

# KEWEENAW BAY INDIAN COMMUNITY

## 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

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

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

**MINUTES**  
**KEWEENAW BAY INDIAN COMMUNITY**  
**SPECIAL COUNCIL MEETING**  
**BIG BUCKS BINGO HALL**  
**THURSDAY – MARCH 7, 2019 – 9:00 A.M.**

**APPROVED**

**MAR 28 2019**

KBIC PRESIDENT'S OFFICE

SIGNATURE: 

- A. Date: March 7, 2019
- B. Call to Order: President Swartz called the meeting to order at 9:13 a.m.
- C. Invocation: Lord's Prayer
- D. Roll Call: Present: Warren C. Swartz, Jr., President  
Gary F. Loonsfoot, Jr., Vice President  
Susan J. LaFernier, Secretary  
Toni J. Minton, Assistant Secretary (left at 11:53 a.m.)  
Doreen G. Blaker, Treasurer (left at 11:53 a.m.)  
Robert R.D. Curtis, Jr.  
Dale F. Goodreau  
Randall R. Haataja  
Kim Klopstein  
Michael F. LaFernier, Sr.  
Rodney Loonsfoot
- Absent: Elizabeth D. Mayo
- E. Declaration of Quorum: President Swartz declared a quorum present and proceeded with the order of business.
- F. Approval of Agenda: March 7, 2019
- |            |                 |   |
|------------|-----------------|---|
| Additions: | New Business-   | 2. Doreen Blaker, Treasurer – Additional Donation Request                     |
|            |                 | 3. Dale Goodreau – Snow Removal Emergency                                     |
|            | Closed Session- | 4. Soumit Pendharkar, Health Administrator/Sarah Smith, CEO – Pharmacy Update |

**MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE THE AGENDA WITH THE ADDITIONS. SUPPORTED BY RODNEY LOONSFOOT. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Elizabeth D. Mayo), MOTION CARRIED.**

G. For Your Information:

1. 100<sup>th</sup> Anniversary of Women's Suffrage Work Session with Mary Wright on March 9, 2019 at the Portage Lake Township Library to design a celebration in 2020: The Era of Women

H. Recognize Scheduled Delegation/Individuals:

1. Ryan Pulvermacher, Account Executive M3 Insurance – Annual Insurance Stewardship Report to evaluate the insurance program, risk management efforts, accomplishments, issues, and to establish objectives for the upcoming year for KBIC and the Ojibwa Casinos.

I. Approval of Meeting Minutes:

1. January 17, 2019

**MOTION MADE BY DALE F. GOODREAU TO APPROVE THE JANUARY 17, 2019 MEETING MINUTES. SUPPORTED BY TONI J. MINTON. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Elizabeth D. Mayo), MOTION CARRIED.**

2. January 22, 2019

**MOTION MADE BY KIM KLOPSTEIN TO APPROVE THE JANUARY 22, 2019 MEETING MINUTES. SUPPORTED BY RANDALL R. HAATAJA. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ONE ABSTAINING (Toni J. Minton), ONE ABSENT (Elizabeth D. Mayo), MOTION CARRIED.**

3. January 24, 2019

**MOTION MADE BY GARY F. LOONSFOOT, JR. TO APPROVE THE JANUARY 24, 2019 MEETING MINUTES. SUPPORTED BY KIM KLOPSTEIN. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ONE ABSTAINING (Dale F. Goodreau), ONE ABSENT (Elizabeth D. Mayo), MOTION CARRIED.**

J. Department Head Reports/January 2019

**MOTION MADE BY SUSAN J. LAFERNIER TO APPROVE THE JANUARY 2019 DEPARTMENT HEAD REPORTS. SUPPORTED BY TONI J. MINTON. NINE IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Rodney Loonsfoot), OPPOSED - 0, ONE ABSTAINING (Michael F. LaFernier, Sr.), ONE ABSENT (Elizabeth D. Mayo), MOTION CARRIED.**

**Break: 10:06 – 10:22 a.m.**

K. Larry Denomie III, Ojibwa Casinos General Manager/Weekly Update – available for your review

Internal Renovation Celebration today (Baraga Casino Area 30 completed) and the Lucky 7's renovations have also been completed.

L. Old Business:

1. Rodney Loonsfoot - Draft KBIC Tribal Employee Representative Policy

**MOTION MADE BY RODNEY LOONSFOOT TO APPROVE THE KBIC TRIBAL EMPLOYEE REPRESENTATIVE POLICY AS PRESENTED. SUPPORTED BY ROBERT R.D. CURTIS, JR.**

Rodney withdrew his motion. The Council will review the policy at the next Work Session.

M. New Business:

1. Sarah Smith, CEO –

- a) Cell Phone Service Bids (4)

Verizon two-year blanket purchase order \$160,000.00 total

**MOTION MADE BY TONI J. MINTON TO APPROVE THE BID FROM VERIZON WITH A TWO-YEAR BLANKET PURCHASE ORDER FOR UP TO \$80,000.00 PER YEAR. SUPPORTED BY KIM KLOPSTEIN. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Elizabeth D. Mayo), MOTION CARRIED.**

- b) Weekly Update – available for your review

2. Doreen Blaker, Treasurer – Donations/March 2019

**MOTION MADE BY RODNEY LOONSFOOT TO APPROVE THE MARCH 2019 DONATIONS AS THE FOLLOWING: \$500.00 TO THE BARAGA HIGH SCHOOL PHYSICS CLUB, \$250.00 TO DILLION HUECKSTAEDT FOR HIS STUDY ABROAD TRIP TO SWEDEN, \$300.00 TO TASHINA EMERY TOWARDS HER TRIP TO LOS ANGELES FOR AN ART EXHIBITION, \$250.00 TO THE CLEAN WATER ACTION 2019 GREAT LAKES AWARDS CELEBRATION, \$10,000.00 TO THE BARAGA LUMBERJACK DAYS COMMITTEE FOR FIREWORKS, \$300.00 TOWARDS ALLISON DURANT'S 2019 AAU LEVEL UP BASKETBALL REGISTRATION FEE, AND TO ALLOW CHRISTOPHER LOONSFOOT TO UTILIZE CNAP FUNDS FOLLOWING THE PROGRAM GUIDELINES FOR MEDICAL TRAVEL. SUPPORTED BY TONI J. MINTON. NINE IN FAVOR (Gary F. Loonsfoot, Jr., 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, ONE ABSTAINING (Kim Klopstein), ONE ABSENT (Elizabeth D. Mayo), MOTION CARRIED.**

3. Dale Goodreau – Roof Snow Removal Emergency (Public Works)

Arlan Friisvall is having difficulty finding workers to assist with snow removal and needs to hire workers as soon as possible to clear snow after the recent blizzard. Dale would like to waive the security background checks in order to expedite the hiring process for seasonal workers that have applied.

**MOTION MADE BY DALE F. GOODREAU TO APPROVE BYPASSING THE BACKGROUND CHECKS IN ORDER TO HIRE WORKERS FOR SNOW REMOVAL FOR TRIBALLY OWNED BUILDINGS. CO-SUPPORTED BY MICHAEL F. LAFERNIER, SR. AND GARY F. LOONSFOOT, JR. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Elizabeth D. Mayo), MOTION CARRIED.**

N. Closed Session:

1. Paul Mooney, Assistant Tribal Attorney – Chief Pharmacist Employment Agreement
2. Gary Loonsfoot, Jr., Vice President/Sarah Smith, CEO – Employee Reclassifications (4)
3. Danielle Webb, Tribal Attorney – Update
4. Soumit Pendharkar, Health Administrator/Sarah Smith, CEO – Pharmacy Update

**MOTION MADE BY MICHAEL F. LAFERNIER, SR. TO GO INTO CLOSED SESSION AT 11:52 A.M. SUPPORTED BY RANDALL R. HAATAJA. TEN IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Elizabeth D. Mayo), MOTION CARRIED.**

**Lunch: 11:53 a.m. – 1:10 p.m. (Toni Minton and Doreen Blaker left)**



Break: 2:14 - 2:27 p.m.

Break: 3:40 - 3:45 p.m.

**MOTION MADE BY GARY F. LOONSFOOT, JR. TO GO INTO OPEN SESSION AT 4:16 P.M. SUPPORTED BY KIM KLOPSTEIN. EIGHT IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Toni J. Minton, Doreen G. Blaker, Elizabeth D. Mayo), MOTION CARRIED.**

John M. Lassila Chief Pharmacist Employment Agreement March 11, 2019 – March 10, 2022

**MOTION MADE BY GARY F. LOONSFOOT, JR. TO APPROVE THE LASSILA CHIEF PHARMACIST EMPLOYMENT AGREEMENT PENDING THE BACKGROUND INVESTIGATION WHICH WOULD BEGIN IMMEDIATELY. SUPPORTED BY KIM KLOPSTEIN. EIGHT IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Toni J. Minton, Doreen G. Blaker, Elizabeth D. Mayo), MOTION CARRIED.**

Employee Reclassifications (4) were not completed within the 60 day time limit

6.5 Job Reclassification – includes a 60-day time limit for completion of the reclassification process

**MOTION MADE BY RODNEY LOONSFOOT TO APPROVE THE FOUR RECLASSIFICATIONS PRESENTED WITH A WAIVER FOR BACKPAY TO THE DATE OF SUBMISSION. SUPPORTED BY KIM KLOPSTEIN. EIGHT IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Toni J. Minton, Doreen G. Blaker, Elizabeth D. Mayo), MOTION CARRIED.**

O. Adjournment:

**MOTION MADE BY KIM KLOPSTEIN TO ADJOURN AT 4:20 P.M. SUPPORTED BY GARY F. LOONSFOOT, JR. EIGHT IN FAVOR (Gary F. Loonsfoot, Jr., Susan J. LaFernier, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Toni J. Minton, Doreen G. Blaker, Elizabeth D. Mayo), MOTION CARRIED.**

Respectfully submitted,



Peggy Loonsfoot  
Administrative Specialist

**AGENDA**  
**KEWEENAW BAY INDIAN COMMUNITY**  
**SPECIAL COUNCIL MEETING**  
**BIG BUCKS BINGO HALL**  
**THURSDAY – MARCH 7, 2019 – 9:00 A.M.**

A. Date: March 7, 2019

B. Call to Order:

C. Invocation: Lord's Prayer

D. Roll Call:

- \_\_\_ Warren C. Swartz, Jr., President
- \_\_\_ Gary F. Loonsfoot, Jr., Vice President
- \_\_\_ Susan J. LaFerner, 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. LaFerner, Sr.
- \_\_\_ Rodney Loonsfoot
- \_\_\_ Elizabeth D. Mayo

E. Declaration of Quorum:

F. Approval of Agenda: March 7, 2019

G. For Your Information:

1. 100<sup>th</sup> Anniversary of Women's Suffrage Work Session with Mary Wright on March 9, 2019 at the Portage Lake Township Library to design a celebration in 2020: The Era of Women

H. Recognize Scheduled Delegation/Individuals:

1. Ryan Pulvermacher, Account Executive M3 Insurance – Annual Stewardship Report

I. Approval of Meeting Minutes:

1. January 17, 2019
2. January 22, 2019
3. January 24, 2019

J. Department Head Reports/January 2019

K. Larry Denomie III, Ojibwa Casinos General Manager/Weekly Update

L. Old Business:

1. Rodney Loonsfoot - Draft KBIC Tribal Employee Representative Program Policy

M. New Business:

1. Sarah Smith, CEO –
  - a) Cell Phone Bids
  - b) Weekly Update
2. Doreen Blaker, Treasurer – Donations/March 2019

N. Closed Session:

1. Paul Mooney, Assistant Tribal Attorney - Pharmacist Employment Agreement
2. Gary Loonsfoot, Jr., Vice President/Sarah Smith, CEO – Employee Reclassifications (4)
3. Danielle Webb, Tribal Attorney – Update

O. Adjournment:

## **Tribal Council Updates:**

February 28 – March 6, 2019

- Just a reminder that Area 30 of the Baraga casino will be finished as planned and the internal renovation celebration will begin at 4:30 p.m. today. We were also given the nod by the Gaming Commission to run a slot tournament for attendees with prizes supplied by vendors. You, the Gaming Commission and their staff, our Baraga Casino employees, project contractors and those who have been involved in the project design and implementation have been invited. The area could be open to the public as early as this evening; if not we definitely should be open for business sometime tomorrow.
- Just after midnight on Saturday, March 2, the Oasis system went down causing employees to perform manual operations for guests cashing out. The problem lasted for about four hours.
- I spoke with Hosh following my report last week and after receiving a second bid for the casino roof repairs. In my previous report I indicated I would be bringing the bids forward for your consideration of approval. After more thought, I suggested to Hosh that instead of investing from current casino cash flow for the work, I could request that Gundlach utilize contingency funds for the projects. A balance of around \$600,000 between the two projects exists following the most recent change orders. If we used contingency for this work, we could potentially have to invest the cost of the repairs near the end of the Marquette project construction. So far, Gundlach has been frugal with use of the contingency funds and remain confident that the balance should be sufficient. I did contact Gundlach to discuss the option and they are fine with it. If you prefer to utilize funds from current cash flow, I will prepare the documents and present at your next meeting. If you are fine with the option of using contingency funds, the work will be authorized and plans made to get the work completed. There's about a 4 week lead time for the roof material so we'll have to continue to keep on top of removing ice build up to ensure leaking is mitigated and the investment within the casino protected.
- The Lucky 7's renovations were completed and the restaurant opened for regular business this past Saturday. Comments have been positive and Lucky's staff are excited with the new work environment.





KEWEENAW BAY INDIAN COMMUNITY  
CEO'S OFFICE  
16429 Beartown Road, Baraga, MI 49908  
Phone (906) 353-4104 Email: [sarah@kbic-nsn.gov](mailto:sarah@kbic-nsn.gov)

TO: Tribal Council  
FROM: Sarah L. Smith, CEO  
RE: Monthly Report  
DATE: March 7, 2019

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- MISSION STATEMENT** :To provide exceptional services for our membership; a safe, positive work environment for employees and sustained economic prosperity, while protecting our sovereignty and preserving our culture and natural resources for future generations.  
  
**VISION STATEMENT** :A Tribe that preserves the Anishinaabe culture, advances economic diversity, provides opportunities to enhance independence, and promotes the health and well-being of our Community.
- Updates:** Received cell phone quotes from First Net (ATT), Verizon, T-Mobile, and Superior Video. The Tribal Construction roof collapsed. This was noticed on Sunday. This notice has been sent to our insurance company. Signed a contract for snow removal on roofs. I completed the essential employee list. This is also attached for your information.
- Meetings/Conferences:** I attended a Community Policing meeting. Met with Personnel and Substance Abuse Programs Director about position descriptions for the new Halfway House. Participated in a conference call with NRD and TERO regarding Energy Conservation Crews. I attended a Constitution Committee meeting, along with Tribal Attorney to review areas where the Secretary of Interior can be removed.
- Employee Changes:** There are no direct reporting changes. The government currently has 300 employees, with 218 Native American. This list is provided as requested.
- Statistical Data/Case Load Information:** Reclassifications have been completed. Transfer of personnel records meeting will take place next week. General Assistance appeal has been received and scheduled. Two grievances were received. Reviewed appeals process for hearings by Appeals officer. This is also attached.
- Financial Update:** Three award letters have been received from the Bureau of Indian Affairs. They include Litigation Support funds for the Swamp lands (\$76,625), Great Lakes Restoration Initiative Tribal Capacity (\$200,000) and Conserving Keweenaw Bay Indian Community's Natural Heritage project (\$100,000).

MISSION

To provide exceptional services for our membership; a safe, positive work environment for employees and sustained economic prosperity, while protecting our sovereignty and preserving our culture and natural resources for future generations.

VISION

A Tribe that preserves the Anishinaabe culture, advances economic diversity, provides opportunities to enhance independence, and promotes the health and well-being of our Community.