



2021-2022

UCCM ANISHNAABE POLICE SERVICE

ANNUAL REPORT



Partners in Community Wellness



Crime prevention is everyone's responsibility.

If you are a witness to criminal activity in progress – where your safety or the safety of others is in danger – **call 911**.

If you are a witness to criminal activity or have information that police would find helpful and reporting after the fact, please call **705-377-7135, press 1** or call **1-888-310-1122**.

If you have information that could lead to the arrest and conviction but want to keep your name anonymous, please consider reporting through Sudbury Rainbow Crime Stoppers by calling **705-222-8477** or toll free at **1-800-222-8477**.

**We are Partners in Community Wellness.
The Police need YOU to help solve crime!**



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Our Vision, Our Mission, Our Values

OUR VISION

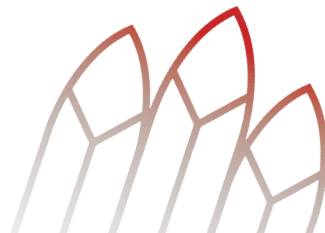
The UCCM Anishnaabe Police will partner in community wellness by providing proactive, culturally sensitive, and innovative service while respecting existing laws, customs, and traditions.

OUR MISSION

The UCCM Anishnaabe Police provides effective and efficient policing while respecting and protecting our communities.

OUR VALUES

- BALANCE
- COMPASSION
- DEDICATION
- HUMILITY
- INTEGRITY
- RESPECT
- TEAMWORK



Message from the Chief of Police James Killeen



This has been a busy year for the police service. The service is managing, however, thanks to the tireless work of our dedicated staff, both officers and civilians. Chi miigwetch! We know that you do more with less, and we know that your job is not easy...but it is because you care about your communities and your families.

One of the priorities for UCCM APS and other First Nation Police Services in Ontario is Mental Health. To that end, the Indigenous Police Chiefs of Ontario (IPCO) commissioned a study to look at the effects of policing and the mental health of all staff. There were four main findings of the study. Based on those findings, 27 recommendations were made to address the shortfalls. UCCM

APS has shared the findings with staff and had a session with Meredith Brown of Calibrate, who wrote the Mental Health Report, IPCO held a Mental Health Conference in Garden River/Sault Ste. Marie to review the study, and we continue to advocate for our staff to address mental health.

While we are addressing the mental health needs of our employees, we are also looking at ways to address mental health calls within our communities. We have many recurring calls for service, sometimes with the same individuals, and with alcohol sometimes exacerbating the situation. To that end we were successful in our application to address mental health. We received funding from SOLGEN to hire two mental health workers who will be on staff to assist/accompany officers on mental health calls. We will also be hiring/contracting a mental health clinician who can make direct referrals if necessary. This project is called Mino Bmaadziwin.

Another priority for the services is addressing the drug issues in our communities. UCCM APS was successful in our application to the Criminal Intelligence Service Ontario (CISO) and are in receipt of monies for training and projects. The past year we saw an increase of 600% in drug related warrants, arrests, and drug and weapons seizures. See more on Drug Enforcement on page 14.

A third priority is staffing. As the organization grows, we need more staff with specialized skillsets. We saw three new civilians join the team last year. A Community Mobilization Assistant, HR Administrator, and a Finance/IT Coordinator. As we continue to implement new technologies and to address staffing shortages on the operations side, we are returning the Court Officer to a civilian position and separating the Finance and IT positions as the workload is increasing, especially for IT.

On the operations side we added a Detective Sergeant who works with our two Detective Constables in the Crime Unit.

Our police agreement is up for renewal, we will be advocating for more officers. We are far below the needed complement of officers required to adequately police our First Nations. We are looking at doubling our platoons and increasing from 2 sergeants to 4. We have a Staff Sergeant-Director of Operations and a Detective Sergeant added as well. Please see our Calls for Service report on pages 9-11 to give you an idea of the hours required to provide safe and effective policing for all our First Nations.

Finally, I want to thank our staff, our Police Commission, our leadership, and our communities. We need you to continue to work with us for the benefit of our future generations. A huge shout out too, to all our community policing partners who we have highlighted throughout this report. We are partners in community wellness!

Yours in Community Policing!

A handwritten signature in black ink that reads "J-Killeen".

James Killeen, Chief of Police

Message from the Chairperson

Derek Assiniwe



Into the second year of covid and not much changed in terms of adapting and weathering the constant changes. We continued to host virtual meetings when necessary and attended conferences and webinars online.

Covid hit the service and affected staff leave benefits. The Commission approved a temporary covid leave policy as many staff were using all available sick leave when having to quarantine for themselves or due to a family member's quarantine. This gave staff the opportunity to use available covid leave instead of using sick leave credits. The Commission wants to ensure that supports are there for all staff when needed.

In May 2021 we appointed new hire James Killeen as our Acting Chief of Police. He was able to fulfill the role and was officially offered the position of Chief of Police in November 2021 after an internal competition. He has been a definite asset to the leadership team.

We had one new member join the Commission in January 2022. Jennifer Sampson was appointed as our newest member representing Sheshegwaning First Nation. She replaced Alana Endanawas who was elected as Chief of her community of Sheshegwaning in December 2021. Chief Endanawas still holds an ex-officio seat on our Commission and can attend meetings if Jennifer is not available.

The Commission also was part of the First Nation Provincial Engagement Table. This was a table put together by SOLGEN to engage First Nations Police Services to discuss the Comprehensive Police Services Act (CPSA) for Ontario and what this would mean for UCCM Police if we opted into the Act. At this time the Commission has not opted into the CPSA and will be in discussions with the UCCMM Tribal Council to determine the best course of action for the police service. Meetings are still ongoing.

The Commission are members of the Ontario Association of Police Service Boards, the Canadian Association of Police Governance, and the First Nations Chief of Police Association. Again, due to covid, many of the conferences and workshops were offered virtually. However, this allowed us all the opportunity to view the online training/webinars and the hosts provided the recordings if we were not able to attend. The Commission also now have a sharepoint site with information at our fingertips where we are kept up to date with what is happening across the policing world and within the organization.

We hope you continue to work with us to keep our communities safe.

Chi Miigwetch,



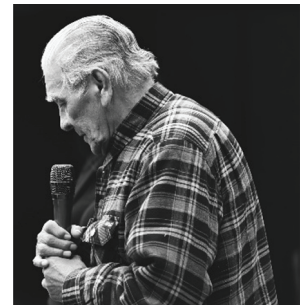
**Derek Assiniwe, Chairperson
UCCM Police Commission**

UCCM Police Services Commission

The Police Commission is in place to provide guidance and direction to the Chief of Police and to review and revise policy to effectively manage change. The UCCM Police Commission has fully supported the commissioning of a mental health report by the Indigenous Police Chiefs of Ontario. Even further the Commission approved the recommendation to offer greater benefits with respect to mental health supports. We are working with the Chief of Police and Director of Corporate Services to advocate for more money to hire more officers, to hire civilian staff with specialized skillsets and to work closely with our UCCMM Chiefs to ensure that we have the resources we need to provide the service you deserve and have come to expect.

As of March 31, 2022, the following were members of the Commission:

Chair	Derek Assiniwe	Sheguiandah
Vice Chair	Christine Bigras	Zhiibaahaasing
Secretary Treasurer	Don Francis	Whitefish River
Commission Member	Henry Panamick	M'Chigeeng
Commission Member	Jennifer Sampson	Sheshegwaning
Commission Member	Karen McGraw	Aundeck Omni Kaning
Elder Representative	Bill Antoine	Member at Large



Some of the things we are working on in the coming months are reviewing and revising our policies, planning for the strategic plan that is going to be inclusive of staff, community and leadership, and negotiating for increased funding with the renewal of our policing agreement.

Enaag Dawaab Jig

Those who oversee

Mandate: Enaag-dawaab-jig - To review public complaints of police misconduct that could not be resolved to the satisfaction of the complainant. In addition, the committee has the mandate to meet with community members regarding the quality of policing provided by the UCCM police service and to make recommendations to the Police Commission on ways to improve said service.

- During the reporting period of 2021-2022, there have been no complaint appeals reviewed by the committee.
- The Committee met on four (4) occasions during the year, once again virtually due to ongoing COVID concerns. We look forward to returning to in-person meetings in the near future, as permitted.
- The six-month reviews of Sexual Assault and Domestic Violence occurrences within the communities policed by the UCCM Anishnaabe Police Service have been ongoing. The reports generated provide an overview of trends, numbers of incidents and quality of investigations conducted by the Officers. The coordinator compiled the statistics and reported to the Committee. The data will be provided to the UCCM Police Commission at the next regular meeting. The Committee members will return to an active role in the review of the statistics moving forward, now that COVID restrictions are lifting.
- The coordinator had the opportunity to brief Chief of Police James Killeen on the review process followed by Enaag-dawaab-jig.
- Mock complaint training is scheduled along with regular agenda items. The Committee plans to review related complaints policies and to re-focus their role with respect to community engagement.
- Members: Chair Penny Roy-Corbiere, Diann Panamick, Gayle Payette, Greg Francis, Sherry Dayfox
- Coordinator: Denis Blake

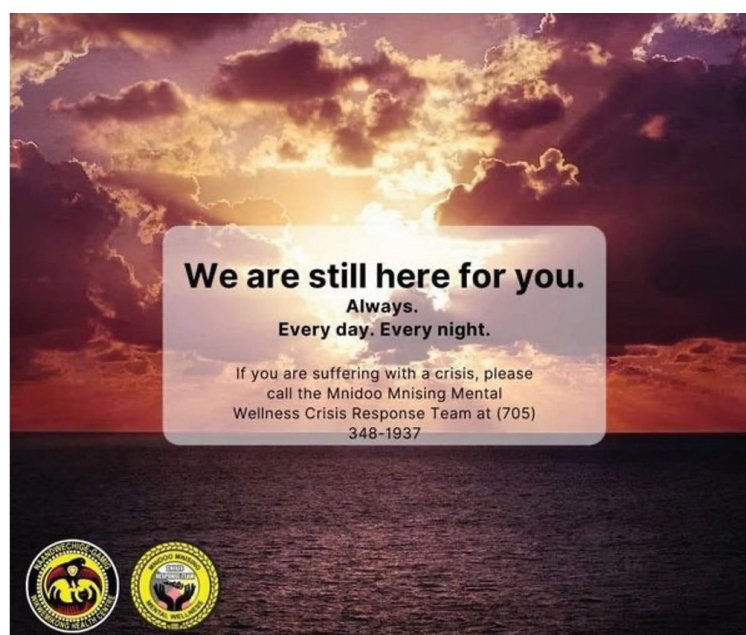
Financial Summary of the UCCM Anishnaabe Police Service

Part of fulfilling UCCM Anishnaabe Police Service's vision of providing effective and efficient policing, includes remaining accountable, transparent, and reporting the costs for the effective and operationally efficient policing services that are provided to the UCCMM communities. Below is a breakdown of the operating expenses for the 2021-2022 year, as per the First Nations Policing Program Agreement which saw some increases due to covid expenses and infrastructure dollars over and above regular operating costs.

Operating & Commission Expenditures	2021-2022	2020-2021
Salaries & Benefits	\$4,112,012	\$3,865,316
Administration Expenses	\$222, 208	\$257,791
Building Operations and Maintenance	\$131,756	\$255,581
Field Supplies & Uniform Replacement	\$132,502	\$60,206
Staff Training/Travel/Recruitment	\$159,171	\$72,432
Liability Insurance	\$98,586	\$97,864
Professional Fees	\$118,039	\$87,715
Commission Honoraria	\$37,142	\$27,465
Vehicle - Operations/Maintenance	\$152,281	\$131,888
Advertising/Promotions/Communication	\$39,126	\$69,192
Program Activities	\$5,495	\$22,250

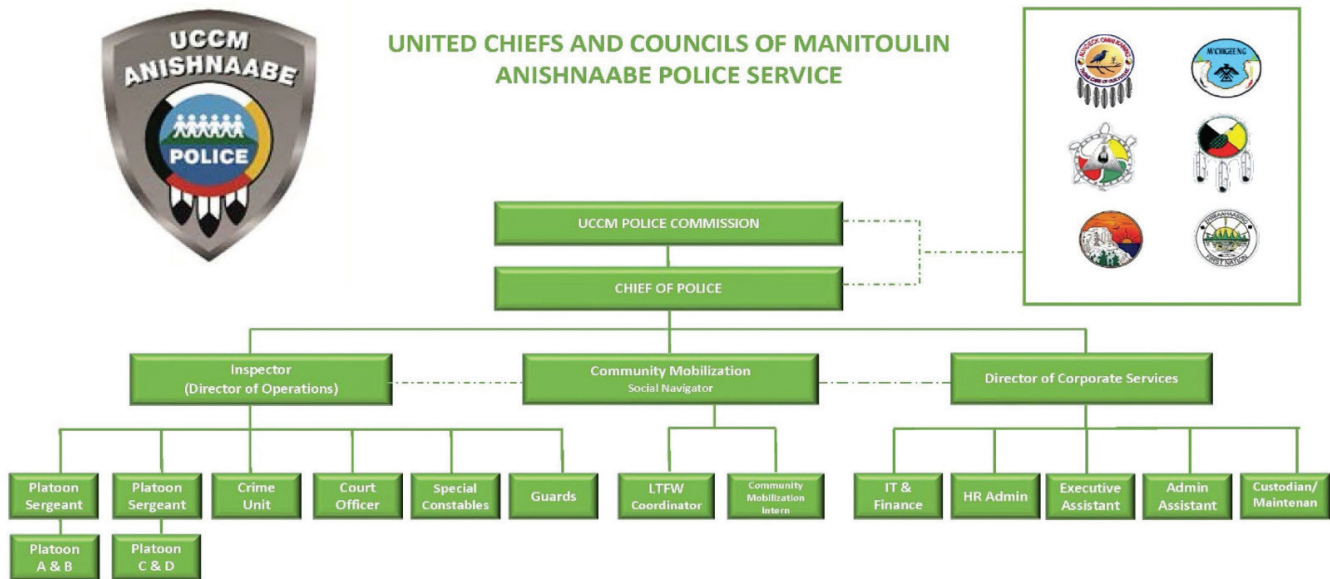
Core funding to operate the police service is 52% from Public Safety Canada and 48% from the Ontario's Ministry of the Solicitor General. For the 2021/2022 fiscal year, we also received additional funding from the following government programs:

- Women and Gender Equality Canada
- Proceeds of Crime Grant
- Ride Grant Program
- Community Policing Partnerships Program -1,000 Officers – Safer Communities
- First Nations Constable Fund
- Infrastructure Program
- Human Trafficking
- Community Safety and Policing Grant
- Northern Ontario Heritage Fund Corporation



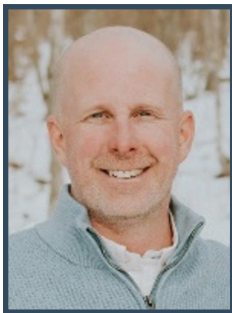
Organizational Chart

The organization chart was approved by the Commission in January 2021. This is being revised as we have several new positions for both operations and administration.



Organization Chart – October 2020

Baa Maa Pi Steve Newbold In Memoriam



Steve Newbold joined our team in August 2021 as Finance & IT Administrator. Steve passed suddenly and unexpectedly on February 11, 2022, despite life saving measures performed by officers and staff.

Although only with us for a short time, Steve brought a light to our office. His humour, intellect, and care for others allowed UCCM APS to implement and advance our organization into modernization of technologies and processes. While we are saddened by the loss of our colleague, we know that the creator places people in our lives for such a brief period but leave lasting memories, that was Steve!



Community Mobilization Unit

Daughness Migwans, Social Navigator/Director of Community Mobilization

OVERVIEW

The Community Mobilization unit consists of three blended units with the overarching goal of culturally appropriate, proactive and innovative service provision.

COMMUNITY SERVICES:

To provide education and awareness on safety issues and to coordinate representation at community events such as summer fun days, carnivals, school events and groups or clubs in the communities.

LIGHTING THE FIRE WITHIN:

Lighting the Fire Within project funded through Women and Gender Equality Canada is focused on reducing risk factors associated with domestic violence with the goal of creating healthier and safer First Nation communities through culturally and trauma informed training, engaging children, and youth in sports and interest-based activities and delivery of a pre-charge diversion program for Indigenous men.

Community Mobilization

Community Services

Social Navigator Initiative

Lighting the Fire Within

Programming Reports

Community Services:

While many large-scale events were off limits with the rise and wan of Covid 19 we were able to attend several events for National Addictions Awareness Week in Aundeck Omni Kaning, a health fair in Zhiibaahaasing and the fall harvest in Whitefish River as well as host a virtual tree lighting event to commemorate MMIWG! It is always nice to visit and share program information.

Social Navigator Initiative:

HealthIM Brief Mental Health Screener: This technology allows personnel to process comprehensive referrals from the frontline responders directly to hospitals and community mental health/addiction/crisis services.

- 140 assessments completed on 67 individuals resulting in 18 involuntary apprehensions, 25 voluntary escorts to hospital, 3 apprehensions under an existing order and 39 direct referrals to community partners. Out of the 67 people assessed 35 were adult females, 26 adult males, 4 female youth and 2 male youth.

Violent Threat Risk Assessments (VTRA): People and organizations often under-react to threat making behaviour. VTRA is a multi-sectoral response and intervention model that assists teams in coming to accurate conclusions and appropriate intervention responses to minimize potential harms.

- 7 community-based conferences and intervention meetings
- 2 victimology risk reports, 1 offender risk report and 1 community geographical risk report submitted to Chief of Police.

Voluntary Vulnerable Persons Registry: Multi-sectoral high risk situation table including education, social services, health, housing to mitigate escalation of situations.

- No new registrants

Community Mobilization Unit

Daughness Migwans, Social Navigator/Director of Community Mobilization

UCCM is part of several multi-sectoral high risk situation tables – these tables include partners from education, social services, health, housing, justice and more to mitigate escalation of situations from Mnidoo Mnising.

- Gchi Mino Naadmaadwin Teg (Island Wide) 11 Situation table meetings – 2 high risk presentations.
- M'Chigeeng First Nation high risk situation table supported by UCCM. Orientation in April 2021. Meetings coordinated by the First Nation.
- Domestic Violence Court Advisory High-Risk Review meets monthly.

Public Education & Awareness

- Workshops and information sessions geared to community and general community safety issues including Reporting suspicious behaviour x 2, understanding harm reduction, recognizing and accessing emergency services for health crisis/drug overdose, recognizing exploitation of women and girls, crime stoppers, crime prevention through environmental design x 2, child safety and reporting abuse, buyer beware, elder abuse dialogue, Mental health and the law and home security.
- 13 virtual events reaching approx. 100 people.

Community Networks: It is important for a police service to work with community partners. We are proud to have revived the Mnidoo Mnising Youth Providers Network averages 10-20 providers at each meeting and to assume the chair for the Island Addictions, Mental Health, and Justice sub committee.

We also maintain active representation on the Anti-human Trafficking coalition, Domestic Violence Coalition, Manitoulin Drug Strategy, and the mental health and addictions committee.

Lighting the Fire Within:

Lighting the Fire Within project is focused on reducing risk factors associated with domestic violence with the goal of creating healthier and safer First Nation communities. We experienced a 5-month recruitment lag that impacted the delivery schedule.

- In mid-February 2022, the Community Mobilization Assistant position was successfully filled.
- Lighting the Fire Within Advisory Committee monthly meetings reconvened in March 2022.
- First Progress Evaluation Report completed in August 2021. Report focused on the sports-based component of the project. The Mid-term evaluation report will be due in mid-October 2022. Evaluation team meetings are regularly scheduled.
- Bird Nesting House Building Activities with children and officers delivered at Lakeview School in M'Chigeeng FN, Shawonoswe School in Whitefish River FN, and Tutoring Program in Aundeck Omni Kaning FN
- Volleyball Challenge with youth and officers for Police Week. Event occurred at Four Directions Complex, Aundeck Omni Kaning FN.
- Elders from Ojibwe Cultural Foundation were provided an overview of N'Debwewin-Pre-Charge Diversion Program and asked for their participation within the program as resources/support. Terms of Reference for male Co-facilitator completed and distributed to community partners

STAFFING

The Director of Community Mobilization/Social Navigator - Daughness Migwans is a civilian employee under direct supervision of the Chief of Police.

Welcome Teresa Nahwegahbow! Starting mid February as the Community Mobilization Assistant - Lighting the Fire Within – Teresa Nahwegahbow is a civilian employee under the direct supervision of the Director/Navigator with support from the Women and Gender Equality Canada.

Baa maampii...

- Matthew Bebonang successfully completed his internship in October 2021
- Faith Beaudin resigned effective September 3, 2021

Calls for Service

The UCCM police received 3,286 calls for service in 2021. Let's put that into some perspective assuming we have our full officer complement with no one taking sick leave, vacation, overtime leave, bereavement leave, covid leave, or training leaves. Please note that this is an approximation only to give an idea of the workload and constraints we are working under.

Let's look at the total number of man hours for the number of officers we currently employ. That totals 41,600 hours per year for the entire service. (20 officers x 40/hrs per week x 52 weeks/year). This does not include civilian staff, special constables, and guards, who assist with calls for service or leaves of any kind.

Total number of calls for service: 3,286

Average calls for service per day: 9

Non-emergent calls (ie. alarms, wellness checks, focused patrol, etc.): 1,931 or 58.7%

For a major occurrence (ie. homicide, attempt murder), the man hours for "Day 1" is approximately 10 officers x 10 hours = 100 hours. Add in civilian staff, 8 hours to assist with transcribing, downloading audio/visual, commissioning documents, and assisting with fingerprints. Add in the hours required for a guard to come in, another 8 hours. The total for just the initial day of that occurrence is 116 hours. A major occurrence uses up approximately 1,000 hours from the initial call through the completion of the court system and approximately 12 staff. This uses 2% of the available hours for the year if not more on one major occurrence.

Now let's look at an impaired call. 2 officers respond to call at 10 am. This call alone will take the rest of their shift so 8 hours x 2 officers = 16 hours. (This too assumes that this is their only call for the day.) Add an extra 20 hours on to that, to write their notes and prepare the court briefs. Then add in 3 hours from administration to assist with transcribing, commissioning, and/or fingerprinting. When the individual is brought into custody, this may add 8 hours on for the guard. The total hours for one impaired call: 47 hours, totaling more than 1 week of Personnel hours. Multiply that by number of calls the service responded to for impaired (23) last year x 47 hours equals 1,081 Personnel hours for impaired calls alone.

One major occurrence + 23 impaired calls = 2,081 Personnel hours or 5% of the annual Personnel hours we have available. That leaves 95% of the remaining Personnel hours for the other 3,262 calls for service.

For a minor, non-emergent call (remember 58.7% of the total calls per year for the service or 1,931 total) like a false alarm requires, at minimum three officers and at minimum 2 Personnel hours. 2 officers responding to alarm, 1 supervisor for approval in our reporting system. What may be a 5 minute call on site requires 2 hours minimum of additional work for that one call. At minimum and assuming that all other calls for service were minor and non-emergent requiring 2 Personnel hours per call, this equates to 9% of Personnel hours for the entire year that we have available.

With 1,331 calls for service left to account for, this leaves 74% of the available Personnel hours to deal with anywhere from 2 hours to 1000 hours per call. Just for example:

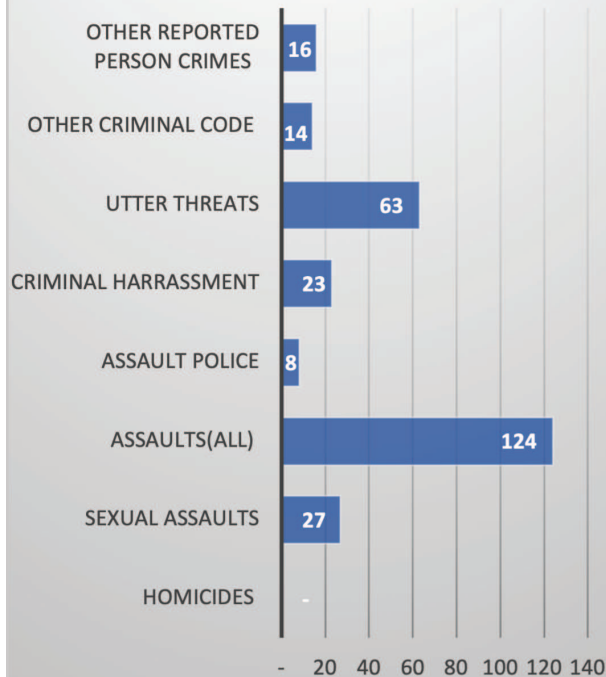
If 1,331 calls were at 25 hours to deal with a domestic or assault = 33,275 Personnel hours or 79.9%

If 1,331 calls were at 30 hours to deal with a drug related call = 39,930 or 95.9%

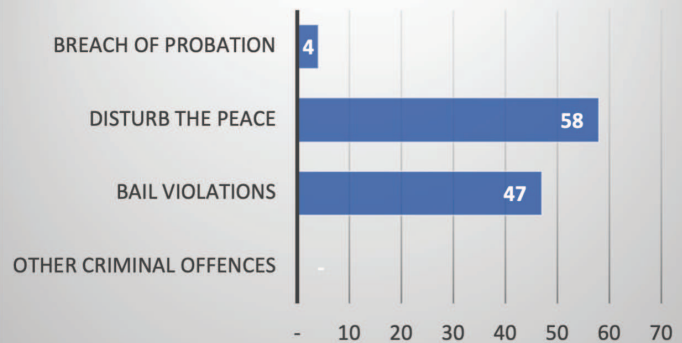
We are operating well beyond the total number of Personnel hours available, and officers are working overtime, assisting other police services like Manitoulin OPP and Wikwemikong Tribal Police Service, and taking on paid duty as well. We are protecting and serving with far less if we compare our personnel power and resources to that of OPP. Please be mindful too, our officers have family, friends and working far too often, with little regard for self. They are working tirelessly and diligently for the betterment of all communities we serve. Be patient, be kind.

Calls for Service

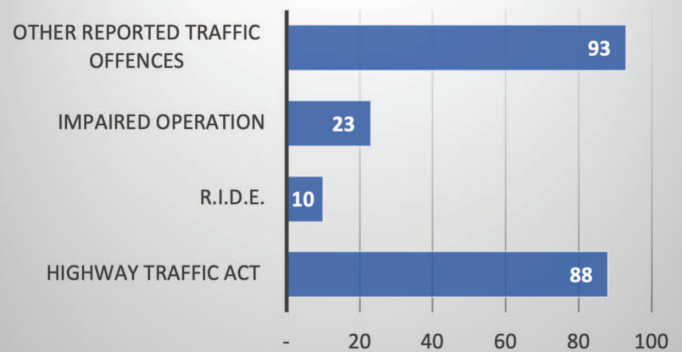
CRIMES AGAINST PERSONS



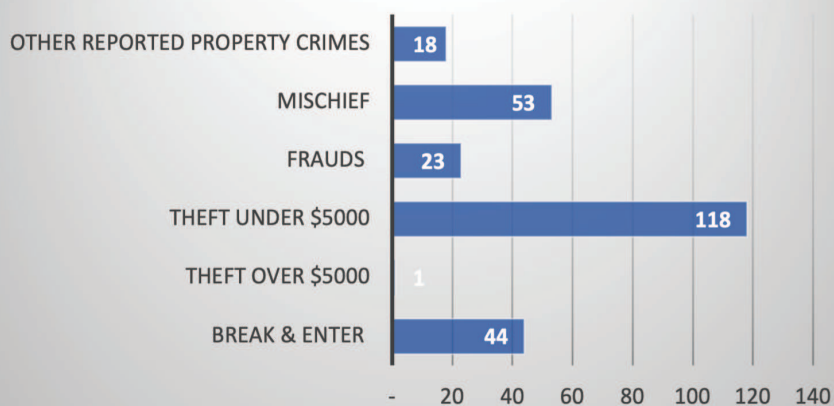
OTHER CRIMINAL OFFENCES



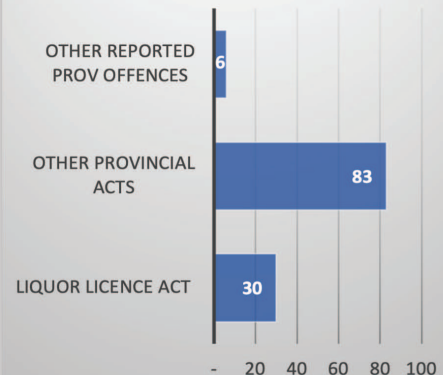
TRAFFIC ENFORCEMENT



PROPERTY CRIMES



PROVINCIAL STATUTES



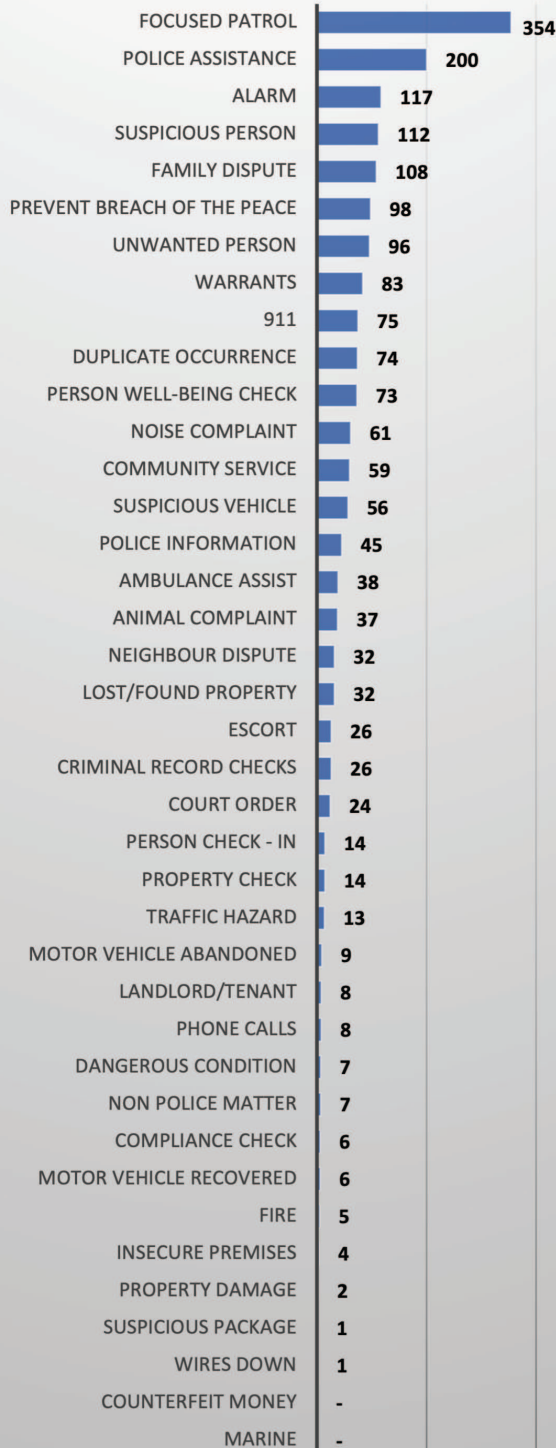
Why Report a Crime

You can play an important part in helping to keep yourself, your loved ones and community safe by reporting crimes committed against you or someone else.

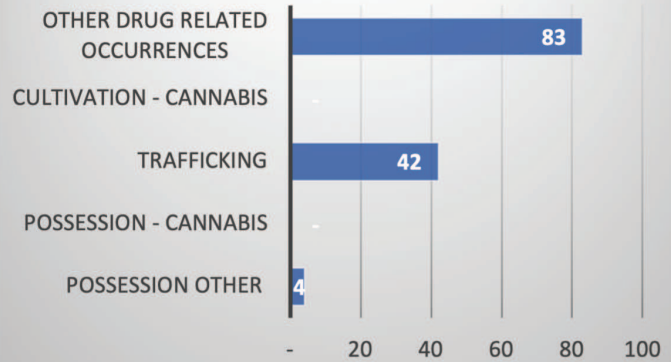
By sharing information you have about a crime that has or may be committed or about someone involved in committing a crime, you may help the police solve crimes and help prevent future crimes from taking place.

Calls for Service

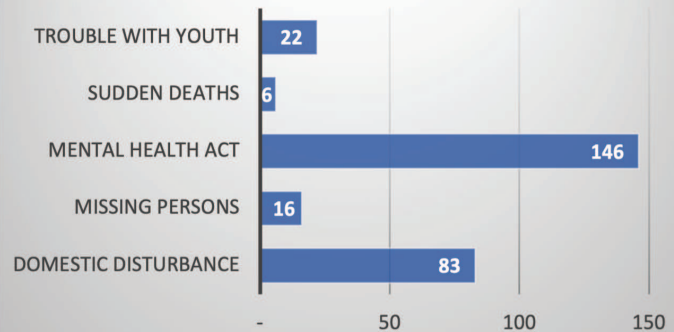
OTHER REPORTED CALLS FOR SERVICE



DRUG OFFENCES



OTHER CALLS FOR SERVICE



Importance of Reporting a Crime

- You or someone else may need protection from the person who committed the crime
- It can help to protect you, your loved ones and community from future crimes
- It can give you an opportunity to deal with the harm done to you or others
- When police are called as soon as possible, there is a better chance of arresting the person responsible
- Your report may stop someone from committing another crime

Police Fleet

The UCCM Anishnaabe Police Service is continually striving to ensure that we have the most safe and functional fleet. The task of purchasing and maintaining a safe and reliable fleet is not an easy task. UCCM Police Service currently has a fleet of seventeen vehicles, this includes marked patrol units and administrative vehicles. During the current period of 2021-2022 the fleet has been managed jointly by Caretaker - Joey Stonepoint and the Director of Operations – Staff Sergeant Brad Mack.

Over the past few years there has been a change in colour of the police vehicles from the blue base colour to black. It is expected that the last of the navy-blue patrol units will transition to all black patrol units in early 2022. One of the main reasons for this transition is cost and quicker acquisition of police vehicles as black is a uniform production colour by vehicle manufactures.

During the COVID-19 pandemic, new fleet purchases had proved to be a bit more difficult than in previous years. The supply chain of vehicles across North America was affected. In the past it has taken approximately six months to order, purchase and equip a marked police vehicle to be operational. During this global pandemic, UCCM Police saw lead times of more than a year from the time of order until the vehicle was on the ground in the UCCM Communities. A strategy that we are currently exploring, is “purchasing ahead” to have vehicles equipped and ready to go. As the patrol units reach the end of their safe operating life expectancy, new vehicles are also rotated into service.

UCCM Police Service is also keeping up with changes in technology. Over the past few years our vehicles have been equipped with docking stations with the ability to install a mobile tablet. The tablets will enable our frontline officers to have access to police data bases as they are on patrol. Additionally, our police vehicles have been equipped with GPS tracking modems that will allow the dispatch center in North Bay Ontario, to see the location of the UCCM Police vehicles on the mapping system. The reason for the addition of GPS mapping ability is to enhance officer safety during their shifts.

Over the years UCCM Police have purchased and used all different makes and models of vehicles. As much as we can, we try to support local dealerships on Manitoulin Island for our fleet acquisitions. In addition to making local vehicle purchases, we try to ensure that local service centers and garages are supported, by having oil changes, body repairs, general service work and tires purchased and installed locally on our vehicles.

In the winter of 2022, our police service updated the snowmobile fleet. Most of our frontline officers are trained on snowmobile operations. Prior to 2022 UCCM Police had two 2013 Yamaha Venture machines. The police snow machines were updated to 2022 Skidoo Expeditions and put into service in February 2022. The Skidoo Expedition is a utility snowmobile that is more suitable for deep snow conditions, which will allow officers to get into locations where a trail may not be broken yet. These machines have the ability to pull rescue sleighs in search and rescue situations. Early reviews on the new snowmachines, is that they are very suitable for our policing needs.



Police Fleet

In March of 2022, a new mobile speed sign was placed into service. The speed sign has a larger digital display than the previous sign. This new radar sign is much larger in size, which will provide more of a presence to motorists in hopes to slow their speed down. The sign has been placed into various communities when concerns of habitual vehicle speed has been reported to police.

UCCM Police Service also continues to maintain several Off-Road Vehicles. The Current fleet is 2 Yamaha Kodiak 4 wheelers ATVs and a Kawasaki 4x4 side by side UTV. All these vehicles are equipped with emergency lighting to enable vehicle stops as well. A galvanized utility trailer has been acquired to mobilize our Off-road vehicle fleet to various communities.

Current Fleet of UCCM Police Service – 17 vehicles

Marked Police Units – (9) – 7 for General Patrol and 2 for Peace Keeping Unit and Community Service. Of the 9 marked units, 3 are Dodge Pick-up trucks and 6 are Chev Tahoe SUV's

Administrative Units – (8) – 3 Jeep Cherokee SUV, 2 Dodge vans, 2 Dodge trucks, 1 Chev truck



Crime Unit

The Crime Unit employs a variety of investigative techniques to assist with major benchmark occurrences. This involves long hours, requires specialized skills, and working with policing partners and agencies.

Hours logged the past year included:

- PLT detail with OPP for the Covid 19 checkpoints
- Assisting with GLE due to Covid
- Assist PLT detail
- Weapons call
- Threats, Human trafficking
- Robbery investigations
- Drug investigations
- Fraud - worked with OPP anti-racket unit
- Sexual assault investigations
- Domestic assault/weapons
- Sudden death investigations
- Impaired driving and charter presentation
- Arson investigations



Drug Enforcement

The UCCM APS has continued its pro-active approach to drug enforcement and had one of the busiest years in the service's history with respect to drug enforcement. The crime unit officers have now taken on this role, with assistance and support from general law enforcement officers. Drug investigations are complex and dynamic in nature and require the partnership of our community members.

Throughout the year, community members provided information to officers which directly resulted in persons being charged with drug related offences. UCCM APS continue to encourage members of each community to report suspicious activity to the police.

Drug Stats for 2021

Total Cocaine seized:	1128.72 grams
Total Crack cocaine seized:	103.59 grams
Total Fentanyl seized:	735.9 grams
Total methamphetamine	47.6 gram
Total Hydromorphone	4474 milligram
Oxycodone	240 milligrams
Marijuana	115.2 grams
Handguns seized	3
Total value of drugs	\$75,406.50
Total cash seized:	\$88,526.00



Police Complaints Report

UCCM APS strives to provide effective service in its six communities and ensures that complaints are investigated both internally and externally. Complaints may be based on service, policy, or conduct. There were no public complaints filed during this annual reporting period.

The Enaag-dawaab-jig Committee (see report on page 4) provides an oversight mechanism to ensure public complaint findings of police misconduct are investigated. Enaag-dawaab-jig has a mandate to meet with community members and to solicit feedback regarding the quality of service provided by the UCCM APS and to then make recommendations to the Police Services Commission on ways to improve police service.

Criminal Record Checks

159 Vulnerable sector checks completed

78 Criminal record checks completed

44 Online record checks completed, 4 applications were incomplete and not able to be processed.

5 Fingerprints out of 257 checks. The system will sometimes flag CRC applicants for fingerprints, an additional step in the CRC process.

Traffic Enforcement/RIDE

The UCCM Anishnaabe Police Service receives many complaints of speeding and other HTA and CC infractions on our roads and highways between our communities. In addition to this, there is an emphasis on enforcement under the Off-Road Vehicles Act and the Motorized Snow Vehicles Act, particularly surrounding the seriousness of the nature of injuries sustained in ATV and Snowmobile accidents. The UCCM Anishnaabe Police Service has taken a proactive approach to these issues including an education period on when, where, and how ATVs and Snowmobiles should be used to ensure the safety of our community members and visitors to our communities and Manitoulin Island. Members of the UCCM Anishnaabe Police also participated in community events such as the snow dusters trail runs and other proactive initiatives.

Sergeant Jordan Atchison remains active as an Ontario Police College Instructor for stationary and moving radar as well as a LIDAR operation. LIDAR spot checks will occur and allow for long range infrared Radar Detection in which the operator would qualify his evidence should the matter be brought to trial under the HTA and Provincial Offences Act. Sergeant Atchison continues to monitor the Radar equipment and ensure that the best technology is being used in the most efficient way possible. Currently the UCCM PS has 4 radar equipped vehicles using the Stalker 2 Dual DSR system which is the top of the industry standard for moving radar. All new Officers are training and tested as per the Ontario Police College standard by written examination and practical field application of this instrument.

The 2021/2022 Fiscal year saw a diverse enforcement change in terms of Drug Impaired driving offences. All UCCM PS members are trained to Provincial Standard for Standard Field Sobriety Training. The UCCM Anishnaabe Police Service plans to commit a Drug Enforcement Recognition Officer who specializes in the detection of drug impaired driving occurrences. These members are highly training in detection and in the presentation of evidence at trial time. The changes made to the Criminal Code under the impaired driving legislation which includes increased Police Authority for breath demand to eliminate the possibility of alcohol impaired driving before beginning investigating techniques to determine drug impaired driving; this is in conjunction with the legalization of Cannabis in Canada in the Fall of 2018.

The UCCM Anishnaabe Police Service continues to receive funding from the Provincial Government for RIDE campaign enforcement and the campaigns continue to be a success not only for enforcement but allows new officers to meet their community members. These RIDE campaigns are carried out at certain times during the year including the Christmas and New Years holiday season where social events are likely to occur. The UCCM Anishnaabe Police Service remains committed to traffic safety in all our communities. The UCCM Anishnaabe Police Service reminds individuals to report Alcohol and Drug impaired driving. The safety of our communities requires the help of our community members.

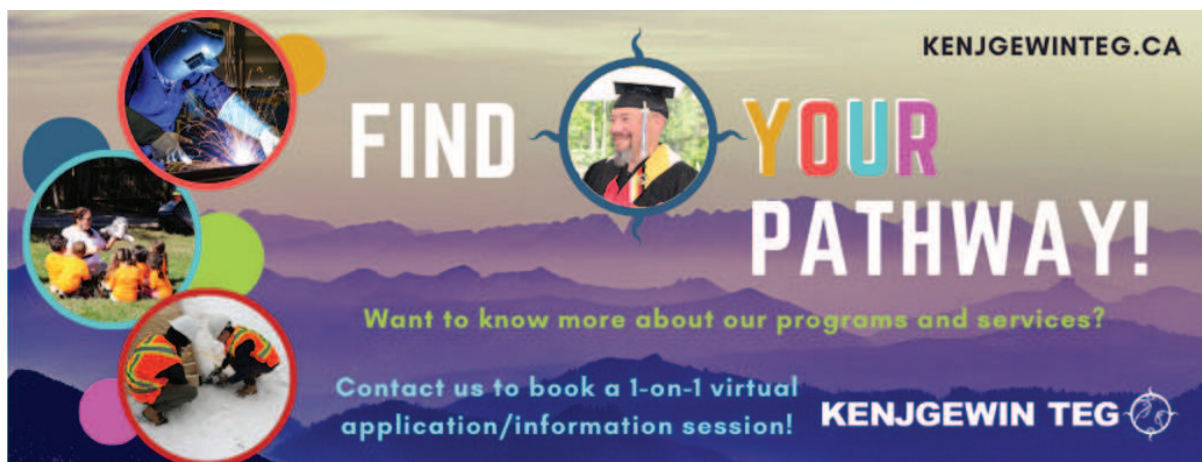


Officer and Civilian Training Report

This fiscal year UCCM APS staff were able to participate in many training opportunities; as COVID-19 began to see a reduction in cases, this allowed for more in-person training to occur. A majority of training completed occurred at Ontario Police College where uniform staff completed Senior Courses (i.e. Hate Crime Investigation). Staff completed regularly scheduled block training throughout the year.

UCCM APS recognizes the need for a highly skilled workforce and supports ongoing training and educational opportunities for our staff. During the last fiscal period, we saw 32 training initiatives completed in the following areas:

Courses Attended	Training Organization
Courtroom Testimony Techniques	Canadian Police Knowledge Network
Certified Facilitator in Organizational Design	Capillary Learning
Intoxilyzer 8000C Annual In-Service Examination	Centre of Forensic Sciences
Confidential Informant Development	Criminal Intelligence Service Ontario
Mobile Outreach Surveillance Course	Criminal Intelligence Service Ontario
Applied Suicide Intervention Skills Training	Nipissing University
Basic Constable Training Program	Ontario Police College
Criminal Investigators Training	Ontario Police College
Hate Crime Investigation	Ontario Police College
Incident Management System 100	Ontario Police College
Lawful Justice Training 2	Ontario Police College
Officer Authorities and the New Cannabis Legislation	Ontario Police College
Collection of Identifying Information in Certain Circumstances, Prohibition and Duties	Ontario Police College
Investigative Interviewing Techniques	Ontario Police College
Provincial Liaison Team (PLT) Annual Training	OPP - Indigenous Policing Bureau
Domestic Violence Investigator Course	Provincial Police Academy
Recruit Orientation - Post OPC course	Provincial Police Academy



Information Technology

UCCM APS is working to constantly implement new technologies to assist officers and staff. Our IT service provider is Aegisys from Sudbury who was the successful tender in 2019. They are constantly working with us to implement new technologies, troubleshoot and install new software, security, and other policing technologies. Some of the technologies we currently use:

Technologies

LiveScan: Live Scan is a way to take inkless fingerprints, which are then digitalized and transmitted directly to the Department of Justice (DOJ). The DOJ then checks the fingerprints against known criminal history records. A response (criminal history or no criminal history) is then sent to the agency requesting the Live Scan.

Mitel Phone System: Internet protocol phones capable of switching between Voice Over Internet Protocol (VOIP) and analog and recording incoming and outgoing calls.

Software Applications

Niche/RMS: enables, for the first time, advanced, shared information management among participating agencies. That means efficiencies from one-time data entry, streamlined joint operations, and full information about persons, vehicles, or locations across the region is at your fingertips, in real-time.

Criminal Justice Information System(CJIM): allows officer to search for and retrieve a submission previously submitted as a livescan submission; add to or modify an offender's biographical data if new or more accurate information becomes available; add or modify the Volunteer Screening Initiative, aliases, mark/scar/tattoo information as required; identify and report the final charge(s), whether they are original, modified, or additional charges; and enter the final court disposition(s) and submit them electronically.

InTime: scheduling, leave and overtime management system designed for police services. Staff can request leave, overtime, etc, on their desktops or cell phones.

All staff are provided with a work cell phone and these are managed by Aegisys. Aegisys also manages 25 desktops, 10 laptops, 9 ipads with a Mobile Device Management system.

Current Projects

Mobile workstations (Mobile data terminals): this allows officers the ability to access police database systems while on the road, in their cruisers.

Global Positioning Systems (GPS) – all UCCM cruisers will be installed with GPS so that dispatch can locate officers at all times. This ensures officer safety and allows dispatch to send the closest officer to the call.

Body Worn Cameras: working on policy and logistics to be able to roll out the body worn cameras. Requires the completion of policies on camera usage, downloading data, and storage.

Due to the increased work with technology, it has become necessary to hire an Information Technology Administrator. The IT Administrator will work closely with Aegisys as we implement the new technologies.

UCCM APS Staff Directory

MANAGEMENT TEAM

Chief of Police James Killeen
Staff Sergeant – Director of Operations Brad Mack
Detective Sergeant Todd Fox
Sergeant Heather Debassige
Sergeant Jordan Atchison
Director of Corporate Services Taylor Sayers
Social Navigator/Director of Community Mobilization Daughness Migwans

FRONTLINE TEAM

Court Officer Maxwell Abotossaway
Constable Paul Baxter
Constable Desi Beam
Detective Constable Daniel Bussieres
Constable Curtis Hare
Constable Mitchell Jacko
Constable Braeden Killeen
Constable Dave Mack
Constable Joseph Naokwegijig
Constable James Panamick
Constable Paul Shawanda
Constable Josh Shokan
Detective Constable Ed Simon
Constable Mike Souliere
Constable Carrie Spry
Constable Brian Ziegler
Special Constable Victor Pitawanakwat
Special Constable Jeremiah Corbiere

CIVILIAN TEAM

Executive Assistant Irene Altman
HR Administrator Lyndin Belleau
Finance Administrator - Vacant
Community Mobilization Assistant Teresa Nahwegahbow
Administrative Assistant Ann Ziegler
Custodian/Maintenance Joey Stoneypoint
Custodian Marvin Moggy



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Chi Miigwetch to the following Funders.

*Without their assistance the UCCM Anishnaabe Police Service
would not be possible.*



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Solicitor General

