

STL'ATL'IMX TRIBAL POLICE SERVICE

ANNUAL REPORT 2023-2024



UNIQUELY ST'AT'IMC

TABLE OF CONTENTS

A. CHIEF OFFICER’S LETTER	2
B. BOARD GOVERNANCE.....	3
1. YEAR’S HIGHLIGHTS	3
2. BOARD MEMBERS.....	5
3. BOARD CHAIR REPORT	6
4. BOARD MEETINGS.....	7
5. BOARD’S 2023-2024 BUSINESS	8
6. MANDATE, MISSION STATEMENT, VALUES AND VISION	9
7. STRATEGIC PLAN 2023 - 2027	10
C. WHO WE ARE	11
1. ORGANIZATION CHART	11
2. OUR WORKFORCE	12
3. IN MEMORY OF THE LATE SERGEANT MICHAEL LEO	13
4. STAFF RECOGNITION	15
5. TRAINING AND PROFESSIONAL DEVELOPMENT	23
6. EMPLOYEE HIRING.....	24
D. WHAT WE DO	25
1. FUNDING.....	25
2. OPERATIONAL STATISTICS	25
3. COMMUNITY RELATIONS	27
4. FACILITIES AND CONDITIONS.....	28
5. ST’AT’IMC TERRITORY	29
6. VEHICLES.....	31
7. WEAPONS INVENTORY	32
8. INFORMATION TECHNOLOGY OVERSIGHT	32
9. COMPLAINTS.....	32
E. WHERE TO FIND US	33

A. CHIEF OFFICER'S LETTER



ǻalhwa7alap nsnekwnúkwa7 nilh sDeborah Doss-Cody nskwátsitsa. Caclepmeckan, St'at'imc. Hello everyone, my name is Deborah Doss-Cody. I am from Fountain of the St'at'imc Nation.

This year was remarkable for change. Four new recruit constables joined the STPS. The first two recruits graduated from the JIBC Police Academy on March 8, 2024. The other two recruits graduate next year.

Sadly, the late Sergeant Michael Leo passed away on October 13, 2023 and left the STPS grieving from the loss of a sworn member who served the entirety of his policing career in the community of Lil'wat and southern St'at'imc for almost 35 years. Sergeant Leo played a key role in recruitment and personally welcomed 3 of the 4 recruits to the service before he departed. He was able to instill upon these young officers his ways of First Nations policing in their brief interaction with

him. It was typical to walk into the Mt. Currie office and be greeted by the scent of burning sage where Mike had just recently smudged. It will be a challenge for any officer to fill his 'moccasins'. I am deeply grateful for the dedication that my friend and colleague had for the service.

Throughout the year I advocated for indigenous policing at every opportunity. I attended the CAPG summit in November 2023. In December, I spoke to the BCACP about residential schools and the 60's Scoop. On March 21, 2024, I shared my ideas on proposed changes to BC legislation that would see First Nations police services no longer as a program but as an essential service. I was present for the grand-opening of the Indigenous Court in Lillooet that serves all St'at'imc members in the north and south.

Special mention goes to temporary Deputy Chief Constable Ray Bernoties who came back around in his second role with the STPS. Years ago, he held the position of STPS Chief Officer in 2006. In this return visit he provided stability and much needed staff support after the loss of Sgt. Leo.

Last but not least, I bid farewell to cherished Senior Operations Assistant Kathy Doss who served the STPS for 28 years. She postponed her retirement in order to train staff. She will be missed.

Nilh Ti

*Deborah Doss-Cody, Chief Officer
St'at'imx Tribal Police Service*

B. BOARD GOVERNANCE

1. YEAR'S HIGHLIGHTS



April 2023 The procurement of 18 radios, two generators and two in-house servers got the STPS off to a strong start. Last year's one-time funding from Public Safety Canada made this purchase possible. The STPS email system was migrated to a new platform.

May 2023 One officer took his St'at'imc Oath at a swearing-in ceremony held during the gathering at St'at'yemc Declaration Days. Senior Operations Assistant Kathy Doss received two FNCPA awards ahead of her postponed retirement.

June 2023 Generator platforms were completed and generators were installed in Mt. Currie and Lillooet between June and November. Two new in-house servers were installed on June 8, 2023. The staff at the Lillooet office held a public open-house event. Two officers and 10 St'at'imc community members took part in a canoe-skipper training course at Ridge Wilderness Adventures.

July 2023 The STP Board and the Chief Officer held a retirement party for STPS Senior Operations Assistant Kathy Doss and celebrated her dedication to the service.

August 2023 The STPS Employee Reference Guide was completed.

September 2023 STPS submitted a budget for an additional \$4,000,000 for the remaining 6 years of the 10 years agreement. The status of wildfires in the community of Tsal'alh had led to evacuation orders.



October 2023 Sworn and civilian staff pulled together to offer support to one another following the passing of Sergeant Micheal Leo. An outpouring of condolences and support flowed in from outside agencies. The position of Temporary Deputy Chief Constable was created in the aftermath.

November 2023 Two new board representatives swore the STPS Oath of Office. Retired STP Board member Dolores McDonald passed away on November 15, 2023 in her community of Ts'kw'aylaxw. The Board made its first update to the Strategic Plan of 2023-2027.

December 2023 STP Board and STPS management started discussions on an improved officer structure which would entail a change in rankings and the addition of a Staff Sergeant position to the rankings.



Sergeant Michael Leo in 2014



Joey Isaac's #30 Jersey dedicated in the memory of Sergeant Michael Leo

January 2024 Two business cases were drafted detailing the need for 3 more officers and 1 additional civilian staff. Employee succession planning started in January and was completed on March 6, 2024.

February 2024 The Acting Sergeant process ran its first and second trials. Interviews and panels for the sergeant positions were set for March 25, 2024. A state of Emergency was declared in Lil'wat due to flooding.

March 2024 Deputy Chief Constable Ray Bernoties completed his temporary contract work on March 20, 2024. By the end of the fiscal period the Exit Interview Summary document was finalized. Lower Nicola Indian Band member Joey Isaac, son of STPS Constable Len Isaac, dedicated his Junior-A High Prairie hockey jersey to the late Sergeant Leo. The framed jersey is mounted in the Mt. Currie office.

2. BOARD MEMBERS

Representative	St'at'imc community	Status
Chief Dean Nelson	Lil'wat	Retired
Troy Bikadi	Lil'wat	Active
Rebecca Barley, CHAIR	N'Quatqua	Active
Howie Smith	Samahquam	Active
Trish Andrew	Sekw'el'was	Retired
Hank Williams	Skatin	Active
Genny Humphreys	T'it'q'et	Active
Fran Shields	Tsal'alh	Active
Raquel Kane, VICE CHAIR	Ts'kw'aylaxw	Active
Jason Jacob	Xaxli'p	Active
Jane Sam	Xa'stsa	Retired
Andrianna Peters	Xa'xtsa	Active

Retired STP board member Dolores McDonald passed away on November 15, 2023. She served as the Ts'kw'aylaxw representative from October 2015 to September 2020.

3. BOARD CHAIR REPORT



On behalf of the Stl'at'imx Tribal Police Board, I have the honour of introducing the 2023-2024 STPS Annual Report.

First and foremost, the STP Board members offer their condolences to Sergeant Michael Leo's family and to the community of Lil'wat following his sudden passing on October 13, 2023. We are grateful for Sergeant Leo's dedication to serving St'at'imc communities for almost 35 years.

The Board created a temporary Deputy Chief Constable position through a special resolution and appreciated how quickly former STPS Chief Officer Ray Bernoties responded to the tragedy. He had laid aside his retirement to provide leadership in Sergeant Leo's absence.

In August, I started to meet regularly with Public Safety Canada and provincial funders to discuss the financial short-falls of the agreement and to secure additional funding necessary for the next 6 years.

The Chief Officer and I attended the CAPG summit in November 2023 and networked with participants from indigenous police services in the western provinces. I filed their contacts knowing that somewhere down the road some collaboration between First Nations police boards would be relevant.

First Nations communities throughout BC are preparing for changes to the provincial BC Police Act. Hopefully, such changes would see First Nations police services declared essential services. STPS Chief Officer Doss-Cody was present at the government's sub-committee meeting regarding those changes.

On March 21, 2024, I took part in similar discussions at meetings made possible through my community of N'Quatqua. Other communities participated in the Vancouver meeting hosted by the Indigenous Leadership Development Institute. A national virtual meeting was held just days earlier.

I expect to participate in a First Nations Police Governance Council (FNPGC) panel in April 2024 in a culmination of meetings that have taken place over the last 2 years. I plan to continue supporting and advocating for First Nations policing in the western provinces.

Congratulations to Chief Officer Doss-Cody for receiving the longest STPS service award ever of 35-years. The Board is proud of her achievement and for not just being the 1st First Nations Chief of Police but for also being the 1st female Chief of Police in the province of BC.

Respectfully, Rebecca Barley

4. BOARD MEETINGS

2023	April	20	Zoom
2023	May	18	Cancelled
2023	June	15	Lillooet BC
2023	July	20	Zoom
2023	August	17	Zoom
2023	September	21	Zoom
2023	October	19	Cancelled
2023	November	16	Zoom
2023	December	14	Zoom
2024	January	18	Zoom
2024	February	15	Zoom
2024	March	20	Zoom

Jane Sam retired as an STP board member after 12 years of service. She had been appointed by Xa'xtsa Chief & Council and served the STPB from May 2011 to April 2023. Here is what she had to say: *"STPS policing in Port Douglas & Tipella is very important to me and it's the reason why I was dedicated to the STP Board. Currently, I sit on the Xa'xtsa council and have been for 22 years. Also, I currently administer the Indian Registry. I worked part-time as the Xa'xtsa finance officer in the past and am now the Samahquam finance clerk. I plan on retiring in a few more years."* Her parents are Nick Sam and Mary Pauline Sam (nee Peters).

5. BOARD'S 2023-2024 BUSINESS

<p>Policy and Governance Committee</p> <ul style="list-style-type: none"> • Recommended 19 policies. • Provided the first update for the STPS Strategic Plan 2023-2027.
<p>Finance Committee</p> <ul style="list-style-type: none"> • Submitted a budget for an additional \$4,000,000 for the remaining 6 years of the 10-years agreement. Included was a request for funding for 16 officers and 1 additional civil staff. • Revealed deficits in both the Board's and Operations income statements. • Secured one-time funding from Public Safety Canada to address the budget shortfall.
<p>Human Resources Committee</p> <ul style="list-style-type: none"> • Recommended the Employee Reference Guide. • Recommended the creation of a Staff Sergeant position. This change in officer rankings would improve STPS leadership structure and aide in succession planning. • Completed 2 business cases. The 1st case detailed an increase of 3 constables. The 2nd case detailed an increase of 1 civilian staff. Additional officers would reduce overtime and on-call officer hours. Additional staff would require more operational assistance. • Completed exit interviews following the resignation of 3 officers and 1 civilian staff member in this fiscal period. • Commenced succession planning and to further identify officers' individual goals. • Commenced the Chief Officer Annual Performance Assessment. • Supported the Acting Sergeant process to determine which constables would be promoted to the position of Sergeant in both offices.
<p>Website Committee</p> <ul style="list-style-type: none"> • Coordinated with the IT consulting firm regarding the migration of the STPS and Board email system to the in-house servers. • Began discussions with the IT consulting firm regarding two virtual machines to be added to the in-house server: one for data sharing and another for website hosting.

6. MANDATE, MISSION STATEMENT, VALUES AND VISION

MANDATE

Pursuant to the Police Act, the STPS's policing and law enforcement mandate is to:

1. Enforce, in the ten participating St'at'imc communities, all bylaws, the criminal code, and the laws of British Columbia.
2. Maintain law and order in the ten participating St'at'imc communities.
3. Prevent crime.

MISSION STATEMENT

The STPS provides a community-based service that reflects the needs, culture, customs and rights of the St'at'imc people, and is committed to the safety and security of our communities and ensures that the St'at'imc people, and others, are always treated with dignity and respect.

VALUES

1. Culture and Tradition – We incorporate our culture and traditions into our policing practices.
2. Our People – We are committed to developing healthy communities for our people.
3. Employees – We recognize the professionalism of our officers and staff.
4. Relationships – We build relationships to support integrated solutions to community challenges.
5. Service – We are committed to providing a professional policing service at all times.
6. Communications – We recognize clear, open and honest communication as the cornerstone for lasting relationships.
7. Accountability – We are accountable for our actions to our people, our organization, our partners, to ourselves, and under law.

VISION

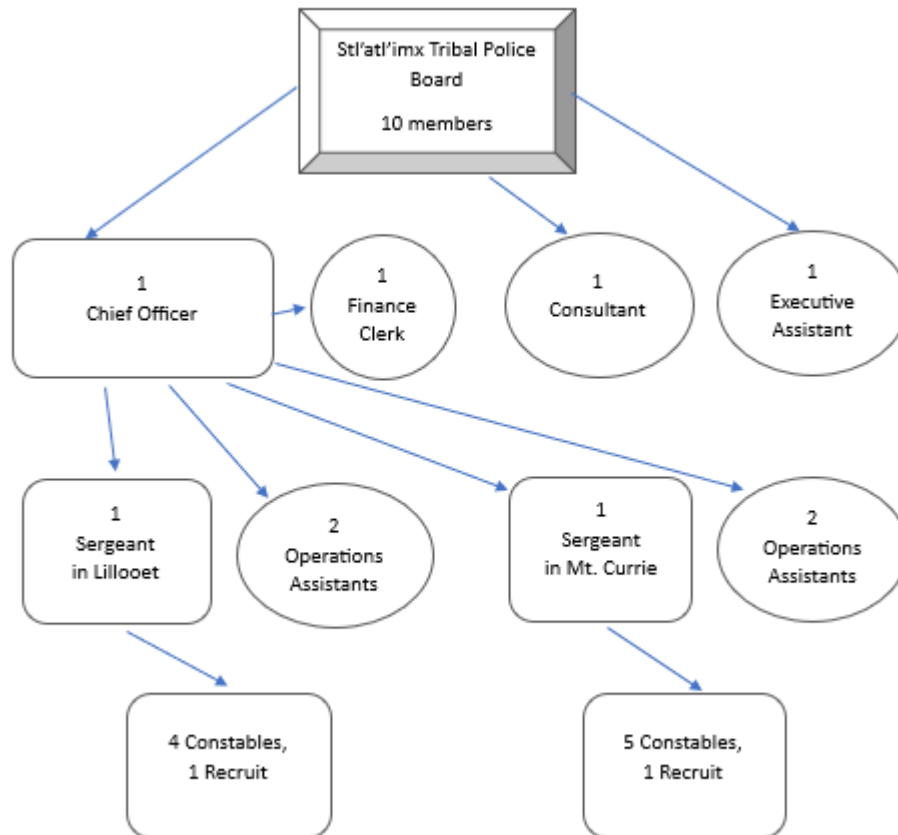
TO PROVIDE A POLICING SERVICE THAT IS UNIQUELY ST'AT'IMC.

7. STRATEGIC PLAN 2023 - 2027

1 Governance	2 Human Resources	3 Relationships	4 Communications	5 Service Delivery
1. Accountability.	1. Making the health and wellness of all STPS employees a priority.	1. Building trust and confidence in our police service through community outreach.	1. Encourage community engagement.	1. Enhance social well-being through community partnerships.
2. Foster relationships with governments & our communities.	2. Enhance current strategies to maintain employee retention and recruitment.	2. Sharing our Indigenous policing expertise with other public safety stakeholders.	2. Enhance information sharing with all Chiefs and Councils, the St'at'imc Chiefs Council, and Provincial and Federal funding partners.	2. Promote prevention & education as a valued tool in reducing crime and victimization.
3. Modernize STPS computer infrastructure to meet current and future demands.	3. Employee growth and development.	3. Developing relationships amongst our elders and youth.	3. Provide a broader range of information to the public through the STPS website platform.	3. Reducing violent crime.
4. Modernize STPS policies to reflect current policing governance standards.				

C. WHO WE ARE

1. ORGANIZATION CHART



"Our force may be small but we serve each day with honour and respect".
Stl'at'imx Tribal Police Service

2. OUR WORKFORCE

CHIEF OFFICER

The Chief Officer is the leader of the Stl’atl’imx Tribal Police Service and is an employee of the Board pursuant to s. 26(3) of the Police Act. The Chief Officer is responsible for the administration and operations of policing in the ten participating St’at’imc communities.

OFFICERS

The STPS has a compliment of 14 sworn-staff: 1 Chief Officer, 1 Deputy Chief Constable, 2 Sergeants and 11 Constables.

CIVILIAN STAFF

The civilian staff includes: 1 Finance Clerk, 1 Senior Operations Assistant and 3 Operations Assistants. Two contract service agreements are in place for 1 Executive Assistant to the Board and 1 Professional Consultant.



3. IN MEMORY OF THE LATE SERGEANT MICHAEL LEO



Sergeant Michael Archibald Leo (Tayus) passed away in Mount Currie on October 13, 2023. The STPS received an overwhelming amount of condolences from other public safety services following the loss of one of its original STPS sworn members. Mike had made a huge impact on innumerable public safety professionals over the three decades of his policing career. When the funeral service was held on October 19, 2023, participants traveled from near and far to honour their co-worker, mentor, family and friend. Current and retired STPS officers, civilian staff and STP Board members participated in the event with some coming from outside of the province. A large turnout of officers from other BC municipal police agencies, the RCMP, ambulance and fire services came to pay their last respect, too. Those in uniform marched in the funeral procession and joined in the late Sgt. Leo's 'Last Radio Call'.

Mike began his law enforcement career as a Peacekeeper in December 1988. At the time, Lillooet Tribal Council created 8 peacekeeper positions and assigned them to the St'at'imc communities of T'it'q'et, Tsal'alh and Li'wat. In 1999, the St'at'imx Tribal Police Service was established as a designated policing unit serving 10 St'at'imc communities with full jurisdictional authority under the BC Police Act.

SZUHMINS I UCWALMICWA...

...“Protecting the People”



From his early days as a Peacekeeper to the end of his career as a Sergeant, Mike had spent the entirety of his policing career as a sworn member of the Stl’atl’imx Tribal Police Service. He was fully committed to his community and to First Nations policing. At one point in the history of the service, Mike took on the role of Deputy Chief Constable. A few years later, in order to accommodate for the small size of the agency and to provide leadership positions in each of the two detachments, his job title was removed. It was then replaced with two Sergeant positions, one of which he was assigned to in the Mt. Currie detachment.

He oversaw the transition of the old office building into the new building that now sits on the old office’s



original site. The ‘blue building’ that housed the office since the start of his career was demolished and replaced with a modern office that Mike had provided critical input on during its planning phase.



Mike made a huge impact on everyone that met him, whether at work or in the communities. He was a member of the Lil’wat community and was a caring husband and father, uncle and brother. His parents were Alphonse ‘Poncho’ Russell Leo and Ruth Leo who were both from Lil’wat. He is pictured here in his uniform with his father, Poncho.

4. STAFF RECOGNITION

CONSTABLE GEOFFREY KURTZ



Constable Geoffrey Kurtz graduated from the Police Academy at the Justice Institute of BC on March 8, 2024. Before enrolling in the academy, he was an ironworker. Most of his high-school years were spent in Pemberton except for 1/2 year in high-school in Langley. He also studied at the Ts'zil Learning Centre in Mount Currie in the alternative program that combined grades 11 and 12. He graduated from Pemberton Secondary in 2017. Basketball was his main sport in elementary school. He played quarterback for the Pemberton Grizzlies football team. Geoff knew at a young age that he wanted to be a sworn officer, either in military or policing. When he was making a career choice, he auspiciously ran into STPS Sergeant Michael Leo. Sgt Leo encouraged Geoff to join the STPS and became his mentor until his untimely death in October 2023. Coincidentally, Geoff had known Sgt. Leo since his younger years. Throughout his childhood, Geoff moved around a lot. Once he became a father, Geoff didn't want his own children moving around as much. So, the reality was that the choice to join the STPS was the only choice if he wanted to become a police officer.

Plus, a big bonus to joining the STPS was that Geoff got to begin his career under the guidance of Sgt. Leo. Another consideration was that members of the Lil'wat community knew who Geoff was because he grew up here. It meant a lot to Geoff to have been assigned as the STPS Community Liaison Officer for the Lil'wat community. When in foster care, Lil'wat explicitly gave permission for Geoff to live in the community. The community gave him a home and a life. As a police officer, Geoff gives back to the community with his heart and soul. He sees the community growing, particularly with the new STPS detachment building, the new women's shelter, the new firetrucks and all of the new housing. He sees the direction that the community is going and he wants to play a part in it and help out where he can. Geoff's wife is Keisha Morin-James of Lil'wat and his mother-in-law is Athena James. And, Percy 'PR' Jones is Keisha's grandfather. Geoff likes to play video games and hang out with his kids when he is not working. His daughter, Kiana, is 7 years old and his son, Jaxson, is 2 years old.

CONSTABLE JORDAN AUSTINSON



Constable Jordan Austinson graduated from the Police Academy at the Justice Institute of BC on March 8, 2024 where he received an award for his patrol and tactics performance. He obtained his high-school diploma in 2018 from Lillooet Secondary School. He completed 3 years of post-secondary education at Thompson Rivers University in Kamloops where he studied business administration. Before he launched into his police training, he worked for 1 & ½ years at the Lillooet Veneer plant. Jordan grew up in a household of policemen. His father works for the STPS and his grandfather was an RCMP officer. Despite their influence on him, he decided to pursue a policing career only once he came to the realization that he wanted to stay in his community and contribute to the community of Xaxli'p. Jordan enjoys the freedom aspect of policing compared to other work he has done. He can go from filing reports to stopping by the school and from patrolling to actively recruiting other

community members. When he sees that friends and community members are intrigued with his profession, he does his best to get them to commit to applying as a recruit officer. One of his best friends who had been interested in policing since Jordan became an officer is now going ahead with his own application. Another recent STPS recruit was a hockey buddy. And, yet another recruit is his school friend. His parents are STPS Staff Sergeant Dale Austinson, originally from Ontario, and Stacey Austinson from the community of Xaxli'p. You can find Jordan playing hockey and golf, fishing or dirt biking just for fun when he is not working.



RECRUIT CONSTABLE JAMIE WARREN



Recruit Constable Jamie Warren was hired by the STPS on August 28, 2023. He expects to graduate on July 5, 2024 as a full-fledged police officer from the Police Academy at the Justice Institute of BC in Vancouver, BC. Jamie has deep roots in Lillooet, BC where he has lived for 35 years. He is a graduate of Lillooet Secondary School and of Okanagan College. At Okanagan College he fulfilled his childhood dream of becoming an Automotive Service Technician. He successfully owned and operated an automotive repair facility for a five-year period. Prior to his entrepreneurial venture, he dedicated five years to serving with the Lillooet Volunteer Fire Department. Currently, he is beginning a new chapter in his life as a Recruit Constable with the St'at'imx Tribal Police Service. Jamie is driven by the inspiration he draws from his hardworking wife, Crystal Warren, who is a nurse at the Lillooet District Hospital, and from their two daughters. His personal interests are as diverse as his

career journey. He channels his passion for hockey not only into playing but also into coaching kids' hockey. Outside of hockey, Jamie enjoys golfing, hiking with his family, and building and racing cars—a lifelong passion that began in his youth. Jamie's commitment to his community and to his family is matched only by his dedication to his personal interests, making him a well-rounded and engaging individual both professionally and personally.

OFFICER AWARDS

Chief Officer Dee DOSS-CODY	35 Years STPS Long Service Award	December 14, 2023
Sergeant Dale AUSTINSON	10 Years STPS Long Service Award	December 14, 2023

RECRUIT CONSTABLE TRAVIS PETERS



Recruit Constable Travis Peters is from the St'at'imc community of N'Quatqua. He was sworn-in with the STPS on December 29, 2023. He began his Block 1 training at the Police Academy at the Justice Institute of BC in Vancouver BC in January of 2024. His expected graduation date is November 8, 2024. Travis grew up in Lillooet and visited N'Quatqua regularly in his youth. The community had supported him throughout his earlier years. He was not expecting to get back into the community. But after a couple of weeks out of the Justice Institute he could see that getting back into the community was equivalent to helping out the community. Being a police officer in N'Quatqua is like paying back to N'Quatqua all of the support he had received. Travis' father is Travis Peters Sr from N'Quatqua. His mother is Caroline Peters originally from Tsal'alh, but has since transferred to N'Quatqua. Travis had played minor

hockey in Lillooet. Now for sports he runs, plays hockey and golfs. He plans on continuing to help out the communities in his new role as a police officer.

CIVILIAN STAFF AWARDS

Kathy Doss, Sr. Operations Assistant	20-Plus Years of Service Award from First Nations Chiefs of Police Association	May 16, 2023
Kathy Doss, Sr. Operations Assistant	Distinguished Services Award for Community Services from First Nations Chiefs of Police Association	May 16, 2023
Tammy Wallace, Operations Assistant	25 Years STPS Long Service Award From Stl'atl'imx Tribal Police Service	December 14, 2023

TEMPORARY DEPUTY CHIEF CONSTABLE RAY BERNOTIES



Deputy Chief Constable Ray Bernoties was hired in October 2023 for a temporary short-term contract of 6 months. This would be a return visit for Ray. Previously, Ray had been STPS Chief Officer in 2006 when he was seconded from the RCMP. Currently, his temporary position would bring stability to the organization following the sudden loss of Sergeant Michael Leo. During the 6 months period, he focussed on improving the leadership structure for the organization through both an implementation of an Acting Sergeant role at the Mount Currie detachment and the planning for a Staff Sergeant position. As well, he initiated a collaborative effort with Ts'zil Learning Centre in Mount Currie that could be used to identify potential recruit applicants. Ray worked extensively with the HR committee

to commence succession planning in order to identify officers' individual goals. The 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. Again, with the support of the HR committee, Ray drafted two business cases that could be used by the STPS in its efforts to obtain funding for 3 additional officers and 1 additional civilian staff. The STP Board was very grateful for the accomplishments that were achieved by the organization in his time with the STPS. As well, Chief Officer Doss-Cody reported on how much she appreciated him and all he did. She felt like he had added a new dynamic and energy following the untimely passing of Sgt. Leo.



SENIOR OPERATIONS ASSISTANT KATHY DOSS



Monday, November 6, 2023 marked the 28-years anniversary of Kathy Doss' career as the Senior Operations Assistant at the STPS Lillooet detachment. Prior to being hired in 1995, she was interviewed by the late STPS Chief Officer Harry McLaughlin and STP Board Coordinator Yvonne LaRochelle. Kathy had applied for the position of Office Clerk with a pay rate of \$9 per hour. Although she came in second in the interview process, she was offered the job after the first applicant moved on. Before she was interviewed, Kathy had just come out of a wellness treatment center. Despite her history of struggling with alcohol addiction, the 6-weeks program changed her life and led her to becoming a recovering alcoholic. Kathy was open and honest with her employers about her situation and about being a single mother of a six-years old child. She promised them that if they gave her a chance that she would do her very best and commit herself to her

employment. During her tenure, Kathy remained grateful for that opportunity to work as it fueled her sobriety over the last 28-years.

In the early years, Kathy played a big role in developing policy and procedures for STPS operations. At some point she was assigned a new role, Civilian Office Administrator. But due to a lack in funding she switched back to her original job in operations. At that time, the Lillooet detachment was at the old administration building in T'it'q'et at 22 Retasket Drive. Since, the STPS office had moved five times with the longest stay starting in 2009 on Main Street in the township of Lillooet, BC. The office has now been in its latest location at 21 Scotchman Road for 2 years.

Kathy has been around since before the organization became a self-administered policing service. Back then, STPS Chief Officer Dee Doss-Cody was a Special Provincial Constable. It was not until 1999 that the STPS constables became full-fledged police officers under the BC Police Act with their own jurisdiction.



The equipment in the office was well-worn and had no connection to the RCMP's CPIC nor to any other operating program or system. Information on the more serious files had to be hand-delivered to RCMP on a 2500 Form to then be added to the CPIC and CIDDS programs by hand. Kathy recalled using radios back in the day and keeping a radio log on all the officers' activities. In the evenings, she would switch the landline phones to radios. Kathy would often stay late until the office was clear of a serious call. There were no dispatchers until she returned to the office the next day. All

emergency calls would go to the radio where the officers would answer emergencies after-hours. Back in the day, everyone owned scanners. So, anyone could hear the activity on the police radio. This deterred people from making or reporting crimes because they did not want to be heard on the scanner. Even after the radios went digital and after the radio calls got distorted, Kathy would still get asked about the privacy of those reporting or committing crimes. At some point, after-hour dispatchers were assigned in Kamloops and then in Kelowna.

Since the beginning, Kathy had the privilege of witnessing the STPS grow both in its number of officers and in its technical savvy. In 1999, the late Chief Officer McLaughlin began the process of applying for the CPIC and PIRS programs. Another big change came when PRIME, an RCMP computer program, was introduced in the office in 2008. This bumped up the level of professionalism as it made the STPS a lot more accountable to the Province, to Canada, and to the courts. Standards had gone up and there was no going back. Staff had no choice but to adhere to policies and procedures.

Looking to the future, Kathy hopes that the STPS can fill the need for higher level investigators and detectives for more serious crimes, thus leaving community policing officers to do the patrolling and day-to-day policing activities. Community officers could take on community outreach and actively recruit members into the service. Kathy also recognizes the need for a Human Resources department to head the major tasks of managing pay and benefits, training and workplace wellness and safety.

In Kathy's retirement year, Chief Officer Doss-Cody nominated her for two First Nations Chiefs of Police Association (FNCPA) awards. The FNCPA accepted the nomination and presented the two awards on May 16, 2023. Kathy received both the Distinguished Services Awards for Community Services and the 20-years-plus Years of Service Award for her 28 years of dedication to the STPS. The Community Services Award is for *"individuals who have demonstrated self-initiative in the development of Community Crime Prevention Strategies and initiatives for the communities they serve; and who have actively participated and donated their time to a community, and community-based fundraising events."*

Despite having retired in November 2023, Kathy worked under contract until January 2024 in order to train her replacement at the STPS Lillooet detachment. She occasionally does contract work for Secwepemcul'ecw Restoration and Stewardship Society. Her passion is her crafts and beaded jewelry business, 'Kathy's Creations'. She attends conventions, conferences and gatherings throughout the year as a vendor.

Kathy Doss is from the northern St'at'imc community of Xaxli'p. Both her parents, the late Antoinette Doss (nee John) and the late Lawrence Doss, were Xaxli'p community members as well. Kathy's husband is Darwyn John of Tsal'ah. She has 1 daughter, 4 step children and 7 grandchildren.



5. TRAINING AND PROFESSIONAL DEVELOPMENT

May 8, 2023	2 Recruit Constables	Block I (14 weeks) at JIBC Police Academy
Jun 5-6, 2023	2 Sworn Members	Big Canoe Skipper Training at Ridge Wilderness
Aug 14, 2023	2 Recruit Constables	Block II (22 weeks) Field Training
Sept 8-10, 2023	7 Sworn Members & 2 Recruit Constables	Use of Force and Annual Recertification of Firearms
Sept 11, 2023	1 Recruit Constable	Block I (14 Weeks) at JIBC Police Academy
Sept 18-29, 2023	2 Recruit Constables	CORE Training in Delta BC
Oct 27, 2023	1 Civilian Staff	CPIC LRA Course online at CPKN
Oct 29, 2023	1 Sworn Member	Annual Recertification of Firearms
Nov 20-24, 2023	1 Civilian Staff	CPIC Maintenance at PRTC
Dec 5, 2023	2 Sworn Members	Stress Course online
Dec 18, 2023	1 Recruit Constable	Block II (22 weeks) Field Training in Lillooet
Jan 8, 2024	2 Recruit Constables	Block III (9 weeks) at JIBC Police Academy
Jan 8, 2024	1 Recruit Constable	Block I (14 weeks) at JIBC Police Academy
Jan 12, 2024	1 Civilian Staff	RCMP PKI LRA online at CPKN
Mar 8, 2024	2 Recruit Constables	Graduation at JIBC Police Academy
Mar 22, 2024	1 Civilian Staff	CPIC Query Narrative online at CPKN

6. EMPLOYEE HIRING

April 24, 2023	2 Recruit Officers	Sworn-In
August 28, 2023	1 Recruit Officer	Sworn-In
October 25, 2023	Deputy Chief Constable	Sworn-In
December 29, 2023	1 Recruit Officer	Sworn-In



D. WHAT WE DO

1. FUNDING

SOURCES OF FUNDING

April 2023 to March 2024 marked the fourth year of a 10-years tripartite agreement between federal and provincial agencies and the ten participating St’at’imc communities. Public Safety Canada (PSC) and Emergency Preparedness, specifically, the First Nations and Inuit Policing Program (FNIPP), provided 52% of the funding, **\$1,515,372.56**. The British Columbia Ministry of Public Safety and Solicitor General provided 48% of the funding, **\$1,398,805.43**. Total funding for 2023-2024 amounted to **\$2,914,177.99**.

FUNDING HIGHLIGHTS

A one-time funding agreement was reached in January 2024. The STPS received an additional amount of **\$902,576.15** in March 2024 as per the bi-lateral agreement between the STPS and the FNIPP branch at Public Safety Canada. The funding was used for updating and for purchasing new IT and communications equipment, IT Infrastructure, five vehicles, vehicle equipment, firearms, uniforms, two storage containers, communication devices, advertising and outreach materials, and other miscellaneous police equipment.

2. OPERATIONAL STATISTICS

Comparable Stats	2022-2023	2023-2024	%
Crimes Against Person	255	227	-10.98
Crimes Against Property	97	92	-5.15
Other Criminal Code	149	153	+2.69
Narcotic Control Act	5	6	+20.00
Food and Drug Act	0	0	0
Other Federal Statute	12	12	0
Provincial Statute Violations	266	259	-2.63
Municipal By-Law Violations	1379	1212	-12.11
Traffic Violations	62	58	-6.45
Community Relations Act	177	158	-10.73
Total	2,402	2,177	-9.37



Operational Statistics 2023-2024

Crimes Against Person	
Assault	173
Harassment - Threats	35
Other Criminal Codes - person	19
Total Crimes Against a Person	227
Crimes Against Property	
Arson	1
Break & Enter	18
Theft	30
Fraud	14
Mischief	29
Other Criminal Codes - Property	0
Total Crimes Against Property	92
Other Criminal Code	
Weapons Possession	3
Breach Bail Violations	22
Cause a Disturbance	97
Breach of Probation	23
Other Criminal Code	8
Total Other Criminal Code	153
Narcotic Control Act	
Possession Drugs	2
Trafficking Drugs	2
Production Drugs	1
Other Narcotic Control Act	1
Total Narcotic Control Act	6
Total Food and Drug Act	0
Other Federal Statute Violations	
Firearms Act	2
Breach Parole & Conditions	7
Other Federal Violations	3
Total Federal Statute Violations	12

Provincial Statute Violations	
Liquor Act	83
Securities Act	9
Coroners Act	9
Mental Health Act	99
Fire Service/Dept Act	23
Child Family & Community Service	25
Trespass Act	9
Other Provincial Statute Violations	2
Total Provincial Statute Violations	259
Municipal By-Law Violations	
Traffic – Other Moving Provincial	334
Check Stop Program – Road Block	164
Collision	36
Unspecified Assistance	140
Abandoned Vehicles	12
Check Wellbeing	56
Property Lost/Found	30
Missing Persons	19
Animal Calls	76
Suspicious Person/Vehicle/Occur	103
911 – False – Abandoned Calls	25
False Alarm	28
Breach of Peace	101
Assist Federal Agency	2
Assist Provincial Agency	4
Breach of Recognizance (Prov)	13
Other Municipal By-Law Violations	69
Total Municipal By-Law Violations	1212
Traffic Violations	
Impaired Operation MV (Alcohol)	53
Drive While Prohibited	2
Other Traffic Violations	3
Total Traffic Violations	58
Community Relations Act	
Parade	25
Special Events	31
Lecture – Meetings	102
Total Community Relations Act	158

3. COMMUNITY RELATIONS

Parade	Special Event	Lecture – Meetings
<ul style="list-style-type: none"> Escorts for Deceased Aboriginal Day Domestic Violence Awareness Lillooet Pride Parade Xa'xtsa Christmas Parade Lil'wat Rodeo Parade 	<ul style="list-style-type: none"> Pink Shirt Day Community Event Ride-Along Canoe Reveal Feast T'it'q'et Remembrance Ceremony SGS Remembrance Ceremony T'it'q'et and Sekw'el'was BC Family Day Event Ts'kw'aylaxw Motivational Speaker for the Tradition over Addiction event St'at'imc Gathering hosted by Ts'kw'aylaxw Lil'wat Nation Rodeo Lil'wat Transition House Grand Opening Xeto'lacw Community School Graduations Bursary The Power of Collaboration Walking with the Smolt at Sekw'el'was Bike Rodeo Wena'cw Sqwalutkahlh "We speak the truth" Easter Egg Hunt at Xet'olacw Community School Truth & Reconciliation Day Tsal'alh Strong Celebration Dinner Lillooet Secondary School Graduation Bursary Valentines Day Pow-wow at Lillooet Secondary New Years Pow-wow at Lillooet Recreation Centre Lil'wat Celebration and Pow-wow Cst Austinson & Cst Kurtz Graduation Cst Warren Swearing in Ceremony Kathy Doss Retirement Celebration for 28 years FNCPA awards for Kathy Doss for 20+ years Service Award & Distinguished Community Service Award Royalty visit in Mount Currie Indigenous Court Grand Opening 	<ul style="list-style-type: none"> STP Board meetings STPB committee meetings T'it'q'et Lands Round Table FN Chiefs of Police Assn Vancouver Engagement session Staff Meetings Xet'olaxw Community School LSBTQ+ event Graduation 2023 Pemberton Secondary School Consent – Law Presentation T'it'q'et Presentation Indigenous Court FNCPA Ottawa Community Health Priorities in Ts'kw'aylaxw

4. FACILITIES AND CONDITIONS

Jurisdiction	<ul style="list-style-type: none"> Southern St’at’imc Communities 	<ul style="list-style-type: none"> Northern St’at’imc Communities
Management	<ul style="list-style-type: none"> Sergeant Michael Leo Deputy Chief Constable Ray Bernoties 	<ul style="list-style-type: none"> Sergeant Dale Austinson
Detachment	<ul style="list-style-type: none"> Mt. Currie, BC 	<ul style="list-style-type: none"> Lillooet, BC
Facility Additions	<ul style="list-style-type: none"> Cummins diesel back-up generator Storage container 	<ul style="list-style-type: none"> In-house servers Cummins diesel back-up generator Storage container
Facility Age	<ul style="list-style-type: none"> 3 years old 	<ul style="list-style-type: none"> 2 years old
Facility Condition	<ul style="list-style-type: none"> Excellent 	<ul style="list-style-type: none"> Excellent
Major Events	<ul style="list-style-type: none"> State of emergency due to flooding in Lil’wat in February 2024 	<ul style="list-style-type: none"> Wildfire evacuation order in Tsal’alh in September 2023



Constable Mitch Thevarge and Constable Trish McLaughlin successfully completed a skipper canoe training course hosted by Ridge Wilderness Adventures along with 10 St’at’imc community members on June 5 & 6, 2023. The STPS 21’ft skipper canoe was named in 2021. “Tselpu’Im’ecw,” translates to Daybreak.



5. ST'AT'IMC TERRITORY

THE PEOPLE AND THE LAND

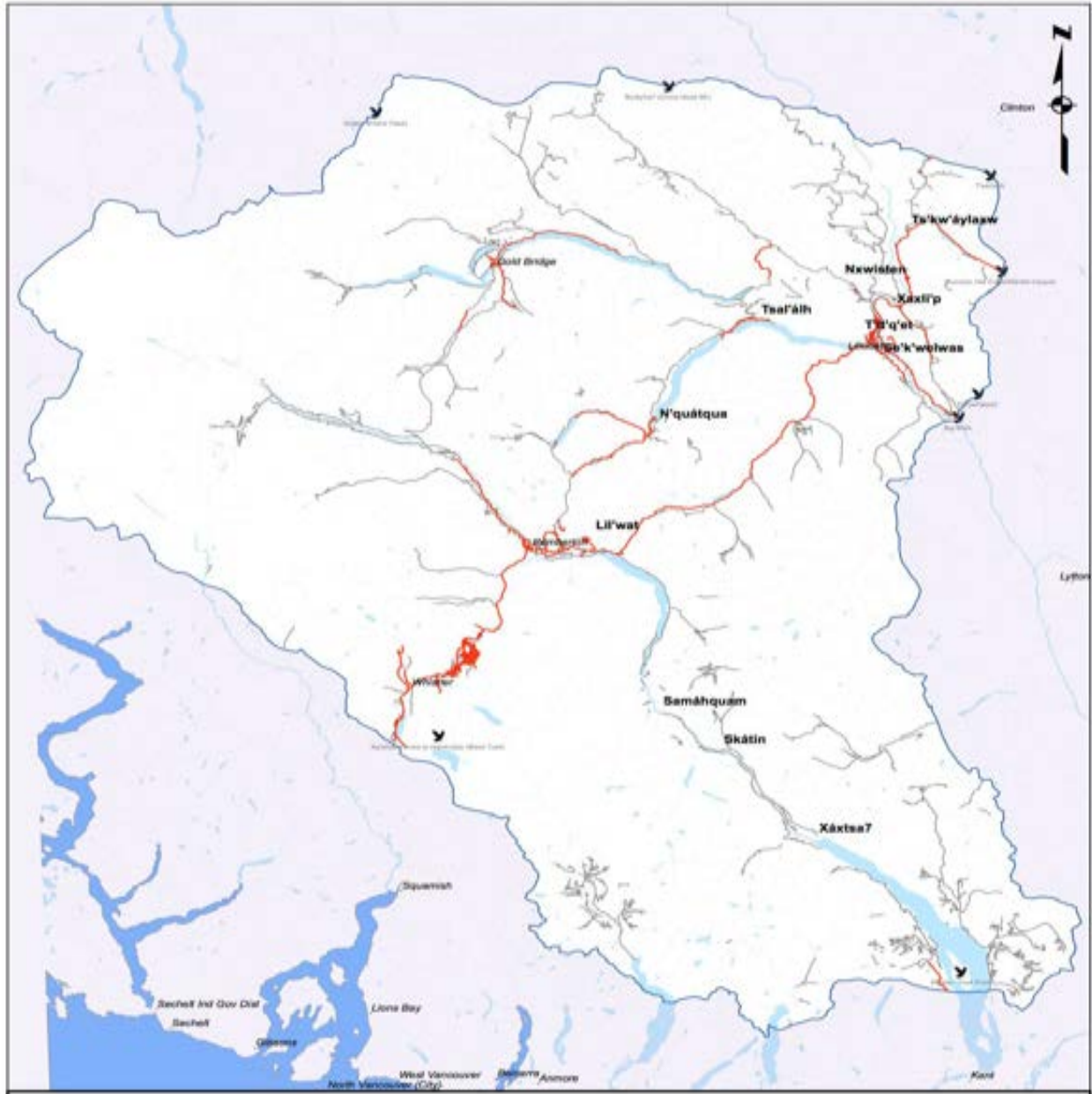
The St'at'imc are the original inhabitants of the territory which extends north to Churn Creek and to South French Bar; northwest to the headwaters of Bridge River; north and east toward Hat Creek Valley; east to the Big Slide; south to the island on Harrison Lake and west of the Fraser River to the headwaters of Lillooet River, Ryan River and Black Tusk.

ST'AT'IMC COMMUNITIES

Ten of eleven St'at'imc communities participate in the STPS. The ten communities include Lil'wat Nation, N'Quatqua, Samahquam, Sekw'el'was, Skatin, T'it'q'et, Tsal'alh, Ts'kw'aylaxw, Xaxli'p and Xa'xtsa.

Southern Communities / Location	Northern Communities / Location
Lil'wat Nation / Mount Currie	Sekw'el'was / Cayoose Creek
N'Quatqua / D'Arcy	T'it'q'et / Lillooet
Samahquam / Baptiste Smith	Tsal'alh / Shalalth
Skatin / Skookumchuck	Ts'kw'aylaxw / Pavilion
Xa'xtsa / Port Douglas & Tipella	Xaxli'p / Fountain
	Xwisten / Bridge River

ST'AT'IMC TERRITORY MAP



6. VEHICLES

	STPS Vehicle	Location
1.	2012 Toyota Tundra	Lillooet
2.	2013 Toyota Tundra	Lillooet
3.	2013 Toyota Tundra	Mount Currie
4.	2013 Toyota Tundra	Mount Currie
5.	2019 Toyota Tundra	Mount Currie
6.	2020 Toyota Tundra	Lillooet
7.	2020 Toyota Tundra	Lillooet
8.	2021 Toyota Tundra	Lillooet
9.	2021 Toyota Tundra	Mount Currie
10.	2022 Toyota Tundra (used & unmarked)	Mount Currie (awaiting outfitting)
11.	2024 Toyota Tundra (unmarked)	Lillooet (awaiting outfitting)

7. WEAPONS INVENTORY

Contact the Board for more information

8. INFORMATION TECHNOLOGY OVERSIGHT

Contact the Board for more information

9. COMPLAINTS

Contact the Board for more information



E. WHERE TO FIND US

MOUNT CURRIE DETACHMENT



357 IR #10 Road
PO Box #5
Mount Currie, BC
V0N 2K0

Non-Emergency:
604-894-6124

Emergency:
604-894-5757 or 911

Fax Number:
604-894-6185

www.stlatlimxpolice.ca

LILLOOET DETACHMENT

21 Scotchman Road
PO Box #488
Lillooet, BC
V0K 1V0

Non-Emergency: 250-256-7784

Emergency: 250-256-7767 or 911

Fax: 250-256-4600

www.stlatlimxpolice.ca



DIRECTORY

Officers	Name	Telephone Extension
Chief Officer	Doss-Cody, Dee	202
Deputy Chief Constable	Bernoties, Ray	315
Sergeant	Austinson, Dale	203
Sergeant	Leo, Mike	303
Constable	Isaac, Len	204
Constable	Thevarge, Mitch	302
Constable	Terry, Annessa	205
Constable	John, Chelsea	206
Constable	McLaughlin, Trish	305
Constable	Swansberg, Kevin	314
Constable	Kurtz, Geoff	306
Constable	Austinson, Jordan	307
Recruit Constable	Warren, Jamie	207
Recruit Constable	Peters, Travis	304

Civilian Staff	Name	Telephone Extension
Senior Operations Assistant	Doss, Kathy	200
Operations Assistant	Joseph, Minnie	301
Operations Assistant	Riley, Chenoa	200
Operations Assistant	Wallace, Tammy	300
Finance Clerk	Lancaster, Pam	201
Executive Assistant to the Board	Sumariwalla, Shireen	316

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