

MEMORANDUM

TO: Board of Directors
FROM: Katelynn Griffin, Executive Assistant
DATE: September 22, 2022
RE: Workshop Agenda for September 26 & 27, 2022

AGENDA **Closed Session**

Monday September 26:

Budgets
Schedule B Budget
Compensation Study

Tuesday September 27

10:00 – 2:30
Board Orientation

Working Lunch

3:00
EDC Report

4:00
Tribal Justice Team

**BOARD OF DIRECTORS SPECIAL MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
September 27, 2022
5:00 P.M.**

- I. CALL TO ORDER
- II. INVOCATION: Prayer, Smudging, Presentation of Grandfathers
- III. ROLL CALL
- IV. PRESENTATION:
- V. MINUTES:
- VI. RESOLUTIONS: Am. Ch. 70 Expanded Terms Violence Against Women
 Am. 2005-130 Employee Health Insurance Premiums
 Contract Approval Meritain Health and Delta Dental
 Approving Am. to Vision Benefits
 Appointing Works Compensation Committee Members
- VII. NEW BUSINESS:
- VIII. ADJOURN TO EXECUTIVE SESSION:
- IX. RECONVENE AND REAFFIRM
- X. ADJOURN

RESOLUTION NO: _____

**APPROVING AMENDMENTS TO TRIBAL CODE CHAPTER 70:
CRIMINAL PROCEDURE AND TRIBAL CODE CHAPTER 71: CRIMINAL
OFFENSES TO IMPLEMENT THE EXPANDED TERMS OF THE
VIOLENCE AGAINST WOMEN ACT**

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

WHEREAS, the United States approved and executed the reauthorization of the Violence Against Women Act on March 15, 2022, which expanded the reaffirmation of inherent tribal jurisdiction to include additional covered crimes that will enable the Tribe to better protect children, sexual assault victims, and Tribal justice officials; and

WHEREAS, the Board of Directors has determined that the incorporation of the expanded provisions of the Violence Against Women Act into the Tribal Code to implement the same provisions as a matter of Tribal law is in the best interests of the Tribe and Tribal members.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby adopts and approves the amendments to Tribal Code Chapter 70: Criminal Procedure and Tribal Code Chapter 71: Criminal Offenses, incorporated herein by reference, to implement the Tribe’s expanded jurisdiction over the criminal offenses provided in the Violence Against Women Act.

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

CERTIFICATION

We, the undersigned, as Vice-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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2022; 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.

Austin Lowes
Vice-Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Vincent-Hampton
Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**AMENDING RESOLUTION 2005-130
EMPLOYEE/EMPLOYER HEALTH INSURANCE
PREMIUMS DIVISION –
EMPLOYEES WHO MAKE UNDER \$40,000 ANNUALLY**

WHEREAS, the current health insurance plan of the Tribe sets insurance rates for the employees based on the income of the employees, setting lower monthly employee health insurance rates for those persons making less than \$30,000 annually; and

WHEREAS, the division of employees by pay rate was last set by Resolution in 2005, with lower rates for those making under \$30,000 per year; however, wages, along with the cost of living and inflation has gone up, meaning that it is now appropriate to adjust this so that the health insurance premiums will be lower for a greater number of tribal employees.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians amends Resolution 2005-130, and authorizes the Insurance Department to amend the employer's portion of health insurance premiums to increase the annual wage division point such that reduced rates will be available for those people with wages under \$40,000 annually.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes the amended employee/employer portion for health insurance premiums for those who make under \$40,000 annually to be effective on the 1st day of January, 2023.

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

We, the undersigned, as Vice-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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2022; 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.

Austin Lowes
Vice-Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Vincent-Hampton
Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**CONTRACT APPROVAL
MERITAIN HEALTH (AN AETNA COMPANY)
AND DELTA DENTAL**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians currently provides health, vision, dental, and pharmacy insurance to its employees, which insurance is administered by Meritain; and

WHEREAS, the Board of Directors has determined that it is in the Tribe's best interests to maintain the current employee health plan being administered by Meritain Health to continue being administered by Meritain Health for the health benefit insurance and Delta Dental for dental insurance.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Tribal Vice-Chairperson, or designee, to execute contracts with Meritain Health and Delta Dental, with an effective date of January 1, 2023, for a period of two years, and to take any and all further actions as may be necessary and appropriate to extend and fulfill the Tribe's requirements and obligations under the contracts.

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

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Austin Lowes
Vice-Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Vincent-Hampton
Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

APPROVING AMENDMENTS TO VISION BENEFITS

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (the “Tribe”) currently provides vision insurance and benefits to its employees, which is currently administered in two-year periods; and

WHEREAS, the Tribe’s Board of Directors has determined that it is in the Tribe’s best interests to amend the current employee vision benefit plan, including a change for the vision benefit plan to be administered in one-year periods.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby authorizes and approves the amendments to the vision insurance and benefit plan to the Tribe’s employees, including the new Vision Schedule of Benefits, incorporated herein by reference.

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

CERTIFICATION

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Austin Lowes
Vice-Chairman
Sault Ste. Marie Tribe of
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Kimberly Vincent-Hampton
Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

APPOINTING WORKERS COMPENSATION COMMITTEE MEMBERS

WHEREAS, pursuant to Section 45.208 of the Tribal Code, this Board has established a Workers Compensation Committee, whose responsibility is to hear appeals from the decisions of the insurance, workers compensation and to oversee certain operations related to the insurance of the Tribe; and

WHEREAS, that Section requires that the Committee shall include one representative from the Board of Directors, Legal Department, Accounting Department, Human Resources Department, and a person with an insurance background.

NOW THEREFORE BE IT RESOLVED that Melissa Fox-Evans, Courtney Kachur and Keith Massaway are hereby removed from their positions on the Committee, as they no longer are with the Tribe; and

BE IT FURTHER RESOLVED that each H.R. Director shall serve on the Committee, as a member thereof, while they serve in that position, or until such time as this Board determines otherwise; and

BE IT FURTHER RESOLVED that Joshua Elliott, as Assistant Prosecutor of the Tribe, shall serve on the Committee as the legal department representative until such time as this Board determines otherwise.

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

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Austin Lowes
Vice-Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Vincent-Hampton
Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

BOARD OF DIRECTORS REGULAR MEETING
September 27, 2022
Sponsor's List

RESOLUTIONS:

Am. Ch. 70 Expanded Terms Violence Against Women – Tribal Justice Team & Legal

Am. 2005-130 Employee Health Insurance Premiums – Doug Goudreau

Contract Approval Meritain Health and Delta Dental – Doug Goudreau

Approving Am. to Vision Benefits – Doug Goudreau

Appointing Works Compensation Committee Members – Doug Goudreau

NEW BUSINESS: