

KEWEENAW BAY INDIAN COMMUNITY

Keweenaw Bay Tribal Center
16429 Beartown Road
Baraga, Michigan 49908
Phone (906) 353-6623
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2018 TRIBAL COUNCIL

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

ROBERT "R.D." CURTIS, JR.
FRED DAKOTA
RANDALL R. HAATAJA
MICHAEL F. LAFERNIER, SR.
GARY F. LOONSFOOT, JR.
RODNEY LOONSFOOT
ELIZABETH D. MAYO

MINUTES
KEWEENAW BAY INDIAN COMMUNITY
SPECIAL COUNCIL MEETING
BIG BUCKS BINGO HALL
THURSDAY – JUNE 7, 2018 – 9:00 A.M.

APPROVED

OCT 25 2018

KBIC PRESIDENT'S OFFICE

SIGNATURE: 

- A. Date: June 7, 2018
- B. Call to Order: Vice President Misegan called the meeting to order at 9:04 a.m.
- C. Invocation: Prayer by Jennifer Misegan, Vice President
- D. Roll Call: Present: Jennifer Misegan, Vice President
Susan J. LaFernier, Secretary
Toni J. Minton, Assistant Secretary (left at 2:06 p.m.)
Doreen G. Blaker, Treasurer
Robert R.D. Curtis, Jr.
Fred Dakota (left at 10:32 a.m.)
Randall R. Haataja
Michael F. LaFernier, Sr.
Gary F. Loonsfoot, Jr.
Elizabeth D. Mayo
- Absent: Warren C. Swartz, Jr., President
Rodney Loonsfoot
- E. Declaration of Quorum: Vice President Misegan declared a quorum present and proceeded with the order of business.
- F. Approval of Agenda: June 7, 2018
- Additions: FYI- 2. Larry Denomie III, CEO – Personnel Policy Amendments Review
- Closed Session- 2. Jennifer Misegan, Vice President – b) Issue
4. Tina Murray – Casino Personnel Issue
5. Gary Loonsfoot, Jr., Director of Cultural Resources – Language Program Costs

MOTION MADE BY DOREEN G. BLAKER TO APPROVE THE AGENDA WITH THE ADDITIONS. SUPPORTED BY MICHAEL F. LAFERNIER, SR. NINE IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Fred Dakota, Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, TWO ABSENT (Warren C. Swartz, Jr., Rodney Loonsfoot), MOTION CARRIED.

G. For Your Information:

1. Drug Free Workplace Policy and Random Testing Procedure changes as approved by Council (Personnel, Casinos & Enterprises Manuals)
2. Larry Denomie III, CEO – Personnel Policy Amendments 6.8 – 7.11 for Review

H. Approval of Meeting Minutes:

1. April 12, 2018

MOTION MADE BY TONI J. MINTON TO APPROVE THE APRIL 12, 2018 MEETING MINUTES. SUPPORTED BY GARY F. LOONSFOOT, JR. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Robert R.D. Curtis, Jr., Fred Dakota, Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Doreen G. Blaker), TWO ABSENT (Warren C. Swartz, Jr., Rodney Loonsfoot), MOTION CARRIED.

I. Recognize Scheduled Delegation/Individuals:

1. Joe Kirkish – Video Presentation on the receiving of the “Nancy K” Vessel (donated to the KBIC Great Lakes Unmanned Systems Center)

The crew members bringing the vessel home consisted of Tribal Members Joe Kirkish and Gavin Loonsfoot along with Captain David Brooks (Donor). Joe and Gavin met Captain Brooks in Sault Ste. Marie, Michigan, to continue along the route to Keweenaw Bay. They traveled three days via White Fish Bay, Grand Marais, Big Bay, past the Huron Islands, and into Pequaming.

2. Valoree Gagnon, MTU Research Assistant Professor, Social Sciences/Evelyn Ravindran, NRD Hatchery-Nursery Manager – (2) Project Presentations from the National Institute of Health

Andrew Kozich, KBOCC and Terry Lerma, Director, AI Higher Education Consortium - NARCH Behavioral Health Research Project present

- a) Promoting Holistic Health in the Keweenaw Bay Indian Community: Transdisciplinary Research Engagement to Assess and Address Traditional Diet Practices and Environmental Contamination
- b) Ongoing project with Salish Kootenai College collaborating with NRD and KBOCC as part of the Native American Research Centers for Health (NARCH)

J. Old Business:

1. Larry Denomie III, CEO –

- a) Drug-Free Workplace Policy Random Testing and the (Casino Employee) Position by Grade List will be reviewed with full Council present

Discussion on the point system and employee issues with selective enforcement

Break: 10:32 - 10:48 a.m. (Fred Dakota left)

The Council would like the employees to vote for a representative from the casinos, government, and businesses also to bring forward their comments and concerns on June 25, 2018.

- b) DHHS Services for Descendants Review
- c) 11.4 Mental Health Days Policy Amendment (Personnel Policy Manual) to give all employees mental health days (approved May 21, 2018)

MOTION MADE BY TONI J. MINTON TO DELETE SECTION 11.4 IN THE POLICY ALLOWING FOR MENTAL HEALTH DAYS AND KEEP 6.8B (PRESENT POLICY). SUPPORTED BY RANDALL R. HAATAJA. FOUR IN FAVOR (Susan J. LaFernier, Toni J. Minton, Randall R. Haataja, Michael F. LaFernier, Sr.), FOUR OPPOSED (Doreen G. Blaker, Robert R.D. Curtis, Jr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Fred Dakota, Rodney Loonsfoot), TIE VOTE.

Vice President Misegan chose not to vote and it will be discussed further when a full Council is present.

- d) Ojibwa Seniors Pasty Work Session Leave Policy (all employee policy manuals) Clarification of the motion is those 55 years old and over can receive volunteer hours (4) to work at the Ojibwa Senior Citizens Center
- e) Personnel Policy Manual Amendments Review; Table of Contents through Section 4.0 (previously reviewed at a Council work session). He will send a revised copy.

K. New Business:

1. Danielle Webb, Tribal Attorney –

- a) Jeffery Loman (not present) - Keweenaw Konsulting Business License Renewal (Environmental Consulting) June 12, 2018 – June 11, 2019

MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE THE BUSINESS LICENSE RENEWAL WITH JEFFERY LOMAN FOR KEWEENAW KONSULTING. SUPPORTED BY GARY F. LOONSFOOT, JR. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

- b) Evelyn Ravindran, Interim Natural Resources Director/Erin Johnston, NRD Wildlife Biologist (not present) - Luis Verissimo Single Source Approval \$20,000.00 for geospatial and geodatabase management and support

MOTION MADE BY DOREEN G. BLAKER TO APPROVE LUIS VERISSIMO FOR A SINGLE SOURCE BID WITH A CONTRACT TO FOLLOW. CO-SUPPORTED BY ROBERT R.D. CURTIS, JR. AND GARY F. LOONSFOOT, JR. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

- c) Lena Wascher (not present) – WIC Program Agreement with the Hannahville Indian Community July 1, 2018 – June 30, 2019 for a registered dietician (part-time) to provide nutrition services each month

MOTION MADE BY TONI J. MINTON TO APPROVE THE WIC PROGRAM AGREEMENT WITH THE HANNAHVILLE INDIAN COMMUNITY. SUPPORTED BY SUSAN J. LAFERNIER. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

- d) Sarah Smith, Assistant CEO (not present) – Great Lakes Restorative Initiative BIA Award Contract #A18AV00581 period of 2018-19 \$61,000.00 for a Wild Rice Study and Wetland Improvement Project

MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE THE BIA GRANT AWARD CONTRACT FOR THE GREAT LAKES RESTORATIVE INITIATIVE. SUPPORTED BY DOREEN G. BLAKER. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

2. Kevin Carlisle, Assistant Tribal Attorney (not present)/Danielle Webb, Tribal Attorney –

- a) Leo Durant (not present) – Durant Lawn Care Business License Application (New) May 30, 2018 – May 29, 2019

MOTION MADE BY TONI J. MINTON TO APPROVE THE NEW BUSINESS LICENSE WITH LEO DURANT FOR DURANT LAWN CARE. SUPPORTED BY MICHAEL F. LAFERNIER, SR. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

- b) Brent C. Geroux (not present) – Superior Lawn Care Business License Application
(New) May 30, 2018 – May 29, 2019

MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE THE NEW BUSINESS LICENSE WITH BRENT C. GEROUX FOR SUPERIOR LAWN CARE. SUPPORTED BY GARY F. LOONSFOOT, JR. EIGHT IN FAVOR (Susan J. LaFERNIER, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFERNIER, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

Lunch: 12:02 – 1:04 p.m.

3. Larry Denomie III, CEO –

- a) Ojibwa Seniors (Elderly Nutrition Program) Vehicle Bids (3) and Funding Request
(no funds budgeted for this purchase)

Doreen Blaker returned at 1:11 p.m.

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

MOTION MADE BY TONI J. MINTON TO ACCEPT THE BID FROM ERA CHEVROLET INC. (NORWAY, MI) FOR THE 2018 CHEVROLET EQUINOX IN THE AMOUNT OF \$27,180.00 FOR THE OJIBWA SENIOR CITIZENS. SUPPORTED BY MICHAEL F. LAFERNIER, SR. SEVEN IN FAVOR (Susan J. LaFERNIER, Toni J. Minton, Doreen G. Blaker, Randall R. Haataja, Michael F. LaFERNIER, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Robert R.D. Curtis, Jr.), THREE ABSENT (Warren C. Swartz, Jr., Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

- b) Weekly Update (Employee Reports and Employment Opportunities)

The testing panel for THC levels is cut off at 50 Nano grams per milliliter which would not detect an infrequent user but it would for a habitual user.

Dave Zasadnyj has accepted the I.T. Director position.

An Opioid Summit will be held in Mt. Pleasant next month. In regards to the opioid epidemic, KBIC does not have a detox center therefore ITC may apply for a grant on behalf of the Tribes. KBIC is considering a clinic of our own to dispense prescribed opioids and we would perform the monitoring, drug screening, etc.

Gundlach Champion and Cunningham will be presenting to the Council on Tuesday. The bank is requiring an updated Market Study. The secured pricing is good until mid-June and Larry will ask for an extension.

There has been no success in finding a trailer home for the Marina Caretaker at this time.

L. Closed Session:

1. Larry Denomie III, CEO – David B. Zasadnyj IT Director Employment Agreement
2. Jennifer Misegan, Vice President –
 - a) Settlement Funds
 - b) Cigarette Issue
3. Danielle Webb, Tribal Attorney – Update
4. Tina Murray – Casino Personnel Issue
5. Gary Loonsfoot, Jr., Director of Cultural Resources – Language Program Comparison Costs

MOTION MADE BY MICHAEL F. LAFERNIER, SR. TO GO INTO CLOSED SESSION AT 1:30 P.M. SUPPORTED BY GARY F. LOONSFOOT, JR. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

Break: 2:06 - 2:15 p.m. (Toni Minton left)

MOTION MADE BY MICHAEL F. LAFERNIER, SR. TO GO INTO OPEN SESSION AT 3:30 P.M. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

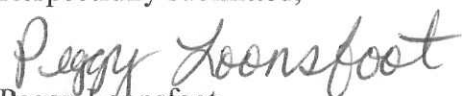
David B. Zasadnyj Information Technology (I.T.) Director Employment Agreement 3-year term \$66,560.00

MOTION MADE BY DOREEN G. BLAKER TO APPROVE THE I.T. EMPLOYMENT AGREEMENT FOR DAVID ZASADNYJ WITH THE CHANGES. SUPPORTED BY GARY F. LOONSFOOT, JR. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

M. Adjournment:

MOTION MADE BY MICHAEL F. LAFERNIER, SR. TO ADJOURN AT 3:31 P.M. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Robert R.D. Curtis, Jr., Randall R. Haataja, Michael F. LaFernier, Sr., Gary F. Loonsfoot, Jr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Fred Dakota, Rodney Loonsfoot), MOTION CARRIED.

Respectfully submitted,


Peggy Loonsfoot
Administrative Specialist

AGENDA
KEWEENAW BAY INDIAN COMMUNITY
SPECIAL COUNCIL MEETING
BIG BUCKS BINGO HALL
THURSDAY – JUNE 7, 2018 – 9:00 A.M.

A. Date: June 7, 2018

B. Call to Order:

C. Invocation: Lord's Prayer

D. Roll Call:

- ___ Warren C. Swartz, Jr., President
- ___ Jennifer Misegan, Vice President
- ___ Susan J. LaFernier, Secretary
- ___ Toni J. Minton, Assistant Secretary
- ___ Doreen G. Blaker, Treasurer
- ___ Robert R.D. Curtis, Jr.
- ___ Fred Dakota
- ___ Randall R. Haataja
- ___ Michael F. LaFernier, Sr.
- ___ Gary F. Loonsfoot, Jr.
- ___ Rodney Loonsfoot
- ___ Elizabeth D. Mayo

E. Declaration of Quorum:

F. Approval of Agenda: June 7, 2018

G. For Your Information:

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2. Valoree Gagnon, MTU Research Assistant Professor, Social Sciences/Evelyn Ravindran, NRD Hatchery-Nursery Manager – (2) Project Presentations from the National Institute of Health

- a) Promoting Holistic Health in the Keweenaw Bay Indian Community: Transdisciplinary Research Engagement to Assess and Address Traditional Diet Practices and Environmental Contamination
- b) Ongoing project with Salish Kootenai College collaborating with NRD and KBOCC as part of the Native American Research Centers for Health (NARCH)

J. Old Business:

1. Larry Denomie III, CEO –
 - a) Drug-Free Workplace Policy Random Testing (Casino Employee) List
 - b) DHHS Services for Descendants
 - c) Mental Health Days Policy Amendment (Personnel Policy Manual)
 - d) Ojibwa Seniors Pasty Preparation Policy (all employee policy manuals)
 - e) Personnel Policy Manual Amendments; Table of Contents through Section 4.0 (previously reviewed at a Council work session)

K. New Business:

1. Danielle Webb, Tribal Attorney –
 - a) Jeffery Loman - Keweenaw Konsulting Business License Renewal (Environmental Consulting)
 - b) Evelyn Ravindran, Interim Natural Resources Director/Erin Johnston, NRD Wildlife Biologist - Luis Verissimo Single Source Approval
 - c) Lena Wascher – WIC Program Agreement with the Hannahville Indian Community
 - d) Sarah Smith, Assistant CEO – Great Lakes Restorative Initiative BIA Award Contract #A18AV00581
2. Kevin Carlisle, Assistant Tribal Attorney –
 - a) Leo Durant – Durant Lawn Care Business License Application (New)
 - b) Brent C. Geroux – Superior Lawn Care Business License Application (New)
3. Larry Denomie III, CEO –
 - a) Ojibwa Seniors Vehicle Bids and Funding Request
 - b) Weekly Update

L. Closed Session:

1. Larry Denomie III, CEO - David Zasadnyj IT Director Employment Agreement
2. Jennifer Misegan, Vice President - Settlement Funds
3. Danielle Webb, Tribal Attorney – Update

M. Adjournment: