

KEWEENAW BAY INDIAN COMMUNITY

Keweenaw Bay Tribal Center
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ROBERT "R.D." CURTIS, JR.
EDDY EDWARDS
RANDALL R. HAATAJA
MICHAEL F. LAFERNIER, SR.
GARY F. LOONSFOOT, SR.
DON MESSER, JR.
DONALD SHALIFOE, SR.

2015 TRIBAL COUNCIL

WARREN C. SWARTZ, JR., President
JENNIFER MISEGAN, Vice President
TONI J. MINTON, Secretary
SUSAN J. LAFERNIER, Assistant Secretary
DOREEN G. BLAKER, Treasurer

MINUTES KEWEENAW BAY INDIAN COMMUNITY SPECIAL COUNCIL MEETING TRIBAL CENTER CONFERENCE ROOM FRIDAY – APRIL 17, 2015 – 9:00 A.M.

APPROVED
5-28-15

- A. Date: April 17, 2015
- B. Call to Order: President Swartz called the meeting to order at 9:02 a.m.
- C. Invocation: Lord's Prayer
- D. Roll Call: Present: Warren C. Swartz, Jr., President
Jennifer Misegan, Vice President
Toni J. Minton, Secretary (arrived at 9:04 a.m.)
Susan J. LaFernier, Assistant Secretary
Doreen G. Blaker, Treasurer
Robert R.D. Curtis, Jr.
Eddy Edwards (arrived at 9:20 a.m.)
Randall R. Haataja
Michael F. LaFernier, Sr. (arrived at 9:32 a.m.)
Gary F. Loonsfoot, Sr.
Don Messer, Jr.
Donald Shalifoe, Sr. (arrived at 9:08 a.m.)
- E. Declaration of Quorum: President Swartz declared a quorum present and proceeded with the order of business.
- F. Approval of Agenda: April 17, 2015
- Additions: Old Business-
1. Robert R.D. Curtis, Jr. - Government Employee Grievances
 2. Jennifer Misegan, Vice President – Annual Raises

MOTION MADE BY JENNIFER MISEGAN TO APPROVE THE AGENDA WITH THE ADDITIONS. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Jennifer Misegan, Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Gary F. Loonsfoot, Sr., Don Messer, Jr.), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Toni J. Minton, Eddy Edwards, Michael F. LaFernier, Sr., Donald Shalifoe, Sr.), MOTION CARRIED.

Toni Minton arrived at 9:04 a.m.

G. Closed Session:

1. Dorsey & Whitney Law Firm Annual Presentation-Discussion/Skip Durocher and Mary Streit

MOTION MADE BY GARY F. LOONSFOOT, SR. TO GO INTO CLOSED SESSION AT 9:05 A.M. SUPPORTED BY DOREEN G. BLAKER. EIGHT IN FAVOR (Jennifer Misegan, Toni J. Minton, Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Gary F. Loonsfoot, Sr., Don Messer, Jr.), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Eddy Edwards, Michael F. LaFernier, Sr., Donald Shalifoe, Sr.), MOTION CARRIED.

Donald Shalifoe, Sr. arrived at 9:08 a.m.

Eddy Edwards arrived at 9:20 a.m.

Michael LaFernier, Sr. arrived at 9:32 a.m.

Lunch: 11:21 a.m. – 1:00 p.m.

MOTION MADE BY JENNIFER MISEGAN TO GO INTO OPEN SESSION AT 1:01 P.M. SUPPORTED BY TONI J. MINTON. ALL IN FAVOR (Jennifer Misegan, Toni J. Minton, Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Eddy Edwards, Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Sr., Don Messer, Jr., Donald Shalifoe, Sr.), OPPOSED - 0, ABSTAINING - 0, ABSENT - 0, MOTION CARRIED.

H. Old Business:

1. Robert R.D. Curtis, Jr. - Government Employee Grievance Decisions from the cases that were heard yesterday (Case #003-15, #004-15, #005-15, #006-15, #007-15)

Case #004-15 was a no show.

Case #005-15 withdrew.

Case #003-15, #006-15, #007-15 -

MOTION MADE BY TONI J. MINTON TO UPHOLD THE CEO'S DECISION IN THE THREE GRIEVANCE CASES. SUPPORTED BY SUSAN J. LAFERNIER.

The Council consensus was to vote on each case individually. Toni Minton rescinded her motion.

Case #003-15 –

MOTION MADE BY TONI J. MINTON TO UPHOLD THE DECISION OF THE COUNCIL IN CASE #003-15. SUPPORTED BY SUSAN J. LAFERNIER. SEVEN IN FAVOR (Jennifer Misegan, Toni J. Minton, Susan J. LaFernier, Eddy Edwards, Randall R. Haataja, Michael F. LaFernier, Sr., Don Messer, Jr.), THREE OPPOSED (Robert R.D. Curtis, Jr., Gary F. Loonsfoot, Sr., Donald Shalifoe, Sr.), ONE ABSTAINING (Doreen G. Blaker), ABSENT - 0, MOTION CARRIED.

Case #004-15 -

MOTION MADE BY JENNIFER MISEGAN TO UPHOLD THE DECISION OF THE CEO IN CASE #004-15 BASED ON A NO SHOW. SUPPORTED BY GARY F. LOONSFOOT, SR. SIX IN FAVOR (Jennifer Misegan, Toni J. Minton, Susan J. LaFernier, Randall R. Haataja, Gary F. Loonsfoot, Sr., Don Messer, Jr.), FOUR OPPOSED (Doreen G. Blaker, Robert R.D. Curtis, Jr., Eddy Edwards, Donald Shalifoe, Sr.), ONE ABSTAINING (Michael F. LaFernier, Sr.), ABSENT - 0, MOTION CARRIED.

Doreen Blaker stated her opposition: She doesn't feel there needs to be a decision made by the Council because it was a no show.

Case #005-15 - withdrew (no action needed)

Case #006-15 –

MOTION MADE BY JENNIFER MISEGAN TO UPHOLD THE DECISION OF THE CEO IN CASE #006-15 AND TO REFER THE EMPLOYEE TO THE RECLASSIFICATION PROCESS. SUPPORTED BY GARY F. LOONSFOOT, SR. EIGHT IN FAVOR (Jennifer Misegan, Toni J. Minton, Susan J. LaFernier, Doreen G. Blaker, Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Sr., Don Messer, Jr.), THREE OPPOSED (Robert R.D. Curtis, Jr., Eddy Edwards, Donald Shalifoe, Sr.), ABSTAINING - 0, ABSENT - 0, MOTION CARRIED.

Case #007-15 –

MOTION MADE BY TONI J. MINTON TO UPHOLD THE DECISION OF THE CEO IN CASE #007-15. SUPPORTED BY RANDALL R. HAATAJA. SIX IN FAVOR (Jennifer Misegan, Toni J. Minton, Susan J. LaFernier, Randall R. Haataja, Gary F. Loonsfoot, Sr., Don Messer, Jr.), THREE OPPOSED (Robert R.D. Curtis, Jr., Eddy Edwards, Donald Shalifoe, Sr.), TWO ABSTAINING (Doreen G. Blaker, Michael F. LaFernier, Sr.), ABSENT - 0, MOTION CARRIED.

2. Jennifer Misegan, Vice President – Annual Raises – discussion

Break: 1:20 – 1:38 p.m.

I. New Business:

1. Gary Loonsfoot, Jr., Director of Cultural Resources – Anishnaabemowin Language Program Proposal/Budget for Baraga/L'Anse Schools and for the Summer Youth Program for language and cultural teachings

MOTION MADE BY DONALD SHALIFOE, SR. TO APPROVE THE LANGUAGE PROGRAM PROPOSAL AND TO POST THE POSITION FOR A FULL-TIME TEACHER. SUPPORTED BY DON MESSER, JR. TEN IN FAVOR (Jennifer Misegan, Toni J. Minton, Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Eddy Edwards, Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Sr., Don Messer, Jr.), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Donald Shalifoe, Sr.), MOTION CARRIED.

(Donald Shalifoe, Sr. was out of the room)

[Old Business]

Annual Raises -

MOTION MADE BY JENNIFER MISEGAN TO APPROVE A 3% ANNUAL RAISE FOR FY2015 FOR ALL GOVERNMENTAL AND ENTERPRISE EMPLOYEES EFFECTIVE ON EACH EMPLOYEES ANNIVERSARY DATE RETROACTIVE TO OCTOBER 1, 2014 EXCEPT:

A) THOSE EMPLOYEES WHO WERE IMPROPERLY RECLASSIFIED DURING 2014 AND WILL BE REQUIRED TO COMPLETE THE ENTIRE RECLASSIFICATION POLICY PROCESS. IF THE EMPLOYEE'S CURRENT WAGE IS DETERMINED TO BE APPROPRIATE OR LOWER THAN WHAT IS DETERMINED THROUGH THE RECLASSIFICATION PROCESS, THE ANNUAL RAISE WILL BE EFFECTIVE ON THEIR ANNIVERSARY DATE AND APPLIED TO THE 2015 RECLASSIFIED WAGE. IF THEIR CURRENT WAGE IS HIGHER THAN WHAT IS DETERMINED THROUGH THE 2015 RECLASSIFICATION PROCESS, THE ANNUAL RAISE WILL BE APPLIED TO THE 2015 RECLASSIFIED WAGE AND EFFECTIVE THE DATE THE RECLASSIFICATION IS COMPLETED OR ON THEIR ANNIVERSARY DATE IF IT FALLS AFTER THE RECLASSIFICATION IS COMPLETED.

B) THOSE EMPLOYEES WHO WERE PROVIDED RAISES IN 2014 BASED ON MERIT, END OF PROBATION, BEING PLACED INTO POSITIONS NOT PROPERLY APPROVED, OR NOT RECOMMENDED BY THE HR DIRECTOR, THEIR ANNUAL RAISE WILL BE EFFECTIVE APRIL 17, 2015 OR THEIR ANNIVERSARY OR THE DATE THEIR WAGE WAS CORRECTED IF IT FALLS AFTER APRIL 17, 2015.

C) THOSE EMPLOYEES WHO WERE NOT PROPERLY APPROVED FOR PROMOTION OR TRANSFER INTO EXISTING POSITIONS OR NEW POSITIONS DURING 2014. THE CEO IS DIRECTED TO MOVE FORWARD WITH THE CORRECTED ACTIONS AND ANNUAL RAISES FOR THOSE AFFECTED EMPLOYEES WILL BE HANDLED ON A CASE BY CASE BASIS DEPENDING ON THE OUTCOME.

D) THOSE EMPLOYEES WHOSE ANNUAL INCREASE IS IDENTIFIED IN THEIR EMPLOYMENT CONTRACT AND THOSE SERVING IN INTERIM, TEMPORARY, OR ON-CALL POSITIONS.

SUPPORTED BY TONI J. MINTON. EIGHT IN FAVOR (Jennifer Misegan, Toni J. Minton, Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Don Messer, Jr.), THREE OPPOSED (Eddy Edwards, Gary F. Loonsfoot, Sr., Donald Shalifoe, Sr.), ABSTAINING - 0, ABSENT - 0, MOTION CARRIED.

Donald Shalifoe, Sr. stated his opposition: He is for the raises but feels this Administration also put employees in wrong positions.

J. Adjournment:

MOTION MADE BY DONALD SHALIFOE, SR. TO ADJOURN AT 2:04 P.M. SUPPORTED BY DON MESSER, JR. ALL IN FAVOR (Jennifer Misegan, Toni J. Minton, Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Eddy Edwards, Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Sr., Don Messer, Jr., Donald Shalifoe, Sr.), OPPOSED - 0, ABSTAINING - 0, ABSENT - 0, MOTION CARRIED.

Respectfully submitted,



Peggy Loonsfoot
Administrative Specialist

AGENDA
KEWEENAW BAY INDIAN COMMUNITY
SPECIAL COUNCIL MEETING
TRIBAL CENTER CONFERENCE ROOM
FRIDAY – APRIL 17, 2015 – 9:00 A.M.

A. Date: April 17, 2015

B. Call to Order:

C. Invocation: Lord's Prayer

D. Roll Call:

- ___ Warren C. Swartz, Jr., President
- ___ Jennifer Misegan, Vice President
- ___ Toni J. Minton, Secretary
- ___ Susan J. LaFernier, Assistant Secretary
- ___ Doreen G. Blaker, Treasurer
- ___ Robert R.D. Curtis, Jr.
- ___ Eddy Edwards
- ___ Randall R. Haataja
- ___ Michael F. LaFernier, Sr.
- ___ Gary F. Loonsfoot, Sr.
- ___ Don Messer, Jr.
- ___ Donald Shalifoe, Sr.

E. Declaration of Quorum:

F. Approval of Agenda: April 17, 2015

G. Closed Session:

1. Dorsey & Whitney Law Firm

H. New Business:

1. Gary Loonsfoot, Jr., Director of Cultural Resources – Language Program Proposal for Baraga/L'Anse Schools

I. Adjournment: