



## STL'ATL'IMX TRIBAL POLICE BOARD

Minutes Of Regular Meeting

Held on Thursday, December 14, 2023

10:17 to 12:10 hours via Zoom

21 Scotchman Road, Lillooet, BC

### Board Members Present:

Rebecca Barley, CHAIR

Howie Smith

Hank Williams

Genny Humphreys

Fran Shields

Raquel Kane, VICE CHAIR

Andrianna Peters

N'Quatqua

Samahquam

Skatin

T'it'q'et

Tsal'alh

Ts'kw'aylaxw

Xa'xtsa

### Board Members Absent:

Troy Bikadi

(TBA)

Jason Jacob

Lil'wat

Sekw'el'was

Xaxli'p

### Staff and Consultants Present:

Dee Doss-Cody

Ray Bernoties

Pam Lancaster

Shireen Sumariwalla

Pete Lepine

STPS Chief Officer

STPS Deputy Chief

STPS Finance Clerk

STP Board Executive Assistant

Peter Lepine Professional Services

### Documents:

1. Draft STP Board Agenda 2023 12 14
2. Draft STP Board Regular Meeting Minutes 2023 11 16
3. Draft STP Board In-Camera Session Minutes 2023 11 16
4. Ops Budget 2023 Actuals (March 2024)

### 1 – Meeting Called to Order

Rebecca Barley, STP Board Chair, called the Regular Meeting to order at 10:17 hours. She thanked the board members for their commitment to the STPS.

### 2 – Introduction of Temporary Deputy Chief Constable

a) The Board welcomed Ray Bernoties to the STPS in his new position as temporary Deputy Chief Constable. He once worked for the STPS in 2006 when he was seconded from the RCMP. The Chair expressed her gratitude for the stability that his position will bring to the organization following the loss of Sergeant Michael Leo in the fall.

### 3 - Adoption of Regular Meeting Agenda

#### Motion 2023-12-14-01

That the Stl'atl'imx Tribal Police Board adopt the Regular Meeting Agenda of December 14, 2023.

MOVED / SECONDED

CARRIED

**4 - Approval of Regular Meeting Minutes**

**Motion 2023-12-14-02**

That the Stl'at'imx Tribal Police Board approve the Regular Meeting Minutes of November 16, 2023.

MOVED / SECONDED

CARRIED

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

**Motion 2023-12-14-03**

That the Stl'at'imx Tribal Police Board approve the In-Camera Session Minutes November 16, 2023.

MOVED / SECONDED

CARRIED

**6 - Peter Lepine Report (verbal)**

Peter Lepine spent the last month working on operational policies and consulting with the Chief Officer on policy matters. He planned to review the policies with staff before presenting them to the Board. He connected with Ray Bernoties, the temporary Deputy Chief Constable, to discuss the possibility of an improved leadership structure for the STPS. And he continued working on exit interviews.

**7 - Finance Committee (verbal)**

a) The approval of Q1 and Q2 financials was recommended to the Board. Following the Finance Committee's meeting on November 27, 2023, additional invoices have further brought the current budget into a deficit position. A projected carry-forward of \$180,000 would be expected after the yearly audit. The STPS has been consistently over-budget and underfunded since the 10-years agreement was implement. Some expenses of concern include the doubling costs of insurance, the increase in fuel costs and the higher rates of overtime and on-call hours. Funders remained aware of the situation.

**Motion 2023-12-14-04**

That the Stl'at'imx Tribal Police Board approve the 1<sup>st</sup> and 2<sup>nd</sup> Quarter Financials 2023-2024.

MOVED / SECONDED

CARRIED

b) A discussion on website server funding was tabled for the next meeting until the Finance Committee brings forward a recommendation for it. The quote for costs amounted to \$18,000 and it is expected to be covered with the remaining funds from the radio equipment purchase.

c) The Chief Officer attended quarterly check-ins with the provincial and federal funders where she provided updates on the clearly identified deficit that has been on-going since the 10-years agreement was signed. The federal funder had announced a one-time funding of \$900,000 to address the budget shortfall that's expected to amount somewhere from \$500,000 to \$600, 000. The STPS Finance Clerk continued to work with the Chief Officer and the provincial representatives to draw up a budget to be presented in early January of 2024. The Finance Committee planned to set a date to meet before the next Board meeting.

**8 - Policy & Governance Committee (verbal)**

a) The Policy & Governance Committee scheduled a meeting for January 11, 2024 at 1:00 PM to discuss policies as well as the updates on the Strategic Plan 2023-2027.

b) The committee will also discuss bringing forth a recommendation to the Board to approve the draft STPS Annual Report 2022-2023.

### **9 – Human Resources Committee (verbal)**

a) The committee shared their intentions to meet and discuss possible changes in officer rankings.

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

a) Routine updates to the website were made.

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

a) Long Service Award presentation for 35, 25 and 10-years plaques. The Board awarded Chief Officer Doss-Cody the longest STPS service award ever of 35-years. They congratulated her for her achievement of being the first female and the first First Nations Chief of Police in the province of BC. The second longest service award ever presented to STPS staff was given to a Mount Currie Operation Assistant for her 25 years of service. Lastly, a 10-years award was presented to an officer who had began his career in policing with the STPS, moved to another agency in the lower mainland, and then returned to the STPS 10 years ago.

b) Sergeant position vacancy at the Mount Currie detachment. Tabled for in-camera session discussions.

c) Staff Sergeant position added to officer ranking. Tabled for in-camera session discussions.

### **11:00 hours (approximately) to 11:44 In-Camera Session**

### **11:43 hours Ts'kw'aylaxw Board member Raquel Kane, Vice Chair, left the meeting**

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

One recruit candidate has a January 2024 start at JIBC.

One of a few recruit applicants decided to apply with the RCMP. One of the applicants had a pending MAYS class. These potential applicants are members of the St'at'imc communities. Tweeting on social media has generated interest amongs younger members. Officers regularly made time to speak to the youth while on patrol.

A recruit was sworn in on December 18, 2023 and will begin Block I training on January 8, 2024.

Current Block I recruits will enter Block II on January 18, 2024.

Deputy Chief Ray Bernoties updated the Board on an STPS initiative coordinated with Ts'zil Learning Centre in Mount Currie that could be used to identify potential recruit applicants. An STPS policy would be necessary to advance this initiative.

### **13 – Chief Officer's Report (verbal)**

The Chief Officer reported on her activities of the last month. These activities included initiating the temporary Deputy Chief Constable position. A meeting was held with the two STPS Sergeants and a consultant to devise a fare and transparent process for the purposes of training an Acting Sergeant. Legalities around other matters were determined. Civilian staff CPIC training was completed. CORE training in Radar and Use of Force for the recruits in Block I have been completed.

The Chief Officer along with the Board Chair attended an event hosted by Canadian Association of Police Governance (CAPG) on November 21, 2023 entitled Governance Summit: Pressures on Policing – A Shared Perspective.

The CO attended a Canada-wide meeting that offered response tools and security training for possible use in response to demonstrations.

She attended a Finance Committee meeting, a management meeting and a staff meeting. Online, she participated in a meeting with BC Association of Chiefs of Police (BCACP). She presented to the BCACP an overview of participants of residential schools and the 60's Scoop that was well received. She considered offering a similar presentation to CAPG.

**11:57 hours Xa'xtsa Board member Andrianna Peters, left the meeting**

The Chief Officer noted that members have been participating and engaging with their appointed communities and reporting on the interactions taking place on their patrols. Some STPS officers have taken leave. Members at the Mount Currie office have received support services following deaths in the communities.

The STPS has received funding for the Province's counter-attack checks in the northern and southern communities.

The Board Chair asked the Chief Officer to provide a written report for more information.

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

Tabled for next meeting.

**15 – Board Chair Report**

Tabled for next meeting.

**16 – Executive Assistant to the Board**

The Executive Assistant provided a document confirming the round-robin Special Resolution 2023-10-18 to create a temporary Deputy Chief Officer.

**17 – Correspondence & Information**

Tabled for next meeting.

**18 – New & Other Business**

Tabled for the next meeting.

**19 – Public Question Period**

No public in attendance.

**12:02 hours Xa'xtsa Board member Andrianna Peters, rejoined the meeting**

**12:02 hours to 12:10 In-Camera session**

**20 – In-Camera Session**

The in-camera sessions took place during this meeting from 11:00 hours (approximately) to 11:44 hours and from 12:02 to 12:10 hours.

## 21 – Motion to Adjourn

The next meeting has been scheduled for Thursday, January 18, 2024 at 10:00 AM via ZOOM.

	Action Items		
1	<u>2023-01-19-02</u> Complete lease between STPB & T'it'q'et	Finance Clerk Pam Lancaster	Completed
2	<u>2023-01-19-03</u> Complete Letter of Understanding (LOU) with community of T'it'q'et	Chief Officer Doss-Cody	Ongoing
3.	2023-09-21-01 Perform exit interviews with 4 officers.	Pete Lepine	Ongoing