

Gene Goodsky did the invocation from home.

Minutes of a special meeting of the Bois Forte Reservation Tribal Council held September 1, 2021 at Nett Lake, Minnesota.

Meeting called to order at 9:18 a.m.

Members Present: Cathy Chavers; David C. Morrison, Sr.; Travis Morrison; Shane Drift; Peter Boney

Members Absent: None

Others Present: Robbie Goggleye; Vicki Villebrun; Darlene Johnson; Ellen Little; Joel Astleford; Chris Holm; Ryan Isham; Dylan Day; Mason Chavers; Donna Hoffer; Deanna Drift; Randy Long; Noah Buchholz; Millie Holmes; Eddie Chavers; Doris Isham; Pam Hughes; Travis Vake; Lynette Tahtinen; Alanna Sherman; Damon Day

Moved by Peter Boney; seconded by Travis Morrison; to approve the agenda with removing Jaime Budick's sole source request for data sources (this was already taken care of); the addition of Pam Hughes with a resolution approving a MOU with St. Louis County for CoC funds for New Moon; the addition of Donna Hoffer with discussion. Carried 4-0-0.

Moved by Shane Drift; seconded by David Morrison Sr.; to approve the minutes of a special meeting held August 4, 2021 at Nett Lake, Minnesota. Carried 4-0-0.

Shane said a couple Band member asked about the ARPA direct assistance. Chairwoman Chavers said the ARPA program will be a 4-year program. The information will be distributed when everything is complete. This is public information.

New tribal government employees: Travis Vake introduces Robert Amitrano who is the new Maintenance Technician-Education. Travis reads the list of other new and returning Head Start employees: Alya Howe-Goggleye who is the new Early Childhood Floating Assistant, returning teachers are Shannon Gillson, Rhiannon Strong, Jenny Porter, Ashley Pullar, Chelsea Mason, and Dora Porter who is the Head Start Teacher Aide. Chris Holm introduces Deanna Drift who is the new Realty Manager, Ryan Isham and Dylan Day who are the new Forestry Technicians.

Moved by Travis Morrison; seconded by David Morrison Sr.; to approve the consent agenda as follows:

- 1) Approved a request from Joel Astleford to sole source a boiler for the RTG building from UHL in the amount of \$135,880.00
- 2) Adopted Resolution No. 8-2022, IRRR Community Infrastructure Grant for the Vermilion Motor Room
- 3) Adopted Resolution No. 9-2022, Establishing the Bois Forte American Rescue Plan Economic Recovery Program. Approved the guidelines and approved the application
- 4) Approved the request from Randy Long to sole source software from RiteTrack for the ICWA program in the amount of \$80,122 with a recurring cost of approximately \$18,000 per year
- 5) Approved the FY2022 Federal Head Start Grant Application
- 6) Adopted Resolution No. 10-2022, Submission of Tribal Broadband Connectivity Program grant application and authorizing Chairwoman Chavers to execute the grant
- 7) Approved a \$1,500 fire donation to Duane and Sharon Columbus whose house burned down

Carried 4-0-0.

Joel Astleford said the poll for the boiler for the tribal government building in Nett Lake was incorrect. It was polled as a sole source, but Joel said he attempted to get three quotes. Two companies responded and one did not.

Moved by Peter Boney; seconded by Shane Drift; to adopt Resolution No. 11-2022, purchase and installation of the boiler for the tribal government building, from UHL in the amount of \$135,880.00. Funds from the CARES Act. And to approve the contract with UHL. Carried 4-0-0.

Moved by Shane Drift; seconded by Peter Boney; to adopt Resolution No. 12-2022, Authorizing Emergency Dam Remediation Project as Eligible Expenditure under Band's ARPA Fiscal Recovery Fund Allocation. Carried 4-0-0.

Moved by Travis Morrison; seconded by Peter Boney; to approve the Agreement with Dave Danz to prepare the FY 2021 Indian Community Development Block Grant. Carried 4-0-0.

Moved by Peter Boney; seconded by David Morrison Sr.; to approve the Agreement with Dave Danz to prepare the FY 2021 Indian Housing Block Grant. Carried 4-0-0.

Moved by Shane Drift; seconded by David Morrison Sr.; to approve the request from Ellen Little to sole source a bed bug remediation from A+Pest Management in the amount of \$5,200. Carried 4-0-0.

Moved by Peter Boney; seconded by Travis Morrison; to approve the request from Lynette Tahtinen to sole source the contract and addendum with Lamar for the new billboard that will be located on Highway 53, in the amount of \$6,300.00. The billboard will be "Vaccinate for the Future". The funds for the project will come out of IHS COVID monies. The billboard will be changed in February. Carried 4-0-0.

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Chairwoman Chavers gives an update on the Wisdom Steps. She said Gloria Love is the contact for Bois Forte on Wisdom Steps. Doris Isham is a contact too but is very busy. Gloria approached David "Squidg" Morrison to become an alternate. Chairwoman Chavers asks Gloria to get a formal request from Squidg for the next RTC meeting. Chairwoman Chavers said to see if Wisdom Steps or the council can purchase key cards for the elders for the fitness centers.

Doris Isham said she resigned from Wisdom Steps and turned everything into Gloria. Doris said they got funds from the council (about \$4-5,000) which helped with elders to go to the annual Wisdom Steps conference. Doris said if she can help in any way she will.

Moved by Shane Drift; seconded by Travis Morrison; to approve the New Moon Supportive Housing Project MOU with St. Louis County. Carried 4-0-0.

Moved by Peter Boney; seconded by Travis Morrison; to adopt Resolution No. 13-2022, approving execution of the FY 2022 Continuum of Care Program MOU between St. Louis County and the Bois Forte Band of Chippewa. Carried 4-0-0.

Donna Hoffer asks if the employment figures, the number of Band members that work for Fortune Bay and the Tribal Government, can be released.

Chairwoman Chavers said a team has been developed to look at the employment numbers, the skills to gain employment, and the barriers to gain employment. The Human Resource department can do a report.

Donna Hoffer asks about the financial report. Chairwoman Chavers lets Donna know she can check with Kim Greiner. People can see the financials but need to sign a non-disclosure form. Donna said there was a report on Fortune Bay. Chairwoman Chavers said that report was mailed out quite a while ago. Louise Isham was in charge of that project. It was a 15-year report on Fortune Bay.

Donna Hoffer said in regard to Resolution No. 35-2017, delegation of authority for employees. She asks about the number of employees being released by the Tribal Government. She said she was one of them. It took her a long time to recover. It was painful. She said there were seven employees released in 2021. She said to get a group of elders together to discuss the terminations first. Donna said the personnel policy does not address rewards. The council and employees all need to follow the personnel policy.

Shane Drift said he was terminated. He didn't have the luxury of going through the Council. He said he almost lost his house, and his car was repossessed. He said he sits on the retention committee at Fortune Bay. He said retaining Band members needs to be looked at and getting more Band members working.

Chairwoman Chavers said the committee has been put together to look at employment numbers. A 5-year report for Fortune Bay and the Tribal Government will be put out. The personnel policy will be looked at to include rewards.

David Morrison Sr. said he has an open door policy for employees. He asks them to put their concern in writing. He does tell them they are bypassing the director. David said to have a review committee to look at the personnel policy.

Millie Holmes said she worked for both Fortune Bay and the Tribal Government. She said she had a problem but she documented everything, and wrote a report to her supervisor, their supervisor, and the Council. She said that was how she was able to keep her job. She said both of her sons had to write a report and that was how they kept their jobs.

Pam Hughes said she is a Band member. She wasn't born and raised at Bois Forte. She said she is treated as an outsider. She said nothing is said when non-natives are let go, but when Band members are let go there is a lot of people saying stuff. Pam said on Facebook they are saying she is favored. She said she has been friends with Cathy for 35 years. She was also friends with Kevin Leecy. She said her husband was granted a trip to Daytona. He seen the t-shirts and told Pam to get them. He told Pam who they were for. He wanted them to wear the shirts at his funeral. Pam said the three individuals weren't there to represent Bois Forte. They were there to support her family. There are others that want to leave the reservation. Her daughter lives in Virginia. Racism needs to be addressed. Pam said Millie is right, to document, document, document.

Doris Isham said she does not see racism. She said there are non-Indians that work here. If they feel there is racism they should say something. Doris said there is no buffer between the employees and the Tribal Council. Everyone should go through the Executive Director.

Chairwoman Chavers said there is that open door policy. There are times when people are asked to come up to talk about programs. And they also come up to visit. Donna Hoffer asked about when she was let go and if the Ethics complaint was shared. Travis Morrison said no. She said there is favoritism harassment, and discrimination going on and the Council needs to follow policy.

Travis Morrison said it seems like everyone can improve. The policies are outdated. Senior Management needs to work on the personnel policy.

Chairwoman Chavers said there needs to be an employee assistance program for Fortune Bay the tribal government to advocate for all employees.

Moved by Shane Drift; seconded by Peter Boney; to adjourn the meeting at 10:54 a.m. Carried 4-0-0.