

# Red Cliff Band of Lake Superior Chippewas

## Regular Council Meeting

May 1, 2023

2:00p.m. Legendary Waters Grand Ballroom

Chairman Chris Boyd called the meeting to order at 2:00p.m.

### ROLL CALL:

Christopher Boyd, Present

Richard Peterson, Present

Nora Cadotte, Present

Stephanie Defoe-Haskins, Present

Nicholas DePerry, Present

Steven Boyd, Present

Butch Bresette, Excused

Scott Babineau, Present

Ernie Grooms, Present

(Left at 4:51 p.m.)

### QUORUM

Others present: Dave Ujke, Attorney, Rick Staff, Assistant Attorney, Charles Bresette, LW Compliance, Seth Morris, LW Human Resources, Amorin Mello, Land Lease, Lisa Fink, Jessica Jacobson, Ron DePerry, Gretchen Morris, John Helms, Dusty Lafermier.

### OPENING CEREMONY

The opening ceremony was performed by Nicholas DePerry.

### AGENDA

Stephanie Defoe-Haskins moved to approve the agenda. Seconded by Steven Boyd. Motion carried.

### EXECUTIVE SESSION

Nick DePerry moved to go into Executive Session at 2:05 p.m. Seconded by Rick Peterson. Motion carried.

### REGULAR SESSION

Scott Babineau moved to return to Regular Session at 4:28 p.m. Seconded by Ernie Grooms. Motion carried.

### ACTION FROM EXECUTIVE SESSION

Scott Babineau moved to immediately terminate the Family/Human Services Administrator. Seconded by Nora Cadotte. Roll Call: Nick DePerry, oppose. Steven Boyd, oppose. Scott Babineau, yes. Rick Peterson, oppose. Stephanie Defoe-Haskins, oppose. Ernie Grooms, oppose. Nora Cadotte, yes. Motion denied.

Rick Peterson moved to extend the line of credit to the Red Cliff Fish Company for \$200,000; to come out of the construction tax. Seconded by Steven Boyd. 1 abstention, Nick DePerry. Motion carried.

## **OLD BUSINESS**

### **MARCH 2023 COMPLIANCE REPORT-CHARLES BRESETTE**

A lot of Charlie's time for the month of March was spent on the WGRA conference, setting up the agenda, schedule, and speakers for June 22-23, 2023. This will take place at Ho Chunk, WI Dells and Charlie will provide more details as they become available. He assisted with video reviews for departments, met with Tony about future slot machines, participated in the exit interview for the state audit and received a final copy. NIGC fingerprinting update needed to the system to stay in compliance; need to get quotes for updating the system.

Rick Peterson moved to accept March 2023 compliance report. Seconded by Nick DePerry. Motion carried.

## **NEW BUSINESS**

### **COMMUNITY COMMENTS/CONCERNS**

Gretchen Morris present as a concerned community member about systemic oppression within the Tribal Government/Organization. Expressed her concern about the mistreatment of community members under the supervision of R.B. as the administrator of specific programs (elderly, youth, domestic/family violence, TANF, etc.). She stated that this is an ongoing issue that has been brought forth previously to Council meetings and it is not noted in the minutes. Many members have been treated unfairly or denied services with little to no explanation. Other community members are reaching out to her to be an advocate about these concerns and bring them forward. Another issue is that while she was employed by the Tribe as ICW Director, she had funds taken from her budget for an evaluation of the ICW department. These were ARP funds and did not align with what the funds are to be used for. Gretchen is requesting for the Division and departments (specifically the ICW program) to be evaluated and/or investigated.

Chris Boyd shared that the Primaries are set for Friday May 5, 2023, at the Legendary Waters event center 8 a.m. until 8 p.m.

### **MINUTES**

Stephanie Defoe-Haskins moved to approve April 3, 2023, and April 18, 2023, minutes with corrections if needed. Seconded by Scott Babineau. Motion carried.

Nick DePerry moved to table April 13, 2023 & April 14, 2023, meeting minutes. Seconded by Stephanie Defoe-Haskins. Motion carried.

### **TREASURER'S BALANCE SHEET MARCH 2023**

Steven Boyd moved to accept the Treasurer's Balance sheet March 2023. Seconded by Rick Peterson. 1 abstention, Stephanie Defoe-Haskins. Motion carried.

### **COMPLETED RESEARCH PROJECT-LISA FINK**

Approached the Tribal Council July 20, 2023, to ask permission to do a research project. She is here today to provide an update on her completed project. She studied invasive species in the geographical area and throughout 9 Tribes in Wisconsin. Connected with Melonee Montano and was interested in doing her project in the area. She interviewed 45 people with consent and 7 were from Red Cliff. She audio recorded these interviews with permission. She had to take into consideration the traditional and western perspectives/understanding of plant life. There were some

that were concerned about the language and calling the plants invasive because plants are living beings. Some were concerned about how they may be utilized, how to communicate with the species and what should be done before they are removed. There were some who wanted to do nothing about the species and see what would happen. The Council wanted the dissertation to be reviewed by a Red Cliff Cultural Consultant before disseminated and made public (data review). Steven Boyd moved to appoint Ron DePerry as the cultural consultant. Seconded by Stephanie Defoe-Haskins. 1 abstention, Nick DePerry. Motion carried.

### **WETLANDS VIDEO**

Jessica Jacobson, Red Cliff's Wetland Specialist was present to show the informational video created about Red Cliff's wetlands and their importance.

### **LEGENDARY WATERS POLICY CHANGES/UPDATES**

Seth Morris was present to provide information about changes and updates to policies within the employee handbook.

- Bereavement policy changing the language from 2 ten-hour days to 3-5 days and not to exceed forty (40) hours. The council's discussion was to remove the references to "days" and have the policy reflect that an employee may receive up to 40 work hours depending on approval from Supervisor or Manager.
- PTO-to remove the language: "Managers are not allowed to use PTO on the following dates unless pre-approved by the General Manager, June 20<sup>th</sup> through September 19<sup>th</sup>."
- Holidays: Adding an 8<sup>th</sup> holiday to the list to include Indigenous People Day

Nick DePerry moved to approve policy changes with corrections. Seconded by Stephanie Defoe-Haskins. Motion carried.

### **RESOLUTION DECLARATION MAY MMIW/MMIP MONTH**

Chris Boyd presented that May 5<sup>th</sup> is being recognized by other tribes as Murdered and Missing Indigenous Women (MMIW) day. He suggested that Red Cliff declare the whole month of May be declared Murder and Missing Indigenous Peoples month.

Nora Cadotte moved to approve the declaration of the month of May to be Murder and Missing Indigenous People's month. Seconded by Stephanie Defoe-Haskins. Motion carried. **Resolution number 5/1/23A.**

### **RESOLUTION 2023 THRU 2026 TRIBAL TRANSPORTATION IMPROVEMENT PROGRAM (TTIP)**

Nick DePerry moved to table TTIP resolution and authorize chairman to sign retained services addendum. Seconded by Scott Babineau. Motion carried.

### **CIVIL RIGHTS POLICY**

Rick Staff presenting a civil rights/grievance policy to be added to the employee handbook. Not having this policy was an audit finding and DHS said that this needed to be implemented right away.

Nick DePerry moved to approve Civil Rights Policy addition to the Tribal Employee handbook. Seconded by Stephanie Defoe-Haskins. Motion carried.

### **EMS FACILITY GENERAL CONTRACTOR**

Niles Fetter presenting bids and quotes received for the new EMS facility. Recommendation to go with Stack Bros.

Steven Boyd moved to approve Stack Bros. as the general contractor for the EMS facility in the

amount of \$1,721,527.00. Seconded by Stephanie Defoe-Haskins. Motion carried.

### **NATOW GRANT SUBMISSION**

Nick DePerry moved to table the request for a NATOW grant submission for the upcoming 2023 powwow. Seconded by Stephanie Defoe-Haskins. Motion carried.

### **AUTOMATIC MEMBERSHIP APPLICANTS**

Nick DePerry moved to approve 17 automatic enrollment applicants:

1. Atlas Gregg Bakker-Stephanie L. Bakker (LaPointe)
2. Wiley Jean Savoye-Jean-Pierre Savoye
3. Adrian Gomez-Samantha R. Carroll
4. Pauline Joy Louise LaFernier-Dusty E. LaFernier
5. Benjamin Fleury McConnell-Scott A. McConnell
6. Luke Kristofer Makowski-Morgan B. Lawler
7. Zameen Lane McCarter-Mercedes M. Williams
8. Lux Jacob Banner-Adinn L. Kolonich
9. Allison Rae Landis-Tori A. Lawler
10. Connor William Goethel-Abby A. Carrier
11. Owen Dan Belanger-Darnell L. Belanger
12. Carson Wade Duffy-Brandon C.T. Duffy
13. Jeremiah Wilford Hipsher-Floyd W. Hipsher III
14. Oliver Michael Gordon-Jorge L. Gordon
15. Terence Jonathan Allen-Breanna R. Butterfield
16. Aspen Jean Miska-Kailey J. Colvard
17. Chloe Michael Colvard-Cory T. Colvard

Seconded by Stephanie Defoe-Haskins. Motion carried.

### **HEALTH BOARD POLICIES AND PROCEDURES**

Nora Cadotte moved to table health board policies and procedures. Seconded by Stephanie Defoe-Haskins. Motion carried.

### **LEASE REQUESTS**

Amorin Mello presenting special permission request for Lori & Dean Jaakola to make improvements to their leased land prior to BIA approval.

Steven Boyd moved to approve a special permission request/waiver to make improvements on leased land. Seconded by Stephanie Defoe-Haskins. Motion carried.

Lease renewal for Kay M. Deragon located at 37415 Daley Rd.

Nora Cadotte moved to approve resolution for land lease renewal for Kay M. Deragon located at 37415 Daley Rd. Seconded by Stephanie Defoe-Haskins. Motion carried. **Resolution number 5/1/23B**

### **RATIFY COUNCIL POLL**

Ratify Council poll vote pertaining to approve submission grant application to USDA/NRCS; 3 years in the amount of \$407,025.00.

Nick DePerry moved to ratify the poll vote. Seconded by Stephanie Defoe-Haskins. Motion carried.

### **ADJOURN**

Scott Babineau moved to adjourn at 5:27 p.m. Seconded by Nick DePerry. Motion carried.

**Respectfully Submitted:**



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*Recording Secretary:  
Johanna Wilson*

**ATTEST:**



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*Nora Cadotte, Secretary  
Red Cliff Tribal Council*