

Bulletin #2020-39

MUNICIPAL RELATIONS

Important Notice to All Elected Officials and Chief Administrative Officers

CODE OF CONDUCT INVESTIGATION AND MEDIATION SERVICES

The new code of conduct legislative framework came into force on November 1, 2020. The framework outlines a standardized complaint resolution process, including steps to refer complaints to mediation and/or investigation. To support municipalities in addressing code of conduct complaints, Municipal Relations is providing lists of available investigation and mediation service providers (attached).

A competitive process was undertaken to identify available service providers. The attached lists detail mediation and investigation service providers available in each of the Association of Manitoba Municipalities' seven provincial districts.

If you have any questions or concerns with regards to the identified service providers, please reach out to a Municipal Services Officer or email mrmca@gov.mb.ca.

*Department of Municipal Relations
500 – 800 Portage Avenue, Winnipeg MB R3G 0N4*

INVESTIGATION & MEDIATION SERVICES – WESTERN DISTRICT

Contact Information	Hourly Rate	
	Mediation	Investigation
Investigative Solutions Network Inc. Jay Paquette, Director of Investigations, MB Room 346, 340 – 9 th Street Brandon, MB, R7A 6C2 1-866-790-4764 or 204-797-6810 jpaquette@isninc.ca	\$195/hour \$0.59/KM	\$125/hour \$0.59/KM
Facilitated Solutions Sandra Koop Harder, Partner/Owner and Business Manager 141 Marion Street Winnipeg, MB, R2H 0T3 204-774-5389 skh@workplaceconflict.ca	\$190/hour \$0.55/KM	N/A
Buckingham Security Services Ltd. Rod Buckingham, Founder and CEO P.O. Box 811 Fort Qu'Appelle, SK SOG 1S0 306-551-5286 buckinghamrod@gmail.com	\$350/hour \$0.49/KM	\$140/hour \$0.49/KM
QMR Consulting and Professional Staffing Evelyn Speers, Senior Account Executive, MB 75 Albert Street Ottawa, ON, K1P 5E7 613-234-4972 evelyn.speers@qmrconsulting.com	\$310/hour No mileage	\$250/hour No mileage
People First HR Services Deanna Lanoway, Vice President, HR Consulting 1403 Kenaston Boulevard Winnipeg, MB, R3P 2T5 204-940-3938 dlanoway@peoplefirsthr.com	\$260/hour \$0.47/KM	\$260/hour \$0.47/KM
MNP LLP Candace Turchinski/Michael McCormack, Partner/Senior Manager 1401 Princess Street Brandon, MB, R7A 7L7 204-727-0661 and 780-733-8673 candace.turchinski@mnp.ca	N/A	\$295/hour \$0.48/KM

INVESTIGATION & MEDIATION SERVICES – PARKLAND DISTRICT

Contact Information	Hourly Rate	
	Mediation	Investigation
Investigative Solutions Network Inc. Jay Paquette, Director of Investigations, MB 27 2 nd Avenue Dauphin, MB, R7N 3E5 1-866-790-4764 or 204-797-6810 jpaquette@isninc.ca	\$195/hour \$0.59/KM	\$125/hour \$0.59/KM
Facilitated Solutions Sandra Koop Harder, Partner/Owner and Business Manager 141 Marion Street Winnipeg, MB, R2H 0T3 204-774-5389 skh@workplaceconflict.ca	\$190/hour \$0.55/KM	N/A
Buckingham Security Services Ltd. Rod Buckingham, Founder and CEO P.O. Box 811 Fort Qu'Appelle, SK SOG 1S0 306-551-5286 buckinghamrod@gmail.com	\$350/hour \$0.49/KM	\$140/hour \$0.49/KM
QMR Consulting and Professional Staffing Evelyn Speers, Senior Account Executive, MB 75 Albert Street Ottawa, ON, K1P 5E7 613-234-4972 evelyn.speers@qmrconsulting.com	\$310/hour No mileage	\$250/hour No mileage
People First HR Services Deanna Lanoway, Vice President, HR Consulting 1403 Kenaston Boulevard Winnipeg, MB, R3P 2T5 204-940-3938 dlanoway@peoplefirsthr.com	\$260/hour \$0.47/KM	\$260/hour \$0.47/KM
MNP LLP Candace Turchinski/Michael McCormack, Partner/Senior Manager 32 2 nd Avenue SW Dauphin, MB 204-727-0661 and 204-638-6767 candace.turchinski@mnp.ca	N/A	\$295/hour \$0.48/KM

INVESTIGATION & MEDIATION SERVICES – MIDWESTERN DISTRICT

Contact Information	Hourly Rate	
	Mediation	Investigation
Investigative Solutions Network Inc. Jay Paquette, Director of Investigations, MB 36 Armitage Avenue, PO Box 1017 1-866-790-4764 or 204-797-6810 Minnedosa, MB, R0J 1E0 jpaquette@isninc.ca	\$195/hour \$0.59/KM	\$125/hour \$0.59/KM
Facilitated Solutions Sandra Koop Harder, Partner/Owner and Business Manager 141 Marion Street 204-774-5389 Winnipeg, MB, R2H 0T3 skh@workplaceconflict.ca	\$190/hour \$0.55/KM	N/A
Buckingham Security Services Ltd. Rod Buckingham, Founder and CEO P.O. Box 811 306-551-5286 Fort Qu'Appelle, SK SOG 1S0 buckinghamrod@gmail.com	\$350/hour \$0.49/KM	\$140/hour \$0.49/KM
QMR Consulting and Professional Staffing Evelyn Speers, Senior Account Executive, MB 75 Albert Street 613-234-4972 Ottawa, ON, K1P 5E7 evelyn.speers@qmrconsulting.com	\$310/hour No mileage	\$250/hour No mileage
People First HR Services Deanna Lanoway, Vice President, HR Consulting 1403 Kenaston Boulevard 204-940-3938 Winnipeg, MB, R3P 2T5 dlanoway@peoplefirsthr.com	\$260/hour \$0.47/KM	\$260/hour \$0.47/KM
MNP LLP Candace Turchinski/Michael McCormack, Partner/Senior Manager Suite A 110 Main Street South 204-727-0661 and 780-733-8673 Minnedosa, MB, R0J 1E0 candace.turchinski@mnp.ca	N/A	\$295/hour \$0.48/KM

INVESTIGATION & MEDIATION SERVICES – INTERLAKE DISTRICT

Contact Information	Hourly Rate	
	Mediation	Investigation
Investigative Solutions Network Inc. Jay Paquette, Director of Investigations, MB 103 – 235 Eaton Avenue Selkirk, MB, R1A 0W7 1-866-790-4764 or 204-797-6810 jpaquette@isninc.ca	\$195/hour \$0.59/KM	\$125/hour \$0.59/KM
Facilitated Solutions Sandra Koop Harder, Partner/Owner and Business Manager 141 Marion Street Winnipeg, MB, R2H 0T3 204-774-5389 skh@workplaceconflict.ca	\$190/hour \$0.55/KM	N/A
Buckingham Security Services Ltd. Rod Buckingham, Founder and CEO P.O. Box 811 Fort Qu'Appelle, SK SOG 1S0 306-551-5286 buckinghamrod@gmail.com	\$350/hour \$0.49/KM	\$140/hour \$0.49/KM
QMR Consulting and Professional Staffing Evelyn Speers, Senior Account Executive, MB 75 Albert Street Ottawa, ON, K1P 5E7 613-234-4972 evelyn.speers@qmrconsulting.com	\$310/hour No mileage	\$250/hour No mileage
People First HR Services Deanna Lanoway, Vice President, HR Consulting 1403 Kenaston Boulevard Winnipeg, MB, R3P 2T5 204-940-3938 dlanoway@peoplefirsthr.com	\$260/hour \$0.47/KM	\$260/hour \$0.47/KM

INVESTIGATION & MEDIATION SERVICES – EASTERN DISTRICT

Contact Information	Hourly Rate	
	Mediation	Investigation
Investigative Solutions Network Inc. Jay Paquette, Director of Investigations, MB 240-323 Main Street Steinbach, MB, R5G 1Z2 1-866-790-4764 or 204-797-6810 jpaquette@isninc.ca	\$195/hour \$0.59/KM	\$125/hour \$0.59/KM
Facilitated Solutions Sandra Koop Harder, Partner/Owner and Business Manager 141 Marion Street Winnipeg, MB, R2H 0T3 204-774-5389 skh@workplaceconflict.ca	\$190/hour \$0.55/KM	N/A
Buckingham Security Services Ltd. Rod Buckingham, Founder and CEO P.O. Box 811 Fort Qu'Appelle, SK SOG 1S0 306-551-5286 buckinghamrod@gmail.com	\$350/hour \$0.49/KM	\$140/hour \$0.49/KM
QMR Consulting and Professional Staffing Evelyn Speers, Senior Account Executive, MB 75 Albert Street Ottawa, ON, K1P 5E7 613-234-4972 evelyn.speers@qmrconsulting.com	\$310/hour No mileage	\$250/hour No mileage
People First HR Services Deanna Lanoway, Vice President, HR Consulting 1403 Kenaston Boulevard Winnipeg, MB, R3P 2T5 204-940-3938 dlanoway@peoplefirsthr.com	\$260/hour \$0.47/KM	\$260/hour \$0.47/KM

INVESTIGATION & MEDIATION SERVICES – CENTRAL DISTRICT

Contact Information	Hourly Rate	
	Mediation	Investigation
Investigative Solutions Network Inc. Jay Paquette, Director of Investigations, MB A – 536 Stephen Street Morden, MB, R6M 1T7 1-866-790-4764 or 204-797-6810 jpaquette@isninc.ca	\$195/hour \$0.59/KM	\$125/hour \$0.59/KM
Facilitated Solutions Sandra Koop Harder, Partner/Owner and Business Manager 141 Marion Street Winnipeg, MB, R2H 0T3 204-774-5389 skh@workplaceconflict.ca	\$190/hour \$0.55/KM	N/A
Buckingham Security Services Ltd. Rod Buckingham, Founder and CEO P.O. Box 811 Fort Qu'Appelle, SK SOG 1S0 306-551-5286 buckinghamrod@gmail.com	\$350/hour \$0.49/KM	\$140/hour \$0.49/KM
QMR Consulting and Professional Staffing Evelyn Speers, Senior Account Executive, MB 75 Albert Street Ottawa, ON, K1P 5E7 613-234-4972 evelyn.speers@qmrconsulting.com	\$310/hour No mileage	\$250/hour No mileage
People First HR Services Deanna Lanoway, Vice President, HR Consulting 1403 Kenaston Boulevard Winnipeg, MB, R3P 2T5 204-940-3938 dlanoway@peoplefirsthr.com	\$260/hour \$0.47/KM	\$260/hour \$0.47/KM
MNP LLP Brent Michie/Michael McCormack, Partner/Senior Manager 780 Saskatchewan Ave W Portage La Prairie, MB, R1N 0M7 204-239-6117 and 780-733-8673 brent.michie@mnp.ca or michael.mccormack@mnp.ca	N/A	\$295/hour \$0.48/KM