

Approved 1/26/22



**LITTLE RIVER BAND OF OTTAWA INDIANS
TRIBAL COUNCIL
REGULAR MEETING
WEDNESDAY, DECEMBER 1, 2021
LITTLE RIVER BAND
VIA ZOOM
GOVERNMENT CENTER**

**OPEN SESSION
MINUTES**

The Little River Band of Ottawa Indians held a meeting at the Little River Band Government Center on December 1, 2021. Following are the minutes of that meeting.

Recorder Wolfe said to Speaker Champagne okay, the recorder is on.

Speaker Champagne thanked Recorder Wolfe. Champagne said they are here for their regularly scheduled Tribal Council Meeting um, he was just trying to find.....did they have an updated ah, agenda. Champagne said he believes they have.....they.....its the final agenda, right.

Recorder Wolfe said yeah, they just had a revised under New Business B, it should be posted.

Speaker Champagne said okay, he didn't receive an updated one so bear....if they can ask ah, well they do their opening areas if um, Grace Hendler can or Miss Wilson can please send an updated version to go off of. Champagne said with that being said he will start the process....they are here for their regularly scheduled Tribal Council Meeting it is Wednesday, December 1st and it is 10:02 a.m. eastern standard time. Champagne said online they do have himself, Nitumigaabow Champagne, 231 215-2739 can they please identify themselves.

Karen Love identified herself and Tribal #2494.

Speaker Champagne thanked Karen Love. Champagne said they have 231 510-5360 can they please identify themselves.

Sandy Lewis stated her name.

Speaker Champagne thanked Councilor Lewis. Champagne said they also have citizen Martha Howell, um, Miss Grace Hendler, citizen Sandy Mezeske, ah, Miss Chelsea Densmore, ah, citizen Miss Stacey Cheney, citizen Miss Laura Echelbarger, citizen Miss Sara Agosa, citizen Miss Susan Thull, um, citizen Miss Valerie Mc Donnell-Election Board Chair, Councilor Champagne, Legal Counsel Mc Gowen, citizen and General Manager Miss Connie Waitner, um, Miss Shelly Memberto from Finances Analysis from Little River Casino Resort and he wanted

to make sure he received everyone here. Champagne said 231 398-6823 can they please identify themselves.

Ogema Romanelli stated his name.

Speaker Champagne thanked Mr. Romanelli for joining them. Champagne said 231 398-6837 can they please identify themselves.

Brad Pringle stated his name and that his title of Comptroller General. Pringle thanked them.

Speaker Champagne thanked Mr. Pringle. Champagne said he does believe that they have everyone online who are entitled to be here. Champagne said it looks like Tribal Councilors are here in person. Champagne said with that being said um, this is a meeting Wednesday, December 1, 2021, via ZOOM.

I. Opening Prayer

Speaker Champagne said the first order of business is a moment of silence um, at this time. Champagne thanked them.

II. General Business

A. Call to Order

Speaker Champagne said second order of business he will call this meeting to order. Champagne said Madame ah, Recorder roll call please.

B. Roll Call

T. Guenthardt - Present	C. Champagne - Present	P. Johnson - Present
R. Champagne -Present	G. DiPiazza - Present	S. Wever - Present
R. Wittenberg- Present	J. Wolfe - Present	S. Lewis - Present

Quorum established.

Recorder Wolfe said nine are present they have a quorum established.

Speaker Champagne thanked Madame Recorder.

C. Approval of Agenda

Speaker Champagne said he will entertain that at this point and time if someone wishes to approve the modified agenda as posted online. Champagne said Mr. Wittenberg.....Councilor Wittenberg.

Councilor Wittenberg said yeah, he would like to make a motion.

**MOTION FOR THE AGENDA FOR WEDNESDAY, OCTOBER
1st.....**

Councilor Guenthardt corrected Councilor Wittenberg, December 1st.

Councilor Wittenberg corrected his motion and apologized. Wittenberg thanked Councilor Guenthardt.

**MOTION FOR THE AGENDA FOR WEDNESDAY, DECEMBER
1st, 2021 AT 10:00 a.m. WITH NEW BUSINESS, ITEM A.
REVISED, APPROVING TRIBAL OGEMA'S EXECUTION OF
AMENDED MEDICAID NON-FEDERAL SHARE PUBLIC
FUNDING AGREEMENT; by Wittenberg; supported by Di Piazza.**

Speaker Champagne asked discussion on the motion at hand from Tribal Councilors. Champagne asked discussion on the motion at hand from Tribal Councilors or the public. Champagne said seeing no discussion. Champagne asked Madame Recorder Wolfe roll call please.

Roll Call #1

T. Guenthardt -Yes	C. Champagne -Yes	P. Johnson -	Yes	
R. Champagne-Yes	G. DiPiazza -	Yes	S. Wever -	Yes
R. Wittenberg- Yes	J. Wolfe -	Yes	S. Lewis -	Yes

Motion carried (9-0-0-0)

Recorder Wolfe said nine in favor the agenda has been approved.

Speaker Champagne thanked Madame Recorder. Champagne said they move onto the next order of business.

D. Tribal Council Minutes None Submitted

Speaker Champagne noted none are submitted.

III. Continuing Business-None Submitted

- A. Grants & Contracts**
- B. Budget Modifications**
- C. Approval of Budgeted Expenditure**

Speaker Champagne noted none are submitted.

IV. Old Business

- A. Compensation for Tribal Council- Removing All Monetary Compensation**

The Tribal Council finds that the current compensation levels set are not appropriate as Tribal Councilors are Elected Officials and should seek to serve their constituents as poor humble servants of the Tribe and there is a need to remove all monetary compensation. This item was postponed from the 11/24/21 TC Meeting.

Speaker Champagne said this item was introduced by himself. Champagne said the resolution specifically states removing all monetary compensation for Tribal Council. Champagne read the narrative aloud. Champagne said he will introduce the item then he will ask if there is anybody wishing to abstain.

Councilor Wittenberg raised his hand and said he will abstain.

Councilor Wever online said yes.

Speaker Champagne said well, not yet he still has to go through the item.

Councilor Wever was laughing in the background on the ZOOM recording.

Speaker Champagne said just letting them know that is the next step. Champagne said okay.

Councilor Wever thanked Speaker Champagne.

Speaker Champagne said no, no, that is okay. Champagne said this item he brought forth after hearing from his Constituents as he mentioned in the work session yesterday. Champagne said many on this Council have stated in the past that they would do this job without pay because their passion here is to serve their people. Champagne said in these Budget years where he wished to have a living wage standard for all their people that have been with them for ten years making less than \$15.00 an hour, some making less than \$10.00 an hour, all Tribal citizens he is referring to. Champagne said he believed they need to do better. Champagne said they have pleaded with the Executive side to be able to have these wages moved up and a process of proposing a living wage standard but they need to be able to set the bar of example. Champagne said their people should not suffer. Champagne said he proposed this resolution because he hears from his Constituents that say they want Leadership to serve the people and the people will take care of them and that they are there to be able to um, serve their wishes. Champagne said understand both sides of this coin which is why they will see a resolution after this. Champagne said his belief is on this is moving into this resolution is language that should set if people wishing to go through this way, through Tribal Council, all Elected Officials should serve their people as ____ capacity with no monetary compensation. Champagne said that is the reason why he brings this resolution forward here today. Champagne said with that being said any Tribal Councilors wishing to abstain from this item.

Councilor Lewis said abstain.

Councilor Wever said yes.

Speaker Champagne said okay. Champagne said they have an abstention from um, Miss Councilwoman Wever and they have an abstention from Mr. Ron Wittenberg. Champagne asked did he hear that correct.

Councilor Wittenberg said sure.

Councilor Wever said yes.

Speaker Champagne said okay. Champagne asked was there another abstention.

Councilor Lewis said Sandra Lewis.

Speaker Champagne said an abstention from Miss Lewis.

Councilor Lewis said yes.

Speaker Champagne said at this point and time discussion on the item introduced. Champagne said first Councilor's hand raised is Miss Cindy Champagne.

Councilor Champagne can be heard in the background on the ZOOM recording saying, "okay."

Speaker Champagne continued second in the queue is Councilor Di Piazza.

Councilor Champagne said yes, she would like to make a motion.

MOTION TO APPROVE THE AGENDA ITEM TO GO TO ZERO PAY; by Champagne.

Speaker Champagne asked Councilor Champagne if she had a resolution number.

Councilor Champagne said she doesn't have one she couldn't find it. Champagne said she is sorry what was that.

Recorder Wolfe said 21.....

Councilor Champagne said 21.....

Recorder Wolfe said 1201.....1201.....

Councilor Champagne said 1201201.....

Recorder Wolfe said it is 1201.....she said that wrong she guessed. Wolfe said then the numbers 297.

Councilor Champagne said 1201-297. Champagne thanked Recorder Wolfe.

Speaker Champagne said they have a motion to approve the compensation for Tribal Council Removing all Monetary Compensation. Champagne asked is there support for the motion at hand. Champagne repeated they have a motion on the floor by Councilor Champagne to Remove Compensation for Tribal Council.....Removing all Monetary Compensation. Champagne asked is there support. Champagne said he will now do the last call um, to Councilors who have voiced numerous times that they would take no pay. Champagne said compensation for Tribal Council, Removing all Monetary Compensation there is a motion on the floor by Councilor Champagne. Champagne asked do any of the other Councilors support the motion on the floor. Champagne said for the record the Speaker is not able to make a motion or to support items so therefore he has to stand mute. Champagne said um, this item has failed as it has no support. Champagne said moving onto the next item.

B. Compensation for the Tribal Council

The Tribal Council finds that the current compensation levels set are not appropriate as there has not been an increase since 2007 and current inflation for the past fourteen years equates to an average annual inflation of 1.80298%. This item was postponed from the 11/24/21 TC Meeting.

Speaker Champagne said this item was proposed by him so he will introduce the item. Champagne said he is strongly in favor of zero compensation if it would have made it to a vote he would have voted to have zero compensation unfortunately that wasn't the wish of this Council. Champagne said he believed that citizens need to know one way or another. Champagne asked do they want to have compensation for Elected Officials and if they do.....do they believe they should be paid at the same rate they did 14 years ago. Champagne said there has never been inflation for Tribal Council although there was cost increases and Budget increases for all other Branches. Champagne said if they believed the Tribal Council should be paid he would encourage Tribal Councilors at this.....to support this item because 14 years ago there has not been a single inflation increase making less than their counterparts did 14 years ago, ten years ago and five years ago. Champagne said as they know inflation continues to increase. Champagne said this resolution specifically follows the same format and corrects that. Champagne said he believed those are the options that they have of course Council can choose to keep status quo and as he mentioned in the work session status quo is okay if that is what they want. Champagne said that gives him the ability to repropose the dollar amounts that have been budgeted for the last ten years for Tribal Council at \$70,000 to reallocate those funds to the public to be able to have much needed services verses holding them in a Tribal Council Budget with no intention of ever spending them. Champagne said he thinks that

is the right thing to do if this fails and that is what he propose but he needs to get the direction from Tribal Council. Champagne said that does conclude his introduction to this item...his presentation. Champagne said at this time would any Tribal Councilors wish to abstain.

Councilor Wever said yes, abstain.

Speaker Champagne said he also wishes to abstain. Champagne said Miss Shirley Wever wishes to abstain....Nitumigaabow wishes to abstain. Champagne asked any other Tribal Councilors.....

Councilor Lewis said yes, Sandy Lewis, abstain.

Speaker Champagne said Councilor Lewis wishes to abstain and Councilor Wittenberg wishes to abstain.

Councilor Champagne said she wishes to abstain.

Speaker Champagne said Councilor Champagne wishes to abstain. Champagne asked any other Councilors wishing to abstain at this time. Champagne said seeing no other Councilors wishing to abstain at this time they will open it up for discussion. Champagne said Councilors who wished to abstain they cannot participate in discussion at this time. Champagne asked any discussion on this item from Tribal Councilors. Champagne recognized Mr. Di Piazza ____.

Councilor Di Piazza said just for the record he is going to say both items were in bad form to bring them forward on this way. Di Piazza said yesterday it was discussed that this needed to be discussed and just throwing them on the agenda is not a discussion matter. Di Piazza said um, plus he has always rebuttal that funding in the Tribal Council Budget to give themselves a raise. Di Piazza said if the membership and the employees were brought.....were given an increase, they know, which is fine but Tribal Council should be at the end of the line not at the front of the line. Di Piazza said this to him they are at the front of the line. Di Piazza said also.....

A Participant in the background on the ZOOM recording interrupted Councilor Di Piazza's remarks during his queue.

Speaker Champagne said he does have to let everyone know Mr. Di Piazza does have the floor.

Councilor Di Piazza said that is correct so keep the giggles or whatever to themselves.

Speaker Champagne said to Mr. Di Piazza that he was handling it and thanked him .

Councilor Di Piazza said all right. Di Piazza said um, like he said this.....both of them were brought forth in bad form, they know, in the Budget this year actually it is almost \$1.7 million extra in Tribal Council's Budget for the coming year so um, he is trying.....he is having dilemma with that also. Di Piazza said but, ah, they know everybody pretty much signed up when they got voted in. Di Piazza said the membership knew what they were voting for as far as pay structure. Di Piazza said a lot....a lot have given up their careers or whatever they may have been doing to serve their people. Di Piazza said they know, it's....it's....it's a service. Di Piazza asked should they be poor and humble. Di Piazza said they are all poor and humble. Di Piazza said that's.....that's all he has right at this second.

Speaker Champagne thanked Mr. Di Piazza. Champagne said next in the queue is Madame Recorder Wolfe.

Recorder Wolfe said she just wanted to say to the Tribal Membership that um, she agrees with compensation for the Legislation Branch hasn't been adjusted to inflation but it seems impossible to her to set a compensation at a reasonable rate given the fact that it would be a huge increase that is reflected to the adjustment and just doesn't seem realistic in her view. Wolfe said she believes they are sitting at appropriate compensation level and no change is necessary at this time. Wolfe said that is her comment and thanked them.

Speaker Champagne thanked Recorder Wolfe. Champagne said at this point and time he would entertain a motion to approve resolution, Compensation for Tribal Council. Champagne said second call he would entertain a motion to approve Compensation for Tribal Council. Champagne said last and final call he would ask for approval for resolution of Compensation of Tribal Council. Champagne said seeing none this item also failed on the floor. Champagne said going onto V, New Business.

V. New Business

A. Approving Tribal Ogema's Execution of Amended Medicaid Non-Federal Share Public Funding Agreement

The 12 federally recognized tribes and state of Michigan enter this mutual agreement to document the responsibilities of the parties related to the finding for reimbursement of drugs dispensed by tribal pharmacies which will improve access to care in the areas served by the tribally owned and operated pharmacies and related tribal health care facilities.

Speaker Champagne said at this time he will turn it over to the sponsors of this item, Mr. Romanelli and Miss Mc Gowen they have the floor.

Elise Mc Gowen-Cuellar, Unified Legal Department Attorney, thanked them. Mc Gowen-Cuellar said good morning. Mc Gowen-Cuellar said this agreement was

previously approved by Tribal Council on September 29th via Resolution #21-0929-228 for the Tribal Ogema to execute the agreement with the State of Michigan um, however there has been num.....ah, specific changes to the agreement um, and out of an abundance of caution ah, and out of their normal course of business she put forward the amendments um, specifically to the venue ah, in Paragraph K which is additional language um, for additional Tribal Council approvals. Mc Gowen-Cuellar said so Tribal Council is approving mot.....a complete and accurate version of the agreement. Mc Gowen-Cuellar thanked them.

Speaker Champagne asked Elise Mc Gowen-Cuellar if that concluded her and Ogema Romanelli's presentation of this item.

Elise Mc Gowen-Cuellar said yes, it does.

Speaker Champagne asked if any Tribal Councilors wish to abstain at this time. Champagne repeated do any Tribal Councilors wish to abstain at this time. Champagne repeated again do any Tribal Councilors wish to abstain at this time. Champagne said seeing they are moving down to Public Comment.....discussion with Tribal Councilors. Champagne recognized Mr. Di Piazza.

Councilor Di Piazza said um, yeah since this is just an amendment to the previous one if there are no questions he would like to make a motion.

Speaker Champagne said then they will have discussion after the motion with citizens and Councilors. Champagne said go ahead Mr. Di Piazza.

MOTION TO APPROVE RESOLUTION #21-1201-297.....

Councilor Wever interrupted and said, "support" in the background on the ZOOM recording.

Councilor Di Piazza said hold on.

Councilor Johnson was laughing in the background on the ZOOM recording.

**MOTION TO APPROVE RESOLUTION #21-1201-297;
APPROVING TRIBAL OGEMA'S EXECUTION OF AMENDED
MEDICAID NON-FEDERAL SHARE PUBLIC FUNDING
AGREEMENT; by Di Piazza.**

Councilor Wever asked Councilor Di Piazza if he was done.

Tribal Council were all laughing in the background on the ZOOM recording.

MOTION TO APPROVE RESOLUTION #21-1201-297;

**APPROVING TRIBAL OGEMA'S EXECUTION OF AMENDED
MEDICAID NON-FEDERAL SHARE PUBLIC FUNDING
AGREEMENT; by Di Piazza; supported by Wever.**

Speaker Champagne asked discussion for motion on the floor from Tribal Councilors. Champagne asked discussion for motion on the floor from Tribal Councilors and citizens. Champagne said to Sara Agosa that she has the floor.

Sara Agosa, Tribal #4478, said she just wanted to let them know that she wasn't in the queue to make a comment about increasing Council's compensation, Agosa said she wasn't given the opportunity. Agosa said she just wanted to make sure that during Public Comment she is given the opportunity to speak. Agosa thanked them.

Speaker Champagne said most definitely Miss Agosa. Champagne said if she would like he can.....that he missed her, he apologizes she can make a comment now if she so chooses. Champagne said um, he admits his fault he must of missed seeing anyone when he called that out. Champagne repeated his apologies. Champagne asked Sara Agosa if she would like to make a comment not or wait until Public Comment.

Sara Agosa said Public Comment please. Agosa thanked them.

Speaker Champagne thanked Sara Agosa. Champagne said his apologies, again. Champagne said he would have called it out if he seen her hand raised. Champagne asked any discussion on the motion on the floor. Champagne asked any discussion from Tribal Councilors or citizens for the motion on the floor. Champagne said um, he does have a comment on this item. Champagne said this area was sent back um, specifically because there was a change in the proposal. Champagne asked Elise Mc Gowen-Cuellar if she could go more into the rationalization why this change is in the best interest for the Tribe.

Elise Mc Gowen-Cuellar said so this language is specific that the venue restrictions set forth in Paragraph K do not apply to any dispute arising ah, out of an offset intercept, garnishment or similar action by Michigan Department of Health and Human Services or any other department or agency of the Executive Branch of the government of the State of Michigan to satisfy any alleged obligations on the basis for which is outside of, or unrelated to, or not a part of this agreement. Mc Gowen-Cuellar said so it a language clarification that the State of Michigan um, if they are going to file any ah, claims regarding this specific agreement um, it is limiting the State of Michigan in what they can do um, against the Tribe. Mc Gowen-Cuellar said this was an amendment that was suggested and supported by all 12 Tribes but put forward by the Keweenaw Bay Indian Community.

Speaker Champagne said the Tribe and the State are waiving limited rights of Sovereign Immunity for this agreement.

Elise Mc Gowen-Cuellar said right, yes, yes.

Speaker Champagne said then on top of that the venue of jurisdiction would be in a dispute.....would it be Federal District.

Elise Mc Gowen-Cuellar said it is the State of Michigan.

Speaker Champagne said so they are agreeing any disputes go under the jurisdiction of the State of Michigan.

Elise Mc Gowen-Cuellar said well the specific action regarding payment of um, she believed it is the outpatient pay.....oh, no she apologizes. Mc Gowen-Cuellar said it is a specific amount of money um, that each Tribe is allocated that will be a part of this larger picture.

Speaker Champagne said a justification why the Tribes and why she believes that it is in the best interest to waive their sovereign immunity to allow for litigation with the State that they both need to in an agreement and the proper jurisdiction being the State of Michigan verses the Federal Government.

Elise Mc Gowen-Cuellar asked Speaker Champagne if that was something he wanted to discuss in Closed or is that something he would like her to discuss in Open.

Speaker Champagne said maybe Mr. Romanelli who is the negotiator on this just specifically why it is in the best interest of the Tribe and why they are choosing to go that venue. Champagne said he understands that she is new to Council.

Elise Mc Gowen-Cuellar said so, yes, and she knows that was part of the role that Rebecca Liebing and her as Unified Legal they were part of this negotiation with the other Health Services Directors and Attorneys. Mc Gowen-Cuellar said um, she thinks that this.....for lack of a better answer she believes the answer is just so they have it clear that would be the State of Michigan. Mc Gowen-Cuellar said um, she thinks that is the best answer that she could give right now.

Speaker Champagne thanked Elise Mc Gowen-Cuellar. Champagne asked Mr. Romanelli if there was anything he would like to add to that just so the citizens know why they are consenting to jurisdiction under the State of Michigan.

Ogema Romanelli said he has nothing to add to it. Romanelli thanked them.

Speaker Champagne thanked Mr. Romanelli. Champagne said further discussion by Tribal Councilors at this time. Champagne said further discussion by Tribal

Councilors or citizens at this time. Champagne said seeing no discussion. Champagne asked Madame Recorder for a roll call please.

Roll Call #2

T. Guenthardt -Yes	C. Champagne -No	P. Johnson -	Yes	
R. Champagne-Yes	G. DiPiazza -	Yes	S. Wever -	Yes
R. Wittenberg- Yes	J. Wolfe -	Yes	S. Lewis -	Yes

Motion carried (8-1-0-0)

Recorder Wolfe said eight in favor and one against resolution has passed.

Speaker Champagne thanked Madame Recorder. Champagne said this is a very short agenda they are down to Concluding Business.

IX. Concluding Business

A. Next Meeting Date(s) - Wednesday, December 8, 2021

B. Ogema Weekly Status and Business Update

Speaker Champagne said at this point and time they do go onto the Ogema's Weekly Status Update of their business and government. Champagne said um, presented by the Executive side. Champagne said Ogema Romanelli does have the floor if he wishes to say anything.

Ogema Romanelli said yes, he doesn't have any real business updates this week other than something that he mentioned last week. Romanelli said he wants to go back to the hold items under Old Business A and B. Romanelli said he is not sure of the purpose. Romanelli said he sees.....it appears to him that it served to divide the Council.....

Speaker Champagne interrupted. Champagne said Mr. Romanelli the title for his area is Status and Business Update. Champagne said it gives him the opportunity to update.....

Ogema Romanelli said correct.

Speaker Champagne continued.....the government on the business and the government of Tribal Council. Champagne said um, legislation.....

Ogema Romanelli said no.

Speaker Champagne continued.....has nothing to do with the Executive side and it seems to be outside that purview.

Ogema Romanelli was making comments in the background on the ZOOM recording but they were not picked up clearly.

Speaker Champagne asked Ogema Romanelli if he would like to update them on the status of their government and business at this time.

Ogema Romanelli said this is part of the business of their government. Romanelli said when he is talking about their Elected Officials and the pay or the scale for that. Romanelli said he believed it is correct and that he is incorrect in saying that it has to do only with the Tribal Council. Romanelli said this is business and it is a status update. Romanelli said if they want him to move to Public Comment he will become a Tribal citizen and reserve his remarks for then. Romanelli said to Speaker Champagne that he thinks he is again diminishing the Office of the Ogema and the Ogema's ability to provide information to the ah, Council and to the Membership so.....ah.....

Speaker Champagne interrupted. Champagne said it is not diminishing of the office and a courtesy that they put on the agenda.

Ogema Romanelli said yes, there is and he believes that he continually disregard statements and limit his ability to speak. Romanelli said so if he cares to do it again he will bring it up under Public Comment.

Speaker Champagne made a comment during Ogema Romanelli's queue but it wasn't picked up clearly on the ZOOM recording.

Ogema Romanelli said he does have one question that he has to ask him that he asked last week but unfortunately he was not there, his apologies. Romanelli said he talked about the swamp. Romanelli asked would he care to expand on what that is or who that is.

Speaker Champagne asked Ogema Romanelli if that concludes his update on business of the Tribal Government and their enterprises.

Ogema Romanelli asked Speaker Champagne if he was going to answer the question.

Speaker Champagne said he will determine that does conclude his business and enterprise update. Champagne said it is a shame that there are no updates on the enterprises.

Both Ogema Romanelli and Speaker Champagne were talking at once and it was hard to follow their comments on the ZOOM recording.

Ogema Romanelli said okay then what....excuse him sir.....he is once again dismissing a question or information that he is trying to provide and he does that continually. Romanelli said he also.....

Speaker Champagne asked does that conclude his presentation today.

Ogema Romanelli.....continued when they try to present something he limits everyone else to a time limit and dismiss them and continue to talk at length on his own subject and his own time. Romanelli said so with that he will say this concludes his business but he will bring them up under Public Comment. Romanelli thanked Mr. Champagne.

Speaker Champagne thanked Ogema Romanelli. Champagne said for that wonderful business and enterprise update. Champagne said he feels that he learned a lot more about the operations of their government and enterprises at this time. Champagne said they are moving onto Legislative Affairs Update.

Ogema Romanelli said smart ass.

C. Legislative Affairs Update

Speaker Champagne asked are there any Councilors wishing to give a Legislative Affairs Update at this time. Champagne said Mr. Di Piazza and Madame Recorder Wolfe.

Councilor Di Piazza said he just had one and it's.....anyways um, the Mackinaw Bridge had 1,764 deer that came across the bridge.....on cars.

Tribal Councilors were laughing.

Councilor Di Piazza said they were short on doe and he heard they missed a couple of bucks to get across the bridge. Di Piazza said anyway they tab every car that comes across the bridge from the UP and they count how many deer that come across and there were 1,764 as of the 29th which is the closing of the State's Season.

Councilor Johnson said nice.

Councilor Di Piazza said that is quite a few Bambies. Di Piazza said that is it.

Speaker Champagne thanked Councilor Di Piazza for that update. Champagne said Madame Recorder Wolfe.

Recorder Wolfe said so she just wanted to make note of this for the Tribal Membership. Wolfe said that first time in their State's History Tribal Nations and Anishinaabe people are included in the standard of um, the Michigan Tribal Education all the way through the 12th Grade the Confederation of Michigan Tribal Department introduced the first ever Indigenous Resource Guide for the State's K-12 Schools. Wolfe said um, a new Social Studies Guide and Program so that the resources are available and it is called Maaaawndoongan. Wolfe

said it is to use when students learn about the history and contributions of Indigenous Anishinaabe People in the State and will prove Michigan Indigenous past and present. Wolfe said so she just wanted to make everyone aware of that because she thinks it is groundbreaking and historical and a good move on the State's part to adopt and incorporate that in education. Wolfe said that is her comment.

Speaker Champagne thanked Madame Recorder Wolfe for that Legislative Update. Champagne asked any other Councilors wish to have a legislative.....Mr. Wittenberg.

Councilor Wittenberg said yes, and he would like to keep everybody aware, supposedly, and he can only go by what they say but there is supposed to be a new ah, virus coming out of Africa which they say is even worse than what they just had. Wittenberg said so then they are talking about shots ah, but that is up to each individual. Wittenberg said he just wanted people to be aware of exactly what is going on out there. Wittenberg said hopefully it is not as what they say as bad as what the last one was and it's going to be what's it is going to be. Wittenberg said so his prayers are for everyone that they can get through this. Wittenberg said Miiigwech.

Speaker Champagne thanked Councilor Wittenberg. Champagne asked any other Councilors at this time for Legislative Affairs Update. Champagne asked Mr. Guenthardt if he was raising his hand. Champagne said no, okay. Champagne said he does see citizen's hands raised and he is not sure if they have questions of a Council member on their Legislative Update. Champagne said so he will go to Miss Sara Agosa she does have the floor and next in the queue is citizen Miss Chelsea Densmore.

Sara Agosa, Tribal #4478, said her comment to Council is that the Ogema is focused on Council's salaries but she would rather see him focused on an update on the Shoreline Project and the \$30 million they are going to potentially lose with the pending decision by the Governor on December 16th. Agosa said also too an update on the Ogema's use of Executive Orders for his Gaming Enterprise Advisory Group if any members have been selected and if any money has been spent through this order. Agosa said those types of priorities she would like to see the Ogema focus on. Agosa thanked them. Agosa said that is her comment to Council.

Speaker Champagne thanked Miss Sara Agosa. Champagne said next in the queue is citizen Chelsea Densmore.

Ogema Romanelli identified himself. Romanelli said he would be willing to answer that if he would like.

Speaker Champagne said um, sure it is atypical but it probably should have been asked under the Ogema Weekly Status and Business Update. Champagne said so he will let him respond, Mr. Romanelli. Champagne said the floor is his sir.

Ogema Romanelli said he thinks he is correct but again, ah, first off he did update the Membership last week on the situation of the \$30 million plus dollars and his focus is right in line where it is supposed to be. Romanelli said the thing is she is talking about an issue that she and he are in court with and should not be discussing it in this situation. Romanelli thanked them.

Speaker Champagne thanked Mr. Romanelli. Champagne said he apologizes Council it seems like they moved up to Ogema Weekly then back down. Champagne said citizen Chelsea Densmore if she has questions specifically on the Legislative Update that the Councilors gave he would entertain that right now.

Chelsea Densmore, Tribal #3225, said she does and thanked Speaker Champagne. Densmore said she just wanted to ask um, Madame Recorder, she had mentioned specific she is wondering if she could um, spell the name for her, if she message her, she was just super curious and she was hoping to look it up for more information. Densmore said that is all she needed and thanked them.

Recorder Wolfe said she wants the.....

Speaker Champagne said okay.....

Recorder Wolfe asked if she wanted the name of the program that was adopted.

Chelsea Densmore said yeah, that would be awesome.

Recorder Wolfe said okay, she will spell it out for her. Wolfe said M-aa-aa-wnd-oon-gan-an.

Chelsea Densmore thanked Julie Wolfe so much. Densmore said Miigwech she appreciates it.

Recorder Wolfe said she is welcome.

Speaker Champagne thanked them. Champagne said Legislative Update as well just for their relatives in the Milwaukee or southern Lake Michigan area, Indian Health Services in that region is doing free coats, gloves, all that kind of great winter gear give away next week along with remembering to sign up their children for the meeting with Santa for the Holiday Christmas Party. Champagne said lastly if they are struggling, they know, during these times ah, please contact the Family Resource Center um, because they also have funding for their family for a Holiday Meal and for gifts for their children. Champagne said and so that is open to all Natives in the region so for their relatives in Outlying this is a great

resource for them. Champagne said if they need more information feel free to contact him directly or contact Indian Health Services, Urban Indian Health Services in that region. Champagne said he does know and wants to point out that Chicago Indian Center is also doing their toy drive and so if they are in the Chicago area there is ability for um, gifts, and clothing um through the Chicago Indian Center. Champagne said so those are for their relatives in um, in outlying population that he represent.....ah, resources. Champagne thanked them. Champagne asked any other public.....any other Legislative Affairs Update at this time. Champagne repeated any other Legislative Affairs Update at this time. Champagne said seeing none they can move onto Public Comment Period.

D. Public Comment Period

Speaker Champagne said this gives the opportunity for citizens to share good things happening in their lives, resources, and just to ask questions um, if they choose. Champagne said Chelsea Densmore does have the floor.

Chelsea Densmore thanked Speaker Champagne.

Ogema Romanelli said to Speaker Champagne to please add member, Larry Romanelli too. Romanelli thanked him.

Speaker Champagne thanked Mr. Romanelli. Champagne said he is third in the queue and second in the queue is citizen Miss Agosa. Champagne said Miss Densmore she does have the floor.

Chelsea Densmore said Miigwech Mr. Speaker. Densmore said she just wanted to make a comment. Densmore said she knows that the two items related to the pay failed on the floor, um, her understanding is that there is still a lot in the Budget that um, is just sitting there for Council. Densmore said she is not sure if them guys already approved the Budget or where they are in the process of that. Densmore said she hopes they consider um, taking that money and maybe putting it into a kid's program she thinks that would be absolutely amazing. Densmore said um, she doesn't know for sure how much she thinks she had remembered yesterday like \$16,000 per person or something maybe being in the Budget. Densmore said um, she means that could be like \$300 per kid. Densmore said they could definitely do a decent bit for um, their Tribal children in trying to create something for next year. Densmore said so she just really hopes them guys will consider that. Densmore said that is all she wanted to say, Miigwech.

Speaker Champagne thanked Miss Densmore for that great advice. Champagne said citizen, Miss Sara Agosa.

Sara Agosa, Tribal #4478, said her first comment is related to the items about compensation for Tribal Council. Agosa said she would like to convey her opinion to support the increase for Tribal Councilors after reviewing the

information in the work session yesterday. Agosa said it was shared that Council hasn't received a salary increase for several years. Agosa said she believed a salary increase is justified because of the additional stress of the COVID Pandemic. Agosa said she also fully supports a salary increase for the position of Recorder because the position comes with additional responsibilities including more work hours and she would just like to convey to Council that Recorder Wolfe has done a fantastic job given that the learning curve that is immense and she jumped right in so very commendable. Agosa thanked Recorder Wolfe. Agosa said also too all other branches received a salary increase and it is only fair that Council is kept up to date. Agosa said also inflation is an on-going threat which has increased because of the Pandemic. Agosa said ultimately she did ask yesterday if a Compensation Commission could be set up to address this and also look at compensation across their organizations. Agosa said so once again ultimately she would like this item revisited through a Compensation Commission and she does fully support it. Agosa said her second comment is um, related to last week about the Christmas Budgets and she asked the Ogema if they could reallocated um, to a gift away or something for their membership and basically she was told that the General Fund needs some replenishing or filling up or some half-hearted comment like that. Agosa said she would also like to express to Tribal Council that last week there was an agenda item; Appointment of a Tribal Welfare Qualified Expert Witness, which means despite their economic development opportunities the last couple of decades they still have Tribal citizens in foster care which is a complete injustice to their Tribe and their families. Agosa said Tribal youth are also not eligible for Per Capita which means their Tribal youth in foster care might not have an abundant Christmas and their families also usually struggle financially at Christmas. Agosa said so as she stated \$20 Christmas Gift Card for their youth is really measly and given the cost of inflation as well. Agosa said so her question to Council is she would like to know um, how they feel about their Tribal youth and strategically what is going to be done to enhance programs and provide more financial resources especially given that they have still have Tribal citizens in foster care. Agosa thanked them. Agosa said that is her comment.

Speaker Champagne thanked Sara Agosa. Champagne said he can take a crack at it along with Recorder Wolfe as they have been talking a lot about championing for children's rights um, she is looking at him weird because she doesn't have to take a crack at it. Champagne said he was just going to say that one of the things that they both advocated for opening the Public Budget increase into the um, children's area, clothing fund and higher education things of that nature to allow for it. Champagne said there was also a bunch of discussion in regards to how they invest in their children and be able to.....one of the things was, people may not want to hear this but the Early Learning Center and Immersion was getting their babies together so they grow up around each other speaking Anishinaabemowin and having a cultural base. Champagne said that was something that was important to him and Julie Wolfe stressed it was important to her and other Council members has also stressed that. Champagne said he doesn't

want to speak to her but he knows she has spoken at lengths to do her own talking. Champagne said for him that is important. Champagne said how do they look.....they heard him talk about the Council's salary the money that was allocated and has been for the past ten years they know it has never been expended because it was based off a Wage Study um, they should put that for Children's Services. Champagne said they heard him mention that over and over again yesterday. Champagne repeated the money should go for Children's Services. Champagne said he believes heavily in that. Champagne said he feels the Executive side is failing the Tribe and has struggled throughout the years with them not having a Title IV E. past through Agreement for Child Welfare and them covering their own foster payments and not having a Comprehensive Extensive Foster Care Network or Child Welfare Program is detrimental to their people. Champagne said he believes this has to be a priority well, it's great that priorities that are about social media. Champagne said he doesn't care about social media. Champagne said for him he cares about getting agreements and funding to be able to ensure their families together and healthy. Champagne said he thinks that is a tar.....that is a prime area that they mentioned so he definitely agree 100% with her words and he hopes at least that.....he is only one Council member um, but he does agree 100% with what she said. Champagne asked any other Council members wish to respond at this time. Champagne repeated any other Council members wish to respond.

Ogema Romanelli identified himself. Romanelli said he wouldn't mind responding to Miss Agosa's comment.

Speaker Champagne said okay, go ahead Mr. Romanelli, he has the floor.

Ogema Romanelli said yeah, his half-hearted comment was that, yes, there are times where they have to replenish their General Fund. Romanelli said the other thing is that they have made a decision a long time ago to give the Per Cap Payments before the Holidays out of sequence of the scheduled time to give people enough time and money to do their Christmas Shopping. Romanelli said additionally the \$20 payment that they have been giving the children has been raised to \$50 per child. Romanelli said so he takes exception to some of the comments that are made but that is reality. Romanelli thanked them.

Speaker Champagne thanked Mr. Romanelli. Champagne asked any other Councilors wish to respond. Champagne said seeing no other Councilors wishing to.....Madame Recorder Wolfe.

Recorder Wolfe said she just wanted to.....for the Ogema to restate his comment that he did increase Gift Card Program for children for 2021. Wolfe asked is that what he said.

Ogema Romanelli said yes, that is exactly what he said. Romanelli thanked Recorder Wolfe.

Recorder Wolfe said okay, so she just wanted to commend him on that because she thinks it is reasonable and it is his program and she knows they discussed a little bit about that increase. Wolfe said that is her comment. Wolfe thanked them.

Ogema Romanelli thanked Recorder Wolfe.

Speaker Champagne said the next in the queue is.....is.....he believed it was..... Champagne asked Miss Agosa did she go first.

Sara Agosa said yes, she did. Agosa said there are other people in line before her.....Staci Cheney and Adele. Agosa thanked Speaker Champagne.

Speaker Champagne said okay, um, he thought there was somebody right behind maybe it was Miss Staci Cheney or maybe it was somebody else. Champagne said his apologies because he knows it went to Mr. Romanelli um, for third in the queue. Champagne said so Miss Staci Cheney has the floor then Mr. Romanelli then Miss Valerie Mc Donnell.

Staci Cheney said okay, well her comment is quite short. Cheney said her question to Speaker Champagne is um, he brought forward the second resolution with um, an increase in the salaries and um, even though she believes that with the Cost of Living Adjustments and how they haven't been addressed in multiple years. Cheney said um, her question is is it possible to bring another resolution forward without such a high increase even though she believes its justified um, so that way it wouldn't be such a high jump. Cheney said um, perhaps it could be added also in alignment with other Tribes um, but it wouldn't be such a high jump so they weren't jumping like \$15,000 in an increase and maybe it would be like an \$8,000 increase and then when they get to the next Council they could do it again since the money is there. Cheney said she just feels like um, it is not correct to keep a stagnant pay that's not in compliance with all the rest of the Tribes. Cheney asked is that a possibility.

Speaker Champagne said by any means any Council member can bring forth legislation to ask for it. Champagne said um, he feels like maybe the.....there is a few.....a few good things that has come out of discussions. Champagne said he thinks Mr. Romanelli had one which was identifying the base pay that citizens want for all their Elected Officials and appointed Officials. Champagne said then from there pass a resolution or ordinance that establishes an automatic increase based off of the Federal Published ah, Inflation Rate for that year. Champagne said he thinks that is actually a really good suggestion. Champagne said so they get to the point of what they think is base pay. Champagne said if they think their Elected Officials should be paid um, then.....then that is the right way to go because he also knows the Chief Judge which is a full-time job receives maybe \$55,000 or something of that nature. Champagne said don't quote him on it.

Champagne said which is ___ legal for a full-time attorney and so he thinks they know where at this area where there is a big conflict. Champagne said maybe Miss Agosa's comment of having a Compensation Committee ah, with resources and access to consultants to be able to have that might be the route to go. Champagne said he doesn't know he thinks there are areas to have more discussions to figure out what people want. Champagne asked do they want stipends for all Elected Officials, do they want no pay, do they want Market Rate Pay, they know, but if they are going to one of the things he thinks if they are going to go salary they probably should build in there their adjusted inflation rates. Champagne said if they are going to no pay or Stipend Pay then they know they need to hear more from citizens. Champagne said he thinks that is probably one of the difficult areas in ah,.....in the Pay Rates. Champagne said he thinks it goes on to the other thing his desire to have nobody making less than \$15.00 an hour because that is not a living wage. Champagne said that is something he has been advocating since being on so he thinks there is a lot more work to do on that and he definitely welcomes the idea of setting up a committee or a Task Force to assist Council on determining this. Champagne said its not good to adjust Pay Scales in Election Years as it has been done.....

Staci Cheney can be heard in the background saying "absolutely" on the ZOOM recording.

Speaker Champagne continued.....it becomes politicized.....

Staci Cheney continued making comments in the background on the ZOOM recording. Cheney said um-hum.

Speaker Champagne continued.....they do it in non-election years because that is when they can have a clear head and there is no political motives. Champagne said they are just trying to establish what is the right direction to go and what is the direction the people want them to go. Champagne said ultimately the people choose, they also choose too who runs for the positions, and people choose even if they want to run for positions if they change it one way or another. Champagne said they could get higher quality candidates if they did say if they paid more ah, there are justifications on that _____. Champagne said they know only maybe retirees if they went to a Free System or a Stipend System. Champagne said it is one of those challenging aspects. Champagne thanked them for their questions. Champagne said they look forward to any data they can provide to Council that he will share with the Ogema's Office as well.

Staci Cheney said absolutely. Cheney said she also just wanted to thank Ogema Romanelli for increasing the Child's um, the Christmas Pay for that too. Cheney said she finds that very generous. Cheney thanked them. Cheney said that is her comment, Miigwech.

Speaker Champagne asked any other person wishing to respond to Miss Cheney's comment. Champagne asked any other Council wishing to respond. Champagne said seeing none next in the queue is Mr. Romanelli. Champagne said Mr. Romanelli the floor is his, sir.

Ogema Romanelli thanked him. Romanelli said the first thing he'll say is "thanks" really does not go to him as the Ogema it goes to the staff and the hard-working people that earned the money to make that happen but he appreciates the recognition. Romanelli said but it really does go to the people he does not do this in a vacuum and it really takes a lot of hard work so. Romanelli thanked them for that. Romanelli said the other thing he has two items. Romanelli said the first thing that was mentioned he believed that was Miss Cheney on the phone there was a spreadsheet that she said she had regarding the compensation that she was going to send to the Speaker. Romanelli said he has not received that and he really would appreciate it because he thinks it would be helpful going forward. Romanelli said two items he has is first again, he is speaking now as a Tribal member is that this is usually done during ah, new elections just before the people are sworn in. Romanelli said he believed this the way that it was handled just recently put fellow Council members in an awkward position in somewhat had the divisiveness of dividing the Council. Romanelli said he thinks it was awkward and he thinks that is why there is not one that ah, proposed the idea of ah, granting increases. Romanelli said ah, he thinks that very little thought or research probably have been done prior to getting this on the agenda as noticed by the statements that were made in yesterday's work session. Romanelli said there were some incorrect statements that were made and just to note a couple of them that said the Ogema has received ah, more than one increase during his 15 years here. Romanelli said that is not correct he only received one and that was only after about ten years of service ah, when the Tribal Council received their increase in 2008 by the way and retro-ed it back based on COLA. Romanelli said this one appears to be based on COLA again these are not raises these are based on the Cost of Living. Romanelli said if it is based on the Cost of Living that is how the increases have been done it should be across the board. Romanelli said again, the cost of a loaf of bread goes up for not only Elected Officials but for employees and for everyone. Romanelli said that can go for committee persons and Commissioners as well. Romanelli said a gallon of gas and the reason that they put stipends forward for Commissioners and Committee were to pay for gas that was the original intent of sorts. Romanelli said if they are going to do a COLA he would say give COLA for everyone and again, he is not sure of what the basis was but they go back to the time when the COLA was given and it was a retro amount and now they are looking at an across the board 1.8 was figured and he doesn't agree with doing it that way but if that was the case then they would have to look at every Elected Official and they have to look at every Commissioner and Committee and they have to look at every employee of the Resort and the government and do it across the board. Romanelli said he just thinks this sets a bad precedence and the way that it was done was totally awkward by everything that he can see and so. Romanelli said there were mentions of giving up ones pay

again he thinks that put other Tribal Councilors in an awkward position if someone chose to do that and again, it was brought up he thinks by Councilor Champagne that the effort to give back pay.....if one wants to give back their pay they can do so even if they paid their taxes and if they are going to say it then they have to follow through with that because otherwise it looks just like a ruse of some sort. Romanelli said so he guessed he will leave with that but again if they are going to bring it back do it across the board and he would be more than happy again, and he has done the research that if they went back to 2008 when the Council got their adjustments, go from that date forward, for everyone employees and the other Elected Officials, Judges and Election Board and bring it up to date he more.....he'll.....he would be more than happy to accept that and he would support that. Romanelli thanked them very much.

Speaker Champagne said next in the queue is citizen, Miss Agosa.....

Ogema Romanelli said oh, he is sorry that was his first item. Romanelli said his second item is the question on the swamp. Romanelli asked if he could please give him.....

Speaker Champagne said sir, he is at the five-minute level.

Ogema Romanelli said to Speaker Champagne that he has gone past the five-minute level many.....almost after every item. Romanelli said please don't diminish this again and dismiss it.

Speaker Champagne said go ahead sir, he is very.....

Ogema Romanelli said he talked about it. Romanelli said okay, he is asking the question one more time.

Speaker Champagne said go ahead. Champagne said he is sorry he has the floor.

Ogema Romanelli asked what does he mean by the swamp.

Speaker Champagne asked does that complete his public comment period at this time, sir.

Ogema Romanelli said yes, he can dismiss him once again.

Speaker Champagne asked is there any Councilors who wish to respond to Mr. Romanelli. Champagne repeated is there any Councilors who wish to respond to Mr. Romanelli.

Ogema Romanelli asked does any Councilors see what this person is doing speaking on behalf of all of them.

Speaker Champagne interrupted Ogema Romanelli. Champagne said Mr. Romanelli he did conclude his presentation.

Ogema Romanelli said no, he concluded him sir. Romanelli said he did not conclude.

Speaker Champagne said to Ogema Romanelli that he said that concluded his public comment period. Champagne said if he wished to speak more he is welcome to but they do have to remain decorum. Champagne said he asked him to remain professional during this time.

Ogema Romanelli said okay, then put him back in the queue. Romanelli repeated put him back in the queue. Romanelli thanked them.

Speaker Champagne said okay. Champagne asked is there any Councilors who wish to respond to Mr. Romanelli's public comment. Champagne said seeing no Councilor's wishing to respond Miss Valerie Mc Donnell she does have the floor, ma'am. Champagne thanked them.

Valerie Mc Donnell thanked them. Mc Donnell said she just wanted to say because it keeps coming up the Election Board has not got a raise they are making the same stipend as 2009. Mc Donnell said they don't receive no benefits they just get the stipend. Mc Donnell said if they don't show up they don't get paid. Mc Donnell said that is all she has to say. Mc Donnell thanked them.

Speaker Champagne thanked Miss Mc Donnell. Champagne said next in the queue is Miss Sara Agosa.

Sara Agosa, Tribal #4478, said she just wanted to circle back to the Christmas Fund and she would like to convey to Tribal Council a wider view of some of their members experiences that even though the Per Capita is distributed before Christmas that often times that money is used to catch up on bills. Agosa said um, even to remember single parent families and also Tribal families with several children so even a \$7-800 Per Capita if they have several children and they are living in poverty then it doesn't really stretch far and so there are other factors involved in the economics of Christmas so she just wanted to emphasize that to Council and the Ogema. Agosa said she would really like to see in 2022 that Council and the Ogema make it the year of youth development and well being including and especially their youth in foster care. Agosa said in closing she would like to thank the Ogema for the update about the Children's Card increase from \$20 to \$50 and she just wanted to know when that will be mailed out. Agosa thanked them. Agosa said that is her comment.

Speaker Champagne thanked Sara Agosa. Champagne asked Mr. Romanelli if he cared to respond to Miss Agosa's comments.

Ogema Romanelli said no, he has nothing to say on it he thinks what they do the best that they can do. Romanelli thanked them for allowing him to speak on that.

Speaker Champagne said okay, next in the queue um, Miss Agosa does she have her hand raised and she still has the floor if she didn't conclude her comments.

Sara Agosa, Tribal #4478, said the Ogema does not have an update on when those cards will be sent out for members information for the children, the Gift Cards. Agosa thanked them.

Ogema Romanelli said okay, he will answer that. Romanelli said as soon as they get them. Romanelli thanked them.

Speaker Champagne said um, okay. Champagne said Miss Chelsea Densmore.

Chelsea Densmore, Tribal #3225, thanked Speaker Champagne. Densmore said she just wanted to make a comment. Densmore said she thinks that he had said it and thinks that Sara Agosa had said it earlier about um, the Compensation Committee. Densmore said um, she agrees with what he said about kind of looking across the board is what the citizens want, what Council wants, and what the Elected Officials she thinks that is a really good idea. Densmore said she does think that is something that is probably going to take a lot of time they know creating the committee, da, da, da. Densmore said so it is probably not something that is not going to be done um, any time soon for sure probably going to go well into next year um, she definitely supports that. Densmore said she hopes them guys will consider while they are doing the Budget right now reallocating the funds they have right now even to do like a one-year program um, and looking at the funds next year and deciding if, they know, looking at changing pay or whatever um, she really hopes they look for 2022 in taking that \$100-150,000 um, dollars and putting it into something for the kids. Densmore said she thinks it is awesome that the Ogema increased the um, the ah, the Children's Christmas Cards she thinks that is great but she still thinks there is so much that they can do and she really hopes them guys consider that um, this is as an outlying citizen speaking that does not have any Tribal children ah, well she does but not technically in the Tribe um, but she.....this is something that she thinks is really important as someone that doesn't benefit from this in any way she still thinks it is really, really important and she still really hopes them guys um, consider putting something together for next year. Densmore said Miigwech.

Speaker Champagne thanked Miss Densmore. Champagne said he does believe that Mr. Romanelli wanted to be back in the queue. Champagne said Mr. Romanelli the floor is his, sir.

Ogema Romanelli said okay, again, it appears that, being also an employee of the Tribe or working here that their staff at the Resort at its enterprise meaning their gas station and others and the government do such hard work here and it appears

that it goes unappreciated. Romanelli said he did hear the “thank you” from Staci Cheney but he doesn’t hear it from for example, Sara Agosa. Romanelli said it appears like it is more and more and more. Romanelli said he will catch hell for this too he is sure but, he thinks they really need to appreciate their employees ah, at all locations and give thanks.....give thanks that the Tribe does provide ah, many different things. Romanelli said it is not just Per Cap, its not just the cards, its services that they provide on a continual basis even during hard times. Romanelli said this Tribe faces hard times and their employees face hard times and they face a lot of criticism and he just thinks it is unconscionable. Romanelli said so he will leave with that other than he still asked the question of the swamp. Romanelli asked why would an Elected Official feel comfortable putting something on Face Book and then follow it up to the Tribal members they represent is beyond his comprehension. Romanelli said he will leave with that. Romanelli thanked them very much.

Speaker Champagne said to Ogema Romanelli that his words are always enlightening, sir. Champagne said next in the queue is Miss Staci Cheney.

Staci Cheney said um, okay, so was he going to answer Ogema Romanelli.

Speaker Champagne said he.....he was making a public comment.

Staci Cheney said okay....okay. Cheney said um, she hears a lot of people right now talking about how to reallocate the funds and spending it on the children at this time instead of increasing the salaries. Cheney said she is wondering and she is all for the children, she is a teacher and she loves children and especially their Tribal youth. Cheney said um, her question is um, is it possible to take this money that um, was allocated to the salary raises and put that into a restricted fund so that way they can do a Compensation Study and they can hear from the members what it is that they want from their Elected Officials and go from there. Cheney said she....she don’t.....she doesn’t think its um, she really wants to see what it is that is the problem because she doesn’t think it is the people that is sitting on the Council, that is sitting on the Ogema’s seat, that is sitting on the Election Board or the Judges. Cheney said she believes that the issue is communication and if um, maybe if they had like a 30-Day Comment Period and people could just voice their opinions um, in a professional manner then they could try to make some headway and try to um, and try to explain what the frustrations are but she doesn’t understand why and the.....in the casino aspect of it right before the elections all of the workers received a 3% raise, it might have been 2% she doesn’t want to be quoted. Cheney said it was a 2-3% raise but then their governmental workers didn’t receive a raise and she is with him, Speaker Champagne, in the sense that they um, they have to keep an alignment with the Cost of Living expenses and that goes to everybody and right now the government just increased the Cost of Living to 5.9% so.....and yes, Ogema Romanelli she will share the Excel Spreadsheet with him um, as she didn’t finish it up last night because she was seeing that this was going to be voted down.

Cheney said um, but they are the second lowest paid um, Tribe as far as their Tribal Council and the average pay for all 12 Tribes is \$83,000 so that is concerning to her. Cheney said like he just said Ogema Romanelli that they all work well, all of the employees work hard on the casino end, on the Executive end, Judicial and Legislative end and they all need to just thank everybody for all the work that they are doing and everybody should be able to live comfortably and she doesn't mean in a comfortable way financially but they should be able to pay their bills and they should be able to live below.....in a level below poverty. Cheney said so that is her comment and she just really wonder if they could put that money that is sitting right there that they could use for the increase in pay in a restricted account.....

Dogs interrupted Staci Cheney's queue barking in the background on the ZOOM recording.

Staci Cheney continued.....and possibly do that study to find out how they could do um, that Compensation Study. Cheney thanked them.

Speaker Champagne thanked Miss Cheney for those words.

Ogema Romanelli identified himself. Romanelli said please let him get in again, in the queue.

Speaker Champagne asked Ogema Romanelli for a response sir, or in the queue.

Ogema Romanelli said ah, response.

Speaker Champagne thanked Ogema Romanelli. Champagne said Madame Recorder had her hand raised in response as was Mr. Romanelli.

Recorder Wolfe said she wanted to respond to Staci Cheney's comments. Wolfe said she wasn't sitting here in 2021 but the Council did revise the Budget on November 23, 2020, that would be the 2021 Budget. Wolfe said there is not funding sitting in there that would have provided for the pay raise increase or the inflation costs. Wolfe said do the money that she is asking to restrict is not in there for 2021 and the 2022 Budget has not been approved at this point and time. Wolfe said so that money is not sitting there being unused or unspent for 2022. Wolfe said in 2021 it is not in the Budget at time so there is no money to restrict for future programming. Wolfe said it would be a different allocation or a new program that is proposed. Wolfe said those are just her comments and she hopes that offers some explanation. Wolfe thanked them.

Speaker Champagne said Mr. Romanelli second response and third response it looks like Mr. Di Piazza was raising his hand. Champagne said the floor is his, sir.

Ogema Romanelli said sure, okay, he wanted to thank Staci Cheney for ah, agreeing to pass on the spreadsheets he thinks it will be helpful. Romanelli said it is much appreciated. Romanelli said the other thing is that he agrees that when some get a raise or an adjustment others don't and that could be a problem so he suggest a COLA adjustment across the board would make sense. Romanelli said they can go back to the 2008 date if they wanted to and add in the different COLA amounts and then if somebody did receive more than or part of that then go back and deduct that from it. Romanelli said that makes the most sense when they get all the information in there then it becomes a yearly thing to just increase COLA every year. Romanelli said no it would be a that side of the street or this side of the street, this Elected Official or that Elected Official, it would then be brought up to date and then they make the adjustment in the Budget as they do so. Romanelli said they talk about a living wage again; their Budgets are not done and both the Ogema and the Council have the right to add in. Romanelli said if they want to add in the COLA for everyone they can do that again, the Budgets aren't done. Romanelli said just his two cents again. Romanelli thanked them very much.

Speaker Champagne said Mr. Di Piazza for response number three and he will do response number four.

Councilor Di Piazza said oh, yeah he was going to say the 2021 Budget that pay increase or increase was not in the Budget because of COVID and everything else cut corners so there is no money to restrict and as Julie Wolfe said the 2022 Budget hasn't even been approved. Di Piazza said that funding even if this would have passed, this pay increase, there is no increase.....no funding to pay them other than they would have to do a budget mod. Di Piazza said he wanted to bring that up but then it went a different way. Di Piazza said yeah, he is good. Di Piazza thanked them.

Speaker Champagne said just to rebuttal on that ah, it was budgeted in the 2021 at \$70,000 the Budget that he and Mr. Pringle ah, put forward was going off of that it was contained within and so that dollars was budgeted in and so getting direction from here today, they know, he thinks that the 2022 Budget is not completed um, it was originally put in submitted by Administration on that it does not seem likely that it will be put in during the 2022 Budget and they will prioritize it to other areas um, they know he has his two cents but that is kind of where that would go. Champagne said he thinks they know when they talk about living wage, they know, it is typically seen by the Executive side who manages Tribal Government to be able to put in there a Living Wage Standard. Champagne said they should not have Tribal citizens, some elderly Tribal citizens who work here for ten years making ten dollars an hour or eleven dollars an hour. Champagne said only after much advocacy they got bumped up to \$13.00 an hour um, that is a shame, exploitation of their people. Champagne said he is not and will never be in favor of that so the Executive can continue to make comments the way one wishes and pleases the reality is in the 2022 Budget where they are

looking for a Living Wage Standards and thinks they need to create legislation on that obviously that would be the route that they would go. Champagne said next in the queue since there is no further Council responses is Miss Sara Agosa.

Sara Agosa, Tribal #4478, said she would like the opportunity to respond to the Ogema's comment about not being grateful or thankful for the services of the Tribe and employees. Agosa said she would just like to say she is very thankful and she loves many of the staff members that she has known them for years. Agosa said so she just wanted to say that she is thankful but she would also like to convey she feels their members deserve progression and strength and resources and to expect results from their Leadership. Agosa said their members deserve welfare prosperity which is also stated in their Constitution Preamble. Agosa said so to the Ogema's comment that it is not all about Per Capita or resources um, yes, it is as constitutionally mandated so she would like to request that the Ogema ah, they know, if it causes annoyance or irritation simply her request is to collect the data on the poverty of their membership and set up a work session with Tribal Council and um, seek solutions other than allowing it to fester which it has for the last couple of decades. Agosa said in closing she would just like to say she feels it is inexcusable they have two Gaming Enterprises and the EDC and yet members really haven't seen any long-term economic changes. Agosa said that is her comment. Agosa thanked them.

Speaker Champagne thanked Miss Agosa. Champagne asked any other public comment for today. Champagne repeated any other public comment for today. Champagne said seeing no other public comment for today they will move on. Champagne said one second Mr. Guenthardt just let him read the little clause. Champagne recognized Mr. Guenthardt. Champagne said Mr. Guenthardt he is on mute.

The purpose of closed session is to discuss business matters considered privileged or confidential involving consideration of bids/contracts, pending legal issues, and/or personnel matters.

MOTION TO CLOSE THE FIRST OPEN SESSION; by Guenthardt; supported by Wittenberg.

Speaker Champagne asked discussion on the motion on the floor. Champagne asked discussion for the motion on the floor by Tribal Council or Tribal citizens. Champagne said seeing no discussion for the motion on the floor Madame Recorder roll call please.

Roll Call #5

T. Guenthardt -Yes	C. Champagne -Yes	P. Johnson -	Yes
R. Champagne-Yes	G. DiPiazza -	Yes	S. Wever -
R. Wittenberg- Yes	J. Wolfe -	Yes	S. Lewis -
			Yes

Motion carried (9-0-0-0)

Recorder Wolfe said nine in favor they have ended First Open at 11:15 a.m.

XI. Open Session

Recorder Wolfe said to Speaker Champagne that the recorder is on.

Speaker Champagne thanked Recorder Wolfe. Champagne said they do have um; they are back for Open Session only one agenda item on.....remains from Open Session Items moved from Closed to Open Session. Champagne said he would entertain a motion at this time to enter into Second Open.

Councilor Guenthardt said so be it.

Councilor Johnson said support.

MOTION TO GO INTO SECOND OPEN; by Guenthardt; supported by Johnson.

Speaker Champagne asked discussion for motion on the floor. Champagne said seeing no discussion on the motion on the floor. Champagne asked Madame Recorder Wolfe.

Roll Call #6

T. Guenthardt -Yes	C. Champagne -Yes	P. Johnson -	Yes
R. Champagne-Yes	G. DiPiazza - Yes	S. Wever -	Yes
R. Wittenberg- Yes	J. Wolfe - Yes	S. Lewis -	Yes

Motion carried (9-0-0-0)

Recorder Wolfe said nine in favor they are in Second Open at 1:22 p.m.

A. Items moved from Closed to Open Session

Speaker Champagne said okay, they have one item on the agenda. Champagne said Items moved from Closed to Open Session there is none listed.

There were no items to be moved from Closed to Open Session.

XII. Adjourn

Speaker Champagne said he will entertain a motion at this time to adjourn.

Councilor Guenthardt said so be it.

Councilor Di Piazza supported in Anishinaabemowin.

MOTION TO ADJOURN; by Guenthardt; supported by Di Piazza.

Speaker Champagne asked discussion for the motion on the floor. Champagne repeated discussion for the motion on the floor. Champagne asked Madame Recorder for a roll call please.

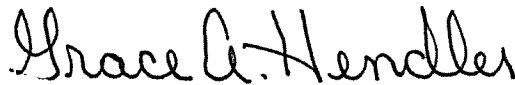
Roll Call #7

T. Guenthardt -Yes	C. Champagne -Yes	P. Johnson -	Yes	
R. Champagne-Yes	G. DiPiazza -	Abstain	S. Wever -	Yes
R. Wittenberg- Yes	J. Wolfe -	Yes	S. Lewis -	Yes

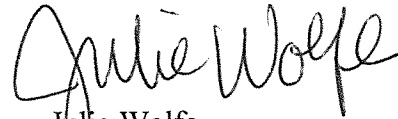
Motion carried (8-0-1-0)

Recorder Wolfe said eight in favor and one abstention they are adjourned at 1:23 p.m.

Respectfully Submitted,



Grace A. Hendler
Transcribing Assistant



Julie Wolfe,
Tribal Council Recorder