

**BOARD OF DIRECTORS REGULAR MEETING  
KEWADIN CASINO AND CONVENTION CENTER  
SAULT STE. MARIE, MICHIGAN  
MINUTES  
SEPTEMBER 7, 2010**

The meeting was opened at 6:08 p.m. by Chairman McCoy.

Present: Cathy Abramson, Joe Eitrem, Bernard Bouschor, DJ Malloy, Debra Pine, Catherine Hollowell, Keith Massaway, Denise Chase, Tom Miller, Joan Anderson, Joe McCoy.

Absent: Lana Causley, Pat Rickley.

**Moved by Director Miller, supported by Director Massaway, to excuse Directors Causley and Rickley from the meeting.**

**Motion carried unanimously.**

**Moved by Director Miller, supported by Director Massaway, to approve the agenda as written.**

**Motion carried unanimously.**

**Moved by Director Bouschor, supported by Director Abramson, to suspend the rules and add the issue of Indian Energy and a closed fishing issue to the agenda.**

**Roll Call Vote: Motion carried with Directors Malloy, Abramson, Pine, Hollowell, Eitrem, Chase, Anderson, Miller, Bouschor approving, Director Massaway opposing.**

**Moved by Director Massaway, supported by Director Abramson, to suspend the rules and add the resolutions regarding migratory birds and a contract for Stevenson Keppleman to the agenda.**

**Roll Call Vote: Motion carried with Directors Bouschor, Abramson, Anderson, Pine, Massaway, Eitrem, Malloy, Miller, Hollowell approving, Director Chase opposing.**

**Moved by Director Miller, supported by Director Hollowell, to approve the Minutes of 3-23-2010, 7-27-2010, 7-28-2010, 8-3-2010 as written.**

**Roll Call Vote: Motion carried with Directors Abramson, Miller, Pine, Bouschor, Hollowell, Anderson, Chase, Massaway, Eitrem approving, Director Malloy abstaining.**

**Moved by Director Massaway, supported by Director Miller, to approve Resolution 2010-189, Multi-year Funding Agreement with Indian Health Service.**

NOW, THEREFORE, BE IT RESOLVED, that the Sault Tribe Board of Directors hereby approves the Funding Agreement as effective from October 1, 2010 through September 30, 2013, and authorizes the Tribal Chairman, Darwin "Joe" McCoy, to execute such Agreement on behalf of the Tribe.

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Miller, supported by Director Massaway, to approve Resolution 2010-190, Amending Vacation Policies.**

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors enacts the proposed revision to the governmental vacation policy as attached.

BE IT FURTHER RESOLVED, that the Board of Directors enacts the proposed revision to the casino vacation policy as attached.

BE IT FURTHER RESOLVED, that the Board of Directors enacts the proposed revision to the enterprise vacation policy as attached.

BE IT FINALLY RESOLVED, that this Resolution repeals that portion of Resolution No: 2010-110, amending the above referenced employment policies and leaves enforce that portion of the Resolution granting the therein resolved wage increase.

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Massaway, supported by Director Abramson, to approve Resolution 2010-191, Approving Contract Stevenson Keppleman & Associates.**

RESOLVED, that the Board of Directors hereby approves the contract between the Sault Ste. Marie Tribe of Chippewa Indians and Stevenson Keppleman & Assoc., ending August 31, 2011, for the purpose of providing legal services in relation to employee benefit plans and administration.

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Bouschor, supported by Director Abramson, to approve Resolution 2010-192, Law Enforcement Tiered Wage Structure and Policy/Procedures.**

THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached tiered wage structure for Law Enforcement.

BE IT FURTHER RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached policy and procedures.

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Abramson, supported by Director Massaway, to approve Resolution 2010-193, Human Resource Administration FY 2010 Budget Modification FY 2011 Budget Modification.**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2010 budget modification to Human Resource Administration to change the personnel sheet and reduce Tribal Support for FY 2010 \$20,537.63.

FURTHER, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2011 budget modification to Human Resource Administration to change the personnel sheet and increase Tribal Support \$5,439.46.

**Roll Call Vote: Motion carried with Directors Abramson, Miller, Pine, Bouschor, Hollowell, Anderson, Massaway, Eitrem, Malloy approving, Director Chase opposing.**



**Moved by Director Miller, supported by Director Massaway, to approve Resolution 2010-194, Health Center Optical and St. Ignace Clinic FY 2010 Budget Modifications.**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2010 budget modifications to Health Center Optical and St. Ignace Clinic to change the Personnel Sheet, reallocate expenses, and reallocate Tribal Support.

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Miller, supported by Director Massaway, to approve Resolution 2010-195, Health Center – IHS Aftercare, American Indian Substance Abuse, and Access to Recovery FY 2010 and FY 2011 Budget Modifications.**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2010 budget modification to IHS Aftercare for a change to the personnel sheet. There is no change in revenue or expenses. No effect on Tribal Support

BE IT FURTHER RESOLVED, that the Board of Directors also approves the FY 2011 budget modifications to IHS Aftercare, American Indian Substance Abuse, and Access to Recovery to increase Other Revenue \$5,357.11. These budget modifications represent changes to the personnel sheets. No effect on Tribal Support.

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Malloy, supported by Director Chase, to approve Resolution 2010-196, Law Enforcement –Conservation Management, Public Safety and COPS Hiring ARRA, FY 2010 Budget Modifications.**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2010 budget modifications to Conservation Management, Public Safety, and COPS Hiring ARRA to decrease Tribal Support \$21,063.47, Federal Revenue DOJ \$5,984.63, and Other Revenue \$4,239.23. These budget modifications represent actual expenditures to date and changes to the personnel sheets effective October 10, 2010.

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Abramson, supported by Director Bouschor, to approve Resolution 2010-197, Tribal Operations FY 2010 Budget Modification.**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2010 budget modification to Tribal Operations for an increase in Tribal Support of \$90,000.00 for the close out of the Detroit Office.

**Roll Call Vote: Motion carried with Directors Abramson, Miller, Bouschor, Hollowell, Anderson, Chase, Massaway, Eitrem, Malloy approving, Director Pine opposing.**

**Moved by Director Eitrem, supported by Director Abramson, to approve Resolution 2010-198, Amending Chapter 21: Hunting and Inland Fishing Migratory Bird Regulations.**

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby amends Tribal Code Chapter 21: Hunting and Inland Fishing as follows:

21.801 Migratory Bird Regulations

- (1) The Conservation Committee shall work with the Inland Fish and Wildlife Department to determine season dates, bag limits, and other migratory bird hunting restrictions on an annual basis.
- (2) The regulations contained in 50 CFR part 20 are incorporated herein, except where they contradict the above.

**Roll Call Vote: Motion carried with Directors Eitrem, Malloy, Abramson, Anderson, Bouschor, Massaway, Miller, Pine, Hollowell approving, Director Chase opposing.**

**Moved by Director Bouschor, supported by Director Eitrem, to accept the recommendation of the Special Needs/Enrollment Committee and relinquish Christina L. Bonneau and Adam T. Mackey from the Sault Tribe.**

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Miller, supported by Director Malloy, to reappoint Ken Ermatinger, Shirley Goudreau, Diane Maleport, and Isaac McKechnie to the Special Needs/Enrollment Committee, for a two year term, expiring September 2012.**

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Bouschor, supported by Director Abramson, to accept the recommendation of the Housing Authority and accept the resignation of Nicole Causley (term would have expired Jan 2012) and the removal of Mike Krull (term would have expired Jan 2014) from the Housing Commission.**

**Roll Call Vote: Motion carried unanimously.**

**Moved by Director Bouschor, supported by Director Massaway, to move into closed session.**

**Motion carried unanimously.**

After discussion, the meeting was re-opened.

**Moved by Director Bouschor, supported by Director Eitrem, to commit to Indian Energy with a counter proposal of 15% ownership, for \$2.5 MM and to negotiate a payment plan, with terms and conditions to come back to the Board and to then identify the funding source.**

**Roll Call Vote: Motion carried with Directors Malloy, Abramson, Pine, Hollowell, Eitrem, Massaway, Anderson, Miller, Bouschor approving, Director Chase opposing.**

Minutes  
9-7-2010

Moved by Director Bouschor, supported by Director Eitrem, to identify barriers within the Tribal Code that sets/limits the board size, specific to Kings Fishery.

Motion carried unanimously.

Moved by Director Bouschor, supported by Director Eitrem, to have Tom Gorenflo, Fisheries, present at next week's workshop regarding the fishery.

Roll Call Vote: Motion carried unanimously.

Moved by Director Miller, supported by Director Massaway, to adjourn the meeting.

Motion carried.

Meeting adjourned: 8:25 p.m.

Date: \_\_\_\_\_

Secretary: Cathy Abramson

Others present: Tom Dorwin, Kristi Harwood, Bill Connolly, Vic Matson, Tony Goetz, Bonnie Culfa, Joni Valentino, Bob Marchand, Tony Abramson Sr., Ken Ermatinger, Eric Blubaugh, Carol Eavou, Jen Clerc, Joanne Carr.