

ANISHINABEK POLICE SERVICE 20 15 ANNUAL REPORT



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MISSION STATEMENT

MISSION STATEMENT

The Anishinabek Police Service provides for the safety and well-being of our communities and our citizens. We support victims of crime and are committed to the protection of inherent rights and freedoms.

We work cooperatively with our communities and our citizens to address their needs and priorities through community involvement, public education and unbiased enforcement strategies. We provide these services and supports with transparency and accountability.

VISION STATEMENT

A professional Anishinabek Police Service that respects traditional cultural values and works cooperatively and effectively with the First Nation communities that we serve.

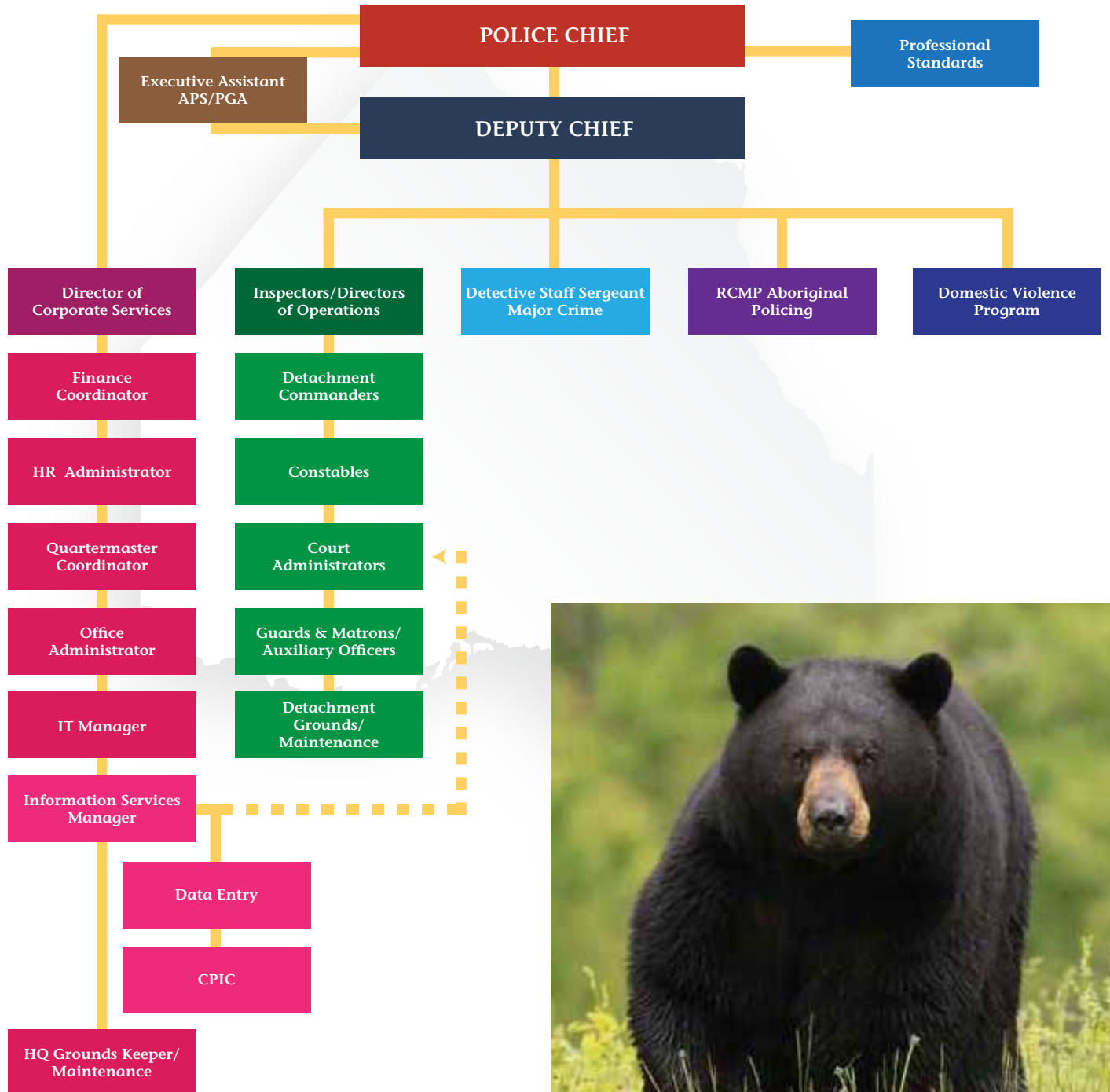
GOALS

Foster healthy, safe and strong communities.
Provide a strong, healthy, effective, efficient, proud and accountable organization.
Clarify APS roles and responsibilities regarding First Nation jurisdiction for law enforcement.

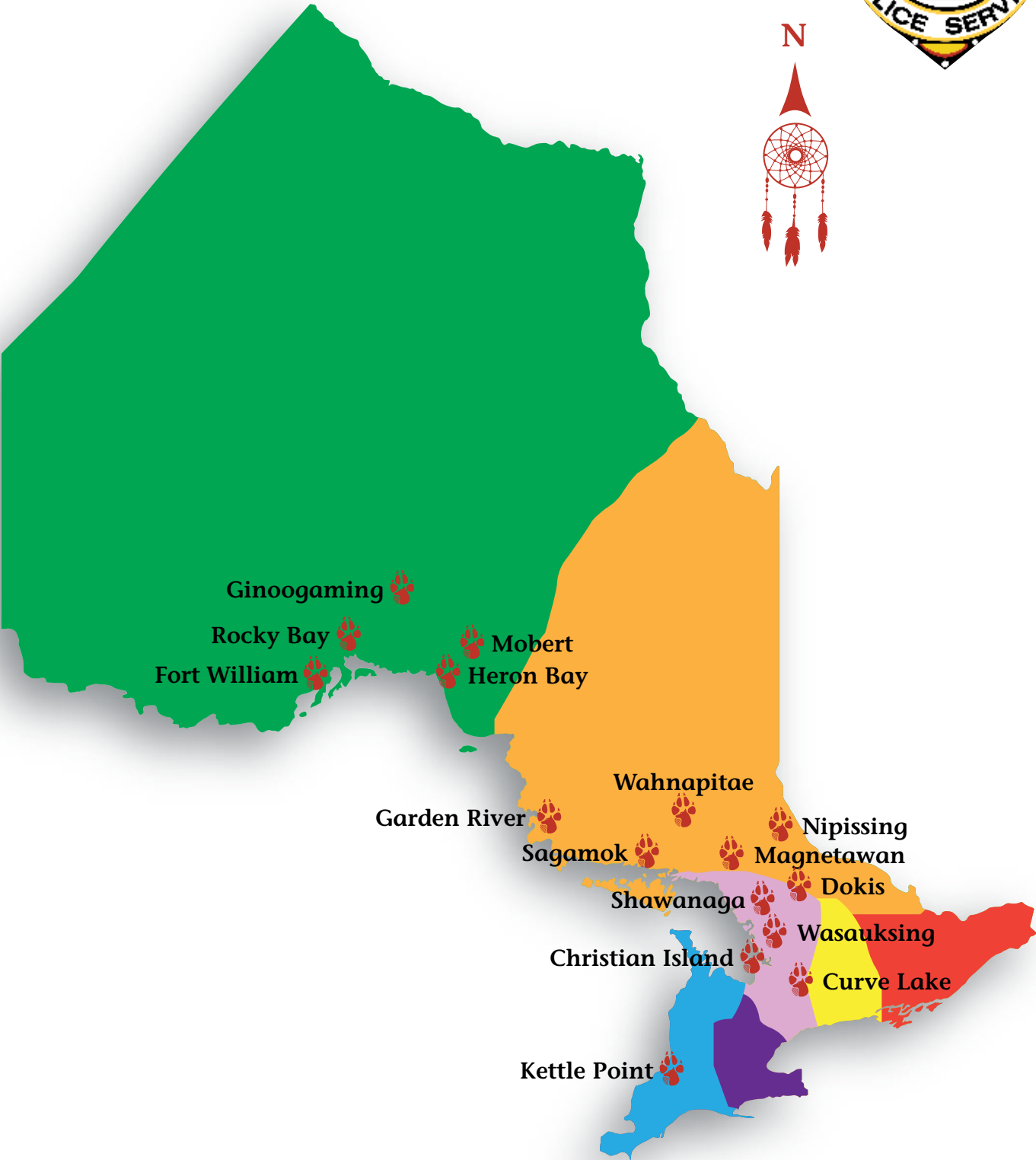




APS ORGANIZATION STRUCTURE



MAP OF APS DETACHMENTS





Jeffrey Jacobs

Police Governing Authority Chairperson

As Chair of the Police Governing Authority for the Anishinabek Police Service (APS) I am thrilled to provide an introduction for the 2015 Annual Report. This report highlights the work and accomplishments service wide - across all sixteen of our member First Nations.

Our Board, the Police Governing Authority, strives to govern with an emphasis on outward vision, encouragement of diversity in viewpoints, strategic leadership and clear distinction of Board and administrative roles, collective decision making focused on three key strategic goals:

1. Foster healthy, safe and strong communities;
2. Provide a strong, healthy, effective, efficient, proud and accountable organization; and,
3. Clarify APS' role and responsibilities regarding First Nation jurisdiction for law enforcement.



CHAIR PERSON REPORT

APS is a professional and capable organization with a legacy to be proud of. APS's legacy of yesterday is one of virtue and we must never forget how we endured to create it. Today, we are on the pathway to a new legacy striving for legislative legitimacy, recognition that providing for the safety of our First Nations is deemed essential and that our uniform and civilian staff are resourced, compensated and treated fairly and equally.

Fittingly, a special acknowledgement to the founding First Nations of APS whose vision was one of shared purpose blended with rich cultural and traditional values and brought to life by unified leaders and the support of the membership they represented.

While we recently announced the execution of a new, three-year tripartite agreement, negotiations took much longer than anticipated. Ignited by the Chief of Police, our Board and negotiating team refused what was first offered and maintained our position to not settle for anything less than complete fairness in the terms of the agreement. We were rewarded for our resolve with legal commitments by both the federal and provincial governments to accept their full share of responsibility for the delivery of policing services to our communities. The new agreement not only represents long-term sustainability for APS, but also sends the message that our communities and APS members will not submit to being ignored or marginalized by our funding partners.

Finally, on behalf of the Board I would like to acknowledge the outstanding contributions of our uniform and civilian staff as well as our senior management for their demonstrated leadership. I would also like to thank past and current members of the Board and Chiefs Council for their commitment towards providing strong governance and leadership.

We look forward to the challenges ahead and continuing our work to make our communities safer and more secure places for all of us.

Miigwetch!

Jeffrey Jacobs, Chair

CHIEF OF POLICE REPORT

On behalf of the Anishinabek Police Service, I would like to thank the APS Member Chiefs Council and the APS Police Governing Authority for their support during the past year.

This is our first ever annual report and it is admittedly long overdue. I hope that this annual report provides a window into the operations and financial processes of our police service. I am confident that this report will be a great vehicle to highlight the great police work and community services being provided by our officers and civilian staff.

This year marks the 21st year of operation of the APS. As an indicator to the commitment of our members to our communities, fourteen uniform members of the police service will receive their 20 year exemplary service medal from the Province of Ontario.

As the cost of policing continues to rise, the APS continues to operate in spite of the fact that there has not been an increase to the funding levels of the police service since 2008. I have to acknowledge the abilities of our Director of Corporate Services, her staff, and the PGA financial sub-committee, for their collective efforts to keep the service effectively operating within these financial constraints.

On May 06, 2014, the Auditor General of Canada released his report on the state of the *First Nations Policing Program* (FNPP). The report highlighted a number of concerns regarding the sustainability of the FNPP and criticized the effectiveness of the Government's managing of the program.

These limitations speak to the realities of our delivery of service and negatively impact the APS in many areas including substandard buildings, officer retention concerns and lower salary levels.

Our adoption of NICHE as our records management system has been a great tool to track the crime trends and crime rates in our communities. In many of our communities, our statistics indicate a decrease in the crime rates however, we have several communities where our rates continue to rise annually. The data gathered will be used to identify crime trends and



John W. Syrette
Chief of Police

allow for the deployment of appropriate resources during those peak periods. Our challenge is to realign our resources to reflect these realities in our efforts with our community partners, and community leadership, to make our communities safer.

I am honoured to have served as your Police Chief and to work with our dedicated uniform and civilian employees. I look to the future development of the Aboriginal policing and the continued protection of secure and safe communities.



DEPUTY CHIEF OF POLICE REPORT



Dave Whitlow
Deputy Chief of Police

My name is Dave Whitlow and I'm the interim Deputy Chief for APS. I accepted the role as the Deputy in 2010. Prior to APS, I spent time policing for two other First Nation services as well the Ontario Provincial Police. I've held a variety of positions during my policing career including five years as a Police Chief. My goal is to support Chief Syrette in the development of senior management staff to ensure the success of APS for the future. I work daily with the Director of Corporate Services, Regional Commanders and Janine Zack as executive support to ensure the direction of the Chief and PGA is followed. One of the biggest challenges for the APS is the great distance we travel to get from community to community. In an effort to create effective supervision we cluster communi-

ties geographically. We set up a reporting structure to align employees with their supervisors as effectively as possible. The officers and civilian detachment staff report to one of our detachment commanders, who in turn, report directly to the Regional Commander and them to me.

Major investigations and the work we do

Over the last several years we have developed the capacity to handle most incidents that happen in our communities. Each region has a dedicated member assigned to support frontline staff for major events or investigations. Collectively we've dealt with all types of incidents from multi-jurisdiction illicit drug investigations, strikes and protests right down to minor criminal violations of the law.

We're developing a drug strategy for each region and have had several successful investigations removing illicit drugs from our communities. We have two highly skilled drug investigators that spent several years training in joint projects around the province. They are now leading, training and mentoring uniform members to enhance our abilities to handle large multi-jurisdictional investigations.

APS has been involved in many drug projects with RCMP, OPP and municipal services that span a large portion of the province. Over the last year we've completed two successful drug projects that were led by APS management. The investigations resulted in drugs, weapons and stolen property being removed from six APS communities.

One member is assigned to intelligence gathering related to organized crime activities. The funding is provided through an RCMP based program. As a result, we can target criminal activities across our communities and work together with our policing partners on a national and international scale.

We have another member seconded to the RCMP Marine Security Enforcement Team. The member is gaining valuable experience dealing with national and international investigations providing an on-water enforcement presence.

Our day to day policing operation happens out of



one of our 12 detachments. Each detachment has a Sergeant managing the day to day operations. The Sergeant is responsible for the frontline supervision as well as ensuring the administrative functions from the field are completed. Each detachment has a Civilian Court Administrator. Along with ensuring court case management is looked after they are the face of the office. They deal with the public, administration and officers to ensure the policing operation meets the needs of each community. The officers on the road are the heart of the APS. Our officers' meet the demands of the communities they serve as well as most often go beyond the call of duty. They are integral parts of the communities they serve and almost all of them are involved with community initiatives outside of paid working hours. Unfortunately, First Nation Policing has been evolving for the last 30 years but at a snail's pace. Funding levels are extremely low relative to all other policing services in the Province. Our officers not only work getting paid less but they also work in conditions that others would not even consider. APS is never sure how long it will be around so our employees hope every year that three levels (Federal, Provincial and First Nation) of government can agree we are a necessary function in our communities. Without legislation or a framework to ensure APS is an essential service the APS is at the pleasure of each of the three governments approving it continues.

We have auxiliary police officers that are volunteers and commit to at least eight hours a month. Initial training is provided by the OPP and then the auxiliaries report to the detachment commanders. They work with our community initiatives and support staff help with visibility. A few of our auxiliaries have become full constables and police in our community.

OPTIC

We have been a part of the Ontario Police Information and Technology Cooperative (OPTIC) since April 2013. OPTIC allows us to maintain and share records information through NICHE RMS. Our transition from ENTERPOL to NICHE created many challenges that we've overcome with the dedicated work of our IT manager, Shawn Tackaberry and the folks at

OPTIC. Shawn had to manipulate our old IT infrastructure to meet the security requirements of OPTIC as well as integrate the systems to allow for easy retrieval of information.

We have streamlined the reporting process for our frontline staff allowing reports to be dictated instead of being entered manually. Data Entry staff enter the dictated reports into the database, which has allowed officers a significant decrease in the amount of time it used to take to manually type reports. The transition has also allowed our officers to access reports in OPP detachments while lodging prisoners.

Our partnership in OPTIC allows us to easily communicate with over 40 police services across Ontario including the OPP. We are dispatched by the OPP and now incidents can be automatically uploaded to our NICHE RMS directly from the initial call.

The transition into OPTIC created an opportunity to streamline many processes related to managing court cases and requests for information.

Technical support is now a call away and the partnerships have allowed us to enhance our relationships to ensure APS remains on the leading edge of record reporting and other technological advances in policing.



Partnerships

We enjoy a great relationship with the OPP. They dispatch police for all our communities, help with the care and control of prisoners, annual block training, support us with policy updates, partner in investigations, support our employee wellness with peer support, help in the development of our new recruits with pre and post OPC training as well as supporting the everyday work we do together. Officers on the road regularly work with OPP frontline members to back each other up. In some circumstances OPP take an initial call for us when APS officers are unavailable. APS members will then complete the investigation once available. We partner with most local municipal and First Nation services. Over the last year we've found great opportunities to partner with Sault Ste Marie as well as Peterborough Police. Our officers work in their respective municipalities to enhance our capacity by gaining exposure to a high volume of calls or investigative specialty areas.

All command staff have become members of the Ontario Association of Chiefs of Police and take advantage of those relationships by sitting on committees and using their research to ensure success of our organization.

Ontario supports APS in many areas, along with the support of the OPP they also have many programs that allow us to enhance our services. Grants for:

- RIDE has increased our ability to combat impaired driving and we've completed over 2000 RIDE stops over the last couple years.
- The community policing partnership provides service to ensure victim support and domestic violence is a priority.
- PAVIS initiatives have helped with several projects to combat violence. It also allows us to increase resources in communities where gangs have tried to set up. We've also used it to combat illicit drug use from organized groups that continue to cause victimization and increased pressure on social services.
- The Youth in Policing Initiative allows students to gain skills in the workplace but more importantly they get to understand policing and build relationships with the hope they get involved in the future.
- The First Nation Constable Fund allows us to get more people involved in law enforcement and we've seen great success with officers starting under the program and then accepting permanent constable positions that come open. We strategically deploy the FNCF officers to support longer term absences of our regular members to minimize the impact from lack of staff in the community.

Building Capacity

As a relatively young police service we need to ensure we have the ability to provide professional and culturally appropriate policing.

Over the last couple years APS has dealt with a fair bit of transition in command staff. A Deputy Chief and all three Regional Commanders have moved on to other organizations leaving a gap in executive leadership. A majority of time has been spent in developing new leaders in these positions. We now have two of the regional commander positions permanently filled with Marc Lesage in central and Derek Johnson in the north. Acting Inspector Duff Bressette is filling in for the south region. A competition will be held for the permanent regional commander role in the south later this year.



The Inspector role in charge of our Professional Standards is being temporarily filled to allow detachment commanders an opportunity to develop and learn about accountability, employment law and resolving complaints. A/Inspector Vince Kewaquado is in the role until January 2016 and Barry Petahtegoose filled the role for six months earlier in the year. Detachment Commanders are in the process of developing learning plans for each individual member in the field in an effort to make sure we have the capacity to investigate most major offences. We use Ontario's adequacy standards regulations as a benchmark to ensure every effort is made to meet the needs of our communities.

All our supervisors have been challenged to analyze what we do, prioritize to meet the needs of the community and evaluate the success of their initiative. We have moved to providing training online where possible. Online providers like Canadian Police Knowledge Network and Fred Pryor allow our civilians and supervisors to access training at any time.

Policy

We continually monitor the effectiveness of our policy. In 2013 the administrative policies underwent an entire review. We are in the middle of transitioning our operational policies to fall within the guidelines of OPP Orders.

Fiscal responsibility

Inspectors and detachment commanders are in the transition to taking responsibility for their own budgets. They are developing and managing their own budgets and creating business cases for changes to operations or capital purchases. They are being mentored by and work directly with the Director of Corporate Services, Leslie Zack-Caraballo.

The fleet, uniform and equipment committee represents all parties from the end user to vendor. An inclusive model of decision making has increased efficiency and satisfaction with the frontline. Procurement through our partnership with the OACP has allowed better spending control and increased buying power.

Our people

Recruitment and retention for employees poses a bit of a problem. With lower pay than most services and the potential that the governments can't agree that the service is essential, employees have chosen to move elsewhere or not apply at all. We have been the victim of a few officers that join APS for a couple years, get trained and then move to a service where politics don't have a direct impact on their employment. This has a negative impact on the community they were serving in and in some circumstances it seems like we are a revolving cycle of employees.

APS has implemented the Constable Selection Process requiring the same standards as most other services in the province. The goal of adopting the rigorous process is in response to increased liability and making sure we are giving our best effort to get great and dedicated employees.

Employee wellness is a priority in APS. We have a committee that is strategizing on developing an organization-wide wellness program. Two officers have taken the Road to Mental Readiness train-the-trainer and we started to implement it across the service. We've initiated a couple programs on the nutrition and fitness side with video conferencing a nutrition seminar and cost-sharing a personal fitness program for those that were interested. Two officers took peer



support training and have coordinated to have OPP officers available to help as required.

Our annual civilian and supervisor conferences allow employees a chance to learn and build positive relationships with each other. We have initiated an awards system and are preparing to announce our Civilian and Officer of the Year award winners.

Past award recipients include: Sergeant Vince Kewaquado for bravery and lifesaving, and commenda-



Cst. Tyeler Commanda, Language Camp Picture, July 2015

tions for bravery for Constables Chris Thibodeau and Cindy Hourtovenko.

APS added a cultural component to be included in all job descriptions. Our performance management tools have also changed to create a clearer understanding of roles and responsibilities as well as defining a plan for the career of each employee.

Use of Technology

APS streamlined an electronic file management system. Jeannine Poulin created many electronic templates to allow for a streamlined process so we can now use digital signatures. Her efforts increased work flow and reduced a lot of paper and wasted time waiting for signatures.

We have implemented Cardscan to keep up with RCMP mandatory requirements for electronic fingerprints.

Accountability

Code of Conduct issues continue to be a burden. Without a sound legislative framework like the Police Services Act, APS finds itself being challenged in both federal and provincial court trying to interpret employment law and the higher standard required for officers.

APS created a "Benchmark" notification strategy as a communication mechanism and enhancement to communication. The system allows for a greater mechanism to ensure investigations are concluded as efficiently as possible.

Future

Strategic planning, Social media, LDP, Concentrated effort on minimizing the stigma associated with stress, Competency based promotion, Payroll and electronic DAR, Code of conduct training.

I'd like to thank Chief Syrette, Leslie Zack-Caraballo, Janine Zack and the regional inspectors for the support they give me on a daily basis. My hope is we support the ladies and men in APS to make their work-life enjoyable while trying to ensure the APS communities can be confident policing is being provided from a caring and committed workforce.

RECRUITMENT

We have implemented a number of standards to ensure that we obtain the best candidate possible when issuing a request for applications. We now use the OACP Constable Selection System in its entirety which incorporates a variety of requirements including extensive background investigation and psychological testing.

When applying for a uniform position with our service, please submit ALL of the following information. Failure to do so will result in exclusion of your application in the selection process.

MUST BE OVER 18 YEARS OF AGE.

- MUST BE A CANADIAN CITIZEN OR PERMANENT RESIDENT (color copy of permanent resident card)
- Signed Consent & Release of Liability Form. No criminal record for which a pardon has not been received or an absolute/conditional discharge has not been sealed. For detailed information click on the Parole Board website link: <http://pbc-clcc.gc.ca/prdons/servic-eng.shtml>
- Application Letter
- Resume (include most recent employment)
- Three references (may submit letters)
- Completed application form
- Copy of grade 12 graduation diploma or equivalency (minimum/submit additional diplomas or degrees)
- Color copy of class 'G' driver's licence with full driving privileges and no more than 6 demerit points
- Copy of OACP Certificate of Results. Can be obtained from Applicant Testing Services (weblink: <http://www.applicanttesting.com/>). ATS is licensed to issue the COR – part of the constable selection system requirements in Ontario. You can register and pay online. The COR include: the Police Analytical Thinking Inventory (PATI), Written Communication Test (WCT), Physical Readiness Evaluation for Police, Vision and Hearing and the Behavioural Personnel Assessment Device (BPAD) – be prepared to spend a good part of the day at the testing site.
- Copy of valid First Aid and valid CPR Level C



Sr. Constable Tony Hanson, Pic River Detachment

- MUST PASS A CREDIT CHECK (to progress in selection process)
- MUST PASS A BACKGROUND INVESTIGATION CHECK (to progress in selection process)
- Medical (Verification you are fit to perform the duties of an APS officer)
- Vision and Hearing Tests
- Experienced Officers submit copy of Basic Constable Training Certificates Level I & II
- McNeil Disclosure or Self Disclosure

*Be prepared to provide the original document for verification.

*Applicant must also pass Psychological Testing, Ontario Police College Basic Constable Training and probation period. Final selection is based on overall results/suitability.





Inspector Derek Johnson
North Region Inspector

Boozhoo and hello, I hope my annual report finds you healthy and in good spirits. First of all, I would like to introduce myself to the new Chiefs, Councilors and PGA representatives serving our wonderful communities.

My name is Derek Johnson and I am a member of the Fort William First Nation. I started my policing career in June 1998 as a constable with the Anishinabek Police Service posted at the Fort William Detachment. For the most part, I worked general patrol in Fort William and was fortunate to serve the Rocky Bay, Ginoogaming, Pic River & Pic Mobert First Nations when opportunities arose.

During the period of January 2005 to May of 2006 I was seconded to the *RCMP Integrated Border Enforcement Team* (IBET). The goals of the IBET program was to secure the shared border between Canada and the United States with a focus on national security, organized crime and other criminal activity between the ports of entry.

On May 1st, 2006 I transferred back to the Fort William Detachment after being promoted to the rank of Sergeant, responsible for the operations of the Fort William and Rocky Bay Detachments. I remained in this position until February 2013 when I assumed the position of A/Inspector of the North Region.

During my policing tenure I have been fortunate to work with supportive Chief & Councils as well as, a number of service related committees such as the

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Fort William First Nation Healing Strategy, Naadmaagewin Aboriginal Domestic Violence Committee, Coordinating Committee to End Women Abuse, Domestic Violence Advisory Committee, Coordinated Prosecution Sub Committee, MADD, Crime Stoppers, the Local Criminal Justice Committee and recently the APS Uniform & Equipment Committee all of which have a goal of improving service delivery to our communities.

On October 10th, 2013 I was formally promoted to the rank of Inspector North Region. Although challenging at times, I have thoroughly enjoyed the transition and look forward to progressing our law enforcement and crime prevention initiatives.

Following is a recap of the year in review:

Anishinabek Police Service – North Region

The Anishinabek Police North Region is comprised of 4 Detachments and 5 Communities. They are Fort William First Nation, Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay First Nation), Ginoogaming First Nation, Pic River First Nation & Pic Mobert First Nation. We are geographically located near the cities of Thunder Bay, Nipigon, Longlac and Marathon.

The North Region serves approximately 5300 members, of which nearly 2200 members reside in our communities not including those in / from surrounding towns, villages and cities. Officers utilize court systems and services in all of the areas.

In 2014, the North Region responded to 2539 calls for service as well as, another 1198 calls during the first half of 2015.

The two primary objectives for the North Region was to work closely with each member First Nation to create healthy, safe and strong communities and secondly, create a strong, healthy and proud organization.

Challenges

One of the challenges the North Region encountered in 2014/15 was resource limitations. Nearly 50% of the constables had been off for various types of short

and long term leave. Having said that, schedule changes, overtime and the use of the FNCF funding provided the necessary adjustments to effectively serve our communities. The APS also hired three new members who possess the required skills and motivation to meet our business plan goals. All three of these members have been progressing favourably & I look forward to all of their future contributions. I would also like to take this opportunity to commend all staff who have worked diligently and professionally to offset these resource shortages. I am happy to confirm many members have returned to duty.

Community Service

Community involvement & Crime Prevention are critical to the impact we make in our communities. The North Region was involved in a number of community service & cultural initiatives. Officers & civilian staff participated in Pow Wows, National Aboriginal Day festivities, Fall Harvest, Regalia making, fishing, hunting, canoeing and Sacred Fire Ceremonies. In addition to these cultural events staff also participated in crime prevention presentations for Bullying, Drugs, Alcohol, ATV Safety, Snowmobile Safety, Bicycle Safety, Internet Safety, and Halloween Safety to name a few. APS staff have also participated in Christmas parades, Remembrance Day Ceremonies, open gym days, little NHL coaching, community BBQ's as well as, events designed to raise money for those less fortunate such as, the RFDA food drives, Christmas Gift Drives, Memorial Golf Tournaments and Supermarket Sweeps. Community service is essential for building healthy communities and the North Region is excited to work with each Chief & Council and Police Committee to ensure this service evolves.

In closing, I would like to say that we have made tremendous progress in our law enforcement and crime prevention strategies. We have also placed an emphasis on ensuring the mental wellness of our number one resource, our people. It is my hope that these efforts will assist in making our communities healthy and the Anishinabek Police Service a healthy and proud organization.



Cst. Steve Mitchell @ Christian Island's Island in the Sun Pow Wow 2015



Pink shirt day 2015 Fort William Detachment - from left - Inspector Derek Johnson, Court Administrator Fiona Duncan, and Sgt. Rob Pelletier



INSPECTOR REPORTS - CENTRAL

Inspector Marc Lesage
Central Region Inspector

The Anishinabek Police Central Region is made up of 4 Detachments and 5 Communities. They are Wahnapiatae, Dokis, Sagamok, Nipissing & Garden River. We are geographically located near the cities of North Bay, Sudbury, and Sault Ste Marie.

The Central Region serves approximately 4000 people in as well as those in surrounding towns, villages and cities. Officers utilize court systems and services in all of the areas.

The Central Region's goal was to make its community members feel a sense of safety and security through visibility, education and community service.

Wahnapiatae First Nation

The Wahnapiatae First Nation located on the shores of Lake Wahnapiatae northeast of the city of Greater Sudbury. There is an on reserve population of 61 persons. This number swells to several hundred during the different seasons as it is a popular spot for campers in the summer and snowmobilers in the winter.

The APS operates an office at the Wahnapiatae Center for Excellence that provides access to our records management system and telephone.

The detachment is clustered with Dokis and Nipissing.

Dokis First Nation

The Dokis First Nation is located on the southwestern side of Lake Nipissing. They have a population of 171 people that too grows with the summer camp-

ing season. There is a detachment on the Dokis First Nation that is staffed with a court administrator. She shares court administrator responsibilities along with data entry duties for our records management system.

Nipissing First Nation

The Nipissing First Nation is on the northern shore of Lake Nipissing near the city of North Bay. The reserve spans approximately 40 km between Hwy 17 & Lake Nipissing. There is a population of 950. The Nipissing First Nation has some camping areas and a large subdivision on Jocko Point that has rental properties increasing the population.

The Nipissing Detachment is located on the eastern side of the detachment near the high school. There is a full time court administrator. There are 6 Constables and 1 Sergeant assigned to the cluster.

Geography is the biggest challenge for detachment members. Officers have to drive up to 1.5 hours to answer calls for service in Wahnapiatae and Dokis.

They answered 1246 calls for service in 2014 between the 3 reserves.

Sagamok Anishnawbek

Sagamok is located south of Massey Ontario on the north shore of Lake Huron. It is home to 1563 people making it our largest reserve. They have a detachment with a full time court administrator.

At present they have 4 constables and 1 Sergeant assigned. They answered 1181 Calls for service in 2014. Geography is also a concern for Sagamok as court matters are heard in Espanola or Sudbury making drive time a real issue.

Garden River First Nation

The Garden River First Nation is east of the Sault Ste Marie on the shores of the St. Mary's River. They share water border with the United States of America. They have a population of 1215 people.

Garden River answered 1572 calls for service. There is a detachment that is separate from the APS headquarters. There are 4 constables and 1 Sergeant. The

regional inspector works at the Garden River Detachment.

2014/15

The central region enjoyed a good year in 2014. Calls for service were high while staffing issues remained stable. Happily there were no homicides or major assaults.

There is an issue with illegal drug use and sales. Marihuana, cocaine & prescription medication are the main problem. Enforcement action & drug education were and are the priorities for the region.

Officers were encouraged to increase visibility through traffic initiatives, R.I.D.E. & property checks.

As we go into the future the goals for the central region will remain providing for the safety and security for the communities. We want our members to feel safe when they see the APS cruiser in the neighbourhood's

We also want to increase drug enforcement and education. The focus will be on enforcing laws against the dealers and educating the users.

Lastly, we want to increase our community service activity for youth. We want the youth to see our service as something to be proud of.



Pink shirt day 2015 - Sgt. Warren John - Shawanaga Detachment



Cst. Primeau - National Aboriginal Day, June 2015



Inspector Duff Bressette
South Region Inspector

A/Inspector Duff Bressette is the Southern Region Director of Operations, he is a member of the Kettle & Stony Point First Nation. He assumed the acting responsibilities for the South Region, October 2014. He agreed to take on the responsibility until a permanent replacement is found to allow time for the development of a couple candidates from the detachment commander rank.

A/Inspector Bressette began his policing career in October 1988 as a First Nations Constable with First Nations and Contract Policing working at the Kettle Point Detachment. In 1996/1997 Duff Bressette assumed the duties of Sergeant of the Kettle Point Detachment. In June 1997 the Chippewas of Kettle and Stony Point transferred the policing responsibilities from the jurisdiction and authority of First Nation and Contract Policing Branch of the OPP to the Anishinabek Police Service. On October 1st 1997 the APS began policing Kettle Point.

The Anishinabek Police Southern Region is comprised of four Detachments and six communities. They are Christian Island, Curve Lake, Kettle Point, Magnetawan, Shawanaga and Wasauksing.

Communities Served

Christian Island (Beausoleil) First Nation rests in the southern tip of Georgian Bay on Christian, Beckwith and Hope Islands. Christian Island is home to about 700 residents year round and many others during the summer months. Tourism is abundant in Christian Island. The total land base of the First Nation is

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approximately 5541 hectares. The closest city and service centers are Toronto and Midland.

Beausoleil Detachment is located at 100 O'GEMAA MIIKAN, Beausoleil First Nation. Beausoleil has a complement of 1 Sergeant, 2 officers, 1 cadet, 1 LTD officer and 1 part time Court Administrator. They answered 508 calls for service from January 01st 2014 to December 31st 2014.

In 1985, the M.V Indian Maiden was commissioned to provide transportation service the Beausoleil First Nation community. The M.V Indian Maiden is a passenger only vessel capable of transporting 70 persons. This vessel was designed and built exclusively for Beausoleil First Nation in 1987.

The M.V Sandy Graham was purchased in 1998 to provide both passenger and vehicle transportation. The M.V Sandy Graham has a 98 passenger capacity and 28 vehicle capacity. It is also necessary to note that it is upon the Captain's discretion to run ferry services during inclement weather.

Residency - Registered Population as of June, 2015

	# of People
Registered Males On Own Reserve	301
Registered Females On Own Reserve	327
Registered Males On Other Reserves	11
Registered Females On Other Reserves	11
Registered Males On No Band Crown Land	1
Registered Females On No Band Crown Land	1
Registered Males Off Reserve	766
Registered Females Off Reserve	911
Total Registered Population	2,329

Curve Lake First Nation is located approximately 25 kms northeast of Peterborough, Ontario. The First Nation territory consists of a mainland peninsula and large island (Fox Island) on Buckhorn and Chemong Lake. Curve Lake First Nation also co-owns smaller islands located throughout the Trent Severn Waterway system. The total land base of the First Nation is approximately 900 hectares. The closest city and service centers are Toronto and Peterborough. Curve Lake Detachment is located at 1024 Mississauga Street, Curve Lake First Nation. Curve Lake has a compliment of 1 Sergeant, 2 officers, 1 LTD officer, 1

backfill contract officer and 1 part time Court Administrator. They answered 1112 calls for service from January 01st 2014 to December 31st 2014.

Residency - Registered Population as of June, 2015

	# of People
Registered Males On Own Reserve	384
Registered Females On Own Reserve	394
Registered Males On Other Reserves	5
Registered Females On Other Reserves	2
Registered Females On No Band Crown Land	3
Registered Males Off Reserve	690
Registered Females Off Reserve	783
Total Registered Population	2,261

The **Chippewas of Kettle and Stony Point First Nation** is located in southern Ontario along the shores of Lake Huron, 35 km from Sarnia, Ontario, near the Michigan border and consists of 1032.90 hectares. The closest city and service centers are Sarnia and London.

The Kettle Point Detachment is located at 6285 Indian Lane, Kettle Point First Nation. In addition to providing policing service at that location, adult probation, young person probation and John Howard Society clients are also assisted. The Detachment has two jail cells; one for adults, one for young persons. Kettle Point Detachment has a compliment of 1 Sergeant, 6 Officers, 1 backfill contract officer, and one full time Court Administrator. They answered 2,340 calls for service from January 01st 2014 to December 31st 2014.

Residency - Registered Population as of June, 2015

	# of People
Registered Males On Own Reserve	685
Registered Females On Own Reserve	639
Registered Females On No Band Crown Land	1
Registered Males Off Reserve	475
Registered Females Off Reserve	591
Total Registered Population	2,414

Shawanaga First Nation is located approximately 30 kilometres northwest of Parry Sound and approximately 150 kilometres southeast of Sudbury. The community has year-round road access from Highway 69 with a First Nation-owned gas bar and

convenience store at the entrance to the community. The traditional territory of Shawanaga is bordered by the Seguin River to the south, the Magnetawan River to the north and extending to Georgian Bay (including the 30,000 islands) and east to the Ottawa valley. There are three areas that make up Shawanaga First Nation: Shawanaga, Shawanaga Landing and Naiscoutaing. The closest city and service centers are Sudbury and Parry Sound.

Shawanaga Detachment is located at 20 Shebeshekong Road North, Shawanaga First Nation. Shawanaga has a compliment of 1 Sergeant who commands Shawanaga, Magnetawan and Wasauksing, 1 cadet, 1 backfill contract officer, 1 vacant position, and 1 part time Court Administrator. They answered 250 calls for service from January 01st 2014 to December 31st 2014.

Residency - Registered Population as of June, 2015

	# of People
Registered Males On Own Reserve	86
Registered Females On Own Reserve	96
Registered Males On Other Reserves	2
Registered Females On Other Reserves	1
Registered Males Off Reserve	212
Registered Females Off Reserve	234
Total Registered Population	631

Magnetawan No. 1 is a First Nation reserve 6 km east of Georgian Bay, south of Sudbury, with an area of 47 km², occupied by the Magnetawan First Nation. The closest city and service centers are Sudbury and Britt.



Magnetawan Detachment has a complement of 1 officer. They answered 194 calls for service from January 01st 2014 to December 31st 2014.

Residency - Registered Population as of June, 2015

	# of People
Registered Males On Own Reserve	41
Registered Females On Own Reserve	34
Registered Males On Other Reserves	4
Registered Females On Other Reserves	2
Registered Males Off Reserve	81
Registered Females Off Reserve	91
Total Registered Population	253

Wasauksing First Nation (formerly named as **Parry Island First Nation**) is located near Parry Sound, Ontario. The reserve constitutes the Parry Island in Georgian Bay. The island is about 19,000 acres (77 km²) with 78 miles (126 km) of lakeshore, making it one of the larger islands in the Great Lakes. The Wasauksing First Nation now occupies the entire island, although the town of Depot Harbour was historically a non-aboriginal settlement. The community has a land base of 7,874 hectares. The closest city and service centers are Sudbury and Parry Sound.

The reserve's main road crosses to the mainland via the Wasauksing Swing Bridge, connecting to Rose Point Road south of Parry Sound.

Wasauksing First Detachment has a complement of 1 officer. They answered 341 calls for service from January 01st 2014 to December 31st 2014.

Residency - Registered Population as of June, 2015

	# of People
Registered Males On Own Reserve	199
Registered Females On Own Reserve	191
Registered Males On Other Reserves	12
Registered Females On Other Reserves	6
Registered Males Off Reserve	390
Registered Females Off Reserve	441
Total Registered Population	1,240

Community initiatives

All employees take part in community initiatives through the region. Summarized below are the initia-

tives that we take part in:

Bicycle safety and road awareness, bullying, mental health fairs, coaching sports teams, attending powwows, Halloween safety, Remembrance Day ceremony, implementation of the new laws (matrimonial and real property), car seat safety clinics, parades for all seasons, presenting at colleges and universities discussing First Nation policing and community education, working with seniors, reading and literacy tutor programs for youth, traditional drum building workshops, attending at government events like elections for regional politicians, youth gatherings, canoeing and other water activities, violence against awareness presentations, fund- raising barbecues for community needs, Police open house to build relationships with the community, hosting annual Senior's Christmas luncheon, "lunch with a cop program," community-wide weight challenge involving all service industry providers, annual Easter egg hunts, Mason CHIP program to help with identification for kids, First Nation Solidarity Day events, Hot Dog days, security for delegates of visiting government dignitaries, Drug workshops, Anti-bullying initiatives, treaty days, health fairs, library and after school programs, traditional ceremony events.



PROFESSIONAL STANDARDS

Aanii,

I am Vincent Kewaquado and I would like to introduce myself to you as the Acting Inspector for Professional Standards and Quality Assurance. I have been privileged to work the entirety of my fourteen years with the Anishinabek Police Service, working for the citizens of the Anishinabek Nation.

I grew up in and around the town of Parry Sound and for as long as I can remember, I wanted to become a police officer. After working in the community and social development field for a number of years, my community, Shawanaga First Nation, supported my application for a position as a cadet with the Anishinabek Police Service.

On October 31st, 2000, I started my career in my home community. I graduated from the Ontario Police College on March 3th, 2001 and began my first shift with the Shawanaga/Magnetawan/Wasauksing cluster on the Monday after.

After spending six years at the Shawanaga cluster as a Constable, including a brief stint as the Acting/Sergeant, I took a temporary posting as the Acting/Sergeant for Christian Island in August 2008, which turned into a five year adventure on the Island in the Sun as the Sergeant/Detachment Commander.

More recently, in July 2013, I accepted the Sergeant/Detachment Commander position on Curve Lake First Nation. Throughout my time with the Anishinabek Police Service, I have taken roles both inside and outside of policing in an earnest attempt to continue to improve as a person, and to share my time and efforts, this includes serving as a Councilor on Chief and Council in my home community, coaching a number of children's sports teams and being actively involved in the Police Association. In 2013, I received the *Commissioner's Citation for Lifesaving* and *St. John's Ambulance Life Saving Award* and in 2014 I was honoured to be recognized by the Anishinabek Police Service with the *APS Bravery Award*.

Early in 2015, I accepted this new challenge, as the lead in Professional Standards and Quality Assurance and I hope that my various roles, both privately and professionally will continue to benefit the people served by the Anishinabek Police Service.

Police Officers throughout the province are invested with a great deal of responsibility and authority. They have enormous ability to affect change, for better, and unfortunately for worse and as such, they are also held to a higher standard of deportment, both in their professional and personal



Inspector Vince Kewaquado
Public Complaints Investigator

lives. The Anishinabek Police Service Code of Conduct and Professionalism seeks to provide an expectation of what that standard should be for their sworn officers.

As part of the *Code of Conduct and Professionalism*, the public complaint system helps to maintain accountability and transparency to the community. The complaints system seeks to resolve conflicts; enforce the Code of Conduct and deter inappropriate behaviour amongst sworn staff, where appropriate; and serves as a tool to educate community members about the actions of their officers.

I look forward to the remainder of my time with the Professional Standards and Quality Assurance unit. If I can be of assistance, please do not hesitate to contact me at your convenience.

Meegwetch

Vincent Kewaquado, Acting Inspector
PHONE – 1 (705) 657-8892
FAX – 1 (705) 657-8429
EMAIL – vkewaquado@apscops.org

PROFESSIONAL STANDARD'S OFFICE STATISTICS April 1, 2014 to March 31, 2015

TOTAL COMPLAINTS	30
Complaint Types	
Conduct	23
Service	7
Origin of Complaint	
Public	14
Internal	16

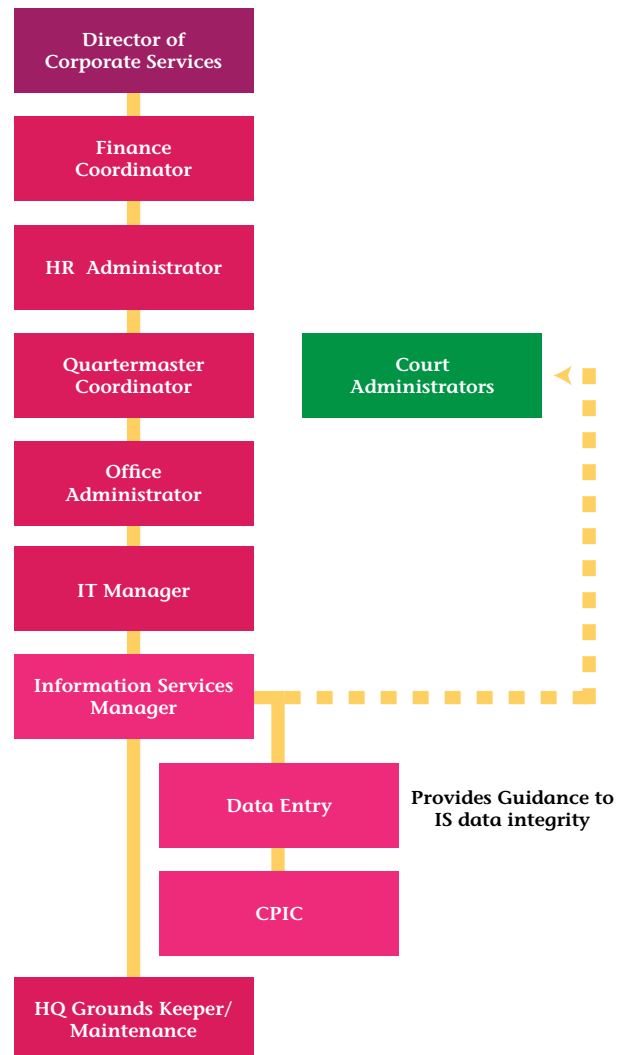
CORPORATE SERVICES



Leslie Zack-Caraballo
Director of Corporate Services

Ahneen! I am very pleased to provide you with an overview of my department in our first ever Annual Report. I am the Director of Corporate Services having been with our organization since May 2004. I am a proud member of the Garden River First Nation.

The Corporate Services department is located at the APS headquarters and consists of a variety of staff that are responsible for many tasks and functions that support the entire service. This department provides quarterly reports service wide that are based on area of responsibility which impacts the service. The report is meant to serve as a communication vehicle to share information that is relevant, consistent and engaging. I want to formally acknowledge the professionalism and support of employees in my department which serves as the administrative support to all employees' service wide. Below is the department structure:



FINANCIAL

During the fiscal period 2014-2015, our operational expenses were fairly comparable to the prior year. This year, we had a minor surplus that can be attributed to other sources of revenue.

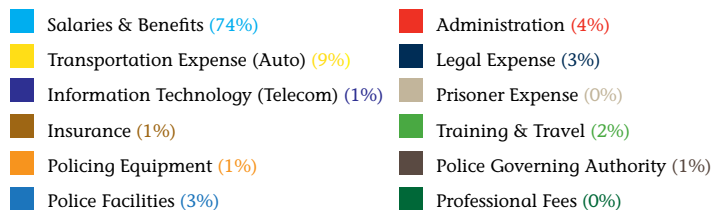
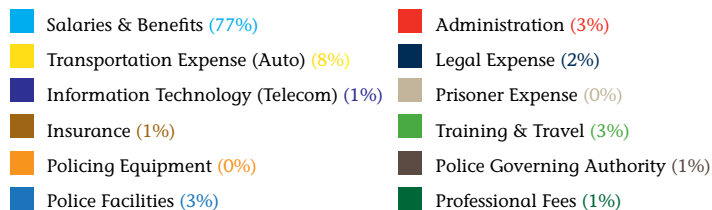
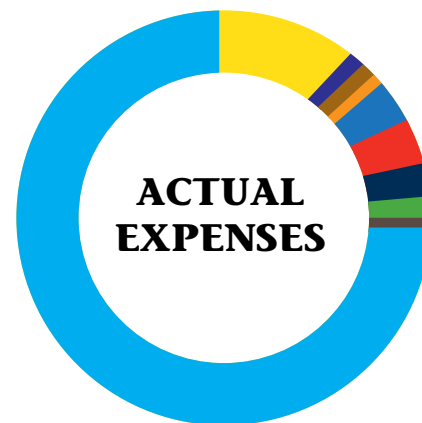
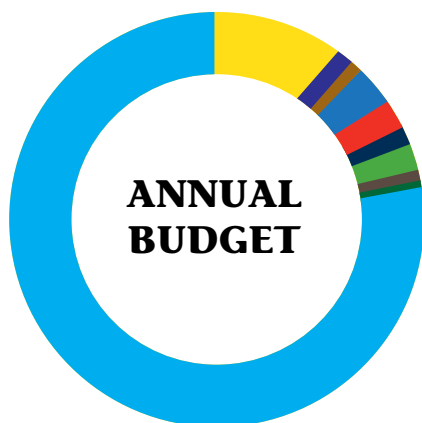
The new tripartite agreement provides for significant changes in terms of financial reporting which now include:

- The requirement to provide adjustments for cashflow on a quarterly basis;
- The submission of detailed general ledger information for every quarter and;
- A formal submission process for budget reallocation

Despite the imposition of the new requirements, the positive impact will demonstrate that our service abides by financial policy which further reinforces our transparency and accountability.

The last fiscal year saw us operate without a signed tripartite agreement until late fall/early winter – which resulted in the need to engage a line of credit with our financial institution. Once our agreement was signed, there were a variety of financial deliverables to be provided to Canada & Ontario prior to the release of funding. As a result, the ability to produce accurate financial reports were hindered by our need to record revenue based on receipt versus actual. Since the signing of a multi-year agreement, detachments can now expect to see update to quarterly financial reports that will assist in decision making processes. Staff can find a copy of the master budget located on our service's 'Z' drive.

The charts below demonstrate budget and actual annual expenditures. In categories that are listed at 0% - the value of the line is less than a half a percent of the total budget. More detail can be found in the audited financial statements.



ANISHINABEK POLICE SERVICE

Consolidated Statement of Financial Position

March 31, 2015, with comparative information for 2014


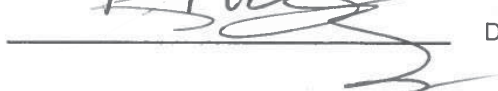
	2015	2014
Assets		
Current assets:		
Cash	\$ 718,914	\$ 518,457
Accounts receivable	150,690	259,702
	869,604	778,159
Capital assets (note 2)	2,249,334	2,053,162
	\$ 3,118,938	\$ 2,831,321

Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 3)	\$ 1,382,981	\$ 1,312,366
Payable to the Province of Ontario	-	8,444
Payable to the Government of Canada	4,630	4,630
Deferred revenue	110,524	114,995
	1,498,135	1,440,435
Net assets:		
Invested in capital assets	2,249,334	2,053,162
Unrestricted deficit	(628,531)	(662,276)
	1,620,803	1,390,886
Commitments (note 5)		
Contingencies (note 9)		
	\$ 3,118,938	\$ 2,831,321

See accompanying notes to consolidated financial statements.

On behalf of the Board:


 Director

 Director

AUDITORS REPORT

ANISHINABEK POLICE SERVICE

Consolidated Statement of Operations

Year ended March 31, 2015, with comparative information for 2014

	2015	2014
Revenue:		
Government of Canada	\$ 5,568,227	\$ 5,493,744
Province of Ontario	5,139,902	5,071,149
Other	112,411	204,068
	10,820,540	10,768,961
Expenses:		
Field operations (schedule 1)	10,533,774	10,457,015
Governing authority (schedule 2)	127,513	135,974
Insurance	129,589	175,972
	10,790,876	10,768,961
Excess of revenue over expenses for funding purposes	29,664	-
Other revenue (expenses):		
Other subsidized programs (schedule 3)	4,081	(3,049)
Capital assets expensed above	612,171	653,398
Amortization of capital assets	(415,999)	(356,574)
	200,253	293,775
Excess of revenue over expenses	\$ 229,917	\$ 293,775

See accompanying notes to consolidated financial statements.

ANISHINABEK POLICE SERVICE

Consolidated Statement of Changes in Net Assets

Year ended March 31, 2015, with comparative information for 2014

	Invested in capital assets	Unrestricted	2015 Total
Balance, beginning of year	\$ 2,053,162	(662,276)	1,390,886
Excess of revenue over expenses	-	229,917	229,917
Amortization of capital assets	(415,999)	415,999	-
Purchase of capital assets	612,171	(612,171)	-
Balance, end of year	\$ 2,249,334	(628,531)	1,620,803

	Invested in capital assets	Unrestricted	2014 Total
Balance, beginning of year	\$ 1,756,338	(659,227)	1,097,111
Excess of revenue over expenses	-	293,775	293,775
Amortization of capital assets	(356,574)	356,574	-
Purchase of capital assets	653,398	(653,398)	-
Balance, end of year	\$ 2,053,162	(662,276)	1,390,886

HUMAN RESOURCE ISSUES

Officer Statistics & Retention Report for 2014-2015

Our service has a strength of sixty-one (61) police officers. The retention of officers has always been a large issue for all self-administered Aboriginal police services based on inadequate funding levels to support even base wage parity. To adjust for vacancies, we have reallocated staff in acting positions and utilized experienced officers under contract to backfill vacancies.

In terms of the overall impact that this has had on our service when claims are considered, please note the following information:

LONG & SHORT TERM DISABILITY CLAIMS 2014-2015

Long Term Disability

Short Term Disability

0 1 2 3 4 5 6 7 8 9

Note:

*The values paid by our insurer, SSQ Financial totalled \$37,214.05 for short term and \$319,150.74 for long term disability claims.

WSIB

During the last fiscal year, we began to prepare for the roll out of our on line Health & Safety program. Employees are able to access mandatory training and complete modules required based on their position. In the last operating year, there were 6 claims with only 1 resulting in loss time of 2.5 days.

Resignations

During this last fiscal operating year, we had ten (10) resignations from uniformed members. The reasons for a majority of employees leaving was to work for other police services. We also had one retirement.

Summary

Currently, we have fifty-seven (57) officers and four



(4) vacancies. Based on the current members, the years of services are broken down as follows:

- 4 officers with less than 2 years' experience
- 4 officers with 5 years' experience
- 9 officers with 10 years' experience
- 13 officers with 15 years' experience
- 10 officers with more than 15 but less than 20 years' experience
- 17 officers with 20 years' experience

INFORMATION SERVICES

The Information Services Manager is responsible for supervising the CPIC Administrator, UCR and Data Entry Clerks. In addition, *Disclosure of Information* has been added to the position including responding to requests for information under *Freedom of Information*. The position is also responsible for providing Police Records Checks, including Police Criminal Records Checks, Police Information Checks and Police Vulnerable Sector Checks.

Fusion voice is used as a tool for officer dictation of occurrences. Data entry staff then transcribe the reports into NICHE. This results in less officer time in front of a computer and more time on the road—thereby addressing officer visibility.

Below are the annual statistics for the 2014-2015 fiscal period:

During 2014-2015, we processed 159 ROI requests

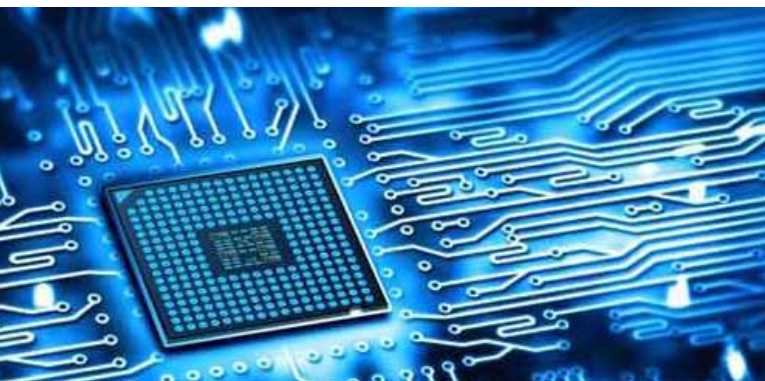
STATISTICS

Offence and Non-Offences for the time period April 1, 2014 to March 31, 2015

	Fort William	Rocky Bay	Ginoogaming	Pic Heron	Pic Mobert	Garden River	Sagamok	Wahnapitae	Magnetawan	Shawanaga	Wasauksing	Christian Island	Nipissing	Curve Lake	Kettle Point	Dokis	Totals
OFFENCES																	
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Assault	0	2	1	1	11	0	5	0	0	0	1	2	2	4	2	1	32
Assault	45	2	5	16	40	25	30	1	5	3	12	15	12	10	18	4	243
Robbery	1	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	4
Criminal Harassment	6	0	0	2	2	12	5	1	0	6	3	3	7	3	6	0	56
Break & Enter	6	4	1	0	5	7	16	0	0	1	6	16	15	7	24	3	111
Theft	46	5	6	4	13	25	15	1	4	2	9	15	27	34	41	2	249
Fraud	6	0	2	1	1	2	1	0	3	0	1	1	7	2	1	0	28
Mischief	13	5	2	3	3	14	16	2	3	5	1	18	12	9	14	2	122
Breach/Bail Violations	18	2	2	2	8	8	18	0	1	1	1	5	12	2	25	1	106
Drugs - Possession	1	0	0	0	0	3	4	0	0	0	0	1	4	1	3	0	17
Drugs - Trafficking	0	0	0	0	0	0	1	0	1	0	0	1	0	1	2	0	6
NON-OFFENCES																	
Animal	24	9	9	9	8	49	28	1	4	6	15	7	15	23	58	1	266
Alarm	59	8	16	4	4	47	69	2	3	11	1	24	47	11	45	8	359
Community Service	43	50	36	78	128	77	26	5	45	39	25	16	31	136	93	28	856
Domestic Disturbance	14	5	5	4	10	33	20	0	5	5	11	20	17	8	25	0	182
Mental Health Act	16	4	4	4	23	7	22	2	4	4	7	6	13	5	36	2	159
Trouble with Youth	13	1	1	0	7	7	5	0	2	0	1	6	8	7	15	1	74
Keep the Peace	16	9	6	5	11	28	26	0	2	4	7	7	9	12	24	1	167
Assist	42	17	46	14	17	91	46	3	16	18	16	18	79	39	151	6	619
RIDE	24	23	30	23	49	241	211	16	9	7	25	18	52	152	107	28	1015
Family Dispute	51	1	22	25	14	24	35	1	6	3	7	12	27	7	37	5	277
Highway Traffic Act	44	4	1	5	19	74	61	12	0	16	27	60	120	238	503	20	1204
Impaired Operation	5	1	0	25	0	11	6	0	0	1	3	4	6	13	10	0	85

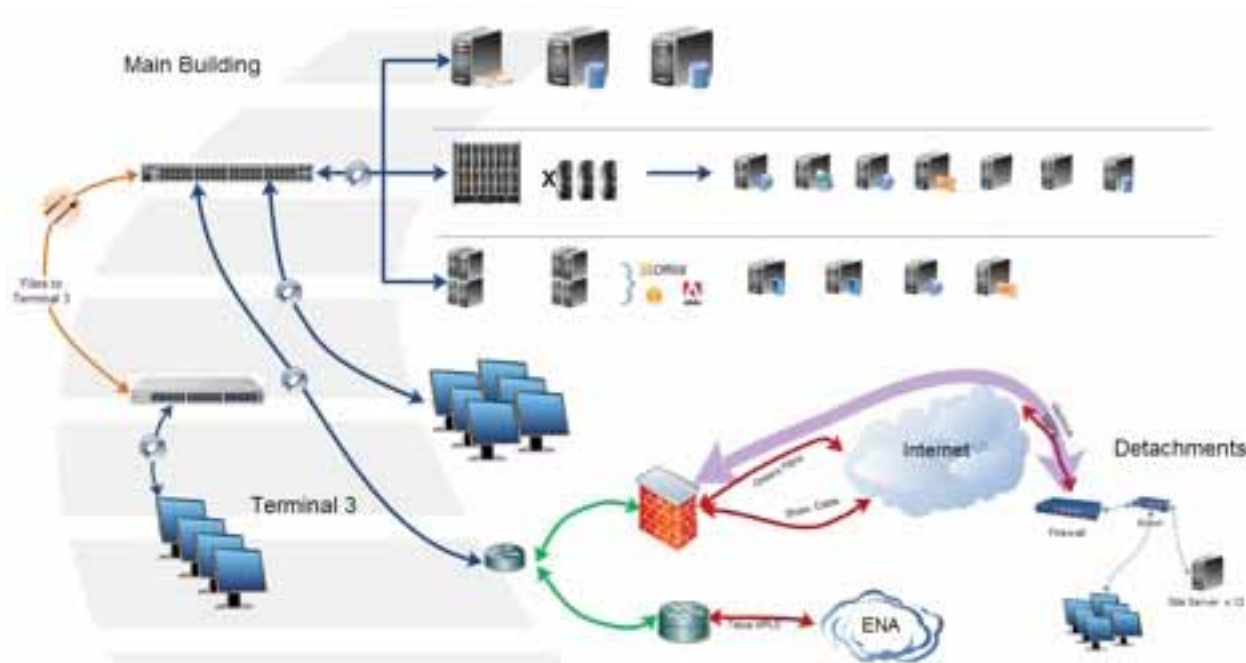
Calls for Service for the time period April 1, 2014 to March 31, 2015

Fort William	939
Rocky Bay	253
Ginoogaming	324
Pic Heron	293
Pic Mobert	601
Garden River	1421
Sagamok	1154
Wahnapitae	89
Magnetawan	220
Shawanaga	242
Wasauksing	358
Christian Island	545
Nipissing	974
Curve Lake	1362
Kettle Point	2437
Dokis	193
Total	11,405



The mandate of the IT department is to ensure effective technology resource management in order to efficiently support and facilitate the needs of the Police Service and the communities we serve. Our Manager of IT is dedicated to ensure that the infrastructure that we use is current and secure and that we continually work to maintain and improve the service's network security and functionality.

We currently host a network operations centre (NOC) located at Headquarters in Garden River and each detachment is connected using a secure data network that allows us to reach out to all of our detachments as well as connect to our OPP and RCMP partners to allow for timely information exchange across the province. The APS is also a member of the Ontario Police Technology Information Co-Operative (OPTIC) which allows us to share information with 48 other Police services in Ontario.



TRAINING & EQUIPMENT

ELECTRONIC FINGERPRINT – CARDSCAN

The submission of electronic fingerprinting for all police services was mandated by the National Police Information Services Advisory board – effective in the fall of 2014. As a result of one time funding graciously provided by Canada & Ontario during the previous fiscal period – we purchased CardScan equipment that will allow for the electronic submission of the C-216 fingerprint forms – directly to the RCMP for processing. Since the implementation of CardScan in November 2014, we have significantly reduced wait times from months to 3 weeks. During this same timeframe, we processed 153 fingerprints.

TRAINING & EQUIPMENT

During the last fiscal period, we purchased vehicles, updated uniforms and replaced Tasers with the new X2 model compliant with OPP training requirements. During this same timeframe, the number of training initiatives were completed:

April 1, 2014 - March 31, 2015

Apr -14

Media Course	1
Fraud Investigation	1
Investigating Offences Against Children	1

May - 14

Basic Constable Course	2
Auditing in a Law Enforcement Organization	1
Ontario Major Case Management	1
CISO Mobile Surveillance	1
Northern Ontario Forensic Science Education	1
Elder Abuse Conference	1
CISO District Meeting	1

Jun - 14

CPIC Terminal Operation Course	1
Car Seat Training	3

Aug - 14

Scenes of Crime Course	1
------------------------	---

Sep - 14

Basic Constable Training Course	0
CISO District Meeting	1
Attachment & Atypical Caregiver Behaviours	3
CISO Fall Conference	1
Sexual Assault	1
Basic Marine Operations Course	3



Pink shirt day 2015 - Sgt. Barry Petahtegoose with local elder Harvey Owl

As a deployed service, there is difficulty in finding suitable training for our employees. As a result, our service also engages in e-Learning opportunities provided under the Fred Pryor website. The number of training initiatives accessed by civilian, Sergeants and management total 540. In addition, we also offer opportunity for a *Respect in the Workplace* certification which is mandatory for all staff.

Oct - 14

Emotional Intelligence	1
Media Relations	1
Investigating Offences Against Children	1
Level 1 Violence Threat/Risk Assessment Training	1

Nov - 14

PSB	1
OACP Professional Standards Conference	1
Senior Police Administration Course	1
CISO Open Source Intelligence	2
Missing & Murdered Aboriginal Women	1

Dec - 14

Search Warrant Course	1
Mental Health Workshop	2
Domestic Violence Investigators Course	6

Jan - 15

Basic Constable Course	1
Ontario Major Case Management	1
Youth Officer Course	1
Indigenous Mental Health Wellness Conference	4

Feb - 15

Search Warrant Course	0
General Investigation Techniques	1
Professional Standards Course	1



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