



# LOWER KOOTENAY BAND

830 Simon Road, Creston, BC VoB 1G2 Ph: 250.428.4428 Fax: 250.428.7686

## OFFICIAL MINUTES

<b>Type of Meeting: Lower Kootenay Council Meeting</b>		<b>Date of Meeting: March 26, 2021</b>	
<b>Participants:</b> Chief: Jason Louie		<b>Chair:</b> DoO: Heather Suttie	<b>Recorder:</b> Administrative Assistant: Chantelle Morin
Councilors: Sandra Luke, Josie Fullarton, Cherie Luke, Robert Louie Sr.			
Guests: Chris Luke Jr., Director of Public Works, Zina Kwan, Director of Finance			
Location: LKB Boardroom			

### APPOINTMENTS

<b>Time: 9:30am</b> <b>Name: Chris Luke Jr., Public Workers Supervisor</b>	<b>Discussion:</b> <ul style="list-style-type: none"> <li>Chris Luke Jr. has asked to speak with council regarding his wages</li> <li>Chris Luke Jr. has researched wages that other workplaces are offering and feels that he is eligible for an increase in his wage</li> <li>Suggestion: All job descriptions, organizational chart and HR policy to be revisited</li> </ul>
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### DEBRIEFING OF APPOINTMENTS

<b>Appointment:</b> Chris Luke Jr., Director of Public Works <b>Discussion:</b>	<ul style="list-style-type: none"> <li>HR policies have not been recently updated and need to be revamped</li> <li>A facilitated staff session regarding issues of fairness in the workplace to be developed</li> </ul>
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### CALL TO ORDER

**Time: 10:33am**

### AGENDA

<b>Review of Agenda:</b>	<b>Additions:</b> 8a. BCR for Professional & Institutional Development Funding Application 8b. Land Acknowledgement Article (Sinixt)	<b>Deletions:</b> N/A
<b>Motion:</b>	<b>Moved By: Jason Louie</b> <b>Seconded By: Josie Fullarton</b>	<b>THAT: Chief and Council approve the amended agenda</b>  Carried <input checked="" type="checkbox"/> Defeated <input type="checkbox"/> Tabled <input type="checkbox"/>



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## PREVIOUS MINUTES

<b>Review of Minutes:</b>	<b>Discussion:</b> <ul style="list-style-type: none"> <li>Spelling error in 8c. change Rlxnbee to RixnBee</li> </ul>	
<b>Motion:</b>	Moved By: Cherie Luke Seconded By: Sandra Luke	THAT: Chief and Council approve the amended previous minutes  Carried <input checked="" type="checkbox"/> Defeated <input type="checkbox"/> Tabled <input type="checkbox"/>

## BUSINESS ARISING FROM MINUTES

### 8a. BCR for Professional & Institutional Development Funding Application

<b>Discussion:</b>	<ul style="list-style-type: none"> <li>Zina Kwan, Director of Finance is seeking approval from Chief and Council to apply for funding for the 2021-2022 Professional &amp; Institutional Development Program to update the Human Resource Policy</li> </ul>	
<b>Motion:</b>	Moved By: Josie Fullarton Seconded By: Sandra Luke	THAT: Chief and Council support the funding application under the 2021-2022 Professional & Institutional Development Program to update the Human Resource Policy  Carried <input checked="" type="checkbox"/> Defeated <input type="checkbox"/> Tabled <input type="checkbox"/>

### 8b. Land Acknowledgement Article (Sinixt)

<b>Discussion:</b>	<ul style="list-style-type: none"> <li>Ki Louie, an LKB member and teacher at PCSS, forwarded a news article regarding the Nakusp school district amending its land acknowledgement to state that the Arrow Lakes is the traditional land of the Sinixts</li> <li>Council wishes to draft a response letter to the school board regarding the dishonesty of the land claim - the land is Ktunaxa territory, not Sinixt territory</li> <li>Suggestions include the use of social media to educate the public of the history and the true boundaries of the Ktunaxa territory</li> </ul>	
<b>Action:</b>	Heather Suttie, Director of Operations will start constructing a response letter	

### 8c. Annual Budget

<b>Discussion:</b>	<ul style="list-style-type: none"> <li>Zina Kwan, Director of Finance, presented Council with a First Nations Financial Management Board Presentation concerning the budgeting process and then moved on the presenting the budget for the upcoming fiscal year.</li> </ul>	
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- COVID relief funds provided to the Lower Kootenay Band discussed – funds used to purchase gift cards and distributed to on & off reserve members
- Revenue, expenses and surplus (deficit) per department explained and discussed – funding sources also explained and that certain funds that can be carried forward
- Projects completed, items purchased and priorities illustrated and discussed with council
- Budget to hire for HR position discussed
- The use of IMBA funds to support deficits in housing and administration discussed
- Additions made to budget for health transportation and emergencies
- Purchase of a water truck for the summer season discussed

## IN CAMERA

<b>Motion:</b>	<b>To Go In Camera:</b>	<b>To Go Out Of Camera:</b>
	<b>Moved By:</b>	<b>Moved By:</b>

## ADJOURNMENT

<b>Next Meeting:</b>	<b>April 9, 2021</b>
<b>Adjournment:</b>	<b>Sandra Luke – 2:35pm</b>