.

TRAINING

There is and has always been the mandatory training for all sworn constables, who are required on a yearly basis to requalify for any and all equipment issued on their person.

This ensures that all provincial/federal standards are met and accountability of our members and management is ensured.

Some of the additional training that is adopted into the yearly training program is;

First Aid, Nalaxone administered training as another avenue to saving any potential opioid overdose, Mental health wellbeing, Fire Safety, professional standards and any other topic that may show a trend of issue within our service.

Officers, attend our general headquarters in Thunder Bay, who are trained internally by qualified trainers in our new training facility.

Additional training courses are also made available periodically hosted by the Ontario Police College and held in various police services or at the College Campus.

Some of the courses of interest that are applied to are; Fraud Investigations, Community Services, Sexual Assault Investigations, Domestic Violence Investigations, Offences against Children Investigations, Interviewing and Interrogation, Drug Investigations, Criminal Investigations, Marine and Snowmobile training, Scenes of Crime Officer Training, Leadership training, which is a more in-depth specialized training opportunities to ensure officer expertise and advancement.

WINTER ROAD & RIDE PATROLS

Periodic patrols were initialized to ensure safety and enforcement for the winter road from the entry point of the Wetum Road in the Fraserdale area to Moose Factory, and into the Moosonee entry point up to the community of Attawapiskat.

Vehicle transport and maintenance were also utilized in parallel to winter road patrols as well as conducting RIDE programs in random locations of the winter road leading to the communities up north as well as the highway accessible communities.

A grant was provided to the service to conduct RIDE programs and a schedule was established to ensure fair distribution to all detachments. This grant was depleted quite quickly and additional RIDE set ups were conducted as necessary.



ISSUES

There is no arguing that one of our biggest issues and problems within our Northeast region continues to be the impact of drugs coming into our communities as well as alcohol. This issue has also caused a chain reaction into the effects of drug use of the individual and how it affects family and friends, and other social and criminal stigmas as a result.

Because of the current pandemic there have been increasing concerns with regards to the quality drugs that do come in that are causing health concerns to our users.

Some communities have chosen through the health department to provide a substitute to combat withdrawals by providing methadone and suboxone clinics, due to the decrease of street drugs available to memberships using. In some cases, our region has provided assistance by increasing the secure storage of these medications by holding it in the property of NAPS vaults.

Since, the COVID-19 lockdown, there have been a rise in calls where alcohol has been a contributing factor, Impaired driving related calls have risen expedientially during the pandemic, Domestic related calls have also risen where the level of assaults have growing concern in the policing world.

The northeast region participates in two task groups that addresses the continued issues of opioid use and its effects in our communities. These committees discuss how to best approach safe resolutions of street drug prevention, treatment, and identifying underlying issues, and concerns.

The northeast actively participates in the Mushkegowuk Task Force and the Porcupine Health Unit Task Force.

This ripples into the additional issue of having the offenders come before the judicial system via audio/video court setting and result in the majority of these offences being diverted to release conditions, back into the community.

The courts, similar to any ministry servicing facility are also held under lockdown without in-person court attendance which limits files by review and discussion for the most part.

The northeast region is in the process of working with the court jurisdictions in looking for options on how to manage the overloaded court cases, and what best avenue to start addressing these outstanding cases in a different format.

Officer shortage continues to be an issue within our region, due COVID-19 pandemic, hiring and training of potential officers was set back and delayed and has just recently started moving forward.

We continue to experience a number of officers holding positions in assigned detachments that have been off sick for extended periods of time.

There was a time where OPP were available to cover off certain communities but are unfortunately experiencing similar shortages and budget cuts that have forced them to close the more remote detachments which affects a number of our highway accessible communities.

Officers are applying to other regions for advancement opportunities, as well as the opportunities of residing closer to their home towns.



One Officer resigned in the year of 2019 from the Northeast region in order to take on a leadership opportunity for his community.

As we adapt to the “new” normal of policing, we continue to provide our best efforts to meet all the needs of officers, service providers, community leadership, and continue to make plans by addressing additional hires, additional training opportunities, and additional equipment for officers and detachments.

Northeast communities, more so the Mushkegowuk communities built and provided new residential units for our officers to promote retainment.

Furthermore, Northeast continues to support the Cadet program and has 5 communities participating in identifying local members an opportunity to work alongside officers performing similar duties as a special constable with the objective of having them continue on, to serve their communities.

To date, 2 of these 5 have gone on to Ontario Police College to come fully sworn police officers for their communities.

Additional training programs for our frontline officers will continue as planned, with the goal of having self sufficient officers who can be utilized to respond to major events at the detachment level.

Radio dispatch systems are moving along well and should see some results in the coming months which will ensure calls for service are logged and response is followed through.

While our neighboring police department’s calls for service declined during this pandemic, our service inclined to almost double the call volume. If it weren’t for the continued support of our community’s, leaderships, and the dedication of our officers to meet the needs of all directives and the current policing needs, it could not have been the success it has been.

CURRENT NORTH EAST REGION COMMUNITY GROUPINGS

Officer breakdown by Tribal Councils

Mushkegowuk Tribal Council

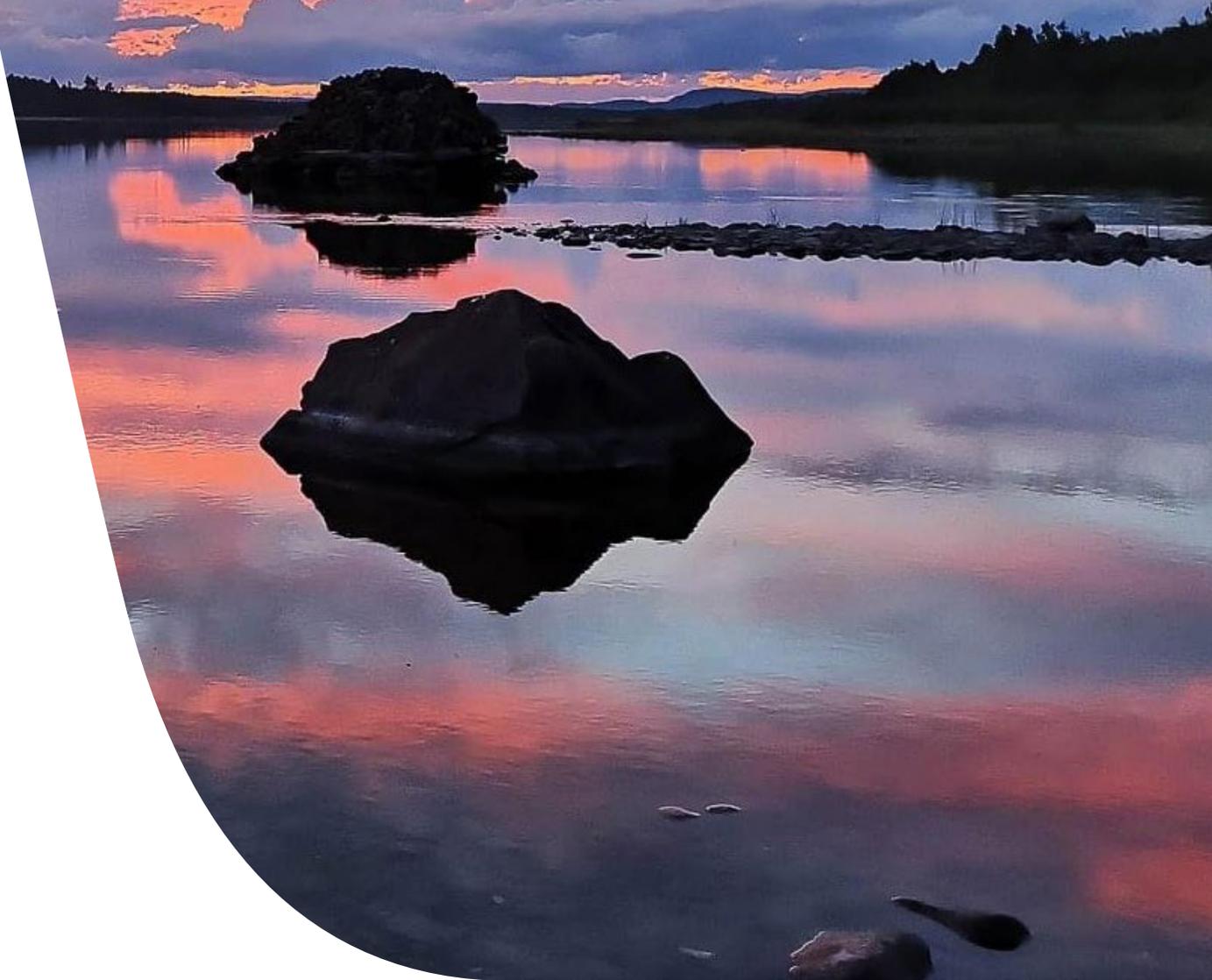
- ▶ Attawapiskat – 2 Sergeants/ 11 Constables (1 on sick leave)/ 1 Cadet opening
- ▶ Kashechewan – 1 Sergeant, with an additional Sgt. posting to make 2/ 8 Constables/ 1 Cadet
- ▶ Fort Albany – 1 Sergeant/ 7 Constables (3 on extended sick leave)/ 1 Cadet
- ▶ Moose Factory – 2 Sergeants/ 12 Constables (2 on extended sick leave and one vacant posting)/ 1 Cadet opening
- ▶ Taykwa Tagamou – 1 Sergeant supervising all highway access communities/ 1 Constable/ 1 Cadet
- ▶ Chapleau Cree – 1 Constable

Wabun Tribal Council

- ▶ Matachewan – 1 Constable
- ▶ Mattagami – 2 Constables
- ▶ Chapleau Ojibway – 1 Constable
- ▶ Brunswick House – 1 Constable

Independent First Nations

- ▶ Peawanuck – 2 Constables – with 2 other rotated as Attawapiskat & Peawanuck are clustered together.
- ▶ Wahgoshig – 2 Constables



Central Region Report



Alex Misewace,
Inspector

Boo Shoo and hello again, I am pleased to present to you my eighth annual report as Inspector for the NAPS Central Region amid these unprecedented times as we learn to cope with life during this COVID-19 Pandemic.

First of all, for the new leadership that's joining us this year, I would like to introduce myself. My name is Alexander Misewace (Nate) and I am a proud member of Eabametoong First Nation. I have vast experience in policing our NAN communities which has better enabled me to understand the needs of policing Indigenous communities. I commenced my policing career in Eabametoong back in 1995 as a police constable through the OPP First Nations Police Program. In February of 1998, I joined the Nishnawbe-Aski Police Service. Since then, I have held various positions within the Nishnawbe-Aski Police Service. These positions include, Constable, Senior Constable, Detachment Supervisor, Detective Constable, Sergeant, Acting Inspector and Acting Deputy Chief of Police. In 2001 to 2003, I was a member of the NAPS Board of Directorship representing the Matawa Tribal Council and held the title of Tribunal Judge during my tenure on the NAPS Board.

My primary responsibility is to oversee the operational and administration delivery of our policing services to our communities to reinforce the continued building of relationships through protecting and serving.

I believe, together we can continue with the fullest of intentions to provide a positive outlook to our communities and to evaluate how we do business to improve the delivery of our services.

The NAPS Central Region is comprised of ten Communities within the Matawa and Shibogama Tribal Council areas. These communities consist of the following:

- ▶ Aroland First Nation
- ▶ Constance Lake First Nation
- ▶ Eabametoong First Nation
- ▶ Kasabonika Lake First Nation
- ▶ Kingfisher Lake First Nation
- ▶ Marten Falls First Nation
- ▶ Neskantaga First Nation
- ▶ Nibinamik First Nation
- ▶ Webequie First Nation
- ▶ Wunnumin Lake First Nation

STAFFING

The Central Region has a complement of 41 Uniformed Constables, 1 Uniformed Court Officer, 2 Acting Sergeants, 1 Sergeant, 1 Staff Sergeant, 1 Inspector and 1 Civilian Staff. **(Please review the NAPS organizational chart in this Annual Report as to the allotted officer numbers for each community).**

For supervisor contact and or Court questions as well general admin questions, please contact the following:

▶ **Inspector Alex Missewace**

NAPS GHQ in Thunder Bay: (807) 623-2161, Ext 6114
Work Cell: (807) 632-0478
Email: alex.missewace@naps.ca

▶ **Staff Sergeant Mike Ceci**

NAPS GHQ in Thunder Bay: (807) 623-2161, Ext 6135
Work Cell: (807) 738-0922
Email: michael.ceci@naps.ca

▶ **Sergeant Winston Rowe:**

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

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

▶ **Acting Sergeant Andrew Dunn**

Acting Sergeant Andrew Dunn is the immediate supervisor for the communities of Aroland, Kingfisher Lake and Kasabonka Lake First Nations. A/Sgt. Dunn is stationed at the NAPS Aroland detachment.

Phone: (807) 329-1045
Work Cell: 621-8403
Email: andrew.dunn@naps.ca

▶ **Acting Sergeant Cory LeGarde**

Acting Sergeant LeGarde is the immediate supervisor for the communities of Eabametoong, Nibinamik and Wunnumin Lake First Nations. A/Sgt. LeGarde is stationed at the Eabametoong detachment.

Phone: (807) 242-8561
Work Cell: (807) 252-8455
Email: cory.legarde@naps.ca

▶ **Court Officer Carlie Drewes**

NAPS GHQ in Thunder Bay: (807) 623-2161, Ext. 6125
Email: carlie.drewes@naps.ca

▶ **Central Region Office Administrator
Jennifer Kennard**

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

ISSUES

As you know, we have entered unprecedented times surrounding COVID-19 and these past few months have presented more changes to our daily routines and future plans. We are taking every precaution to keep our NAN communities safe as we navigate through these changing and challenging times.

Due to the Canadian and Provincial Governments declaring a state of emergency in regards to the COVID-19 virus, all our communities have limited travel in and out of their communities with essential services being allowed with strict conditions. All communities have implemented COVID-19 Protocols and we have laid several charges during this Pandemic.

Our Officers are respecting the community guidelines and are doing their best to assist the communities with education and enforcement.

Central Region Command Staff meet on a daily basis and participate on teleconference calls to ensure that our communities are kept safe and have strong police support systems during this crisis. We continue to make every attempt to ensure that all possible emergency situations have legitimate action plans to ensure an expedited response to minimize risk to our community members, officers and any other party involved.

Call for service continue to increase. Alcohol and drugs are the leading contributors to the social dysfunctions in our communities which in turn lead to major incidents involving violence and sometimes death.

Myself along with S/Sgt. Ceci have attended the Matawa Education conference and the NAN Justice Summit Conference this past winter of 2020 prior to the start of the COVID-19 outbreak. We did engage with Chiefs, Council members and community members who were in attendance and have heard that drugs are becoming a pandemic as well.

REGIONAL ACCOMPLISHMENTS

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 welcome and 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 all our fine officers out there.

This year in 2020, we delivered 3 new fully equipped police vehicles to the communities of Marten Falls, Nibinamik and Constance Lake. Each of our communities are now equipped with two police vehicles with the exception of our larger communities Eabametoong and Constance Lake having three police vehicles. We continue bring out our vehicles from each of our ten communities on the winter road for proper servicing and maintenance. This is done to keep the police vehicles safe, reliable and in good working order.

We are also pleased to announce that we have partnered with Apple Auto Glass who's technicians will be attending our communities to service our police vehicle windows as well as replacing the windows when mischief does occur.

All of our NAPS police vehicles have been fitted with a SPOT X Device which allows for constant monitoring of Police vehicle movement. We are able to see where our Police Vehicles are at the touch of a key from our computer monitors.

NAPS retrofitted a residence in Marten Falls for the officers stationed there to provide a relaxing environment after their shifts. This residence was completed in the fall of 2019. We are thankful to Marten Falls First Nation for supporting NAPS in this endeavor.

NAPS came into a rental agreement with Constance Lake for a 3 bedroom apartment in the community of Constance Lake and our officers also moved into this apartment in the fall of 2019. We are also thankful to Constance Lake for Supporting NAPS in this endeavor as well.

Wunnumin Lake Detachment is the first community in our region to go live with the new Radio and Dispatch system. All calls will be answered by a call taker out of the Thunder Bay, Ontario Provincial Police Communication Centre. The call taker will then relay the information in real time to a dispatcher who will then contact the officer in the community and dispatch that person with information on the call. All calls will be audio recorded for quality assurance. This is by far a great system as all calls will be properly catalogued but will require some time for the people in the communities to get use to.

Marten Falls will be going LIVE as well with the same system on July 28, 2020 followed by Nibinamik and then the rest of our Central Region communities.

REGIONAL PLANS

Central Region changed the officer schedules due to the COVID-19 crises. All detachments are now on a 14 on and 14 off schedule, basically two weeks in and two weeks out. This allows officers to remain in the community at all times as we use our NAPS plane to fly the officers in and out of the remote detachments.

Our Sergeants and Constables will meet with the Chief or council members at the end of each month to go over a monthly report on the community with statistics on various crimes and infractions, a copy will be left with the Chief and Council for their own files.

Meetings are planned for officer housing with the communities of Aroland, Wunnumin Lake and Webequie. These communities have expressed sincere interest of partnering with NAPS on getting key housing for the officers. Hopefully by the next annual report we will have housing in the communities mentioned.

In February of 2020, Staff Sergeant Merle Loon was promoted to the rank of Inspector for the Northwest Region. A competition was held for this vacant position and Michael (Mike) Ceci was the successful candidate and he has been quite the addition to the Central Region and the communities we serve.

Sergeant Allan Giba from the Eabametoong Detachment resigned and joined the Ranks of Ontario Provincial Police and we wish him well and success in the future. As a result, Sergeant Marc Beauparlant will be transferred to Eabametoong as Sergeant for that community at a date yet to be determined.

Sergeant Cory Oleschuk from the Eabametoong Detachment took on a new position here at the NAPS General Headquarters as the new Recruiting Sergeant. We wish him well in his new role. As a result, Constable Cory LeGarde has been promoted to Acting Sergeant for the Eabametoong Detachment

A second Sergeant Position was created for the Constance Lake detachment and Sergeant Gil Carey will take on that role at a date yet to be determined.

CONCLUSION

In closing, it has been a pleasure working as the Inspector for the Central Region and it is a job I really enjoy, I look forward to a few more years of serving our people. One of the great things about this job is travelling to the communities and experiencing the genuine hospitality of the fine people and seeing first hand the people who we represent.

We have all been entrusted to always do our best and represent NAPS in a meaningful and professional way and being culturally in tuned to the people we work and serve. I have much respect for our people and the leaders of our communities.

Until next time, take care and keep safe everyone.

Inspector Alex Misewace



Criminal Investigations & Intelligence



Brad Duce,
Detective
Inspector

COVID-19 PANDEMIC:

Due to the unprecedented situation faced by NAN and NAPS regarding COVID-19, Nishnawbe Aski Police had to ensure that ALL possible emergency situations have the appropriate action plans to ensure an expedited response to minimize risk to our community members, officers and any other party involved.

An Operational Plan was created to engage NAPS Specialty Unit members to provide assistance and support to the frontline members. Emergency Support Teams were created consisting of four (4) teams of Specialty Unit members comprised of Emergency Response Team, Drug Enforcement Unit, Crime Unit and Intelligence Unit members that are able to respond in a wide array of capacities to ANY major incident.

The Emergency Support Teams will be able to effectively and efficiently respond to all emergencies with preparation for the unknown. The teams will be able to provide communities with an expedited service, with the highest probability of success in the shortest amount of time to effectively investigate an incident should it arise.

A second Operational Plan was also created that consisted of strategies to effectively respond and minimize the spread of the virus of one of its own employees or persons within their custody if they were deemed to contract it.

Focus was centred on the immediate deployment of specially equipped and trained members, with enhanced PPE protection that will effectively prevent the spread of the virus to the escorting / community members, and allow for extraction of the infected parties from the community to a safe location for isolation, treatment and observation as necessary.

The main objective is to effectively enable and deploy a mobile Major Incident Response / Support Team to any of the NAN communities within the Nishnawbe Aski Police Service Jurisdiction at a moment's notice, while providing a vast specialization of support to the front line officers and the community during major incidents or crisis.

OPERATION OVERVIEW

Intelligence Unit (Drug Enforcement, Guns & Gangs)

The mandate of these officers is to focus on regional drug activity and trends as well as assist the regional crime units.

NAPS recently filled the Drug Enforcement Unit position based out of Thunder Bay in January, 2020. The new Drug Enforcement officer will be engaged in leading investigations, working with regional drug officers, and supporting front line officers.

NAPS has recently expanded the Drug Unit with the creation of 2 new Hybrid positions. One will be based out of Sioux Lookout and the other out of Cochrane. The vacancies have just been recently filled. The mandate of these officers is to focus on regional drug activity and trends as well as assist the regional crime units.

Due to the COVID-19 restrictions, ALL training has been suspended until further notice. Once the pandemic subsides, training will resume and the Specialty members will be engaged in multiple facets to hone their skills to prepare them for their upcoming new roles.

With a vacancy in the Guns & Gangs Unit, applicants have been determined to compete in the interview process, commencing in July. Once determined who the successful candidate will be, their deployment date will be identified while working with the Regional Headquarters.

Current Drug Investigations from the Drug Enforcement Unit during the COVID-19 pandemic have resulted in:

Arrests: 16

Charges: 34

Search Warrants: 4

Seizures:

- ▶ Methamphetamine – 6637 pills
- ▶ Methamphetamine Powder – 28 grams
- ▶ Cocaine – 94 grams
- ▶ Fentanyl – 15 grams
- ▶ Fentanyl Patches – 1 ¼ patch
- ▶ Crystal Methamphetamine – 5 grams
- ▶ Oxycodone – 97 pills
- ▶ Hydromorphone – 25 pills
- ▶ Other – 8 pills
- ▶ Currency - \$68,577

Prior to the COVID-19 Pandemic, NAPS Drug Enforcement Unit continues to play an active role in The Joint Forces Guns and Gang Task Force, which is a joint forces operation comprised of officers from the Ontario Provincial Police, Thunder Bay Police Service, Nishnawbe-Aski Police Service and the Anishinabek Police Service. Major projects included Project TENBURY and Project TRAPPER, where large amounts of Cocaine, Fentanyl and Methamphetamine were seized along with 25 individuals arrested and charged with 159 criminal offences.

In October 2019, North Spirit Lake First Nation declared a State of Emergency in the community citing and influx of drugs coming into the community. Nishnawbe Aski Police Service made this an operational priority and began a proactive drug investigation dubbed Probe MARTEN.

Probe MARTEN was an investigation that was started as a result of the State of Emergency and 2 Controlled Drugs and Substances Act Search Warrants were executed in January and February 2020. The investigation focused on a drug trafficking network from Manitoba to North Spirit Lake. As a result the following were seized;

- ▶ 68.1 grams of crack cocaine
- ▶ \$7,450.00 of Canadian Currency

Combined northern street value of approximately \$60,000.00.

4 Manitoba residents and 3 North Spirit Lake residents were charged for a total of 17 criminal offences.



Criminal Intelligence Analyst

NAPS civilian Criminal Intelligence Analyst is currently working from home as per the current COVID-19 restrictions. NAPS Criminal Intelligence Analyst continues to work diligently on maintaining our partnerships with the Intelligence agencies and the governments to provide our support and direction.

SUCCESSFUL GRANT APPLICATIONS:

Ministry of Attorney General – Civil Remedies Grant – \$100,000 – Apr 2020 – Mar 2021

The successful application of this grant allows NAPS to obtain essential equipment, including a vehicle and surveillance equipment, which will assist investigators in the goal of gathering intelligence to dismantle illegal trafficking of persons, drugs, alcohol and other contraband.

PAVIS (Provincial Anti-Violence Intervention Strategy) – 3 year commitment of \$293K/year = (\$879K) Apr 2019 – Mar 2022

PAVIS is an intelligence-based anti-violence strategy, mobilizing the community and providing proactive enforcement to target street gang activity across the province. All PAVIS activities and initiatives support the primary goal of reducing violence in communities by focusing on intervention, prevention, enforcement, and community mobilization.

Ontario Proceeds of Crime (POC Front-Line Policing (FLP) Grant – 3 year commitment of \$100K/year = (\$300K)

April 2020 – March 2023. The application was submitted December 2019. This grant will afford NAPS funding of a Hybrid Organized Crime Officer who would specifically target gang activity and drug trafficking. This officer will be the nexus between communities, law enforcement and social services.

Firearms

All firearms seized by NAPS are required to be entered into the RCMP database P.A.I.N. In addition, as we move towards legislation, the Firearm Data Submission under the Police Services Act will require us to keep a register of firearms and provide the Solicitor General a listing of the firearms that have come into the possession of the police force each year. The NAPS Guns and Gang Officer and analyst have begun the process of verifying the physical inventory in all NAPS vaults and ensuring our NICHE database is a true reflection of that inventory. Training has been undertaken by the analyst to obtain a firearms verifier certificate and she will be responsible for ensuring all required information relating to every firearm seized by NAPS is accurate and entered in both NAPS Niche and the RCMP database. NAPS Criminal Intelligence Analyst will work with NAPS Records Management Analyst to ensure the accuracy of the submissions under the Police Services Act.

Non-Traditional Organized Crime Database

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

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

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

Crime Units (Northwest, Central & Northeast Regions)

Northwest Region / Central Region Crime Units

The Northwest Region Crime Unit consists of three (3) members, (1) Detective Sergeant who oversees the Northwest and Central Crime Units, and two (2) Detective Constables. The Detectives are assigned to investigate, provide direction and support for any major incidents in the twelve (12) detachments within the Northwest Region and the ten (10) detachments in the Central Region.

In 2017 the Nishnawbe Aski Police Service added a Central Region Crime Unit consisting of two (2) Detectives. The Central Region Crime Unit oversees all Central Region communities and assists the Northwest and Northeast Regions when requested. Both Detectives report to the Northwest Crime Unit Detective Sergeant. They are assigned to investigate, provide direction and support for any major incidents in the twelve (12) detachments within the Northwest Region and the ten (10) detachments in the Central Region.

Northeast Region Crime Unit

The Northeast Crime Unit consists of three (3) members, (1) Acting Detective Sergeant and two (2) Detective Constables. They are assigned to investigate, provide direction and support for any major incidents in the thirteen (13) detachments within the Northeast Region.

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

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

In-Service Training Unit:

Due to the COVID-19 restrictions, ALL training has been suspended until further notice. Once the pandemic subsides, training will resume.

Ministry of the Attorney General has provided a memo which allows Chiefs of Police to authorize members of a police service to perform duties involving the Use of Force or to carry a firearm, provided the member has received the training required under the Equipment and Use of Force Regulation (R.R.O. 1990, Reg. 926) within the 24 month period before the authorization is made, instead of the usual 12 months (e.g., if an officer received use of force and firearm training on April 1, 2019, the officer would be able to perform policing duties despite not "requalifying" on April 1, 2020).



Emergency Response Team (ERT):

Currently NAPS has (4) trained ERT members, holding 6 vacancies. NAPS has screened numerous candidates who recently undergone rigorous training in order to be eligible to attend the ERT Basic Course that was to initiate in the fall at CFB Borden. NAPS ERT members are part of an integrated team with the Ontario Provincial Police (OPP).

ERT continues to be busy and has responded to a wide range of calls in the past year. Some of the 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;

**ERT calls for Service
Feb 1, 2019 - Mar 31, 2020**

Active Shooter	1
Assist – Community / CFS / Crime Units / BCR Trespass	7
Barricaded Persons	5
Evidence Searches	2
Gun Calls	5
High Risk Prisoner Escorts	4
K-9 Tracks	1
Mental Health Act	3
Search and Rescue (SAR) – Medical Distress	1
Search and Rescue (SAR) – Missing Persons	13
Search and Rescue (SAR) – Overdue Persons	9
Search Warrant assists – CDSA / Feeney	7
VIP Security Details	4

All NAPS officers and civilian staff should be proud of their hard work, commitment and dedication!

Detective Inspector Brad Duce



Human Resources



Elise Demeo,
Human Resources

LEAVE INFORMATION

This fiscal year, 33 leaves that resulted in lost time were processed.

In 19-20 fiscal there were the following leaves utilized:

Long Term Disability

A decrease in Officer claims of 57% was seen in this category as there were only (3) new claims brought forward down from seven (7) the fiscal previous. We began the year with three (3) Officers off and finished with three (3). One (1) resigned and two (2) returned to work. Two (2) of the new claims came out of our Central region and one (1) came from the Northeast Region.

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

Short Term Disability

A 20% decrease was seen in STD claims of Officers as there was (16) new claims made this fiscal down from (20) the fiscal previous. We started the year with six (6) Officers on STD and finished with six (6). Throughout the year, three (3) claims were transferred to WSIB, one person passed away, two (2) transitioned to LTD, (12) returned to work. Of the new claims, six (6) claims came out of the Northwest Region, four (4) from central and six (6) from Northeast Region.

Civilian: One Short Term Disability claim, opened and closed in the 19 - 20 fiscal year.

WSIB

There was a 21% increase in WSIB claims as there were 14 new claims this fiscal up from 11 the fiscal previous. We started the fiscal year with 18 Officers off and ended with 14 (7% of our officers based on 203 officer complement, down from 9% in the year previous). Throughout the year three (3) people were terminated, 1 transitioned to STD and 14 people returned to work. Of the 14 officers that were off at the end of the fiscal, all are mental health related claims, including Post-Traumatic Stress Disorder, chronic and traumatic mental stress. Of the 14, eight (8) are from the Northeast Region while three (3) are from 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 were two (2) Officers who took parental through the year, one (1) returned to work and one (1) resigned.

Education

No education leaves were taken during the 19-20 fiscal year.

Maternity Leave

There was one (1) person who started on maternal and returned within the fiscal year.

CONTRACT EMPLOYEES

We started the fiscal with one (1) Officer who became permanent and finished with one (1) on contract.

RESIGNATIONS

During the 2019 – 2020 fiscal the resignations are down 20% as 12 Officers resigned down from 15 the previous fiscal. These 15 resignations represent 6% of our service based on a 203 officer complement. Of the (12) resignations, four (4) were Indigenous (two (2) from NAN, one (1) from Manitoba and one (1) from a community in Southern Ontario). Four (4) were posted to our Northeast Region, two (2) to our Central Region and six (6) to our Northwest Region.

Of the twelve (12) officers who resigned, three (3) went to Indigenous Police Services, two (2) to correctional services, four (4) to Municipal Police Services, one (1) became Chief of his community, (1) did not have alternative employment secured and one (1) left to pursue a career in the trades.

OTHER HUMAN RESOURCES TOPICS

In addition to the topics above and as always, myself and Human Resources Assistant Hailey Watson, have been 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 (15) Frontline Officer competitions, three (3) Sgt. postings, one (1) Staff Sgt., one (1) Inspector, seven (7) Specialty positions and ten (10) Civilian competitions. 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 Hailey and I, 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.

In 2019 NAPS launched an interactive Wellness App called AVAIL which is to assist officers and civilians in specific areas after doing a weekly or biweekly check up by answering a few questions about their week(s). In addition, it makes booking appointments for para-medicals at the click of a button and suggests wellness articles based on the individuals responses to their check-in.

Major Projects From the 2019-2020 Fiscal Year, include but are not limited to:

New HRIS System STARGARDEN

Our Compensation and Benefits Administrator has been working very hard on this project with weekly meetings and hours upon hours of data entry. We will go live later this calendar year.

Adopting the Standard for Psychological Health and Safety in the Workplace

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

Collective Bargaining

Officer Bargaining occurred in the 19-20 fiscal year, most notable was an agreement made in regards to travel subsidy for officers.

Exit Interview

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.

AODA

Accessibility for Ontarians with Disabilities Act Compliance Audit.

Hiring of a Wellness Officer

NAPS has recognized the need to establish a Wellness Unit. The Wellness Officer will begin by predominantly focusing on attending major incidents and arranging for debriefings as well as revamping and establishing the CIRST (Critical Incident Response Stress Team) and creating and implementing a Peer Support team.

Infrastructure Update



Ralph Delarue,
Maintenance
Coordinator

CURRENT SITUATION

As of March 31, 2020, in a partnership with PDR Contracting, we have exceeded our target goal of 94% completed work orders from the original amount including all additional orders that came in from August 2019 to March 31, 2020. The remainder are items that could not be repaired due to their seasonal nature ie: regrading driveways will be repaired in the spring of 2020.

The program to reinstate an annual inspection of all Fire Life Safety systems and critical HVAC components in order to meet health and safety requirements and industry standards is to date at 97% serviced of the detachments with regards to fire/life safety components and 96% with regards to the HVAC/mechanical components. There were some scheduling complications with our FLS provider during the holiday season which resulted in lower than anticipated completion numbers. This shortfall will be addressed in the new fiscal.

KEY REGIONAL ACCOMPLISHMENTS

Capitol projects to date include:

Thunder Bay

- ▶ Training Range. Completed. Training Center. Completed and functional.

Sachigo Lake and Bearskin Lake Detachments

Radio/Communication Upgrade

- ▶ Project is still on-going.

Capitol Projects

- ▶ Deer Lake, Fort Albany and Kingfisher Lake have all been completed

Beginning in the new fiscal, 2020-2021, further capital repair projects are expected to be accomplished which include North Spirit Lake, Muskrat Dam, Neskantaga, Slate Falls and Nibinamik if approved.

Deer Lake



Range



Kingfisher Lake



Training Center



Fort Albany





Incidents

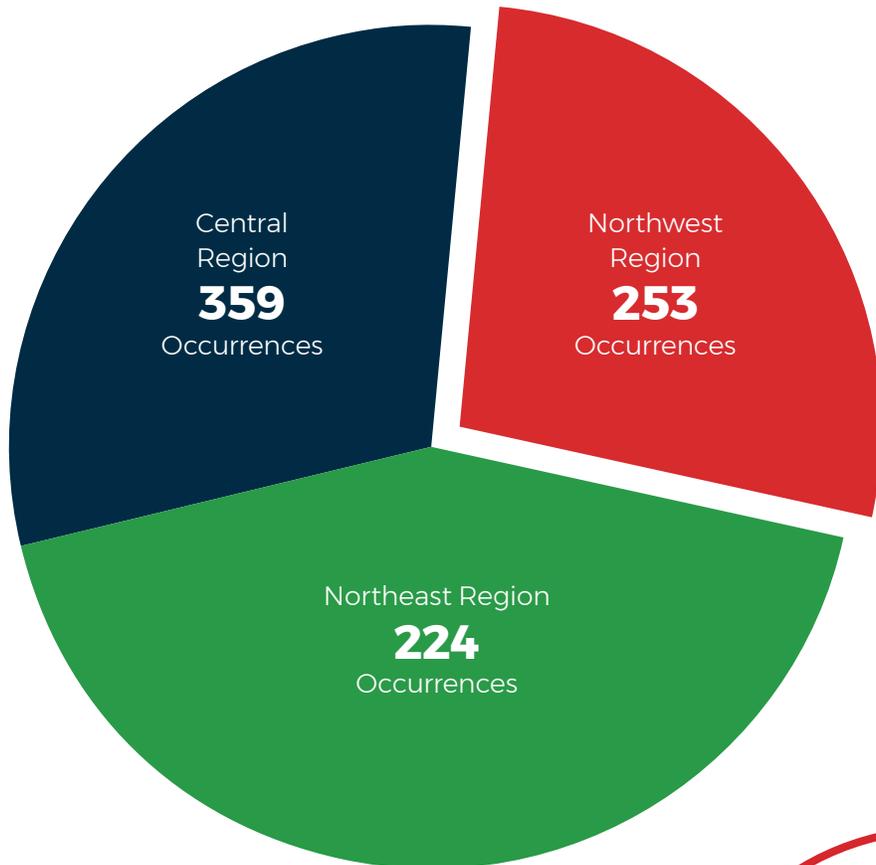
CRIME AND LOCAL STATISTICS

January 1 - December 31, 2019
All Violations, as Reported

NAPS Community Service Occurrences

COMMUNITY VISITS BY REGIONAL COMMAND STAFF

The Regional command staff along with its supervisors and officers are committed to upholding its mandate as a law enforcement agency to service the communities we serve. It commits to working with communities and the leadership when issues and concerns arise in addition to performing community service. In the near future it is our goal to meet with all community leadership.



	Northeast Region	Northwest Region	Central Region	Totals
Murder/Attempt Murder	0	1	2	3
Sexual Offences	93	135	85	313
Assaults	754	687	374	1815
Utter Threats	168	92	62	322
Robberies	10	5	0	15
Arson	33	13	21	67
Break & Enters	163	62	65	290
Thefts - MV's	21	8	5	34
Theft & Possession	238	71	58	367
Frauds	17	9	5	31
Mischief	824	686	197	1707
Offensive Weapons	49	28	18	95
Bail Violations/Breach Probation/Fail to Appear	389	267	141	797
Disturb the Peace	191	311	32	534
Criminal Code - Other	80	123	19	222
Drugs	51	45	27	123
Liquor Acts	390	534	197	1121
Dangerous Operation	12	19	11	42
Impaired Operation	62	156	31	249
Police Assistance	1431	1926	1240	4597
Escorts - Prisoner	335	259	46	640
Suspicious Activity/Person/Vehicle	43	28	43	114
Sudden Death	15	16	12	43
Mental Health Act	216	117	90	423
Attempt Suicide	40	60	55	155
Threat of Suicide	98	91	69	258
Youth Complaint	231	58	58	347

	Northeast Region	Northwest Region	Central Region	Totals
Criminal Record Checks Employment/Volunteer	398	140	111	649
Patrol/Property Checks	174	800	255	1229
Animal Complaint	85	145	176	406
Community Service	224	253	359	836
Alarm/Fire Alarm	152	21	54	227
Property -Lost/Found/Damaged	18	20	18	56
Missing Person	46	27	26	99
Family Dispute	353	183	61	597
Unwanted Persons	991	966	275	2232
Keep the Peace	8	76	11	95
R.I.D.E.	200	206	137	543
Traffic Related	195	250	159	604
Motor Vehicle Collision	46	46	29	121
Noise Complaint	43	23	16	82
Person Check-In/Compliance Checks /Person Well-Being Check	298	399	132	829
911 Call/911 Hang Up	89	7	26	122
Non-CC Domestic	193	118	59	370
All Other Local Stats	799	547	467	1813
Regional Totals	10,266	10,034	5,334	
Service-wide Total				25,634*

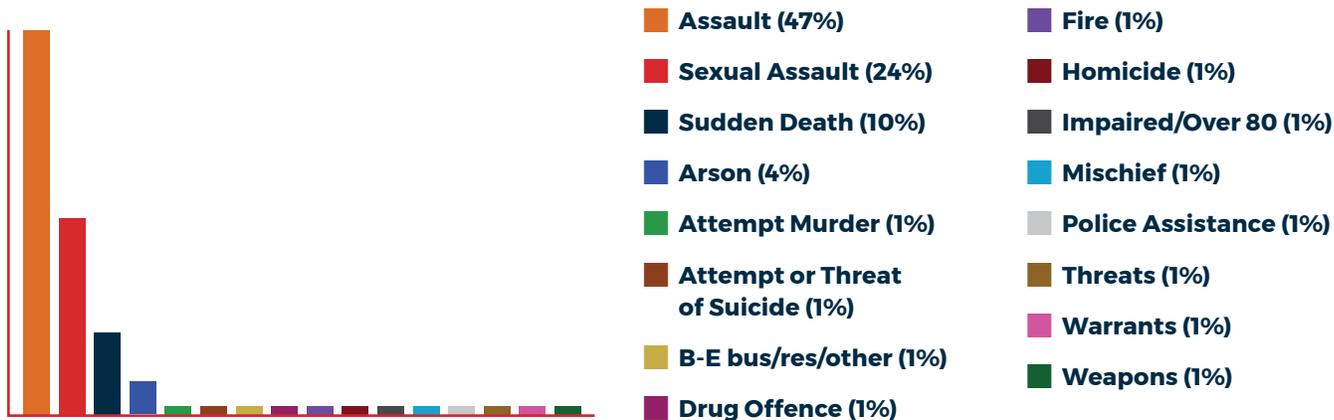
***NOTE:** Total violations count is the methodology that was used in extracting the crime statistics. This methodology differs from Statistics Canada's standard Most Serious Violation (MSV) count. The MSV counts only the first of up to four (4) offences/violations per incident. For violations against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

Statistics from Apr 1, 2019 - Mar 31, 2020 for all Crime Units consisting of total Benchmark Occurrences.

Benchmark Occurrences Apr 1, 2019 - Mar 31, 2020	Regions			Grand Total
	Central	North East	North West	
Arson	4	6	8	18
Assault	47	84	92	223
Attempt murder	1		1	2
Attempt or threat of suicide	1	1	1	3
Audits & information security		1		1
Bail violations			1	1
B-E bus/res/other	1	4	3	8
Drug offences	1	11	1	13
Escort		3		3
Family dispute [8888]			2	2
Fire	1	3	1	5
Fraud	4	3		7
Harassment		2	1	3
Homicide	1			1
Impaired/over 80	1	1		2
Indecent acts		1	1	2
Mental health act			1	1
Mischief	1			1
Missing person			2	2
Missing person located		1		1
Motor vehicle collision		1		1
Non-Consensual Distribution of Intimate Images			1	1
Other criminal code		1		1
Other provincial statutes			1	1

Benchmark Occurrences Apr 1, 2019 - Mar 31, 2020	Regions			Grand Total
	Central	North East	North West	
Police assistance	1	7	5	13
Police information			5	5
Possess stolen property		1		1
Property damage [8541]		1		1
Public morals			1	1
Robbery		5	1	6
Sexual assault	24	30	42	96
Stolen vehicle		1	1	2
Sudden death	10	13	16	39
Theft		1	2	3
Threats	1	1	1	3
Unwanted person [8546]			1	1
Warrants	1	2		3
Weapons	1	5	4	10
Grand Total	101	190	196	487

NAPS Benchmark Occurrences Apr 2019 - Mar 2020





Nishnawbe Aski Police Service Headquarters

309 Court Street South
Thunder Bay, Ontario P7B 2Y1

naps.ca
facebook.com/NAPSpolice
twitter.com/naps_police