



## **APPROVED MINUTES**

**1st Quarter Board Meeting – July 26, 2023**

**In person & Via Zoom – Perch Bay Resort - Kenora, ON**

**PRESENT:** President, Christine Jourdain, Couchiching First Nation  
Vice-President, Sue Boshey, Nigigoonsiminikaaning First Nation  
Secretary/Treasurer, Cita Mandamin, Wauzhushk Onigum First Nation  
Wesley Nelson, Northwest Angle #33 First Nation, via ZOOM  
Barney Petiquan, Wabauskang First Nation  
David Kelly, Onigaming First Nation  
Mitchell Lands, Eagle Lake First Nation  
Donna Namaypoke, Naothamegwanning First Nation  
Nathaniel Gillman, Obashkaandagang First Nation  
Jackie McClain, Executive Assistant, Police Services Board  
Chief of Police Kai Liu, Treaty Three Police Service  
Denise Wesley, Administrative Support, Treaty Three Police Service  
Donna Anderson, Communications Specialist, Treaty Three Police Service  
Inspector Trish Rupert, Treaty Three Police Service  
Inspector Cheryl Gervais, Treaty Three Police Service  
Eric Fisher, Facilitator

**REGRETS:** Kristine Gagne, Director of Corporate Services, Treaty Three Police  
Kim Detweiler, Rainy River First Nations  
Danine Chief, Wabigoon Lake Ojibway Nation  
Roy Assin, Grassy Narrows First Nation  
Reno Cameron, Niisaachewan Anishinaabe Nation  
Charmaine Hunter, Big Grassy River First Nation  
Cynthia Cameron, Wabaseemoong Independent First Nations  
Theresa Noonan, Northwest Angle #37 First Nation  
Carrie Atatise-Norwegian, Lac La Croix First Nation  
Samantha Redsky, Shoal Lake #40 First Nation  
Tania Boshkaykin, Seine River First Nation  
A/Staff Sergeant Jason Kelly  
VACANT, Naicatchewenin First Nation  
VACANT, Mitaanjigamiing First Nation  
VACANT, Anishinaabeg of Naongashing First Nation  
VACANT, Iskatewizaagegan No 39 First Nation

### **Opening Prayer**

Elder, Doris Caribou opened the meeting with a prayer.

### **Acknowledgements**

President Christine Jourdain made the following acknowledgements:

- Death of OPP Constable Pierzchalaeg, a 28 year old Officer killed in the line of duty

APPROVED – 1st Quarter Board Meeting Minutes

## AGENDA Review & Approval

The Board reviewed the agenda. No conflicts declared. The agenda was reviewed Sue Boshey moved to accept the agenda as presented. 2<sup>nd</sup> by Cita Mandamin.

**Decision # PSB 2023-07-26-01 MOTION CARRIED** to accept the agenda of May 2, 2023 as outlined.

## MINUTE Review & Approval – 4th Quarter Meeting – May 2, 2023

The draft minutes of May 2, 2023 4th Quarter Board meeting were reviewed.

One deletion – Financial Report as Board received report on July 25, 2023 during Special Audit Meeting.

Christine Jourdain moved to accept minute of May 2, 2023. 2<sup>nd</sup> by Sue Boshey.

**Decision # PSB 2023-07-26-02 MOTION CARRIED** to accept the minutes of May 2, 2023 with removal of – Financial Report.

## MANAGEMENT REPORT

Handout provided.

Chief Liu outlined his report as provided with the following highlights:

- Thanked the Senior Leadership team for continued hard work and dedication
- Two strong internal leaders Inspector Cheryl Gervais and Trish Rupert
- Heard loud and clear the Board wants more Leadership in the South – they will attend the South regularly
- Also every 2 weeks they will be Acting Deputy Chief
- Our Director of Corporate Services has taken on additional responsibilities
- Spoke to Minutes of Settlement – our Officers now have an 80 factor pension and Civilians can now participate in the Pension with a 85 factor
- PowerPoint provided – is high level overview of the full Management Report
- The Board continues to conduct Deputy Chief internal process
- Tripartite Agreement expired March 31, 2023 – In the past Canada had a take it or leave it -

### 4 Strategic Goals – Refer to Management full report attached

- Becoming Constituted under the *Community Safety and Policing Act 2019*
- Community Based – Results Driven Policing
- Employee Focused Organizational Health – Employee Satisfaction
- Strong Relationships Through Proactive Community Policing - Culturally Responsive Police Service

Donna Anderson, Communication Specialist outlined her Report as in presentation:

## OPERATIONAL REPORT

Handout provided.

## DETACHMENT REPORTS - Staff Sergeants

Handouts provided.

Inspector Cheryl Gervais outlined her report

Inspector Trish Rupert outlined her report

Acting Staff Sergeant Jason Kelly outlined his report to the Board.

## **EXECUTIVE COMMITTEE REPORT**

Handout provided.

### **1. Executive Committee Meetings**

#### **Monthly Executive Committee:**

April 30, 2023 – Approved minutes attached

May 2023 – Postponed to June

June 27, 2023 – Approved minutes attached

#### **Monthly Executive Committee with Chief of Police:**

May 1, 2023 – Approved minutes attached

May 2023 – Postponed to June

June 28, 2023 – Approved minutes attached

### **2. Opting into the “Community Safety & Policing Act – 2019”**

Update since May 2, 2023 Meeting

- Trying to schedule a meeting to review Terms of Reference – this needs to be done prior to Budget approvals
- March 8, 2023 - Meeting #3 was held via zoom
- Final Proposal from PricewaterhouseCoopers presented – MOTION carried to approve budget
- Funding Proposal from Legal – Falconers presented – MOTION carried to approve budget

Background:

- Working Group developed – Participants are:  
T3PS Directors - Christine Jourdain, David Kelly, Donna Namaypoke, Wesley Nelson  
Grand Council/Cultural Chief's – Chief Lynn Indian, Chief Kevin Redsky, Chief Carrie Atatise-Norwegian, Arthur Huminuk – Justice Director
- January 12, 2023 Meeting #2 of Working Group
  - Presentation of budget request by PricewaterhouseCoopers LLP
  - Requested input on how to conduct Community Consultations
  - Presentation attached
- September 21, 2022 Initial Meeting of Working Group
  - Presentations from Falconer LLP & Price Waterhouse Cooper
  - Decisions Made to retain Julian falconer as Legal/Negotiator and Service Provider Price Waterhouse Cooper to assist working group
- May 3, 2022 - Meeting took place with Representatives from Solicitor Generals Office, Grand Chief's Office and T3PS Board and Management. Minutes attached.
- June 29, 2022 – President Morrison and Chief Lui attended a Grand Council Meeting in Duluth and were able to present to the Chief's information presented May 3, 2022 along with next steps. Grand Council appointed the Cultural Chief's to be part of working group.

### **3. FNIPP Negotiations (Policing Agreement)**

- Once signed by CAN and ONT funds will flow
- July 18, 2023 CAN and ONT confirmed they received Agreement
- July 12, 2023 Agreement was Signed by President Jourdain and Ogichidaa,
- July 10, 2023 Agreement went to ceremony – President Jourdain and Vice-President Boshey attended
- July 6, 2023 T3PS Received 1 year Agreement

- June 30, 2023 IPCO received Justice Gascon decision – link below
  - Federal Court orders funds to flow
  - [Federal Court Orders Funds to Flow for Indigenous Police Services - Falconers LLP](#)
- June 14, 2023 Federal Court Hearing for injunction for Canada to flow funds
- March 29, 2023 – Indigenous Chiefs of Police of Ontario (IPCO) filed Human Rights Complaint with the Canadian Human Rights Tribunal due to chronic underfunding
- In Camera Session

#### Background

- Initial negotiation Meetings held November 22 & 23, 2022 in Kenora
- Terms of Reference (ToFR) to be finalized prior to negotiation sessions
- ToFR were not finalized during 2 day session
- Letter sent to Assistant Deputy Ministers and next dates proposed were January 25-27/23, letter attached

### 4. **Indigenous Police Chiefs of Ontario (IPCO) Mental Health Review**

#### Update since May 2, 2023

- Conference being planned for Fall for Peer Support
- Hello Hero offered to Board
- Mental Health Committee meet monthly
- Meetings minutes attached with Monthly Executive Meeting packages
- One Workplace Wellness Committee – meet monthly
- Meetings minutes attached with Monthly Executive Meeting packages

#### Background:

- Report from Calibrate previously distributed
- Mental Health Conference held May 31 – June 2, 2022 in Sault Ste. Marie, ON. Christine Jourdain and Sue Boshey attended.
  - Executive Committee members, Christine Jourdain and Sue Boshey attended
  - T3PS Mental Health Committee has been formed to action recommendations from the Review. Initial meeting held on March 30, 2022. Three Committee Co-Chairs identified:
    - Staff Sergeant Trish Rupert
    - Willa Zlabis
  - Committee has held focus on the 3 main areas identified in the report. Meetings held monthly – Minutes included with Executive Committee meeting packages.

### 5. **Canadian Association of Police Governance (CAPG)**

- 2023 Webinar List attached
- **CAPG Annual Conference** – August 15-19, 2023 in St. John's NL
  - Option available to attend virtually
  - \$750.00 for 5 participants
  - How many Directors wish to watch virtually
  - MOTION Required for number of Board participants
- **FNPGC Spring Conference** – June 15 & 16, 2023 in Sault Ste. Marie – hosted by APS new Spring Conference – President Jourdain and E/A Jackie McClain attended
- **Next Webinar** – August , 2023 @ 11:00 a.m. CST Police wellbeing and Governance

- **Special Free Webinar** – No schedule posted

## 6. **Board Website**

- Request for bio's – document handed out to complete

## **SUB-COMMITTEE REPORTS**

Handout provided

## **HIRING COMMITTEE UPDATE**

### **MEMBERS:**

1. Christine Jourdain, Chair
2. David Kelly
3. Cita Mandamin
4. Charmaine Hunter
5. Kim Detweiler

5 new recruits started at OPC January 2023

Welcoming Ceremony held July 20, 2023 – Reno Cameron making an address on behalf of President Jourdain

- 7 new recruits along with experienced Officer Hector Kemp
- 4 cadets and 3 Specials
- 6 civilians – 2 promotions and 1 ERT Graduate
- 12 YIPI students

Hiring Committee Meetings for Hiring process for Deputy Chief:  
May 18, April 13, 20 and 26/23

### **Interview Processes:**

July 17 & 18, 2023 – Interviews – North CRC – Charmaine Hunter participated in day 1

May 9 or 11, 2023 – Detective Sergeant & Detective Constable NORTH – Directors unavailable

### **Upcoming processes:**

August 9 and 10, 2023 – Human Trafficking Investigator – Charmaine Hunter to participate

Current hiring drives for:

- Wabaseemoong Administrative Support
- Cadet/Special Community Constables – 12 - month term for Big Grassy, Lac La Croix (2), Onigaming

NWA 37, NWA 33, Naotkamegwanning

- Always accepting Recruit/Experienced Officer & Casual Guard applications

## **CULTURAL COMMITTEE**

### **MEMBERS:**

1. Sue Boshey, Chair
2. Roy Assin
3. Mitchell Lands
4. Wesley Nelson
5. Reno Cameron

Meeting to be scheduled. Dates ?

Feast was held May 11, 2023 in the South

On-going Items:

- Criminal Reference Checks for Drummers
- Staff attendance at Cultural Events (per CBA) and Sweats

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- Annual Cultural Training – format revised starting this year
- Feather presentation to all Staff – currently feathers are provided to new hires and promotions
- Board Executive elections – traditional election process – need to take time with this item – look at for 2023 AGM
- Feathers in vehicles - Dennis has distributed to GHQ – cases have been received – teaching to go with feathers
- Red Dress for Treaty Three Police – Complete – Dress is with Sacred items at Agency One Detachment
- Skirts for Dress No 1 uniform – Complete

## **STRATEGIC PLANNING COMMITTEE**

### **MEMBERS:**

1. Sue Boshey, Chair
  2. Christine Jourdain
  3. VACANT – looking to fill
  4. VACANT- looking to fill
- July 19, 2023 Discussion took place with PricewaterhouseCoopers (Lindsey Gray)  
They are developing a proposal/plan for us to proceed  
Recommendation from the Strategic Planning Committee to meet with PricewaterhouseCoopers for a 1 day Board meeting in September – tentative dates available September 19, 20, and 21.

## **BY-LAW/POLICY COMMITTEE**

### **MEMBERS:**

1. Cita Mandamin, Chair
2. Barney Petiquan
3. David Kelly
4. Wesley Nelson

Meeting to be scheduled. Dates -

Completed review of Ops Policy with Policy Developer Paul Van Bellenghem

- Directive from Acting Chief of Police to Staff outlining rollout of Policy (attached)
- Next meeting to be scheduled

## **FINANCE COMMITTEE**

### **MEMBERS:**

1. Cita Mandamin
2. Barney Petiquan
3. Danine Chief
4. VACANT

- Meeting held July 17, 2023 –

- Highlights:

- Our 1 year Funding Agreement received July 7, 2023 as a result of the Federal Court decision has been signed by Board President and Ogichidaa is currently with CAN and ONT to sign – then funds will flow
- On March 23, 2023 we requested an increase of our Line of Credit with TD to \$3 million – which was approved but we did not have to go into very far. We were using our One-time funding which we received to carry us. Our Line of Credit went back to \$1 million. We, once again requested an increase to \$3 million which will go until September 30, 2023.
- Due to our Funding not flowing we did not pay retros back in January when they were

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approved by the Board, they will get paid July 20, 2023 payroll so this payroll will be close to \$1 million

- We delayed the audit – if we had it with no Agreement in place Auditors would have had to put in audit – we rescheduled Special Audit Meeting to July 25, 2023.

**RECOMMENDATION** to the Board RE: Mileage/M Meal Rates & Daily Incidentals – Would apply to the Police Services Board and Employees not covered by the Collective Bargaining Agreement (CBA)

- Recommend using the Canadian Revenue Agency Rates starting July 21, 2023
- These rates would be paid for all meetings except Full day Board meetings which we have catered
- T3PS Current rates are: Breakfast: \$15.00, Lunch \$15.00, Dinner \$30.00  
Mileage \$0.555 & Incidentals \$10.00

**Decision # PSB 2023-07-26-05 MOTION CARRIED** to accept the recommendation from the Finance Committee to have our meal, mileage and incidental rates for the Board and employees outside of the Collective Bargaining Agreement reflect Canada Revenue Agency rates effective July 27, 2023.

## **B.E.A.R Fund**

### **MEMBERS:**

1. Cita Mandamin
2. Donna Namaypoke
3. Theresa Noonan

- Meeting to be scheduled.

## **GRIEVANCE**

**&**

## **DISCIPLINE**

### **MEMBERS:**

1. Roy Assin
2. Sue Boshey
3. Mitchell Lands
4. Cita Mandamin

- No meetings

## **LOCAL POLICING COMMITTEE REPORTS**

No reports presented.

## **IN CAMERA**

The Board held an In Camera session.

## **NEW ITEMS**

### **NI #1 – Director of Eagle Lake – Presentation from Deceased Chief Arnold Gardner**

- Director Mitchell Lands informed the Board of a letter and conversation he had with Chief Arnold Gardner prior to his passing. He want Mitchell to bring to the Board the extreme Drug crisis in their community. Chief Gardner has passed prior to our Board meeting. Chief Gardner gave Mitchell a letter from a youth in the community regarding the drug situation.

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- The Board further discussed the Drug crisis in all our communities.

Mitchell Lands moved to make Drug prevention in our communities a priority. 2<sup>nd</sup> by Christine Jourdain.

**Decision # PSB 2023-07-26-06 MOTION CARRIED** to make Drug prevention in our communities a priority.

## **NI #2 - Next Meeting Date**

- The Board reviewed next meeting dates and determined the following:
  - Next Board Meeting – 2nd Quarter - Tuesday October 24, 2023.

## **EXPENSE CLAIM PAYABLE**

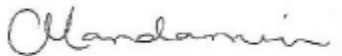
Charlie Kelly moved to accept the expense claim payable as signed. 2<sup>nd</sup> by Cita Mandamin.

**Decision # PSB 2023-07-26-07 MOTION CARRIED** to accept the expense claim payable as presented and signed.

**ADJOURNMENT** - Meeting was adjourned at 4:05 p.m.



Christine Jourdain  
Board President



Cita Mandamin  
Secretary/Treasurer





## DRAFT AGENDA - 1st Quarter Board Meeting - July 26, 2023 - Public Session

### Board of Directors Meeting

10:00 a.m.	<b>OPENING</b> Elder Doris Caribou	
10:05 a.m.	<b>ROLL CALL - CALL TO ORDER</b> Facilitator	
10:10	<b>ACKNOWLEDGEMENTS</b>	President Christine Jourdain Facilitator
10:15	<b>AGENDA Review &amp; Approval</b> MOTION REQUIRED  Conflict Declaration	
10:20	<b>MINUTE Review &amp; Approval - PSB 4th Quarter - May 2, 2023</b> MOTION REQUIRED  DRAFT MINUTES of May 2, 2023 - 3	Facilitator
10:30	<b>MANAGEMENT REPORT</b>  2023-07-26 Management Report - 1st Quarter - 10	Chief of Police - Kai Liu
10:45	<b>OPERATIONAL REPORTS</b>	Inspector Cheryl Gervais & Inspector Trish Rupert
11:00	<b>DETACHMENT REPORTS - Staff Sergeants</b>	
11:30 - 12:30 pm	<b>LUNCH</b>	
12:30	<b>EXECUTIVE COMMITTEE REPORT</b>  2023-07-26 Executive Committee Report - 58  2023-04-30 Executive Monthly Meeting Minutes - April 2023 - 61  2023-06-27 Executive Monthly Meeting Minutes May/June 2023 - 65  2023-05-01 EXEC Monthly Meeting with Chief April 2023 - 70  2023-06-28 EXEC Monthly Meeting with Chief - May/June 2023 - 74	President Christine Jourdain
12:45	<b>SUB-COMMITTEE REPORTS</b>  2023-07-26 SUB-COMMITTEE REPORT - 78	Sub- Committee Chairs
1:15	<b>LOCAL POLICING COMMITTEE REPORTS</b> No Reports Submitted	
1:20	<b>FINANCIAL REPORT</b>	
2:00	<b>HEALTH BREAK</b>	
2:15 - 3:30	<b>IN CAMERA SESSION</b>	

3:45 p.m.

NEW ITEMS

NEXT MEETING DATE & LOCATION (South)

2nd Quarter Board Meeting October 24 or 31, 2023

EXPENSE CLAIM PAYABLE

3:55 p.m. Facilitator  
MOTION REQUIRED

4:00 p.m.

ADJOURNMENT

MOTION REQUIRED

Facilitator

ADDITIONAL HANDOUTS

Executive Committee Monthly Meeting Packages  
on Board Effect

Executive Committee Monthly Meeting with Chief  
of Police Packages - On Board Effect



## **DRAFT MINUTES**

**4th Quarter Board Meeting – May 2, 2023**

**In person & Via ZOOM - Big Grassy First Nation**

**PRESENT:** President, Christine Jourdain, Couchiching First Nation  
Vice-President, Sue Boshey, Nigigoonsiminikaaning First Nation  
Secretary/Treasurer, Cita Mandamin, Wauzhushk Onigum First Nation  
Roy Morrison, Mitaanjigamiing First Nation  
Reno Cameron, Niisaachewan Anishinaabe Nation, via ZOOM  
Charmaine Hunter, Big Grassy River First Nation  
Theresa Noonan, Northwest Angle #37 First Nation  
Wesley Nelson, Northwest Angle #33 First Nation, via ZOOM  
Barney Petiquan, Wabauskang First Nation, via ZOOM  
David Kelly, Onigaming First Nation  
Glenn Smith, Naicatchewenin First Nation  
Kim Detweiler, Rainy River First Nations  
Mitchell Lands, Eagle Lake First Nation  
Donna Namaypoke, Naotkamegwanning First Nation  
Nathaniel Gillman, Obashkaandagang First Nation  
Danine Chief, Wabigoon Lake Ojibway Nation, via ZOOM  
Jackie McClain, Executive Assistant, Police Services Board  
Kristine Gagne, Director of Corporate Services, Treaty Three Police  
Chief of Police Kai Liu, Treaty Three Police Service  
Donna Anderson, Communications Specialist  
Inspector Trish Rupert  
Inspector Cheryl Gervais  
A/Staff Sergeant Jason Kelly

**REGRETS:** Roy Assin, Grassy Narrows First Nation  
Cynthia Cameron, Wabaseemoong  
Independent First Nations  
Carrie Atatise-Norwegian, Lac La Croix First Nation  
Samantha Redsky, Shoal Lake #40 First Nation  
Denise Wesley, Administrative Support, Treaty Three Police Service  
VACANT, Seine River First Nation  
VACANT, Anishinaabeg of Naongashing First Nation  
VACANT, Iskatewizaagegan No 39 First Nation

### **Opening Prayer**

Meeting was opened by Cultural Coordinator Dennis Smith with a prayer.

### **Acknowledgements**

President Christine Jourdain made the following acknowledgements:

- Death of OPP Constable Pierzchalaeg, a 28 year old Officer killed in the line of duty

DRAFT MINUTES – 4th Quarter Board Meeting -

- Wauzhushk Onigum the search of St. Mary's grounds and possible found 171 graves – asked Cita Mandamin if she wanted to speak to
- Cita thanked President Jourdain for the acknowledgement and informed the Board they were told found 171 anomalies and they have to go over them. They will be going over other areas as according to the records there were only 36 deaths recorded. It is very difficult and it will impact our community members. Is thankful for the many supports provided to our community.

## **AGENDA Review & Approval**

The Board reviewed the agenda. No conflicts declared. The agenda was reviewed Sue Boshey moved to accept the agenda as presented. 2<sup>nd</sup> by Cita Mandamin.

**Decision # PSB 2023-05-02-01 MOTION CARRIED** to accept the agenda of May 2, 2023 as outlined.

## **MINUTE Review & Approval – 3rd Quarter Meeting – January 26, 2023**

The draft minutes of January 26, 2023 3rd Quarter Board meeting were reviewed.

Roy Morrison moved to accept minute of January 26, 2023. 2<sup>nd</sup> by Mitchell Lands.

**Decision # PSB 2023-05-02-02 MOTION CARRIED** to accept the minutes of January 26, 2023 as presented.

## **MANAGEMENT REPORT**

Handout provided.

Chief Liu outlined his report as provided with the following highlights:

- Thanked the Senior Leadership team for continued hard work and dedication
- Two strong internal leaders Inspector Cheryl Gervais and Trish Rupert
- Heard loud and clear the Board wants more Leadership in the South – they will attend the South regularly
- Also every 2 weeks they will be Acting Deputy Chief
- Our Director of Corporate Services has taken on additional responsibilities
- Spoke to Minutes of Settlement – our Officers now have an 80 factor pension and Civilians can now participate in the Pension with a 85 factor
- PowerPoint provided – is high level overview of the full Management Report
- The Board continues to conduct Deputy Chief internal process
- Tripartite Agreement expired March 31, 2023 – In the past Canada had a take it or leave it -
- We had our First Negotiation session for FNIPP renewal on November 22 & 23, 2022 in Kenora. An agreement to the TofR had not been agreed to
- 3 Services have set up a tri-coalition – T3PS, UCCM and APS – we will have unified position
- On March 30, 2023 IPCO filed a Canadian Human Rights Complaint
- The Executive have sent a strong message in presenting position of Board that we are underfunded and that we need proper negotiations, culture and traditions are a priority – it was made very clear.
- The Opt In Working Group Board members are Christine Jourdain, David Kelly, Donna Namaypoke and Wesley Nelson. The Working Group also consists of Chief Lynn Indian, Chief Kevin Redsky and Chief Carrie Atatise-Norwegian and T3PS Management team, Chief Liu and Kristine Gagne.
- While attending First Nations Chiefs of Police Association (FNCA) AGM had privilege to witness Inspector Rupert receive distinguished Policing award and also had retired Chief of Police Brian Rupert was presented with FNCPA presented Lifetime achievement award.
- Chief Liu outlined the new hires as outlined in PowerPoint presentation highlighting the new Special constables who were previously Cadets who through joint funding (50/50) with

Communities in the South – and at some point in the future hope to see them go through process to become constable. This shows that this joint program with our communities is working. We have expanded this Program into other Communities.

- Communications Specialist Donna Anderson spends a percentage of time working for FNCPA

#### **4 Strategic Goals – Refer to Management full report attached**

- Becoming Constituted under the *Community Safety and Policing Act 2019*
- Community Based – Results Driven Policing
- Employee Focused Organizational Health – Employee Satisfaction
- Strong Relationships Through Proactive Community Policing - Culturally Responsive Police Service

Donna Anderson, Communication Specialist outlined her Report as in presentation:

### **OPERATIONAL REPORT**

Handout provided.

### **DETACHMENT REPORTS - Staff Sergeants**

Handouts provided.

Inspector Cheryl Gervais outlined her report

Inspector Trish Rupert outlined her report

Acting Staff Sergeant Jason Kelly outlined his report to the Board.

### **EXECUTIVE COMMITTEE REPORT**

Handout provided.

#### **1. Executive Committee Meetings**

##### **Monthly Executive Committee:**

January 22, 2023 – Approved minutes attached

February 26, 2023 – Approved minutes attached

March 26, 2023 – Draft minutes attached

##### **Monthly Executive Committee with Chief of Police:**

January 23, 2023 – Approved minutes attached

February 27, 2023 – Approved minutes attached

March 27, 2023 – Draft minutes attached

#### **2. Opting into the “Community Safety & Policing Act – 2019”**

Update since January 24, 2023

- March 8, 2023 - Meeting #3 was held via zoom
- Final Proposal from PricewaterhouseCoopers presented – MOTION carried to approve budget
- Funding Proposal from Legal – Falconers presented – MOTION carried to approve budget

Background:

- Working Group developed – Participants are:  
T3PS Directors - Christine Jourdain, David Kelly, Donna Namaypoke, Wesley Nelson  
Grand Council/Cultural Chief's – Chief Lynn Indian, Chief Kevin Redsky, Chief Carrie Atatise-Norwegian, Arthur Huminuk – Justice Director
- January 12, 2023 Meeting #2 of Working Group
  - Presentation of budget request by PricewaterhouseCoopers LLP
  - Requested input on how to conduct Community Consultations

DRAFT MINUTES – 4th Quarter Board Meeting -

- Presentation attached
- September 21, 2022 Initial Meeting of Working Group
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  - Decisions Made to retain Julian falconer as Legal/Negotiator and Service Provider Price Waterhouse Cooper to assist working group
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### **3. FNIPP Negotiations (Policing Agreement)**

- March 29, 2023 – Indigenous Chiefs of Police of Ontario (IPCO) filed Human Rights Complaint with the Canadian Human Rights Tribunal due to chronic underfunding
- News articles attached
- In Camera Session

#### **Background**

- Initial negotiation Meetings held November 22 & 23, 2022 in Kenora
- Terms of Reference (TofR) to be finalized prior to negotiation sessions
- TofR were not finalized during 2 day session
- Letter sent to Assistant Deputy Ministers and next dates proposed were January 25-27/23, letter attached

### **Indigenous Police Chiefs of Ontario (IPCO) Mental Health Review**

#### **Update since January 24, 2023**

- Hello Hero offered to Board
- Mental Health Committee meet monthly
- Meetings minutes attached with Monthly Executive Meeting packages
- One Workplace Wellness Committee – meet monthly
- Meetings minutes attached with Monthly Executive Meeting packages

#### **Background:**

- Report from Calibrate previously distributed
- Mental Health Conference held May 31 – June 2, 2022 in Sault Ste. Marie, ON. Christine Jourdain and Sue Boshey attended.
  - Executive Committee members, Christine Jourdain and Sue Boshey attended
  - T3PS Mental Health Committee has been formed to action recommendations from the Review. Initial meeting held on March 30, 2022. Three Committee Co-Chairs identified:
    - Staff Sergeant Trish Rupert
    - Willa Zlabis
  - Committee has held focus on the 3 main areas identified in the report. Meetings held monthly – Minutes included with Executive Committee meeting packages.

### **4. Canadian Association of Police Governance (CAPG)**

- 2023 Webinar List attached
- **CAPG Annual Conference** – August 15-19, 2023 in St. John's NL
  - 3 Directors attend
  - All Directors have virtual access

- **FNPGC Spring Conference** – June 15 & 16, 2023 in Sault Ste. Marie – hosted by APS new Spring Conference – Registration attached Is replacing Day one of CAPG Annual Conference
- **Next Webinar** – May 9, 2023 @ 11:00 a.m. CST Police Budgets & Governance Authorities – getting what you want and need to fulfill your role
- **Special Free Webinar** – No schedule posted
- **Governance Summit** – May 4, 2023 12 – 2 p.m. CST– “Board, Chief & Association – Ingredients for a successful relationship

## 5. **Board Website**

- Request for bio's – document handed out to complete

## **SUB-COMMITTEE REPORTS**

Handout provided

## **HIRING COMMITTEE UPDATE**

MEMBERS:

1. Christine Jourdain, Chair
2. David Kelly
3. Cita Mandamin
4. Charmaine Hunter
5. Kim Detweiler

5 new recruits started at OPC January 2023

Hiring Committee Meetings: April 13, 20 and 26/23 – Hiring Process for Deputy Chief

Interview Processes:

April 27/23 Criminal Record Check – Nigigoonsiminikaaning – Charmaine Hunter participated

April 28/23 – Agency One Detachment IT Systems Administrator – Christine Jourdain participated

Upcoming processes:

May 9 or 11, 2023 – Detective Sergeant & Detective Constable NORTH – Directors unavailable

Current hiring drives for:

- Wabaseemoong Administrative Support
- Cadet/Special Community Constables – 12 month term for Big Grassy, Lac La Croix (2), Onigaming  
NWA 37, NWA 33, Naotkamegwanning
- Always accepting Recruit/Experienced Officer & Casual Guard applications

## **CULTURAL COMMITTEE**

MEMBERS:

1. Sue Boshey, Chair
2. Roy Assin
3. Mitchell Lands
4. Wesley Nelson
5. Reno Cameron

Meeting to be scheduled

Feast date May 11, 2023 – South – Cultural Coordinator working on location

Cultural Committee meeting to be scheduled

On-going Items:

- Criminal Reference Checks for Drummers
- Staff attendance at Cultural Events (per CBA) and Sweats
- Annual Cultural Training – format revised starting this year
- Feather presentation to Staff – on-going
- Board Executive elections – traditional election process – need to take time with this item – look at for 2023 AGM – starting discussions with the Board
- Feathers in vehicles - Dennis has distributed to GHQ – cases have been ordered – teaching to go with feathers
- Red Dress for Treaty Three Police – funding available from another program

DRAFT MINUTES – 4th Quarter Board Meeting -

- Skirts for Dress No 1 uniform – Have been ordered – Inspectors wore at Awards Banquet

## **STRATEGIC PLANNING COMMITTEE**

### **MEMBERS:**

1. Sue Boshey, Chair
  2. Christine Jourdain
  3. Glenn Smith
  4. VACANT
- Discussion has been started with PricewaterhouseCoopers -

## **BY-LAW/POLICY COMMITTEE**

### **MEMBERS:**

1. Cita Mandamin, Chair
  2. Barney Petiquan
  3. David Kelly
  4. Wesley Nelson
- Completed review of Ops Policy with Policy Developer Paul Van Bellenghem
  - Directive from Acting Chief of Police to Staff outlining rollout of Policy (attached)
    - Next meeting to be scheduled
  - Need to review By-Laws

## **GRIEVANCE & DISCIPLINE**

### **MEMBERS:**

1. Roy Assin
  2. Sue Boshey
  3. Mitchell Lands
  4. Cita Mandamin
- No meetings

## **FINANCE COMMITTEE**

### **MEMBERS:**

1. Cita Mandamin
  2. Barney Petiquan
  3. Danine Chief
  4. VACANT
- No meeting held in April – to schedule in May

## **B.E.A.R Fund**

Previously the CRIMINAL RECORD CHECK COMMITTEE

### **MEMBERS:**

1. Cita Mandamin
  2. Donna Namaypoke
  3. Theresa Noonan
- No meeting held in April.

## **LOCAL POLICING COMMITTEE REPORTS**

No reports presented.

## **IN CAMERA**

The Board held an In Camera session.

## **FINANCIAL REPORT**

Handouts provided.

Kristine Gagne, Director of Corporate Services outlined report as attached.

Cashflow statements were outlined.

DRAFT MINUTES – 4th Quarter Board Meeting -



## **NEW ITEMS**

### **NI #1 – Next Meeting Date**

- The Board reviewed next meeting dates and determined the following:
  - Next Board Meeting – 1st Quarter - Tuesday July 25, 2023.

## **EXPENSE CLAIM PAYABLE**

Charlie Kelly moved to accept the expense claim payable as signed. 2<sup>nd</sup> by Cita Mandamin.

**Decision # PSB 2023-05-02-04 MOTION CARRIED** to accept the expense claim payable as presented and signed.

**ADJOURNMENT** -Meeting was adjourned at 3:50 p.m.



# Chief of Police Report



Treaty Three Police Services Board Meeting  
July 26, 2023

Prepared by: Chief of Police Kai Liu

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**CHIEF OF POLICE REPORT – CHIEF KAI LIU**

*Please note, this Quarterly report format has been changed to better mirror the structure of the Police Services Board Strategic plan and the Service's Key Performance Indicators (KPI's).*

Strategic Goals
1. Treaty Three Police becoming constituted under the Community Safety and Policing Act ("Essential Service")
2. Employee Focused Organizational Health
3. Community Based, Results Driven Policing
4. Strong Relationships Through Proactive Community Policing

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
1.2 GCT3 to move towards the legislative option (becoming an "Essential Service")
1.3 Community satisfaction with T3PS
1.4 Data on cost of policing, per community member within Treaty #3
1.5 Data on budget compliance
2.1 Employee satisfaction
3.1 Number of Public and Internal Complaints
3.2 Calls for Service Response Times
3.3 Assistance required from other agencies
3.4 Clearance Rates/Crime severity index
4.1 Culturally responsive police service

## 1<sup>st</sup> Quarter 2023-2024

As we complete the first quarter of the 2023 – 2024 fiscal year, I am pleased to voice a renewed sense of hope, optimism and continued positive change for the future of the Treaty Three Police Service and Indigenous Policing across Canada.

As noted in the Q4 report, lead by the Ontario Indigenous Police Chiefs of Ontario, the Treaty Three Police Service was amongst the seven of the nine Ontario Self Administered Indigenous Police Services to reach a Minute of Settlement (MOS) for OPP pension parity with Ontario.

During Q1 – 2023 all interested parties (Ontario, IPCO, PSB's, Police Service Membership) presented details of the MOS and voted in favour of the settlement.

Also, of note was IPCO's filing of the Canadian Human Rights complaint against Canada at the end of Q4-2022. With the filing of the CHRT complaint, and the T3PSB refusal to sign a new First Nations Inuit Policing Program (FNIPP) funding agreement with discriminatory Terms and Conditions, our police service ceased to receive any additional funding from Canada when our FNIPP funding expired on March 31, 2023.

For the entire quarter, Chief Liu, PSB President Jourdain and PSB Executives were heavily involved with APS and UCCM Police Services and PSBs. Collectively, a tri-coalition of police services and PSB's was formed under the umbrella of the Indigenous Police Chiefs of Ontario Association (IPCO). IPCO successfully lead a court challenge in Federal Court asking for emergency funding relief and asking the courts to set aside the three discriminatory prohibitions of the FNIPP Terms and Conditions.

To prepare for the Interim Relief Federal Court hearing, weekly video conference calls led by the law firm of Falconers LLB were held leading up to the hearing and afterwards.

As President of IPCO, Chief Liu kept the IPCO Chiefs informed of the status of the three involved police services. He was able to provide an update to the Community Chiefs when he attended the Spring General Assembly of Grand Council Treaty #3.

At this GCT#3 Spring General Assembly, after receiving an update on the dire financial situation of T3PS, the GCT#3 assembly unanimously passed a resolution calling a State of Emergency for the pending loss of policing services when T3PS cease operation due to a lack of available funds. Ogichidaa Kavanaugh on the day after the General Assembly held a special document ceremony in Lac La Croix.

On June 30, 2023, Justice Denis Gascon ruled that Public Safety Canada must immediately flow funds to Treaty Three Police Service, UCCM Anishinaabe Police Service, and the Anishinabek Police Service (APS) for a 12-month period. All three police services had been without funding since March 31, 2023.

In the landmark ruling, Justice Gascon also found that the case was an exceptional situation where it is just and equitable for the Court to intervene and to exercise its discretion in IPCO's favour to prevent the harm that will be caused to the public security and personal safety of Indigenous people residing in the communities serviced by T3PS, APS, and UCCM.

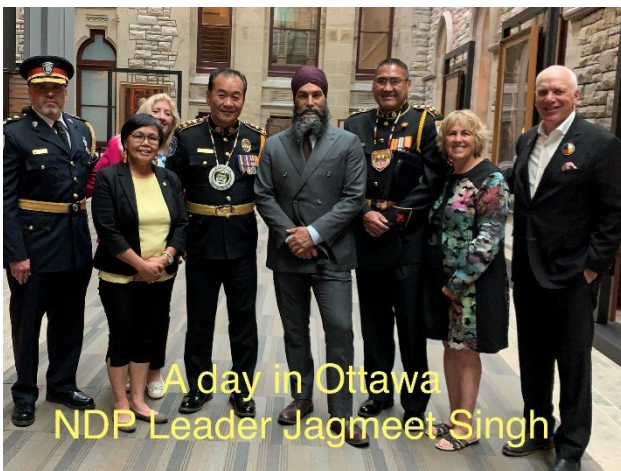
Justice Gascon stated that the case raises concerns about the conduct of PSC in its dealings with the Three Police Services and its failure to be guided by the overarching principles of reconciliation and the honour of the Crown. These principles required more diligence and attention from PSC in dealing with funding agreements with the Three Police Services. PSC did not consistently follow its duty to act honourably and in the spirit of reconciliation as it kept insisting on the impossibility to negotiate the Terms and Conditions (TOC) and the prohibitions they contain.

Chief Liu said, "As IPCO's President, I would like to express my sincere appreciation to the team of lawyers lead by our legal, Julian Falconer and the entire leadership group of the tri-coalition. It is with a unified voice from the Chiefs of



1<sup>st</sup> Quarter 2023-2024

Police, PSB Chairs/President, the Community Chiefs and Grand Chiefs that I believe we received this precedent setting decision by Justice Gascon. I also believe it is this unified voice that compelled Public Safety Minister Marco Mendicino to eliminate the TOC prohibition using FNIPP funding for specialty units while waiting for Justice Gascon's decision. This TOC restriction regarding specialty units elimination by the Public Safety Minister affects all Self-Administered Indigenous police services across Canada."



## HUMAN RESOURCES UPDATE – HR Department

Below is a list of staff who have joined our service during the 1<sup>ST</sup> quarter period of 2023-2024.

First Name	Last Name	Hire Date	Position
AMANDA	KERR	APRIL 3	SOCIAL MEDIA AND CONTENT PLANNER
WILLIAM	GALUSHA	MARCH 30	CARETAKER
RONALD	TYCHOLIZ	MAY 2	GUARD
MOHAMED	AL MAKKAOUI	JUNE 1	GUARD
HECTOR	KEMP	JUNE 5	EXPERIENCED OFFICER
GUILLAUME	GAGNON	JUNE 19	IT
MICHAEL	WALKER	JUNE 19	IT
KYLE	CAMPBELL	APRIL 11	RECRUIT AT OPC
JOEL	OTTERTAIL		RECRUIT AT OPC (FORMER CADET)
EASTIN	CASAVANT		CADET AT SPECIAL CST. TRAINING
COLTEN	ALLEN		CADET AT SPECIAL CST. TRAINING
MARCUS	MORRISSEAU		CADET AT SPECIAL CST. TRAINING
SYDNEY	KOWALIK	JULY 10	PAYABLES CLERK
WILLIAN	CARSON	JULY 10	EXPERIENCED OFFICER
ALEXANDRA	WOLFE	JULY 3	YIPI STUDENT
ANGEL	JACK	JULY 3	YIPI STUDENT
KALI	TESSIER	JULY 3	YIPI STUDENT SOUTH
NIKOLAS	COPENACE	JULY 3	YIPI STUDENT
TAYLOR	BRYANT	JULY 3	YIPI STUDENT
RAYNE	MILNE-BOISSONEAU	JULY 3	YIPI STUDENT
JAMES	NECANAPENACE	JULY 3	YIPI STUDENT
LEAH	WYKES	JULY 3	YIPI STUDENT
JERZI	CALDER	JULY 3	YIPI STUDENT SOUTH
TANISHA	ASSIN	JULY 3	YIPI STUDENT
RILEY	CASAVANT	JULY 3	YIPI STUDENT
BROOKLYN	FRANCIS	JULY 3	YIPI STUDENT LEAD
TODD	MCAULEY	JUNE 26	CADET
ANNIE	ROBERTSON	JUNE 26	CADET
SAVANNAH	PRINCE	JUNE 26	CADET
AMANDA	BENNETT	JUNE 26	CADET

## COMMUNICATIONS – Communications Specialist Donna Anderson

1.1 Number of Adequacy Standards/Policy currently being met.
As the service continues to grow and with the addition of recruitment initiatives it is important that the communications team grows. Communication Specialist and Social Media and Content Planner continues to participate in Ontario Media Relations Officers Network meetings and forums. Shout Media completed the revamped website and created a new domain to attract potential job seekers. In addition, Shout Media has created sponsored content on social media pages as well as Google Ads, Indeed, and Glass Door Company pages. Their progress will be reviewed via analytics in the 2 <sup>nd</sup> quarter.
1.3 Community satisfaction with T3PS
With the sharp increase in social media engagement across the platforms, there have been some posts on Facebook that have gone “viral”. This means that it has attracted a lot of attention online and thus resulted in an increase in both positive and negative feedback. The negative feedback has been mostly from those outside of the T3PS service area and sometimes from outside of the country. Comments and engagement from those within the T3PS service area continue to be mostly positive. T3PS continues to receive invites from community members to their events. There have been 4 invites via website contact portal this quarter. There were also 4 media inquiries and 3 general inquiries via website contact portal.
2.1 Employee satisfaction
Staff continue to engage with the T3PS Communications unit for photos and videos. A special Spotlight article was showcased on NWO Newsweek website that featured new T3PS officers and their experiences. There continues to be an interest in employment opportunities at T3PS through social media sharing and community involvement. Through the Contact Us portal there have been 12 inquiries.
3.1 Number of Public and Internal Complaints
The Contact Us portal on the external website receives suspected complaints about service and/or members which are forwarded for follow-up. There have been 2 suspected complaints this quarter.
3.3 Assistance required from other agencies
T3PS continues to receive requests from other agencies to participate in various committees, partnerships, and events. This is done via the Contact Us website portal. There have been 4 requests this quarter.
3.4 Clearance Rates/Crime severity index
The Contact Us portal on the external website sometimes receives reports of suspected criminal activities or follow-ups regarding a call for service. There has been a total of 1 of these types of submissions.
4.1 Culturally responsive police service
Posted community powwow posters and dates on the intranet for members interested in attending on their own or while patrolling. Social Media and Content Planner shared a post about the 8 Grandfather Teachings which was widely shared and well received on social media. There will be pull-up banners with these teachings to be displayed at T3PS facilities and events.

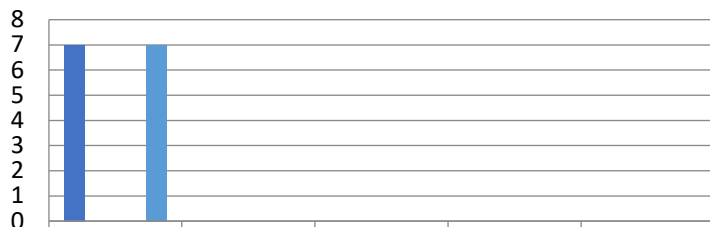


**NORTH DETACHMENT REPORT – INSPECTOR CHERYL GERVAIS**

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
<p><b>Recruitment Committee and Focus Group</b></p> <ul style="list-style-type: none"> <li>Continuing to attend Recruitment Committee and focus group meetings.</li> </ul> <p><b>CACP Executive Mentorship Program</b></p> <ul style="list-style-type: none"> <li>Planning an exchange program where BPS front-line uniform staff will work with T3PS for two-week rotations. Tentatively planned to start in September 2023.</li> <li>Attended 2023 Symposium in June 2023 with Groups 1,2 &amp;3.</li> </ul> <p><b>MMIWG Report Committee</b></p> <ul style="list-style-type: none"> <li>Meeting fourth Thursday of every month</li> <li>In June, we focused on PRIDE events to build relationship with 2SLGBTQ+ community.</li> </ul> <p><b>OACP Police Response to People in Crisis (PRIPC) Committee</b></p> <ul style="list-style-type: none"> <li>Mental Health and Policing Community of Practice (MCOP) brings together municipal, provincial and First Nations police services for knowledge exchange related to police interactions in mental health.</li> </ul> <p><b>OACP Leadership Forum – April 2023</b></p> <ul style="list-style-type: none"> <li><b>McMaster University DeGroote Business School</b> – Police Leadership modules: work with police service to build a one-week course based on needs.</li> </ul>
1.2 GCT3 to move towards the legislative option (becoming an “Essential Service”)
<p><b>Barrie Police Service (BPS) – Crime Harm Index</b></p> <ul style="list-style-type: none"> <li>Continuing with Cambridge University Evidence Based Policing – Leaders Course. Tuition covered by BPS grant.</li> <li>BPS Team applying Crime Harm Index to T3PS 2021 Calls for Service to assist with informing the gap analysis.</li> </ul>
2.1 Employee satisfaction
<p><b>NCO Conference – May 1-4, 2023</b></p> <ul style="list-style-type: none"> <li>Bernardi Law – training opportunity for supervisors on WHVP &amp; Lateral Violence</li> <li>CTRI – Trauma Informed Leadership</li> </ul> <p><b>Mental Health Working Group and Training Sub-Group Committee</b></p> <p><b>Peer Support Team Monthly Meetings</b></p>

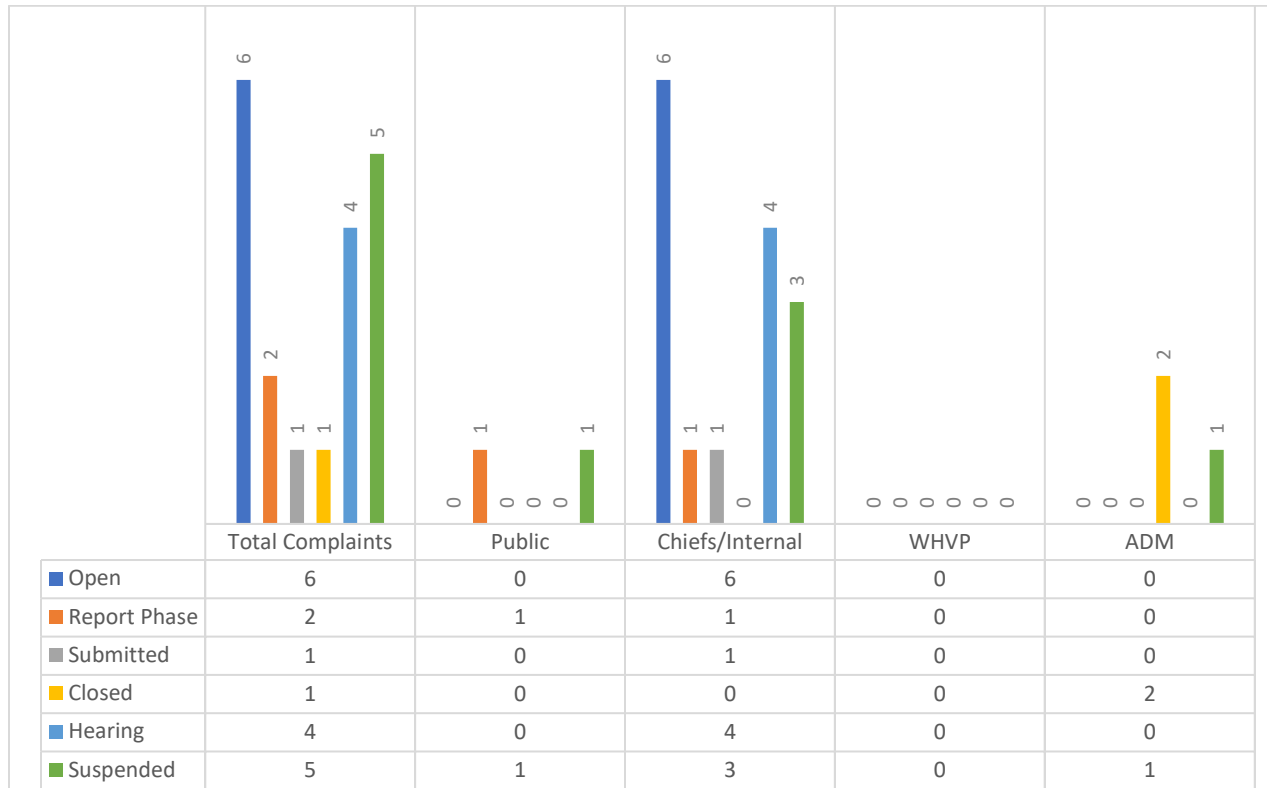
KPI
<ul style="list-style-type: none"> <li>Supporting Co-chair who facilitates meetings.</li> <li>Peer Connect App representative attends monthly meetings to provide stats and support.</li> </ul> <p><b>Women In Policing</b></p> <ul style="list-style-type: none"> <li>Women in Indigenous Policing – Conference planning with policing partners (OPP IPB, NAPS, APS). Dates tentatively set for late October 2023.</li> <li>T3PS/OPP WIP group moved to bi-monthly meetings to allow for planning of events in between meetings.</li> </ul> <p><b>Promotional Process</b></p> <ul style="list-style-type: none"> <li>Working with OPP HR to develop a Staff Sergeant promotional process for Fall 2023 to fill vacancies with the plan to expand to other positions.</li> </ul>
3.4 Clearance Rates/Crime severity index
<p>Following the CACOLE Conference, the Office of the Independent Police Review Director (OIPRD) expressed interest in attending the Greater Treaty Three area to educate and create awareness on their role and responsibilities. Tentatively scheduling session(s) for TRC week in September. T3PS PSU will be involved in development and implementation of this project.</p>
4.1 Culturally responsive police service
<p><b>CACOLE (Canadian Association of Civilian Oversight of Law Enforcement)</b> – participated on panel in May 2023 regarding Cultural Implications for Complaints Process.</p> <p><b>Co-chair for CACP Victims of Crime Committee (VOCC)</b></p> <ul style="list-style-type: none"> <li>will provide feedback to NSOR recommendations.</li> </ul> <p><b>CACP National Working Group</b></p> <ul style="list-style-type: none"> <li>Representative for CACP VOCC</li> <li>D/Sgt. L. Kenny also a member. Committee encourages mentorship of other members.</li> </ul> <p><b>CACP Trauma Informed Police Response Framework</b></p> <ul style="list-style-type: none"> <li>finalizing framework which will be presented to committee at CACP Summit in August</li> </ul> <p><b>Kenora Coalition to end Human Trafficking Committee and NWR Working Group</b></p> <ul style="list-style-type: none"> <li>Committee partner agencies committed to provide support on the implementation of the Indigenous Justice Division Human Trafficking Services grant program (Ambassador Program)</li> </ul> <p><b>Monthly KCA/T3PS program lead meetings</b></p>

**NORTH DETACHMENT REPORT – INSPECTOR TRICIA RUPERT**

KPI						
1.1 Number of Adequacy Standards/Policy currently being met.						
<b>CACP Executive Mentorship Program</b> <ul style="list-style-type: none"><li>○ Site visit with Chief Duraipappah (Peel). Attended his management team meeting and an OACP Meeting with him in Windsor</li><li>○ Group session with other two groups</li></ul> <b>CACP/MACP National Police Leadership Conference</b> – attend conference in Winnipeg on ethical leadership <b>NCO Conference</b> – attend conference in Agency One <b>Acting Assignments</b> – been in Acting Deputy and Acting Chief roles						
1.2 GCT3 to move towards the legislative option (becoming an “Essential Service”)						
<b>Infrastructure meeting</b> – Admin Building/Wabigoon Building						
2.1 Employee satisfaction						
<b>OWLE Awards Gala</b> – attend and represent Treaty Three Police during Honour Guard Ceremony. Receive award for Indigenous Leadership <b>Dr. Jody Carrington</b> – Dr. Jody Carrington attend Seven Gens in Kenora						
3.1 Number of Public and Internal Complaints						
Number of Complaints						
	Open	Report Phase	Submitted	Closed	Hearing	
	Total Complaints	7	0	0	0	0
	Public	0	0	0	0	0
	Chiefs	0	0	0	0	0
	WHVP	0	0	0	0	0
	ADM	7	0	0	0	0
3.3 Assistance required from other agencies						

KPI
<b>Treaty 8</b> – met with both consultants and community representative from Treaty 8 to gain knowledge on the start-up, common practices and current status of T3PS
4.1 Culturally responsive police service
<b>Spring Feast</b> – attend spring feast in Agency One  <b>Women in First Nation Policing Working Group</b> – Inspector Gervais, DS Morrison (NAPS), Sgt. Laroque (APS) and Superintendent Maracle (OPP) development of conference for fall of 2023 in Thunder Bay  <b>Indigenous Day</b> – attend Indigenous Day Celebrations at KCA Youth and Wellness Camp  <b>T3PS Women’s Mentorship Workshop</b> – developed a workshop to make Orange Shirt Beaded Pins

**PROFESSIONAL STANDARDS – A/PSB SERGANT STEPHEN GARROW**



**NORTH DETACHMENT REPORT – A/STAFF SERGEANT JASON KELLY**

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
<p><b>Court Services</b></p> <ul style="list-style-type: none"> <li>Assigned to Supervise Court Services as of mid December 2022. Ensuring proper coverage with members and completion of court process.</li> <li>New Officer added. Cadet Casavant on 21FEB2023</li> <li><b>4 new Cadets added as of July 4<sup>th</sup>, 2023</b></li> </ul> <p><b>Platoon Supervision</b></p> <ul style="list-style-type: none"> <li>Supervising platoons, <b>C</b> and <b>D</b>. Scheduling of both platoons ensuring leave, training and coverage is managed on a weekly basis. Ensuring evaluations are up to date.</li> </ul> <p><b>Community Sergeant Position</b></p> <ul style="list-style-type: none"> <li>Supervising Sgt Carl Bryant who is the community Sergeant for Whitedog, Wauzhushk Onigum, Dalles, Wash Bay, Shoal Lakes 39&amp;40.</li> </ul> <p><b>Kit and Clothing Committee</b></p> <ul style="list-style-type: none"> <li>Providing input and ideas for new equipment and clothing options to Officers in the field.</li> </ul> <p><b>Recruitment Committee</b></p> <ul style="list-style-type: none"> <li>Providing input and direction with committee members on assigning Officers to attend recruitment events. Emphasis being put on attending local event.</li> </ul> <p><b>Marine Unit Supervision and Management</b></p> <ul style="list-style-type: none"> <li>Supervise the T3PS Marine Program.</li> <li><b>9 new members trained in summer of 2022.</b></li> <li><b>Currently working on purchasing a new Marine Vessel.</b></li> <li><b>In charge of scheduling members for Marine Patrols for summer of 2023.</b></li> </ul> <p><b>Special Constable Program</b></p> <ul style="list-style-type: none"> <li>Assisted with current Special Constable Initiative in Whitefish Bay, Onigaming and NWA 33&amp;37.</li> <li>Applicants have been received. Selection currently underway.</li> <li><b>3 new Cadets hired under partnership with WFB, Onigaming, NWA 33&amp;37.</b></li> </ul> <p><b>Intelligence Liaison Initiative</b></p> <ul style="list-style-type: none"> <li>Created to target drug activity on our communities.</li> <li>Will promote an increase in information that gets funnelled to our Intelligence Officer and Guns and Gangs Officer in hopes of creating more Drug investigations and warrants to be executed on our communities.</li> <li><b>9 Constables selected as Intel Liaison Officers.</b></li> <li><b>4 attended the Indigenous Gang Reduction Strategies Course hosted by Tsuut'ina Police Service in February 2023. Certified Canadian Police College Course.</b></li> <li><b>Intell Liaison Officers currently working in the field combatting Drug Activity in our communities.</b></li> </ul>

KPI
<b>1.3 Community satisfaction with T3PS</b>
<p><b>Coaching Saint Thomas Aquinas Highschool Hockey Team</b></p> <ul style="list-style-type: none"> <li>Developing relations with youth from our area to promote interest in Treaty Three Police Service. Several T3 Anishinaabe Youth on the team and in the league.</li> <li><b>Coaching 2023 season</b></li> </ul> <p><b>Youth in Police Initiative summer students 2023</b></p> <ul style="list-style-type: none"> <li><b>Constable Branden Kuzyk assigned to spearhead YIPI initiative for summer of 2023.</b></li> <li><b>12 YIPI students hired.</b></li> <li><b>Program very successful to date. Students receiving several certificates such as First Aid, Pleasure Craft License.</b></li> </ul> <p><b>Archery Engagement Initiative</b></p> <ul style="list-style-type: none"> <li>Working with fellow Staff Sergeants and Sergeant Bryant on developing and Archery Engagement Initiative.</li> <li><b>Myself, Sgt Carl Bryant and Cst Branden Kuzyk attended Archery Instructor Course hosted by Archery Manitoba. Nationally recognized Instructor Program.</b></li> <li><b>Currently working on finding funding to purchase equipment to start program in communities.</b></li> <li>Engaging Youth in our communities with Archery Classes in the communities. Teaching our youth about Archery and developing relationships with them to promote interest in Treaty Three Police Service.</li> </ul> <p><b>Lands Based Youth Initiative – Wauzhushk Onigum</b></p> <ul style="list-style-type: none"> <li>Providing Trapping Instruction for youth of Wauzhushk Onigum First Nations.</li> <li>Students will be certified in the Fur Harvest, Fur Management and Conservation Course (trapping Course) of Ontario.</li> </ul> <p><b>Coaching in Kenora Baseball league under 18 team for summer of 2023</b></p> <ul style="list-style-type: none"> <li>Several youths from T3 communities involved in League.</li> <li>Active recruiting platform</li> </ul>
<b>2.1 Employee satisfaction</b>
<p><b>Wellness Committee</b></p> <ul style="list-style-type: none"> <li>Currently apart of the Wellness Committee. Coming up with events and strategies to promote Health and Wellness in the workplace. Also, getting the families of Officers involved in “Service” activities.</li> </ul> <p><b>Mental Health Working Group</b></p> <ul style="list-style-type: none"> <li>Working on initiatives within the Police Service to better assist our members to increase their ability to deal with day-to-day challenges in the Policing Industry.</li> </ul> <p><b>Team Building Training</b></p>

KPI
<ul style="list-style-type: none"> <li>• <b>Planning Team Building in Nestor Falls. Staff to meet at Hanson's Crow Lake Lodge. Rent boats, fish, shore lunch, head home after the day is done.</b></li> </ul>
3.1 Number of Public and Internal Complaints
Currently working on one Public Complaint which is close to completion.
4.1 Culturally responsive police service
<b>Coordinating Cultural Training</b> <ul style="list-style-type: none"> <li>• <b>Cultural Training location to be held at Onigaming First Nations.</b></li> <li>• <b>Still in planning phase. Meeting with Cultural Committee to finalize training goals.</b></li> </ul>
<b>Strong Relationships Through Proactive Community Policing</b>
<b>Archery Engagement Initiative</b> <ul style="list-style-type: none"> <li>• Working with Sergeant Bryant on developing and Archery Engagement Initiative.</li> <li>• <b>Currently arranging Archery Instructor training through Archery Canada.</b></li> <li>• Becoming trained and certified archery instructors.</li> </ul> <p>Engaging Youth in our communities with Archery Classes in the communities. Teaching our youth about Archery and developing relationships with them to promote interest in Treaty Three Police Service.</p>
<b>Gimikaan Bimaadiziwin Trapping Initiative – Bug Lake</b> <ul style="list-style-type: none"> <li>• Providing Trapping Instruction for the Gimikaan Bimaadiziwin Healing Initiative at Bug Lake.</li> <li>• Students will be certified in the Fur Harvest, Fur Management and Conservation Course (trapping Course) of Ontario.</li> <li>• Student receive training and certification in valuable skills to take back to their home communities and give them more options and tools to be successful in the healing journey.</li> <li>• <b>Trapping Courses to start this coming Fall and Winter.</b></li> <li>• <b>Students will be certified in the Fur Harvest, Fur Management and Conservation Course (trapping Course) of Ontario.</b></li> </ul>
<b>Lands Based Youth Initiative – Wauzhushk Onigum</b> <ul style="list-style-type: none"> <li>• Providing Trapping Instruction for youth of Wauzhushk Onigum First Nations.</li> <li>• Students will be certified in the Fur Harvest, Fur Management and Conservation Course (trapping Course) of Ontario.</li> </ul>



**NORTH DETACHMENT REPORT – STAFF SERGEANT JOE GERVAIS**

KPI

**1.1 Number of Adequacy Standards/Policy currently being met.**

- **Axon Dems, and Body Worn Cameras.**

Ongoing supervision of Digital Evidence Management redaction team.

Meet with Dryden, Kenora, and Fort Frances area Crown Attorneys, Evidence.com has been set up in each area. Working with T3PS Information Technology support team to roll out all evidence through Evidence.com.

Review of policies and equipment, ongoing feedback, and review. We want this program to be as successful as possible with all officers participating long term.

We have a strong partnership with Barry Police Service, and Sgt. Trevor Marsh. They have helped us develop our Axon DEMS process.



**Vault training.**

Set up vault training, and firearms identification training, we are currently in the process of destroying seized firearms.

- **UCR RMS Police Records.**

Worked with UCR team lead Willa Zlabis on follow up tasks and monitoring to ensure UCR follow up tasks are being updated and cleared by officers.

- **Pre charge diversionary programs**

KPI

Regular meetings and follow up to ensure service delivery of the program.

Review of all Treaty Three Police pre charge referral reviews, continued encouragement for the use of pre-charge programs to keep the youth of the Treaty Three nation out of the criminal justice system when possible.

- **Eagle Lake**

Supporting the acting Detachment Commander in eagle lake to ensure she has access and proficiency to use all required programs such as RMS, In-time, and other related programs. Equipment and personnel.

- **Marine/Ice water recovery training.**

Set up training for Marine and ERT members for Ice water and recovery training.



- **GCT3 to move towards the legislative option (becoming an “Essential Service”)**

Currently on Policy review committee, to ensure newly drafted Policy is consistent with Adequacy standards regulation, Provincial, and federal law. The goal is to produced clear and concise policy that clearly outlines expectations and standard practice to the staff of Treaty Three Police Service.

## KPI

## 1.1 Number of Adequacy Standards/Policy currently being met.

- **Vulnerable person registry co-administrator**

- Identify vulnerable persons in T3 communities, coinciding with appropriate consent/privacy agreements
- Compile a database of information to assist in finding individuals.
- consistent with MMIWG recommendations
- Establish further rapport with vulnerable persons and their families
- Find means of tracking the individual's mobile device in missing persons investigation (PING, Urgent Demand social media, I.P. Address, Snapchat Map, etc.)
- Eventual internet self-reporting/parent-guardian reporting

- **Quality assurance Committee**

Formed a Quality assurance committee team with key members of the police service to ensure a quality-of-service delivery to the treaty three communities. Bi-weekly meetings focusing on administration of sergeants and constables RMS, Court Submission, Annual performance evaluations CPIC follow up assignments, and officer inspections. We are currently finishing up all bar code systems, and

- **Complex care providers Committee**

Committee has all health-related providers in the Treaty Three Police Service area. I bring all the health and in particular mental health related issues to the committee to formulate long term solutions. Recent efforts include memorandum of understanding with Morningstar Alcohol treatment center in Kenora.

- **Crime unit**


Supporting crime and specialty units. Requested support and personnel. Weekly meetings, concerns, and implementation of call out procedures (work in progress).

Reviewing all benchmark occurrences and ensuing compliance, bridge between Front line officer and Specialized units for assigned follow up.



- **MMIWG/VICTIM SERVICES**

Worked with local Victim Services in Kenora area, to apply to a Grant from Solicitor Generals office. The grant will allow T3PS to hire a full-time position to work with Victim services to service the Treaty Three area communities. This will help reach the victims from the Treaty Three Nation and give them the support they require.

KPI
<ul style="list-style-type: none"> <li>• <b>Platoon A-B Kenora HQ</b> Oversee Platoon A -B. Time off, training, scheduling, Police reports and annual evaluations. Via SAR submissions.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Community contact, and detachment commander for Grassy Narrows, and Whitefish Bay.</b> <b>Meet with community leaders, resolve and investigate any complaints.</b></li> </ul>
<ul style="list-style-type: none"> <li>• <b>Community CCTV Grant application.</b> Applied to a Grant for community CCTV stand alone camera systems. The camera system has a full solar, and cellular system that will hold pictures for up to one year. These systems will be valuable to community safety, Intelligence, and enforcement. We accounted for data storage systems, and cellular plans for long term use.</li> </ul> 

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
<ul style="list-style-type: none"> <li>• <b>Health and Safety Committee (North) –</b></li> </ul>

KPI

ensuring all building inspections are completed Headquarters Grassy Narrows Whitefish Bay, dealing with any deficiencies.

### Recruitment committee

We meet on a regular basis to discuss upcoming events and strategies to capture as much interest as possible in starting a career with the Treaty Three Police Service. We look at scheduling events and brining ideas forward from our main committee to develop recruitment strategies.



**WE ARE HIRING!**  
JOIN OUR TEAM

**INTERESTED?**  
Tell us about yourself!  
What excites you about a career in policing?  
What are your goals?

**APPLY NOW**  
We are a growing service that offers competitive salaries, pension, benefit coverage and room for opportunity and advancement.

[www.t3ps.ca/careers/](http://www.t3ps.ca/careers/)



## 2.1 Employee satisfaction

### • Wellness Committee

Co-chair of Committee. We ensure the best chance of success bringing staff wellness issues forward. We are currently working on an annual budget and brainstorming events for the next year. We are keeping consistent with recent Mental health workshop priorities identified by the group.

## 4.1 Culturally responsive police service

### • Co-op Students from local schools

Taking in Co-op students from the local high school while introducing them to policing and feeding the interest of being a First Nation Police Officer. I have engaged with both Beaver Brea and St Thomas Aquinas high school, both schools have added Treaty Three Police Service as approved agency for volunteer hrs. This will assist with all community events.

## Strategic Goals

### Strong Relationships Through Proactive Community Policing

YIPI Youth in Policing Initiative.

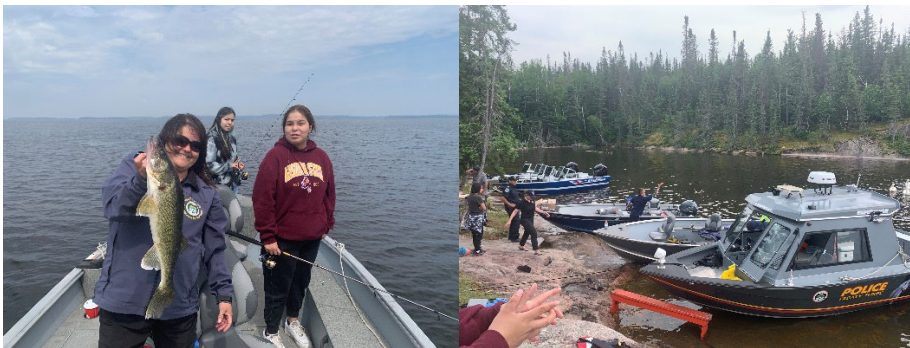
Assisting Staff Sgt. KELLY and Cst. KUZYN with YIPI program. Planning large event of team building. (Shoal Lake Lodge).



### Strong Relationships Through Proactive Community Policing

- Casting with Cops Wabaseemoong 2023

Assisted Sgt. Bryant Wabaseemoong Community supervisor with his program, was a great event. Well done.



- **Community Cadets/Special Constables.**

Continued work with Special Constable program. Community partners, funding agreements, training, and equipment. Community engagement models for Teared Policing.

We just finished up 3 weeks of training with our newest Cadets.



**We are very excited about our community partnerships and look forward to supporting the next generation of Treaty Three Police officers.**



## **CRIME UNIT – DETECTIVE SERGEANT LEILANI KENNY**

Crime Unit – Detective Sergeant Leilani KENNY

### **2.1 Employee satisfaction**

This quarter the Crime Unit had two members off on paternity and maternity leave.

A new supervisor was promoted to take Detective Sergeant Stephen GARROW, who moved to PSB, and two new members were hired, one started on May 29, 2023.

Two members continue with the Wellness Committee and Peer Support.

### **3.3 Assistance required from other agencies.**

The OPP Criminal Investigations Bureau (CIB) is currently managing 1 more homicide investigation from this quarter. They are overseeing a fatal motor vehicle incident as well. T3PS Crime Unit members continue to assist.

The Treaty Three Police Street Crime Unit (SCU) is continuous in their involvement with OPP led projects within the Northwest Region that is focusing on individuals supplying drugs to several communities that fall under our jurisdiction.

### **3.4 Clearance Rates/Crime severity index**

Incidents assisted with, investigated, monitored:

Sexual Assault – 15

Sudden Death – 15

Weapons – 1

Aggravated Assault – 3

Assault Cause Bodily Harm – 1

Assault with Weapon – 1

Arson – 2

Homicide – 1

Attempt Murder – 1

Child Abuse – 3

Interpersonal Violence Investigations – 23



## CALLS FOR SERVICE

January 1, 2023 to March 31, 2023 Reported Incidents From Uniform Crime Reporting Statistics	Wabaseemoong 2100	Asubpeeschoseewagong 2200	Migisi Sahgaigan 2301	Wabauskang 2302	Wabigoon Zaaga'igan 2303	GHQ KENORA 2400	Iskatewizaagegan 39 2401	Niisaachewan 2402	Shoal Lake # 40 2403	Obashkaandagang 2404	Wauzhushk Onigum 2405	Naothkamegwanning 2501	Northwest Angle #33 2502	Animakee Wa Zhing 37 2503	Onigaming 2504	Couchiching 3101	Naicatchewenin 3102	Nigigoonsiminikaaning 3103	Rainy River 3104	Seine River 3105	Mitaanjigaming 3106	Lac La Croix 3200	Mishkoshiminizibing 3301	Naongashling 3302	Total
Crimes Against Persons																									
Homicides	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sexual Assaults	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	1	-	-	
Assaults (All)	31	25	-	-	-	-	3	1	1	4	3	8	2	-	2	3	1	1	2	3	2	-	9	-	
Assault Police	1	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Criminal Harrassment	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	
Utter Threats	1	3	-	-	1	-	-	-	1	-	2	-	1	-	-	1	1	1	-	1	-	1	-	1	
Other Criminal Code	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total of Above Offences	33	31	-	-	1	-	3	1	2	4	6	8	3	-	3	4	2	2	3	6	2	2	9	1	
Other Reported Person Crime	1	1	-	-	-	-	-	-	-	-	-	1	1	-	-	2	-	-	-	-	-	-	-	-	
Total Reported Person Crime	34	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Property Crimes																									
Break & Enter	-	-	-	-	-	-	-	-	1	-	1	1	-	-	-	1	-	-	-	-	1	-	-	-	
Theft Over \$5000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Theft Under \$5000	3	1	-	-	-	-	-	1	-	1	-	1	-	-	1	2	-	-	-	-	-	-	-	-	
Frauds	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Mischief	2	7	1	-	-	-	-	1	1	2	-	1	-	-	3	2	1	-	-	-	-	-	1	-	
Total Above Offences	5	8	1	-	-	-	-	2	2	3	1	4	-	-	4	5	1	-	-	-	1	-	1	-	
Other Reported Property Crime	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Reported Property Crime	7	8	1	-	-	-	-	2	2	3	1	4	-	-	4	5	1	-	-	-	1	-	1	-	
Other Criminal Offences																									
Bail Violations	2	1	2	-	-	-	-	-	-	-	-	-	1	-	-	1	1	-	-	2	-	-	2	1	
Disturb the Peace	2	6	-	-	-	-	-	-	-	2	3	1	-	-	-	-	1	-	1	-	-	-	1	1	
Breach of Probation	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Total Above Offences	5	7	2	-	-	-	-	-	-	2	3	1	1	-	-	1	2	-	1	2	-	-	3	3	
Other Reported Criminal Offense	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Reported Criminal Offense	5	7	2	-	-	-	-	-	-	2	3	1	1	-	-	1	2	-	1	2	-	-	3	3	
Drug Offences																									
Possession Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Trafficking	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Above Offences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

1<sup>st</sup> Quarter 2023-2024

January 1, 2023 to March 31, 2023 Reported Incidents From Uniform Crime Reporting Statistics	Wabaseemoong 2100	Asubpeeschoseewagong 2200	Migisi Sahgaigan 2301	Wabauskang 2302	Wabigoon Zaaga'igan 2303	GHQ KENORA 2400	Iskatewizaagegan 39 2401	Niisaachewan 2402	Shoal Lake # 40 2403	Obashkaandagan 2404	Wauzhushk Onigum 2405	Naotkamegwanning 2501	Northwest Angle #33 2502	Animakee Wa Zhing 37 2503	Onigaming 2504	Couchiching 3101	Naicatchewenin 3102	Nigigoonsiminikaaning 3103	Rainy River 3104	Seine River 3105	Mitaanjigaming 3106	Lac La Croix 3200	Mishkosisiminiziibing 3301	Naongashling 3302	Total
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Other Drug Related Occurrence	1	1	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-	1	-	3	-	-	1	1	11
Total Reported Drug Offence	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	3	-	-	-	-	1
Provincial Statutes																									
Liquor Licence Act	29	20	7	-	1	-	3	2	4	4	6	7	1	2	6	4	3	1	2	1	-	4	2	2	111
Other Provincial Acts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Above Offences	29	20	7	-	1	-	3	2	4	4	6	7	1	2	6	4	3	1	2	1	-	4	2	2	111
Other Reported Prov Offences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Reported Prov Offence	29	20	7	-	1	-	3	2	4	4	6	7	1	2	6	4	3	1	2	1	-	4	2	2	111
Other Calls for Service																									
Domestic Disturbance	20	18	1	-	1	-	3	2	2	1	15	4	4	3	4	1	-	3	1	1	-	1	4	1	90
Missing Persons	-	4	1	-	-	-	-	-	-	-	2	1	1	-	-	-	1	-	-	1	-	-	-	-	11
Mental Health Act	15	20	1	1	1	-	3	1	5	2	1	6	1	-	6	3	1	2	-	2	-	1	5	4	-
Sudden Deaths	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	3
Family Dispute	26	11	8	1	2	-	-	-	5	14	7	12	1	3	4	3	-	-	1	2	-	3	4	1	108
Trouble with Youth	4	1	3	-	2	-	-	-	-	1	1	2	-	-	-	2	1	-	-	-	-	-	-	-	17
Total Above offences	65	54	15	2	6	-	6	3	12	18	26	25	8	6	14	9	3	5	2	6	-	5	14	6	310
Other Reported Calls Service	209	167	124	17	57	41	27	34	33	28	96	80	19	8	42	90	32	24	23	34	5	19	21	24	1,254
Total Other Calls for Service	274	221	139	19	63	41	33	37	45	46	122	105	27	14	56	99	35	29	25	40	5	24	35	30	1,564
Traffic Enforcement																									
Highway Traffic Act	17	15	2	-	3	-	4	-	4	1	4	7	2	-	2	4	1	-	2	2	1	-	-	1	72
R.I.D.E.	1	1	-	-	-	-	-	-	-	1	2	-	-	1	-	2	-	-	-	-	-	-	-	-	8
Impaired Operation	-	3	-	-	-	-	1	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-	-	-	7
Total Above Offences	18	19	2	-	3	-	5	-	4	2	6	7	2	1	4	6	1	-	2	3	1	-	-	1	87
Other Reported Traffic Offence	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Traffic Enforcement Off	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	87
Total Reported Incidents	350	313	149	19	64	41	36	41	51	55	132	117	29	16	66	109	41	30	28	43	6	28	41	35	1,968
Percentage of Calls for Servi	18%	16%	8%	1%	3%	2%	2%	2%	3%	3%	7%	6%	1%	1%	3%	6%	2%	2%	1%	2%	0%	1%	2%	2%	93%

The above represents a snap shot of incidents reported to the Treaty Three Police Service

\*\* Statistical classification revisions cause figures to change perpetually

2660 Total Occurrences for 2023 4th Quarter

34 Occurrences used for Intelligence Purposes

January 1, 2023 to March 31, 2023 Reported Incidents From Uniform Crime Reporting Statistics		Wabaseemoong 2100	Asubpeeschoseewagong 2200	Migisi Sahgaigan 2301	Wabauskang 2302	Wabigoon Zaaga'igan 2303	GHQ KENORA 2400	Iskatewizaagegan 39 2401	Niisaachewan 2402	Shoal Lake # 40 2403	Obashkaandagang 2404	Wauzhushk Onigum 2405	Naotkamewanning 2501	Northwest Angle #33 2502	Animakee Wa Zhing 37 2503	Onigaming 2504	Couchiching 3101	Naicatchewenin 3102	Nigigoonsiminikaaning 3103	Rainy River 3104	Seine River 3105	Mitaanigaming 3106	Lac La Croix 3200	Mishkosiminiziibing 3301	Naongashing 3302
911 Hang up/Dropped Call/po	1	0	1	0	1	0	0	2	1	1	11	10	2	1	3	4	2	0	0	3	0	0	2	0	
Abandon Child	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Abandoned Vehicle	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Alarm	0	3	5	0	0	0	2	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	
Ambulance Assist	10	10	1	2	4	3	6	14	3	4	10	22	2	1	8	20	9	4	2	2	2	6	3	7	
Animal Complaint	5	1	2	0	0	0	1	1	0	0	1	3	0	0	0	2	0	0	1	0	0	0	0	0	
Community Services	12	6	22	4	5	0	5	3	3	0	2	3	1	0	1	3	1	3	1	1	1	2	1	1	
Compliance Check	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Court Order	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Criminal Record Check	0	0	0	0	0	32	0	0	0	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	
Dangerous Condition	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Duplicate Occurrences	2	4	2	0	1	0	0	0	1	0	3	0	0	0	0	2	0	1	1	3	0	0	0	2	
Escort	4	1	1	0	0	1	0	0	1	0	10	1	0	0	0	3	0	0	1	0	0	0	0	0	
Fire	7	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Focused Patrol	2	0	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Insecure Premises	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	
Landlord/Tenant	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Marine	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Motor Vehicle Abandoned	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Motor Vehicle Recovered	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Neighbour Dispute	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	0	0	1	
Noise Complaint	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	2	0	0	0	1	0	0	0	0	
Non Police Matter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Person Check-In	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	4	0	0	1	0	0	0	0	0	
Person Well-being Check	14	17	2	0	0	0	0	3	2	0	4	4	0	0	4	1	1	1	2	3	0	3	3	1	
Phone Calls	3	0	1	0	2	0	0	1	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0	
Police Assistance	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	1	0	0	
Police Information	30	18	6	3	3	2	1	0	0	5	13	1	2	1	3	5	7	1	3	3	0	1	1	4	
Prevent Breach of the Peace	2	1	1	0	0	0	0	0	0	0	3	0	0	0	0	1	0	0	1	0	0	0	3	0	
Property check	10	0	36	5	32	0	2	4	0	2	4	0	0	0	2	3	0	2	0	0	0	0	0	1	
Property Damage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Property Lost/Found	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	5	0	0	0	0	0	0	0	0	
Suspicious Person	1	0	1	0	1	0	0	0	0	0	2	1	0	0	0	2	0	0	1	0	0	0	1	0	
Suspicious Vehicle	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
Test CAD Event	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Unwanted Person	29	16	6	0	0	0	2	2	3	7	6	15	5	0	9	7	4	1	2	1	0	2	3	0	
Warrants - Request/Execute	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	
Wires Down	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	137	84	89	17	51	38	20	31	19	22	72	63	13	2	32	68	27	13	17	22	3	15	18	19	

## **SOUTH DETACHMENT REPORT – A/STAFF SERGEANT JAMES BROUGHTON**

### **1.1 Number of Adequacy Standards/Policy currently being met.**

#### **South Detachment Commander Training:**

- T3PS NCO Conference May 1<sup>st</sup> – 4<sup>th</sup> (Hosted in Fort Frances) Covered the following:
  - Supervisory Anti-Harassment and Lateral Violence Training
  - Trauma-Informed Leadership Training
  - Professional Standards Presentation: Performance Management / Complaint Process / Supervisor Responsibilities
  - Presentation / Study Re: Impacts associated with Policing Communities

#### **Sergeant Supervision:**

- The South Sub-Division has 4 Platoons (Alpha Platoon, Bravo Platoon, Charlie Platoon, & Delta Platoon)
- Supervising Sergeants of each platoon (Sergeants Supervise platoon Constables)
- Assist with Scheduling and ensure overtime posts are added to fill shortages.
- Each platoon consists of 1-Sergeant and 4-Constables, but the overall detachment is running short.
- Shortages are as follows:
  - A-Platoon: 1 Sergeant, 4 Constables (Full Complement)
  - B-Platoon: No Sergeant, 3 Constables (Short 2 Officers: Sgt off EI, Cst off WSIB)
  - C-Platoon: 1 Sergeant, 4 Constables (Full Complement)
  - D-Platoon: 1 Sergeant, 3 Constables (Short 1 Officers: Cst off WSIB)
- 3 new Constables completed their training and started in the South Sub-division on June 15<sup>th</sup>, 2023
- 1 new Constable still currently away on basic training
- 2 new Special Constables (Former Cadets) currently training at the OPPA expected to graduate on July 12<sup>th</sup>, 2023 and will began their new duties out of our South Sub-Division on July 17<sup>th</sup>, 2023
- We are looking to hire more Cadets and special constables for the South Sub-Division. The programs have been designed to develop candidates with the goal of becoming full police officers. The programs have been a success and are further developing.

#### **Court Services:**

- Court Sergeant will be training the two new Special Constables to assist with court services based out of our South Detachment, situated on Agency One land, beside Couchiching First Nation. Court Services will be one of many duties the Special Constables will assist with , but not be limited to. You will see them regularly out in our communities.
- Court Sergeant over sees court services in three jurisdictions: (Fort Frances, Atikokan, Rainy River)
- Court Sergeant ensures submissions (Criminal & Provincial) are completed properly.
- Court Sergeant directly works with the Crown Attorney's Office and local Courts with submitting proper disclosure and filing of court documents.
- Court Sergeant supervises Special Constables who assist with court services.
- Court Sergeant assists with overseeing the Cadet program. Our two recent Cadets advanced to Special Constables and we are looking to replace the Cadet positions.

#### **Evidence & Firearms Vault:**

- Assigned D-Platoon Sergeant to manage the South Sub-Division Vault and Temp lockers.

- These duties are on top of regular Platoon Sergeants duties.
- The Vault Manager (Sergeant) Will be training our two new Special Constables to assist in managing the vault and evidence.
- Our Niche Records Management System (Niche RMS) links to a scanner that uses a bar code system and printable adhesive tabs for each piece of property. This system greatly assists with proper continuity and accuracy, as well as ease when it comes to quality assurance and audits.

#### **Axon body cameras and digital evidence:**

- Assisting a working group who is implementing associated programs and equipment for officers.
- Meet regularly with the body camera working group and provide feed back, while assist the program to move forward.
- Body Camera downloading stations have been installed at the South Sub-Division main detachment.
- 7 officers (Previously 3) have been trained and assigned to the body camera project.
- These 7 officers are currently wearing body cameras and are recording events and calls for service while working in the South communities.
- These 7 trained officers will be tasked with training the rest of the officers in the South Sub-Division.
- Eventually all officers will be wearing body cameras in our communities.



- \*Cruiser Dash Cameras and cameras in the prisoner area of each cruiser will be coming in the near future\*

#### **Coordinator for our Joint T3PS / OPP Emergency Response Team (ERT):**

- On June 9<sup>th</sup>, 2023 I attended the T3PS/OPP ERT Graduation at the OPP Headquarters in Orillia. Congratulations to Constable Jacob Chartrand who Graduated June 9<sup>th</sup>. He was successful in passing the intense 10 week course and is now the third fully trained T3PS ERT member.



➤ T3PS now has an ERT members in each of our zones:

- ❖ North/West - Constable Jacob Chartrand
- ❖ East – Constable John Ainslie
- ❖ South – Constable Brodie McPherson

- Regularly meet with OPP Emergency Response Team leaders to discuss program.
- Scheduling of ERT training for our current two members.
- The ERT team has recently advanced to a level 2 team, which now requires an additional mandatory twelve single days of training throughout the year. The level two status will give the team more options when it comes to making entries into buildings and houses, rather than often waiting for a full tactical team to fly to our area, with a response time usually longer than 24hours.

**Kit and Clothing Committee:**

- Attend monthly meetings and assist with reviewing current equipment relating to Officers (of all positions, ranks & Units), Vehicles, Detachments, and all Civilian positions.
- Assist with tasking Officers & Civilians with trying out new gear, clothing etc. and report back with findings.
- Provide suggestions, new ideas and complete research. Compare equipment to other police services and assist with choosing what best suits our Service.

**Recruitment Committee:**

- Assisting with sharing events, finding new places and areas to send recruitment members.
- Scheduling Officers and Civilians to attend recruiting events etc.

**Recruitment Focus Group:**

- Focus group is linked to the Recruitment Committee.
- Meet weekly to discuss events and constantly improving recruiting efforts. Emphasis has been on recruiting in our communities and events that directly link to our communities.
- Discuss ways to reach local candidates and assist them with navigating the recruitment process, while supporting them to find solutions when they are lacking qualifications in certain areas.

**Attended OPS Meetings at GHQ:**

- Attend weekly Operations meeting with Command Staff and Cillian Support.
- Primary attendance is virtually every Monday morning.
- Report on weekly duties, meetings, events, and detachment issues.

**Attend Monthly MTM meetings:**

- Attend monthly Management Team Meetings.
- Primary attendance is virtually.
- Provide detachment updates, work with management team in addressing issues, on going planning with in the Service.

**Rainy River District Victim Services Program:**

- Attend monthly meetings with the Program leads and the board.
- Relay information to officers to connect the program to our communities.
- Offer suggestions and share information.

**Health and Safety Committee:**

- Attend monthly meetings.
- Address health and safety issues with detachments, vehicles, equipment etc. and solve them.



### Special Constable Program:

- 2 new Special Constables (Former Cadets) currently in training at OPPA expecting to graduate on July 12th, 2023 and began their new duties out of our South Sub-Division on July 17th, 2023. Special Constables can be Court Special Constable or Community Special Constable and can both work in each others' areas.
- Special Constables are trained in many areas but are not full Police Officers. They can be easily identified with their light blue shirts. They have limitations, but greatly assist in many areas, such as court, prisoner escorts, records management, guarding, fingerprinting, completing DNA court orders, community events, security details, office duties, vehicle fleet care, attending calls if they are with an Officer, and many other assigned duties.

### Cadet Program:

- All Cadet positions are currently vacant (both former Cadets are now Special Constables)



- Cadets assist the service in many areas including: fingerprints, working the front desk, community events, ride-a-longs, vehicle cleaning, vault managing, DNA orders, guarding, etc.
- The goal with our Cadets is to hire individuals, with a focus on hiring local community members, who want to become Special Constables or full police Constable but may not quite have the qualifications or experience just yet. Our goal is to work along side them, while they assist the service, and developing them to the point we can hire them as full-time police officers. We are targeting this goal inside of a two-year period.
- We recently hired one of our first Cadets as a full-time police officer. He is currently training at the Ontario Police College. Congratulations to Recruit Constable Joel Ottertail from Lac La Croix First Nation.
- T3PS has developed their own in-house Cadet training which is three weeks long.
- Cadets are trained in the following areas: radio training, defensive tactics, use of force (carry a baton & handcuffs), trained in First Aid & CPR, notebook training, evidence & scene management, citizens powers of arrest, police cruiser familiarization, fingerprinting and livescan, well ness training, T3PS Sacred items, history of T3PS, DNA data bank sampling & submissions, Guard training, firearms review, Niche RMS (Records Management Systems training, Fit Pin testing, workplace harassment & violence Policy review, Indigenous Canada course (University of Alberta).

### Personal Controlled Inventory Count (Uniform Members):

- Completed controlled inventory checks with all uniform members.

- Controlled inventory checks consist of inspecting all officer's equipment including: all use of Force, Kevlar vests, radios, handcuffs, cell phones, flashlights, etc.
- Each uniform member is responsible for maintaining their own equipment; however, these checks are completed annually by supervisors to ensure compliance and a second opinion to ensure all equipment is functioning as it should.
- Any deficiencies are corrected.

**Workplace Harassment & Violence Policy (annual sign off):**

- All employees of Treaty Three Police Service are required annually to review the T3PS Workplace Harassment & Violence Policy and complete a sign off sheet. The sign off sheet states they have read and understand the policy.
- 2023 sign offs have been completed for the South-Sub-Division.

**Infrastructure meetings:**

- Attend regular meetings with the management team, Architects & contractors regarding the South Sub-Division's main detachment and renovation plans to allow for a growing service.

### 1.3 Community satisfaction with T3PS

**Rainy Lake Chiefs Meeting:**

- Regularly attend the Rainy Lake Chief's meeting and provide service updates.

**Community Justice Pre-Charge Diversion Program:**

- Maintain a relationship with the program leads to discuss the program, how we can make it more efficient and work closer with police.

**Weechi-it-te-win Family Services:**

- Maintain an open relationship with supervisors and managers.
- Attend meetings to monitor relationships and protocols between our agencies.
- Discuss options of how we can become more efficient and work closer.

### 2.1 Employee satisfaction

**Honouring Retired officer:**

- On June 19<sup>th</sup> members of the South Sub-Division, on behalf of the Chief of Police, honoured retired officer Terry Allan (Now Chief of Nigigoonsiminikaaning First Nation) with a framed certificate and coins, recognising his committed 18 years of service. Members of T3PS Union (PSAC) also presented Terry Allan with a plaque thanking him dedicated years of service.





**Monthly Union Meetings:**

- Attended monthly Union meetings with the Management team and PSAC Union.
- Coming together in an effort to solve issues in a timely and amicable manner.

**4.1 Culturally responsive police service**

**CO-OP Students:**

- CO-OP Students completed their placement on June 20<sup>th</sup>, 2023
- We will continue to support this program again in the fall and encourage our community members to enroll in this program and apply for a placement with our T3PS South Sub-Division.
- The South Sub-Division has supported local Highschool Students through the Fort Frances High School Cooperative Education Program (CO-OP).
- 2 local community students have been assigned to the South Sub-division this year.
- Students work in the detachment during the morning hours and get to shadow Officers, Cadets, Special Constables, and Civilian Positions. We do our best to get the students out in the communities and doing ride-a-longs with officers whenever possible.
- We continue to work with interested students and encourage them to consider a career in First Nations Policing.
- Pictured below are our two CO-OP students with our Mobile Crisis Worker.



## Strong Relationships Through Proactive Community Policing

### Community Policing Centres:

- We have 4 community policing centres linked to the South Sub-Division.
- Our 4 community policing centres are in:
  - ❖ Mishkosiminiziibiing First Nation (Big Grassy),
  - ❖ Manitoo-baawidigoong First Nation (Rainy River / Manitou),
  - ❖ Negwaakwaani-zaaga'igan First Nation (Lac La Croix), and
  - ❖ Nigigoonsiminikaaning First Nation (Red Gut).
- In each of our community policing centres we have a mini functioning detachment with out holding cells. Officers can complete their work in the Community Policing Centre, meet with community members, conduct investigations, meet victims and witnesses in their own community for statements and updates.
  - ❖ Nigigoonsiminikaaning First Nation has provided us with an entire building, which we are actively setting up computers for our Criminal Records Check program (CRC) that will employ local community members in the very near future.
  - ❖ In the coming weeks we will be moving our Manitoo-baawidigoong First Nation (Rainy River / Manitou) Policing Centre to the 7 Generations Building at the corner of Hwy 71 and Hwy 11. This building will provide us with a lot more room and we will also be expanding our Criminal Records Check program (CRC) to this community as well. Also employing local community members.

**Participated in and provided traffic control during a walk for Missing and Murdered Indigenous Women and Girls (MMIWG) in Rainy River First Nation on May 5<sup>th</sup>, 2023:**







~

**May 12<sup>th</sup>, 2023, Officers attend Nigigoonsiminikaaning First Nation (Red Gut) for Treaty Day and hung out with the community kids, providing rides and showing them the police vehicles and equipment. The community provided officers with dinner and gifts...**



~



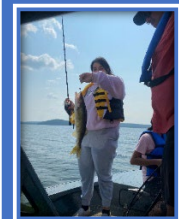
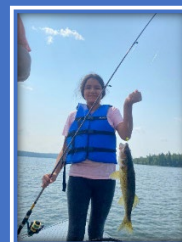
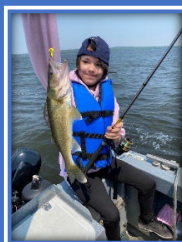
On June 14<sup>th</sup>, 2023 Officers from the South Sub-Division attend the Abinoojii Gamig head Start Program in Fort Frances and met with the kids and staff there. Officers showed the kids our police vehicles, equipment and played games with them...



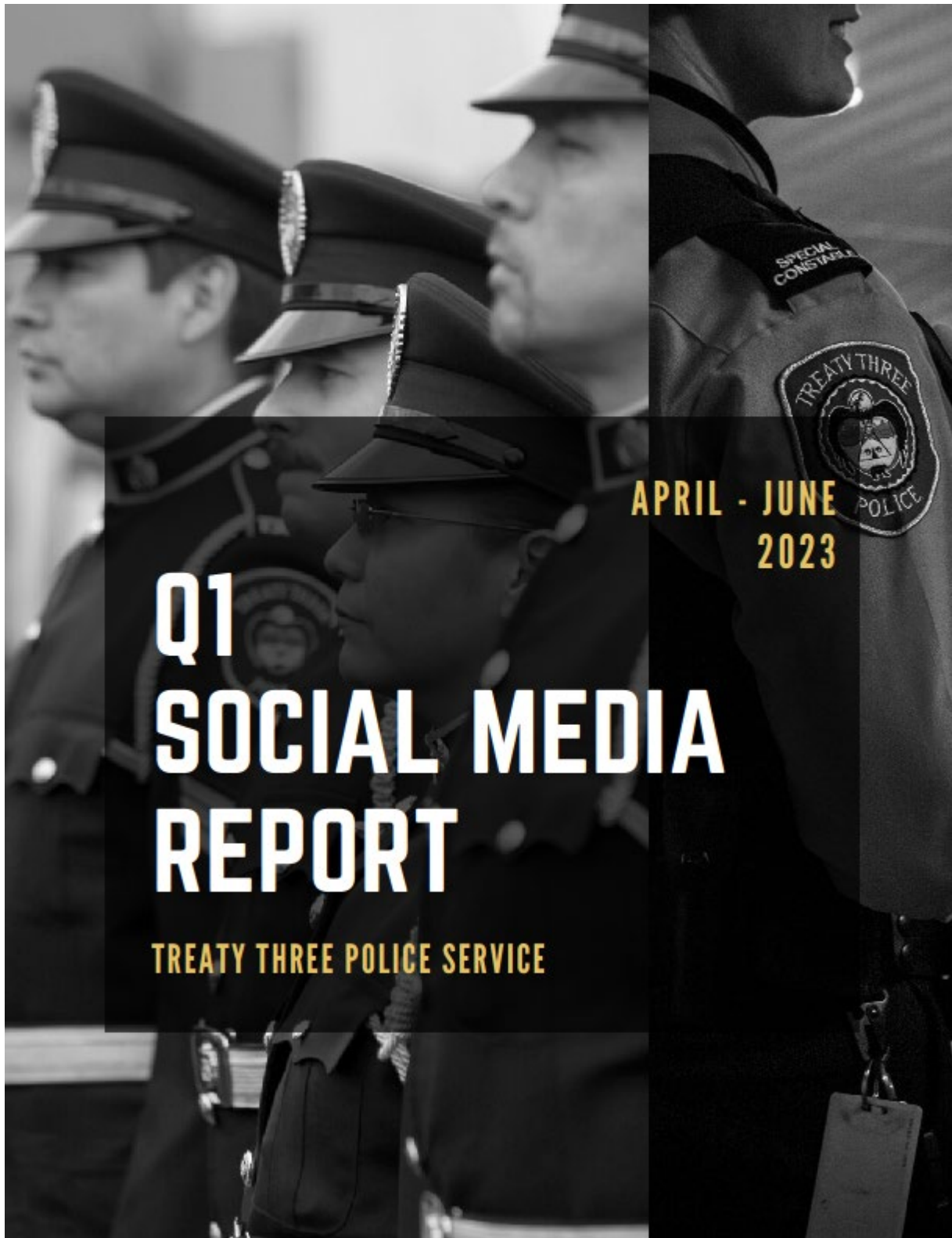
#### Casting with Cops:

- Developed a youth fishing program within the Service "Casting with Cops", which allows youth to spend a day fishing with police officers in our police boats, followed by a shore lunch and the youth going home with a new fishing rod, tackle, service t-shirt and ball cap. We invite local community Elders along with fishing guides to assist and partage in the day's events.

- Currently in the planning process with Nigigoonsiminikaaning First Nation (Red Gut) for the first Casting with Cops event in 2023.
- Casting with Cops originated in Wabaseemoong First Nation, pictured below and will soon be spreading across our communities.







# FACEBOOK

**337** NEW FOLLOWERS

**5.4K** PAGE FOLLOWERS  UP FROM 4.9K

**14K** USER ENGAGEMENT  UP FROM 13K

**25.2K** PAGE VISITS  UP 53.7%



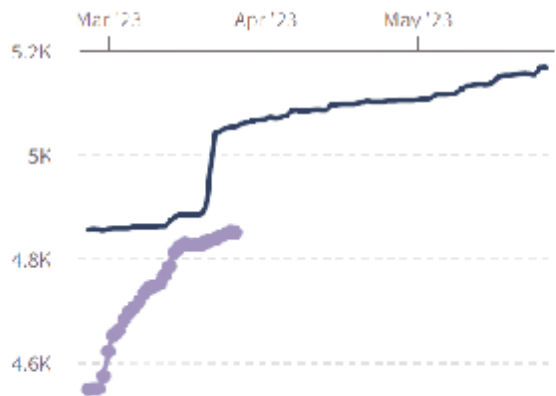
57 %	Photo	255K
33 %	Album	146K
5 %	Status	24K
4 %	Video	20K
1 %	Link	3.9K



# FACEBOOK



## PAGE FANS



## VIDEO VIEWS



## DEMOGRAPHICS

### GENDER

70 % Female	3.5K
30 % Male	1.5K

### AGE

35-44	➔ 85	1.4K
45-54	➔ 81	1.2K
25-34	➔ 31	1.1K
55-64	➔ 49	677
65+	➔ 45	480
18-24	➔ 15	264
13-17	➔ 4	24

## GEOGRAPHICS

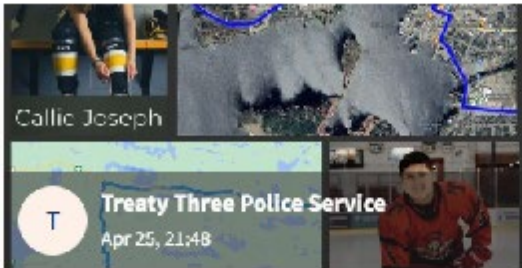
Kenora, On, Canada	1.5K
Fort Frances, On, Canada	801
Winnipeg, Mb, Canada	406
Thunder Bay, On, Canada	356
Dryden, On, Canada	234
Emo, On, Canada	101
Sioux Lookout, On, Canada	81
Toronto, On, Canada	66
Rainy River, On, Canada	56
Ottawa, On, Canada	50
Greater Sudbury, On, Canada	43
Keewatin, On, Canada	35

Treaty Three Police Service

2

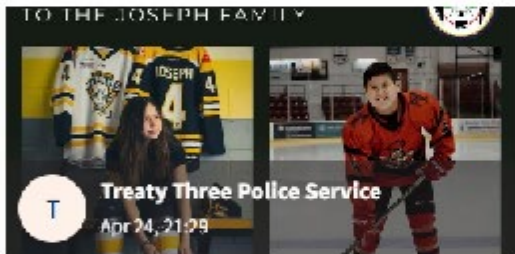


# FACEBOOK- TOP POSTS



On behalf of the Joseph family, we would like to share the plans for the procession route taking place tomorrow (Wednesday, April 26) for Callie and

919 reactions



We extend our heartfelt condolences to the Joseph family & friends, and to the entire hockey community and youth who are grieving this tragic

293 reactions



We wish to thank everyone for allowing the police-led procession to safely make their way to Iskatewizaagogan #39 today. In tribute to Callie and

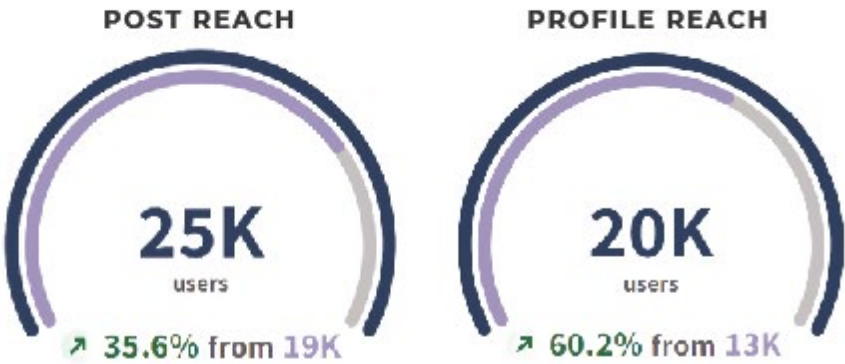
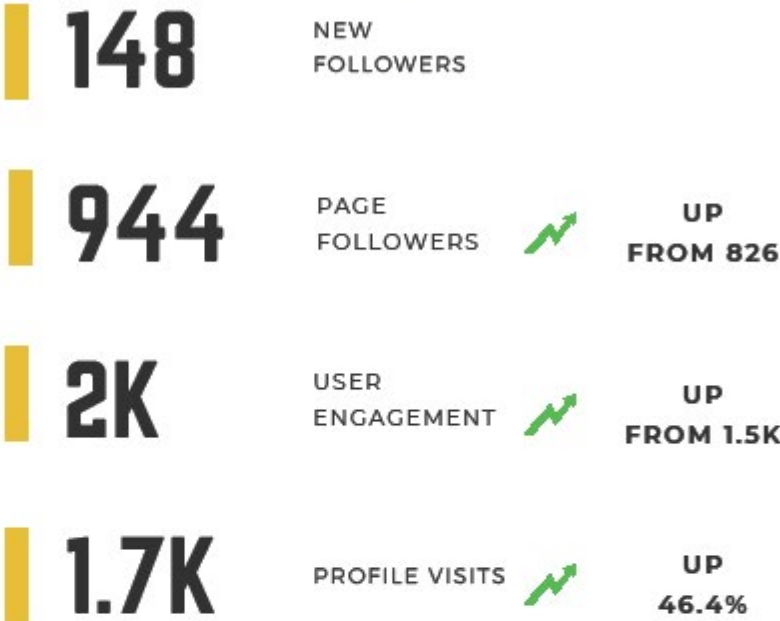
218 reactions

Treaty Three Police Service

3



# INSTAGRAM



# INSTAGRAM - TOP POSTS



On behalf of the Joseph family, we would like to share the plans for the procession route taking place tomorrow (Wednesday, April 26) for Callie and Evan. The course will begin at the Moncrief Construction

155 likes



Our T3PS staff had an amazing time with the kids of Wabasee moong Independent Nations during this year's Casting with Cops event! A HUGE thank you to everyone who helped organize this fantastic

87 likes



The Treaty Three Police team had a great time attending the Bear Witness Pow Wow yesterday! What a great turnout for such a special event! "The event honours Jordan River Anderson and invites people

82 likes

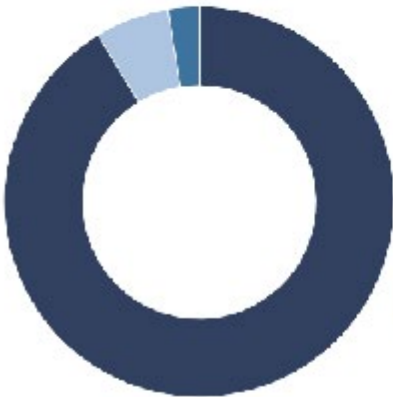
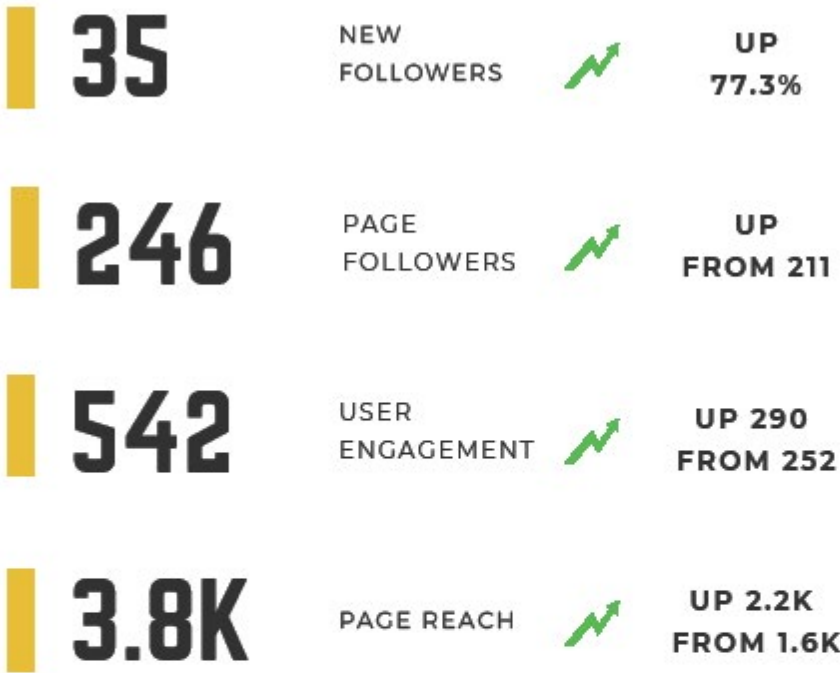


Treaty Three Police Service

5



# LINKEDIN



## POST IMPRESSIONS

91 %	Photo	8.2K
6 %	Video	540
3 %	Status	226



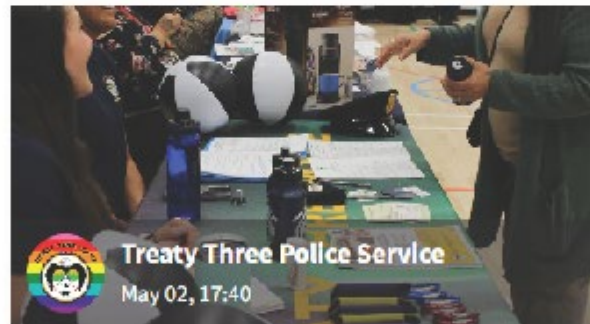


# LINKEDIN - TOP POSTS



🌱🌱 Happy National Indigenous Peoples Day! 🌱🌱  
🌱 It was so great to see everyone at the Kenora Chiefs Advisory Youth and Family Wellness Camp

**25** reactions



Are you interested in a career in Policing? Come visit the Treaty Three team at the Dalles Resource Fair, located at the NAN Gym! We will be here until 3pm

**25** reactions

**1.7K**  
clicks

POST CLICKS

➦ **936** from **729**

Treaty Three Police Service


7




# TWITTER

18	NEW FOLLOWERS	891	POST ENGAGEMENTS
270	PAGE FOLLOWERS	24	PROFILE CLICKS

## TWITTER - TOP POSTS

**Treaty Three Police Service** @Treaty3Police · Jun 20



#T3PS & #OPP officers responded to reports of a structural fire intentionally set in a First Nation community. During the arrest, a T3PS officer was struck with a sharp-edged object by the accused & was transported to hospital for medical care....

Impressions ⓘ	Engagements ⓘ	Detail expands ⓘ
1,527	81	61
	New followers ⓘ	Profile visits ⓘ
	0	2

Treaty Three Police Service

8

# TIKTOK

FIRST POST: MAY 5, 2023


34 PAGE FOLLOWERS

8 POSTS

578 POST LIKES

## TIKTOK - TOP POSTS





**treatythreepoliceservice**  
May 05, 14:41

May 5th - Red Dress Day Remembering our Missing and Murdered Indigenous Women and Girls (MMIWG). Hang a Red Dress to raise awareness for

**482** likes



Treaty Three Police Service

9



1<sup>st</sup> Quarter 2023-2024

## APPENDIX 2: SHOUT MEDIA

START YOUR CAREER


OUR LOCATION

FIND US ON SOCIAL

HOME

WHO WE ARE

DETACHMENTS

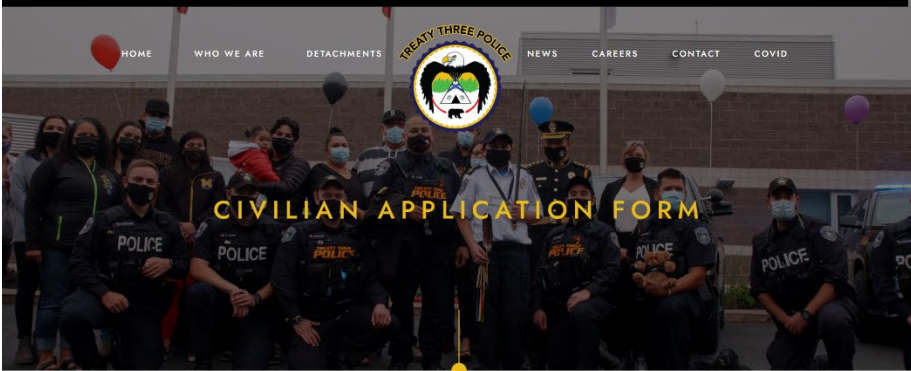


NEWS

CAREERS

CONTACT

COVID



CIVILIAN APPLICATION FORM

### Application Process

The application can be completed online per below. The application will walk you through the steps; however, if you'd like assistance, please direct all questions to [hr@t3ps.ca](mailto:hr@t3ps.ca) or call 807-548-5474 ext. 2020.

\*At the end of the application process, you will be asked to sign a consent to disclose form.

Please Enter The Job Code For The Position You Wish To Apply For: \*

Personal Information

Last Name \*

Given Name (1) \*

Given Name (2) \*

Email \*

Complete Address (Including Number, Street, Apt. Number, Lot Concession, Rural Route#) \*

City Or Town \*

Province \*

Postal Code \*

Cell Phone \*

Home Phone

Alternate Phone Number

Place Of Birth \*

Date Of Birth \*

Are You Legally Eligible To Work In Canada? \*

Are You A Canadian Citizen Or A Permanent Resident Of Canada? \*

Are You In Possession Of A Valid Class Driver's Licence? \*

Have You Ever Been Charged Or Convicted Of Any Criminal Offence For Which A Pardon Has Not Been Granted Or Issued? (This Means Any Fine, Period Of Imprisonment, Or Period Of Probation Offered By The Court) \*

If You Were Previously Convicted Under A Federal Statute, Have You Been Granted Or Issued A Pardon; Or In The Event Of Discharge Related To Finding Of Guilt, Have The Records Been Sealed By The R.C.M.P. \*

Declaration

I hereby declare that the following information is true and complete to the best of my knowledge. I understand that a false statement may disqualify me from further consideration for engagement or result in dismissal. It is understood and accepted that I am involved in a competitive process and that I may be declined at any stage in the process.

Signature \*

Clear

AUTHORIZATION FOR RELEASE OF INFORMATION

Upload Your Cover Letter, Resume, And Completed Consent And Release Of Information Form In The Area Below: \*

Drop a file here or click to upload

Maximum upload size: 200,440KB

Please Let Us Know How You Heard About This Opportunity: \*

Website

Social Media

Staffline Magazine

Billboard

Other

SUBMIT



HOME

WHO WE ARE

DETACHMENTS

NEWS

CAREERS

CONTACT

COVID




WEBSITE OF TREATYTHREEPOLICE.CA

Figure 1Civilian Application form on Website



**'GLASSDOOR'** Community Jobs **Companies** Salaries For Employers Q Search Sign In



## JOIN OUR TEAM IN PROTECTING THE GREATER TREATY THREE REGION.

GIZHAADIGEZIWANG OKO WIIJII'IWINAN  
POLICING FOR THE PEOPLE BY THE PEOPLE

### Treaty Three Police Service

Engaged Employer

Overview ▾ Reviews 7 Jobs 2 Salaries -- Interviews -- Benefits -- Photos

[Follow](#) [+ Add a Review](#)

#### Treaty Three Police Service Overview


Website: [www.t3ps.ca/](http://www.t3ps.ca/) Headquarters: Kenora, Canada


Size: 51 to 200 Employees Type: Government

Industry: [National Services & Agencies](#) Revenue: Unknown / Non-Applicable

Treaty Three Police Service (T3PS) is a growing service that's responsible for policing duties spanning 55,000 square miles of the Greater Treaty Three Region. We offer competitive salaries, pension, benefit coverage and room for opportunity and advancement. What makes T3PS ... [Read more](#)

#### Jobs You May Like




 **Police Officer**  
Treaty Three Police Service - Fort Frances  
\$85K - \$107K

 **Police Officer - Relocate to Ontario**  
Treaty Three Police Service - Alberta  
\$85K - \$107K

#### Why Work With Us?

[Our Culture](#) [Pay & Career Development](#) [The Lifestyle in Northwestern Ontario](#) [Why Work For T3PS](#) [Civilians](#)


#### Connect with Treaty Three Police Service

#### Follow Treaty Three Police

Figure 2 Glassdoor Page

**indeed** Find jobs Company reviews Salary guide Sign in En Fr Employers / Post Job



## JOIN OUR TEAM IN PROTECTING THE GREATER TREATY THREE REGION.

GIZHAADIGEZIWANG OKO WIIJII'IWINAN  
POLICING FOR THE PEOPLE BY THE PEOPLE

### Treaty Three Police Service

4.0 ★★★★★ [1 review](#) [Follow](#) [Write a review](#)

[Snapshot](#) [Why Join Us](#) [1 Reviews](#) [17 Salaries](#) [7 Jobs](#) [Questions](#) [Interviews](#) [Photos](#)

Treaty Three Police Service Careers and Employment

#### About the company

Company size: 51 to 200 Headquarters: Kenora [Link Treaty Three Police Service website](#)

[Learn more >](#)

[Want to work here?](#) [Apply now →](#)

Figure 3 Indeed Page

# Executive Committee 1<sup>st</sup> Quarter Report – July 26, 2023

## 1. Executive Committee Meetings

### Monthly Executive Committee:

April 30, 2023 – Approved minutes attached  
May 2023 – Postponed to June  
June 27, 2023 – Approved minutes attached

### Monthly Executive Committee with Chief of Police:

May 1, 2023 – Approved minutes attached  
May 2023 – Postponed to June  
June 28, 2023 – Approved minutes attached

## 2. Opting into the “Community Safety & Policing Act – 2019”

Update since May 2, 2023 Meeting

- Trying to schedule a meeting to review Terms of Reference – this needs to be done prior to Budget approvals
- March 8, 2023 - Meeting #3 was held via zoom
- Final Proposal from PricewaterhouseCoopers presented – MOTION carried to approve budget
- Funding Proposal from Legal – Falconers presented – MOTION carried to approve budget

Background:

- Working Group developed – Participants are:  
T3PS Directors - Christine Jourdain, David Kelly, Donna Namaypoke, Wesley Nelson  
Grand Council/Cultural Chief's – Chief Lynn Indian, Chief Kevin Redsky, Chief Carrie Atatise-Norwegian, Arthur Huminuk – Justice Director
- January 12, 2023 Meeting #2 of Working Group
  - Presentation of budget request by PricewaterhouseCoopers LLP
  - Requested input on how to conduct Community Consultations
  - Presentation attached
- September 21, 2022 Initial Meeting of Working Group
  - Presentations from Falconer LLP & Price Waterhouse Cooper
  - Decisions Made to retain Julian falconer as Legal/Negotiator and Service Provider Price Waterhouse Cooper to assist working group
- May 3, 2022 - Meeting took place with Representatives from Solicitor Generals Office, Grand Chief's Office and T3PS Board and Management. Minutes attached.
- June 29, 2022 – President Morrison and Chief Lui attended a Grand Council Meeting in Duluth and were able to present to the Chief's information presented May 3, 2022 along with next steps. Grand Council appointed the Cultural Chief's to be part of working group.

### **3. FNIPP Negotiations (Policing Agreement)**

- Once signed by CAN and ONT funds will flow
- July 18, 2023 CAN and ONT confirmed they received Agreement
- July 12, 2023 Agreement was Signed by President Jourdain and Ogichidaa,
- July 10, 2023 Agreement went to ceremony – President Jourdain and Vice-President Boshey attended
- July 6, 2023 T3PS Received 1 year Agreement
- June 30, 2023 IPCO received Justice Gascon decision – link below
  - Federal Court orders funds to flow
  - [Federal Court Orders Funds to Flow for Indigenous Police Services - Falconers LLP](#)
- June 14, 2023 Federal Court Hearing for injunction for Canada to flow funds
- March 29, 2023 – Indigenous Chiefs of Police of Ontario (IPCO) filed Human Rights Complaint with the Canadian Human Rights Tribunal due to chronic underfunding
- In Camera Session

#### **Background**

- Initial negotiation Meetings held November 22 & 23, 2022 in Kenora
- Terms of Reference (TofR) to be finalized prior to negotiation sessions
- TofR were not finalized during 2 day session
- Letter sent to Assistant Deputy Ministers and next dates proposed were January 25-27/23, letter attached

### **4. Indigenous Police Chiefs of Ontario (IPCO) Mental Health Review**

#### **Update since May 2, 2023**

- Conference being planned for Fall for Peer Support
- Hello Hero offered to Board
- Mental Health Committee meet monthly
- Meetings minutes attached with Monthly Executive Meeting packages
- One Workplace Wellness Committee – meet monthly
- Meetings minutes attached with Monthly Executive Meeting packages

#### **Background:**

- Report from Calibrate previously distributed
- Mental Health Conference held May 31 – June 2, 2022 in Sault Ste. Marie, ON. Christine Jourdain and Sue Boshey attended.
  - Executive Committee members, Christine Jourdain and Sue Boshey attended
  - T3PS Mental Health Committee has been formed to action recommendations from the Review. Initial meeting held on March 30, 2022. Three Committee Co-Chairs identified:

- 1) Staff Sergeant Trish Rupert
  - 2) Willa Zlabis
- Committee has held focus on the 3 main areas identified in the report. Meetings held monthly – Minutes included with Executive Committee meeting packages.

## **5. Canadian Association of Police Governance (CAPG)**

- 2023 Webinar List attached
- **CAPG Annual Conference** – August 15-19, 2023 in St. John's NL
  - Option available to attend virtually
  - \$750.00 for 5 participants
  - How many Directors wish to watch virtually
  - MOTION Required for number of Board participants
- **FNPGC Spring Conference** – June 15 & 16, 2023 in Sault Ste. Marie – hosted by APS new Spring Conference – President Jourdain and E/A Jackie McClain attended
- **Next Webinar** – August , 2023 @ 11:00 a.m. CST Police wellbeing and Governance
- **Special Free Webinar** – No schedule posted

## **6. Board Website**

- Request for bio's – document handed out to complete



**APPROVED MINUTES – Public  
Executive Committee Meeting  
Monthly (APRIL) – April 30, 2023  
La Place Rendezvous – Fort Frances, ON**

**ROLL CALL – Called to order 4:09 p.m.**

**Present:**

Christine Jourdain, T3PSB President  
Sue Boshey, T3PSB Vice-President, via zoom  
Jackie McClain, T3PSB Executive Assistant

**Regrets:**

Cita Mandamin, T3PSB Secretary/Treasurer  
Kristine Gagne, Director of Corporate Services  
Denise Wesley, GHQ - Administrative Assistant

**STANDING TOPICS**

**ST #1 - AGENDA Review & Approval**

The Executive reviewed the draft agenda.

No conflicts were declared.

Sue Boshey moved to accept the agenda. 2nd by Christine Jourdain CARRIED

**Decision # EXEC 2023-04-30-01 MOTION CARRIED** to accept the agenda as presented.

**ST #2 - MINUTE REVIEW of March 23 & February 26, 2023 – Handouts provided.**

March 23, 2023 Minutes were reviewed and deferred as Sue Boshey was not in attendance at the meeting.

February 26, 2023 – Correction noted 1. Duplicate wording on pg 2 'in amount of'

- Christine Jourdain moved to accept draft minutes of February 26, 2023 with noted correction, remove duplicate wording 'in amount of'

**Decision # EXEC 2023-04-30-02 MOTION CARRIED** to accept the draft minutes of February 26, 2023 with noted correction remove duplicate wording 'in amount of'

**ST #3 - SUB-COMMITTEE REPORTS**

**Executive Committee**

See handout provided: President Jourdain outlined report attached.

## **Finance Committee**

Committee Chair, Cita Mandamin not present

Director of Corporate Services (DCS), Kristine Gagne not present.

## **Strategic Planning Committee**

Committee Chair, Sue Boshey indicated no new information. Discussed a Strategic Planning session in July.

## **By-Law/Policy Committee**

Committee Chair Cita Mandamin not present – no new information to present.

## **Cultural Committee**

Committee Chair, Sue Boshey indicated next meeting to take place following the Feast on May 11, 2023.

## **Hiring Committee**

Handout provided.

Committee Chair Christine Jourdain read out report. One correction – April 27, 2023 change to read Charmaine Hunter.

## **Grievance & Discipline Committee**

No meetings held.

## **B.E.A. R. Fund Committee**

Committee Chair, Cita Mandamin not present – no new information.

## **ST #4 - SINCLAIR REPORT RECOMMENDATIONS - High Priority Items**

Handout provided - Chart with Sinclair Recommendations and priorities for Board

- No new update
- To go to the By-Law/Policy Committee and Strategic Planning Committee
- Priority - Training for New Directors –
  - Module #1 – completed. New Directors are receiving training
  - Module #2 – looking at Governance modules from FNP GC – On-going

## **ST #5 - PLAN MONTHLY MEETING with Chief of Police**

The Executive reviewed the Draft agenda for meeting scheduled May 1, 2023 with Chief Liu; Remove Communication processes.

## **ST # 6 VISA & EXPENSE Statements - Chief of Police**

VISA Statements for March 2023 were reviewed.

- Christine Jourdain moved to accept the Chief's March VISA Statement as presented and to use the Presidents electronic signature. 2<sup>nd</sup> by Sue Boshey. CARRIED

**Decision # EXEC 2023-04-30-03 MOTION CARRIED** to accept the Chief's March 2023 VISA Statement and to use the Presidents electronic signature.

2 No Expense Claims submitted:

## **ST # 7 TIMESHEETS Review & Approval - Chief of Police**

Handout provided - Chief Liu's timesheet for Pay period # 9 and 10.

- Christine Jourdain moved to accept the Chief's timesheets for pay periods 9 & 10 as presented and to use the Presidents electronic signature. 2<sup>nd</sup> by Sue Boshey. CARRIED

**Decision # EXEC 2023-04-30-04 MOTION CARRIED** to accept the Chief's timesheets for pay periods 9 & 10 as presented and to use the Presidents electronic signature.

## **ST #8 - BOARD MEETINGS & TRAINING**

- Board Meeting – 4th Quarter Board Meeting May 2, 2023.
- Training - To canvass Board if want June 26 or 28, 2023 Special Board Meeting scheduled June 27.

### **PSB Annual General Meeting**

- AGM was held October 3, 2022 in Sioux Lookout.

### **TRAINING via Canadian Association of Police Governance (CAPG)**

Handouts provided – Updated list of 2023 Webinars

- CAPG Monthly Webinar – CAPG Monthly Webinar – “May 9, 2023 ”Police Budgets and Police Governance” @ 12:00 p.m. EST

### **First Nations Police Governance Council (FNPGC) Annual Conference**

- FNPGC Spring Conference taking place in place of Day 1 of CAPG Conference – scheduled for June 15-16 in Sault Ste. Marie. No virtual option.

### **Canadian Association of Police Governance (CAPG) Annual Conference**

- CAPG/FNPGC Annual Conference August 14-19, 2023 St. John's NL – in person or virtual option.

## **ST #9 ASSOCIATION MEMBERSHIPS**

- Canadian Association of Police Governance (CAPG)
- Ontario Association of Police Service Boards (OAPSB)

## **PREVIOUS ITEMS for ACTION**

### **PI #1 – BOARD Website & Content**

Working with Shout Media on content for the Website from Shout Media

- Item on-going. Denise canvassed Board for Director bio's and picture – have not received many.

**PI #2 – Tablecloths** – Discussed 2 - 6 foot and 2 - 8 foot once see costing to be submitted

## **NEW ITEMS**

### **NI #1 – Cell Phones & Tablets for Executive**

The Executive discussed the option of have a work phone again. President Jourdain indicated she does use data on personal phone for Board duties when travelling.

## **IN CAMERA SESSION – In Camera session held.**

## **CORRESPONDENCE**

Handouts provided – 1. Chief Directives since March 23, 2023 meeting.

2. Emails from Chief Liu since March 23, 2023 meeting.

3. Civilian Meeting Minutes.

4. Operational Meeting Minutes.

5. Mental Health Committee Meeting Minutes.

6. Workplace Wellness Committee Meeting Minutes.

## **NEXT MEETING DATES – June 5, 2023**

## **EXPENSE CLAIM PAYABLE**

Sue Boshey moved to accept expense claim as presented. 2nd by Christine Jourdain. CARRIED

**Decision # EXEC 2023-04-30-05 MOTION CARRIED** to accept expense claims as presented.

## **ADJOURN**

Sue Boshey moved to adjourn the meeting at 6:20 p.m. 2nd by Christine Jourdain. CARRIED

**Decision # EXEC 2023-04-30-06 MOTION CARRIED** to adjourn the meeting at 6:20 p.m.





APPROVED MINUTES – Public  
Executive Committee Meeting  
Monthly (MAY/JUNE) – June 27, 2023  
Super 8 – Fort Frances, ON

ROLL CALL – Called to order 4:09 p.m.

Present:

Christine Jourdain, T3PSB President  
Sue Boshey, T3PSB Vice-President, via zoom  
Jackie McClain, T3PSB Executive Assistant  
Denise Wesley, GHQ - Administrative Assistant  
Regrets:

Cita Mandamin, T3PSB Secretary/Treasurer  
Kristine Gagne, Director of Corporate Services

## STANDING TOPICS

### ST #1 - AGENDA Review & Approval

The Executive reviewed the draft agenda.

No conflicts were declared.

Sue Boshey moved to accept the agenda. 2nd by Christine Jourdain CARRIED

Decision # EXEC 2023-06-27-01 MOTION CARRIED to accept the agenda as presented.

### ST #2 - MINUTE REVIEW of March 23, 2023 and April 30, 2023 – Handouts provided.

March 23, 2023 Minutes were reviewed and deferred as Sue Boshey was not in attendance at the meeting.

April 30, 2023 –

- Christine Jourdain moved to accept draft minutes of April 30, 2023 as presented

Decision # EXEC 2023-06-27-02 MOTION CARRIED to accept the draft minutes of Executive Meeting public session held April 30, 2023 as presented.

### ST #3 - SUB-COMMITTEE REPORTS – Handout provided

#### Executive Committee

President Jourdain outlined report attached.

Next meeting dates – July 18 & 19, 2023.

#### Finance Committee

Committee Chair, Cita Mandamin not present – see handout provided.

Next meeting scheduled for July 17 @ 2:00 p.m.

### Strategic Planning Committee

Committee Chair, Sue Boshey indicated no new information.

### By-Law/Policy Committee

Committee Chair Cita Mandamin not present – no new information to present.

### Cultural Committee

Committee Chair, Sue Boshey indicated next meeting to be scheduled.

### Hiring Committee

Committee Chair Christine Jourdain outlined report attached.

### Grievance & Discipline Committee

No meetings held.

### B.E.A. R. Fund Committee

Committee Chair, Cita Mandamin not present – no new information.

## ST #4 - SINCLAIR REPORT RECOMMENDATIONS - High Priority Items

Handout provided - Chart with Sinclair Recommendations and priorities for Board

- No new update
- To go to the By-Law/Policy Committee and Strategic Planning Committee
- Priority - Training for New Directors –
  - Module #1 – Completed. New Directors are receiving training
  - Module #2 – Looking at Governance modules from FNP GC – On-going

## ST #5 - PLAN MONTHLY MEETING with Chief of Police

The Executive reviewed the Draft agenda for meeting scheduled June 28, 2023 with Chief Liu;

## ST # 6 VISA & EXPENSE Statements - Chief of Police

VISA Statements for April and May 2023 were reviewed.

- Christine Jourdain moved to accept the Chief's April and May 2023 VISA Statement as presented and to use the Presidents electronic signature. 2<sup>nd</sup> by Sue Boshey. CARRIED

Decision # EXEC 2023-06-27-03 MOTION CARRIED to approve Chief Liu's VISA Statement for April and May 2023 and to use the Presidents electronic signature.

### Expense Claims

- Sue Boshey moved to accept the Chief's April and May 2023 VISA Statement as presented and to use the Presidents electronic signature. 2<sup>nd</sup> by Christine Jourdain. CARRIED

Decision # EXEC 2023-06-27-04 MOTION CARRIED to approve Chief Liu's expense claim for March 2023 for \$360.00 and May 2023 for \$450.00 and to use the President's electronic signature.

## ST # 7 TIMESHEETS Review & Approval - Chief of Police

Handout provided - Chief Liu's timesheet for Pay period # 11 - 14.

- Christine Jourdain moved to accept the Chief's timesheets for pay periods 11 - 14 as presented and to use the Presidents electronic signature. 2<sup>nd</sup> by Sue Boshey. CARRIED

Decision # EXEC 2023-06-27-05 MOTION CARRIED to accept the Chief's timesheets for pay periods 11-14 as presented and to use the Presidents electronic signature.

## ST #8 - BOARD MEETINGS & TRAINING

- Board Meeting – 1st Quarter Board Meeting July 26, 2023 – Kenora, ON  
Special Audit Meeting – June 25, 2023 – Kenora, ON
- Training - To have in conjunction with the AGM in October.

### PSB Annual General Meeting

- AGM will take place with Grand Council Fall Assembly in October.

### TRAINING via Canadian Association of Police Governance (CAPG)

Handouts provided – Updated list of 2023 Webinars

- CAPG Monthly Webinar – CAPG Monthly Webinar – “June 8, 2023 ”Workplace Harassment and other Legal Issues Boards need to know about” @ 12:00 p.m. EST
- CAPG Governance Summit – June 13, 2023 – “Building Trust Through Bold Action – Roadmap for Real Change”
- Sue Boshey moved to approve the purchase of the June 2023 Governance Summit ‘Building Trust through Bold Action – Roadmap for Change” in the amount of \$250.00.2<sup>nd</sup> by Christine Jourdain. CARRIED

Decision # EXEC 2023-06-27-06 MOTION CARRIED to approve the purchase of the June 2023 Governance Summit ‘Building Trust through Bold Action – Roadmap for Change” in the amount of \$250.00.

### First Nations Police Governance Council (FNPGC) Annual Conference

- FNPGC Spring Conference took place June 15-16 in Sault Ste. Marie. President Jourdain and E/A Jackie McClain attended.
- President Jourdain indicated it was a great networking experience. Ontario Association of Police Services Boards (OAPSB) were there and asked me to sit as First Nations Representative – I am currently too busy. If I do in the future, would ask them to waive our fee.

## Canadian Association of Police Governance (CAPG) Annual Conference

- CAPG/FNPGC Annual Conference August 14-19, 2023 St. John's NL – in person or virtual option.

### ST #9 ASSOCIATION MEMBERSHIPS

- Canadian Association of Police Governance (CAPG)
- Ontario Association of Police Service Boards (OAPSB) - Currently not a member

### PREVIOUS ITEMS for ACTION

#### PI #1 – BOARD Website & Content

Working with Shout Media on content for the Website from Shout Media

- Item on-going. Work will continue in the fall.

PI #2 - Tablecloths – Discussed 1 - 6 foot and 1 - 8 foot. Executive to order.

PI #3 - Cell Phones & Tablets for Executive

- Discussed having work phones – with data. Cost will be \$30/month.
- Will have tablets once order is received from one time funding.
- Executive approved new work phones.

### NEW ITEMS

#### NI #1 – New Signing Officer

The Executive reviewed information from DCS Kristine Gagne regarding needing another signer.

- Christine Jourdain moved to authorize the addition of Staff Sergeant Joe Gervais as Signing Officer on the Treaty Three Police Service operating account. 2<sup>nd</sup> by Sue Boshey. CARRIED

Decision # EXEC 2023-06-27-07 MOTION CARRIED to authorize the addition of Staff Sergeant Joe Gervais as Signing Officer on the Treaty Three Police Service operating account. .

#### NI #2 – Email from Mark Bruyere – PSAC Local President

- Discussed if communication is an issue.

### IN CAMERA SESSION – In Camera session held.

### CORRESPONDENCE

Handouts provided – 1. Chief Directives since June 27, 2023 meeting.

2. Emails from Chief Liu since June 27, 2023 meeting.

3. Civilian Meeting Minutes.

4. Operational Meeting Minutes.

5. Mental Health Committee Meeting Minutes.

6. Workplace Wellness Committee Meeting Minutes.

### NEXT MEETING DATES – July 18 & 19, 2023

## EXPENSE CLAIM PAYABLE

Sue Boshey moved to accept expense claim as presented. 2nd by Christine Jourdain. CARRIED  
Decision # EXEC 2023-06-27-08 MOTION CARRIED to accept expense claims as presented and signed.

## ADJOURN

Sue Boshey moved to adjourn the meeting at 6:10 p.m. 2nd by Christine Jourdain. CARRIED  
Decision # EXEC 2023-06-27-09 MOTION CARRIED to adjourn the meeting at 6:10 p.m.



## **APPROVED MINUTES – Public Session**

### **Executive Committee with Chief of Police**

**May 1, 2023 – La Place Rendezvous – Fort Frances, ON**

#### **ROLL CALL**

Christine Jourdain, T3PSB President  
Sue Boshey, T3PSB Vice-President  
Jackie McClain, T3PSB Executive Assistant  
Cheryl Gervais, T3PS Inspector  
Acting Staff Sergeant James Broughton  
Acting Staff Sergeant Jason Kelly  
Acting Staff Sergeant Joe Gervais  
Trish Rupert, T3PS Inspector  
Willa Zlabis – CPIC Supervisor  
Kristine Gagne, Director of Corporate Services  
Kai Liu, Chief of Police

#### **Regrets:**

Cita Mandamin, T3PSB Secretary/Treasurer  
Denise Wesley, GHQ Admin Support

### **1. CALL TO ORDER**

Meeting was called to order at 5:10 p.m.

**New Item – Presentation #1** - CRTI Trauma Informed Leadership Facilitator Angie Allan  
Chief Liu introduced Angie Allan to the Executive Committee – have NCO Conference today and is conducting Trauma Informed Leadership to NCO's

Angie Allan outlined the following:

- Outlined what Trauma Informed Leadership is – what does trauma look like, what are the stressors, how they appear as behaviours what it looks like in the organization
- Looked at the 5 Principles and identified what each one looks like and how to make them actionable
- The participants also identified their own stressors
- Two themes recognized 1. The lack of funding which has a cascading effect and 2. How consciously and effortlessly are holding conflicting things and the rules don't always fit with our communities
- Chief Liu expressed how she opened and recognized the Cultural piece
- The floor was open to comments from the NCO's
  - Was very well presented – first time had training on trauma and the 5 principles – now have tools to go back with – would like to see this delivered to all our members
  - Can try and help our members who have been absent – really enjoyed the training – feel we just cracked the shell and day was rushed
  - This training was long overdue – when we show up to a call we need to be aware of what we are carrying and what the person we are helping is carrying also what's in the workplace
  - Learned how to shift from being judging to become curious – we need to dig deeper into why members are behaving the way they are
  - When being promoted feel we aren't given the tools – would like to move this to the

- membership
- When being promoted we need to find our own way and would be helpful if had more resources to mentor

#### **New Item Presentation #2 – Emily Tella and Kathryn Sinden – Present Research Results on First Responders – Mental Health Impacts**

- Handout provided – have presented results to Inspector Trish Rupert
- See attached information sheet
- Outlined demographics 27 males and 12 females participated
- Also looked at non-work related Critical Incidents - Indigenous and non-indigenous
- Indigenous has a higher risk of developing PTSD
- They did not look at possible reasons for PTSD
- Are looking at conducting Phase 2 of this over the summer

## **2. ACKNOWLEDGEMENTS**

President Christine Jourdain acknowledged today is Red Dress Day.

## **3. STANDING TOPICS**

### **ST #1 - AGENDA Review & Approval**

No conflicts declared. The Executive reviewed the draft agenda.

Christine Jourdain moved to accept the agenda with addition. 2nd by Sue Boshey CARRIED

**Decision # EXEC C of P 2023-05-01-01 MOTION CARRIED** to accept the agenda as presented.

### **ST #2 - MINUTE Review & Approval of March 27, 2023**

Minutes of March 27, 2023 were reviewed.

Christine Jourdain moved to accept the minutes of March 27, 2023 as presented. 2nd by Sue Boshey CARRIED

**Decision # EXEC C of P 2023-05-01-02 MOTION CARRIED** to accept the minutes of March 27, 2023 as presented.

### **ST #3 - CHIEF of POLICE REPORT**

#### **ACTION ITEMS from Last Meeting**

No items

## **1. REGULAR UPDATES**

### **1. Meetings attended on behalf of T3PS**

Chief Liu informed the Executive of the following:

#### **Indigenous Police Chiefs of Ontario**

Chief Liu informed the Executive of the following:

- Director of Corporate Services (DCS) has received her Mini BA
- Mental Health – Willa Zlabis provided report – see attached handout
- HRT0- Pension Parity – Civilians have voted in favour of
- Community Concerns – no concerns at this time to report
- Hiring - Currently have 3 recruits at OPC – they go to Orillia for their 6 weeks of Post OPC training

APPROVED MINUTES – | 2

- **Treaty #3 Communities**

**SOUTH:** S/Sgt Broughton provided outline of activities in South Detachment.

**NORTH:** See update above

**Community Safety and Policing Act (CSPA) – Opt-In**

- Proposal from PwC and Legal have been submitted.

**2. Communication Processes - Internal & External**

- No update provided

**3. Equipment Acquisitions**

Kristine Gagne, Director of Corporate Services outlined the following:

- We are looking at 20 new vehicles but have an issue with parking at GHQ – looking at expanding past compound area
- Testing the Body Worn Cameras as a Pilot – there is excitement amongst officers

**4. Board Sub-Committee Items**

No new Information

**5. Infrastructure**

Kristine Gagne, Director of Corporate Services presented the following:

- Rainy River has requested a meeting with Chief Liu and I
- Wabigoon – received funding
- Administration Building in Wauzhusk Onigum is still on hold
- Building on Agency 1 Lands – Won't happen until 2024/25 – and possibly be same time as Lac La Croix at same time.
- GHQ Looking at expanding the parking lot

**6. Community Concerns**

No concerns.

**7. Mental Health Committee – Handout provided**

- Willa Zlabis outlined comprehensive report – see above.

**ST#4 - EXECUTIVE COMMITTEE REPORT to Chief of Police**

**1. VISA & EXPENSE STATEMENTS - March 2023**

- Approved April 30, 2023

**2. TIME SHEETS - Chief of Police**

- Approved April 30, 2023

**3. ITEMS from Sub-Committee's**

- No new information. See above.

**4. PREVIOUS ITEMS**

- No items.



## **5. NEW ITEMS**

- Next Meeting Date Look at first week of June

## **6. IN CAMERA SESSION - In Camera Session took place**

## **7. CORRESPONDENCE - Handout provided.**

## **8. EXPENSE CLAIMS PAYABLE**

Christine Jourdain moved to accept the expense claims as presented. 2nd by Sue Boshey.

**Decision # EXEC C of P 2023-05-01-03 MOTION CARRIED** to accept expense claims as presented.

## **9. ADJOURN - Meeting was adjourned at 7:30 p.m.**



## **APPROVED MINUTES – Public Session**

**Executive Committee with Chief of Police**

**June 28, 2023 – Super 8 – Fort Frances, ON**

### **ROLL CALL**

Christine Jourdain, T3PSB President  
Sue Boshey, T3PSB Vice-President  
Cita Mandamin, T3PSB Secretary/Treasurer, via zoom  
Jackie McClain, T3PSB Executive Assistant  
Denise Wesley, GHQ Admin Support  
Kristine Gagne, Director of Corporate Services, via zoom  
Kai Liu, Chief of Police

### **Regrets:**

Cheryl Gervais, T3PS Inspector  
Trish Rupert, T3PS Inspector  
Acting Staff Sergeant James Broughton  
Acting Staff Sergeant Jason Kelly  
Acting Staff Sergeant Joe Gervais

## **1. CALL TO ORDER**

Meeting was called to order at 5:10 p.m.

## **2. ACKNOWLEDGEMENTS**

No acknowledgements made.

## **3. STANDING TOPICS**

### **ST #1 - AGENDA Review & Approval**

No conflicts declared. The Executive reviewed the draft agenda.

Sue Boshey moved to accept the agenda as presented. 2nd by Christine Jourdain CARRIED

**Decision # EXEC C of P 2023-06-28-01 MOTION CARRIED** to accept the agenda as presented.

### **ST #2 - MINUTE Review & Approval of May 1, 2023**

Minutes of May 1, 2023 were reviewed.

Sue Boshey moved to accept the minutes of May 1, 2023 as presented. 2nd by Christine Jourdain CARRIED

**Decision # EXEC C of P 2023-06-28-02 MOTION CARRIED** to accept the minutes of May 1, 2023 as presented.

### **ST #3 - CHIEF of POLICE REPORT**

### **ACTION ITEMS from Last Meeting**

No items

APPROVED

## 1. REGULAR UPDATES

### 1. Meetings attended on behalf of T3PS

Chief Liu informed the Executive of the following:

#### Indigenous Police Chiefs of Ontario

Chief Liu informed the Executive of the following:

- Highlight number of high level meeting regarding First Nations and Inuit Policing Program (FNIPP) funding – complimented the President – for approvals acknowledge
  - Our funding expired March 31, 2023 – the Board decided enter a tri-coalition with UCCM and APS. All 3 Services would not sign FNIPP
  - I attended the Grand Council's Spring Assembly with Julian Falconer – the Chiefs passed a Resolution declaring a State of Emergency and subsequently a number of communities declared States of Emergency
  - Indigenous Police Chief's of Ontario applied for interim financial relieve – we were cross examined by the Justice and once cross examined – we prepared for Federal Court Hearing –
  - The Federal Court Hearing was held virtually – the 3 Police Chiefs were together as we were attending another meeting
  - June 12, 2023 we were on Parliament Hill for Press conference where we presented our current status
  - The Justice who presided over the Federal Court Hearing said would have decision by end of June 2023
- 
- Mental Health – IPCO is in process – to set up MH training for Peer Support Teams – Nov 11-15, 2023 IPCO will hold an conference for Peer Support
  - HRTO - Pension Parity – The IPCO negotiation team was to have a meeting in Toronto June 30, 2023 but as it was the day before a long weekend we met virtually yesterday – discussion was logistics on Minutes of Settlement. The civilians have voted and Public Safety Alliance of Canada will vote Friday

**Q:** Realistically, when will this be settled?

**A:** At least 6 months – as there are tax exemptions questions that CRA can only answer.

- Hiring – **Director of Corporate Services, Kristine Gagne presented the following:**

- 4 Cadets attending GHQ for training
- YIPIS will be starting July 4, 2023
- Have to put out offers for CPIC in South

**Q:** When will Red Gut Criminal Record Check Clerks start – the IT and office equipment is in today. We will give the whole building to Treaty three Police Service

**A:** Then its just to have the training Completed –

**Q:** How many CRC hired?

**A:** 2 in South and we have another process to interview 20 applicants in July – we have a location in Kenora that will accommodate 12.

#### Treaty #3 Communities

**SOUTH:** S/Sgt Broughton not present. To report next meeting.

**NORTH:** See update above

APPROVED

## **Community Safety and Policing Act (CSPA) – Opt-In**

- Proposal from PwC and Legal have been submitted. Waiting for meeting dates from Legal.

## **2. Communication Processes - Internal & External**

- No update provided

## **3. Equipment Acquisitions**

Kristine Gagne, Director of Corporate Services outlined the following:

- We are looking at 20 new vehicles but have an issue with parking at GHQ – looking at expanding past compound area
- Testing the Body Worn Cameras as a Pilot – there is excitement amongst officers

## **4. Board Sub-Committee Items**

No new Information

## **5. Infrastructure**

Kristine Gagne, Director of Corporate Services presented the following:

- Just went over Admin Building – spoke with ONT and CAN – we now need space for them – they are very supportive – Rat Portage –
- Chief Liu – we met with designer and engineer yesterday where agreement was signed and has been sent off –
- Building on Agency 1 Lands – Won't happen until 2024/25 – and possibly be same time as Lac La Croix at same time.
- GHQ Looking at expanding the parking lot

## **6. Community Concerns**

Email from Chief Copenace of Onigaming to Chief Liu he expressed a lack of trust with Treaty Three Police Service.

Chief Liu indicated it is across Treaty #3 and its due to a shortage of Officers.

The Executive requested that Chief Liu reach out to Chief Copenace.

## **7. Mental Health Committee**

- Willa Zlabis to present at next meeting.

## **ST#4 - EXECUTIVE COMMITTEE REPORT to Chief of Police**

### **1. VISA & EXPENSE STATEMENTS - March 2023**

- Approved June 27, 2023

### **2. TIME SHEETS - Chief of Police**

- Approved June 27, 2023

### **3. ITEMS from Sub-Committee's**

- No new information. See above.

### **4. PREVIOUS ITEMS**

- No items.

APPROVED

## **5. NEW ITEMS**

- Next Meeting Date July 19, 2023.

## **6. IN CAMERA SESSION - In Camera Session took place**

## **7. CORRESPONDENCE - Handout provided.**

## **8. EXPENSE CLAIMS PAYABLE**

Christine Jourdain moved to accept the expense claims as presented. 2nd by Sue Boshey.

**Decision # EXEC C of P 2023-06-28-03 MOTION CARRIED** to accept expense claims as presented.

## **9. ADJOURN - Meeting was adjourned at 6:12 p.m.**

APPROVED

## **Sub-Committee Reports for 1st Quarter Board Meeting – July 26, 2023**

### **HIRING COMMITTEE UPDATE**

#### **MEMBERS:**

1. Christine Jourdain, Chair
2. David Kelly
3. Cita Mandamin
4. Charmaine Hunter
5. Kim Detweiler

5 new recruits started at OPC January 2023

Welcoming Ceremony held July 20, 2023 – Reno Cameron making an address on behalf of President Jourdain

- 7 new recruits along with experienced Officer Hector Kemp
- 4 cadets and 3 Specials
- 6 civilians – 2 promotions and 1 ERT Graduate
- 12 YIPI students

Hiring Committee Meetings for Hiring process for Deputy Chief:  
May 18, April 13, 20 and 26/23

#### **Interview Processes:**

July 17 & 18, 2023 – Interviews – North CRC – Charmaine Hunter participated in day 1

May 9 or 11, 2023 – Detective Sergeant & Detective Constable NORTH – Directors unavailable

#### **Upcoming processes:**

August 9 and 10, 2023 – Human Trafficking Investigator – Charmaine Hunter to participate

Current hiring drives for:

- Wabaseemoong Administrative Support
- Cadet/Special Community Constables – 12 - month term for Big Grassy, Lac La Croix (2), Onigaming NWA 37, NWA 33, Nautkamegwanning
- Always accepting Recruit/Experienced Officer & Casual Guard applications

### **CULTURAL COMMITTEE**

#### **MEMBERS:**

1. Sue Boshey, Chair
2. Roy Assin
3. Mitchell Lands
4. Wesley Nelson
5. Reno Cameron

Meeting to be scheduled. Dates ?

Feast was held May 11, 2023 in the South

On-going Items:

- Criminal Reference Checks for Drummers



- Staff attendance at Cultural Events (per CBA) and Sweats
- Annual Cultural Training – format revised starting this year
- Feather presentation to all Staff – currently feathers are provided to new hires and promotions
- Board Executive elections – traditional election process – need to take time with this item – look at for 2023 AGM
- Feathers in vehicles - Dennis has distributed to GHQ – cases have been received – teaching to go with feathers
- Red Dress for Treaty Three Police – Complete – Dress is with Sacred items at Agency One Detachment
- Skirts for Dress No 1 uniform – Complete

## **STRATEGIC PLANNING COMMITTEE**

### **MEMBERS:**

1. Sue Boshey, Chair
  2. Christine Jourdain
  3. VACANT – looking to fill
  4. VACANT- looking to fill
- July 19, 2023 Discussion took place with PricewaterhouseCoopers (Lindsey Gray)  
They are developing a proposal/plan for us to proceed  
Recommendation from the Strategic Planning Committee to meet with PricewaterhouseCoopers for a 1 day Board meeting in September – tentative dates available September 19, 20, and 21.

## **BY-LAW/POLICY COMMITTEE**

### **MEMBERS:**

1. Cita Mandamin, Chair
  2. Barney Petiquan
  3. David Kelly
  4. Wesley Nelson
- Meeting to be scheduled. Dates -
- Completed review of Ops Policy with Policy Developer Paul Van Bellenghem
- Directive from Acting Chief of Police to Staff outlining rollout of Policy (attached)
  - Next meeting to be scheduled

## **FINANCE COMMITTEE**

### **MEMBERS:**

1. Cita Mandamin
  2. Barney Petiquan
  3. Danine Chief
  4. VACANT
- Meeting held July 17, 2023 –
    - Highlights:
      - Our 1 year Funding Agreement received July 7, 2023 as a result of the Federal Court decision has been signed by Board President and Ogichidaa is currently with CAN and ONT to sign – then

funds will flow

- On March 23, 2023 we requested an increase of our Line of Credit with TD to \$3 million – which was approved but we did not have to go into very far. We were using our One-time funding which we received to carry us. Our Line of Credit went back to \$1 million. We, once again requested an increase to \$3 million which will go until September 30, 2023.
- Due to our Funding not flowing we did not pay retros back in January when they were approved by the Board, they will get paid July 20, 2023 payroll so this payroll will be close to \$1 million
- We delayed the audit – if we had it with no Agreement in place Auditors would have had to put in audit – we rescheduled Special Audit Meeting to July 25, 2023.

**RECOMMENDATION** to the Board RE: Mileage/Meal Rates & Daily Incidentals – Would apply to the Police Services Board and Employees not covered by the Collective Bargaining Agreement (CBA)

- Recommend using the Canadian Revenue Agency Rates starting July 21, 2023
- These rates would be paid for all meetings except Full day Board meetings which we have catered
- T3PS Current rates are: Breakfast: \$15.00, Lunch \$15.00, Dinner \$30.00  
Mileage \$0.555 & Incidentals \$10.00

## **B.E.A.R Fund**

MEMBERS:

1. Cita Mandamin
2. Donna Namaypoke
3. Theresa Noonan

- Meeting to be scheduled.

## **GRIEVANCE & DISCIPLINE**

MEMBERS:

1. Roy Assin
2. Sue Boshey
3. Mitchell Lands
4. Cita Mandamin

- No meetings