

**First Nations Chiefs of Police Association
Annual Report
April 1, 2005 to March 31, 2006**

Preamble

The following is a briefing of the higher profile issues that have been dealt with by the FNCPA mainly through its Executive over the 2005/06 fiscal year.

This report is only intended to provide basic information on the issues.

Ongoing issues that need to be addressed by the membership are part and parcel of the Active Member's meeting held during the Annual General Meetings each year and also form parts of the agenda for the open forum sessions.

Terms and Conditions – First Nations Policing Policy

The FNCPA Executive met with representatives of the Aboriginal Policing Directorate and discussed the terms and conditions that have been drafted as part of the First Nations Policing Policy. The Executive has been advised that this document now has been delayed for Treasury Board submission for six months which will take us up to the fall of 2006. Recommendations were made by the First Nations Chiefs of Police Association Executive with respect to the document initially drafted.

Wage Parity

A Committee of the FNCPA membership was identified but unfortunately did not have the opportunity to meet regarding the matter of wage parity. The Aboriginal Policing Directorate has offered to assist in gathering data related to present salary scales across the country when this task is taken on.

The FNCPA had sent out an initial request to the First Nations Self-Administered Police Services across the country with a response from approximately 12 services. In order to determine what the variance is in salaries, what the comparison to the municipal, city, provincial or national police service is will require feedback from the individual territories and the neighbouring police services.

It has been determined that there is more information that needs to be gleaned from the First Nations Police Services to assist in further discussions on this issue. This task will be pursued further at a later date.

National Aboriginal Canadian Police Tactical Response Unit

This has been brought to the attention of the FNCPA Executive as an item that may require investigation as per its feasibility. More and more issues are requiring attention by an aboriginal containment team.

This type of activity would call for full time attention and in-depth training. There are many issues that surround such a large undertaking should it be considered in the future.

PSEPC Minister's Meeting

Unfortunately, a Ministerial meeting did not take place with PSEPC following a request being made by the FNCPA. The Minister of the day offered to have a staff member made available to meet with the FNCPA Executive. The FNCPA did not schedule a meeting with the Minister's Parliamentary Secretary but will be initiating an invitation to the new Minister Stockwell Day during his tenure.

First Nations Policing Policy Evaluation

The FNCPA was invited to be a part of the FNPP Evaluation Committee. The Committee consisted of members of the RCMP, the FNCPA, the FNPGA, the Quebec First Nations Chiefs of Police Association and the Aboriginal Policing Directorate.

Consultants were engaged by APD with the assistance of the FNCPA and FNPGA with the services of Public Works Canada. The evaluation was for the FNPP.

The Committee determined which communities would be visited as part of the evaluation and to offer up members to be interviewed from their respective areas. The interviews were conducted according to the individual's knowledge base and affiliation with the FNPP. Elders, First Nations Police Officers, Chiefs of Police, Provincial Police Services, RCMP and political leaders, provincially, federally and territorial were included in the surveys.

The evaluation itself extends to self-administered policing, CTA's, provincial, federal and First Nations representatives as far as interviews were concerned.

Twenty nine communities were originally identified for physical surveys to take place. An attempt was made to balance representation of the Self-Administered, CTA's, as well as take into account the logistical differences between various communities.

A final report has been composed with the recommendations having now been reviewed by the committee for the evaluation process.

The FNPP took into consideration, negotiated agreements as an example and establishing a broad plan and setting the bar.

A report on the evaluation will be made by the APD representative responsible for this area.

Sustainability of First Nations Policing

Case studies were carried out by the Aboriginal Policing Directorate by engaging a consultant. Six First Nations Police Services were visited and surveyed for this purpose.

Interviews included police members, PGA and community members.

The case studies did not mirror the questions utilized in the FNPP evaluation but will be added as an appendix to that final document.

National Insurance Project

With the completion of Phase I of the National Insurance Project now finalized and reported on by AON, Phase II has been in works as far as the proposal is concerned to continue on through the strategic planning process. The National Insurance plan which was originally set up for five stages has been reduced to three.

Copies of the Phase I summary report was forwarded to all provinces with self-administered police services as well as the First Nations Police Services who are affected. Phase II is now awaiting the response from the Aboriginal Policing Directorate before the FNCPA is in a position to further any progress in this area.

All First Nations Police Services who were involved in the data collection phase of this project have received a report compiled by AON as well as a summarized version for easy reference. All First Nations Police Services were visited during Phase I of this project rather than the initial 15 that were identified. Relevant data for First Nations Police Services across Canada is now accessible.

A CD was produced by AON identifying each of the locations visited and the profile gathered on each area.

AYTP

In 2005, the FNCPA participated along with the RCMP in a joint initiative referred to as the Aboriginal Youth Training Program.

Young people across the country who are interested in pursuing a career in policing are invited to apply and take advantage of this program which commenced in May and finishes in August or September. The term of employment is determined by hours rather than weeks.

Having had the opportunity to attend several meetings with the RCMP representatives, as well as attend the graduation ceremonies, the FNCPA is now in a position to assist the

RCMP in helping structure a program and curriculum that will be valuable to First Nations Police Services while utilizing the services of the students over the summer months.

Regina is the first place of origin for this summer program. The students spend two weeks of the program in their orientation sessions before being located to a First Nations Police Service. The FNCPA sends a First Nations Police Officer from a member service of the FNCPA to assist in this two week session. Only members of the FNCPA will be afforded the option of taking a student from AYTP.

The Aboriginal Policing Directorate assists with the funding for this program. The RCMP and FNCPA both contribute in kind contributions. A proposal will be developed to continue this program for 2006.

FNCPA Funding

The Aboriginal Policing Directorate has been providing funding for the FNCPA to conduct its ongoing business and liaise with the Aboriginal Policing Directorate on a quarterly and project related basis.

Each year, a plan is required from the FNCPA as per its proposed activity with projections for funding attached. At least four FNCPA/APD Co-ordination Committee meetings are planned.

In addition to these meetings, larger events such as the AGM have been a focus of the FNCPA Executive's energy. Throughout this fiscal year, FN Standardized Policing Agreements has been an issue that received serious attention. It has been tabled for discussion at the Active Member's Meeting in 2006.

Funding provided by APD allows for travel dollars for the FNCPA Executive, the use of professional services, staffing support for the head office and office related expenses. Professional Services are contracted as needed and depending on the project that is identified.

The FNCPA has been working with APD to establish a higher funding level to accommodate travel for the members to attend liaison meetings and Executive meetings. One of the concerns yet to be addressed is if the Board of Directors of the FNCPA sees fit to expand its membership and representative on the Executive. This issue will be discussed at the Active Member's meeting held during the 2006 AGM.

FNCPA Annual General Meeting

Proposals are forwarded well in advance of the AGM in an attempt to ensure that proper planning takes place for the Annual Meeting of the FNCPA and appropriate funding levels are committed. As in the past, the 2006 Annual General Meeting has funding committed by the Aboriginal Policing Directorate to carry out this event.

Past Members

In December of 2005, the FNCPA Executive extended its best wishes to retiring Chief of Police Wes Luloff, formerly of the Nishnawbe Aski Police Service. Wes retired as the Past President of the FNCPA. Life Membership will be recommended at the 2006 AGM Active Member's meeting.

FNCPA/APD/QFNCPA Meeting

The First Nations Chiefs of Police Association Executive and the Executive of the Quebec First Nations Chiefs of Police Association came together for an Executive to Executive Meeting held in Ottawa.

A number of issues were addressed at this meeting, one of great concern being Standardized First Nations Policing Agreements.

The Aboriginal Policing Directorate joined the discussions with the FNCPA and QFNPCA. An agreement was made to meet again in the near future to follow up on the discussions of the day and to ensure that ongoing communications among the three parties continues.

Standardized First Nations Policing Agreements

The Aboriginal Policing Directorate approached the First Nations Police Services with the possibility of entering into Standardized First Nations Policing Agreements. A template was drafted by APD and the FNCPA reviewed the document. A number of concerns evolved from the template that was originally submitted for consideration.

As a result, the Aboriginal Policing Directorate agreed to fund a committee of the FNCPA to further review the document and engage legal/consultant services to ensure the interests of the FNCPA were taken into account prior to any further deliberations relating to this document.

The intent of the standardized agreements as relayed by APD was to streamline the process and help expedite the approval and funding concerns that the First Nations communities are facing. The FNCPA was of the position that the document was revamped in a way that took away a great deal of agreed to principles and positions of the First Nations component that had taken a number of years to reach agreement on at the negotiating table.

At the end of the day, it is the position of the FNCPA that even though it may recommend or comment on documents that have been drafted relating to the Standardized First Nations Policing Agreement, it is not the final decision of the FNCPA to enter into an agreement for First Nations Policing but that of the Police Governance Authority and the Band Council of the territory.

The First Nations Chiefs of Police Association voiced the need to ensure that this is a three way agreement which is what the tripartite process is to stand for.

There will still need to be a necessity to address sections of the agreements that vary from one community to another. Standardizing is not feasible for every section of the agreement.

Aboriginal Policing Directorate Advisory Groups

It has been brought to the attention of the FNCPA that two advisory groups have been established by the Aboriginal Policing Directorate. One of which is a First Nations Advisory Group and the other a Provincial Advisory Group. There has not been any interaction with First Nations Police Service members to this point or participation at the sessions by First Nations Police Chiefs or First Nations Police Service members.

This process started in February 2004. The Aboriginal Policing Directorate's intent for establishing each of the committees is to help map out the future direction of the First Nations Policing Policy and to identify possible challenges which may need to be addressed with an overall objective of developing the future vision of the Program. Updates are provided to the Executive Committee following the meetings.

The committees meet individually at least two times a year. The First Nations Advisory Committee discusses issues of maintaining the perspective of native spirituality, community issues, social and criminal justice as they see it relating to policing.

The provincial advisory group also has the mandate of helping map out the future of the direction of the FNPP within the broader public safety community with an overall objective of developing the future vision for the program.

Continuation of the two groups is now under review by the Aboriginal Policing Directorate as are all committees that were implemented up to this period in time.

First Nations Training Program

The First Nations Chiefs of Police Association Executive supported the proposal of a First Nations Training Program at the Canadian Police College. Liaison has been with David Sunahara, Director of Research and Curriculum Development.

Issues and challenges facing officers who work under the FNPP and the adequacy their training is the focus of this training needs assessment. Adequacy must be judged against dual challenges of enforcement and cultural appropriateness. Delivery presently falls short of the special circumstances facing those who police First Nations communities.

An extension to the Canadian Police College is presently in the works. In order to accommodate training needs that are a necessity for First Nations Police Officers, a training needs assessment is underway to gather the necessary data to be able to design and implement. A training needs assessment has not been carried out since the late 1990's. At that time the CPC and the FNCPA undertook to conduct a training needs assessment. The study is now out of date. This is where the implementation and development of a Senior Investigator's Family Violence Course evolved.

This study is making an attempt to accommodate training needs in a more consistent fashion with First Nations Policing and making it more culturally appropriate. The training needs assessment has been funded by APD. The CPC is contracted as the consultant to the FNCPA. The rationale is to develop some strategic plan for training of First Nations Officers.

FNCPA National Office

As a result of the FNCPA Annual Meeting held in 2005 the Executive was given direction to investigate the feasibility of a National Office. This was discussed with APD but they are not in a position to consider. The FNCPA needs to identify where the national office would fit in as far as priorities are concerned.

There are approximately 55-60 paying members per year. This includes sustaining members as well. Active, Associate and Sustaining members are all charged the membership fee each year. Honorary members do not pay membership.

Only one conference is held each year. The cost is minimal for registration. The Aboriginal Policing Directorate funds the majority of the AGM. FNCPA's generated revenue is minimal. When possible it makes a contribution to the AGM on a year by year basis.

Funding

A proposal is developed every year for the operation of the First Nations Chiefs of Police Association. APD requirements are that a proposed budget, work plan and cash flow all be submitted prior to the fiscal year to provide justification for FNCPA Funding. Throughout the year, statements, activity reports and cash flows are submitted for the process of review by APD. Continued funding is not provided until such documentation is provided at the intervals requested.

Project related funding on a larger scale is still proposed through APD under the terms and conditions where appropriate criteria is in place to do so.

Longer term funding will be pursued through APD in this fiscal year. The Executive is looking toward a 3 year term agreement to avoid the necessity of building proposals on a yearly basis.

Communications Officer

This is a position which the FNCPA has opted to pilot. Funding was utilized from the FNCPA budget to support this position over the 2005/06 fiscal year. The intent was to ensure the website was kept up to date and special events such as covering the awards night, etc. were profiled as well as the First Nations Policing Services across Canada.

Aboriginal Policing Directorate – Director General

Following the retirement of Peter Fisher, Director General, Mr. Gilles Rochon was appointed the new Director General. Gilles was introduced to the FNCPA Executive at its March 15, 2005 meeting of the FNCPA/APD co-ordination committee. He joins the staff of APD after working with INAC. Mr. Rochon's background is working with Treasury Board, Revenues and Customs.