



**STL'ATL'IMX TRIBAL POLICE BOARD**  
Minutes Of Regular Meeting  
Held on Thursday, September 21, 2023  
10:08 to 11:32 hours via Zoom  
21 Scotchman Road, Lillooet, BC

**Board Members Present:**

Rebecca Barley, CHAIR	N'Quatqua
Howie Smith	Samahquam
Trish Andrew	Sekw'el'was
Henry Williams	Skatin
Genny Humphreys	T'it'q'et
Fran Shields	Tsal'alh
Raquel Kane, VICE CHAIR	Ts'kw'aylaxw
Jason Jacob	Xaxli'p

**Board Members Absent:**

Chief Dean Nelson	Lil'wat Nation
Andrianna Peters	Xa'xtsa

**Staff and Consultants Present:**

Dee Doss-Cody	STPS Chief Officer
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 2023-09-21-01

That the Stl'at'imx Tribal Police Board adopt the Regular Meeting Agenda of September 21, 2023.

MOVED / SECONDED

CARRIED

**3 - Approval of Regular Meeting Minutes**

Motion 2023-09-21-02

That the Stl'at'imx Tribal Police Board approve the Regular Meeting Minutes of August 17, 2023.

MOVED / SECONDED

CARRIED

**4 - Approval of In-Camera Session Minutes**

Motion 2023-09-21-03

That the Stl'at'imx Tribal Police Board approve the In-Camera Session Minutes August 17, 2023 including a correction to the date and corrections to the spelling of 'personnel'.

MOVED / SECONDED

CARRIED

## **5 - Peter Lepine Report (verbal)**

Peter Lepine worked with the RCMP on the radio equipment purchase. He assisted the Finance Clerk on the minutes. He worked with the Chief Officer on personnel matters.

## **6 – Committees**

### **6.1 - Finance Committee (verbal)**

a) Finance Committee meeting scheduled for Thursday October 12, 2023 at 1:00 PM.  
b) STPB with Public Safety Canada (PSC) and Public Safety & Solicitor General (PSSG) meeting scheduled every Wednesday. However, on Wednesday September 20, 2023 the meeting was cancelled. STPS submitted the budget for an additional \$4,000,000 for the remaining 6 years of the 10 years agreement. The submission included a request for funding for 16 officers and 1 additional civil staff. There was discussion about funding for up to 17 officers which had been detailed already in the past. As well, other police services in the province have existing RCMP MOU's for supplemental services, where the STPS does not have any similar agreements.

### **6.2 - Policy & Governance Committee (verbal)**

a) Policy & Governance Committee meeting scheduled for Tuesday October 3, 2023 at 10:00 AM.

### **6.3 – Human Resources Committee**

No report at this time.

### **6.4 – Special Purposes Committee – Website (verbal)**

a) Website Committee meeting scheduled for Tuesday October 10, 2023 at 4:00 PM.  
b) The committee committed to inviting another civil staff to permanently join the Chief Officer and the Executive Assistant to the Board. The STPS servers can now host the website. The computer technician has a quote that the Finance Clerk will distribute to the committee.

## **7 – Employee Wellness & Morale Report by the Chief Officer (verbal)**

A staff meeting took place on August 24, 2023 where the majority agreed that resourcing and competitive wages were the biggest factors in their employment 'happiness'. The staff indicated that limited resources impact staffing and morale, cascading down to their work/life balance. The staff discussed the hope of one day having wages that rank in the top 3 services of the province. The Chief Officer outlined a calculation where an increase in wages over the next years could bring the constables' pay to the same level as other BC police.

## **8 – Recruiting Report by the Chief Officer (verbal)**

Two recruits in Block II had started their supplemental training in CEW in a setting where other BC police recruits also train. The Chief Officer suggested that future recruits be placed in similar group workshops that take place outside of the standard JIBC schooling. These recruits will return to JIBC on January 8, 2024 to complete their Block III. Their graduation is scheduled for March 8, 2024.

A third recruit began their Block I training at JIBC on September 11, 2023.

A fourth recruit has a seat saved at JIBC to begin classes in January 2024.

The Chief Officer pointed out that the lack in resources leads to the officers not getting the extra training that's available to them because the scheduling won't allow for it.

The Chief Officer emphasized the need for STPS recruiting strategies for the future to focus on hiring Sta'timc community members. Given that costs have doubled at JIBC for recruit training, considerations must be made for recruits who will remain in their communities to serve for more than a few years following their graduation.

The STPS reported that a third-party consultant will be hired to perform exit-interviews with the last 4 constables who had quit.

#### **9 – Chief Officer's Report (written and verbal)**

Please see the attached written report.

The Chief Officer worked on Strategic Planning items.

Orange Shirt Day is planned to be held on September 30, 2023 and orange patches had been ordered for the officers.

Annual recertifications took place September 8-11, 2023. STPS Recruit CORE had started and run from September 18-29, 2023.

The Chief Officer discussed legal matters with Peter Lepine, Consultant, and with STPS Finance Clerk, Pam Lancaster.

A vehicle had been purchased for the Mount Currie detachment.

The status of wildfires in the community of Tsal'alh had led to the issuance of evacuation orders.

The Chief Officer had addressed the ongoing matter of the Letter of Understanding (LOU) with the community of T'it'q'et.

#### **10 – Strategic Planning Report by the Chief Officer (verbal)**

A meeting had been scheduled for the Policy & Governance Committee to discuss the updates to the working-copy Strategic Planning spreadsheet.

#### **11 – Board Chair Report**

The Chair had lost access to the chair's email account and it had since been restored. She offered her past regrets for not being able to attend last month's meeting on August 17, 2023. And she offered regrets for being absent at the next meeting on October 19, 2023.

#### **12 – Executive Assistant to the Board**

None at this time.

#### **13 – Correspondence & Information**

None at this time.

#### **14 – New & Other Business**

The community of N'Quatqua scheduled for September 30, 2023 a grand opening for the new community hall. It was noted that this date is also The National Day of Truth and Reconciliation.

**15 – Public Question Period**

No public in attendance.

**16 – In-Camera Session**

The in-camera session took place during this meeting from 11:18 hours to 11:29 hours.

**17 – Motion to Adjourn**

Motion 2023-09-21-04

That the Stl’atl’imx Tribal Police Board adjourn the Regular Meeting at 11:32 hours.

MOVED / SECONDED

CARRIED

The next meeting was scheduled for Thursday, October 19, 10:00 AM online via ZOOM

	Action Items		
1	<u>2022-09-15-3</u> Create workplan for quarterly updates to the Strategic Plan 2023-2027	Chief Officer Doss-Cody Peter Lepine	Complete
2	<u>2022-11-24-1</u> Obtain communities’ emergency plans	Chief Officer Doss-Cody	Complete
3	<u>2023-01-19-02</u> Complete lease between STPB & T’it’q’et	Finance Clerk Pam Lancaster	Ongoing
4	<u>2023-01-19-03</u> Complete Letter of Understanding (LOU) with community of T’it’q’et	Chief Officer Doss-Cody	Ongoing
5	<u>2023-02-27-01</u> Schedule meeting with community of Skatin	Chief Officer Doss-Cody	Complete
6.	2023-09-21-01 Perform exit interviews with 4 officers.	Chief Officer Doss-Cody Finance Clerk Pam Lancaster	Pending