

Approved by Council
03-30-26



MINUTES

Chippewas of Kettle & Stony Point First Nation SPECIAL COUNCIL MEETING Friday, March 13, 2026

A special meeting of Council held Friday, March 13, 2026 in the Council Chambers commencing at 9:38 am.

PRESENT: Councillor Liz Cloud, Councillor Vince George, Councillor Melissa Monague, Councillor Alison Price, Councillor Carla Oliver, Councillor David Cloud, Chief Kim Bressette, and Councillor Stan Cloud

REGRETS: Councillor Jack Brown

STAFF: Recorder Toni George, Media & Communications Manager Alex Shone, and First Nation Manager Verna George

1. AGENDA REVIEW AND ACCEPTANCE

Addition:

- Funding Agreement #22
- First Nation Manager Contract Review - Councilor Carla Oliver

MOTION 1

Moved by: Councillor Stan Cloud

Seconded by: Councillor David Cloud

The March 13, 2026 special Council agenda is adopted with the noted amendments.

CARRIED

2. DECLARATIONS OF CONFLICT OF INTEREST

None noted.

3. INDIGENOUS SERVICES CANADA (ISC) FUNDING AGREEMENTS

Council reviewed the following ISC funding agreements:

- #20 in amount of \$249,997.00. Dedicated to the health program
- #21 in amount of \$83,502.00. Dedicated to the health program and home &

- long term care
- #22 in amount of \$90,000.00. Dedicated to the health program

MOTION 2

Moved by: Councillor Vince George

Seconded by: Councillor Alison Price

ISC funding agreements #20, 21 and 22 are accepted as presented.

CARRIED

4. PERSONNEL MANUAL REVIEW - KEVIN KONIECKI, HR MANAGER, MELODY BRESSETTE, ADMIN ASSISTANT, PAUL HENRY, COMMUNITY MEMBER

For Council's review and approval, they received the Personnel Manual showing recommended changes and the final "clean" draft. Concerns were raised that proper time was not provided to review both documents.

Council did discuss some of their prior input and requested some changes. All changes will be made and brought back to Council for more discussion.

Comments:

- This final draft has been vetted four times by legal
- A new handbook for Managers was being developed; however, since the Personnel Committee has been disbanded, the work has stopped. They'd like to continue it
- The changes provide favor to the employer due to past lawsuits by staff
- First responders that are staff should not be penalized by having to use vacation time to attend fire calls. Change will be made in Manual
- All forms are included in the Manual
- Program Managers should have more inclusion into hiring to make process quicker. Kevin Koniacki will talk to Managers about the process at next Program Manager's meeting
- Onboarding for all new staff should be done
- Apprenticeship and training was discussed
- Inefficiency / "black hole" created with no Personnel Committee
- No clear consequences noted in the Code of Conduct
- Managers/Directors/Supervisors should not be supervising immediate family
- Secondary employment was discussed. A concern was raised regarding a current employee with secondary employment.
 - Based on the discussion, Councilor Liz Cloud noted that now that the concern has been disclosed to Council an investigation is needed. First Nation Manager Verna George was directed by Council to investigate.
- Harassment policy was discussed
- The use of 360 evaluations were discussed
- Discussion held around the First Nation Manager position being exempted from the Employment Manual. There was a directive for a policy to be

developed for the First Nation Manager position.

5. ADJOURNMENT

MOTION 3

Moved by: Councillor Stan Cloud

Seconded by: Councillor Liz Cloud

Council adjourns the meeting at 11:55 am.

CARRIED