



STL'ATL'IMX TRIBAL POLICE BOARD

Minutes Of Regular Meeting
Held on Thursday September 18, 2025
10:06 hours via Zoom
21 Scotchman Road, Lillooet, BC
And in-person
357 IR #10 Road, Mt. Currie, BC

Board Members present:

Troy Bikadi (in-person)	Lil'wat
Rebecca Barley, CHAIR	N'Quatqua
Howie Smith (in-person)	Samahquam
Trish Andrew	Sekw'el'was
Fran Shields	Tsal'alh
Jason Jacob	Xaxli'p
Andrianna Peters	Xa'xtsa

Board Members absent:

Hank Williams	Skatin
Genny Humphreys, VICE CHAIR	T'it'q'et
Raquel Kane, VICE CHAIR	Ts'kw'aylaxw

Staff and Contactors present:

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

Special Guests present in-person:

Prabhu Rajan, Commissioner, Office of the Police Complaint Commissioner of BC
Andrea Spindler, Deputy Commissioner, Office of the Police Complaint Commissioner of BC
Rachel Huggins, Deputy Commissioner, Police Accountability, Office of the Police Complaint Commissioner of BC

1) Meeting Called to Order

Rebecca Barley, Chair, called the Regular Meeting to order at 10:06 hours.

2) Adoption of Regular Meeting Agenda

Motion 2025-09-18-01

That the Stl'atl'imx Tribal Police Board adopt the September 18, 2025 Regular Meeting Agenda.

3) Approval of Regular Meeting Minutes

Motion 2025-09-18-02

That the Stl'atl'imx Tribal Police Board approve the July 17, 2025 Regular Meeting Minutes.

MOVED / SECONDED / CARRIED

4) Approval of In-Camera Session Minutes

Motion 2025-09-18-03

That the Stl'atl'imx Tribal Police Board approve the July 17, 2025 In-Camera Session Minutes.

MOVED / SECONDED / CARRIED

In-Camera Action Items tabled for In-Camera session

5) Special Guests from the Office of the Police Complaint Commissioner of British Columbia

The Board welcomed the guests from the Office of the Police Complaint Commissioner (OPCC). A round of introductions by the board members was followed by introductions from the guests.

Commissioner Prabhu Rajan offered the Board a brief summary of his personal background and education. He then reported to the Board on the uniqueness of the OPCC of BC. The OPCC is an independent civilian office of the Legislative Assembly of BC. There is no other provincial office in the Canada that shares this status. It oversees and monitors the complaints and investigations involving municipal police in the Province without criminal proceedings. Its roles include but are not limited to Municipal Police Complaint Oversight, Investigation Oversight, Systemic Reviews, Appointment of Retired Judges for Hearings and Recommendations for Prosecution. The Commissioner had already met with over 80 other community organizations like it has today with the Board in order to inform, advise and invite them to reach out and seek OPCC services in matters of police and board complaints. He had included the BC Association of Police Boards (BCAPB) in their awareness campaign because Police Boards can also be recipients of complaints leading to investigations by the OPCC.

10:31 hours Xaxli'p board representative Jason Jacob joined the meeting.

Deputy Commissioner Andrea Spindler shared with the Board more information on the organization's role in Systemic Investigations. These are conducted through a civilian lens and are based in the community's shared interests. Memorandums of Understandings (MOU) are currently being drafted for various police agencies. She wants to see the OPCC complaint filing system more accessible and to see fewer barriers that are ultimately based in distrust, alienation and colonial systems. Rather than adversarial processes, the OPCC is seeking other solutions because the lengthy process of investigation could have other options. Following a Systemic Investigation, the OPCC can make recommendations to different levels of government ranging from developing policies to police training, and more. The OPCC can also make recommendations to agencies, to communities and to individual officers who get flagged in data identifications for repeated violations.

Commissioner Prabhu Rajan commented on the STPS unique jurisdiction, hence, the OPCC is willing to try out different approaches to resolving investigations. He suggested that the Board reach out to Deputy Commissioner Andrea Spindler with any questions. And, the Chief Officer was invited to reach

out to Deputy Commissioner Rachel Huggins with her questions. The Lil'wat board representative commented on how great it is to know that alternative resolutions are available through the OPCC. He said that most of the STPS officers are members of the St'at'imc nation and that he is grateful for their work.

The Chief Officer brought up the example of a 'circle' resolution where smudging is used as a tool to reach a mutual agreement and that the resolution is not revealed outside of the ceremony. Deputy Commissioner Andrea Spindler added that because of the Police Act the investigation must follow a particular protocol. She is aware that merging a traditional community-tailored resolution with a legislated procedure can be difficult. Therefore, the OPCC would seek agreements before and after the ceremony in a show of respect for the sacred process. Deputy Commissioner Rachel Huggins wants to articulate the process so that other agencies can copy it. The Chief Officer suggested that every agency have an officer that is familiar with each First Nations community within their jurisdictions.

Commissioner Prabhu Rajan reminded the Chief Officer to communicate with Deputy Commissioner Rachel Huggins and to talk to her regarding the St'at'imc communities' needs in tailoring an STPS resolution process. He will support whatever process works in STPS jurisdiction. Afterall, public confidence in policing is the OPCC's main concern. For that to happen, the STPS, the OPCC and the complaint filer need to speak with each other. The Commissioner is happy to come in-person or just as easily meet virtually to better understand how the OPCC fits into the STPS world.

The Board Chair referred to a case where an officer with multiple complaints was being investigated by different agencies for each individual complaint. Because the various agencies were unaware of the other investigations they failed in judging the severity of the sum of the complaints. The Commissioner explained that because of the Police Act that some limitations would arise. However, in such a case, the OPCC could call for a public hearing which would then reveal the entirety of the complaints and could lead to a dismissal. He said that this incident is a good example of when the Chief Officer could call Deputy Commissioner Rachel Huggins right away and he encouraged her to do so in the future. Regarding the specific incident, the Commissioner requested that the Board Chair send a letter to him so that he could respond formally.

The Chief Officer thanked the guests for visiting St'at'imc territory.

11:24 hours Special Guests Prabhu Rajan, Andrea Spindler and Rachel Huggins, left the meeting.

6) Consultant to the Board Report (verbal)

Pete Lepine offered the Board a quick overview of his activities over the last two months. He worked with the Policy & Governance Committee on the policies that will get recommended for approval today. He corresponded with the Chief Officer regarding governance and finances. And, he corresponded with the Finance Clerk in preparation for future meetings.

7) Finance Committee Report (verbal)

The Finance Clerk had a busy two months. She prepared comparisons and provided budgets to the feasibility study consulting firm. She will give more details during the In-Camera Session. The deliverables have been sent to the funders and the feasibility study is on track and rolling well.

8) Policy & Governance Committee Report (verbal)

a) Recommendation to approve 8 policies.

The Policy & Governance Committee has 8 policies for recommendation. This completes the review of 200 policies over the last 2 ½ years. The committee will now commence a review of the policies that were adopted in 2021 and 2022 to update them. The committee will follow a 1, 2 or 3 years cycle in reviewing policies according to there review-timeline designation.

Motion 2025-09-18-04

That the Stl'atl'imx Tribal Police Board approve the following new policy.

AC170	Social Media
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MOVED / SECONDED / CARRIED

Motion 2025-09-18-05

That the Stl'atl'imx Tribal Police Board approve the following policy without amendments.

OM100	Ride Alongs
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MOVED / SECONDED / CARRIED

Motion 2025-09-18-06

That the Stl'atl'imx Tribal Police Board approve the following policies with amendments.

OB180	Missing Persons
OJ040	Escort of Private Vehicles
OK110	Document Examination
OK130	Special Criminal Investigations
OM010	Public Information
OM040	Crime Prevention

MOVED / SECONDED / CARRIED

9) Human Resources Committee Report (verbal)

a) Chief Officer Annual Assessment. The Chief Officer's interview with the Board Chair was still overdue.

10) Website Committee Report

a) Website contact form.

No report

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

The Chief Officer reported on a busy summer where the members tired out by August. A senior officer's 28 years of sobriety was celebrated. The recruit officer had received his equipment and successfully passed the Police Officer Physical Abilities Test (POPAT). The Chief Officer had not received any news from the Justice Institute of BC (JIBC). A newly hired Operations Assistant started her job on August 1, 2025 at the Lillooet detachment. She brings with her many years of experience and is a St'at'imc community member as well.

12) Recruiting Report by the Chief Officer (verbal)

A recruit officer was currently in Block I at the JIBC and had started the program on September 8, 2025. He was doing well. One application was being reviewed and if all goes well the applicant could use the seat at the JIBC in January. Members were actively recruiting community members. There have been ride-alongs out of the north and south detachments. Two southern community members had shown interest in applying. A recruit was sworn-in at the Lillooet detachment on August 25, 2025. A cultural day was spent with him where the Chief Officer took him fishing.

13) Chief Officer and Staff Sergeant Reports (written)

The Chief Officer presented her report dated July 16 to September 15, 2025. Please refer to her report. Major events included a fire in the south and a helicopter crash. An escort was provided for the late husband of current board member Genny Humphreys from T'it'q'et.

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

The Chief Officer was scheduled to attend another St'at'imc Chiefs Council (SCC) meeting on October 1, 2025 to present an update on the STPS 2nd quarter activities. She planned to attend with the Board Chair and the feasibility study STPS Project Coordinator.

15) Board Chair Report (verbal)

The Board Chair had attended numerous meetings for the Policy & Governance and Finance committees. She continued to attend the bi-weekly meetings held by the feasibility study consulting firm. She was present for a monthly check-in meeting with the Province and Public Safety Canada (PSC). On August 16, 2025 she participated in a panel discussion at the Canadian Association of Police Governance (CAPG) annual conference that was held over the weekend in Victoria, BC. Her discussion is available as a recording from CAPG and was distributed to the board members. She was surprised to receive the 2025 CAPG Award of Excellence in Police Governance (Director Award) at the reception dinner at the conference. She is the first First Nations woman to ever receive this prestigious award.

16) Executive Assistant to the Board (verbal)

No report.

17) Correspondence & Information

a) Second quarter visit to the SCC on October 1, 2025. The Chief Officer and the Board Chair planned to attend. They suggested that Ray Bernoties, STPS Project Coordinator, attend as well to give the SCC Chiefs Council (SCC) an update on the feasibility study.

b) STPS Project Manager update on the feasibility study. The project was progressing very well and on track. MNP was happy with the participation on the survey (93 responses) and interviews (6 Chiefs). Their second visit to the territory went very well. They personally attended all 10 communities.

c) CAPG membership \$835 and possible BC representation to CAPG Board of Directors. The Board Chair planned to look into the funding available for this. The FNCPA was also in need of representative for the province of BC. The Board Chair was interested in this position.

18) News and Other Business

a) CAPG conference August 14-16, 2025. One board member attended virtually and the Board Chair presented in-person.

b) Citizens on Patrol (COP) program update. The volunteers in a community's COP program can be both First Nations or not. The Chief Officer said that it's up to the community to decide.

c) BCAPB conference in May 2026 will be hosted by West Vancouver Police Department in Whistler.

d) A visit to the Native Education College (NEC) in Vancouver by the Chief Officer or by an officer on behalf of the Chief Officer. To be announced.

e) CAPG Quarterly Executive Director/Chair meeting. Meeting scheduled for October 21, 2025 at 2:00 to 3:00 pm via ZOOM.

19) Public Question Period

No public in attendance.

20) In-Camera Sessions

In-camera sessions took place during this meeting from 11:58 to 12:12 hours. Three Motions were approved by the Board during the In-Camera Session.

21) Motion to Adjourn

Motion 2025-09-18-07

That the Stl'atl'imx Tribal Police Board adjourn the Regular Meeting.

MOVED / SECONDED / CARRIED

The Tsal'alh representative to the Board announced that she although she had been nominated to council, she has declined run on council again. She will be putting her energy into her business. She

would like to remain as a board member, however, that will be decided by the new Chief and Council of her community.

The next regular board meeting was scheduled for Thursday October 16, 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
2.	2025-07-17-03 To update the Board on the information that arose from the meeting with the Province and Lil'wat regarding Special Constables.	<u>Dee D</u> Cancelled

Documents:

Draft STP Board Agenda 2025 09 18

Draft STP Board Regular Meeting Minutes 2025 07 17

Draft STP Board In-Camera Session Minutes 2025 07 17

Chief Officer Report July 16 to Sept 15, 2025