



ANNUAL **REPORT 2020**



ANISHINABEK POLICE SERVICE

Oo'deh'nah'wi...nongohm, waabung, maamawi!
(Community...today, tomorrow, together!)



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● **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**

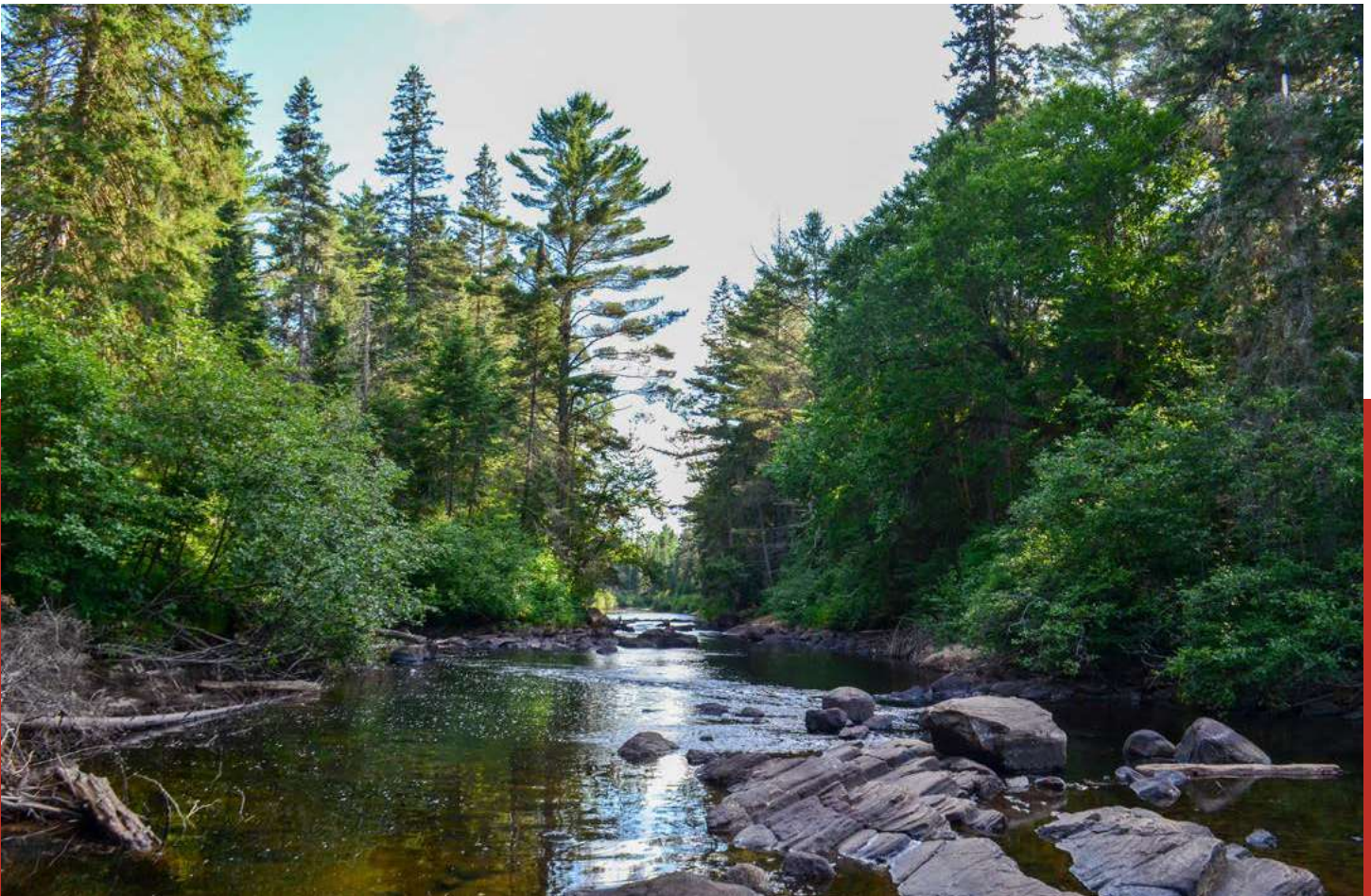
Safe and healthy Anishinabek communities.

● **GOALS**

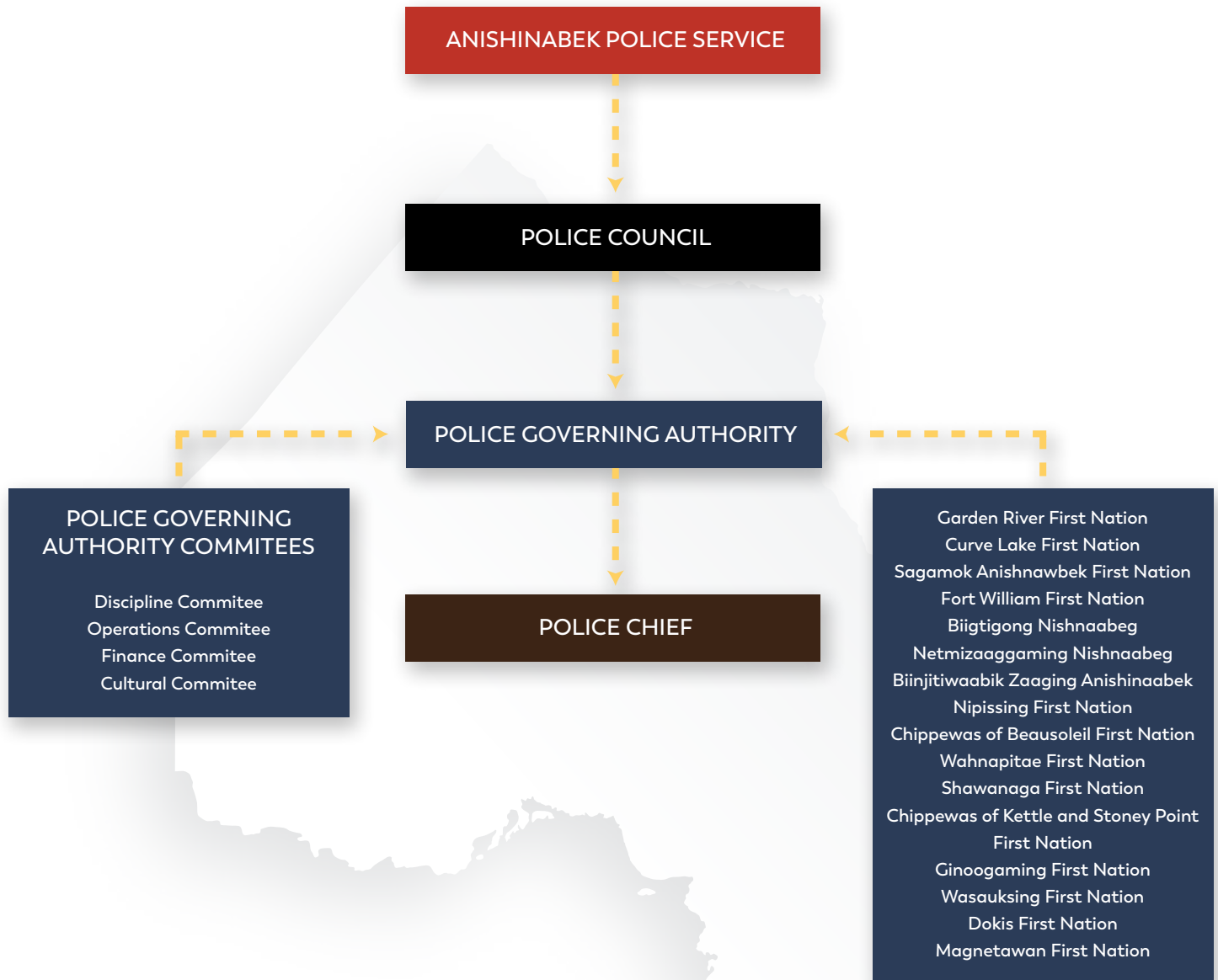
Foster healthy, safe and strong communities.

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



APS ORGANIZATION STRUCTURE



Kettle and Stony Point Cruisers

MAP OF APS DETACHMENTS



CHAIR PERSON REPORT



Police Governing Authority
Quarterly Session - Pink Shirt Day

Aaniin! Bozhoo!

The Police Governing Authority is pleased to present its 6th Annual Report for the Anishinabek Police Service (APS) for the year ending March 2020. 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 Police Governing Authority 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 must continue on our own path to peacekeeping in a culturally appropriate and community based manner.

Negotiation and Ratification of New Collective Bargaining Agreement: In May of 2019 negotiations took place to renew the collective bargaining agreement with uniform staff. With a renewed approach and mutual respect and understanding, the APS negotiating team and uniform bargaining committee quickly came to agreement. The environment for successful negotiations was supported by our Eagle Staff, teaching from then Chief Paul Syrette, our medicines, eagle feather and elder Marlene Pine. Overall, it was clear that both parties' approach was centered on the needs of the communities of APS.

Negotiation and Ratification of Civilian Memorandum of Understanding: In October of 2019 the Board ratified the Civilian Memorandum of Understanding (MOU) with an effective period of April 1st, 2019 to March 23rd, 2023. The MOU was developed over several months by a working group of civilian representatives representing three regions, management and the PGA representatives. The agreement provides a basis for a relationship between

civilian staff and management, establishing clear guidelines and expectations for both parties. The MOU also reflects the overall goals of our Service to not only honour the cultural values and teachings but also to regain these pillars of how we will move forward.

Incremental Investments into Infrastructure: For the second consecutive year, our Service was approved for infrastructure funding for four (4) detachments. Nipissing, Curve Lake, Sagamok Anishinabek and Beausoleil First Nation were chosen as the four communities to receive detachments. These investments will bring a standard of service for policing facilities to the respective First Nations, their staff and citizens. We'd also like to recognize the contribution of land and other resources by the chosen First Nations.

Organizational Direction: Today, the established direction for our organization is much clearer than ever. In July of 2019, the PGA approved the launch of a Review Committee and accepted members consisting of staff, management, and Directors to oversee the process of which organizational review recommendations are implemented, when and how. The Board and Committee are excited for the many benefits that this work will bring to our organization, staff and the communities we serve.

Executive Committee: Just newly established, the Executive Committee has proven to be an essential mechanism for staying atop of important APS matters. Together, Chief Jason Henry, Chair Jeffery Jacobs, Vice Chair Debi Bouchie and Vice Chair Roland Restoule along with the Director of Corporate Services and A/Police Chief are able to keep track of, execute and maintain momentum on certain business matters.

Committees of the Board: The PGA would like acknowledge the hard work and dedication of the Committees of the Board, especially the Finance and Discipline committee. Between quarterly meetings our Board committees are diving deep into the issues at hand to ensure what's best for our Service is by way of recommendations are brought to the Board for consideration and approval.

CHIEF OF POLICE REPORT

Aaniin, I am Marc LeSage, Acting Police Chief for the Anishinabek Police Service. It is again my pleasure to provide updates for our 2019-2020 annual report. I would first like to thank all of our frontline uniform and civilian staff for the efforts during the past year. Our purpose for being here is to serve and protect our communities. The focus of the organization is to support our frontline members so they can do their job effectively. We are all aware that the First Nations Policing Programs has certain shortcomings. We work without capital budgets or legislative framework. The APS has to do more with less. There has been little to no change in staffing levels in 26 years that we have been in existence.

The officers and civilian staff continue to provide for the safety and security of their members communities despite having to work with limited staffing and older equipment. Command staff and the board are committed to working with our funders to correct past mistakes and provide a safe and fair working environment for our members.

The years 2019 and 2020 started like any others for the APS. We were working though the same issues that face First Nations Policing such as staffing & equipment. The year ended in a pandemic. COVID-19 caught us off guard scrambling to develop plan to keep our communities and members safe. Many of our communities are facing a crisis for opioids with addiction and overdoses becoming common. Fentanyl & Carfentanil is killing our members. It also creates a dangerous working environment for our officers.

Detachments were built for Ginoogaming and Wasauksing/Shawanaga/Magnetawan Cluster. Planning continues for detachments in Beausoliel, Curve Lake, Nipissing & Sagamok. We continue to work with the Public Safety Canada & the Solicitor General Office to have the detachments properly funded. We need safe and functional detachments that meet the requirements for a police building that the Ontario Provincial Police would use.

The APS successfully negotiated a new Collective Bargaining Agreement with the officer's union and a Memorandum of Understanding with the Civilian Employees. This will ensure a good working relationship until 2022. The CBA was negotiated with the APS Board in a short period of time with all parties at the table. This was an exciting time as the last CBA was finalized after many weeks and a potential strike action. Communication with the officer's union has improved. The chief's office and the union executive speak on a regular basis with the goal of working out differences of grievances or working out issues prior to the grievance stage. Staffing for the APS continues to be a priority. Under the tripartite agreement, we are funded for 65 officers which



Marc LeSage
A/Chief of Police

is up from our original 61 officers. This fiscal year the second of the 2 officer allotment went to Christian Island and Wasauksing/Shawanaga/Magnetawan cluster. Four officers increased to the APS by the 110 officers program by Public Safety.

The APS is not staffed adequately at the current numbers. Officers working alone is the norm. The APS is not immune to members being off for various reasons such as vacation, training, injury or sickness. When we have members going off they are not easily replaced which means that our communities are forced to make due. This adds pressure on members who are working with increased overtime. We are burning our members out. There is still an expectation that the APS will answer calls in their area. This is not safe.

Our clustered detachments in the Marathon area, Parry Sound area and North Bay Sudbury area are faced with staffing issues. Response times vary to these areas. An example is that it takes approximately 2 hours for officers to respond to Wahnapiitae from Nipissing. Officers are expected to attend these location alone.

Opioid Crisis

All APS communities are being effected by the opioid crisis. Members of the APS now carry and are trained in the use of Narcan. Overdoses are now the norm in our communities. We are entering our second decade of the opioid crisis. Gone are the 'OxyContin' days of pre 2010. Fentanyl and Carfentanil as well as methamphetamine. Officers are faced with dangers when doing enforcement action with opioids. Touching or inhaling the substance can cause offices harm.

Related calls for service with addiction, mental health, theft, human trafficking, and other property crimes are a real issue. Although all communities are plagued by the

opioid crisis our member's communities are hardest hit because of location, lack of assistance, poverty & policing presence.

We have started projects for Mobile Work Stations that utilize Global Positioning and mapping for dispatching calls for service. This system is used by the OPP and they have agreed to start a pilot project allowing APS cruisers to be outfitted with the work stations. All new builds of cruisers will have docking stations built in.

The APS peer support program is up and running with assistance from Frontline Resilience. The APS is the first indigenous police service in Ontario to have members trained in peer support. The mental health of our members is so important as we continue to have lost staffing days due to mental health claims.

2019 and 2020 was a year of contrast. We continue to deal with the pandemic and have provided great service to our member's communities. We have to deal with the staffing and equipment issues with our funding partners. I am very proud of the work our members do. Indigenous policing works! We are not perfect but when our community members call the police it is an officer that they know who will respond.

Miigwetch

Marc Lesage



APS Peer Support



Acting Police Chief Lesage at Ontario Police College



Police Week BBQ

INSPECTOR REPORTS - NORTH

Boozhoo and hello, I hope my Annual Report finds you well and in good spirits. My name is Derek Johnson and I am a member of the Fort William First Nation. I started my policing career in June 1998 as a constable with the Anishinabek Police Service posted at the Fort William Detachment. In January of 2005 I was seconded to the RCMP Integrated Border Enforcement Team until May of 2006 when I transferred back to the Fort William Detachment after being promoted to the position of Sergeant. I remained in this position until October 10th, 2013 when I was promoted to Inspector of the North Region. I have also had the opportunity to occupy the role of Professional Standards from April 2018 to present.

During my policing tenure I have been fortunate to work with supportive Chief & Councils, numerous service related committees as well as, staff all of whom possessed the equivalent goal of improving service delivery to our communities.

The 2019/2020 fiscal year was not without challenges. The North Region experienced a number of officer & civilian member vacancies throughout this period. Fortunately, our dedicated staff covered vacant shifts and shared duties & responsibilities to ensure each community was served appropriately. Furthermore, initial coverage of calls for service were undertaken by our policing partner, the Ontario Provincial Police (OPP) during periods of vacancy.

The APS has referred vulnerable people to local Community Mobilization Situation Tables across the region for necessary services. The lack of sustainable funding for a dedicated APS Drug Enforcement Team truly impacts our productivity with holding dealers accountable for their selfish actions. Most of our enforcement initiatives have required assistance from our policing partners which was also dependant on their availability. Additional resources are required to effectively combat these criminal activities.

In addition, the lack of funding for a dedicated detachment in Netmizaaggaming Nishnaabeg (Pic Mobert First Nation) and Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay First Nation) has a detrimental impact on the service we provide to these communities which I will detail further below.

I am proud to provide an overview of some highlights during this fiscal period.

The North Region is comprised of 4 Detachments and 5 Communities:

- Fort William First Nation
- Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay First Nation)
- Cinoogaming First Nation
- Biigtigong Nishnaabeg (Pic River First Nation)
- Netmizaaggamig Nishnaabeg (Pic Mobert First Nation).



Inspector Derek Johnson
North Region / Professional Standards

We are geographically located near the cities of Thunder Bay, Nipigon, Longlac and Marathon.

The North Region's goal is to make its community members feel a sense of safety and security through community involvement, community service, prevention and enforcement strategies.

Fort William First Nation

The Fort William First Nation is located on the western end of Lake Superior adjacent to the city of Thunder Bay. Mount McKay (Animkii Wajiw) exists on the territory with a lookout on the lower eastern plateau providing a view of Thunder Bay and the city's harbor. This plateau serves the community for sacred ceremonies and cultural events.

Fort William has a population of approximately 2000 members, of which their On-Reserve population is approximately 981 people (census 2016).

The Detachment staffs the North Region Inspector, one full time Court Administrator, one Sergeant and four Constables.

The illicit and prescription drug trade continues to be one of the biggest concerns in the North Region from a community & police perspective. During the period of this report, we had to remove our resource from the Joint Forces Gang / Drug Enforcement Unit task force with the Thunder Bay Police Service, OPP, and Nishnawbe Aski Police Service to accommodate frontline responsibilities.

This also reduced the effectiveness of prevention & enforcement initiatives against gang members from Southern Ontario who continued their invasion into the District of Thunder Bay and our First Nation Communities.

Current staffing levels in Fort William prevent members from working with partnering agencies. They are unable to provide 24/7 frontline coverage for the community therefore unable to address the illegal drug issues present.

The Fort William Detachment responded to 1015 calls for service and laid 160 charges during the period of this report.

Noteworthy Occurrences:

Police Week BBQ

May 2019, the Fort William detachment hosted a community BBQ and served well over one hundred local members. Children were introduced to Sgt Hawkeye (mascot) and were able to burn off energy playing in bouncy castles.

Drugs, Firearms & Currency Seizure

On October 10th, 2019 the Anishinabek Police Service (APS) Fort William Detachment and Major Crime Unit assisted by the OPP Organized Crime Enforcement Bureau (OCEB), OPP Community Street Crime Unit (CSCU) and Thunder Bay Police Canine Unit executed a Controlled Drugs and Substances Act warrant at a residence located on the Fort William First Nation. The investigation resulted in the seizure of approximately 204 grams of Cocaine, 128 Morphine tablets, 31 fake Oxycodone tablets and 18 firearms. The street value of all drugs is approximately \$31,600. Police also seized \$4120.00 in Canadian currency. Two local adult males were charged with numerous drug and firearm offences.

Biinjitiwaabik Zaaging Anishinaabek (BZA) / (Rocky Bay First Nation)

Biinjitiwaabik Zaaging Anishinaabek (BZA) / (Rocky Bay First Nation) is nestled between mountains on the south-east shore of Lake Nipigon. With a minute drive to into the community from Highway 11, it is considered semi-remote. The town of Macdiarmid is immediately adjacent to the First Nation. There are approximately 80 homes on BZA with an On-Reserve population of 184 members (census 2016).

Staff serve the community out of the OPP Nipigon Detachment. The APS & the BZA Chief & Council have participated in preliminary discussions about a proposed new detachment in the BZA Community.

Staffing currently is one part time Court Administrator and two Constables which provides for 80 hours of policing out of a possible 168 hours in a week. Members rely on callouts or support from OPP Nipigon detachment during off times.

Officers are required to commute to the community as there is no detachment located in the BZA community itself. Officers must drive over 60km to the town of Nipigon to use their computers or process paperwork.

The BZA Detachment responded to 343 calls for service and laid 50 charges during the period of this report.

Noteworthy Occurrences:

Medical Aid / Police Assistance

On March 29th, 2020 an officer was waved down by an

adult male who appeared to be in medical distress. The officer transported him to the Nipigon Hospital without delay. Shortly after, the APS were advised the male required emergency surgery and could have died if he had not received immediate medical attention.

Grand Opening Rocky Bay

The APS supported Rocky Bay First Nation at the Grand Opening of their new Family Services Office in Thunder Bay.

Ginoogaming First Nation

Ginoogaming First Nation (formerly Long Lake 77 First Nation) is a small Anishnawbe (Ojibway) First Nation located in Northern Ontario approximately 40 km East of Geraldton, Ontario. The Community is on the northern shore of Long Lake, immediately South of Long Lake 58 First Nation and the Community of Long Lac, Ontario. Total population is approximately 980 members with nearly 210 members residing on the First Nation (census 2016).

The Ginoogaming Detachment is located in the heart of the Community. A new modular detachment was constructed which will be ready for occupancy once all site prep and services are complete.

Ginoogaming is staffed with one Court Administrator, a Sergeant and 2 Constables whom are able to provide 120 hours of policing coverage per week. This does not take into account time away due to training, sick time or holidays.

Ginoogaming, like all communities, is faced with a drug problem.

The Ginoogaming Detachment responded to 459 calls for service and laid 41 charges during the period of this report.

Noteworthy Occurrences:

14th Annual McKay Lake Fish Derby

The Ginoogaming Detachment organized the 14th Annual McKay Lake Fish Derby. The derby was an alcohol and drug free event that promoted teamwork. Traditionally, fall was the time of year our communities would gather food and prepare for the long winter. This event was promoted with those historical goals in mind as well as, encouragement of safe boating practices.

National Addictions Week 2019

The Ginoogaming Detachment hosted an information session during National Addictions Week.

Biigtigong Nishnaabeg (Pic River First Nation)

Biigtigong Nishnaabeg is located off the TransCanada Highway 11/17, approximately 352 km northeast of Thunder Bay, Ontario. It is accessible by Highway 627 and adjacent to Pukaskwa National Park. The traditional territory encompasses over 2 million hectares combined with Exclusive and Shared territory on the north shore of Lake Superior. There are approximately 1200 members with some 500 members living on reserve (www.picriver.com).

The Pic River Detachment staffs one Sergeant, one part time Court Administrator and four full time Constables. The Pic River Detachment is a cluster Detachment that also serves the Pic Mobert First Nation.

The Pic River Detachment responded to 530 calls for service during the period of this report. Considering the officers assigned to Pic River & Pic Mobert are clustered, the total charges between the two communities was 358.

Noteworthy Occurrences:

Missing person (located)

During the month of September 2019, the Pic River Detachment was involved in a multi-jurisdictional Missing Person Investigation. The Victim was supposed to begin an apprenticeship in Southern Ontario however, did not show up as planned. Furthermore, the family was unable to make any contact with him. APS officers liaised with the Toronto Police Service, Toronto Central Family Intake Centre, the APS Garden River Detachment, and the victim's family. Officers also attempted to gather information of the victim's whereabouts through cell phone and banking records. The victim was subsequently located safe and arrangements were made for his return.

Food Bank Event

On December 4th, 2019 officers attended Sirard's Your Independent Grocer in Marathon for a food bank event. Runners were given two minutes to collect as much groceries as possible with all food being donated to the local food bank. A total of \$6,500.00 was collected and donated to the food bank that services Marathon and Biigtigong Nishnaabeg for those less fortunate.

Netmizaaggamig Nishnaabeg (Pic Mobert First Nation)

Netmizaaggamig Nishnaabeg is an Ojibway First Nation in Northwestern Ontario consisting of two small reserves namely Pic Mobert North which serves as their primary reserve and Pic Mobert South. Both of which are located approximately 55 km's East of Marathon, Ontario. There are approximately 1010 members with some 350 - 400 members living on reserve. (www.picmobert.com)

The Pic Mobert Detachment is supported by The Pic River Detachment as it is a cluster detachment and staff is required to commute (60-80 km's) to support this community. Members travel to Pic Mobert to answer calls from Heron Bay. These distances cause delays in responding to calls for service not to mention a lack of presence in the community. Two officers are required to attend calls for officer safety reasons. At the current staffing levels areas such as Pic Mobert often receive reactive policing rather than proactive policing.

A detachment and increased staffing is needed to adequately police Pic Mobert.

The Pic Mobert Detachment responded to 828 calls for service during the period of this report. Considering the officers

assigned to Pic Mobert & Pic River are clustered, the total charges between the two communities was 358.

Noteworthy Occurrences:

CDSA Warrant Assist

During the month of August 2019, Officers assisted the White River OPP Detachment with the execution of two Controlled Drugs and Substances Act warrants in the community of White River, Ontario. Due to the proximity to Pic Mobert, it is anticipated some of the drugs were destined for the First Nation community. Execution of the warrants, resulted in a large amount of Canadian currency being seized and drugs suspected to be cocaine, crystal methamphetamine, and oxycodone with a street value of approximately \$5,500.00 dollars. Several firearms and prohibited weapons were also seized. Two adult females and three adult males were charged with various drug and weapons related offences.

Haunted Halloween Detachment

Staff completed a makeover of the Pic Mobert / Pic River Cluster Detachment and turned it into the "Frightening Haunted Detachment". Officers also handed out treats to local youth while on general patrol.

North Region Constable Appreciation Day

In support of the 2019 Organizational Review Recommendations to include cultural training as well as, improve morale, on July 22nd the North Region hosted a Constable Appreciation & Training day. The event started with FWFN Elder, Victor Pelletier completing a smudge as well as, opening and closing prayers. Officers were afforded presentations on Situation Table Regional Updates, the impact of Southern Ontario Gang infiltration to the District of Thunder Bay as well as, APS Headquarters updates. The final presenters, OPP Cst Peter Tucker and his spouse, Michelle provided a resilience presentation on Cst Tucker's 2014 catastrophic motorcycle accident that nearly claimed his life. Peter & Michelle recounted his challenging recovery as well as, how with the support of his family and the OPP was able to return to work and serve his community. Upon completion of the training component the officers were treated to a team building 9 hole best ball golf tournament and dinner.

The District of Thunder Bay including our First Nation communities in the North Region continued to experience an influx of gangs from southern Ontario. These individuals prey on vulnerable and marginalized people for the mere benefit of profit derived from criminal activity. Moving forward, police and First Nation leaders will have to enhance a coordinated response to effectively address the illicit drug trade in and around our communities not to mention the social issues that accompany this trade. A coordinated effort is a must to ensure safe and healthy communities.

Finally, I would be remiss if I didn't take this opportunity to acknowledge the efforts of our sworn and civilian staff members who worked diligently to meet our business plan goals and community's expectations. To that, I thank you and commend you for your hard work.



A/Inspector Karen Bell
Central Region Inspector

Aanii, I am a veteran police officer with 33 years of policing service and lifelong resident and member of Ketegaunseebee (Garden River First Nation). My policing career has taken me from the Toronto Police Services to Anishinabek Police Services. I currently hold the rank as Interim Central Regional Inspector.

The fiscal year of 2019/2020 has been a challenging year in terms of the global pandemic that ravaged the world which forced police to change their methodology with respect to how they provide security and safety to all communities and its citizens. For the most part policing service has continued with little interruption to the APS Central Region communities. This is largely due to the commitment and dedication of the front line officers.

In March of 2020 the whole world was rocked by the corona virus pandemic which forced extreme measures globally. Indigenous leaders made the difficult decision to prevent or minimize the spread of the COVID - 19 virus due to the high susceptibility of its vulnerable members. Precedent setting lockdowns or restricted access was implemented throughout many First Nations.

Policing being an essential service continued and within First Nation communities became even more invaluable to safeguard the people. Police were expected to be visible and prevent potential mayhem in which COVID - 19 had created. Although many services were reduced or stopped completely, policing had to continue. The safety and security of life and property for all our member nations inclusive of its residents and visitors is paramount.

The Central Region followed provincial public health guidelines of three separate public health regions which fluctuated continuously depending on positive cases of COVID - 19.

INSPECTOR REPORTS - CENTRAL

There was officer robust movement in terms of retirement, hires, and resignations. Officer training has been limited this fiscal year. A full time permanent Sagamok officer submitted and was successful in obtaining a position with the Southern Region Christian Island Detachment. Garden River had a retirement of a long serving officer. An officer that had resigned from Sagamok was rehired for a vacancy at the Sagamok Detachment. Sagamok and the Nipissing Cluster currently experience police officer shortages.

Police presence becomes crucial as visibility does act as a deterrent. Although the Central Region has and continues to experience frontline officer vacancies the officers are very dedicated and committed to the communities that they serve. At any given time period there usually is only one officer working in the community. It is standard for each community other than the Nipissing cluster to have an officer working alone in the community. Without the loyalty and devotion of each and every member including the civilian staff APS could not support the communities effectively.

Kuddo's to all our members!

Central Region

- Garden River, Sagamok, Wahnapiatae, Dokis, and Nipissing Detachments
- Three separate Police Detachment areas
- Nipissing Detachment is a cluster of three FN communities
- Sault Ste. Marie, Sudbury, Espanola, and North Bay are the larger urban municipalities surrounding the region
- Three separate Public Health Regions (Algoma Public Health, Sudbury and District Public Health, and North Bay and Parry Sound Public Health)

Garden River Detachment

- Detachment Commander
- Three full time permanent police constables
- Two part time contract officers
- One full time civilian Court Administrator

Sagamok Detachment

- Detachment Commander
- Four full time permanent police constables
- One part time contract officer
- One full time civilian Court Administrator

Nipissing Cluster

- Detachment Commander at Nipissing
- Six full time permanent police constables
- One full time civilian Court Administrator for Nipissing
- One part time civilian Court Administrator for Dokis

A large water vessel is kept at Nipissing. Several members of the Nipissing cluster have received marine training. The only two all-terrain vehicles available are shared between all the Detachments. Usage becomes an issue due to the time it takes to transport them from one location to another. For example it would take seven hours of drive time to trailer the ATV's from Garden River to Nipissing where they are generally stored. The snow vehicles at each Detachment are outdated and inoperable.

The Central Region Communities:

Garden River Detachment

The Garden River First Nation is home to the Anishinabek Police Service Headquarters along with Detachment. The Garden River community has a residential population of 1,200+ persons. The municipality of Sault Ste. Marie is adjacent to Garden River. The day to day policing matters are the responsibility of the Detachment. There are two marked police vehicles utilized by the officers. The All-Terrain vehicles are a shared resource for the region. This Detachment has two contract officers fulfilling policing duties.

The Garden River detachment has a good working relationship with the Batchewana Police and OPP. Members will work together and run to each other's calls. The fact remains that current staffing levels only allow for one officer to work at a time during most shifts.

Proactive police work is difficult to do because of officer safety reasons. The community has the Trans Canada highway passing through. For the most part Hwy. 17 brings good travelers but can also bring criminals who are running contraband, human traffickers & wanted persons.

Garden River also sits along an international border with the United States of America. This area has historically been an area where criminals have crossed into the US or Canada illegally. Once again proactive patrols of this area are done but it is difficult with one police officer working.

The community is not immune to the Opioid crisis and mental health issues. Addiction is a current problem and it brings associated criminal activity such as assault & thefts.

| Significant Calls for Service | |
|-------------------------------------|------|
| Total Occurrences | 1828 |
| Total Arrests | 201 |
| Benchmark (serious) Occurrences | 52 |
| Mental Health Calls | 49 |
| Attempt/Threat of Suicide | 18 |
| R.I.D.E. Hours | 387 |
| Provincial Offence Notices/Charges | 43 |
| Charges under Reopening Ontario Act | 3 |

| | |
|----------------------------------|-----|
| Drug Related Occurrences | 17 |
| Alcohol Related Occurrences | 37 |
| Alarm Calls | 110 |
| Community Services | 100 |
| Domestic Calls | 38 |
| Property Checks/Insecure Premise | 940 |
| Family Disputes | 69 |
| Sex Related Calls | 5 |
| Police Information Calls | 73 |
| Assaults | 20 |
| Police Assistance | 295 |

Sagamok Detachment

The Sagamok Detachment is situated in a community of 1,800 to 2,000+ persons nestled in behind the small town of Massey. The Detachment is currently housed in a portion of a strip mall that was never designed as a police facility. Along with all the typical services that every First Nation offers it also has an elementary school of 300+ students. High school students are transported 45 minutes into the town of Espanola. Crossing a bridge is necessary to get to Sagamok and it has no other communities adjacent. This community has retained the language and culture which is often heard spoken and practised.

There is a continuing issue with filling positions or retention of officers at this Detachment. Due to its geographical position there is no housing available for officers who transition in and out frequently. Typically there is only one officer working at a time. If a person is arrested and there is a need to keep that individual in custody it requires a 45 minute drive to the nearest lock up facility. It may also mean a two hour drive to a secure detention facility in the municipality of Sudbury. A Bail Court Hearing can last a full day. Realistically the only officer working can spend his/her shift away from the community. This produces a lack of visibility of police within the community which ultimately leaves Sagamok without proper protection.

A recent concern for both the community and police is the opioid and drug trafficking invasion. Unknown persons have befriended vulnerable members and have made their way into the community trafficking opioids and other illegal drugs causing insurmountable difficulties to young people, the family nucleus, and the well-being of the community. Although access to the community is restricted and monitored these individuals are still finding ways to access the community.

A new modular independent police building centrally located within the community is being designed and constructed with an occupancy projected date for the fall of 2021. This building will personify itself as a professional police detachment to the citizens of Sagamok and its visi-

tors while providing the officers with a sense of dignity and pride while being able to work in a building designed for its intended use. There are two marked units in this location. Two All -Terrain vehicles are a Central Region resource.

| Significant Calls for Service | |
|---|------|
| Total Occurrences | 1264 |
| Total Arrests | 223 |
| Benchmark (serious) Occurrences | 65 |
| Mental Health Calls | 26 |
| Attempt Suicide Calls | 20 |
| R.I.D.E. Hours | 231 |
| Provincial Offence Notices/Charges | 101 |
| Charges under Quarantine Act of Ontario | 11 |
| Drug Related Occurrences | 84 |
| Alcohol Related Calls | 60 |
| Alarm Calls | 110 |
| Community Services | 86 |
| Domestic Calls | 42 |
| Property Checks/Insecure Premise | 139 |
| Family Disputes | 55 |
| Sex Related Calls | 10 |
| Police Information Calls | 248 |
| Assaults | 49 |
| 911 hang Up Calls | 140 |
| Alcohol Related Occurrences | 60 |
| Police Assistance | 360 |

Nipissing Cluster Detachment

This cluster consists of three communities (Wahnapitae, Nipissing and Dokis) which are geographically widespread. It can take two hours to arrive in Wahnapitae from either Nipissing or Dokis. During the day any given community is without proper policing coverage.

Nipissing has a population on reserve of 2,000+ people. The community leases waterfront property to non-indigenous individuals who reside in homes or possess seasonal cottages. The Nipissing cluster is located within the municipal boundaries of the Greater Sudbury and North Bay. Nipissing is the only Detachment in the region that has two officers working a night shift.

Dokis has a year round population of 200 persons but doubles during the summer months with cottagers. Wahnapitae has an on reserve population of 115+ persons with the population increasing with summer visitors camping at seasonal trailer parks. Though the population increases during the summer months the police compliment does not change. There are four officers assigned to Nipissing, 2 assigned to Dokis and one assigned to Wahnapitae of which all work out of the Nipissing Detachment.

There are three marked police units in this location with one administrative vehicle. The vessel that remains at the Nipissing Detachment is used extensively by the trained marine operator officers in joint operations with Nipissing First Nation Fisheries Department.

Nipissing, Dokis and Wahnapitae are staffed with 7 members. Their biggest issue of geography with Dokis being 1 hour and Wahnapitae being 2 hours away. Members here often work alone covering a large area. Efforts are continuing to increase staffing but proactive police presence is not happening in all communities. It is not possible for members to be in three places at once. Reacting to calls for service via telephone or by driving the long distances is a major concern.

The cluster is having a detachment built during the next fiscal year as a part of an infrastructure program with the Federal and Provincial government. This should alleviate some travel time to the outlying detachments.



Grand Opening - Family Services Office - Rocky Bay

| Significant Calls for Service Nipissing | |
|---|------|
| Total Occurrences | 1104 |
| Total Arrests | 167 |
| Benchmark (serious) Occurrences | 81 |
| Mental Health Calls | 85 |
| Attempt/Threat of Suicide Calls | 19 |
| R.I.D.E. Hours | 99 |
| Provincial Offence Notices/Charges | 42 |
| Drug Related Occurrences | 40 |
| Alcohol Related Occurrences | 30 |
| Alarm Calls | 58 |
| Community Services | 58 |
| Domestic Calls | 53 |
| Property Checks/Insecure Premise | 98 |
| Family Disputes | 90 |
| Sex Related Calls | 5 |
| Police Information Calls | 138 |
| Assaults | 32 |

| Significant Calls for Service Dokis | |
|---|-----|
| Total Occurrences | 99 |
| Total Arrests | 34 |
| Benchmark (serious) Occurrences | 9 |
| Mental Health Calls | 6 |
| Attempt/Threat of Suicide Calls | 1 |
| R.I.D.E. Hours | 4.5 |
| Provincial Offence Notices/Charges | 1 |
| Charges under Quarantine Act of Ontario | 1 |
| Drug Related Occurrences | 3 |
| Alcohol Related Occurrences | 2 |
| Alarm Calls | 26 |
| Community Services | 27 |
| Domestic Calls | 6 |
| Property Checks/Insecure Premise | 13 |
| Family Disputes | 14 |
| Sex Related Calls | 1 |
| Police Information Calls | 13 |
| Assaults | 3 |

| Significant Calls for Service Wahnapiatae | |
|---|----|
| Total Occurrences | 86 |
| Total Arrests | 48 |
| Benchmark (serious) Occurrences | 5 |
| Mental Health Calls | 3 |
| Attempt/Threat of Suicide Calls | 1 |
| R.I.D.E. Hours | 12 |
| Provincial Offence Notices/Charges | 3 |
| Drug Related Occurrences | 4 |
| Alcohol Related Occurrences | 2 |
| Alarm Calls | 11 |
| Community Services | 17 |
| Domestic Calls | 1 |
| Property Checks/Insecure Premise | 2 |
| Police Assistance Calls | 12 |
| Sex Related Calls | 1 |
| Police Information Calls | 19 |
| Assaults | 6 |



New Ginoogaming Detachment



Inspector Barry Petahtegoose
South Region Inspector

Ahnee, I am Barry Petahtegoose of Atikameksheng Anishnawbek but currently reside in Sagamok Anishnawbek. In February 2016 I began my employment with Anishinabek 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 worked 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.

2019 brought many challenges for the Region but there was a lot of great work completed by the officers and civilian staff of the South Region. I am constantly amazed by the dedication and commitment to enhance policing service in the six First Nation Communities Anishinabek Police provides a service to. Officers and civilian staff have made a concerted effort to be part of the communities by being active with community service initiatives, to name a few; Kettle and Stony Point Detachment plans an annual Elders Christmas luncheon, which is always well attended, Curve Lake Detachment conduct a number a property checks maintaining high visibility in the community, Beausoleil Detachment spends time visiting with elders in the community, Wasauksing Detachment provides Drug and Alcohol Resistant Education (DARE) program to grade school children.

The South Region consists of four Detachments:

Wasauksing Cluster

(Wasauksing/Shawanaga/Magnetawan)

- 1 Sergeant
- 5 Constables
- 1 part time Constable
- 1 part time Court Administrator

INSPECTOR REPORTS - SOUTH

Beausoleil

- 1 Sergeant
- 4 Constables
- 1 part time Constable
- 1 part time Court Administrator

Curve Lake

- 1 Sergeant
- 3 Constables
- 1 part time Constable
- 1 part time Court Administrator

Kettle and Stony Point

- 1 Sergeant
- 8 Constables
- 1 part time Constable
- 1 full time Court Administrator
- 1 part time Court Administrator

Wasauksing, Shawanaga and Magnetawan

The Communities:

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 December of 2019 the new Police Detachment was delivered to Wasauksing First Nation.

Detachment staff moved into the new detachment in February 2020. All Staff very pleased with the design and functionality of the building.

Statistics:

Magnetawan

Officers responded to 251 total calls for service for the

period

56 total charges (Criminal and Provincial offences combined)

Notable incident: In March 2020 a non-band member and band member set up a tee pee near the CN railroad to support the Wet'suwet'en pipeline protest. Situation was resolved without much incident.

Shawanaga

Officers responded to 320 total calls for service for the period

100 total charges (Criminal and Provincial Offences combined)

Notable incident: in August 2019 APS Crime unit and members of the Detachment executed a search warrant at a residence and seized 231 suspected marijuana plants and charged one male person.

Wasauksing

Officers responded to 475 total calls for service for the period

119 total charges (Criminal and Provincial Offences combined)

Notable incident: In October 2019 a male subjected attended the Administration Office in an intoxicated and agitated state, male was arrested for public intoxication. Further investigation revealed the male caused extensive damage to the APS police vehicle, male was subsequently charged with Mischief to property.

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 compliment for the detachment is one full time Sergeant (Detachment Commander) and three full constables. We also have one civilian member performing the

role of part time Court Administrator.

Statistics:

Officers responded to 632 total calls for service for the period

91 total charges (Criminal and Provincial Offences combined)

Notable incident: On December 31, 2019 a lone officer responded to a male in distress, upon arrival the officer observed the trailer structure to be on fire. The male refused to leave the trailer but after a short struggle the officer was able to get the male to safety, male and Officer suffered minor physical injury.

Curve Lake First Nation

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 compliment for the detachment is one full time Sergeant (Detachment Commander), three full time constables and one part time constable. We also have one civilian member performing the role of part time Court Administrator.



Sgt. Murray Bressette

Statistics:

Officers responded to 977 calls for service for the period.

140 total charges (Criminal and Provincial Offences combined)

Notable incident: not so much a notable incident but more about the amount of property checks that the officers conduct. The positive thing with property checks is that officers are spending time doing proactive type policing in the community. With the police presence in the community it gives community members a sense of safety that police are not far if police are required for an incident

Kettle and Stony Point

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 full time Sergeant (Detachment Commander) and six full time constables. We also have one civilian member performing the role of part time Court Administrator.

Stony Point

The transition of policing responsibility from the Ontario Provincial Police on April 1, 2019 was challenging for APS as

the residents of the former camp Ipperwash still had animosity toward police in general since the Dudley George shooting death by the OPP over 25 years ago. Since April of 2019 the residents of former Camp Ipperwash have become increasingly comfortable with APS policing their community. The KSP Detachment worked diligently to build positive working relationships with community members which resulted in residents feeling more comfortable with calling police for assistance. Detachment members continue to show a positive police presence by conducting proactive patrols in the community and responding quickly when an incident is reported.

Statistics:

Officers responded to 2131 calls for service for the period

497 total charges (Criminal and Provincial Offences combined)

Notable incidents:

3 Search Warrants were executed at three different cannabis dispensaries, a large amount of cannabis and bi-products seized, a large amount of Canadian and American currency seized, a number of charges laid.

Officers assisted the Lambton OPP with policing coverage during a Friday the 13th Bike Fest at the Ipperwash Beach Club (OPP jurisdiction). No serious incidents to report. A number of Outlaw Motorcycle members attended the one night function. No serious incidents reported to Kettle Point Detachment



New Wasauksing Detachment

MAJOR CRIME - INVESTIGATIVE SUPPORT UNIT

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 2019/2020.

Anishinabek Police Service - 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 unit provides support with investigations, prepare/assist with search warrants and production orders, creates intelligence reports, conducts drug education and enforcement, supports Professional Standards with their investigations, assist with employee candidate background investigations and ensuring all domestic violence cases Criminal and Non-Criminal are reviewed.

Our unit has assisted or taken the lead on 129 calls for service, which included Arson, Serious Assaults including Sexual Assaults, Drug Offences, Robberies, Domestic Violence, Property Crimes, and Sudden Deaths.

Staffing and Secondments

Major Crime - Investigative Support Unit Manager - D/S/Sgt. Byron Pilon

- **North Region - D/Cst. Randy Cheechoo** 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 - currently unoccupied** – In August 2019 D/Cst. Chris Thibodeau commenced a developmental opportunity at the Garden River Detachment as Detachment Commander. The central region consists of three Detachments and five Communities. They are Garden River, Sagamok, Wahnapiitae, Nipissing, and Dokis. Geographically they are located near the cities of Sault Ste. Marie, Sudbury and North Bay.
- **South Region - D/Cst. Will Shawnoo** region consists of four Detachments and six Communities. They are Magnetawan, Shawanaga, Wasauksing, Curve Lake, Beausoleil (Christian Island) and Kettle and Stoney Point. Geographically they are located near the cities of Parry Sound, Midland, Peterborough and Sarnia.



Detective Staff Sergeant Byron Pilon
Major Crime - Investigative Support Unit Manager

Violence Crime Linkage Analysis System ViCLAS - Secondment

- **Cst. Cindy Hourtovenko** secondment ended prematurely in August 2019 due to operational requirements and she returned back to the Sagamok Detachment.

Provincial Joint Forces Cannabis Enforcement Team PJFCET - Secondment.

- **Cst. Mitch McNamara** was temporary working with the PJFCET and In June 2019 he returned to the Christian Island Detachment due to operation requirements. A competition to fill the PJFCET secondment will be forthcoming.

Domestic Violence Coordinator - Sgt. Chantal Larocque

- **Sgt. Larocque** successfully competed in a competition to become APS Domestic Violence Coordinator and commenced her duties November 2019. 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 our communities that we will not tolerate domestic 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

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.



Cst. Zelda Elijah, Kettle and Stony Point

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.



A/Police Chief Marc Lesage and Police Chief Hugh Stephenson, Sault Ste. Marie Police Service

PROFESSIONAL STANDARDS

"The time is always right to do what is right"
(Martin Luther King Jr.)

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.aps cops.org or attend one of our local detachments for assistance.

PSB Statistics:

April 2019 - March 2020

| Complaints | Internal | Public |
|-----------------|----------|--------|
| Substantiated | 3 | 2 |
| Unsubstantiated | 2 | 2 |
| Ongoing | 0 | 4 |
| Resolved Other | 1 | 0 |
| Withdrawn | 0 | 0 |
| Refused | 0 | 0 |
| Totals | 6 | 8 |



Inspector Derek Johnson
North Region / Professional Standards

IAPRO Professional Standards Software

The Anishinabek Police Service utilizes IAPRO Professional Standards Software to maintain our Professional Standards investigative files. The system is a useful tool for the generation of reports, data integrity as well as, the ability to identify trends in relation to service complaints and early intervention strategies to remedy them. The most common allegations against APS Police Officers are "Incivility" followed by "Lack of Communication" and "Incomplete Investigations".

Workplace Harassment

Workplace harassment is an issue that has come to the forefront over the past couple years. The APS is committed to providing a respectful, inclusive and positive work environment that is free from workplace harassment. In cases where allegations of workplace harassment are made, Professional Standards works with Senior Management to ensure that complaints and misconduct are handled appropriately and consistently. On occasion the APS has outsourced investigations in order to alleviate the perception of prejudice or bias. All complaints of workplace harassment are taken seriously.

When addressing public & internal complaints, I find myself relying heavily on the concept; past behaviour is often times a strong indicator of future behaviour. Having knowledge of trends / common complaints allow the APS to change behaviour and prevent future criticism through discipline, performance development, training and customer service.



Leslie Zack-Caraballo
Director of Corporate Services

Ahneen Giizhigo Kwe indizhinikaaz. Ketegaunseebee Ojiba. Ajjaak Dodem. My spirit name means Sky Woman and I am a member of the Crane clan. My given name is Leslie Zack-Caraballo and I am a member of the Garden River First Nation. The last year has been extremely difficult for everyone as COVID has placed significant restrictions on normal functions. Most meetings are now virtual which is intended to keep everyone safe.

Our department is headquarters based, 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 for 17 years and have seen many changes that have been implemented to ensure that we stay transparent by being fiscally and financially responsible.

Last year, we celebrated our 25th anniversary which was very exciting. Our founding leadership had a clear vision in terms of layering a cultural approach to enforcement in our communities. We have begun to implement a number of measures that are meant to address our overall cultural capacity from a nationhood building perspective. It is so important that we each gain an understanding of who we are as individuals, how we've evolved spiritually, what external impacts have had created our concept of self and how we make that connection with the Creator.

It is important that we continue to acknowledge the support of our partners - Ontario and Canada for our continuing to address our infrastructure needs. We now have infrastructure agreements in place for detachments at Beausoleil, Curve Lake, Sagamok and Nipissing. We will work with those communities to ensure that we address their specific needs throughout the building process.

The organizational review that was completed now has a Steering Committee that is comprised of a cross-representation of stakeholders from all levels of our police

CORPORATE SERVICES

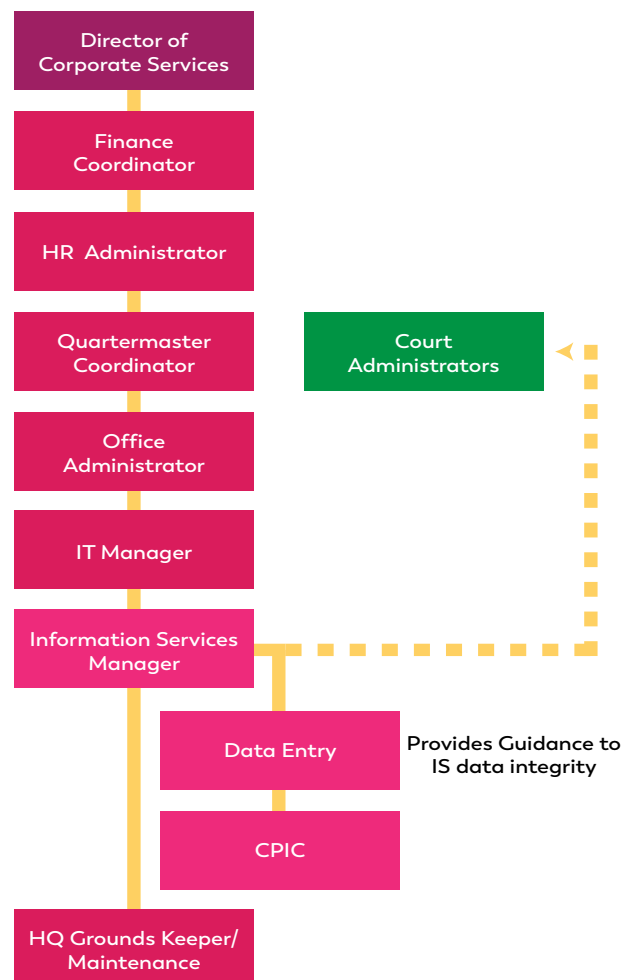
service and governance. They continue to examine the recommendations to determine feasibility and provide such analysis to the Police Governing Authority and Police Council for consideration.

I want to extend my sincere appreciation to the Corporate Services staff 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

The pandemic has created an interruption in our orientation process. New employees would normally attend HQ for a review with all staff.

We will be implementing a virtual process that will hopefully provide our new employees with the same 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. We will be looking to develop a virtual cultural component for all new hires so that they can gain insight into their own cultural awareness.



FINANCIAL

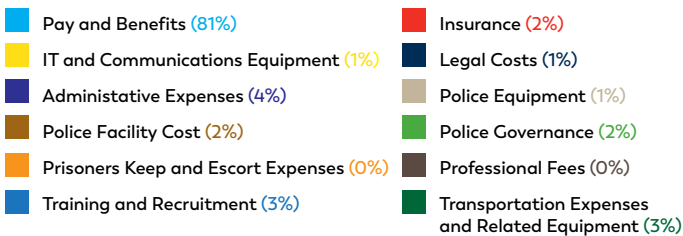
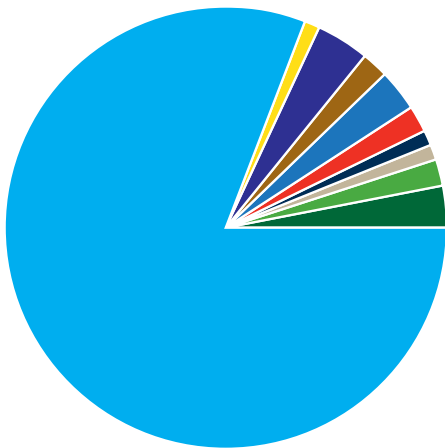
This year our audit was conducted virtually which was a very slow process. I am sure other organizations were faced with the same barriers. This resulted in our virtual annual meeting being hosted in November 2020.

During the fiscal period 2019-2020, our operational expenses were fairly comparable to the prior year. This year, we had a surplus of which the majority 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:

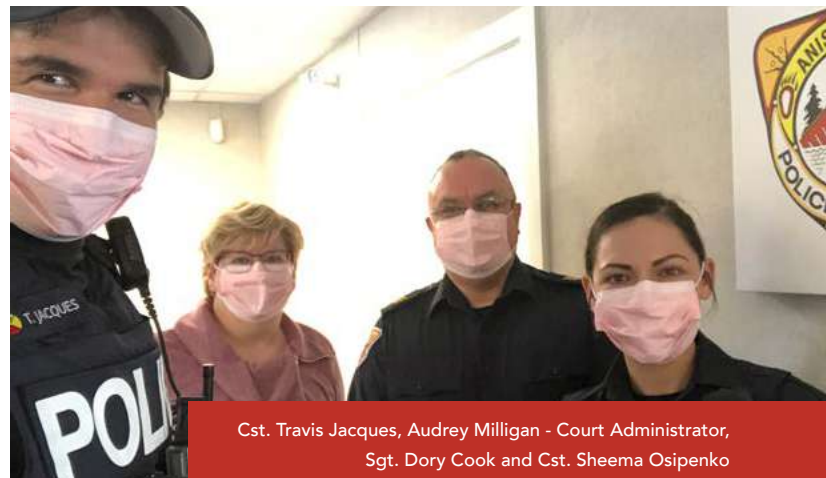
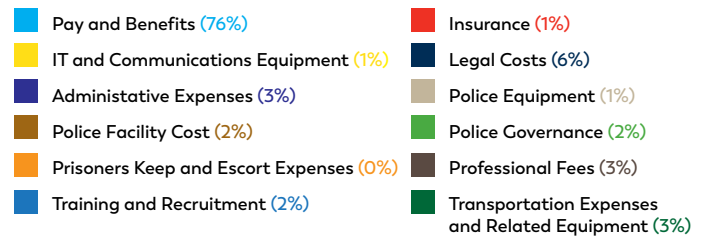
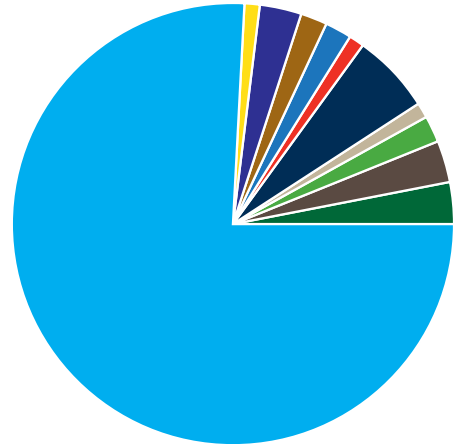
- Quarterly cashflow statements;
- Consolidated comparison to budget with notes to the financials and;
- Budget reallocation submissions when necessary

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.

2019-2020 SERVICE BUDGET



2019-2020 ACTUAL EXPENSE



Cst. Travis Jacques, Audrey Milligan - Court Administrator,
Sgt. Dory Cook and Cst. Sheema Osipenko

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 November 2020.

In summary, our overall financial position for 2019-2020 is as follows:

| | |
|-----------------------|---------------------|
| Revenue | |
| Government of Canada | \$7,315,530 |
| Province of Ontario | 6,752,797 |
| Other | 399,165 |
| Total Revenue | \$14,467,492 |
| Expenses | |
| Field Operations | \$13,368,237 |
| Governing Authority | 229,175 |
| Insurance | 202,554 |
| Total Expense | \$13,799,966 |
| Excess Revenue | \$667,526 |

The requirement under our agreement allows for retention of funds and we have submitted our request to both levels of government as per the conditions under the tripartite agreement.



Sgt. Chantal Larocque



FINANCIAL STATEMENTS

ANISHINABEK POLICE SERVICE

Consolidated Statement of Financial Position

March 31, 2020, with comparative information for 2019

| | 2020 | 2019 |
|------------------------------|--------------|--------------|
| Assets | | |
| Current assets: | | |
| Cash | \$ 3,567,671 | \$ 423,301 |
| Accounts receivable (note 2) | 954,885 | 2,326,216 |
| | 4,522,556 | 2,749,517 |
| Capital assets (note 3) | 2,725,913 | 1,886,629 |
| | \$ 7,248,469 | \$ 4,636,146 |

Liabilities and Net Assets

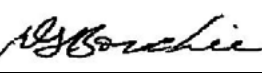
| | | |
|---|--------------|--------------|
| Current liabilities: | | |
| Accounts payable and accrued liabilities (note 4) | \$ 3,693,438 | \$ 2,306,871 |
| Payable to the Province of Ontario | 24,321 | - |
| Payable to the Government of Canada | 198,443 | 198,443 |
| Deferred contributions (note 6) | 346,838 | 180,891 |
| | 4,263,040 | 2,686,205 |
| Net assets: | | |
| Invested in capital assets | 2,725,912 | 1,886,628 |
| Unrestricted net assets | 259,517 | 63,313 |
| | 2,985,429 | 1,949,941 |
| Commitments (note 7) | | |
| Contingencies (note 11) | | |
| Effect of COVID-19 (note 13) | | |
| | \$ 7,248,469 | \$ 4,636,146 |

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, 2020, with comparative information for 2019

| | 2020 | 2019 |
|--|--------------|--------------|
| Revenue: | | |
| Government of Canada | \$ 7,315,530 | \$ 6,893,713 |
| Province of Ontario | 6,752,797 | 6,503,873 |
| Other | 399,165 | 121,309 |
| | 14,467,492 | 13,518,895 |
| Expenses: | | |
| Field operations (schedule 1) | 13,368,237 | 12,531,091 |
| Governing authority (schedule 2) | 229,175 | 189,623 |
| Insurance | 202,554 | 197,872 |
| | 13,799,966 | 12,918,586 |
| Excess of revenue over expenses for funding purposes | 667,526 | 600,309 |
| Other revenue (expenses): | | |
| Interest | 14 | 225 |
| Other subsidized programs (schedule 3) | (471,336) | (308,260) |
| Capital assets expensed above | 1,241,648 | 478,662 |
| Amortization of capital assets | (402,364) | (353,952) |
| | 367,962 | (183,325) |
| Excess of revenue over expenses | \$ 1,035,488 | \$ 416,984 |

See accompanying notes to consolidated financial statements.



HUMAN RESOURCES

Uniform CBA and Civilian MOU

During the course of the last operating year, the PGA engaged in both uniform and civilian groups for labour negotiations. The basis of the discussions included the incorporation of our cultural and traditional teachings. This resulted in a uniform collective agreement that took an unprecedented two days to resolve and is in place until December 31, 2022. It is absolute proof that incorporating traditional culture in our communication processes is the basis for success.

The same process was used for civilian members which resulted in an MOU that addressed the PGA's commitment to seek and implement OPPA parity. This agreement will be in place until December 31, 2022 as well.

Civilian OPPA Comparability

As a result of the PGA's commitment, the OPP Human Resources department was engaged to conduct an independent assessment for job matching with the OPPA classification process. This was implemented in August 2020.

Officer Statistics & Retention

During the 2019-2020 operating year, we saw an overall increase in our officer complement to sixty-five (65) police officers. This is an increase of four (4) officers resulting from the national 110 officer strategy over the course of the last two fiscal periods. The additional resources were deployed based on a call for service review.

Leadership

Based on our claims experience, we needed to recall all secondments as a result of the pandemic. It is our belief that capacity building is extremely important and have begun to resume external assignments. 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. Cultural awareness and capacity building will be important tools to incorporate throughout the service. Our future plans include the building of an arbour at HQ to support our continued use of the sacred fire.

The small steps to move towards traditional relationship building and using the cultural tools that are necessary

in supporting our road together. I realize that each of our own communities are at different stages in terms of reconciling spiritual beliefs that have been engrained in our lives for many years. As such, many of us are at different comfort levels when it comes to this issue and that's okay. You just need to open your mind to where we came from as a people and know that our traditional teachings almost mirror various religions but just in a different way. We are who we are because of external influence. We just need to find the path back to our identity.

We are hopeful that conversations surrounding our Indigenous spirituality and customs will be an ongoing opportunity for each of us to truly understand who we are as individuals.

Disability Management Program

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 continue to use TRAC as an independent service 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 police service provides for an on-line platform for training under our Occupational Health & Safety policies to provide support for our employees for prevention and promotion.

Claims Experience

Our claims experience has shown a significant increase when compared with other years. For the 2019-2020 operating year, we had a total of 45 claims that resulted in a cumulative loss of 1,336 days.

The number of days lost by nature of illness is as follows:

| | |
|-------------------------------|-------|
| Musculoskeletal | 59 |
| Mental Health | 997 |
| Musculoskeletal/Mental Health | 86 |
| Wound/Laceration | 47 |
| Neurologic | 3 |
| Medical/Surgical | 106 |
| Endocrine/Cardio/Vascular | 28 |
| Infectious/Seasonal | 10 |
| Totals | 1,336 |

The highest loss stems from mental health claims as the following chart demonstrates:



Of forty-five (45) claims, thirty-seven (37) were resolved and we ended with eight (8) open claims as of March 31, 2020.

Based on our claims experience, we have begun the conversation of looking at opportunities to assist our members through a Peer Support Program.

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 2019-2020 fiscal period, our compensable claims total of sixteen (16) with ten (10) representing no loss time. Of the six (6) claims, there were 295 loss days.

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 will be relaunching this program for all employees to recertify in this training.

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.

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. We have started to create a master

list of all knowledge keepers who can assist in facilitating awareness and balance in our everyday life environment. This lays the foundation for our cultural identity in terms of using those teaching tools for success in both work and life.

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 actual retirement purposes.

Current Officer Complement

During the 2019-2020 year, we have a total complement of sixty-five (65) officers having recently been allocated an additional two (2) officers.

Based on the current members, the years of services are broken down as follows:

- 16 officers with less than 5 years' experience
- 6 officers with 5 years but less than 10 years' experience
- 6 officers with more than 10 years but less than 15 years' experience
- 9 officers with more than 15 years but less than 20 years' experience
- 9 officers with more than 20 years but less than 25
- 8 officers with 25 years' experience but less than 30
- 2 officers with more than 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*, 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. Our service now uses an on-line portal platform located on our website through Forest Green that allows our members to request a Police Records Check on line and also submit payment for same electronically.

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 and have built capacity in this area with dedicated staff to fully perform functions required.

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 2019-2020 fiscal period, we processed 551 fingerprints which represents an increase of 16% from last year's processing.

USE OF FORCE

This report provides detail of interactions with Anishinabek Police Service (APS) officers and the public where intervention with an individual or individuals met the requirements for the completion of a Use of Force Report by regulation under the Ontario Police Services Act.

Use of Force reports are required to be submitted by every member of the Service who uses force in any one of the following situations:

- A firearm is drawn in the presence of a member of the public (excluding other police officers or auxiliary members while on duty or a "ride along" observer);
- A firearm is pointed at any person;
- A firearm is discharged;
- A weapon other than a firearm, including a weapon of opportunity is used on another person;
- A CEW is pointed at a subject to gain compliance; and,
- Physical force is used on a person resulting in an injury requiring medical attention.

The APS represents 16 indigenous communities and answers in excess of 12000 calls for service per year. During the year 2019-2020 members of the Anishinabek Police Service submitted 10 Use of Force reports.

| Use of Force Option | Nature of Incident | Number of Incidents |
|----------------------------------|---|---------------------|
| Handgun | Drawn but not deployed (break and enter call) | 1 |
| Handgun | Deployed to stop an attacking animal | 1 |
| CEW | Deployed to effect an arrest | 2 |
| CEW | Deployed to destroy attacking animal | 1 |
| CEW | Displayed but not deployed | 1 |
| OC Spray | Deployed to effect an arrest | 1 |
| Empty Hand Techniques | Used to effect an arrest | 3 |
| Total Number of Incidents | | 10 |

Members of the Anishinabek Police participate in annual use of force requalification through the Ontario Provincial Police Block Training. The APS also has members that are qualified as use of force and firearms instructors. They have been utilized to qualify members as the need arises. The APS has also utilized several municipal partners for qualification of new hires if the OPP was not available. De-escalation remains a cornerstone for police interactions. As such, de-escalation training is heavily emphasized in annual training and requalification.

As we are not under the Police Services Act we still have the obligation to comply with use of force regulations. I am happy to report that our incidents where use of force reports are required are low.

Report created by: A/Chief Marc Lesage

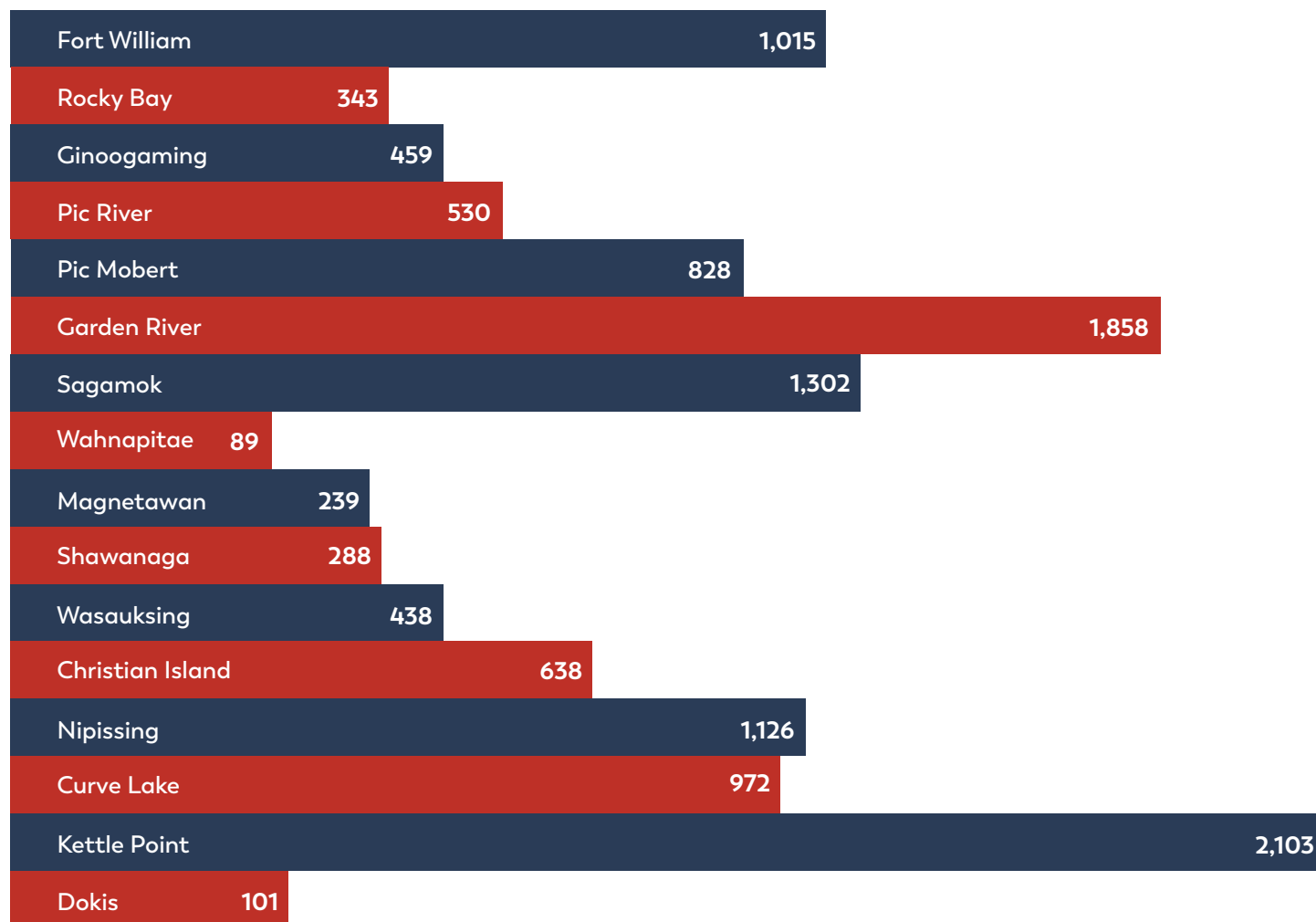
STATISTICS

Offence and Non-Offences for the time period April 1, 2019 to March 31, 2020

| | 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 | 3 | 4 | 1 | 1 | 9 | 3 | 14 | 0 | 1 | 0 | 7 | 2 | 1 | 2 | 4 | 1 | 45 |
| Assault | 28 | 5 | 24 | 9 | 49 | 23 | 21 | 4 | 7 | 4 | 5 | 16 | 16 | 25 | 49 | 0 | 228 |
| Criminal Harassment | 3 | 2 | 1 | 3 | 4 | 8 | 8 | 2 | 1 | 2 | 8 | 2 | 11 | 13 | 19 | 3 | 84 |
| Break & Enter | 15 | 6 | 2 | 1 | 15 | 15 | 9 | 2 | 2 | 2 | 7 | 19 | 23 | 2 | 37 | 1 | 135 |
| Theft | 41 | 4 | 12 | 3 | 13 | 38 | 23 | 1 | 17 | 5 | 9 | 17 | 36 | 29 | 51 | 2 | 244 |
| Fraud | 2 | 0 | 0 | 0 | 3 | 1 | 8 | 0 | 1 | 2 | 3 | 5 | 13 | 6 | 7 | 1 | 50 |
| Mischief | 22 | 7 | 6 | 2 | 20 | 16 | 15 | 0 | 13 | 3 | 5 | 18 | 12 | 12 | 24 | 2 | 142 |
| Breach/Bail Violations | 23 | 3 | 11 | 7 | 23 | 16 | 20 | 1 | 3 | 5 | 13 | 14 | 32 | 13 | 62 | 0 | 209 |
| Drugs - Possession | 6 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 2 | 0 | 6 |
| Drugs - Trafficking | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 4 |
| Impaired | 4 | 2 | 0 | 1 | 0 | 1 | 4 | 0 | 0 | 4 | 6 | 5 | 2 | 1 | 8 | 0 | 32 |
| NON-OFFENCES | | | | | | | | | | | | | | | | | |
| Animal | 27 | 1 | 7 | 7 | 6 | 43 | 15 | 1 | 3 | 4 | 6 | 13 | 13 | 23 | 52 | 1 | 187 |
| Alarm | 68 | 1 | 10 | 1 | 2 | 51 | 68 | 4 | 4 | 5 | 5 | 13 | 33 | 8 | 54 | 13 | 261 |
| Community Service | 66 | 33 | 41 | 102 | 98 | 70 | 48 | 10 | 5 | 12 | 16 | 36 | 39 | 28 | 68 | 16 | 548 |
| Domestic Disturbance | 23 | 4 | 0 | 8 | 25 | 24 | 25 | 0 | 4 | 2 | 7 | 17 | 30 | 20 | 45 | 2 | 209 |
| Mental Health Act | 19 | 1 | 14 | 5 | 5 | 19 | 21 | 1 | 8 | 1 | 7 | 16 | 33 | 6 | 39 | 2 | 163 |
| Trouble with Youth | 10 | 0 | 4 | 2 | 16 | 8 | 10 | 0 | 0 | 2 | 5 | 1 | 2 | 4 | 17 | 4 | 71 |
| Keep the Peace | 5 | 3 | 0 | 1 | 7 | 14 | 5 | 4 | 1 | 2 | 4 | 19 | 12 | 14 | 21 | 0 | 104 |
| Assist | 64 | 47 | 80 | 38 | 38 | 109 | 124 | 4 | 25 | 40 | 39 | 36 | 143 | 40 | 176 | 7 | 819 |
| RIDE | 43 | 53 | 41 | 55 | 72 | 204 | 117 | 5 | 8 | 26 | 38 | 37 | 48 | 49 | 109 | 2 | 770 |
| Family Dispute | 30 | 3 | 16 | 2 | 15 | 29 | 7 | 1 | 3 | 2 | 7 | 16 | 21 | 10 | 24 | 4 | 141 |
| Highway Traffic Act | 56 | 13 | 7 | 59 | 81 | 43 | 88 | 11 | 28 | 72 | 45 | 36 | 86 | 70 | 255 | 4 | 878 |
| Property Checks | 22 | 35 | 13 | 93 | 105 | 743 | 134 | 0 | 3 | 2 | 0 | 12 | 78 | 263 | 98 | 6 | 1537 |

STATISTICS

Calls for Service for the time period April 1, 2019 to March 31, 2020



| | |
|-------------------------------|--------|
| Total Calls for Service | 12,329 |
| Comparison Previous Year | 12,292 |
| Increase in Calls for Service | 37 |

INFORMATION TECHNOLOGY

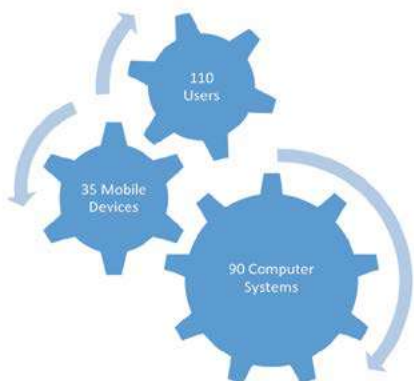


We currently host a Network Operations Centre (NOC) located at Headquarters in Garden River and each detachment is connected using a secure data network that allows us to reach out to all of our detachments as well as connect to our OPP and RCMP partners to allow for timely information exchange across 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 2019-2020, fiscal year we continue to make improvements to our IT service delivery. We have been instrumental in ensuring that our infrastructure building needs are addressed with proper security and technology supports. Access control has also been integrated as part of security and resiliency of our service as a whole moving forward.

We have been working to address 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 919 hours of audio time from Fusion! This has increased by 29.5% from the prior year!

From Apr 1, 2019 to Mar 31, 2020 we processed 148 ROI requests! A decrease of 33% from the prior year!

During Apr 1, 2019 to Mar 31, 2020 we processed 1,084 criminal records checks! A decrease of 27% from the prior year!

TRAINING & EQUIPMENT

We continue to use 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. A training refresher will occur to keep officers consistent and build their capacity in use of the equipment.

This year, we were finally able to respond to the manufacturer's call for Ford F-150's that built police specific. In this process, we ordered four vehicles that will be upfitted by the Ontario Provincial Police.

Our police service recognizes the need for a highly-skilled workforce and supports ongoing training and educational opportunities. During the last fiscal period, we saw 48 training initiatives completed in the following areas:

Marine operator's course

Joint health & safety

Sexual assault

Crisis Negotiation

Investigative interviewing

Police Disciplinary Process

CPIC Terminal Operators Course

Front Line Supervisor



In Car Terminal



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