

**BOARD OF DIRECTORS REGULAR MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
MINUTES
NOVEMBER 23, 2010**

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

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

Absent:

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

Roll Call Vote: Motion carried unanimously.

Moved by Director Massaway, supported by Director Miller, to approve the Minutes of 6-22-10; 7-6-10; 7-13-10; 7-20-10; 8-16-10; 8-24-10; 9-07-10; 9-22-10; 9-28-10; 10-05-10 as written.

Roll Call Vote: Motion carried with Directors Bouschor, Rickley, Causley, Massaway, Eitrem, Miller approving, Director Chase approving except for abstaining for 8-16; Director Abramson approving except for abstaining for 8-24/9-22; Directors Anderson, Pine, Malloy, Hollowell approving except for abstaining for 6-22/7-6.

Moved by Director Malloy, supported by Director Causley, to suspend the rules and add the issue of Children's Christmas parties to the agenda under new business.

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

Moved by Director Miller, supported by Director Bouschor, to approve Resolution 2010-251, Contract Amendment – U.P. Engineers, Inc.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes Darwin J. McCoy, Tribal Chairman, or his duly authorized representative, to sign, amend, negotiate and execute any agreement resulting thereof with U. P. Engineers, Inc. for the ARC project.

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

Moved by Director Bouschor, supported by Director Malloy, to approve Resolution 2010-252, Amending Vacation Leave Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors enacts the proposed revision to the governmental vacation policy as attached beginning in Calendar Year 2011.

BE IT FURTHER RESOLVED, that the Board of Directors enacts the proposed revision to the casino vacation policy as attached beginning in Calendar Year 2011.

BE IT FURTHER RESOLVED, that the Board of Directors enacts the proposed revision to the enterprise vacation policy as attached beginning in Calendar Year 2011.

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

Moved by Director Chase, supported by Director Miller, to table the resolution regarding Promotions.

Roll Call Vote: Motion denied with Directors Chase, Malloy, Anderson, Miller approving, Directors Eitrem, Rickley, Abramson, Bouschor, Causley, Massaway, Pine, Hollowell opposing

Moved by Director Massaway, supported by Director Pine, to approve Resolution 2010-253, Amending Team Member Manuals (Promotion).

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby commits to the philosophy and policy that the Sault Tribe shall dedicate maximum resources to the goal of hiring of tribal members for positions and to train and develop their skill sets such that promotional opportunities may be available to higher level and more responsible positions.

BE IT FURTHER RESOLVED, that the Board of Directors understands that opportunities can and will happen in which a higher level position shall become vacant or be established and all current team members shall be given the chance to demonstrate that their work history, knowledge, and commitment should afford all qualified team members (Tribal Member, Household, Other Native, Other) the opportunity to compete on a level playing field with their colleagues for such opportunities.

BE IT FURTHER RESOLVED, that the Board of Directors will be fully and routinely advised of the performance and adherence to the promotional goals of the Sault Tribe as administered by the Human Resources Department and other appropriate parties. The Board of Directors shall advise of the process under which they wish to be advised.

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

Moved by Director Abramson, supported by Director Chase, to table the resolution regarding Transfers.

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

Moved by Director Causley, supported by Director Miller, to table the resolution regarding the HR Budget Modifications.

Roll Call Vote: Motion carried unanimously.

Moved by Director Massaway, supported by Director Miller, to approve Resolution 2010-254, ANA Immersion 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 2011 budget modification to establish a budget for ANA Immersion, with Federal Health and Human Services monies of \$126,788 and Tribal Support monies of \$31,876.

Roll Call Vote: Motion carried unanimously.

Moved by Director Rickley, supported by Director Abramson, to approve Resolution 2010-255, IMLS Library Basic Service Grant 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 2011 budget modification to establish a budget for Library Services Grant with funds from the Institute of Museum and Library Services monies of \$7,000.

Roll Call Vote: Motion carried unanimously.

Moved by Director Abramson, supported by Director Rickley, to approve Resolution 2010-256, Head Start-HHS, One Time Funding, 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 2011 budget modification to Head Start - HHS to increase budgeted Federal Health and Human Services monies \$63,100.

Roll Call Vote: Motion carried unanimously.

Moved by Director Rickley, supported by Director Miller, to approve Resolution 2010-257, Sault Tribe Construction – Public Works, 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 2011 budget modification to Sault Tribe Construction – Public Works to change to the personnel sheet.

Roll Call Vote: Motion carried unanimously.

Moved by Director Chase, supported by Director Malloy, to approve Resolution 2010-258, ACFS Child Care Development Fund Grant Programs 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 2011 budget modifications to Child Care Development Fund (2010 grant award) and Child Care Development Fund (2011 grant award) for an increase in Health and Human Service monies of \$33,056.97. These budget modifications represent establishing a new budget, actual carry-over, and the adjustment of indirect to the current rate. No effect on Tribal Support.

Roll Call Vote: Motion carried unanimously.

Moved by Director Causley, supported by Director Massaway, to approve Resolution 2010-259, ACFS – Sexual Assault Services 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 2011 budget modification to establish a budget for Sexual Assault Services with Federal Department of Justice monies of \$106,915.52. No effect on Tribal Support.

Roll Call Vote: Motion carried with Directors Eitrem, Chase, Rickley, Malloy, Abramson, Anderson, Bouschor, Massaway, Miller, Pine approving, Director Hollowell opposing. Note: Director Causley stepped out of the room before the vote.

Moved by Director Rickley, supported by Director Malloy, to approve Resolution 2010-260, ACFS – Tribal Governments, ARRA Tribal Governments, and 2010 Tribal Governments, 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 2011 budget modification Tribal Governments, ARRA Tribal Governments, and 2010 Tribal Governments for an increase in Department of Justice monies of \$175,047.94. These budget modifications represent establishing a new budget, changes to the personnel sheet, and the adjustment of indirect to the current rate. No effect on Tribal Support.

Roll Call Vote: Motion carried unanimously.

Moved by Director Eitrem, supported by Director Abramson, to approve Resolution 2010-261, Domestic Violence Court 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 establish a budget for Domestic Violence Court, with Other Revenue monies of \$500.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2011 budget modification to establish a budget for Domestic Violence Court, with Other Revenue monies of \$3,500.

Roll Call Vote: Motion carried unanimously.

Moved by Director Causley, supported by Director Rickley, to approve Resolution 2010-262, Court Enhancement 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 2011 budget modification to establish a budget for Court Enhancement, with Federal Department of Justice monies of \$151,863.22.

Roll Call Vote: Motion carried unanimously.

Moved by Director Abramson, supported by Director Malloy, to add to all legal special projects resolutions the firm's name in the body of the resolution.

Roll Call Vote: Motion carried unanimously.

Moved by Director Eitrem, supported by Director Rickley, to approve Resolution 2010-263, Legal Special Projects, Frost Brown Todd, 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 Legal Special Projects for an increase in Tribal Support of \$90,000 for consulting.

Roll Call Vote: Motion carried unanimously.

Moved by Director Causley, supported by Director Miller, to approve Resolution 2010-264, Legal Special Projects Gianmarco FY 2010 Budget Modification.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2010 budget modification to Legal Special Projects for an increase in Tribal Support of \$150,000 for consulting.

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

Moved by Director Eitrem, supported by Director Rickley, to approve Resolution 2010-265, Legal Special Projects, Bruce Greene and Associates 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 Legal Special Projects for an increase in Tribal Support of \$40,000 for consulting.

Roll Call Vote: Motion carried unanimously.

Moved by Director Rickley, supported by Director Abramson, to approve Resolution 2010-266, Legal Special Projects, Alexis Lambros, 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 Legal Special Projects for an increase in Tribal Support of \$16,000 for consulting.

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

Moved by Director Causley, supported by Director Miller, to approve Resolution 2010-267, Legal Special Projects, Thomas Keranen & Associates, 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 Legal Special Projects for an increase in Tribal Support of \$66,000 for consulting.

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

Moved by Director Causley, supported by Director Rickley, to approve Resolution 2010-268, FY 2011 Governmental Capital Purchases Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by appropriates a total of \$285,135 as the Governmental FY 2011 Capital Purchases Budget.

Roll Call Vote: Motion carried unanimously.

Moved by Director Rickley, supported by Director Massaway, to approve Resolution 2010-269, FY 2011 Enterprises Capital Purchases Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by appropriates a total of \$438,600 as the Enterprises FY 2011 Capital Purchases Budget.

Roll Call Vote: Motion carried unanimously.

Moved by Director Causley, supported by Director Chase, to direct staff to prepare budget modification for \$10,000 for the Children's Christmas parties, which will be \$2,000 per unit.

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

Moved by Director Miller, supported by Director Malloy, to amend the amount of the money for the Christmas Parties, to \$12,000, with Unit One receiving \$4,000 and the other Units receiving \$2,000 each.

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

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

Motion carried unanimously.

Meeting adjourned: 7:56 p.m.

Date: 1-25-11

Secretary: Cathy Abramson

Others present: Tara Benoit, Richard Rand, Bill Connolly, Courtney Kachur, Tom Dorwin, Vic Matson, Juanita Bye, Lori Jump, Bob Marchand.