



LITTLE RIVER BAND OF OTTAWA INDIANS
SPECIAL TRIBAL COUNCIL MEETING
TUESDAY, JUNE 10, 1997

The Special Tribal Council meeting started at 6:00 p.m. at the 411 River Street Tribal office.

The Tribal Council members present were: Kim Kequom, Bob Guenthardt, and Bill Memberto. Kathy Berentsen was present through conference call. Steve Parsons became available through conference call at the end of the meeting and was briefed on the topics of discussion. Other people that were present were: Mark Dougher, Bill Brooks, and Tammy Carter.

Mark started the meeting by passing out a handout on the Administrative Teams specifically dealing with the Management Team. He had revised the composition of the Management Team to include: Tribal Chairman/Manager, Assistant Manager, Controller, Tribal Council Vice-Chairperson, Tribal Council Secretary, and Tribal Council Treasurer. The Council discussed this handout and there were only a few changes that they felt needed to be made. The changes that were discussed were under: Administrative Teams Goals and Management Team Purpose. It was felt that the last sentence on the first page (The Management Team will also be the forum that will attempt to resolve problems that affect the workplace and the organizational structure) should be deleted under that section and be reworded to be defined as a part of the Management Team Purpose (c). Mark said that he would make these revisions and get the Tribal Council a copy with the changes. Moved by Bill M., to accept the changes to the Management Team section of the Administrative Procedures Manual, seconded by Kim, all in favor (4), (0) opposed, (3) absent. Motion carried.

Mark presented to the Council the changes that would take place in the positions of management which would include wages and change of job titles for the following people: Bob would become the Tribal Chairperson/Manager, Tammy would become the Assistant Manager, and Mark would resign his position as Tribal Manager and take a position as the Community and Economic Development Director. Mark mentioned that he had discussed with Bob and

Chris these position changes and got their input. He also talked to Tammy and got her input when revising her job description.

Mark purposed the salary for Bob at \$45,000 and Bill M. said that he felt Bob's starting wages should be at \$50,000. Everyone felt comfortable with this because of the two positions that Bob would be performing. Moved by Bill M., to promote a salary of \$50,000 to Bob in his new position as Tribal Chairperson/Manager, seconded by Kim, all in favor (3), (0) opposed, (3) absent, (1) abstain. Motion carried.

Mark purposed the salary for himself at \$36,000 for his new position as Community and Economic Development Director. He mentioned that he would be taking a pay cut but felt this was a fair wage. Everyone felt comfortable with this. Moved by Bill M., to promote a salary of \$36,000 to Mark in his new position as Community and Economic Development Director, seconded by Kathy, all in favor (4), (0) opposed, (3) absent. Motion carried.

Mark purposed the salary for Tammy at \$32,000 for her new position as Assistant Manager. He mentioned that he had consulted with Bob and Chris about this and had also gone over the job description with her to get her input. Mark also mentioned that a few of the duties that Tammy has been performing would be incorporated into Valerie's duties and her job description would be revised to include these duties. He said that he and Tammy had discussed this and would talk to Valerie to see if she was comfortable with these changes. Everyone felt comfortable with this. Moved by Bill M., to promote a salary of \$32,000 to Tammy in her new position as Assistant Manager, seconded by Kim, all in favor (3), (0) opposed, (3) absent, (1) abstain. Motion carried

Mark brought up the time lines for these changes and the Council said they had discussed this at the last closed session meeting (June 2nd) and it was decided to have these changes take place effective June 30, 1997.

Bob wanted the Council to be aware of other things that were going to take place later part of this week and next week. On Thursday of this week (June 12th), the Architect will be here around 4:00 p.m. to walk the gaming parcel along with Espey Huston, Malik and Celina. Then on Friday (June 13th) they will have an all day meeting. Any of the Council members who are interested in being here are welcome to do so. Then next week on Thursday (June 19th) Bob said that Steve and him would be meeting for lunch with a doctor from Petoskey to discuss our clinic. Bob mentioned to Kathy that there was a M.A.S.T. meeting that was coming up but he didn't have the details on this other than it was going to take place at Leach Lake.

Kathy brought up about the Tribe participating in the 4th of July parade this year and Tammy mentioned that the Cultural Preservation Committee felt that they

could not be in charge of this because of the timing of how this falls with the Pow wow. They will be setting up for the Pow wow on Friday. They had no problem with someone else taking charge of this. It was suggested that maybe the Elders would want to organize the parade.

Kim brought up about getting some type of list of all Tribal members that included their address and phone numbers so the Tribal Council would have a copy for their records. Tammy said she would talk to Chris and get each Council member a copy. Steve Parsons was conference in and he was briefed on the topics that had been discussed and was told that he would receive a copy of the minutes of what took place.

Bill Brooks brought up that the Tribal Council will need to hold a Special Meeting to discuss two issues and they are as follows:

- 1) Approval of a special counsel contract with Michigan Indian Legal Service (MILS).
- 2) 1836 Treaty Tribes litigation strategy, they want to have a Tribal Council member assigned as a designee to this.

Bill B. said that he would like to set up a conference call for this Friday, June 13 to discuss these issues with the Council. Steve mentioned that he won't be in the office until after 5:00 p.m. on Friday. Kathy said that she might come in for this. Kim said that she would be able to participate. Bill M. said that it looks like he might be able to do this but can't promise.

There was no other business discussed so the meeting ended at 7:00 p.m.

6/10/97-tsc