



Quil Ceda Village  
Regular Council Meeting  
May 18, 2010  
Minutes

**9:22 A.M.**

Roll Call

President Marlin Fryberg, Jr. -Present  
Council Member- Don Hatch, Jr.-Absent-Attending ATNI  
Treasurer Chuck James-Present  
Quorum Present  
Council Member- Glen Gobin-Present

**Staff and Visitor**

John McCoy, General Manager	Greg Keith, TDS Interim Director
Steve Gobin, Deputy General Manager	Assistant Fire Chief Martin McFall
Nina Reece, Village Clerk	Leo Joinette, EFO
Juanita Diaz, Recording Secretary	Shelly Lacy, TTT GM
Foley Cleveland, Property Management	Dory Roanhoarse, Engineer
Travis Hill, Network Sr. Manager	Nick Gobin, Construction Project Professional
Debbie Bray, Project Manager	R.T. Myers, TTT Police
Tom McKinsey, Engineering	Patti Gobin, Special Projects
Calvin Taylor, ATF Director	

1) **Motion made by Glen Gobin to approve the agenda of the regular Village Council Meeting of May 18, 2010.**

Seconded

Questions:

2 For 0 Against

Motion carried

2) **Motion made by Glen Gobin to approve the minutes for the regular Village Council Meeting of April 20, 2010.**

Motion made by Glen Gobin to app

Seconded

Questions:

2 For 0 Against

Motion carried

**Law Enforcement**

- 3) March Police Report  
Handout

**Finance**

- 4) **Motion made by Glen Gobin to approve Resolution No. 2010-004 authorizing the transfer of \$1,500,000 from the US Bank tax account to Quil Ceda Village general operating account to fund essential governmental services.**

Seconded

Questions

2 For 0 Against

Motion carried

- 5) **Motion made by Glen Gobin to approve Resolution No. 2010-005 authorizing the transfer of \$300,000 from the US Bank tax account to Tulalip Tribes, d.b.a. Tulalip Police Department operating account for law enforcement services within Quil Ceda Village per the MOU.**

Seconded

Questions

2 For 0 Against

Motion carried

- 6) **Motion made by Glen Gobin to approve Resolution No. 2010-006 authorizing the transfer of \$347,304 from the US Bank tax account to the Engineering Services budget to cover the remainder of the 2009 department budget.**

Seconded

Questions:

2 For 0 Against

Motion carried

**Maintenance**

- 7) **Motion made by Glen Gobin approving Resolution No. 2010-007 authorizing the**

**contract with Tulalip Construction for \$54,841.33 to provide refreshment of roadway pavement markings and related traffic control within Quil Ceda Village per Bid Package No. 10-004.**

Seconded

Questions:

2 for 0 Against

Motion carried

**Tulalip Data Services**

8) TDS Staff Contracts

Handout

Discussion: Steve Gobin, Shelly Lacy, Leo Joinette, Marlin Fryberg, Jr., Greg Keith, Chuck James, Cal Taylor, John McCoy, Glen Gobin

Legal is reviewing the contracts and they should be forwarded any minute. Contracts are being amended to add language of the HRO 84. It also includes language that says the employee can only be terminated for just cause with a severance package. Question: Why doesn't the Village just advertise and hire these positions permanently? If this is done for these contracts then it needs to be done for all employment contracts within the Tulalip Tribes. The leadership needs to take a stand for what is right. A plan has been brought forward to the Board of Directors. Not all positions should be covered under a contract, and not under the HRO. We do need assurance that termination are for just cause and staff needs assurance. Another part of the contract changes is to add the additional duties that staff is going through with the termination of two key employees. How is this going to protect them? How is this specific to the standard employee? This is the way the program was set up from day one. The key positions were contract because they were to be mentors and work themselves out of a job. Either the job descriptions or the contracts need to be changed or amended. There are positions that do not need to be changed. Those jobs are specific to the contract. The ten day out clause is there for all contract employees. We can't just protect one department and not all. When employees are contracted they have the right to negotiate their pay rate and schedules. The contract employees where placed in the positions with the anticipation of tribal members being placed in some of these positions. Tribal members are being trained and transitioning to these positions. We need to wait until the re-org and the review of these positions. The full Board of Directors needs to be part of this discussion. These issues will be brought forward from the Village Council to the Tulalip Board of Directors. Do we have performance appraisals on these employees? Yes, each employee was evaluated.

**Travel Report & Contracts under \$50K**

9) FYI-Out of State Travel

10) FYI – Contracts under \$50K signed by GM

No Contracts for April.

## **Budget Report thru March 31, 2010**

- 11) Administration & Tax Revenue – Report  
Discussion: Nina Reece, Glen Gobin, Steve Gobin  
We are right on target with the budget projections for 2010. The budget reports are an FYI. Staff will answer questions on the budgets if Council has questions.
- 12) Construction & Economic Development – Report
- 13) Engineering Services – Report
- 14) Environmental Health - Report
- 15) Events & Entertainment – Report
- 16) Finance – No Report
- 17) Government Affairs – Report
- 18) Human Resources – Report
- 19) Maintenance –No Report
- 20) Property Management – Report
- 21) Tulalip Alcohol, Tobacco & Fuel – Report
- 22) Tulalip Data Services & Broadband – Report
- 23) Tulalip Pharmacy – Report
- 24) Utilities & Environmental Services – No Report

BREAK

CLOSED SESSION – 12:10 P.M.

- 1) Lease Update
- 2) 27<sup>th</sup> Avenue Construction
- 3) 116<sup>th</sup> Street Bridge Deck and Engineering
- 4) Fuel Station – Backup Power Supply

OPEN SESSION 2:40 P.M.

### **Motion made by Glen Gobin to approve the Quil Ceda Village re-organization structure as presented.**

Seconded

Questions

2 For 0 Against

Motion carried

### **Motion made by Glen Gobin to adjourn.**

Second

Questions

2 For 0 Against

Motion carried

Minutes approved at the regular Village Council meeting of June 15, 2010.

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Nina Reece, Village Clerk

Date