

**SQUAXIN ISLAND TRIBAL COUNCIL
MEETING MINUTES
October 8, 2015**

Attendance:

Tribal Council	Dave Lopeman	Chairman
	Arnold Cooper	Vice Chairman (<i>absent</i>)
	Vicki Kruger	Treasurer
	Charlene Krise	Secretary
	Whitney Jones	1st Council Member
	Jim Peters	2nd Council Member (<i>arrived at 9:30</i>)
	Vince Henry, Sr.	3rd Council Member
Tribal Administrator	Don Whitener	
Legal Counsel	Kevin Lyon	
Tribal Liaison	Ray Peters	
Recording Secretary	Melissa Puhn	

Vicki Kruger offered the opening prayer. Dave Lopeman called the meeting to order at 9:14 a.m.

APPROVAL OF AGENDA

Vicki would like to discuss the LCCR CEO sometime today. Dave suggested at the end of the day in closed session. Whitney would like an update on the education and outreach to the community regarding marijuana. Vince Henry moved to approve the October 8th Council agenda. Charlene Krise seconded the motion. The motion carried four (4) in favor and zero (0) against.

APPROVAL OF MINUTES

The September 10, 2015 Minutes, September 11, 2015 Phone Poll and September 24, 2015 Minutes were tabled until the next meeting since not all of Council had an opportunity to read them.

TRAVEL REPORTS AND PLANS

October 14: Centennial Accord, LCCR

October 18-23: NCAI, San Diego. Vicki, Charlene, Whitney, Jim and Ray will attend.

November 10: Talking Circle dates are scheduled as the second Tuesday of February, August and November. In order to better accommodate the Senior Meal schedule, Council agreed to change the scheduled dates to the first Thursday of February, August and November, except the next one will remain on November 10th.

October 26-29: Council / IEI / LCCR Strategic Planning Session, Collier House. Council would like to discuss the tribes three, five and ten year plan; business opportunities; economic development opportunities. Dave would like to set new goals for the tribe to work towards. Charlene added that she would like to be able to look further down the road and expand the tribe's horizons and reiterated how the Chairman mentioned that the tribe is stagnant and need a new goal to work towards. She mentioned that Travis has experience with economic planning and she would like to hear his take on business expansion and development. She would like to see discussion on how to enhance what the tribe already has.

November 13: Tribe re-acquiring State Parks Land Celebration, noon, Collier House.

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November 21: NW Indian College Natural Resources & Tribal Sovereignty Dinner, Silver Reef Casino. Jim, Lisa, Charlene and Vicki will attend.

CHAIRMAN'S UPDATE

Tribal Member Concern: Charlene Krise shared that she received a call from a tribal member who is participating in the Council Emergency Assistance Program and is asking for additional help. Kathy gave an update on what she has done and what the tribe have done to help her. This discussion will continue at the end of the day in closed session with Kathy.

TRIBAL LIAISON UPDATE

Ray Peters shared that Centennial Accord will be held at the Little Creek Casino on October 14th. They will be reaching out to Charlene regarding the Drum Group. There will be a Chairman's Breakfast at 7:30 a.m. the morning of the Accord. There also is a WIGA Meeting the day before.

Dave would like the entire Council to be at the breakfast.

Charlene asked if the MLRC can do an interior display of the button blankets during the Accord. Yes, Council likes that idea. Ray suggested presenting a gift to the governor as well.

McDonald Land Trust payment. Ray reported that the 50% retainer will be paid ASAP for the appraiser. The contract is for \$22,000 which will provide the value of the land, best practices and best use of the timber.

Jim wanted to look in further to make sure there are adequate staff that will be associated with this property, he suggested forester and a wildlife biologist for this quantity of land. He wanted to make sure this property is managed properly before we move forward with it.

Jim suggested training tribal members in firefighting and forestry, when they're not fighting fires they can work in forestry and timber management on tribally owned properties.

DEPARTMENT OF COMMUNITY DEVELOPMENT

Transportation Resolution: Tammy Ford presented **Resolution #15-62** which accepts an operating grant of \$150,000 from WSDOT and requires a limited waiver of sovereign immunity. Jim moved to approve the resolution. Charlene seconded the motion. The motion carried five (5) in favor and zero (0) against.

Rich Wells presented **Resolution #15-63** which authorizes the submission of a grant application to the HUD/ICBDG program for \$423,477 for the construction of the Squaxin Community Fitness Center. Rich explained that they are looking to expand the Public Safety & Justice Building to include a fitness center. The grant will cover operations and maintenance of the building. Rich explained that previously the fitness center was located downstairs of the clinic, then was moved to the Health Promotions Building. They are now looking to build a 2000 square foot addition on the PSJ Building for the community and Law Enforcement use.

Don added that the primary operation would be through PSJ and that they would be very involved. Kris Peters and his department are in favor of this, and would be offering assistance to those using the facility. He added that the management of it would be decided later. Jim would like to see the maintenance and replacement of exercise machines included in the annual budget. Jim moved to approve. Whitney seconded the motion. The motion carried five (5) in favor and zero (0) against.

NAHASDA Update: Rich Wells and Liz Kuntz were present. Vicki shared her concern regarding some of the HUD homes. She shared that she lives in a HUD home, and she will be paying it off next year. She worries

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that the homes that were turned in to rentals, now do not offer the renters the opportunity to become homeowners.

Rich explained that there is a lease with an option to purchase their home, using bank financing. As to date, nobody has done that. There has been a couple of people interested, but nobody has followed through. Vicki reiterated that she would like to see tribal members have the opportunity to become homeowners. She understands that the 184 Program is available, but also knows that it doesn't work for everyone. Charlene added that it would be nice to see tribal members who have been paying rent for so many years, have their rent go towards a down payment on their home.

Rich stated that when he worked with tribal members on buying their house, he walked them through the process of getting a bank loan and buying their home. He also discounted the home by how much they've already paid on their lease. Jim supports this as he would like to see tribal members become home owners. It might be that other tribes have other programs, he would like to see other options but understands that another option for another tribe, might not work for Squaxin. Jim would like to figure out how to make this happen even if homes need to be transferred around. He would like to encourage tribal members to be able to buy their home and increase their income.

Charlene commended DCD for their job in making a really nice community to live in. Many tribes who visit cannot believe how nice and clean the Squaxin reservation is. Liz Kuntz brought up the 99 acres that is available with the intention of tribal members building homes. Jim wants to see the infrastructure out there and wants to know what it would take to do that. He would like to see utilities brought out there. He knows there is NAHASDA out there also, so it could be a mixed community. Kathy added that Arnold spoke to her recently about this and part of the challenge is coming up with some kind of lease with option to buy, where those lease payments can go toward the house.

Rich stated that the land in discussion was bought with NAHASDA funds with the idea in mind to have non low income families living here. The intent was to enter into some joint venture agreement with a builder which is not impossible if Council wants it done. A builder can come up with a conceptual plan and tribal members can buy the home and get it built.

Vicki really wants to see the MHOA Homes that switched over to rentals, she wants them back to MHOA status. She knows that can be done and those homes can be offered to be purchased. She would like to have housing check with IHS to know how they can get infrastructure out on the land. Vicki made a motion to direct Housing to work with a builder and get a housing plan for the vacant property.

Jim asked if those homes can be transferred from one program to another. Rich stated Housing has already done that with some houses and can come up with a plan. Rich mentioned the balloon payment and can apply for a Title IV loan guarantee. They have roads funds to build a road, but you don't want to build roads until the infrastructure is in place.

Ray mentioned that there are so many pieces to this. Mark Allen worked with the Council to put together a Lease to Own Agreement which was presented to Council, then put on hold. If Council wants to get this accomplished, there are many pieces that needs to be done such as community planning, outreach and education to tribal members. Jim stated that all of the education and outreach has already been done. It's up to the tribal member to go through the education for buying their home.

Charlene would like the homeownership information session to be done again. She would like to task DCD with making this happen. Vicki also wants tribal members to be able to drive this; tribal members who actually live here and are affected by this. Vicki wants infrastructure on the property to allow high income tribal members to live here. Ray brought up the lease to buy program for Housing to provide the option to tribal members.

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Diane Deyette was present. She added that there is an interest in the home ownership program. She encourages Council to direct Housing to make a lease to buy program, and have a timeframe to have it done. She's been pushing this for four years and wants to see it done.

Jim thought there was a program in place. If the program needs to be tweaked, so be it. Liz stated that the program is a lease with the option to purchase with their own financing. Jim would like to look at other options, but the tribe will not be a bank. Dave wants to table the motion that might have been made.

Diane said that with her Section 184 Loan, there was over \$80k in interest and fees. Her question was does Council want to keep those fees in housing instead of paying a bank? Jim stated that he doesn't know how the tribe can handle that without being the bank itself. Therefore, tribal members will need to get outside funding.

Vinney asked if theoretically there was infrastructure for the land, then if someone gets a loan and builds their house; who owns the land? It would be a long term lease and it will be trust land. Dave asked about the tribal members not paying for their house, and the bank takes it back. The 184 Program protects the tribe and allows the tribe to take the house.

Charlene moved to revive the lease to own model that was developed in years past, since it shouldn't be that complicated to revive and update with a formula. She's hoping the formula could be fitted with the lease to own for those who have been in their home for eight years. Dave does not want to be a finance company so the lease to own program would be with outside financing. Charlene would like DCD to figure it out. Charlene would like to see something to get the tribe moving towards homeownership. Jim wanted to clarify and more discussion: he likes the idea but wants more discussion. Charlene withdrew her motion. Her secondary plan is that she would like to secure a day with Housing, Planning and Finance to discuss this topic only. It's a big issue that is out there and needs to be addressed. She would like a planning day. That is her motion. Vicki seconded. Rich and Liz will work on scheduling this meeting

GUEST

Port of Olympia Commissioner Candidate Rich introduced Joe Downing who is running for Port Commissioner. Joe shared that he appreciates Council's time and he feels like this time for a change with the Port. He will strive for better relationships for government entities. He will work together to preserve the natural resources that we already have. He is seeking an endorsement of the campaign and the financial support. He is running against an incumbent.

Jim shared that his background is NR and education. One of the issues is Budd Inlet. It's one of Squaxin U&A areas and a major issue is shoreline preservation. Jim asked about Capital Lake. Joe stated that he would definitely work with Squaxin on managing those two issues and understands the concerns of these two issues. He's open to discussions to solving the Capital Lake problem.

Joe stated that he would like to see the port become a role model in environmental efforts, solar power, etc. He is seeking endorsements and financial contribution. Council agreed to donate \$500 to his campaign, but will not publically endorse him.

Cultural Leave Policy: Kathy presented the Cultural Leave Policy. She has worked with Patti Puhn and Deb Stoehr to see what other tribes offer. One of the barriers is trying to figure out how to do this and still have it allowable grant funded positions. What Kathy is proposing is a policy that was adapted by Suquamish, that allows any employee up to 4 days or 32 hours per calendar year, to participate in a cultural event that is endorsed or sponsored by Squaxin Island Tribe. This leave must be pre-approved by the supervisor. Cultural hours in excess to what is allowed must be AL or LWOP. This will be included as part of the benefit package for all employees, both tribal and non-tribal. In order to do it this way, it has to be available for any government

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employee to use. Deb is willing to set up another leave category key, leaving it broad so that supervise can use their discretion in defining cultural leave. The main goal is to allow employees to participate in canoe journey and gathering. Directors will need to be liberal in their interpretation on what these activities are. When someone works here, they become part of the community. Cultural leave cannot be donated and it cannot be carried over or cashed out. Every year it starts over on January 1. 32 hours per year. Staff assignments such as hunting for funerals or First Salmon Ceremony is not considered Cultural Activities. It still will be considered staffing. Kathy said that it's up to the director's common sense to use on their interpretation of what cultural activities are. If someone wants to go gather cedar for their own use, that is AL. But, if it's gathering for the tribe, it's staffed. Don added that it's important for people to participate in activities without having to use their leave. The policy is intentionally left open for interpretation. Jim asked about a non-tribal person, what about their religion or their own cultural activity. Don stated that its tribal cultural activities, limited to Squaxin Tribal Cultural Activities. Dave asked if LCCR an IEI are included. Kathy stated that this is going in the SIT handbook in our policies. If this is something Council wants them to look at, Council can direct them to look in to it. Effective Jan 1, 2016.

Don shared that this is something that is kind of followed anyway, this just makes it official. Whitney added that some of the staff have expressed that their supervisors would have a lot of angst if employees do take advantage of this. Kathy feels that it is part of what we are, and there is importance of tribal members allowing to participate in tribal activities, since its all to benefit Squaxin – whether it be through work or culture. Whitney agreed and so maybe that should be mentioned one more time on a cover letter when the policy is distributed.

Vicki moved to approve the Cultural Leave **Resolution #15-64**. Charlene seconded. The motion carried five (5) in favor and zero (0) against.

LEGAL

Executive Session to discuss pending treated litigation re: U & A, hunting and gathering.

Council approved a meeting hosted by Squaxin at Little Creek Casino on October 28th tribal policy representatives.

Kevin provided an update on the status of hunting access and hunting co-management agreements.

Kevin presented amendments to the Drugs, Narcotics & Alcohol Policy. The amendments will treat marijuana the same as alcohol in the employee handbook. Discussion next Thursday.

Kevin presented the contract with Squaxin and the Potowatomi Boxing Commission for review and approval. Council approved via **Resolution #15-65**.

LITTLE CREEK CASINO RESORT

Mark West and Sean Sadeghi were present.

Mark handed out the new website design which will be mobile friendly.

Mark asked about the Centennial Accord Sponsorship Level. WIGA is donating \$5,000 towards the event. LCCR is will take care of the balance. Mark asked what level of support Council would like to give to the Group of 10 Event. Whitney said that when they discussed it earlier, Council approved \$1000 for lunch and attendees will pay their own rooms. Mark brought up the 20th Anniversary of the TESC Longhouse and can LCCR offer a room rate and comp rooms for some guests. Council will comp a room if they know who it is. Charlene suggested just giving them a good price. Council agrees to donate some hotel rooms, but Jim still wants to know who the recipient will be.

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Mark brought up discounts for F&B that LCCR offers and he would like Council to reconsider the huge discounts that are available for elders, veterans, AAA, players, etc.

Mark has been spending a lot of time with marketing. The boxing events have not been selling well, so they might not continue hosting. He is working on a year schedule for marketing plan, instead of a month to month.

Mark has reached out and scheduled a meeting with his management staff on the performance of LCCR and strategy of moving forward. He will put together a plan to refurbish the hotel, not remodel.

Mark is addressing the salary caps policy and a transfer policy.

Hotel remodel is about six months out. They purchase most of their equipment from China and have an opportunity to buy directly from the manufacturer resulting in a huge savings. Mark stated that the gift shops buy their cigarettes from Harbor Wholesale instead of KTP. He will work on switching vendors to buy from KTP.

Charlene asked about the seafood bar expansion and if that is in the works. Mark stated that no, they will refurbish the hotel rooms first.

LCCR will be providing Safeway gift cards this year instead of turkeys for staff thanksgiving. Council discussed doing the same this year instead of providing turkeys. *It was later decided that Council will provide turkeys to Government Staff.*

Sean provided the financial report for FY15.

ISLAND ENTERPRISES, INC.

Travis Nabahe, Dave Johns, Richard Sweeney and Cameron Goodwin were present.

Travis shared that the marijuana compact was signed. Elevation will be opened soon, and the team involved has been impressive. There has been a project meeting each week. Systems are procured. Vicki asked how products are chosen and decided. Travis stated that they will work with the producers themselves on what products to sell. They look at the quality and type and competition. As reported they have a retail manager and structured a training plan for a manager. Training will take place starting this week and will include everything about running the store. The retail team will start October 19th. They do have a draft press release that will discuss the opening. Nate drafted it and Travis is currently reviewing it. Travis wanted to know who would be the appropriate contact for anything other than legal questions. Legal issues will be directed to Legal. Jim will be the contact with interfacing with different folks. Any questions need to go to Chairman, Don, Legal or Jim if that is what Council wishes. Council is fine with that.

Travis stated that they are trying for a grand opening on November 2nd. He shared some scenarios that might delay that date.

Discussed the strategic planning workshop the last week of the month at Collier.

The retail store is 100% Squaxin employee staffed.

Cameron handed out the SCT FY16 Budget. He went through the budget and looked at any adjustments that are needed. Handed out for review, and his board recommended this to Council for final approval. Charlene moved to approve the Skookum Creek FY16 Budget. Vince seconded the motion. The motion carried five (5) in favor and zero (0) against.

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Jim asked for a capital expenses update. Cameron stated that he is hoping to add a bathroom to the back of the warehouse as well as hand washing stations and additional carts & trays. They also are looking to buy a bucket truck and a car for the sales staff.

Travis stated that since Elevation is part of IEI in terms of formal board approval and policy procedures, they will present some amendments to the IEI procedures. In anticipation to the Strategic Planning Workshop he is planning to show their investments and business portfolio.

EMERGENCY OPERATIONS

Emergency Preparedness Planning: Kris Peters & John Taylor were present.

Vicki asked about having our own water truck for fires, just in case. She is aware that there is a station down the hill, but if they are already out somewhere she wants to be prepared in the event of a fire. She also would like to have an emergency practice for the community. She asked what the plan is for something that happens off hours. She believes that tribal members who actually live on the reservation should be in charge of something, she wants to make sure that the community is the one who is trained since the community is the one who will be here in the event of an emergency. John shared that he is one of many who is trained. He would like to reevaluate Councils incident command training. There are nine people who are on call at any time. The new website manages disasters for Squaxin. Conference calls. Skype. Virtually any means of communication can be done from anywhere in the country.

Traditionally Jan/Feb is the worst season. In regards to fires, they just finished the LCCR area assessment from Mason County Fire District #4 and there are maps in place. Next is assessing the Government and finally will be wild land. MCFD#4 is basically the tribe's fire dept. If they mobilize, there needs to always be staff down the hill. The station down below will never be deployed for assistance because of the uniqueness of the relationship with the tribe. Squaxin has a contract with WSDNR for firefighting, but it's a four hour response time. John is looking at ways to getting the tribes own resources together.

Jim stated that a couple of weeks ago there was a Tribal DNR Summit and fire was an issue. There was an issue of equipment being deployed to fires, but nobody to run them. Jim thought that the red card covered all agencies. John stated that the recent fires will change federal policy. The fires were so huge that they ran out of people and there is no fast way to issue red cards. They are going to revise the special training that will work across the board. Kris stated that a red card is a red card no matter where you are, it's the equipment certification that held things up.

Council discussed having a tribal water truck. Kris stated that it requires training. Jim agrees, there would need to be a specific person trained to run that truck.

Jim went back to the EOC training, he would like to see all of Council to get trained and re-trained if necessary. Kris suggested a Council / Exec special training. Kris suggested inviting Bob Burbidge, MCFD #4 Chief to come to Council sometime.

Charlene asked about Emergency Management and what is the procedure if there is a large earthquake. John stated that statistics show that for the first 12 hours after an incident, people are gathering their families and getting everything together. He can get food delivered to the reservation within 12 hours after an event. Onsite food storage requires a secure storage with a scheduled food rotation. He hasn't gone that route since he can get food here in 12 hours. With the agreement with WalMart he can get pretty much anything needed here within 12 hours: food, water, shelter, etc. This is all paid out of FEMA funds. Vicki would like them to do more preparedness exercises. It's nice to prepare employees but she would like to see a community wide preparedness drill and exercise. John shared that there is a WA State full scale exercise in June 2016. Squaxin is signed up, it will be a full scale and SIT EOC is a major component of it.

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Kris will do a community fair next year showing off the EOC and how their system will work, to show that there is a plan in place. John stated that the EOC has created a Facebook page to notify the community of anything.

Charlene commended John for the work he's done in Indian country. She would like to see Squaxin participate in the WA State emergency day.

Council went in to executive session then adjourned for the day.

Action Items:

1. Planning, Housing & Finance Meeting with Council to discuss home ownership. Rich to schedule.