

**BOARD OF DIRECTORS REGULAR MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
MINUTES
NOVEMBER 3, 2015 (P.M.)**

The meeting was opened at 5:19 p.m. by Chairperson Payment.

Present: Dennis McKelvie, Kim Gravelle, DJ Hoffman, Lana Causley-Smith, Catherine Hollowell, Bridgett Sorenson, Denise Chase, Darcy Morrow, Aaron Payment.

Absent: Cathy Abramson, Jennifer McLeod, Keith Massaway.

Moved by Director Hoffman, supported by Director Chase, to approve the agenda as read.

Motion carried unanimously.

Moved by Director Morrow, supported by Director Causley, to excuse Director Abramson from the meeting.

Motion carried unanimously.

Without Objection, will vote on excusing Directors McLeod/Massaway separately. No objections.

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

Motion denied with Directors Causley, Gravelle approving; Directors Hoffman, Hollowell, McKelvie, Chase, Sorenson, Morrow, Glyptis opposing.

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

Motion carried with Directors Sorenson, Hollowell, Chase, Causley, Gravelle approving; Directors McKelvie, Morrow, Glyptis, Hoffman opposing.

Without Objection, will recess for three membership issues. No objections.

Moved by Director Causley, supported by Director Sorenson, to approve Res. 2015-235, Contract Approval Meritain Health (An AETNA Company) and Delta Dental and Direction to Terminate Contract NGS American.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Chairperson of the Tribe, or his designee, to execute the contracts with Meritain Health and Delta Dental, with an effective date of January 1, 2016, and to further take such actions as may be required or needed pursuant to the terms of this agreement.

BE IT FURTHER RESOLVED, that the Board of Directors of the Tribe hereby authorizes the Chairperson of the Tribe, or his designee, to notify NGS of the Tribe's intent to end our ongoing relationship with that company effective December 31, 2015, or at such time as is necessary as to ensure that there is no break in insurance coverage for any employee due to this transition.

BE IT FURTHER RESOLVED, that the Board of Directors of the Tribe hereby authorizes the Chairperson of the Tribe, or his designee, to negotiate, and execute such contracts as may be necessary to ensure that run-out administration of lingering health care claims are handled appropriately during the transition and through calendar year 2016.

Motion carried with Director Morrow opposing.

Minutes
11-3-2015 (p.m.)

Moved by Director Sorenson, supported by Director Hoffman, to approve Res. 2015-236, Performance Audit of Human Resources and Employee Morale.

NOW, THEREFORE, BE IT RESOLVED, that an audit shall be conducted to determine the performance of the Human Resource Department.

BE IT FURTHER RESOLVED, that an audit shall also be conducted to determine the morale of team members including those specific issues that are notably suppressing morale or conversely increasing morale.

BE IT FURTHER RESOLVED, that the Performance Audit shall also include conducting interviews with current and former H.R. team members that have served in such capacity within the past seven years.

BE IT FURTHER RESOLVED, that a Work Group comprised of all Board Members seeking to participate shall be tasked with establishing the specific parameters and goals of the audit.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes \$10,000 from Tribal Support to facilitate this Performance Audit.

BE IT FINALLY RESOLVED, that the Chairperson, upon collaboration with the Work Group, shall be authorized to contract with an Independent Third Party to facilitate this Performance Audit.

Roll Call Vote: Motion carried with Directors Morrow, Hoffman, Chase, Glyptis, Gravelle, Sorenson, McKelvie opposing; Directors Causley, Hollowell opposing.

Moved by Director Hoffman, supported by Director Gravelle, for the Chairman to write a Letter of Support for the Treaty Awareness Walk. Note: The Chair will not be able to get to it until after Wednesday.

Motion carried with Director McKelvie opposing.

Moved by Director Hoffman, supported by Director Sorenson, to suspend the rules and add a Housing issue to the agenda.

Motion denied with Directors Chase, Morrow, Glyptis opposing. Note: It takes a vote of nine to add to the agenda.

Moved by Director Morrow, supported by Glyptis, to adjourn the meeting.

Motion carried with Director Hoffman, Causley, Sorenson, McKelvie opposing.

Meeting adjourned: 6:20 p.m.

Date: 11-17-15

Secretary: Bridgett Sorenson

Others present: John Wernet, Bill Connolly, Jessica Dumback, Christine McPherson, Joanne Carr.