



ANNUAL GENERAL MEETING REPORT 2022-23

Love
Honesty
Humility



Bravery
Respect
Wisdom
Truth





The Nishnawbe Aski Police Service is a dynamic organization that serves 34 First Nation communities in the Nishnawbe Aski Nation Territory.

Our officers are spread across an area that equals two-thirds of the province of Ontario, from the Manitoba border up the James Bay Coast over to the Quebec border.

www.naps.ca



Mission Statement

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

To achieve this mission, in partnership with the communities we serve, we shall:

- Be representative of the communities that we serve;
- Employ a community oriented style of police service;
- Protect persons and property through crime prevention, community education, and appropriate law enforcement; and,
- Provide a level and standard of police service of the same or higher quality that exists elsewhere in Canada.

NAPS Detachments



North West NAPS Region (Green): Fort Severn, Sachigo Lake, Bearskin Lake, Muskrat Dam, Sandy Lake, Kee-Way-Win, Deer Lake, Poplar Hill, North Spirit Lake, Cat Lake, Mishkeegogamang, Slate Falls, Sioux Lookout NW Regional Office, Thunder Bay Headquarters.

Central NAPS Region (Red): Kingfisher Lake, Wunnumin Lake, Nibinamik, Webequie, Neskantaga, Eabametoong, Marten Falls, Aroland, Constance Lake.

North East NAPS Region (Dark Blue): Peawanuck, Kasabonika Lake, Attawapiskat, Kashechewan, Fort Albany, Moose Cree, Taykwa Tagamou, Cochrane NE Regional Office, Wahgoshig, Brunswick House, Mattagami, Matachewan, Chapeau Ojibwe, Chapeau Cree.

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Chief of Police Report

Operations Updates

Recruitment

We have been experiencing a shortage of personnel within our service. Due to the fact that officers are moving to other larger police services in the province at high rates. This, combined with officers leaving the profession entirely, means our officers are working to the point of exhaustion to keep up with the abundance of calls and right now, this is the reality of policing in the North.

Police forces across the country are being challenged by the fact there are far fewer people interested in policing. This has resulted in a policing shortage for all, not just our police force. As a result, larger police services are needing to hire experienced officers and are being forced to recruit officers from smaller forces, because there is nowhere else to pull from. Unfortunately, we cannot compete with the larger services, such as the Ontario Provincial Police, which is able to offer all benefits and all specialty areas. This has escalated to a point where we are having to write letters to other police services to explain the unique situation in the North.

Our staff are reaching out to larger police services asking if they can inform us when our officers are applying, to get a better handle on preparing for the loss. We have also asked that, going forward, if they are hiring our officers, they provide us with four to six months to allow for filling to much needed positions. This time frame gives us a chance to hire

and send new recruits to police college and then backfill.

We had the opportunity to fly 12 police chiefs up North to see firsthand what our officers are working with on a daily basis. The response has been positive. The police chiefs want to help, so we are now seeing an increase in communication from other services.

Our environment is a trauma-filled environment that impacts those who are working on the front line. There is a lot of violence occurring in our communities, and the violence they are seeing causes mental health issues, which leads to an increase in shortages. This is putting a strain on our personnel when dealing with social, health, and legal issues. To return an officer to the front line from a mental health injury takes an average of 18 months and when our officers go on mental health leave, they are still on the books. In some cases, we have had officers who have been off for four or five years.

When we look at our Indigenous officers who work in their home communities, it can be very impactful on that officer, because they know a lot of the people they are working with. They have to deal with family, charge or arrest family, it is hard on officers, and that is just one of many of the challenges we are facing in our day-to-day operations.

We have a duty to protect our communities. We have to make sure we have enough officers to keep our communities safe and that is another challenge in itself. We are supposed to have a total of 117 officers, 69 in the Northeast Region, 69 in the Northwest Region, and 39 in the Central Region. Presently, we have 9 vacancies in the Northeast, 14 in the Northwest, and 5 in the Central region. These numbers do not reflect officers who are off with injuries. These are the impacts we are facing as a smaller police force.



Strategic Plan - 5 Pillar Considerations

We are working through our Strategic Plan and looking at our 5 Pillar Considerations, we know moving forward we need to focus on retention and attracting people, as well.

Our infrastructure is improving. We have spent money on equipment, and we will continue to invest in more equipment as we receive feedback from communities. We need to spend money on snow machines and boats. People are getting creative with moving narcotics into the communities, so we are sending three officers to take a marine course. We will ensure our officers have the proper training.

The health and wellness of our officers is critical to our success, there is still room for improvement. We need to enhance our health and wellness programming for our officers within our service. We have a dedicated position for wellness programming and program development underway, but we will have to have more people dedicated to this area, so we can provide proper assistance to our people.



Deputy Chief of Police Report

Operations

Recruitment

We are increasing our presence on social media, and as a result, we are seeing more applications. Additionally, now that COVID-19 restrictions are relaxing in many communities, we are going to be traveling to communities for recruitment. We need to recruit our people.

We are under-resourced with only two full-time drug officers and two hybrid drug crime unit officers, however, through negotiation, we have been able to secure 18 new positions for our specialty units, including:

- Two detective staff sergeants, two detective sergeants for 2022/23
- Six detective constables, two constables for 2023/24
- Six detective constables on drug team for 2024/25
- Two canine positions

In order for us to implement the new positions we have to pull from our front line. With current shortages we are challenged in posting any of these new positions and therefore, moving forward.

Retention

Retention has been a big issue. Moving forward, we are going to be focusing on how to retain officers in addition to how we can attract more officers. We are working on providing a more comfortable environment for our officers. For example, a new 14 and 14 schedule, meaning two weeks on the job, and two weeks off the job allowing for more downtime and less travel. We also pay for charters and Wi-Fi, so our officers are able to stay connected with family. Additionally, we are offering better living arrangements, furnishings, residences, exercise equipment, and a PCC Communication Centre for officer safety.

Pension

One of our biggest challenges is our pension. It is not on par with other services across Ontario. We operate on a 90 Factor meaning your age plus pension service total at least 90 years. Other services operate on the 80 Factor. Our officers are through the same police college and the same training but have to wait an extra five years to retire. That is why you do not see a lot of people retiring from Indigenous police services. In an effort to address this challenge, the Indigenous Police Chief of Ontario has filed a Human Rights Complaint. It has taken us some time to get before the tribunal, but that is going to start later this year.

COVID-19

We are still seeing outbreaks in NAN communities, therefore, pandemic protocols are still being mandated with each community. This is proving to be challenging because each community has different directives, however, we continue to abide by each community's protocols.

NAPS has adopted our own protocol directive driven by provincial government guidelines. All members are tested with rapid antigen tests prior to attending the respective communities. In addition to protocol directives already in place, NAPS management has added that officers must acknowledge that for each community, as of January 2022, all employees be fully vaccinated or they will be removed from payroll until proof of vaccination is provided. We are still following that mandate to today's date. Mandatory masks has been removed from our regional offices, however, it remains in place for our front line members that are in community.

We continue to source PPE products, as required. We have hand sanitizing equipment, and 10,000 Rapid Antigen Tests, which are used as needed

for our communities. We continue to deep clean offices, residences and vehicles to prevent further spread.

Far North Radio Project

The Far North Radio Project has been completed. All 23 of our isolated communities that did not have access to a provincial communication centre to dispatch calls are now fully operational. All community members can call the same number when police assistance is required.

NAPS officers traveled door-to-door to explain the changes, and handout fridge magnets, cell phone and home phone stickers showing the 800 number. Posters have been placed throughout the community and on community Facebook pages, however, there has been some negative feedback. We are working with the Ontario Provincial Police to address some concerns including, process length, amount of questions, and the language barrier.

Starlink Satellite Systems

Many of our communities and community members do not have access to dependable broadband, which causes issues with online court services. We continue to engage with the Ministry of the Attorney General and the Solicitor General by participating in monthly calls. The Ministry is currently purchasing the Starlink Satellite System for each of our communities to ensure suitable connectivity for all our detachments.



Specialty Units Update

Crime Units

Our Crime Units are extremely busy.

NORTHWEST REGION CRIME UNIT

Based out of NAPS Sioux Lookout Regional Headquarters.

- Detective Sergeant
 - Detective Constable
 - Detective Constable
 - Detective Constable

Assigned to investigate and provide direction and support for all major incidents within the 12 Detachments in the Northwest Region.

One of the Detectives also specializes in Drug Investigations.

CENTRAL CRIME UNIT

Based out of NAPS General Headquarters in Thunder Bay.

- Detective Sergeant
 - Detective Constable
 - Detective Constable

Assigned to investigate, provide direction and support for all major incidents within the 9 Detachments in the Central Region.

NORTHEAST REGIONAL CRIME UNIT

Based out of the Cochrane Regional Headquarters.

- Detective Sergeant
 - Detective Constable
 - Detective Constable
 - Detective Constable
 - Detective Constable

Assigned to provide direction and support to 13 Detachments within the Northeast Region.

One Constable specializes in Drug Enforcement.



Over the past year, our officers have responded to and assisted with

404 major incidents

143 INCIDENTS OF ASSAULT
94 SEXUAL ASSAULTS
45 SUDDEN DEATHS

Including 94 arrests, 240 charges, 33 warrants, 28 firearms seized and numerous drugs seized.

Projects

Project Dogwood - March 2022

- 9 search warrants
- 13 people arrested and charged
- 65 charges laid
- Seized: 6 firearms, including a Glock handgun with a high-capacity magazine, 476.2 grams of suspected Methamphetamine, 355.5 grams of suspected Cocaine, 205.3 grams of suspected Fentanyl and \$30,000 in Canadian Currency
- Primary focus was trafficking cocaine, methamphetamine and fentanyl from Southern Ontario to Northwestern Ontario, including many First Nation communities (Cat Lake, Sachigo Lake, Bearskin Lake, Muskrat Dam, Slate Falls and Mishkeegogamang).

Project Scanlan - October 2021

- 5 search warrants
- 3 traffic stops
- 24 people arrested and charged
- 89 charges laid
- Seized: 320 grams of crystal methamphetamine, 160 grams of cocaine, 80 grams of crack cocaine, and 28 grams of fentanyl, oxycodone and hydromorphone pills and \$50,000 in currency
- A proactive drug project in Greenstone, Longlac, Aroland and Marten Falls Region to combat the influx of drugs entering communities from the Greater Toronto Area and Thunder Bay

Project Razor - February 2021

- 9 people arrested and charged
- 36 charges laid
- Seized: 92.4 grams fentanyl, 85.6 grams cocaine, 343 grams marijuana,

16 methamphetamine pills, 171.8 grams methamphetamine powder, 11.5 Clonazepam pills, one handgun and \$11,095.00 in currency

- A 20-week proactive drug enforcement initiative in direct response to the influx of individuals from the Greater Toronto Area who have established a drug trafficking network in Northeastern Ontario, specifically Sudbury, Timmins, Chapleau and Brunswick House

Project Juneberry - October 2021

- 3 people charged
- 18 charges laid
- Seized: 105.5 x 100mcg fentanyl patches, seven oxycodone pills, one gram of cocaine, brass knuckles and \$1,125.00 in currency
- A five-month proactive drug investigation regarding a drug distribution cell trafficking fentanyl from the Greater Toronto Area and Ottawa to Northeastern Ontario, including Moose Factory

Northeast Region Mushkegowuk Drug Project

A proposal has been put forth from the Mushkegowuk Council, where more than \$1 million was secured to enhance the ability of NAPS to combat serious and organized crime in and around the Mushkegowuk communities. The funding proposal includes one Detective Sergeant, and two Detective Constables during the two-year proposal. The proposal focuses on two primary components:

1. New drug enforcement specialists
2. A special program to build drug enforcement expertise and capacity in existing officers

The project began in July 2022.

Provincial Guns and Gangs Joint Forces Operations

The Ontario government is investing \$75.1 million to reinforce the fight against gun and gang violence in communities across the province. The funding will support initiatives that will help target criminal activities, enhance investigative support, increase collaboration throughout the Justice Sector and stop the flow of illegal guns across the border. There will be multiple joint force operation teams throughout the province for three years. NAPS has committed one Detective to be seconded to the Joint Forces Operation.

Since 2016, NAPS Guns and Gangs Unit has destroyed more than 500 firearms that have been seized or provided forfeiture from the courts.

Drug Officer Initiative

A proposal has been put forth by NAPS to secure funding to hire an additional 21 officers focused on Drug Enforcement. The proposal involves reorganizing the Crime Unit and Intelligence/Drug Enforcement Units, relying on existing personnel plus the following newly recruited positions:

- 2 - Detective Staff Sergeants
- 2 - Level-1 Detective Sergeants
- 15 - Detective Constables
- 2 - In-Service Training Unit Constables





“Opt-in” Under the Community Safety Policing Act

The NAPS Board requested support from the Chiefs of the NAPS Policed Communities at the last Annual General Meeting. The Chiefs of the NAPS Policed Communities unanimously signed a resolution to support the legislative “Opt-In” under the new policing legislation, the Community Safety and Policing Act (CSPA), 2019. Nishnawbe Aski Nation (NAN), NAPS and the NAPS Board have been working hard in order to make sure that NAPS is prepared for the new legislation, the CSPA, when it comes into force. Despite this hard work, there remains some uncertainty regarding a date for the new legislation to come into force.

Since February 2020, NAN-NAPS have been meeting with Ontario as part of a Working Group to discuss how NAPS can be best prepared to begin operating under the new legislated standards that are set out in the CSPA. At a meeting

on August 16, 2022, Ontario was unable to provide a concrete date for the CSPA to come into force. The NAPS Board understands that this is concerning and disappointing for the Chiefs of the NAPS Policed Communities. However, NAN-NAPS continue to press Ontario for a date for the new legislation and are currently drafting correspondence seeking clarification on this. As part of the preparation work done in order for NAPS to opt-in under the new legislation, the Ontario Policing Inspectorate has undertaken a detailed review of NAPS current status.

The Inspectorate reviewed policies, procedures and other relevant NAPS documents, and conducted in-person community visits to six NAPS detachments including Sandy Lake, Muskrat Dam, Mishkeegogamang, Eabametoong, Cat Lake and Kingfisher Lake.

The Inspectorate report outlines where NAPS meets the current standards required from other police services in Ontario and where there is need for improvement. The report confirmed that NAPS is largely in compliance with comparable non-Indigenous police services in Ontario indicating only a few compliance issues to address. NAN-NAPS will continue to collaborate with Ontario to determine how to best address the compliance issues set out in the Inspectorate's Report, as well as what funding and resources will be needed.

NAN-NAPS has been developing a joint implementation plan to address the compliance issues. The implementation plan will describe each compliance issue identified as well as the related steps and funding and resources necessary to address the issues set out in the report.



Overview of Major Cash Flow

The Nishnawbe-Aski Police Service financial statements, audited by MNP LPP, comprise the statement of financial position as of March 31, 2022, and the statements of operations, changes in net assets and cash flows for the year.

Nishnawbe-Aski Police Service Statement of Financial Position

As at March 31, 2022

	2022	2021
Assets		
Current		
Cash	6,284,470	3,065,824
Marketable securities (Note 3)	408,889	-
Accounts receivable (Note 4)	2,563,157	3,630,583
Prepaid expenses	206,305	204,196
Inventory	4,535	7,535
	9,467,356	6,908,138
Tangible capital assets (Note 5)	8,147,770	8,079,692
Restricted cash	41,262	28,670
	17,656,388	15,016,500
Liabilities		
Current		
Accounts payable and accruals (Note 7)	7,004,180	6,199,421
Deferred revenue (Note 8)	1,470,852	315,010
	8,475,032	6,514,431
Funds held in trust	41,262	28,670
Deferred contributions related to tangible capital assets (Note 9)	1,902,260	2,124,653
	10,418,554	8,667,754
Contingent liabilities (Note 10)		
Net Assets		
Unrestricted	992,324	393,707
Investment in tangible capital assets (Note 11)	6,245,510	5,955,039
	7,237,834	6,348,746
	17,656,388	15,016,500

Approved on behalf of the Board

Director

Director

Nishnawbe-Aski Police Service
Statement of Operations
For the year ended March 31, 2022

	2022	2021
Revenue		
Operations (Schedule A)	50,898,040	46,406,587
Police Board (Schedule C)	1,110,933	514,803
Other projects (Schedule D)	3,299,474	3,286,639
One-time funding (Schedule E)	674,603	659,374
	55,983,050	50,867,403
Expenses		
Operations (Schedule A)	50,046,990	44,492,064
Police Board (Schedule C)	904,620	464,215
Other projects (Schedule D)	3,467,749	3,350,502
One-time funding (Schedule E)	674,603	659,374
	55,093,962	48,966,155
Excess of revenue over expenses for the year	889,088	1,901,248

Nishnawbe-Aski Police Service
Statement of Changes in Net Assets
For the year ended March 31, 2022

	Unrestricted	Investment in tangible capital assets	2022	2021
Net assets, beginning of year	393,707	5,955,039	6,348,746	4,447,498
Excess of revenue over expenses for the year (Note 12)	598,617	290,471	889,088	1,901,248
Net assets, end of year	992,324	6,245,510	7,237,834	6,348,746

2022 Annual Report

Previously, we were facing various complications and barriers with the ongoing Omicron variant. Our police force and communities faced greater challenges than other communities in Northwestern Ontario because the majority of our communities are fly-in only. We were hit hard by COVID-19, with both staff and community members contracting the virus. There was an outbreak at our training center in Thunder Bay, shutting it down and requiring everyone to self-isolate. There were also cases where officers were traveling to the Central Region to go into communities not knowing they were positive with Omicron.

Communities faced setbacks, and many had started implementing more strict protocols, which presented another challenge for the force. It was difficult to adhere to the various protocols of each community. Making sure each community felt safe was our priority, so we implemented a vaccine policy for staff. We had an almost 100% vaccination rate.

We were doing well with our PPE stock but faced some challenges with getting testing supplies. An application was sent to the Ontario government, and it was subsequently approved.

We stumbled into challenges with test centres being uncooperative with testing NAPS members, which created a greater need for having our own testing supply. The issue was brought up with Health Canada and a few other agencies to handle the situation.

A lot of our training was delayed or suspended as we put everyone's safety as first priority during the

pandemic. We even postponed our annual training to keep everyone safe.

Courts, who are also a big part of policing, were moving more and more online. Due to COVID-19, courts were not coming into our communities as much as previously and had switched over to doing e-intake. This presented many challenges because most of our communities do not have sufficient bandwidth or internet service. We did our best to have people who are specifically trained to help intake officers.

The pandemic brought forward many unique challenges, but we were able to overcome and provide the best services we could for our communities.

Communication Centre

Communication Operators are critical in supporting the Ontario Provincial Police and First Nations operations. They are the first point of contact for any citizen in Ontario when it comes to communication with the police. Direct support is provided by our front line officers to ensure safety for both the officers and the public by being in constant communication with officers on the front line.

The hiring process can take up to three months - files go to our final review board, there is an offer of employment and then training begins. Communication Operators go to the general headquarters in Orillia for three weeks of training with staff, and then 144 hours of training in Thunder Bay with a coach. Once training is complete, they are about a year in the position as a call taker. They are then brought back to GHQ for dispatching training for another three weeks and they will return to their communication centre with a coach for 240 hours. Training is looking to be expanded to four weeks.

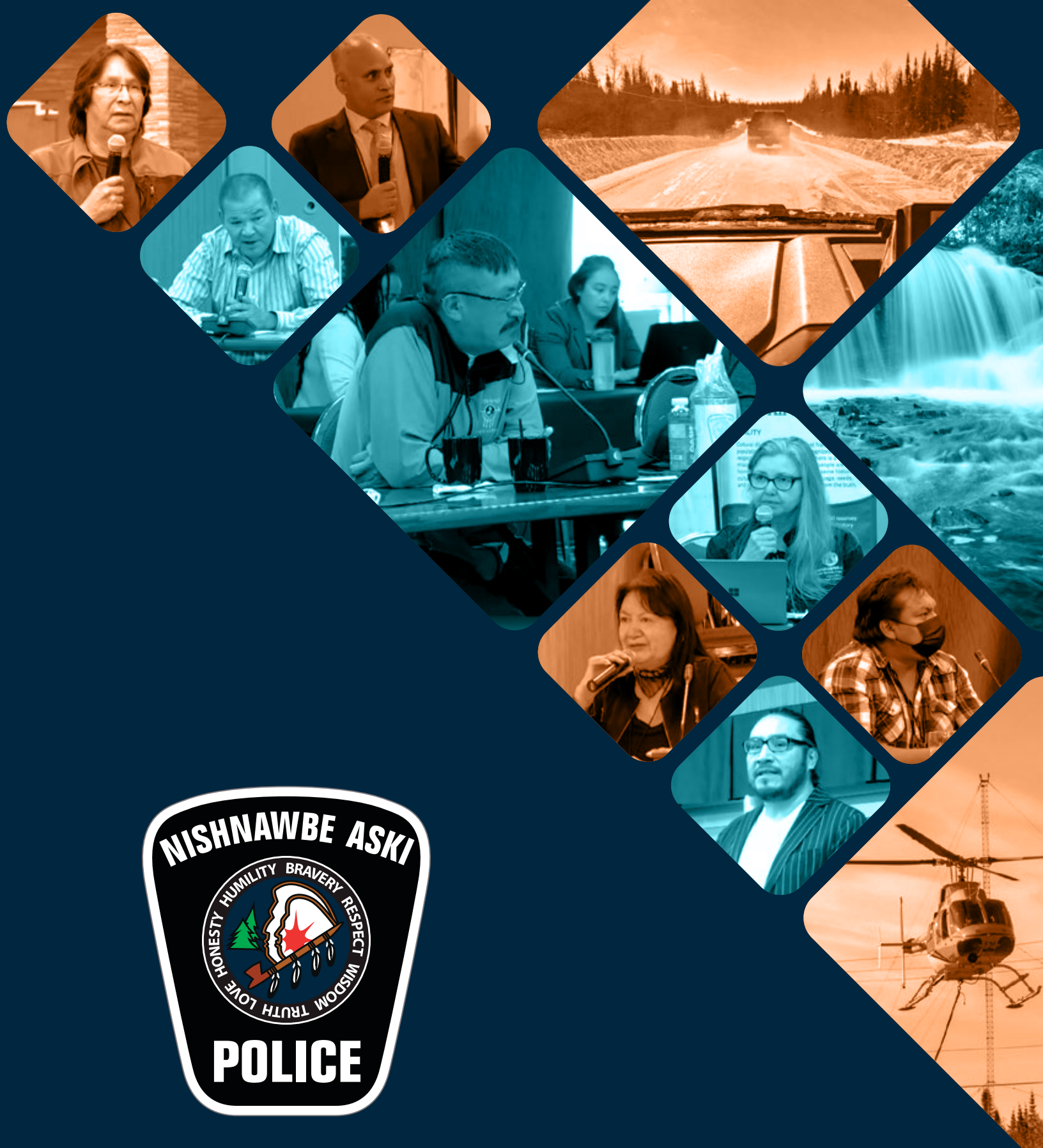
Canada Post

There is a team of postal inspectors stationed across the country and they are responsible for investigating postal related crimes. Working closely with regional and local police services, they support and investigate incidents.

Canada Post has launched a national strategy supporting Indigenous and Northern Reconciliation Strategy, which includes four pillars:

- Improving the postal service to Indigenous and Northern communities
- Development and implementation of Indigenous procurement policy
- Looking to staff many positions with an Indigenous person, so there is good representation
- Supporting the viability and safety of our Indigenous community





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