



STL'ATL'IMX TRIBAL POLICE BOARD

Minutes Of Regular Meeting
Held on Thursday, January 18, 2024
10:17 to 12:10 hours via Zoom
21 Scotchman Road, Lillooet, BC

Board Members Present:

Troy Bikadi	Lil'wat
Rebecca Barley, CHAIR	N'Quatqua
Howie Smith	Samahquam
Hank Williams	Skatin
Genny Humphreys	T'it'q'et
Andrianna Peters	Xa'xtsa

Board Members Absent:

(TBA)	Sekw'el'was
Fran Shields	Tsal'alh
Raquel Kane, VICE CHAIR	Ts'kw'aylaxw
Jason Jacob	Xaxli'p

Staff and Consultants Present:

Dee Doss-Cody	STPS Chief Officer
Ray Bernoties	STPS Deputy Chief
Pam Lancaster	STPS Finance Clerk
Shireen Sumariwalla	STP Board Executive Assistant
Pete Lepine	Peter Lepine Professional Services

1 – Meeting Called to Order

Rebecca Barley, STP Board Chair, called the Regular Meeting to order at 10:10 hours.

2 - Adoption of Regular Meeting Agenda

Motion 2024-01-18-01 That the Stl'at'Imx Tribal Police Board adopt the Regular Meeting Agenda of January 18, 2024.

MOVED / SECONDED

CARRIED

3 - Approval of Regular Meeting Minutes

Motion 2024-01-18-02

That the Stl'at'Imx Tribal Police Board approve the Regular Meeting Minutes of December 14, 2023.

MOVED / SECONDED

CARRIED

4 - Approval of In-Camera Session Minutes

Motion 2024-01-18-03

That the Stl'at'Imx Tribal Police Board approve the In-Camera Session Minutes December 14, 2023.

MOVED / SECONDED

CARRIED

5 - Peter Lepine Report (verbal)

Peter Lepine spent the last month working on operational and administrative matters. He worked on WorkSafeBC matters with the Chief Officer. He spent some time working with Pam on Motorola issues. He was part of Human Resources discussions. He completed writing policies. And, he met with the Board's legal counsel.

6 - Finance Committee (verbal)

a) Following the committee meeting on January 17, 2024, the members recommended to the Board to adopt the STPS 3rd quarter income statement. The committee revealed deficits in both the Board's and Operations income statements. One-time funding is available only from Public Safety Canada. PSC has held back 3rd quarter funds because of outstanding audit and annual report. The one-time funding will reduce the deficit for this year and not future years. Amendments to the 10-years agreement's budget are expected from both funders for the last 5 years of the 10-years agreement.

Motion 2024-01-18-04

That the Stl'at'imx Tribal Police Board approve the STPS 3rd Income Statement 2023-2024.
MOVED / SECONDED

CARRIED

7 - Policy & Governance Committee (verbal)

a) The committee met on January 11, 2024 at 1:00 PM to review a total of 10 policies. 6 of the 10 polices had been amended and 4 of them had been updated only.

Motion 2024-01-18-05

That the Stl'at'imx Tribal Police Board accept the following policies:

- OM090 Extra Judicial Measures
- OO080 Arrest & Release
- OB410 Passports
- OB090 Family Violence
- OO010 Communications
- OO020 Bulletins
- OO030 Request for Service
- OB040 Anonymous complaints
- OB050 Child Welfare
- OB230 Shoplifting

MOVED / SECONDED

CARRIED

b) At the meeting, the committee also reviewed the STPS Annual Report 2022-2023 and brought it forward to the Board to be accepted.

Motion 2024-01-18-06

That the Stl'at'imx Tribal Police Board accept the STPS Annual Report 2022-2023.
MOVED / SECONDED

CARRIED

8 – Human Resources Committee (verbal)

a) The committee met on January 10, 2024 to discuss the creation of a Staff Sergeant position. This position would be implemented on April 1, 2024 when a Constable Officer position in Lillooet would be turned into a Staff Sergeant. The Staff Sergeant would work in Mount Currie for 2 days per week and the other days in Lillooet. The Staff Sergeant would be expected to attend calls. In municipal services, the sergeants are on the road with the constables and act as a ‘road supervisor’. The benefits of the new position would out-way the additional cost in salary. Oversight would require the new position as it offers a higher level of supervision. In the future, the Staff Sergeant position would allow for 3 staff members to compete for the Chief Officer position.

Motion 2024-01-18-07

That the Stl’at’imx Tribal Police Board approve the Staff Sergeant position as of April 1, 2024.
MOVED / SECONDED

CARRIED

b) The committee recommended that the Staff Sergeant salary be calculated at 125% of the Constable salary.

Motion 2024-01-18-08

That the Stl’at’imx Tribal Police Board approve the salary of the Staff Sergeant position at 125% of the Constable salary.
MOVED / SECONDED

CARRIED

11:05 hours - Lil’wat Board member Troy Bikadi left the meeting

c) Deputy Chief Ray Bernoties sought support from the Board for an HR business case that would see 3 constable officers added to the compliment. In this case, the Mount Currie staff would increase by 2 constables and Lillooet staff would increase by 1 constable. Finance Clerk Pam Lancaster shared her concern that an increase in sworn-staff without increasing civilian staff numbers would negatively affect non-sworn staff and add to their already overloaded tasks. Consultant Pete Lepine suggested that the STPS put two business cases forward in two separate packages to the funders, one for an increase in officers and the other for an increase civilian staff. The Board agreed to Deputy Chief Ray Bernoties to go-ahead with initiating the two cases and presenting them first to the Finance Committee before seeking support from the funders.

d) Deputy Chief Ray Bernoties received support from the HR Committee to commence succession planning and to further identify officers’ individual goals. Peter Lepine noted that such planning would detail employees’ aspirations and what they want to accomplish in their time with the STPS. Once identified, the organization would be able to put training plans in place to help them achieve their goals. In the remaining time in his temporary position as Deputy Chief, Ray Bernoties could interview staff. Additionally, Board Chair Rebecca Barley could interview the Chief Officer and identify her desires for the future. After all, the interview with the Chief Officer was one of the recommendations in the Board’s document from September 26, 2020, “Report on Respectful Workplace and Leadership Within the Stl’at’imx Tribal Police Service”.

11:18 hours - Samahquam Board member Howie Smith left the meeting

9 – Special Purposes Committee – Website

No report was made.

10 – Employee Wellness & Morale Report by the Chief Officer (verbal)

The Acting Sergeant position had its first trial run from December 2023 through to January 2024. A second candidate will run a trial from January to February 2024. A third candidate had been considered as well. Feedback from the first candidate was submitted and the Deputy Chief confirmed the candidate's remarkable growth and learning. The Deputy Chief shared how positive the process had been to witness. The candidate was motivated to prove themselves, to learn, and to be receptive to feedback. The process allowed a change in their perspective and understanding of 'supervision'. The Deputy Chief assured the Board that the appointment of the Acting Sergeant will be a fair and transparent process.

11:24 hours - Samahquam Board member Howie Smith returned to the meeting

The Chief Officer remarked that the month was challenging for staff, however, they stepped up over the holidays where 2 officers were on duty in both the northern and southern detachments. A missing person report led to a positive outcome following a constable's Facebook posting seeking information.

11 – Recruiting Report by the Chief Officer (verbal)

The recruit constable that was sworn in on December 18, 2023 began Block I training at the JIBC in January. Ts'zil Learning Centre in Mount Currie had identified one individual who is interested in the ride-a-long initiative.

12 – Chief Officer's Report (written)

The Chief Officer shared her activities of the past month. Her father had passed away on December 19, 2023. A meeting with Skatin that was missed due to the circumstances will be rescheduled in the future. Two constables attended a parade in Xa'xtsa where a community member gifted the STPS a photo montage made in memory of the late Sergeant Mike LEO. The Chief Officer participated in a New Year's powwow in Lillooet and was accompanied by Lillooet office's new Operations Assistant.

One recruit constable was currently in Block II CORE training. Two other recruit officers were expected to graduate from the Police Academy at JIBC on March 8, 2024.

Indigenous Court was made available in Lillooet for all St'at'imc Nation communities where sentences were made by community elders in a style similar to probation. An appointed STPS officer was designated to maintain contact with the court. Elders received training on how to hand down sentencing. By January 18, 2024, a total of 31 files had been processed.

One assist by RCMP occurred this month in a sudden death file in Mount Currie. Overall, assist numbers have gone down. The Deputy Chief had been busy in the south with many health-related deaths occurring tragically one after the other approximately one per week since October 2023.

13 – Strategic Planning Report by the Chief Officer

No report given.

14 – Board Chair Report (verbal)

The Board Chair verbally presented a report of her activities of the past month. She participated in calls with the Finance Committee and the Policy & Governance Committee. As well, she spoke with legal counsel about the Employment Standards complaint currently in effecting with the STPS. On March 21, 2024 she planned to be part of the discussions on proposed changes to legislature that would see First Nations police services declared an essential service. The Chair was also scheduled to participate in an FNPGC panel in April of 2024 in a culmination of meetings that have taken place over the last 2 years. She also spoke about the upcoming changes to the provincial BC Police Act and how the STPS Chief Officer was at the sub-committee meeting on those changes. The Chair and the Chief Officer both attended the CAPG summit in November 2023 and had an opportunity to meet the only other First Nations participant who happened to be the head of the FNPGC and also the chair of the Five Hills police service.

15 – Executive Assistant to the Board

No report given.

16 – Correspondence & Information

The BCAPB breakfast sponsorship for the AGM and Conference in April was up for renewal. The Board decided to go ahead with the renewal.

17 – New & Other Business

- a) An announcement to the Board was received about the new Sekw’el’was board representative. The Board Executive Assistant had replied to the community and requested contact information for the new representative, Brad Gilbert.
- b) The latest STPS recruit constable had started Block I training this month. He is from the community of N’Quatqua.

18 – Public Question Period

No public in attendance.

11:50 hours to 11:57 In-Camera session

19 – In-Camera Session

The in-camera sessions took place during this meeting from 11:50 to 11:57 hours.

20 – Motion to Adjourn

Motion 2024-01-18-09

That the Stl’at’imx Tribal Police Board adjourn the Regular Meeting at 11:58 hours.

MOVED / SECONDED

CARRIED

Documents:

1. Draft STP Board Agenda 2024 01 18
2. Draft STP Board Regular Meeting Minutes 2023 12 14
3. Draft STP Board In-Camera Session Minutes 2023 12 14
4. Finance Committee: Income Statement Board Operations 3rd Quarter
5. Finance Committee: One Time Funding 2023-2024
6. P&G Committee:
OM090 Extra Judicial Measures

- OO080 Arrest & Release
- OB410 Passports
- OB090 Family Violence
- OO010 Communications
- OO020 Bulletins
- OO030 Request for Service
- OB040 Anonymous complaints
- OB050 Child Welfare
- OB230 Shoplifting

- 7. P&G Committee: Recommendation letter
- 8. P&G Committee: Annual Report 2022-2023
- 9. HR Committee: power point 1
- 10. HR Committee: power point 2
- 11. Chief Officer Report: Dec 14-Jan 15, 2024

	Action Items		
1.	<u>2023-01-19-03</u> Complete Letter of Understanding (LOU) with community of T'it'q'et	Chief Officer Doss-Cody	Completed
2.	2023-09-21-01 Perform exit interviews with 4 officers.	Pete Lepine	Ongoing