



**2015-16**

**Annual Report**

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## MISSION

The mission of the Nishnawbe Aski Police Service is to provide a unique, effective, efficient and culturally sensitive appropriate service to all the people of the Nishnawbe Aski area that will assertively promote harmonious and healthy communities.

## COMMITMENT

To achieve this mission, in partnership with the communities we serve, we shall:  
Be representative of the First Nations and communities that we serve,  
Provide a community-oriented police service,  
Protect persons and property through crime prevention, community education, and appropriate law enforcement; and  
Provide a level and standard of police service the same or higher quality that exists elsewhere in Canada.

## VISION

A leader among First Nations police organizations, establishing the standards of tomorrow.

## Core Values

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These are the distinct values for the Nishnawbe Aski Police Service. These values reflect the diversity of our communities in the Nishnawbe Aski Nation.

**Community Minded:** We provide a service to our communities that are tailored to their cultural differences. We are aware and responsive to the community's needs through the leadership and guidance of the Police Services Board.

**Respect:** We cherish diversity.

**Caring:** We are sensitive to the community and individual traditions. We strive to speak and act in a professional manner.

**Integrity and Ethics:** We do what we say we will do. We act in an honest and sincere manner, reflective, of our employees' highest standard of quality.

**Competence:** We develop our people to achieve, maintain or exceed the Provincial Standard of quality in Policing. Our people are dedicated and committed to the communities they consistently serve.

**Communication:** We are committed to a two-way flow of communication with our membership and the community, fostering a sense of belonging and unity of the two entities.

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*Within the Nishnawbe Aski Nation, we recognize the uniqueness of each of our communities, demonstrating our flexible approach to policing.*

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*D/Cst Alana Morrison  
Bronze in 5 KM race*





## Chairperson Report

**Mike Metatawabin**  
*Police Service Board Chairperson*

I am happy to be back with the NAPS Board as the Muskegowuk Representative and was appointed by the Directors as Chairman of the Board in December of 2015. I would like to take this opportunity to thank our former Chair, Shawn Batise for his dedication to the

Board. We wish you well on your new venture as an Assistant Deputy Minister for Aboriginal Affairs.

There has been some progress made at NAPS particularly in the area of infrastructure and we hope to see funding commitments to two new detachments in the near future. The progress on other fronts has been far too slow and is straining our relationships with the Communities who we know deserve better. Community safety is a priority for the Board. We are engaged with the Ontario Government in a process to opt into the Ontario Police Services Act. The most recent Ontario cabinet shuffle did stall the process but we got back to the table late in July and will be providing an update at the NAN Keewayin Conference.

The safety and wellbeing of the community, its members and our constables are central to our discussions with both Governments. The standards we hold our officers to are the same as anywhere else in this country, yet the program status of NAPS continues to be a fundamental flaw that allows Governments to continue to underfund the service.

Our citizenship deserves to have a police service that has proper equipment, infrastructure and manpower to provide a level of safety and protection afforded people all across this land.

The First Nations Policing Program at the Federal level is up for renewal in 2018. The research and information gathering by the Government has begun in earnest and we will do our best to ensure that our concerns are heard. In April of this year we attended the FNCPA in Calgary where the Federal Government has unveiled how they had planned to conduct the upcoming review. They heard loud and clear at that meeting that operationally nothing had changed and that the systemic issues raised over the past 20 years about First Nations Policing needs were still the same. We also stated at that time that rather than repeat an exercise lets quantify the needs put the real numbers out there and get feedback from the Government on what changes they would consider.

On a more positive note the Board would like to commend our officers and staff who were involved in "Project Coast". The largest cache of drugs ever netted by NAN officers and other agencies in such an operation. There were 55 charges laid and 21 search warrants acted on. Our Chief of Police has also been awarded the prestigious Meritorious Order of Merit for his outstanding contributions to law enforcement throughout his career.

There is still a lot of work to be done and we will continue to advocate for the best interest of the communities.

Meegwetch.

Mike Metatawabin  
Board Chair



## Chief of Police Report

T.R. (Terry) Armstrong  
*Chief of Police,  
M.O.M., C.M.M. III - Police Executive*

Through all of our challenges including a strike looming, continued chronic underfunding and officer shortages, Nishnawbe Aski Police Service still continues not only to persevere but to excel.

Over the last year we orchestrated two (2) very successful drug projects, one of which was the largest in Nishnawbe Aski Police Service history. The very successful Project Nexus concentrated on drugs and alcohol travelling into the West and Central regions while Project Coast focused on the East region and the coastal communities. Project Coast was the largest bust in our history with over fifty five (55) people being charged and over three hundred and forty (340) charges being laid, not to mention the overwhelmingly high number of drugs and proceeds of crime that were seized. Our communities are much safer as a result as these confiscated drugs which included the very lethal fentanyl that has been devastating in Canada.

Following the 2015 implementation of entirely new operational policies for NAPS, we have reviewed and updated all of our administrative policies and are nearing the conclusion of totally revamping all our administrative forms. This had never been done at NAPS and it is going to greatly enhance our operability as a Service. We have become organizationally more effective and efficient as an

agency by having modernized over the past two (2) years. Our processes have become more succinct and relevant.

We signed and updated a number of protocols and MOU's with partner agencies including the OPP, Payukaytano and Moose Cree First Nation. Most of our protocols are "living" documents and we continue to review and update as required, Our partner agencies are very important to us as a police service.

The Service continues to work with the Board, and NAN leadership on a legislative framework for First Nations policing in the Province.

The Ministry has indicated they propose a bill to be tabled by the end of this calendar year.

We anticipate consultations with Canada this year on the revision of the First Nations Policing Program (FNPP). Public Safety Canada has said that they will be making changes to the FNPP in 2018. The present agreement sunsets in 2018 and is long overdue for positive changes.

It is through hard work and determination of the many fine people both uniform and civilian, that we continue to operate at the high standard that we do and have accomplished so much in the face of adversity. We are unquestionably a leader in First Nations Policing for Canada.

You will see from the report that the lack of increases in funding have started to take a toll on NAPS. Through our due diligence we were able to keep a projected \$ 1.2 million dollar deficit to just over \$ 600, 000 however with no new funding it is most definitely expected to escalate until such time the funders provide suitable

increases. There will be certain areas where we have to spend in order to sustain operations. One example of this is our fleet of vehicles is becoming worn down and needing replacement.

As far as infrastructure, we have been told by the governments that Bearskin Lake and Sachigo Lake detachments are priorities for replacement. I received information in July that Canada has “no money” for infrastructure at this time. These buildings are now a couple years behind for replacement which in turn puts the 2nd and 3rd year buildings behind for replacement. We continue to stress the urgency for replacement of these buildings which do not meet Provincial standards for police buildings.

I want to thank all communities and community leadership for their continued support to Nishnawbe Aski Police Service. Also the Board and NAN leadership for their continued political advocacy and support. We are proud of our Service and the men and women who put on the uniform every day to serve and protect, as well as those who support the frontlines administratively from our headquarters. No one person is any more or less important than the next in ensuring safety to our communities.



**OUR MEMBERS PARTICIPATED IN THE 2016 CAN AM POLICE AND FIRE GAMES AND THE MEDAL RECIPIENTS WERE AS FOLLOWS;**

*Chief of Police Terry Armstrong - Gold in Bench Press*

*D/Cst Alana Morrison - Bronze in 5 KM race*

*Cst. Evan Polini - Gold in Power Lifting*

*Inspector Pierre Guerard - Gold in Crossfit*





## Deputy Chief of Police Report

Roland Morrison  
*Deputy Chief of Police*

Wachay, Boozoo, Ahnee, I am pleased to provide an update on this past years operational accomplishments and provide an outlook to the upcoming 2016 / 2017.

As Deputy Chief, one of my responsibilities is to ensure Nishnawbe Aski Police Service (NAPS) possesses the processes for the operations and administration for the entire police service and this past year NAPS generated significant advances in policy development. Another vital area of my responsibilities is ensuring there are sufficient resources to provide police coverage to your communities and accomplishing this has proven to be quite challenging. Despite this challenge NAPS's greatest resource, its officers, remain committed to policing your communities.

Within this report, updates are provided from our Regional Inspectors, Specialized units, Training Sergeant, Director of Finance, Professional Standards, Information Technologist and Maintenance.

It is necessary to provide an update on what was contained in my 2015 / 2016 Keewaywin report.

### **Detachment Inspections**

Throughout the 2015 each NAPS detachment was inspected to identify

the essential repairs needed to meet National building code requirements. Accompanied with the inspections were quotes from contractors to address the repairs to ensure our detachments met the national building code standards. All the information was compiled and submitted to the funders as the information was part of our deliverables. The total costs to address the deficiencies were in the millions of dollars. This document will be utilized to press the funders to address the state of our detachments.

It is necessary to thank the Windigo and Matawa Tribal Councils for their technical assistance with the inspections.

### **Protocols**

#### **Ontario Provincial Police**

NAPS management updated and renewed its protocol with the Ontario Provincial Police. Rather than have a Northeast and Northwest Protocol, NAPS and the OPP created one protocol. This was completed and signed earlier this year.

#### **Payukaytano Child and Family Services**

In the Northwest Region, NAPS and Tikinagan are signatories to a protocol and it was necessary to sign a protocol with Payukaytano Child and Family Services in our Northeast Region. The protocol was signed this past spring for immediate implementation.

#### **Administration Policy**

With several changes in leadership, each leader had tackled policy development and this created myriad of policies that were either under development or were developed and never approved so the Administration Policy was quite the endeavor to complete. Several policies were not updated since NAPS inception and many of the policies had to be retyped. This large endeavor was undertaken by Executive Assistant Kelly Reid.

A critical area of the administration policy is human resources. Upon review of the existing human resources policies, it became apparent crucial policies needed to be developed. Once completed the entire Administration Policy was presented to the NAPS Police Board in June 2016 and approval was granted for implementation.

### **Operational Accomplishments**

#### **Northeast Region Winter Road Patrols**

At the Mushkegowuk Chiefs Fall Assembly, Mushkegowuk Chiefs passed a resolution to support NAPS for a Winter Road Initiative. With only one winter road that leads north from Moosonee to the communities of Fort Albany, Kashechewan and Attawapiskat. Throughout the winter months, NAPS officers conducted numerous spot checks close to their respective communities and as result, officers intercepted a substantial amount of alcohol.

The officers posted at the communities of Fort Albany, Kashechewan and Attawapiskat should be commended for their great efforts.

#### **Operation Coast**

Over the course of several months, NAPS and OPP Specialized units conducted an investigation into the trafficking of illegal drugs in our Northeast Region. The investigation identified who were supplying the illegal substances that are causing so much harm to our communities. This successful investigation showed that there is a substantial need for a committed investigative unit dedicated to the investigation of illegal substances. It is management's intent to press and secure funding to address this vital enforcement component.

#### **Personnel Recognitions**

Nishnawbe Aski Police Service recognized several officers for 5, 10, 15, 20 and 30 years of service. It is necessary to mention that 4

officers received recognition of service with distinction. These were Acting Detective Sergeant Jeannie Burke from the Northeast Region Crime Unit and Senior Constable Danny Quisses of the Neskantaga Detachment both received their 20 years of service medals. Senior Constable Maurice Kataquapit of the Fort Albany detachment and Senior Constable David Nakogee were recognized for 30 years of service.

There were several of our Civilian staff who received recognition for 20 years of Service and they were, Northeast Region Court Officer, Michelle Dorschner, Northeast Region Court Assistant, Danielle Stewart and Records Management, Diane Genier. Northwest Region CPIC Coordinator, Mary Jane Lyon.

Also, one of Civilian member received recognition from the Ontario Women in Law Enforcement and this was Jennifer Duncan our Criminal Analyst out of our General Headquarters. Over the past few years, Jennifer Duncan authored proposals and was successful in accessing grants that were specific to community policing or enforcement programs. Two of the programs included "Project North Star" which was community policing program designed to deter youth from becoming involved with gangs and "Project Nexus" which was a cooperative enforcement initiative with Canada Post.

Looking forward to the 2016 / 2017 year;

#### **Human Resources Advisor**

In June 2016, NAPS conducted interviews for the vacant Human Resources Advisor position at our General Headquarters in Thunder Bay. The successful applicant was Miss Elise Johnson of Thunder

Bay, Ontario. Elise started her position on July 11th 2016 and she has been slowly familiarizing herself with our Service and our processes. She will be responsible for administering our Human Resources programs which were recently adopted by our NAPS Board.

### **Attendance Management Programs**

One of the programs from the recently adopted Human Resource Policy was an Attendance Management Program (AMP). The program outlines what is expected of employees when it comes to attendance. When employees are absent without reasonable explanation or patterned absences are noticed, employees will find themselves being placed on the AMP.

The reason for such programs is management has noticed various employees abusing their leave credits and it became necessary to implement policies to address this abuse.

### **Mental Health Programs**

In April of 2016, The First Responders Act was passed by the Ontario Government. The new law basically states "employment as a first responder as a police officer, firefighter, paramedics, certain workers in correctional institutions and secure youth justice facilities, dispatchers of police, firefighter and ambulance services, and emergency response teams" there is a presumption that post-traumatic stress disorder (PTSD) diagnosed in first responders is work-related.

Once a first responder is diagnosed with PTSD by either a psychiatrist or a psychologist, the claims process to be eligible for WSIB benefits will be expedited, without the need to prove a causal link between PTSD and a workplace event.

So to mitigate the risks of our officers, NAPS will educate our officers on our current services in our Employee Assistance Programs so officers are aware of assistance programs available to them. NAPS management will continue to provide training to its supervisors to observe the officers under their command to observe their mental health and direct them to our EAP programs.

NAPS management has to acknowledge and thank all the employees who diligently report to work, work hard and fulfil the management's expectation of providing an essential service to the NAN communities. Management will continue to press the funders to ensure that your communities receive the same standard of policing that all other Ontarians receives.





## North West Region Report

**Darryl Snider**  
*Inspector - North West Region*

The Nishnawbe Aski Police Service Northwest Region consists of 15 First Nation communities. 13 of which are accessible by plane or winter roads with 2 being road access. The Northwest Region has

and continues to improve on all operational aspects. The Northwest region strives to provide our northern communities with the most culturally appropriate Police Service attainable.

For the past several years the current regional management team has been working towards improvement to the overall performance of the Northwest Region. The quality of work coming out of the region has improved expediently.

All Northwest Region employees are striving to improve to meet the vision and level of commitment expected by the Nishnawbe Aski Police Service leadership. Enough cannot be said to all of the regional employees putting forth the level of dedication and hard work required to fulfill the vision of the Nishnawbe Aski Police Service and to continually improve the efficiency of the service. This goes for uniform officers, specialty units and civilian staff alike.

That being said improvement does not come without accountability. The Regional Inspector, Staff Sergeant and Sergeants are working

together to provide transparency and accountability of all of the employees functioning in the Northwest Region. The Regional Staff Sergeant works tirelessly with the frontline Sergeants to ensure that all Nishnawbe Aski Police Service Policy is adhered to which in turn creates a transparent, effective workplace.

For 2015 and into 2016 the Nishnawbe Aski Police Service continues to be plagued with officer shortages. The region has a significant % of officers off work on WSIB (workers compensation), STD (short term disability), LTD (long term disability) with other types of leaves and several resignations also affecting manpower. The region continues to operate in an efficient manner and much of this is due to the extra efforts of our officers to cover vacancies. However the officer shortages substantially increases the amount of overtime wages incurred in the region which is something that is always monitored and scrutinized to keep as low as possible.

Numbers for leaves as of May 19, 2016

WSIB - 7 employees off

STD - 0

LTD - 1

Other Leave Types - 2



The Northwest Region Crime Unit continues to function at a high level investigating major crime in the Northwest Region. The Northwest Crime unit also serves the communities of Eabametoong, Neskantaga, Nibinamik and Webequie in the Central Region. As well as investigating major crime the unit also reviews all Benchmark incidents which contributes to the improvement of court briefs and all investigative material. Improvements to all of the Nishnawbe Aski Police Service Specialty Units can be attributed to the fact that

the Nishnawbe Aski Police Service now has Detective Staff Sergeant Chris Lawrence overseeing the Crime Units, Intelligence, Drug Unit and Guns and Gangs Unit.

Cat Lake First Nation and the Nishnawbe Aski Police Service are working together to host a Coroner's Inquest in the First Nation Community of Cat Lake. Plans are moving forward and the inquest is scheduled for the month of August 2016. This is to be the first Coroner Inquest held in a NAPS policed community and Chief Armstrong, Deputy Chief Morrison and the region are pleased to be a part of this ground breaking event.

The Northwest Region has been allotted several new force vehicles for 2015/2016 with several more hoped to be purchased by year end. Mishkeegogamang has received a 2015 Ford explorer and a 2015 Ford F-150, Sandy Lake has received a 2015 Ford f-150 and Northwest Headquarters has acquired a state of the art 2015 Ford F-250 Prisoner Transport Unit van.

The Northwest Region is experimenting with annual vehicle servicing. Past practise has been to bring all of our northern force vehicles to regional headquarters for servicing, this is an extremely costly endeavour. For 2015/2016 the region is completing the smaller repairs in the communities by utilizing our NAPS mechanic who is travelling to the communities to conduct repairs when a plane is attending the community. Larger repairs or warranty work on the vehicles are still to be brought to the regional headquarters via winter roads for repairs. This is expected to be a saving for officer overtime, fuel and damage to vehicles on the rough winter roads.

The Northwest region is continuing to improve on our northern detachments. Much planning and work has been completed in repairs

and upgrades to detachments and the process is ongoing. The next major project for the region is to add a significant number of security/ surveillance equipment to many of our buildings. This includes all cells, hallways to the cell area and outside cameras as well.

Northwest Regional Headquarters in Sioux Lookout is also undergoing some major upgrades to the office area, hanger and entrance parking lot area. CBRE (Coldwell Banker Richard Ellis) Group maintains the building and has several phases of renovations planned for 2016 with this building being their major project for the year in this region. Some of the upgrades to the Northwest Regional Headquarters include all new LED lighting, propane heating and water system for the hanger. The office is to see upgrades to the interior and exterior as well as an all new heating and cooling system. The driveway is to be surveyed, leveled and finished with gravel to prevent flooding in the hanger area.

The region is still anticipating three new detachments in the future for Bearskin Lake, Sachigo Lake and Muskrat Dam.

Nishnawbe Aski Police Service has transitioned to Provincial regulations for our Health and Safety committees. The transition involved two phases of training for committee members which has been accomplished and concluded in June 2016. The training was held in Thunder Bay at NAPS General Headquarters. The first Employee Recognition Ceremony for the Northwest Region was held in Sioux Lookout at the Forest Inn on April 28, 2016. The event honoured officers and civilians for their dedicated years of service for 5 to 20 years. The event was a huge success and many honoured guests attended including, Chief of Police Terry Armstrong, Deputy Chief Roland Morrison, NAPS Board members Mike Metatawabin, Frank McKay and Board Liaison Fabian Batise.

The following information is a list of some brief stats for the Northwest

8,354

Total calls for service for 2015

245

Prisoner transports for 2015

412

Benchmark occurrences  
(major incidents)

2,657

Total calls for service 2016  
to May end

94

Prisoner transports 2016  
to May end

44

Benchmark occurrences (major  
incidents) 2016 to May end





## North East Region Report

Eric Cheechoo  
Inspector - North East Region

### Northeast Region Report

Wachay,

My name is Eric Cheechoo and I am the Inspector for the Northeast Region.

The Northeast Headquarters is situated in the Town of Cochrane and oversee's the Policing in 12 communities.

The communities consist of the following number of Officers:

Northeast Headquarters - 

- 1 Inspector
- 1 Staff Sergeant
- 1 Sergeant
- 1 Detective Sergeant
- 2 Detectives
- 2 Special Constables-prisoner transport
- 6 Civilian support staff
- 1 Mechanic

Peawanuck -   
3 Constables

Attawapiskat -   
1 sergeant  
6 Constables

Kashechewan -   
1 Sergeant  
5 Constables

Fort Albany -   
5 Constables

Moose Factory -   
1 Sergeant  
10 Constables - 2 Officers funded by the Moose Cree First Nation  
2 additional recruits in Detachment for training

Tagwa Tagamou -   
1 Constable

Wagoshig -   
2 Constables

Matachewan -   
1 Constable

Mattagami -   
2 Constables

Chapleau Ojibway, Chapleau Cree, Brunswick House -   
1 Sergeant(also Supervises Fort Albany)  
1 Constable  
1 additional Constable who recently resigned

Officers presently on Short Term and Long Term Disability -   
1 Long Term  
2 WSIB  
2 Short Term

The Region saw 3 officers resign over the last year.  
In total Northeast Region has 47 Officers including the Inspector and Staff Sergeant.

The Crime Unit is responsible for investigating Major Crimes and Death Investigations and assisting the Officers by offering direction and guidance in their investigations that fall under the roles of the Crime Unit. The Crime Unit is very busy with the ongoing serious crimes in the Region.

### **Community Visits**

The Regional Command Staff travel on a regular basis into the communities to meet with the Leadership and Officers in the communities to deal with ongoing issues and to provide updates. The Police Services as a whole continues to have a problem with a shortage of Officers. The drive-in communities Officers are continually utilised to assist in the Northern Communities to assist in coverage where gaps occur due Officers going off on sick leaves, training and scheduled vacation.

### **Training**

Throughout the year Officers attend training courses when seats become available in the Police training Centres in Ontario. On an annual basis all the Officers are brought out of the communities to attend mandatory training to Thunder Bay. Evaluations are done on an annual basis for all the Officers where shortfalls and training needs are captured and corrected.

### **Highlights**

The Police Service and Moosecree First Nation recently signed an agreement where Moosecree funds 2 additional Officers for their community. This brings the number of Officers in that community to 10. The goal of this agreement is to have Officers in that community spend more time investigating and dealing with the Drug issues in that community.

In early April the community Leadership of Attawapiskat declared a State of Emergency due to the high number of youth's attempting to take their lives.

This problem has been ongoing for some time and turned serious one night with several youth in a group ingesting pills which resulted in the declaration.

Officers from the Drive-in communities and Officers from other Regions were brought in on a rotation basis to respond to the crisis which continued for some time. The Police Service provided 24 hours Policing for a month which was very costly and left communities without an officer for periods of time. The Ontario Provincial Police provided assistance by Policing the communities on a response basis during that period.

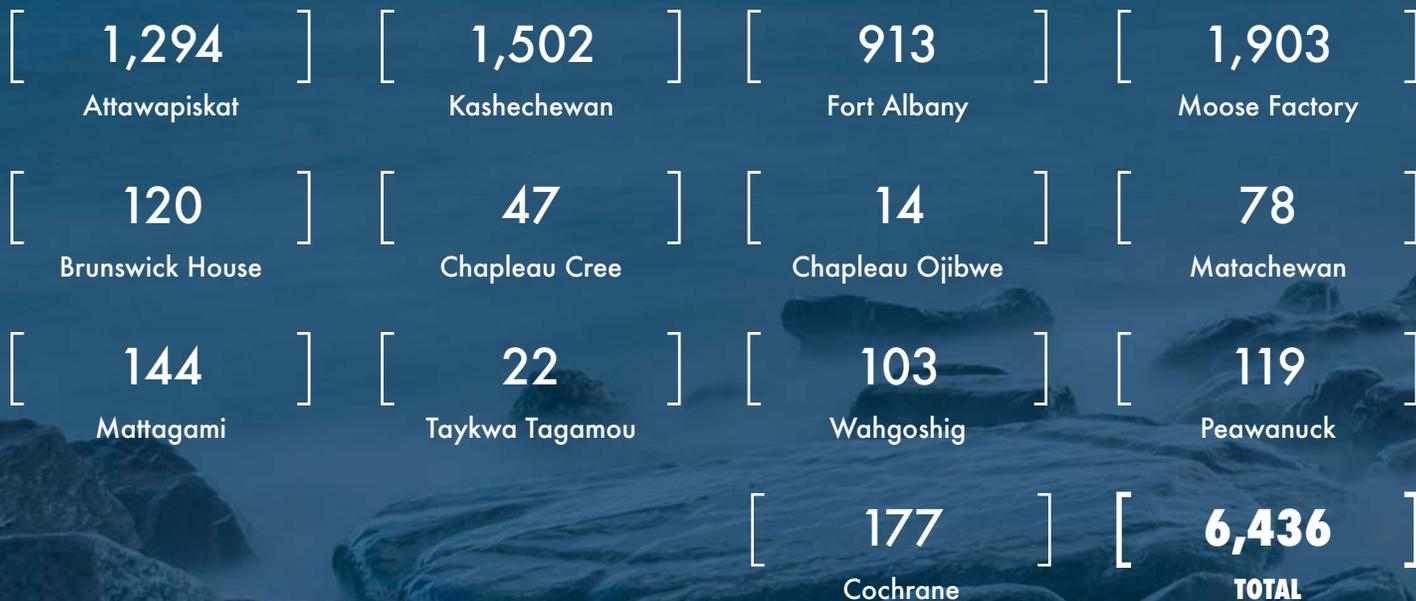
This past a winter road plan was put in place in an effort to stop the flow of illegal alcohol into the Northern Communities. Although due to shortages the patrol was done on a periodic basis targeting the known peak times. Officers in the communities were very successful in confiscating several thousand dollars worth of alcohol being smuggled into the communities.

With their attention and hard work this probably resulted in saved people from harm and injury to the people in the communities. Recently the Police Service Drug Unit in conjunction with other Police Services in Ontario conducted a lengthy investigation into the transport and selling of illegal drugs into communities in the Northeast Region.

The result of the investigation was the confiscation of over 2 million dollars in drugs and several thousand dollars in money. The investigation led to warrants being conducted in Timmins, Ottawa, Brunswick House, Chapleau, and Moose Factory. 55 individuals were arrested and charged as a result of their involvement.

Although the need for additional Officers continues to be a highlight in our Service the Nishnawbe Aski Police service continues to progress and credit must be given to the Officers in the field and support staff for their continued dedication and hard work.

## North East Calls for Service





## Central Region Report

Alex Missewace  
Inspector - Central Region

Hello again, my name is Alex Missewace and I hope my fourth annual report finds you well and in good spirits.

I hold the rank of Inspector in the Central Region with the Nishnawbe Aski Police Service. I am based out

of the NAPS General Headquarters in the city of Thunder Bay.

My primary responsibility is to oversee the operational and administration delivery of our policing services to the NAPS Matawa communities.

The Central Region still consists of 19 uniformed constables, 2 road Sergeants, 1 Staff Sergeant, 1 Court Officer and 1 Civilian Staff. The Uniformed Constable positions and the two Sergeant positions are spread throughout the NAPS Matawa policed communities.

For the communities of Aroland, Constance Lake and Marten Falls, Acting Sergeant Marc Beauparlant is the immediate supervisor for these communities and he can be reached at the Constance Lake Detachment at 1-705-463-3331 or on his work cell at 1-705-266-0994.

For the communities of Eabametoong, Neskantaga, Nibinamik and Webequie, Sergeant Cory Oleschuk is the immediate supervisor for

these communities and he can be reached at the Eabametoong Detachment at 1-807-242-8561 or on his work cell at 1-807-620-1412.

Currently this year and the past year have been difficult on trying to meet the expectations of having officers in the communities on a daily basis. Currently we are policing with a capacity of 14 uniformed officers of our 19 assigned officers.

There have been times when some of the communities have no officers for a day or two or for even longer periods. To the communities we serve this is unacceptable and the main reasons for our shortages is not having the proper funding for additional officers. Not to mention that we have officers that are off on short term and long term disabilities. We have officers off on annual leaves, parental leaves, on police courses & annual training and rest days which officers are entitled to.

I commend our officers on the field and in the office as I have seen on many occasions our officers go beyond the call of duty by working long hours, working extra days and working by themselves in the communities and in some instances in high stressful situations. It's these hard working and dedicated officers that are the heart of our police service, these officers know who they are and I commend them for the loyal service to the Nishnawbe Aski People and to the Nishnawbe Aski Police Service.

The Central Region Command Staff have travelled to each community and met with the Chief and Councils to listen to their concerns as well as providing them with updates on policing issues. We will continue to support the communities by way of

senior management community visits, officer deployments for special community events and presentations at schools as well as recruiting presentations at community fairs.

Some key highlights where the Central Region has engaged in public events this year in the Matawa Communities are as follows:

- November 2015 Memorial Day Parade in Constance Lake.
- 2016 Career Fair in Eabametoong, Constance Lake and Webequie.
- Constance Lake Hockey equipment Donation to youth by NAPS officers.
- Hockey Jersey Donation to Marten Falls youth.
- 2015 NAN Keewaywin Conference in Aroland. Provided police presence and participated in sports activities and public interactions.
- 2016 Neskantaga Men's Hockey Tournament, extra police coverage/public interactions
- June 2016 in Neskantaga, School presentations, NAPS as a career, and assisted in school track and field events.
- Neskantaga Toy Drive, each child and youth received a Christmas gift.
- 2016 Nibinamik Mens Hockey Tournament, extra police coverage/public interactions.
- July 2016, Nibinamik Youth Camp, Presentations to youth and officer/youth interaction.
- July 2016, Matawa Annual General Assembly, provide extra police coverage and participated in evening recreational activities and public interactions.
- July 2016, Webequie Summer Festival, extra police presence and public interactions.

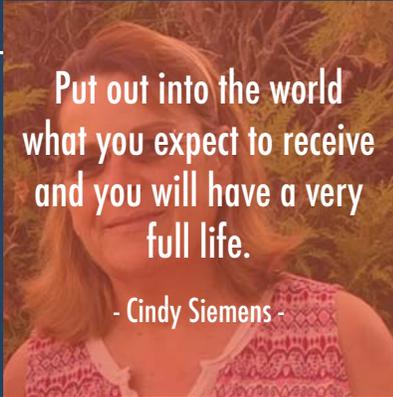
- Matawa Education welcoming and encouraging remarks to Matawa Students for 2015/16 school year in Thunder Bay.
- Matawa Education, Golfing with Matawa Students and Staff promoting public relations.

The Central Region will continue to support your community events by providing extra police coverage for special events as community safety is paramount and we will continue to build positive relations by positive police/public interactions.

2016 Mandatory Block Training (Use of Force, Defensive Tactics, Firearm R-e-qualifications and First Aid) for our frontline officers commenced in mid May 2016 and will run to November 2016. This will take officers away from the communities for one week at a time and may leave the communities vacant for several days. The Sergeants will be informing the communities when the officers will be leaving and if anyone will be coming in for coverage.

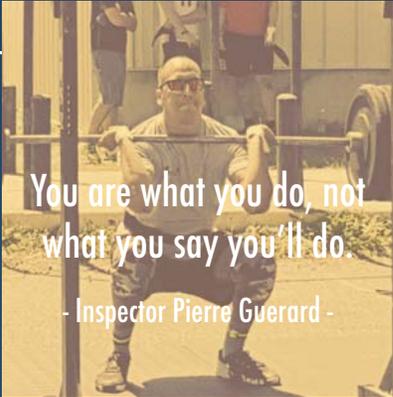
Yearly job performance evaluations and appraisals have been conducted and concluded for each officer capturing their job performance in 2015. These evaluations give the Employer and the Employee an insight on what is required to enhance the professional development of the officers. Evaluations are a quality insurance tool to help identify where each officer is at in policing and where to improve in certain areas.

In closing, I along with the central region staff and the dedicated officers on the field, look forward to providing the best possible policing services to the people in Matawa and in the NAN Region. We can only do this by way of supporting each other for the betterment of our people. Until then, stay safe and keep well.



Put out into the world  
what you expect to receive  
and you will have a very  
full life.

- Cindy Siemens -



You are what you do, not  
what you say you'll do.

- Inspector Pierre Guerard -



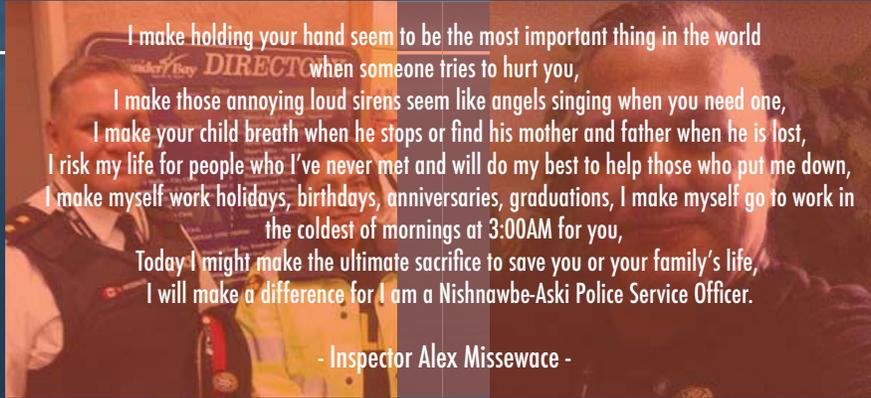
Watch the pennies and the  
dollars will take care of  
themselves.

- Susan Maxwell -



We are all in this together.

- Inspector Eric Cheechoo -



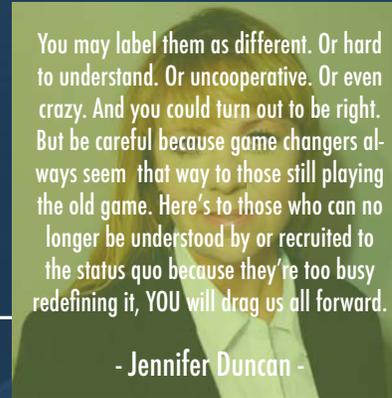
I make holding your hand seem to be the most important thing in the world  
when someone tries to hurt you,  
I make those annoying loud sirens seem like angels singing when you need one,  
I make your child breath when he stops or find his mother and father when he is lost,  
I risk my life for people who I've never met and will do my best to help those who put me down,  
I make myself work holidays, birthdays, anniversaries, graduations, I make myself go to work in  
the coldest of mornings at 3:00AM for you,  
Today I might make the ultimate sacrifice to save you or your family's life,  
I will make a difference for I am a Nishnawbe-Aski Police Service Officer.

- Inspector Alex Misewace -



Change is hard...but  
feeling less or doing less  
than your best is harder.

- Kelly Reid -



You may label them as different. Or hard  
to understand. Or uncooperative. Or even  
crazy. And you could turn out to be right.  
But be careful because game changers al-  
ways seem that way to those still playing  
the old game. Here's to those who can no  
longer be understood by or recruited to  
the status quo because they're too busy  
redefining it, YOU will drag us all forward.

- Jennifer Duncan -



## Professional Standards Bureau

Pierre Guerard  
Inspector

Wachay, Boozoo, Ahnee,

In my fifteen (15) plus years of service in the Nishnawbe Aski Police Service (NAPS), I have been honoured to serve my fellow people of the Nishnawbe-Aski Nation (NAN) and this year is no different.

**“Real integrity is doing the right thing, knowing that nobody’s going to know you did it or not”**

In NAPS, integrity for a police officer and a service is the standard by which we are measured. Demonstrating integrity, acting appropriately in all circumstances and demonstrating consistent ethical behaviour and decisions is what makes us worthy of trust. Integrity is a strong foundation for positive relationships and public trust.

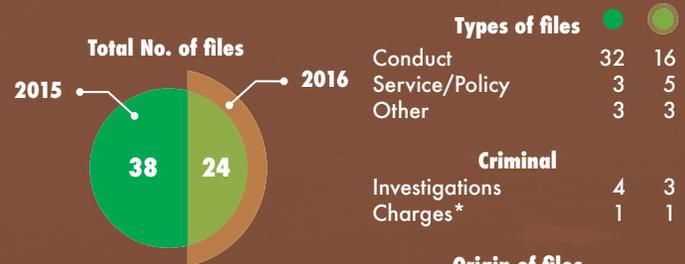
The Nishnawbe-Aski Police Service Professional Standards Bureau is an independent office with the mandate to formally investigate public and internal complaints. The Professional Standards Bureau reports directly and is accountable to the Chief of Police. Police officers make mistakes and the service can always strive to better serve the community in regards to policy and service plans.

**“Respect is earned. Honesty is appreciated. Trust is gained. Loyalty is returned”**

Resolution of complaints is the purpose of this office. Complaint resolution procedures are guidance to achieve compliance set forth by the NAPS Code of Conduct. Resolution of complaints requires a process that is transparent, fair, consistent and effective. This is essential for maintaining the integrity of NAPS and the policing profession.

The purpose is to correct inappropriate behaviour by NAPS Police Officers and remedy service delivery complaints that exist in NAPS while maintaining and improving trust and confidence with the public, professional colleagues and the police service. The purpose is to provide NAPS Police Officers the opportunity to voluntarily improve work performance and behaviour.

### 2015-2016 Statistics



\* Charges  
2015: 2x on-going and 1x other agency  
2016: 1x unsubstantiated and 1x on-going

Origin of files	
Public	25 12
Internal	13 12

To date from 2009, we have compiled over 301 files. For NAPS to evolve to the next stage of our development of deeper insight, we must use the data we have to focus our efforts on being proactive to identify the common pitfalls of police officers and find creative ways to stop misconduct before they happen.

The MOST common pitfalls and allegations against NAPS Police Officers are:

1. Off Duty Conduct
2. Neglect of Duties
3. Rudeness (Public)
4. Use of Force

Having this knowledge allows us to develop strategies and educational tools for police officers. The ultimate goal is to significantly reduce complaints on police officers by targeting what may occur most often. As NAPS continues to take all complaints seriously and sees them through to a resolution, we are seeing a continued decline year after year of complaint files. This allows NAPS to be proactive and spend more time on the complaints we have and looking for the best possible resolution.

Investigations of complaints will always be a core function of NAPS PSB; however greater focus and energy should in teaching and data collection to accurately assess where we are and where we need to go for years to come. We have accessed our current capacity and to continue success we have identified three (3) areas that NAPS PSB requires to forward:

- Record Management System; PSB requires software to track active investigations and retrieve and search past ones. With over 300

complaint files to date, it is becoming increasingly difficult to effectively manage and retrieve.

- Additional Personnel; in comparison to other Ontario Police Services of the same size, they have 4-6 PSB personnel to manage and investigate public and internal complaints.
- Alternative Dispute Resolution; with the increase of highly complex and diverse conflict among police personnel and the public, it is imperative that NAPS PSB has knowledge and is trained in the latest dispute resolution techniques to successfully negotiate and mediate complaints to a satisfactory resolution.

### **MAKE A COMPLAINT, COMMENT, CONCERN OR COMPLIMENT ONLINE (5-C's)**

NAPS is proud to provide additional access for community members to communicate with us on-line, whether that's to compliment a police officer, file a public complaint or to make a comment about our services. There is also a section that you can contact the NAPS Professional Standards Bureau (PSB) directly if you have any questions or require additional information. Use this to contact us if you have a question about the work we do or want general information about making a complaint, comment, concern or compliment.

This service is available right now at our website. On-line submissions are safe, secure and can speed up the process. Complaint forms can still be provided at any detachment or offices in Sioux Lookout, Thunder Bay or Cochrane. Complaints can be written in a letter format if desired, but it has to be signed and can be faxed or mailed.

**“One of the most sincere forms of respect is actually listening to what another has to say”**

### **Compliment**

Have you seen a NAPS Police Officer going above and beyond the call of duty? We want to know about it. We value our Police Officer’s efforts and we want to recognize them. You can email, mail, fax, phone in or submit on-line your Compliment.

### **Complaint**

There are two (2) types of Public Complaints. They relate to the policies of and services provided by NAPS, or the conduct of a NAPS Police Officer. NAPS takes all complaints seriously. Submit On-line or Print a Complaint Form.

### **Comment / Concern**

Comments and concerns from the Public may be non-formal complaints or concerns that may be used to obtain explanations from NAPS in various less serious situations. NAPS shall ensure that reasonable efforts to address those general concerns and to report back to you what steps were taken. You can email, mail, fax, phone in or submit on-line your comment.

### **Contact**

Please contact the Professional Standards Bureau for more information by mail, email, on-line, fax and by telephone. NAPS PSB is continuing to find new and creative ways to communicate with the people of NAN.

The Professional Standards Bureau looks forward to the future challenges and assisting NAPS with inspiring that trust and confidence we need to effectively provide policing services for NAN and by providing accountability.

Do not hesitate to contact me to see how we can best help you.

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Inspector Pierre GUERARD  
Director of Professional Standards  
Headquarters  
309 Court Street South  
Thunder Bay, ON P7B 2Y1

PHONE: 1 (800) 672-2790 Ext. 6108  
FAX: 1 (807) 623-2225  
EMAIL: [psb@naps.ca](mailto:psb@naps.ca)  
Or see us on the web at [www.naps.ca](http://www.naps.ca)

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## Specialized Units

Chris Lawrence  
Detective Staff Sergeant

Nishnawbe Aski Police Service has experienced an increase in drug use and drug trafficking mainly due to their accessibility via air and train to the Greater Toronto Area, Ottawa, Timmins and Chisleau. Members of these southern communities are

taking financial advantage of current criminal landscape to further their own interests. It is widely known in the dark undertow of society that prices of illegal drugs sold in the north are exponentially more in our first nation's communities providing considerable profit incentive for criminals to exploit vulnerable people. With this profitable market there has been proliferation in unfamiliar entities observed in the communities believed to be trafficking drugs. Due to staffing shortages, funding issues and limited officers trained in Drug Enforcement in the far north, drug traffickers have capitalized and are becoming more entrenched in our communities.

To address this current state Nishnawbe Aski Police Service along with partner agencies consisting of the Ontario Provincial Police - Organized Crime Enforcement Bureau and Anishnabek Police Service began Project Coast.

After a seven month investigation by police an execution of search warrants was concluded on May 18th, 2016. Twenty one search warrants actioned in eastern and northern Ontario netted a total of:

- 57,792 methamphetamine pills
- 7,229 oxycodone pills (5,000 fentanyl pills and 2,229 oxycodone pills)
- 706 grams of cocaine
- 476.6 grams of marijuana
- 154.25 fentanyl patches

Investigators also seized more than \$252,000, a shotgun and a bulletproof vest. With 55 people being charged with 341 charges. Street value of the drugs seized was estimated at 2.1 million dollars.



Says Grand Chief Solomon "Project COAST will definitely help reduce many unnecessary hardships for our children, youth and elders. All our citizens, even those that are living a clean and healthy life are affected in some way or another by the trafficking of illegal drugs prescription drugs and alcohol. As it is, our communities are already under so much stress from the past happenings and we do not need this criminal activity in our communities at all, and we will continue to work strategically with law enforcement services to eliminate the trafficking of illegal drugs, prescription drugs and alcohol,"

"We congratulate Chief Terry Armstrong and all of the officers who participated in this seven-month investigation which has seized millions of dollars' worth of narcotics destined for NAN First Nations," said NAN Grand Chief Alvin Fiddler, during a press conference in Timmins today. "We are proud of these officers and their outstanding efforts to keep drugs away from our children and communities. NAPS is not funded to conduct major criminal investigations, but the success of this investigation shows the need for adequate resources including a coordinated drug unit."

NAPS has statistically recorded escalated alcohol related occurrences but most importantly, a very high number of major occurrences including homicide have an alcohol related component. To address this current state Nishnawbe Aski Police Service applied for and was granted \$100,000 from the Ministry of Community Safety and Corrections. This plan was named Project Nexus.

Project Nexus is comprised of two components one being operational and the other educational. Our Operational efforts were conducted with the final deployment the week of March 14th over 4 days. With

the assistance of Canada Post and local Dryden police, Nishnawbe Aski Police.



During this time Canada Post Inspector and Police seized over 18L of alcohol, 117.3 grams of marihuana and 96 pills.

The pills recovered were Gabapentin which law enforcement have noted as being abused in Northern communities.

Gabapentin is a medication that is used to treat different types of neuropathic pain as well as to control seizures in individuals who have epilepsy. While gabapentin has many positive uses, it is only meant to be taken as prescribed by a doctor and should not be used at one's own discretion. This is because the medication can cause intense side effects and, very recently, it has been discovered that gabapentin has started to become a common drug of abuse.

Although alcohol is not illegal it is prohibited and named as non-mailable matter from being shipped via Canada Post as per the Canada Post Act as well it is prohibited in the communities it was destined for by the local by-laws. Intoxicating beverages can only be shipped within Canada by Parcel Services contract customers and VentureOne cardholders that meet each of the very strict requirements.

To address the educational component of this project Canada Post has already begun education with their remote locations as to what contraband is and how to handle it properly.

For the public, we are working with John Howard Society, Alpha Court and Beendigan Alcohol Abuse counsellors to compose a new information campaign for publishing on our website and for distribution at educational opportunities. The focus of the new campaign will be on the link between violence and alcohol consumption. NAPS will be bringing together a media consultant, alcohol and drug abuse counselors and community members to collaborate on this new presentation including a smart phone and iphone app. This educational material will be available on its own website [www.wasitworthit.ca](http://www.wasitworthit.ca). The educational material includes 4 short videos, posters and printed material. The material content was drafted by a working group of subject matter experts and facilitated at Nishnawbe Aski Police Service. An official launch and media release will introduce this new material to the public planned for June 23rd.2016.

Our goal is to present a two pronged approach to an old problem that has escalating grave effects on the communities NAPS serves.

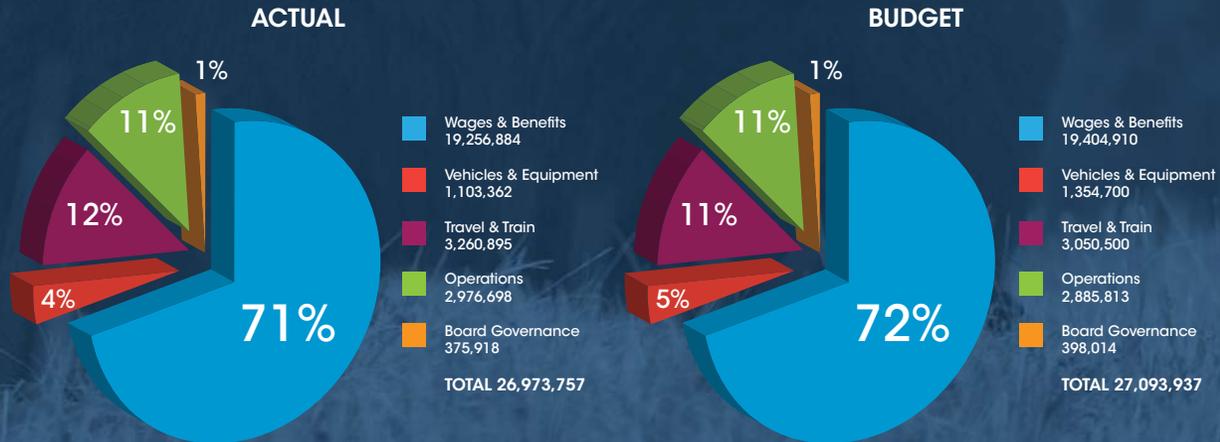


## Financial Overview

Susan Maxwell  
Director of Finance CPA, CGA

During the 2015-2016 fiscal year, the arbitrator's award to the officers was overturned by the courts resulting in the restatement of the 2014-2015 financial statements. The significant accrual recording the award was reversed resulting in a reduced deficit reported on the 2014-2015 financial statements. It was reduced by \$2,155,057 resulting in a small surplus at the end of the 2014-2015 year. For the 2015-2016 fiscal year NAPS recorded an operational deficit of (\$655,944).

During the 2015-2016 year NAPS received one-time funds in the amount of \$225,855 to cover exceptional circumstances costs as well as Provincial program funding of \$127,551. In an effort to reduce costs, some discretionary expenses such as new vehicle purchases and training were reduced. As demonstrated in the charts below, annual expenditures are below the budgeted forecast.



# Independent Auditor's Report

## Independent Auditors' Report

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

We have audited the accompanying financial statements of Nishnawbe-Aski Police Service, which comprise the statement of financial position as at March 31, 2016 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

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

### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. Except for the effects of the matter described in the Basis for Qualified Opinion paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

### *Basis for Qualified Opinion*

The Organization records vacation pay on the cash basis. Under Canadian accounting standards for not-for-profit organizations, a liability should be recorded as the vacation pay is earned. As at March 31, 2016 and 2015, had this amount been recorded on the statement of financial position, accounts payable and accruals would have increased and unrestricted net assets would have decreased by \$754,707 (2015 - \$610,130), and revenue over expenses for the year would have decreased by \$144,577 (2015 - \$61,796).

During the year, the Organization received a federal court ruling which overruled a previous arbitrator's ruling related to officers wages. As a result of this ruling, the Organization restated the March 31, 2015 financial statements to remove the wage accrual that was recorded as a result of the original arbitrator's ruling. Under Canadian accounting standards for not-for-profit organizations, the wage accrual should have been reversed in the current fiscal year (see Note 7). Therefore, March 31, 2016 opening net assets, expenses - operations and deficiency of revenue over expenses for the year are overstated by \$2,155,057 and March 31, 2015 accounts payable and accruals, expenses - operations and deficiency of revenue over expenses are understated by \$2,155,057.

### *Qualified Opinion*

In our opinion, except for the effects of the matters described in the Basis for Qualified Opinion paragraphs, the financial statements present fairly, in all material respects, the financial position of Nishnawbe-Aski Police Service as at March 31, 2016 and the results of its operations, changes in net assets and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Thunder Bay, Ontario  
July 26, 2016

**MNP LLP**  
Chartered Professional Accountants  
Licensed Public Accountants

# Auditor's Report

## Nishnawbe-Aski Police Service Statement of Financial Position As at March 31, 2016

	2016	2015
<b>Assets</b>		
<b>Current</b>		
Cash	941,106	36,317
Accounts receivable (Note 4)	854,089	3,870,850
Prepaid expenses	60,950	50,950
Inventory	4,815	6,109
	1,860,760	3,964,026
<b>Capital assets (Note 5)</b>	4,320,054	5,085,707
<b>Restricted cash</b>	20,703	20,152
	6,201,517	9,069,885
<b>Liabilities</b>		
<b>Current</b>		
Bank indebtedness (Note 6)	-	1,486,516
Accounts payable and accruals (Note 7)	2,284,949	2,467,612
Deferred revenue	204,939	4,959
	2,489,848	3,959,087
<b>Funds held in trust</b>	20,703	20,152
	2,510,351	3,979,239
<b>Contingent liabilities (Note 8)</b>		
<b>Net Assets</b>		
Unrestricted (Note 7)	(628,888)	4,939
Investment in capital assets (Note 9)	4,320,054	5,085,707
	3,691,166	5,090,646
	6,201,517	9,069,885

Approved on behalf of the Board

Director

  
Director

The accompanying notes are an integral part of these financial statements

1

## Nishnawbe-Aski Police Service Statement of Operations For the year ended March 31, 2016

	2016	2015
<b>Revenue</b>		
Operations	25,951,811	25,603,984
Police Board	398,035	398,393
First Nation Organized Crime Initiative	147,680	147,680
Other Projects	132,272	149,062
	26,629,798	26,299,119
<b>Expenses</b>		
Operations (Note 7)	27,369,643	26,798,599
Police Board	375,918	410,034
First Nations Organized Crime Initiative	150,335	143,025
Other projects	133,382	199,514
	28,029,278	27,551,172
<b>Deficiency of revenue over expenses for the year (Note 7)</b>	(1,399,480)	(1,252,053)

## Nishnawbe-Aski Police Service Statement of Changes in Net Assets For the year ended March 31, 2016

	Unrestricted	Investment in capital assets	2016	2015
<b>Net assets, beginning of year (Note 7)</b>	4,939	5,085,707	5,090,646	6,342,699
<b>Deficiency of revenue over expenses for the year (Note 10)</b>	(633,827)	(765,653)	(1,399,480)	(1,252,053)
<b>Net assets, end of year</b>	(628,888)	4,320,054	3,691,166	5,090,646

# Uniform Organizational Chart 2016

## [ Chief of Police ]

[ Professional Standards Bureau ]

[ Media (.5) ]

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Direct Reports to Chief of Police

## [ Deputy Chief of Police ]

[ Canine Unit ] [ Guns and Gangs/Pavis ]

[ Drug Unit/ERT/Training ]

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Direct Reports to Deputy Chief of Police

### [ North East Regional Inspector ]

[ Administrative Staff Sergeant ]

[ Crime Unit 1 D/Sgt - 4 D/Cst Sergeants (5) ]

North East  
Peawanuck 3 Cst  
Attawapiskat 6 Cst / 1 Sgt  
Fort Albany 5 Cst / 1 Sgt  
Kashechewan 6 Cst / 1 Sgt  
Moose Factory 7 Cst / 1 Sgt  
New Post 1 Cst  
Wahgoshig 2 Cst  
Matachewan 1 Cst  
Mattagami 2 Cst  
Brunswick House 1 Cst  
Chapleau Cree 1 Cst  
Chapleau Ojibwe 1 Cst / 1 Sgt

### [ Central Regional Inspector ]

[ Administrative Staff Sergeant ]

[ Sergeants (2) ]

Central  
Aroland 2 Cst  
Marten Falls 2 Cst  
Eabametoong 5 Cst / 1 Sgt  
Webequie 2 Cst  
Constance Lake 4 Cst / 1 Sgt  
Nibinamik 2 Cst  
Neskantaga 2 Cst

### [ North West Regional Inspector ]

[ Administrative Staff Sergeant ]

[ Crime Unit 1 D/Sgt - 4 D/Cst Sergeants (5) ]

North West  
Bearskin 3 Cst  
Cat Lake 4 Cst  
Deer Lake 3 Cst  
Fort Severn 3 Cst  
Kasabonika 3 Cst  
Keewaywin 2 Cst  
Kingfisher Lake 3 Cst  
Mishkeekogamang 6 Cst  
Muskrat Dam 2 Cst  
North Spirit Lake 2 Cst  
Poplar Hill 4 Cst  
Sachigo Lake 2 Cst  
Sandy Lake 6 Cst / 1 Sgt  
Slate Falls 3 Cst  
Wunnumin Lake 3 Cst

# Civilian Organizational Chart 2016

## [ Chief of Police ]







## Human Resources

**Elise Johnson**  
*Human Resources Advisor*

My name is Elise Johnson and it is my pleasure to join Nishnawbe-Aski Police Services as the Human Resources Advisor. As NAPS first Certified Human Resources Professional (CHRP) I bring experience from all aspects of

Human Resources including but not limited to: recruitment and retention, health and safety, labour relations, payroll and benefits. I have traveled to many of the remote First Nations communities we serve during my time as a Human Resources Clerk II with Tikinagan Child and Family Services and I've also worked with First Nations communities across the province in my recent position of Coordinator, Human Resources with Contact North | Contact Nord.

I work with an open door policy and my main purpose will be to advise on Human Resources matters while protecting the organization and integrity of Nishnawbe-Aski Nation.

### Leave Status

Short Term



LTD



WSIB



Maternity/Parental



Other Leave Types (Suspension/  
Personal etc.)



Accommodated Positions





## In-Service Training

Sgt. Chris Eisenbach  
In-Service Training Officer

### April 2015 Course / Seminar / Workshop

Course / Seminar / Workshop	Training Location / Date	# of Members Trained
Fraud Investigation Course	Ontario Police College	1
Use of Force / Firearms Re-Qual	GHQ / April 10 - 11 2015	1
Post Aylmer Recruit Training	GHQ / April 7 - 17 2015	4
Investigative Interviewing Techniques	Ontario Police College	1
Basic ERT Course	Base Borden Angus, ON / April 6 - June 5 2015	3
CEW User Training	GHQ / April 22 - 23 2015	4
Pre-Aylmer Recruit Training	GHQ / April 27 - May 1 2015	2
Use of Force / Firearms Re-Qual	GHQ / April 30 - May 1 2015	2
Police Fitness PIN Testing	GHQ / April 20 2015	1
<b>Total members Trained April 2015</b>		<b>19</b>

### May 2015 Course / Seminar / Workshop

Course / Seminar / Workshop	Training Location / Date	# of Members Trained
ERT Spring Maintenance	Atikokan, ON May 4 - 8 2015	1
Red Cross First Aid Instructor re-cert	Thunder Bay, ON May 11 2015	1
<b>Total members Trained May 2015</b>		<b>2</b>

### June 2015

Police Fitness Appraiser Recert	Toronto June 10 - 11 2015	2
Annual Block Recertification	GHQ / June 15 - 19 2015	6
Annual Block Recertification	GHQ / Jun 22 - 26 2015	8
Investigative Interviewing Techniques	Ontario Police College / June 1 - 5 2015	3
Investigating Offences Against Children	Ontario Police College / June 2 - 11 2015	1
Scenes of Crime Course	OPC / Aug 24 - Sept 4 2015	2
Hate Crime Advanced Training	OPC / Aug 31 - Sept 3 2015	1
<b>Total members Trained June 2015</b>		<b>23</b>

### July 2015

Annual Block Recertification	GHQ / July 6 - 10 2015	9
Annual Block Recertification	GHQ / July 13 - 17 2015	9
Annual Block Recertification	GHQ / July 20 - 24 2015	9
Annual Block Recertification	GHQ / July 27 - 31 2015	4
<b>Total members Trained July 2015</b>		<b>31</b>

**August 2015****Course / Seminar / Workshop**

Post Aylmer Recruit Training	GHQ / Aug 4 - 14 2015	2
Annual Block Recertification	GHQ / Aug 17 - 21 2015	8
Annual Block Recertification	GHQ / Aug 31 - Sept 4 2015	9
Pre-Aylmer Recruit Training	GHQ / Aug 24 - 28 2015	1

**Total members Trained August 2015****20****September 2015**

Annual Block Recertification	GHQ / Sept 14 -18 2015	3
Annual Block Recertification	GHQ / Sept 28 - Oct 2 2015	5
Sexual Assault Investigation	OPC / Sept 8 - 18 2015	1
ERT Fall Maintenance Training	Thunder Bay / Sept 21- 25 2015	1
General Investigation Training	OPC / Sept 14 - 25 2015	5

**Total members Trained September 2015****15****October 2015**

Hate Crime Advanced Training	OPC / Oct 13 - 16 2015	1
Homicide Investigation	OPC / Oct 5 - 9 2015	1
Front Line Supervisor Course	OPC / Oct 19 - 23 2015	1
Annual Block Recertification	GHQ / Oct 5 - 9 2015	6
Annual Block Recertification	GHQ / Oct 19 - 23 2015	9
Annual Block Recertification	GHQ / Oct 26 - 30 2015	11

**Total members Trained October 2015****29****November 2015****Course / Seminar / Workshop**

Annual Block Recertification	GHQ / Nov 9 - 13 2015	8
Annual Block Recertification	GHQ / Nov 16 - 20 2015	15
ERT Maintenance Training	Thunder Bay / Nov 2 - 6 2015	2
Annual Block Recertification	GHQ / Nov 23 - 27 2015	5

**Total members Trained November 2015****30****December 2015**

Post Aylmer Recruit Training	GHQ / Nov 30 - Dec 11 2015	1
Pre-Aylmer Recruit Training	GHQ / Dec 14 - 18 2015	4
CEW Master Re-cert	Toronto / Dec 17 2015	1
Annual Block Recertification	GHQ / Dec 3 2015	3

**Total members Trained December 2015****8****January 2016**

Annual Block Recertification	Cochrane / Jan 8 - 11 2016	3
Annual Block Recertification	Thunder Bay / Jan 12 -15 2016	4

**Total members Trained January 2016****7**

<b>February 2016 Course / Seminar / Workshop</b>	<b>Training Location / Date</b>	<b># of Members Trained</b>
ERT Maintenance Training	Thunder Bay / Feb 8 - 12 2016	3
Ontario Major Case Management Course	OPC / Feb 8 - 18 2016	1
Sexual Assault Investigation	OPC / Feb 1 - 11 2016	1
General Investigation Training Course	OPC / Feb 1 - 12 2016	3
Annual Block Recertification	GHQ / Feb 3 - 5 2016	1
Annual Block Recertification	GHQ / Feb 16 - 19 2016	1
Annual Block Recertification	GHQ / Feb 22 - 26 2016	3
Motorized Snow Vehicle Course	OPP Nipigon / Feb 29 - Mar 4 2016	3
<b>Total members Trained February 2016</b>		<b>16</b>

<b>March 2016</b>		
Annual Block Recertification	Thunder Bay / Mar 22 - 25 2016	4
Search Warrant Course	OPC / Mar 7 - 11 2016	1
<b>Total members Trained March 2016</b>		<b>8</b>

**Total Members Trained 2015 - 2016 Fiscal 208**



# Incidents

									
MURDERS	0	2	0	2	SUSPICIOUS ACTIVITY/PERSON/VEHICLE	46	82	45	173
BREAK & ENTERS	138	93	65	296	SUDDEN DEATH	11	13	5	29
ROBBERIES	9	3	1	13	MENTAL HEALTH ACT	228	93	27	348
THEFTS - MVS	18	8	6	32	ATTEMPT SUICIDE	63	73	10	146
THEFT & POSSESSION	200	94	46	340	THREAT OF SUICIDE	11	68	27	106
FRAUDS	22	16	4	42	YOUTH COMPLAINT	164	91	32	287
OFFENSIVE WEAPONS	20	26	11	57	CRIMINAL RECORD CHECKS EMPLOYMENT/VOLUNTEER	502	258	104	864
ARSON	15	23	9	47	PATROL/PROPERTY CHECKS	22	419	67	508
BAIL VIOLATIONS	325	231	71	627	ANIMAL COMPLAINT	106	87	109	302
DISTURB THE PEACE	289	168	43	500	COMMUNITY SERVICE	79	485	77	641
MISCHIEF	361	276	64	701	ALARM/FIRE ALARM	165	38	71	274
CRIMINAL CODE-OTHER	242	208	41	491	PROPERTY - LOST/FOUND/DAMAGED	18	19	25	62
DRUGS	38	83	9	130	MISSING PERSON	33	36	9	78
FED STATUTE OFFEN.	25	2	0	27	FAMILY DISPUTE	183	111	24	318
LIQUOR ACTS	591	750	43	1384	UNWANTED PERSONS	659	842	115	1616
PROV STATUTES-OTHER	13	1	1	15	KEEP THE PEACE	20	71	5	96
SEXUAL ASSAULTS	73	180	44	297	R.I.D.E.	46	130	18	194
ASSAULTS	602	743	142	1487	TRAFFIC RELATED	124	165	122	411
DANGEROUS OPERATION	22	7	1	30	MOTOR VEHICLE COLLISION	46	50	33	129
IMPAIRED OPERATION	117	109	12	238	NOISE COMPLAINT	19	21	14	54
POLICE ASSISTANCE	929	1894	449	3272	PERSON CHECK-IN/COMPLIANCE CHECKS	57	148	36	241
DOMESTICS	348	215	64	627	911 CALL/911 HANG UP	23	3	80	106
ESCORTS - PRISONERS	342	283	19	644	ALL OTHERS	212	502	126	840



\*\*\*individual community statistics available upon request



# NISHNAWBE-ASKI POLICE SERVICE HEADQUARTERS

## NISHNAWBE-ASKI POLICE SERVICE

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## 309 Court Street South

