

# Morrow discusses board resolutions and votes



**DARCY MORROW,  
DIRECTOR, UNIT IV**

*Amending Tribal Code Chapter 16: Removal from Office Constituency Requirement*

*WHEREAS, the Constitution at Article VI authorizes the removal of elected officials and Tribal Code Chapter 16: Removal from Office was promulgated to govern the initiation and conduct of removal proceedings for that purpose; and*

*WHEREAS, Chapter 16 currently allows any registered voter to sign any removal petition for a member of the Board of Directors without regard to whether the signatory is a registered voter of election unit from which the Director was elected; and*

*WHEREAS, the Board of Directors find this to be inequitable to an election unit's constituency, and to that constituency's Director, because members having little or no contact with the tribal communities within an election unit can seek removal of that election unit's Director with little or no regard for the position of the member's living in or having ties to the election unit; and*

*WHEREAS, the Board of Directors believes it is in the best interest of the Tribe to eliminate this inequity by decreeing that only a Director's constituency may seek their removal; and*

*WHEREAS, the Board of Directors believes it is equitable that all registered voters, regardless of what election unit affiliation, continue to be able to seek*

*removal of the Chairperson.*

*NOW, THEREFORE, BE IT RESOLVED, that Tribal Code Chapter 16: Removal from Office is amended as attached so that only registered voters of an election unit may remove that election unit's Director.*

Above is a resolution I have sponsored: *Amending Tribal Code Chapter 16: Removal From Office Constituency Requirement.* I would like the members to know why I worked on amending this part; I want to bring the removal of a board member back to their own unit that voted them in.

To be honest with all members, before I was on the board I wasn't aware that any registered voter from any unit could sign a removal for any board member, no matter what unit the members were voting from. This was one change I wanted to make before the last election, after I found this out, and all I heard was we can't do anything so close to election. I wanted all the members in every unit to know it is up to you to put us in as your representative, but a removal can come from 100 signatures from any unit to start the removal process if they have a legitimate reason to do one. We have had a few removals turned in while I have been on the board and I believe in one removal only two members from that unit actually signed the removal. This is an amendment all board members should support. I have had some weak reasons why some don't support it. I encourage you to call all the board members in every unit and tell them you should be the ones to do a removal on who you voted in, not someone who isn't affiliated with our communities. I will be bringing this resolution to the table, watch who votes for it and who votes against it. Maybe then members will see we need changes this next election to move this tribe forward, not backward or stay the same stagnant way I have watched for over two-and-a-half years.

The second part of my article

is pretty grim after you see the way people voted Aug. 20, 2013, compared to the way they voted April 7, 2015, at the Kincheloe meeting.

Aug. 20, 2013, resolution RE-ADJUST/REDUCE "OVER THE MAX" LIST:

*Resolution No: 2013-188: Adjust/Reduce "Over the Max" List*

*To authorize management to re-adjust/reduce those on the Over the Max listing to the maximum percent allowed, per year, for raises, where no wage refactoring or justification occurred. This action will supersede the Budget Modification Policy and the Key Employee Resolutions, with respect to wage and salaries, pending Legal review.*

The "yes" votes for the above resolution were Keith Massaway, Catherine Hollowell, Joanie Carr-Anderson, DJ Malloy, Denise Chase, Bridgett Sorenson, Denny McKelvie and myself. The "no" votes came from Lana Causley, Cathy Abramson and Deb Pine. Jennifer McLeod was absent from this meeting.

This resolution gave the authority to a primary group of individuals who were tasked by the chairman to go through a list of employees who were over the max. They were to go through each individual's file to see if they were given the same raises as everyone else. Example: some years the board would vote for team members' raises. Some received a 1 percent, 2 percent, up to a 3 percent raise, but some people were given 10 percent raises with no justification. This is not fair from any way you look at it. And when they went through these files, this resolution authorized them to re-adjust/reduce those on the over the max list. I would also like to clarify one thing — throughout this whole over the max issue, I have voiced my concern for the lower paid staff. That night of the meeting, I motioned to hold harmless anyone making \$50,000

and below because I know a lot of single mothers out there trying to raise two to three children and money doesn't go as far as it used to, but, unfortunately, it failed. But the motion did pass eight for it three against.

The team was finally able to present us with their findings and there were people who received higher raises when the board had even put a cap on what team members should receive. The amount of savings annually would have been approximately \$439,963. Since this didn't take effect Jan. 1, 2015, if implemented, this year's savings would have been \$304,589.82. Director Chase also questioned an almost three-year-old wage study. And, as we were talking about working on an updated study, one board member went to John Wernet and had him work on a resolution, Rescinding Resolution 2013-188. See resolution below, sponsored by directors Hoffman, Gravelle, McLeod, Abramson and Causley.

*Resolution No. 2015-72*

*Rescinding Resolution 2013-188 and Establishing a Wage Freeze for Team Members Whose Wages Exceed the Range Established for Their Pay Grade*

*WHEREAS, on August 20, 2013, the Board of Directors adopted Resolution 2013-188; and*

*WHEREAS, the Board has now concluded that a more prudent approach to this issue would be to impose a freeze on the wages of any team member whose current wages exceed the maximum wage for their position, as determined by the market based compensation system adopted by the Tribe, to remain in effect until the team member's wage falls within the range established for their pay grade.*

*NOW, THEREFORE, BE IT RESOLVED, that Resolution 2013-188, is hereby rescinded in its entirety.*

*BE IT FURTHER RESOLVED, that a freeze is hereby imposed on the wages of any team member whose wages exceed the max-*

*imum wage for their position, as determined by the market based compensation system adopted by the Tribe, to remain in effect until the team member's wage falls within the range established for their pay grade.*

*(April 7, 2015)*

The votes on "yes" to rescind were Lana Causley, Cathy Abramson, DJ Hoffman, Keith Massaway, Kim Gravelle, Jennifer McLeod and Bridgett Sorenson. The "no" votes were Denny McKelvie, Denise Chase, Rita Glyptis and myself. Catherine Hollowell wasn't present at this meeting.

As you will see, some board members have actually changed their vote all together. Makes you wonder why, doesn't it? During our discussion the other day, Lana Causley stated a team member's name from an over the max list she was looking at. We asked for her to email it to us or Joanne Carr, the board secretary, so we could see this. Lana stated, "it wouldn't go through." The list given out before only showed how grossly overpaid some people are, but never names. This resolution was written to protect family and friends because obviously some board members had the list with names. As I said last month, more to come next issue.

As a member of this community my whole life and then having worked for the tribe for almost 20 years, I have come to meet some of the greatest tribal members throughout, with many stories and many good belly laughs. It seems we should have been listening back then a little more. Think back to one of those stories, I bet there was a lesson in it.

I would like take a moment of silence for another angel who is no longer with us in Unit IV, and that is Helen Denkins. Her smile will sure be missed this year at the powwow.

Thank you,  
Darcy Morrow  
(906) 298-1888  
dmorrow@saultribe.net