



STL'ATLI'INX TRIBAL POLICE BOARD

Minutes Of Regular Meeting
Held on Thursday, February 15, 2024
10:08 to 12:02 hours via Zoom
21 Scotchman Road, Lillooet, BC

Board Members Present:

Troy Bikadi	Lil'wat
Rebecca Barley, CHAIR	N'Quatqua
Howie Smith	Samahquam
Hank Williams	Skatin
Fran Shields	Tsal'alh
Genny Humphreys	T'it'q'et
Andrianna Peters	Xa'xtsa
Jason Jacob	Xaxli'p

Board Members Absent:

(TBA)	Sekw'el'was
Raquel Kane, VICE CHAIR	Ts'kw'aylaxw

Staff and Consultants Present:

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

1 – Meeting Called to Order

Rebecca Barley, STP Board Chair, called the Regular Meeting to order at 10:08 hours.

2 - Adoption of Regular Meeting Agenda

Motion 2024-02-15-01 That the Stl'atli'inx Tribal Police Board adopt the Regular Meeting Agenda of February 15, 2024.

MOVED / SECONDED

CARRIED

10:10 hours - Samahquam Board member Howie Smith joined the meeting.

3 - Approval of Regular Meeting Minutes

Motion 2024-02-15-02

That the Stl'atli'inx Tribal Police Board approve the Regular Meeting Minutes of January 18, 2024 after a correction to Item 6.

MOVED / SECONDED

CARRIED

10:17 hours - Skatin Board member Hank Williams joined the meeting.

4 - Approval of In-Camera Session Minutes

Motion 2024-02-15-03

That the Stl'at'imx Tribal Police Board approve the In-Camera Session Minutes January 18, 2024.

MOVED / SECONDED

CARRIED

5 - Special Resolution 2024-02-12-01

a) The Board accepted the STPS Audit 2022-2023 at a special meeting on February 12, 2024 after it was presented by representative Jenny Huynh from BDO Canada LLP.

6 - Peter Lepine Report (verbal)

Peter Lepine reported on his activities in the last month as the consultant for the STP Board. He attended a meeting at Police Services regarding amendments. He worked with Pam on the purchase of radios. He worked with the Chief Officer on operational matters. He worked with the Deputy Chief on two business cases that the Human Resources Committee has supported. He attended the Special Meeting on February 12, 2024 where the audit was presented. Lastly, he was part of Website Committee discussions.

7 - Finance Committee (verbal)

a) Now that the audit requirement had been fulfilled, its expected that Public Safety Canada release 3rd quarter funds. However, the Finance Committee planned to meet and discuss consequences in the event where the funds do not get released. The Committee planned to meet on Monday February 19, 2024 at 10:00 AM.

b) The Board discussed its hope for a completion date of May 31, 2024 for the STPS Audit 2023-2024.

10:33 hours to 10:34 hours In-Camera session

8 - Policy & Governance Committee (verbal)

a) The final copies of the 10 policies that had been approved at the January 18, 2024 meeting had been completed and were ready to be submitted to Police Services.

9 – Human Resources Committee (verbal)

a) Deputy Chief Ray Bernoties presented to the Board a written document, "Business Case - Three Additional Constable Positions". It highlighted various factors that contribute to the necessity of increasing sworn staff: calls for service, violent crime, case loads, crime rates, RCMP as a comparator, RCMP as a partner, health care, geographic environment, employment standards, oversight, emergency response, recruiting and retention. Essentially, the document detailed the undeniable need for more officers.

b) Deputy Chief Ray Bernoties presented to the Board a second document, "Business Case – One Full-Time Civilian Employee". It outlined the case where the number of civilian staff would increase by one employee. The two documents had been prepared to be submitted to the funders. The Deputy Chief agreed to prepare a briefing note for the board members to present to their Chief and Council when soliciting support from the participating St'at'imc communities' leaders.

c) The Board decided to draft a letter addressed to staff. The intention of the letter was to communicate the Board's appreciation for the employees' hard work and to recognize their struggles through this shortage of staff period.

11:15 hours to 11:17 hours In-Camera session

10 – Special Purposes Committee – Website

a) The Website Committee updated the board on its efforts to develop a system for virtually storing documents where board members and staff could easily access them online. The Website Committee discussed the potential of installing OwnCloud, an alternative to OneDrive, on the STPS server and then using the server to achieve sharing. The Board suggested that the Website Committee continue discussions with the IT consultant along with the STPS consultant and work toward a future recommendation to the Board.

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

The Chief Officer reported on the status of sworn staff. The staff filled in coverage for an Off Duty Sick officer. The recruits had days off after finishing Block II. The recruits were expected to graduate from the Police Academy on March 8, 2024. The letter addressed to staff from the Board was a good morale boost of acknowledgement. She gave updates on the Acting Sergeant position.

11:22 hours to 11:25 hours In-Camera session

Online training regarding operational stresses has been made available to all staff as part of their learning plan. Although its mandatory at JIBC its not yet mandatory for STPS staff. This is because of the amount of work that would be involved that is not available to the STPS due to staff shortages.

12 – Recruiting Report by the Chief Officer (verbal)

One recruit is awaiting the results of the POPAT. The Chief Officer hopes that the applicant will receive the results in time to get started at the Police Academy in May 2024.

13 – Chief Officer’s Report (verbal)

Two recruit officers were expected to graduate from the Police Academy at JIBC on March 8, 2024. Another recruit is in Block II and has had some field exposure. The newest recruit is in Block I training.

Some meetings and events that the Chief Officer attended included attendance at the Indigenous Court, a pow wow, and a VIP visit in Lil’wat.

Calls in the north amounted to 35. Total calls came to 50.

A State of Emergency was declared in Lil’wat and Pemberton. No residences had been flooded.

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

Deputy Chief Ray Bernoties spoke about the Staff Sergeant position and the two Sergeants that will be appointed in one month’s time in both detachments. He flagged the positions of Finance Clerk as a general concern. He added that the highest risk are constables on the Mt. Currie side and flagged these positions, further suggesting that recruiting be aggressive on the Mt. Currie side. He will provide the Board with a briefing note regarding the topic.

15 – Board Chair Report (verbal)

The Board Chair participated in a Finance Committee meeting. She talked about the last 2 years of sitting on the FNPGC panel and supporting First Nations policing in the Western provinces. The Chair shared that on March 21, 2024, a regional session would be held in Vancouver to present the outcomes of discussions on potentially declaring First Nations policing an essential service. She will share with board members the registration information for the Indigenous Leadership Development Institute, Inc.

(ILDI)'s facilitated meeting where 2 representatives from each community can participate. A national session will take place virtually on March 19, 2024. Further, she reminded the board members that CAPG offered a monthly seminar which included a police governance morning component at 8 am.

16 – Executive Assistant to the Board

The Executive Assistant spoke about operation's obligation to provide the STPS monthly community reports in a timely manner. Her comment to the Board was prompted by a written concern she had received by one of the board members.

17 – Correspondence & Information

a) The Executive Assistant reminded the board members that the BCAPB AGM and Conference had been scheduled for April 11 & 12, 2024 in-person in Vancouver, BC.

18 – New & Other Business

a) The Executive assistant provided an update on the Sekw'el'was representative. It was unclear as to who would be appointed to the Board. The Board was awaiting the proper documentation from the community.

19 – Public Question Period

No public in attendance.

11:41 hours to 11:59 hours In-Camera session

20 – In-Camera Session

The in-camera sessions took place during this meeting from 10:33 to 10:34, from 11:15 to 11:17, from 11:22 to 11:25 and from 11:41 to 11:59 hours.

21 – Motion to Adjourn

Motion 2024-02-15-04

That the Stl'at'imx Tribal Police Board adjourn the Regular Meeting at 12:02 hours.

MOVED / SECONDED

CARRIED

	Action Items	
1.	2023-09-21-01 <u>Perform exit interviews with 4 officers.</u> One exit interview has been completed in written form. A second interview may be completed. Pete will reach out a third time to the other two ex-members.	P Lepine Completed
2.	2024-02-15-01 <u>Prepare briefing note for board members re: two business cases.</u> DC Bernoties completed and submitted the briefing note and board members received their copy on February 21, 2024.	DC Bernoties Completed
3.	2024-02-15-02 <u>Draft staff letter of appreciation and gratitude.</u> The Board Chair completed the letter and sent to staff.	R Barley Completed
4.	2024-02-15-03 <u>Succession Planning report to Board.</u> DC Bernoties completed and submitted the succession planning report and board members received their copy on March 6, 2024.	DC Bernoties Completed

Documents:

1. Draft STP Board Agenda 2024 02 15
2. Draft STP Board Regular Meeting Minutes 2024 01 18
3. Draft STP Board In-Camera Session Minutes 2024 01 18
4. HR Committee: 02 2024 STPS HR Business Case Full Time Civilian Employee
5. HR Committee: 02 2024 STPS HR Business Case Three Constables