

# A NEW YEAR, NEW OPPORTUNITIES FOR CHANGE



Photo by Sherrice Lucius  
Aaron A. Payment, MPA  
Tribal Chairperson  
"Representing All  
Members Everywhere"

When I ran to return to office in 2012, I had high hopes that change would follow. Sadly, gridlock on our Board has meant very little has been accomplished in the last year and a half. The *Elder Advisory Board* requested we move forward on the draft constitution, but Board Members who had served for over two years at that point admitted they had not even read the draft! This is discouraging given the Board four year salary is \$268,000! Several even played hookie during

these reviews and key budget sessions last year.

Recently, major cuts have been made under the pretense of "balancing the budget". After cutting hearing aides for Elders outside of the service area, abolishing retention incentives to retain doctors, and purging front line workers, some Members of the Tribal Board claim they knew nothing of these cuts when only the Board can make such cuts.

We have big issues facing

our Tribe that require qualified, skilled and dedicated elected officials who will have read the drafts and reviewed and actually understand budgets. Please take the time to carefully evaluate your elected officials.

Finally, my New Year's resolution is to continue to represent you to the best of my ability while earning my doctorate degree in 2014!

*Chi McGwitch, Negee!*

## NEW VOTER REGISTRATION DRAW CHANCE TO WIN

### \$1,000!

Just call Sault Tribe Enrollment toll free at:

### 800-251-6597

to register to vote then, go to the following link to enter. It is really that easy!

[www.surveymonkey.com/s/2014STVoterRegistrationDrawChance](http://www.surveymonkey.com/s/2014STVoterRegistrationDrawChance)

# TRIBAL SURVEY DRAW CHANCE TO WIN 1,000!

## SURVEY PURPOSE

The following survey is intended to get your input on a few Tribal matters. The results are intended to help shape the direction of our Tribe. It takes just 5 minutes.

## HARD COPY OR ON-LINE

It is your choice. You can choose to fill out this newsprint copy and mail it to:

**Tribal Survey, 523 Ashmun St.  
Sault Ste. Marie, MI, 49783**

~ or take it on-line by typing the following into your web browser:

**[www.surveymonkey.com/s/2014STMemberSurvey](http://www.surveymonkey.com/s/2014STMemberSurvey)**

## ANONYMOUS & CONFIDENTIAL

Your responses are anonymous and confidential. In fact, your name is not even requested. However, submitting the first letter of your last name and your date of

birth will help in making sure only one survey is submitted per person. You will be asked for the unit in which you are registered to vote.

**NOT REGISTERED TO VOTE or don't know? Please call the Tribal Registrar at 800-251-6597.**

## \$1,000 DRAW CHANCE!

In order to be entered to win, you must complete the survey and get to the fi-

nal panel on-line which contains contest entry information. Then just click on a link to leave the on-line survey and enter the draw chance registry which is not connected to your responses.

If you fill out this newsprint hard copy of the survey, please send an email to me at:

**[aaronpayment@saulttribe.net](mailto:aaronpayment@saulttribe.net)**

and I will send you the access code to enter the drawing.

~ Thank you!

The first letter of your last name? \_\_\_\_\_

Date of Birth: \_\_\_\_\_

What is your gender? [ ] M [ ] F

What is your Zip Code? \_\_\_\_\_

What unit are you registered to vote in for our Tribal Elections?

- [ ] Unit 1 [ ] Unit 2  
[ ] Unit 3 [ ] Unit 4  
[ ] Unit 5 [ ] Not Registered  
[ ] Don't Know

In general, how much do you agree with the "direction" of the Tribe:

- [ ] Strongly Agree  
[ ] Agree  
[ ] Disagree  
[ ] Strongly Disagree  
[ ] No Opinion

The Chairperson is paid \$100,000 annually. Which response best reflects your opinion of this level of pay?

- [ ] Strongly Agree  
[ ] Agree  
[ ] Disagree  
[ ] Strongly Disagree  
[ ] No Opinion

The Tribal Board of Directors is paid \$67,000 annually. Which response best reflects your opinion on this level of pay?

- [ ] Strongly Agree  
[ ] Agree  
[ ] Disagree  
[ ] Strongly Disagree  
[ ] No Opinion

Which amount do you believe the Tribal Board should be paid?

- [ ] \$100,000  
[ ] \$67,000 (current amount)  
[ ] \$50,000  
[ ] \$40,000  
[ ] \$30,000 or less

Which amount do you believe the Tribal Chairperson should be paid?

- [ ] \$200,000  
[ ] \$150,000  
[ ] \$100,000 (current amount)  
[ ] \$75,000  
[ ] \$67,000 or less

The current wage and salary system for the Tribe rated all positions against like-sized organizations and standard job descriptions. The result was that about 1/3 of the employees were found to be underpaid and were then raised to the minimum.

Next Column →

Another group of employees were found to be paid "over the maximum" of what the market indicates what their position should pay. Some individuals whose salaries are more than \$100,000 are paid over \$20,000 beyond what the market says they should be paid. If those "over the max" were reduced to the maximum the savings would be \$800,000.

What action do you think the Tribal Board should take?

- [ ] Immediately, lower those who are over the max to no more than the max.  
[ ] Lower those who are over the max to be no more than 10% over the max.  
[ ] Do nothing

Given the possible "conflict of interest" or "personal interest" with the Tribal Board of Directors voting on their own salary, **do you think the Tribal voters should be permitted to vote via Tribal Referendum** during the 2014 election to set the Chairperson and Board salaries?

- [ ] Yes  
[ ] No  
[ ] Don't Know

In 2010, a Tribal Constitutional Amendment separated the Chief Executive Officer administrative functions from the Tribal Chairperson position. **If you voted on this amendment, how did you vote?**

- [ ] I voted NOT to separate the Chair and CEO functions  
[ ] I voted to separate the Chair and CEO functions.  
[ ] I would rather not say how I voted  
[ ] I did not vote

The amendment to separate the Chairperson and CEO functions is interpreted by some Tribal Board Members to mean that the Chairperson HAS ABSOLUTELY NO AUTHORITY outside of chairing an official meeting of the Board of Directors [unless the Board so delegates additional authority].

**If you knew the above information then, how would you have voted for the amendment?**

- [ ] I would have voted to APPROVE the amendment anyway  
[ ] I would have voted to DISAPPROVE the amendment  
[ ] Don't know

The United States form of government includes a separation of powers with the Executive (President); Legislative (Congress); and Judicial (Courts) branches serving in a system of "checks and balances" to ensure no one branch of government is all powerful.

Next Column →

How would you describe our Sault Tribe form of government?:

- [ ] **We have** a system of checks and balances with a separation of powers in all three branches of government  
[ ] **We do not have** a system of checks and balances with a separation of powers in all three branches of government  
[ ] I do not know

How important is it to you that our Sault Tribe government have a system of checks and balances with a separate Executive (Chairperson or Ogema); Legislative (Tribal Board of Directors); and Judicial (Tribal Courts)?

- [ ] Very Important  
[ ] Somewhat Important  
[ ] Not Very Important  
[ ] Not At All Important  
[ ] No Opinion

In the upcoming 2014 Tribal Elections, **will you vote to re-elect a current Member of the Tribal Board who OPPOSES** allowing you to vote on a new constitution with a separation of powers with an independent Tribal Court and separate Executive and Legislative branches of government?

- [ ] Yes  
[ ] No  
[ ] Don't Know

The current judicial system in the Sault Tribe government includes judicial staff like a judge, appellate court and prosecutor who are hired and fired by the Tribal Board of Directors.

**Do you feel the Tribal Board of Directors should be able to hire or fire the above mentioned judicial staff?**

- [ ] Yes  
[ ] No  
[ ] Don't Know

In 2005, the Tribal Board of Directors voted to create a Constitutional Convention Committee to look at possible amendments to the current Tribal Constitution. After two years and nearly \$500,000 in expenses, the Committee completed their work in 2007 and recommended that the Tribal Board move forward with preparing the final document for a vote of the Sault Tribe Membership.

Five years later, in August 2012, the Tribal Board voted to conduct a final review with the original Committee, the Tribal Elder Advisory Board and the Tribal Board and prepare the final document for implementation and vote. This effort concluded in April of 2013.

Next Column →

At this point, what is your opinion of what the Board should do?

- [ ] The Tribal Board should immediately put the draft series of Constitutional Amendments out to a vote of the people  
[ ] The Tribal Board should vote to abandon the process  
[ ] Don't know

Some Board Members have insisted that the Members do not value or prioritize preparing a set of amendments or new constitution. Some insist you do not care or are satisfied with the current constitution as it is written?

**Please check the option below that best represents your opinion:**

- [ ] I do NOT feel it is necessary to continue with the project at all  
[ ] I do NOT feel a revision to our constitution is important at this time  
[ ] I have some interest in amending our Tribal constitution  
[ ] I feel it is VERY IMPORTANT to amend our Tribal constitution in order to have a system of checks and balances like the U.S. Constitution.

Regarding the Constitutional Amendment project and the up-coming Tribal Board elections, please check all that you agree with:

- [ ] I feel strongly about being able to vote on a new constitution or amendments with a separation of powers.  
[ ] I WILL NOT vote to re-elect a Board Member who refuses to allow Tribal Members to vote on an new constitution  
[ ] The issue of voting on a new constitution is not important enough to me to affect how I vote for a Board Member

The 2007 draft constitution as prepared by the Constitutional Convention Committee recommended creating three new "At Large" election districts. The 2013 revised final draft identified one "At Large" election unit. Either option, would allow Members who live outside of the current five unit service area in the Upper Peninsula of Michigan to vote on their own Tribal Board representative.

**Which choice below best represents your preference?**


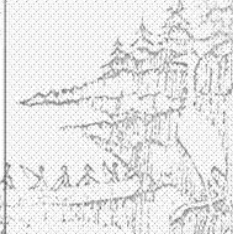
- [ ] I support either 3 or 1 New "At Large" Election Units  
[ ] I support creating 1 new "At Large" Tribal Board Representative  
[ ] I support creating 3 new "At Large" Tribal Board Representatives  
[ ] I do not support creating any new "At Large" Tribal Board Representative (s)  
[ ] Don't know

~ Thank you for your input & time!



# 2014 SAULT TRIBE Chairperson's CALENDAR

# JANUARY

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p><b>Happy New Year!</b></p> 		<p><b>NEW YEARS DAY Holiday</b></p>	<p>8am Signatures</p> <p>10am-12pm Team Member Office Hours</p> <p>3pm Gaming Authority Meeting</p> <p>5pm - Tribal Board Special Meeting ~ Sault</p> <p>6-8pm Marquette Elders</p>	<p>8am Signatures</p> <p>10am Budget Team</p> <p>1pm BIA FY2016 Budget Priorities Work Group</p>	<p>9am Leave for EL</p> <p>Travel Day to DC</p>
<p><b>WAN 6</b></p> <p>1:30pm-4:00pm</p> <p>NCAI CSC Workgroup Prep Session with NIHB</p> <p><b>4pm Inland Conservation</b></p> <p>4-6pm Munising Elders</p>	<p><b>7</b></p> <p>10am Budgets</p> <p>10:30am Semi Annual Reviews</p> <p>12pm Lunch</p> <p>1pm Semi Annual Reviews</p> <p>3pm TBOD Meeting Agenda Review</p>	<p><b>8</b></p> <p>2pm NCAI Conference Call</p> <p>12-1pm Sault Elders</p> <p>12-2pm Manistique Elders</p> <p>4:05pm Leave DC</p>	<p><b>9</b></p> <p>***Elder Checks Mailed***</p> <p>12pm Arrive in East Lansing</p> <p>3pm Meet with Mayor Bernero</p> <p>4pm Casino Expansion-related Meeting 1</p> <p>5pm Casino Expansion-related Meeting 2</p>	<p><b>10</b></p> <p>12-1pm St. Ignace Elders</p> <p>9am Meeting at MHSDA</p> <p>12pm Return to EL</p> <p>12-5pm Drive to Sault</p> <p>7pm CCDP Event</p>	<p><b>11</b></p> <p>8am-6pm</p> <p>DISSERTATION WRITING</p>
<b>Contract Support Cost Workgroup in DC 1/7 &amp; 1/8</b>					
<p><b>8am-4pm</b></p> <p>BIA Budget Priorities Worksession</p> <p><b>4pm Schedule Hold</b></p>	<p><b>13</b></p> <p>10am Workshop: Legal/Budgets/HR</p> <p>12pm Lunch</p> <p>1pm Afternoon Workshop</p> <p>3pm TBOD Meeting Agenda Review</p> <p>5pm Membership Issues</p> <p>6pm TBOD Meeting ~ Newberry</p>	<p><b>14</b></p> <p>8am Schedule Hold</p> <p><b>8am-4pm Govt. Financial Reviews</b></p>	<p><b>15</b></p> <p>8am Signatures</p> <p><b>9am Audit Committee</b></p> <p><b>10am Tax Committee</b></p> <p><b>12pm Gaming Expansion</b></p> <p>2-5pm Drive to Escanaba</p> <p>5:3-7:30pm Escanaba Elders</p> <p>7:00pm Return from Escanaba</p>	<p><b>16</b></p> <p>8am Signatures</p> <p><b>9am Budget Team</b></p> <p><b>10am BIA Budget Priorities Conference Call</b></p> <p>10am Drive to Newberry</p> <p>11am-1pm Newberry Elders</p> <p>1pm Return from Newberry</p>	<p><b>17</b></p> <p>8am-6pm</p> <p>DISSERTATION WRITING</p> <p>3-5pm</p> <p>Cheboygan Members Meeting</p>
<p>8am Signatures</p> <p>9am Member Services Monthly</p> <p>10am Executive Director Monthly</p> <p>11am CFO Monthly</p> <p>1pm Law Enforce/Natural Resources</p> <p>2pm Legal</p> <p>2:30pm Legislative/Planning/Budgets</p> <p>3:30pm Gaming Commission Executive</p> <p><b>6pm - Great Lakes Conservation</b></p>	<p><b>20</b></p> <p>10am Workshop: Legal/Budgets/HR</p> <p>12pm Lunch</p> <p>1pm Workshop</p> <p>3pm TBOD Meeting Agenda Review</p>	<p><b>21</b></p> <p>8am Signatures</p> <p>12:30pm Tribal Census Meeting</p> <p>3pm Division &amp; Program Directors</p>	<p><b>22</b></p> <p>8am Drive to Petoskey</p> <p><b>11am CORA - Petoskey, MI</b></p> <p><b>3pm Return from Petoskey</b></p>	<p><b>23</b></p> <p>8am Signatures</p> <p><b>10am Budget Team</b></p> <p>1pm Team Members Office Hours</p> <p>3pm Tribal Members Office Hours</p>	<p><b>24</b></p> <p>8am-6pm</p> <p>DISSERTATION WRITING</p>
<p>8am Signatures</p> <p><u>Direct Reports/Oversight</u></p> <p>9am Fisheries Direct Report</p> <p>10am Law Enforcement Direct Report</p> <p>11am Environmental Direct Report</p> <p>1pm Legislative Direct Report</p> <p>2pm Signatures</p> <p><b>3:3-5pm Casino Financial Reviews</b></p>	<p><b>27</b></p> <p>10am Workshop: Legal/Budgets/HR</p> <p>12pm Lunch</p> <p>1pm Afternoon Workshop</p> <p>3pm TBOD Meeting Agenda Review</p> <p>5pm Membership Issues</p> <p><b>6pm TBOD Meeting ~ Sault</b></p>	<p><b>28</b></p> <p>8am Signatures</p> <p>9:30am-4:00pm</p> <p>NCAI Executive Committee</p> <p>2pm CLMCA Community Action</p> <p><b>4pm Schedule Hold</b></p> <p>5pm Drive to Naubinway</p> <p>6:3-8pm Naubinway Elders</p> <p>8pm Return from Naubinway</p>	<p><b>29</b></p> <p>8am Signatures</p> <p>10am Team Members Office Hours</p> <p>12pm Tribal Members Office Hours</p> <p>State of Indian Nations Address</p> <p>2013 Environmental Award</p>	<p><b>30</b></p> <p>8am Signatures</p> <p>10am Team Members Office Hours</p> <p>12pm Tribal Members Office Hours</p> <p>Notice of Election is Posted ~ Election Officially Begins</p> 	<p><b>31</b></p>