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## STL'ATL'IMX TRIBAL POLICE SERVICE ANNUAL REPORT 2021-2022



STL'ATL'IMX TRIBAL POLICE SERVICE

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## A. HISTORY

### 1. STL'ATL'IMX TRIBAL POLICE SERVICE HISTORY

St'at'imc communities have a history of policing in their communities that began long before the Stl'atl'imx Tribal Police Service (STPS). Watchmen were given the authority to deal with criminal activities and the accused community members. These designated Watchmen would be solicited by the Chief of a community to investigate and remediate the situation. Sometimes the Watchmen were able to resolve the problem on their own. Other times the Watchmen would bring the individual to face the Chief and Council to account for their behaviour. These Watchmen may have been appointed to their role by the people much like the Chief of the community in the days prior to the Indian Act. The details of the Watchmen stories faded as they passed down orally through the generations. What remains is a vague recollection of the process that provided community policing possibly up into the 1950's. Similar oral recollections can be found in both the southern and northern St'at'imc communities.

The beginning of the Stl'atl'imx Tribal Police Service dates back to 1986 as a Security Program. This service was implemented by the Lillooet Band Council to enable security personnel to patrol reserve areas, engage in preventative work, and report criminal activity to the Royal Canadian Mounted Police (RCMP). In 1988 the Lillooet Tribal Council (LTC) created the Peacekeepers program. Eight peacekeepers were assigned to three of the eleven St'at'imc Nation communities including T'it'q'et, Tsal'alh, and Lil'wat. A Memorandum of Understanding (MOU) was signed in 1992 between seven communities, the Solicitor General of Canada and the province of British Columbia. This agreement established the Peacekeepers program as a tribal policing pilot project. A Protocol Agreement with the RCMP retained RCMP jurisdiction authority as the provincial police force in the participating communities.

The STPS was established as a Self-Administered Indigenous Police Program in 1999 serving ten St'at'imc Nation communities: T'it'q'et, Tsal'alh, Sekw'el'was, Ts'kw'aylaxw, Xaxli'p, Lil'wat, N'Quatqua, Samahquam, Skatin and Xa'xtsa. On December 1, 1999 an STPS-RCMP Protocol was signed establishing the STPS as the jurisdictional police having full policing authority. The St'at'imc participating communities had been excluded from the responsibility of the RCMP acting as the provincial police for BC. The protocol recognized that cooperation between the STPS and the RCMP is essential to enable each of the parties to fully discharge their responsibilities of delivering policing to BC.

## 2. LETTER BY THE BOARD CHAIR



I am happy to present to you the STPS Annual Report 2021-2022. In this fiscal period, the Stl'atl'imx Tribal Police Board was able to complete some ongoing projects of the previous year and to initiate others. This year, the second of 10 years of the tri-partite agreement, the organization accomplished one major task: the Board Governance Manual. Once the updated document was approved, it was only a matter of time that the annual reports and the website followed suit. Other finished business included the Board purchasing a Recruit Intake Exam to assist in hiring. Further, the process of trademarking the STPS Crest was finally completed by summertime in 2021.

As an outcome of the actions last year regarding the *Report on Respectful Workplace and Leadership*, the Board added two permanent agenda line items to the monthly regular board meetings. These are "Employee Wellness & Morale Report" and "Recruiting Report" which the Chief Officer now presents to the Board regularly along with the "Chief Officer's Report". The Board, having updated policies as outlined in the *Report on Respectful Workplace and Leadership*, had a clearer vision of its goals and, thus, began the process of renewing the STPS Strategic Plan 2017-2022.

The STP Board continued its efforts to finalize a new Memorandum of Understanding (MOU) with the two RCMP detachments that provide support to the northern and southern STPS detachments. The new MOU was finalized in January 2022.

In the greater context of provincial policing, one of the STPS participating St'at'imc communities, Xaxli'p, provided a written submission to the Special Committee on Reforming of the Police Act of the BC Legislature. Two communities committed to the construction of new STPS detachments. Firstly, Lil'wat Nation completed their project in spring of 2021 and the southern detachment moved in late summer. Secondly, T'it'q'et held their ground-breaking ceremony in the summer of 2021 with an expected completion date sometime in 2022. BC Civil Forfeiture had granted funds for vehicle outfitting, motorcycles, side-by-side ATVs and a trailer.

On the national scene, STPS Chief Officer Doss-Cody virtually attended the House of Commons of Canada to take part in a discussion on First Nations policing enforcement where she shared information on Self-Administered Police Services. The Chief Officer had been invited to speak of her insights gained from a career with the STPS spanning over three decades. Additionally, the Commissioner of the RCMP invited the Chief Officer to attend monthly meetings with officers from all provinces. This allowed the STPS to keep abreast of policing news country-wide.

Federally, September 30<sup>th</sup> is recognized as the National Day of Truth & Reconciliation but not yet provincially. Regardless, the Board recognized the date and gave civilian employees scheduled to work the opportunity to partake in events within their community. Likewise, STPS officers were redeployed to participate in events in their assigned liaison communities. In separate provincial matters, the St'at'imc Chiefs Council, along with the STPS Chief Officer, met with the Independent Investigations Office (IIO) of BC to report on community culture and protocol. Also, the BC legislature invited the Chief Officer to participate in its Special Purposes Committee in November.

As far as my efforts go, I continued throughout the year to meet with the Assembly of First Nations (AFN) and the BC Assembly of First Nations to advocate for changing the categorization of First Nations policing programs into essential services. Currently, STPS falls under the designation of program and is governed by the provincial Police Act. This difference in category affects the pay scale of officers and affects recruiting efforts among competing police services. The STPS implemented salary increases to sworn and civilian staff to compete better with other policing organizations. Two new officers were sworn-in this year. One officer successfully graduated from the Police Academy at JIBC this year and a second officer is expected to graduate next year.

As Board Chair, I participated in the First Nations Police Governance Council (FNPGC) conference in the fall with other board members. It was an honour to be a guest speaker at the event. Then, in March 2022, I attended the recruit officers' graduation at the Justice Institute of British Columbia (JIBC) where the STPS was featured with their performance of three opening songs. Chief Officer Doss-Cody performed the inspection of the graduating officers.



The Board expected to host a lively event at the new detachment in Mount Currie in the summer or fall. However, the board representatives postponed the Open House Celebration due to public health orders. Not until public gatherings in the province of BC are once again deemed safe will the Board host the event. Rather than celebrating just one new detachment, a future event can highlight two; one in Mount Currie and a second in Lillooet. Nevertheless, STPS southern staff held a closing ceremony with drumming and songs for the closure of the old building.

The STPS website had undergone an extensive renovation, and, with that came an Online Reporting feature. Two links had been placed on the STPS website. One link is for southern communities' members to report online and a second link for northern community reporting. The Citizens On Patrol (COP) initiative is also featured on the website. COP information and guidelines can be accessed by anyone interested in participating. This program encourages STPS engagement with the communities, much like the STPS Canoe Naming contest. St'at'imc communities had a chance to name the STPS canoe, a 21-foot skipper. In March, a prize was offered to the individual who submitted the winning name, **Tselpu'Im'ecw**. This traditional word means *Daybreak* in St'at'imcets. The Board expected to have an 'Awakening of Canoe' ceremony before the Xaxli'p Youth Group embarks on their Canoe Journey.

Both long-standing committees such as Policy & Governance, HR and Finance and special purposes committees, like Website and New Office Buildings, reported to the Board as needed. The members attended a Governance 101 workshop put on by Canadian Association of Police Governance (CAPG) in April. They also met with staff at an all-staff meeting in December. They participated virtually in the FNPGC 7<sup>th</sup> Annual Conference on September 27, 2021. In the same month, the Board Chair along with the Chief Officer attended a virtual focus group on governance for stand-alone police services. They offered their comments on the program and reinforced the need to deem it an essential service.

By fiscal mid-year, of the 32 recommendations included in the *Report on Respectful Workplace and Leadership*, 17 had been completed and 9 recommendations were still in progress. These actions mainly focussed on policies and job descriptions. Three actions had yet to be started and dealt with succession planning and annual assessment of leadership as well as board member training specific to indigenous needs. By the way, Police Services and the STPS had an ongoing conversation on such training, and the discussion continued beyond this fiscal period.

In November, major flooding and mudslides occurred in some STPS-served communities. Staff meetings and scheduling were affected. These events led to conversations between Lower Stl'atl'imx Tribal Council (LSTC), Southern Stl'atl'imx Health Society (SSHS) and STPS management.



With the support of Pauline Michell, STP Board Vice Chair, we recognized the need for St'at'imc nationwide emergency protocols and planned to work together on this. Following the loss of access to communities, the Province and RCMP had been alerted of STPS necessity to coordinate with RCMP air surveillance in helicopters.

Some community endeavors worthy of mention took place over the winter months. Chief Dean Nelson of Lil'wat Nation met with the AFN Task Force in February and presented at the AFN National Forum on First Nations Policing in March. The communities' schools requested a ride-a-long policy where consent forms will be required but presentations at the school can still be offered without ride-a-longs. And, a language policy suggested by the Chief Officer would see all staff and contractors of the STPS capable of introducing themselves in St'at'imcets, the language of the St'at'imc.

Ongoing business remaining at the end of the fiscal period include responding to a few communities seeking Community Agreements and STPS Protocols. A business case for four Community Safety Officers had been submitted to Police Services at the BC Ministry of Public Safety & Solicitor General (PSSG) and is awaiting a response. These new positions will not replace officer positions but rather create jobs that provide relief to officers for non-crime related tasks. And the STPS had some funds that have yet to be used at JIBC for training or equipment. In March, the Chief Officer was provided a power point on the research completed on self-administered tribal police services that was funded by the AFN and the BCAFN. The results are expected to showcase the major pros and cons of SA's. And one sworn member with little experience had been commended for an investigation that led to a conviction. Funding for a generator has yet to be secured for the Mount Currie office building. And, last but not least, the southern office will hold a walk-thru during St'at'imc Days in May.

I am pleased to report that over the last twelve months the Board had received numerous inquiries from First Nations communities that were considering their own tribal police service. I hope to build lasting relationships and to share my personal experience as a long-standing representative for N'Quatqua. I will continue to provide guidance as they consider, and, perhaps launch their own organizations that may one day boast of more than 30 years of service like the St'atl'imx Tribal Police Service.

Yours sincerely,

Rebecca Barley

STP Board Chair





## 3. BOARD MEMBERS

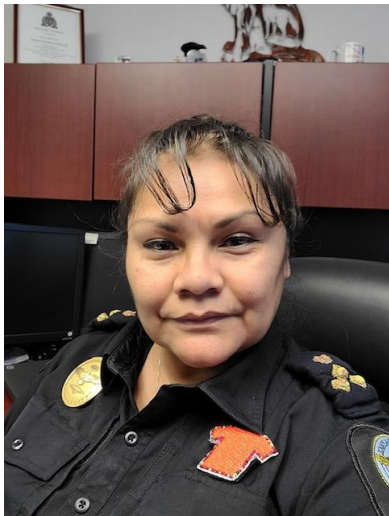
| Name                        | Community      | Status |
|-----------------------------|----------------|--------|
| Chief Dean Nelson           | Lil'wat Nation | Active |
| Rebecca Barley, CHAIR       | N'Quatqua      | Active |
| Howie Smith                 | Samahquam      | Active |
| Trish Andrew                | Sekw'el'was    | Active |
| Hank Williams               | Skatin         | Active |
| Genny Humphreys             | T'it'q'et      | Active |
| Verne Adrian                | Tsal'alh       | Active |
| Raquel Kane                 | Ts'kw'aylaxw   | Active |
| Pauline Michell, VICE CHAIR | Xaxli'p        | Active |
| Jane Sam                    | Xa'xtsa        | Active |

## 4. BOARD MEETINGS

| Year | Month     | Date | Location       |
|------|-----------|------|----------------|
| 2021 | April     | 15   | Teleconference |
| 2021 | May       | 20   | Teleconference |
| 2021 | June      | 17   | Teleconference |
| 2021 | July      | 15   | Teleconference |
| 2021 | August    | 19   | Teleconference |
| 2021 | September | 16   | Teleconference |
| 2021 | October   | 21   | Teleconference |
| 2021 | November  | 18   | Teleconference |
| 2021 | December  | 16   | Cancelled      |
| 2022 | January   | 20   | Zoom           |
| 2022 | February  | 17   | Zoom           |
| 2022 | March     | 17   | Zoom           |

## B. WHO WE ARE

### 1. CHIEF OFFICER'S REPORT



Kalhwá7alap 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.

The year 2021 – 2022 has been exciting as we've had a number of positive changes to look forward to sharing with our communities. The STPS Board worked on the new Strategic Plan as the 2021-2022 plan was coming to an end, and the STPS was looking forward to the direction and guidance that the New Strategic Plan would provide.

Summer of 2021 T'it'q'et Chief, Elders and the Chief Officer broke ground for the new STPS Office and eagerly awaited the build's completion in late March 2022.

In November 2021, I presented to the British Columbia Special Committee on reforming the BC Provincial Police Act. I also presented to the House of Commons Canada to take part in the discussions in relation to First Nations Policing as the only Stand-Alone Police Service in BC and provided insight with regards to the inequity in relation to the "Program" funding as well as the resource, and recruiting challenges the STPS faces as well as other Tribal Police Agencies across Canada.

In December 2021, we said goodbye to the old STPS building via a traditional closing hand drum and smudging ceremony. Then decided that before the STPS moved into the new STPS Office, we would open the new STPS office with a ceremony. We sought the assistance of the Lil'wat cultural Chief, and once the COVID-19 restrictions eased, arrangements were made to have a walk thru of the new STPS Office for our community members. Our walk-thru occurred during the three days of the May Lil'wat St'at'imc Declaration Days Gathering. It was a huge success as we had our STPS Canoe on display and a radar unit reading the speed to see who could hit the hockey ball the fastest in a goalie net.

Over the winter, we had a canoe naming contest, whereby the STPS invited St'at'imc community members to name the 21'ft skipper canoe. The canoe was named, "Tselpu'lm'ecw," which translates to Daybreak. The winner, Lyle Leo, donated the winning prize to the Xaxli'p youth group, who's scheduled to host their 1<sup>st</sup> canoe journey mid-summer. With the excitement of a pending canoe journey, the STPS was gearing up for a "Canoe Awakening" ceremony before the 1<sup>st</sup> canoe journey.

The STPS swore in two members. One STPS member graduated from the Justice Institute of British Columbia (JIBC) Police Academy and one recruit was in the process of completing their Police Academy Training at the JIBC. This year I had the privilege of conducting the inspection of the graduates of the JIBC Police Academy in March 2022. In addition, three St'at'imc hand drummers and I sang three honour songs for the graduating class as part of the opening and closing of the ceremony.

The STPS is still funded as First Nations Policing Program. Although the STPS is a Designated Policing Unit, this does not affect the STPS being deemed an "Essential Service" in the Province of British Columbia. The STPS Board decided to give the STPS members a salary increase in order to stay competitive with the other municipal police services. The STPS Board and I will continue to pursue having the STPS "Deemed an Essential Service."

Every year the STPS provides a power point and in-person presentation to the newly hired civilian oversight investigators at the Independent Investigations Office (IIO). In addition, this year, the STPS connected the IIO with the St'at'imc Chiefs Council. The IIO was invited in by the Chiefs Council, where they presented to the St'at'imc Chiefs what the IIO does and who they are as a civilian police oversight entity.



The STPS had a single civil disobedience matter addressed with a pending charge. We also had four police complaints, three of which were unsubstantiated and the fourth one was resolved by way of dispute resolution.

The STPS worked with their partner agencies and added online reporting for the Northern and Southern St'at'imc communities. The STPS website hosts the links for online reporting for all St'at'imc communities. The online reporting criteria involves incidents for minor thefts and loss of property, where there are no witnesses or suspects related to a matter. The community member is provided with a file number for their reference, and an STPS member follows up with them the following day.

The STPS also submitted a business case for Community Safety Officers/Watchmen who would fulfil the role of providing crime prevention programs and recruiting initiatives while leaving core policing to the STPS officers. This would also have the potential to develop the CSO/Watchmen to become an STPS officer if they wished to pursue policing as a career. We anticipate a response from Police Services at the British Columbia Ministry of Public Safety & Solicitor General (PSSG).

During November, we faced extreme atmospheric river weather conditions, which subsequently caused major mudslides. This resulted in forest service road closures as well as Highway 99 closures for an extended period of time. This impacted the STPS' ability to access our southernmost St'at'imc communities and created community safety concerns as all emergency services could not access these remote communities until the roads could be cleared and an engineer deemed it safe. The STPS alerted the PSSG concerning the public safety concerns and discussions around emergency access agreements that had taken place. However, a formal protocol and agreement are yet to be determined.

The STPS has added to the STPS member's uniform the "St'at'imc" flag, much like the small velcro Canadian flag that other municipal police services wear on their uniforms. They sought and received approval from the St'at'imc Chiefs for the STPS members to wear the St'at'imc Flag. It represents not only the St'at'imc but all nations, including Canada which with other nations represented within the medicine wheel. This is another representation of how the STPS is "Uniquely St'at'imc".

I understand why we do not have “good bye” in our languages as it seems too abrupt and final. With that being said, the STPS will be bidding farewell to Kathy Doss. In January 2022, Kathy announced her retirement from the STPS. The retirement date, scheduled for December 2022, allows for the STPS to hire a new Operations Assistant and for Kathy to train her. This speaks volumes of Kathy’s commitment to the STPS and the St’at’imc Nation. Kathy Doss has been with the STPS for 27 years. Kathy has witnessed many changes within the STPS and has stayed through the best times and some of the most challenging times. Kathy is very dedicated and passionate about serving the STPS and the St’at’imc people. She has done so with a magnitude of compassion, dedication and professionalism. We will truly miss Kathy Doss, or, “Kat Baby” as I call her. We wish her all the very best in her retirement.

Kúkwstumckacw kw sKathy! (Thank you, Kathy) Wenácw ti7 ta smúlhatsa, mûta7, amhamám ti7 ta smúlhatsa. Stexw 7u7 ti7 emahaka7minas I tákema s7alkst ku smúlhats. Áma nscwákekwmintsina! Ámhas ku swá7su. Atséntsilhkan kelh mûta7. Xweystúmim! (We Love you)

Nilh Ti

Deborah Doss-Cody, Chief Officer  
Stlatlím Tribal Police Service





## 2. MANDATE, MISSION STATEMENT, VALUES AND VISION

The governing body of the STPS is known as the St'atl'imx Tribal Police Board. In carrying out its governance responsibilities, the Board is guided by and upholds the following mandate, vision, values, priorities, goals and objectives for STPS:

### MANDATE

Pursuant to the Police Act, 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.*



Left: Parade escort in Lillooet, BC

Right: Sgt. Austinson and Cst. Isaac

## 3. STRATEGIC PLAN

### 2017-2022 STRATEGIC PLAN

The STPS strives to implement effective decisions in both short and long-term management. The 2017-2022 version of the STPS's most recent Strategic Plan was carefully crafted to ensure the organization's growth, its goal achievement and employee satisfaction while highlighting its Uniquely St'at'imc culture.

### PRIORITIES AND GOALS

|     |  |   |
|-----|--|---|
| 1.0 | We will provide sound governance and leadership through trust, knowledge, development, commitment and understanding.               | ✓ |
| 2.0 | We value and respect our officers and staff and recognize their dedication and commitment to serving the St'at'imc people.         | ✓ |
| 3.0 | We will engage our officers and staff, communities, stakeholders and partners with open, transparent and effective communications. | ✓ |
| 4.0 | We will develop our relationships and strengthen our collaborative partnerships to the benefit of the St'at'imc Nation.            | ✓ |
| 5.0 | We will strive to deliver a professional, proactive, culturally sensitive and community based police service at all times.         | ✓ |

## 4. ST'AT'IMC TERRITORY

### THE PEOPLE AND THE LAND

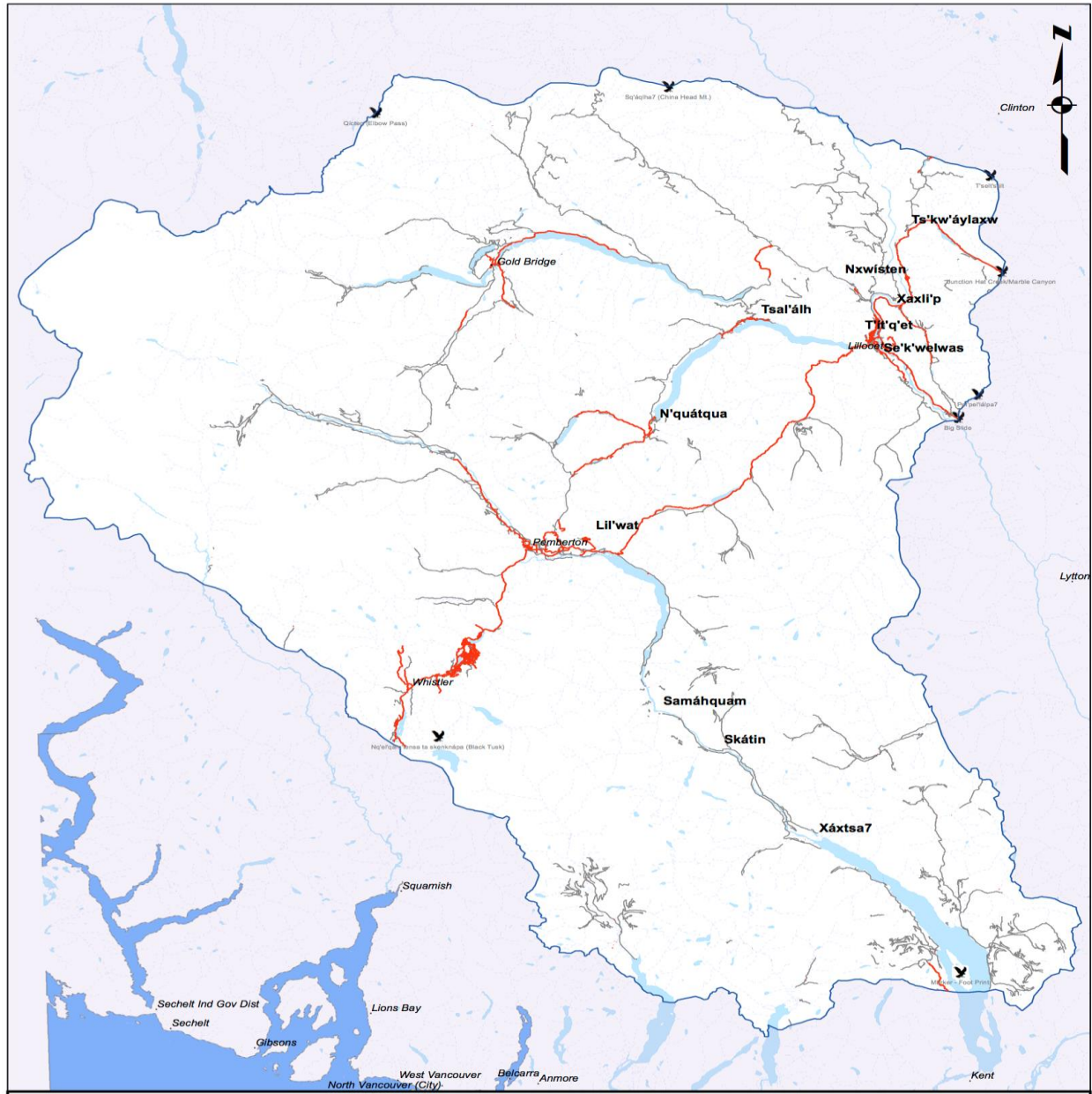
The St'at'imc are the original inhabitants of the territory which extends north to Churn Creek and to South French Bar; northwest to the headwaters of Bridge River; north and east toward Hat Creek Valley; east to the Big Slide; south to the island on Harrison Lake and west of the Fraser River to the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

### ST'AT'IMC COMMUNITIES

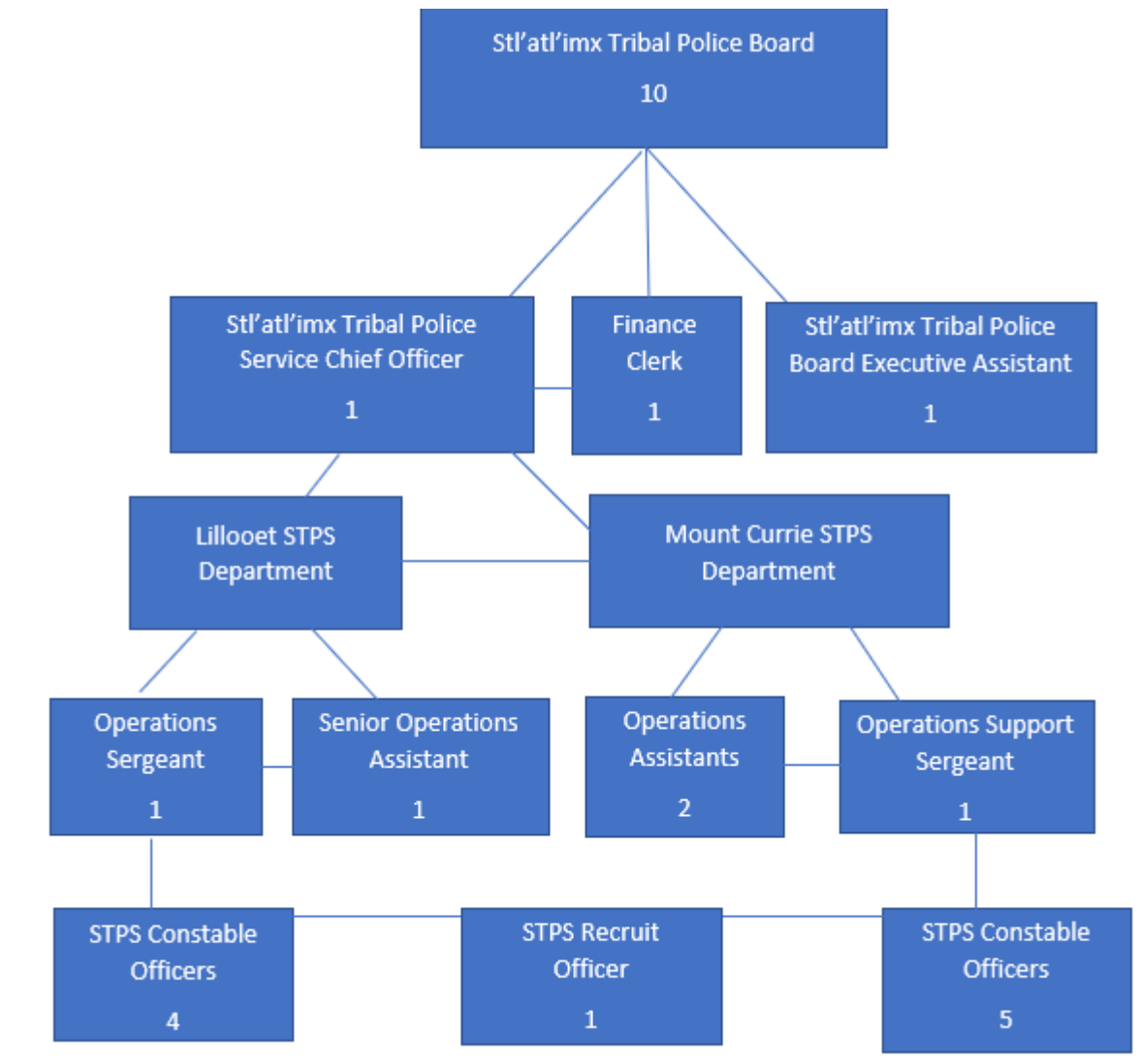
Ten of eleven St'at'imc communities participate in the STPS. The ten communities include Lil'wat Nation, N'Quatqua, Samahquam, Sekw'el'was, Skatin, T'it'q'et, Tsal'alh, Ts'kw'aylaxw, Xaxli'p and Xa'xtsa.

| 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



## 5. ORGANIZATION CHART





## 6. 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.

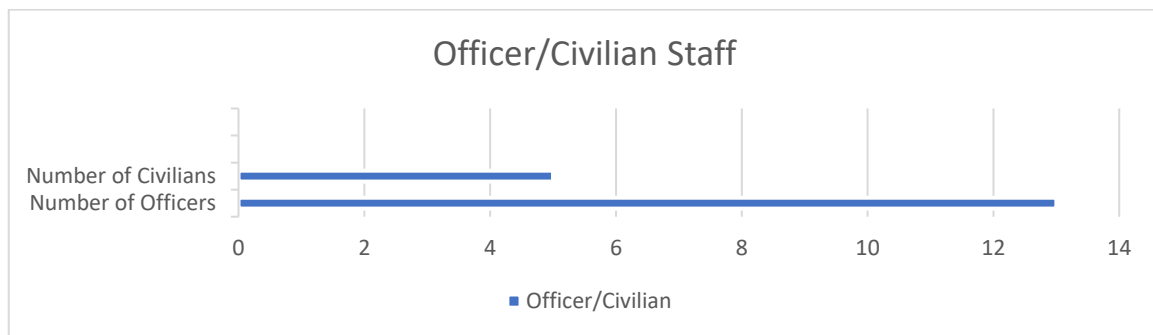
### OFFICERS

The STPS has a compliment of 13 sworn-staff: 1 Chief Officer, 2 Sergeants, 9 Constables and 1 Recruit.

### CIVILIAN STAFF

The civilian staff includes: 1 Executive Assistant to the Board, 1 Finance Clerk, 1 Senior Operations Assistant and 2 Operations Assistants.

### WORKFORCE AT A GLANCE



## C. GOVERNANCE

### 1. GOVERNANCE FRAMEWORK

#### LEGAL FRAMEWORK AND MULTI-PARTY ENVIRONMENT

STPS is established and governed by the Board under the authority of, and in accordance with, the Police Act and operates in a multi-party environment that includes primarily the Province, the St'at'imc Chiefs Council (SCC), the Board, and the Chief Officer, plus various stakeholders, and partners. The Board is composed of ten individuals appointed as representatives by the Chief and Council of their respective St'at'imc community.

#### *POLICY VS. OPERATIONAL AUTHORITY*

The Board, the Chief Officer, the ten participating St'at'imc communities, St'at'imc Chiefs Council (SCC), and the Province share responsibility for how STPS carries out its duties.

The primary responsibility of the Province is to establish overall standards of policing to ensure an adequate and effective level of policing and law enforcement is maintained throughout British Columbia. Through the Ministry and the Director, the Province is responsible for superintending policing and law enforcement functions, including policing policy, audits, inspections and reviews, police board appointments, and advice to boards and chief constables.

The Province and Canada also fund the operations of the STPS and the Board; they approve the STPS's annual operating budget. Unlike city councils, the ten participating St'at'imc communities do not have legal obligations to the STPS.

The primary responsibility of the Board is to ensure it provides independent civilian oversight, governance, and strategic leadership to STPS, ensuring STPS carries out its mandate in a manner that is consistent with the Police Act and is reflective of the needs, values, and diversity of the ten participating St'at'imc communities.

Pursuant to the Police Act, the Board appoints the Chief Officer and other employees. The Board works with the Chief Officer to establish the Strategic Plan and the annual strategic priorities, goals, and objectives for STPS in a manner that is consistent with the Police Act and responsive to community needs. The Board in a partnership with the Province and Canada approves the overall budget for STPS, authorizes the financial resources for STPS, employs and monitors sworn and civilian personnel strength, and provides oversight of STPS's operations. In overseeing STPS's operations, the Board ensures the development of rules for the administration of STPS and the effective implementation of programs and strategies to achieve STPS's priorities, goals, and objectives. The Board also is responsible for handling service or policy complaints.

The Chief Officer has the primary responsibility for the day-to-day management and operation of STPS. The Chief Officer, not the Board, is the sole authority for police operations.

## ***INDEPENDENCE AND JURISDICTION OF THE BOARD***

The legislative intent behind the creation of the Board is to ensure STPS remains a separate and independent body from the ten participating St'at'imc communities. A central tenet of policing in Canada and British Columbia is that the police are entitled to act independently from political interference. At the same time, the police are accountable for ensuring the level and quality of service provided to the community are equitable and impartial.

The Board is accountable to the Province, the ten participating St'at'imc communities that the STPS serves, and other oversight and coordination bodies.

## ***RELATIONSHIP WITH THE TEN PARTICIPATING ST'AT'IMC COMMUNITIES AND THE ST'AT'IMC CHIEFS COUNCIL (SCC)***

The Board is responsible for ensuring, as much as possible, that STPS provides effective, efficient, and equitable policing and law enforcement within the ten participating St'at'imc communities. The Board must ensure the independence, security, and confidentiality interests of STPS are properly addressed, maintained and advanced, and the safety of the public is protected. The Board has adopted policies and procedures to monitor access to and disclosure of information under the authority of STPS.

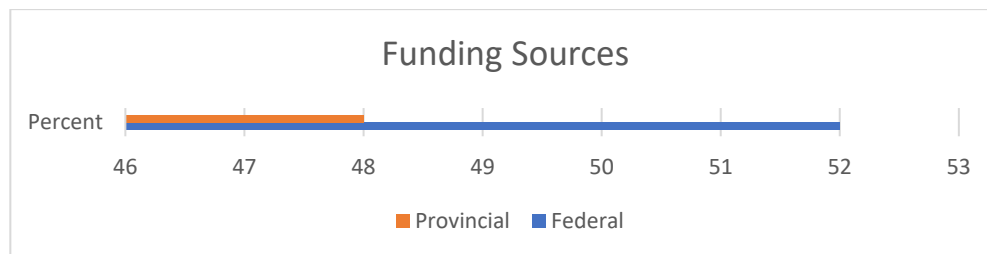
## D. FINANCE

### 1. FUNDING

#### SOURCES OF FUNDING

April 2021 to March 2022 marked the second year of a 10 years tripartite agreement between federal and provincial agencies and the ten participating St'at'imc communities. Public Safety Canada and Emergency Preparedness, specifically, the First Nations Policing Program, provided 52% of the funding. And, the British Columbia Ministry of Public Safety and Solicitor General provided 48% of the funding. Total funding received in 2021-2022 amounted to \$2,760,275.39.

#### AMOUNT OF FUNDING



#### FUNDING HIGHLIGHTS

STPS is the only provincial Self-Administered Indigenous Police Service. The organization maintained an active recruitment strategy and successfully filled three of the additional four officer positions that had been provided through an increase in funding two years ago. This funding was detailed in the 2<sup>nd</sup> of 2 one-year extension contracts that were in place between the 5-years long agreement and the new 10-years agreement of 2020-2021.

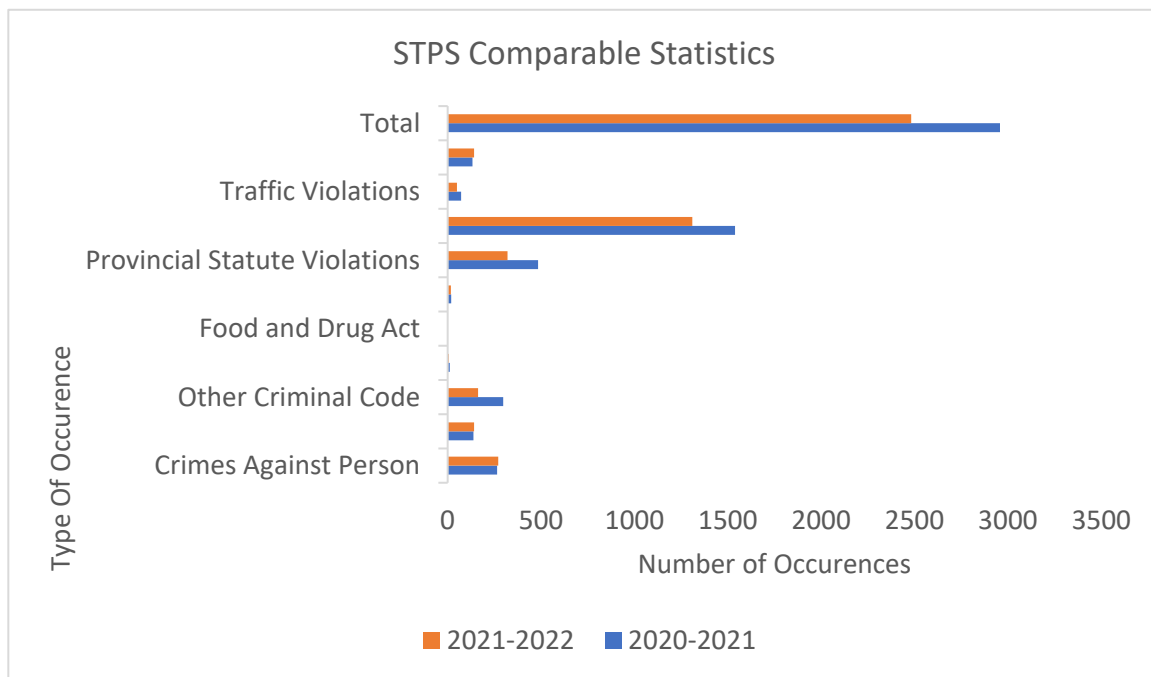
#### ACCOUNTABILITY

The Board is accountable to the Province of British Columbia and the communities that the STPS serves. The Board reports regularly to the Province and the public on the financial and operational performance of STPS. The Board has appointed BDO Canada LLP as the auditor in 2021-2022.

## E. WHAT WE DO

### 1. OPERATIONAL STATISTICS

| Comparable Stats              | 2020-2021   | 2021-2022   | %             |
|-------------------------------|-------------|-------------|---------------|
| Crimes Against Person         | 265         | 271         | +2.26         |
| Crimes Against Property       | 138         | 141         | +2.17         |
| Other Criminal Code           | 297         | 163         | -45.12        |
| Narcotic Control Act          | 11          | 6           | -45.45        |
| Food and Drug Act             | 0           | 0           | -             |
| Other Federal Statute         | 19          | 17          | -10.53        |
| Provincial Statute Violations | 484         | 320         | -33.84        |
| Municipal By-Law Violations   | 1539        | 1310        | -14.88        |
| Traffic Violations            | 72          | 50          | -30.56        |
| Community Relations Act       | 133         | 141         | +6.02         |
| <b>Total</b>                  | <b>2958</b> | <b>2482</b> | <b>-16.09</b> |





## Operational Statistics 2021-2022

|   |            |
|---|------------|
| <b>Crimes Against Person</b>            |            |
| Assault                                 | 200        |
| Harassment - Threats                    | 68         |
| Other Criminal Codes - person           | 3          |
| <b>Total Crimes Against a Person</b>    | <b>271</b> |
| <b>Crimes Against Property</b>          |            |
| Arson                                   | 2          |
| Break & Enter                           | 30         |
| Theft                                   | 40         |
| Fraud                                   | 13         |
| Mischief                                | 56         |
| Other Criminal Codes - Property         | -          |
| <b>Total Crimes Against Property</b>    | <b>141</b> |
| <b>Other Criminal Code</b>              |            |
| Weapons Possession                      | 8          |
| Breach Bail Violations                  | 26         |
| Cause a Disturbance                     | 154        |
| Breach of Probation                     | 20         |
| Other Criminal Code                     | 18         |
| <b>Total Other Criminal Code</b>        | <b>226</b> |
| <b>Narcotic Control Act</b>             |            |
| Possession Drugs                        | 1          |
| Trafficking Drugs                       | 3          |
| Production Drugs                        | -          |
| Other Narcotic Control Act              | 2          |
| <b>Total Narcotic Control Act</b>       | <b>6</b>   |
| <b>Total Food and Drug Act</b>          | <b>-</b>   |
| <b>Other Federal Statute Violations</b> |            |
| Firearms Act                            | 1          |
| Breach Parole & Conditions              | 6          |
| Other Federal Violations                | 10         |
| <b>Total Federal Statute Violations</b> | <b>17</b>  |

|  |             |
|--|-------------|
| <b>Provincial Statute Violations</b>       |             |
| Liquor Act                                 | 90          |
| Securities Act                             | 2           |
| Coroners Act                               | 16          |
| Mental Health Act                          | 111         |
| Fire Service/Dept Act                      | 30          |
| Child Family & Community Service           | 35          |
| Trespass Act                               | 12          |
| Other Provincial Statute Violations        | 24          |
| <b>Total Provincial Statute Violations</b> | <b>320</b>  |
| <b>Municipal By-Law Violations</b>         |             |
| Traffic – Other Moving Provincial          | 303         |
| Check Stop Program – Road Block            | 164         |
| Collision                                  | 48          |
| Unspecified Assistance                     | 132         |
| Abandoned Vehicles                         | 14          |
| Check Wellbeing                            | 69          |
| Property Lost/Found                        | 29          |
| Missing Persons                            | 30          |
| Animal Calls                               | 64          |
| Suspicious Person/Vehicle/Occur            | 90          |
| 911 – False – Abandoned Calls              | 45          |
| False Alarm                                | 45          |
| Breach of Peace                            | 129         |
| Assist Federal Agency                      | 0           |
| Assist Provincial Agency                   | 0           |
| Breach of Recognizance (Prov)              | 3           |
| Other Municipal By-Law Violations          | 145         |
| <b>Total Municipal By-Law Violations</b>   | <b>1310</b> |
| <b>Traffic Violations</b>                  |             |
| Impaired Operation MV (Alcohol)            | 42          |
| Drive While Prohibited                     | 2           |
| Other Traffic Violations                   | 5           |
| <b>Total Traffic Violations</b>            | <b>50</b>   |
| <b>Community Relations Act</b>             |             |
| Parade                                     | 10          |
| Special Events                             | 8           |
| Lecture – Meetings                         | 123         |
| <b>Total Community Relations Act</b>       | <b>141</b>  |



## 2. COMMUNITY RELATIONS

| Parade                | Special Event                                | Lecture – Meetings --<br>Teleconference Meetings |
|-----------------------|--|--|
| Escort Deceased       | Swearing in Cst Brown                        | OPCE   |
| Escort Aboriginal Day | Hand Drumming & Honoring Every Child Matters | Indigenous Court                                 |
| Addictions Awareness  | Ground Breaking – Lillooet STP Office        | Community Wellness                               |
|                       | Elders Funeral                               | Police Services – Covid                          |
|                       | JIBC Grad Cst Brown                          | Cinup  |
|                       | Community Cares at Museum Park               | BCAMCP   |
|                       |  | St'at'imc Chiefs Council – IIO                   |
|                       |  | INAC – Study of enforcement on Reserves          |
|                       |  | CFSCU  |
|                       |  | BC Chiefs of Police                              |
|                       |  | Road Safety BC                                   |
|                       |  | Search & Rescue                                  |
|                       |  | Victims Services                                 |
|                       |  | BCAMCP   |
|                       |  | Stolo Nation – Policing                          |
|                       |  | Emergency Management BC                          |
|                       |  | BC Wildfires Service – LTC                       |
|                       |  | First Nations Emergency BC                       |
|                       |  | St'at'imc Chiefs Council – Re Fires              |
|                       |  | IKIS   |
|                       |  | Wildfire Management                              |
|                       |  | All Staff – Meeting                              |
|                       |  | Canadian Chiefs Round Table                      |
|                       |  | Lillooet Tribal Council                          |
|                       |  | RCMP – IRSU                                      |
|                       |  | STP Board & Staff                                |
|                       |  | BCPS & Canada                                    |
|                       |  | Police Legislation                               |
|                       |  | First Nation Justice                             |
|                       |  | T'it'q'et Protocol Agreement                     |

## 3. NORTH DETACHMENT SERGEANT'S REPORT

### *SERGEANT DALE AUSTINSON*



Hello everyone. It has been a great pleasure to serve the Stl'atl'imx Nation and the people that reside within the ten communities. I work as the Operations Sergeant, where I provide operational oversight and leadership over our service delivery throughout the entire STPS organization. This last year has come with some challenges, including the requirement to still provide a policing service in the middle of an ongoing global pandemic. Additionally, we were still required to adjust our service delivery while managing new working protocols so that we might be able to provide a service in a safe and healthy environment.

Operationally, we faced a number of significant challenges including evacuating a northern St'at'imc community during the summer of 2021 due to wild fires. Throughout the evacuation we maintained an operational presence within the communities. Incidentally, the communities are currently subjected to a higher-than-average crime severity compared to other communities in British Columbia. Our commitment to conduct a complete and thorough investigation and support the victims takes a tremendous mental and physical toll on STPS members. In addition to our daily work, we are faced with additional demands when potential natural disasters occur.

Some of the operational pressures have been eliminated with the addition of a new General Duty Constable, who has been stationed at the Mount Currie detachment. This brought the STPS current operational strength to 12 members.

I am, however, excited that with the new addition, we are two members away from being at the agency's recommended strength. Once again, I would like to thank the communities for their patience while the management team recognizes and addresses the ongoing resourcing issues.

Also, I'm pleased to announce a new detachment building in Lillooet has been approved and a ground breaking ceremony took place in June 2021, with a potential building completion date in one year.

I am also pleased to note the new detachment building in Mount Currie has been completed and is operational. These new buildings will allow Stl'atl'imx Tribal Police Service to meet its ongoing needs, as a police service, now and into the future.

Each community has been assigned an STPS Liaison Constable whose role is to meet with the leadership within their respective community to discuss and address community concerns and needs. The STPS still maintains better police presence as a priority for our St'at'imc communities. We realize that not only do we want to be seen in our communities, but we also want to be able to better interact with them when we are in the community. To ensure that we are meeting those priorities, the STPS members report on their community-based activities monthly, including visits and any road checks conducted.

I am proud to advise that the following members are specifically assigned to the following Northern St'at'imc communities: Constable Isaac in Sekw'el'was (Cayoose Creek); Cst Kawano in T'it'q'et; Cst Terry in Tsal'alh (Seton); Cst John in Ts'kw'aylaxw (Fountain); and, Cst John in Xaxli'p (Pavilion).

Over the course of this year, the STPS responded to a total of 2482 calls for service, of which the majority was crime-related. Of this total, 1062 files were handled by the Lillooet detachment, while the Mt. Currie detachment handled 1420 calls. Our ongoing drive to recruit new staff remains a priority for the STPS. The St'atl'imx Tribal Police Service strives to provide the best service to all ten St'at'imc communities we serve as we continue "SzuHmins I Ucwalmicwa" (Protecting the People). As the Operations Sergeant, I am looking forward to the future and this great organization's ongoing development. Once again, I would like to give thanks to all the STPS staff, STP Board and the people within the nation.

Respectfully,

Sgt Dale Austinson



## 4. SOUTH DETACHMENT SERGEANT'S REPORT

### *SERGEANT MIKE LEO*



Hello everyone. 2021 was an eventful year as the STPS Mount Currie office had a total of 1419 calls for service that officers attended. The communities covered by the Mount Currie STPS detachment are in the southern St'at'imc territory and they include Lil'wat, N'Quatqua, Samahquam, Skatin and Xa'xtsa. I anticipate that our incident reports will increase as we have increased our number of officers up from three to a total of five patrol members. We were running short-staffed in the Mount Currie office and had to have coverage from Lillooet STPS members who were rotating between both the northern and southern offices.

The Mount Currie detachment welcomed one recruit officer into its fold. The recruit was completing his training at the Police Academy at the Justice Institute of British Columbia (JIBC). The JIBC is where all municipal provincial police are trained. This recruit officer will complete his on-the-job training at the Mount Currie detachment at the end of summer and then return to the Police Academy. Once he has successfully completed required training as a police officer in the province of BC he will graduate and return to the STPS to launch his career.

This year we held an open house event for the new Mount Currie STPS office at the same time St'at'imc Declaration Days was being hosted by Lil'wat Nation. Seven officers were sworn-in by taking their St'at'imc Oath. The St'at'imc Oath was originally written by the Chiefs of the St'at'imc Nation. We are actively recruiting for new members to join our team.

This past year we had endured fires in the northern St'at'imc territories and floods and mudslides in the southern areas. These events subsequently effected access to the communities when roads were closed for lengths of time before the areas were stabilized and safe again. Some southern St'at'imc areas had washed out bridges and roadways which made communities inaccessible until they could be rebuilt.

It was challenging to keep Stl'atl'imx Tribal Police Service members in rotation when some officers were down from illnesses, injuries and necessary leave-time. Several members had gone above and beyond to complete extra shifts that helped to maintain the high quality of service to protect and serve all communities in the St'at'imc Nation.

The Mount Currie detachment was relocated into a new building that was constructed right next door to the old office building in the community of Lil'wat Nation. The new building was completed in August 2021 and shortly after we began the process of moving into it. We continue to grow and expand into the brand-new office space and to re-organize it to fit the evolving needs of members' daily tasks.

The COVID pandemic created some struggles within police communities when officer training was geared more toward online than in person course. This was a challenge and will continue to revolve back to new normal in coming months.



All My Relations,  
Sgt Michael Leo

Community Liaison Officer assignments in Southern St'at'imc: Constable McLaughlin in Lil'wat Nation (Mount Currie); Cst Thevarge in N'Quatqua (D'arcy); Cst Brown in Samahquam (Baptiste Smith); Cst Brown in Skatin (Skookumchuck); and, Cst Swansburg in Xa'xtsa (Port Douglas and Tipella).

## 5. HIRING & TRAINING

| STPS Hiring     |                 |   |
|-----------------|-----------------|---|
| May 21, 2021    | Recruit Officer | Recruit sworn-in. Graduated from JIBC on March 11, 2022   |
| January 2, 2022 | Recruit Officer | Recruit sworn-in. Began JIBC training on January 10, 2022 |

| STPS Training    |                               |  |
|------------------|-------------------------------|--|
| April 10, 2021   | Sworn Members                 | CEW Training<br>Conducted Energy Weapon, Taser |
| July 19, 2021    | Sworn Member                  | Pistol Requalification                         |
| Sept 11-12, 2021 | Sworn Members                 | Pistol & Rifle Recertification                 |
| Sept 13, 2021    | Sworn Members                 | CEW Operator Certification                     |
| Sept 23, 2021    | Civilian Staff                | BC Employment and Law                          |
| Nov 16, 2021     | Mount Currie<br>Sworn Members | IRSU Training for FST's                        |
| Jan 28, 2022     | Sworn Member                  | BC Intox EC/IR II Proficiency Exam<br>CPKN     |



## 6. NEW OFFICERS

### *NEW OFFICER BIO – CONSTABLE BROWN*



Constable Keinan Brown was sworn in as a Designated Police Constable at the STPS Lillooet office on May 21, 2021. He swore his Oath of Allegiance and Office as well as the Designated Constable Oath to the St'at'imc People. Constable Brown successfully completed his recruit training at the Police Academy at the Justice Institute of British Columbia (JIBC) and graduated on March 11, 2022.

Here's what Constable Brown has to say: "I am originally from Ontario. I studied Police Foundations while I attended Durham College's School of Justice and Emergency Services (JES) in Oshawa, Ontario. Plus, I studied Criminology and Justice at Ontario Tech University in

Oshawa, Ontario. I moved to British Columbia in pursuit of my dream to become a Police Officer. I first worked as a Correctional Officer for the Province of BC for 2.5 years before I was hired as a Constable with the Stl'atl'imx Tribal Police Service. I am someone who loves hockey and pretty much all sports. If I am not playing sports I am either working out or watching movies."



### *NEW OFFICER BIO – CONSTABLE KINOSHITA*

Mark Kinoshita was sworn in as a Designated Police Constable at the STPS Lillooet office on January 2, 2022. He swore his Oath of Allegiance and Office as well as the Designated Constable Oath to the St'at'imc People. Constable Kinoshita started his recruit training on January 10, 2022 at the Police Academy at the Justice Institute of British Columbia (JIBC).

"I was born in a small, southern Alberta town called Pincher Creek. While growing up, I had always been actively engaged in sports. I played hockey, lacrosse and football. After I completed high school, I received my diploma in Criminal Justice - Policing from Lethbridge College. In 2016, I moved from Alberta to British Columbia where I worked at the newly built Okanagan Correctional Centre. Upon completing 5 years of employment at the BC facility, I was hired by the St'at'imx Tribal Police Service in January 2022. I have always been a person who enjoys helping people and being a part of the community. I am excited to get to know the northern and southern St'at'imc communities and its members. I am eager to bring my passion and dedication to the people. "



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*Our force may be small but we serve  
each day with honour and respect  
– St'at'imx Tribal Police Service*

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## 7. AWARDS & RECOGNITION

### *CIVILIAN STAFF LONG SERVICE AWARDS*

|  |                     |                        |
|--|---------------------|------------------------|
| Kathy Doss,<br>Senior Operations Assistant | 25 years of service | As of November 6, 2020 |
| Tammy Wallace,<br>Operations Assistant     | 20 years of service | As of November 9, 2018 |
| Minnie Joseph,<br>Operations Assistant     | 20 years of service | As of March 5, 2021    |
| Pam Lancaster,<br>Finance Clerk            | 5 years of service  | As of January 1, 2021  |

### *OFFICER LONG SERVICE AWARDS*

|                           |                     |                          |
|---------------------------|---------------------|--------------------------|
| Constable Len Isaac       | 15 years of service | As of December 19, 2021  |
| Constable Mitch Thevarghe | 10 years of service | As of September 26, 2021 |

## 8. VEHICLES



The STPS has a fleet of Toyota Tundra trucks ranging in year-of-make from 2012 through to 2021.

### LIST OF 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 |

## 9. WEAPONS INVENTORY

Contact the Board for more information

## 10. INFORMATION TECHNOLOGY OVERSIGHT

Contact the Board for more information

## 11. COMPLAINTS

Contact the Board for more information



## 12. FACILITIES AND CONDITIONS

### *MOUNT CURRIE DETACHMENT*



Building age: 1 year old  
Host Community: Lil'wat Nation

By May the Mount Currie building project was completed except for phone connections and computer transfers. The new office building boasted a 2 bedrooms transient quarter where northern officers can spend the night when working shifts in Mount Currie. From the get-go, the accommodation had been well received by the officers. The move-in happened on August 31, 2021. Officers and civilian staff held a closing ceremony for the old building. The building required a generator as of March 31, 2022.

### *LILLOOET DETACHMENT*

Building Age: Unknown  
Host Community: T'it'q'et

The Lillooet old office building is in its final year of use. By June, ground breaking began at the new office building site in the community of T'it'q'et. The completion date had been delayed by a month. Set backs included provincial health orders, limited supplies, and, closed highways. The funders had provided deadline extensions. By March 31, 2022, the move-in date had been scheduled for the beginning of May.





## F. A YEAR IN PHOTOS

### 1. ALBUM 2021-2022



## G. CONTACT US

### 1. MOUNT CURRIE OFFICE – SOUTHERN COMMUNITIES



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](http://www.stlatlimxpolice.ca)

### 2. LILLOOET OFFICE – NORTHERN COMMUNITIES

879 Main Street  
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](http://www.stlatlimxpolice.ca)





## 3. CONTACT US

| Officers      | Name              | Telephone Extension |
|---------------|-------------------|---------------------|
| Chief Officer | Doss-Cody, Dee    | 202                 |
| Sergeant      | Austinson, Dale   | 203                 |
| Sergeant      | Leo, Michael      | 303                 |
| Constable     | Isaac, Leonard    | 204                 |
| Constable     | Thevarge, Mitch   | 304                 |
| Constable     | Terry, Annessa    | 205                 |
| Constable     | John, Chelsea     | 206                 |
| Constable     | Kawano, Aaron     | 207                 |
| Constable     | McLaughlin, Trish | 305                 |
| Constable     | Swansburg, Kevin  | 307                 |
| Constable     | Brown, Keinan     | 314                 |
| Recruit       | Kinoshita, Mark   | 315                 |

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

## 4. WEBSITE AND ONLINE REPORTING

Visit our website for more information about the STPS and to access Online Reporting:

[www.stlatlimxpolice.ca](http://www.stlatlimxpolice.ca)