

**AMENDMENT NUMBER 4**

**TO THE AGREEMENT ON THE PROVISION OF POLICING SERVICES  
IN THE COMMUNITY OF KEBAOWEK  
FROM APRIL 1<sup>ST</sup> 2018 TO MARCH 31<sup>ST</sup> 2025**

- BETWEEN:**           **COUNCIL OF KEBAOWEK FIRST NATION**  
represented by the Chief  
(hereinafter the “Council”)
- AND:**               **HIS MAJESTY THE KING IN RIGHT OF CANADA**  
represented by the Minister of Public Safety and Emergency Preparedness  
(hereinafter “Canada”)
- AND:**               **THE GOUVERNEMENT DU QUÉBEC**  
represented by the ministre de la Sécurité publique, the ministre responsable  
des Relations avec les Premières Nations et les Inuit and the ministre  
responsable des Relations canadiennes respectively acting by the sous-  
ministre de la Sécurité publique, the secrétaire général associé aux Relations  
avec les Premières Nations et les Inuit and the secrétaire générale associée  
aux Relations canadiennes (hereinafter “Québec”)
- (hereinafter collectively the “Parties”)

**PREAMBLE**

**WHEREAS** the Parties entered into an Agreement on October 9, 2018, entitled Agreement on the Provision of Policing Services in the Community of Kebaowek for the period from April 1<sup>st</sup> 2018 to March 31<sup>st</sup> 2025 (hereinafter the “Agreement”);

**WHEREAS** the Agreement includes any previous amendments made by way of an amendment signed by the Parties;

**WHEREAS** the Parties wish to amend the Agreement once again, in accordance with subsection 6.3 of this Agreement, in order to support the stabilization of the provision of policing services, to prevent and counter domestic and sexual violence, to extend the Agreement until March 31 2029, and to establish Canada and Québec’s contribution funding for Fiscal Years 2024-2025 to 2028-2029.

**NOW THEREFORE**, the Parties agree as follows:

1. All terms and conditions of the Agreement remain unchanged except as provided in this Amendment.
2. The title of the Agreement is replaced by the following:

Agreement on the Provision of Policing Services in the community of Kebaowek for the period from April 1<sup>st</sup> 2018 to March 31<sup>st</sup> 2029.

3. Subsection 1.1 is replaced by the following:

**1.1       DESCRIPTION OF THIS AGREEMENT**

This Agreement, including the Preamble and Schedules A (Police Service Budget), C (Due Dates), G (Model for the Regulation on Internal Discipline), H (Model for Provisions Applicable to Criminal Allegation Cases), I (Policing Services), and J (Annual Activity Report of the Police Service) that form an integral part of this Agreement, constitutes the entire agreement among the Parties and supersedes all previous documents, negotiations, understandings and undertakings.

Schedules B (Request and Approval Form for Carryover of Unexpended Funding and Reallocation of Funding), D (Cash Flow Statement), F (Territory Map), are attached for information purposes only.

4. Paragraph 2.1.2 of the Agreement is replaced by the following:

- 2.1.2 a) The Police Service shall consist, for the 2018-2019 fiscal year, of a minimum of four (4) officers (full-time equivalent positions), including the Chief of Police, of seven (7) officers, including the Chief of Police as of fiscal year 2022-2023, and of eleven (11) officers, including the Chief of Police as of fiscal year 2024-2025.

The Police Service shall be assisted in its work by the required support staff.

- b) As of fiscal year 2025-2026, the financial contribution from Canada and Québec is based on a staffing of twelve (12) police officers (full-time equivalent positions), including the Chief of Police as well as one (1) civilian. Among the policing and civilian staff, a resource for preventing and countering domestic violence and sexual violence is included.

5. Paragraph 2.2.2 of the Agreement is replaced by the following:

2.2.2 In order to provide policing services within the territory described in paragraph 1.4.4 and in compliance with the principles set out in section 48, paragraph 2, of the Police Act, the Police Service shall be responsible for:

- a) ensuring a police presence that makes it possible to respond to requests for assistance in a reasonable time;
- b) conducting investigations, which includes securing the crime scene, identifying the complainant and witnesses, taking statements, gathering clues and evidence, arresting the suspect, if possible, issuing statements of offence and making follow-up court appearances;
- c) implementing crime prevention measures and programs.

More specifically, the Police Service shall provide the policing services listed in Schedule I (Policing Services) of this Agreement.

6. Sub-paragraph 2.9.1 g) is added the Agreement:

- g) providing Canada and Québec, at their request, with an updated police organization plan establishing, among other things, that the Police Service provides the policing activities described in Schedule I.

7. Sub-paragraph 4.2.1 b) of the Agreement is replaced by the following:

- b) in accordance with the budget in Schedule A (Police Service Budget) of this Agreement, at:

\$480,000 for Fiscal Year 2018-2019;

\$493,200 for Fiscal Year 2019-2020;

\$596,888.02 for Fiscal Year 2020-2021, of which a maximum of \$ 90,125.02 is for expenditures related to COVID-19;

\$581,787 for Fiscal Year 2021-2022, of which a maximum of \$ 61,088 is for expenditures related to COVID-19;

\$1,018,133 for Fiscal Year 2022-2023;

\$1,046,132 for Fiscal Year 2023-2024;

\$2,220,842 for Fiscal Year 2024-2025;

\$2,444,636 for Fiscal Year 2025-2026;

\$2,551,863 for Fiscal Year 2026-2027, of which a maximum of \$40,000 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

\$2,620,940 for Fiscal Year 2027-2028, of which a maximum of \$40,000 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

\$2,691,915 for Fiscal Year 2028-2029, of which a maximum of \$40,000 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

totaling \$16,746,336.02 for the agreement as a whole.

8. Sub-paragraph 4.2.2 g) of the Agreement is replaced by the following:

- g) for Fiscal Year 2024-2025:  
\$1,154,838 for Canada;  
\$1,066,004 for Québec.

9. Sub-paragraphs 4.2.2 h), i), j) and k) are added to the Agreement:

- h) for Fiscal Year 2025-2026:  
\$1,271,211 for Canada;  
\$1,173,425 for Québec.
- i) for Fiscal Year 2026-2027:  
\$1,326,969 for Canada, of which a maximum of \$20,800 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;  
\$1,224,894 for Québec, of which a maximum of \$19,200 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;
- j) for Fiscal Year 2027-2028:  
\$1,362,889 for Canada, of which a maximum of \$20,800 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;  
\$1,258,051 for Québec, of which a maximum of \$19,200 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;
- k) for Fiscal Year 2028-2029:  
\$1,399,796 for Canada, of which a maximum of \$20,800 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;  
\$1,292,119 for Québec, of which a maximum of \$19,200 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

10. Sub-paragraph 4.2.3 a) of the Agreement is replaced by the following:

- a) The Council shall respect the budget set out in Schedule A (Police Service Budget). However, it may reallocate funds between eligible budget items if an explanation is provided in the comment section of the cash flow statement as well as in the audited annual financial statements referred to in paragraph 4.9.2. This is with the exception of amounts specifically related to COVID-19, the terms of which are described in sub-paragraph 4.2.3 b), and of the amounts specifically related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, of which Québec's funding may not be

reallocated to another budget item and of which Canada's terms are set out in paragraph 4.5.4;

11. Sub-paragraph 4.2.3 c) is added to the Agreement:

- c) Despite any reallocations, the maximum amount of funding will remain the same as set out in subsection 4.2.1.

12. Paragraph 4.2.4 of the Agreement is replaced by the following:

- 4.2.4 If the reallocation requires the addition of a new eligible budget item or the removal of an existing budget item, the Council shall obtain the written authorization of Canada and Québec. The authorization request and the information required therein shall be submitted in accordance with the requirements of Québec and Canada (see Schedule B – Request and Approval Form for Carryover of Unexpended Funding and Reallocation of Funding).

13. Paragraphs 4.2.5, 4.2.6, and 4.2.7 of the Agreement are deleted.

14. Paragraph 4.3.3 of the Agreement is replaced by the following:

4.3.3 The payment schedule for Québec is as follows:

- a) For Fiscal Years 2018-2019 to 2025-2026, Québec shall pay the Council its annual contribution based on the following terms:

fifty percent (50%) of its share on June 1<sup>st</sup> and November 1<sup>st</sup> of each fiscal year covered by this Agreement.

- b) As of Fiscal Year 2026-2027, the terms is as follows:

- i) Fifty percent (50%) of its share, less its share of funding which covers expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, on June 1<sup>st</sup> and November 1<sup>st</sup> of each fiscal year;

- ii) For its share of funding which covers expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, payments shall be done for each fiscal year after the verification and approval of supporting documents.

No amount relating to these expenditures may be claimed more than one (1) year following the end of the designated fiscal year.

15. Paragraph 4.5.1 a) of the Agreement is replaced by the following:

- a) With the written authorization of Canada and Québec, the Council may carry over any unexpended funding at the end of a fiscal year to the following fiscal year, with the exception of expenditures related to COVID-19 and, for Québec, those related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, provided that they have been advanced the funding and the Council proposes to use the funds to cover eligible expenses listed in this Agreement or for purposes consistent with its objectives and activities. To obtain this written authorization, the Council shall provide Canada and Québec with a written notification;

16. Paragraph 4.5.4 is added to the Agreement:

- 4.5.4 For Fiscal Years in which an amount has been granted to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, any portion of

Canada's share that is not spent at the end of each designated fiscal year will be considered an overpayment. However, if applicable, the Council shall keep the funding as an advance on the final payment due by Canada in this Agreement.

17. Paragraph 4.8.1 a) of the Agreement is replaced by the following:

- a) maintain accounting records clearly identifying revenues and expenditures for the provisions of policing services and, separately, those specifically related to prevent and counter domestic violence and sexual violence as of Fiscal Year 2025-2026.

18. Paragraph 4.9.1 of the Agreement is replaced by the following:

- 4.9.1 The Council shall, within four (4) months following the end of each fiscal year, provide Canada and Québec with an annual report of the activities of the Police Service, including the information provided in Schedule J (Annual Activity Report of the Policing Service).

19. Subsection 6.10 of the Agreement is replaced by the following:

#### **6.10 DURATION OF AGREEMENT**

- 6.10.1 This Agreement will come into effect on the date on which it is signed by all Parties and covers the period from April 1, 2018 to March 31, 2029 unless it is terminated in accordance with subsection 6.6.

- 6.10.2 However, if the Parties expressly agree, in a written notice sent to the other Parties before March 31, 2029, to maintain the provisions of this Agreement, these provisions, except the sections regarding funding in Part IV, shall remain in force until a new agreement on the provision of policing services is entered into. Nonetheless, if such a new agreement is not entered into before March 31, 2030, the provisions of this Agreement will expire.

20. Schedule A of the Agreement is modified as follows and is attached to this Amendment: replacing Fiscal Year 2024-2025 and adding Fiscal Years 2025-2026 through 2028-2029.

21. Schedules I and J attached to this Amendment are added and form an integral part of the Agreement.

22. This Amendment may be executed in several counterparts, each of which shall be deemed an original and all of which shall constitute one and the same instrument. Each Party will receive a copy of all signed counterparts; it being understood that all Parties need not sign the same counterparts.

23. The exchange of copies of this Amendment and of signature pages by electronic mail in "portable document format" (".pdf") form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, or by combination of such means, shall constitute effective execution and delivery of this Amendment as to the Parties and may be used in lieu of the original Amendment for all purposes.

**IN WITNESS WHEREOF, the Parties or their duly authorized representatives have signed:**

**FOR THE COUNCIL,**

  
\_\_\_\_\_  
CHIEF

  
\_\_\_\_\_  
Signed on

**FOR HIS MAJESTY THE KING IN RIGHT OF CANADA,**

\_\_\_\_\_  
DIRECTOR,  
INDIGENOUS POLICING PROGRAM  
INDIGENOUS AFFAIRS BRANCH  
PUBLIC SAFETY CANADA

\_\_\_\_\_  
Signed on

**FOR THE GOUVERNEMENT DU QUÉBEC,**

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MARC CROTEAU  
SOUS-MINISTRE  
DE LA SÉCURITÉ PUBLIQUE

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Signed on

**and**

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PATRIK LAHAIE  
SECRÉTAIRE GÉNÉRAL ASSOCIÉ  
AUX RELATIONS AVEC LES PREMIÈRES NATIONS  
ET LES INUIT

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Signed on

**and**

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JULIE BISSONNETTE  
SECRÉTAIRE GÉNÉRALE ASSOCIÉE  
AUX RELATIONS CANADIENNES

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Signed on

**Schedule A  
Police Service Budget**

**Revenues for Fiscal Year 2024-2025**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,154,838.00
Gouvernement du Québec	\$1,066,004.00
Subtotal – Cash	\$2,220,842.00
<b>Total Government Funding</b>	<b>\$2,220,842.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,220,842.00</b>

**Eligible Expenses for Fiscal Year 2024-2025**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non- Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$115,484.00	\$106,600.00		\$222,084.00
Employee travel	\$10,400.00	\$9,600.00		\$20,000.00
Insurance	\$15,771.00	\$14,558.00		\$30,329.00
Information technology and communications equipment	\$13,000.00	\$12,000.00		\$25,000.00
Legal Costs	\$7,800.00	\$7,200.00		\$15,000.00
Pay and benefits	\$857,454.00	\$791,496.00		\$1,648,950.00
Police equipment	\$13,000.00	\$12,000.00		\$25,000.00
Police facility costs	\$4,420.00	\$4,080.00		\$8,500.00
Police Governance	\$2,600.00	\$2,400.00		\$5,000.00
Policing infrastructure expenditures	\$5,200.00	\$4,800.00		\$10,000.00
Prisoners' keep and escorts	\$2,600.00	\$2,400.00		\$5,000.00
Professional fees	\$7,800.00	\$7,200.00		\$15,000.00
Rent subsidies for housing of officers	\$56,160.00	\$51,840.00		\$108,000.00
Training and recruitment	\$17,149.00	\$15,830.00		\$32,979.00
Transportation expenses and related equipment	\$26,000.00	\$24,000.00		\$50,000.00
Subtotal – Cash	\$1,154,838.00	\$1,066,004.00	\$0.00	\$2,220,842.00
<b>Total Expenditures:</b>	<b>\$1,154,838.00</b>	<b>\$1,066,004.00</b>	<b>\$0.00</b>	<b>\$2,220,842.00</b>

**Revenues for Fiscal Year 2025-2026**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,271,211.00
Gouvernement du Québec	\$1,173,425.00
Subtotal – Cash	\$2,444,636.00
<b>Total Government Funding</b>	<b>\$2,444,636.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,444,636.00</b>

**Eligible Expenses for Fiscal Year 2025-2026**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non-Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$127,121.00	\$117,342.00		\$244,463.00
Employee travel	\$11,960.00	\$11,040.00		\$23,000.00
Insurance	\$16,564.00	\$15,289.00		\$31,853.00
Information technology and communications equipment	\$14,040.00	\$12,960.00		\$27,000.00
Legal Costs	\$9,360.00	\$8,640.00		\$18,000.00
Pay and benefits	\$945,849.00	\$873,092.00		\$1,818,941.00
Police equipment	\$14,040.00	\$12,960.00		\$27,000.00
Police facility costs	\$6,240.00	\$5,760.00		\$12,000.00
Police Governance	\$3,640.00	\$3,360.00		\$7,000.00
Policing infrastructure expenditures	\$6,240.00	\$5,760.00		\$12,000.00
Prisoners' keep and escorts	\$4,160.00	\$3,840.00		\$8,000.00
Professional fees	\$8,840.00	\$8,160.00		\$17,000.00
Rent subsidies for housing of officers	\$57,200.00	\$52,800.00		\$110,000.00
Training and recruitment	\$18,917.00	\$17,462.00		\$36,379.00
Transportation expenses and related equipment	\$27,040.00	\$24,960.00		\$52,000.00
Subtotal – Cash	\$1,271,211.00	\$1,173,425.00	\$0.00	\$2,444,636.00
<b>Total Expenditures:</b>	<b>\$1,271,211.00</b>	<b>\$1,173,425.00</b>	<b>\$0.00</b>	<b>\$2,444,636.00</b>

**Revenues for Fiscal Year 2026-2027**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,326,969.00
Gouvernement du Québec	\$1,224,894.00
Subtotal – Cash	\$2,551,863.00
<b>Total Government Funding</b>	<b>\$2,551,863.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,551,863.00</b>

**Eligible Expenses for Fiscal Year 2026-2027**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non-Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$132,697.00	\$122,489.00		\$255,186.00
Employee travel	\$12,480.00	\$11,520.00		\$24,000.00
Insurance	\$17,335.00	\$16,001.00		\$33,336.00
Information technology and communications equipment	\$14,560.00	\$13,440.00		\$28,000.00
Legal Costs	\$9,880.00	\$9,120.00		\$19,000.00
Pay and benefits	\$971,860.00	\$897,102.00		\$1,868,962.00
Police equipment	\$15,080.00	\$13,920.00		\$29,000.00
Police facility costs	\$6,760.00	\$6,240.00		\$13,000.00
Police Governance	\$20,800.00	\$19,200.00		\$40,000.00
Policing infrastructure expenditures	\$6,500.00	\$6,000.00		\$12,500.00
Prisoners' keep and escorts	\$4,420.00	\$4,080.00		\$8,500.00
Professional fees	\$9,360.00	\$8,640.00		\$18,000.00
Rent subsidies for housing of officers	\$58,240.00	\$53,760.00		\$112,000.00
Training and recruitment	\$19,437.00	\$17,942.00		\$37,379.00
Transportation expenses and related equipment	\$27,560.00	\$25,440.00		\$53,000.00
Subtotal – Cash	\$1,326,969.00	\$1,224,894.00	\$0.00	\$2,551,863.00
<b>Total Expenditures:</b>	<b>\$1,326,969.00</b>	<b>\$1,224,894.00</b>	<b>\$0.00</b>	<b>\$2,551,863.00</b>

**Revenues for Fiscal Year 2027-2028**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,362,889.00
Gouvernement du Québec	\$1,258,051.00
Subtotal – Cash	\$2,620,940.00
<b>Total Government Funding</b>	<b>\$2,620,940.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,620,940.00</b>

**Eligible Expenses for Fiscal Year 2027-2028**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non-Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$136,289.00	\$125,805.00		\$262,094.00
Employee travel	\$13,000.00	\$12,000.00		\$25,000.00
Insurance	\$17,722.00	\$16,359.00		\$34,081.00
Information technology and communications equipment	\$14,820.00	\$13,680.00		\$28,500.00
Legal Costs	\$10,400.00	\$9,600.00		\$20,000.00
Pay and benefits	\$998,586.00	\$921,772.00		\$1,920,358.00
Police equipment	\$15,600.00	\$14,400.00		\$30,000.00
Police facility costs	\$7,280.00	\$6,720.00		\$14,000.00
Police Governance	\$20,800.00	\$19,200.00		\$40,000.00
Policing infrastructure expenditures	\$6,760.00	\$6,240.00		\$13,000.00
Prisoners' keep and escorts	\$4,680.00	\$4,320.00		\$9,000.00
Professional fees	\$9,620.00	\$8,880.00		\$18,500.00
Rent subsidies for housing of officers	\$59,280.00	\$54,720.00		\$114,000.00
Training and recruitment	\$19,972.00	\$18,435.00		\$38,407.00
Transportation expenses and related equipment	\$28,080.00	\$25,920.00		\$54,000.00
Subtotal – Cash	\$1,362,889.00	\$1,258,051.00	\$0.00	\$2,620,940.00
<b>Total Expenditures:</b>	<b>\$1,362,889.00</b>	<b>\$1,258,051.00</b>	<b>\$0.00</b>	<b>\$2,620,940.00</b>

**Revenues for Fiscal Year 2028-2029**  
 Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,399,796.00
Gouvernement du Québec	\$1,292,119.00
Subtotal – Cash	\$2,691,915.00
<b>Total Government Funding</b>	<b>\$2,691,915.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues</b>	<b>\$2,691,915.00</b>

**Eligible Expenses for Fiscal Year 2028-2029**  
 Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non- Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$139,980.00	\$129,212.00		\$269,192.00
Employee travel	\$13,260.00	\$12,240.00		\$25,500.00
Insurance	\$18,248.00	\$16,844.00		\$35,092.00
Information technology and communications equipment	\$15,080.00	\$13,920.00		\$29,000.00
Legal Costs	\$10,920.00	\$10,080.00		\$21,000.00
Pay and benefits	\$1,026,047.00	\$947,121.00		\$1,973,168.00
Police equipment	\$16,120.00	\$14,880.00		\$31,000.00
Police facility costs	\$7,800.00	\$7,200.00		\$15,000.00
Police Governance	\$20,800.00	\$19,200.00		\$40,000.00
Policing infrastructure expenditures	\$7,280.00	\$6,720.00		\$14,000.00
Prisoners' keep and escorts	\$4,940.00	\$4,560.00		\$9,500.00
Professional fees	\$9,880.00	\$9,120.00		\$19,000.00
Rent subsidies for housing of officers	\$60,320.00	\$55,680.00		\$116,000.00
Training and recruitment	\$20,521.00	\$18,942.00		\$39,463.00
Transportation expenses and related equipment	\$28,600.00	\$26,400.00		\$55,000.00
Subtotal – Cash	\$1,399,796.00	\$1,292,119.00	\$0.00	\$2,691,915.00
<b>Total Expenditures:</b>	<b>\$1,399,796.00</b>	<b>\$1,292,119.00</b>	<b>\$0.00</b>	<b>\$2,691,915.00</b>

**Schedule I  
Policing Services**

The following is a list of policing services provided by the Kebaowek Police Force.

<b>Policing</b>
Patrol (24 hours a day, 7 days a week)
Response to any request for help from a citizen within a reasonable time and dispatching
Road patrolling
Transportation of accused persons
Hit and run incidents
Securing crime scene
Containment
<b>Investigations</b>
Assault
Fatal work injury, in cooperation with the Sûreté du Québec
Robbery, excluding financial institution or armoured car robbery
Taxing
Breaking and entering
Auto theft
Theft and possession of stolen goods except for freight, computer data, and explosives thefts
Mischief, excluding computer data mischief
Impaired driving
Suspicious object or bomb threat, if negative
Disappearances
Runaways
<b>Emergency Measures</b>
Rescue operations
Emergency response to local disaster
<b>Support Services</b>
Crime scene dusting and photography
Production and pooling of tactical and operational criminal intelligence relating to persons, groups or phenomena affecting their territory
Significant contribution to criminal intelligence exchanges between Police Services and bodies in charge of enforcing the law
Management of human sources of intelligence
Detention
Custody of exhibits
Court liaison
Taking of a bodily substance for forensic DNA analysis
Warrant management and tracking of individuals
Police records management
Public affairs
Québec Police Intelligence Centre (QPIC) input and retrieval
Internal affairs
Technical equipment and use of force instructor
Services of a breath analysis expert
Bertillonage
Information collection for the registration of sex offenders under the Sex Offender Information Registration Act (L.C. 2004, c.10)
Entry of data in the Québec data bank on recovered firearms

**Schedule J**  
**Annual Report of the Activities of the Police Service**

The annual activity report of the Police Service according to paragraph 4.9.1 must include, but not be limited to:

- a description of the Police Service's police and civilian personnel, including an organizational chart;
- the Police Service's hiring and training activities,
- statistical data on caseload information handled by the Police Service
- activities and programs delivered by the Police Service or in which it is involved, such as school visits, drug education, crime prevention, etc.;
- an inventory of vehicles;
- a description of the police facility, facility conditions and any improvements or any work carried out over the past year;
- statistical data on complaints from the public in regards to the Police Service, including the nature of the complaints;
- complete inventory of weapons, including intermediary weapons.

With regards to domestic violence and sexual violence, the same report must also include, but not be limited to:

- the number of follow-ups with community partners;
- the number of victims supported during the year;
- the number of events reported to the Police Service during the year;
- the number of post-intervention contacts/follow-ups with victims (checks to ensure personal safety, verification of compliance to conditions, other follow-ups, etc.);
- the nature and number of prevention and awareness-raising activities carried out by the Police Service during the year;
- the number of offenders supervised per year;
- the number of repeat offences; and
- the number of complaints for breach of conditions.

## AMENDMENT NUMBER 4

### TO THE AGREEMENT ON THE PROVISION OF POLICING SERVICES IN THE COMMUNITY OF KEBAOWEK FROM APRIL 1<sup>ST</sup> 2018 TO MARCH 31<sup>ST</sup> 2025

- BETWEEN:**           **COUNCIL OF KEBAOWEK FIRST NATION**  
represented by the Chief  
(hereinafter the “Council”)
- AND:**               **HIS MAJESTY THE KING IN RIGHT OF CANADA**  
represented by the Minister of Public Safety and Emergency Preparedness  
(hereinafter “Canada”)
- AND:**               **THE GOUVERNEMENT DU QUÉBEC**  
represented by the ministre de la Sécurité publique, the ministre responsable  
des Relations avec les Premières Nations et les Inuit and the ministre  
responsable des Relations canadiennes respectively acting by the sous-  
ministre de la Sécurité publique, the secrétaire général associé aux Relations  
avec les Premières Nations et les Inuit and the secrétaire générale associée  
aux Relations canadiennes (hereinafter “Québec”)
- (hereinafter collectively the “Parties”)

#### PREAMBLE

**WHEREAS** the Parties entered into an Agreement on October 9, 2018, entitled Agreement on the Provision of Policing Services in the Community of Kebaowek for the period from April 1<sup>st</sup> 2018 to March 31<sup>st</sup> 2025 (hereinafter the “Agreement”);

**WHEREAS** the Agreement includes any previous amendments made by way of an amendment signed by the Parties;

**WHEREAS** the Parties wish to amend the Agreement once again, in accordance with subsection 6.3 of this Agreement, in order to support the stabilization of the provision of policing services, to prevent and counter domestic and sexual violence, to extend the Agreement until March 31 2029, and to establish Canada and Québec’s contribution funding for Fiscal Years 2024-2025 to 2028-2029.

**NOW THEREFORE**, the Parties agree as follows:

1. All terms and conditions of the Agreement remain unchanged except as provided in this Amendment.
2. The title of the Agreement is replaced by the following:

Agreement on the Provision of Policing Services in the community of Kebaowek for the period from April 1<sup>st</sup> 2018 to March 31<sup>st</sup> 2029.

3. Subsection 1.1 is replaced by the following:

#### **1.1       DESCRIPTION OF THIS AGREEMENT**

This Agreement, including the Preamble and Schedules A (Police Service Budget), C (Due Dates), G (Model for the Regulation on Internal Discipline), H (Model for Provisions Applicable to Criminal Allegation Cases), I (Policing Services), and J (Annual Activity Report of the Police Service) that form an integral part of this Agreement, constitutes the entire agreement among the Parties and supersedes all previous documents, negotiations, understandings and undertakings.

Schedules B (Request and Approval Form for Carryover of Unexpended Funding and Reallocation of Funding), D (Cash Flow Statement), F (Territory Map), are attached for information purposes only.

4. Paragraph 2.1.2 of the Agreement is replaced by the following:

- 2.1.2 a) The Police Service shall consist, for the 2018-2019 fiscal year, of a minimum of four (4) officers (full-time equivalent positions), including the Chief of Police, of seven (7) officers, including the Chief of Police as of fiscal year 2022-2023, and of eleven (11) officers, including the Chief of Police as of fiscal year 2024-2025.

The Police Service shall be assisted in its work by the required support staff.

- b) As of fiscal year 2025-2026, the financial contribution from Canada and Québec is based on a staffing of twelve (12) police officers (full-time equivalent positions), including the Chief of Police as well as one (1) civilian. Among the policing and civilian staff, a resource for preventing and countering domestic violence and sexual violence is included.

5. Paragraph 2.2.2 of the Agreement is replaced by the following:

2.2.2 In order to provide policing services within the territory described in paragraph 1.4.4 and in compliance with the principles set out in section 48, paragraph 2, of the Police Act, the Police Service shall be responsible for:

- a) ensuring a police presence that makes it possible to respond to requests for assistance in a reasonable time;
- b) conducting investigations, which includes securing the crime scene, identifying the complainant and witnesses, taking statements, gathering clues and evidence, arresting the suspect, if possible, issuing statements of offence and making follow-up court appearances;
- c) implementing crime prevention measures and programs.

More specifically, the Police Service shall provide the policing services listed in Schedule I (Policing Services) of this Agreement.

6. Sub-paragraph 2.9.1 g) is added the Agreement:

- g) providing Canada and Québec, at their request, with an updated police organization plan establishing, among other things, that the Police Service provides the policing activities described in Schedule I.

7. Sub-paragraph 4.2.1 b) of the Agreement is replaced by the following:

- b) in accordance with the budget in Schedule A (Police Service Budget) of this Agreement, at:

\$480,000 for Fiscal Year 2018-2019;

\$493,200 for Fiscal Year 2019-2020;

\$596,888.02 for Fiscal Year 2020-2021, of which a maximum of \$ 90,125.02 is for expenditures related to COVID-19;

\$581,787 for Fiscal Year 2021-2022, of which a maximum of \$ 61,088 is for expenditures related to COVID-19;

\$1,018,133 for Fiscal Year 2022-2023;

\$1,046,132 for Fiscal Year 2023-2024;

\$2,220,842 for Fiscal Year 2024-2025;

\$2,444,636 for Fiscal Year 2025-2026;

\$2,551,863 for Fiscal Year 2026-2027, of which a maximum of \$40,000 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

\$2,620,940 for Fiscal Year 2027-2028, of which a maximum of \$40,000 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

\$2,691,915 for Fiscal Year 2028-2029, of which a maximum of \$40,000 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

totaling \$16,746,336.02 for the agreement as a whole.

8. Sub-paragraph 4.2.2 g) of the Agreement is replaced by the following:

- g) for Fiscal Year 2024-2025:  
\$1,154,838 for Canada;  
\$1,066,004 for Québec.

9. Sub-paragraphs 4.2.2 h), i), j) and k) are added to the Agreement:

- h) for Fiscal Year 2025-2026:  
\$1,271,211 for Canada;  
\$1,173,425 for Québec.
- i) for Fiscal Year 2026-2027:  
\$1,326,969 for Canada, of which a maximum of \$20,800 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;  
\$1,224,894 for Québec, of which a maximum of \$19,200 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;
- j) for Fiscal Year 2027-2028:  
\$1,362,889 for Canada, of which a maximum of \$20,800 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;  
\$1,258,051 for Québec, of which a maximum of \$19,200 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;
- k) for Fiscal Year 2028-2029:  
\$1,399,796 for Canada, of which a maximum of \$20,800 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;  
\$1,292,119 for Québec, of which a maximum of \$19,200 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

10. Sub-paragraph 4.2.3 a) of the Agreement is replaced by the following:

- a) The Council shall respect the budget set out in Schedule A (Police Service Budget). However, it may reallocate funds between eligible budget items if an explanation is provided in the comment section of the cash flow statement as well as in the audited annual financial statements referred to in paragraph 4.9.2. This is with the exception of amounts specifically related to COVID-19, the terms of which are described in sub-paragraph 4.2.3 b), and of the amounts specifically related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, of which Québec's funding may not be

reallocated to another budget item and of which Canada's terms are set out in paragraph 4.5.4;

11. Sub-paragraph 4.2.3 c) is added to the Agreement:

- c) Despite any reallocations, the maximum amount of funding will remain the same as set out in subsection 4.2.1.

12. Paragraph 4.2.4 of the Agreement is replaced by the following:

- 4.2.4 If the reallocation requires the addition of a new eligible budget item or the removal of an existing budget item, the Council shall obtain the written authorization of Canada and Québec. The authorization request and the information required therein shall be submitted in accordance with the requirements of Québec and Canada (see Schedule B – Request and Approval Form for Carryover of Unexpended Funding and Reallocation of Funding).

13. Paragraphs 4.2.5, 4.2.6, and 4.2.7 of the Agreement are deleted.

14. Paragraph 4.3.3 of the Agreement is replaced by the following:

4.3.3 The payment schedule for Québec is as follows:

- a) For Fiscal Years 2018-2019 to 2025-2026, Québec shall pay the Council its annual contribution based on the following terms:

fifty percent (50%) of its share on June 1<sup>st</sup> and November 1<sup>st</sup> of each fiscal year covered by this Agreement.

- b) As of Fiscal Year 2026-2027, the terms is as follows:

- i) Fifty percent (50%) of its share, less its share of funding which covers expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, on June 1<sup>st</sup> and November 1<sup>st</sup> of each fiscal year;

- ii) For its share of funding which covers expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, payments shall be done for each fiscal year after the verification and approval of supporting documents.

No amount relating to these expenditures may be claimed more than one (1) year following the end of the designated fiscal year.

15. Paragraph 4.5.1 a) of the Agreement is replaced by the following:

- a) With the written authorization of Canada and Québec, the Council may carry over any unexpended funding at the end of a fiscal year to the following fiscal year, with the exception of expenditures related to COVID-19 and, for Québec, those related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, provided that they have been advanced the funding and the Council proposes to use the funds to cover eligible expenses listed in this Agreement or for purposes consistent with its objectives and activities. To obtain this written authorization, the Council shall provide Canada and Québec with a written notification;

16. Paragraph 4.5.4 is added to the Agreement:

- 4.5.4 For Fiscal Years in which an amount has been granted to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, any portion of

Canada's share that is not spent at the end of each designated fiscal year will be considered an overpayment. However, if applicable, the Council shall keep the funding as an advance on the final payment due by Canada in this Agreement.

17. Paragraph 4.8.1 a) of the Agreement is replaced by the following:

- a) maintain accounting records clearly identifying revenues and expenditures for the provisions of policing services and, separately, those specifically related to prevent and counter domestic violence and sexual violence as of Fiscal Year 2025-2026.

18. Paragraph 4.9.1 of the Agreement is replaced by the following:

- 4.9.1 The Council shall, within four (4) months following the end of each fiscal year, provide Canada and Québec with an annual report of the activities of the Police Service, including the information provided in Schedule J (Annual Activity Report of the Policing Service).

19. Subsection 6.10 of the Agreement is replaced by the following:

#### **6.10 DURATION OF AGREEMENT**

6.10.1 This Agreement will come into effect on the date on which it is signed by all Parties and covers the period from April 1, 2018 to March 31, 2029 unless it is terminated in accordance with subsection 6.6.

6.10.2 However, if the Parties expressly agree, in a written notice sent to the other Parties before March 31, 2029, to maintain the provisions of this Agreement, these provisions, except the sections regarding funding in Part IV, shall remain in force until a new agreement on the provision of policing services is entered into. Nonetheless, if such a new agreement is not entered into before March 31, 2030, the provisions of this Agreement will expire.

20. Schedule A of the Agreement is modified as follows and is attached to this Amendment: replacing Fiscal Year 2024-2025 and adding Fiscal Years 2025-2026 through 2028-2029.

21. Schedules I and J attached to this Amendment are added and form an integral part of the Agreement.

22. This Amendment may be executed in several counterparts, each of which shall be deemed an original and all of which shall constitute one and the same instrument. Each Party will receive a copy of all signed counterparts; it being understood that all Parties need not sign the same counterparts.

23. The exchange of copies of this Amendment and of signature pages by electronic mail in "portable document format" (".pdf") form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, or by combination of such means, shall constitute effective execution and delivery of this Amendment as to the Parties and may be used in lieu of the original Amendment for all purposes.

**IN WITNESS WHEREOF, the Parties or their duly authorized representatives have signed:**

**FOR THE COUNCIL,**

\_\_\_\_\_  
CHIEF

\_\_\_\_\_  
Signed on

**FOR HIS MAJESTY THE KING IN RIGHT OF CANADA,**

\_\_\_\_\_  
DIRECTOR,  
INDIGENOUS POLICING PROGRAM  
INDIGENOUS AFFAIRS BRANCH  
PUBLIC SAFETY CANADA

\_\_\_\_\_  
Signed on

FOR THE GOUVERNEMENT DU QUÉBEC,

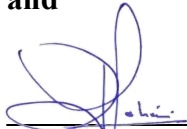


MARC CROTEAU  
SOUS-MINISTRE  
DE LA SÉCURITÉ PUBLIQUE

20 mars 2025

Signed on

and



PATRIK LAHAIE  
SECRÉTAIRE GÉNÉRAL ASSOCIÉ  
AUX RELATIONS AVEC LES PREMIÈRES NATIONS  
ET LES INUIT

24 mars 2025

Signed on

and

JULIE BISSONNETTE  
SECRÉTAIRE GÉNÉRALE ASSOCIÉE  
AUX RELATIONS CANADIENNES

Signed on

POUR LE GOUVERNEMENT DU QUÉBEC,



MARC CROTEAU  
SOUS-MINISTRE  
DE LA SÉCURITÉ PUBLIQUE

20 mars 2025

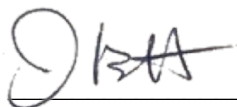
signé le

et

PATRICK LAHAIE  
SECRÉTAIRE GÉNÉRAL ASSOCIÉ  
AUX RELATIONS AVEC LES PREMIÈRES NATIONS  
ET LES INUIT

signé le

et



JULIE BISSONNETTE  
SECRÉTAIRE GÉNÉRALE ASSOCIÉE  
AUX RELATIONS CANADIENNES

25 mars 2025

signé le

**Schedule A  
Police Service Budget**

**Revenues for Fiscal Year 2024-2025**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,154,838.00
Gouvernement du Québec	\$1,066,004.00
Subtotal – Cash	\$2,220,842.00
<b>Total Government Funding</b>	<b>\$2,220,842.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,220,842.00</b>

**Eligible Expenses for Fiscal Year 2024-2025**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non- Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$115,484.00	\$106,600.00		\$222,084.00
Employee travel	\$10,400.00	\$9,600.00		\$20,000.00
Insurance	\$15,771.00	\$14,558.00		\$30,329.00
Information technology and communications equipment	\$13,000.00	\$12,000.00		\$25,000.00
Legal Costs	\$7,800.00	\$7,200.00		\$15,000.00
Pay and benefits	\$857,454.00	\$791,496.00		\$1,648,950.00
Police equipment	\$13,000.00	\$12,000.00		\$25,000.00
Police facility costs	\$4,420.00	\$4,080.00		\$8,500.00
Police Governance	\$2,600.00	\$2,400.00		\$5,000.00
Policing infrastructure expenditures	\$5,200.00	\$4,800.00		\$10,000.00
Prisoners' keep and escorts	\$2,600.00	\$2,400.00		\$5,000.00
Professional fees	\$7,800.00	\$7,200.00		\$15,000.00
Rent subsidies for housing of officers	\$56,160.00	\$51,840.00		\$108,000.00
Training and recruitment	\$17,149.00	\$15,830.00		\$32,979.00
Transportation expenses and related equipment	\$26,000.00	\$24,000.00		\$50,000.00
Subtotal – Cash	\$1,154,838.00	\$1,066,004.00	\$0.00	\$2,220,842.00
<b>Total Expenditures:</b>	<b>\$1,154,838.00</b>	<b>\$1,066,004.00</b>	<b>\$0.00</b>	<b>\$2,220,842.00</b>

**Revenues for Fiscal Year 2025-2026**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,271,211.00
Gouvernement du Québec	\$1,173,425.00
Subtotal – Cash	\$2,444,636.00
<b>Total Government Funding</b>	<b>\$2,444,636.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,444,636.00</b>

**Eligible Expenses for Fiscal Year 2025-2026**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non-Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$127,121.00	\$117,342.00		\$244,463.00
Employee travel	\$11,960.00	\$11,040.00		\$23,000.00
Insurance	\$16,564.00	\$15,289.00		\$31,853.00
Information technology and communications equipment	\$14,040.00	\$12,960.00		\$27,000.00
Legal Costs	\$9,360.00	\$8,640.00		\$18,000.00
Pay and benefits	\$945,849.00	\$873,092.00		\$1,818,941.00
Police equipment	\$14,040.00	\$12,960.00		\$27,000.00
Police facility costs	\$6,240.00	\$5,760.00		\$12,000.00
Police Governance	\$3,640.00	\$3,360.00		\$7,000.00
Policing infrastructure expenditures	\$6,240.00	\$5,760.00		\$12,000.00
Prisoners' keep and escorts	\$4,160.00	\$3,840.00		\$8,000.00
Professional fees	\$8,840.00	\$8,160.00		\$17,000.00
Rent subsidies for housing of officers	\$57,200.00	\$52,800.00		\$110,000.00
Training and recruitment	\$18,917.00	\$17,462.00		\$36,379.00
Transportation expenses and related equipment	\$27,040.00	\$24,960.00		\$52,000.00
Subtotal – Cash	\$1,271,211.00	\$1,173,425.00	\$0.00	\$2,444,636.00
<b>Total Expenditures:</b>	<b>\$1,271,211.00</b>	<b>\$1,173,425.00</b>	<b>\$0.00</b>	<b>\$2,444,636.00</b>

**Revenues for Fiscal Year 2026-2027**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,326,969.00
Gouvernement du Québec	\$1,224,894.00
Subtotal – Cash	\$2,551,863.00
<b>Total Government Funding</b>	<b>\$2,551,863.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,551,863.00</b>

**Eligible Expenses for Fiscal Year 2026-2027**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non-Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$132,697.00	\$122,489.00		\$255,186.00
Employee travel	\$12,480.00	\$11,520.00		\$24,000.00
Insurance	\$17,335.00	\$16,001.00		\$33,336.00
Information technology and communications equipment	\$14,560.00	\$13,440.00		\$28,000.00
Legal Costs	\$9,880.00	\$9,120.00		\$19,000.00
Pay and benefits	\$971,860.00	\$897,102.00		\$1,868,962.00
Police equipment	\$15,080.00	\$13,920.00		\$29,000.00
Police facility costs	\$6,760.00	\$6,240.00		\$13,000.00
Police Governance	\$20,800.00	\$19,200.00		\$40,000.00
Policing infrastructure expenditures	\$6,500.00	\$6,000.00		\$12,500.00
Prisoners' keep and escorts	\$4,420.00	\$4,080.00		\$8,500.00
Professional fees	\$9,360.00	\$8,640.00		\$18,000.00
Rent subsidies for housing of officers	\$58,240.00	\$53,760.00		\$112,000.00
Training and recruitment	\$19,437.00	\$17,942.00		\$37,379.00
Transportation expenses and related equipment	\$27,560.00	\$25,440.00		\$53,000.00
Subtotal – Cash	\$1,326,969.00	\$1,224,894.00	\$0.00	\$2,551,863.00
<b>Total Expenditures:</b>	<b>\$1,326,969.00</b>	<b>\$1,224,894.00</b>	<b>\$0.00</b>	<b>\$2,551,863.00</b>

### Revenues for Fiscal Year 2027-2028

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	Amount
Public Safety Canada	\$1,362,889.00
Gouvernement du Québec	\$1,258,051.00
Subtotal – Cash	\$2,620,940.00
<b>Total Government Funding</b>	<b>\$2,620,940.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,620,940.00</b>

### Eligible Expenses for Fiscal Year 2027-2028

Agreement on the Provision of Policing Services in the Community of Kebaowek

Detailed Eligible Expenditures by Category	Eligible Expenditures			
	Public Safety Canada Funding	Gouvernement du Québec Funding	Non- Government Funding and other	Total
Administrative expenses	\$136,289.00	\$125,805.00		\$262,094.00
Employee travel	\$13,000.00	\$12,000.00		\$25,000.00
Insurance	\$17,722.00	\$16,359.00		\$34,081.00
Information technology and communications equipment	\$14,820.00	\$13,680.00		\$28,500.00
Legal Costs	\$10,400.00	\$9,600.00		\$20,000.00
Pay and benefits	\$998,586.00	\$921,772.00		\$1,920,358.00
Police equipment	\$15,600.00	\$14,400.00		\$30,000.00
Police facility costs	\$7,280.00	\$6,720.00		\$14,000.00
Police Governance	\$20,800.00	\$19,200.00		\$40,000.00
Policing infrastructure expenditures	\$6,760.00	\$6,240.00		\$13,000.00
Prisoners' keep and escorts	\$4,680.00	\$4,320.00		\$9,000.00
Professional fees	\$9,620.00	\$8,880.00		\$18,500.00
Rent subsidies for housing of officers	\$59,280.00	\$54,720.00		\$114,000.00
Training and recruitment	\$19,972.00	\$18,435.00		\$38,407.00
Transportation expenses and related equipment	\$28,080.00	\$25,920.00		\$54,000.00
Subtotal – Cash	\$1,362,889.00	\$1,258,051.00	\$0.00	\$2,620,940.00
<b>Total Expenditures:</b>	<b>\$1,362,889.00</b>	<b>\$1,258,051.00</b>	<b>\$0.00</b>	<b>\$2,620,940.00</b>

**Revenues for Fiscal Year 2028-2029**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,399,796.00
Gouvernement du Québec	\$1,292,119.00
Subtotal – Cash	\$2,691,915.00
<b>Total Government Funding</b>	<b>\$2,691,915.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues</b>	<b>\$2,691,915.00</b>

**Eligible Expenses for Fiscal Year 2028-2029**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non-Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$139,980.00	\$129,212.00		\$269,192.00
Employee travel	\$13,260.00	\$12,240.00		\$25,500.00
Insurance	\$18,248.00	\$16,844.00		\$35,092.00
Information technology and communications equipment	\$15,080.00	\$13,920.00		\$29,000.00
Legal Costs	\$10,920.00	\$10,080.00		\$21,000.00
Pay and benefits	\$1,026,047.00	\$947,121.00		\$1,973,168.00
Police equipment	\$16,120.00	\$14,880.00		\$31,000.00
Police facility costs	\$7,800.00	\$7,200.00		\$15,000.00
Police Governance	\$20,800.00	\$19,200.00		\$40,000.00
Policing infrastructure expenditures	\$7,280.00	\$6,720.00		\$14,000.00
Prisoners' keep and escorts	\$4,940.00	\$4,560.00		\$9,500.00
Professional fees	\$9,880.00	\$9,120.00		\$19,000.00
Rent subsidies for housing of officers	\$60,320.00	\$55,680.00		\$116,000.00
Training and recruitment	\$20,521.00	\$18,942.00		\$39,463.00
Transportation expenses and related equipment	\$28,600.00	\$26,400.00		\$55,000.00
Subtotal – Cash	\$1,399,796.00	\$1,292,119.00	\$0.00	\$2,691,915.00
<b>Total Expenditures:</b>	<b>\$1,399,796.00</b>	<b>\$1,292,119.00</b>	<b>\$0.00</b>	<b>\$2,691,915.00</b>

**Schedule I  
Policing Services**

The following is a list of policing services provided by the Kebaowek Police Force.

<b>Policing</b>
Patrol (24 hours a day, 7 days a week)
Response to any request for help from a citizen within a reasonable time and dispatching
Road patrolling
Transportation of accused persons
Hit and run incidents
Securing crime scene
Containment
<b>Investigations</b>
Assault
Fatal work injury, in cooperation with the Sûreté du Québec
Robbery, excluding financial institution or armoured car robbery
Taxing
Breaking and entering
Auto theft
Theft and possession of stolen goods except for freight, computer data, and explosives thefts
Mischief, excluding computer data mischief
Impaired driving
Suspicious object or bomb threat, if negative
Disappearances
Runaways
<b>Emergency Measures</b>
Rescue operations
Emergency response to local disaster
<b>Support Services</b>
Crime scene dusting and photography
Production and pooling of tactical and operational criminal intelligence relating to persons, groups or phenomena affecting their territory
Significant contribution to criminal intelligence exchanges between Police Services and bodies in charge of enforcing the law
Management of human sources of intelligence
Detention
Custody of exhibits
Court liaison
Taking of a bodily substance for forensic DNA analysis
Warrant management and tracking of individuals
Police records management
Public affairs
Québec Police Intelligence Centre (QPIC) input and retrieval
Internal affairs
Technical equipment and use of force instructor
Services of a breath analysis expert
Bertillonnage
Information collection for the registration of sex offenders under the Sex Offender Information Registration Act (L.C. 2004, c.10)
Entry of data in the Québec data bank on recovered firearms

**Schedule J**  
**Annual Report of the Activities of the Police Service**

The annual activity report of the Police Service according to paragraph 4.9.1 must include, but not be limited to:

- a description of the Police Service's police and civilian personnel, including an organizational chart;
- the Police Service's hiring and training activities,
- statistical data on caseload information handled by the Police Service
- activities and programs delivered by the Police Service or in which it is involved, such as school visits, drug education, crime prevention, etc.;
- an inventory of vehicles;
- a description of the police facility, facility conditions and any improvements or any work carried out over the past year;
- statistical data on complaints from the public in regards to the Police Service, including the nature of the complaints;
- complete inventory of weapons, including intermediary weapons.

With regards to domestic violence and sexual violence, the same report must also include, but not be limited to:

- the number of follow-ups with community partners;
- the number of victims supported during the year;
- the number of events reported to the Police Service during the year;
- the number of post-intervention contacts/follow-ups with victims (checks to ensure personal safety, verification of compliance to conditions, other follow-ups, etc.);
- the nature and number of prevention and awareness-raising activities carried out by the Police Service during the year;
- the number of offenders supervised per year;
- the number of repeat offences; and
- the number of complaints for breach of conditions.

**AMENDMENT NUMBER 4**

**TO THE AGREEMENT ON THE PROVISION OF POLICING SERVICES  
IN THE COMMUNITY OF KEBAOWEK  
FROM APRIL 1<sup>ST</sup> 2018 TO MARCH 31<sup>ST</sup> 2025**

- BETWEEN:**        **COUNCIL OF KEBAOWEK FIRST NATION**  
                         represented by the Chief  
                         (hereinafter the “Council”)
- AND:**                **HIS MAJESTY THE KING IN RIGHT OF CANADA**  
                         represented by the Minister of Public Safety and Emergency Preparedness  
                         (hereinafter “Canada”)
- AND:**                **THE GOUVERNEMENT DU QUÉBEC**  
                         represented by the ministre de la Sécurité publique, the ministre responsable  
                         des Relations avec les Premières Nations et les Inuit and the ministre  
                         responsable des Relations canadiennes respectively acting by the sous-  
                         ministre de la Sécurité publique, the secrétaire général associé aux Relations  
                         avec les Premières Nations et les Inuit and the secrétaire générale associée  
                         aux Relations canadiennes (hereinafter “Québec”)
- (hereinafter collectively the “Parties”)

**PREAMBLE**

**WHEREAS** the Parties entered into an Agreement on October 9, 2018, entitled Agreement on the Provision of Policing Services in the Community of Kebaowek for the period from April 1<sup>st</sup> 2018 to March 31<sup>st</sup> 2025 (hereinafter the “Agreement”);

**WHEREAS** the Agreement includes any previous amendments made by way of an amendment signed by the Parties;

**WHEREAS** the Parties wish to amend the Agreement once again, in accordance with subsection 6.3 of this Agreement, in order to support the stabilization of the provision of policing services, to prevent and counter domestic and sexual violence, to extend the Agreement until March 31 2029, and to establish Canada and Québec’s contribution funding for Fiscal Years 2024-2025 to 2028-2029.

**NOW THEREFORE**, the Parties agree as follows:

1. All terms and conditions of the Agreement remain unchanged except as provided in this Amendment.
2. The title of the Agreement is replaced by the following:

Agreement on the Provision of Policing Services in the community of Kebaowek for the period from April 1<sup>st</sup> 2018 to March 31<sup>st</sup> 2029.

3. Subsection 1.1 is replaced by the following:

**1.1        DESCRIPTION OF THIS AGREEMENT**

This Agreement, including the Preamble and Schedules A (Police Service Budget), C (Due Dates), G (Model for the Regulation on Internal Discipline), H (Model for Provisions Applicable to Criminal Allegation Cases), I (Policing Services), and J (Annual Activity Report of the Police Service) that form an integral part of this Agreement, constitutes the entire agreement among the Parties and supersedes all previous documents, negotiations, understandings and undertakings.

Schedules B (Request and Approval Form for Carryover of Unexpended Funding and Reallocation of Funding), D (Cash Flow Statement), F (Territory Map), are attached for information purposes only.

4. Paragraph 2.1.2 of the Agreement is replaced by the following:

- 2.1.2 a) The Police Service shall consist, for the 2018-2019 fiscal year, of a minimum of four (4) officers (full-time equivalent positions), including the Chief of Police, of seven (7) officers, including the Chief of Police as of fiscal year 2022-2023, and of eleven (11) officers, including the Chief of Police as of fiscal year 2024-2025.

The Police Service shall be assisted in its work by the required support staff.

- b) As of fiscal year 2025-2026, the financial contribution from Canada and Québec is based on a staffing of twelve (12) police officers (full-time equivalent positions), including the Chief of Police as well as one (1) civilian. Among the policing and civilian staff, a resource for preventing and countering domestic violence and sexual violence is included.

5. Paragraph 2.2.2 of the Agreement is replaced by the following:

2.2.2 In order to provide policing services within the territory described in paragraph 1.4.4 and in compliance with the principles set out in section 48, paragraph 2, of the Police Act, the Police Service shall be responsible for:

- a) ensuring a police presence that makes it possible to respond to requests for assistance in a reasonable time;
- b) conducting investigations, which includes securing the crime scene, identifying the complainant and witnesses, taking statements, gathering clues and evidence, arresting the suspect, if possible, issuing statements of offence and making follow-up court appearances;
- c) implementing crime prevention measures and programs.

More specifically, the Police Service shall provide the policing services listed in Schedule I (Policing Services) of this Agreement.

6. Sub-paragraph 2.9.1 g) is added the Agreement:

- g) providing Canada and Québec, at their request, with an updated police organization plan establishing, among other things, that the Police Service provides the policing activities described in Schedule I.

7. Sub-paragraph 4.2.1 b) of the Agreement is replaced by the following:

- b) in accordance with the budget in Schedule A (Police Service Budget) of this Agreement, at:

\$480,000 for Fiscal Year 2018-2019;

\$493,200 for Fiscal Year 2019-2020;

\$596,888.02 for Fiscal Year 2020-2021, of which a maximum of \$ 90,125.02 is for expenditures related to COVID-19;

\$581,787 for Fiscal Year 2021-2022, of which a maximum of \$ 61,088 is for expenditures related to COVID-19;

\$1,018,133 for Fiscal Year 2022-2023;

\$1,046,132 for Fiscal Year 2023-2024;

\$2,220,842 for Fiscal Year 2024-2025;

\$2,444,636 for Fiscal Year 2025-2026;

\$2,551,863 for Fiscal Year 2026-2027, of which a maximum of \$40,000 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

\$2,620,940 for Fiscal Year 2027-2028, of which a maximum of \$40,000 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

\$2,691,915 for Fiscal Year 2028-2029, of which a maximum of \$40,000 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

totaling \$16,746,336.02 for the agreement as a whole.

8. Sub-paragraph 4.2.2 g) of the Agreement is replaced by the following:

- g) for Fiscal Year 2024-2025:  
\$1,154,838 for Canada;  
\$1,066,004 for Québec.

9. Sub-paragraphs 4.2.2 h), i), j) and k) are added to the Agreement:

- h) for Fiscal Year 2025-2026:  
\$1,271,211 for Canada;  
\$1,173,425 for Québec.
- i) for Fiscal Year 2026-2027:  
\$1,326,969 for Canada, of which a maximum of \$20,800 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;  
\$1,224,894 for Québec, of which a maximum of \$19,200 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;
- j) for Fiscal Year 2027-2028:  
\$1,362,889 for Canada, of which a maximum of \$20,800 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;  
\$1,258,051 for Québec, of which a maximum of \$19,200 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;
- k) for Fiscal Year 2028-2029:  
\$1,399,796 for Canada, of which a maximum of \$20,800 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;  
\$1,292,119 for Québec, of which a maximum of \$19,200 is dedicated to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces;

10. Sub-paragraph 4.2.3 a) of the Agreement is replaced by the following:

- a) The Council shall respect the budget set out in Schedule A (Police Service Budget). However, it may reallocate funds between eligible budget items if an explanation is provided in the comment section of the cash flow statement as well as in the audited annual financial statements referred to in paragraph 4.9.2. This is with the exception of amounts specifically related to COVID-19, the terms of which are described in sub-paragraph 4.2.3 b), and of the amounts specifically related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, of which Québec's funding may not be

reallocated to another budget item and of which Canada's terms are set out in paragraph 4.5.4;

11. Sub-paragraph 4.2.3 c) is added to the Agreement:

- c) Despite any reallocations, the maximum amount of funding will remain the same as set out in subsection 4.2.1.

12. Paragraph 4.2.4 of the Agreement is replaced by the following:

- 4.2.4 If the reallocation requires the addition of a new eligible budget item or the removal of an existing budget item, the Council shall obtain the written authorization of Canada and Québec. The authorization request and the information required therein shall be submitted in accordance with the requirements of Québec and Canada (see Schedule B – Request and Approval Form for Carryover of Unexpended Funding and Reallocation of Funding).

13. Paragraphs 4.2.5, 4.2.6, and 4.2.7 of the Agreement are deleted.

14. Paragraph 4.3.3 of the Agreement is replaced by the following:

4.3.3 The payment schedule for Québec is as follows:

- a) For Fiscal Years 2018-2019 to 2025-2026, Québec shall pay the Council its annual contribution based on the following terms:

fifty percent (50%) of its share on June 1<sup>st</sup> and November 1<sup>st</sup> of each fiscal year covered by this Agreement.

- b) As of Fiscal Year 2026-2027, the terms is as follows:

- i) Fifty percent (50%) of its share, less its share of funding which covers expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, on June 1<sup>st</sup> and November 1<sup>st</sup> of each fiscal year;

- ii) For its share of funding which covers expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, payments shall be done for each fiscal year after the verification and approval of supporting documents.

No amount relating to these expenditures may be claimed more than one (1) year following the end of the designated fiscal year.

15. Paragraph 4.5.1 a) of the Agreement is replaced by the following:

- a) With the written authorization of Canada and Québec, the Council may carry over any unexpended funding at the end of a fiscal year to the following fiscal year, with the exception of expenditures related to COVID-19 and, for Québec, those related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, provided that they have been advanced the funding and the Council proposes to use the funds to cover eligible expenses listed in this Agreement or for purposes consistent with its objectives and activities. To obtain this written authorization, the Council shall provide Canada and Québec with a written notification;

16. Paragraph 4.5.4 is added to the Agreement:

- 4.5.4 For Fiscal Years in which an amount has been granted to cover expenses related to the membership and participation in a Québec police association that represents, among other things, the interests of Indigenous police forces, any portion of

Canada's share that is not spent at the end of each designated fiscal year will be considered an overpayment. However, if applicable, the Council shall keep the funding as an advance on the final payment due by Canada in this Agreement.

17. Paragraph 4.8.1 a) of the Agreement is replaced by the following:

- a) maintain accounting records clearly identifying revenues and expenditures for the provisions of policing services and, separately, those specifically related to prevent and counter domestic violence and sexual violence as of Fiscal Year 2025-2026.

18. Paragraph 4.9.1 of the Agreement is replaced by the following:

- 4.9.1 The Council shall, within four (4) months following the end of each fiscal year, provide Canada and Québec with an annual report of the activities of the Police Service, including the information provided in Schedule J (Annual Activity Report of the Policing Service).

19. Subsection 6.10 of the Agreement is replaced by the following:

#### **6.10 DURATION OF AGREEMENT**

6.10.1 This Agreement will come into effect on the date on which it is signed by all Parties and covers the period from April 1, 2018 to March 31, 2029 unless it is terminated in accordance with subsection 6.6.

6.10.2 However, if the Parties expressly agree, in a written notice sent to the other Parties before March 31, 2029, to maintain the provisions of this Agreement, these provisions, except the sections regarding funding in Part IV, shall remain in force until a new agreement on the provision of policing services is entered into. Nonetheless, if such a new agreement is not entered into before March 31, 2030, the provisions of this Agreement will expire.

20. Schedule A of the Agreement is modified as follows and is attached to this Amendment: replacing Fiscal Year 2024-2025 and adding Fiscal Years 2025-2026 through 2028-2029.

21. Schedules I and J attached to this Amendment are added and form an integral part of the Agreement.

22. This Amendment may be executed in several counterparts, each of which shall be deemed an original and all of which shall constitute one and the same instrument. Each Party will receive a copy of all signed counterparts; it being understood that all Parties need not sign the same counterparts.

23. The exchange of copies of this Amendment and of signature pages by electronic mail in "portable document format" (".pdf") form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, or by combination of such means, shall constitute effective execution and delivery of this Amendment as to the Parties and may be used in lieu of the original Amendment for all purposes.

**IN WITNESS WHEREOF, the Parties or their duly authorized representatives have signed:**

**FOR THE COUNCIL,**

\_\_\_\_\_  
CHIEF

\_\_\_\_\_  
Signed on

**FOR HIS MAJESTY THE KING IN RIGHT OF CANADA,**



Digitally signed by Johnston,  
cory  
Date: 2025.03.22 11:57:02 -04'00'

\_\_\_\_\_  
INTERIM DIRECTOR  
INDIGENOUS POLICING PROGRAM  
INDIGENOUS AFFAIRS BRANCH  
PUBLIC SAFETY CANADA

\_\_\_\_\_  
Signed on

**FOR THE GOUVERNEMENT DU QUÉBEC,**

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MARC CROTEAU  
SOUS-MINISTRE  
DE LA SÉCURITÉ PUBLIQUE

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Signed on

**and**

---

PATRIK LAHAIE  
SECÉTAIRE GÉNÉRAL ASSOCIÉ  
AUX RELATIONS AVEC LES PREMIÈRES NATIONS  
ET LES INUIT

---

Signed on

**and**

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JULIE BISSONNETTE  
SECÉTAIRE GÉNÉRALE ASSOCIÉE  
AUX RELATIONS CANADIENNES

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Signed on

**Schedule A  
Police Service Budget**

**Revenues for Fiscal Year 2024-2025**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,154,838.00
Gouvernement du Québec	\$1,066,004.00
Subtotal – Cash	\$2,220,842.00
<b>Total Government Funding</b>	<b>\$2,220,842.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,220,842.00</b>

**Eligible Expenses for Fiscal Year 2024-2025**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non- Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$115,484.00	\$106,600.00		\$222,084.00
Employee travel	\$10,400.00	\$9,600.00		\$20,000.00
Insurance	\$15,771.00	\$14,558.00		\$30,329.00
Information technology and communications equipment	\$13,000.00	\$12,000.00		\$25,000.00
Legal Costs	\$7,800.00	\$7,200.00		\$15,000.00
Pay and benefits	\$857,454.00	\$791,496.00		\$1,648,950.00
Police equipment	\$13,000.00	\$12,000.00		\$25,000.00
Police facility costs	\$4,420.00	\$4,080.00		\$8,500.00
Police Governance	\$2,600.00	\$2,400.00		\$5,000.00
Policing infrastructure expenditures	\$5,200.00	\$4,800.00		\$10,000.00
Prisoners' keep and escorts	\$2,600.00	\$2,400.00		\$5,000.00
Professional fees	\$7,800.00	\$7,200.00		\$15,000.00
Rent subsidies for housing of officers	\$56,160.00	\$51,840.00		\$108,000.00
Training and recruitment	\$17,149.00	\$15,830.00		\$32,979.00
Transportation expenses and related equipment	\$26,000.00	\$24,000.00		\$50,000.00
Subtotal – Cash	\$1,154,838.00	\$1,066,004.00	\$0.00	\$2,220,842.00
<b>Total Expenditures:</b>	<b>\$1,154,838.00</b>	<b>\$1,066,004.00</b>	<b>\$0.00</b>	<b>\$2,220,842.00</b>

**Revenues for Fiscal Year 2025-2026**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,271,211.00
Gouvernement du Québec	\$1,173,425.00
Subtotal – Cash	\$2,444,636.00
<b>Total Government Funding</b>	<b>\$2,444,636.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,444,636.00</b>

**Eligible Expenses for Fiscal Year 2025-2026**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non- Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$127,121.00	\$117,342.00		\$244,463.00
Employee travel	\$11,960.00	\$11,040.00		\$23,000.00
Insurance	\$16,564.00	\$15,289.00		\$31,853.00
Information technology and communications equipment	\$14,040.00	\$12,960.00		\$27,000.00
Legal Costs	\$9,360.00	\$8,640.00		\$18,000.00
Pay and benefits	\$945,849.00	\$873,092.00		\$1,818,941.00
Police equipment	\$14,040.00	\$12,960.00		\$27,000.00
Police facility costs	\$6,240.00	\$5,760.00		\$12,000.00
Police Governance	\$3,640.00	\$3,360.00		\$7,000.00
Policing infrastructure expenditures	\$6,240.00	\$5,760.00		\$12,000.00
Prisoners' keep and escorts	\$4,160.00	\$3,840.00		\$8,000.00
Professional fees	\$8,840.00	\$8,160.00		\$17,000.00
Rent subsidies for housing of officers	\$57,200.00	\$52,800.00		\$110,000.00
Training and recruitment	\$18,917.00	\$17,462.00		\$36,379.00
Transportation expenses and related equipment	\$27,040.00	\$24,960.00		\$52,000.00
Subtotal – Cash	\$1,271,211.00	\$1,173,425.00	\$0.00	\$2,444,636.00
<b>Total Expenditures:</b>	<b>\$1,271,211.00</b>	<b>\$1,173,425.00</b>	<b>\$0.00</b>	<b>\$2,444,636.00</b>

**Revenues for Fiscal Year 2026-2027**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,326,969.00
Gouvernement du Québec	\$1,224,894.00
Subtotal – Cash	\$2,551,863.00
<b>Total Government Funding</b>	<b>\$2,551,863.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,551,863.00</b>

**Eligible Expenses for Fiscal Year 2026-2027**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non- Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$132,697.00	\$122,489.00		\$255,186.00
Employee travel	\$12,480.00	\$11,520.00		\$24,000.00
Insurance	\$17,335.00	\$16,001.00		\$33,336.00
Information technology and communications equipment	\$14,560.00	\$13,440.00		\$28,000.00
Legal Costs	\$9,880.00	\$9,120.00		\$19,000.00
Pay and benefits	\$971,860.00	\$897,102.00		\$1,868,962.00
Police equipment	\$15,080.00	\$13,920.00		\$29,000.00
Police facility costs	\$6,760.00	\$6,240.00		\$13,000.00
Police Governance	\$20,800.00	\$19,200.00		\$40,000.00
Policing infrastructure expenditures	\$6,500.00	\$6,000.00		\$12,500.00
Prisoners' keep and escorts	\$4,420.00	\$4,080.00		\$8,500.00
Professional fees	\$9,360.00	\$8,640.00		\$18,000.00
Rent subsidies for housing of officers	\$58,240.00	\$53,760.00		\$112,000.00
Training and recruitment	\$19,437.00	\$17,942.00		\$37,379.00
Transportation expenses and related equipment	\$27,560.00	\$25,440.00		\$53,000.00
Subtotal – Cash	\$1,326,969.00	\$1,224,894.00	\$0.00	\$2,551,863.00
<b>Total Expenditures:</b>	<b>\$1,326,969.00</b>	<b>\$1,224,894.00</b>	<b>\$0.00</b>	<b>\$2,551,863.00</b>

**Revenues for Fiscal Year 2027-2028**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	<b>Amount</b>
Public Safety Canada	\$1,362,889.00
Gouvernement du Québec	\$1,258,051.00
Subtotal – Cash	\$2,620,940.00
<b>Total Government Funding</b>	<b>\$2,620,940.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$2,620,940.00</b>

**Eligible Expenses for Fiscal Year 2027-2028**

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Detailed Eligible Expenditures by Category</b>	<b>Eligible Expenditures</b>			
	<b>Public Safety Canada Funding</b>	<b>Gouvernement du Québec Funding</b>	<b>Non- Government Funding and other</b>	<b>Total</b>
Administrative expenses	\$136,289.00	\$125,805.00		\$262,094.00
Employee travel	\$13,000.00	\$12,000.00		\$25,000.00
Insurance	\$17,722.00	\$16,359.00		\$34,081.00
Information technology and communications equipment	\$14,820.00	\$13,680.00		\$28,500.00
Legal Costs	\$10,400.00	\$9,600.00		\$20,000.00
Pay and benefits	\$998,586.00	\$921,772.00		\$1,920,358.00
Police equipment	\$15,600.00	\$14,400.00		\$30,000.00
Police facility costs	\$7,280.00	\$6,720.00		\$14,000.00
Police Governance	\$20,800.00	\$19,200.00		\$40,000.00
Policing infrastructure expenditures	\$6,760.00	\$6,240.00		\$13,000.00
Prisoners' keep and escorts	\$4,680.00	\$4,320.00		\$9,000.00
Professional fees	\$9,620.00	\$8,880.00		\$18,500.00
Rent subsidies for housing of officers	\$59,280.00	\$54,720.00		\$114,000.00
Training and recruitment	\$19,972.00	\$18,435.00		\$38,407.00
Transportation expenses and related equipment	\$28,080.00	\$25,920.00		\$54,000.00
Subtotal – Cash	\$1,362,889.00	\$1,258,051.00	\$0.00	\$2,620,940.00
<b>Total Expenditures:</b>	<b>\$1,362,889.00</b>	<b>\$1,258,051.00</b>	<b>\$0.00</b>	<b>\$2,620,940.00</b>

### Revenues for Fiscal Year 2028-2029

Agreement on the Provision of Policing Services in the Community of Kebaowek

<b>Government Funding</b>	Amount
Public Safety Canada	\$1,399,796.00
Gouvernement du Québec	\$1,292,119.00
Subtotal – Cash	\$2,691,915.00
<b>Total Government Funding</b>	<b>\$2,691,915.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues</b>	<b>\$2,691,915.00</b>

### Eligible Expenses for Fiscal Year 2028-2029

Agreement on the Provision of Policing Services in the Community of Kebaowek

Detailed Eligible Expenditures by Category	Eligible Expenditures			
	Public Safety Canada Funding	Gouvernement du Québec Funding	Non- Government Funding and other	Total
Administrative expenses	\$139,980.00	\$129,212.00		\$269,192.00
Employee travel	\$13,260.00	\$12,240.00		\$25,500.00
Insurance	\$18,248.00	\$16,844.00		\$35,092.00
Information technology and communications equipment	\$15,080.00	\$13,920.00		\$29,000.00
Legal Costs	\$10,920.00	\$10,080.00		\$21,000.00
Pay and benefits	\$1,026,047.00	\$947,121.00		\$1,973,168.00
Police equipment	\$16,120.00	\$14,880.00		\$31,000.00
Police facility costs	\$7,800.00	\$7,200.00		\$15,000.00
Police Governance	\$20,800.00	\$19,200.00		\$40,000.00
Policing infrastructure expenditures	\$7,280.00	\$6,720.00		\$14,000.00
Prisoners' keep and escorts	\$4,940.00	\$4,560.00		\$9,500.00
Professional fees	\$9,880.00	\$9,120.00		\$19,000.00
Rent subsidies for housing of officers	\$60,320.00	\$55,680.00		\$116,000.00
Training and recruitment	\$20,521.00	\$18,942.00		\$39,463.00
Transportation expenses and related equipment	\$28,600.00	\$26,400.00		\$55,000.00
Subtotal – Cash	\$1,399,796.00	\$1,292,119.00	\$0.00	\$2,691,915.00
<b>Total Expenditures:</b>	<b>\$1,399,796.00</b>	<b>\$1,292,119.00</b>	<b>\$0.00</b>	<b>\$2,691,915.00</b>

**Schedule I  
Policing Services**

The following is a list of policing services provided by the Kebaowek Police Force.

<b>Policing</b>
Patrol (24 hours a day, 7 days a week)
Response to any request for help from a citizen within a reasonable time and dispatching
Road patrolling
Transportation of accused persons
Hit and run incidents
Securing crime scene
Containment
<b>Investigations</b>
Assault
Fatal work injury, in cooperation with the Sûreté du Québec
Robbery, excluding financial institution or armoured car robbery
Taxing
Breaking and entering
Auto theft
Theft and possession of stolen goods except for freight, computer data, and explosives thefts
Mischief, excluding computer data mischief
Impaired driving
Suspicious object or bomb threat, if negative
Disappearances
Runaways
<b>Emergency Measures</b>
Rescue operations
Emergency response to local disaster
<b>Support Services</b>
Crime scene dusting and photography
Production and pooling of tactical and operational criminal intelligence relating to persons, groups or phenomena affecting their territory
Significant contribution to criminal intelligence exchanges between Police Services and bodies in charge of enforcing the law
Management of human sources of intelligence
Detention
Custody of exhibits
Court liaison
Taking of a bodily substance for forensic DNA analysis
Warrant management and tracking of individuals
Police records management
Public affairs
Québec Police Intelligence Centre (QPIC) input and retrieval
Internal affairs
Technical equipment and use of force instructor
Services of a breath analysis expert
Bertillonage
Information collection for the registration of sex offenders under the Sex Offender Information Registration Act (L.C. 2004, c.10)
Entry of data in the Québec data bank on recovered firearms

**Schedule J**  
**Annual Report of the Activities of the Police Service**

The annual activity report of the Police Service according to paragraph 4.9.1 must include, but not be limited to:

- a description of the Police Service's police and civilian personnel, including an organizational chart;
- the Police Service's hiring and training activities,
- statistical data on caseload information handled by the Police Service
- activities and programs delivered by the Police Service or in which it is involved, such as school visits, drug education, crime prevention, etc.;
- an inventory of vehicles;
- a description of the police facility, facility conditions and any improvements or any work carried out over the past year;
- statistical data on complaints from the public in regards to the Police Service, including the nature of the complaints;
- complete inventory of weapons, including intermediary weapons.

With regards to domestic violence and sexual violence, the same report must also include, but not be limited to:

- the number of follow-ups with community partners;
- the number of victims supported during the year;
- the number of events reported to the Police Service during the year;
- the number of post-intervention contacts/follow-ups with victims (checks to ensure personal safety, verification of compliance to conditions, other follow-ups, etc.);
- the nature and number of prevention and awareness-raising activities carried out by the Police Service during the year;
- the number of offenders supervised per year;
- the number of repeat offences; and
- the number of complaints for breach of conditions.