



Message from the Board Chair

As Chair of the Police Board, I am pleased to present the St'at'imx Tribal Police Service (STPS) Annual Report for the fiscal year 2007-2008.

A significant part of the past year was spent reviewing the police service and developing and implementing strategies for the stability and sustainability of service to the St'at'imc Communities we serve.

I would like to take this opportunity to thank the past and present Board members for their contribution over the years in support of the STPS, and also to Chief Officer Seniuk, members and staff of the STPS, and the RCMP officers who have worked diligently to provide policing services to the St'at'imc Nation, often under difficult circumstances.

We are working diligently to enhance available policing services and are seeking a multi-year service commitment from our funding partners in pursuit of that goal.

Rebecca Barley, Chair
St'at'imx Tribal Police Board



St'at'imx Tribal Police Service (STPS)

Annual Report 2007-2008 (Fiscal Year)

During the past year....

- *Our members responded to 2,602 calls for service*
- *Requests for service increased 22% over the previous year*
- *Our members participated in over 50 community policing, cultural and traditional activities*
- *We have developed a 5 year strategic plan*
- *Signed a new Self Administered Policing Agreement through the March 31, 2009*
- *Completed installation of the new Police Records computer systems; and*
- *Introduced general duty RCMP secondments to support STPS policing services*



Message from the Chief Officer STPS

This past year has brought many interesting and challenging events to the St'at'imx Tribal Police Service (STPS) and not all of them were operational policing matters. From an organizational review conducted by the province and Canada from May to July 2007, the development of a 2007-2012 Strategic Plan, the introduction of RCMP general duty member secondments to support staffing levels, and the securing of a new Self Administered Policing Agreement, the STPS is on a path of rebuilding and strengthening the organization.

The STPS members and staff are proud and respectful of the heritage, culture and traditions of the St'at'imc Nation and are dedicated to work in partnership with the Communities to ensure safety and security for all people. We have been reaching out to the Communities and will be more engaged in Community life and activities as we move forward.

It is my desire and the desire of the St'at'imx Tribal Police Board to build a police service that is uniquely St'at'imc and that will be seen as a role model for other First Nation Police Services to follow.

As with any other police service operating in today's environment, staffing and recruiting are high priorities. As a result we have embarked on the development of a recruiting drive for new and experienced officers that will see the STPS regain a full complement of sworn members in the foreseeable future.

As an RCMP member on secondment to the STPS, it is my honour to hold the position of Chief Officer STPS and I would like to take this opportunity to thank the STP Board for their leadership, guidance and support, and the members and staff of the STPS for their dedication and commitment to the organization and to the St'at'imc Communities we serve.

Marshall Seniuk
Chief Officer, STPS

Stl'at'imx Tribal Police Board (STPB)

The Stl'at'imx Tribal Police Board is the legislated authority responsible to provide governance, vision and direction to the STPS, in accordance with relevant legislation and in response to community needs.

The Board membership during the period April 1, 2007 to March 31, 2008 was:

Rebecca BARLEY – N'Quatqua CHAIR

Norm LEECH – T'it'q'et – VICE-CHAIR

Carolyn Ward – Lil'wat – TREASURER

Trudy REDAN – Sekw'el'was - Cayoose

Maureen WEYHE – Xa'xtsa7 - Douglas

Pauline MICHELL – Xaxl'ip – Fountain

Margaret ALECK – Ts'kw'aylacw – Pavilion

Thersa OLEMAN – Tsalalh – Seton

Sylvia SHANOSS – Samahquam

Gabe WILLIAMS – Skatin

The Board membership includes one representative from each of the ten Communities served by the STPS.

The Board performs four main governance functions as follows:

1. Employers of sworn and civilian staff;
2. Policy and direction setters
3. Financial overseers; and
4. Discipline authorities for policy and service complaints with the Chair being responsible for discipline for Chief and Deputy Chief



STPS Staffing Levels

Authorized Strength	2006/07	2007/08	% Change
STPS Sworn Members (SM)	10	10	0%
STPS Civilian Members (CM)	4.5	4.5	0%
STP Board Coordinator	0.5	0.5	0%

Current Strength	2006/07	2007/08	% Change
STPS Current SM strength	7	8	14%
RCMP Secondments	1	2	100%
STPS Current CM strength	4.5	4.5	0%
STP Board Coordinator	0.5	0.5	0%

The STPS sworn member compliment has been below *authorized* strength for some time and has resulted in the necessity to second RCMP general duty members on temporary assignment until such time as the STPS increases its staffing levels.

The STPS civilian member compliment of personnel has been at authorized strength over the past two years with staff in both the Mount Currie (2) and the Lillooet (2.5) offices who provide administrative, financial, records keeping and client based services.

Training

Training is a necessary aspect of operational policing and the STPS members and staff have participated in and participated in the delivery of a variety of available programs at the Justice Institute of BC and through the RCMP's Pacific Regional Training Centre, including:

- Breathalyzer Recertification
- Breathalyzer Operator Course
- Firearm Instructors Course
- Active Shooter
- PRIME Training
- Small Vessel Operations
- 40 Assets Training Course
- Annual Firearms and Use of Force qualification
- Block 3 and 4 of Basic Training

Several Police Board members have also attended workshops and seminars on Board matters relating to risk management and governance issues.

Financial Review

Revenue	2006/07	2007/08	% Change
STPS Funding	\$1,300,000	\$1,300,000	0%
STP Board Funding	\$70,000	\$70,000	0%

Funding for the STPS is provided by Canada (52%) and the province of BC (48%) under the Self Administered Policing Agreement with the Stl'at'imx Band Councils.

Expenditures	2006/07	2007/08	% Change
Salaries & Benefits	\$739,845	\$884,894	+20%
Operations	\$423,735	\$244,232	-42%
Communications & Equipment	\$45,080	\$29,744	-34%
Insurance	\$26,127	\$25,175	-4%
Rent & Utilities	\$41,220	\$27,805	-33%
SUB TOTAL	\$1,276,007	\$1,211,850	-5%
Police Board	\$51,812	\$69,207	+34%
TOTAL	\$1,327,819	\$1,281,057	-4%

Overall Expenditures for 2007-2008 are down 4% over the previous fiscal year. With the exception of an increase in salaries and benefits (due to an approved salary increase and the addition of one sworn member), and Police Board expenditures, all other areas have seen a reduction in spending.

Audited financial statements are submitted to Canada and the province of BC as part of the annual reporting requirement

Technology Update

The *Police Records Information Management Environment* (PRIME) has now been installed and implemented in both the Mount Currie and Lillooet offices of the STPS. This system allows for access to real time information for STPS members and enhances the reporting of police activities and the sharing of information between police agencies across British Columbia.

All police activities and reporting is entered on PRIME and officers have access to the system via mobile terminals installed in the STPS police vehicles, thereby increasing efficiency and effectiveness.

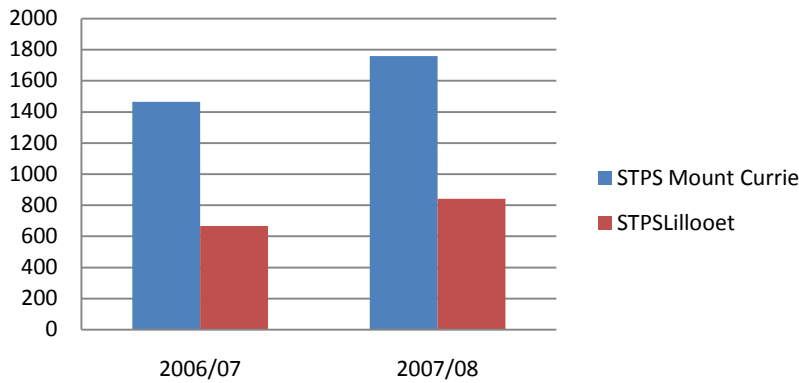
STPS Review (May-July 2007)

As part of the monitoring requirements included in the Self Administered Policing Agreement for the STPS, an organizational review was conducted during 2007. The Review covered a number of areas including staffing and service levels, policy, leadership and supervision, protocol agreements with the RCMP, funding, governance and training. A number of concerns and issues were identified that resulted in 36 recommendations being accepted by the STP Board, Canada and the province of British Columbia.

In order to address and implement the Review's recommendations, it was agreed to develop a 5 year Strategic Plan (2007-2012) that is included as part of this annual report.

2007-2008 Calls for Service and Incident Frequency

of Calls for Service by STPS Office

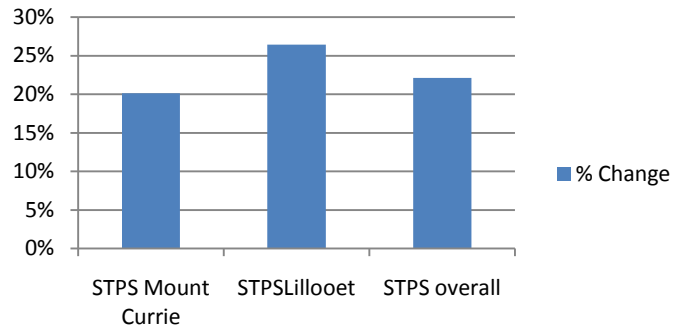


Annually, the Mount Currie STPS office receives more than twice the call load of the Lillooet STPS office, and overall, the STPS has experienced a 22% increase in call load over the previous year

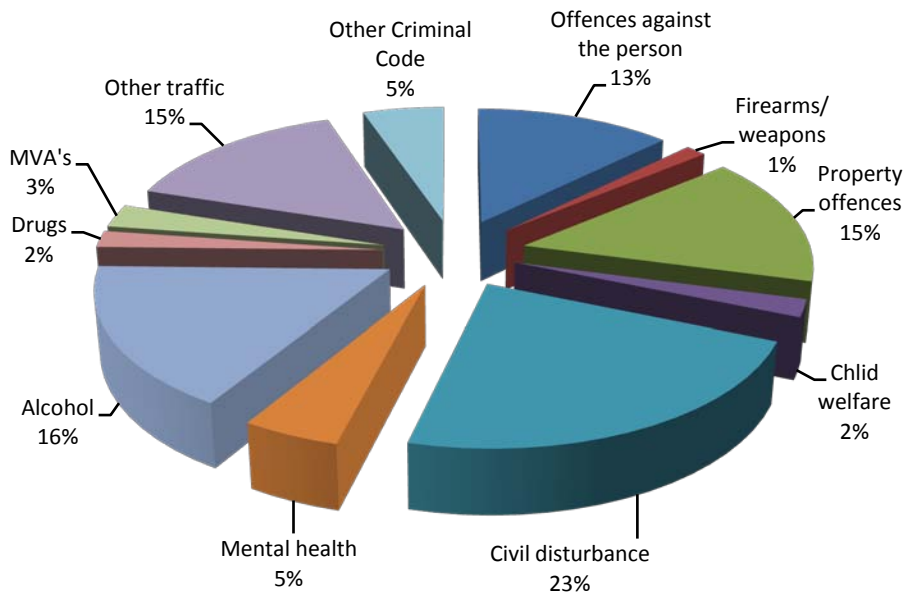
With regard to incident frequency, it is with concern that offences against the person (assaults, etc.), civil disturbance, and alcohol related incidents account for over 50% of interventions by STPS members.

Although reported sexual assaults and all other assaults have dropped by 31% and 44% respectively over the previous year, they still form a significant amount of criminal activity responded to by the STPS and remain a concern to be addressed.

Calls for Service % Change from Previous Year



2007-2008 Incident Frequency



Community Policing Initiatives

The following school based prevention and education programs were delivered to St'at'imx youth during the twelve month period ending March 31, 2008:

- Bicycle safety (Bike Rodeo)
- Halloween Safety and Strangers
- Drug addiction and awareness (DARE)
- Youth violence
- Youth safety
- Firearm usage and safe handling
- Preschool visits – police orientation



Other Community prevention and education programs included:

- Senior/Elder friendly program
- Ageless Wisdom
- Professional Security Program
- Community Safety Awareness
- Alcohol abuse
- Violence against women
- Keep the peace evictions
- Keep the peace Band Office
- Youth dance
- Community Justice meetings
- Ride-a-long program
- Criminal law presentations



Cultural, traditional and related events attended by STPS members included:

- Community events
- Community Service awards
- Elder's luncheon
- Remembrance Day
- May Day Parade
- Community Open House
- Spiritual Gatherings
- Funeral escorts
- Unity Riders escort
- Band Meetings
- Patrols of sacred locations
- In-shuck-ch Day
- Cultural Days

STPS members conducted prevention or education activities and participated in cultural and traditional gatherings and/or ceremonies on over 50 occasions throughout the twelve month period ending March 31, 2008.

From the Files of the STPS



Worker survives being buried alive in B.C. quarry

Sep. 19 2007

A man trapped for hours underneath tons of rock and dirt in a B.C. lime quarry said the experience made him re-evaluate his life.

Roy Asbeslet, who works as an excavator operator at the Graymont quarry near Lillooet, survived for six hours before a rescue team found him late Tuesday.

"I got lucky, I guess," he told The Canadian Press.

Asbeslet was driving his machine away from the side of the mountain when he suddenly became

caught in a landslide.

"It kind of went over the top of the machine and knocked it down low, and I was really lucky and fortunate that the boys were coming," he said.

"You think about all the good things you've done and the bad things you've done and that's about it, I guess."

Despite being entombed in rock, Asbeslet only suffered minor injuries, according to the B.C. Ambulance Service.

Carl Gilbert, vice-president of Graymont, said rescue teams were dispatched immediately after the area was determined to be safe.

"They worked continuously until they saw the top lines of the excavator the employee was in and when they got there he was fine, alive," he said.

Gilbert also said Asbeslet returned to work Wednesday, just one day after his near-death experience.

"He went to the hospital for a check-up (Tuesday) and actually came back this morning," said Gilbert.

The quarry is located on the Pavilion Indian Reserve.

WorkSafe B.C. is investigating the incident, but so far it remains unclear why the rock face collapsed.



Source: The Canadian Press



STPS members present at the incident included Chief Officer Seniuk and Special Constable Bob Madrigga. Both members were recognized for their significant contribution to the rescue efforts by William E. Dodge, president and CEO of Graymont Western Canada Inc.

Further, both Chief Seniuk and Special Constable Madrigga were presented a Commendation of Bravery Award from the First Nations Chiefs of Police Association.

Strategic Plan 2007-2012

One of the recommendations flowing from the organizational review conducted in mid 2007, was the development of a 5 year strategic plan for the St'at'imx Tribal Police Service. The Board made this a priority item and developed the foundation of the strategic plan in late 2007 and early 2008 with the following results:

Vision

To provide a police service that is uniquely St'at'imc.

Mission

The St'at'imx Tribal Police provides a community based service that reflects the needs, customs, culture 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

Culture and Tradition

We incorporate our culture and tradition in our policing practices

Our People

We are committed to developing healthy communities for our people

Employees

We recognize the professionalism of our officers and staff

Relations

We build relationships to support integrated solutions to Community challenges

Service

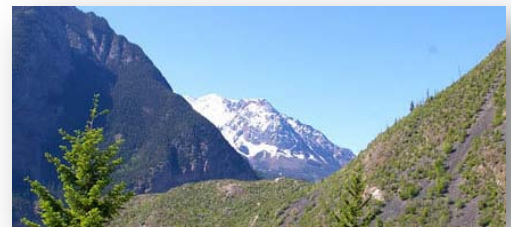
We are committed to delivering a professional policing service at all times

Communication

We recognize clear, open and honest communication as the cornerstone of building lasting relationships

Accountability

We are accountable for our actions to our people, our organization, our partners, to ourselves and under law



Strategic Initiatives

1.0 Resource Management	2.0 Risk Management	3.0 Leadership	4.0 Service to Communities	5.0 Partnerships	6.0 Communications
We will manage our resources for maximum efficiency and effectiveness	We will mitigate risk through sound governance, policy and leadership	We will implement and support effective leadership and create opportunity for First Nations leadership in the STPS	We will deliver a professional, proactive, culturally sensitive and community based police service	We will strengthen our collaborative partnerships to the benefit of the St'at'imx Nation	We will engage our Communities and Partners with open, honest and effective communications

Each of the above noted strategic initiatives will be achieved through a series of strategic goals identified in the strategic planning document. Additionally, each goal will be prioritized and implemented through a time sensitive Work Plan over the next five years.