



APPROVED MINUTES

2nd Quarter Board Meeting – December 10, 2024

In person & Via Zoom – Winnipeg, MB

- PRESENT:** President, Christine Jourdain, Couchiching First Nation
Vice-President, Sue Boshey, Nigigoonsiminikaaning First Nation
Secretary/Treasurer, David Kelly, Onigaming First Nation, via zoom
Tania Boshkaykin, Seine River First Nation, via zoom
Danine Chief, Waabigoniiw Saaga'Iganiiw Ojibway Nation
Wesley Nelson, Northwest Angle #33 First Nation, via zoom
Reno Cameron, Niisaachewan Anishinaabe Nation, via zoom
Kara Redsky, Shoal Lake #40 First Nation
Bill Wayash, Mitaanjigamiing First Nation
Barney Petiquan, Wabauskang First Nation
Donna Namaypoke, Naotkamegwanning First Nation, via zoom
Sean Councillor, Naicatchewenin First Nation
Kim Detweiler, Rainy River First Nations
Jackie McClain, Executive Assistant, Police Services Board
Denise Wesley, Administrative Support, Treaty Three Police Service
Deputy Chief Designate Tricia Rupert, Treaty Three Police Service
Chief of Police Designate Cheryl Gervais, Treaty Three Police Service
Kristine Gagne, Director of Corporate Services, Treaty Three Police Service
Facilitator, Derrick Henderson
- REGRETS:** Roy Assin, Absubpeechoseewagong First Nation
Mitchell Lands, Migisi Sahgaigan First Nation
Charmaine Hunter, Mishkosiminiziibiing River First Nation
Carrie Atatise-Norwegian, Gakijiwanong First Nation
VACANT, Iskatewizaagegan No 39 First Nation
VACANT, Animakee Wa Zhing #37 First Nation
VACANT, Wauzhushk Onigum First Nation
VACANT, Obashkaandagang First Nation
VACANT, Anishinaabeg of Naongashing First Nation

Opening Prayer

Dennis Smith, Cultural Coordinator opened the meeting @ 9:10 a.m. with a prayer.

Acknowledgements

President Christine Jourdain made the following acknowledgements:

- Thanked everyone for attending especially those in person
- Acknowledged our sacred items and miigwech to Dennis for the opening
- Welcomed two new Board members – Albert Handorgan of Big Island and Kar
- All our T3PS members for everything they do, their hard work and sacrifices they contribute

AGENDA Review & Approval

The Facilitator outlined the agenda. No conflicts declared. Barney Petiquan moved to accept the agenda as presented. 2nd by Sean Councillor. CARRIED

Decision # PSB 2024-12-10-01 MOTION CARRIED to accept the agenda of December 10, 2024, public session as outlined.

MINUTE Review & Approval – 1st Quarter Meeting – July 23, 2024

The draft minutes of July 23, 2024, 2nd Quarter Board meeting were reviewed.

One correction noted Pg 5 – 'passion' to read 'possession'

Wes Nelson moved to accept minutes of July 23, 2024. 2nd by Sean Councillor.

Decision # PSB 2024-12-10-02 MOTION CARRIED to accept the minutes of July 23, 2024, public session with noted correction.

MANAGEMENT REPORT

Handout provided. Power Point attached

Chief of Police Designate Cheryl Gervais acknowledged our drum and sacred items as well as She outlined the report as provided with the following highlights:

- **Promoting Wellness and Resilience in T3PS** - worked on this quarter was recognizing National Policewoman's Day on our social media platforms and contributions of female staff in T3PS and our communities. Jody Smith with Maanaji'iwin Project program worked on Anti Human trafficking initiative, her program works primarily with focusing on females but recognize and empower our young males, ran program boys with braids.
- **Strengthen Leadership Development and Succession Planning** - Presented photos of Staff Sergeant mentorship program. A group of our sergeants are participating in the program. The program helps them to prepare for the competency based promotional process.
- **Achieving Police Excellence** - Working with PwC on our Operational Review and Strategic Plan
- **New Hires** - Next Slide outlines the staff who was hired in the quarter.
- Reviewed Professional Standards Bureau Stats for Q2, shows the investigation he is working on and the status of investigations. These are reported monthly to the Executive Committee.
- **Build Stronger Community Connections** - We are prioritizing attending community events. We attended a Powwow in Onigaming honouring the Police. Miigwech to the Onigaming Leadership.
- **Board Motion to Make a drug Strategy a Priority** – In August had a large drug bust in Wabaseemoong.
- **Communication Safety** – Conducted ATV and UTV training as well as Bear Safety.
- There is expanded reports in your packages.

OPERATIONAL REPORT

Handout provided. Power Point attached

Deputy Chief Designate Tricia Rupert outlined the report as provided with the following highlights:

- **Addressing Mental Health** - We are working with Dearborn Therapy to in developing our own critical incident debrief team. Deputy Designate Rupert sits on the IPCO mental Health Review Committee and are developing an IPCO Service wide Peer Support team.
- **Recruitment** - Video was played

FINANCIAL REPORT

Handouts provided: Q2 Financial Report

Q2 Cashflows

Director of Corporate Services Kristine Gagne outlined reports.

- These cashflows were sent in for the end of October
- Funding from CAN and ONT has increased Nov 8 – they were doing an amendment – has not been signed. We are in process of negotiating – December 12, 2024, is next negotiations.
- The amendment was increase for 8.38%, which is fine but after we did our CBA negotiations – with our uniform officers and know what the OPP received – they received for 23/24 an increase of 9.25%. Even with this increase it still has us falling behind. We will be talking about the amendment it on Thursday.

- Have projections to December and at end of March – extra expenses we will incur is equipment. The OPP are changing their taser model and we train with them we will change ours. The cost is \$780K. Its in there as a projection.
- The retro is \$2.9 million Thanked the payroll team for their work as it was complicated retro.
- This brings projections to deficit for FNIPP of close to \$2 million. Not concerned we will ask for equipment to be covered as its something we could not budget for.
- We still have the pension HRTO outstanding, coming up to two years. There is room for ONT to cover any additional extra expenses relating to salary PRI – retention incentive and contributions for Ontario Pension for employee and employer. If we have money in the budget to cover, we will not receive any additional money, so I will make sure there is not extra money.
- Administration is quite high; we go over budget it's a catchall.
- Equipment is projected to be over. The major part there is the tasers we will be purchasing.
- Facilities – We put quite a bit a carry over from last year. We are renting office spaces. WE are running out of room as we hire more employees.
- Governance – We moved money in there – we have a budget of \$525. I am putting Legal fees in there. As we are in negotiations, its important to have actual costs in there.
- Salaries and Benefits – We have funding for 119 uniform officers. Its very difficult hiring officers. We are looking at other options – hiring specials and cadets and other civilian positions. We are hiring but not always uniform.
- Our Training and Recruitment budget is quite large.
- Negotiations – Will be looking at more funds for Mental Health and Wellness. I met with Meredith Brown, and we were discussing how the difficulty of doing work on the Recommendations. Asked Meredith to recommend someone to help us move forward with the recommendations.
- Our One-off agreements – I will report these as going over this year. We normally cover from our FNIPP funding.
- \$3 million Offer from Canada – Large portion of this will be for the Operational Review and Strategic Plan. The Board admin vehicle came from this funding.
- Still operating the Criminal Record Check Program – We are not receiving the revenue we thought we would be. We continue to review it to the end of the year.

Tania Boshkaykin moved to accept the financial report as presented. 2nd by Sue Boshey.

Decision # PSB 2024-12-10-03 MOTION CARRIED to accept the financial report as presented

LUNCH BREAK 12:00 p.m.

EXECUTIVE COMMITTEE REPORT

Handout provided.

1. Executive Committee Meetings

Monthly Executive Committee:

July 15, 2024 – Approved minutes attached

August 21, 2024 – Approved minutes attached

September 24, 2024 – Approved minutes attached

Monthly Executive Committee with Chief of Police:

July 16, 2024 – Approved minutes attached

August 22, 2024 – Approved minutes attached

September 25, 2024 – Approved minutes attached

2. T3PS Operational Review & T3PSB Strategic Plan

Opting into the “Community Safety & Policing Act – 2019” (CSPA)

Update since Q1 – July 23, 2024, Meeting

- CSPA Came into effect April 1, 2024

- Decision to be made by Community Chiefs
- PricewaterhouseCoopers (PwC) conducting T3PS Operational Review and T3PSB Strategic Plan which will guide the work of Opting In
- PwC conducting Community Consultations – see attached Status Report
 - Community Consultation #1 – Onigaming - September 24, 2024

Further Update Between September 30 – December 1, 2024

- Community Consultation #2 – Migisi Sahgaigan – October 25, 2024
- Community Consultation #3 - Big Grassy – November 4, 2024
- Community Consultation #4 – Big Island – November 5, 2024
- Community Consultation #5 – Wauzhushk Onigum – November 13, 2024
- Community Consultation #6 – Grassy Narrows – January 15, 2024
- Have been experiencing low attendance at consultations
- PwC Visioning session with Board held October 17, 2024
- OAPSB has offered to conduct training sessions for the Board regarding Opting Into the CSPA
- OAPSB provided T3PSB with Municipal Service Training modules – on BoardEffect

3. FNIPP Negotiations (Policing Agreement)

- July 2, 2024 Signed One year Agreement for 2024-2025 – Expires March 31, 2025
- **Negotiations since July 23, 2024**
 - **August 26, 2024** – T3PSB (President Jourdain and Sec/Treasurer David Kelly) attended virtually and T3PS (Chief Designate Gervais and DCS Gagne) attended virtually
 - **October 28, 2024** - T3PSB (David Kelly) attended virtually – T3PS (Chief Designate Cheryl Gervais and DCS Kristine Gagne) attended in person
- Next Negotiation session – December 12, 2024
- See In Camera

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

Update *since* July 23, 2024

- IPCO did not receive funding requested which was to include Regional Peer Support and Mental Health Coordinator
- IPCO Services assisted with Mental Health Follow up Report
- T3PS Mental Health Committee – Mandate changed to oversight of Peer Support and Wellness Committee
- Board Executive reviewing 5 Recommendations from Calibrates Mental Health Review that pertain to Board

Background:

- Report from Calibrate previously distributed
 - 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)

- **2024 Webinars**
 - Purchased Bundle of 13 Webinars
 - Webinar #14 - December 10, 2024 @ 11:00 a.m. CST “*The Importance of Emotional Intelligence in Police Personnel*”
 - Motion Required if want to purchase – Cost \$125 for 10 participants

Wes Nelson moved to purchase the December 10, 2024, webinar “*The Importance of Emotional Intelligence in Police Personnel*”. 2nd by Danine Chief.

Decision # PSB 2024-12-10-04 MOTION CARRIED to purchase the December 10, 2024 webinar “The Importance of Emotional Intelligence in Police Personnel”.

- **2025 Webinar Bundle**
 - Motion Required – Fees outlined below

Barney Petiquan moved to approve the purchase of the 2025 CAPG Webinar Bundle of 13 webinars for \$1500.00. 2nd by Wes Nelson.

Decision # PSB 2024-12-10-05 MOTION CARRIED to approve the purchase of 13 of the 2025 CAPG Webinar Bundle of 13 webinars for \$1500.00.

2 Webinars – CAPG Member: \$200.00 CAD + HST (per organization, up to 10 individuals)

13 Webinars – CAPG Member: \$1,500.00 CAD + HST (per organization, up to 10 individuals)

24 Webinars – CAPG Member: \$2,375.00 CAD + HST (per organization, up to 10 individuals)

-
- **CAPG Annual Conference 2025** – Victoria, B.C. – August 14-16, 2024
- **CAPG Governance Summit** – January 6 & 7, 2025 – Ottawa, ON
 - “Strategic Leadership: From Costing to Culture – Building your Police Governance Knowledge in a Changing Society”
 - Virtual Option – Cost \$150.00 for 10 participants
 - Motion Required if want to participate

Sean Councillor moved to approve the purchase of virtual attendance option for the CAPG Governance Summit on January 6 & 7, 2025 for 20 participants at a cost of \$300. 2nd by Wes Nelson.

Decision # PSB 2024-12-10-06 MOTION CARRIED to approve the purchase of virtual attendance option for the CAPG Governance Summit on January 6 & 7, 2025 for 20 participants at a cost of \$300.

6. T3PS Policing 22 Communities

- Effective November 7, 2024 OPP provide policing services to Wabaseemoong Independent Nations
- November 20, 2024 – Executive Committee met with OPP

7. Joint Letter of Demand – July 2, 2024

- Naotkamegwaning, Onigaming, Northwest Angle #33, Animake Wa Zhing
- Executive Copied on bi-weekly reports from Chief Designate Gervais to 4 communities
- Reports provided on August 16, 30, September 13, 27, 2024
- Since end of 2nd Quarter, reports provided on October 11, 25, November 8, 22 and December 6, 2024

SUB-COMMITTEE REPORTS – Handout provided

HIRING COMMITTEE UPDATE

MEMBERS:

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

Interview Processes:

- August 27, 2024 – Project Manager Interviews– awaiting Hiring Committee member
- September 11, 2024 – Recruit Interviews – awaiting Hiring Committee availability

Current hiring drives on Website:

- Always accepting Recruit/Experienced Officer & Casual Guard applications

CULTURAL COMMITTEE

MEMBERS:

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

- Feast took place October 21, 2024
- 2nd Quarter Meetings took place September 5, 2024

On-going Items:

- July 23, 2024, presentation from Howard Copenace on traditional voting for Executive Committee
- PREVIOUS RECOMMENDATIONS from Committee – Motions Required
 1. To move forward with Traditional Voting for Executive at AGM
 - **ACTION:** Cultural Committee to develop process
 2. Feast Host Director to receive honorarium as great deal of work goes into preparations

Sean Councillor moved to accept the Cultural Committee Recommendation to pay the Director who hosts the Fall or Spring Feast a full day director fee retroactive to April 1, 2024. 2nd by Tania Boshkaykin.

Decision # PSB 2024-12-10-07 MOTION CARRIED to accept the Cultural Committee Recommendation to pay the Director who hosts the Fall or Spring Feast a full day honorarium retroactive to April 1, 2024

3. Drummer/Singer honorariums be increased from \$125 to \$250

ACTION: Cultural Committee to review other organizations honorarium for Drummer/Singers and update the Board at the next meeting.

Sean Councillor moved to accept the Cultural Committees Recommendation to increase the Drummer/Singer honorarium from \$125 to \$250. 2nd by Reno Cameron.

Decision # PSB 2024-12-10-08 MOTION CARRIED to accept the Cultural Committees Recommendation to increase the Drummer/Singer honorarium from \$125 to \$250

- Staff attending at Cultural Events and Sweats – Cultural Coordinator Dennis Smith to arrange
- Annual Cultural Training – Chief Designate Gervais has assigned Staff Sergeant and reports on
- Feathers in vehicles – Cultural Coordinator working on teaching to go with feathers – Are they in Admin vehicles
- Artwork in Detachments – Chief Designate Gervais has assigned to Sergeant and reports on
- Criminal Record Checks (CRC) for Drummers/Singers – Board to discuss challenges
- December 3, 2024, meeting - Committee reviewed Job Description for Operational Cultural Coordinator presented by Chief Designate Gervais

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey, Chair 2. Christine Jourdain 3. David Kelly 4. Sean Councillor
- Meeting to be held with PwC

BY-LAW/POLICY COMMITTEE

MEMBERS:

1. Wesley Nelson 2. Barney Petiquan 3. David Kelly 4. Tania Boshkaykin
- Meeting held July 17, 2024, and September 4, 2024
 - On-going items:
 - Board Policy Development – Proposals to review in camera

FINANCE COMMITTEE

MEMBERS:

1. David Kelly, Chair 2. Danine Chief 3. Barney Petiquan 4. Donna Namaypoke
- Meetings held July 11, September 26 and August 29, 2024
 - Need to schedule next meeting
 - Developing application process for BEAR funds
 - Reviewing Board honorariums

GRIEVANCE & DISCIPLINE

MEMBERS:

1. Sue Boshey, Chair
 2. Mitchell Lands
 3. Tania Boshkaykin
 4. Wes Nelson
- No meetings held in 2nd Quarter

LOCAL POLICING COMMITTEE REPORTS

No reports presented.

IN CAMERA

The Board held an In Camera session.

NEW ITEMS

No new items.

NEXT MEETING DATE/LOCATION

The Board reviewed next meeting dates and determined the following:

- Next Board Meeting – 3rd Quarter - Tuesday January 28, 2025

EXPENSE CLAIM PAYABLE

Expense Claim accepted.

ADJOURNMENT - Meeting was adjourned at 4:17 p.m.



Christine Jourdain
Board President



David Kelly
Secretary/Treasurer