

ROLL CALL MATRIX

Meeting Date: September 5, 2023

P	A	RESOLUTION NUMBER	274	275	276	277	278	279	280	281	282	283	284	285
		UNANIMOUS	U	U					U	U	U	U		
P		MICHAEL MCKERCHIE			N	N	Y	Y					Y	Y

P		BETTY FREIHEIT		2	Y	2Y	2Y	N					2Y	Y
P		ISAAC MCKECHNIE	1	1	1Y	1Y	1Y	1Y	2		1		1Y	1Y
P		ROBERT MCRORIE			Y	Y	Y	Y					Y	Y
P		LANA CAUSLEY-SMITH			Y	N	N	Y					N	Y
P		KIMBERLY LEE			Y	Y	Y	Y					Y	Y
P		BRIDGETT SORENSON			Y	Y	Y	Y		1		2	Y	Y
P		SHAWN BOROWICZ			Y	Y	Y	Y					Y	Y
P		DARCY MORROW			N	N	A	A			2	1	N	N
P		KIMBERLY HAMPTON			Y	Y	Y	Y					Y	Y
P		TYLER LAPLAUNT	2		2Y	Y	Y	2Y	1	2			Y	2Y
P		AUSTIN LOWES												

1- Made Motion

Y-Voted Yes

A-Abstained

UA- Unanimous Acclamation

2-Second/Support Motion

N-Voted No

U-Unanimous

ROLL CALL MATRIX

Meeting Date: September 5, 2023

P	A	RESOLUTION NUMBER	286	287										
		UNANIMOUS		U										
P		MICHAEL MCKERCHIE	Y											

P		BETTY FREIHEIT	2Y											
P		ISAAC MCKECHNIE	1Y											
P		ROBERT MCRORIE	Y	2										
P		LANA CAUSLEY-SMITH	N											
P		KIMBERLY LEE	Y											
P		BRIDGETT SORENSON	N	1										
P		SHAWN BOROWICZ	Y											
P		DARCY MORROW	N											
P		KIMBERLY HAMPTON	Y											
P		TYLER LAPLAUNT	Y											
P		AUSTIN LOWES												

1- Made Motion
 Y-Voted Yes
 A-Abstained
 UA- Unanimous Acclamation

2-Second/Support Motion
 N-Voted No
 U-Unanimous



RESOLUTION NO: 2023-274

**HEALTH DIVISION – STRONGER SYSTEMS,
STRONGER COMMUNITIES
ESTABLISHMENT FY 2023 BUDGET**

Min Waban Dan

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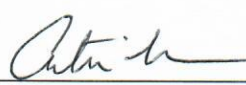
906.635.4969

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2023 budget for Stronger Systems, Stronger Communities with Other Revenue monies of \$17,000.00. No effect on Tribal Support.

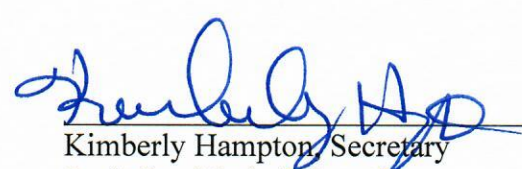
CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

**Government
Services**



Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians



Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

**Membership
Services**

**Economic
Development
Commission**



RESOLUTION NO: 2023 - 275

**HEALTH DIVISION – EMERGENCY PREPAREDNESS
ESTABLISHMENT FY 2023 BUDGET**

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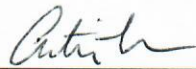
906.635.4969

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2023 budget for Emergency Preparedness with State of Michigan Revenue monies of \$14,950.00. No effect on Tribal Support.

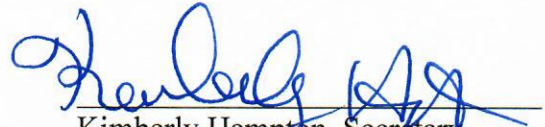
CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

**Government
Services**


Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

**Membership
Services**


Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

**Economic
Development
Commission**



RESOLUTION NO: 2023-276

**BUILDINGS – INTERNAL REPAIRS & MAINTENANCE
FY 2023 AND FY 2024 BUDGET MODIFICATIONS**

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**Government
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BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2023 budget modification to Buildings – Internal Repairs and Maintenance for an increase in use of Buildings Fund Balance monies of \$141,426.46.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2024 budget modification to Buildings – Internal Repairs and Maintenance for an increase in use of Buildings Fund Balance monies of \$256,489.72.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 9 members for, 2 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2023-277

**INDIRECT EXECUTIVE DIRECTOR AND INDIRECT COSTS
FY 2023 BUDGET MODIFICATIONS**

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**Government
Services**

**Membership
Services**

**Economic
Development
Commission**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2023 budget modification to Indirect Executive Director to decrease expenses \$40,153.34. This budget modification reflects changes to the personnel sheet.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of the Chippewa Indians hereby approves the FY 2023 budget modification to Indirect Costs to decrease Tribal Support \$40,153.34.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 8 members for, 3 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2023-278

**AUTHORIZATION TO NEGOTIATE – SAULT STE MARIE, MI
PROPERTY DISPOSITION**

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**Government
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Development
Commission**

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby authorizes the Executive Director of Enterprises Operations, or his designee, to negotiate the sale of real property, 460 West Spruce, as presented to the Board of Directors in the workshop.

BE IT FINALLY RESOLVED, upon successful negotiations, the Board of Directors authorizes the Tribal Chairman to sign any and all documentation to complete the transaction.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 9 members for, 1 members against, 1 members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2023-279

ACCEPTANCE OF THE 2022 GOVERNMENTAL AUDIT

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians, as accepted by the Audit Committee on August 31, 2023, hereby accepts and approves the 2022 Governmental Audit as presented by their Auditors: Dennis, Gartland, & Niergarth.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians also approves the Chairman and CFO to execute any and all documents associated with the FY22 Audit including the Client Representation Letter.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 9 members for, 1 members against, 1 members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
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Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
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Government Services

Membership Services

Economic Development Commission



RESOLUTION NO: 2023-280

APPROVING AMENDMENTS TO THE EMPLOYEE/EMPLOYER HEALTH INSURANCE PREMIUM TIER STRUCTURE

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the amendments to the employee premium tier structure as set forth by the Sault Tribe Insurance Department, attached and incorporated herein, under the Tribe's Employee Benefit Plan effective January 1, 2024.

BE IT FURTHER RESOLVED, that this Board of Directors hereby authorizes the Tribal Chairman, or designee, to execute any and all documents that may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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Government Services

Membership Services

Economic Development Commission

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2023-281

**APPROVING THE SPONSORSHIP PROGRAM
UNDER THE EMPLOYEE BENEFIT PLAN**

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the addition of the sponsorship program as set forth by the Sault Tribe Insurance Department, under the Tribe's Employee Benefit Plan effective January 1, 2024.

BE IT FURTHER RESOLVED, that this Board of Directors hereby authorizes the Tribal Chairman, or designee, to execute any and all documents that may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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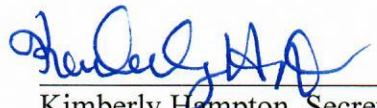
**Government
Services**

**Membership
Services**

**Economic
Development
Commission**



Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians



Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2023-282

APPROVING AMENDMENTS TO VISION BENEFITS

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the amendments to the employee vision benefit plan as set forth by the Sault Tribe Insurance Department, under the Tribe's Employee Benefit Plan effective January 1, 2024.

BE IT FURTHER RESOLVED, that this Board of Directors hereby authorizes the Tribal Chairman, or designee, to execute any and all documents that may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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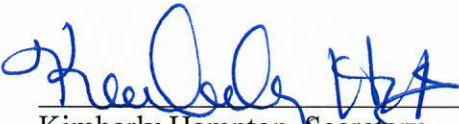
Government Services

Membership Services

Economic Development Commission



Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians



Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2023-283

APPROVING AMENDMENTS TO HEARING AID BENEFITS

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the amendments to the employee hearing aid coverage benefit as set forth by the Sault Tribe Insurance Department, under the Tribe's Employee Benefit Plan effective January 1, 2024.

BE IT FURTHER RESOLVED, that this Board of Directors hereby authorizes the Tribal Chairman, or designee, to execute any and all documents that may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
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Government Services

Membership Services

Economic Development Commission



RESOLUTION NO: 2023-284

RESCINDING RESOLUTION NO: 2022-359 AND TERMINATING THE SPECIAL COUNSEL CONTRACT- MORISSET, SCHLOSSER, JOZWIAK, & SOMERVILLE, P.C.

NOW, THEREFORE BE IT RESOLVED, that the the Board of Directors hereby terminates the contract between the Sault Ste. Marie Tribe of Chippewa Indians and Morisset, Schlosser, Jozwiak, & Somerville, PC, effective immediately.

BE IT FURTHER RESOLVED, that the Tribe's Legal Department shall coordinate with Morisset, Schlosser, Jozwiak, & Somerville, PC on the transition and the transfer of any and all client files generated during the life of the attorney client relationship between the Sault Ste. Marie Tribe of Chippewa Indians and Morisset, Schlosser, Jozwiak, & Somerville, PC.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 9 members for, 2 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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Government Services

Membership Services

Economic Development Commission

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2023-285

TEMPORARILY DISBANDING THE ELECTION COMMITTEE AND ESTABLISHING THE EMERGENCY ELECTION COMMITTEE

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Economic Development Commission

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has the duty under Article V Sec. 6 of the Tribe's Constitution to enact ordinances to implement the holding of tribal elections; and

WHEREAS, the Board of Directors has created an Election Code, Chapter 10, to govern the conduct of persons within its jurisdiction and to establish authority for holding tribal elections and create regulations and procedures for Tribal elections; and

WHEREAS, the Tribe does not currently have an active Election Committee established pursuant to 10.108 to carry out the Tribal Elections necessary under Chapters 10 and 12; and

WHEREAS, in order to carry out its Constitutional Duty, the Board of Directors finds that it is in the Tribes best interest to temporarily disband the Election Committee and put an interim Emergency Election Committee in place to effectuate the current Referenda Elections on Tribal Resolutions 2023-189 and 2023-190.

NOW, THEREFORE, BE IT RESOLVED, that the current Election Committee as promulgated under Section 10.108 of the Tribal Code is hereby temporarily disbanded and replaced with the interim Emergency Election Committee as follows:

Emergency Election Committee.

(1) The Emergency Election Committee shall be composed of the Tribe's General Counsel, the Tribal Registrar, the Tribe's Enrollment Coordinator, and the Board Administrator. In the event that one or more of the above team members is unable to sit on the emergency election committee, the committee must, at minimum, consist of at least one representative from the following departments: Legal; Enrollment; and Admin. The Emergency Election Committee shall be comprised of enrolled Sault Tribe Members. No person shall be appointed who is currently holding tribal elective office. The Committee may assign or outsource specific tasks or duties as necessary to carry out election tasks or duties, consistent with the Constitution and this Chapter.

(2) It shall be the duty of the Emergency Election Committee to conduct the Referenda Election for Tribal Resolutions 2023-189 and 2023-190.

(3) Should any election complaint or contest arise, due to the above referenda election, while the Emergency Election Committee is in place, the

committee, in collaboration with the Election Attorney, shall handle all allegations in accordance with Tribal Code 10.120.

- (a) Should it be determined that any allegations rise to the level of prosecution for any crime under Tribal Code Chapter 71, the matter shall be immediately sent to the Tribal prosecutor's office for further review.
- (4) The Authority of the Emergency Election Committee is limited to matters involving the current Referenda Elections for Tribal Resolutions 2023-189 and 2023-190 and.

BE IT FURTHER RESOLVED, that the Tribe's Senior Attorney shall be appointed in the role of Elections Attorney for the purposes of the Referenda Election for Tribal Resolutions 2023-189 and 2023-190.

BE IT FURTHER RESOLVED, that the Emergency Election Committee shall remain in place until the completion of the Referenda Election for Tribal Resolutions 2023-189 and 2023-190.

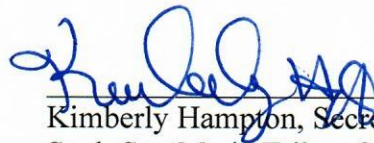
BE IT FURTHER RESOLVED, that this Resolution shall be effective immediately and shall expire upon the completion of the Referenda Election for Tribal Resolutions 2023-189 and 2023-190.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 1 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians



Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2023-286

AMENDING CHAPTER 16: REMOVAL FROM OFFICE

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby amends Tribal Code Chapter 16: Removal from Office as follows:

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Government Services

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Economic Development Commission

16.106 Procedure Upon Filing of Petition.

- (1) The Secretary shall maintain the original petition at all times. The allegations contained in the petition shall be made public. Information identifying the signatories to the petition shall be made public.
 - a. The Secretary shall deliver within two business days by United States mail to the accused official and each member of the Board of Directors a copy of the petition.
- (2) As soon as practicable after the filing of the petition, the Secretary shall refer the petition to the Tribal Registrar, who shall make a determination of whether the petition contains the requisite number of signatures of eligible voters. The Registrar shall review the petition and Tribal voter registration records under standards and procedures utilized for the verification of signatures on nominating petitions for Tribal elections conducted under Tribal Code Ch. 10. The Registrar shall certify the determination to the Board of Directors at least five (5) days before the date of the meeting at which the Board of Directors will consider the petition.
 - a. Immediately upon certification by the Tribal Registrar of the signatures, the names and addresses of all those signing the Petition shall be released to the accused official.
- (3) The Board of Directors shall consider the petition within fifteen (15) days of its receipt of the petition at a regular meeting or a special meeting called for that purpose. The Board of Directors shall consider the petition in an open meeting.
- (4) The Board of Directors shall determine whether the petition, on its face, appears to meet the criteria of §16.105. The Board of Directors may, in its discretion, request the opinion of the Legal Department or outside counsel on the facial sufficiency of the petition. If the Board of Directors determines that the petition appears to be insufficient, it shall dismiss the petition.
- (5) If the Board of Directors determines after the presentation of evidence by the principal sponsor that the petition is supported by probable cause, the

Board of Directors shall set the date, time, and place for the initial hearing and direct the Secretary to prepare and serve a notice of hearing upon the accused official stating the date, time and place of the initial hearing and attach the allegations of the petition as notice of the charges against the accused official.

(6) The determination of the Board of Directors on the sufficiency of the petition shall not be subject to the referendum provisions of Tribal Code Ch. 12.

(7) The determination of the Board of Directors on the sufficiency of the petition shall only be heard and voted on once.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 8 members for, 3 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians



Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2023-287

**RECRUITMENT AND RETENTION OF
BUS DRIVER POSITIONS**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (the "Tribe") is organized pursuant to the Constitution of the Sault Ste. Marie Tribe of Chippewa Indians; and

WHEREAS, the Tribe's Board of Directors has identified the Early Head Start and Head Start Bus Driver positions as essential to the health and safety of the program's participants; and

WHEREAS, the Board of Directors has identified the recruitment and retention of the Tribe's Bus Driver positions as a current priority of the Tribe.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes and approves that all Bus Driver positions, as identified and determined by the Tribe's Education Director, shall be budgeted at the maximum of the applicable minimum to maximum compensation range for that position(s); and


BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Tribe's Assistant Executive Director to execute any and all documents as may be necessary to ensure that existing Bus Driver positions are budgeted at the maximum to ensure internal equity for the position within the terms, conditions and intent of this Resolution; and

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Tribe's Assistant Executive Director to execute any administrative modifications for signing and relocations within available funding sources; and

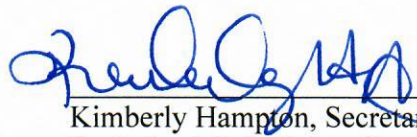
BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes and approves the use of any and all applicable funds, including ARPA, to facilitate the recruitment and retention of positions.

CERTIFICATION

We, the undersigned, as Chairman 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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 5 day of September 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians



Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

Min Waban Dan

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**Government
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**Economic
Development
Commission**