



# Executive Committee Weekly Meeting Minutes

**Date:** January 28, 2026

**Time:** 9:01AM

## Attendees

- Misty Slater, Chairman
- James Keller, Committee Vice Chairman
- Robert Hullman, Committee Treasurer
- Committee Member- Vacant
- Tony Fee, Committee Secretary

### **CALL TO ORDER**

Meeting called to order at 9:01AM.

#### **1. ROLL CALL**

All Executive Committee (EC) members are present apart from Member at Large position which is vacant currently.

#### **2. APPROVAL OF MINUTES**

James Keller made a motion to approve the minutes with adding in trailer house price. Robert Hullman seconded the motion. The motion carried 3 in favor, 0 opposed.

#### **3. DONELL ZERKEL**

##### 1. Comparison of Policies

Donell Zerkel joined the meeting via video conference. She supplied slides of both the Elected Ethics Policy and Conflict of Interest policy. One used the term “relative” and the other used “immediate family member”. Immediate family is a term and definition included in Tribal policies for uniformity. The Tribe tries to use the same definitions and terms in all policies. Relatives of a member in original policy resolution was pulled together a little faster than the Ethics and financial disclosure policy which is why it might use a different term. Misty prefers to keep immediate family and definition since it is embedded in policies

and procedures throughout. It is also included in our entities' policies that mimic ours.

Missty informed Donell that the General Council requested to have a Wednesday night meeting on this policy topic; allowing one more opportunity to ask questions and provide input on the Ethics policy and Revenue Allocation Plan. Donell asked about the Resolution 25-R-23 (EC policy manual) already posted in the resolutions area and she is assuming that it's been signed off and is being implemented. She states 25-R-23 uses the term relative and the EC conflict of interest policy uses immediate family. Donell questioned which one will trump the other. Missty noted that in the Resolution, in the whereas clause, there is also mention for this EC policy manual and it may need to be changed, rescinded, or revised based upon general council actions. The EC policy manual adopted via Resolution 25-R-23 has been meant to be a stopgap measure until the official Ethics and Conflict of Interest policy is finalized. The EC policy manual will be revised or rescinded once the comprehensive ethics policy is adopted. Donell stated that the Resolution was a short-term fix until the Ethics Policy is revised. Donell is stating that this is the acting policy for the EC. The Resolution takes precedence as it stands. The intent of the Ethics and Conflicts of Interest is to reduce and avoid conflicts; both actual and perceived.

Executive Committee members must recuse themselves from hiring or voting decisions involving immediate family members until the Ethics Policy is finalized. Missty stated that the EC has already gotten legal opinion on this and other policies in the past where it wasn't defined. In cases where family members and relatives defined in other policies as the immediate family member definition, the Tribe falls back on the rescinded if there is not a standard definition. Missty stated the Tribe can get a definition added and adopted.

James asked the question if it's a relative, how far back do you go? Donell brought this to EC attention because she was unsure if everyone noticed the discrepancies between the two. Robert Hullman added that everything goes back to "immediate family". That's how he has done it since he has been on EC. Tony Fee also confirmed that the definition of immediate family was used. When discussions or voting occur regarding a family member, you are to recuse yourself. Donell asks if anyone has recused themselves from a situation like this? Donell said she feels better about that now because there won't be this perceived issue. James Keller said there have been several abstentions from votes even since he has come on board. Missty Slater stated that when she was Chief of Staff folks not only recused themselves but the room so they were not part of the

conversation. Donell stated that Missty has already made it clear what an Immediate Family Member is defined as. Donell is asking for clarification on “any persons living in the home for a period of excess of 30 days”. Missty stated its living in the home at that time. Donell is asking for more clarification on Tribal Indian preference. Missty stated tribal Indians prefers is considered when candidates are equally qualified.

Donell asked if the final answer was going by the EC policy and using the immediate family definition because that is what Legal counsel has advised. Robert Hullman said yes, that is correct. She is just concerned about the perception of conflict of interest. Donell asked if anyone had questions and that everyone on the EC agrees to what you’re doing going forward. EC members all answered yes. Missty stated that EC is currently working on getting a Wednesday night informational meeting set up for citizens input and to ask questions. Missty noted informational meeting will be virtual and in person. After this meeting is held this will be added back to General Council meeting agenda under old business for the next Spring meeting. This meeting will take place prior to the next General Council meeting to be considered for a vote again in May. Missty stated the policy finalization will be done by herself and the meeting organization will be a team effort. James Keller and Robert Hullman said they have no questions for Donell. Missty thanked Donell for her thorough review. Donell stated there is a typing error on the Elected Officials Ethics and Conflict of Interest Policy.

Donell stated under the constitution that a member position is a non-executive member. Missty stated that it probably should have just said and member. Donell asked, without the net profit allocation plan can we still take funds provided from these other entities for salaries? Robert Hullman stated no. Missty also added not from GraySnow or Nuweh because of the way their operating agreements are written and not from the CDC because it’s a non-profit. Non-profits cannot send profits back. The Bee Farm would potentially be a different situation Missty added. All funds from GraySnow and Nuweh must be spent in accordance with revenue allocation plan according to the operating agreements. Missty thanked Donell again for her review and will use her PowerPoint for looking at other notes and making some adjustments to the final draft of the policy to clean up some things.

#### **4. OLD BUSINESS**

##### **4.1 Boys and Girls Club 501 © (3)**

Missty provided a quick update. All edits were sent on to Steve for finalization. Missty has not received it from Steve. Robert Hullman made a motion to table the item until all revisions and legal review are completed. James Keller seconded the motion. The motion carried 3 in favor, 0 opposed.

## **5. NEW BUSINESS**

### **5.1 Member at Large Appointment**

Robert Hullman made a motion to enter Executive Session at 9:30AM. Tony Fee seconded the motion. The Executive Committee exited the Executive Session at 9:51AM. Robert Hullman made a motion to select a Member-at-large from the candidates who tied for second place in the October 2025 election. Tony Fee seconded the motion. The motion passed 2-1. James Keller made a motion to appoint Nathan Popejoy to the Member-at-large position. Tony Fee seconded the motion. The motion passed 3 in favor, 0 opposed.

### **5.2 Lu Keller Property**

Tony Fee received a phone call from Angie on Monday asking if the Tribe would be interested in purchasing the house and 5 acres for \$380,000.00. Tony and Robert feel the price is too high. James recused himself from this topic. The Executive Committee will not move forward with the purchase at this time due to pricing and Tribes current financials. Tony Fee will contact Angie to let her know the decision at this time. No formal vote taken at this time.

### **5.3 Casino Snow Days**

Robert Hullman mentions he doesn't agree with the Casino employees being required to use PTO when the casino closes for snow days. He stated there are employees at the Casino who live paycheck to paycheck and he disagrees with this. Robert Hullman is suggesting Casino employees get paid 8 hours of administrative pay when closed no overtime or differential pay. The costs are already accounted for in the 2026 Casino budget. James Keller received a text message from management of a loss figure from a recent closure, and this is not inclusive of utilities or other operating costs. Missty is suggesting Jolene put together inclement weather policy for administrative days and implementing a natural disaster plan. Missty is open to providing Jolene with direction to construct a policy. James Keller mentioned adding in not just inclement weather but due to roads being unsafe. Tony Fee suggests even having a two hour late start and employees would still get paid administrative pay for two hours. Robert Hullman will be in contact with Jolene letting her know to create a policy and bring it to the Executive Committee. At this time any decision would require casino management participation. This topic will continue at a future meeting.

### **5.4 Higher Education Spring 2026**

Tony Fee provided the applicants to the EC for the Higher Education Spring grant to review and approve. All applicants were confirmed eligible and compliant with established Higher Education program requirements. James Keller asked where the funds came from. The funding is from the CTTTP (Consolidated Tribal Government) Grant. The Executive Committee added some new consideration of increasing award amounts in the future, promotion to increase participation, and promote the program more actively going forward with help from the Director of Communications. Robert Hullman made a motion to approve the Higher Education awards for Spring 2026 in the amount of \$12,000.00 total. This is distributed between 15 applicants each applicant will receive \$800.00. James Keller seconded the motion. The motion carried 3 in favor, 0 opposed.

**Review and Pay Vouchers**

Tony Fee made a motion for Tribe to pay \$1,545,551.93. Robert Hullman seconded the motion. Robert Hullman states that \$1.2M passes through the clinic. The motion carried 3 in favor, 0 opposed.

**ADJOURNMENT**

Robert Hullman motioned to adjourn the meeting at 10:10 AM. James Keller seconded the motion. The motion carried 3 in favor, 0 opposed.

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X

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Misty Slater  
Chairwoman

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Anthony Fee  
Executive Committee Secretary