

**BOARD OF DIRECTORS REGULAR MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
December 17, 2024
5:00 P.M.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. INVOCATION: Prayer, Smudging
- IV. MEMBERSHIP PARTICIPATION
- V. PRESENTATION:
- VI. MINUTES: 12/03/24
- VII. RESOLUTIONS: MOA Consolidated Community Schools
2024 Hatchery Fish Health Inspections
Amend Interagency Agreement Natural Resources Facility
Approve Interagency Agreement Homeless Shelter
Authorize Contract – Door Project JKL Bahweting School
Trust Land Lease – Roush
Authorization to Purchase 2049 Ashmun and 2008 Tweed
LATCF Appropriation – Solar Development
Sault Lume Lease Revenue Transfer
Sault Tribe Government Compensation Study
Sault Tribe EDC Compensation Study
Kewadin Casinos Compensation Study
Approve Interagency Agreement – Compensation Study
Amend Res. 2024-158 for EDC Portion
Amend Res. 2024-158 for Casino Portion
Establish Key Employee Review
- VIII. NEW BUSINESS Board Concerns
- IX. ADJOURN TO EXECUTIVE SESSION
- X. RECONVENE AND REAFFIRM
- XI. ADJOURN

RESOLUTION NO: _____

**MEMORANDUM OF AGREEMENT WITH CONSOLIDATED
COMMUNITY SCHOOLS SERVICES (CCSS)**

WHEREAS, the Sault Tribe of Chippewa Indians (“Tribe”) is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and encourages and supports the educational opportunities for its memberships; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians believe that learning is a lifelong process that should be available to all of its members.

NOW, THEREFORE, BE IT RESOLVED, that this agreement between Consolidated Community Schools Services and the Sault Ste. Marie Tribe of Chippewa Indians that the Consolidated Schools will reimburse the Tribe in the amount of \$47,476.00.

BE IT FURTHER RESOLVED, that the Tribe agrees to meet or exceed all rules and regulations regarding certification and class curriculum in the operation of a state adult education program and that the Tribe will absorb such expenses as teacher wages, space cost, and other associated administrative cost.

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 _____ 2024; 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: _____

2024 HATCHERY FISH HEALTH INSPECTIONS

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

WHEREAS, the mission of the Sault Ste. Marie Tribe of Chippewa Indians is to provide for the perpetuation of our way of life and the welfare and prosperity of our people, to preserve our right to self-government, and protect our property and resources as ordained by the establishment of our constitution and bylaws; and

WHEREAS, the Sault Tribe seeks to restore our ability and authority to steward the lands and waters of the 1836 Treaty Ceded Territory for the long-term benefit of our human and ecological communities; and

WHEREAS, the Sault Tribe Natural Resources Division, Gidayaangwaami'idimin Ezhi-inawendiyang, is responsible for supporting and enacting Sault Tribe stewardship of 1836 Treaty Ceded Territory lands, waters, and non-human relatives; and

WHEREAS, the Sault Tribe Natural Resources Division, Gidayaangwaami'idimin Ezhi-inawendiyang, has obtained funding to pursue hatchery fish disease testing and requires the expert assistance of the US Fish and Wildlife Service laboratory; and

WHEREAS, the USFWS has extensive experience in fish disease testing.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors authorizes the Division's contract with the US Fish and Wildlife Service.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Chairman of the Tribe, or their designee, to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, and intent of 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 _____ 2024; 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: _____

**AMEND INTERAGENCY AGREEMENT WITH NATURAL RESOURCES
FOR NEW NRD FACILITY**

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 developed an Interagency Agreement program to satisfy the obligation definition for SLFRF “ARPA” funding; and

WHEREAS, Gidayaangwaami’idimin Ezhi-inawendiyang - Natural Resources Division is requesting an Interagency Agreement for the renovation and construction of new NRD facilities; and

WHEREAS, Resolution 2024-230 designated \$4,000,000 of ARPA funding for the renovation and construction of new NRD facilities at 199 W. 3 Mile Road, Sault Ste. Marie.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby adds an additional \$679,200 to the current approved Interagency Agreement with Natural Resources for a total amount of \$4,679,200 utilizing the ARPA funding from Resolution 2024-230.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the Chairman or his designee to execute any and all documents for the Interagency Agreement.

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 _____ 2024; 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: _____

**APPROVING INTERAGENCY AGREEMENT WITH FACILITIES
MANAGEMENT FOR HOMELESS SHELTER FACILITY ENHANCEMENTS**

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 developed an Interagency Agreement program to fulfill its obligation under ARPA funding requirements; and

WHEREAS, Facilities Management is requesting an Interagency Agreement to utilize ARPA funds for ARPA compliant Homeless Shelter; and

WHEREAS, Resolution 2022-219 appropriation was underspent by \$182,412.13 in ARPA funding for the Homeless Shelter located in Sault Ste. Marie, Michigan and is eligible for Interagency Agreement.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors approves an Interagency Agreement with Facilities Management for the ARPA compliant enhancements/furnishings/renovations for the Homeless Shelter utilizing the remaining funding from Resolution 2022-219 in the amount of \$182,412.13.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the Chairman or his designee to execute any and all documents for the Interagency Agreement.

BE IT FINALLY RESOLVED, the Board of Directors authorizes the CFO, or his designee for all internal administrative budget modifications from the authorized budgeted funding.

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 _____ 2024; 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 CONTRACT FOR THE
OUTSIDE DOOR REPLACEMENT PROJECT AT THE JKL
BAHWETING 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 make up the governing body of the Tribe; and

WHEREAS, the Tribe owns 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 the replacement of five sets of outside doors and bids were publicly solicited for this project and, with no bids being received, direct solicitation was placed with RR Auto Glass who has successfully completed a number of projects at the School. It has been determined that RR Auto Glass is a responsive and the most qualified vendor with a submitted cost of \$106,972, 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 JKL School, and to administer ISEP Funding and all other funding sources”) that the Tribe enter into a Contract with RR Auto Glass to replace five sets of outside doors at the JKL School; and

WHEREAS, the funding for the completion of the Door Replacement Project is made up entirely of Bureau of Indian Affairs’s American Rescue Plan Act Funds (ARPA) which were received on April 28, 2021.

NOW, THEREFORE, BE IT RESOLVED, that the Chairperson of the Tribe or his designee is hereby authorized to enter into and execute a contract with RR Auto Glass for the completion of the Door Replacement Project 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 _____ 2024; that the foregoing resolution was duly adopted at said

Resolution No: _____
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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 LEASE – ROUSH, JAMIE L.

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorized its Tribal Chairman and Treasurer to execute a lease to the land located at Sault Ste. Marie, Michigan, to Jamie L. Roush, the land being described as:

Sault Ste. Marie, County of Chippewa, State of Michigan
Part of the SW 1/4 of Section 16, Town 47 North, Range 1 East, Chippewa County, Michigan, described as commencing at the SW corner of Section 16, thence along the West line of Section 16, N 02°15'24" E 987.79 feet, thence S 88°32'51" E 387.75 feet to the Point of Beginning of this description; thence continuing S 88°32'51" E 118.25 feet thence N 02°15'22" E 131.71 feet to the South Right-of-Way of J.K. LUMSDEN WAY, thence N 88°33'19" W 118.25 feet along the South Right-of-Way of J.K. LUMSDEN WAY, thence S 02°15'23" W 131.69 feet to the Point of Beginning. Containing 0.36 acres more or less. Excepting all easements and restrictions of record, if any. Also known as Lot 92 of H.U.D. Project No. MI 149-010 of the Sault Ste. Marie Tribe of Chippewa Indians Housing Authority.

BE IT FURTHER RESOLVED, that the Tribal staff is directed to prepare the appropriate Land Lease documents for BIA approval.

BE IT FINALLY RESOLVED, the lease is in furtherance of a Housing program operated in the promotion of the public purpose, and the negotiated rental amount has been determined to be in the best interest of the Tribe and its people, and valuation in accordance with 25 CFR 162.320 is hereby waived.

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 _____ 2024; 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 NEGOTIATE PURCHASE
2049 ASHMUN STREET AND 2008 TWEED STREET
SAULT STE MARIE, MI**

WHEREAS, the Sault Tribe of Chippewa Indians (“Tribe”) is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended, and

WHEREAS, Resolution 2024-394 appropriated LATCF funds for DeMawating Development and Sawyer Village; and

WHEREAS, Resolution 2024-394 authorized the Executive Director of Enterprise Operations to negotiate on properties listed in the RIS.

RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians authorizes the Tribal Chairman, or his designee, to negotiate and enter into the purchase of The Guest House and surrounding properties in Michigan (TIN: 051-252-008-00, 051-252-006-00, and 051-252-003-00) not to exceed the amount listed in the RIS utilizing LATCF funds appropriated in Resolution 2024-394, subject to satisfactory completion of all necessary and appropriate due diligence by the Real Estate Division.

BE IT FINALLY RESOLVED, upon successful negotiations, the Board of Directors authorizes the Tribal Chairman or his designee to sign any and all documentation to complete the purchase of the properties.

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 _____ 2024; 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: _____

**LATCF FUND APPROPRIATION TO SAULT TRIBE EDC
FOR SOLAR DEVELOPMENT**

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

WHEREAS, the Sault Tribe has previously pursued solar energy development in collaboration with Cloverland Electric; and

WHEREAS, LATCF funds are available as an allowable expense for economic development initiatives, including investments in energy projects to address the energy needs of the Sault Tribe and the broader community.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Economic Development Corporation (EDC) intends to establish a new enterprise cost center to facilitate the collaborative development of a solar energy project with Cloverland Electric.

BE IT FURTHER RESOLVED, that this resolution authorizes an administrative budget modification for LATCF Cost Center #12651 to transfer the amount of \$400,000 to the newly created cost center.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the creation of a new cost center to receive LATCF funds; the Executive Director of Enterprise Operations and/or Sault Tribe CFO can create this budget via an administrative budget modification.

BE IT FINALLY RESOLVED, that the Board of Directors authorizes the Executive Director of Enterprise Operations generate the 2025 operational budget for the new cost center, reflecting the amount stated in the resolution, to be presented in 2025 with the budget department.

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 _____ 2024; 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: _____

SAULT LUME LEASE REVENUE TRANSFER

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 seeks to transfer funds from the annual lease revenue for 2024 from cost center 1155 EDC to cost center 6052 Eagle Lending – Capital and Debt Service.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the transfer of the annual lease revenue for 2024 from cost center 1155 EDC to cost center 6052 Eagle Lending – Capital and Debt Service.

BE IT FINALLY RESOLVED, that the Board of Directors authorizes the Executive Director of Enterprise Operations and/or the Tribe’s Chief Financial Officer (CFO) to execute any budget modifications necessary to carry out the 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 _____ 2024; 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: _____

**SAULT TRIBE COMPREHENSIVE CLASSIFICATION AND
COMPENSATION STUDY PROJECT #24-028**

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

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has determined that it is the best interest of the Tribe to undertake a comprehensive classification and compensation study (CCC) of all of the Tribe's governmental positions in order to maximize recruitment of suitable employment applicants and to increase retention of experienced and capable employees working at the Sault Tribe; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors had approved this study to be completed and has accepted the completed study done by Blue Stone Strategy Group to increase retention of experienced and capable team members working within the governmental structure as attached.

NOW, THEREFORE BE IT FURTHER RESOLVED, the Board of Directors hereby obligates up to \$5 million of the remaining funds authorized by Resolution 2021-167 for the implementation of the Comprehensive Classification and Compensation Study Project #24-028.

BE IT FURTHER RESOLVED, that the Board of Directors adopts and enacts the CCC Study wage ranges as attached for all positions except: those positions covered under the Prevailing Wage Ordinance.

BE IT FURTHER RESOLVED, that this resolution does not apply to previously approved compensation studies completed and approved: Health and Housing.

BE IT FURTHER RESOLVED, that the Tribe's Human Resource Department shall have authority to make any necessary changes as approved by the CCC Study that do not affect further compensation, such changes including but not limited to job titles, tiers, job classifications, etc.

BE IT FURTHER RESOLVED, Executive Management/Administration shall have authority to implement and effectuate any changes necessary to the CCC Study wage ranges, from time to time, to remain in voluntary compliance with the FLSA Final Rule.

BE IT FURTHER RESOLVED, Resolution 2023-046: Rescission of Resolution 2017-16; no COLA adjustment in wage grids for Governmental, Enterprise and Casino will remain in effect and will not affect these new approved grids.

BE IT FURTHER RESOLVED, that there shall be no annual COLA for FY 2025 pursuant to resolution 2016-280 as the CCC recognizes that wages are now within

market range of the positions and adding to the base will over inflate the wages.

BE IT FURTHER RESOLVED, Resolution 2018-125 Team Member Longevity Recognition Plan will continue to remain in effect but will not be added to the base salary, rather the percentage will be presented at the honor luncheon in a lump sum for the year.

BE IT FURTHER 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.

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 FINALLY RESOLVED, the Board of Directors hereby authorizes the Chairman or his designee to execute any and all documents for the services of this CCC and authorizes the Executive Director and CFO to create the necessary budget documents that appropriate the funds, utilizing ARPA funds necessary to complete the project.

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 _____ 2024; 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 THE 2024 EDC COMPENSATION STUDY AND
RECOMMENDATIONS PROJECT #24-028**

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

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has determined that it is in the best interest of the Tribe to undertake a comprehensive classification and compensation study of all of the Tribe's EDC/Enterprise positions in order to maximize recruitment of suitable employment applicants and to increase retention of experienced and capable team members; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors had approved this study to be completed and has accepted the completed study done by Soaring Bird Solutions to increase recruitment and retention of team members working within the EDC/Enterprise structure as attached.

NOW, THEREFORE BE IT RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby obligates up to \$300,000 of the remaining funds authorized by Resolution 2021-167 for the implementation of the Comprehensive Classification and Compensation Study Project #24-028 for the EDC/Enterprises for 4th Quarter 2024 and 2025 as specified in the RIS and attachments.

BE IT FURTHER RESOLVED, that the ARPA funds allocated under this will be classified as revenue replacement funding.

BE IT FURTHER RESOLVED, that the Board of Directors directs the CFO to transfer the revenue replacement funds to a cost center determined by the Director of Enterprise Operations.

BE IT FURTHER RESOLVED, that the Board of Directors adopts and enacts Soaring Bird Solutions Compensation and Classification Study wage ranges and title recommendations attached for all positions effective as the date defined in the RIS.

BE IT FURTHER RESOLVED, that the Tribe's Government and EDC Human Resource Department shall have authority to make any necessary changes as approved by the Soaring Bird Solutions Compensation and Classification Study described in the RIS.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes the

Resolution No: _____
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Executive Director of Enterprise Operations 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 administrative budget modifications.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the Director of Enterprise Operations and CFO to create the necessary budget documents that appropriate ARPA the funds necessary to complete the project.

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 _____ 2024; 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 THE 2024 CASINO COMPENSATION STUDY AND
RECOMMENDATIONS PROJECT #24-028**

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

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has determined that it is in the best interest of the Tribe to undertake a comprehensive classification and compensation study of all of the Tribe's CAS/Kewadin positions in order to maximize recruitment of suitable employment applicants and to increase retention of experienced and capable team members; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors had approved this study to be completed and has accepted the completed study done by Soaring Bird Solutions to increase recruitment and retention of team members working within the CAS/Kewadin structure as attached.

NOW, THEREFORE BE IT RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby obligates up to \$436,000 for 2024, and up to \$1.8M for 2025 funds authorized by Resolution 2021-167 for the implementation of the Comprehensive Classification and Compensation Study Project #24-028 for the CAS/Kewadin for 4th Quarter 2024 and 2025 as specified in the RIS and attachments.

BE IT FURTHER RESOLVED, that the ARPA funds allocated under this will be classified as revenue replacement funding.

BE IT FURTHER RESOLVED, that the Board of Directors directs the CFO to transfer the revenue replacement funds to a cost center determined by the Kewadin CEO.

BE IT FURTHER RESOLVED, that the Board of Directors adopts and enacts Soaring Bird Solutions Compensation and Classification Study wage ranges and title recommendations attached for all positions effective as the date defined in the RIS.

BE IT FURTHER RESOLVED, that the Kewadin Casino Human Resource Director shall have authority to make any necessary changes as approved by the Soaring Bird Solutions Compensation and Classification Study described in the RIS.

Resolution No: _____

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BE IT FURTHER RESOLVED, Resolution 2023-046: Rescission of Resolution 2017-16; no COLA adjustment in wage grids for the Casino will remain in effect and will not affect these new approved grids.

BE IT FURTHER RESOLVED, that there shall be no annual COLA for FY 2025 pursuant to resolution 2016-280 as the CCC recognizes that wages are now within market range of the positions and adding to the base will over inflate the wages.

BE IT FURTHER RESOLVED, Resolution 2018-125 Team Member Longevity Recognition Plan will continue to remain in effect but will not be added to the base salary, rather the percentage will be presented at the honor luncheon in a lump sum for the year.

BE IT FURTHER RESOLVED, Kewadin Casinos CEO 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 administrative budget modifications.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the Kewadin Casinos CEO and CFO to create the necessary budget documents that appropriate ARPA the funds necessary to complete the project.

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 _____ 2024; 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: _____

**APPROVING INTERAGENCY AGREEMENT WITH SAULT TRIBE
ADMINISTRATION DEPARTMENT AND SAULT TRIBE
ACCOUNTING DEPARTMENT (TAX ACCOUNT) FOR
ADMINISTERING THE APPROVED COMPENSATION STUDY**

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 developed an Interagency Agreement program to fulfill its obligation under ARPA funding requirements; and

WHEREAS, the Sault Tribe’s Accounting Department is requesting an Interagency Agreement to utilize ARPA funds for board approved ARPA compliant wage compensation; and

WHEREAS, Resolution 2021-167 appropriated \$10 million to address longstanding compensation issues and the subsequent Resolution 2024-158 obligated the remaining \$9,800,000 for Comprehensive Classification & Compensation Study Project.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors approves an Interagency Agreement between Sault Tribe Administration Office (Executive Director) and Sault Tribe Accounting Department (CFO) to come up with the plan to monitor, administer and appropriate the funding for the approved Wage Compensation Study passed by the Board of Directors in the amount of \$ _____ from resolution 2024-158.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the Sault Tribe CFO and the Sault Tribe Executive Director to execute any and all documents for the Interagency Agreement.

BE IT FINALLY RESOLVED, the Board of Directors authorizes the CFO, or his designee for all internal administrative budget modifications from the authorized budgeted funding.

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 _____ 2024; 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 RESOLUTION 2024-158 COMPREHENSIVE
CLASSIFICATION AND COMPENSATION STUDY PROJECT FOR EDC
PORTION**

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 Sault Tribe Board of Directors approves the Wage Compensation Study passed by Soaring Bird in the amount of \$ _____ and whereas Treasury Guidelines allow for ARPA SLFRF funds to be used to bolster public sector capacity and workforce. However, Treasury does not indicate that non-public sector or enterprise type employees are eligible under this category; and

WHEREAS, the Revenue Loss eligibility category under ARPA funding allows the most flexibility with less restrictions and it’s in the best interest of the Tribe to utilize this Category of funding to give EDC \$ _____ for its employee retention and incentive program as outlined by its wage compensation study; and

WHEREAS, Resolution 2021-167 appropriated \$10 million to address longstanding compensation issues and the subsequent Resolution 2024-158 obligated the remaining \$9,800,000 for Comprehensive Classification & Compensation Study Project.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors approves moving \$ _____ to the revenue loss category from resolution # 2024-158 in order to transfer these funds over to EDC by 12.31.24.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the CFO to execute any and all documents for the transfer, move and submission of the funding to Revenue loss and over to EDC.

BE IT FINALLY RESOLVED, the Board of Directors authorizes the CFO, or his designee for all internal administrative budget modifications if necessary from the authorized budgeted funding.

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 _____ 2024; 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 RESOLUTION 2024-158 COMPREHENSIVE
CLASSIFICATION AND COMPENSATION STUDY PROJECT FOR
CASINO PORTION**

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 Sault Tribe Board of Directors approves the Wage Compensation Study passed by Soaring Bird in the amount of \$ _____ and whereas Treasury Guidelines allow for ARPA SLFRF funds to be used to bolster public sector capacity and workforce. However, Treasury does not indicate that non-public sector or enterprise type employees are eligible under this category.; and

WHEREAS, the Revenue Loss eligibility category under ARPA funding allows the most flexibility with less restrictions and it’s in the best interest of the Tribe to utilize this Category of funding to give the Casinos \$ _____ for its employee retention and incentive program as outlined by its wage compensation study; and

WHEREAS, Resolution 2021-167 appropriated \$10 million to address longstanding compensation issues and the subsequent Resolution 2024-158 obligated the remaining \$9,800,000 for Comprehensive Classification & Compensation Study Project.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors approves moving \$ _____ to the revenue loss category from resolution # 2024-158 in order to transfer these funds over to the casino by 12.31.24

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the CFO to execute any and all documents for the transfer, move and submission of the funding to Revenue loss and over to the casino.

BE IT FINALLY RESOLVED, the Board of Directors authorizes the CFO, or his designee for all internal administrative budget modifications if necessary from the authorized budgeted funding.

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 _____ 2024; 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: _____

ESTABLISH KEY EMPLOYEE REVIEW

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, key employees report directly to the Board of Directors; and

WHEREAS, key employees are critical to the daily operations of the Tribe; and

WHEREAS, the Tribe would like to ensure the needs and issues of key employees are properly heard and addressed; and

WHEREAS, the Tribe would like to ensure the performance of key employees is adequately reviewed by the Board.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby directs the Executive Director and other Executives from Enterprises and Kewadin Casinos to research a better survey process with external contractors and bring recommendations back within 90 days.

BE IT FURTHER RESOLVED, that the Board of Directors hereby directs both Governmental and Kewadin Casinos Gaming Authority HR to work together annually to conduct the Key Employee Satisfaction Survey at the end of every year and report the results back to the Board of Directors.

BE IT FINALLY RESOLVED, that the Board of Directors hereby establishes that each key employee must complete an annual 360 performance review with the Board of Directors in the last quarter of each year, with the baseline established within 30 days.

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 _____ 2024; 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

BOARD OF DIRECTORS REGULAR MEETING

December 17, 2024

Sponsor's List

RESOLUTIONS:

Memorandum of Agreement with Consolidated Community Schools Services (CCSS) –
Stephanie Sprecker, Jessica Dumback

2024 Hatchery Fish Health Inspections – Jack Tuomikoski, Robin Clark

Amend Interagency Agreement with Natural Resources for New NRD Facility – Robin Clark

Approving Interagency Agreement with Facilities Management for Homeless Shelter Facility
Enhancements – Andrew Lane

Authorization to Enter Into a Contract for the Outside Door Replacement Project at the JKL
Bahweting School – Stephanie Sprecker, John Thorne

Trust Land Lease – Roush, Jamie L. – Helen Wilkins

Authorization to Negotiate Purchase of 2049 Ashmun Street and 2008 Tweed Street, Sault Ste.
Marie, MI – Helen Wilkins, Dan Doyle

LATCF Appropriation to Sault Tribe EDC for Solar Development – Dan Doyle

Sault Lume Lease Revenue Transfer – Dan Doyle

Sault Tribe Comprehensive Classification and Compensation Study Project #24-028 – Christine
McPherson

Adopting the 2024 EDC Compensation Study and Recommendations Project #24-028 – Dan
Doyle

Adopting the 2024 Casino Compensation Study and Recommendations Project #24-028 – Allen
Kerridge

Approving Interagency Agreement with Sault Tribe Administration Department and Sault Tribe
Accounting Department (Tax Account) for Administering the Approved Compensation Study –
Robert Schlute

Amending Resolution 2024-158 Comprehensive Classification and Compensation Study Project
for EDC Portion – Robert Schulte

Amending Resolution 2024-158 Comprehensive Classification and Compensation Study Project
for Casino Portion – Robert Schulte

Establish Key Employee Review – Chairman Lowes

NEW BUSINESS:

Board Concerns

MEMORANDUM

TO: Board of Directors
FROM: Lona Stewart, Board Administrator
DATE: December 12, 2024
RE: Workshop Agenda for December 17, 2024

AGENDA

9:00

JKL Fiduciary Committee Meeting

10:00

Compensation Study Review (**CLOSED**)

4:00

Agenda Review

5:00

Board of Directors Regular Meeting

6:00

Kewadin Gaming Authority Meeting