



RESOLUTION NO: 2015-260

FY 2016 BUDGET DOCUMENT 002

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians here by approves the FY 2016 Budget Document 002 totaling \$63,333,152 of which \$5,427,134 comes from Tribal Support.

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
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**Economic
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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 8 day of December 2015; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 9 members for, 2 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.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

Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2015-261

FY 2016 BUDGET DOCUMENT 003

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2016 Budget Document 003 totaling \$30,021,533 of which \$11,983,192 comes from Tribal Support.

Min Waban Dan

**Administrative
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

Phone

906.635.6050

Fax

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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 8 day of December 2015; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 6 members for, 5 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.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

Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2015-262

FISCAL YEAR 2016 BUDGET DOCUMENT 004
ENTERPRISES

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, and the Tribe recognizes the need to authorize expenditures and revenues for key components of the Tribal organization which are essential to the continuing operation of the Sault Ste. Marie Tribe of Chippewa Indians.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached Fiscal Year 2016 Budget Document 004 Enterprises for revenue of \$10,031,605 and expenses of \$9,785,582.

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Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

Phone

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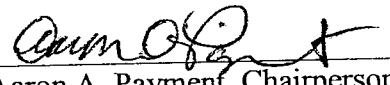
**Government
Services**

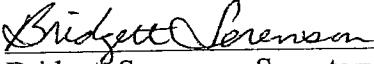
**Membership
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CERTIFICATION

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 8 day of December 2015; 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


Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2015-263

**TEAM MEMBER BONUSES
CALENDAR YEAR 2015**

WHEREAS, this Board of Directors has determined that Team Member morale has diminished significantly as a result of several years without regular pay increases or bonuses; and

WHEREAS, cost saving measures have resulted in the opportunity to give a one-time bonus to current Team Members of the organization.

NOW, THEREFORE, BE IT RESOLVED, that this Board of Directors directs that a one-time Team Member bonus be distributed with the last regular paycheck that is scheduled to be distributed before Christmas Eve, (December 24th, 2015).

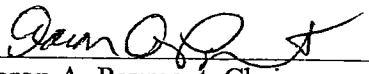
BE IT FURTHER RESOLVED, that eligibility for and the amount of these bonuses shall be determined based upon the attached criteria.

BE IT FURTHER RESOLVED, that in those instances where there is insufficient revenues and/or savings, the Board of Directors directs the Budget Department to modify the 2015 or 2016 budgets to increase departmental tribal support to cover these bonuses, as necessary.


BE IT FINALLY RESOLVED, that these one-time bonuses shall not be included as compensation for purposes of determining health insurance premiums or eligibility.

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 8 day of December 2015; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 1 members against, 2 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



Bridgett Sorenson, Secretary
Sault Ste. Marie Tribe of
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Office**

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Michigan

49783

Phone

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Fax

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RESOLUTION NO: 2015-264

FY 2016
COLA INCREASE

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 Ste. Marie Tribe of Chippewa Indians and its wholly owned governmental instrumentalities have not given cost of living allowance increases to team members; and

WHEREAS, this has resulted in a significant number of team members income being worth less today than when they were hired, has contributed to the loss of valuable team members and has contributed to an overall decrease in team member morale; and

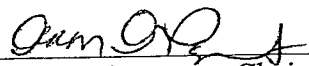
WHEREAS, in order to retain valuable team members and help increase team member morale it is in the Tribe's best interest to establish a cost of living allowance increase.

NOW, THEREFORE, BE IT RESOLVED, that there shall be a 3% cost of living allowance to the base wage for all employees of the Government, the Kewadin Casinos Gaming Authority, and the Enterprises for FY 16. The Board recognizes that there are health positions that are covered by a separate resolution, 2015-230 so they will not be eligible for this cost of living.

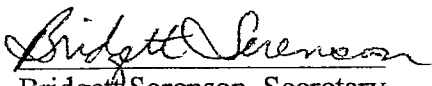
BE IT FINALLY RESOLVED, that for the FY17 and prospective Budgets, a Cost of Living Allowance (COLA) based upon the Consumer Price Index (CPI) shall be included and implemented in all annual budgets of the Government, the Kewadin Casinos Gaming Authority, and the Enterprises.

CERTIFICATION

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



Bridget Sorenson, Secretary
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