

# ANISHINABEK POLICE SERVICE

Community...Today, Tomorrow, Together!



## ANNUALREPORT 2019



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## ANISHINABEK POLICE SERVICE CREST

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 or wigwam**, which signifies safety and shelter. The significance of the **forests and water** are also represented in the circle.

The large circle is the symbol of the Creator. **The circle** itself represents the world in balance with nature and the ongoing cycle of life as designated by the Creator. **The Circle** also represents the medicine wheel, the four directions, the four seasons and the races of man. **The bear paws** represent man and woman and their place within the circle represents their inclusion into the Creator's plan. **The lighting bolt** indicates the power generated by the combination of the elements in nature and is also incorporated with **the colour gold**, which is looked upon as the modern world and how technology has enriched the lives of everyone.



Perry Mcleod-Shabogesic of Nipissing First Nation created the Anishinabek Police Service Patch with the advice of Elders and Traditional People of the Anishinabek Territories.

## ● 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



A/Police Chief Marc Lesage at OPC Graduation

# APS ORGANIZATION STRUCTURE

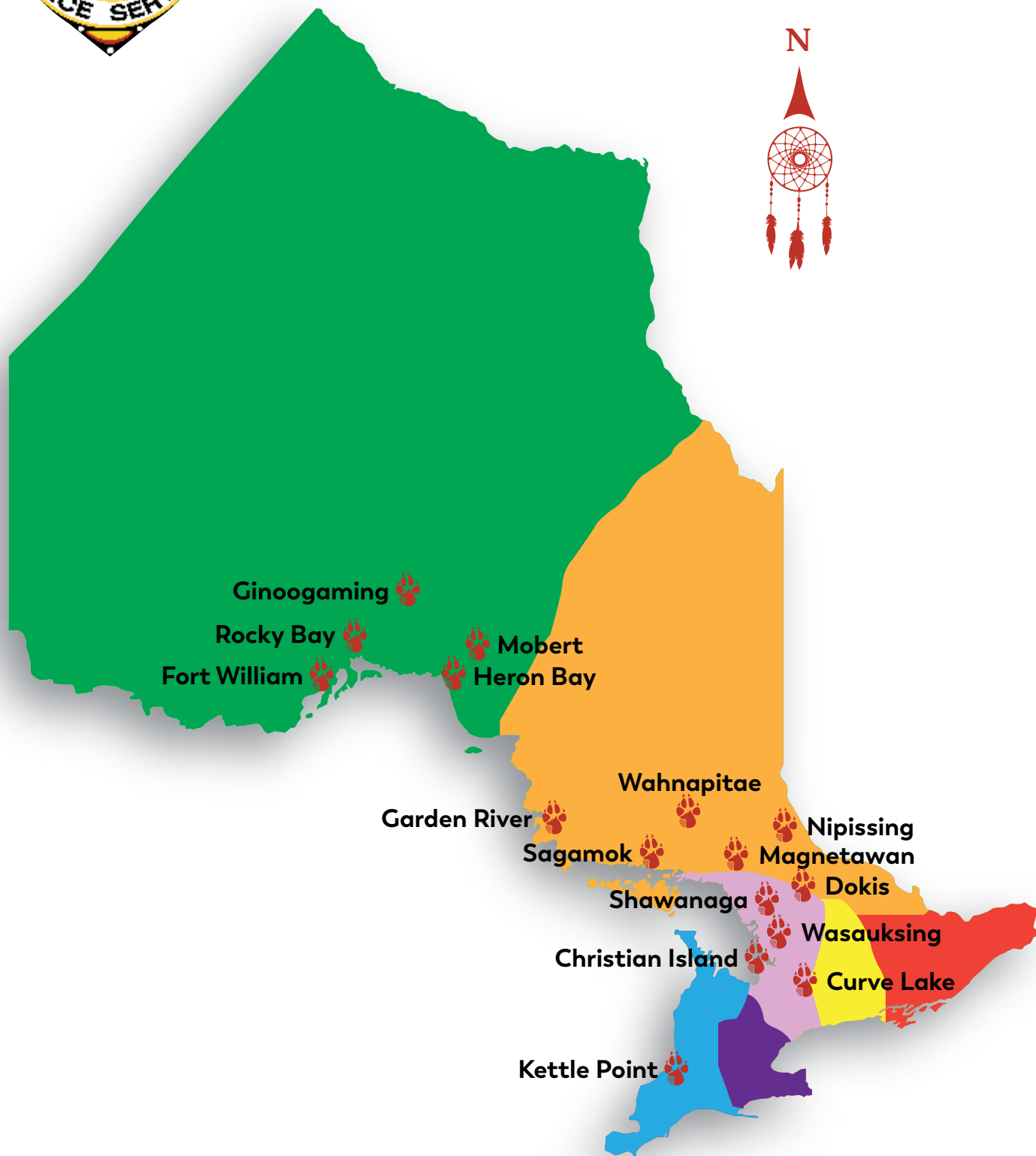


Kettle & Stony Point Detachment Staff





## MAP OF APS DETACHMENTS



# CHAIR PERSON REPORT

Aaniin! Bozhoo!

The Police Governing Authority is pleased to present its 5th Annual Report for the Anishinabek Police Service (APS) for the year ending March 2019. Contained in the pages to follow are notable activities of the Board as well as Service highlights from the past year.

Firstly, 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 team 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.

**Signing of Tripartite Agreement:** In March 2019, the APC and PGA approved the signing of a four year tripartite agreement. With this, the Chiefs and Directors conveyed to the Federal and Provincial government that this agreement comes with conditions that are implicated by the program status, specifically: funding model is constructive as it falls to meet adequacy standards for pay, pension, benefits or suitable buildings; lack of funding to address officer shortage and safety, special projects, equipment and infrastructure needs. Together, the APS and PGA will fight for a standard of adequacy for our Service and safety for our citizens and First Nations.

**Organizational Health:** In January 2019, together, the Police Council and Police Governing Authority initiated an organizational review. The intent of this review was to look into all aspects of the organization-governance, management, employees, policies, processes and external relations. Through the tendering process, Performance Concepts was identified as the successful company to complete this review. Information was gathered from all stakeholders - First Nation Leadership, community members, external partners, board members, management, employees and the union. At the conclusion of this process, the Police Council / PGA were provided a report that identified key areas to be looked categorized in three phases - immediate, within 2-3 years and within 4-5 years. This document was approved by the PGA for implementation. The process was guided by a steering committee with representation from the Police Council; PGA; Management; Employees. A Review Committee will be tasked to develop a "road map" that will guide our service over the next few years.

It is exciting times and though we anticipate considerable change, we are confident that as a team, we will enhance



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

and in some cases, improve the services we offer to our communities.

**Incremental Investments into Infrastructure:** For the first time, our Service was approved for infrastructure funding for two (2) detachments. Wasauksing and Ginoogaming First Nation were chosen as the two communities to receive detachments. These investments will bring a standard of service for policing facilities to the two First Nations, their staff and citizens. We'd like to recognize the contribution of land and other resources by the aforementioned First Nations.

**Lack of Prosecutorial Processes:** While our tripartite agreement articulates we are empowered to enforce our own laws - there remains no prosecution mechanism to address these issues. It is for this reason why we have a plan in place to advocate for meaningful discussion and resources to bring resolve to the lack of prosecutorial mechanisms for our First Nation laws. This crisis in the administration of justice impacts the safety of our citizens and First Nations as well as undermines the authority of our right to create our own laws. Together, the APC and PGA will work to bring meaningful progress and resources to this issue.

**Joint HRTO Application:** Our service made significant attempts to pursue fair and equitable treatment for our all employees as it relates to pay and benefits during our tripartite negotiations. Unfortunately, we did not receive a positive response and as a result the political leadership determined that we had no alternative but to pursue a direct and constructive rights based claim on the basis of Aboriginal race, ancestry and sex through the Human Rights Tribunal. An official joint submission with UCCM Police was remitted in June 2018. Our application is still in progress.





**Marc LeSage**  
A/Chief of Police

Anniin, I am Marc LeSage your Acting Chief of Police. It is with great pleasure that I provide comments and updates for our 2018-2019 annual report. I would like to thank the members of our police service for their efforts in keeping our community members safe. Our civilian members play a key role in our operations as our uniform members are dependent upon administrative support in order to ensure that operations are effective and efficient. Our mission and vision is to ensure that safety and security of communities that we serve. Our energy must be kept on supporting the well-being of our frontline and support staff. They are where the 'rubber meets the road' and require full support of our command staff.

The 2018/19 year brought many changes for the APS. There was some interesting movement with the federal and provincial governments that will have a long term effect on the First Nations Policing Program. During this time, the APS was preparing to take over policing the former Canadian Forces Base Ipperwash. A new tripartite agreement was reached with our member communities, and the provincial and federal governments. A new provincial act dealing with policing was introduced by the provincial government. The federal government legalized marihuana that has had an impact on how we police. The Police Governing Authority was able to negotiate a 4 year Collective Bargaining Agreement with the uniform members. And finally, infrastructure funding for new detachments provided by the federal and provincial government will see new facilities for the communities of Ginoogaming and the Wasauksing/Shawanaga/Magnetawan cluster.

In 2018, First Nation police services and services who are under the First Nation Policing Program were able to apply to the Federal Government for an increase to their Tripartite Agreement for additional complement of officers. The

## CHIEF OF POLICE REPORT

APS was the only service to include a financial analysis using historical and current overtime data in our prepared a business case submission. As part of the 110 national allocation of officers, we were advised in the spring of 2019, that the APS would be receiving an allocation of two (2) additional officers for current year and two (2) for the next fiscal period. By the 2020-2021, we will have a total of sixty-five (65) permanent officers in our communities. A call was issued to the Sergeants prepare business cases outlining their needs for additional officers within their detachments or clusters.

Over the past several years, the Federal Government, Department of Defense, APS and the Chippewa's of Kettle & Stony Point entered into talks about policing the former CFB Ipperwash at Stony Point. Members had the land expropriated in the 40's during World War 2. Since CFB Ipperwash was closed in the 1990's members have been residing at the site. The Department of Defense is committed to clearing the site of unexploded ordinance. Since the mid 1990's, the Ontario Provincial Police has provided policing to the area. As of April 1, 2019 the Anishinabek Police assumed jurisdiction of policing Stony Point after an agreement was reached with the Federal Government and Department of Defense. Three (3) additional officers were allotted to the Kettle and Stony Point Detachment and are funded within the tripartite agreement with federal funding only. Members are committed to providing policing service to Stony Point. Relationship building is also equally important and therefore, we will provide community policing initiatives to the residents at that location.

A new tripartite agreement was signed with our member nations and the federal and provincial government. The agreement provides funding for the Anishinabek Police Service for the next four (4) years. Our ultimate goal is for the APS to be funding as an essential service and not a program. The agreement funding was increased each year and will allow the APS to continue to meet the goals of your mission and vision statement.

In 2018, the Federal and Provincial Government introduced legislation legalizing marihuana in Canada. As a result of the legislation, a member of the APS was seconded to the Provincial Joint Forces Cannabis Enforcement Team (PJFCET) unit that deals with enforcement issues and the legalization of marihuana. Enforcement action has been taken in some of our communities by our Major Crime Unit and the Provincial Enforcement unit. The APS is committed to working with our member communities as they develop their own laws as it relates the legalization of marihuana. Our members have completed training in the new laws and their application.

To address the possibility of drug impairment issues through highway enforcement initiatives as a result of marihuana legalization, Ontario graciously provided funding for the purchase of Draegar DrugTest 5000 equipment. Each detachment has been issued the testing units and we engaged in a train the trainer process to build capacity of our front line officers in its use. This equipment is the first to be approved drug-screening device nationally and relies on saliva samples to test for the presence of a range of drugs.

In the spring of 2019, the Police Governing Authority, Police Council & members of management met with the officers bargaining unit for collective bargaining. I am pleased to report that a tentative agreement was reached on a new four (4) year Collective Bargaining Agreement. During the last round of CBA negotiations, the officers entered into a strike vote after talks stalled. I am pleased to report that talks were fair and balanced during this CBA as we incorporated traditional and cultural protocol as part of our discussions. As previously stated, the wellbeing of our frontline officers is very important to the APS meeting the goals of the mission and vision statement. A fair agreement was reached allowing the Command Staff and Uniform members to continue to provide great policing services.

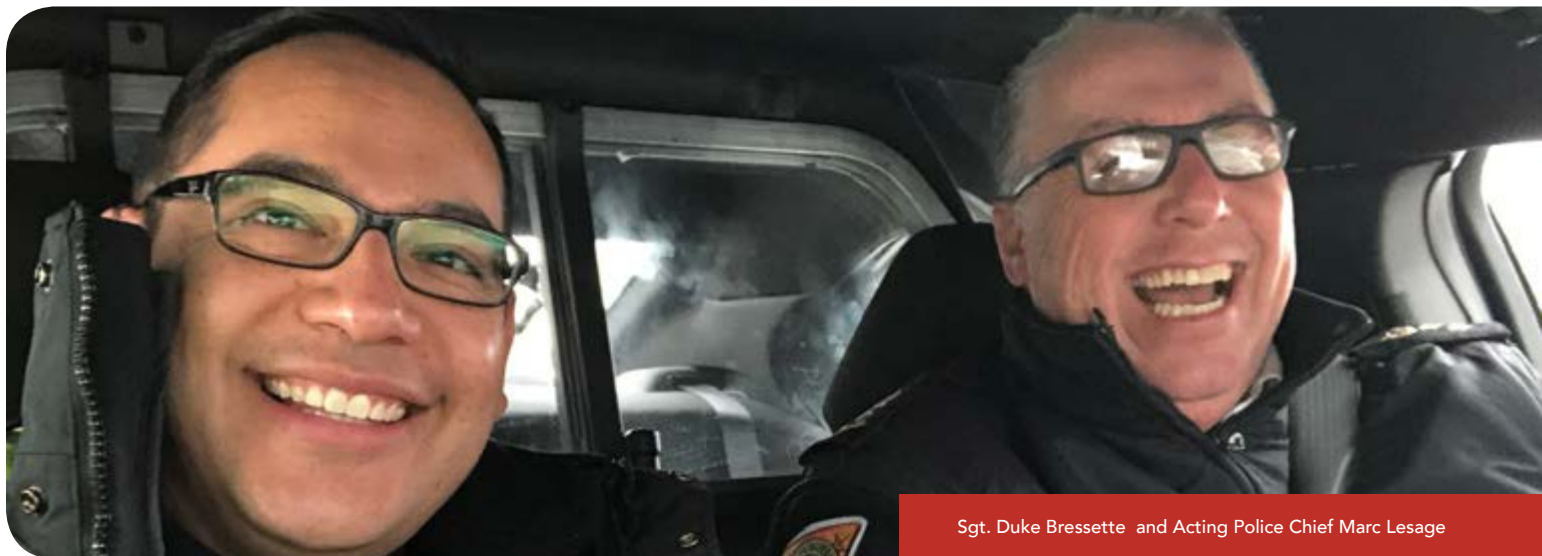
The Federal and Provincial Government announced additional infrastructure funding for the 2019-2021 fiscal years. New detachments were approved for the following communities:

- Sagamok Anishinawbek
- Nipissing First Nation
- Curve Lake First Nation
- Beausoleil (Christian Island) First Nation

Our detachments, although functional, are not police structures. There are a number of health and safety concerns in each of these locations as well as other APS buildings. Officers in these locations will have a safe police environment to work in once the new structures are in place. This will provide for community members as well as officers.

During the last quarter of the 2018-2019, the Police Governing Authority (PGA) was successful in obtaining federal funding to support an Organizational Review. The report has been accepted by the PGA with additional responsibility being assigned to a Steering Committee. The function of this committee will be to examine the recommendations and identify opportunities for the PGA's consideration for future efficient and effective operations.

Since becoming your Acting Chief, I have attempted to change the culture within the APS. Our front line officers and support staff are the most important resource with the APS. We are here to serve our member communities. We are here to keep them safe through community policing, education and in some cases enforcement action. I am confident we can improve moral within the APS in the coming months and years.



Sgt. Duke Bressette and Acting Police Chief Marc Lesage



**Inspector Derek Johnson**  
North Region / Professional Standards

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 2018.

#### **Anishinabek Police Service**

##### **North Region Business Plan Highlights**

The Anishinabek Police Service 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, Biigtigong Nishnaabeg (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 and cities.

In 2018, the North Region responded to 3457 calls for service. The total number of calls for service compared to last year shows an increase of 507 occurrences.

#### **Joint Forces Gang / Drug Enforcement Unit**

The District of Thunder Bay including our First Nation communities in the North Region were experiencing an influx of gangs from southern Ontario. First Nation leaders as well as, police identified the need to develop a coordinated response to effectively address the illicit drug trade in and around our communities. Gang members would prey on vulnerable and marginalized people for the mere benefit of profit derived from criminal activity.

## **INSPECTOR REPORTS - NORTH**

A Joint Forces Gang / Drug Enforcement Unit task force was established and the APS joined forces with Thunder Bay Police Service, OPP, and NAPS to specifically address these concerns.

Enforcement actions resulted in the seizure of numerous firearms, weapons, currency and illicit & prescription drugs. Our local officers continue to share information with our Crime Unit in order to disrupt the activities of these gang members.

Despite these positive enforcement results, additional resources are required to effectively combat these criminal activities.

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 2018 officers and civilian staff participated in Pow Wows, National Aboriginal Day festivities, Fall Harvest, Fish Derbies, Annual Moose Hunt as well as, Eagle Staff ceremonies.

Staff were also intricately involved in: coaching community hockey teams, community BBQ's, winter carnivals, Remembrance Day ceremonies, Christmas parades, 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, RIDE and distracted driving & radar enforcement initiatives, compliance checks and the execution of criminal code warrants were completed.

In April 2018 Fiona Duncan filled a constable vacancy at the Fort William Detachment. Cst Duncan brings 8 years of experience from time served with the APS as a Court Administrator. Cst Duncan's departure from her previous role opened an opportunity for a new Court Administrator. Loretta Fitzpatrick was identified as Fiona's successor. Loretta brings 13 years of experience in the Court Administrator role where she served the First Nation communities of Pic River & Pic Mobert. The Fort William Detachment is at full complement and both Fiona & Loretta are welcomed additions to our service.



## Implement Effective Outreach and Communication Strategies

In order to implement effective outreach and communications strategies each Detachment Commander in the North have met with their respective Police Governing Authority (PGA) representative as well as, Chief & Council to discuss prevention & enforcement strategies to remedy community concerns and improve service delivery.

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

### Training

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

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.

### Situation Tables

The APS continued participation on the Thunder Bay Situation Table as well as, the expansion into Nipigon, Greenstone and Marathon Situation Tables. Multiple service agencies across sectors including mental health & addictions, justice, social services, employment and education are working collaboratively to support those at acutely-elevated risk of imminent harm, victimization or criminalization. The APS refer individuals to the Situation Tables in order to facilitate a rapid response intervention usually within 48 hours so individuals receive access to appropriate services to reduce the risk.

Once again, our record management system continues to show that only a minimal percentage of demand for police assistance involves crime. The abundance of our efforts relate to those directly affiliated to social issues. Community safety & well-being is everyone's responsibility and we must work together to achieve healthy communities.

Sincerely

Derek

Inspector Derek Johnson  
Anishinabek Police Service  
North Region / Professional Standards



Insp. Derek Johnson and Sgt. Rob Pelletier, Fort William Detachment



Elders visit, juice box handout, police week 2018



**A/Inspector Karen Bell**  
Central Region Inspector

Ahnii Niimah Nimki Kwe indizhinikaaz. Ketegaunseebee Ojiba. Ajjaak Dodem. Hello my spirit name means Dancing Thunder Woman. My English name is Karen Bell and I was born and raised on the Garden River First Nation. I belong to the Crane Clan.

I was appointed the Acting Inspector of the Central Region for our service in April 2019 and currently hold that position. I have had the pleasure of policing and protecting the members of Garden River First Nation for twenty-nine (29) years. I previously held the rank of Detachment Commander for twenty (20) years. I currently hold a political leadership position on Garden River First Nation as Head Councillor.

The Central Region consists of five (5) First Nations: Garden River, Sagamok, Wahnapiatae, Dokis, and Nipissing. Staffing remains the most challenging issue at all locations. The general patrol officers including the supervisors are tasked with every type of call for police service and typically are the first to arrive at a scene. Calls can be lengthy in investigative time which takes them off the road and reduces visibility.

In this region, Garden River and Sagamok officers work alone. Nipissing officers do double up when staffing numbers allow. The region is short of officers for any number of reasons which could range from sick leave, parental leave, maternity leave, transfers, secondment, or resignation. This particular region relies on an excellent relationship with the Ontario Provincial Police for backup and expertise purposes while still maintaining the integrity that we are unique and Indigenous.

## INSPECTOR REPORTS - CENTRAL

### Garden River Detachment

**Location:** The boundary of the municipality of Sault Ste. Marie, Batchawana First Nation and Garden River First Nation. Located on the international border of the state of Michigan separated by St. Mary's River. A two lane highway known as Highway 17B running through the populated area of the community and a four lane highway just north of the populated area is policed both in part by the OPP and the APS with many joint policing initiatives and investigations. The Detachment is a separate location from the APS Headquarters also located in Garden River.

There is one (1) Acting Sergeant/Supervisor and three (3) full time general patrol officers. There is also a part time contract officer that is utilized on an as needed basis who augments empty shifts. A plan to staff another constable full time position is forthcoming. As you can appreciate, it is difficult to effectively safeguard a large community population and two provincial highways with the identified number of officers. Ongoing training, sick leave, and vacation leave all play a key role in the staffing of officers along with the expectation of the citizens of Garden River to ensure safety and maintain visibility. The current police building which we own was not designed to be used as such. Ventilation, lighting, and security issues prevail.

There are two (2) marked police vehicles; a F150 Ford pickup and a Dodge Charger car. Both are equipped with emergency lights, marked as police vehicles, and a police radio. The cruiser has a functioning GPS system that affords the dispatcher the ability to track the vehicle movement which is a safety feature as officers ride alone in a relatively low or unlit community. Keeping the line of communication open and accessible is imperative for officer safety.

### Sagamok

**Location:** South of the town of Massey along the north shore of Lake Huron with Manitoulin Island to the south. It is a tucked away community that is heavily populated with over 2,000 citizens most of which are young persons. Staffing this community remains challenging.

One (1) acting Sergeant/Supervisor was been in the position for almost three (3) years and was recently affirmed as the permanent Sergeant through our promotional process. There were three (3) general patrol officers until very recently when a full time officer graduated from the Ontario police College and was assigned to Sagamok Anishinawbek. It will take some time before this officer is capable of policing alone. One (1) general police officer recently wrote an exam and was successful in attaining a



pass mark at the Sergeant level. He remains policing the community as a Constable until an opportunity presents itself to apply for a Sergeant position. The shifts are sometimes difficult to fill due to training, vacation, sick leave, and days off. Often a call out to the other Detachment's in the region is made to backfill a shift.

This community has a large populated elementary school which provides the officers opportunity to engage in programs when not attending calls for service. Limited community service initiatives take place mainly due to the amount of calls, staffing issues, types of calls, and the time it takes to investigate these calls.

The Detachment is not in an ideal location nor suitable as a police building which contributes to vulnerability and low morale of all staff. Recently it was announced that a new Detachment will be built which address these issues. Recently, the Acting supervisor had been advised he will now assume the sergeant position full time. While we support learning opportunities, we have an officer on secondment who will be returning to the detachment to full general policing duties which will significantly augment the number of officers that can provide safety and security of a large populated community. Sagamok has a high rate of calls for service with many calls of a serious nature which include but not limited to drugs, domestic violence, impaired driving by drug or alcohol, assaults, and sexual assaults.

There are two (2) marked units with GPS systems installed for safety and tracking purposes. Both are equipped with emergency lights, emergency sound systems, and a police radio. Safety and security remain top priorities for the community and its officers. Communication is of the utmost importance as backup by the OPP can be lengthy.

### **Nipissing, Dokis, and Wahnapiatae**

**Location:** Nipissing is between Sturgeon Falls and North Bay along the shores of Lake Nipissing. The geographic area is half an hour drive time from one side of the community to the other side.

Dokis is at the southeast side of Nipissing and one and a half hour drive time from Nipissing First Nation.

Wahnapiatae is situated on the shore of Lake Wahnapiatae north of Sudbury.

The detachment at Nipissing is located in the high school building which is not suitable as a police building. It does provide the opportunity for engagement of officers and teenagers. There are a number of gas stations and smoke shops which attract the public not residing within the community. This creates an increase in traffic and interaction with people from within the community which can lead to negative interaction at times. This ultimately leads to further calls for service and dealing with people whom are not known.

There are seven (7) senior officers assigned to this cluster. The Nipissing Detachment has a garage and a cell area. The cell area does not meet the standards required to house a prisoner and is used as an interview room and storage area. There are two (2) female officers in this cluster that are often called upon to assist with interviews of child and female victims. The officer combined experience is significant. Drive time to the other communities is lengthy and arduous. When an officer is out for a call at any of the locations they may be away from the main community of Nipissing for the entire shift.

There are three (3) marked units, a marked police vessel, and an unmarked vehicle that are used regularly. Lots of mileage and wear and tear are created due to distance between communities. Most of the officers are marine patrol trained which is a feat to be proud of due to the fact that they still need to maintain public order to all three (3) communities. Drug dispensary(s) on the Wahnapiatae First Nation has been searched by warrant on a few occasions, people charged, and items seized. These files are still before the courts.

### **Conclusion:**

With the limited time I have been the Regional Commander I have initiated some change. Morale seems to be evolving amongst the general patrol officers. Some change has taken place in staffing. I have attended the areas to meet the staff and some community members. I remain available to offer support as required. Alongside the officers, each area has a civilian member who supports the staff beyond any words could justify. Without the civilian members the Detachment, we would never operate as effectively as we do on a daily basis. They keep the administrative needs on task and in smooth running order. They keep officers in line with reminders for documents and reports. Civilian members are the true backbone of each of the Detachments.

I am one of the original members of this police service and am extremely proud to keep my people safe and with a sense of security and wellbeing in an ever changing environment. We all continue to keep our respective Detachment areas as safe as possible. Each and every officer is committed to ensuring its citizens enjoy a free and democratic community to reside in and enjoy.

Miigwetch

A/Insp. Karen Bell



**Inspector Barry Petahtegoose**  
South Region Inspector

Ahnee, I am Barry Petahtegoose of Atikameksheng Anishnawbek. In February 2016, I began my employment with Anishnabek Police Service as the Detachment Commander (Sergeant) at the Sagamok Detachment. I worked as the Detachment Commander in Sagamok from 2006 to 2015. In 2016, I began work as the Professional Standards investigator for all of APS. In February 2018, I was promoted to the position of Director of Operations for the South Region at the rank of Inspector.

My first year as the South Region Director has been a huge and rewarding learning experience. I have gained valuable knowledge and skills over the year and I realize that there is still continued learning with my role. I have travelled and worked in each of the six (6) First Nation communities (Magnetawan, Shawanaga, Wasauksing, Christian Island, Curve Lake and Kettle and Stony Point) over the year and have met many great and dedicated APS staff from each Detachment. I am always amazed on how dedicated each staff person is to serving our First Nation communities, always striving to make our communities safer.

The two most exciting developments for the South Region is the securing of funds from the Federal Government for a new Detachment building in Wasauksing and the assuming of policing responsibility at Stony Point (former CFB Camp Ipperwash). I will expand further in the overall South Region report.

The South Region consists of four (4) Detachments:

- Wasauksing Cluster (Wasauksing/Shawanaga/Magnetawan),
- Christian Island,
- Curve Lake and,

## INSPECTOR REPORTS - SOUTH

- Kettle and Stony Point.

In October 2018, the Cannabis Act was enacted and came into force for all provinces across Canada. The Province of Ontario also created their legislation to control how Cannabis was to be used, sold and distributed in Ontario. A number of First Nations members in Ontario opened illegal dispensaries on their respective first nation communities.

In the APS, South Region there have been dispensaries opened in Curve Lake and Kettle and Stony Point First Nations. The two (2) dispensaries in Curve Lake were shut down by APS and have not reopened. Curve Lake Chief and Council passed a resolution prohibiting the opening of cannabis dispensaries on Curve Lake until more consultation can occur with members and the Province of Ontario.

During the fiscal period of April 2018 and March 2019 there were four (4) cannabis dispensaries operating in Kettle and Stony Point, as of this current period there is now six (6) dispensaries operating. More recently, APS shut down two (2) dispensaries, but the two (2) dispensaries have since reopened. APS is still committed to shutting down the illegal dispensaries in Kettle and Stony Point. Kettle and Stony Point Chief and Council are exploring an agreement with the Province of Ontario on allowing legal cannabis dispensaries on the First Nation.

### Wasauksing Detachment Cluster (Shawanaga and Magnetawan)

#### The Community:

Wasauksing First Nation is a community situated on an island accessible by bridge and the main road crosses to the mainland via the Wasauksing Swing Bridge, connecting to Rose Point Road in Seguin Township south of Parry Sound. The road continues to Parry Sound itself, becoming Emily Street at the municipal boundary of Parry Sound and Seguin. The community has a population of approximately 317 people (2016 Census).

Shawanaga First Nation is a community 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 community has a population of approximately 195 people (2016 Census).

Magnetawan First Nation is a community located 100 km south of Sudbury, Ontario, just off of Hwy 69. The community has a population of approximately 233 people (2011 Census).

### The Detachment:

In July of 2018, the Shawanaga First Nation advised that the building the Detachment was located in was going to be converted into a much needed day care facility for the community. Detachment staff worked diligently to relocate to Wasauksing First Nation Administration office as a temporary location.

The current Detachment is situated in a very small office within the Wasauksing Administration office. The Office is staffed by a part time Court Administrator from Monday to Friday. The detachment is a cluster detachment; meaning the officers provide policing to three (3) First Nation communities along the Hwy 69 corridor. The officer complement is one (1) full time Sergeant (Detachment Commander), four (4) full time constables and one (1) part time Constable.

In November 2018, the Federal Government announced funding for First Nation policing infrastructure across Canada through Public Safety Canada. In January 2019, APS applied for two (2) detachment buildings and we were successful with one located in the communities of Wasauksing and Ginoogaming.

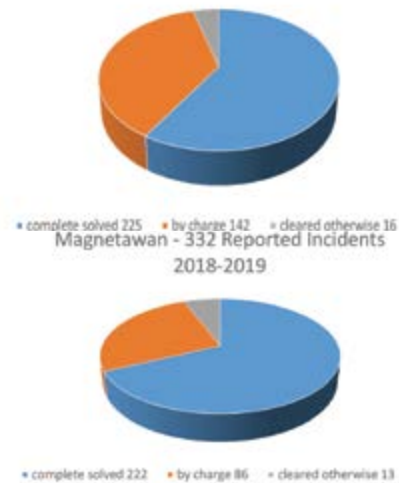
A lot of ground work was put in by Sergeant Cook who had worked closely with Wasauksing Chief and Council to secure 'in kind' funds to assist with funding the new Detachment building. The Federal Government contributed approximately one million dollars toward the building.

Grandeur Homes out of Winkler, Manitoba was contracted to construct the building for APS. Grandeur Homes is a reputable company that has provided detachment buildings for other First Nation Policing organizations in Ontario. The buildings are very well built and will meet all the Province of Ontario building code requirements as well as police detachment building standards. The anticipated completion date for the Wasauksing Detachment building is September 2019.

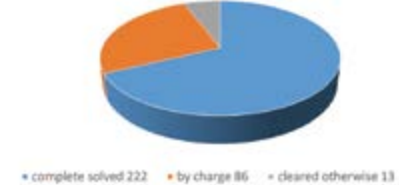
Once the detachment building is completed it will be a dedicated standalone police building for the community of Wasauksing First Nation. APS will not be the owners of the building but will lease the building to continue to provide policing services in Wasauksing as well as Shawanaga and Magnetawan First Nation.



Shawanaga - 403 Reported Incidents  
2018-2019



Magnetawan - 332 Reported Incidents  
2018-2019



### Christian Island Detachment (Beausoleil First Nation) The Community:

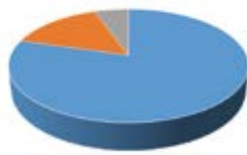
Beausoleil First Nation rests in the southern tip of Georgian Bay on Christian, Beckwith and Hope Islands. These magnificent islands are home to the Chippewa people. The community has a population of approximately 635 people on the First Nation. The Island is accessible by marine vessels in the summer and motorized snow vehicles in the winter; for the most part, the vehicle and passenger ferry run year round (depending on weather conditions). This offers some unique challenges for providing policing services to the community, to name a few; time officers are away from the island when transporting prisoners from the island to the mainland for lodging, arrival time delay for OPP backup officers to arrive to assist APS officer which is an officer safety issue.

### The Detachment:

The current detachment is located within the community complex, APS leases office space from the community. The officer complement for the detachment is one (1) full time Sergeant (Detachment Commander) and three (3) full time constables. We also have one (1) civilian member performing the role of part time Court Administrator.

A few changes have occurred for the fiscal year; Sergeant Warren John began a two year secondment with the Ontario Police College and Constable McNamara began a one year secondment with the Provincial Joint Forces Cannabis Enforcement Team. Constable Debra Brown from the CI Detachment was selected to act as Sergeant (Detachment Commander) while Sergeant John is on secondment. We hired a retired OPP member from the Orillia Detachment to assist with part time policing duties. We also hired two ex-Midland officers to work under contract to provide full time policing duties. A current permanent full time member is on leave and we hope he will back to work soon.

Christian Island - 895 Reported Incidents  
2018-2019



## Curve Lake Detachment

### The Community:

Curve Lake First Nation (CLFN) 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. Our people are our most valuable resource. More specifically, the people of CLFN include members and non-members alike. Presently, our First Nation's registered membership is approximately 2,177 (1,409 off reserve and 768 on reserve). The total non-member population is approximately 600. Therefore, the total member and non-member population is approximately 2,700. Our members reside in the 300 plus households located throughout the First Nation.

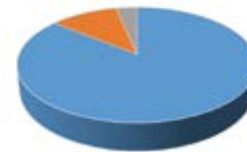
### The Detachment:

The current detachment is located in an office complex which APS leases from Curve Lake First Nation. The officer complement for the detachment is one (1) full time Sergeant (Detachment Commander), three (3) full time constables and one (1) part time constable. We also have one (1) civilian member performing the role of part time Court Administrator.

Between April and August 2018 Sergeant Kevin Redsky began his Hope in the Darkness walk across Canada to raise the awareness of Youth Suicide and Mental Health. A number of First Nation and non-First Nation police services across Canada assisted with the walk. Sergeant Redsky himself walked from the East coast to Winnipeg Manitoba over the 4.5 months. The initiative highlighted the plight of many First Nation youth who often times suffer in silence with mental health concerns and sadly many commit suicide as they did not have access to good support systems in their community. Sergeant Redsky lost a niece to suicide and he took it upon himself with help from his wife and family to start the initiative. Many APS members participated in the walk with Sergeant Redsky as he tracked across Ontario and APS was in the spotlight across Canada. Constable Bob Campbell from the Curve Lake Detachment started the walk on the West coast for the first week of the walk. Other First Nation police officers across western Canada continued the journey east

to Winnipeg Manitoba. Sergeant Redsky and the western walkers met in Winnipeg in August 2018 where a celebration took place to end the walk. Sergeant Redsky was recently awarded the Ontario Chiefs of Police award for Youth Volunteerism in Ontario for his dedication in raising the awareness of youth suicide in Ontario and across the country.

Curve Lake - 1300 Reported Incidents  
2018-2019



## Kettle and Stony Point Detachment

### The community:

The Chippewa's of Kettle and Stony Point First Nation is located in southern Ontario along the shores of Lake Huron, 35km from Sarnia, Ontario, near the Michigan border. The community has 1,000 members who live on the reserve and 900 who live off the reserve.

### The Detachment:

The Detachment is in a standalone building equipped with one bay garage and two prisoner cells. The officer complement for the detachment is one (1) full time Sergeant (Detachment Commander) and six (6) full time constables. We also have one (1) civilian member performing the role of part time Court Administrator.

In December 2018, Sergeant Duff Bressette submitted his letter indicating he was going to retire at the end of March 2019. Retired Sgt Bressette completed 31 years of policing in the community of Kettle and Stony Point. An internal competition was held to fill the vacant Sergeant position and Cst Murray Bressette was the successful candidate and he is the current Detachment Commander.

Since Constable Murray Bressette was promoted it left his permanent constable position vacant; a competition was held and Cst Anthony Shepherd, who held the First Nation Constable Fund position, was the successful candidate. The First Nation Constable Fund Position is to be filled this fiscal year.

In the fall of 2018, APS was advised that the Department of National Defense was going to be transferring policing responsibility over to APS from the OPP on April 1, 2019. An agreement was signed between the Department of National Defense, Public Safety Canada, APS and Kettle and Stony Point for transfer of funding for the policing responsibility. The agreement included an additional complement of three (3) full time officers, part time Court Administrator and equipment/infrastructure funds.



Two (2) officers have been hired as part of the additional complement with the one more to be filled within this current fiscal period. A part time Court Administrator has also been hired.

The transition of policing responsibility from the OPP on April 1, 2019 has been challenging for APS as the residents of the former camp Ipperwash still have animosity toward police in general since the Dudley George shooting death by the OPP over 20 years ago. For the most part the residents would not contact the OPP for incidents so a lot of issues have gone unchecked over the 20 year period. APS has been working diligently to build positive working relationships with the residents with the hope that they will feel comfortable with calling police for assistance. A slow transition of providing community based policing initiatives will be implement over the next fiscal year with the goal of residents feeling confident and trusting of APS to address community safety issues in the former army camp.

Kettle and Stony Point - 2582 Reported Incidents  
2018-2019



Insp. Barry Petahtegoose and Sgt. Duff Bressette

Bell Let's Talk Mental Health - August 2018



Sgt. Al Naveau, Nipissing Detachment





**Detective Staff Sergeant Byron Pilon**  
Major Crime - Investigation Support Unit Manager

Good day and Boozhoo, I am Byron Pilon and I'm from Bi-igtigong Nishnaabeg, it an honour to be the manager and represent the APS Major Crime – Investigative Support Unit as the Detective Staff Sergeant. I would like to take this opportunity to provide an overview of the highlights for 2018/2019.

#### **Business Plan Highlights**

The Anishinabek Police Service - Major Crime – Investigative Support Unit provides assistance to the Detachments and its Members with investigations and will take a lead on the more serious criminal investigations. The unit is comprised of a supervisor, three detective constables, and two external secondments and domestic violence coordinator. The detective constables are seconded from the uniform members for a four year duration within the unit, where they will receive their specialized training. The unit is been responsible to take the lead of major investigations, provide investigative support to detachments, prepare/assist with search warrants and production orders, create intelligence reports, conduct drug education and enforcement, support Professional Standards with investigations and ensuring all domestic violence cases Criminal and Non-Criminal are reviewed.

#### **Provincial Joint Forces Cannabis Enforcement Team – PJFCET secondment**

In an effort to dismantle illegal cannabis trafficking which is supported by organized crime the APS developed a relationship with the Ontario Provincial Police who are currently managing Provincial Joint Forces Cannabis Enforcement Teams (PJFCET) which is comprised of a number of Police Services from Southern Ontario. Originally the PJFCET secondment was tentative until funding by the government could be secured and the position was filled

## **MAJOR CRIME - INVESTIGATIVE SUPPORT UNIT**

by Cst. Mitch McNamara. The PJFCET has been very successful which has led longer term secondment opportunity for APS.

**Marihuana Dispensaries** – These illegal dispensaries have keep the unit very busy even as well as our secondment to the PJFCET. Twenty two (22) dispensary investigations have been conducted within our first nations which have resulted in seven search warrants been executed in three communities. Prior to executing search warrants cautions were issued to all the store owners. Although marihuana is legal, all dispensaries have to be licenced.

#### **Violent Crime Linkage Analysis System - ViCLAS**

**secondment** – Cst. Cindy Hourtovenko is still representing APS at ViCLAS. 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.

#### **Staffing**

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

- **North Region - D/Cst. Randy Cheechoo** is in his second year of a four year secondment. His region consists of four Detachments and six 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 last year of a four year secondment. His region consists of three Detachments and five 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 second year of a four year secondment. His region consists of four Detachments and six 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 - Secondment**

- **Cst. Cindy Hourtovenko** in her second year of a three year secondment.

#### **Provincial Joint Forces Cannabis Enforcement Team PJFCET – secondment.**

- **Cst. Mitch McNamara** has temporary been working with the PJFCET and now there is an ongoing competition for long term secondment.

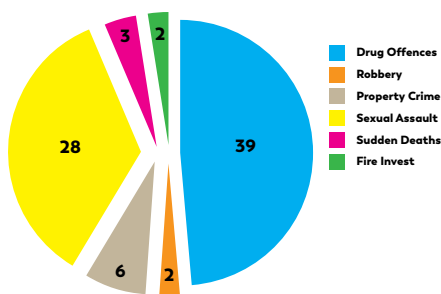
### Domestic Violence Coordinator – unfilled position

The role 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 offenders 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 reviewed to ensure Adequacy Standards Regulations of the Police Service Act. The current Domestic Violence coordinator is funded as a part time position and currently we are attempting to secure additional funding to post the position as a full time position.

### Investigations

Our unit has assisted or taken the lead on 117 calls for service which included Arson, Serious Assaults including Sexual Assaults, Drug Offences, Robberies, Domestic Violence, Property Crimes, and Sudden Deaths.

117 - Crime Unit Calls for Service - 2018/19



**Project Disruption** – D/Cst. Randy Cheechoo participated in a six month (October 2018 to March 2019) joint task force involving members of the Thunder Bay Police Service, OPP, NAPS and APS. The task force was a response to an unprecedented increase in drug trafficking and violence within the city and surrounding areas in Northwestern Ontario, due in large part to an influx of organized criminal organizations from southern Ontario.

The sharing of resources and intelligence between the four partnering law enforcement agencies has resulted in 431 total charges being laid and the seizure of illicit drugs with a combined total street value of nearly \$1.5 million. More than \$755,000 CAD was also seized as a result of these investigations.

Project Disruption seized a variety of weapons including 13 firearms, many of which were loaded, and more than 200 rounds of ammunition.

Eighty suspected and confirmed gang members were identified or arrested. Street gangs with southern Ontario origins include:

- Ardwick Bloods
- Blake Street Mafia
- Breakfast Club Boys
- Crips
- Family Business
- Galloway Boys
- Greenbrae
- Paper Boys Gang
- Tanridge Crips
- Thorncliff Park Kings

### Drugs seized\*:

Drug Type	Quantity
Cocaine	2.8 kg
Crack Cocaine	927.58 g
Fentanyl	1.06 kg
Hydromorphone	82 pills
Methamphetamine	50.48 g
Oxycodone	2,728 pills

The task force was such a success an informal agreement between the policing partners continue to this day.



Acting Police Chief, Marc Lesage - Walk a Mile in Her Shoes

# RECRUITMENT



Police Committee with Sgt. Warren John - Christian Island 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.



Retirement Party - Sgt. Duff Bressette

## 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

Integrity and ethical behaviour is the foundation to develop and maintain public trust. At times the Anishinabek Police Service and its members make mistakes or act in a manner the public doesn't understand nor like. By bringing concerns to our attention, we can address them in a productive manner. The APS is committed to providing our communities with the highest quality service possible. As a result, your input is essential to meeting community expectations. Your comments both positive & negative will help us to improve service delivery and achieve our Vision and Mission Statement goals.

### Compliment

If you have observed our police officers going above and / or beyond the call of duty we want to hear about it. We value the efforts of our staff and want to recognize them for a job well done.

### Complaint

There are two categories of Public Complaints namely, a conduct complaint which addresses a police officer(s) actions and behaviours or a complaint related to the policies that guide APS employees. If you have experienced a negative encounter with our police officer(s) we want to hear about it. Accountability to the communities we serve is essential to maintain the public trust.

Feel free to access our Compliments & Complaints form available on-line at [www.apscops.org](http://www.apscops.org) or attend one of our local detachments for assistance.

### PSB Statistics:

#### January – March 2018

Complaints	Internal	Public
Substantiated	5	2
Unsubstantiated	0	4
Ongoing	2	1
Resolved Other	1	1
Withdrawn	0	0
Refused	0	0
Totals	8	8



**Inspector Derek Johnson**  
North Region / Professional Standards

#### April 2018 – March 2019

Complaints	Internal	Public
Substantiated	4	1
Unsubstantiated	2	3
Ongoing	2	6
Resolved Other	1	0
Withdrawn	0	1
Refused	0	2
Totals	9	13

### IAPRO Professional Standards Software Acquisition

In order to ensure compliance with applicable policy and regulations as well as, keep current with advances in technology in 2018 the Anishinabek Police Service purchased IAPRO Professional Standards Software to maintain our Professional Standards investigative files. The new system is a useful tool for the generation of PGA / Chiefs' Council Reports, data integrity, not to mention the ability to identify trends in relation to service complaints and early intervention strategies to remedy them.

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 2018.

## CORPORATE SERVICES



**Leslie Zack-Caraballo**  
Director of Corporate Services

Ahneen Giizhigo Kwe indizhinikaaz. Ketegaunseebee Ojiba. Ajjaak Dodem. My spirit name means Sky Woman. My given name is Leslie Zack-Caraballo and I am a member of the Garden River First Nation. I am a direct descendent of Shingwauk and a proud Crane Clan member. This year is our 25th anniversary and I am excited to provide you with an overview of my department for the 2018-2019 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 that we are fiscally responsible and accountable.

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

I want to acknowledge the support of Ontario and Canada for our infrastructure needs. Last operating year, we saw capital funding to address our immediate needs in the communities of Wasauksing and Ginoogaming. New detachment buildings in these locations will address the health and safety of our employees in the community at large.

During the course of the last operating year, we underwent an organizational review which examined all facets of operations ranging from front line services to governance. A steering committee will be appointed by our Police Governing Authority that will consist of participation from all staffing levels including board and political leadership. The committee will have the responsibility to examine the

recommendations to determine feasibility and provide such analysis to the Police Governing Authority and Police Council for consideration.

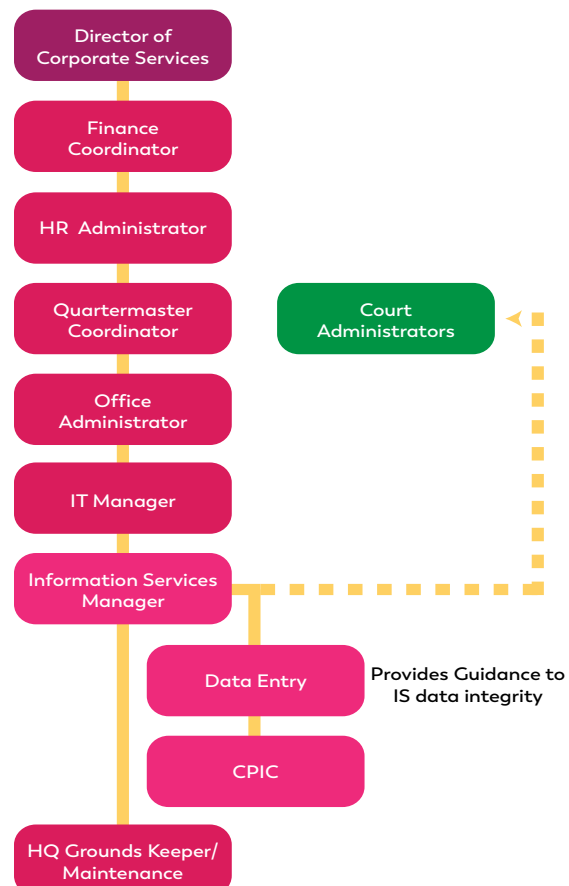
I want to recognize the Corporate Services staff at our headquarters as their good work continues to support our collective efforts in ensuring that we provide the best support possible to our uniform members and ultimately to our communities.

### 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.

We will also be implementing a cultural component for all new hires so that they can gain insight into their own cultural awareness.





# FINANCIAL

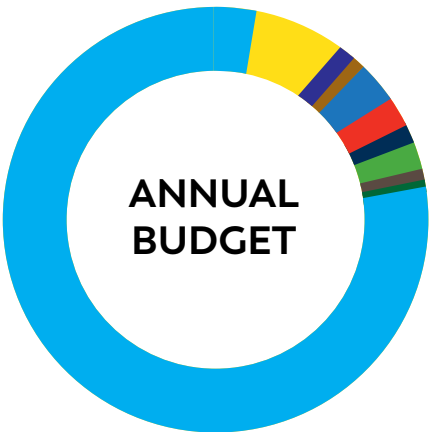
During the fiscal period 2018-2019, our operational expenses were fairly comparable to the prior year. This year, we had a surplus that can be attributed to our other income. We continue to meet the deliverable requirements under our tripartite agreement by providing our funders with the following:

- Quarterly cashflow statements;
- Consolidated comparison to budget with notes to

the financials 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.



Salaries & Benefits (83%)	Administration (3%)
Transportation Expense (Auto) (3%)	Legal Expense (1%)
Information Technology (Telecom) (1%)	Prisoner Expense (0%)
Insurance (2%)	Training & Travel (3%)
Policing Equipment (1%)	Police Governing Authority (1%)
Police Facilities (2%)	Professional Fees (0%)
	Community Service (0%)



Salaries & Benefits (71%)	Administration (4%)
Transportation Expense (Auto) (4%)	Legal Expense (10%)
Information Technology (Telecom) (1%)	Prisoner Expense (0%)
Insurance (1%)	Training & Travel (2%)
Policing Equipment (2%)	Police Governing Authority (1%)
Police Facilities (2%)	Professional Fees (2%)
	Community Service (0%)



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 last week of July 2019.

In summary, our overall financial position for 2018-2019 is as follows:

Revenue	
Government of Canada	\$6,893,713
Province of Ontario	6,503,873
Other	121,309
<b>Total Revenue</b>	<b>\$13,518,895</b>
Expenses	
Field Operations	\$12,531,091
Governing Authority	189,623
Insurance	197,872
<b>Total Expense</b>	<b>\$12,908,586</b>
<b>Excess Revenue</b>	<b>\$600,309</b>

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.



S/Sgt/Detachment Commander Mike Mayville, Sgt. Kevin Redsky and Insp. Marc Lesage - Hope in the Darkness



# FINANCIAL STATEMENTS

## ANISHINABEK POLICE SERVICE

Consolidated Statement of Financial Position

March 31, 2019, with comparative information for 2018

	2019	2018
<b>Assets</b>		
Current assets:		
Cash	\$ 423,301	\$ 838,547
Accounts receivable (note 2)	2,326,216	551,650
	<u>2,749,517</u>	<u>1,390,197</u>
Capital assets (note 3)	1,886,629	1,761,918
	<u>\$ 4,636,146</u>	<u>\$ 3,152,115</u>
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 2,306,871	\$ 1,485,997
Payable to the Province of Ontario	-	2,716
Payable to the Government of Canada	198,443	100,750
Deferred revenue	180,691	29,695
	<u>2,686,205</u>	<u>1,619,158</u>
Net assets:		
Invested in capital assets	1,886,628	1,761,918
Unrestricted net assets (deficit)	63,313	(228,961)
	<u>1,949,941</u>	<u>1,532,957</u>
Commitments (note 6)		
Contingencies (note 10)		
	<u>\$ 4,636,146</u>	<u>\$ 3,152,115</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, 2019, with comparative information for 2018

	2019	2018
Revenue:		
Government of Canada	\$ 6,893,713	\$ 5,827,063
Province of Ontario	6,503,873	5,378,827
Other	121,309	139,838
	13,518,895	11,345,728
Expenses:		
Field operations (schedule 1)	12,531,091	10,941,856
Governing authority (schedule 2)	189,623	136,715
Insurance	197,872	189,212
	12,918,586	11,267,783
Excess of revenue over expenses for funding purposes	600,309	77,945
Other revenue (expenses):		
Interest	225	57
Other subsidized programs (schedule 3)	(308,260)	-
Capital assets expensed above	478,662	65,391
Amortization of capital assets	(353,952)	(371,440)
	(183,325)	(305,992)
Excess (deficiency) of revenue over expenses	\$ 416,984	\$ (228,047)

See accompanying notes to consolidated financial statements.





# HUMAN RESOURCE ISSUES

## Labour Negotiations – Officer Group

The PGA negotiating team engaged in collective bargaining with the officers' class and the Public Service Alliance of Canada on May 8-9, 2019. During the course of these discussions, we engaged our cultural practises by incorporating our sacred bundle and medicines along with the presence of our Eagle staff which we believe greatly assisted in creating an environment for successful negotiations. The two day session resulted in a collective agreement that will be in place until December 2022. The resolution of the agreement was based on the willingness of all parties to use our cultural teachings as a basis to address our communal needs.

## Labour Discussions – Civilian Group

The PGA negotiating team engaged in discussion with our civilian members who have opted to bring their collective agreement in house without representation under the terms of a Memorandum of Understanding. Discussion with the members commenced during the last quarter and have recently concluded. A summary of changes will be incorporated into the existing document and is scheduled to be ratified by the parties.

## Officer Statistics & Retention

During the 2018-2019 operating year, we continued to have the funding strength of sixty-one (61) police officers. The recent announcement of additional personnel will further serve to address our shortfalls on the front line. Deployment of those resources are still under consideration.

## 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 continue to encourage our employees to engage and learn the cultural protocol of the community which they are assigned. More recently, we have embarked on cultural learning at the HQ level for staff that assist them in building their cultural awareness and capacity. As well, we have also re-introduced the sacred fire that serves as the platform for our relationship building.

## Disability Management Program

We continue with our processes related to disability management 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. We have engaged TRAC as an independent services provider to assist us with the claims management process. As a liaison, they also act as an intermediary between our employee and the claims area to assist with moving the claim forward with a view for an early return to work where possible. These efforts are documented so that all we ensure for the safety and security of our employees upon integration.

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 \$36,285.00 for short term and \$148,748 for long term disability claims with one pending for costs. While our claims experience is fairly consistent, the increase in costs are 33% and 19% respectively which can be attributed to the implementation of OPPA salaries.*

## 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.

During the 2018-2019 fiscal period, there were compensable claims we had a total of twelve (12) claims with eight (8) representing no loss time. The other four (4) claims had a total average 69.15 loss days which is an increase of 523% from the prior year. The majority of claims relate



to musculoskeletal injuries. The chart below illustrates the averages for cost/days per loss time claim:

Average Cost per LT Claim:	\$15,830.47
Average Days Lost Per LT Claim:	69.15
Average Days (Acc to Reg) per LT Claim:	3.50
Average Cost per NLT Claim:	\$80.00
Average Days (Acc to Reg) per NLT Claim:	6.13

### 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. This training works in concert with our cultural competency training that reinforces the Seven Grandfather Teachings as the basis for who we are as a people.

### Employee Assistance Program

It is extremely important to us that our staff have an avenue to seek help. Our Employee Assistance Program offered through Shepell 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 available on a twenty-four hour basis.

During the last fiscal year, there were a total of twelve (12) accesses for services which represents an annual utilization rate of 14.5%. This is an increase in usage from prior year by 9%. All twelve (12) accesses, were directly from employees and involved the need for counselling. Emerging issues related to child care, elder care, financial, legal and personal health/well-being.

In addition to this contemporary service and to support mino-bimaadiziwin we have also begun to implement cultural learning which is another avenue to address a healthy work life balance. Claiming your relationship with creation establishes your unique identity in the natural world which is so important in our culture. This lays the foundation for our cultural identity in terms of bringing that balance that is needed in life.

### Resignations

During the last fiscal operating year, we had FOUR (4) resignations from uniformed members. The reason for some employees leaving was to pursue other employment and for actual retirement purposes.

### Current Officer Complement

During the 2018-2019 year, we were funded for the strength of 61 officers. Currently, we have sixty-three (63) officers having recently been allocated an additional two (2) officers for an increase to our complement that has not occurred in many years.

Based on the current members, the years of services are

broken down as follows:

- 20 officers with less than 5 years' experience
- 4 officers with 5 years but less than 10 years' experience
- 6 officers with more than 10 years but less than 15 years' experience
- 8 officers with more than 15 years but less than 20 years' experience
- 11 officers with more than 20 years but less than 25
- 9 officers with 25 years' experience but less than 30

### 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 our staff the ability 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

We continue to use civilian staff for data entry. We have experienced a shortfall in this area which we are addressing. It continues to be 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, the value added impact continues to be the 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 2018-2019 fiscal period, we processed 551 fingerprints which represents an increase of 16% from last year's processing.

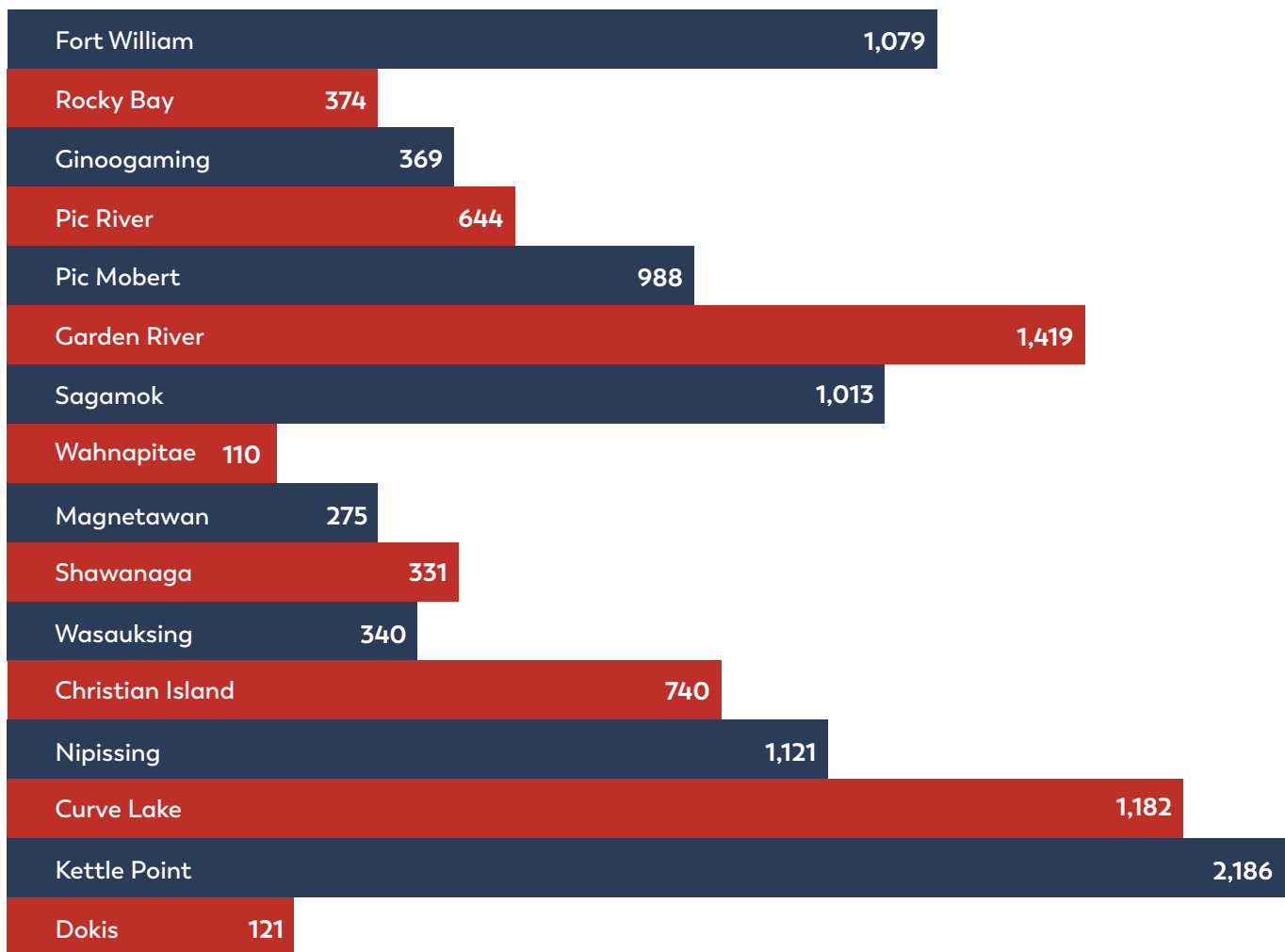
# STATISTICS

Offence and Non-Offences for the time period April 1, 2018 to March 31, 2019

	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
<b>OFFENCES</b>																	
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Assault	5	0	6	7	5	5	6	0	1	4	1	2	2	1	5	0	49
Assault	33	10	16	13	43	26	34	8	9	3	8	28	21	24	61	0	337
Criminal Harassment	1	0	0	1	4	4	3	1	5	0	0	3	11	5	6	1	40
Break & Enter	20	8	5	4	11	33	12	2	2	3	3	21	16	2	49	0	191
Theft	45	6	2	1	8	40	16	10	16	5	4	19	31	14	49	1	252
Fraud	5	2	0	1	16	5	13	1	0	1	1	7	8	4	8	0	72
Mischief	28	4	4	9	5	32	15	5	3	5	1	13	13	12	25	2	175
Breach/Bail Violations	46	4	7	13	26	32	30	16	3	3	5	4	30	7	67	0	293
Drugs - Possession	2	0	0	0	1	7	1	0	0	0	0	8	7	2	14	0	45
Drugs - Trafficking	0	0	0	0	1	0	2	0	0	2	0	1	3	1	2	0	14
Impaired	3	0	0	4	1	3	2	2	1	4	4	5	3	2	9	0	42
<b>NON-OFFENCES</b>																	
Animal	32	9	5	12	22	70	33	10	1	1	8	14	14	21	56	3	310
Alarm	54	1	22	4	7	46	46	7	3	2	6	12	31	9	45	9	304
Community Service	52	51	27	82	8	50	23	5	9	8	15	93	52	59	44	28	603
Domestic Disturbance	41	10	13	14	31	54	26	8	3	9	5	32	33	32	63	3	375
Mental Health Act	26	4	4	9	12	21	13	9	3	7	7	17	29	10	40	4	212
Trouble with Youth	12	0	13	8	1	13	12	3	3	0	5	8	9	3	11	0	98
Keep the Peace	6	1	2	4	2	12	11	4	2	4	6	7	18	13	16	5	114
Assist	117	9	37	80	82	135	203	61	41	48	48	103	205	119	126	9	1387
RIDE	33	80	50	83	87	215	139	11	7	29	38	71	40	29	67	9	992
Family Dispute	44	1	37	7	28	29	29	7	2	7	17	23	30	8	43	2	315
Highway Traffic Act	84	17	7	89	87	44	87	58	70	124	35	50	59	103	182	2	1038
Property Checks	27	65	9	129	238	264	29	3	18	1	5	14	155	516	506	21	1982

## STATISTICS

Calls for Service for the time period April 1, 2018 to March 31, 2019



Total Calls for Service	12,292
Comparison Last Year	12,567
Decrease in Calls for Service	275

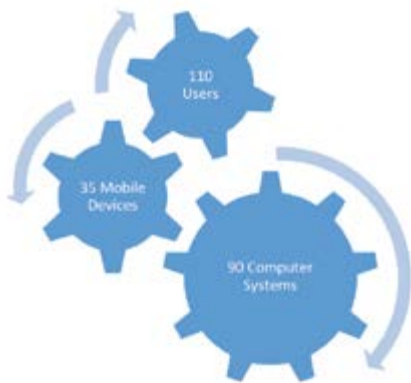


APS HQ Staff - Bell Let's Talk Mental Health

## 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.



For the 2018, fiscal year we continue to make improvements to our IT service delivery. We have completed our implementation of a SharePoint Intranet for a more improved communications field tool. This year we will be adding forms and training services into SharePoint. With the addition of two new detachment buildings we have acquired a new enterprise camera and interview recording solution as well as access control that will improve the security and resiliency of our service as a whole moving forward. We are also moving into the demo phase of mobile data terminals for each of our cruisers that will provide easier access of real-time information to our troops in the field. As always our IT staff is committed to continually ensure that our computer systems are secure and functioning effectively for the folks we serve.

During the last fiscal period, Data Entry staff transcribed 710 hours of audio time from Fusion! This has increased by 6% from the prior year!

From Apr 1, 2018 to Mar 31, 2019 we processed 196 ROI requests! An increase of 11% from the prior year!

During Apr 1, 2018 to Mar 31, 2019 we processed 1,084 criminal records checks! An increase of 15% from the prior year!



# TRAINING & EQUIPMENT

During the last fiscal period, our officers were equipped and trained with the Draegar DrugTest 5000 equipment with funding provided by Ontario. This equipment is the first approved drug-screening device nationally and relies on saliva samples to test for the presence of a range of drugs.

We also purchased six (6) front line policing vehicles and utilized the Ontario Provincial Police for our builds. Funds for the purchase were made from last year's surplus. We also purchased one (1) vehicle specific to Kettle & Stony Point to assist in assuming policing of Stony Point with federal funding only as part of the start-up costs.

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, 2018 - March 31, 2019

### April - 2018

<u>OPC</u>	
Investigative Interviewing Techniques	2
Drug Recognition Expert	1
Basic Pipeline Convoy Course	4
Criminal Investigations (formerly GIT)	4
<u>OPP</u>	
Professional Standards	2
<u>CPKN</u>	
Essential Competency Interview & Background Investigation Course	2
Planning Design & Construction of Police Facilities	1
<u>Other Police Service</u>	
Human Trafficking Conference	1
<u>Other Agency</u>	
An Inside Job/Lateral Violence	1

### May - 2018

<u>OPC</u>	
Basic Constable Training Program	1
Standardized Field Sobriety Test	1
Ending Violence Against Indigenous Women	1

### June - 2018

<u>OPC</u>	
Standardized Field Sobriety Test	1
<u>CPKN</u>	
Coach Officer Training	1
Standards for Reporting Founded & Unfounded Incidents	1

### August - 2018

<u>OPC</u>	
Standardized Field Sobriety Test	1
<u>CPKN</u>	
Courtroom Testimony	1

### September - 2018

<u>OPC</u>	
Drug Recognition Expert Part 1	1
Criminal Investigator Training	2
Fraud Course	1
Death Investigation	2
Investigating Offences Against Children	1
Standardized Field Sobriety Test	3
<u>Other Police Services</u>	
18th Annual Gang Conference 4	4
Trauma Informed Justice System 1	1
<u>Other Agencies</u>	
DFBI Leeda POSTPONED	1

### October - 2018

<u>OPC</u>	
Drug Recognition Expert - part 2 Florida	1
Investigating Offences Against Children	1
Coaching Police Professionals	1
<u>Other Police Agencies</u>	
Search Warrant Course	1

### November - 2018

<u>OPC</u>	
Drug Recognition Part 1	1
Drug Recognition Part 2	1
Investigating Interviewing Techniques	1
Domestic Violence	1
Standardized Field Sobriety Testing	2
Influential Police Leadership	1
<u>OPP</u>	
Standardized Field Sobriety Testing	1
Block Training	1
<u>Canadian Police College</u>	
Senior Police Administration	1
<u>Other Agency</u>	
2018 Fall Adjudicator & Prosecution Seminar	1
Sexual Exploitation Symposium	1
Equity & Equality Respect in the Workplace	1

#### December - 2018

<u>OPC</u>	
Drug Recognition Expert - part 2 Florida	2
DARE	2
Standardized Field Sobriety	1
Gang Course	1
<u>OPP</u>	
Standardized Field Sobriety	1
<u>Other Agency</u>	
Domestic Violence Investigators Course	1
Criminal Investigator Training	1

#### January - 2019

<u>OPC</u>	
Standardized Field Sobriety	1
<u>OPP</u>	
Drug Recognition	1
<u>Other</u>	
PLT Workshop	1

#### February - 2019

<u>OPC</u>	
Standardized Field Sobriety Test	3
Search Warrant	2
<u>Other</u>	
Anit Human Trafficking	1

#### March - 2019

<u>OPC</u>	
2019 Crimes Against Women Conference	1
<u>OPP</u>	
Northern Ontario Trafficking Conference	1

**Total Training Initiatives** **94**

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 1,400 courses since inception.



Cst. Zelda Elijah, Kettle and Stony Point Detachment



Christian Island - Juice Box hand out Police Week 2018



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