

ANNUALREPORT 2018



ANISHINABEK POLICE SERVICE

Community...Today, Tomorrow, Together!

TABLE OF CONTENTS

Mission Statement	1
Organizational Charts	2
Map of APS Detachments	4
Chairperson Report	5
Chief of Police Report	6
Deputy Chief Report	7
Inspector Reports - North, Central, South	9
Recruitment	15
Professional Standards	16
Corporate Services	17
Financial	18
Financial Statements	19
Human Resource Issues	22
Statistics	24
IT Section	26
Training & Equipment	27

● MISSION STATEMENT

APS provides effective, efficient, proud, trustworthy and accountable service to ensure Anishinabek residents and visitors are safe and healthy while respecting traditional cultural values including the protection of inherent rights and freedoms on our traditional territory.

● VISION STATEMENT

Safe and healthy Anishinabek communities.

● GOALS

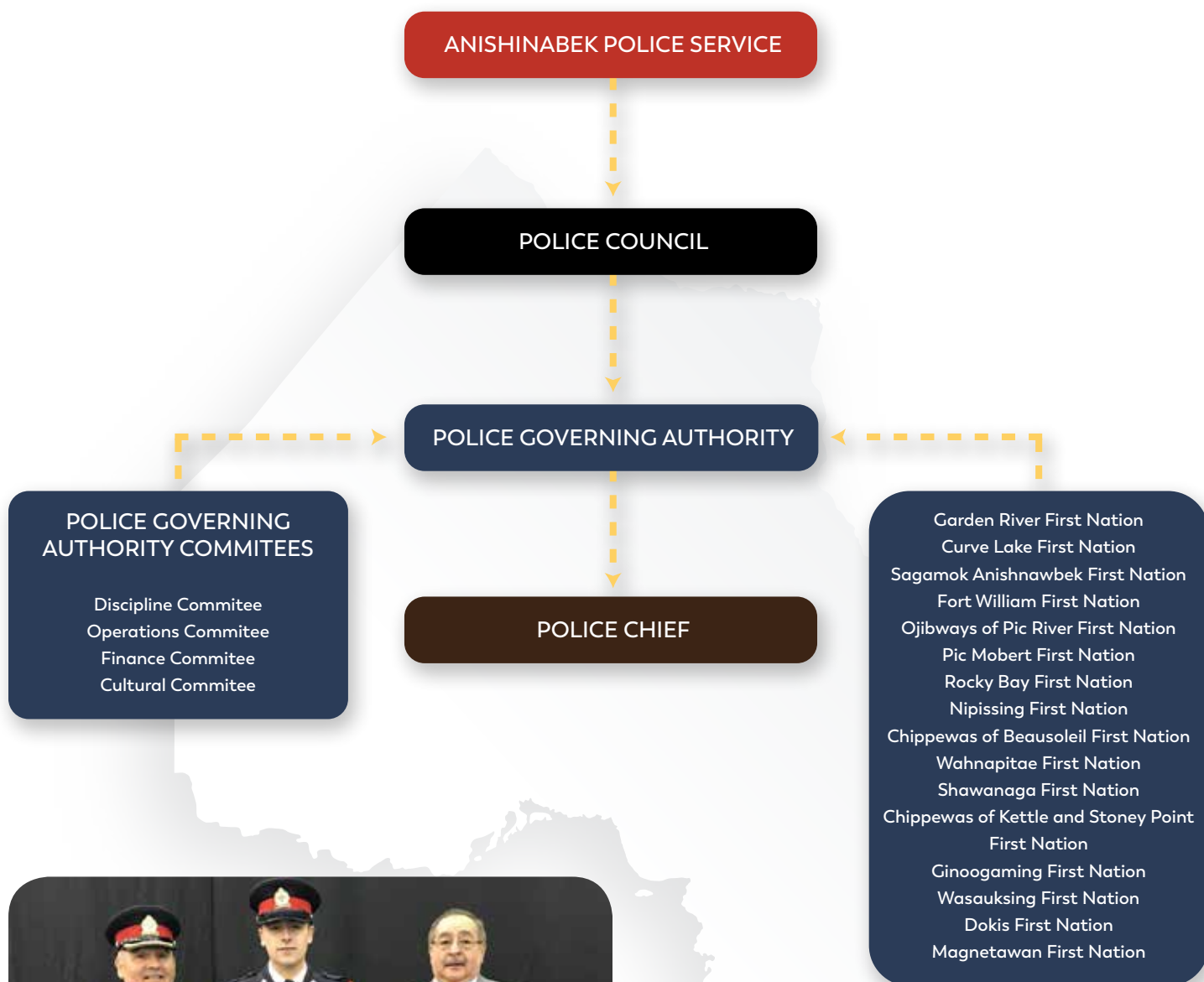
Foster healthy, safe and strong communities.

Provide a strong, healthy, effective, efficient, proud and accountable organization.

Clarify APS roles and responsibilities regarding First Nation jurisdiction for law enforcement.



APS ORGANIZATIONAL STRUCTURE - BOARD STRUCTURE



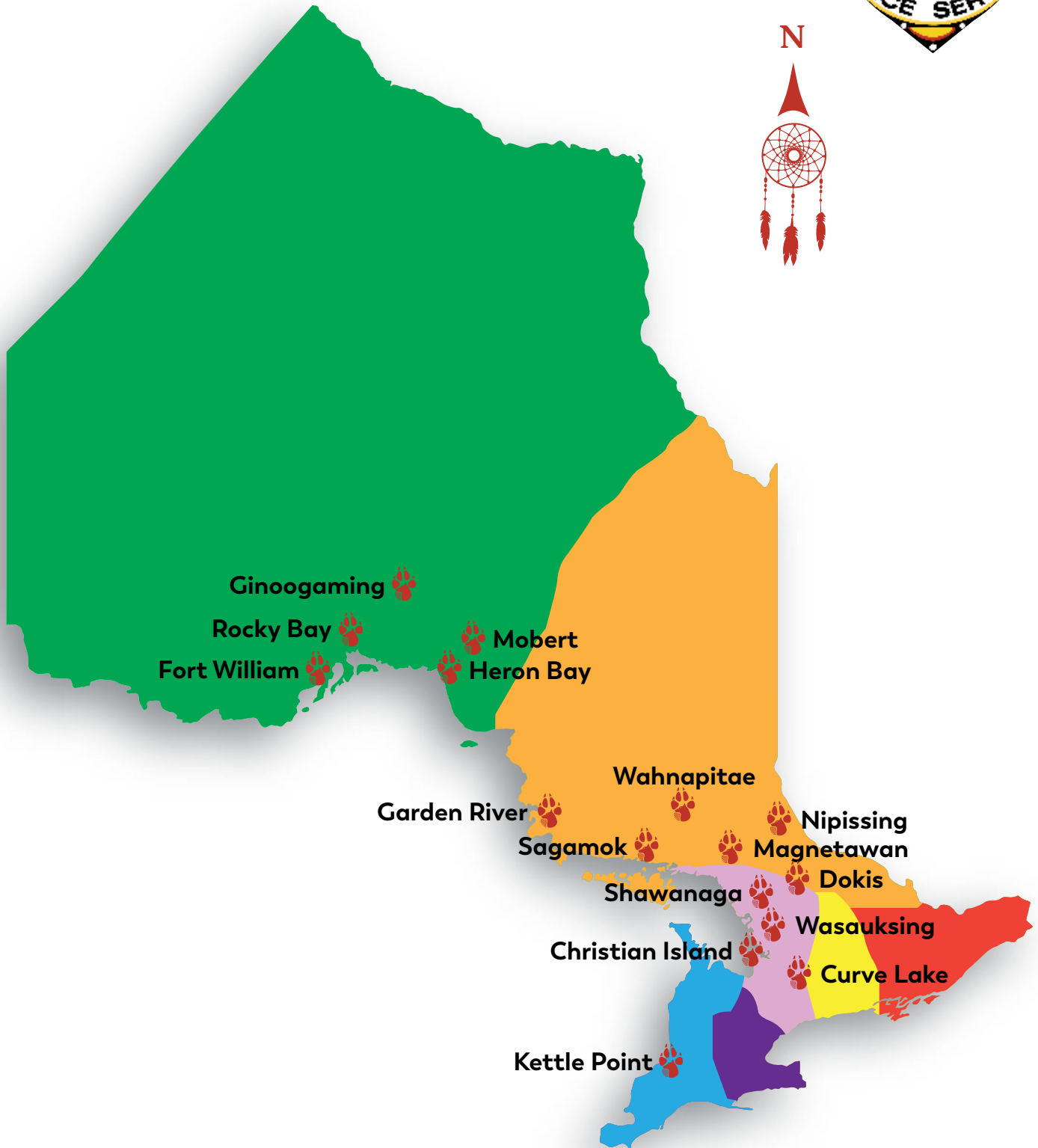
Deputy Whitlow, Cst. Anthony Shepherd, Sgt. Duff Bressete
OPC Graduation - Kettle Point Detachment

APS ORGANIZATION STRUCTURE



Cst. Will Shawnoo - Kettle Point Detachment

MAP OF APS DETACHMENTS



CHAIR PERSON REPORT



Police Governing Authority and
Command Staff - Curve Lake - April 2018

Aaniin! Bozhoo!

The Police Governing Authority is pleased to present its 4th Annual Report for the Anishinabek Police Service (APS) for the year ending March 2018. Contained in the pages to follow are notable activities of the Board as well as Service highlights from the past year.

Celebrating the Significance of Our Identity:

With the advice and guidance of elders and traditional people of the Anishinabek Territories, Perry McLeod-Shabogesic from Nipissing First Nation created the APS Service Patch. Its significance must always remain known and celebrated – for it is the identity of the APS.

The central symbol of the crest is the Thunderbird, which reflects the Union of Ontario Indians. The Thunderbird represents power, strength, pride, integrity, and goodness. In the middle of the Thunderbird is a triangle, which signifies the Creator at the center of all things. In the background sits the top of the Teepee, which signifies safety and shelter as well as the forests and water. The large circle is the symbol of the Creator and represents the world in balance with nature and the ongoing cycle of life. In the circle our medicine wheel, four directions, seasons, and human races. The Bear Paw represents man and woman and their place within the circle and their inclusion into the Creator's plans. The Lightning Bolt indicates the power generated by the combination of the elements in nature and is also incorporated with the color gold, which is looked upon as the modern world and how technology has enriched the lives of everyone.

Community Presence:

The Board would like to thank the beautiful territories of Wasauksing, Garden River and Curve Lake First Nation

for being hosts of quarterly PGA meetings this past year. Since 2016, the Board maintained a rotation of locations to host its quarterly meetings. These visits include community tours, detachments visits, procurement of local facilities and services, and to simply bring a Board presence to member First Nations.

Anishinabek Police Council:

The voice, spirit and intent of the Chiefs of the APC are stronger than ever. Not only is it refreshing, but it is a comforting wake-up call from the leaders of each Community that we must strive to do better – together. This past year has brought the APC, PGA and Administration to the table to address the important work and challenges facing the Service today. There's no doubt that significant and positive change is on the horizon.

Labour Relations:

During the last fiscal period, we were able to reach a one year agreement with our officers' group. The process was tenuous however, we were eventually able to reach a resolution on a number of items. I want to acknowledge the assistance of all parties involved as our issues were difficult to resolve but we persevered and saw it through together. It is important that we recognize the gifts and the lessons given to us by the Creator when we approach our next round of negotiations.

Negotiating a New Agreement:

Our tripartite negotiations is being led by Lead Negotiator Chief Thomas Bressette and Chief Lloyd Myke, APC Chairman.

At the Doorway of Our 25th Anniversary:

Next year, we will be celebrating our 25th anniversary. It has been an amazing journey which has seen progress over the last few years. We have much to celebrate as self-administered Aboriginal policing has seen significant change. We look forward to continuing to provide the best culturally competent policing to our communities possible. We will showcase our history and evolution since the birth of our organization.

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 the Anishinabek Police Council for their commitment towards providing strong leadership and oversight. Together, we will continue to forge ahead and continue the important work our ancestors started in making our communities safer with community based peacekeeping.

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 fourth annual report which I am confident will provide you with the insights into the activities of the Police Service.

The *Safer Ontario Act* was passed in March of 2018. The Act is the first amendment to the *Police Services Act* of Ontario in over 25 years. The SOA includes amendments that specifically recognize the First Nations Police Services in Ontario and provide a process for our Police Service to enter into the Act.

The next step is the development of the SOA Regulations Section that provides more specific details on the day to day operations and conduct of the Police Service. The Province of Ontario has identified the calendar year of January 2019 through January 2020 for the Regulations to be developed. The Province recognizes the need for First Nations leadership to be a partner in the Regulations development and are working on the development of an outreach process to seek input. In July 2018 our legal team will provide training to the APS Chiefs Council and Police Governing Authority to prepare them for their participation in the Regulations development.

As mentioned in the 2017 report, the APS would be conducting a review of our investigations into sexual assaults within our jurisdiction. On average, there are 30 sexual assaults reported to the APS annually. The review was launched in early 2018 and took the form of a three pronged approach. This included the review of the investigations, outreach to victims of sexual assault for advice on how to better serve victims of sexual assault, and a review of the sentencing that was given to the convictions.

A final report on the findings of the review will be shared with the APS Chiefs Council and PGA in July, 2018.

The immediate steps in response to the review findings include an increase in responsibility in these important investigations for our recently expanded Crime Unit. I am confident that this measure will establish and maintain high quality sexual assault investigations.

As a next step, we are further exploring the use of independent reviews that will have our partner agencies (sexual assault centers/women in crisis) participate in an ongoing independent review of the sexual assault investigations. The details of the process are being discussed with our partners and the new review mechanism should be in place later this year.

The Tripartite negotiations for the ongoing funding of the police service were conducted in the fall of 2017 and through the spring of 2018. The Federal and provincial negotiators identified two options for our political leadership to consider.



John W. Syrette
Chief of Police

The options were to either sign a five year funding agreement or a one-year agreement with the ability to negotiate the terms of the remaining four years of the five year agreement. The Chiefs Council supported to the one-year agreement and will commence negotiations later this year for the remaining four years.

One of our most important terms for this agreement was the securing of pay equity for our civilian members of the police service. A great deal of effort was put into articulating and justifying our position in this important negotiating term. Unfortunately, neither the governments of Canada or Ontario were prepared to support our demand for equity. Consequently the only avenue that we felt open to us to address this denial was by way of the Ontario Human Rights Tribunal.

This lack of equity is an issue that is shared with many of our policing partners. The United Chiefs Council of Manitoulin Police Service felt strongly about this issue and joined the Anishinabek Police Service as co-applicants in the Human Rights Complaint.

On June 07, 2018 the Complaint was filed with the Tribunal and we are awaiting responses which will guide our next steps. A copy of the complaint can be found in this annual report.

I continue to represent the Anishinabek Police Service at the Canadian Association of Chiefs of Police (CACPP) Victims of Crime Committee and am continuing my participation in the Council of Canadian Academies Expert Panel on Policing in Indigenous Communities.

In closing, I wish to acknowledge our dedicated front line officers and civilian employees who continue to provide protection to our member communities. I credit their dedication and hard work for our crime prevention and law enforcement achievements that have positively impacted safety of the communities we serve.



Dave Whitlow
Deputy Chief of Police

My name is Dave Whitlow, I'm the Deputy Chief for APS. I work alongside Leslie Zack-Caraballo, the Director of Corporate Services, to ensure effective and efficient policing in the communities we serve.

Major investigations and the work we do

Our officers continue to work with the communities attending local events and building respectful relationships.

Canada announced it would be legalizing simple possession of marijuana and as a result several illegal marijuana dispensaries popped up in our communities. Complications and grey areas are consuming an extraordinary amount of resources challenging APS:

- Confusion in application of law on federal lands vs. provincial legislation
- Lack of nation-to-nation consultation with the governments has limited economic opportunities and folks are seeking alternatives or challenges to the law based on treaty rights.
- Medicinal users vs. illicit possession/use
- Other First Nation communities allowing dispensaries
- Potential increased visitors negatively impacting public safety seeking tax breaks reserved for First Nation people
- Inadequate education to involved political leaders and police so confusion is rampant
- Organized crime and their influence exploiting First Nation rights
- Education of police and building capacity for enforcement with all the required tools has not been funded.

APS takes the position that although simple possession will be legal in the future there is no option for dispensaries to "sell" unregulated marijuana in any form. 2018 will be a challenge for APS related to the legalization of marijuana.

Our community mobilization plan is moving forward slowly, mainly due to insufficient resources in our communities.

DEPUTY CHIEF OF POLICE REPORT

Over-worked community agencies struggle to commit to partnerships due to staffing shortages and other priorities. We've partnered with several of our municipal agencies and started to engage. For the upcoming year we are going to let our experience partnering in the larger municipalities identify strategies for implementation in the smaller communities.

Several significant fraud/breach of trust investigations have continued. These investigations are very political and time consuming expending extra resources both operationally and administratively.

Investigation of missing persons continues to be an area of concern. Youths running away are a priority and in one case a 12 year old was missing overnight in -30 temperatures. Over the last year we continued to spend considerable resources ensuring missing people were located as soon as possible.

Chief Syrette initiated a review of all sexual assault investigations. Part of the review identified a challenge related to our investigative capacity in the area of interviewing. As a result, we've identified specific investigators and will look to increase their capacity in 2018.

Bill 175 (Safer Ontario Act) allows an opportunity for APS to be included in the Act. An extraordinary amount of resources will be required to understand the implications of "opting-in."

Partnerships

The continued support of the OPP allows us to concentrate on frontline service delivery as we depend on them to fill in the gaps where funding falls short. OPP Commissioner Hawkes vowed to continue support for First Nation Policing and approved several requests for investigative support.

Our municipal policing partners have increased the support in our efforts to build capacity. Sault Ste. Marie and Peterborough Police have helped our recruits get experience by doing two, to three, month ride-along opportunities once they've completed OPC and OPPA initial training. Sudbury Police have agreed to mentor a new inspector for a six-month period.

The government of Ontario continued its support of operations through programs and grants including; RIDE, community policing partnership, PAVIS, and Youth in Policing. We rely heavily on the First Nation Constable Fund to meet staffing demands, that otherwise would fall back on the OPP.

Partnerships with the FNCPA, OACP, CACP and others are beginning to show results. Our staff are building relationships and attending meetings embracing the opportunity to share and learn from our partners.

Building Capacity

Staff Sergeant Byron Pilon continues to develop personally as

well as within the crime unit. He has a relatively inexperienced unit and they are learning to meet challenges together. Training courses are hard to take due to the time it takes away from actual police responsibilities.

The unexpected resignation of one of our inspectors put a strain on management again. A competition identified Barry Petahtegoose as a candidate to be mentored. Barry began his secondment to Sudbury Police where they're offering him a mentoring opportunity with one of the goals to build relationships that he can rely on later. A training plan was put in place and Barry is expected to return to APS in early 2018. If successful he will be confirmed in his role as a regional commander for the south.

Barry's move to regional commander left a vacancy in Professional Standards. Inspector Derek Johnson is going to take on the role to support building his capacity dealing with HR matters including discipline. Inspector Johnson will be looking for support from other regional commanders and his sergeants to help with his dual role managing professional standards as well as operations in the north.

There will be many challenges for all officers to learn/interpret the law related to the legalization of cannabis due to the unique relationship between Canada and each First Nation. Sixteen communities have several approaches to new laws including creating their own, accepting provincial legislation and interpreting how the federal law impacts their opportunities for economic growth. As a result, APS has to determine the most applicable law to enforce.

Implementing strategies dealing with employee wellness is a struggle. APS staff are more likely to have higher stress rate than most police officers in Canada due to their close relationships to the people we police. Many staff are band members or related to people in the community. APS manages wellness using EAP and the assistance of a third party absence monitoring company but falls short in comparison to most police in Ontario. A comprehensive plan developed by an "expert" rather than a police officer needs to be a priority.

Our people

Throughout 2017 collective bargaining caused an exceptional amount of chaos at all levels in the organization that flowed into the communities. Threats of strikes, political involvement in police operations and high emotions were the standard for the majority of the year. Chiefs Council became involved to help settle the turmoil. In the end a first agreement was signed between the PGA and Union. Our first agreement using the Ontario Labour Board will be a new challenge as we work with the union to clarify articles in the agreement.

One of the newest revelations in the collective agreement was the removal of the Code of Conduct. The biggest challenge in the past was trying to deal with discipline matters in the absence of a legislated forum. The officers can now appeal discipline using the Ontario Labour Board, so we should not have the challenges related to trying to mimic the hearing process in the PSA.

APS officers were given a raise to reach OPP wage equity as a result of a human rights challenge initiated against Ontario from members working under the Ontario First Nation Policing Agreement. Ontario partially recognized APS but limited us. Pension, specialized service pay, seniority are still unrecognized and therefore not compensated at the same levels as the OPP. First Nation policing is the only entity that does not get to enjoy basics like all other policing agencies in Ontario. Our civilians were also ignored from the government although they are essential to keeping the organization running. Many challenges including matching ranks of the OPP and a misunderstanding of the command staff compensation model took all year to resolve.

All staff were trained on the "Road to Mental Readiness" strategy to help manage stress.

Use of Technology

APS contracted part-time support to handle "help desk" service for computer breakdowns. The IT manager will have more time to concentrate on initiatives to try keep APS up to date technologically. Many issues have been set aside due to limited resources we hope to move on many issues that will help with efficiencies: remote video conferencing, upgrading the phone system, creating a database (Sharepoint) to improve our analytical capability, assisting operations with open-source research, working with OPP to allow more effective sharing of information, etc.

Inspector Lesage continues to manage the social media although dedicated staff would help us enhance our professionalism and improve external communications.

Our internet site was updated and now offers an effective resource for communicating with the public. The maps now direct the public using to our locations through a link.

Unfortunately we haven't been able to use a mobile workstation due to limitations with security and ability to communicate with the OPP network/dispatch. Our vehicles are now equipped with GPS and visible to OPP dispatch.

Accountability

We are patiently waiting to review the updated Police Services Act that will allow APS to be covered under legislation. This will improve accountability with external agencies having oversight on policing.

The changes to related to using the Ontario Labour Relations Board will have a positive impact on our discipline procedures but also offer challenges learning a new system. This should reduce challenges related to procedures in the court system.

Infrastructure

The OPP continue to do a safety and security review of APS facilities. Once the report is finalized an action plan will have to be developed to ensure APS is able to meet the needs of the communities. Nothing substantial has changed related to improving our facilities during this term.



Inspector Derek Johnson
North Region Inspector

Boozhoo and hello, it is a tremendous honour to continue representing the APS North Region. It is also with great satisfaction and pride that I take this opportunity to provide an overview of the highlights of 2017.

Anishinabek Police Service – North Region Business Plan Highlights

The Anishinabek Police Service North Region is comprised of four Detachments serving five First Nation Communities. They are Fort William, Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay), Ginoogaming, Biigtigong Nishnaabeg (Pic River) & Pic Mobert. 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



INSPECTOR REPORTS - NORTH

including those in / from surrounding towns and cities as well as visitors.

In 2017, the North Region responded to 2950 calls for service. The total number of calls for service compared to last year shows a decrease of 353 occurrences.

Officers from the Pic River & Pic Mobert Cluster detachment provided support to a joint Drug Operation titled "Project Rebound." The officers eventually assisted with the execution of Controlled Drugs and Substances Act search warrants in the Pic River First Nation area. Four adult residents of Pic River First Nation were among those charged with 16 drug related offences as a result of the investigation.

The two primary objectives for the North Region were to:

- 1) Foster Healthy, Safe, and Strong Communities, and
- 2) Provide a Strong, Healthy, Effective, Efficient, Proud and Accountable Organization.

Foster Healthy, Safe, and Strong Communities Awareness, Prevention and Enforcement Strategies

Understanding and valuing cultural diversity is key to the success of our police service. In 2017 officers and civilian staff participated in Pow Wows, National Aboriginal Day festivities, Fall Harvest, Fish Derbies, and the Annual Moose Hunt.

Staff were also intricately involved volunteering their time: coaching community hockey teams, participating in sporting events, community BBQ's, winter carnivals, Remembrance Day ceremonies, Christmas parties, Halloween parties, memorial golf tournaments to support local charities and presentations related to Crime Prevention & Community Safety.

In addition to Awareness & Prevention initiatives, officers from the APS North Region have engaged in strategic initiatives for public safety on our highways and in our communities. Education and visible enforcement activities such as, distracted driving & radar enforcement, compliance checks, the execution of criminal code warrants and RIDE programs were completed.

2017 posed extreme resource challenges for the North Region. Ginoogaming Detachment shares a supervisor with Rocky Bay and is funded for two full time Constables. For the better part of 2017 this detachment operated with only one officer due to vacancies. Operational support for frontline policing came from the Greenstone OPP detachment. I am excited to confirm that in June of 2017 one

vacancy was filled by Cst Rob Wolske. Cst Wolske returned to APS as he was previously assigned to this detachment from 1999 – 2002. He brings experience from time served with Rama Police Service and the OPP. He also has an awareness of Ginoogaming First Nation, an understanding of community policing as well as, possesses supervisory experience.

In December of 2017 the second vacancy was filled by the hiring of Cst Chris Kennedy, a resident of Greenstone. Cst Kennedy will be attending nine months of training between college time and initial recruit training with Sault Ste. Marie Police before starting work in the community late summer 2018.

The experience of Cst Wolske, along with Cst Kennedy's desire to serve Ginoogaming First Nation make these officers a welcome addition to our service. The detachment is now at full complement although Cst. Kennedy will be in training for a couple years.

Implement Effective Outreach and Communication Strategies

In order to implement effective outreach and communications strategies each Detachment Commander has attempted to reintroduce police committees made up of volunteer community members. Unfortunately, during 2017 these committees have not met regularly and in some cases not at all.

Detachment Commanders continue to meet with the community Chiefs and PGA representatives for input, however, the police committee is an essential process that allows the greater public to meet with police to discuss local issues and concerns. Community input is essential for the development of prevention & enforcement strategies to remedy community concerns.

Provide a Strong, Healthy, Effective, Efficient, Proud and Accountable Organization Enhance Human Resources and Health & Safety Processes

For police officers to be successful, they require quality equipment and annual mandatory training. All Officers have completed all required training with the assistance of the OPP In-Service Training Unit to ensure standards are maintained in compliance with the Police Services Act. In 2017 all of the North Region constables completed mandatory training.

The focus of our training continues to be professional development, succession planning and strategies to improve service to our communities. Opportunities for staff to act in positions of higher rank have occurred to build capacity and offset vacancies due to annual leave and training.

In closing, I would like to reiterate that community safety & well-being is everyone's responsibility. Once again, our statistics identifies a minimal percentage of demand for police assistance involves crime. The abundance of our efforts relate to those directly affiliated to social issues.

Throughout 2017 talks continued related to the expansion of situation tables for our communities being served from the local municipalities. Thunder Bay and Marathon have committed and expect to be operational in 2018. This will allow us to bring together diverse frontline service providers who collaboratively mobilize appropriate short term services and interventions to those who are at risk of offending, criminalization or victimization.

The Nipigon Situation Table discussions are expected for in the fall of 2018. The Nipigon area will serve Biinjitiwaabik Zaaging Anishinaabek, "Rocky Bay".

APS has encountered challenges getting First Nation community representatives to join the tables. Efforts continue to promote this strategy to assist those at risk. The efforts of our dedicated members will work collaboratively to enhance the quality of life, safety and security for all citizens.

Special thanks to the efforts of our sworn and civilian staff members who work diligently to meet our business plan goals and community's expectations for 2017.

Sincerely,

Derek

Inspector Derek Johnson
Anishinabek Police Service
North Region



Cst. Mitch McNamara, Sgt. Warren John
Christian Island Detachment - Native Solidarity Day 2017



Inspector Marc Lesage
Central Region Inspector

Greetings from the Anishinabek Police Service Central Region. I am Inspector Marc LeSage and I have been the regional commander of the Central Region since 2012. The region consists of the First Nation communities of Wahnapiitae, Dokis, Nipissing, Sagamok and Garden River. The Nipissing detachment is clustered with Wahnapiitae and Dokis with officers starting and ending shifts there.

2017/2018 was a challenging time for the members. Staffing remains one of the biggest issues facing our communities. Cannabis laws, domestic violence incidents, sexual assaults, mental health calls & the opioid crisis are a large part of the day to day duties of our officers. These types of calls require time to investigate and that takes away from time officers spend in communities on general patrol or conducting community service activities.

Our current levels of staffing usually allow for one officer on duty at a time. There are times in the Nipissing Cluster when there are 2 officers working however they have a large geographic area and 3 communities to cover. APS officers rely on members of the Ontario Provincial Police as well as our municipal partners to provide back up. Thankfully there are good relationships with our partner agencies and our officers are encouraged to assist them whenever possible.

Garden River

Garden River First Nation is located to the east of Sault Ste Marie. It shares a border along the St. Mary's River with Sugar Island, Michigan, United States of America. There are over 1500 members living on reserve. There are 2 provincial highways running through the community including the Trans-Canada highway. The APS headquarters

INSPECTOR REPORTS - CENTRAL

is located in Garden River but the detachment has its own location.

Staffing is currently at one Sergeant and 3 constables. One member is off on short term disability and one is off on suspension. In July 2018 the detachment lost a member. Cst. Michel Duguay was a retired member of the Royal Canadian Mounted Police with 37 years of experience. He joined the Garden River detachment in 2016. He died after a short illness on July 11, 2018.

It is difficult to answer calls and staff shifts with 4 officers. Sgt. Bell works Monday through Friday during the day. That leaves the remaining days, afternoons and night shifts to be filled by 3 officers. Training, sick leave, and annual leave all have to be factored into scheduling.

The Garden River detachment is located on Noonday Dr and is approximately two blocks from the APS headquarters. An office building that was used during the construction of highway 17 was bought by the APS to use as the detachment. Although functional it is not a police building. Members of the public have access to areas used by admin staff and police officers. There is a secured entry with a small area used as a waiting room. Once allowed inside members of the public have access to the entire detachment. There is an area with a sink and refrigerator but no kitchen area or place for meals. The property vault lacks proper ventilation and the smell of cannabis is present after a large seizure.

The fleet in Garden River consists of two vehicles. There is a Ford F150 with 126000 km and a Dodge Charger at 90147 km. The Dodge is equipped with a docking station for a Mobile Work Station and Global Positioning System. The GPS system is operational and the Provincial Communications Center is able to track officers. The Mobile Work Station has not been used. Agreements have not been reached with the Ontario Provincial Police in regards to the use of their work station and programs. This is an officer safety issue as OPP members and members of the Batchewana Police have access to the Mobile Work Stations and are able to see where other members of the region area.

Sagamok

Sagamok Anishnawbek is located to the south of Massey, Ontario. It is along the north shore of Lake Huron with Manitoulin Island to the south. There is over 2000 people living on reserve with a high population of young people.

Staffing is an issue at the Sagamok Detachment. At full complement there would be one Sergeant and four Con-

stables. At present there is one Sergeant and two Constables all working shiftwork. At the time of this report an experienced officer has been hired for a full time position but has not yet been added to the schedule. Shifts are filled using overtime officers from the detachment or from neighbouring detachments. Officers still have to use vacation time and take training sessions.

The detachment is located in a 'strip mall' on the main street in the community of Sagamok. It is not a police building and there are real officer safety issues. Access to the detachment by the public is through an opened door at the front. Once inside they can go throughout the building. At night when the lights are on officers are clearly visible from outside the detachment. The detachment had a leak in the roof near the property vault making mould a real possibility. There is no ventilation in the vault.

There are no kitchen facilities in the detachment making it difficult for officers to have meal or quiet periods during their break times.

In 2018 the Sagamok Chief & Council approached the APS about assisting with a new detachment. Plans were reviewed and an estimate for construction was obtained. Talks continue with the First Nation however the costs look like they will be well over one million dollars.

Nipissing Dokis & Wahnapiatae

The Nipissing First Nation is located between the communities of North Bay and Sturgeon Falls on the Shores of Lake Nipissing. On reserve population approximately 1400. It covers a large geographic area and takes officers a ½ hour of driving time to go from Duchesney to Garden Village.

Dokis First Nation is located on the southeast side of Lake Nipissing. There is an on reserve population of approximately 200. It is one and half hour drive time from Nipissing. There is a detachment on Dokis and a part time court administrator.

Wahnapiatae First Nation is located on the shores of Lake Wahnapiatae north of the city of Greater Sudbury. There is a population of over 100 on reserve. This number grows substantially each summer with several camp grounds on the reserve. There is a small satellite office in Wahnapiatae.

The APS are currently in talks with the First Nation of Nipissing in regards to a new detachment. The current detachment is located within the Nipissing Secondary School. Although there are advantages to being that close to the school the structure is not a police building. A detachment located in the Garden Village area or near the town of Sturgeon Falls on the Nipissing First Nation would assist officers and community members by cutting down travel times to Dokis and Wahnapiatae.

The detachment in Nipissing is not equipped with any kitchen facilities. Once a member of the public or person in custody is brought into the detachment access can be gained to any portion of the building.

There is a detachment in Dokis that is equipped with offices, a two car garage and a cell block. The cell block does not meet standards for holding prisoners and is currently being used for temporary storage of property. The cells are not ventilated or secured like a property vault should be. It is being used out of necessity as property cannot be stored in the vault in Nipissing.

There are 7 officers assigned to the detachments. When training and leave are taken into account there is most often 1 officer per shift covering three communities. The drive time to Dokis is over one hour and to Wahnapiatae is almost two hours. Emergency Response to all of the communities is not fast due to the locations. Officers work very hard to provide for the safety of their member communities but are hampered because they are always driving.

There are court systems in Sudbury, Sturgeon Falls and North Bay that the detachment uses. Officers have a 2 hour drive to court in Sudbury if charges are laid in Wahnapiatae.

The vehicle at the Nipissing detachment are all have in excess of 200 000 km on them.

Conclusion

In conclusion the central region had a great year in 2017. Officers provided for the safety and security of our members first nations despite battling staffing and geography issues. Our officers and court administrators worked tirelessly in a policing age where reports and paperwork are very time consuming. Officers answered over 3900 calls for service in the region including many proactive calls such as RIDE and Community Service.

There are major issues with infrastructure, staffing & fleet management that Central Region officers are working through. It is difficult for our officers to work with other agencies who have proper buildings, equipment and vehicles. They are doing the same job and are trained in the same locations.

I am proud of our members and know we will continue to do a great job for community members in the Central Region.

MAJOR CRIME AND SOUTH REGION REPORT



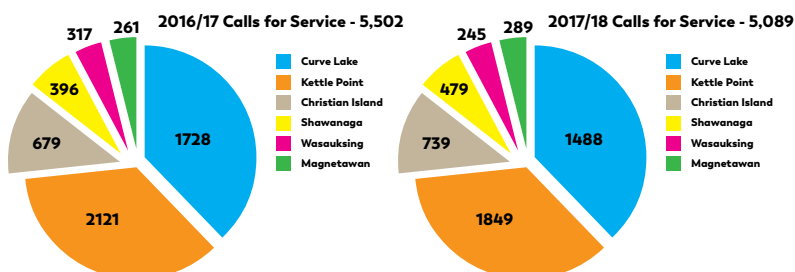
Detective Staff Sergeant Byron Pilon
South Region Inspector/
Major Crime - Investigation Support Unit Manager

Boozhoo and hello, my name is Detective Staff Sergeant Byron Pilon and I'm from Biigtigong Nishnaabeg, it's an honour to represent the APS Southern Region and I would like to take this opportunity to provide an overview of the highlights for 2017/2018. I shared part of the inspector responsibilities for south region.

Anishinabek Police Service – South Region Business Plan Highlights

The Anishinabek Police South Region is comprised of four (4) Detachments and six (6) Communities. They are Magnetawan First Nation (FN), Shawanaga FN, Wasauksing FN, Curve Lake FN, Beausoleil (Christian Island) FN and Kettle and Stoney Point FN. Geographically we are located near the cities of Parry Sound, Midland, Peterborough and Sarnia.

The South Region serves approximately 3,970 community members in our six (6) First Nations year around. In the summer months we experience an increase in visitors and patronage to the seasonal cottages in our First Nation communities across the province. In 2017/2018, officers responded to 5,089 calls for service. The total number of calls for service compared to last year's shows a decrease of 413 occurrences.



Staffing

Staffing has been a challenge in this year, with the resignation of an Inspector. Currently the South Region was without a Regional Commander until Inspector Barry Petahtegoose assumed control in February 2018. Prior Inspector Derek Johnson has assumed Curve Lake FN. Sergeant Duff Bressette has assumed Kettle & Stoney Point FN and Detective Staff Sergeant has assumed Beausoleil (Christian Island) FN, Shawanaga / Magnetawan / Wasauksing First Nations.

Curve Lake Detachment

- There is some stability with Curve Lake now that Sergeant Kevin Redsky commenced his duties. Kevin is a member of the Shoal Lake #40 First Nation. His Anishinabe name is Ginew and he is of the Martin Clan. His hobbies include hunting, fishing, golfing and although he doesn't play much anymore, the occasional hockey scrimmage always keeps his competitive spirit going.
- Cst. Travis Jacques transferred from the Shawanaga / Magnetawan / Wasauksing Detachment to Curve Lake.

Shawanaga / Magnetawan / Wasauksing Detachment

- There is some stability with the Shawanaga / Magnetawan / Wasauksing Detachment with Sergeant Dory Cook. Dory has 18 years of experience, 12 years as a supervisor returning to the Anishinabek Police Service from Dakota Ojibway Police service in Manitoba.

Beausoleil (Christian Island) Detachment

- Cst. Debra Brown commenced her duties at the Christian Island Detachment this spring. She brings with her a wealth of experience from 25 years of policing from Midland Police Service
- Cst. Dave Hobson retired again.

Kettle Point Detachment

Kettle Point Detachment has the benefit of developing an extremely positive, strong and supportive relationship with members of Chief and Council. In the past, this relationship had been challenged by staffing shortages that resulted in reduced visibility in the community.

- Cst. Zelda Elijah commenced her duties at the Kettle Point Detachment.
- Cst. Murray (Duke) Bressette is currently on secondment at the Ontario Police College and is scheduled to return in early 2019.
- In December 2017 Cst. Will Shawnoo took a secondment to the APS Major Crime – Investigative Support Unit and will be assisting the unit as a Detective Constable for a four (4) year period.

Anishinabek Police Service – Business Plan Highlights

The Major Crime – Investigative Support Unit is a new function within the Anishinabek Police and the unit is taking on a more important role in the more serious criminal investigations. The unit is comprised of a supervisor, three (3) Detective Constables, a ViCLAS secondment and Domestic Violence coordinator. The Detective Constables are seconded from the uniform members and will receive specialized training for their four (4) year duration. The unit is responsible to take the lead of major investigations, provide investigative support to detachments, make ViCLAS submissions, managing the SOR, assist with DNA warrants and other search warrants, provide intelligence reports, conduct drug education and enforcement, support Professional Standards with investigations and ensuring all domestic violence cases are reviewed both criminal and non-criminal.

Sexual Assault Review – Recently Chief Syrette conducted a sexual assault review of all sexual assault investigations since 2012. Along with most police services some inconsistencies were noted with these serious investigations, which have resulted in our unit being tasked as the primary investigator with all sexual assaults. This will provide consistency with these sensitive investigations.

Marihuana Dispensaries – These illegal dispensaries have kept the unit very busy. Five (5) search warrants have been executed in two (2) communities. Although soon to be legal, currently all dispensaries are being supplied by organized crime.

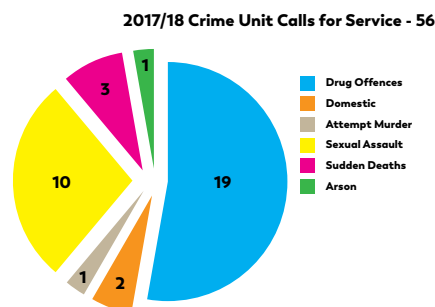
ViCLAS secondment – ViCLAS is the Violent Crime Linkage Analysis System. It is a national database for tracking violent offenders and the offenses they commit. It was specifically designed to assist police agencies in identifying violent crimes that may be serial in nature. The APS was able to secure a three (3) year secondment at the Provincial ViCLAS center at the Ontario Provincial Police – Headquarters in Orillia.

Fentanyl Safety Kits – Fentanyl is an extremely powerful opioid that is 50 to 100 more time toxic than morphine. This makes the risk of accidental overdose much higher. There are different Fentanyl's being made illegally and being mixed with other drugs (heroin, cocaine, speed). Safe handling policy was developed and includes officer personal protection kits along with cruiser kits.

Elder Abuse – as defined by the World Health Organisation as “as single, or repeated act, or lack of appropriate action, occurring within any relationship where there is an expectation of trust which causes harm or distress to an older person.” APS developed a DVD “Let's Start the Conversation” which is scenario based video providing examples of Elder Abuse. The video is meant to be an aid for officer when conducting public education initiatives within our communities.

Investigations

Our unit has assisted or taken the lead on fifty-six (56) calls for service, which included Arson, Assaults, Attempt Murder, Drug Offences, Domestic Disputes, Frauds, Mischiefs, Sudden Deaths and Sexual Assaults.



Staffing

Major Crime – Investigate Support Unit Manager – D/S/Sgt. Byron Pilon

• **North Region - D/Cst. Randy Cheechoo** is in his first year of a four (4) year secondment. His region consists of four (4) Detachments and six (6) Communities. They are Fort William, Rocky Bay, Ginoogaming, Pic River and Pic Mobert. Geographically they are located near the city of Thunder Bay, and towns Nipigon, Greenstone, and Marathon.

• **Central Region - D/Cst. Chris Thibodeau** is his second year of a four (4) year secondment. His region consists of three (3) Detachments and five (5) Communities. They are Garden River, Sagamok, Wahnapiatae, Nipissing, and Dokis. Geographically they are located near the cities of Sault Ste. Marie, Sudbury and North Bay.

• **South Region - D/Cst. Will Shawnoo** is in his first year of a four (4) year secondment. His region consists of four (4) Detachments and six (6) Communities. They are Magnetawan, Shawanaga, Wasauksing, Curve Lake, Beausoleil (Christian Island) and Kettle and Stoney Point. Geographically we are located near the cities of Parry Sound, Midland, Peterborough and Sarnia.

Violence Crime Linkage Analysis System ViCLAS

• **Cst. Cindy Hourtovenko** was the successful candidate and she is at the ViCLAS center in her first year of a three (3) year secondment.

Domestic Violence Coordinator

The goal of the APS is to work co-operatively with community partners to combat domestic violence within our communities. APS employees shall respond to the immediate and long-term needs of domestic violence victims while sending the message to officers that communities will not tolerate the violence. Each of our incident reports are reviewed to determine if there are any domestic violence connections and all domestic violence incidents are reviewed to ensure Adequacy Standards Regulations of the Police Service Act.

RECRUITMENT



Cst. Duke Bressette, Kettle Point Detachment

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
- 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.

PROFESSIONAL STANDARDS

Boozhoo, I am Inspector Barry Petahtegoose, currently the Director of Operations for the South Region of Anishinabek Police Service. I began my role as the Inspector for the South Region on February 26, 2018.

For the period of April 1, 2017 to September 1, 2017, I was in the role of Acting Inspector for Professional Standards. In September 2017, I began a 6 month secondment with the Greater Sudbury Police Service to receive mentoring and training for my current role as the Inspector for the South Region of APS.

During the period of April to September 2017, the APS *Code of Conduct* was abandoned on request of the officers during collective bargaining. The investigative process into complaints remains the same. The differences between the old *Code of Conduct* and the new grievance process under the collective agreement are generally related to the resolution process of correcting behavior. The old *Code of Conduct* wordings are not used in the notices given to an officer who are under investigation for a public, or internal, complaint. Disputes that may arise from the process or any disagreement with the proposed penalty may now become subject to a grievance under the Ontario Labour Code. The grievance process is more in line with standard labour relations than a police hearing but added structure and a legal basis for an arbitrator to follow. The old *Code of Conduct* hearing process was flawed and cost an exceptional amount of money to sustain due to legal challenges.

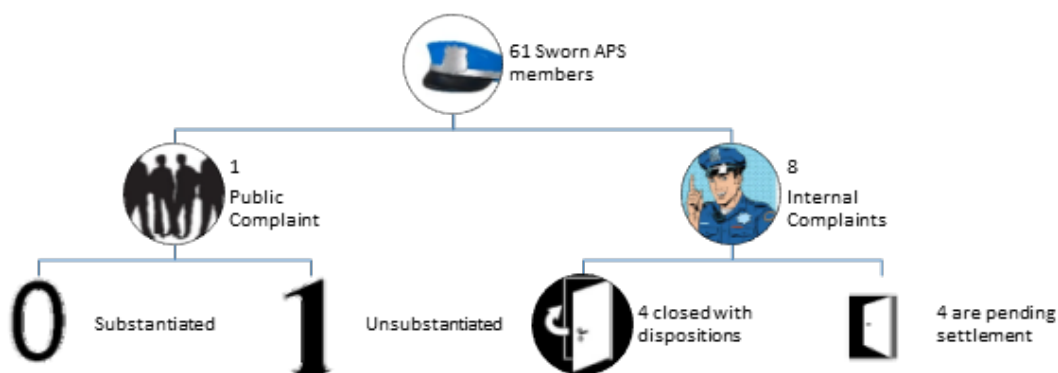


Barry Petahtegoose
Inspector

During the transition, a number of discipline cases had to be placed on hold until the process was agreed to by the Employer and the Employees (sworn police members).

There was also a transition gap period of 7 months (September 2017 to March 2018) for the Professional Standards position. In April 2018, Inspector Johnson of the North region has assumed responsibility for the unit.

Please note the following APS Statistics for the period of April 1, 2017 to March 31, 2018:



CORPORATE SERVICES



Leslie Zack-Caraballo
Director of Corporate Services

Another year has come and gone! I am excited to provide you with an overview of my department for the 2017-2018 operating year.

The Corporate Services department is located at the APS headquarters on the Garden River First Nation and consists of a variety of staff that are responsible for support services for front line policing. I have been with our police service since 2004 and during this time we have implemented a number of measures that ensure fiscal responsible accountability.

I work in conjunction with Deputy Chief Whitlow to ensure that we address the administrative/financial requirements relating to front line policing.

I want to acknowledge the support of Ontario for their intervention by way of the OPPA parity funding for our front officers. Unfortunately, full parity with respect to pension and benefits continues to be an ongoing issue. As a result, we are actively seeking funding to support the implementation of civilian parity while also addressing outstanding officer parity issues. To prepare, we have worked with an external compensation specialist while creating linkages to the OPPA for updating civilian position descriptions for comparability to civilian OPPA rates.

Unfortunately, we have had to pursue an external process in order to have our issues addressed. We remain hopeful that the barriers to equal treatment will be resolved so that our employees can be compensated fairly and equitably in relation to pay and benefits.

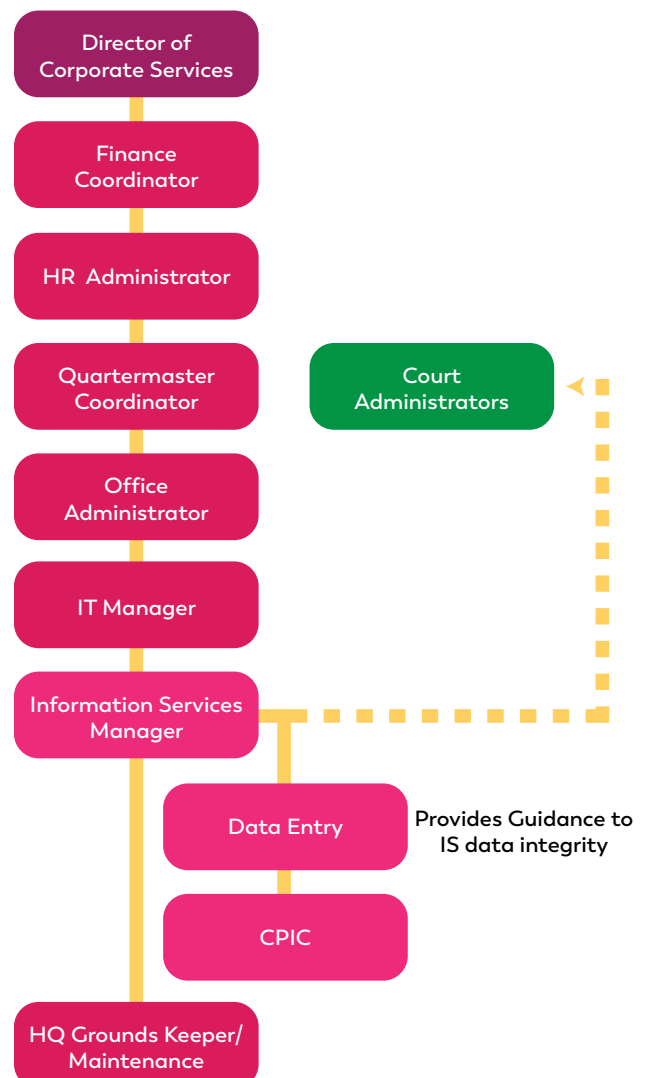
I also want to acknowledge the support of Canada as we work our way through the administrative reporting requirements.

Finally, I want recognize the Corporate Services staff at our headquarters as their good work continues to support our collective efforts in ensuring that we provide the best support possible to our uniform members and ultimately to our communities.

Corporate Services Orientation

All new employees are provided with a Corporate Services orientation which allows for an exchange of information that is critical in a deployed police service environment. We believe that this is a best practise which allows for insight into role clarification with respect to administrative tasks and functions.

The same process was engaged for members of the Police Governing Authority to create awareness and understanding.

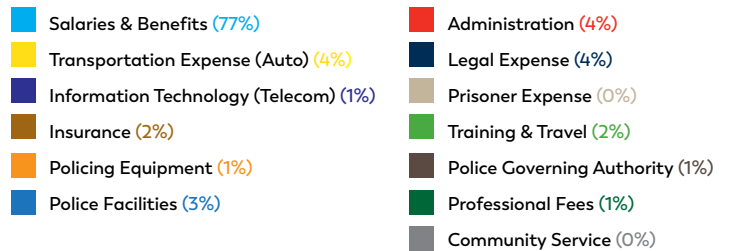
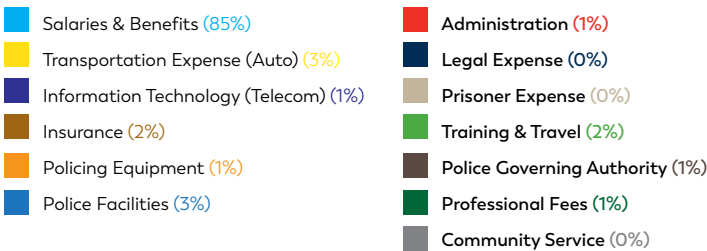
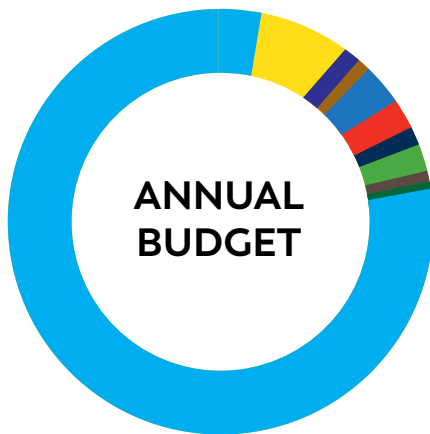


FINANCIAL

During the fiscal period 2017-2018, our operational expenses were fairly comparable to the prior year. This year, we had a minor surplus that can be attributed to our other income. We continue to meet the deliverable requirements under our tripartite agreement by providing our funders with the following:

- Quarterly cashflow statements;
- Consolidated comparison to budget and;
- Budget reallocation submissions when necessary

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.



APS BBQ 2017 - Garden River

FINANCIAL STATEMENTS

We are pleased to provide you with a copy of our audit which was approved by our Police Governing Authority during the first week of August 2018.

In summary, our overall financial position for 2017-2018 is as follows:

Revenue	
Government of Canada	\$5,827,063
Province of Ontario	5,378,827
Other	139,838
Total Revenue	\$11,345,728
Expenses	
Field Operations	\$10,941,856
Governing Authority	136,715
Insurance	189,212
Total Expense	\$11,267,783
Excess Revenue	\$77,945

The requirements under our agreement allows for retention of funds and we will submit our request to both levels of government as per the requirements under the tripartite agreement.



FINANCIAL STATEMENTS

ANISHINABEK POLICE SERVICE

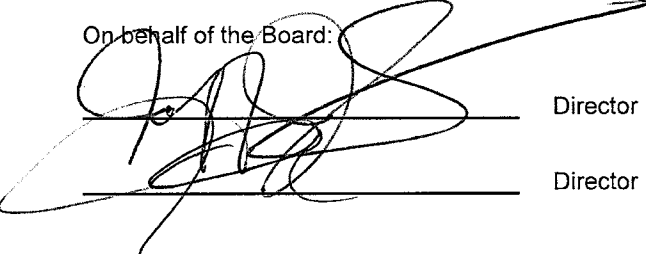
Consolidated Statement of Financial Position

March 31, 2018, with comparative information for 2017

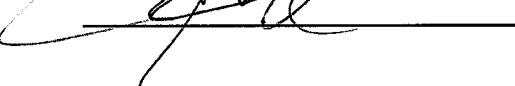
	2018	2017
Assets		
Current assets:		
Cash	\$ 838,547	\$ 590,908
Accounts receivable (note 2)	551,650	3,643,886
	1,390,197	4,234,794
Capital assets (note 3)	1,761,918	2,067,967
	<u>\$ 3,152,115</u>	<u>\$ 6,302,761</u>
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 1,485,997	\$ 4,421,472
Payable to the Government of Canada	100,750	100,750
Deferred revenue	29,695	19,535
	1,616,442	4,541,757
Net assets:		
Invested in capital assets	1,761,918	2,067,967
Unrestricted deficit	(226,245)	(306,963)
	1,535,673	1,761,004
Commitments (note 6)		
Contingencies (note 10)		
	<u>\$ 3,152,115</u>	<u>\$ 6,302,761</u>

See accompanying notes to consolidated financial statements.

On behalf of the Board:



Director



Director

FINANCIAL STATEMENTS

ANISHINABEK POLICE SERVICE

Consolidated Statement of Operations

Year ended March 31, 2018, with comparative information for 2017

	2018	2017
Revenue:		
Government of Canada	\$ 5,827,063	\$ 5,788,367
Province of Ontario	5,378,827	5,343,108
Other	139,838	293,153
	11,345,728	11,424,628
Expenses:		
Field operations (schedule 1)	10,941,856	10,825,003
Governing authority (schedule 2)	136,715	100,535
Insurance	189,212	177,522
	11,267,783	11,103,060
Excess of revenue over expenses for funding purposes	77,945	321,568
Other revenue (expenses):		
Interest	57	-
Other subsidized programs (schedule 3)	-	(324,952)
Capital assets expensed above	65,391	407,679
Amortization of capital assets	(371,440)	(402,690)
	(305,992)	(319,963)
Excess (deficiency) of revenue over expenses	\$ (228,047)	\$ 1,605

See accompanying notes to consolidated financial statements.



HUMAN RESOURCE ISSUES

Labour Negotiations

Bargaining issues were resolved with the officers group in October 2017 for a one year agreement. The APS looks forward to continuing its efforts in working with our employees to create a positive labour relations culture.

Officer Statistics & Retention

Our service continues to have the funding strength of sixty-one (61) police officers. We are looking forward to an increase, once our funding partners have identified a process for allocation for the 2019-2020 operating year.

Leadership

Our business planning continues to recognize that capacity building in our organization is extremely important. We continue to provide for acting assignments in various positions and secondment opportunities while utilizing experienced officers under contract to backfill temporary vacancies.

Cultural Competency Development

We believe that our people are best suited to provide front line policing services in a culturally sensitive manner. One of the key aspects of our plan includes the incorporation of cultural competency requirements within position descriptors that are meant to address the unique and diverse First Nation communities that we serve. As every community is unique, we encourage our employees to engage and learn the cultural protocol of the community which they are assigned.

Disability Management Program

We have embarked on a program that is meant to create, align resources and enhance working relationships that support employee wellness, injury intervention and disability management through the promotion of an early and safe return to work following injury or illness. Our Occupational Health & Safety policies with the support of our human resources provide support for our employees for prevention while focusing on their needs during their recovery process.

Claims Experience

Our claims experience continues to be fairly consistent with other years as the following chart demonstrates:



Note:

**The values paid by our insurer, totalled \$27,286.00 for short term and \$125,018 for long term disability claims with one pending for costs.*

WSIB

We continue to provide e-learning opportunities to create a safe and healthy work environment for our employees. The training is provided through on-line access via our Health & Safety on line program. All employees must access mandatory training and complete training modules required which is based on position roles and responsibilities.

For compensable claims, there was a total of 10 claims with five (5) representing no loss time. The other five (5) claims represented a total of 13.2 total loss days. The chart below illustrates the averages for cost/days per loss time claim:

Average Cost per LT Claim:	\$791.85
Average Days Lost per LT Claim:	2.64
Average Days (Acc to Reg) per LT Claim:	5.40
Average Cost per NLT Claim:	\$57.50
Average Days (Acc to Reg) per NLT Claim:	6.00

Respect in the Workplace

Our police service recognizes the benefits of our traditional teachings relating to respect – *mnaadendimowin*. As part of our Occupational and Health training, employees are required to complete a training module related to *Respect in the Workplace*. We believe that building a healthy workplace requires training, communication and creating awareness.

Employee Assistance Program

As part of the Anishinabe world view, we recognize that the Creator gave us the gifts that we need to live a good life. To support *mino-bimaadiziwin*, the Employee Assistance Program provides support not only to our employees but is also extended to their families. EAP services offer a dedicated line for assistance with regards to work and life issues that are offered through Shepell.

During the last fiscal year, there were a total of eleven (11) accesses for services which represents an annual utilization rate of 13.25%. This is a reduction in usage from prior year by 7.5%. Of the total accesses, five (5) were directly from employees and six (6) were from their dependents. Emerging issues related to child care, financial and personal health/well-being.

Resignations

During the last fiscal operating year, we had SIX (6) resignations from uniformed members. The reason for some employees leaving was to pursue other employment and for the majority for other reasons.

Current Officer Complement

Currently, we have sixty-one (61) officers and zero (0) vacancies. Based on the current members, the years of services are broken down as follows:

- 17 officers with less than 5 years' experience
- 7 officers with 5 years but less than 10 years' experience
- 4 officers with more than 10 years but less than 15 years' experience
- 12 officers with more than 15 years but less than 20 years' experience
- 10 officers with more than 20 years but less than 25
- 9 officers with 25 years' experience but less than 30
- 2 officer with 30 years or more

INFORMATION SERVICES

The Information Services Manager is responsible for supervising the CPIC Administrator, UCR and Data Entry Clerks. In addition, the position also oversees the *Disclosure of Information* and responds to requests for information under *Freedom of Information* and is also responsible for oversight of the electronic submission of fingerprints. Our staff provide Police Records Checks, including Police Criminal Records, Police Information and Police Vulnerable Sector.

In addition, there are also a variety of administrative support and training that is provided to our Court Administrators to increase their capacity to manage required information by the courts. The *Criminal Justice Information Management* (CJIM) which allow us to submit criminal charge dispositions electronically.

Our service continues to oversee the integration and training required for the *Scheduling Crown Operation Prepared Electronically* (SCOPE) throughout the service based on various court jurisdictions implementation. It is the submission of crown briefs electronically through the RMS. This has been implemented in the North region, portion of Central region and one detachment in the South Region.

Civilian Data Entry

It has been a few years since we launched the use of civilian staff for data entry. We have found that this is a best practice as it provides officers more time to patrol thereby increasing their visibility in the communities. The advantages include the standardization of reports and also allow occurrences to be UCR'ed for statistical purposes. The use of civilian data entry continues to support the organization through an effective and efficient use of resources while also addressing data quality.

The research has shown that for every hour of dictation, six hours of frontline officer time is spared. In our case, this would be equivalent to two full-time officer positions.

Electronic Fingerprint – CardScan

We continue to submit the electronic submission of the C-216 fingerprint forms directly to the RCMP for processing via CardScan. This has significantly reduced wait times from months to days. During the 2017-2018 fiscal period, we processed 475 fingerprints.

ANNUAL STATISTICS

Below are the annual statistics for the 2017-2018 fiscal period:

During the 2017-2018 fiscal period, our entry staff transcribed 672 hours of audio time from Fusion!
We processed 946 criminal records checks and 176 ROI requests!



Cst. Chris Thibodeau - Open House - August 2017 - Garden River

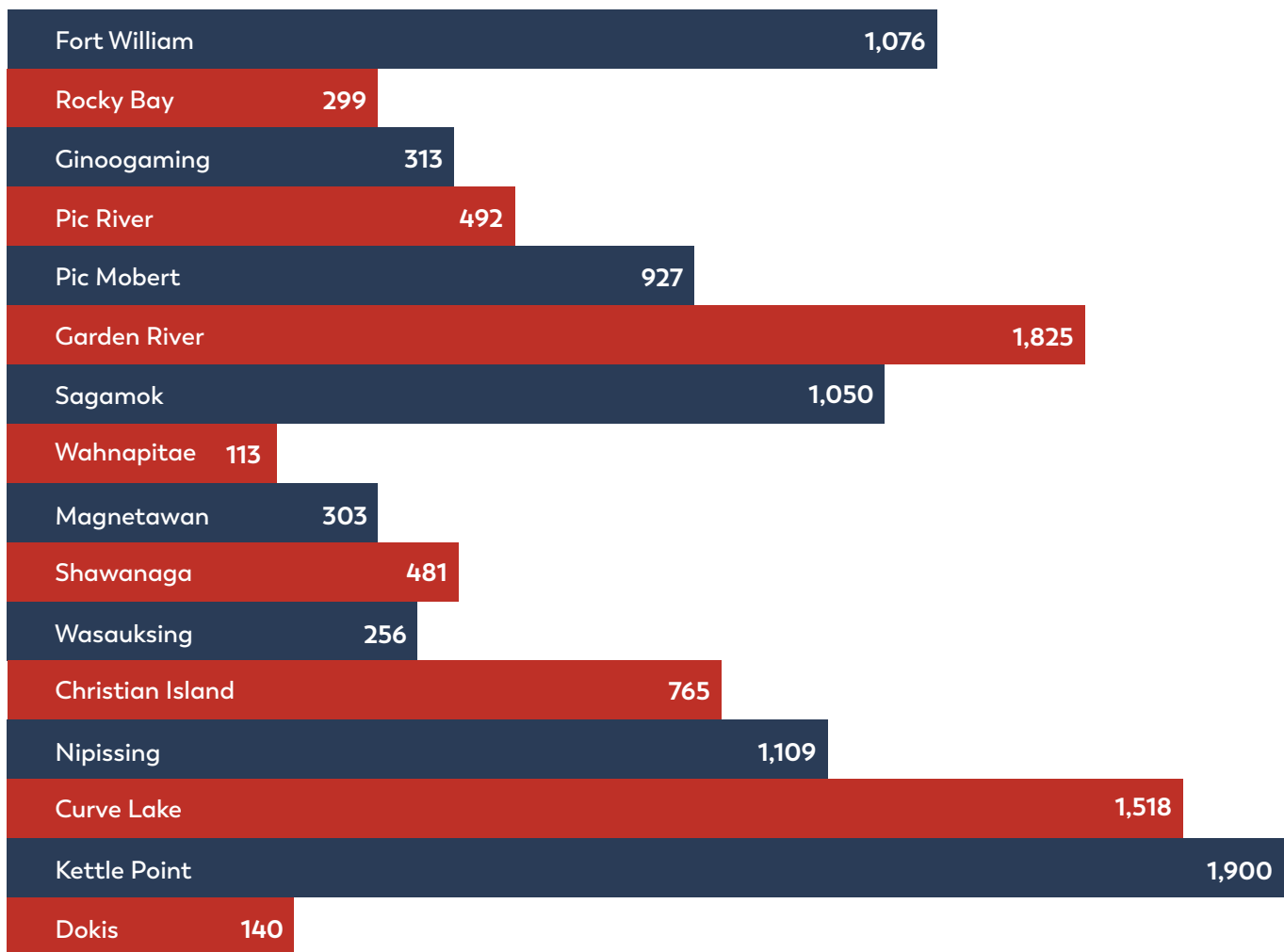
STATISTICS

Offence and Non-Offences for the time period April 1, 2017 to March 31, 2018

	Fort William	Rocky Bay	Ginoogaming	Pic River	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	4	0	1	7	14	1	1	1	1	0	2	3	2	3	1	0	41
Assault	17	4	6	9	50	20	40	2	9	4	8	19	18	17	22	0	245
Criminal Harassment	9	2	4	4	11	16	9	1	5	1	5	6	10	11	25	0	119
Break & Enter	8	5	0	4	10	9	9	1	2	2	0	6	17	9	22	0	104
Theft	18	1	1	2	10	26	23	2	16	1	6	24	16	17	42	2	207
Fraud	0	0	1	1	2	5	2	0	0	1	0	1	4	1	3	0	21
Mischief	13	1	9	7	13	11	10	1	3	1	4	19	10	7	29	2	140
Breach/Bail Violations	30	3	5	1	20	24	36	3	3	1	8	6	16	13	28	0	197
Drugs - Possession	1	0	0	0	3	3	1	0	0	0	0	2	3	1	2	0	16
Drugs - Trafficking	1	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	4
Impaired	0	0	0	1	1	4	2	0	1	0	1	4	3	3	2	0	22
NON-OFFENCES																	
Animal	25	8	5	18	12	45	16	1	1	15	5	10	17	16	42	1	237
Alarm	38	0	10	2	8	32	61	1	3	5	1	27	26	17	35	13	277
Community Service	66	41	27	53	119	69	28	13	9	13	8	70	65	137	73	35	826
Domestic Disturbance	24	4	5	12	20	31	15	4	3	2	9	19	29	23	29	5	234
Mental Health Act	18	3	7	10	13	16	14	0	3	4	6	25	23	13	33	0	188
Trouble with Youth	12	0	1	1	10	11	4	0	3	3	2	24	8	8	22	0	109
Keep the Peace	5	0	3	0	4	9	8	2	2	1	2	6	24	11	5	5	87
Assist	190	50	49	42	79	281	165	9	41	61	34	83	176	117	142	12	1531
RIDE	17	62	35	80	110	320	178	8	7	40	22	86	60	39	9	13	1086
Family Dispute	14	1	12	3	13	7	5	2	2	1	5	14	13	1	183	1	277
Highway Traffic Act	109	11	6	68	82	80	48	17	70	215	28	48	74	149	349	8	1362
Property Checks	18	45	7	68	116	423	21	13	18	17	19	50	74	628	411	20	1948

STATISTICS

Calls for Service for the time period April 1, 2017 to March 31, 2018



Total Calls for Service	12,567
Comparison Last Year	11,808
Increase in Calls for Service	759

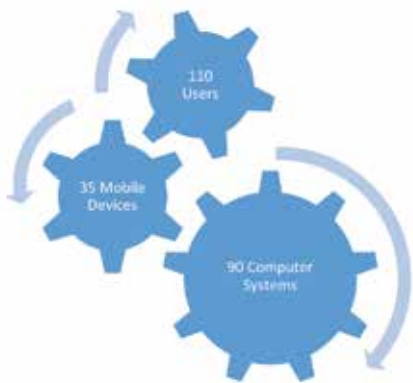


Cst. Mitchell McNamara and Tiffany King, 2017

IT SECTION

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 info with 54 other Police services in Ontario.



This past year we have made several infrastructure updates to aid in the delivery of our services. We have added a new member to the IT team. We have completed the installation of a new centrally managed phone system, implemented a desktop video conferencing solution and are in the process of implementing SharePoint to improve our overall communication with all of our locations across the province. We have worked with our network providers to upgrade the connections at a few of our locations and refreshed much of our network equipment. Finally, we have implemented wireless at our locations in order so we can leverage our mobile platform more efficiently.



TRAINING & EQUIPMENT

During the last fiscal period, our officers transition to the Glock as the next generation handgun selected by the OPP. The conversion is occurring throughout our officers' annual requalification requirements.

Our police service recognizes the need for a highly-skilled workforce and supports ongoing training and educational opportunities. During the last fiscal period, the following training initiatives were completed:

April 1, 2017 - March 31, 2018

April - 2017

<u>OPP</u>	
Professional Standards	2
<u>Other Police Service</u>	
Coach Officer Course	2

May - 2017

<u>OPP</u>	
Marine Training	2
<u>CISO</u>	
Confidential Information Handler Course	2
<u>Other</u>	
Missing & Exploited Children Conference	2
Human Trafficking Workshop	1
Professional Standards	1

June - 2017

<u>OPC</u>	
Investigation Offences Against Children	1
<u>OPP</u>	
Indigenous Awareness Training	2
<u>Other Police Service</u>	
Major Incident Command Scribe Course	3

September - 2017

<u>OPC</u>	
Basic Constable Training	1
Influential Police Leadership	3
Death Investigation	1
Sexual Assault	1
<u>OPPGHQ</u>	
Homicide Investigations	1
<u>CISO</u>	
Fall Conference	1

October - 2017

<u>OPC</u>	
Advanced CPIC Query	1
<u>OACP</u>	
Major Incident Commander Course	4
<u>Other Police Service</u>	
Crisis Negotiator Course	1



November - 2017

<u>Other Police Service</u>	
Effective Leadership	2
Basic Emergency Management	3

December - 2017

<u>Other Police Service</u>	
Domestic Violence	1

January - 2018

<u>OPC</u>	
Basic Constable Training	1
Standardized Field Sobriety Testing	1
Frontline Supervisor	1
<u>OPP</u>	
PLT/AIU Annual Workshop	1

February - 2018

<u>OPC</u>	
Sexual Assault	1
Standardized Field Sobriety Testing	1
<u>CPKN</u>	
Theory of Communication	1
<u>OPP</u>	
Experienced Police Officer Course	1

March - 2018

<u>OPC</u>	
Sexual Assault	1
<u>CPKN</u>	
Coach Officer Course	1

We continue to provide access for e-Learning opportunities provided under the Fred Pryor website. The number of training initiatives accessed by civilian, Sergeants and management total over 1,100 courses since inception.



ANISHINABEK POLICE SERVICE



Anishinabek Police Service Headquarters
1436 Highway 17 B,
Garden River, Ontario P6A 6Z1

Telephone: (705) 946-2539
Fax: (705) 946-2859
Toll Free: 1-800-438-5638
Website: www.apscops.org