



STL'ATL'IMX TRIBAL POLICE BOARD

Minutes Of Regular Meeting
Held on Thursday May 16, 2024
10:13 hours via Zoom
21 Scotchman Road, Lillooet, BC

Board Members Present:

Howie Smith	Samahquam
Hank Williams	Skatin
Genny Humphreys	T'it'q'et
Raquel Kane, VICE CHAIR	Ts'kw'aylaxw
Andrianna Peters	Xa'xtsa
Jason Jacob	Xaxli'p

Board Members Absent:

Troy Bikadi	Lil'wat
Rebecca Barley, CHAIR	N'Quatqua
(TBA)	Sekw'el'was
Fran Shields	Tsal'alh

Staff and Consultants Present:

Pam Lancaster	STPS Finance Clerk
Shireen Sumariwalla	STP Board Executive Assistant
Pete Lepine	Peter Lepine Professional Services

1 – Meeting Called to Order

Raquel Kane, STP Board Vice Chair, called the Regular Meeting to order at 10:13 hours.

2 - Adoption of Regular Meeting Agenda

Motion 2024-05-16-01

That the Stl'atl'imx Tribal Police Board adopt the Regular Meeting Agenda of Thursday May 16, 2024.

MOVED / SECONDED

CARRIED

3 - Approval of Regular Meeting Minutes

Motion 2024-05-16-02

That the Stl'atl'imx Tribal Police Board approve the Regular Meeting Minutes of Thursday April 18, 2024.

MOVED / SECONDED

CARRIED

4 - Approval of In-Camera Session Minutes

Motion 2024-05-16-03

That the Stl'atl'imx Tribal Police Board approve the In-Camera Session Minutes of Thursday April 18, 2024 after corrections.

MOVED / SECONDED

CARRIED

5 - Peter Lepine Report (written and verbal)

Peter Lepine worked with the Finance Clerk on annual leave matters. He also assisted her on 5-years budget planning. He attended the quarterly check-in with the funders. He helped the Chief Officer with an FOI request. He spoke to Port Moody Police on behalf of the STPS and delivered policies.

6 - Finance Committee (verbal)

a) The Finance Clerk had met with the Finance Committee on May 7, 2024 to discuss Pay & Benefits as well as the two Business cases. She planned to meet with the committee again at the end of May and to invite the Chair of the SCC, Chief Justin Kane, to report on their Community Engagement meeting with the funders that took place on May 15, 2024. The funders had wanted to engage with the communities to both inform them of the changes in the Police Act and to discuss the possibility of reforming the board composition. The Board understands that any changes to the board composition would require an amendment to the agreement and signatures by the participating communities' Chiefs by July.

b) The Finance Clerk also joined the quarterly check-in with the funders. The funders had confirmed that the funding would increase for the remaining years of the agreement up to 2030. The funding would increase the number of officers from 14 to 16. The Finance Clerk planned to work with Peter Lepine to get the General Ledger projections completed. She stated that if the STPS were to go up to 16 officers that the overall costs will most likely still bring the expenses over the budget. Eligible expenses may have to get covered by the Pay and Benefits line item. Peter Lepine clarified that the proposed new budget was based on STPS numbers but may still not cut it. Having two more officers will incur costs of more than their pay and benefits such as insurance and legal costs. Although the suggested officer salary may seem reasonable to the funders, the officers in the end would need to feel satisfied with a competitive salary compared to other provincial and RCMP wages. The idea of increasing resources by adding two additional officers would affect the Board, HR, governance and financial departments as the matter doesn't affect just one committee. So, it's the Board that would need to make the decision to either increase the salary of the 14 officers, or, to not increase salaries but hire two more officers. The St'at'imc Chiefs Council (SCC) had received the two business cases where it was argued that the STPS required 3 more officers and 1 more civilian employee. However, these cases have not been submitted to the funders. The question remained if the funders would support the two business cases. The Board considered how municipal police services could draw on municipal taxes to increase their funding.

c) The Province indicated at the bi-weekly meeting that they wanted the STPS to create a vision of the police service beyond 2030. They had suggested that the STPS have an audit and business case formally completed by a third-party company. The costs could be expected to range from \$100,000 to \$250,000. The Finance Clerk knew of other stand-alone agencies that were going down that route. The Province will suggest who to engage for the formal business case and audit. It was noted that perhaps the Canadian Treasury would require such a business case and audit in the future.

d) The Board agreed to move-ahead with Next Cloud implementation.

7 - Policy & Governance Committee (none)

8 – Human Resources Committee (written and verbal)

a) The Chief Officer Annual Performance Assessment planned to be conducted by the HR Committee Chair, Genny Humphreys. She expected to receive information from Peter Lepine by the end of May regarding the protocol for the assessment. Once completed, the Chief Officer would join the Board Chair and the HR Committee Chair for a review of the assessment and to finalize the document.

9 – Special Purposes Committee – Website (verbal)

a) The implementation of the webserver plus the transitioning of the STPS website was currently underway by the IT company contractors. The Board requested that the directory of policies on the Board's side of the server and the Staff's side of the server be accessible to Peter Lepine, contractor to the STPS, where he would upload the policies.

10 – Employee Wellness & Morale Report by the Chief Officer (none)

11 – Recruiting Report by the Chief Officer (none)

12 – Chief Officer's Report (written)

In the absence of the Chief Officer today, the Board referred to the written report submitted, Chief Officer Report April 14 to May 15, 2024.

13 – Strategic Planning Report by the Chief Officer (none)

14 – Staff Sergeant Report (written)

Please refer to the written report, April 14 to May 15, 2024

15 – Board Chair Report (none)

16 – Executive Assistant to the Board (verbal)

The Executive Assistant to the Board had attended the committee meetings of the past month and provided each committee with their respective minutes of each meeting.

17 – Correspondence & Information

a) Sekw'el'was had not yet chosen a representative to sit on the Board.

18 – New & Other Business

a) Some board members had shown an interest in attending the CAPG/FNPGC Annual Conference in Halifax, NS on Aug 8-11, 2024. There is an option to participate by virtual access at a cost of \$750. The Finance Clerk said that there is room in the budget to fund virtual participation so long as the fee paid gives access to multiple board members like it has in the past.

b) The Board Chair had been scheduled to make a presentation at the conference and, therefore will be attending in person.

c) CAPG award nominations are due by June 1, 2024.

19 – Public Question Period

No public in attendance.

11:15 hours to 14:21 hours In-Camera session

20 – In-Camera Session

The in-camera session took place during this meeting from 11:15 to 11:21 hours.

21 – Motion to Adjourn

Motion 2024-05-16-04

That the Stl'at'imx Tribal Police Board adjourn the Regular Meeting at 11:21 hours.

MOVED / SECONDED

CARRIED

	Action Items	
1.	<u>2024-05-16-01</u> Provide Chief Officer Annual Performance Assessment documents and questions to the HR Committee Chair.	<u>Peter L</u> Ongoing

Documents:

1. Draft STP Board Agenda 2024 05 16
2. Draft STP Board Regular Meeting Minutes 2024 04 18
3. Draft STP Board In-Camera Session Minutes 2024 04 18
4. Chief Officer Report April 14 to May 15, 2024
5. Staff Sergeant Report April 14 to May 15, 2024
6. Peter Lepine Consultant Report for the month ending May 10, 2024