

ROLL CALL MATRIX

Meeting Date: 1-19-2016

P	A	Res. Number 2016	17	18	19	20	21	22	23	24	25	26	27
		Unanimous		U	U		U				U		
x		Cathy Abramson		1	1							Y	Y
x		Kim Gravelle	A									Y	Y
x		Denny McKelvie										Y	Y
x		DJ Hoffman				A		N	N			N	N
x		Jennifer McLeod	2		2	2			1	2		Y	Y
x		Lana Causley	1				1					Y	Y
x		Cath Hollowell				1	2			N	1	Y	Y
x		Bridgett Sorenson						1		1	2	Y	1Y
x		Keith Massaway		2				2	2			Y	2Y
x		Denise Chase								N		1Y	Y
x		Darcy Morrow								N		2Y	Y
x		Aaron Payment											

- 1 = Made Motion
- Y = Voted Yes
- A = Abstained

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

ROLL CALL MATRIX

Meeting Date: 1-19-2016

P	A	Res. Number 2016	28	29	30								
		Unanimous	U		U								
x		Cathy Abramson		Y									
x		Kim Gravelle		Y									
x		Denny McKelvie		Y									
x		DJ Hoffman		Y									
x		Jennifer McLeod	1	Y									
x		Lana Causley		Y	1								
x		Cath Hollowell		2Y									
x		Bridgett Sorenson		Y	2								
x		Keith Massaway	2	Y									
x		Denise Chase		Y									
x		Darcy Morrow		1Y									
x		Aaron Payment											

- 1 = Made Motion
- Y = Voted Yes
- A = Abstained
- 2 = Second/Support Motion
- N = Voted No
- U = Unanimous



RESOLUTION NO: 2016-17

**PARTIAL WAIVER OF CONVICTIONS FOR
MS. KELLIE NOLAN**

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 Board of Directors has enacted Tribal Code Chapter 76: Partial Waiver of Conviction for Gaming License Purpose that allows for a partial waiver of conviction be issued to tribal members who have been convicted of a crime and would be denied a license for employment in a gaming operation pursuant to Chapter 42; and

WHEREAS, Ms. Kellie Nolan, a tribal member who was convicted of:

1. Felony Controlled Substance – Possession/Analogues. – 11/2014

WHEREAS, Ms. Kellie Nolan, would be denied a license for employment as a key employee or primary management official because of the criminal conviction; and

WHEREAS, the Board of Directors has determined that Ms. Kellie Nolan is not likely to engage in any offensive or criminal course of conduct and the public good does not require that she be denied a license as a key employee or primary management official.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors, pursuant to Tribal Code Chapter 76 grants a partial waiver to Ms. Kellie Nolan for the convictions of:

1. Felony Controlled Substance – Possession/Analogues. – 11/2014

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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 1 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


Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
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RESOLUTION NO: 2016-18

APPOINTMENT OF KARRIE WICHTMAN AS A RESERVE APPELLATE JUDGE (ATTORNEY POSITION)

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, a25 U.S.C. 467 et seq; and

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WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians enacted Tribe Code 82, Appeals, which states in Section 82.103 Judges of Court of Appeals, “[a]ny number of judges may be appointed as reserve judges, who shall be available to serve on the Court of Appeals to hear a particular appeal for which an appellate judge is disqualified or otherwise unable to sit.”; and

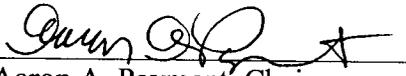
WHEREAS, Karrie Wichtman applied for a Reserve Appellate Judge position and the selection committee interviewed and determined she has the experience necessary to serve as Reserve Appellate Judge (attorney position).

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby appoints Karrie Wichtman to serve as a Reserve Appellate Judge for the Sault Ste. Marie Tribe of Chippewa Indians Court of Appeals, for a four (4) year term beginning January 19, 2016.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes the Chairperson or his designee to contract with Attorney Karrie Wichtman for the position of Reserve Appellate Judge.

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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.


Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
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Bridgett Sorenson, Secretary
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RESOLUTION NO: 2016-19

**APPOINTMENT OF LORI JUMP AS AN
APPELLATE JUDGE (COMMUNITY MEMBER POSITION)**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, a25 U.S.C. 467 et seq; and

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WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians enacted Tribe Code 82, Appeals, which states in Section 82.103 Judges of Court of Appeals, “[a]ny number of judges may be appointed as reserve judges, who shall be available to serve on the Court of Appeals to hear a particular appeal for which an appellate judge is disqualified or otherwise unable to sit.”; and

WHEREAS, Lori Jump applied for Appellate Judge, community member position and the selection committee interviewed and determined she has the experience necessary to serve as an Appellate Judge (community member position).

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby appoints Lori Jump to serve as an Appellate Judge for the Sault Ste. Marie Tribe of Chippewa Indians Court of Appeals, for a four (4) year term beginning January 19, 2016.

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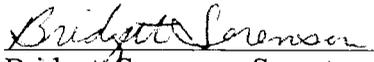
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CERTIFICATION

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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.


Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
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Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
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RESOLUTION NO: 2016-20

APPOINTING TAX COMMISSION MEMBER

WHEREAS, the Tribe has enacted Tribal Code Chapter 43: the Tribal Tax Code; and

WHEREAS, administration of the Tribal Tax Code is the responsibility of a Tax Commissioner and a three person Tax Commission, organized under the Tax Code and governed by the bylaws adopted pursuant to Resolution 97-63; and

WHEREAS, there is a vacant seat on the Tax Commission.

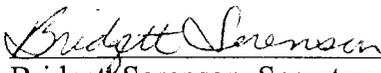
NOW, THEREFORE, BE IT RESOLVED, it is the recommendation of the Tax Commission that the Tribal Board of Directors appoint Director D.J. Hoffman to fill the vacancy; in accordance with Section 43.1001 of the Tribal Tax Code.

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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 1 members abstaining, and that said resolution has not been rescinded or amended in any way.



Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
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Bridgett Sorenson, Secretary
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RESOLUTION NO: 2016-21

**APPROVING SPECIAL COUNSEL CONTRACT
BRUCE R. GREENE & ASSOCIATES, LLC**

RESOLVED, that the Board of Directors hereby approves the contract between the Sault Ste. Marie Tribe of Chippewa Indians and Bruce R. Greene & Associates, LLC., ending December 31, 2016, for the purpose of providing legal services to the Tribe.

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CERTIFICATION

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Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
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Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
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RESOLUTION NO: 2016-22

**APPROVING CONTRACT
FROST BROWN TODD, LLC**

RESOLVED, that the Board of Directors hereby approves the contract between the Sault Ste. Marie Tribe of Chippewa Indians and Frost Brown and Todd, LLC, ending December 31, 2016, for the purpose of providing legal services to the Tribe.

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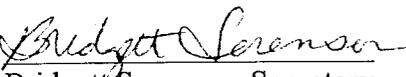
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CERTIFICATION

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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.


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



RESOLUTION NO: 2016-23

**APPROVING CONTRACT
PLUNKETT COONEY, P.C.**

RESOLVED, that the Board of Directors hereby approves the contract between the Sault Ste. Marie Tribe of Chippewa Indians and Plunkett Cooney, P.C., ending December 31, 2016, for the purpose of providing legal services in relation to general civil litigation and related matters.

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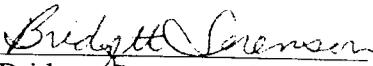
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CERTIFICATION

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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.



Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
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Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
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RESOLUTION NO: 2016-24

**APPROVING SPECIAL COUNSEL CONTRACT
ALEXIS LAMBROS**

RESOLVED, that the Board of Directors hereby approves the special counsel contract for legal services between the Sault Ste. Marie Tribe of Chippewa Indians and attorney Alexis Lambros, ending December 31, 2016.

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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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.

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

Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2016-25

**MODIFYING 401(K) PLAN
IMPROVING OPTIONS AND ELIGIBILITY FOR OUR EMPLOYEES**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (the "Tribe") has adopted and maintains the Sault Tribe 401(k) Plan, originally effective as of January 1, 1998, as most recently amended and restated effective as of May 1, 2009, and as thereafter amended from time to time (the "Plan"); and

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WHEREAS, pursuant to Section 8.1 of the Plan, the Tribe has reserved the right to amend the Plan at any time; and

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WHEREAS, the Tribe desires to amend the Plan to make the Roth 401(k) option available to the employees, which will increase employee options without effecting the cost to the Tribe or the Employees.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves the addition of the Roth 401(k) option to the Tribe's Plan, in the manner and form presented to the Board of Directors, effective on date first possible with implementation processes complete.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes execution of the necessary Amendment in the name of and on behalf of the Tribe by any officer of the Tribe, and authorizes them to take such other actions as they may deem appropriate to implement the purposes of this Resolution.

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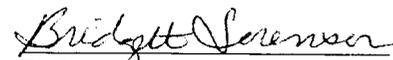
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CERTIFICATION

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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.



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



Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
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RESOLUTION NO: 2016-26

FY 2016 GOVERNMENTAL CAPITAL PURCHASES BUDGET

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BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby appropriates a total of \$437,500 for the FY 2016 Governmental Capital Purchases Budget, of which \$245,950 will come from Other Revenue/Fund Balance and \$191,550 from Tribal Support.

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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.


Aaron A. Payment, Chairperson
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Chippewa Indians


Bridgett Sorenson, Secretary
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RESOLUTION NO: 2016-37

**FISCAL YEAR 2016 ENTERPRISES
CAPITAL PURCHASES BUDGET**

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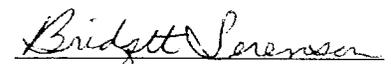
WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, and the Tribe recognizes the need to authorize expenditures and revenues for key components of the Tribal organization which are essential to the continuing operation of the Sault Ste. Marie Tribe of Chippewa Indians.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves a total of \$1,116,100 as the Enterprises Fiscal Year 2016 Capital Purchases Budget.

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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.


Aaron A. Payment, Chairperson
Sault Ste. Marie Tribe of
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Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
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RESOLUTION NO: 2016-28

**TRIBAL COURT – JUDICIAL SERVICES AND
JUVENILE PROBATION OFFICER
FY 2016 BUDGET MODIFICATIONS**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2016 budget modifications to Judicial Services and Juvenile Probation Officer with a reduction in State Revenue monies of \$3,415.20. These budget modifications reflect changes to the personnel sheet and reallocation of expenses. No effect on Tribal Support.

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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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.


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


Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2016-29

**EDUCATION -TRIBAL EDUCATION DEPARTMENT (TED) GRANT
ESTABLISHMENT OF FY 2016 BUDGET**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2016 budget for Tribal Education Department with Federal BIE Revenue monies of \$300,000.00. No effect on Tribal Support.

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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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.



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



Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
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RESOLUTION NO: 2016-30

BEREAVEMENT POLICIES

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

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WHEREAS, the Board of Directors has previously approved the Bereavement for governmental, enterprise and casino team member manuals.

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WHEREAS, the specific modifications to the Bereavement section of the governmental, enterprise, and casino team member manuals are as attached page 1.

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NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors enacts the proposed revisions to the casino, government and enterprise Bereavement and Funeral policies as attached on page 1 beginning on January 20, 2016.

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CERTIFICATION

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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 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 19 day of January 2016; 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.

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

Bridgett Sorenson
Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
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BEREAVEMENT POLICY

I. Purpose: The Sault Tribe recognizes that people grieve for the loss of a close relative or friend in many different ways. This is a very personal time that team members may need time off so that they can focus on close family and friends. The bereavement policy outlines what team members have available to them in their time of need.

II. Scope: This policy applies to all team members.

III. Policy: In the event of a death of a close family member, team members may take up to three scheduled working days off with paid bereavement leave subject to sections (1) and (2) below.

(1) Up to three paid bereavement leave days: Family members (legal or blood relatives) that team members are eligible to take up to three paid bereavement leave days for are: their spouse, son, daughter, brother, sister, mother, father, aunt, uncle, niece, nephew, grandparent, grandchild, or another relative living in your residence. For purposes of this section "spouse" means a person to whom a team member is married or with whom they have a relationship, which is characterized by the performance, duration and stability normally associated with marriage. Current in-laws, step relatives or legally adopted are considered the same as blood relatives.

(2) Up to one paid bereavement leave day: Family members (legal or blood) that team members are eligible to take one paid bereavement day leave for are first cousins.

In the event of a death of a friend, co-worker or distant relative such as, but not limited to cousins other than first cousins or other relatives not listed in section (1) or (2) above, team members may utilize their sick, vacation, personal days, compensation time or unpaid leave days, as applicable.

Paid bereavement leave days cannot be banked or held for use at a later date with the exception of burials/services that occur at a later date.

If a team member needs time off in addition to the paid bereavement leave days or a team member is not entitled to paid bereavement leave days, they may utilize their sick, vacation, personal days, compensation time or unpaid leave days, as applicable.

If a team member's requested time off will exceed 5 days, the team member must request a medical leave of absence in accordance with the Leave of Absence (over 5 Days) Policy, and can still utilize sick, vacation, compensation time or unpaid leave days. Additionally, they may request sick leave donations for medical leave if they are on an approved medical leave of absence.

IV. Legislative History: Resolution No. 2015-XXX, December 2015, Resolution No. 2015-183, August 2015, Resolution No. 2012-39, Feb 2012 and Resolution No. 2011120, Jun 2011