

**BOARD OF DIRECTORS SPECIAL MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
MINUTES
NOVEMBER 3, 2015 (a.m.)**

The meeting was opened at 11:07 a.m. by Chairperson Payment.

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

Absent: Jennifer McLeod, Keith Massaway.

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

Motion carried unanimously.

Moved by Director Abramson, supported by Director Hoffman, to go into Executive Session to discuss the Reconsideration of the CORA vote.

Motion carried with Directors Sorenson, Causley, Hollowell opposing.

Note: took a five minute recess after Executive Session, before going back into Open Session.

Moved by Director McKelvie, to approve Option One of the resolutions regarding Co-Captains- Limiting Co-Captains to Three Weeks.

Motion died for lack of support.

Moved by Director Morrow, supported by Director Chase, to table Option Two of the resolution regarding Co-Captains-Reverting to Historical Co-Captains Regulations.

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

Moved by Director Hoffman, supported by Director Gravelle, to table Option Two of the resolution regarding Co-Captains-Reverting to Historical Co-Captains Regulations, until the November 17, 2015 meeting.

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

Moved by Director McKelvie, supported by Director Hoffman, to approve Option Two of the resolution regarding Co-Captains-Reverting to Historical Co-Captains Regulations.

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

Moved by Director Morrow, supported by Director Glyptis, Appropriation for Tribal Fisher Payment Program.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors, directs staff to bring back a payment plan for the Board to review and consider. The payment plan should cover from the 1st day of closure October 23, 2015 at noon, up until the season closure.

BE IT FURTHER RESOLVED, that it is the intent of this subsidy to include all license captains, co-captains, and helpers affected by this MM-123 closure. The amount shall be \$200,000.

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

BE IT FINALLY RESOLVED, that the Budget Department shall prepare and present a budget modification from the Fisherman's Fund effectuating this resolution.

BE IT FINALLY RESOLVED, the Payment Plan will be brought back to the Board by the November 17, 2015 meeting.

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

Moved by Director Chase, supported by Director Morrow, to reconsider the CORA vote to allow the fishers who were locked out on 10-21-2015 in MM-123 to fish.

Roll Call vote: Motion carried with Directors Morrow, Hoffman, Chase, Causley, Glyptis, Gravelle, Sorenson, McKelvie approving; Director Hollowell abstaining.

Moved by Director Hollowell, supported by Director Causley, to suspend the rules and add the issue of having a workshop with the fishers to the November 17, 2015 meeting agenda.

Motion carried unanimously.

Without objection, will schedule for the November 17, 2015 meeting.

Moved by Director Chase, supported by Director McKelvie, to adjourn the meeting.

Motion carried with Director Causley opposing.

Meeting adjourned: 1:41p.m.

Date: 11-17-15

Secretary: Bridgett Sorenson

Others present: John Wernet, Bill Connolly, Jessica Dumback, Christine McPherson, Aaron Schlehuber, Tom Gorenflo, Joanne Carr.

**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.