

**MINUTES  
KEWEENAW BAY INDIAN COMMUNITY  
SPECIAL COUNCIL MEETING  
BIG BUCKS BINGO HALL  
TUESDAY – JULY 30, 2019 – 9:00 A.M.**

- A. Date: July 30, 2019
- B. Call to Order: Vice President Loonsfoot called the meeting to order at 9:15 a.m.
- C. Invocation: Prayer by Gary Loonsfoot, Jr., Vice President
- D. Roll Call: Present: Gary F. Loonsfoot, Jr., Vice President (left 10:25 a.m. – 12:00 p.m.)  
Susan J. LaFernier, Secretary  
Toni J. Minton, Assistant Secretary  
Doreen G. Blaker, Treasurer  
Dale F. Goodreau  
Randall R. Haataja  
Kim Klopstein  
Rodney Loonsfoot (left at 10:25 a.m.)  
Elizabeth D. Mayo  
Absent: Warren C. Swartz, Jr., President  
Robert R.D. Curtis, Jr.  
Michael F. LaFernier, Sr.
- E. Declaration of Quorum: Vice President Loonsfoot declared a quorum present and proceeded with the order of business.
- F. Approval of Agenda: July 30, 2019

**MOTION MADE BY RODNEY LOONSFOOT TO APPROVE THE AGENDA. SUPPORTED BY DALE F. GOODREAU. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Robert R.D. Curtis, Jr., Michael F. LaFernier, Sr.), MOTION CARRIED.**

G. Old Business:

1. Work Session –

a) Larry Denomie III, Ojibwa Casinos General Manager – Enterprise Employees

- i. Total Years of Service Adjustments (approved in Enterprise Employment Manual February 5, 2019) Section IV – Paid Leave (see list to be provided)

**MOTION MADE BY TONI J. MINTON TO ADJUST THE YEARS OF SERVICE FOR THE ENTERPRISE EMPLOYEES BACK TO THE FIRST FEBRUARY 2019 PAYROLL. SUPPORTED BY ELIZABETH D. MAYO. EIGHT IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Rodney Loonsfoot, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, THREE ABSENT (Warren C. Swartz, Jr., Robert R.D. Curtis, Jr., Michael F. LaFernier, Sr.), MOTION CARRIED.**

- ii. 2019 Enterprise Wage Compensation Study and Recommendations Review

**Break: 10:25 – 10:40 a.m. (Vice President Loonsfoot and Rodney Loonsfoot left)**

(Susan LaFernier, Secretary is chairing the meeting)

- iii. Organizational Chart Review – Proposed changes

Employee Rewards Program, Compensation Program, and BC/BS options review

**Vice President Loonsfoot returned at 12:00 p.m.**

[Rescheduled]:

- b) Sarah Smith, CEO/Debra Picciano, TERO Director/Beth Fish, Personnel Director –
  - i. Internal Postings/Job Postings/Promotions Policy Government/Enterprise
  - ii. Personnel Selection and Probation

August 1, 2019 – Thursday meeting 9:00 a.m.

August 13, 2019 – Work Session 9:00 a.m.

H. Adjournment: Toni Minton and Gary Loonsfoot, Jr. leaving (no quorum)

**MOTION MADE BY ELIZABETH D. MAYO TO ADJOURN AT 12:01 P.M. SUPPORTED BY KIM KLOPSTEIN. SEVEN IN FAVOR (Susan J. LaFernier, Toni J. Minton, Doreen G. Blaker, Dale F. Goodreau, Randall R. Haataja, Kim Klopstein, Elizabeth D. Mayo), OPPOSED - 0, ABSTAINING - 0, FOUR ABSENT (Warren C. Swartz, Jr., Robert R.D. Curtis, Jr., Michael F. LaFernier, Sr., Rodney Loonsfoot), MOTION CARRIED.**

Respectfully submitted,

Peggy Loonsfoot  
Administrative Specialist