



STL'ATL'IMX TRIBAL POLICE BOARD

Minutes Of Regular Meeting
Held on Thursday April 17, 2025
10:04 hours via Zoom
21 Scotchman Road, Lillooet, BC

Board Members present:

Troy Bikadi
Rebecca Barley, CHAIR
Trish Andrew
Hank Williams
Genny Humphreys
Raquel Kane, VICE CHAIR
Jason Jacob

Lil'wat
N'Quatqua
Sekw'el'was
Skatin
T'it'q'et
Ts'kw'aylaxw
Xaxli'p

Board Members absent:

Howie Smith
Fran Shields
Andrianna Peters

Samahquam
Tsal'alh
Xa'xtsa

Staff and Consultants present:

Dee Doss-Cody
Pam Lancaster
Shireen Sumariwalla
Pete Lepine

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

1) Meeting Called to Order

Rebecca Barley, Board Chair, called the Regular Meeting to order at 10:04 hours.

2) Adoption of Regular Meeting Agenda

Motion 2025-04-17-01

That the Stl'atl'imx Tribal Police Board adopt the April 17, 2025 Regular Meeting Agenda.

MOVED / SECONDED / CARRIED

3) Approval of Regular Meeting Minutes

Motion 2025-04-17-02

That the Stl'atl'imx Tribal Police Board approve the March 20, 2025 Regular Meeting Minutes.

MOVED / SECONDED / CARRIED

4) Approval of In-Camera Session Minutes

Motion 2025-04-17-03

That the Stl'atl'imx Tribal Police Board approve the March 20, 2025 In-Camera Session Minutes.

10:13 hours Xaxli'p board representative Jason Jacob joined the meeting.

10:13 to 10:23 hours in-camera.

5) Consultant to the Board Report (verbal)

The Board received an update from consultant Peter Lepine of his activities of the last month. He made a few calls with the Chief Officer. He met once with the Website Committee. Also, he had continued his work on policies and met with the Policy & Governance Committee to review 21 policies. He confirmed with the Board that Public Safety & Solicitor General (PSSG) no longer requires the STPS to submit policies for their records. However, one last policy would need to be submitted, Policy Direction.

6) Finance Committee Report (verbal)

The Finance Committee held three meetings last month. Some items from their meetings will be presented to the Board today in-camera. The committee discussed at their meetings the budget and increases to sworn-staff pay. The auditor had begun its work on the 2024-2025 audit and another audit that was required for the one-time funding for equipment that was received in December 2022 and expensed up until March 31, 2025. The Finance Clerk reported that she had been busy closing the year-end financials. She stated that a surplus will be carried forward. And, she added that the one-time funding had been fully expended. Funds had been secured for the Policing Needs Assessment's feasibility study.

7) Policy & Governance Committee Report (verbal)

a) Recommendation to approve 21 policies.

The Policy & Governance Committee met last month to reviewed 21 policies. They have four recommendations in order to separate the policies into the actions taken to update them.

Motion 2025-04-17-04

That the Stl'atl'imx Tribal Police Board approve the following policies without amendments as recommended by the Policy & Governance Committee at their meeting on March 24, 2025.

OG010	Personal Protective Equipment
OH010	Firearms, Service Issued
OJ010	Traffic Function
OG040	Communicable Diseases
OJ140	Traffic Collisions/Incidents
OJ060	Speed Measuring Devices
OJ100	Traffic Safety Liaison
OJ110	Traffic Control Devices
OJ070	Roadblocks
OJ170	Approved Screening Devices
OK070	Integrated Unit Operations
OK040	Special Events

OK090	Polygraph Examinations
-------	------------------------

MOVED / SECONDED / CARRIED

Motion 2025-04-17-05

That the Stl'atl'imx Tribal Police Board approve the following policies as amended by the Policy & Governance Committee at their meeting on March 24, 2025.

OD160	Vulnerable Groups
OJ020	Citizen Traffic Complaints
OJ090	Violations & Warning Tickets
OJ150	Abandoned Vehicles
OJ140	Escort of Private Vehicles
OK120	Organized Crime
OK080	Intelligence

MOVED / SECONDED / CARRIED

Motion 2025-04-17-06

That the Stl'atl'imx Tribal Police Board approve the following policy as recommended by the Policy & Governance Committee at their meeting on March 24, 2025.

OJ180	Traffic Stops
-------	---------------

MOVED / SECONDED / CARRIED

Motion 2025-04-17-07

That the Stl'atl'imx Tribal Police Board approve the following policy without amendments and updated as is so as to provide Police Services at PSSG with a final policy submission following their new protocol for provincial police services to no longer submit copies of their policies to the Province.

AA060	Policy Direction
-------	------------------

MOVED / SECONDED / CARRIED

8) Human Resources Committee Report

The HR Committee discussed that the Board Chair would hold an interview following this meeting with the Chief Officer in regards to completing her annual evaluation.

9) Website Committee Report

The Website committee met last month and discussed the national E Comm non-emergency campaign, Remote Desktop Server (RDS) apps, photos on the website, patches and website loading. Firstly, the committee decided to incorporate one of the pre-made publicity ads designed by nonemergency.ca once it was amended to their liking. The webpage 'Report Crime' would receive an update in its posted emergency numbers. Regarding RDS apps, the committee declined the use of them, however, took other measures to secure documents when emailing to board members. The committee decided to assume that consent from staff for use of their photos on the website was gone after termination and that any photos of staff would be removed after they were no longer serving. The Chief Officer would

provide the Executive Assistance with the wording to upload on the website regarding patches no longer being distributed. And, finally, the committee asked that the Executive Assistant alert the IT consultants as soon as the website starts to show issues when loading on various browsers.

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

10:43 to 10:47 hours in-camera.

The Chief Officer reported to the Board that a staff meeting was scheduled for April 25, 2025.

11) Recruiting Report by the Chief Officer (verbal)

The Board heard from the Chief Officer that the recruit would be going to Block III on May 5, 2025. Further, he was looking forward to graduating on July 4, 2025. Another application had been received leaving the total numbers at 2 male applicants and 1 female applicant. The recruit had attended the Lillooet Secondary School career fair. He had graduated from the school as little as 5 years ago.

12) Chief Officer and Staff Sergeant Reports (verbal)

The Chief Officer verbally presented hers and the Staff Sergeant's reports. She had attended meetings for Finance, Website and with the Board Chair to discuss the hiring of a Project Coordinator for the upcoming feasibility study. One officer planned to swear-in the St'at'imc Oath at the St'at'imc Gathering on Friday May 9, 2025 hosted by the northern community of Tsal'alh. The Chief Officer invited the board representatives to both go by the STPS booth at the gathering to support the service and, as well, attend the swearing-in ceremony in the morning. The Chief Officer dealt with WorkSafeBC, Indigenous Skills and Employment Training (ISET), the Lillooet Tribal Council (LTC), and gathering info for the Board regarding a second Operations Assistant in the northern office. She shared the BC Association of Municipal Chiefs of Police (BCAMCP) announcement of the retirement of the Chief of Vancouver Police Department and the new Chief of Victoria Police Department. Annual leave was being taken. The Chief Officer read out to the Board the most recent numbers of files from the Staff Sergeant report. The Board Chair requested that the Chief Officer provide confirmation of the Staff Sergeant's attendance at the Mt. Currie office. Following a question by a northern board representative, the Executive Assistant referred the Board to the webpage 'STP Board' where the Community Liaison Officers are listed per community.

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

The Chief Officer assured the Board that she is on track with service deliverables. She wants to update the St'at'imc Chiefs Council (SCC) regularly. So, she accepted the offer by the Executive Assistant to reach out and organize the dates with the SCC for the Chief Officer to present.

14) Board Chair Report (Verbal)

In the report from the Board Chair the Board heard about her meetings with the Policy & Governance Committee, the Finance Committee, and the consulting firm leading the feasibility study. Additionally, she met weekly with the Chief Officer, Finance Clerk and Executive Assistant in order to discuss the progress in hiring a Project Coordinator to manage the feasibility study. She also attended a meeting

with Public Safety Canada (PSC) to discuss the one-time funding for the feasibility study. The Board Chair expressed her concern that one-time funding creates additional work for certain employees and board members of the organization that had not been assumed in their job descriptions. The Board Chair was invited to sit on a panel for the First Nations Police Governance Council (FNPGC) portion of the Canadian Association of Police Governance (CAPG) conference in Victoria BC on the weekend of August 14 to 16, 2025. She reported that her attendance expenses would be covered by the FNPGC, however, there were other unaccounted costs that she would end up absorbing such as her time away from her regular jobs. Also, juggling her work schedule to participate in the conference proved to be challenging. On a similar note, the Chair told the Board that the Province invited the STPS communities to the Police Act reviews, however, the Province failed to invite STPS governance and leadership to the table. Fortunately, two STPS communities, T'it'q'et and N'Quatqua, were able to send their members as delegates to the reviews. Further, Public Safety Canada (PSC) was not at the table for the reviews. But because funding is federal, the reviews themselves may have been misleading to the communities. Since the last round of reviews, funding has been secured for STPS governance and leadership to attend the next round once they resume.

The board representative from T'it'q'et announced that she had received a response regarding an Elder's question and that she would forward that to the Board Chair and the Chief Officer.

15) Executive Assistant to the Board

No report.

16) Correspondence & Information

a) According to a letter from the director of Public Safety and Solicitor General (PSSG), the STPS along with all other provincial police services are no longer required to file their policies with Police Services.

17) New & Other Business

a) Project Coordinator position. An applicant has been chosen.

b) CAPG conference in Victoria BC on August 14-16, 2025.
\$150 fee for virtual participation of up to 10 individuals.

c) BCAPB conference in Delta BC on May 7-9, 2025.
The conference will take place in a few weeks.

18) Public Question Period

No public in attendance.

11:11 hours to 11:23 hours In-Camera session

19) In-Camera Sessions

In-camera sessions took place during this meeting from 10:13 hours to 10:23 hours, from 10:43 hours to 10:47 hours, and from 11:11 hours to 11:23 hours.

Motion 2025-04-17-08

That the Stl'atl'im-x Tribal Police Board increase officer payrate by 16% retroactively to April 1, 2025 with an annual increase of 2% for the next two years.

MOVED / SECONDED / CARRIED

20) Motion to Adjourn

Motion 2025-04-17-09

That the Stl'atl'im-x Tribal Police Board adjourn the Regular Meeting.

MOVED / SECONDED / CARRIED

The next regular board meeting was scheduled for Thursday May 15, 2025.

	Action Items	
1.	2025-02-27-01 To conclude the Chief Officer assessment by having a meeting with her.	<u>Rebecca B</u> Ongoing

Documents:

Draft STP Board Agenda 2025 04 17

Draft STP Board Regular Meeting Minutes 2025 03 20

Draft STP Board In-Camera Session Minutes 2025 03 20