

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 – MAY 9, 2019 – 9:00 A.M.**

APPROVED

JUN 06 2019

KBIC PRESIDENT'S OFFICE

SIGNATURE: 

- A. Date: May 9, 2019
- B. Call to Order: President Swartz called the meeting to order at 9:10 a.m.
- C. Invocation: Lord's Prayer
- D. Roll Call: Present: Warren C. Swartz, Jr., President
Gary F. Loonsfoot, Jr., Vice President (left at 10:39 a.m.)
Susan J. LaFernier, Secretary
Toni J. Minton, Assistant Secretary (arrived at 9:21 a.m., left at 11:46 a.m.)
Doreen G. Blaker, Treasurer (left 12:30 – 2:04 p.m.)
Robert R.D. Curtis, Jr.
Dale F. Goodreau
Randall R. Haataja
Kim Klopstein
Michael F. LaFernier, Sr.
Rodney Loonsfoot
Elizabeth D. Mayo
- E. Declaration of Quorum: President Swartz declared a quorum present and proceeded with the order of business.
- F. Approval of Agenda: May 9, 2019
- Addition: Closed Session- 5. Susan LaFernier, Secretary – Health Board Update

MOTION MADE BY GARY F. LOONSFOOT, JR. TO APPROVE THE AGENDA WITH THE ADDITION. SUPPORTED BY KIM KLOPSTEIN. TEN 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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Toni J. Minton), MOTION CARRIED.

G. For Your Information:

1. EPA Public Comment Period: May 8 to June 7, 2019 on KBIC's Clean Air Act (CAA) Application for Treatment as a State for Two Non-Regulatory Authorities
2. Registered Voters List for Referendum Election June 1, 2019

H. Recognize Scheduled Delegation/Individuals:

1. Manny Lentine, Attorney/Craig Aronoff, Attorney - Quadrant Consulting Group, LLC – Presentation on assisting KBIC with licensure under the Michigan Medical Marijuana Facility Licensing Act to operate a grow facility and processing center

Toni Minton arrived at 9:21 a.m.

Break: 10:39 – 10:52 a.m. (Gary Loonsfoot, Jr., Vice President left)

[New Business]

1. Lori Sherman, KBOCC President – Slate of Candidates for the Board of Regents at the Keweenaw Bay Ojibwa Community College
 - a) Dianne Waara: Associate's Degree
 - b) Michael Duschene: Senior Citizen/Bachelor's Degree)
 - c) Kathleen Smith: Associate's Degree
 - d) Elizabeth Sherman: Associate's Degree
 - e) Marsha Pharr: Senior Citizen
 - f) Karen Anderson: Bachelor's Degree

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE CANDIDATES FOR THE KBOCC BOARD OF REGENTS AS PRESENTED. CO-SUPPORTED BY TONI J. MINTON AND DOREEN G. BLAKER. TEN IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Gary F. Loonsfoot, Jr.), MOTION CARRIED.

I. Closed Session:

1. Larry Denomie III, Ojibwa Casinos General Manager – Employee Updates
2. Paul Mooney, Assistant Tribal Attorney/Soumit Pendharkar, Health Administrator - Micah David MSN, FNP-C Nurse Practitioner Employment Agreement
3. Danielle Webb, Tribal Attorney –
 - a) Sarah Smith, CEO - Crawford Global Technical Services Statement of Loss and Proof of Loss (Tribal Construction Big Garage)
 - b) Update
4. Sarah Smith, CEO –
 - a) Personnel Issue/Chief Pharmacist Request
 - b) Personnel Issue/Update – KBIC Health Systems

5. Susan LaFerner, Secretary – Health Board Update

MOTION MADE BY ELIZABETH D. MAYO TO GO INTO CLOSED SESSION AT 10:54 A.M. SUPPORTED BY KIM KLOPSTEIN. TEN IN FAVOR (Susan J. LaFerner, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFerner, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, ONE ABSENT (Gary F. Loonsfoot, Jr.), MOTION CARRIED.

Toni Minton left at 11:46 a.m.

Lunch: 12:30 - 1:39 p.m. (Doreen Blaker left)

Doreen Blaker returned at 2:04 p.m.

MOTION MADE BY MICHAEL F. LAFERNIER, SR. TO GO INTO OPEN SESSION AT 3:12 P.M. SUPPORTED BY ELIZABETH D. MAYO. NINE IN FAVOR (Susan J. LaFerner, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFerner, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

Break: 3:13 - 3:22 p.m.

J. Approval of Meeting Minutes:

1. April 18, 2019

MOTION MADE BY DOREEN G. BLAKER TO APPROVE THE APRIL 18, 2019 MEETING MINUTES. SUPPORTED BY KIM KLOPSTEIN. SEVEN IN FAVOR (Susan J. LaFerner, Doreen G. Blaker, Dale F. Goodreau, Kim Klopstein, Michael F. LaFerner, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, TWO ABSTAINING (Robert R.D. Curtis, Jr., Randall R. Haataja), TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

2. April 25, 2019

MOTION MADE BY RODNEY LOONSFOOT TO APPROVE THE APRIL 25, 2019 MEETING MINUTES. SUPPORTED BY ROBERT R.D. CURTIS, JR. NINE IN FAVOR (Susan J. LaFerner, Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFerner, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

K. Department Head Reports/March 2019

MOTION MADE BY DOREEN G. BLAKER TO APPROVE THE MARCH 2019 DEPARTMENT HEAD REPORTS. SUPPORTED BY KIM KLOPSTEIN. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

L. Larry Denomie III, Ojibwa Casinos General Manager (not present)/Weekly Update – available for your review

M. Old Business:

1. Larry Denomie III, Ojibwa Casinos General Manager (not present) - Amendment to the Hiring Selection Guidelines for Government and Enterprise Operations [Reschedule]
2. Sarah Smith, CEO – KBIC Youth Programs Chaperone Policy (Revised from last meeting)

MOTION MADE BY DOREEN G. BLAKER TO APPROVE THE REVISED KBIC YOUTH PROGRAMS CHAPERONE POLICY. SUPPORTED BY KIM KLOPSTEIN. SIX IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr.), ONE OPPOSED (Rodney Loonsfoot), TWO ABSTAINING (Robert R.D. Curtis, Jr., Elizabeth D. Mayo), TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

N. New Business:

2. Danielle Webb, Tribal Attorney – Jimaganish Wadokaged Alcoholic Beverages License Renewal (Veteran's Organization/Non Profit Bar/Alcoholic Liquor Beverages, Beer and Ale, and Wine: Sale for on premises consumption only) October 3, 2018 – October 2, 2019

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE ALCOHOLIC BEVERAGES LICENSE RENEWAL FOR JIMAGANISH WADOKAGED. SUPPORTED BY RODNEY LOONSFOOT. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

3. Paul Mooney, Assistant Tribal Attorney –
 - a) Soumit Pendharkar, Health Administrator (not present)/Heather Wood Paquet, Health Promotions Coordinator –
 - i. Inter-Tribal Council of Michigan, Inc. (ITC) Subcontractual Agreement for Precision Home Visiting Pilot Test January 1, 2019 – December 31, 2019 \$10,000.00

MOTION MADE BY RODNEY LOONSFOOT TO APPROVE THE ITC SUBCONTRACTUAL AGREEMENT FOR THE PRECISION HOME VISITING PILOT TEST UTILIZING ID NUMBERS FOR PARTICIPANTS. SUPPORTED BY ELIZABETH D. MAYO. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

- ii. Inter-Tribal Council of Michigan, Inc. (ITC) Subcontractual Agreement for Tribal Perinatal Opioid Use Disorder/Neonatal Abstinence Syndrome Initiative October 1, 2018 – September 30, 2019 \$90,600.00

MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE THE ITC SUBCONTRACTUAL AGREEMENT FOR THE TRIBAL PERINATAL OPIOID USE DISORDER/NEONATAL ABSTINENCE SYNDROME INITIATIVE. SUPPORTED BY DOREEN G. BLAKER. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

- b) Heather Wood-Paquet, Health Promotions Coordinator – Hannahville Indian Community 2019-20 WIC Program Agreement July 1, 2019 – June 30, 2020 for registered dietician services

MOTION MADE BY RANDALL R. HAATAJA TO APPROVE THE WIC PROGRAM AGREEMENT WITH THE HANNAHVILLE INDIAN COMMUNITY. SUPPORTED BY MICHAEL F. LAFERNIER, SR. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

- c) Jason Ayres, Real Estate Officer – Engineers Joint Contract Documents Committee (EJCDC) Agreement with MJO Contracting, Inc. for the Non-Motorized Trail Phase I Project \$644,634.97 to be completed by September 6, 2019

Secretary LaFernier called for the motion.

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE AGREEMENT FOR CONSTRUCTION CONTRACT WITH MJO CONTRACTING, INC. FOR THE NON-MOTORIZED TRAIL PHASE I PROJECT. SUPPORTED BY DOREEN G. BLAKER. EIGHT IN FAVOR (Doreen G. Blaker, Robert R.D. Curtis, Jr., Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

(President Swartz is out of the room)

[from Closed Session]

Micah David MSN, FNP-C Nurse Practitioner Employment Agreement June 3, 2019 – June 2, 2022

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE NURSE PRACTITIONER EMPLOYMENT AGREEMENT WITH MICAH DAVID MSN, FNP-C. SUPPORTED BY KIM KLOPSTEIN. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

- d) Thomas Chosa, Jr., Director of KBIC Fire & Emergency Management – American Red Cross Facility Use Agreement for the Zeba Hall and Niwiin Akeaa Center during emergency and/or disaster related incidents

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE AMERICAN RED CROSS FACILITY USE AGREEMENT FOR THE ZEB A HALL AND NIWIIN AKEAA COMMUNITY CENTER. SUPPORTED BY DOREEN G. BLAKER. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

4. Kevin Carlisle, Assistant Tribal Attorney/William Jondreau, Sr., Chief Judge – Baraga County, Michigan/Baraga County Sheriff's Department/KBIC Agreement to House Inmates (term effective May 1, 2019 and continues unless terminated)

MOTION MADE BY RODNEY LOONSFOOT TO APPROVE THE AGREEMENT TO HOUSE INMATES WITH BARAGA COUNTY, MICHIGAN AND THE BARAGA COUNTY SHERIFF'S DEPARTMENT. SUPPORTED BY KIM KLOPSTEIN. EIGHT IN FAVOR (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 (Elizabeth D. Mayo), TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

5. President Swartz –

- a) Mark Esqueda Independent Appeals Officer Contract May 9, 2019 – May 8, 2022

MOTION MADE BY RODNEY LOONSFOOT TO APPROVE THE INDEPENDENT APPEALS OFFICER CONTRACT WITH MARK ESQUEDA. SUPPORTED BY ROBERT R.D. CURTIS, JR. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

- b) Powwow Committee Selection (5) Seats for 3-year terms (5 applicants)

MOTION MADE BY DOREEN G. BLAKER TO RE-APPOINT CHRISTINE AWONOHOPAY, ALDEN CONNOR, JR., JESSE FORCIA, ELIZABETH SHERMAN, AND DAN CONNOR TO THE POWWOW COMMITTEE FOR THREE-YEAR TERMS. SUPPORTED BY MICHAEL F. LAFERNIER, SR. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

6. Sarah Smith, CEO/Weekly Update – available for your review

O. Adjournment:

MOTION MADE BY ELIZABETH D. MAYO TO ADJOURN AT 4:30 P.M. SUPPORTED BY RODNEY LOONSFOOT. NINE IN FAVOR (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, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Gary F. Loonsfoot, Jr., Toni J. Minton), MOTION CARRIED.

Respectfully submitted,



Peggy Loonsfoot
Administrative Specialist

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

A. Date: May 9, 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. 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

E. Declaration of Quorum:

F. Approval of Agenda: May 9, 2019

G. For Your Information:

1. EPA Public Comment Period: May 8 to June 7, 2019 on KBIC's Clean Air Act (CAA) Application for Treatment as a State for Two Non-Regulatory Authorities
2. Registered Voters List for Referendum Election June 1, 2019

H. Recognize Scheduled Delegation/Individuals:

1. Manny Lentine, Quadrant Consulting Group, LLC - Presentation

I. Closed Session:

1. Larry Denomie III, Ojibwa Casinos General Manager – Employee Updates
2. Paul Mooney, Assistant Tribal Attorney/Soumit Pendharkar, Health Administrator - Micah David MSN, FNP-C Nurse Practitioner Employment Agreement

3. Danielle Webb, Tribal Attorney –
 - a) Sarah Smith, CEO - Crawford Global Technical Services Statement of Loss and Proof of Loss
 - b) Update
4. Sarah Smith, CEO –
 - a) Personnel Issue/Request
 - b) Personnel Issue/Update

J. Approval of Meeting Minutes:

1. April 18, 2019
2. April 25, 2019

K. Department Head Reports/March 2019

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

M. Old Business:

1. Larry Denomie III, Ojibwa Casinos General Manager - Amendment to the Hiring Selection Guidelines for Government and Enterprise Operations
2. Sarah Smith, CEO – KBIC Youth Programs Chaperone Policy

N. New Business:

1. Danielle Webb, Tribal Attorney – Jimaganish Wadokaged Alcoholic Beverages License Renewal
2. Kevin Carlisle, Assistant Tribal Attorney/William Jondreau, Sr., Chief Judge – Baraga County, Michigan/Baraga County Sheriff's Department/KBIC Agreement to House Inmates
3. Paul Mooney, Assistant Tribal Attorney –
 - a) Jason Ayres, Real Estate Officer – Engineers Joint Contract Documents Committee (EJCDC) Agreement with MJO Contracting, Inc. for the Non-Motorized Trail Phase I Project
 - b) Soumit Pendharkar, Health Administrator/Heather Wood Paquet, Health Promotions Coordinator –
 - i. Inter-Tribal Council of Michigan, Inc. Subcontractual Agreement for Precision Home Visiting Pilot Test
 - ii. Inter-Tribal Council of Michigan, Inc. Subcontractual Agreement for Tribal Perinatal Opioid Use Disorder/Neonatal Abstinence Syndrome Initiative
 - c) Heather Wood-Paquet, Health Promotions Coordinator – Hannahville Indian Community 2019-20 WIC Program Agreement
 - d) Thomas Chosa, Jr., Director of KBIC Fire & Emergency Management – American Red Cross Facility Use Agreement for the Zeba Hall during emergency and/or disaster related incidents

4. Lori Sherman, KBOCC President – Slate of Candidates for the Board of Regents at the Keweenaw Bay Ojibwa Community College
 - a) Dianne Waara: Associate's Degree
 - b) Michael Duschene: Senior Citizen
 - c) Kathleen Smith: Associate's Degree
 - d) Elizabeth Sherman: Associate's Degree
 - e) Marsha Pharr: Senior Citizen
 - f) Karen Anderson: Bachelor's Degree
5. President Swartz –
 - a) Independent Appeals Officer Contract
 - b) Powwow Committee Selection (5) Seats for 3-year terms (5 applicants)
6. Sarah Smith, CEO – Weekly Update

O. Adjournment:

Tribal Council Updates:

Through 5/8/19

- We had a flooding issue that occurred in room 121 on the 5th. The waterline feed to the tank sprung a leak and by the time it was discovered around 11:25 a.m., approximately 2-3 inches of water had filled the room. Maintenance began vacuuming up the water right away and fans placed to begin the drying process. Since the flood and drying out process, it has been determined that the carpet has to be replaced because of the smell that remains. Mike Needham is obtaining costs to replace the carpet. The furniture and bathroom tiling appear to be okay to this point.
- I participated in a meeting this week to further explore the ability to have one player's club card for both of our casinos. Many years ago, this was a feature that was offered to our customers but Aristocrat's Oasis System had issues so it was stopped and customers now have to carry a card for each of our casinos. Aristocrat has fixed their system issues and the one card feature could be purchased and integrated into our player's club. As part of the research process, we will be reaching out to casinos who use the Oasis One Card system to see how it is working for them. The quote that was provided last year to integrate the system here was several hundred thousand. We will be doing a cost benefit analysis along with the research to determine if it makes financial sense to invest in it.
- The initial meeting to review the wage analysis data took place last week. The results in where we stand in comparison to the comparable positions and the Baraga/Marquette markets was mixed. We are continuing to compare the data sets, gathering additional information and putting together recommendations for a grade and pay system which will be presented in the near future.
- Hannah Beesley's last day was yesterday. I will be leading the department in the interim with assistance from her staff. Duties have been delegated and I'm hoping to fill the position as quickly as possible. There have been applicants and a meeting of the Selection Committee will take place next week.
- The posting for the Food and Beverage Director has also produced some applicants, that pool will also be reviewed by Selection Committee next week.



**KEWEENAW BAY INDIAN COMMUNITY
CEO'S OFFICE**

16429 Beartown Road, Baraga, MI 49908
Phone (906) 353-4104 Email: sarah@kbic-nsn.gov

TO: Tribal Council
FROM: Sarah L. Smith, CEO
RE: Weekly Report
DATE: May 9, 2019

1. **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.
2. **Updates:** Held a department head meeting on May 2, 2019. Topic included review of the strategic plan, discussion of core training and creating levels for employee individual development, presentation of vehicle purchasing, budget modifications, and 4 R's. As part of Reduce, Reuse, Recycle, and Respect, there was some discussion about how departments could work on this. Strategic plan weaknesses and threats were discussed, along with action plans to minimize or reduce. Two departments have sent this in already. Hopefully, all will have some input sent in by the next meeting. I discussed some of the topics that could be provided by KBOCC and the language classes being held by our language instructor. This is in initial stages. Mandatory training will be held for supervisors/managers for *“Resolving Conflict: A Manager's Guide / 2 Hours* and an employee training, *“The art of managing conflict / 1 Hour”*. Details are being worked out by Personnel. Continued with Natural Resources and Forestry to work on Tiered position descriptions and supervisory positions. NRD Director will be bringing forth organizational chart next week.
3. **Meetings/Conferences:** Participated with Natural Resource, Police, and Baraga County, and GIS representative for development of a Tribal Hazard Mitigation plan. The plan is necessary for adoption by FEMA. WUPPDR will be sending out surveys to the community and developing the plan. This is necessary for future grants. I attended a community policing group meeting. There will be signage and brochures put up in various areas for prevention of picking up dirty needles in parks, campgrounds, etc. The group went through an exercise of soliciting for a professional logo for the new Halfway House, Oshki Maaji *“New Beginning”*. I also attended a Halfway House meeting. The building should be complete by the next progress meeting. Position descriptions are being finalized. Substance Abuse Programs Director identified a source of funding for the Halfway House program through Northcare. Part of accreditation for the Substance Abuse Programs is the requirement to have a MSW on staff. Thus, there will be a change to the qualifications of the proposed full-time employee for Oshki Maaji. Some furniture has been purchased for the building. Bids are being looked at currently for appliances.
4. **Employee Changes:** There are no direct reporting changes. The government currently has 312 employees, with 226 Native American, as of 4/28/19. This list is provided as requested.
5. **Statistical Data/Case Load Information:** I responded to two employee issues and processed six budget modifications.



**KEWEENAW BAY INDIAN COMMUNITY
CEO'S OFFICE**

16429 Beartown Road, Baraga, MI 49908
Phone (906) 353-4104 Email: sarah@kbic-nsn.gov

6. **Financial Update:** Received a \$100,000 award from the Michigan Health Endowment fund for Natural Resources' project, "Debweyendan Indigenous Gardens". The award agreement was received for the HUD Indian Housing Block Grant for \$1,936,621. Received Department of Health and Human Services Administration for Children and Families Title IV-B Subpart I in the amount of \$3,650.