

**BOARD OF DIRECTORS REGULAR MEETING
RAMADA INN
MARQUETTE, MICHIGAN
August 20, 2013
6 PM**

- I. CALL TO ORDER
- II. INVOCATION: Prayer, Smudging, Presentation of Grandfathers
- III. ROLL CALL
- IV. PRESENTATION:
- V. MINUTES:
- VI. RESOLUTIONS: Auth Premium Increase Health Insurance - or
Auth Premium Increase – Employer Only
Amend Treaty Rights Retirement Plan
Continuing Funding FY 14 Sept. – August
Budget Mods:
 Establish Sanitation 2014 Budget
 Tribal Court Judicial Services
- VII. NEW BUSINESS: Committee Actions
- VIII. STANDING PROPOSED ACTION ITEMS:

 Draft Constitution – Vote of the People
 Membership Votes on Constitutional Amendments
 Tribal Ethics Code – Process and Timeline
 *Tentative Date - Full Day Workshops for Review-
 September 5 & 6, 2013*
- IX. ADJOURN TO EXECUTIVE SESSION:
- X. RECONVENE AND REAFFIRM
- XI. ADJOURN

Certified Reviewed by Tribal Chairperson
8/15/13 10:11am

Aaron A. Payment

RESOLUTION NO: _____

**AUTHORIZING PREMIUM INCREASE FOR
HEALTH INSURANCE PREMIUMS**

WHEREAS, the Sault Tribe Insurance Department has presented the Board of Directors with financial information to justify the necessity to increase the health insurance premiums by 10%; and

WHEREAS, the health insurance premiums for employees of the Tribe have not increased since 2007.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians authorizes the Insurance Department to increase the health insurance premiums effective beginning on the second pay check in October in accordance with the chart below:

<i>Annual Salary</i>	<i>Contract Type</i>	<i>Employee Per Month</i>	<i>Employer Per Month</i>	<i>Total Per Month</i>
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<i>Under \$30,000</i>	Single	\$87.28	\$494.56	\$581.83
	2 Person	\$183.35	\$1,038.98	\$1,222.33
	Family	\$207.17	\$1,174.01	\$1,381.18
	Family Cont	\$43.61	\$247.10	\$290.71

<i>Over \$30,000</i>	Single	\$116.38	\$465.45	\$581.83
	2 Person	\$244.46	\$977.87	\$1,222.33
	Family	\$276.23	\$1,104.95	\$1,381.18
	Family Cont	\$58.15	\$232.56	\$290.71

BE IT FURTHER RESOLVED, that the Board of Directors further authorizes that retroactive payment of these premiums for the Employer only share shall be made dating back to January 1, 2013, to make up for any shortfalls in the funding of the Health Plan.

Res. No: _____
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BE IT FURTHER RESOLVED, that the Board of Directors authorizes notice being given to the employees immediately.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**AUTHORIZING PREMIUM INCREASE FOR
HEALTH INSURANCE PREMIUMS
EMPLOYER PORTION ONLY**

WHEREAS, the Sault Tribe Insurance Department has presented the Board of Directors with financial information to justify the necessity to increase the health insurance collections by changing the portion of health insurance paid by the Employer, while holding the premium payment by the employee the same; and

WHEREAS, the health insurance premiums for employees of the Tribe have not increased since 2007, and under this resolution the employee portion will not change.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians authorizes the Insurance Department to modify the health insurance payments retroactive to January 1, 2013, in accordance with the chart below, understanding that these changes will modify the current employee / employer percentage split from 15/85 for employees under \$30,000 per year and 20/80 for employees over \$30,000 per year to 13.8/86.2 for employees under \$30,000 per year and 18.5/81.5 for employees over \$30,000 per year to:

<i>Annual Salary</i>	<i>Contract Type</i>	<i>Employee Per Month</i>	<i>Employer Per Month</i>	<i>Total Per Month</i>
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<i>Under \$30,000</i>	Single	\$79.34	\$494.56	\$573.90
	2 Person	\$166.68	\$1,038.98	\$1,205.66
	Family	\$188.34	\$1,174.01	\$1,362.35
	Family Cont	\$39.64	\$247.10	\$286.74

<i>Over \$30,000</i>	Single	\$105.80	\$465.45	\$571.25
	2 Person	\$222.24	\$977.87	\$1,200.11
	Family	\$251.12	\$1,104.95	\$1,356.07
	Family Cont	\$52.86	\$232.56	\$285.42

Res. No: _____
Page 2

BE IT FURTHER RESOLVED, that the Board of Directors authorizes notice being given to the employees immediately.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**AMENDING SECTION 6.04 OF THE
TREATY RIGHTS RETIREMENT PLAN**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Sault Tribe, along with the Bay Mills Indian Community, Grand Traverse Band of Ottawa and Chippewa Indians and the Chippewa Ottawa Resource Authority (previously known as the Chippewa-Ottawa Treaty Fishery Management Authority) is a co-sponsor of the Bay Mills Indian Community Treaty Rights Retirement Plan; and

WHEREAS, the Plan was adopted on March 1, 1994 by Resolution 94-24 and is designed to establish a separate retirement fund for those tribal-member employees who derive tax-exempt income from Treaty Fishing Rights and activities related thereto; and

WHEREAS, the Plan calls for the Sault Tribe to match employee's contributions up to the Social Security limit; and

WHEREAS, it is the recommendation of the Sault Tribe outside auditor, Anderson Tackman & Co. and the Sault Tribe Audit Committee that, in the interest of the employees in the Plan, Section 6.05 of the plan be amended to allow for hardship withdrawals only to the extent of participant's contributions as apposed to allowing withdrawals of both the employer and employee's contributions; and

WHEREAS, Article VII, section 7.03 of the Plan provides that "[t]he Employer shall have the right at any time to amend the Plan in any manner it deems necessary or advisable in order to maintain the Plan and the Accounts established hereunder."

NOW, THEREFORE, BE IT RESOLVED, that section 6.05, Limited Distributions on Account of Unforeseeable Emergency, as defined in Section 2.22, be amended to read as follows (new language in **bold**):

In the event that the Employer determines that a Participant has experienced an Unforeseeable Emergency, a distribution to the Participant of the amount reasonably necessary to satisfy the emergency need may be made **only to the extent of the Participant's contributions into the Plan**, whether or not distributions have already begun pursuant to Section 6.04. Distributions in the event of an Unforeseeable Emergency may not be made to the extent that the severe financial hardship is or may be relieved though reimbursement or compensation by insurance or otherwise, by cessation of deferrals under the Plan, or by liquidation of the Participant's assets, to the extent, such liquidation would not itself cause severe financial hardship.

Res. No: _____

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BE IT FURTHER RESOLVED, that the amendment to Section 6.05 noted above shall become effective on January 1, 2014.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**CONTINUING FUNDING AUTHORITY
FOR FISCAL YEAR 2014 SEPTEMBER TO AUGUST**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (“Tribe”) is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Board of Directors and tribal staff have not completed the process of reviewing budgets for their respective budget year 2014; and

WHEREAS, the below cost center list, with fiscal year of September to August, for budget year 2014 is still under review and will not be completed until after the fiscal year start date of September; and

WHEREAS, the Board of Directors wants to ensure that services are not left unfunded for a period between expiration of the fiscal year 2013 budgets and approval of the fiscal year 2014 budgets.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves continuing funding for the following cost centers for fiscal year 2014, at their 2013 spending levels, for a period not to exceed 30 days:

CC#4560 – PHN Case Management	CC#2230 – Early Head Start
CC#2233 – Early Head Start BIA	CC#3070 – Head Start
CC#3071 – Head Start BIA	CC#11181 – Technical Training Bld
CC#2254 – COPS TRGP 201	CC#11161 – Tribal Homeland Security

C E R T I F I C A T I O N

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**SANITATION BE-13-J11
ESTABLISHMENT OF A FY 2014 BUDGET**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the request to establish a FY 2014 budget for Sanitation BE-13-J11, with Federal HIS monies of \$180,000.00. There is no effect on tribal support.

C E R T I F I C A T I O N

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Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**TRIBAL COURT - JUDICIAL SERVICES
FY 2013 BUDGET MODIFICATION**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2013 budget modification to Judicial Services for an increase in Federal HHS Revenue of \$10,000.00. There is no effect on tribal support.

C E R T I F I C A T I O N

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

BOARD OF DIRECTORS REGULAR MEETING
August 20, 2013

Sponsor's List

RESOLUTIONS:

Auth Premium Increase Health Insurance – Holly Haapala/Bill Connolly
Auth Premium Increase – Employer Only – Holly Haapala/Bill Connolly
Amend Treaty Rights Retirement Plan – Bill Connolly
Continuing Funding FY 14 Sept. – August – Budgets/Bill Connolly
Budget Mods:
 Establish Sanitation 2014 Budget – Budgets/Christine McPherson
 Tribal Court Judicial Services - Budgets/Bill Connolly

NEW BUSINESS:

Committee Actions - Various

STANDING PROPOSED ACTION ITEMS:

Draft Constitution – Vote of the People – Chairperson Payment
Membership Votes on Constitutional Amendments- Chairperson Payment
Tribal Ethics Code – Process and Timeline – Chairperson Payment
***Tentative Date for Full Day Workshops- - Chairperson Payment
 September 5 & 6, 2013***