

**BOARD OF DIRECTORS REGULAR MEETING
KEWADIN CASINOS CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
MINUTES
December 17, 2024**

This meeting was opened at 5:03 p.m. by Chairman Austin Lowes.

Present: Tyler LaPlaunt, Isaac McKechnie, Larry Barbeau, Michael McKerchie, Lana Causley-Smith (Z), Aaron Payment, Shawn Borowicz, Kimberly Hampton, Kimberle Gravelle, Rob McRorie (Z), Kimberly Lee, Bridgett Sorenson (Z), Austin Lowes

Absent:

Without objection, add the following Resolutions and Motion to the agenda:

- 1. Authorization to Negotiate/Accept Donation Indian Point Cemetery Nahma Township, MI**
- 2. Approving Purchase of Two 77 Seat School Busses for JKL**
- 3. Awarding Contract to McGahey Construction for Covered Walkways at JKL**
- 4. Enrollment**

No objection.

**Moved by Director LaPlaunt, supported by Director McKechnie, to accept the agenda.
Motion carries unanimously.**

**Moved by Director McKechnie, supported by Director Hampton, to approve the meeting minutes from Regular Meeting December 3, 2024.
Motion carries unanimously.**

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2024-401, Memorandum of Agreement with Consolidated Community Schools Services (CCSS).

NOW, THEREFORE, BE IT RESOLVED, that this agreement between Consolidated Community Schools Services and the Sault Ste. Marie Tribe of Chippewa Indians that the Consolidated Schools will reimburse the Tribe in the amount of \$47,476.00.

BE IT FURTHER RESOLVED, that the Tribe agrees to meet or exceed all rules and regulations regarding certification and class curriculum in the operation of a state adult education program and that the Tribe will absorb such expenses as teacher wages, space cost, and other associated administrative cost.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2024-402, 2024 Hatchery Fish Health Inspections.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors authorizes the Division's contract with the US Fish and Wildlife Service.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Chairman of the Tribe, or their designee, to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director McKerchie, to approve Resolution 2024-403, Amend Interagency Agreement with Natural Resources for New NRD Facility.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby adds an additional \$679,200 to the current approved Interagency Agreement with Natural Resources for a total amount of \$4,679,200 utilizing the ARPA funding from Resolution 2024-230.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the Chairman or his designee to execute any and all documents for the Interagency Agreement.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2024-404, Approving Interagency Agreement with Facilities Management for Homeless Shelter Facility Enhancements.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors approves an Interagency Agreement with Facilities Management for the ARPA compliant enhancements/furnishings/renovations for the Homeless Shelter utilizing the remaining funding from Resolution 2022-219 in the amount of \$182,412.13.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the Chairman or his designee to execute any and all documents for the Interagency Agreement.

BE IT FINALLY RESOLVED, the Board of Directors authorizes the CFO, or his designee for all internal administrative budget modifications from the authorized budgeted funding.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2024-405, Authorization to Enter into a Contract for the Outside Door Replacement Project at the JKL Bahweting School.

NOW, THEREFORE, BE IT RESOLVED, that the Chairperson of the Tribe or his designee is hereby authorized to enter into and execute a contract with RR Auto Glass for the completion of the Door Replacement Project at the JKL School, in accordance with the funding authorized for this purpose.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2024-406, Trust Land Lease – Roush, Jamie L.

Without objection, the reading was waived.

No objection.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorized its Tribal Chairman and Treasurer to execute a lease to the land located at Sault Ste. Marie, Michigan, to Jamie L. Roush, the land being described as: Sault Ste. Marie, County of Chippewa, State of Michigan

Part of the SW 1/4 of Section 16, Town 47 North, Range 1 East, Chippewa County, Michigan, described as commencing at the SW corner of Section 16, thence along the West line of Section 16, N 02°15'24" E 987.79 feet, thence S 88°32'51" E 387.75 feet to the Point of Beginning of this description; thence continuing S 88°32'51" E 118.25 feet thence N 02°15'22" E 131.71 feet to the South Right-of-Way of J.K. LUMSDEN WAY, thence N 88°33'19" W 118.25 feet along the South Right-of-Way of J.K. LUMSDEN WAY, thence S 02°15'23" W 131.69 feet to the Point of Beginning. Containing 0.36 acres more or less. Excepting all easements and restrictions of record, if any. Also known as Lot 92 of H.U.D. Project No. MI 149-010 of the Sault Ste. Marie Tribe of Chippewa Indians Housing Authority.

BE IT FURTHER RESOLVED, that the Tribal staff is directed to prepare the appropriate Land Lease documents for BIA approval.

BE IT FINALLY RESOLVED, the lease is in furtherance of a Housing program operated in the promotion of the public purpose, and the negotiated rental amount has been determined to be in the best interest of the Tribe and its people, and valuation in accordance with 25 CFR 162.320 is hereby waived.

Without objection, passed with unanimous consent.

No objection.

Moved by Director LaPlaunt, supported by Director McKechnie, to approve Resolution 2024-407, Authorization to Negotiate Purchase 2049 Ashmun Street and 2008 Tweed Street Sault Ste. Marie, MI.

RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians authorizes the Tribal Chairman, or his designee, to negotiate and enter into the purchase of The Guest House and surrounding properties in Michigan (TIN: 051-252-008-00, 051-252-006-00, and 051-252-003-00) not to exceed the amount listed in the RIS utilizing LATCF funds appropriated in Resolution 2024-394, subject to satisfactory completion of all necessary and appropriate due diligence by the Real Estate Division.

BE IT FINALLY RESOLVED, upon successful negotiations, the Board of Directors authorizes the Tribal Chairman or his designee to sign any and all documentation to complete the purchase of the properties.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Gravelle, to approve Resolution 2024-408, LATCF Fund Appropriation to Sault Tribe EDC for Solar Development.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Economic Development Corporation (EDC) intends to establish a new enterprise cost center to facilitate the collaborative development of a solar energy project with Cloverland Electric.

BE IT FURTHER RESOLVED, that this resolution authorizes an administrative budget modification for LATCF Cost Center #12651 to transfer the amount of \$400,000 to the newly created cost center.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the creation of a new cost center to receive LATCF funds; the Executive Director of Enterprise Operations and/or Sault Tribe CFO can create this budget via an administrative budget modification.

BE IT FINALLY RESOLVED, that the Board of Directors authorizes the Executive Director of Enterprise Operations generate the 2025 operational budget for the new cost center, reflecting the amount stated in the resolution, to be presented in 2025 with the budget department.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2024-409, Sault Lume Lease Revenue Transfer.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the transfer of the annual lease revenue for 2024 from cost center 1155 EDC to cost center 6052 Eagle Lending – Capital and Debt Service.

BE IT FINALLY RESOLVED, that the Board of Directors authorizes the Executive Director of Enterprise Operations and/or the Tribe's Chief Financial Officer (CFO) to execute any budget modifications necessary to carry out the intent of this resolution.

Roll Call Vote: Motion carries with Director Payment abstaining.

Moved by Director LaPlaunt, supported by Director McKechnie, to approve Resolution 2024-410, Sault Tribe Comprehensive Classification and Compensation Study Project #24-028.

Without objection, accept this Resolution as the amended version received in the workshop.

No objection.

Without objection, the reading was waived.

No objection.

NOW, THEREFORE BE IT RESOLVED, the Board of Directors hereby obligates up to \$5 million of the remaining funds authorized by Resolution 2021-167 for the implementation of the Comprehensive Classification and Compensation Study Project #24-028.

BE IT FURTHER RESOLVED, that the Board of Directors adopts and enacts the CCC Study wage ranges as attached for all positions except: those positions covered under the Prevailing Wage Ordinance.

BE IT FURTHER RESOLVED, that this resolution does not apply to previously approved compensation studies completed and approved: Health and Housing.

BE IT FURTHER RESOLVED, that the Tribe's Human Resource Department shall have authority to make any necessary changes as approved by the CCC Study that do not affect further compensation, such changes including but not limited to job titles, tiers, job classifications, etc.

BE IT FURTHER RESOLVED, Executive Management/Administration shall have authority to implement and effectuate any changes necessary to the CCC Study wage ranges, from time to time, to remain in voluntary compliance with the FLSA Final Rule.

BE IT FURTHER RESOLVED, Resolution 2023-046: Rescission of Resolution 2017-16; no COLA adjustment in wage grids for Governmental, Enterprise and Casino will remain in effect and will not affect these new approved grids.

BE IT FURTHER RESOLVED, that there shall be no annual COLA for FY 2025 pursuant to resolution 2016-280 as the CCC recognizes that wages are now within market range of the positions and adding to the base will over inflate the wages.

BE IT FURTHER RESOLVED, Resolution 2018-125 Team Member Longevity Recognition Plan will continue to remain in effect but will not be added to the base salary, rather the percentage will be presented at the honor luncheon in a lump sum for the year.

BE IT FURTHER RESOLVED, that the terms of this Resolution hereby control, supersede, and rescind any past resolution or policy that is contrary to or conflicts with the action of the Board of Directors set forth in this Resolution.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves Executive Management/Administration to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, intent, and administration of this Resolution, including but not limited to the ability and authority to implement any budgetary changes administratively without the need for formal Board of Directors budget modifications.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes the CFO to obligate all remaining funds from the \$10 million allocated by Resolution 2021-167 after the implementation of the Government, Casino, and EDC compensation studies towards revenue replacement.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the Chairman or his designee to execute any and all documents for the services of this CCC and authorizes the Executive Director and CFO to create the necessary budget documents that appropriate the funds, utilizing ARPA funds necessary to complete the project.

Roll Call Vote: Motion carries unanimously.

Moved by Director LaPlaunt, supported by Director McKechnie, to approve Resolution 2024-411, Adopting the 2024 EDC Compensation Study and Recommendations Project #24-028.

Without objection, the reading was waived.

No objection.

NOW, THEREFORE BE IT RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby obligates up to \$300,000 of the remaining funds authorized by Resolution 2021-167 for the implementation of the Comprehensive Classification and Compensation Study Project #24-028 for the EDC/Enterprises for 4th Quarter 2024 and 2025 as specified in the RIS and attachments.

BE IT FURTHER RESOLVED, that the ARPA funds allocated under this will be classified as revenue replacement funding.

BE IT FURTHER RESOLVED, that the Board of Directors directs the CFO to transfer the revenue replacement funds to a cost center determined by the Director of Enterprise Operations.

BE IT FURTHER RESOLVED, that the Board of Directors adopts and enacts Soaring Bird Solutions Compensation and Classification Study wage ranges and title recommendations attached for all positions effective as the date defined in the RIS.

BE IT FURTHER RESOLVED, that the Tribe's Government and EDC Human Resource Department shall have authority to make any necessary changes as approved by the Soaring Bird Solutions Compensation and Classification Study described in the RIS.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes the Executive Director of Enterprise Operations to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, intent, and administration of this Resolution, including but not limited to administrative budget modifications.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the Director of Enterprise Operations and CFO to create the necessary budget documents that appropriate ARPA the funds necessary to complete the project.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2024-412, Adopting the 2024 Casino Compensation Study and Recommendations Project #24-028.

Without objection, the reading was waived.

No objection.

NOW, THEREFORE BE IT RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby obligates up to \$436,000 for 2024, and up to \$1.8M for 2025 funds authorized by Resolution 2021-167 for the implementation of the Comprehensive Classification and Compensation Study Project #24-028 for the CAS/Kewadin for 4th Quarter 2024 and 2025 as specified in the RIS and attachments.

BE IT FURTHER RESOLVED, that the ARPA funds allocated under this will be classified as revenue replacement funding.

BE IT FURTHER RESOLVED, that the Board of Directors directs the CFO to transfer the revenue replacement funds to a cost center determined by the Kewadin CEO.

BE IT FURTHER RESOLVED, that the Board of Directors adopts and enacts Soaring Bird Solutions Compensation and Classification Study wage ranges and title recommendations attached for all positions effective as the date defined in the RIS.

BE IT FURTHER RESOLVED, that the Kewadin Casino Human Resource Director shall have authority to make any necessary changes as approved by the Soaring Bird Solutions Compensation and Classification Study described in the RIS.

BE IT FURTHER RESOLVED, Resolution 2023-046: Rescission of Resolution 2017-16; no COLA adjustment in wage grids for the Casino will remain in effect and will not affect these new approved grids.

BE IT FURTHER RESOLVED, that there shall be no annual COLA for FY 2025 pursuant to resolution 2016-280 as the CCC recognizes that wages are now within market range of the positions and adding to the base will over inflate the wages.

BE IT FURTHER RESOLVED, Resolution 2018-125 Team Member Longevity Recognition Plan will continue to remain in effect but will not be added to the base salary, rather the percentage will be presented at the honor luncheon in a lump sum for the year.

BE IT FURTHER RESOLVED, Kewadin Casinos CEO execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, intent, and administration of this Resolution, including but not limited to administrative budget modifications.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the Kewadin Casinos CEO and CFO to create the necessary budget documents that appropriate ARPA the funds necessary to complete the project.

Roll Call Vote: Motion carries unanimously.

Moved by Director LaPlaunt, supported by Director McKechnie, to approve Resolution 2024-413, Approving Interagency Agreement with Sault Tribe Administration Department and Sault Tribe Accounting Department (Tax Account) for Administering the Approved Compensation Study.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors approves an Interagency Agreement between Sault Tribe Administration Office (Executive Director) and Sault Tribe Accounting Department (CFO) to come up with the plan to

monitor, administer and appropriate the funding for the approved Wage Compensation Study passed by the Board of Directors in the amount of up to \$5,000,000 from resolution 2024-158.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the Sault Tribe CFO and the Sault Tribe Executive Director to execute any and all documents for the Interagency Agreement.

BE IT FINALLY RESOLVED, the Board of Directors authorizes the CFO, or his designee for all internal administrative budget modifications from the authorized budgeted funding.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2024-414, Amending Resolution 2024-158 Comprehensive Classification and Compensation Study Project for EDC Portion.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors approves moving up to \$300,000 to the revenue loss category from resolution # 2024-158 in order to transfer these funds over to EDC by 12.31.24.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the CFO to execute any and all documents for the transfer, move and submission of the funding to Revenue loss and over to EDC.

BE IT FINALLY RESOLVED, the Board of Directors authorizes the CFO, or his designee for all internal administrative budget modifications if necessary from the authorized budgeted funding.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2024-415, Amending Resolution 2024-158 Comprehensive Classification and Compensation Study Project for Casino Portion.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors approves moving \$2,236,000 to the revenue loss category from resolution # 2024-158 in order to transfer these funds over to the casino by 12.31.24.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the CFO to execute any and all documents for the transfer, move and submission of the funding to Revenue loss and over to the casino.

BE IT FINALLY RESOLVED, the Board of Directors authorizes the CFO, or his designee for all internal administrative budget modifications if necessary from the authorized budgeted funding.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2024-416, Establish Key Employee Review.

Moved by Director Causley-Smith, supported by Director McRorie, to amend to have reviews done internally.

Roll Call Vote: Motion to amend fails with Directors' Causley-Smith, Borowicz, McKerchie, McRorie, LaPlaunt, Gravelle supporting; Directors' Barbeau, Payment, Sorenson, Lee, Hampton, McKechnie opposing; Tie Vote: Chairman Lowes opposing.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby directs the Executive Director and other Executives from Enterprises and Kewadin Casinos to research a better survey process with external contractors and bring recommendations back within 90 days.

BE IT FURTHER RESOLVED, that the Board of Directors hereby directs both Governmental and Kewadin Casinos Gaming Authority HR to work together annually to conduct the Key Employee Satisfaction Survey at the end of every year and report the results back to the Board of Directors. BE IT FINALLY RESOLVED, that the Board of Directors hereby establishes that each key employee must complete an annual 360 performance review with the Board of Directors in the last quarter of each year, with the baseline established within 30 days.

Motion carries with Director Causley-Smith abstaining.

Moved by Director Hampton, supported by Director McRorie, to approve Resolution 2024-417, Authorization to Negotiate/Accept Donation Indian Point Cemetery Nahma Township, MI.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians authorizes the Tribal Chairman, or his designee, to negotiate and accept the donation on behalf of the Sault Ste. Marie Tribe of Chippewa Indians.

BE IT FURTHER RESOLVED, the property described as Indian Point Cemetery will be the responsibility of Sault Tribe Facilities. All costs associated with accepting the donation will be paid out of cost center 1164 for \$2,300.

BE IT FINALLY RESOLVED, upon successful negotiations, the Board of Directors authorizes the Tribal Chairman or his designee to sign any and all documentation to complete the property donation.

Without objection, passed with unanimous consent.

No objection.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2024-418, Approving Purchase of Two 77 Seat School Busses for JKL.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors for the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the purchase of two 77 seat school busses utilizing the JKL CRRSAA funding from Zaremba Equipment, Inc. for \$289,400.

BE IT FURTHER RESOLVED, the Board of Directors hereby deems this an emergency purchase and waives compliance with bid requirements under the Purchasing Policy due to safety issues that unreliable bussing can create for getting kids to school.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2024-419, Awarding Contract to McGahey Construction for Covered Walkways at JKL.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors for the Sault Ste. Marie Tribe of Chippewa Indians awards a contract to McGahey Construction to build covered walkways at JKL for \$262,320 utilizing JKL CRSSA funds.

Roll Call Vote: Motion carries unanimously.

Moved by Director Gravelle, supported by Director Payment, to direct the CFO to give any Enrollment staff who didn't get a wage adjustment, a \$2,000 bonus.

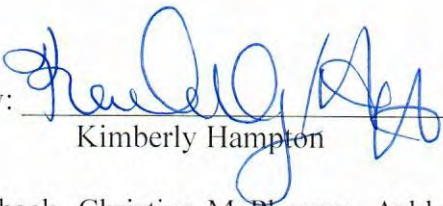
Roll Call Vote: Motion carries with Directors' Gravelle, Payment, McKerchie, McRorie, Barbeau, McKechnie, Lee, Borowicz, LaPlaunt approving; Directors' Hampton, Sorenson, Causley-Smith opposing.

Without objection, meeting adjourned.
No objection.

Adjourned at 6:31 p.m.

Date: 11/7/25

Secretary: _____


Kimberly Hampton

Others Present: Robert Schulte, Jessica Dumback, Christine McPherson, Ashlee Mielke, Lona Stewart, Aaron Schlehuber, Joseph Street, Michelle Moore, Gerard Sagassige, Josh Elliot, Dan Doyle, Robin Clark, Robert Marchand, Helen Wilkins, Andrew Lane, Michael Jackson, Allen Kerridge, Dana Schlehuber, Jack Tuomikoski, William Connelly