

**BOARD OF DIRECTORS REGULAR MEETING  
KEWADIN CASINO AND CONVENTION CENTER  
SAULT STE. MARIE, MICHIGAN  
MINUTES  
December 8, 2015**

The meeting was opened at 6:01 p.m. by Chairperson Payment.

Present: Dennis McKelvie, DJ Hoffman, Jennifer McLeod, Cathy Abramson, Lana Causley, Catherine Hollowell, Keith Massaway, Bridgett Sorenson, Denise Chase, Darcy Morrow, Rita Glyptis, and Aaron Payment.

Absent: Kim Gravelle.

**Moved by Director Sorenson, supported by Director Morrow, to excuse Director Gravelle from the meeting.**

**Motion carried unanimously.**

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

**Motion carried unanimously.**

**Moved by Director Massaway, supported by Director Causley, to approve the Minutes of 6-23-2015; 7-7-2015; 7-28-2015; and 8-4-2015, with corrections.**

**Motion carried with Director Hoffman opposing.**

**Moved by Director Abramson, supported by Director Morrow, to approve Res. 2015-260, FY 2016 Budget Document 002.**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2016 Budget Document 002 totaling \$63,333,152 of which \$5,427,134 comes from Tribal Support.

**Roll Call Vote: Motion carried with Directors Sorenson, Abramson, Glyptis, Hollowell, McLeod, Chase, Massaway, McKelvie, Morrow approving; Directors Causley, Hoffman opposing.**

**Moved by Director Abramson, supported by Director McKelvie, to approve Res. 2015-261, FY 2016 Budget Document 003.**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2016 Budget Document 003 totaling \$30,021,533 of which \$11,983,192 comes from Tribal Support.

**Roll Call Vote: Motion carried with Directors Abramson, Massaway, Hollowell, McKelvie, Chase, McLeod approving; Directors Causley, Hoffman, Sorenson, Morrow, Glyptis opposing.**

**Moved by Director McLeod, supported by Director Abramson, to approve Res. 2015-262, Fiscal Year 2016 Budget Document 004 Enterprises.**

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached Fiscal Year 2016 Budget Document 004 Enterprises for revenue of \$10,031,605 and expenses of \$9,785,582.

**Roll Call Vote: Motion carried with Directors McKelvie, McLeod, Sorenson, Abramson, Hollowell, Chase, Causley, Massaway approving; Directors Morrow, Glyptis, Hoffman opposing.**

Minutes  
12-8-2015

**Moved by Director Causley, supported by Director Sorenson, to approved Res. 2015-263, Team Member Bonuses Calendar Year 2015.**

NOW, THEREFORE, BE IT RESOLVED, that this Board of Directors directs that a one-time Team Member bonus be distributed with the last regular paycheck that is scheduled to be distributed before Christmas Eve, (December 24<sup>th</sup>, 2015). BE IT FURTHER RESOLVED, that eligibility for and the amount of these bonuses shall be determined based upon the attached criteria.

BE IT FURTHER RESOLVED, that in those instances where there is insufficient revenues and/or savings, the Board of Directors directs the Budget Department to modify the 2015 or 2016 budgets to increase departmental tribal support to cover these bonuses, as necessary.

BE IT FINALLY RESOLVED, that these one-time bonuses shall not be included as compensation for purposes of determining health insurance premiums or eligibility.

**Roll Call Vote: Motion carried with Directors Sorenson, Causley, Abramson, Glyptis, Hollowell, McLeod, Chase, Massaway, McKelvie, Morrow approving; Director Hoffman opposing.**

**Moved by Director Hoffman, supported by Director McLeod, to approve Res. 2015-264, FY 2016 COLA Increase.**

NOW, THEREFORE, BE IT RESOLVED, that there shall be a 3% cost of living allowance to the base wage for all employees of the Government, the Kewadin Casinos Gaming Authority, and the Enterprises for FY 16. The Board recognizes that there are health positions that are covered by a separate resolution, 2015-230 so they will not be eligible for this cost of living.

BE IT FINALLY RESOLVED, that for the FY17 and prospective Budgets, a Cost of Living Allowance (COLA) based upon the Consumer Price Index (CPI) shall be included and implemented in all annual budgets of the Government, the Kewadin Casinos Gaming Authority, and the Enterprises.

**Roll Call Vote: Motion carried with Directors Hoffman, McLeod, Chase, Abramson, Massaway, Causley, Glyptis, Sorenson, McKelvie, Hollowell approving; Director Morrow opposing.**

**Moved by Director Sorenson, supported by Director Hoffman, to accept the recommendation of the Special Needs Enrollment Committee and relinquish Trent R. Thomson from the Tribe.**

**Motion carried unanimously.**

**Moved by Director Causley, supported by Director Abramson, to appropriate \$50,000 of the \$200,000 of Fisherman's Fund for Emergency Needs, using 300% of poverty guidelines.**

**Roll Call Vote: Motion carried with Directors Causley, Massaway, Hollowell, McKelvie, McLeod approving; Directors Abramson, Hoffman, Chase, Morrow, Glyptis opposing; Director Sorenson abstaining. Chairperson Payment approving, breaking the tie vote.**

**Moved by Director Hollowell, supported by Director McLeod, to adjourn the meeting.**

**Motion carried unanimously.**

Meeting adjourned: 8:29 p.m.

Date: 2-16-16

Secretary: Bridgett Sorenson

Others present: Bill Connolly, Jess Dumback, Courtney Kachur, Jennifer Clerc, Bonnie Culfa, Lisa Myers, Julie Salo, Melissa Morehouse, Tom Gorenflo, Bob Marchand, Russ McKerchie, Joanne Carr.