

MICHIPICOTEN FIRST NATION

BY-LAW NO. 2000-01

BEING A BY-LAW TO establish a Personnel Committee

WHEREAS pursuant to Section 25 of the *Indian Band Council Procedure Regulations*, the Council may appoint special committees on any matters as the interests of the band may require;

NOW THEREFORE BE IT RESOLVED THAT the Council of Michipicoten First Nation adopts the following by-law:

1. This By-law may be cited as the "Personnel Committee By-Law"

DEFINITIONS

2. In this by-law:
 - a. "Band" means Michipicoten First Nation.
 - b. "Chair" shall mean the Chair of the Personnel Committee.
 - c. "Chief" means the Chief of the Band.
 - d. "Committee" means the Personnel Committee.
 - e. "Council of the band" means the Chief and Council of the Michipicoten First Nation.
 - f. "Indian Act" means The Indian Act, R.S. chapter I-6, s.1.
 - g. "Member of the Band" means a person whose name appears on the Band list or who is entitled to have his or her name appear on the Band List.
 - h. "Membership Meeting" means a Membership Meeting held to introduce and explain the By-Law or any changes or amendments to the By-Law to the Members of the Band present at the Membership Meeting.
 - i. "Minister" means the Minister of Indian Affairs and Northern Development.

MEMBERS

3. A Personnel Committee is hereby established and shall consist of:
 - a. The Band Manager
 - b. The Chief - ex officio
 - c. Two (2) Councillorswho shall be appointed to the Committee by motion of the Council and shall sit on this Committee until their resignation is accepted by the Council or until their successors are appointed.

enacted 09/02/14 SS
mailed 09/02/18 (Q)
nc 09/03/30

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PROCEDURES

4. **Chairman** - The Chairman of the Committee shall be the Band Manager. Beyond chairing the meetings and providing leadership to the Committee, the Chair shall also report the Committee's activities to Council.
5. **Quorum** - Three (3) members of the Committee shall constitute a quorum.
6. **Meetings** - The Committee shall meet quarterly or more often if required.

MANDATE

7. The Committee shall be responsible for:
 - a. Reviewing policies and procedures relating to personnel.
 - b. Ensuring that there is a Special Committee of Council established for conducting the annual evaluation of the Band Manager.
 - c. Assist in the monitoring of the hiring process and the establishment of Hiring Committees.
 - d. Assist the Band Manager in determining staffing levels and dealing with general staffing issues. Individual staffing concerns still remain the responsibility of the Band Manager.
 - e. Make recommendations to the Council concerning sections 7a. to 7d above.

REMOVAL OF MEMBERS

8. A member of the Committee may be removed from office:
 - a. By the Chairman if the member has missed three (3) consecutive scheduled meetings of the Committee;
 - b. By a majority of Council on the recommendation of the Chairman for the member's removal; or
 - c. By a unanimous vote of the Chief and Council not sitting on this Committee.

AMENDMENTS TO THIS BY-LAW

9. This By-Law shall only be amended or changed by the Council upon presentation to the Membership at a Membership Meeting duly convened for that purpose and upon approval of the Minister.

PASSING OF BY-LAW

10. This By-law was presented and read to the Membership at its Membership Meeting of January 27, 2000.
11. This By-law shall come into full force and effect forty days after a copy thereof is forwarded to the Minister pursuant to subsection 82(1) of the Indian Act, unless it is disallowed by the Minister within that period, but the Minister may declare the by-law to be in force at any time before the expiration of that period.

READ a first time this 18th day of January, 2000 and passed by Motion 24/2000.

READ a second this time 24th day of January, 2000 and passed by Motion 40/2000.

READ A THIRD TIME AND hereby enacted by Council at a duly convened meeting held on the 14th day of February, 2000 and passed by Motion 65/2000 and confirmed by Band Council Resolution No. 6-2000.

MICHIPICOTEN FIRST NATION

Per: John Peterson
Chief John Peterson

Per: D.J. Williams
Co-Manager



Chronological no. - N° consécutif 4216-225 4215-4-225
File reference no. - 2000-01 / Référence du dossier

BAND COUNCIL RESOLUTION
RÉSOLUTION DE CONSEIL DE BANDE

8681 '00 MAR 10 A6:52

NOTE: The words "from our Band Funds" "capital" or "revenue", whichever is the case, must appear in all resolutions requesting expenditures from Band Funds.
NOTA: Les mots "des fonds de notre bande" "capital" ou "revenu" selon le cas doivent paraître dans toutes les résolutions portant sur des dépenses à même les fonds des bandes

The council of the Le conseil de	MICHIPICOTEN FIRST NATION				Cash free balance - Solde disponible
					Capital account Compte capital \$ _____
Date of duly convened meeting Date de l'assemblée dument convoquée	D-J 14	M 02	Y-A 00	Province ONTARIO	Revenue account Compte revenu \$ _____

DO HEREBY RESOLVE:
DÉCIDE, PAR LES PRÉSENTES:

BE IT RESOLVED THAT:

1. A by-law to establish a Personnel Committee be read a third time, passed and numbered By-Law No. 2000-01.
2. The Chief and Co-Manager be authorized to sign By-Law No. 2000-01 on behalf of Michipicoten First Nation.
3. A Band Council Resolution be prepared and signed by the Council.
4. In accordance with Section 82 of the Indian Act, the Band Council Resolution and a copy of the By-Law shall be forwarded by mail to the Minister within four days after it has been made.

Four (4)

Quorum _____

Denise Desautels Churchill
(Councillor - Conseiller)

Michelle...
(Councillor - Conseiller)

(Councillor - Conseiller)

John...
(Chief - Chef)

...
(Councillor - Conseiller)

(Councillor - Conseiller)

(Councillor - Conseiller)

(Councillor - Conseiller)

(Councillor - Conseiller)

(Councillor - Conseiller)

FOR DEPARTMENTAL USE ONLY - RÉSERVÉ AU MINISTÈRE					
Expenditure - Dépenses	Authority (Indian Act Section / Autorité (Article de la Loi sur les Indiens))	Source of funds / Source des fonds <input type="checkbox"/> Capital <input type="checkbox"/> Revenue / Revenu	Expenditure - Dépenses	Authority (Indian Act Section / Autorité (Article de la Loi sur les Indiens))	Source of funds / Source des fonds <input type="checkbox"/> Capital <input type="checkbox"/> Revenue / Revenu
Recommending officer - Recommandé par Signature _____ Date _____			Recommending officer - Recommandé par Signature _____ Date _____		
Approving officer - Approuvé par Signature _____ Date _____			Approving officer - Approuvé par Signature _____ Date _____		