



STL'ATL'IMX TRIBAL POLICE BOARD

Minutes Of Regular Meeting
Held on Thursday February 27, 2025
10:09 hours via Zoom
21 Scotchman Road, Lillooet, BC

Board Members Present:

Troy Bikadi	Lil'wat
Rebecca Barley, CHAIR	N'Quatqua
Trish Andrew	Sekw'el'was
Hank Williams	Skatin
Genny Humphreys	T'it'q'et
Fran Shields	Tsal'alh
Raquel Kane, VICE CHAIR	Ts'kw'aylaxw
Jason Jacob	Xaxli'p
Andrianna Peters	Xa'xtsa

Board Members Absent:

Howie Smith	Samahquam
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Staff and Consultants Present:

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

1) Meeting Called to Order

Rebecca Barley, Board Chair, called the Regular Meeting to order at 10:09 hours.

2) Swearing-in Oath of Office

The Board welcomed back Trish Andrew, returning Sekw'el'was board representative. She swore-in the STPB Oath of Office.

3) Adoption of Regular Meeting Agenda

The Board made some additions to the agenda regarding Policy & Governance, Strategic Planning and News and Other Business items.

Motion 2025-02-27-01

That the Stl'atl'imx Tribal Police Board adopt the February 27, 2025 Regular Meeting Agenda.

MOVED / SECONDED / CARRIED

10:12 hours Tsal'alh board representative Fran Shields joined the meeting.

4) Approval of Regular Meeting Minutes

Motion 2025-02-27-02

That the Stl'atlimx Tribal Police Board approve the January 23, 2025 Regular Meeting Minutes.

MOVED / SECONDED / CARRIED

5) Approval of In-Camera Session Minutes

The Board edited a spelling error in the minutes before adopting them.

Motion 2025-02-27-03

That the Stl'atlimx Tribal Police Board approve the January 23, 2025 In-Camera Session Minutes.

MOVED / SECONDED / CARRIED

6) Consultant to the Board Report (verbal)

In the last month, consultant Pete Lepine worked on updating policies. He will report on the matter later in the meeting under agenda item 'Policy & Governance Committee Report'.

7) Finance Committee Report (verbal)

The Finance Committee did not meet last month.

a) One-time funding bi-partite agreement

The Finance Clerk spent time working on the funding agreement with the Board Chair and the Chief Officer. The agreement was signed and the first payment was expected. Two errors in the one-time funding agreements over the years had yet to be reconciled. The Board Chair congratulated the Finance Clerk on her work on the one-time funding both in the current year and in the previous year.

b) Pay matrix and increase to staff wages

The committee planned to meet on March 4, 2025 to discuss the pay matrix.

8) Policy & Governance Committee Report (verbal)

a) Board remuneration

Motion 2025-02-27-04

That the Stl'atlimx Tribal Police Board request that the Finance Committee review the Board's current remuneration processes and levels to determine what, if any, changes are required.

MOVED / SECONDED / CARRIED

b) Policies update

Pete Lepine reviewed 63 policies that were ready for the committee to review. Of the 63 policies, 23 policies had no changes. He suggested that the committee meet to review the remaining 40 policies and to cap the meeting at 90 minutes. The committee would then plan to meet if more time was needed. Pete planned to schedule the meeting and send out the invitations.

Ten other policies were pending review. Some will be sent to the Senior Operations Assistant to review as they are specific to PRIME, a BC police records management system where all operational files are uploaded. And, others will be sent to the Staff Sergeant. Pete estimated that these 10 policies will be done by the time the committee has their second meeting.

Pete suggested to the Board that it has a policy review schedule. He further detailed that all policies be ranked in order of priority such as 1, 2 or 3. Respectively, the policies would be reviewed after 1, 2 or 3 years.

Xa'xtsa board representative Andrianna Peters asked to joined the committee meetings in order to further her understanding of policy matters. The first of the two meetings will be scheduled for Tuesday March 11, 2025 at 1:00 PM.

c) Appointment of committee member

The Board appointed Sekw'el'was board representative Trish Andrew as the fourth member of the Policy & Governance Committee.

9) Human Resources Committee Report

The HR Committee Chair reminded the Board Chair that an interview remains outstanding between the Chair and the Chief Officer.

10) Website Committee Report

A support ticket has been generated to create an email address and a NextCloud login for the newly appointed representative from Sekw'el'was.

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

The recruit officer had returned back to JIBC leaving staff low on resources. The staff will have a team building session soon to boost morale and to reinvigorate staff and get them back in line. Dates were pending. The recruit will graduate on March 14 from the JIBC. His return to the Mt. Currie detachment will relieve the resourcing pressure in the southern office. More discussion was planned for in-camera.

12) Recruiting Report by the Chief Officer (verbal)

One member currently at the JIBC expected to graduate on March 14, 2025. Another member in Block II at Mt. Currie office had gained a lot of experience and claimed to be enjoying his career training. Another member completed his CORE training along with officers from other agencies from January 8 to 19, 2025. Also, two members with 1 to 5 years of training participated in a course on Investigative development from February 18 to 20, 2025. The pre-requisites for the course included 9 online CPKN courses. An interview was scheduled on February 26, 2025 for a potential candidate. The Chief Officer expected to hear from a second candidate this week. She foresaw that one of the two candidates would begin JIBC training in May.

13) Chief Officer and Staff Sergeant Reports (verbal)

The Chief Officer was busy with a serious incident in Lil'wat that continued to have ongoing investigations. The incident allowed members to demonstrate their ability to perform team work while

they assisted the RCMP. The incident also gave the organization an opportunity to assess the current resourcing and demonstrated what would be needed for it to become autonomous. For instance, the incident proved how well the members worked together yet after 12-hours shifts the staff got tired. The Chief Officer expressed her pride she held for her members, particularly the Staff Sergeant who pulled together the resources and ensured everyone's safety. A second incident in the south came on the heels of the first one and involved a non-fatal injury.

There have been a number of deaths in the communities. Members are assisting RCMP in two investigations. Members had attended a number of events.

The Chief Officer had attended the FNPGC conference in Calgary. She was part of discussions at the conference that focussed on the lack of funding in First Nation policing. She shared with the Board news about the Nishnawbe Aski Police Service where their signed agreement with the province of Ontario deems their organization as an essential service.

The Annual Leaves are on track.

The board representative from Xa'xtsa asked the Chief Officer to explain to the Board the protocol following incidents. The Chief Officer explained that after an incident under the Mental Health Act where it's determined that an individual be held then the STPS is relieved from the policing component.

The board representative from Lil'wat had attended a meeting with the Crown. He claimed to have learned a lot and that he had a follow up meeting with the Chief Officer.

The Chief Officer presented file numbers for the month. She said that the STPS provided the RCMP with 8 hours. And that the RCMP has provided billable hours to the STPS.

14) Strategic Planning Report by the Chief Officer

No report.

15) Board Chair Report (Verbal)

This last month, the Chair had talked with the Chief Officer regarding HR and the one-time funding agreement. She spoke to the Board about the FNIPP and how it varies from province to province. For instance, some agencies can not access pension, union, etc. The Police Acts differ in each province. On February 19, 2025, the Chair attended the FNPGC conference in Calgary with the Chief Officer and N'Quatqua Chief Mika Thevarge. She sat on a panel regarding navigation of government channels for police services. She learned that in Alberta the First Nations governance is under treaty. The Chair participated in a panel on women in policing where she gave a shout-out for the STPS Chief Officer.

16) Executive Assistant to the Board

No report.

17) Correspondence & Information

None

18) New & Other Business

a) **Nishnawbe Aski Police Service.** NAPS signed an agreement with Ontario to become an essential service in December 2024. They expected to grow from 200 officers to 500 officers. The officer pay would be at parity with the OPP. NAPS was involved with the FNCPA. This could be a game-changer for stand-alone First Nation policing services across the country. The assumption was that if an agreement were to be signed under the Police Act then it would be an essential service. The Chief Officer assured the Board that she once again raised the topic of essential services with the Province and PSC at their bi-weekly HR meeting last week. Currently the STPS functioned as a program where the federal government was in charge of funding and the Province was in charge of operations. The question remained that if the federal funding were cut, would the Province continue funding. The Chief Officer believed that the question to ask the Province was if they would deem First Nations policing as an essential service. She suggested that the Board demand an acknowledgement in the form of an MOU from either the Province or the federal government. Such an acknowledgement would provide certainty to the board. There was a possibility that NAPS could provide a blue print that would cut costs of the STPS upcoming study that the one-time funding was for.

b) CAPG conference in Victoria BC on August 14-16, 2025.

c) BCAPB conference in Delta BC on May 7-9, 2025.

11:18 hours Lil'wat board representative Troy Bikadi left the meeting.

d) St'at'imc Gathering hosted by Tsal'alh on May 9, 10 and 11, 2025.

Board members were invited to join the Feather Run scheduled on April 17 to 20, 2025. The community of Tsal'alh had requested a police escort for the runners that are expected to reach 100 in number. The Board recommended requesting the use of SCC flagging trucks for the occasion.

19) Public Question Period

No public in attendance.

11:22 hours In-Camera session

20) In-Camera Sessions

In-camera sessions took place during this meeting starting at 11:22 hours.

21) Motion to Adjourn

Motion 2025-02-27-05

That the St'at'im-x Tribal Police Board adjourn the Regular Meeting.

MOVED / SECONDED / CARRIED

The next regular board meeting is scheduled for Thursday March 20, 2025.

	Action Items	
1.	2024-09-19-05 Provide list of workshop dates and costs to the Finance Committee only once the amended agreement has been signed.	<u>Shireen S</u> Completed
2.	2025-02-27-01 To conclude the Chief Officer assessment by having a meeting with her.	<u>Rebecca B</u> Pending

Documents:

- Draft STP Board Agenda 2025 02 27
- Draft STP Board Regular Meeting Minutes 2025 01 23
- Draft STP Board In-Camera Session Minutes 2025 01 23