

KEWEENAW BAY INDIAN COMMUNITY

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

2022 TRIBAL COUNCIL

KIM KLOPSTEIN, President
SUSAN J. LAFERNIER, Vice President
TONI J. MINTON, Secretary
DON MESSER, Assistant Secretary
RANDALL R. HAATAJA, Treasurer

DOREEN G. BLAKER
ROBERT "R.D." CURTIS, JR.
EDDY EDWARDS
SUE ELLEN ELMBLAD
ELIZABETH "LIZ" JULIO
GARY F. LOONSFOOT, JR.
RODNEY LOONSFOOT

**MINUTES
KEWEENAW BAY INDIAN COMMUNITY
WORK SESSION
NIIWIN AKEAA CENTER/COUNCIL CHAMBERS ROOM 112
111 BEARTOWN ROAD, BARAGA, MI 49908
THURSDAY – SEPTEMBER 8, 2022 – 9:00 A.M.**

APPROVED

NOV 09 2022

- A. Date: September 8, 2022
- B. Call to Order: President Klopstein called the meeting to order at 9:12 a.m.
- C. Invocation: Ojibwa Prayer by Elizabeth "Liz" Julio
- D. Roll Call: Present: Kim Klopstein, President
Susan J. LaFernier, Vice President
Toni J. Minton, Secretary
Don Messer, Assistant Secretary
Randall R. Haataja, Treasurer
Doreen G. Blaker
Robert R.D. Curtis, Jr. (arrived at 9:24 a.m.)
(left 10:13 a.m.-10:45 a.m.)
Eddy Edwards (Via Teams)
Sue Ellen Elmland
Elizabeth "Liz" Julio
Gary F. Loonsfoot, Jr. (left 10:44 a.m. – 10:56 a.m.)
Rodney Loonsfoot

KBIC PRESIDENT'S OFFICE

SIGNATURE: RL

E. Declaration of Quorum: President Klopstein declared a quorum present and proceeded with the order of business.

F. Approval of Agenda: September 8, 2022

MOTION MADE BY DON MESSER TO APPROVE THE AGENDA. SUPPORTED BY RODNEY LOONSFOOT. TEN IN FAVOR (Susan J. LaFernier, Toni J. Minton, Don Messer, Randall R. Haataja, Doreen G. Blaker, Eddy Edwards, Sue Ellen Elmland, Elizabeth "Liz" Julio, Gary F. Loonsfoot, Jr., Rodney Loonsfoot), OPPOSED – 0, ABSTAINING – 0, ABSENT – 1 (Robert R.D. Curtis, Jr.) MOTION CARRIED.

G. New Business:

1. Reviewed the (prior) Employee Performance Review Form and 4.7 Evaluations Policy

Robert D. Curtis, Jr. arrived at 9:24 a.m.

**BREAK: 10:13 a.m. – 10:26 a.m. -Gary F. Loonsfoot, Jr. returned at 10:40 a.m./
Robert D. Curtis, Jr. returned at 10:45 a.m.**

2. Council approved the new “Performance Appraisal Form” /Procedure on June 29, 2022 and Department Head training was held on July 11, 12, 13, 2022 with Michael Goree. There were suggestions and there will be changes. There are (7) Core Competencies that employees are rated on, these may change or may need to add. By January, the Department Heads/Employees should have their goals submitted to the CEO. A scoring system will also need to be added.

Gary F. Loonsfoot, Jr. left at 10:44 – 10:56 a.m.

Council began reviewing the Job Descriptions of the CEO, Assistant CEO, CFO, Business Director, and the Casino General Manager. Goals will need to be established for the CEO Evaluation (was due in July) and the CFO/GM (due in April)

H. Adjournment

MOTION MADE BY DOREEN BLAKER TO ADJOURN AT 11:23 A.M. SUPPORTED BY GARY F. LOONSFOOT, JR. ALL IN FAVOR (Susan J. LaFernier, Toni J. Minton, Don Messer, Randall R. Haataja, Doreen G. Blaker, Robert R.D. Curtis, Jr., Eddy Edwards, Sue Ellen Elmlad, Elizabeth “Liz” Julio, Gary F. Loonsfoot, Jr., Rodney Loonsfoot), OPPOSED – 0, ABSTAINING – 0, ABSENT – 0, MOTION CARRIED.

Respectfully submitted,



Robin Roe
CEO/President’s Administrative Specialist

AGENDA
KEWEENAW BAY INDIAN COMMUNITY
WORK SESSION
NIIWIN AKEAA CENTER/COUNCIL CHAMBERS ROOM 112
111 BEARTOWN ROAD, BARAGA, MI 49908
THURSDAY – SEPTEMBER 8, 2022 – 9:00 A.M.

A. Date: September 8, 2022

B. Call to Order:

C. Invocation: Ojibwa Prayer by Elizabeth “Liz” Julio

D. Roll Call:

- Kim Klopstein, President
- Susan J. LaFernier, Vice President
- Toni J. Minton, Secretary
- Don Messer, Assistant Secretary
- Randall R. Haataja, Treasurer
- Doreen G. Blaker
- Robert R.D. Curtis, Jr.
- Eddy Edwards
- Sue Ellen Elmlad
- Elizabeth “Liz” Julio
- Gary F. Loonsfoot, Jr.
- Rodney Loonsfoot

E. Declaration of Quorum:

F. Approval of Agenda: September 8, 2022

G. New Business:

1. Job Description(s) Review/Employee Performance Review Form/4.7 Evaluations Policy

H. Adjournment