

# ROLL CALL MATRIX

Meeting Date: 9-7-10

P	A	Res. Number	189	190	191	192	193	194	195	196	197	198
		<u>2010</u> Unanimous	U	U	U	U		U	U	U		
✓		Cathy Abramson			2	2	1Y				1Y	2Y
✓		Joe Eitrem					Y				Y	1Y
✓		Bernard Bouschor				1	Y				2Y	Y
✓		DJ Malloy					Y			1	Y	Y
✓		Deb Pine					Y				N	Y
✓		Lana Causley	<del>_____</del>									
✓		Cath Hollowell					Y				Y	Y
✓		Keith Massaway	1	2	1		2Y	2	2		Y	Y
✓		Pat Rickley	<del>_____</del>									
✓		Denise Chase					N			2	Y	N
✓		Tom Miller	2	1			Y	1	1		Y	Y
✓		Joan Anderson					Y				Y	Y
✓		Joe McCoy										

- 1 = Made Motion
- Y = Voted Yes
- A = Abstained
- S = Sponsored by Board Member
- 2 = Second/Support Motion
- N = Voted No
- U = Unanimous



**RESOLUTION NO: 2010-189**  
**MULTI-YEAR FUNDING AGREEMENT**  
**WITH**  
**INDIAN HEALTH SERVICE**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the Tribe has for many years contracted for the delivery of comprehensive health care services and desires to continue to do so; and

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**Government  
Services**

**Membership  
Services**

WHEREAS, Title V of the Indian Self Determination and Education Assistance Act, as amended, authorizes the Tribe to enter, and the Tribe did enter, into a Compact of Self Governance with the United States Department of Health and Human Services ("Compact") governing federal health services provided to the Tribe; and

WHEREAS, every three years the Tribe and Indian Health Service ("IHS") enter into a Multi-Year Funding Agreement ("Funding Agreement") as part of funding the Compact pursuant to the authority in Title V of the Indian Self Determination and Education Assistance Act; and

WHEREAS, funding provided under the Funding Agreement is based, among other factors, on the Tribe's active user population as defined by IHS which, as of September 30, 2009, is 15,452.

WHEREAS, the Funding Agreement shall be effective from October 1, 2010 through September 30, 2013 ("Term") and its purposes are as follows: to set forth the Health programs, services, functions, and activities ("PFSA's") and associated resources to be transferred from IHS to the Tribe for the Term; to identify the PFSA's and associated resources, to be retained by IHS for the Term; and to identify any terms and conditions for implementation of this Funding Agreement in addition to those in the Compact; and

WHEREAS, the Tribe and IHS recently entered into negotiations to discuss the specific provisions and budgeted amounts under the Funding Agreement and such provisions and amounts were reviewed and approved by the Tribe.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Tribe Board of Directors hereby approves the Funding Agreement as effective from October 1, 2010 through September 30, 2013, and authorizes the Tribal Chairman, Darwin "Joe" McCoy, to execute such Agreement on behalf of the Tribe.

**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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 7 day of September 2010; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Darwin "Joe" McCoy, Chairman  
Sault Ste. Marie Tribe of  
Chippewa Indians

  
\_\_\_\_\_  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
Chippewa Indians



RESOLUTION NO: 2010-190

**AMENDING VACATION POLICIES**

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

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WHEREAS, the Board of Directors has previously approved employment policies for governmental, enterprise and casino team members regarding vacation; and

WHEREAS, the Board of Directors desires to change the vacation policies to include the wording as attached.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors enacts the proposed revision to the governmental vacation policy as attached.

BE IT FURTHER RESOLVED, that the Board of Directors enacts the proposed revision to the casino vacation policy as attached.

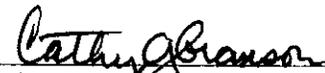
BE IT FURTHER RESOLVED, that the Board of Directors enacts the proposed revision to the enterprise vacation policy as attached.

BE IT FINALLY RESOLVED, that this Resolution repeals that portion of Resolution No: 2010-110, amending the above referenced employment policies and leaves enforce that portion of the Resolution granting the therein resolved wage increase.

**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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 7 day of September 2010; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Darwin "Joe" McCoy, Chairman  
Sault Ste. Marie Tribe of  
Chippewa Indians

  
\_\_\_\_\_  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
Chippewa Indians

## **VACATION POLICY**

Vacation benefits are provided so that you may enjoy rest and relaxation away from work. This policy does **not** apply to Sault Tribe Construction and Housing field workers. Please see the Leave Pay Policy to determine what benefits you are eligible for, if you are a field worker. The company strongly encourages you to use all time to which you are entitled to for each benefit year. The following is an explanation of vacation accrual rates:

### **ADMINISTRATIVE**

Exempt team members accrue vacation time at a rate of 15 days for the first year of employment (based on a 2080 hour work year) and one additional day per year of service thereafter, up to a maximum rate of 30 days per year. The team member's entitlement to earn vacation is based on the employment anniversary date.

### **NON-ADMINISTRATIVE**

Non-exempt team members accrue vacation time at a rate of ten days for the first year of employment (based on a 2080 hour work year) and one additional day per year of service thereafter, up to a maximum of 30 days per year. The team member's entitlement to earn vacation is based on the employment anniversary date.

You must be classified as a regular full-time or part-time team member and complete the required introductory period to be eligible to take vacation time. A part-time team member is eligible to accrue a portion of vacation time based on the number of hours the part-time team member works.

You will be allowed to carry forward a maximum of 30 days (240 Hours) of accrued vacation hours into the next calendar year. Any hours remaining over the 30-day maximum allowed to be carried over into the next calendar year will be forfeited at the end of the calendar year.

Your supervisor has the authority to approve or deny your vacation time based on your job performance and anticipated work loads, etc. The fact that you have accumulated vacation time does not mean that the vacation time is to be taken at your discretion.

Your vacation time must be requested and approved in advance by your immediate supervisor. Any vacation days taken without approval will result in loss of pay and disciplinary action.

One vacation day requires that you give your supervisor at least 24 hours notice of your intent to take vacation time; two days require a weeks notice; longer requires a minimum of a two-week notice. This notice requirement is up to the discretion of the department manager.

Team member's requests for vacation must be in writing and must be put on a vacation request form. Team members must submit the request form to their supervisor for approval. Team members may keep a copy of the form for their own records. Failure to put the request in writing will result in time off without pay for the hours missed.

You may request time off without pay at the time that you are requesting vacation days if you do not have enough vacation time to cover your absence. Check with your immediate supervisor for consideration and approval.

Up to 45 20 days of unused vacation entitlement will be paid to team members upon separation provided they have completed at least six months of continuous service. The vacation pay out will be computed based on the pay rate earned at the time of separation.

After one year of continuous employment team members are required to use at least 50% of the vacation time earned in each calendar year. Failure to use at least 50% of the vacation time earned in each calendar year will result in the forfeiture of the difference between the amount that should have been taken and the amount that was actually taken. For the purposes of this policy a calendar year is based on check dates. Example: vacation accrual was 100 hours, vacation that should have been taken during the year was 50 hours, actual vacation hours taken was 40 hours. This results in the forfeiture of 10 vacation hours.

If a tribal holiday falls during your vacation, the holiday will not be counted as vacation taken.

For non-exempt team members, vacation time must be used when serving on a board or committee where an honorarium or stipend is paid and you are attending during working hours. If you do not receive any payment for service, then you can attend at your supervisor's discretion.

When you are hired into a new home company, you will be credited for any years of service that you have worked for the Tribal Governmental Operations, EDC and/or Kewadin Casinos- Hotel and Convention Center for the purpose of the years of service recognition program. However, your date in position and vacation accrual date will be changed to reflect your new date in position in the new home company. The only exception to this rule is when you transfer to another entity that has the exact same accrual rate as the entity that you are leaving. In this case, you would be allowed to retain your date in position and vacation accrual date from the position that you transferred from. Please contact the Human Resources Department for details in regards to this policy.

## **VACATION POLICY**

Vacation benefits are provided so that you may enjoy rest and relaxation away from work. The company strongly encourages you to use all time to which you are entitled to for each benefit year. The following is a list of vacation accrual rates (based on a 2080 hour work year):

### **ADMINISTRATIVE**

After (1) year of service 15 vacation days (3 weeks)  
After (5) years of service 20 vacation days (4 weeks)  
After (10) years of service 25 vacation days (5 weeks)  
After (15) years of service 30 vacation days (6 weeks)

### **NON-ADMINISTRATIVE**

After (1) year of service 10 vacation days (2 weeks)  
After (5) years of service 15 vacation days (3 weeks)  
After (10) years of service 20 vacation days (4 weeks)  
After (15) years of service 25 vacation days (5 weeks)

You must be classified as a regular full-time or part time team member and completed one year of continuous employment to be eligible to take vacation time. A regular part time team member is eligible to accrue a portion of vacation time based on the number of hours the part time team member works.

Your supervisor has the authority to approve or deny your vacation time based on your job performance and anticipated work loads, etc. The fact that you have accumulated vacation time does not mean that the vacation time is to be taken at your discretion.

Non-exempt team member's vacation time must be requested and approved in advance by your immediate supervisor. Any vacation days taken without approval will result in loss of pay and disciplinary action.

Non-exempt team member's requests for vacation must be in writing and must be put on a vacation request form. Non-exempt team members must submit the request form to their supervisor for approval. Non-exempt team members may keep a copy of the form for their own records. Failure to put the request in writing will result in time off without pay for the hours missed.

One vacation day requires that you give your supervisor at least 24 hours notice of your intent to take vacation time; two days require a weeks notice; longer requires a minimum of a two-week notice. This notice requirement is up to the discretion of the department manager.

You may request time off without pay at the time that you are requesting vacation days if you do not have enough vacation time to cover your absence. Check with your immediate supervisor for consideration and approval.

If a Casino holiday falls during your vacation, the holiday will not be counted as vacation taken.

Up to ~~45~~ 20 days of unused vacation entitlement will be paid to team members upon separation provided they have completed at least 1 year of continuous service. The vacation pay out will be computed based on the pay rate earned at the time of separation.

After one year of continuous employment team members are required to use at least 50% of the vacation time earned in each calendar year. Failure to use at least 50% of the vacation time earned in each calendar year will result in the forfeiture of the difference between the amount that should have been taken and the amount that was actually taken. For the purposes of this policy a calendar year is based on check dates. Example: vacation accrual was 100 hours, vacation that should have been taken during the year was 50 hours and the actual vacation hours taken was 40 hours. This results in the forfeiture of 10 vacation hours. Please note that a team member can request to convert vacation time that he/she would have normally forfeited to sick time in order to donate the time to the sick leave bank as identified in the sick leave policy.

You will be allowed to carry forward a maximum of 30 days (240 hours) of accrued vacation hours into the next calendar year. Any hours remaining over the 30-day maximum allowed to be carried over into the next calendar year will be forfeited at the end of the calendar year. Please note that a team member can request to convert excess vacation time to sick time in order to donate to the sick leave bank as identified in the sick leave policy.

For non-exempt team members, vacation time must be used when serving on a board or committee where an honorarium or stipend is paid and you are attending during working hours. If you do not receive any payment for service, then you can attend at your supervisor's discretion.

When you are hired into a new home company, you will be credited for any years of service that you have worked for the Tribal Governmental Operations, EDC and/or Kewadin Casinos- Hotel and Convention Center for the purpose of the years of service recognition program. However, your date in position and vacation accrual date will be changed to reflect your new date in position in the new home company. The only exception to this rule is when you transfer to another entity that has the exact same accrual rate as the entity that you are leaving. In this case, you would be allowed to retain your date in position and vacation accrual date from the position that you transferred from. Please contact the Human Resources Department for details in regards to this policy.

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## **VACATION POLICY**

Vacation benefits are provided so that you may enjoy rest and relaxation away from work. The company strongly encourages you to take all time to which you are entitled to for each benefit year. Vacation time accrual may vary from enterprise to enterprise, please refer to your appropriate handbook supplement, your supervisor or the Human Resource Department to determine what vacation benefits are available to you. If you are eligible for vacation time, please refer to the guidelines listed below.

You must be classified as a regular full-time or part time team member and completed one year of continuous employment to be eligible to take vacation time. Vacation accrual rates are based on a team member working a 2080 hour work year. A regular part time team member is eligible to accrue a portion of vacation time based on the number of hours the part time team member works.

Your supervisor has the authority to approve or deny your vacation time based on your job performance and anticipated work loads, etc. The fact that you have accumulated vacation time does not mean that the vacation time is to be taken at your discretion.

Non-exempt team member's vacation time must be requested and approved in advance by your immediate supervisor. Any vacation days taken without approval will result in loss of pay and disciplinary action.

Non-exempt team member's requests for vacation must be in writing and must be put on a vacation request form. Non-exempt team members must submit the request form to their supervisor for approval. Non-exempt team members may keep a copy of the form for their own records. Failure to put the request in writing will result in time off without pay for the hours missed.

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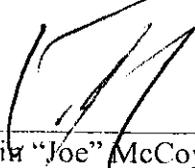
RESOLUTION NO: 2010-191

**APPROVING CONTRACT  
STEVENSON KEPPLEMAN & ASSOC.**

RESOLVED, that the Board of Directors hereby approves the contract between the Sault Ste. Marie Tribe of Chippewa Indians and Stevenson Keppleman & Assoc., ending August 31, 2011, for the purpose of providing legal services in relation to employee benefit plans and administration.

**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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 7 day of September 2010; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Darwin "Joe" McCoy, Chairman  
Sault Ste. Marie Tribe of  
Chippewa Indians

  
\_\_\_\_\_  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
Chippewa Indians

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**Government  
Services**

**Membership  
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RESOLUTION NO: 3010-192

**LAW ENFORCEMENT TIERED WAGE STRUCTURE AND  
POLICY/PROCEDURES**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

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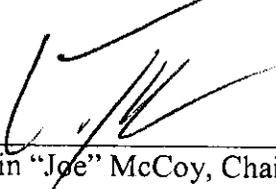
WHEREAS, the Tribe recognizes the critical need to ensure law enforcement coverage to protect the Tribe's assets and citizens. It is also recognized that recruitment and retention of qualified individuals is essential to the mission and objectives of the Tribe. In order to retain such qualified individuals it has also been determined that the Tribe must ensure that the wages for law enforcement officers is competitive with the local markets. As such, the Tribe has determined that target wages have been identified for each of the 3 identified job positions. These target wages will be used to ensure that individuals in the Police Officer and School Resource Officer job positions reach a minimum of a certain level of compensation at each of 5, 10 and 15 year anniversary dates. The Sergeant position will reach a certain level of compensation at the 5 year anniversary date.

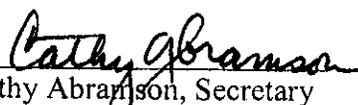
THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached tiered wage structure for Law Enforcement.

BE IT FURTHER RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached policy and procedures.

**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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 7 day of September 2010; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Darwin "Joe" McCoy, Chairman  
Sault Ste. Marie Tribe of  
Chippewa Indians

  
\_\_\_\_\_  
Cathy Abranson, Secretary  
Sault Ste. Marie Tribe of  
Chippewa Indians



RESOLUTION NO: 2010-193

**HUMAN RESOURCE ADMINISTRATION  
FY 2010 BUDGET MODIFICATION  
FY 2011 BUDGET MODIFICATION**

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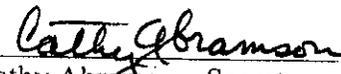
BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2010 budget modification to Human Resource Administration to change the personnel sheet and reduce Tribal Support for FY 2010 \$20,537.63.

FURTHER, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2011 budget modification to Human Resource Administration to change the personnel sheet and increase Tribal Support \$5,439.46.

**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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 7 day of September 2010; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 9 members for, 1 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Darwin "Joe" McCoy, Chairman  
Sault Ste. Marie Tribe of  
Chippewa Indians

  
\_\_\_\_\_  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
Chippewa Indians



RESOLUTION NO: 2010-194

**HEALTH CENTER OPTICAL AND ST. IGNACE CLINIC  
FY 2010 BUDGET MODIFICATIONS**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2010 budget modifications to Health Center Optical and St. Ignace Clinic to change the Personnel Sheet, reallocate expenses, and reallocate Tribal Support.

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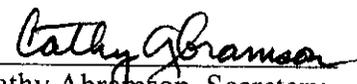
**Government  
Services**

**Membership  
Services**

**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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 7 day of September 2010; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Darwin "Joe" McCoy, Chairman  
Sault Ste. Marie Tribe of  
Chippewa Indians

  
\_\_\_\_\_  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
Chippewa Indians



RESOLUTION NO: 2010 - 195

**HEALTH CENTER – IHS AFTERCARE, AMERICAN INDIAN  
SUBSTANCE ABUSE,  
AND ACCESS TO RECOVERY  
FY 2010 AND FY 2011 BUDGET MODIFICATIONS**

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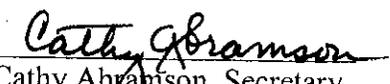
BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2010 budget modification to IHS Aftercare for a change to the personnel sheet. There is no change in revenue or expenses. No effect on Tribal Support

BE IT FURTHER RESOLVED, that the Board of Directors also approves the FY 2011 budget modifications to IHS Aftercare, American Indian Substance Abuse, and Access to Recovery to increase Other Revenue \$5,357.11. These budget modifications represent changes to the personnel sheets. No effect on Tribal Support.

**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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 7 day of September 2010; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Darwin "Joe" McCoy, Chairman  
Sault Ste. Marie Tribe of  
Chippewa Indians

  
\_\_\_\_\_  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
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RESOLUTION NO: 2010-196

**LAW ENFORCEMENT – CONSERVATION MANAGEMENT,  
PUBLIC SAFETY AND COPS HIRING ARRA  
FY 2010 BUDGET MODIFICATIONS**

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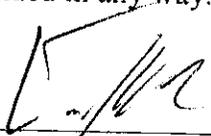
**Government  
Services**

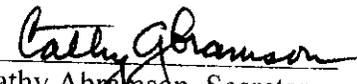
**Membership  
Services**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2010 budget modifications to Conservation Management, Public Safety, and COPS Hiring ARRA to decrease Tribal Support \$21,063.47, Federal Revenue DOJ \$5,984.63, and Other Revenue \$4,239.23. These budget modifications represent actual expenditures to date and changes to the personnel sheets effective October 10, 2010.

**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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 7 day of September 2010; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Darwin "Joe" McCoy, Chairman  
Sault Ste. Marie Tribe of  
Chippewa Indians

  
\_\_\_\_\_  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
Chippewa Indians



RESOLUTION NO: 2010-198

AMENDING CHAPTER 21: HUNTING AND INLAND FISHING  
MIGRATORY BIRD REGULATIONS

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby amends Tribal Code Chapter 21: Hunting and Inland Fishing as follows:

**Min Waban Dan**

**Administrative  
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

**Phone**

906.635.6050

**Fax**

906-635-4969

**Government  
Services**

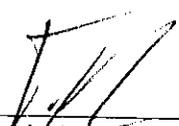
**Membership  
Services**

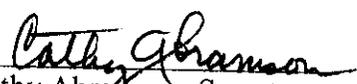
21.801 Migratory Bird Regulations

- (1) The Conservation Committee shall work with the Inland Fish and Wildlife Department to determine season dates, bag limits, and other migratory bird hunting restrictions on an annual basis.
- (2) The regulations contained in 50 CFR part 20 are incorporated herein, except where they contradict the above.

**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 11 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 7 day of September 2010; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 9 members for, 1 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Darwin "Joe" McCoy, Chairman  
Sault Ste. Marie Tribe of  
Chippewa Indians

  
\_\_\_\_\_  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
Chippewa Indians