

## ROLL CALL MATRIX

Meeting Date: 8-20-2013

P	A	Res. Number 2013	181	182	183	184	185	186	187	188			
		Unanimous	U	U	U	U	U	U	U				
x		Cathy Abramson	2		1			2		N			
x		Deb Pine								N			
x		Denny McKelvie								Y			
x		DJ Malloy	1				2			Y			
x		Jennifer McLeod								Y			
x		Lana Causley				1			1	N			
x		Cath Hollowell		1						Y			
x		Bridgett Sorenson								2Y			
x		Keith Massaway		2	2		1		2	Y			
x		Denise Chase						1		Y			
x		Darcy Morrow				2				1Y			
x		Joan Anderson								Y			
x		Aaron Payment											

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



RESOLUTION NO: 2013-181

**AUTHORIZING PREMIUM INCREASE FOR  
HEALTH INSURANCE PREMIUMS  
EMPLOYER PORTION ONLY**

**Min Waban Dan**

**Administrative  
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

**Phone**

906.635.6050

**Fax**

906.635.4969

**Government  
Services**

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**Economic  
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WHEREAS, the Sault Tribe Insurance Department has presented the Board of Directors with financial information to justify the necessity to increase the health insurance collections by changing the portion of health insurance paid by the Employer, while holding the premium payment by the employee the same; and

WHEREAS, the health insurance premiums for employees of the Tribe have not increased since 2007, and under this resolution the employee portion will not change.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians authorizes the Insurance Department to modify the health insurance payments retroactive to January 1, 2013, in accordance with the chart below, understanding that these changes will modify the current employee / employer percentage split from 15/85 for employees under \$30,000 per year and 20/80 for employees over \$30,000 per year to 13.8/86.2 for employees under \$30,000 per year and 18.5/81.5 for employees over \$30,000 per year to:

<i>Annual Salary</i>	<i>Contract Type</i>	<i>Employee Per Month</i>	<i>Employer Per Month</i>	<i>Total Per Month</i>
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<b>Under \$30,000</b>	Single	\$79.34	\$494.56	\$573.90
	2 Person	\$166.68	\$1,038.98	\$1,205.66
	Family	\$188.34	\$1,174.01	\$1,362.35
	Family Cont	\$39.64	\$247.10	\$286.74


<b>Over \$30,000</b>	Single	\$105.80	\$465.45	\$571.25
	2 Person	\$222.24	\$977.87	\$1,200.11
	Family	\$251.12	\$1,104.95	\$1,356.07
	Family Cont	\$52.86	\$232.56	\$285.42

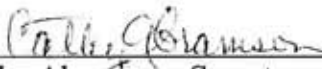
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Page 2

BE IT FURTHER RESOLVED, that the Board of Directors authorizes notice being given to the employees immediately.

**CERTIFICATION**

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 20 day of August 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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



RESOLUTION NO: 3013-182

**AMENDING SECTION 6.04 OF THE  
TREATY RIGHTS RETIREMENT PLAN**

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

**Min Waban Dan**

**Administrative  
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

**Phone**

906.635.6050

**Fax**

906.635.4969

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WHEREAS, the Sault Tribe, along with the Bay Mills Indian Community, Grand Traverse Band of Ottawa and Chippewa Indians and the Chippewa Ottawa Resource Authority (previously known as the Chippewa-Ottawa Treaty Fishery Management Authority) is a co-sponsor of the Bay Mills Indian Community Treaty Rights Retirement Plan; and

WHEREAS, the Plan was adopted on March 1, 1994 by Resolution 94-24 and is designed to establish a separate retirement fund for those tribal-member employees who derive tax-exempt income from Treaty Fishing Rights and activities related thereto; and

WHEREAS, the Plan calls for the Sault Tribe to match employee's contributions up to the Social Security limit; and

WHEREAS, it is the recommendation of the Sault Tribe outside auditor, Anderson Tackman & Co. and the Sault Tribe Audit Committee that, in the interest of the employees in the Plan, Section 6.05 of the plan be amended to allow for hardship withdrawals only to the extent of participant's contributions as apposed to allowing withdrawals of both the employer and employee's contributions; and

WHEREAS, Article VII, section 7.03 of the Plan provides that "[t]he Employer shall have the right at any time to amend the Plan in any manner it deems necessary or advisable in order to maintain the Plan and the Accounts established hereunder."

NOW, THEREFORE, BE IT RESOLVED, that section 6.05, Limited Distributions on Account of Unforeseeable Emergency, as defined in Section 2.22, be amended to read as follows (new language in **bold**):


In the event that the Employer determines that a Participant has experienced an Unforeseeable Emergency, a distribution to the Participant of the amount reasonably necessary to satisfy the emergency need may be made **only to the extent of the Participant's contributions into the Plan**, whether or not distributions have already begun pursuant to Section 6.04. Distributions in the event of an Unforeseeable Emergency may not be made to the extent that the severe financial hardship is or may be relieved though reimbursement or compensation by insurance or otherwise, by cessation of deferrals under the Plan, or by liquidation of the Participant's assets, to the extent, such liquidation would not itself cause severe financial hardship.

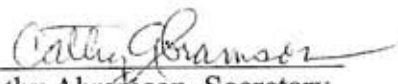
Res. No: 2013-182  
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BE IT FURTHER RESOLVED, that the amendment to Section 6.05 noted above shall become effective immediately.

### CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 30 day of August 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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



RESOLUTION NO: 2013-183

**CONTINUING FUNDING AUTHORITY  
FOR FISCAL YEAR 2014 SEPTEMBER TO AUGUST**

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, the Board of Directors and tribal staff have not completed the process of reviewing budgets for their respective budget year 2014; and

WHEREAS, the below cost center list, with fiscal year of September to August, for budget year 2014 is still under review and will not be completed until after the fiscal year start date of September; and

WHEREAS, the Board of Directors wants to ensure that services are not left unfunded for a period between expiration of the fiscal year 2013 budgets and approval of the fiscal year 2014 budgets.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves continuing funding for the following cost centers for fiscal year 2014, at their 2013 spending levels, for a period not to exceed 30 days:

- |                                |                                     |
|--------------------------------|-------------------------------------|
| CC#4560 – PHN Case Management  | CC#2230 – Early Head Start          |
| CC#2233 – Early Head Start BIA | CC#3070 – Head Start                |
| CC#3071 – Head Start BIA       | CC#11181 – Technical Training Bld   |
| CC#2254 – COPS TRGP 201        | CC#11161 – Tribal Homeland Security |

**CERTIFICATION**

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 30 day of August 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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

Cathy Abramson  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
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**Min Waban Dan**

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Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

**Phone**

906.635.6050

**Fax**

906.635.4969

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RESOLUTION NO: 2013-184

**SANITATION BE-13-J11  
ESTABLISHMENT OF A FY 2014 BUDGET**

**Min Waban Dan**

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Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

**Phone**

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**Fax**

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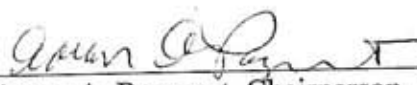
**Membership  
Services**

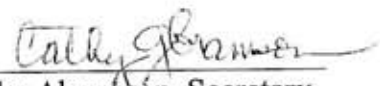
**Economic  
Development  
Commission**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the request to establish a FY 2014 budget for Sanitation BE-13-J11, with Federal IHS monies of \$180,000.00. There is no effect on tribal support.

**CERTIFICATION**

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 20 day of August 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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

  
Cathy Abramson, Secretary  
Sault Ste. Marie Tribe of  
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RESOLUTION NO: 2013-185

**TRIBAL COURT - JUDICIAL SERVICES  
FY 2013 BUDGET MODIFICATION**

**Min Waban Dan**

**Administrative  
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

**Phone**

906.635.6050

**Fax**

906.635.4969

**Government  
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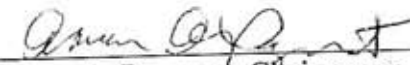
**Membership  
Services**


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Development  
Commission**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2013 budget modification to Judicial Services for an increase in Federal HHS Revenue of \$10,000.00. There is no effect on tribal support.

**CERTIFICATION**

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 20 day of August 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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





RESOLUTION NO: 2013-184

**HUMAN RESOURCES - ADMINISTRATION  
FY 2013 BUDGET MODIFICATION**

**Min Waban Dan**

**Administrative  
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

**Phone**

906.635.6050

**Fax**

906.635.4969

**Government  
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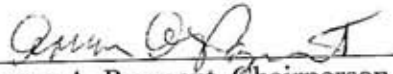
**Membership  
Services**

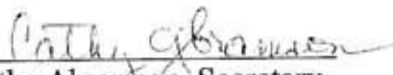
**Economic  
Development  
Commission**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves FY 2013 budget modification to Human Resources Administration to reallocate \$62,705.19 savings from salaries/fringe to consulting. No overall change in Tribal Support.

**CERTIFICATION**

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 20 day of August 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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

  
Cathy Abramson, Secretary  
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RESOLUTION NO: 2013-187

## APPLICATION FOR THE TRIBAL HIV PREVENTION PROGRAM

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

### Min Waban Dan

### Administrative Office

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

### Phone

906.635.6050

### Fax

906.635.4969

WHEREAS, the Sault Ste. Marie Tribe has affirmed the need to provide quality health care and competent educational information for its members; and

WHEREAS, the Indian Health Service has grant funds through the Office of the Secretary, Department of Health and Human Services available for enhanced HIV/AIDS screening and engagement in care among AI/AN people.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes Aaron Payment, Tribal Chairperson, to sign, negotiate, amend and execute any agreements thereof for the HIV/AIDS screening and intervention activities and provision of HIV/AIDS-related services as part of the cooperative agreement.


### Government Services

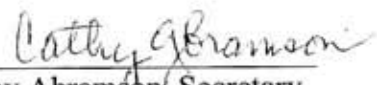
### Membership Services

### Economic Development Commission

## CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 30 day of August 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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



RESOLUTION NO: 2013-188

**RE-ADJUST/REDUCE "OVER THE MAX" LIST**

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

**Min Waban Dan**

**Administrative  
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

**Phone**

906.635.6050

**Fax**

906.635.4969

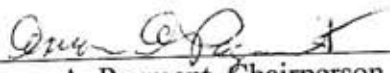
**Government  
Services**


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Services**

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Commission**

**CERTIFICATION**

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 20 day of August 2013; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 8 members for, 3 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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