MINUTES
KEWEENAW BAY INDIAN COMMUNITY
SPECIAL COUNCIL MEETING
BIG BUCKS BINGO HALL
TUESDAY – JANUARY 22, 2019 – 9:00 A.M.

A. Date: January 22, 2019

B. Call to Order: Vice President Loonsfoot called the meeting to order at 9:20 a.m.

C. Invocation: Prayer by Gary Loonsfoot, Jr., Vice President

D. Roll Call: Present: Gary F. Loonsfoot, Jr., Vice President
Susan J. LaFernier, Secretary
Doreen G. Blaker, Treasurer
Robert R.D. Curtis, Jr. (left at 3:15 p.m.)
Dale F. Goodreau
Randall R. Haataja
Kim Klopstein
Michael F. LaFernier, Sr.
Rodney Loonsfoot (arrived at 11:05 a.m., left at 2:24 p.m.)
Elizabeth D. Mayo

Absent: Warren C. Swartz, Jr., President
Toni J. Minton, Assistant Secretary

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

F. Approval of Agenda: January 22, 2019

Additions: Closed Session -

1. Larry Denomie III, Ojibwa Casinos General Manager - a) Organizational Structure for Casino/Enterprise
   b) Temporary Employee Placement Service Concept

Change: Old Business to Closed Session [Open to KBIC Members] for the Work Session
Move: a) to e)
MOTION MADE BY ROBERT R.D. CURTIS, JR. TO APPROVE THE AGENDA WITH THE CHANGES. SUPPORTED BY DOREEN G. BLAKER. 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., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Rodney Loonsfoot), MOTION CARRIED.

G. Closed Session:

1. Work Session – [Open to KBIC Members]
   a) Policies
   b) Organizational Structures – Sarah Smith
   c) Draft KBIC Tribal Employee Representative Program Policy (reschedule)
   d) Other
   e) Employee Manuals (3) – Government/Casinos/Enterprises (reschedule)

2. Larry Denomie III, Ojibwa Casinos General Manager –
   a) Organizational Structure for Casino/Enterprise
   b) Temporary Employee Placement Service Concept

MOTION MADE BY KIM KLOPSTEIN TO GO INTO CLOSED SESSION AND OPEN TO KBIC MEMBERS AT 9:31 A.M. SUPPORTED BY ROBERT R.D. CURTIS, JR. 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., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Rodney Loonsfoot), MOTION CARRIED.

Break: 9:56 - 10:11 a.m.

Rodney Loonsfoot arrived at 11:05 a.m.

Lunch: 12:11 - 1:07 p.m.

Randall Haataja returned from lunch at 1:14 p.m.

Robert R.D. Curtis, Jr. returned from lunch at 1:15 p.m.

Rodney Loonsfoot left at 2:24 p.m.

Break: 2:31 - 2:44 p.m.

Robert R.D. Curtis, Jr. left at 3:15 p.m.

MOTION MADE BY MICHAEL F. LAFERNIER, SR. TO GO INTO OPEN SESSION AT 3:54 P.M. SUPPORTED BY RANDALL R. HAATAJA. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.
4.0 Personnel Selection and Probation

Change 4.0 G. Job Descriptions: waiver of a GED requirement change from age 62 to age 55

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE PERSONNEL POLICY 4.0 AND CHANGE THE GED REQUIREMENT AS DISCUSSED. SUPPORTED BY DALE F. GOODREAU. SIX IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ONE ABSTAINING (Randall R. Haataja), FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

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MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE PERSONNEL POLICY TABLE OF CONTENTS THROUGH SECTION 4.0 PERSONNEL SELECTION AND PROBATION OF THE POLICY BOOK WITH CHANGES. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

As of February 5, 2019 Table of Contents numbering changed – now is 12.5 Mental Health Day

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE MENTAL HEALTH DAY AS DISCUSSED AND MOVE 6.8 B. MENTAL HEALTH DAYS TO 11.0 SICK LEAVE AND MENTAL HEALTH DAY AND 11.4 MENTAL HEALTH DAY. SUPPORTED BY KIM KLOPSTEIN. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

6.8 – 7.11 Exempt Employees Compensatory Time

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE EXEMPT EMPLOYEES COMPENSATORY TIME SECTIONS 6.8 THROUGH 7.11 AS DISCUSSED IN THE PERSONNEL POLICY BOOK. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.
MOTION MADE BY ELIZABETH D. MAYO TO APPROVE SECTION 19.0 EMPLOYEE CONDUCT AND CORRECTIVE ACTION AND 20.0 GRIEVANCE PROCEDURE AS DISCUSSED IN THE POLICY BOOK. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

Government Organizational Chart

MOTION MADE BY ELIZABETH D. MAYO TO APPROVE THE GOVERNMENT ORGANIZATIONAL CHART AS PRESENTED. SUPPORTED BY MICHAEL F. LAFERNIER, SR. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

H. Adjournment:

MOTION MADE BY KIM KLOPSTEIN TO ADJOURN AT 4:02 P.M. SUPPORTED BY DOREEN G. BLAKER. SEVEN IN FAVOR (Susan J. LaFernier, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Michael F. LaFernier, Sr., Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Toni J. Minton, Robert R.D. Curtis, Jr., Rodney Loonsfoot), MOTION CARRIED.

Respectfully submitted,

Peggy Loonsfoot
Administrative Specialist
AGENDA
KEWEENAW BAY INDIAN COMMUNITY
SPECIAL COUNCIL MEETING
BIG BUCKS BINGO HALL
TUESDAY – JANUARY 22, 2019 – 9:00 A.M.

A. Date: January 22, 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: January 22, 2019

G. Old Business:

   1. Work Session –
      a) Employee Manuals (3) – Government/Casinos/Enterprises
      b) Policies
      c) Organizational Structures
      d) Employee Rep
      e) Other

H. Adjournment: