

**BOARD OF DIRECTORS REGULAR MEETING
MANISTIQUE TRIBAL CENTER
MANISTIQUE, MICHIGAN
MINUTES
March 13, 2018**

The meeting was opened at 5:00 p.m. by Chairperson Payment.

Present: Dennis McKelvie, Kim Gravelle, DJ Hoffman, Jennifer McLeod, Michael McKerchie, Catherine Hollowell, Bridgett Sorenson, Keith Massaway, Denise Chase, Darcy Morrow, Anita Nelson, and Aaron Payment.

Absent: Lana Causley.

Moved by Director Hollowell, supported by Director Gravelle, to excuse Director Causley from the meeting.

Motion carried unanimously.

Moved by Director McLeod, supported by Director Massaway, to approve the agenda as read.

Motion carried unanimously.

Moved by Director Massaway, supported by Director Morrow, to approve Res. 2018-55, Fiscal Year 2017 Year End Reconciliations.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2017 Year End Reconciliations for the re-allocation of Tribal Support monies of \$494,871.80 to the attached cost centers and a reduction in total Tribal Support of \$1,558,343.31.

Roll Call Vote: Motion carried with Directors Chase, McLeod, McKelvie, Sorenson, Gravelle, Massaway, Nelson, McKerchie, Hollowell, Morrow approving; Director Hoffman opposing.

Moved by Director McLeod, supported by Director Hoffman, to approve 2018-56, FY 2019 Budget Document 001.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2019 Budget Document 001 totaling \$11,642,151 of which \$57,979 comes from Tribal Support.

Roll Call Vote: Motion carried with Directors Hollowell, Massaway, Chase, Hoffman, Gravelle, McLeod, Morrow, McKerchie approving; Directors Nelson, Sorenson, McKelvie opposing.

Moved by Director McKerchie, supported by Director Morrow, to approve Res. 2018-57, Human Resources Reorganization.

Moved by Director Hoffman, supported by Director Sorenson, to take a 10 minute recess.

Roll Call Vote: Motion carried with Directors Massaway, Gravelle, Nelson, Hoffman, Morrow, Sorenson, Chase, Hollowell approving; Directors McKerchie, McLeod opposing; Director McKelvie abstaining.

Moved by Director Sorenson, supported by Director Hoffman, to go into Closed Session.

Motion carried unanimously.

Moved by Director McKerchie, supported by Director Morrow, to approve Res. 2018-57, Human Resources Reorganization.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby adopts the attached Human Resources Organization Chart as proposed in the Sault Ste. Marie Tribe of Chippewa Indians Human Resources Department Implementation Report written by REDW, LLC., and, further, accepts and approves the position titles and position descriptions for each of the positions created within the newly adopted Organization Chart; and
BE IT FURTHER RESOLVED, that the Board of Directors approves the assignment of team members per REDW's recommendation as interim team members under the Tribe's interim policy, retaining all benefits consistent with continued employment; and
BE IT FURTHER RESOLVED, that the newly created positions shall be publicly posted as soon as is practicable with the intent of filling those positions as soon as is reasonably possible; and
BE IT FURTHER RESOLVED, that the Executive Director of the Tribe is authorized to retain the services of REDW, LLC., to assist in posting, screening, interviewing, selecting and onboarding candidates to fill each of the reorganized positions; and
BE IT FINALLY RESOLVED, that the Board of Directors hereby approves the budget modifications necessary to implement this resolution including retaining the services of REDW, LLC, implementing the changes to job titles and recommended job factorings, and changes to positions and personnel.

Roll Call Vote: Motion carried with Directors Hoffman, Chase, Sorenson, Massaway, Nelson, McKerchie, Morrow approving; Directors McLeod, McKelvie, Gravelle, Hollowell opposing.

Moved by Director Sorenson, supported by Director Massaway, to approve Res. 2018-58, Kandler, Reed, Khoury and Muchmore Inc. Contract.

RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes its Chairperson, Aaron Payment, to negotiate, amend, and execute a Consulting Services Contract between Kandler, Reed, Khoury and Muchmore Inc. and the Sault Ste. Marie Tribe of Chippewa Indians for a one year period, that can be terminated within 60 days upon written notice to either the party.

Motion carried with Director McKelvie opposing.

Moved by Director Morrow, supported by Director McKelvie, to refer the recommendation of the Housing Director to the Housing Commission.

Motion carried with Directors Hollowell, Sorenson opposing.

Moved by Director Morrow, supported by Director Chase, to transfer the license of Carl Belongia (deceased) to his widow, Mary Ann Belongia.

Roll Call Vote: Motion carried with Directors Massaway, McKerchie, Gravelle, Nelson, Morrow, Sorenson, McLeod, Chase, McKelvie, Hollowell approving; Director Hoffman abstaining.

Moved by Director Hollowell, supported by Director Gravelle, to approve a Small Mesh Permit for Nathan Alexander for the 2018 fishing season.

Motion carried with Director Sorenson abstaining.

Moved by Director Hoffman, supported by Director Gravelle, to refer Robert Peterson's request to the Conservation Committee.

Roll Call Vote: Motion denied with Director Nelson approving; Directors Hollowell, Massaway, Chase, Hoffman, Sorenson, Gravelle, McLeod, Morrow, McKerchie, McKelvie opposing.

Moved by Director Sorenson, supported by Director Massaway, to approve Robert Peterson's request for a Small Mesh Permit for the 2018 fishing season.

Roll Call Vote: Motion denied with Director Nelson approving; Directors Massaway, McKerchie, Gravelle, Hoffman, Morrow, Sorenson, McLeod, Chase, McKelvie, Hollowell opposing.

Moved by Director Morrow, supported by Director Chase, to suspend any and all 'in-house' job postings for all governmental, enterprise, and casino positions. All positions shall be posted out of house effective March 13, 2018 to ensure tribal members are able to apply for all positions for which they qualify.

**Moved by Director Morrow, supported by Director Chase, to call for the vote.
Motion denied with Directors McLeod, Hollowell, Hoffman, Gravelle, McKerchie opposing.**

Moved by Director Morrow, supported by Director Chase, to suspend any and all 'in-house' job postings for all governmental, enterprise, and casino positions. All positions shall be posted out of house effective March 13, 2018 to ensure tribal members are able to apply for all positions for which they qualify.

Roll Call Vote: Motion denied with Directors Chase, Nelson, Morrow approving; Directors Hoffman, McLeod, McKelvie, Sorenson, Gravelle, Massaway, McKerchie, Hollowell opposing.

Moved by Director Hoffman, supported by Director Hollowell, to refer the issue of the having the grant pay for the permits for the wells and septic to the Executive Director, to bring back options to our next workshop.

Roll Call Vote: Motion carried with Directors Hollowell, Nelson, Massaway, Chase, Hoffman, Sorenson, Gravelle, McLeod, Morrow, McKerchie approving; Director McKelvie opposing.

Moved by Director Sorenson, supported by Director Hoffman, to adjourn the meeting.

Motion carried unanimously.

Meeting adjourned: 7:37 p.m.

Date: 4-3-18

Secretary: Bridgett Sorenson

Others present: John Wernet, Christine McPherson, Jessica Dumback, Bob Schulte, Mary Jenerou, Russ McKerchie, Joanne Carr.