

**BOARD OF DIRECTORS REGULAR MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
MINUTES
AUGUST 9, 2011**

The meeting was opened at 6:02 p.m. by Vice-Chair Causley.

Present: Bernard Bouschor, Joe Eitrem, Debra Pine, DJ Malloy, Catherine Hollowell, Pat Rickley, Denise Chase, Tom Miller, Joan Anderson, Lana Causley.

Absent: Cathy Abramson, Keith Massaway.

Moved by Director Miller, supported by Director Pine, to excuse Directors Abramson and Massaway.

Motion carried unanimously.

Moved by Director Bouschor, supported by Director Malloy, to approve the agenda as written.

Motion carried unanimously.

Moved by Director Miller, supported by Director Pine, to suspend the rules and add two resolutions, Health Center Employee Policies and Chippewa County Health Department.

Motion carried unanimously.

Without Objections, the Interim Chair appointment and Inland Conservation Request will be taken off agenda. No objections.

Moved by Director Rickley, supported by Director Bouschor, to approve the Minutes of 2-8-2011; 2-14-2011; 2-21-2011; 3-8-2011, and 3-22-2011, as written.

Motion carried with Director Chase abstaining on 2-14-2011 and 3-8-2011 minutes.

Moved by Director Miller, supported by Director Malloy, to approve Res. 2011-171, Promise Neighborhoods Grant.

NOW, THEREFORE, BE IT RESOLVED, the Sault Ste. Marie Tribe of Chippewa Indians supports the submission of a Promise Neighborhoods grant application for a one-year planning project.

BE IT FURTHER RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes Lana Causley, Tribal Vice-Chairperson, or her duly authorized representative to sign, negotiate, amend, and execute any agreement thereof for the Promise Neighborhoods grant.

Motion carried unanimously.

Moved by Director Miller, supported by Director Chase, to approve the resolution titled Funding for Treaty Rights Protection Appellate Court Case.

Roll Call Vote: Motion denied with Directors Anderson, Malloy, Chase, Miller approving, Directors Eitrem, Hollowell, Pine, Bouschor, Rickley.

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Moved by Director Malloy, supported by Director Rickley, to approve Res. 2011-172, Nunn's Creek Rehab Hatchery FY 2011 Budget Modification.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2011 budget modification to Nunn's Creek Rehab Hatchery to increase Federal BIA monies \$40,950. No effect on Tribal Support.

Motion carried unanimously.

Moved by Director Miller, supported by Director Rickley, to approve Res. 2011-173, FY 2011 ACFS – Advocacy Resource Center Budget Modifications.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2011 budget modifications for Lodge of Bravery, Victims Assistance, Family Violence, ARRA Tribal Governments, 2009 Tribal Governments, and Access to Safe Shelter for an increase in Federal Revenue \$198,193.58 and Other Revenue \$46,461.90, with a decrease in State Revenue \$15,918.88 and Tribal Support of \$852.50. These budget modifications reflect the reallocation of personnel and expenses with the Advocacy Resource Center/Shelter moving into a new building.

Motion carried with Director Malloy opposing.

Moved by Director Miller, supported by Director Rickley, to approve Res. 2011-174, Big Bear Pro Shop FY 2011 Budget Modification.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2011 budget modification to Big Bear Pro Shop to change the personnel sheet, reallocate expenses, and adjust revenues. No effect on Tribal Support.

Motion carried unanimously.

Moved by Director Miller, supported by Director Bouschor, to approve Res. 2011-175, Enterprise Capital Expenditures Midjim Sault FY 2011 Budget Modification.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2011 budget modification to the Enterprise Capital Expenditures for an additional \$225,000 being requested for Midjim Sault.

Roll Call Vote: Motion carried with Directors Hollowell, Pine, Anderson, Malloy, Bouschor, Chase, Miller, Rickley approving, Director Eitrem opposing.

Moved by Director Miller, supported by Director Rickley, to approve Res. 2011-176, Amending Resolution 2010-33 Health Center Employee Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby amends the Compensation Administrative Guidelines for the Health Division adopted by Resolution 2010-33, to modify the P4P/Incentive Compensation Schedule for providers who are assigned to the Munising Health Center only to qualify for a yearly P4P incentive payment without meeting the 85% productivity goal; and to this end

BE IT FURTHER RESOLVED, that the following language on Page 5 is hereby deleted: The P4P / Incentive Schedule fully details the qualifying employee, factors, measures, target patient population, and available points. The target patient population is the percentage of patients from the qualifying employee's patient pool that is required to meet the corresponding measure requirements in order to obtain the available points. Each qualifying employee, depending on service line, will have a unique number of points which directly correlate with the available annual incentive amount. Incentives will be prorated based on the number of points scored by each employee on an individual basis. All employees classified as a .5 FTE or greater will qualify to participate in the P4P / Incentive Program. Partial FTE employees at a .5 FTE level or higher, but below a 1.0 FTE will be entitled to a prorated share of points, based on the FTE level.

BE IT FURTHER RESOLVED that the deleted language is hereby replaced with the following: The P4P / Incentive Schedule fully details the qualifying employee, factors, measures, target patient population, and available points. In order to receive any P4P incentive, a base level of productivity must be maintained. The Sault Tribe has determined that the base level of productivity is 85% of the expected WRVU or recommended patient visits for each profession.

If an employee does not meet or exceed this base level, no P4P Incentive Compensation shall be paid, except for providers who are assigned to any Sault Tribe Health Center site that does not draw from an adequate patient volume shall qualify for a yearly P4P incentive payment without meeting the 85% productivity goal in 2011.

The target patient population is the percentage of patients from the qualifying employee's patient pool that is required to meet the corresponding measure requirements in order to obtain the available points. Each qualifying employee, depending on service line, will have a unique number of points which directly correlate with the available annual incentive amount. Incentives will be prorated based on the number of points scored by each employee on an individual basis. All employees classified as a .5 FTE or greater will qualify to participate in the P4P / Incentive Program. Partial FTE employees at a .5 FTE level or higher, but below a 1.0 FTE will be entitled to a prorated share of points, based on the FTE level.

BE IT FURTHER RESOLVED, that this amendment will be in incentives paid for the 2010 – 2011 fiscal year only and must be reviewed or renewed by this Board prior to the end of fiscal year 2011-2012 .

Motion carried with Director Eitrem opposing.

Moved by Director Malloy, supported by Director Rickley, to approve Res. 2011-177, Resolution in Support of the Chippewa County Health Department to Receive Funding to Continue Monitoring of the Lake George Channel and the North Shore of Sugar Island.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians supports the Chippewa County Health Department in seeking funds from the MDEQ for the continued investigative monitoring of the St. Mary's River, Lake George Channel and the North Shore of Sugar Island; and

BE IT FURTHER RESOLVED, That the Sault Ste. Marie Tribe of Chippewa Indians does hereby request that the MDEQ provide funding to the Chippewa County Health Department to continue a thorough investigation using current and historical data of contaminated sewage discharges into the International Waters of the St. Mary's River, and take all necessary actions to eliminate this unfair and unhealthy assault on our communities; and

BE IT FURTHER RESOLVED, that a copy of this resolution be forwarded to the MDEQ, Governor Rick Snyder, Michigan Senator Walker, Michigan Representative Frank Foster, and the Chippewa County Health Department; and

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BE IT FINALLY RESOLVED, that all of the above entities be entreated to bring all of their combined resources to bear, including the mechanisms provided by existing international agreements, on solving the problem of inadequate storm water management in the City of Sault Ste. Marie, Ontario.

Motion carried unanimously.

Moved by Director Rickley, supported by Director Bouschor, to approve the recommendation of the Special Needs/Enrollment Committee and relinquish the following: Stephanie Mannisto, Emily Mannisto, and Donald Seymour.

Motion carried unanimously.

Moved by Director Malloy, supported by Director Bouschor, to accept the resignation of Worley Rittenhouse from the Unit One Elder Subcommittee.

Motion carried unanimously.

Moved by Director Miller, supported by Director Chase, to appoint Yvonne McCarthy to the Unit Four Escanaba Elder Subcommittee, for a four year term, expiring August 2015.

Motion carried unanimously.

Moved by Director Rickley, supported by Director Pine, to adjourn the meeting.

Roll Call Vote: Motion carried unanimously.

Meeting adjourned: 6:42 p.m.

Date: 11-8-11

Secretary: Cathy Abramson

Others present: John Wernet, Vic Matson, Bill Connolly, Kristi Harwood, Tony Goetz, Bonnie Culfa, Courtney Kachur, Tony Abramson, Ken Ermatinger, Carol Eavou, Michelle Bouschor, Bob Marchand, Lori Jump, Jess Dumback, Jamie MacDonald, Sheri Wallis, Tara Benoit, Joanne Carr.