



**LITTLE RIVER BAND OF OTTAWA INDIANS  
TRIBAL COUNCIL  
REGULAR MEETING  
WEDNESDAY, JANUARY 18, 2023  
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 January 18, 2023. Following are the minutes of that meeting.

Recorder Wittenberg said yes he is here ah, okay, Miigwech for everybody ah, being here on today's Council Meeting. Wittenberg said he is going to go through the list first. Wittenberg said they have ah, let's see, Jolene O'Signac.

Jolene O'Signac said yes, Tribal I.D. #3866.

Recorder Wittenberg said Martha Howell.

Martha Howell said #3635.

Recorder Wittenberg said Sandy M.

Sandy Mezeske said #0018.

Recorder Wittenberg said Sara Agosa. Wittenberg repeated Sara Agosa.

Sara Agosa said #4478.

Recorder Wittenberg said okay, where is he at, ah, Staci Cheney,

Staci Cheney said #0992.

Recorder Wittenberg said Susan Thull.

Susan Thull said #3727.

Recorder Wittenberg said and Tara Bailey. Wittenberg said see if he can do a comp at the casino. Wittenberg repeated Tara Bailey. Wittenberg said well he knows that is her anyways so she is with the Housing Director. Wittenberg said she must have problems with turning on mute. Wittenberg said by anyways ah, again, he says Miigwech for everybody coming and he is trying to get...here they go....he has one more. Wittenberg said all right, Al Metzger. Wittenberg repeated

Al Metzger. Wittenberg said he is on mute. Wittenberg said oh, he is. Wittenberg said all right and thanked them. Wittenberg said he must have a hard time.

Al Metzger said #0890.

Recorder Wittenberg said okay, Miigwech for everyone again, that come on and ah, today's Council Meeting Wednesday, January 18, 2023 at 10 it looks like 04 ah, now he gives it to him, Speaker Crampton.

Speaker Crampton thanked him. Crampton said welcome everybody to the 1/18/2023 Meeting of Tribal Council. Crampton said they will start today off with an Opening Prayer and if the Recorder will be so kind enough to lead them in that he would be greatly appreciated.

## **I. Opening Prayer**

Ron Wittenberg, Tribal Elder, offered the Opening Prayer in Anishinaabemowin and Shagnaash.

We thank you for this day.

We thank you for everything in it.

We ask that you be with the one that just walked on, Kathy Sam-ba.

To help us put that Spirit plate, sema and put that little extra Miijim out there and that bish water out there to help her on her journey.

I ask that he touch the ones, the family, the loved ones, to help and soften these things and help us that are here in this physical world to do the best we can

We ask that you be with others that are taking that journey also.

We said Chi Miigwech for all we have and all we don't have.

Help us gather our hearts, our thoughts, and our minds so that we may walk in a good way.

Ahaaw. Miigwech. Miigwech. Miigwech. Miigwech. Ahaaw.

Speaker Crampton thanked Mr. Recorder.

## **II. General Business**

### **A. Call to Order**

The regularly scheduled Tribal Council meeting was called to order at 10:07 a.m.

Speaker Crampton said please do a roll call for attendance.

### **B. Roll Call**

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

Quorum established.

Recorder Wittenberg said Speaker Crampton they do have quorum.

**C. Approval of Agenda**

Speaker Crampton said he will entertain a motion to approve the agenda.

**MOTION TO APPROVE THE AGENDA FOR JANUARY 18, 2023 WITH THE FOLLOWING ADD III B.2, APPROVAL OF BUDGET MODIFICATION MB-2023 AUTHORIZING MODIFICATION TO THE STRATEGIC GAMING BUDGET IN THE AMOUNT OF \$78,706.24; III B.3, ACCEPTANCE OF CONTRACT FUNDS FROM THE U.S. DEPARTMENT OF INTERIOR BUREAU OF INDIAN AFFAIRS AND APPROVING A MODIFICATON TO THE OPERATING BUDGET MB-2023 IN THE AMOUNT OF \$219,119; by Lewis; supported by Wittenberg.**

Speaker Crampton asked is anyone going to abstain. Crampton asked are there any questions from Council.

*Recorder Wittenberg went right into calling the vote.*

Speaker Crampton said go right ahead.

**Roll Call #1**

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

Motion carried (9-0-0-0)

Recorder Wittenberg said the agenda has been approved, Speaker Crampton.

**D. Tribal Council Minutes  None Submitted**

Speaker Crampton noted none are submitted.

**III. Continuing Business**

**A. Grants & Contracts**

**1. Ratification of Master Agreement for Services with Grand Valley State University**

Contract approval for Grand Valley State University to conduct

population genetic estimates for Sturgeon from the Manistee River 2015-2022.

Speaker Crampton said that is Mr. Martell.

Corey Jerome said Mr. Martell is in the building as well but they got Corey Jerome, Fisheries Biologist with Natural Resources here representing this item. Jerome said um, like he said they got a ratification for Master Agreement with Grand Valley to conduct genetic estimates on Lake Sturgeon um, from their juvenile sampling from 2015 through 2022. Jerome said it will kind of give them an estimate and an idea of where the Manistee population is at a retrospect of where they are. Jerome said give them a kind of genetic...genetic update on the juveniles in the system and make sure that the program is moving in a good direction. Jerome said the...he is sorry one add is that the contract is over \$13,623 to complete the work.

Speaker Crampton said okay. Crampton thanked him. Crampton asked are there any questions at this time. Crampton said Mr. Recorder if he can see the hands to please pick them up. Crampton said he is not seeing any questions at this time. Crampton said um.....

Recorder Wittenberg said Councilor Wolfe has her hands up Speaker Crampton.

Speaker Crampton said okay, go ahead Julie.

Councilor Wolfe said just a clarification for Tribal Council and the membership this item actually should have had a revised to it because they did receive an updated resolution from them after the work session on Monday for corrections to it so this does have the revised resolution attached. Wolfe said just so it is so noted for everybody. Wolfe thanked them.

Speaker Crampton thanked her. Crampton asked are there any further questions from Council. Crampton said if not he will entertain a motion on the item.

**MOTION TO APPROVE RESOLUTON #23-0118-004;  
RATIFICATION OF GRAND VALLEY STATE UNIVERSITY  
CONTRACT STURGEON ANALYSIS; by Lewis.**

Speaker Crampton asked is there any support.

Recorder Wittenberg said Councilor Johnson supported it.

Speaker Crampton said he apologizes he didn't hear that.

**MOTION TO APPROVE RESOLUTON #23-0118-004;  
RATIFICATION OF GRAND VALLEY STATE UNIVERSITY**

**CONTRACT SURGEON ANALYSIS;** by Lewis; supported by Johnson.

Speaker Crampton asked is anyone on Council that is going to abstain. Crampton asked is there any further questions from Council. Crampton asked is there anything from the membership. Crampton asked anything further from Council. Crampton said hearing nothing please do a roll call.

**Roll Call #2**

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

Motion carried (9-0-0-0)

Recorder Wittenberg said Resolution #23-0118-004 has passed.

Corey Jerome thanked them.

Speaker Crampton thanked him.

**B. Budget Modifications**

- 1. Acceptance of contract funds from the U.S. Department of Interior-Bureau of Indian Affairs and approving a modification to the Operating Budget MB-2023-\_\_ in the amount of \$161,134**  
Acceptance of funds.

Speaker Crampton said that is Mr. Willis or Miss Bailey whoever wants to represent.

Bill Willis, Tribal Manager, represented this agenda item. Willis said he will represent it Mr. Speaker. Willis said ah, these particular funds were awarded to the Tribe sometime ago. Willis said um, and once they received the awards....the award was ah, allocated or appropriated to the Tribe for the BIA Home Improvement Program. Willis said once they received the funds there was some discussion between the Housing Director and Council in regards to actually establishing their own program. Willis said so there was several work sessions that have taken place then um, there is actually a program that has been created but they first need to accept the money. Willis said once they accept the money and Council will adopt the actual program um, program guidelines and any forms that might be utilized through the Emergency Home Improvement or Home....he thinks it is called the Home....Emergency Home Repair Program. Willis said so first they need to accept the funds and amend the Operating Budget. Willis said secondly and as important as the request by Council to add this specific line items

where the money is going in the resolution ah, that was done so they should have an updated resolution.

Speaker Crampton thanked him. Crampton asked do they have any questions from Council.

Recorder Wittenberg said Councilor Wolfe has her hand up, Speaker Crampton.

Speaker Crampton said please proceed Councilor Wolfe.

Councilor Wolfe said Bill can he just share the amounts that is going into each line item please.

Bill Willis said ah, sure. Willis said ah, the total request or total award is \$161,134 ah, \$160,934 is actually going into line item called Client Services which is basically where they put funding that is directly being ah, they know, for the benefit of the membership and then \$200 is going into supplies.

Councilor Wolfe said she is all set. Wolfe thanked them.

Speaker Crampton said okay. Crampton thanked them. Crampton asked are there any further questions if not he will entertain a motion on the item.

Councilor Lewis said she makes a motion.

**MOTION TO APPROVE RESOLUTION #23-0118-005;  
ACCEPTANCE OF CONTRACT FUNDS FROM THE U.S.  
DEPARTMENT OF INTERIOR-BUREAU OF INDIAN AFFAIRS  
AND APPROVING A MODIFICATION TO THE OPERATING  
BUDGET MB-2023-03 IN THE AMOUNT OF \$161,134; by Lewis;  
supported by Guenthardt.**

Speaker Crampton said he sees Tara Bailey's hand is up please ah, what is her question Tara.

Recorder Wittenberg said Tara Bailey has her hand up, Speaker Crampton.

Speaker Crampton said yes, please proceed Tara. Crampton said she is still on mute.

Tara Bailey, Housing Director, said okay, sorry about that she tried to figure out how to do that. Bailey said um, she just for membership's benefit ah, she just wanted to let them know that the.....she sent in an Agenda Request yesterday ah, that it be on the agenda for next week to actually approve that program. Bailey said she just wanted to put that out there the information because they are getting

a lot of requests of when it will be available so just to let them know they put on the agenda for next week.

Speaker Crampton thanked her. Crampton recapped that he has a motion by Councilor Lewis and support by Councilor Guenthardt. Crampton asked is anyone going to abstain on the issue. Crampton asked is there any further questions from Council. Crampton asked is there anything from the membership. Crampton asked anything further from Council. Crampton said hearing nothing please do a roll call.

**Roll Call #3**

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

Motion carried (9-0-0-0)

Recorder Wittenberg said Resolution #23-0118-005, budget modification #3 has passed.

Speaker Crampton thanked him. Crampton said that will take them down to their next item which is an add.

- 2. Approval of Budget Modification MB-2023-\_\_; Authorizing a modification to the Strategic Gaming Budget in the amount of \$78,706.24**  
Approval of Budget Modification.

Speaker Crampton said that is Mr. Willis.

Bill Willis, Tribal Manager, represented this agenda item. Willis said thanked him. Willis said this item was ah, originally submitted as a request for a supplemental appropriation ah, once they sat down with Council and worked through it Council's desire was that instead of doing a supplemental appropriation that they ah, modify the existing Budget and so that is what this request represents. Willis said they are in essence taking ah, the necessary funding for taxes ah, and moving that money from an existing Professional Services Line and moving it to taxes so they can pay these ah, 2022 Winter Taxes.

Speaker Crampton said okay. Crampton thanked him. Crampton asked are there any questions from Council. Crampton said okay, are there any questions from the membership. Crampton said Susan Thull.

Susan Thull thanked them both. Thull said um, will there be enough money in that fund to take care of the Summer Taxes also.

Bill Willis said ah, no there will not be um, the estimated Summer Taxes run about \$170 some thousand so...in total so yeah, there won't be enough ah, to cover the Summer Taxes which will have to be addressed at that point and time.

Susan Thull asked does he know um, what the balance after the taxes are paid for this one would be in that Strategic Fund or, they know, approximately.

Bill Willis said um, he ran a report ah, dated December 20<sup>th</sup> and when he ran that report the Revenue Expenditure Report indicated that there was \$201,460 still available in that Strategic Gaming Budget and so once they take the \$78,000 out of there um, obviously there won't be enough to pay potentially the Summer Taxes which, they know, could be up to \$170,000 and some.

Susan Thull thanked him very much.

Speaker Crampton said okay, Al Metzger.

Al Metzger said ah, yes, good morning ah, what property is this exactly for..... please.

Bill Willis said ah, the request for these particular property taxes is ah, include he believed 12 separate properties....located in Fruitport Township ah, in Muskegon.

Al Metzger asked does that include the old racetrack then.

Bill Willis said whaa, yes he believed so.

Speaker Crampton asked is he good Al.

Al Metzger said ah, not really he is just trying to figure what all 12 properties, they know, they are going to take care of with gaming....or are a part of gaming. Metzger thanked them. Metzger said if they could elaborate a little.

Bill Willis said um, he apologize Al he don't has all....his only responsibilities is that the tax bill is paid so um, he doesn't have, they know, he doesn't specialize in property taxes so.

Ogema Romanelli said yeah, he thinks the Strategic Gaming Fund as it was put together is primarily for their um, abilities to go and put gaming in Muskegon. Romanelli said as Bill stated there are 12 properties that are already being paid out of Strategic Gaming Fund. Romanelli said in essence really the only property that is being used for gaming is the one, they know, racetrack so the other 11 are .....funds he is not sure they should even be really be brought out of Strategic Gaming. Romanelli said they have done it over the years but really if their being real about it only the racetrack should be paid out of Strategic Gaming and the others paid out of.....*the rest of his comment was hard to make out because the*



*microphone sounded garbled and low on the ZOOM recording. Romanelli thanked them.*

*There were noises in the background on the ZOOM recording but it wasn't known where they were coming from.*

Speaker Crampton asked Al if he were good.

Al Metzger said well, yeah he kind of totally agree with ah, Ogema, they know, eh, eh, if ah, is the clinic under that tax agreement, they know, the other properties that has.....he is just kind of confused where....they know, why they are using Strategic Gaming Funds on other properties that have nothing to do with it. Metzger said that is just his.....he can't grasp that concept right now. Metzger thanked them.

Recorder Wittenberg said Councilor Wolfe has her hands up.

Councilor Wolfe said if she could add just a little bit of clarification for what Al is .....these are not any of the clinic properties or the Hackley Property or anything that um, the Tribe owns in Muskegon these are only parcels that are the original 80 acre racetrack piece and then these are other parcels that they acquired at the time that are touching that piece or make up that whole total 260 acres area that they own in Muskegon that was proposed for Strategic Gaming and that's why it is in this fund and associated with that way because those properties touch each other. Wolfe said it is all in that one racetrack area but its not just the racetrack parcel. Wolfe said if that makes it any clearer. Wolfe thanked them.

Al Metzger said ah, Miigwech yes, it does, Julie. Metzger thanked her.

Speaker Crampton said yes. Crampton thanked Councilor Wolfe. Crampton said he apologizes if he messed up her last name, Cynthea Shantz.

Cynthea Shantz said hi. Shantz thanked him. Shantz said since there is no gaming in Muskegon none of that money should come out of Strategic Gaming it should come from ah, another fund. Shantz thanked them.

Speaker Crampton said okay, well, just to add onto that state too, he knows Staci, yes, he is doing the same....*stammered at this point*.....when that property was first taken into ah, when they first purchased it they put it in for Strategic Gaming so in essence it is in the appropriate fund and it's coming from there. Crampton said now despite the wording that has been placed here today um, there is no gaming going on and the way Council is proceeding with this is that taking the taxes out of there and paying them now their probably not going to be that high in the summertime when the property is taken into trust for non-gaming. Crampton said Al Metzger.

Cynthea Shantz said it doesn't matter there is no gaming. Shantz repeated there is no gaming going on there.

Speaker Crampton said Miss Shantz please Al Metzger.

Al Metzger said ah, yeah, he just has one more question to add on that concerns ah, what type of zoning does that property fall under. Metzger asked is that commercial ah, agricultural, residential those are different tax rates. Metzger said Miigwech.

Councilor Wolfe said she can give the answer to that Al. Wolfe said it is all listed as commercial and there are variable rates in there based on their districts and their locations. Wolfe said this is the total amount for all of them but the paperwork that they have shows each parcel taxes per parcel. Wolfe said this is just moving the funding so that they can cover those.

Speaker Crampton said okay. Crampton asked is he good Al.

Al Metzger said ah, yes, he is, Miigwech.

Speaker Crampton said now Miss Shantz go ahead.

Councilor Di Piazza said too, there is Jockey Quarters are still on that parcel that increases their tax value because it has a structure on it so.

Speaker Crampton said he apologizes Miss Shantz please go ahead.

Councilor Di Piazza said oops.

Cynthea Shantz said um, she still doesn't understand why it is coming out of Strategic Gaming. Shantz said she means why.....isn't that....isn't that.....fraud, kind of.

Speaker Crampton said while he appreciates the....the um....the insinuation but no. Crampton said he thinks Julie's explained it very....very well. Crampton asked is there anything else Miss Shantz.

Cynthea Shantz said no, she doesn't think she did.

Speaker Crampton said okay. Crampton asked Julie if she would like to go through that one more time.

Councilor Wolfe said so the comment on this tax bills these are from all the properties that they own in Muskegon that their.....with the intent to go to Strategic Gaming that's why it is budgeted for 2023. Wolfe said Tribal Council has made supplemental appropriations to this Strategic Gaming since it has been

in existence 2014 when it was created. Wolfe said these tax bills are in relation to that property. Wolfe said it may be confusing because it titled as Strategic Gaming but that is where the funds are located for expenditure. Wolfe said as Mr. Willis explained before he asked for this to come out of um, the General Fund for this to come out for supplemental appropriation and they went back and discussed it because all funds aren't used that Strategic Gaming that was allocated in there they want to spend those down and use all those out before they find another place to put these properties under because it is undetermined where these....what the new direction of these properties are going to be. Wolfe said like Mr. Crampton said it is going to go.....the process is to move the Land into Trust but that hasn't happen yet so these bills have to be paid. Wolfe said there is no gaming action happening in Muskegon because of course they were denied but they still have these funds in place and they need to be spent down to cover these taxes. Wolfe continued they are budgeted in 2023 in that line item for this mat.....for this amount but there is funds budgeted in that line item to cover these expenses as they move forward and change directions or continue in the same direction.

Cynthea Shantz said okay, that explains it a little better. Shantz said um, so for the summer then they'll have this all figure out what the property is actually for and they will have a line item, a budget, in 2023 not under gaming. Shantz said they will take that up sometime.

Speaker Crampton interrupted. Crampton said first they have to know the amount it's a good possibility that half the property will be in trust and then it won't be taxable. Crampton said so the amount won't be the same. Crampton said that is what they are waiting at.

Cynthea Shantz said okay. Shantz repeated okay. Shantz thanked them.

Speaker Crampton said she is entirely welcome. Crampton asked are there any further questions. Crampton said okay, he will entertain a motion on this item.

Councilor Wolfe said she will make that motion.

**MOTION FOR RESOLUTION #23-0118-006; APPROVAL OF BUDGET MODIFICATION MB-2023-04, AUTHORIZING A MODIFICATION TO THE STRATEGIC GAMING BUDGET IN THE AMOUNT OF \$78,706.24; by Wolfe; supported by Di Piazza.**

Speaker Crampton asked is anyone going to abstain on the item. Crampton asked is there any discussion from the Council. Crampton asked is anything further from the membership. Crampton asked anything else from Council. Crampton said hearing nothing please do a roll call.

**Roll Call #4**

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

Motion carried (9-0-0-0)

Recorder Wittenberg said Resolution #23-0118-006, budget modification #04 has passed.

Speaker Crampton thanked them.

- 3. Acceptance of contract funds from the U.S. Department of Interior-Bureau of Indian Affairs and approving a modification to the Operating Budget MB-2023-\_\_ in the amount of \$219,119**  
Acceptance of funds.

Speaker Crampton said that is Mr. Willis as well.

Bill Willis, Tribal Manager, represented this agenda item. Willis thanked them again. Willis said ah, this \$219,119 is made up of \$208,745 in Contract Support ah, ah, Costs. Willis said \$3,592 in Johnson O'Malley or Education Program Funding and then the balance \$6,782 is dedicated or earmarked for Tribal Court Programs. Willis said these funds are actually from a part of their 2022 Self-Governance Compact with the Bureau. Willis said ah, they are just receiving them now and so the monies will be applied to 2022 allowable expenses um, ah, should they have any.

Speaker Crampton said okay, do they ah.....thanked Mr. Willis. Crampton asked do they have any questions for Mr. Willis from Council at this time.

*There was some background noise happening on the ZOOM recording but no way to determine where they were coming from.*

Speaker Crampton continued....asked any questions from the membership. Crampton said okay, he will entertain a motion on the item.

Councilor Lewis said she will make a motion.

**MOVE FOR THE APPROVAL OF RESOLUTION #22-0118-007; ACCEPTANCE OF CONTRACT FUNDS FROM THE U.S. DEPARTMENT OF THE INTERIOR-BUREAU OF INDIAN AFFAIRS AND APPROVING A MODIFICATION TO THE OPERATING BUDGET MB-2023-05 IN THE AMOUNT OF \$219,119; by Lewis; supported by Guenthardt.**

Speaker Crampton asked is anyone going to abstain.

*Someone in the background from Council said, "22" on the ZOOM recording but it wasn't determined who said it.*

Councilor Lewis said 22 where, yeah.

Councilor Johnson said she heard 22.

Councilor Lewis said 23.

**MOVE FOR THE APPROVAL OF RESOLUTION #23-0118-007;  
ACCEPTANCE OF CONTRACT FUNDS FROM THE U.S.  
DEPARTMENT OF THE INTERIOR-BUREAU OF INDIAN  
AFFAIRS AND APPROVING A MODIFICATION TO THE  
OPERATING BUDGET MB-2023-05 IN THE AMOUNT OF  
\$219,119; by Lewis; supported by Guenthardt.**

Speaker Crampton asked is there any further questions from Council. Crampton said all right hearing none he will do.....entertain a motion on the item.

Recorder Wittenberg said they ah, Speaker Crampton, they already did motion by Sandra Lewis and second by Tom Guenthardt.

Speaker Crampton said oh, he apologizes...he apologizes. Crampton said he was getting ahead of himself. Crampton um, okay, if there are no further questions please do a roll call.

**Roll Call #5**

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

Motion carried (9-0-0-0)

Recorder Wittenberg said Resolution #23-0118-007, budget modification #05 has passed.

Speaker Crampton said okay. Crampton thanked them. Crampton said that takes them down to approval....wait Old Business.

**C. Approval of Budgeted Expenditure**

#### IV. Old Business

**A. Acceptance of contract funds from the U.S. Department of Interior-Bureau of Indian Affairs and approving a modification to the Operating Budget MB-2023-\_\_ in the amount of \$946,184.80**

Acceptance of funds. This agenda item was postponed at the 1/11/23 Tribal Council Meeting.

Speaker Crampton said that is Mr. Willis as well.

Bill Willis, Tribal Manager, represented this agenda item. Willis thanked him. Willis said this item is ah, been a kind of on-going item in that they received these funds which are actually from a prior he thinks they are 2021 Funds. Willis said so when this was first put on the agenda there was some question as to whether or not ah, these funds could be um, off-set any Tribal Funds that may have been applied to those programs back in 2021. Willis said um, to make a long story short they are awaiting a response from their contract person at the Bureau to ah, see if that is even possible given the fact that these are special revenue funds and given the fact that these funds are from actually 2021 so they have yet to receive a response from the Bureau on um, the request by Council.

Speaker Crampton said okay. Crampton thanked him. Crampton asked do they have any questions from Council. Crampton said Julie.

Councilor Di Piazza....*laughed here*....said close.

Speaker Crampton said oh, he is sorry, Gary.

Councilor Di Piazza said um, he would like to make a motion to remove this item at this point and time until they can get the proper documentation so postponing it .....like will they have it by the next meeting he doesn't know. Di Piazza said it can also be resubmitted to the agenda. Di Piazza said that is his motion to remove this item from the agenda.

**MOTION REMOVE THIS ITEM FROM THE AGENDA;** by Di Piazza; supported by Lewis.

Speaker Crampton asked is anybody going to abstain. Crampton asked is there any further discussion on the item. Crampton asked is there any further discussion from the membership.

Recorder Wittenberg said ah, Speaker Crampton Tom Guenthardt had his hand up.

Speaker Crampton said he apologizes Mr. Guenthardt please go ahead.

Councilor Guenthardt said is there a time limit to accept these funds.

Bill Willis said ah, no, these are Self-Governance Funds so ah, they can roll over from year to year um, so.

Councilor Guenthardt thanked him.

Speaker Crampton said okay, um, they have a motion. Crampton asked are there any further questions hearing none please do a roll call.

**Roll Call #6**

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

Motion carried (8-1-0-0)

Recorder Wittenberg said Acceptance of contract funds from the U.S. Department of Interior Bureau of Indian Affairs and approving a modification to the Operating Budget MB-2023 in the amount of \$946,184.80 has been removed.

Bill Willis thanked them.

Speaker Crampton thanked him. Crampton said that takes them down to next um, um, acceptance of the Natural Resource Commission Minutes for November 2022.

**B. Natural Resource Commission Minutes  November 2022**

Speaker Crampton said he will entertain a motion to accept.

**MOTION TO ACCEPT NATURAL RESOURCE COMMISSION MINUTES FOR NOVEMBER 2022;** by Lewis; supported by Guenthardt.

Speaker Crampton asked is anyone going to abstain. Crampton asked is there any further questions from Council or comments. Crampton asked anything further from the membership. Crampton asked anything else from Council. Crampton said seeing nothing please do a roll call.

**Roll Call #7**

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

Motion carried (9-0-0-0)

Recorder Wittenberg said Natural Resource Commission Minutes for November 2022 has been accepted.

Speaker Crampton thanked them. Crampton said that's going to take them down to their next item of business.

**V. New Business**

**A. Approving Adoption of Amendment to Chapter 2-Travel Regulation**  
Revisions to Section 1. Authority, 3-4b remote training, 6-3c Tribal Manager, and changes regarding branch authority to ensure consistency with Section 6-2.

Speaker Crampton said that is Michelle Lucas.

Michelle Lucas, Purchasing Department, represented this agenda item. Lucas said good morning. Lucas thanked them. Lucas stated her name and that she is the Travel Manager. Lucas said um, this topic is to make changes to the Travel Regulation. Lucas said if approved the following changes would be made: Section One Authority and Section Two Definitions. Lucas said both reference the Budget & Appropriations Ordinance. Lucas said in the last revision to the ordinance language on travel was admitted therefore the reference of the ordinance in the regulation is no longer relevant and would be removed. Lucas said in Section Three Four, it was specified that travel is allowable when virtual training is available were required by a grant or authorized by the appropriate branch board or office. Lucas said Section Six Three C, the position of the Tribal Manager would be added, Authorizing a Tribal Manager under the Ogema Operations to sign off on travel exceeding \$2,500 and lastly throughout the document approval levels were updated for consistency where it was referenced approval it would now reference all branches, boards and offices.

Speaker Crampton thanked her. Crampton said he sees that they have a hand up already. Crampton said Sara Agosa.

Sara Agosa said her question is are any governmental officials or employees using Tribal vehicles um, for their own personal use including driving back and forth to home. Agosa said that is her question. Agosa thanked them.

Michelle Lucas said that is not a topic in this revision and the Travel Office does not oversee Tribal Vehicles so she would not have that information.

Speaker Crampton said Miss Agosa and um, he does believe Miss Lucas is correct in the ah, um, Procedures Ordinance the question has to be directed to the agenda item so please proceed. Crampton said Miss Agosa.

Sara Agosa said her question is why...why this issue would not be addressed in the Travel Regulations. Agosa asked how are Tribally owned vehicles are used.



Speaker Crampton said that would probably be a policy matter this is a Travel Regulation is when they leave the buildings and go on travel. Crampton said Susan Thull.

Susan Thull thanked him. Thull asked is this um, an approval to post it for a 30-day comment period had or has it already gone through a 30 day comment period.

Michelle Lucas said she will leave that question to Tribal Council.

*Speaker Crampton made a comment in the background on the ZOOM recording but it couldn't be understood clearly what he said.*

Councilor Wolfe said it doesn't have that requirement the ordinances have that 30 day posting for public comment, regulations do not.

Speaker Crampton said yeah, the ordinance is already changed that's he thinks....he thinks she is bringing it forward to make the um, ordin....the regulation match up with the ordinance.

Susan Thull said okay. Thull thanked them.

Speaker Crampton said okay. Crampton asked are there any further questions at this time.

Recorder Wittenberg said ah, Speaker Crampton ah, Gary Di Piazza has his hand up.

Speaker Crampton said ah, Councilor Di Piazza please proceed.

Councilor Di Piazza said ah, if there are no questions he will make a motion.

Speaker Crampton said go ahead.

**MOTION TO APPROVE RESOLUTON #23-0118-008;  
APPROVING ADOPTION OF AMENDMENTS TO CHAPTER 2-  
TRAVEL REGULATION; by Di Piazza; supported by Wever.**

Speaker Crampton asked is anybody going to abstain on the item. Crampton asked are there any further questions from Council. Crampton asked anything further from the membership. Crampton asked anything else from Council. Crampton said hearing nothing please do a roll call.

**Roll Call #8**

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

Motion carried (9-0-0-0)

*Councilor Guenthardt left the Lodge Room at 10:44 a.m.*

Recorder Wittenberg said Resolution #23-0118-008 has been.....has passed.  
Wittenberg said Miigwech.

**IX. Concluding Business**

- A. Next Meeting Date(s) - Wednesday, January 25, 2023**
- B. Ogema Weekly Status and Business Update**

Ogema Romanelli said ah, he wasn't sure why it was removed but he wants to thank the Recorder for putting the Ogema's Update back on the agenda.  
Romanelli said he appreciates it. Romanelli said the government experienced a shutdown yesterday due to power problems.....

*Councilor Guenthardt re-entered the Lodge Room at 10:46 a.m.*

Ogema Romanelli continued....and it affected their Tribal Government.  
Romanelli said it was the northern half of Manistee County and it also hit some equipment in their gas station. Romanelli said so his apologies for the gas station being temporarily shut down. Romanelli said he understands that the part is not going to be here until Thursday but they are going to continue to take....they have to pay gas and um, open the store but they won't be able to take the Tribal member's card because of the breakdown but so that's it. Romanelli said um, this year they are focusing on trying to adjust employee job descriptions and wages. Romanelli said here they started with the lower end and those people at the entry level and try to bring them up to speed. Romanelli said they had several that were .....they had some that were \$10.00 an hour and they had to bring them up.  
Romanelli said as they know the old job.....

*There was a sound in the background that sounded like a woman's voice but it wasn't picked up clearly on the ZOOM recording.*

Ogema Romanelli continued.....situation is changing and ah, they brought those up and they did other ones that were in immediate need.....

*Councilor Di Piazza left the Lodge Room at 10:47 a.m.*

Ogema Romanelli continued.....and they are going to continue to process this throughout this year, 2023. Romanelli said the other job descriptions to make sure

that they are doing the job that they are supposed to be doing. Romanelli said that is what they have done over the years is when they have a vacancy they put more job duties on the ones that are here and that causes some confusion and also creates some problems with staffing. Romanelli said so his next attempt is to try and they were doing this....he wished Bill was here....but they try to fill all those positions. Romanelli said as they know, ah, they have a number of positions they have over the year that have been unfilled. Romanelli said so they are going to work on that this year that is one of the main focus for 2023. Romanelli said um, they had a couple of Wage Studies that have been done but not implemented over the years and they are going to go back to that. Romanelli said what they have done is they looked at each job and they have compared it which they have to do. Romanelli said they have to compare locally as to the national average of a job and make sure that their within the margins. Romanelli said they looked at ah, several Wage Study Programs....they looked....that they have done in the past. Romanelli said they also looked at the wages within Manistee County and they are trying to make sure that those are up to speed so they are hoping they can do that....

*Councilor Di Piazza re-entered the Lodge Room at 10:48 a.m.*

Ogema Romanelli continued....um, much of that is dictated by the Budget. Romanelli said as they know over the years, when he first started, ah, there was no Per Cap. Romanelli said there was people who received a couple of checks per year at different times like at the Holidays usually. Romanelli said then they implemented the 40% Per Cap while still providing services to the membership. Romanelli said over the years they have grown they have more buildings, more services, and then they also increased Per Cap to 50%. Romanelli said they only have a certain amount of money that comes through across from the Budget primarily from the Resort they have other income as well but what they have is dictated by the Budget. Romanelli said what they can give out for wages and what they can give out for services. Romanelli said he thinks at some points they may have faulted over the years by trying to provide too much services, too much Per Cap, and then what happens to the wages. Romanelli said he knows that there has been talk and he seen sometimes in the Budget there are increases being considered for the Elected Officials. Romanelli said he would suggest that the Elected Officials are going to get an increase, himself included, ah, that whatever percentage that is is that they do it across the board wage increase for their....all employees and consider it in that fashion. Romanelli said they had 3% built into this ah, for next year for COLA. Romanelli said they haven't caught up with COLA for a few years either. Romanelli said he knows last year's COLA was 9-10% and it is hard to increase their total um, wages....the staff at 10%. Romanelli said it is a huge amount of money considering they have 170 employees but they did the best they could. Romanelli said they were going to put in another 3% but it is not in the Budget so. Romanelli said just for a thought that is one thing that he thinks they should consider. Romanelli said that's it. Romanelli thanked them very much.

Speaker Crampton said okay. Crampton thanked him. Crampton said he just wants to remind everybody that Mr. Romanelli speaks for the Executive Office they have a Legislative Office and they are not included in that "we." Crampton said um, they will be deciding what they are going to do as a Council. Crampton said he does not agree with that assessment he thinks that the problem could be easily fixed by just by increasing the amount that comes over from the casino. Crampton said um, which they made more than what the decrease was so. Crampton said that would be no problem. Crampton said um, other than that is there any questions at this time.

Recorder Wittenberg said yes, he does have a question, Speaker Crampton. Wittenberg said Larry on some of what they are talking about wage increase and looking at the whole picture and trying to bring different ones up to par he guessed so to speak. Wittenberg said his question would be and curious of those that say are above their limit already and with that 3% go to everybody....that that....

Ogema Romanelli said yeah, and that was a part of the problem with the Wage Studies if he remembers correctly and he thinks there were three ah, actual Wage Studies that have been done since he is aware of. Romanelli said in the first Wage Study what they found is they had people that were under wage, then at wage, and above wage. Romanelli said the decision was made back then that those people above wage they weren't going to try to bring them down they would just leave them where their at until the....the ah, the wage met where they're at. Romanelli said they would work on bringing those people that were under up to par and they did that over the years. Romanelli said over the years they also have the COLA that keeps increasing so that's a problem. Romanelli said the other problem is that, yes, they have and the other issue here is that they have some long-term employees. Romanelli said they value their long-term employees however in certain jobs it only goes up to a certain limit it doesn't matter how long they are here. Romanelli said they know, he just....they know, he can take just about any type of situation and within a certain job there is a limit to how much wages they can make. Romanelli said they also have to look at the fact that they ha....they pay great benefits anybody will tell them that their benefits are awesome. Romanelli said they pay about 30% of wages and benefits as well on top of, they know, benefits so that's has to be included in. Romanelli said so when they were doing the benefits....when they were doing the Wage Study they had to put that all into account. Romanelli said and so if they get a job at Mc Donald's for example over here and they are making \$15.00 an hour they have to remember that the health benefits etc. are on top of that. Romanelli said so they are trying to make sure that they are doing the right thing, they have to watch the Budget, and they have to watch the money of the Tribe but they also have to watch their employees. Romanelli said so it's a tricky situation and in these....the problem is in....it is a problem in a sense that they have some long-term employees. Romanelli said why because they are dedicated. Romanelli said why, because

they are a great ah, organization, they know, a Tribe to work for. Romanelli said a lot of these are Tribal members who are dedicated because they are Tribal members but on the other hand if they get to a certain level and he can't take one job specifically and the wage says it tops out at \$28,000 or \$35,000 they can't continue to pay up. Romanelli said they can pay and give some kind of ah, a reward for long-term but that can't go to the bottom line because then now their wages are going above what the norm is and when they get to that point then their taking 50% of the revenue from the Resort or from all things. Romanelli said they are taking 50% and giving it out to the membership their...their comp is very small to work with and they are trying to provide services. Romanelli said so it is really hard to take 50% of the income they have and it's not growing...they would like it to grow and they are working on things. Romanelli said there is only a certain amount of money that is going to come out of that Resort. Romanelli said as they been looking at the Resort numbers they are also are doing very good over there compared with other Tribes and other casinos. Romanelli said their not making what Sag Chipp is they have always been a \_\_\_ of Sag Chipp for example. Romanelli said they got an early start date, they know, there is a lot of things going on there but they will never be there they don't have the square footage they have. Romanelli said so they have to take what they have and try and do the best they can. Romanelli said again, there is that balancing act to how much do they give for Per Cap, how much do they give for services and what's left for wages. Romanelli said that becomes a problem and he thought the idea was to provide services to their membership that was why they were created and to provide jobs. Romanelli said in doing so one will take from the other. Romanelli said when the 40% was introduced years ago it was told that they understand that there is only a certain amount of money in the pot and if they take that certain amount of money and give it out it may affect services. Romanelli said well, he thinks overall the Tribe did very well still providing services while providing money. Romanelli said again, another 10% again it has to come from some place and in their desire to provide as much services as they can to the membership. Romanelli said then it drains the pot again. Romanelli said then they have to make sure that their doing what they can for their employees. Romanelli said so it is constant battle and then they throw in COVID, they throw in the Cost of Living that went up, they know, again, normally 2-3% per year but in this last year it was 9-10%. Romanelli said how do they add 10% the wages they have across the board and still provide the services that they have. Romanelli said that starts the problems but he would suggest that any raises that the Elected Officials get they do it across the board. Romanelli thanked them.

Recorder Wittenberg thanked him.

Speaker Crampton thanked them. Crampton said for the second week of trying now Elected Officials aren't getting any raises. *Crampton started laughing at this point.* Crampton said he understands the spin um, but no, um, they are looking at this at 50% of net. Crampton said it is not 50% of gross it was not pulling on the casino that assessment was incorrect. Crampton said um, what they are also

dealing with is when they are talking about long-term what of people they have in that Audit Report is um, Wage Studies also showed that the people that are receiving the maximum amount who are at the top amount were way above the wage and they can probably die before that ever caught up to the appropriate level so no, even if they are long-term they should know when they are maxed out, its maxed out. Crampton said saying they got to give them long-term raises, no, they are already way over what they should have been. Crampton said the Wage Studies that Council wanted to release to the membership in 18....in 2018 were vetoed by the Ogema because they consisted portions of the Budget.....pertained to the Budget, he's sorry but that's also online and in the minutes.

*Ogema Romanelli was talking in the background on the ZOOM recording but his comments could not be made out clearly.*

Speaker Crampton said okay, he didn't ask him to. Crampton said Cynthea Shantz.

Cynthea Shantz said sorry, hi. Shantz said yeah, her question is what is the percentage of benefits per wages and what does that include. Shantz thanked them.

Ogema Romanelli said he will answer it the best he can off of.....some of the benefits that they have is their Holidays, but mostly it is healthcare. Romanelli said as they know healthcare has gone up expeditiously as well so within that they have their vision, their Elder's insurance, and ah, just general health so those are what drive the box up additional...all those are going up as well but it has been estimated at approximately 30% ah, of the wages is their benefits and they know it \_\_\_ of the healthcare especially for Tribal citizens. Romanelli said its their population is growing ah, it is almost a third of the population is their Elders in their Tribe. Romanelli said so they understand the importance for making sure that their retain their insurance and their benefits so. Romanelli thanked them.

Speaker Crampton said okay, Sara Agosa.

Sara Agosa said she would like to share her opinion that what she observed in work sessions is gross inefficiencies, mismanagement, lack of planning and direction. Agosa said she is absolutely appalled when she attended some work sessions on the Strategic Plan and found out that it had never been developed. Agosa said it has more recently developed but in her opinion she feels it should have been strengthened. Agosa said so there has been absolutely lack of planning which also has shown throughout the Pandemic um, they should have never been destabilized as a Tribe through a global Pandemic which has been forecast for years if they would have planned correctly. Agosa said she would like to respond um, to the Ogema's comment about providing services to members and just remind him that the majority of their members are Outlying. Agosa said it seems as though many services only....are only given to nine county members and that

is really not fair. Agosa said they should be inclusive. Agosa said she would like to end with a question. Agosa asked when was the last time an assessment was done just a survey issued to members asking them what they want and need because the entire membership should be able to have input. Agosa said that is her question. Agosa thanked them.

Ogema Romanelli said sure um, as they know he a little cautious when he answers Sara because of some mistakes have been made but they ask a question on a regular basis. Romanelli said they asked the membership to get involved and to ask those questions. Romanelli said they do it at Membership Meetings at least twice a year. Romanelli said the response to the question....the comment about nine county getting more than others on the Outlying that is true many of the Tribal Government Grants which they rely heavily on grants are geared towards the nine county. Romanelli said then some are ah, geared towards ah, the State of Michigan for example. Romanelli said if they look at some of the Tribal member ah, benefits they are only in regionalized and so that for example a discount on gas cannot be given across the board. Romanelli said some of the grants they have to follow they dedicate who they give the grants to. Romanelli said as they know the Federal Government and the Tribe as well ah, rely on their base, this is their base where their Tribal Government resides right here in Manistee. *Romanelli made another small comment here but it was not picked up clearly on the ZOOM recording.* Romanelli said they also have their Tribal Rights and their Reservation Areas that are outlying, again, some of that dictates where the monies go. Romanelli said so it isn't the determination of the Ogema or determination of the Council that makes that happen. Romanelli said it is just the way the Federal Government's set up. Romanelli thanked them.

Speaker Crampton said okay, Sara.

Sara Agosa said she has one other question. Agosa asked she was looking at the job postings and she noticed that the DHS Director was down. Agosa said the posting had been taken down so her question is was that position filled.

Councilor Wever said she couldn't either.

Councilor Wolfe said they are looking for the DHS Job Description if it was taken down and she is asking if the position was filled.

Ogema Romanelli said he is not sure, sorry.

Councilor Di Piazza said she was going to say too their Constitution outlies the counties, right in the Constitution also. Di Piazza said as always when in doubt take the Bible out and read their Constitution because that is the holy grail. Di Piazza said he's done.

Speaker Crampton said okay, Sara did she have something else.

Sara Agosa said um, yeah, she would like to respond that she can't believe that Councilor Di Piazza is encouraging her to read the Constitution when this Council often by majority does not follow the Constitution. Agosa said that is why she is in court over the Executive Order issue so yes, definitely they should all be reading the Constitution but she would like to turn that back around to Tribal Council. Agosa said they should all be reading the Constitution and following it. Agosa said concerns of the service area she believes that the service area can be changed. Agosa said that is what she heard from another Tribe. Agosa said it might have to be done through a Constitutional Amendment. Agosa said so she would like Tribal Council to look into that as well. Agosa asked can they change the service area to provide services to outlying members. Agosa said that is..... that is her comment. Agosa thanked them.

Speaker Crampton said he is sure they can petition for that but that would probably be a lengthy process. Crampton said it would probably be an easier process to follow the templates that's already presented by other Tribes in which they increase the revenue coming in across the street from gaming and they create a duplicate programs from the Tribe's own revenue to serve the Outlying Membership. Crampton said that is what they have done in other Tribes and that's the current template that is in place for doing that. Crampton said the other way would be an atrocious process. Crampton said he understands the need and everything. Crampton said he just wanted to explain to the membership that the ah, um, things that Council has been dealing with more when looking at the Budget um, their 50% gain does not take 50% of the gross that the casino makes so it does not take 50% of what the casino makes. Crampton said it takes 50% of net which is what comes across from the street. Crampton said now during the last year there was a reforecast by the Ogema, twice, to lower the amount coming across from the street. Crampton said now that does not stay in line with increasing services to the membership. Crampton said that is not in line with increasing anything. Crampton said that is the problem that Council has been dealing with. Crampton asked is there anything further. Crampton said okay, hearing no more public comment he will....

Ogema Romanelli said he guess he will answer that.

Speaker Crampton said oh, please do.....*but it was real low, muffled, and hard to hear in the background on the ZOOM recording.*

Ogema Romanelli said no, the changes in the budgeted amount from the Resort resulted in some Cap X Projects that they have over there which they....everybody is aware of. Romanelli said the Resort is 20+ years old ah, they have a new roof and the exchange systems that need to be done. Romanelli said as they know there were he believed three exchange units on the roof each costing about half a million dollars. Romanelli said the Roof Project is going to be a \$10-20 million project on top of that. Romanelli said ah, they had asked to use some of



the ah, the funds from COVID Funds because they were eligible to replace the air exchangers because it was for the benefit of health. Romanelli said ah, that wasn't granted. Romanelli said so the air exchangers still had to be done and so they had to use some of that money \_\_\_ to replace some of the air exchangers which had to be done before they do a new roof. Romanelli said it only makes sense to put those in place and do the new roof. Romanelli said they still have the Roof Project that needs to be done that will take more Cap X it's a big project and it is plausible. Romanelli said so that will be coming forward within the next couple of years too because it needs to be done. Romanelli thanked them.

Speaker Crampton said okay, Miss Shantz.

Cynthea Shantz thanked him. Shantz said yeah, the um, back to the wages um, of Tribal members and um, they really, and in order to keep good help they have to keep....keep paying them or they are going to go elsewhere. Shantz said in this job market it's pretty um, a lot of people are changing jobs because theirs, they know, um, in order to stay competitive um, they have to increase wages. Shantz said so um, she feels like it should....they should take that into account um, when they talk about, they know, Per Cap and, and, and um, wages for um, Tribal Government. Shantz said um, she means they just have to....they have to pay their people.....to keep good people they have to pay them so. Shantz thanked them.

Speaker Crampton thanked her. Crampton said Tribal Council is uniquely aware of that ah, they have in the study....they have people who are way below the wage line they have three different classes that were identified, people who are right on the mark, and people who are way over. Crampton said he thinks they are all kind of getting lumped into one here. Crampton said the ones who are way over that's....*started to laugh here*.....they are just way over and even after the Wage Study some of their wages were increased by the Executive. Crampton said now they have ah, the group that is....got fixed there was a wash. Crampton said they could have had a wash that if they would have brought the people down who are at the high level and brought the people up there would have been no need to \_\_\_ any funds or raise anything. Crampton said though when they are talking about the ah....there are three different classifications of people so don't confuse the matrix there is only one and he fully supports bringing up the mid and the lower amounts. Crampton said his problem is the people who are 10-15 years over and they are never going to catch up to the appropriate wage. Crampton asked is there anything further....and he apologizes, Miss Shantz, is he saying her name correct.

Cynthea Shantz said yes....yes he is.

Speaker Crampton said okay. Crampton thanked her. Crampton asked is there anything further at this time.

Cynthea Shantz said um, ah, no, no she is good. Shantz thanked him.

Speaker Crampton said okay, anything further from the membership. Crampton said okay.....

*Both Speaker Crampton and Staci Cheney started to say something at the same time on the ZOOM recording.*

Staci Cheney said Speaker Crampton..... Cheney identified herself.

Speaker Crampton said yes.

Staci Cheney said she can't raise her hand but she was wondering if she could get in the queue.

Speaker Crampton said please proceed Miss, Miss ah, yeah, Miss Cheney.

Staci Cheney said her question is why....why is there a percentage wage instead of across the board. Cheney said instead of doing.....

*Someone on the ZOOM recording spoke in the background but it cannot be determined who said it and what they said clearly.*

Staci Cheney started again.....instead of doing a percentage wage why it...ist...why can't they just bring up the salaries with the lower and the middle ranges and then not....not address salaries in the upper range. *There was a long pause here.* Cheney asked does that make sense.

Speaker Crampton apologized. Crampton said yes, it does make perfect sense to him and that is the way he would like to have seen this done because if they do like it is done currently done the people at the top are getting all the money and the people at the bottom aren't really being helped.

Staci Cheney said that is what she was thinking too. Cheney thanked them.

Speaker Crampton said Cynthia Shantz.

Cynthia Shantz said hi. Shantz asked how did.....how did these wages get so out whack.

Speaker Crampton said well, when he came here in 2005 this is his perspective and its open to interpretation or argument. Crampton said when he first came here in 2005 and was elected he was walking up the stairs one day and an employee came by him and asked him if he was going up to the meeting today. Crampton said he said yeah he is on Council. Crampton said they said well, everybody is coming up because its ah, COLA-Merit Day. Crampton said he was like what. Crampton repeated COLA-Merit Day everybody met up in the room and got COLA and Merit.

*Councilor Wever made a comment in the background on the ZOOM recording but it wasn't picked clearly enough to understand.*

Speaker Crampton continued....he just freaked out because he never been to a place that gave twice....that gave the....gave them both on the same day and um, gave both. Crampton said all the places he has been to it has been either Merit or COLA Raise but that was the practice here and it just it...it....it went on for a while and it got way out of whack. Crampton repeated way out whack. Crampton said that's how it got to the level that they see it today.

Cynthea Shantz asked what is COLA.

Speaker Crampton said Cost of Living Increase.

Cynthea Shantz said oh, okay.

Speaker Crampton said he feels that what they did um, basically was inappropriate too because he thinks it was 2-3% and the way that they are going to Cost of Living should go right with the CPI. Crampton said Consumer Pricing Index is at a 40 year high. Crampton said he thinks that food is still up at 11% even though they claim it is coming down with all the other commodities that they don't need to survive....*laughly speaking here*....they kind of need to. Crampton asked does she have anything else Mrs. Shantz.

Cynthea Shantz said no that's good. Shantz thanked him.

*There was a long pause between comments on the ZOOM recording at this point.*

Councilor Di Piazza asked what portion of the agenda are they on he lost track.

Recorder Wittenberg said it has been going back and forth so much he know it started out on....

Speaker Crampton interrupted Recorder Wittenberg's comments. Crampton said he apologizes....he apologizes....he was on mute while he was talking. Crampton said he was going for about ten minutes there. Crampton asked why isn't anybody hearing him. *Crampton laughed at this point.* Crampton said um, okay if there is no more questions they will be proceeding onto Closed Session. Crampton started to read the Closed Session statement below.....

Councilor Di Piazza interrupted. Di Piazza asked are they in Public Comment.

Recorder Wittenberg said not yet.

Councilor Di Piazza said oh.

Speaker Crampton said he thought they already went through it but let's go through Public Comment.

**C. Legislative Affairs Update**

Speaker Crampton asked does anybody have anything for Legislative Affairs.

Recorder Wittenberg said oh....

Speaker Crampton said okay, the only thing he has for Legislative Affairs is he hears that there is a nasty storm coming down this way and it doesn't look like it is going to hit Traverse City as bad as it is going to hit the Ludington Manistee area. Crampton said so just keep that in mind tomorrow and everybody be careful when they are driving. Crampton asked um, is there anything else for Legislative Affairs.

Recorder Wittenberg said ah, Speaker Crampton on this Legislative at the last moment he did put on ah, the Ogema's Update on there. Wittenberg repeated it was at the last moment he made that ah, final decision so.

Speaker Crampton said oh, he doesn't have it on there. Crampton said let's go to the Ogema's Weekly Status and Business Update then.

Recorder Wittenberg said all right, Miigwech.

*Tribal Council went back up to Item VI. B....Ogema's Weekly Status and Business Update that was re-added to the Agenda at this point on the ZOOM recording.*

**D. Public Comment Period**

Speaker Crampton said they will open it up to Public Comment.

Recorder Wittenberg said now they are in Public Comment.

Speaker Crampton said Sara Agosa.

Councilor Di Piazza asked what are they in.

Sara Agosa said her question is about um, pay raises and she just wondered if...

*Recorder Wittenberg can be heard in the background on the ZOOM recording saying, "it is 112."*

Sara Agosa continued....what the evaluation system is for the performance system more to base raises on um, what is being accomplished and what is being

produced for the membership including the casino. Agosa said but even the Member's Services Directory hasn't been updated since 2015. Agosa said and ah, so, she would like to know um, how performance is measured and how that ties into the pay increases. Agosa said that is her question. Agosa thanked them.

Speaker Crampton asked is that for the Executive or the Legislative only has a few employees.

Sara Agosa said she doesn't know she means whoever is responsible for the Performance Plans she guessed.

Speaker Crampton said they are two separate processes.

Sara Agosa said okay, well, she is okay with an explanation for both.

Speaker Crampton said she should know theirs is based off of the Consumer Pricing Index and that hasn't been done in so long. Crampton said he thinks that covered their three employees that they had at the time. Crampton said he is not sure how the Executive formulated but that would cover the majority of the employees at the Government Building.

Ogema Romanelli said he will try to answer that at least for the Executive Branch. Romanelli said as they...he knows that earlier they have people that are doing jobs that are beyond their job description and that is why they are trying to get back into the Job Descriptions and identify what those needs are and what those duties are. Romanelli said they do change over the years, they know, there are things that weren't in there before. Romanelli said but they want to make sure that the person is doing their job. Romanelli said they also have been sorely understaffed and he believed that the understanding that is out there in the Tribe does not give the credit that their Tribal employees due. Romanelli said they work very hard. Romanelli said they worked hard before through the Pandemic was a horrible time and since then they are still trying to play catch up. Romanelli said the Pandemic is still affecting them obviously the Speaker is not sitting here. Romanelli said he is assuming that has something to do, he means, isn't that they are required to be back in the offices here. Romanelli said even with their staff there is some that where if they can work from home they are doing that. Romanelli said so the fact is that um, where they want to get to they want to be able to ah, judge what kind of work their doing. Romanelli said he can tell them overall their going beyond their duties in most cases. Romanelli said they work very hard they are dedicated and ah, they do a great job. Romanelli asked do they want to get back to a system where they can judge them on their merits, yes, they do. Romanelli said thanked them.

Speaker Crampton said okay, anything further at this time.

Recorder Wittenberg said yeah, Councilor Di Piazza also had his hand up.

Speaker Crampton said Councilor Di Piazza please proceed.

Councilor Di Piazza said he doesn't know where they are at on the agenda....

Recorder Wittenberg said Public Comment.

Councilor Di Piazza continued....but anyways um, as they might have known as the Recorder brought up, Kathy Sam-ba has passed away and there has been a fire lit in the Fire Lodge. Di Piazza said so feel free to come out and lay their sema and say some prayers for her and her family. Di Piazza said this is a rough time. Di Piazza said Miigwech.

Recorder Wittenberg said Miigwech.

Speaker Crampton thanked them. Crampton said um, Sara Agosa.

Sara Agosa said she meant to ask this question earlier but she got side-tracked. Agosa said it is a follow-up question about the Director of DHS if that position has been filled, who filled it and um, an overall question is how are new hires... how is that announced to the membership because that is really important to know.

Speaker Crampton said okay, he....

Councilor Wolfe said those comments aren't all that clear for Tribal Council what Sara's question is and if she was directing it to the Ogema and he indicated that he couldn't hear it either. Wolfe asked what vacant position is she looking for to have been filled. Wolfe said she doesn't believe the Tribe has a DHS.

Sara Agosa said the Director of Health and Human Services she guessed maybe that is the official title. Agosa said her question is if that position was filled and the job posting was taken down. Agosa asked who filled the position and how are members um, informed of new hires especially important positions like Directors is that something that could be put in the Currents.

Speaker Crampton said if it's Council then he does believe so. Crampton said they can put that in the Currents. Crampton said okay, anything further.

Sara Agosa said she is getting kind of concerned that job posting was filled and nobody knows who filled the position. Agosa said that is a really important position for their Tribal members.

Speaker Crampton said okay, Sara it's not under Council so let's get that out there right now. Crampton said it is not under Council and its not Council's employee.

Crampton said she asked and Council has answered. Crampton said they can't force the Executive to answer.

Recorder Wittenberg said to his understanding she can count...contact HR and they might be able to answer that question for her. Wittenberg thanked them. Wittenberg said Miigwech.

Speaker Crampton said okay, Cynthea Shantz.

Cynthea Shantz said hi. Shantz thanked them. Shantz said she is just wondering why COVID Funds weren't used to um, replace the um, or to fix the air um, the air movement in the...in the casino hotel Resort.

*There was a long pause here during this time on the ZOOM recording.*

Speaker Crampton said okay, from his understanding...that this was tried ba, ba, ba before CARES Funding and there was a problem with um, having to reconcile and have it come across as income when it wasn't income so they ran into that problem with CARES. Crampton said um, Sara Agosa.

Sara Agosa said well, to be honest Shannon it feels like he just snapped at her and was rather rude because the Ogema is in.....

Speaker Crampton interrupted. Crampton said nobody has snapped at her, Sara, and he is apologizes if she took it that way. Crampton said he is just stating so they can get on with this and Mr. Romanelli is not going to answer her. Crampton said Tribal Council has tried to appease her and if she has any further questions for Council they will answer them.

Sara Agosa said she is sorry but she just didn't interpret silence as an answer. Agosa said she was waiting for an answer and she was told nobody could hear her. Agosa said so something as simple as the Director of Health and Human Services who has filled that vacancy. Agosa said she should simply not be snapped at. Agosa said she did not know that she was given a response.

Speaker Crampton repeated nobody snapped at her and um....

Sara Agosa interrupted. Agosa said that is all she is going to say. Agosa thanked them.

Speaker Crampton said okay, she is welcome. Crampton asked do they have any further questions. Crampton said okay, if there is no more Public Comment at this time Tribal Council will be going into Closed Session. Crampton read the following statement:

*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.*

Speaker Crampton said with that he will entertain a motion to End First Open.

Councilor Lewis said so moved.

**MOTION TO END FIRST OPEN;** by Lewis; supported by Wolfe.

Speaker Crampton said he apologizes. Crampton asked is anyone going to abstain on the item.

Recorder Wittenberg said no, she didn't make it. Wittenberg said ah, Speaker Crampton ah, Pam Johnson with and from his end the first to hear right afterwards Tom Guenthardt. Wittenberg said so yeah, they can...if he was going to go he would go with Pam Johnson because that is the first name he heard \_\_\_\_.

Speaker Crampton said okay, they will go with Pam Johnson but before they proceed with that they have a hand up and they are going to Larry Olson.

Recorder Wittenberg said oh.

Speaker Crampton said Mr. Olson.

Councilor Di Piazza said he thinks they already closed.

Recorder Wittenberg said from his understanding they already ended it and they were going into Closed but he is not....

Speaker Crampton said no not until the vote has been taken in fact, they were in the process of identifying who had seconded the motion.

Recorder Wittenberg said oh, okay. Wittenberg said Miigwech.

Speaker Crampton asked Mr. Olson does he still have a comment. Crampton said okay, seeing nothing please proceed. Crampton said they have a motion by Councilor Lewis supported by Councilor Johnson. Crampton asked is anyone going to abstain on the item. Crampton asked is there any further discussion from the Council. Crampton asked is there any further discussion from the membership. Crampton asked anything else from Council. Crampton said hearing nothing please do a roll call.



**Roll Call #9**

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

Motion carried (9-0-0-0)

Recorder Wittenberg said all in favor at 11:27 a.m. First Session, Open is ended.

Speaker Crampton thanked them. Crampton said take care everyone and please keep the Sam Family in their prayers.

**XI. Open Session**

Recorder Wittenberg said Speaker Crampton they are going into Second Open.... at 1:44.

Speaker Crampton said okay, he will entertain a motion to go into Second Open.

Councilor Lewis said so moved.

Councilor Johnson said support.

**MOTION TO GO INTO SECOND OPEN;** by Lewis; supported by Johnson.

Speaker Crampton said let him see one, two, three, four, five yeah, they got a quorum. Crampton asked is anyone going to abstain. Crampton asked any discussion. Crampton said please do a roll call.

**Roll Call #10**

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

Motion carried (7-0-0-2)

Recorder Wittenberg said Speaker Crampton they do have quorum for Second Open Session.

**A. Items moved from Closed to Open Session**

Speaker Crampton asked do they have anything to move from Closed to Open.

Recorder Wittenberg said no, they don't.

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

**XII. Adjourn**

Speaker Crampton said okay, then he will entertain a motion to End Second Open.

Councilor Lewis said so moved.

Councilor Wever said support.

**MOTION TO END SECOND OPEN;** by Lewis; supported by Wever.

Speaker Crampton asked is anyone going to abstain. Crampton asked any discussion. Crampton said hearing none please do a roll call.

**Roll Call #11**

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

Motion carried (7-0-0-2)

Recorder Wittenberg said seven in favor of adjourning at 1:46 p.m.

Respectfully Submitted,



Grace A. Hendler  
Transcribing Assistant



Ron Wittenberg,  
Tribal Council Recorder