

**BOARD OF DIRECTORS REGULAR MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN**

**April 4, 2023
5:00 P.M.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. INVOCATION: Prayer, Smudging, Presentation of Grandfathers
- IV. MEMBERSHIP PARTICIPATION
- V. PRESENTATION
- VI. MINUTES
- VII. RESOLUTIONS:
 - Appellate Judge Appointment
 - Reserve Elder Appellate Judge Re-Appointment
 - Trust Land Status - Transitional Housing
 - Trust Land Status - Sugar Island Parcel
 - Trust Land Status - Everett and Eveland's Subdivision
 - Authorization to Negotiate the Purchase of Property
 - Authorization to Enter to Construction Contract
 - Authorization of Utility Easement – City of Escanaba
 - Odenaang Home Tribal Enterprise Award Contract
 - ARPA Fund Approp. - Niigaanagiizhik Ceremonial Building
 - ARPA Fund Approp. - Unit 5 Marquette Community Center
 - Support MI Governor and State Legislature Prioritization
 - Supporting the National Native American Supplier Council
 - Updating PRC's Requirements for Sault Tribe Members
 - Adopting 2023 – Health Wage Grids
 - Health - Covid19 PPP
 - GLRI Boreal Forest Ecosystems
 - GLRI IPM Framework of Gray Wolf
 - Noxious Weed Eradication
 - GLRI Coastal Wetland Management - St. Mary's
 - ACFS - USDA
 - ACFS - FVPSA ARP Covid19 Test, Vaccines, Mobile Health
 - ACFS - OVC Tribal Victim Services Set Aside
 - ACFS - OVC 2022 Tribal Victim Services Set Aside
 - Industrial Warehouse
 - Hessel Ridge Golf Course
 - Tanglewood Golf Course
 - FY 2022 Year End Reconciliations

FY 2023 Budget Document 003
FY 2023 Governmental Capital Purchases
FY 2024 Budget Document 001
Amending Promotion Policy
Amending Job Posting Policy
Amending/Approving Drug Free Workplace Policy
Amending Appeal Policies
Amending Company Vehicle Policies

- VIII. NEW BUSINESS: Committee Appointments (4)
Key Employee
Board Concerns
- IX. ADJOURN TO EXECUTIVE SESSION
- X. RECONVENE AND REAFFIRM
- XI. ADJOURN

MEMORANDUM

TO: Board of Directors
FROM: Elaine Clement, Executive Assistant to Chairman
DATE: March 30, 2023
RE: Workshop Agenda for April 4, 2023

AGENDA **Closed Session**

9:00

ARPA/Building Projects
Health/Traditional Medicine

9:15

Gaming Authority Meeting

9:30

Litigation

12:00

Executive Reports
Working Lunch

1:00

Health Report
PRC Updates
Medical Director Quarterly Update

1:30

Tribal Court

1:45

Tribal Court
Court of Appeals

2:00

HR Policies

2:30

Sault Tribe, Inc./Thrive

3:00

Unity Conference

3:15

Agenda Review

5:00

Membership Issues

BOARD OF DIRECTORS REGULAR MEETING

April 4, 2023 Sponsor's List

RESOLUTIONS:

Appointment of Robert J. Butts - Appellate Judge – Traci Swan
Re-Appointment of John Causley Jr. - Reserve Elder Appellate Judge – Traci Swan
Trust Land Status – Transitional Housing – Candace Blocher
Trust Land Status – Sugar Island Parcel – Candace Blocher
Trust Land Status – Everett and Eveland's Subdivision – Candace Blocher
Authorization to Negotiate the Purchase of Property – Andrew Lane, Robert Schulte
Authorization to Enter to Construction Contract – John Thorne
Authorization of Utility Easement – City of Escanaba – Andrew Lane
Odenaang Home Tribal Enterprise Award Contract – Joni Talentino
ARPA Fund Appropriation - Niigaanagiiizhik Ceremonial Building – Cathy Devoy
ARPA Fund Appropriation – Unit 5 Marquette Community Center – Director LaPlaunt
Support MI Governor and State Legislature Prioritization – Jami Moran
Supporting the National Native American Supplier Council _ Joel Schultz
Updating PRC's Requirements for Sault Tribe Members – Leo Chugunov
Adopting 2023 – Health Wage Grids with a Step Level – Christine McPherson
Health - Covid19 PPP – Joel Lumsden, Leo Chugunov
GLRI Boreal Forest Ecosystems – Eric Clark
GLRI IPM Framework of Gray Wolf – Eric Clark
Noxious Weed Eradication – Eric Clark
GLRI Coastal Wetland Management - St. Mary's – Eric Clark
ACFS - USDA – Sheryl McKerchie
ACFS - FVPSA ARP Covid19 Test, Vaccines, Mobile Health – Jami Moran
ACFS - OVC Tribal Victim Services Set Aside – Jami Moran
ACFS - OVC 2022 Tribal Victim Services Set Aside – Jami Moran
Industrial Warehouse – Brenda Jeffreys, Joel Schultz
Hessel Ridge Golf Course – Alex Schulte, Brenda Jeffreys, Joel Schultz
Tanglewood Golf Course – Alex Schulte, Brenda Jeffreys, Joel Schultz
FY 2022 Year End Reconciliations – Jennifer Clerc
FY 2023 Budget Document 003 – Jennifer Clerc
FY 2023 Governmental Capital Purchases – Jennifer Clerc
FY 2024 Budget Document 001 – Jennifer Clerc
Amending Promotion Policy – Cheryl Nolan
Amending Job Posting Policy – Cheryl Nolan
Amending/Approving Drug Free Workplace Policy – Cheryl Nolan
Amending Appeal Policies – Cheryl Nolan
Amending Company Vehicle Policies – Cheryl Nolan

NEW BUSINESS:

Committee Appointments (4)
Key Employee – Director Mckechnie, Director Sorenson
Board Concerns

RESOLUTION NO: _____

**APPOINTMENT OF ROBERT J. BUTTS
AS AN APPELLATE JUDGE**

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 Sault Ste. Marie Tribe of Chippewa Indians enacted Tribe Code Chapter 82 which establishes a Court of Appeals and in § 82.103, specifies that “Five (5) judges, appointed by the Board of Directors, shall sit as the Court of Appeals ...”; and

WHEREAS, two of the five appellate judge positions are customarily filled by appointment of attorney judges and one of those positions is currently vacant; and

WHEREAS, Robert J. Butts has applied for the vacant position as a regular seated attorney judge; and

WHEREAS a selection committee appointed pursuant to Tribal Code § 82.134, has interviewed Mr. Butts, has determined that he has the necessary qualifications and experience, and has unanimously recommended his appointment as an attorney judge;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby appoints Robert Butts to serve as an attorney judge for the Sault Ste. Marie Tribe of Chippewa Indians Court of Appeals for a four (4) year term beginning March 22, 2023, and authorizes the Chairman or his designee to contract with him for said position.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**RE-APPOINTMENT OF JOHN MICHAEL CAUSLEY, JR. AS A
RESERVE ELDER APPELLATE JUDGE**

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 Sault Ste. Marie Tribe of Chippewa Indians enacted Tribe Code Chapter 82, Appeals, which states in Section 82.103, Judges of Court of Appeals, that “[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.”

WHEREAS, John Michael Causley, Jr.’s current term as a reserve elder judge expired on January 22, 2023, and he has re-applied and expressed his desire to be re-appointed to continue to serve as Reserve Elder Appellate Judge;

WHEREAS, a selection committee appointed pursuant to Tribal Code § 82.134 has interviewed Judge Causley, has determined that he has the necessary qualifications and experience, and has unanimously recommended his re-appointment as a reserve elder appellate judge;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby appoints John Michael Causley, Jr., to serve as a Reserve Elder Appellate Judge for the Sault Ste. Marie Tribe of Chippewa Indians Court of Appeals, for a four (4) year term beginning March 15, 2023.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**TRUST LAND STATUS
TRANSITIONAL HOUSING
CHIPPEWA COUNTY**

WHEREAS, the Tribe lacks an adequate land base within its reservation to provide for economic development or self-determination; and

WHEREAS, the Secretary of Interior has the authority under the provision of 25 U.S.C. Section 5108 to accept title to lands in trust for the Tribe; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has the authority, under Article VII, Section 1 (k) of the Tribal Constitution to manage, lease, sell acquire, or otherwise deal with the tribal land; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors wishes to authorize its Chairman, and Treasurer, to obtain conveyance of lands to the Secretary of Interior on the Tribe's behalf, necessary to accomplish such conveyance.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby requests that the Secretary of Interior accept title to the following parcel of land in trust for the benefit of Sault Ste. Marie Tribe of Chippewa Indians on behalf of the Tribe:

See Attached Legal Description

BE IT FURTHER RESOLVED, that the Secretary of the Interior is hereby requested to declare said lands to be part of the Reservation of the "Sault Ste. Marie Tribe of Chippewa Indians" under 25 U.S.C. Section 5110.

BE IT FINALLY RESOLVED, that the Board of Directors authorizes its Chairman and Treasurer to execute any documents and take any further action on behalf of the Tribe as maybe necessary to complete such conveyance.

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

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 ____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ____ day of _____ 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of ____ for, and ____ against, and ____ 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: _____

**TRUST LAND STATUS
SUGAR ISLAND PARCEL
PLAT OF CHIPPEWA RESORT
CHIPPEWA COUNTY**

WHEREAS, the Tribe lacks an adequate land base within its reservation to provide for economic development or self-determination; and

WHEREAS, the Secretary of Interior has the authority under the provision of 25 U.S.C. Section 5108 to accept title to lands in trust for the Tribe; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has the authority, under Article VII, Section 1 (k) of the Tribal Constitution to manage, lease, sell acquire, or otherwise deal with the tribal land; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors wishes to authorize its Chairman, and Treasurer, to obtain conveyance of lands to the Secretary of Interior on the Tribe's behalf, necessary to accomplish such conveyance.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby requests that the Secretary of Interior accept title to the following parcel of land in trust for the benefit of Sault Ste. Marie Tribe of Chippewa Indians on behalf of the Tribe:

Land situated in the Township of Sugar Island, County of Chippewa, Michigan

Parcel A:

Entire Blocks, 1, 5, 6, 9, 10, 11, 12, 13, 16, 17, 18, 19, 20, 23, 24, 25, 26, 27, 28, 31, 32, 33, 34, 37, 38, 39, 40, 41, 44, 45, 46, 47, 48, 50, 51, 52, 53, 54, 55, 56, 57, 58, and 59.

Plat of Chippewa Resort, according to the recorded plat thereof as recorded in Liber 3 of

Plats, page 48, Chippewa County Records, being part of Sections 22, 27, and 28, Town

46 North, Range 2 East, Michigan Meridian

Parcel B:

Government Lot 1, Section 22, Town 46 North, Range 2 East and the South 1/2 of the Northeast 1/4, Section 21, Town 46 North, Range 2 East and Government Lot 4, Section 21, Town 46 North, Range 2 East. Except the West 590 feet of said Government Lot.

Page 2: _____

BE IT FURTHER RESOLVED, that the Secretary of the Interior is hereby requested to declare said lands to be part of the Reservation of the “Sault Ste. Marie Tribe of Chippewa Indians” under 25 U.S.C. Section 5110.

BE IT FINALLY RESOLVED, that the Board of Directors authorizes its Chairman and Treasurer to execute any documents and take any further action on behalf of the Tribe as maybe necessary to complete such conveyance.

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

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 ____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ____ day of _____ 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of ____ for, and ____ against, and ____ 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: _____

**TRUST LAND STATUS
EVERETT AND EVELAND's SUBDIVISION
PARCEL A, PARCEL B and PARCEL C
CHIPPEWA COUNTY**

WHEREAS, the Tribe lacks an adequate land base within its reservation to provide for economic development or self-determination; and

WHEREAS, the Secretary of Interior has the authority under the provision of 25 U.S.C. Section 5108 to accept title to lands in trust for the Tribe; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has the authority, under Article VII, Section 1 (k) of the Tribal Constitution to manage, lease, sell acquire, or otherwise deal with the tribal land; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors wishes to authorize its Chairman, and Treasurer, to obtain conveyance of lands to the Secretary of Interior on the Tribe's behalf, necessary to accomplish such conveyance.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby requests that the Secretary of Interior accept title to the following parcel of land in trust for the benefit of Sault Ste. Marie Tribe of Chippewa Indians on behalf of the Tribe:

Parcel A:

Lot 18, Block B, Everett and Eveland's Subdivision, according to the plat recorded in Liber 1 of Plats, page 31, Chippewa County Records, Section 8, Town 47 North, Range 1 East, Michigan Meridian.

Parcel B:

Lot 19, Block B, Everett and Eveland's Subdivision, according to the plat recorded in Liber 1 of Plats, page 31, Chippewa County Records, Section 8, Town 47 North, Range 1 East, Michigan Meridian.

Parcel C:

Lot 10 , 11, 12, 13, 14 and 15, Block B, Everett and Eveland's Subdivision, according to the plat recorded in Liber 1 of Plats, page 31, Chippewa County Records, Section 8, Town 47 North, Range 1 East, Michigan Meridian.

Page 2: _____

BE IT FURTHER RESOLVED, that the Secretary of the Interior is hereby requested to declare said lands to be part of the Reservation of the “Sault Ste. Marie Tribe of Chippewa Indians” under 25 U.S.C. Section 5110.

BE IT FINALLY RESOLVED, that the Board of Directors authorizes its Chairman and Treasurer to execute any documents and take any further action on behalf of the Tribe as maybe necessary to complete such conveyance.

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

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 ____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ____ day of _____ 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of ____ for, and ____ against, and ____ 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: _____

**AUTHORIZATION TO NEGOTIATE – SAULT STE. MARIE, MI
AND PROPERTY ACQUISITION**

RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians authorizes the Sault Tribe Sault Tribe Inc. CEO, or his designee, to negotiate and enter into an agreement to purchase the following parcel(s) using funds identified by the CFO and terms approved by the Board of Directors

Property located in the City of Sault Ste. Marie, Chippewa County, Michigan,

Tax parcel ID: 051-071-001-00

BE IT FURTHER RESOLVED, the Tribal CFO is authorized to prepare the necessary internal budget modifications required to purchase the property.

BE IT FINALLY RESOLVED, upon successful completion of those negotiations, the Board of Director of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes its Chairperson, Austin Lowes and its Treasurer, Isaac McKechnie or their designee, to negotiate and execute any documents necessary to effectuate the purchase of the parcels of land using funds from the Facilities-Building Fund.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**AUTHORIZATION TO ENTER INTO A CONSTRUCTION CONTRACT
FOR SPRINKLER SYSTEM INSTALLATION AT THE JKL SCHOOL**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (“Tribe”) is a federally recognized Indian Tribe organized pursuant to the provisions of the Indian Reorganization Act of 1934; and

WHEREAS, an elected Board of Directors makes up the governing body of the Tribe; and

WHEREAS, the Tribe owns real property located at 1301 Marquette Ave., Sault Ste. Marie, Michigan, which it has leased to the Joseph K. Lumsden Bahweting Public School Academy (“JKL School”); and

WHEREAS, the JKL School is in need of a sprinkler system; and

WHEREAS, it is the recommendation of the JKL Fiduciary Committee (the committee appointed by the Tribe’s governing body “to enter into agreements between the Tribe and the JKL Bahweting Anishnabe School, and to administer ISEP Funding and all other funding sources”) that the Tribe enter into an Agreement with Moore Trospen Construction Company to provide and install a sprinkler system at the JKL School; and

WHEREAS, the funding for the installation of the sprinkler system is made up of Bureau of Indian Affairs’s Minor Improvements and Repair Funds, American Rescue Plan Act Funds, and Bureau of Indian Affairs’s Operations and Maintenance Funds.

NOW, THEREFORE, BE IT RESOLVED, that the Chairman of the Tribe or his designee is hereby authorized to enter into and execute a contract with Moore Trospen Construction Company for the installation of a sprinkler system at the JKL School, in accordance with the funding authorized for this purpose.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO. _____

**AUTHORIZATION OF UTILITY EASEMENT
CITY OF ESCANABA**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (Tribe) is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 USC 467, et. Seq; and

WHEREAS, the United States of America holds land located in the City of Escanaba in trust for the Sault Ste. Marie Tribe of Chippewa Indians; and

WHEREAS, the City of Escanaba has requested an easement, without tenure, to construct, maintain, and repair the electric poles, line conduit and appurtenances.

WHEREAS, the land affected by the grant of easement and right-of-way is located in the City of Escanaba, County of Delta, Michigan, and is more particularly described as follows:

North half of the Northwest quarter of the Southwest quarter (N1/2, NW1/4, SW1/4), Section 36, Township 39 North, Range 23 West.

The easement and right-of-way hereby granted covers a strip of land, over and across, and being the South twenty feet (20') feet of the above-described land.

The grantee hereby agrees forever to maintain the above describe property, making good, at its own expense, all damage which may be caused hereafter to the surface of said parcel of land.

NOW THEREFORE BE IT RESOLVED that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby maintains its existing jurisdiction over the land, activities, and persons within the right-of-way and this grant does not diminish to any extent: (a) the tribe's power to tax the land, any improvements on the land, or any person or activity within, the right-of-way; (b) the tribe's authority to enforce tribal law of general or particular application on the land subject to and within the right-of-way, as if there were no grant of right-of-way; (c) the tribe's inherent sovereign power to exercise civil jurisdiction over non-members on Indian land; or (d) the character of the land subject to the right-of-way as Indian country under U.S.C. 1151.

NOW THEREFORE BE IT RESOLVED grant may not be amended without applicable consent and BIA approval and within 30 days.

NOW THEREFORE BE IT RESOLVED the easement may not be assigned or applicable consent and BIA approval and within 30 days.

NOW THEREFORE BE IT RESOLVED the easement may not be mortgaged without applicable consent and BIA approval and within 30 days.

NOW THEREFORE BE IT RESOLVED Grant will be effective on the date it is approved.

NOW THEREFORE BE IT RESOLVED Any disputes regarding violations, abandonment, or non-use may be addressed as set forth below, and in accordance with 25 CFR 169.403.

NOW THEREFORE BE IT RESOLVED The condition for this grant shall extend to and be binding upon and shall inure to the benefit of the successors of the GRANTEE.

NOW THEREFORE BE IT RESOLVED that the proposed use is in conformance with applicable tribal law, if applicable.

NOW THEREFORE BE IT RESOLVED that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes permission to survey and grants a perpetual/term right-of-way to the City of Escanaba for utility construction, maintenance and repair on the above parcel of land. A more clearly defined description will be prepared upon completion of the survey. Due to the overall benefits to the Tribe and its members derived from the road improvements, compensation/bonding/insurance requirements for any damages from the survey and for the granting the right-of-way is hereby waived. The Superintendent of the Michigan Agency is hereby requested to prepare and recommend approval of the right-of-way documents.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes its Chairman, and Treasurer, or their duly delegated representatives to execute any documentation required concerning the grant of easement, without tenure, and for no monetary consideration, consistent with this resolution for and on behalf of the Tribe.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ____ day of _____, 2023; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of ____ for, and ____ against, and _____ abstaining; and that said resolution has been rescinded or amended in anyway.

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

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

RESOLUTION NO: _____

**ODENAANG HOMES TRIBAL ENTERPRISE
AWARD CONTRACT – U.P. ENGINEERS AND ARCHITECS
CONSTRUCTION PROJECT – SITE PLAN, UTILITY INFRASTRUCTURE
AND FOUNDATION DETAIL**

WHEREAS, the Odenaang Homes Tribal Enterprise requests authorization to award U.P. Engineers & Architects the contract for Construction Project – Site Plan, Utility Infrastructure and Foundation Detail; and

WHEREAS, the Odenaang Homes Tribal Enterprise has funds available for the above project; and

WHEREAS, bids were solicited for this work and it has been determined that U.P. Engineers & Architects is the lowest and most qualified bidder.

NOW, THEREFORE, BE IT RESOLVED, there are three (3) phases to this project. Phase one (1) and two (2) are to be awarded with the opportunity to award Phase three (3) if necessary; and

BE IT FURTHER RESOLVED, any approved contract change order requiring a budget modification can be modified by the Housing Director and approved by the CFO at the budget level and will not require a resolution to modify the existing approved budget; and

BE IT FINALLY RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorize Austin Lowes, Tribal Chairman or his designee, to negotiate, execute and amend any documents resulting therefrom on the Tribe’s behalf on a contract between the Sault Ste. Marie Tribe of Chippewa Indians and U.P. Engineers & Architects for engineer and architect services including a potential change order to include Phase three (3) if found to be necessary and authorizes expenditures from Odenaang Homes Tribal Enterprise funds - Cost Center # 8090.

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

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 12 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**ARPA FUND APPROPRIATION - UNIT 1
NIIGANAGIIZHIK CEREMONIAL BUILDING**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors wishes to provide a safe and healthy gathering place for the tribal community.

WHEREAS, in consultation with tribal elders, tribal directors and facilities management, it has been determined that the Niiganagiizhik Ceremonial Building is urgently in need of repair and upgrades.

WHEREAS, the upgrades will be approved if they are compliant with ARPA COVID guidelines. The proposed upgrades include the following: kitchen rooftop HVAC unit and controls, furnace/air conditioning units, breezeway for building entries, entry doors, deck replacements, screened in outdoor patio deck, sidewalks, indoor storage unit for tables chairs, relocating the fireplace, sound absorbing ceiling panels, refrigerator and freezer, stove, kitchen counter tops, smooth top folding tables, serving and dinner ware, faux leather (sofas, loveseats, chairs, guest chairs) furniture.

WHEREAS, the Niiganagiizhik Ceremonial Building upgrades shall also include (but not limited to) a complete rebuild of the Waazhiim (ceremonial fire house) and wood shed.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors rescinds Resolution 2022-122 which appropriated \$1,250,000.00 of Unit 1 approved ARPA funds to construct an Open-Air Pavilion for the Niiganagiizhik Ceremonial Building.

BE IT FURTHER RESOLVED, the Sault Tribe Board of Directors redirects those same funds for necessary upgrades to the existing Niiganagiizhik Ceremonial Building, surrounding structures, and grounds.

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

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**AMENDING ARPA FUND APPROPRIATION – UNIT 5
MARQUETTE COMMUNITY CENTER**

WHEREAS, due to COVID-19 there is increased need for enhanced and revitalized public spaces where Tribal members may safely gather to obtain services and participate in matters of Tribal governance, culture, and community.

NOW, THEREFORE, BE IT RESOLVED, that Resolution No: 2022-147 is rescinded.

BE IT FURTHER RESOLVED, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has appropriated Two Million Dollars (\$2,000,000) of Unit 5 approved ARPA funds to accomplish the purchase of, design, engineering, construction, and renovation of the Marquette Community Center: and

BE IT FURTHER RESOLVED, that the Board of Directors authorizes the purchase of, design, engineering, construction, renovation, and facilitation of the Marquette Community Center project to include all necessary and appropriate actions, including budgeting allocations as authorized by the Chief Financial Officer, for completion of the project.

BE IT FINALLY RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes and approves the Tribal Chairman, or his designee, to execute any and all documents as maybe necessary and appropriate to carry out the terms, conditions, and intent of this Resolution.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**SUPPORT MICHIGAN GOVERNOR AND STATE LEGISLATURE
PRIORITIZATION OF SUSTAINABLE STATE FUNDING FOR
DOMESTIC VIOLENCE AND SEXUAL ASSAULT SERVICES**

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 Advocacy Resource Center (ARC) is the Sault Ste. Marie Tribe of Chippewa Indian's community-based victim service program serving both Native and non-Native survivors and their families in the Tribe's seven-county service area in the Upper Peninsula of Michigan; and

WHEREAS, the ARC was established in 1989 and whose mission is to provide comprehensive, culturally honoring, and trauma-informed responses to those who are impacted by the abuse of power and control through the delivery of victim advocacy, legal aid, domestic violence shelter, and sexual violence services; and

WHEREAS, Sault Ste. Marie Tribe of Chippewa Indian's citizens and their families are domiciled in each and every county across the entire State of Michigan necessitating the critical need for stable funding to ensure continued access to life-saving victim services operated by both Tribal and non-Tribal victim service programs across Michigan; and

WHEREAS, Recent years have marked a drastic increase in demand for comprehensive community-based victim services alongside a steady decrease in available federal funding, creating a considerable strain on Michigan's victim service programs, their facilities and their staff; and

WHEREAS, it is essential for policymakers at every level, but especially the State of Michigan, to commit itself to ensuring professional, accessible domestic violence and sexual assault services to all of its citizens, and

WHEREAS, Michigan does not provide the level of general funds for domestic violence services comparable to other states in the Great Lakes region, which average between \$10 million and \$25 million, and Michigan does not provide the level of general funds for sexual assault services comparable to other states in the Great Lakes region, which is \$6.7 million.

WHEREAS, Michigan's general fund allocations directed to victim service programming, including domestic and sexual violence, has ranged from \$0 to a maximum of \$2 million, trailing far behind any other Great Lakes region state.

NOW, THEREFORE, BE IT RESOLVED, the Sault Ste. Marie Tribe of Chippewa Indian's strongly urges Governor Gretchen Whitmer, Department of Health and Human Services Director Elizabeth Hertel, Senator John Damoose, Senator Edward McBroom, Senator Eric Wimberger, House Representative Elijah Behnke, House Representative Neil Friske, House Representative David Prestin, House Representative Jenn Hill, and the other members of the State Legislature, to reject any proposed funding cuts to domestic violence and sexual assault service providers and instead make these vital services a priority for Michigan General Fund/General Purpose funding, and maximize state dollars to receive federal matching funds; and

BE IT FURTHER RESOLVED, that copies of this Resolution be transmitted to Governor Gretchen Whitmer, Department of Health and Human Services Director Elizabeth Hertel, and Senator John Damoose, Senator Edward McBroom, Senator Eric Wimberger, House Representative Elijah Behnke, House Representative Neil Friske, House Representative David Prestin, House Representative Jenn Hill.

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO. _____

**SUPPORTING THE NATIONAL NATIVE AMERICAN
SUPPLIER COUNCIL**

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, pursuant to Article 4 Section 1 of the Tribe's Constitution, the Board of Directors is the governing body of the Tribe; and

WHEREAS, pursuant to Article 7 Section 1 of the Tribe's Constitution, the Board of Directors is authorized to enact resolutions or ordinances; and

WHEREAS, tribally owned businesses believe that minority certification is advantageous as it helps them be more competitive in the marketplace; and

WHEREAS, tribally owned businesses are unique from other minority owned businesses because they are owned by and benefit the tribe rather than any individual; and

WHEREAS, such certification of tribally owned businesses should be done by tribes, tribal citizens, and dependents because they understand tribal business and their relationship to their respective tribes; and

WHEREAS, a group of tribal business people have incorporated a Michigan non-profit corporation to fulfill this need called the "National Native American Supplier Council"; and

WHEREAS, the Board of Directors believes the purposes and goals of the National Native American Supplier Council to be important to promote economic diversification within Indian Country.

THEREFORE, BE IT RESOLVED, that the Board of Directors hereby supports the purposes and goals of the National Native American Supplier Council.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

UPDATING PRC'S REQUIREMENTS FOR SAULT TRIBE MEMBERS – RESIDENTS OF MACKINAC AND DRUMMOND ISLANDS ENROLLED IN PRC'S PROGRAM

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 Sault Tribe Members – Residents of Mackinac and Drummond Islands, enrolled in PRC's Program do experience difficulty with transportation from islands for urgent health needs during the months of November through February and

WHEREAS, it is essential to waive PRC's requirement for the Sault Tribe Members – Residents of Mackinac and Drummond Islands, enrolled in PRC's Program to seek urgent health care services at Tribal Health Centers during the months of November through January and to provide PRC's coverage for these urgent health care services available on Mackinac and Drummond Islands during the months of November through February and

BE IT RESOLVED, that PRC is hereby authorized to implement update described above.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

ADOPTING 2023 – HEALTH WAGE GRIDS WITH A STEP LEVEL

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, an elected Board of Directors makes up the governing body of the Tribe; and

WHEREAS, the Tribe recognizes that the use of market data allows for an objective standard to establish jobs within ranges; and

WHEREAS, the Tribe recognizes that the use of market data allows the organization to establish pay ranges (minimum to maximum) that are competitive with the local market, which will allow the organization to maximize recruitment of suitable employment applicants and increase retention of experienced and capable team members working for the Tribe; and

WHEREAS, the Tribe further recognizes that the establishment of pay ranges also allows for the assurance of internal equity within pay ranges for similarly situated team members; and

WHEREAS, the Human Resource Department conducted an independent review of all positions and placed the individual team members in a 7-year spread that was from MIN to MID, and additionally from MID to MAX for those over the 7 years to up to the 14 years of MAX. This process used the current Health grids for both exempt and non-exempt positions.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors adopts and enacts the proposed Health wage grids (exempt and non-exempt) including the 14-year spread for the health operations as attached.

BE IT FURTHER RESOLVED, that the attached Health grid wage ranges shall be effective starting February 27, 2023.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves Executive Management/Administration to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, intent, and administration of this Resolution, including but not limited to the ability and authority to implement any budgetary changes administratively without the need for formal Board of Directors budget modifications.

BE IT FURTHER RESOLVED, that the Tribe's Human Resource Department shall have authority to make any necessary changes to the health grid that do not affect compensation, such changes including but not limited to job titles, tiers, job classifications, and the grid itself, etc.

Page 2: _____

BE IT FINALLY RESOLVED, that the terms of this Resolution hereby control, supersede, and rescind any past resolution or policy that is contrary to or conflicts with the action of the Board of Directors set forth in 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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**HEALTH CENTER – COVID 19 PPP
FY 2023 BUDGET MODIFICATION**

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 Covid 19 PPP for a decrease in Federal IHS monies of \$292,611.29. No effect on Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**GLRI – BOREAL FOREST ECOSYSTEMS
ESTABLISHMENT OF FY 2024 BUDGET**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of FY 2024 budget for GLRI – Boreal Forest Ecosystems with Federal BIA monies of \$170,401.78. No effect on Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**GLRI – IPM FRAMEWORK OF GRAY WOLF
ESTABLISHMENT OF FY 2024 BUDGET**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of FY 2024 budget for GLRI – IPM Framework of Gray Wolf with Federal BIA monies of \$103,177.36. No effect on Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**NOXIOUS WEED ERADICATION
ESTABLISHMENT OF FY 2024 BUDGET**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of FY 2024 budget for Noxious Weed Eradication with Federal BIA monies of \$107,218.85. No effect on Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**GLRI- COASTAL WETLAND MANAGEMENT – ST. MARY’S
ESTABLISHMENT OF FY 2024 BUDGET**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of FY 2024 budget for GLRI – Coastal Wetland Management -St. Mary’s with Federal BIA monies of \$90,314.16. No effect on Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**ACFS DIVISION – USDA
FY 2023 BUDGET MODIFICATION**

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 USDA for an increase in Federal USDA monies of \$50,686.00 and decrease in Tribal Support monies of \$4,487.45. This budget modification will change the personnel sheet and reallocate expenses.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**ACFS – DIVISION
FVPSA ARP COVID-19 TESTING, VACCINES, AND MOBILE HEALTH
UNITS ACCESS
FY 2023 BUDGET MODIFICATION**

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 FVPSA ARP COVID-19 Testing, Vaccines, and Mobile Health Units for an increase in Federal HHS monies of \$82,843.74. No effect on Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**ACFS – OVC TRIBAL VICTIM SERVICES SET ASIDE
FY 2023 BUDGET MODIFICATION**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2023 budget modification for OVC Tribal Victim Services Set Aside to decrease Department of Justice Federal Revenue monies \$13,363.63. This budget modification will change the personnel sheet and reallocate expenses. No effect on Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**ACFS – OVC 2022 TRIBAL VICTIM SERVICES SET ASIDE
ESTABLISHMENT OF FY 2023 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 2023 budget for OVC Tribal Victim Services Set Aside with Federal Department of Justice Revenue monies of \$168,653.97. No effect on Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**INDUSTRIAL WAREHOUSE
ESTABLISHMENT OF FY 2023 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 2023 budget for the Industrial Warehouse with Tribal Support monies of \$1,477.00 and Federal EDA Revenue monies of \$8,430.00.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**HESSEL RIDGE GOLF COURSE
FY 2023 BUDGET MODIFICATION**

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 Hessel Ridge Golf Course for an increase in Net Income of \$6,552.40.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**TANGLEWOOD GOLF COURSE
FY 2023 BUDGET MODIFICATION**

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 Hessel Ridge Golf Course for a decrease in Net Loss of \$58,246.05.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**FISCAL YEAR 2022
YEAR END RECONCILIATIONS**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2022 Year End Reconciliations for the re-allocation of Tribal Support monies of \$367,479.68.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

FY 2023 BUDGET DOCUMENT 003

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2023 Budget Document 003 totaling \$111,632,133, of which \$21,250,793 comes from Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**FY 2023 GOVERNMENTAL
CAPITAL PURCHASES BUDGET**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby appropriates a total of \$1,271,500 for the FY 2023 Governmental Capital Purchases Budget, of which \$905,500 will come from Other Revenue/Fund Balance and \$366,000 from Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

FY 2024 - BUDGET DOCUMENT 001

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2024 Budget Document 001 totaling \$16,932,078 of which \$166,392 comes from Tribal Support.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

AMENDING PROMOTION POLICY

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, an elected Board of Directors makes up the governing body of the Tribe; and

WHEREAS, the Board of Directors has previously enacted a Promotion Policy for governmental, enterprise and casino team member manuals per Resolution # 2011-50; and

WHEREAS, the specific amendments to the Promotion Policy sections of the governmental, enterprise and casino team member manuals are as attached.

WHEREAS, the specific amendments to the Promotion Policy will allow all existing Team Members the opportunity to apply for internal vacancies prior to a position posting, and will provide the opportunity to demonstrate their work history, knowledge and commitment within the company to be considered.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors enacts the amendment and approves to the Promotion Policy as attached to be included in the governmental, enterprise and casino HR Manuals beginning on April 4, 2023.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

AMENDING JOB POSTING POLICY

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, an elected Board of Directors makes up the governing body of the Tribe; and

WHEREAS, the Board of Directors has previously enacted the Job Posting Policy for governmental, enterprise and casino team member manuals per Resolution # 2001 – 162, 163, 164; and

WHEREAS, the specific amendments to the Job Posting Policy sections of the governmental, enterprise and casino team member manuals are as attached.

WHEREAS, the specific amendments to the Job Posting Policy will allow current team members the opportunity to apply for internal vacancies prior to a position posting and give the chance to demonstrate that their work history, knowledge and commitment shall be afforded to all team members.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors enacts the amendment and approves the governmental, enterprise and casino Job Posting as attached beginning on April 4, 2023.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**AMENDING/APPROVING DRUG-FREE WORKPLACE POLICY
AND RESCISSION OF SUBSTANCE ABUSE POLICY**

WHEREAS, several years ago and pursuant to Resolution 2005-25, the Board of Directors (BOD) of the Sault Ste. Marie Tribe of Chippewa Indians (Tribe) enacted a Drug-Free Workplace Policy and Procedures (Policy and Procedures); and

WHEREAS, currently, pursuant to Resolution 2012-119, there is a pared down version of the Policy and Procedures in the Tribe's Human Resources (HR) Policy Manual along with a longer, complete version of the Policy and Procedures being held at and for use by HR; and

WHEREAS, the HR Department now recommends that the pared down version of the Policy and Procedures be removed from the HR Policy Manual. Instead, HR recommends the Policy and Procedures be separated so that only the current attached draft of the Drug-Free Workplace Policy (Policy) be included as part of the HR Policy Manual and the procedures portion of the Policy and Procedures will remain separate just as all other policies and procedures are currently maintained at HR; and

WHEREAS, several years ago, the Board of Directors also enacted a Substance Abuse Policy to be included in the Tribe's HR Policy Manual; and

WHEREAS, the current attached draft of the Policy has been modified pursuant to Resolutions 2018-151 and 2019-144 regarding the legalization of medical and recreational marijuana and providing for random drug testing for Covered Employment Positions; and

WHEREAS, the current attached draft of the Policy has also been modified to incorporate, where appropriate, sections of the Substance Abuse Policy so as to eliminate the need for a separate Substance Abuse Policy in the Tribe's HR Policy Manual; and

WHEREAS, to maintain consistency within the Tribe's HR Policy Manual, the current attached draft of the Policy has also been modified to separate the policy portions of the document from the procedure portions of the document so the policy portion can remain in the Tribe's HR Policy Manual while the procedure portion can remain separate and maintained at HR.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves and enacts the proposed attached draft of the Drug-Free Workplace Policy (with all previously described modifications) to be included in the Tribe's HR Policy Manual while the procedures for such Policy shall remain separately maintained at HR.

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BE IT FINALLY RESOLVED, that the Board of Directors rescinds the Substance Abuse Policy. It shall no longer be included as a separate policy in the Tribe's HR Policy Manual as it has now been included into/combined with the Drug-Free Workplace Policy.

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

AMENDING APPEAL 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

WHEREAS, an elected Board of Directors (“BOD”) makes up the governing body of the Tribe; and

WHEREAS, the Board of Directors has previously approved Appeal Policies for governmental, enterprise and casino team member manuals; and

WHEREAS, the specific modifications to the Appeal Policy sections of the governmental, enterprise, and casino team member manuals are as attached.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors enacts the revisions to the governmental, enterprise, and casino Appeal Policies as attached beginning on January 3, 2023.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

**AMENDING COMPANY VEHICLE POLICIES
INCLUDING COMPANY VEHICLE SUPERVISOR MANUALS**

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, an elected Board of Directors (“BOD”) makes up the governing body of the Tribe; and

WHEREAS, the Board of Directors has previously approved Company Vehicle Policies for governmental, enterprise, and casino team member manuals, including the Supervisor Manual versions for those policies as well; and

WHEREAS, the current attached drafts of the Company Vehicle Policies, including the Supervisor Manual versions for those policies, have been modified pursuant to Resolution 2019-144 regarding the legalization of recreational marijuana; and

WHEREAS, the specific modifications to the Company Vehicle Policy sections of the governmental, enterprise, and casino team member manuals, including the Supervisor Manual versions for those policies, are as attached.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors enacts the revisions to the government, enterprise, and casino Company Vehicle Policies, including the Supervisor Manual versions for those policies, as attached beginning on April 4, 2023.

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

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 _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the ____ day of _____ 2023; 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, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

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