



## STL'ATL'IMX TRIBAL POLICE BOARD

Minutes Of Regular Meeting

Held on Thursday September 19, 2024

10:33 hours via Zoom

21 Scotchman Road, Lillooet, BC

### Board Members Present:

Troy Bikadi  
Howie Smith  
Genny Humphreys  
Fran Shields  
Jason Jacob  
Andrianna Peters

Lil'wat  
Samahquam  
T'it'q'et  
Tsal'alh  
Xaxli'p  
Xa'xtsa

### Board Members Absent:

Rebecca Barley, CHAIR  
(TBA)  
Hank Williams  
Raquel Kane, VICE CHAIR

N'Quatqua  
Sekw'el'was  
Skatin  
Ts'kw'aylaxw

### Staff and Consultants Present:

Dee Doss-Cody  
Pam Lancaster  
Shireen Sumariwalla  
Pete Lepine

STPS Chief Officer  
STPS Finance Clerk  
STP Board Executive Assistant  
Peter Lepine Professional Services

### 1) Meeting Called to Order

Troy Bikadi, Lil'wat board representative, called the Regular Meeting to order at 10:33 hours.

### 2) Adoption of Regular Meeting Agenda

#### **Motion 2024-09-19-01**

*That the Stl'at'imx Tribal Police Board adopt the September 19, 2024 Regular Meeting Agenda.*

*MOVED / SECONDED*

*CARRIED*

### 3) Approval of Regular Meeting Minutes

#### **Motion 2024-09-19-02**

*That the Stl'at'imx Tribal Police Board approve the August 15, 2024 Regular Meeting Minutes.*

*MOVED / SECONDED*

*CARRIED*

### 4) Approval of In-Camera Session Minutes

#### **Motion 2024-09-19-03**

*That the Stl'at'imx Tribal Police Board approve the August 15, 2024 In-Camera Session Minutes.*

*MOVED / SECONDED*

*CARRIED*

## **5) Peter Lepine Report (verbal)**

In the last month, Peter attended the Policy and Governance committee meeting. He had calls with the Finance Clerk, the Board Chair and the Chief Officer. He also attended the Website committee meeting where he received training on administering Next Cloud. He worked with the Chief Officer on personnel matters and on drafting some correspondence. Lastly, he attended a meeting where legal counsel addressed the Finance Clerk, the Board Chair and the Chief Officer. Peter brought to the attention of the board a House of Commons proceeding held on September 16, 2024 where MPs held an emergency debate on recent First Nations deaths.

## **6) Finance Committee (verbal)**

a) **Balance Sheet budget April to September 2024.** The Finance Clerk reported on the updated 10-years funding agreement that she had submitted this morning. Quarters 1 & 2 funding from Public Safety Canada had been received last week. She reported that the STPS was on task for the budget.

b) **Amended agreement with PSC.** The amended agreement is now finalized. It's expected that the Province will have it signed by September 21, 2024. Then, in the following week, the Chiefs of the 10 participating STPS communities will sign. Lastly, the PSC will sign. Following all signatures the agreement will go into full effect.

c) **Demand audit.** Regarding BC Employment Standards, the STPS closed and paid-out just under \$39,000 for the demand audit. This was due to the increase in Pay and Benefits for the 9<sup>th</sup> hour of wages owed to the officers when the variance was denied.

d) **One-time funding for future consultancy fee.** The Chief Officer and the Finance Clerk met with representatives of PSC. PSC has requested that the STPS hire a professional consulting firm for the purposes of drafting an STPS future plan that projects into the years beyond the current 10-years agreement. The document would forecast a period where the STPS would be autonomous and no longer dependent on the RCMP. The expected cost for the consulting is approximately \$500,000.00. The Board Chair will meet with PSC next week to secure a bi-lateral agreement for funding the plan.

e) **Memorial bench or picnic table in memory of the late Sgt. Michael Leo.** The table will be installed outside of the Mt. Currie detachment building. A builder from southern St'at'imc will build the 7-foot table using local wood for \$1000.00 and have it installed by the memorial date of October 13, 2024.

### ***Motion 2024-09-19-04***

*That the St'at'imx Tribal Police Board approve the purchase of a picnic table at a cost of \$1000.00 or less using funds from unallocated dividends. The picnic table will serve as a memorial for the late Sgt. Michael Leo at the Mt. Currie office.*

*MOVED / SECONDED*

*CARRIED*

## **7) Policy & Governance Committee (verbal)**

a) **Approval of the Sergeants Responsibilities and Core Competencies documents.** The Sergeants will be required to sign the documents once they have read and understood their responsibilities.

**Motion 2024-09-19-05**

*That the Stl'at'imx Tribal Police Board approve the STPS Sergeant Responsibilities document and the STPS Core Competencies document.*

*MOVED / SECONDED*

*CARRIED*

b) **Policy for Transfers and Assignments.** A policy is currently being drafted to address 'assigned' locations of work versus temporary locations. The Chief Officer will be expected to correspond through email alerting the officers where they will be stationed versus temporary assignments in another location. This practice will ensure that calculations of per diems for travel, meals and accommodation will be completed correctly. Hence, a second policy will be written for per diems. The existing Transient Quarters policy does not require any amendments.

**8) Human Resources Committee (verbal)**

a) **Chief Officer Annual Performance Assessment.** Peter Lepine has been tasked with the job of taking the Chief Officer's response document and the HR Committee's document and merging them into a finalized assessment. Once completed, it will then be reviewed by the HR Committee.

**9) Special Purposes Committee – Website (verbal)**

a) **Next Cloud storage and file sharing.** The Executive Assistant to the Board and the Board's consultant met with the IT firm last month where they trained in Next Cloud storage administration. Only once all policies have been updated and converted to PDF files will both the Executive Assistant and the Board's consultant make the policies available to staff and board members for viewing and downloading on the Next Cloud platform.

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

The Staff Sergeant has been at the Mount Currie detachment two full days per week. Annual leaves and breaks have been scheduled. Management is currently working on 2025 annual leaves. Members need to submit their requests by the end of November to ensure that the crown doesn't schedule court appearances during a member's leave. Sergeants have been on a learning curve regarding the scheduling app, In-Time. The phone version allows officers to see their schedule but no-one else's. Nor can any changes be seen on the phone version of the app. If any changes are made to their schedules while on the phone version and the officer fails to save the changes, the app reverts to the old schedule. Prime supplemental training is pending. In the salary matrix, STPS officer salaries have fallen behind.

**11:28 hours T'it'q'et board representative Genny Humphreys left the meeting.**

Once the government is called back into session in the new year, the STPS will request funding for minimizing the salary gap. The Board considered scheduling a meeting with the Members of Parliament for the two electoral regions that the STPS offices are located in order to discuss the lack of funding.

**11) Recruiting Report by the Chief Officer (verbal)**

Two recruits are at the JIBC currently, one in block I and another in block III. Another police department had made room to accommodate them in the other agency's housing for officers in training. The Chief

Officer expressed how great it was to work with other agencies. She will make the time to reach out and thank the department once again. The JIBC's Odd Squad producer Jennifer Keyes will begin production of another recruiting video by the end of the year. The Board Chair and the Chief Officer shared with the Board how they both had instances of actively recruiting in random places, one at a conference and another at a gas station.

**11:35 hours T'it'q'et board representative Genny Humphreys re-joined the meeting.**

**12) Chief Officer Report (verbal and written)**

The Chief Officer referred to her written report of August 14 – September 16, 2024. There is a new STPS truck. The JIBC has offered to donate some hockey equipment to any STPS community in need. The unmarked vehicle was picked up. The Chief Officer had a meeting with PSSG regarding compliance and procedures. They are aware of the uniqueness of the STPS and the Chief Officer will work with them on this. The officers will do one course of standardized training. The Chief Officer has completed her report for the Annual Report which is due by month end. Requalification sessions will take place in north and south St'at'imc with dates pending in September and October for Use of Force and Pistol & Carbine training. The STPS assisted RCMP in a missing person incident in the Fraser River. The Chief Officer will attend a Lillooet Recreation Centre's Community Concerns discussion on opioid deaths. October 14, 2024 has been set as the date for the headstone ceremony of the late Sgt. Leo. His family has granted STPS to provide input for the ceremony.

Events in the last month included one escort, one recruit swear-in on August 26, 2024, one staff participation at Sundance, one at the George Murray culture camp and two staff at 6-mile fishing site. One officer participated in the Cops for Cancer bike event. Two recruits started Block I and Block III on September 9, 2024. The Chief Officer attended over one dozen meetings. Refer to the written report.

**13) Strategic Planning Report by the Chief Officer (verbal)**

Sergeants and Staff Sergeant Weekly Briefing Reports are submitted to the Board once per month. Management is working on Training Plans for staff. JIBC seats have been secured: 1 seat up to 2027 at 2 times a year, one in January and one in May. The Chief Officer has maintained contact with the SCC and will meet with the SCC every quarterly at their meetings. The JIBC Advanced Police Training Calendar has been released and the Chief Officer will add it to officer training plans.

**14) Staff Sergeant Report (verbal)**

The Chief Officer read from the Staff Sergeant's report. She will distribute it to all board members soon in an email.

**11:45 hours – T'it'q'et board representative Genny Humphreys left the meeting.**

**11:47 hours – T'it'q'et board representative Genny Humphreys rejoined the meeting.**

**15) Board Chair Report (none)**

The Board Chair was absent from the meeting.

### **16) Executive Assistant to the Board (verbal)**

To date, board honorariums and travel costs have totaled \$15,019.32 in 2024-2025 fiscal period.

### **17) Correspondence & Information**

- a) The community of Sekw'el'was has been without a board representative for close to one year. The Board Chair will initiate correspondence with Chief Bonnie Aldoph and offer assistance in their process of appointing a board member.
- b) One board member has requested that Patrol Sheets for her community be made available to her Chief and Council at the same time that the community reports are sent out. The Chief Officer explained that the information in the Staff Sergeant's monthly report is the most detailed info that will be shared with the communities. Individual patrol sheets will not be made available to the communities.
- c) One board member has demonstrated a willingness to participate in workshops and conferences. The Board will incorporate her participation in such events into the budget but only after the agreement amendments have been signed off.

### **18) New & Other Business**

- a) Board representative Howie Smith will keep the Board updated on the progress of the memorial picnic table.
- b) The late Sgt. Leo's headstone ceremony is scheduled for October 14, 2024.
- c) One cop assisted in the Cops for Cancer event.

### **19) Public Question Period**

No public in attendance.

### **12:03 to 12:21 hours - In-Camera session**

### **20) In-Camera Sessions**

The in-camera session took place during this meeting from 12:03 to 12:21 hours.

### **21) Motion to Adjourn**

#### ***Motion 2024-09-19-06***

*That the Stl'at'imx Tribal Police Board adjourn the Regular Meeting at 12:22 hours.*

*MOVED / SECONDED*

*CARRIED*

The next regular board meeting is scheduled for October 17, 2024.

	<b>Action Items</b>	
1.	<b><u>2024-08-15-02</u></b> Provide to board rep Andrianna Peters more information on evidence-based policing.	<u>Pete L</u> Ongoing
2.	<b><u>2024-09-19-01</u></b> Provide to the board a link for the House of Commons debate.	<u>Pete L</u> Completed
3.	<b><u>2024-09-19-02</u></b> Wrap up the document for the Chief Officer Annual Assessment and provide to the HR Committee in a meeting.	<u>Pete L</u> Completed
4.	<b><u>2024-09-19-03</u></b> Send the Staff Sergeant report to the Board for the period of August 15 – September 18, 2024	<u>Dee D</u> Completed
5.	<b><u>2024-09-19-04</u></b> Initiate correspondence with Cayoose Creek Chief Bonnie A regarding the issue of an outstanding board representative	<u>Reb B</u> Ongoing
6.	<b><u>2024-09-19-05</u></b> Provide list of workshop dates and costs to the Finance Committee only once the amended agreement has been signed.	<u>Shireen S</u> Ongoing

**Documents:**

Draft STP Board Agenda 2024 09 19

Draft STP Board Regular Meeting Minutes 2024 08 15

Draft STP Board In-Camera Session Minutes 2024 08 15

STPS Income and Expense April 1, 2024 to March 31, 2025 Budget

STPS Sergeant Responsibilities

STPS Sergeant Core Competencies

STPS Chief Officer Report August 14 – Sept 16

STPS Chief Officer Report June 18 to July 16

STPS Staff Sergeant Report June 20 to July 15