

# SAULT TRIBE BONUSUS & RAISES A MUST!



**Chairperson**  
**Aaron A. Payment**  
*(BiiWaagajiiig)*

*Proudly*  
*Representing All*  
*Members*  
*Everywhere*

**FY 2016 Budgets**

- Schedule B
- Schedule C
- Governmental Capital Expenditures

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**Included in FY 2016**

- Medical Insurance Rate increase of 10% (employer NOT Team Member)
- Additional 3% above the wage amount has been budgeted for all Non – HORNE positions
- HORNE Increase for Health Division included
- Staff within the HORNE Group increased to include Pharmacy positions.
- BIA allocated to within an estimated \$132,610

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**Raises /with Fringe**

• HORNE Group	\$257,250
• Additional HORNE Group	\$ 96,639
• 3% Above Wages	\$605,297
– Other ***	\$285,444
– Tribal Support	\$319,853

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**Updated Tribal Support (final draft)**

Schedule A (approved)	\$ 14,045
Schedule B (proposed)	\$ 5,427,134
Head Start (approved)	\$ 123,980
Schedule C (proposed)	\$ 11,983,192
Capital Expenditures	\$ 191,550
Change in Indirect Rate	\$ 128,000
Reserve	\$ 88,266*
*Up to \$30,000 less if 2015 Bonus approved	
<b>Total Tribal Support</b>	<b>\$17,956,167</b>

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**Revenue Assumptions for '16**

• Casino	\$17,000,000
• Casino(other Taxes)	\$ 370,005
• Enterprises	<u>\$ 586,162</u>
• Total Revenue	\$17,956,167
• Expenses (prior pg.)	<u>\$17,956,167</u>
<b>BALANCED</b>	

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**2015 Funding**

Casino & Enterprise (TS)	\$17,000,000
IHS Contract Support Costs	<u>\$ 1,104,478</u>
<b>Total</b>	<b>\$18,104,478</b>

Contract Support Costs Workgroup

- IHS Settled Last Year at \$1.1MM
- BIA Settlement is agreed upon by the tribe and feds in the amount of \$4.2MM
- Expected Next Spring

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**2015 Expenses**

Approved Schedule A	\$ 4,200
Approved Schedule B	\$ 683,036
Approved Mods	\$ 84,635
Proposed Schedule C	\$16,251,024
Proposed Cap Ex	<u>\$ 369,500</u>
<b>Total</b>	<b>\$17,392,395</b>
<b>Surplus</b>	<b>\$ 712,083</b>
Bonus/401k	\$ 550,000
Cloverland Projected Increase	<u>\$ 162,000</u>
<b>Total</b>	<b>\$ 712,083</b>

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**Bonuses: Governmental**

<b>2015 Amount</b>	
≤ \$50K	\$165,633
> \$50K	<u>\$ 50,750</u>
<b>w/fringe</b>	<b>\$214,383</b>
<b>w/fringe</b>	<b>\$232,177</b>

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**Bonuses: Enterprise**

<b>2015 Amount</b>	
≤ \$50K	\$ 4,448
> \$50K	<u>\$ 650</u>
<b>w/fringe</b>	<b>\$ 5,098</b>
<b>w/fringe</b>	<b>\$ 5,522</b>

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**Bonuses: Housing**

<b>2015 Amount</b>	
≤ \$50K	\$ 16,215
> \$50K	<u>\$ 2,260</u>
<b>w/fringe</b>	<b>\$ 18,474</b>
<b>w/fringe</b>	<b>\$ 20,008</b>

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**Bonuses: Casino**

<b>2015 Amount</b>	
Non-Exempt	0 (already budgeted)
Exempt	<u>\$ 83,802</u>
<b>w/fringe</b>	<b>\$ 83,802</b>
<b>w/fringe</b>	<b>\$ 90,758</b>

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**Totals**

\$232,177	Governmental
\$ 5,522	Enterprise
\$ 20,008	Housing
<u>\$ 90,758</u>	Casino
<b>\$348,464</b>	<b>Total</b>

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**Totals**

\$550,000	Set Aside for Bonuses
<u>\$348,464</u>	Total Need to Budget
<b>\$116,336</b>	<b>Remainder</b>

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**Summary**

- The Projected Tribal Support Savings for FY2015 is: \$927,724 (conservatively estimated) to \$1.5 Million (likely)
- Indirect offset from Tribal Support is: \$173,852
- The balance (true Tribal Support savings) is: \$753,872 to \$1,326,148

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**Ahneen, Booze, Negee:**

As I enter the last six months as chairperson, I am proud to say that the work I am doing at the local tribal level has reduced operational costs and created efficiencies. Additionally, the funds I have worked to bring back at the national level has literally brought in millions.

If you look on slide number # 6 above, you can see that where our casinos had a shortfall of \$1 million we could draw from, we made this up with the IHS Contract Support Costs Settlement. Recall that I serve on this national committee. Next, year, we expect an-

other \$4.2 million from the BIA CSC settlement.

I share these slides with you in advance of our planned meeting tomorrow night (12/7) where upon, I am asking the Board to approve both bonuses for our team members in lieu of a raise in 2015 as it is too late this year. I am also proposing to reinstate raises for next year up to 3 percent. Our team members make the money and serve our people so it surprises me that board members have unnecessarily delayed approval. We are three months behind in approving the FY2016 budget. In fact, we are one quarter into spend-

ing in our health budgets on a continuing resolution.

What are we, the US Congress? We submitted these budgets to the board in August, and two more times electronically and at least twice by hard copy. There are no good reason to stall or filibuster any further — only excuses.

While some board members continue refuse to accommodate my trips to DC where I fight for our people and for funding, you can see how important it is. At tomorrow night's meeting, I am asking the board to approve a meeting schedule for 2016 with just a few minor accommodations for

me to attend national meetings, like the work I do on the Contract Support Cost work group. I will report to you next month on how the vote goes.

I want to again recognize our team members who serve our people on the front line day in and day out and others who also generate third party revenues. For example, under Bonnie Culfa's Leadership (our Health Director) we have made over \$35 million in third party revenues since 2005. She is the first to recognize her team in this effort. Thank you Bonnie!

When we receive the \$4.2 million in BIA CSC funds, I will propose to supplement the

Elder checks with \$2 million to bring the total to \$1,000 for 2016 as our Elders deserve it!

Sometimes I am amazed at what my opportunities I have had in my life. I grew up poor on Shunk Road and became a high school drop out at 15. I waited 10 years after my parents passed to speak of it, but I was also homeless and have had to fend for myself at an early age. It is because of this that I care so deeply about our people and other disadvantaged groups. I don't know what the future holds for me but it will always be serving our people.

**Chi McGwitch, Negee!**

*Aaron*