



ANNUAL REPORT

2017 – 2018





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GRAND CHIEF'S MESSAGE



Boozhoo,

On behalf of the Anishinaabe Nation in Treaty 3, I would like to thank the Treaty #3 Police Service, staff, management, and the Board of Directors for their continued service to our First Nations. We would like to thank all the men and women who make up the Treaty 3 Police Service for their dedication and perseverance in ensuring that the safety of our citizens is maintained to the highest standard.

We will continue to work with the Treaty #3 Police Service to advocate on behalf of the service and protect the interest of our citizens with respect to policing. It is our hope that Treaty 3 Police Service will continue to provide exemplary service to the Anishinaabe Nation in Treaty 3. Miigwech.



Ogichidaa, Francis Kavanaugh



The Treaty Three Police Service provides policing services to 23 of the 28 First Nation communities in the Treaty #3 Territory. Treaty #3 Territory encompasses 55,000 square miles.

EXECUTIVE COMMITTEE MESSAGE

This past year was another busy time for our Board and Sub-Committees.

Our Board held our 4 regular quarterly meetings along with one Special Board Meeting along with our annual training session in the fall. Our Executive Committee met a total 21 times which included attending the First Nations Chief of Police Association Conference with our Chief of Police in Niagara Falls, Ontario at the beginning of the year. Two members of the Executive Committee along with



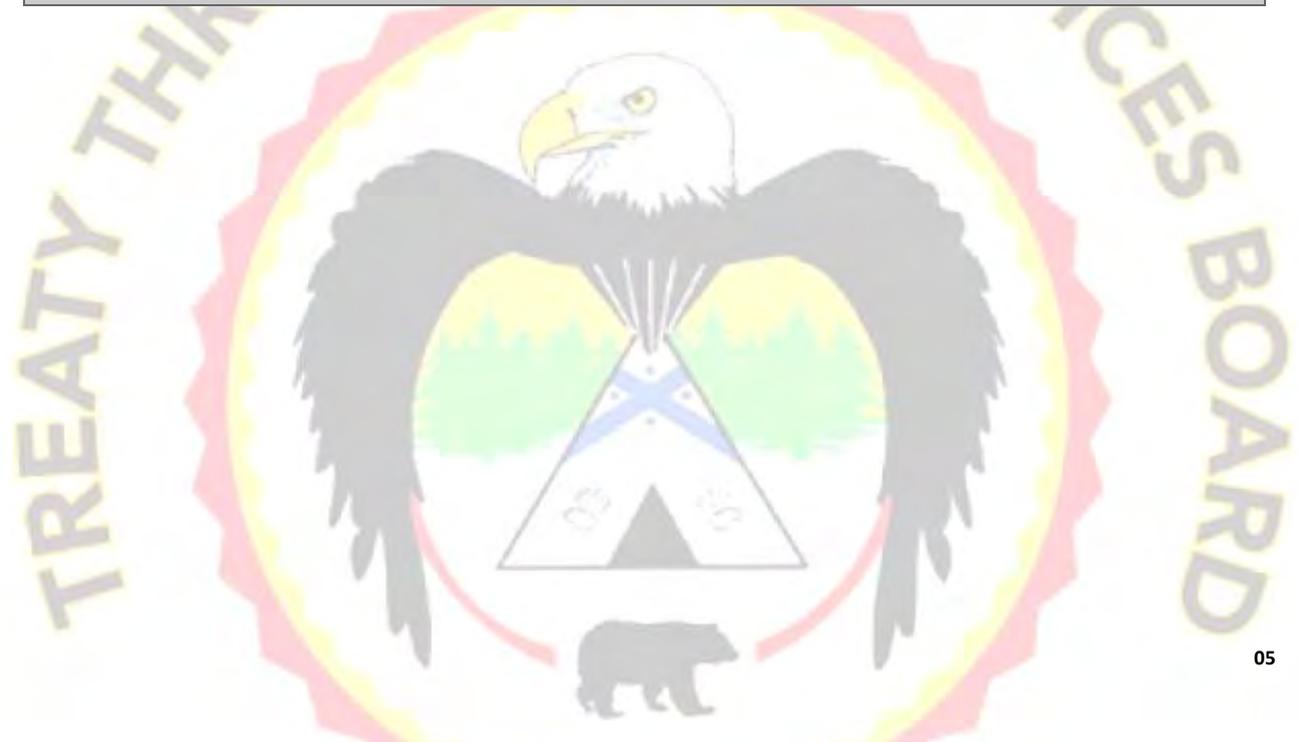
our Executive Assistant attended the Canadian Association of Police Governance (CAPG) Conference in Montreal, QC in July. The first two days of the conference is the First Nations Conference dedicated to building capacity and engagement with other First Nation Policing Governance bodies. We look forward to attending this conference in August 2018 in Winnipeg, MB. Our Advisory Committee met twice along with our Cultural Committee who partnering with Seven Generations coordinated a special training session for all staff. The Hiring Committee met three times with our Annual Report Committee meeting twice over the year. The Strategic Planning Committee met five times as they continued to review the plan to ensure our four strategic priorities are moving forward. The Finance Committee met regularly with the Chief Financial Officer to remain apprised on all budget matters. We currently have two Local Community Policing Committees which meet quarterly and hope to see all our Communities with a committee by the end of the year.

A significant milestone for Policing was the *Safer Ontario Act* (formerly the *Police Services Act*) receiving Royal Assent in March 2018. This legislation introduces a wide range of reforms to policing and community safety in Ontario. We look forward to working with the leadership of our communities regarding how this legislation can provide increased Policing measures for our communities if they choose to opt into the *Safer Ontario Act*.

We are excited to announce that we signed a new 5-year Agreement with Canada and Ontario. Albeit, it was provided at the very end of the year, it provides a modest increase we are confident, with our strong front line, we will continue to provide a standard of culturally appropriate policing services to our communities.

BOARD OF DIRECTORS

COMMUNITY	DIRECTOR
ANISHINAABEG OF NAONGASHIING	VACANT
GRASSY NARROWS	Roy Assin
BIG GRASSY	Brian Major
COUCHICHING	Ernie Jones
EAGLE LAKE	Mitchell Lands
LAC LA CROIX	Michael Ottetail
MITAANJIGAMIING	Roy Morrison
NAICATCHEWENIN	Glenn Smith
NAOTKAMGWANNING	VACANT
NIGIGOONSIMINIKOMIING	Sue Boshey
NORTH WEST ANGLE #33	Colleen Sandy
NORTH WEST ANGLE #37	Jessica Powassin
OBASHKAANDAGANG	Derek Cherry
OCHIICHAAGWE'BABIGO INING	Ernest Jameson
ONIGAMING	David Kelly
RAINY RIVER	Agnes Grover
SEINE RIVER	Andrew Johnson
ISKATEWIZAAGEGAN #39	Jim Mandamin
SHOAL LAKE #40	Gwen Redsky
WABASEEMOONG	VACANT
WABIGOON	Cindy Shabaquay
WABAUSKANG	Barney Petiquan
WAUZHUSK ONIGUM	Caitland Mandamin



CHIEF OF POLICE'S MESSAGE

Boozhoo,

I wanted to thank you for attending the Treaty Three Police Service 2018 Annual General Meeting. This day allows our Board, Management team and front-line staff to celebrate and share the accomplishments of the past year and to look forward to the next. It has been a very exciting year and the Treaty Three Police Service continues to progress into one of the leading First Nation stand alone Police Services in Canada.

The last year has been one to look back on with optimism as the Treaty Three Police Service continues to grow. In 2017, the Treaty Three Police Service began to implement key pieces of our Strategic Plan to ensure our communities are provided the same funding operationally and administratively equal to all communities in the Province of Ontario. We provided Treaty and Cultural training to all our permanent, part-time and casual employees. This training provided insight into the historical impact of colonialism in our communities and how it impacts policing. We have implemented new technology to track our policing units in our entire policing area which is designed to provide safety to our employees and track data to ensure our operations are properly serving our policing areas of responsibility. We have implemented mobile smart phone technology with the intent of reducing time behind fixed work stations, so our staff are in our communities more often. We have also invested in reporting and filing software to enhance our ability to document and track serious incidents of behaviour and incidents that impact public perception. As of May 2018, all our supervisors including Acting Sergeants, Sergeants, Staff Sergeants, the

Deputy Chief and the Chief of Police will be trained in BlueTeam software. With the Federal anticipated implementation of legalized Cannabis, we have committed to have a quarter of our service officers trained in standardized sobriety field testing for impairment identification. We continue to partner with Ontario to ensure we have the proper screening tools to assist in the identification of Cannabis when it is consumed by individuals who choose to drive. With the partnership of Ontario, will be transitioning into a new service pistol for all officers. Conversion started in April 2018 and will go throughout the year.

Both Canada and Ontario provided Treaty Three Police Service with 5 years of extended funding which started on April 1, 2018 expiring March 31, 2023. The Province of Ontario enhanced their commitment to the lives of employees of the Treaty Three Police Services by continuing its commitment for salary parity that is equal to the uniform employees of the Ontario Provincial Police for the next two fiscal years. Also exciting is the Royal Assent revisions to the Ontario Police Services Act which provides essential operating and administrative guidelines for First Nation policing in Ontario. The work ahead for the Treaty Three Police Service will be challenging, however it is a goal that was set by the architects of the Service prior to its inception in April 2003. The prospect of working under a legislative policing base will provide stability and overall security to the citizens of Treaty #3.

In addition to the exceptional operational response of our uniform employees in the field, the Treaty Three Police Service administered and supported civilian led programs geared to supporting victims of Sexual abuse. This civilian

|WHO WE ARE|

led program empowered victims to denounce the abuse and allowed victims to be supported

during the entire justice process. In addition, the Treaty Three Police Service hosted and participated in the third year of the Treaty Three Police Service New Year's Eve Pow-Wow and the third year of the Empowering Young Women and Girls Gathering in Kenora, Ontario.

We continue to engage our communities by investing in training related to major event responses. This year, we dedicated 4 employees to assist in providing major response liaison in conjunction to events that require OPP and Municipal Police assistance. This response provides communities and leaders with real time updates as the events are taking place and how the Treaty Three Police Service, the OPP and our Municipal partners are working together to respond safely and effectively to the needs of our citizens.

We would like to commend our partners in policing, child care agencies, health agencies, education agencies, court support and corrections for helping provide support to our people in crisis. I would especially like to thank the OPP, RCMP and the Dryden Police for their support in the last year. The OPP continue to provide first class training and dedicated 24/7 communication for all our uniform employees patrolling in our communities. We will continue to work together in the next year and beyond. The Treaty Three Police Service participation at the Ontario Association of Chiefs of Police, Manitoba Association of Chiefs of Police, Canadian Association of Chiefs of Police and the Canadian First Nation Chiefs of Police Association continues to provide strong partnerships with our National Policing partners and with stability and education going forward successfully.

I am very proud of the professionalism of the members of the Treaty Three Police Service. They have worked tirelessly under tough working conditions and are getting the job done. Every officer is trained to level above any standard in Canada and they are proud to be a part of a unique police service that is culturally engaged in our communities. Trust continues to be built with the support and implementation of our cultural practices.

We continue to feast the sacred items that represent the guiding force of the Treaty Three Police Service. "Ogema Gii-Shii-gook" and the Eagle Staff continue to lead the Treaty Three Police Service in a direction of success with the help of the Creator. Drum Carrier Constable Dennis Smith continues to work very hard in his role to ensure the items are receiving the proper attention and are in locations that support the police service with its future protecting communities. On a sad note, we lost our long time cultural advisor Elder Clifford Skead of Wauzushk Onigum First Nation. Clifford was instrumental in providing support to our traditional processes and he will be dearly missed.

Lastly, I would like to thank Ogichidaa Francis Kavanaugh, Chiefs, leaders and citizens of Treaty #3 for supporting the Treaty Three Police Service. We are 15 years old and still growing. We have always been proud of our people in Treaty #3 and together we continue to remain committed to keeping our Treaty #3 communities safe. Our website is our mainstay of sharing communication with the people of Treaty #3. We invite you to visit our site to communicate with our proud service.

Miigwetch,



OUR SACRED ITEMS

DRUM

The voice of the Anishinaabe People. Our drum came to us as the result of a dream from a Big Grassy Elder; it is an Okichida Drum to assist our First Nations Police Officers in performing their day-to-day duties; to support them spiritually and to give them strength.

PIPE

The spirit of the pipe is powerful and brings many teachings to the people. The Midawin teachings tell us the Creator – who is all powerful and all loving – works through the pipe. The stone or the bowl represents our Grandfathers. The tobacco that is placed in it comes from the earth to represent our Mother Earth. The fire represents movement in life. The smoke is representative of the spirit that takes the prayers to the Creator of all things.

EAGLE STAFF

Symbolizes the strength and protection of the Treaty Three Police Service officers and the communities they serve. The Treaty Three Police Service eagle staff has 23 eagle feathers to represent the 23 First Nations we serve.





Our Strategic Plan

TREATY THREE POLICE IS AN ESSENTIAL SERVICE

*Fully funded legislated Service;
apply the best practices of the Ontario Police Services Act;
meet the Adequacy Standards*

COMMUNITY-BASED, RESULTS-DRIVEN POLICING

Contribute to the development of safe, secure and healthy communities in partnership with local resources; positive reputation of the Service; focused programs and services

EMPLOYEE FOCUSED ORGANIZATIONAL HEALTH

Provide a healthy and positive work environment where employees are engaged and participate in continuous improvement activities that benefit the individual, the organization and the communities we serve

STRONG RELATIONSHIPS THROUGH PROACTIVE COMMUNITY POLICING

Strengthen existing relationships; create new partnerships; strengthen community trust and respect; focused programs and services

T3PS MISSION

In the spirit of partnership with the Treaty #3 Nations, the Treaty Three Police Service will provide a continuous and effective police service to the membership. Police members will provide a professional, dedicated and responsive police service that is sensitive to the traditions and culture of the communities we serve.

T3PS GOAL

Assume full ownership of First Nations Policing Services provided to First Nations within the Treaty #3 Territory.

T3PS VISION

To be recognized as an essential service governed by a traditional Anishinaabe system of policing and justice for the Treaty #3 Nation

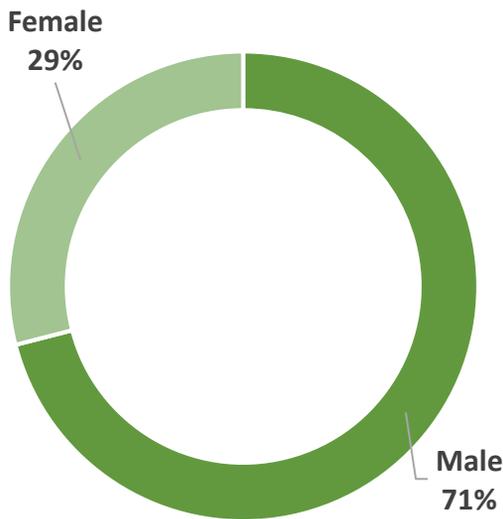
T3PS ACTIVITY

Establish the Treaty #3 Police Service Agreement as a capacity building initiative with the immediate purpose of providing an accountable, responsible, effective and culturally respectful Police Service to the First Nation peoples of Treaty #3.

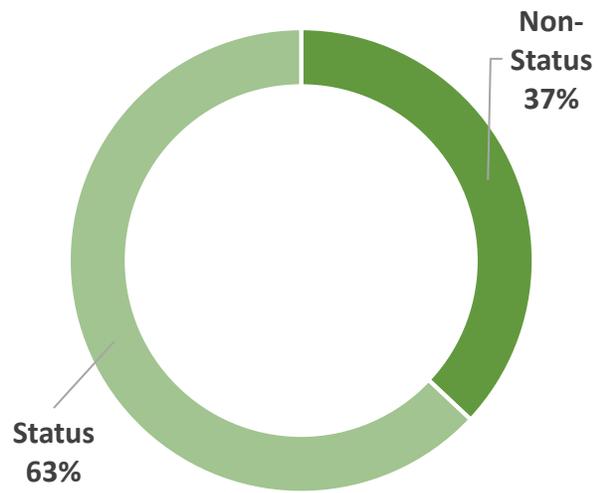
OUR WORKFORCE

T3PS OFFICERS

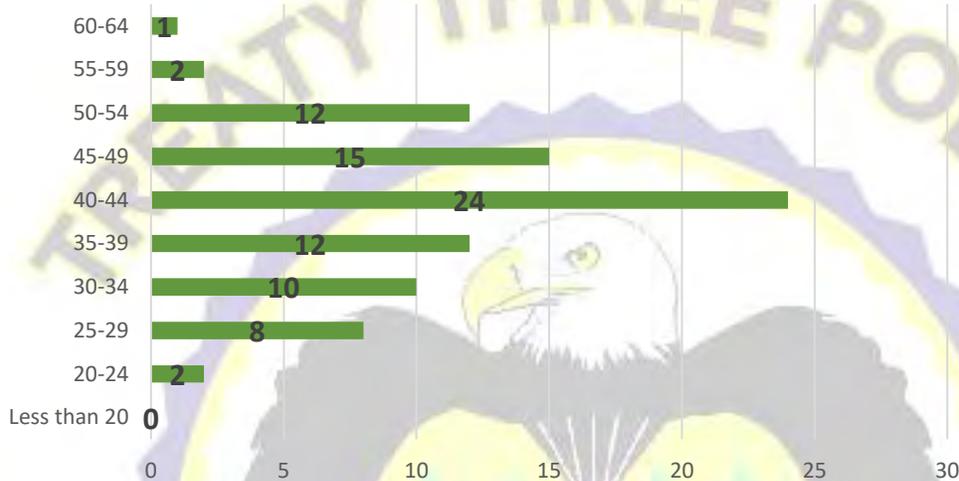
By Gender

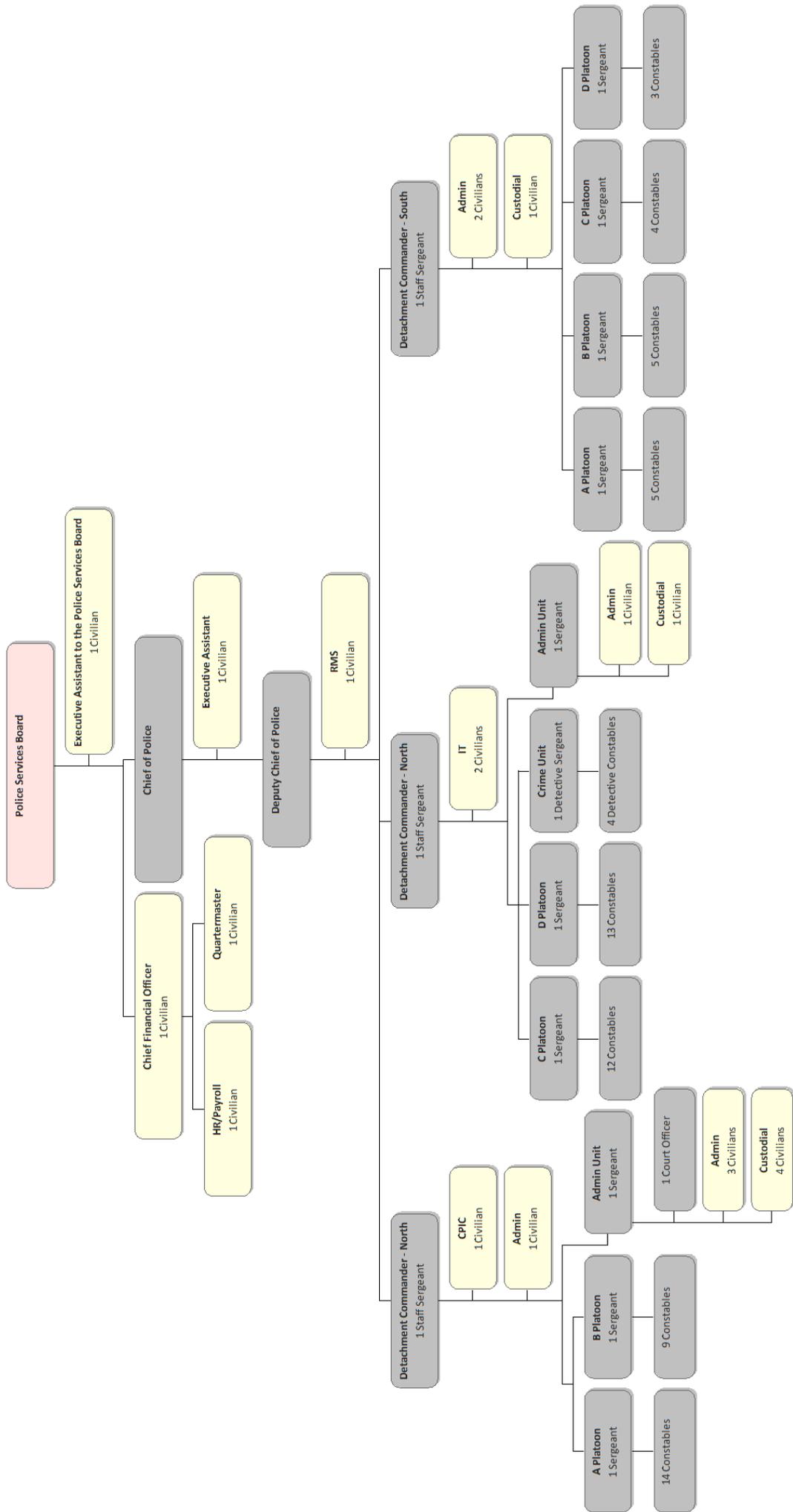


By Status and Non-Status



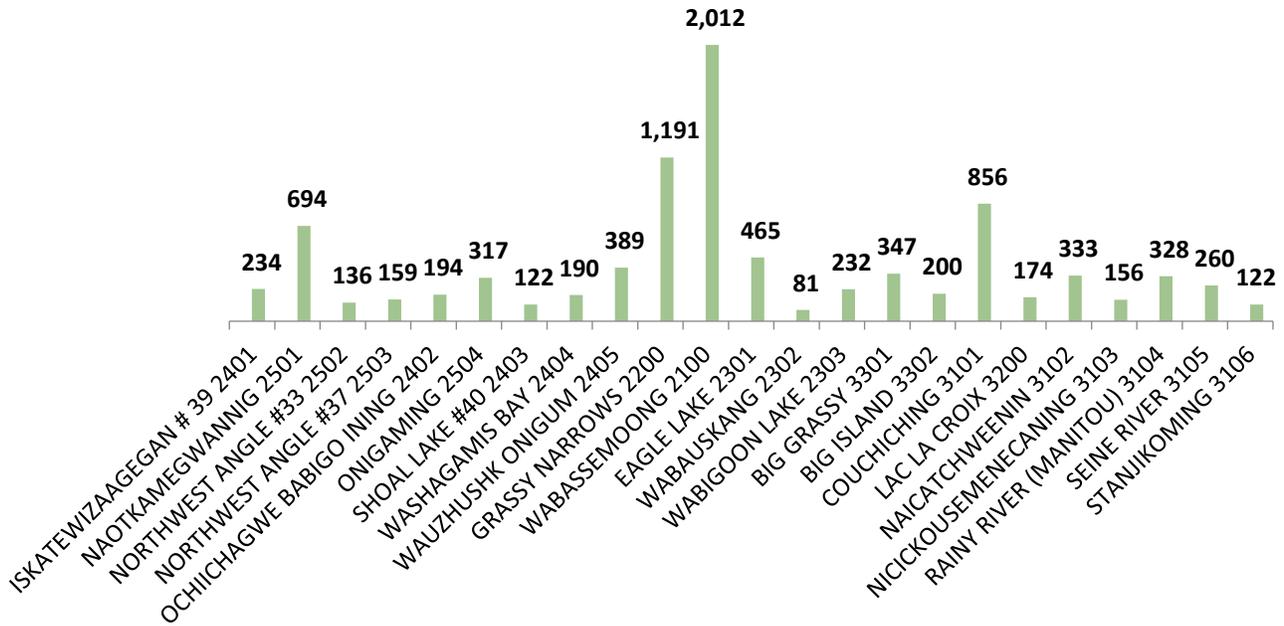
By Age



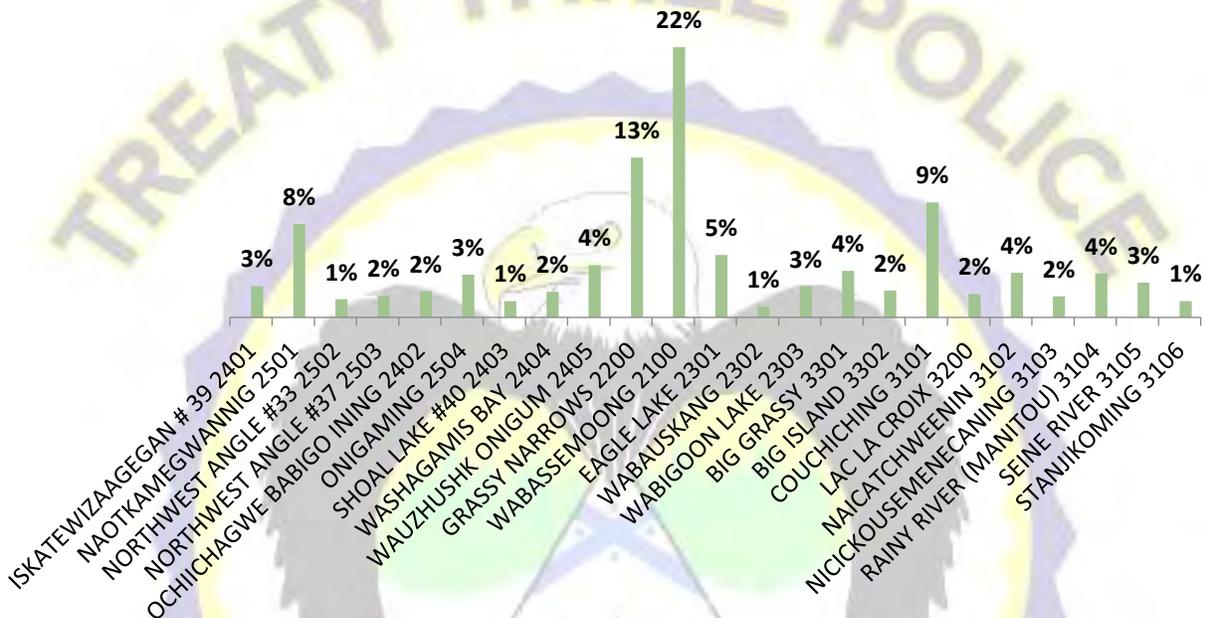


THE YEAR IN NUMBERS

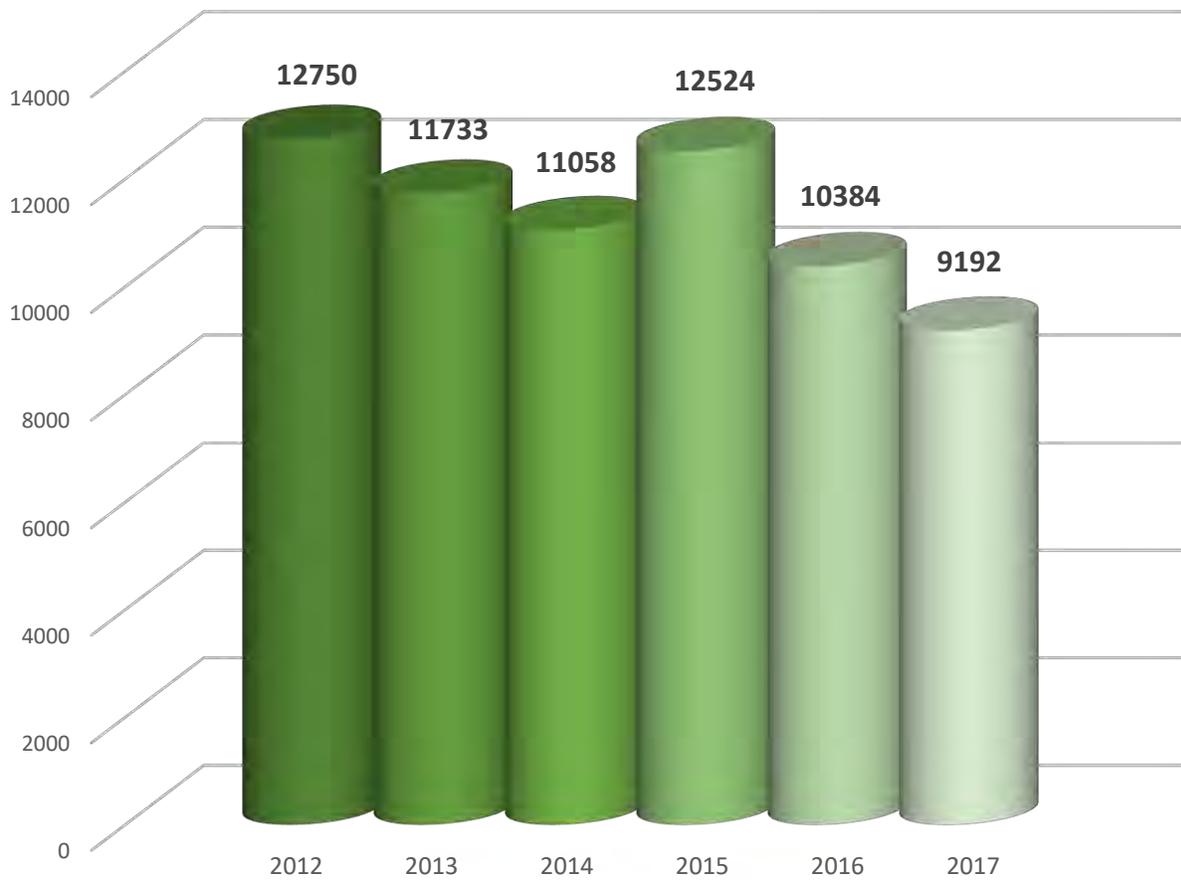
2017 CALLS FOR SERVICE



2017 PERCENT OF CALLS FOR SERVICE BY COMMUNITY



2012 – 2017 CALLS FOR SERVICE



2017 INCIDENTS

2017 Reported Incidents From Uniform Crime Reporting Statistics	ISKA'EMWIZAAAGEGAN # 35 2A11	MAOTKAMEGWANNIG 2501	NORTHWEST ANGLE #33 2502	NORTHWEST ANGLE #37 2503	OCHICHIAOWE BABIGOWING 2402	ONGAMING 2504	SHOAL LAKE #40 2403	WASHAGAMIS BAY 2404	WALZUPUSHK ONGUIN 2405	GRASSY NARROWS 2200	WABASSEMOONG 2700	EAGLE LAKE 2301	WABAUSKANG 2302	WABIGOON LAKE 2303	BIG GRASSY 3301	BIG ISLAND 3302	COUCHICHIING 3101	LAC LA CROIX 3200	MAICATCHWEENIN 3102	NICKICOUSENECANING 3103	RAINY RIVER (MANITOU) 3104	SEINE RIVER 3105	STANUKOMING 3106	TOTAL	
Crimes Against Persons																									
Homicides	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sexual Assaults	3	5	4	1	1	11	2	5	7	21	19	2	3	1	5	-	4	-	2	-	3	1	2	102	
Assaults(All)	27	44	5	8	9	11	11	9	28	74	136	16	5	14	21	5	30	4	21	4	8	23	6	521	
Assault Police	-	1	-	-	-	1	-	-	1	2	4	1	-	-	-	-	1	1	3	-	-	1	-	16	
Criminal Harrassment	1	-	2	3	-	1	-	1	1	3	5	2	-	4	2	2	4	-	-	-	-	-	-	31	
Utter Threats	1	3	2	1	3	4	5	1	6	16	36	-	2	3	7	2	11	4	2	-	-	3	-	112	
Other Criminal Code	2	2	1	-	-	-	1	1	3	12	25	-	-	-	-	-	2	-	3	-	-	1	-	53	
Total of Above Offences	34	55	14	13	13	28	19	17	46	128	225	23	10	22	35	9	52	9	31	4	11	29	8	835	
Other Reported Person Crimes	-	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Reported Person Crimes	34	55	14	13	13	28	19	17	46	128	225	23	10	22	35	9	52	9	31	4	11	29	8	835	
Property Crimes																									
Break & Enter	4	12	3	4	2	8	6	3	2	12	36	9	1	13	8	1	8	12	3	2	5	10	1	165	
Theft Over \$5000	-	-	-	1	1	-	-	-	2	1	22	1	-	1	-	-	3	-	-	-	-	-	-	-	32
Theft Under \$5000	5	14	2	2	2	13	2	3	5	13	27	9	-	12	8	-	14	2	6	1	4	11	-	155	
Frauds	-	1	-	5	1	-	-	-	1	-	3	2	-	1	-	-	1	-	-	-	1	1	1	18	
Mischief	8	55	3	11	8	18	6	6	11	43	83	9	2	11	4	5	9	5	10	4	2	6	3	322	
Total Above Offences	17	82	8	23	14	39	14	12	21	69	171	30	3	38	20	6	35	19	19	7	12	28	5	692	
Other Reported Property Crimes	-	1	2	-	1	-	10	2	1	1	-	-	1	-	1	-	2	-	-	-	-	-	-	21	
Total Reported Property Crimes	17	83	10	23	14	40	14	22	23	70	172	30	3	39	20	6	37	19	19	7	12	28	5	713	
Other Criminal Offences																									
Bail Violations	15	24	4	3	4	4	3	5	13	23	63	98	5	4	16	2	20	-	12	1	1	11	5	336	
Disturb the Peace	1	17	2	1	2	1	1	2	8	27	28	2	-	-	2	3	4	-	10	-	-	3	1	115	
Breach of Probation	2	12	1	2	-	2	2	1	7	8	19	-	-	3	2	1	6	1	4	2	-	8	3	86	
Total Above Offences	18	53	7	6	6	7	6	8	28	58	110	100	5	7	20	6	30	1	26	3	1	22	9	537	
Other Reported Criminal Offences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Reported Criminal Offences	18	53	7	6	6	7	6	8	28	58	110	100	5	7	20	6	30	1	26	3	1	22	9	537	
Drug Offences																									
Possession Other	1	1	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	-	1	-	1	7	
Possession - Cannabis	-	-	-	-	-	-	2	-	-	-	3	1	-	-	-	-	3	1	-	-	-	1	-	11	
Trafficking	-	2	-	1	-	1	1	2	1	1	3	1	-	-	-	1	1	1	-	-	2	2	-	20	
Cultivation - Cannabis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Above Offences	1	3	-	1	-	1	3	3	1	1	7	2	-	-	-	1	5	2	-	-	4	2	1	38	
Other Drug Related Occurrences	5	6	3	-	5	10	1	4	8	10	23	5	-	8	5	-	25	3	4	2	5	-	4	136	
Total Reported Drug Offences	6	9	3	1	5	11	4	7	9	11	30	7	-	8	5	1	30	5	4	2	9	2	5	174	
Provincial Statutes																									
Liquor Licence Act	8	29	4	6	11	17	3	11	28	127	212	13	1	4	15	7	22	12	39	6	5	13	-	593	
Other Provincial Acts	-	-	-	1	-	1	-	-	-	1	3	2	-	-	-	1	7	3	8	1	3	1	-	32	
Total Above Offences	8	29	4	7	11	18	3	11	28	128	215	15	1	4	15	8	29	15	47	7	8	14	-	625	
Other Reported Prov Offences	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
Total Reported Prov Offences	6	29	4	7	13	18	3	11	28	128	215	15	1	4	15	8	29	15	47	7	8	14	-	627	
Other Calls for Service																									
Domestic Disturbance	15	77	14	24	21	23	5	13	40	84	124	17	4	2	14	7	28	3	13	11	3	14	3	559	
Missing Persons	4	7	1	-	-	6	1	2	3	18	21	8	6	7	10	1	14	-	4	1	-	4	1	119	
Mental Health Act	14	56	15	15	6	39	10	4	21	129	97	8	1	7	4	2	22	15	17	2	10	13	3	510	
Sudden Deaths	1	2	-	1	-	-	-	-	1	5	5	-	1	-	2	-	2	-	-	-	2	-	-	22	
Trouble with Youth	7	28	-	-	1	14	-	2	5	26	50	2	1	3	7	1	6	-	2	-	-	1	-	156	
Total Above offences	41	170	30	40	28	82	16	21	70	262	297	35	13	19	37	11	72	18	36	14	15	32	7	1,366	
Other Reported Calls Service	6	260	58	63	106	120	52	81	145	433	757	218	45	125	195	137	530	101	156	112	200	122	82	4,104	
Total Other Calls for Service	118	430	88	103	134	202	68	102	215	694	1,054	253	58	144	232	148	602	119	192	126	215	154	89	5,640	
Traffic Enforcement																									
Highway Traffic Act	17	23	2	3	2	5	3	10	17	55	94	13	-	3	12	13	59	4	6	4	62	6	3	416	
R.I.D.E	4	4	3	-	1	5	2	7	6	12	22	24	4	2	7	6	9	2	4	3	10	5	3	145	
Impaired Operation	12	8	3	-	6	1	3	6	17	35	86	-	-	3	1	1	8	-	4	-	-	-	-	194	
Total Above Offences	33	35	8	3	9	11	8	23	40	102	202	37	4	8	20	22	76	6	14	7	72	11	6	755	
Other Reported Traffic Offences	-	-	2	3	-	-	-	-	-	-	4	-	-	-	-	2	-	-	-	-	-	-	-	11	
Total Traffic Enforcement Offences	33	35	10	6	9	11	8	23	40	102	206	37	4	8	20	22	76	6	14	7	72	11	6	766	
Total Reported Incidents	234	694	136	159	194	317	122	190	389	1,191	2,012	465	81	232	347	200	856	174	333	156	328	260	122	9,192	
Percentage of Calls for Service	3%	8%	1%	2%	2%	3%	1%	2%	4%	13%	22%	5%	1%	3%	4%	2%	9%	2%	4%	2%	4%	3%	1%	100%	
The above represents a snap shot of incidents reported to the Treaty Three Police Service																									
** Statistical classification revisions cause figures to change perpetually																									

DEPUTY CHIEF OF POLICE'S MESSAGE



My name is Jeff Skye and I am the Deputy Chief of Police for the Treaty Three Police Service which represents 23 of our Treaty Three communities. It is with great pride and excitement that I am the Deputy Chief for the Treaty Three Police Service. I provide support to Police Chief Louie Napish and would like to thank him and the Police Service Board for their ongoing leadership. Our staff continue to work diligently to build on Treaty Three's achievements in our own unique way to provide a culturally sensitive, community-based safety model.

Our Strategic Plan, which was developed by our staff members and Police Service Board, is in full swing. We have identified 4 strategic goals:

1. Treaty Three Police as an Essential Service
2. Community Based, Results Driven Policing
3. Employee Focused Organizational Health
4. Strong Relationships Through Proactive Community Policing

We continue the implementation of the Strategic Plan and its priorities. Our Police Service Board has the mandate for making Treaty Three Police an essential service. My role is to implement the

other 3 strategic goals. Our purpose is to develop new strategies unique to the 23 First Nation communities policed by the Treaty Three Police Service.

Drugs continue to plague our communities; the Crime and Drug unit continue to work on these concerns. We have had successes with our drug problems plaguing our communities, our specialty units along with our front-line officers have successfully made some impacts executing drug search warrants. See our crime unit report further in our annual report. Our commitment is to work together with our communities in the fight against illicit drug use and drug trafficking. We encourage our communities to voice their drug concerns by contacting Police or by contacting Crime Stoppers. Together we can make a difference.

Management and staff will continue to analyze the calls for service through Community Action Plans for implementation based on the needs of each community. Our goal is to reduce our crime rate based on the number of calls. We have not had any increases to the frontline resource personnel which poses some challenges to our service delivery in our communities. We are currently at full compliment and have no vacancies.

We have focused on employee health with the implementation of return to work plans. We are working on the implementation of a culturally based Mental Health framework to provide staff with the additional support. This year our plans are to expand our Critical Incident Response Team. These members provide all our staff support when required.

This year we have expanded our training to sworn police officers and our administrative staff. Two sworn members attended the

|WHAT WE DO|

Provincial Liaison Training (PLT) with the Ontario Provincial Police. Our PLT members will now work along side our Provincial partners in our communities when called upon to respond effectively and efficiently to major events. With training and specific safety equipment possible, our staff provide a high level of policing standards and performance. We are proud that each member has the same authority in the province of Ontario as any other of our policing partners.

Officers continue to work on community policing initiative's by embracing our communities with positive engagement, ongoing partnerships and participation in various community activities or events. Our communities expect that we provide the best possible policing service with a high level of community safety, transparency, accountability, and most important to provide an effective and efficient Police Service.

On the administration side, we need to acknowledge our civilian staff members who are committed to their roles and responsibilities. Our staff in CPIC, payroll, finance, IT, guards, caretakers, and our secretaries each play a vital role in the success of our organization.

I will continue to visit your community, please contact my office and we can set dates for any visit.

Thank you,



NORTH DETACHMENT REPORT



Boozhoo,

As the Detachment Commander for the North Sub-Division for the last two years it has been a pleasure serving our communities with the goal to provide strong leadership for our members.

The North Subdivision includes 14 communities and in 2017 the service identified that there was a need to divide the responsibilities and workload equally thus the North Subdivision was divided into two areas shared between two Staff Sergeants.

I now supervise two platoons which includes 21 constables, 3 sergeants, administrative staff at Kenora Detachment, Grassy Narrows Detachment and Whitefish Bay Detachment including guards and matrons at each area. The communities that I am responsible for are Grassy

Narrows, Eagle Lake, Wabigoon, Wabauskang, Whitefish Bay and Onigaming.

With 9 officers off on leave, the service was unable to provide a full time Community Services Officer in 2017. However, actions taken by front line members stepping up to perform the duties of the Community Service Officer reflect both an understanding of the need to keep pace with community service and public safety. Front line members have continued to be active in community service participating in presentations on Anti-Drug use, school visits and other community events. Officers engaged in a few friendly hockey games as well. Members also participated regularly with Project Journey at Evergreen School in Kenora targeting youth to build resiliency and self-esteem. Youth from our policing communities were involved with this new exciting program.

In 2017 the North Sub-division responded to approximately 5873 calls for service. Included in this number are visits to band offices (42), schools (37), property checks (175) and other community service events (124). This was in support of our community policing initiatives. Of the 5873 incidents, 423 were cleared by charge(s).

The North Sub-Division Members completed the following training in the year 2017:

- Block Training (First Aid/CPR; defensive tactics; advanced patrol)
- Conductive Energy Weapons Requalification
- Day and Night Firearms (requalify on pistol and C8 rifle)

Several members have also attended other training courses this past year as well such as the Scenes of Crime Officer course, Sexual Assault

|WHAT WE DO|

Investigator course and a Leadership course. All members received training on Naloxone kits use and carry this new protective equipment against an accidental opioid contact. All members and civilian staff also participated in Perceptions training which provided a retrospect of the Treaty Three area and history.

We continue each month to provide Community Monthly Policing reports for every community.

The reports have been completed by our admin secretaries and reviewed by our admin sergeant. Each report is then distributed to the respective Chief and council of each community. The reports capture calls for service, crimes committed, number of charges and community policing initiatives conducted on each community. The purpose of the reports is to enhance and improve communication with our community members.

SOUTH DETACHMENT REPORT

Hello, my name is Richard Darling. I am the Detachment Commander for the South Detachment of the South Sub-division of Treaty Three Police Service. Since the last annual report of 2016, Treaty Three Police South Detachment currently has 21 front line officers assigned to the South Detachment. The South Detachment has recently seen the return of 2 officers who were off duty due to long term injuries. The South Detachment during the 2017 year held a promotional competition for a 4th Sergeant Position with a member of the Front-Line Constables being promoted to Sergeant. The South Detachment now has a Supervisor on each Platoon with a second member in command to ensure supervision is always available during a scheduled shift.



The South Detachment does not have a community service officer and General Law Enforcement members have been assigned by the Detachment Commander to participate in as many community events as time permits. School visits and community visits continued to be completed throughout the year by General Law Enforcement officers as time permitted. The General Law Enforcement officers of the South Detachment have attended 293 community events in the South Subdivision

Policing area for the year 2017. Constable Dennis Smith and Staff Sergeant Richard Darling continue to be actively participating in a police led initiative at Cross Roads Public School in Project Sunset. Project Sunset works within the school during school hours with children in grade 5, 6, 7, 8, with in class sessions and after school sessions teaching life skills, social skills, outdoor skills, and working together to bridge the gaps between younger and older kids. The project also assists with the gap between kids and Police

|WHAT WE DO|

Officers. Treaty Three Communities that have children attending Cross Roads school are Naicatchewenin and Rainy River First Nations.

The South Sub-Division Members completed the following training in the year 2017:

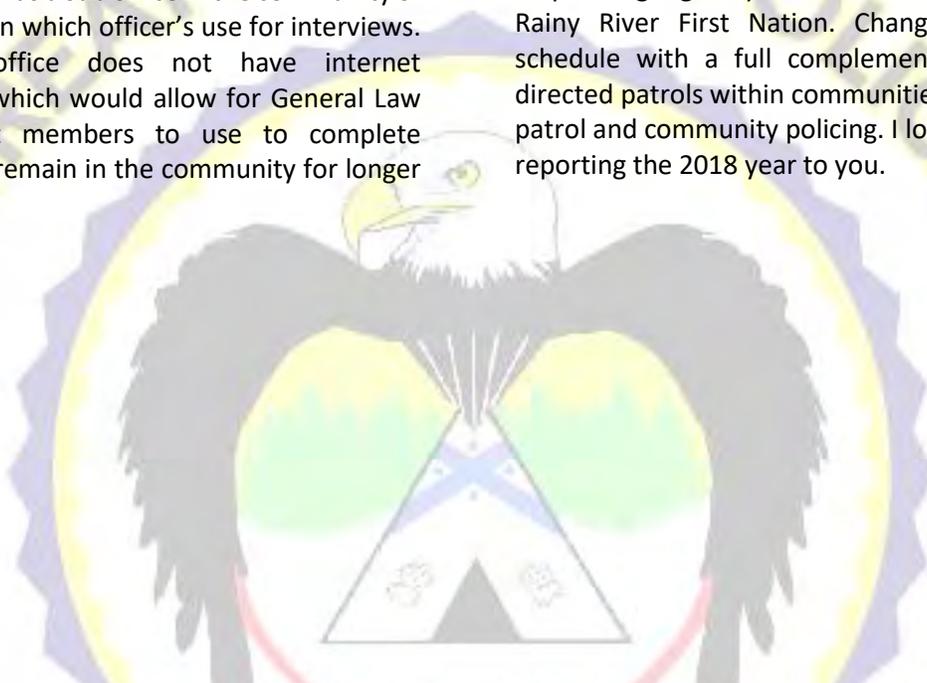
- Block Training (First Aid/CPR; defensive tactics; advanced patrol)
- Conductive Energy Weapons Requalification
- Day and Night Firearms (requalify on pistol and C8 rifle)
- Naloxone Training
- Perceptions Training

In addition, members completed other training courses such as PLT, e-learning, frontline supervisor, emotional intelligence, team building, building leadership, CPR & AED for WSIB standards, situation tables, breath tech recertification, child abuse investigations, coach officer, investigating offences against Children, CIIC final evaluations and search warrant.

The South Detachment of Treaty Three Police Service is located on Agency One Lands across from the Nanicost building located on Couchiching First Nation. The South Detachment is a modular building built onto a cement pad, the structure is sturdy with some minor repairs, requiring maintenance due to shifting. The South Detachment has a sub office in the community of Lac La Croix in which officer's use for interviews. This sub office does not have internet connection which would allow for General Law Enforcement members to use to complete reports and remain in the community for longer

period of times. Treaty Three Police Service is currently working on a solution to solve the problem allowing for remote access allowing for officers to remain in the community for longer period during patrols.

The South Detachment has made a significant increase in property checks and community service calls for service and participating in community related events thereby increasing police visibility within our communities. In 2017 there was 2,589 calls for service for the South Detachment Communities. On a monthly basis the South Detachment provides a monthly report to the communities within our policing area, the monthly report consists of calls for service within each community for crimes against people, property, community visits, property checks and community service within each community as well as specialized services such as RIDE, Seat Belt Campaign. The 2017 Treaty Day security duty for all communities was completed by the members of the South Detachment. With the New Gold Mine running the need for police presence was noted in the community of Manitou with traffic flow as well as speed enforcement, members of shift were scheduled to combat the issue by changing their shifts to start before the traffic flow increased and being visible to the motoring public travelling through the community, with great success. Treaty Three Police Service South Detachment conducted 129 highway traffic stops along Highway 11 within the community of Rainy River First Nation. Change to a new schedule with a full complement of officers, directed patrols within communities, increase of patrol and community policing. I look forward to reporting the 2018 year to you.

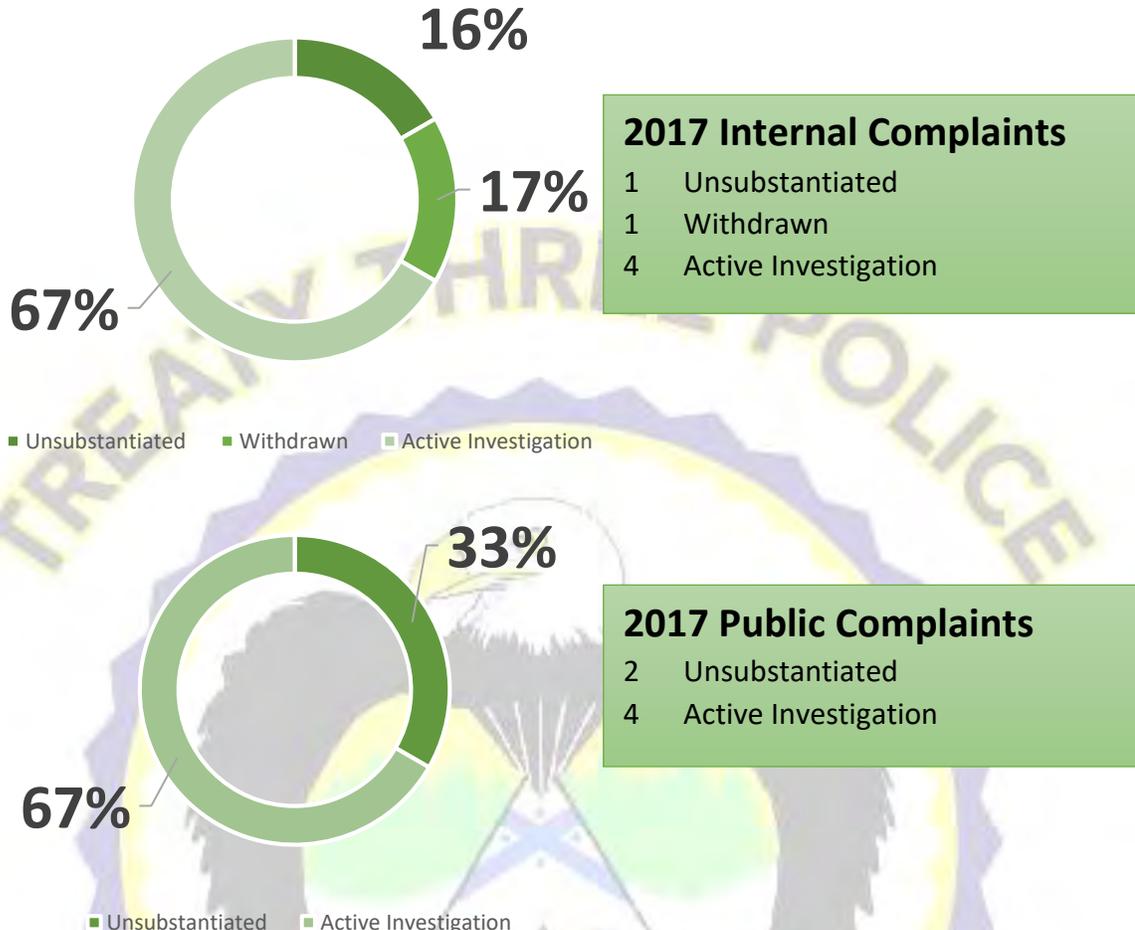


PROFESSIONAL STANDARDS REPORT

Treaty Three Police Service strives to deliver an accountable, professional and culturally sensitive service to the Treaty #3 Nation. To be accountable, the Police Service created a complaint resolution process to explore reasons for any real or perceived complaints, identify all the causes, attempt to make the situation right and prevent a recurrence.

All complaints of service delivery and/or conduct of its members and employees are taken seriously by the Treaty Three Police Service and investigated to the extent that resources and circumstances permit. In order to meet these demands, an independent Professional Standards Process was created to effectively investigate public and internal complaints. The types of complaints to be investigated through the Professional Standards Process include employee conduct and complaints of service delivery.

The Professional Standards Process operates independently from the police Service and reports directly to the Treaty Three Police Service Chief of Police. All investigative reports and evidence are reviewed by the Chief of Police, who determines the final verdict, responds to the complainant and levies any sanctions where appropriate. All decisions may be appealed to the Police Services Board for review. This process allows for independent, impartial and transparent investigations of the Police Service's operations and conduct of its General Law Enforcement members and civilian employees.



QUARTERMASTER REPORT



Under the direction of the Chief of Police and Command Staff, operating within assigned budget, the QM Coordinator is tasked to procure on behalf of Treaty Three Police Service all necessary uniform and equipment for its members. The Quartermaster position is fiscally responsible to research modern equipment and technology, to acquire, manage, oversee, and meet the overall needs of Treaty Three Police Service and its members, including the maintenance and management of their transport fleet and marine vessels.

Critical to the safety of our members is the acquisition and deployment of the required Use of Forces equipment through Quartermaster Stores, each of which must meet the current Standards for each uniform item. Each of our firearms may be sent through Quartermaster Stores to them for regular and service and repairs, as required, ensuring officer safety always.

Treaty Three Police Service has a fleet of 30 vehicles consisting of, Chevy Silverado pickup trucks and soon replacing with Chevy Tahoe's. 2 Polaris Utility vehicles and recently a brand new 21-foot boat to better and safely access our communities.

All vehicles and vessels are regularly monitored and maintained through the Administrative Sergeant, to ensure the safety of our members and project a professional appearance to the people we serve in our communities and the surrounding areas.

The Quartermaster/Transport Administrator position is the Chair of the Clothing & Kit Committee which meets randomly throughout the year to review submissions and recommended changes from our members. Any approved submissions from this committee are forwarded to the Chief of Police for subsequent review and final approvals for implementation.

INFORMATION TECHNOLOGY REPORT

The mandate of the Information Technology Services (ITS) branch is to assist and support in the achievement of the Treaty Three Police Service's (T3PS) mission and priorities through:

- Industry watch and identification of new technology solutions.
- Planning, development, and testing during pilots of new projects identified.
- Product lifecycle and replacement, installation, and configuration of new equipment.
- Maintenance of existing equipment during its lifecycle.
- Management and monitoring of its wide and local area networks and mission critical equipment interconnecting officers and staff across Treaty #3.
- Providing technical support, help desk, and customer service as well as training and education to its more than 115 full time staff.

During the past year the ITS unit completed a long overdue refresh of T3PS infrastructure across its 7 detachments and offices including all workstations and laptops, network switching, core servers and hosts, storage, and CCTV DVR units. In addition, working in collaboration with the OPP PKI unit off the proposed framework and model to leverage Personal Identity Verification (PIV) and the earlier Proof of Concept (PoC) for iOS and Android handheld devices previously shared with the Ontario Police Technology Information Cooperative (OPTIC) the Treaty Three Police Service went live with its Mobility First initiative. All officers were issued handheld devices providing front line staff with access to the Records Management System in the field along with email, calendar, and contacts. Following shortly thereafter members were then provided with the ability to use the devices for Digital Evidence Management (DEM) including the ability to take photos as well as record audio and video statements and share that with other members as well as trusted agencies. With the infrastructure now in place the ITS could securely push out additional resources to the mobile devices. These apps included access to manage and review their group benefits, Employee Assistance Program (EAP), criminal code, and others.

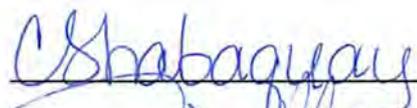
T3PS is an active member of the OPTIC consisting of 43 municipal services, the Ontario Provincial Police (OPP) service, and organizations within the provincial government. OPTIC is the largest data-sharing cooperative in North America serving some 11,350 users across the province. Currently there are six independent First Nations Police Services in OPTIC with the Treaty Three Police Service being the first to join back in 2003.

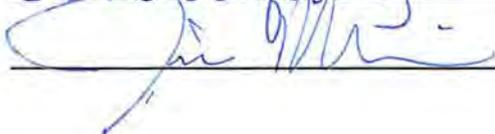
The service is proudly represented by the T3PS ITS unit holding a seat on the OPTIC Security Committee (OSC) along with a handful of individuals from other agencies from across the province. The OSC ensures existing services meet the stringent requirements managed by the National Police Service (NPS) Secured Communications Policy as well as in assisting new services looking to join and make the transition to OPTIC. These are done in the form of mandatory reviews conducted biennially for current members as well as prior to and before joining for new agencies. The T3PS ITS department also holds a seat with the OPTIC Mobile Committee working collectively towards delivering mobility solutions to the frontline staff of law enforcement agencies across the province while still falling within the policy requirements of the OSC.

Treaty Three Police Services Inc.
Summary Statement of Financial Position

As at March 31	2018	2017
Assets		
Current		
Cash	\$ 1,746,015	\$ 1,683,318
Accounts receivable	334,472	480,776
Prepaid expenses	124,142	100,050
	<u>2,204,629</u>	<u>2,264,144</u>
Capital assets	<u>6,569,853</u>	<u>6,019,910</u>
	<u>\$ 8,774,482</u>	<u>\$ 8,284,054</u>
Liabilities and Net Assets (Deficit)		
Current		
Accounts payable	\$ 1,306,342	\$ 900,818
Surplus repayable	-	305,162
Deferred revenue	1,364,709	1,697,671
Current portion of long term debt	406,658	2,388,723
	<u>3,077,709</u>	<u>5,292,374</u>
Long term debt	<u>1,464,166</u>	<u>-</u>
	<u>4,541,875</u>	<u>5,292,374</u>
Net Assets (deficit)		
Investment in capital assets	4,699,029	3,631,187
Deficit	(466,422)	(639,507)
	<u>4,232,607</u>	<u>2,991,680</u>
	<u>\$ 8,774,482</u>	<u>\$ 8,284,054</u>

Commitments and contingent liabilities (Note 2 and 3)


 _____ Director


 _____ Director

The accompany notes are an integral part of these financial statements.

Treaty Three Police Services Inc.
Summary Statement of Operations and Unrestricted Net Assets (Deficit)

For the year ended March 31	Budget	2018	2017
REVENUE			
Ministry of Public Safety and Emergency Preparedness Canada - base	\$ 6,767,987	\$ 6,767,987	\$ 6,757,755
- Revenue deferred from prior year	825,138	825,138	546,675
- Revenue deferred to subsequent year	-	(599,875)	(825,138)
- Bilateral Contribution Agreement - Infrastructure and Equipment	-	-	940,970
- Other	-	158,236	-
Ministry of Community Safety and Correctional Services - base	6,247,373	6,247,373	6,134,500
- Revenue deferred from prior year	761,666	761,666	504,623
- Revenue deferred to subsequent year	-	(699,795)	(761,666)
- Bilateral Transfer Payment Agreement - Wage Parity	4,979,178	4,979,178	-
- Bilateral Transfer Payment Agreement - Sidearms	11,775	11,775	-
- Other	146,063	146,063	-
- 1,000 Officers Partnership Program	140,000	140,000	140,000
- First Nations Constable Fund	700,000	700,000	700,000
- PAVIS - Guns and Gangs	183,305	183,305	183,305
- RIDE	15,653	15,653	15,568
- Kwenan Diziwin - Deferred from prior year	-	-	58,864
- Surplus repayable	-	-	(15,229)
- Not For Sale	-	-	100,000
- Deferred from prior year	27,867	27,867	-
- Deferred to subsequent year	-	-	(27,867)
- Support Our Survivors	75,000	75,000	75,000
- Deferred from prior year	75,000	75,000	-
- Deferred to subsequent year	-	-	(75,000)
- Criminal Intelligence Service Ontario	8,000	8,000	8,000
- Project Green Light	77,503	77,503	-
- Deferred to subsequent year	-	(65,039)	-
- Ontario's Strategy to End Human Trafficking	17,400	17,400	-
Ministry of Children and Youth Services - Youth in Policing Initiative	12,129	12,129	15,964
- Surplus repayable	-	-	(864)
Royal Canadian Mounted Police	147,680	147,680	147,680
Indigenous and Northern Affairs Canada	20,832	12,809	9,235
Interest and miscellaneous	-	41,109	27,805
	<u>21,239,549</u>	<u>20,066,162</u>	<u>14,660,180</u>
EXPENDITURE			
Administration	281,061	309,424	311,133
Equipment	332,303	257,226	148,433
Facilities	803,976	810,420	1,197,767
Governance	197,142	266,463	203,755
Insurance	121,400	123,221	113,915
Prisoner keep	255,268	407,851	255,903
Legal and professional fees	218,000	236,453	218,173
Salaries and benefits	17,327,470	15,321,250	10,441,183
Technology and communications	409,425	448,700	568,598
Training	146,800	156,079	89,780
Transport	1,146,704	1,555,990	1,111,540
	<u>21,239,549</u>	<u>19,893,077</u>	<u>14,660,180</u>
Excess of revenue over expenditure for the year	<u>\$ -</u>	173,085	-
Unrestricted Net Assets (Deficit), beginning of year		(639,507)	(639,507)
Unrestricted Net Assets (Deficit), end of year		<u>\$ (466,422)</u>	<u>\$ (639,507)</u>

The accompany notes are an integral part of these financial statements.

Treaty Three Police Services Inc.
Notes to Summary Financial Statements
March 31, 2018

Note 1 - Summary Financial Statements

The summary financial statements are derived from the audited financial statements, prepared in accordance with the financial reporting directives provided by the Ministry of Public Safety and Emergency Preparedness Canada and the Ontario Ministry of Community Safety and Correctional Services, as at March 31, 2018 and for the year then ended.

The preparation of these summary financial statements requires management to determine the information that needs to be reflected in them so that they are consistent in all material respects with, or represent a fair summary of, the audited financial statements.

Management prepared these summary financial statements using the following criteria:

- a) the summary financial statements include the statement of financial position and the statement of operations and net assets (deficit);
- b) management determined that the statement of cash flows does not provide additional useful information and as such, have not included it as part of the summary financial statements;
- c) information in the summary financial statements agrees with the related information in the complete audited financial statements including comparative information and all major subtotals and totals; and
- d) in all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including significant accounting policies and the notes thereto.

Copies of the March 31, 2018 audited financial statements are available upon request by contacting Treaty Three Police Services.

Note 2 - Commitments and Contingent Liabilities

- a) Vacation pay - As at March 31, 2018, unrecorded vacation pay amounted to \$333,255 (2017 - \$272,350).
- b) Severance pay - The organization has a liability with respect to severance pay that it provides to its employees at retirement. Employees with greater than 5 years of service are entitled to one week of salary for each year of service. The amount of the liability has not been actuarially determined. The total, undiscounted liability at March 31, 2018 was approximately \$1,761,686 (2017 - \$1,354,181). During the year, actual severance of \$nil (2017 - \$75,533) was paid and expensed. The basis of accounting specifies that severance is not recorded in the financial statements until paid. As such, only the amounts paid during the year have been charged to operations; no provision has been made on the statement of financial position or the statement of operations for possible future amounts.
- c) Outstanding claims - The organization is involved in legal claims and actions including grievances in the normal course of operations, and a grievance by a former employee for severance and a claim for negligence. It is the opinion of legal counsel that the outcome of such claims is not determinable. Should any loss result from the resolution of these claims, it will be charged to operations in the year of resolution and payment.

Note 3 - Basis of Accounting

These statements are prepared on an accrual basis of accounting using Canadian accounting standards for not-for-profit organizations as the underlying basis of accounting. As required by the Ministry of Public Safety and Emergency Preparedness Canada and the Ontario Ministry of Community Safety and Correctional Services; the organization follows Canadian accounting standards for not-for-profit organizations except for the following:

- a) Capital assets, net of related long term financing, and long term debt repayments are reported as expenditures in the Statement of Operations in the year of purchase/payment. No provision for amortization expense is made in the Statement of Operations. On the Statement of Financial Position, capital assets are included at cost less accumulated amortization with an offsetting amount to Investment in Capital Assets, net of related long term debt.
- b) Vacation pay expense and severance are not recorded in the financial statements until paid. No provision or accrual is made in the Statement of Financial Position.