

KEWEENAW BAY INDIAN COMMUNITY

Keweenaw Bay Tribal Center
16429 Beartown Road
Baraga, Michigan 49908
Phone (906) 353-6623
Fax (906) 353-7540

2019 TRIBAL COUNCIL

WARREN C. SWARTZ, JR., President
GARY F. LOONSFOOT, JR., Vice President
SUSAN J. LAFERNIER, Secretary
TONI J. MINTON, Assistant Secretary
DOREEN G. BLAKER, Treasurer

ROBERT "R.D." CURTIS, JR.
DALE F. GOODREAU
RANDALL R. HAATAJA
KIM KLOPSTEIN
MICHAEL F. LAFERNIER, SR.
RODNEY LOONSFOOT
ELIZABETH D. MAYO

APPROVED

MAR 14 2019

KBIC PRESIDENT'S OFFICE

SIGNATURE: pl

MINUTES
KEWEENAW BAY INDIAN COMMUNITY
SPECIAL COUNCIL MEETING
BIG BUCKS BINGO HALL
TUESDAY – FEBRUARY 5, 2019 – 9:00 A.M.

- A. Date: February 5, 2019
- B. Call to Order: President Swartz called the meeting to order at 9:04 a.m.
- C. Invocation: Lord's Prayer
- D. Roll Call: Present: Warren C. Swartz, Jr., President (left at 10:35 a.m.)
Gary F. Loonsfoot, Jr., Vice President
Susan J. LaFernier, Secretary
Toni J. Minton, Assistant Secretary (arrived at 9:18 a.m., left at 1:34 p.m.)
Doreen G. Blaker, Treasurer (left 10:29 – 10:51 a.m.)
Robert R.D. Curtis, Jr. (arrived at 9:17 a.m.)
Dale F. Goodreau
Randall R. Haataja (left at 12:09 p.m.)
Kim Klopstein
Michael F. LaFernier, Sr.
Rodney Loonsfoot (left at 12:09 p.m.)
Elizabeth D. Mayo (left at 10:36 a.m.)
- E. Declaration of Quorum: President Swartz declared a quorum present and proceeded with the order of business.
- F. Approval of Agenda: February 5, 2019

MOTION MADE BY KIM KLOPSTEIN TO APPROVE THE AGENDA. SUPPORTED BY MICHAEL F. LAFERNIER, SR. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Toni J. Minton, Robert R.D. Curtis, Jr.), MOTION CARRIED.

G. Old Business:

1. Work Session –

- a) Larry Denomie III, Ojibwa Casinos General Manager – KBIC Enterprise Employment Manual - Review and Changes

(Combined Ojibwa Casinos and Enterprises – Businesses: Solid Waste Facility, Eagle Radio, Pines, Rez Stop, Ojibwa BP)

Robert R.D. Curtis, Jr. arrived at 9:17 a.m.

Toni Minton arrived at 9:18 a.m.

- b) Larry Denomie III, Ojibwa Casinos General Manager/Sarah Smith, CEO - Policies

Doreen Blaker left at 10:29 a.m.

President Swartz left at 10:35 a.m.

Break: 10:36 – 10:51 a.m. (Elizabeth Mayo left, Doreen Blaker returned)

Mike LaFernier, Sr. returned from break at 10:58 a.m.

- c) Sarah Smith, CEO – Revised Organizational Structure/Government Departments

(3 Departments were added: Seniors/Elderly Nutrition, Roads, and Transitional Home Programs and Services)

MOTION MADE BY DOREEN G. BLAKER TO APPROVE THE REVISED ORGANIZATION CHART FOR THE GOVERNMENT DEPARTMENTS. SUPPORTED BY MICHAEL F. LAFERNIER, SR. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Kim Klopstein, Elizabeth D. Mayo), MOTION CARRIED.

(Kim Klopstein is out of the room)

Lunch: 12:09 - 1:07 p.m. (Randall Haataja and Rodney Loonsfoot left)

Robert R.D. Curtis, Jr. returned from lunch at 1:12 p.m.

9.0 Travel Policies and Procedures 9.1 Travel Regulations (Accounting Department)

Travel that takes place in the same day and is greater than 40 miles round trip but less than 200 miles round trip shall be considered local travel.

MOTION MADE BY DOREEN G. BLAKER TO APPROVE THE REVISED TRAVEL POLICY. SUPPORTED BY KIM KLOPSTEIN. FIVE IN FAVOR (Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Kim Klopstein), ONE OPPOSED (Susan J. LaFernier), ONE ABSTAINING (Michael F. LaFernier, Sr.), FOUR ABSENT (Warren C. Swartz, Jr., Randall R. Haataja, Rodney Loonsfoot, Elizabeth D. Mayo), MOTION CARRIED.

It was also suggested that meals be deducted if provided.

23.0 Drug Free Work Place Policy

(Random Drug Testing was removed)

MOTION MADE BY DALE F. GOODREAU TO APPROVE THE REVISED DRUG FREE WORK PLACE POLICY. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Kim Klopstein, Michael F. LaFernier, Sr.), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Randall R. Haataja, Rodney Loonsfoot, Elizabeth D. Mayo), MOTION CARRIED.

KBIC Enterprise Employment Manual

MOTION MADE BY DOREEN G. BLAKER TO APPROVE THE REVISED ENTERPRISE EMPLOYMENT MANUAL. SUPPORTED BY TONI J. MINTON. SEVEN IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Kim Klopstein, Michael F. LaFernier, Sr.), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Randall R. Haataja, Rodney Loonsfoot, Elizabeth D. Mayo), MOTION CARRIED.

Toni Minton left at 1:34 p.m.

KBIC Personnel Policy (Section 8.0 Employee Benefits – End 30.0 Amendment and Attachments)

MOTION MADE BY DOREEN G. BLAKER TO APPROVE THE POLICY REVISIONS MADE FROM SECTION 8.0 THROUGH TO THE END. SUPPORTED BY KIM KLOPSTEIN. SIX IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Kim Klopstein, Michael F. LaFernier, Sr.), OPPOSED - 0, ABSTAINING - 0, FIVE ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Randall R. Haataja, Rodney Loonsfoot, Elizabeth D. Mayo), MOTION CARRIED.

- d) Larry Denomie III, Ojibwa Casinos General Manager – Other/Organizational Charts for Enterprise [Review Proposed Changes]

Break: 2:38 - 2:52 p.m.

Larry will bring the Organizational Charts back at a future date.

H. Adjournment:

MOTION MADE BY KIM KLOPSTEIN TO ADJOURN AT 3:54 P.M. SUPPORTED BY ROBERT R.D. CURTIS, JR. SIX IN FAVOR (Susan J. LaFerner, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Kim Klopstein, Michael F. LaFerner, Sr.), OPPOSED - 0, ABSTAINING - 0, FIVE ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Randall R. Haataja, Rodney Loonsfoot, Elizabeth D. Mayo), MOTION CARRIED.

Respectfully submitted,



Peggy Loonsfoot
Administrative Specialist

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 ___ Michael F. LaFerner, Sr.
 ___ Rodney Loonsfoot
 ___ Elizabeth D. Mayo
- E. Declaration of Quorum:
- F. Approval of Agenda: February 5, 2019
- G. Old Business:
1. Work Session –
- a) Policies
- b) Employee Manuals (3) – Government/Casino/Enterprises
- c) Organizational Structures
- d) Other
- H. Adjournment: