

LITTLE TRAVERSE BAY BANDS OF ODAWA INDIANS
7500 Odawa Circle
Harbor Springs, MI 49740

TRIBAL RESOLUTION # 110316-01

**Amendment to the Legislative Branch Operations Governmental Employee Personnel
Policies Handbook Section II. Employee Benefits & Compensation Program**

WHEREAS the Waganakising Odawak Nation, known as the Little Traverse Bay Bands of Odawa Indians, and its citizens are vested with inherent sovereignty and right to self-governance;

WHEREAS the Little Traverse Bay Bands of Odawa Indians (“LTBB” or “Tribe”) is a federally recognized Indian Tribe under Public Law 103-324, and is a party to numerous Treaties with the United States, the most recent of which being the Treaty of Washington of March 28, 1836 (7 Stat. 491) and the Treaty of Detroit of 1855 (11 Stat. 621);

WHEREAS Tribal Resolution #042907-02 was adopted on May 2, 2007, approving the Legislative Branch Operations Governmental Employee Personnel Policies Handbook;

WHEREAS The Handbook states in Section II. EMPLOYEE BENEFITS & COMPENSATION PROGRAM Section A.1. a) Little Traverse Bay Bands of Odawa Indians Health Insurance Plan provides eligible employees and their dependents access to medical, dental, and vision care insurance benefits. Eligible employees may participate in the Health Insurance Plan. If both husband and wife work for LTBBOI Legislative Offices or Governmental Offices, only one Blue Cross/Blue Shield plan will be issued; and in Section A. 8. b) The 401(k) Savings Plan allows employees to elect how much salary they want to contribute, up to the plan maximum. LTBBOI contributes an additional matching amount up to a maximum of 3% of gross income;

WHEREAS LTBB Tribal Council recognizes that the Tribal Government currently contracts with Priority Health and not Blue Cross/Blue Shield for the employee health care insurance plan;

WHEREAS On October 24, 2016 the LTBB Executive has issued Executive Directive 35-10242016-01 Update of Employee Government Benefits providing effective January 1, 2017 the 401(k) match will be 5% for Tribal Government Employees, as historically LTBB staff has 401(k) balances falling well below the benchmarks for their age groups.

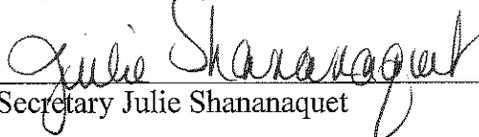
THEREFORE BE IT RESOLVED that the LTBB Tribal Council amends the Legislative Branch Operations Governmental Employee Personnel Policies Handbook to read as follows: Section II. EMPLOYEE BENEFITS & COMPENSATION PROGRAM, A.1. a) "Little Traverse Bay Bands of Odawa Indians health insurance plan provides eligible employees and their dependents access to medical, dental, and vision care insurance benefits. Eligible employees may participate in the health insurance plan. If both spouses work for LTBB Tribal Government, only one LTBB health insurance plan will be issued"; and in A. 8. b) "The 401(k) Savings Plan allows employees to elect how much salary they want to contribute, up to the plan maximum. LTBB contributes an additional matching amount up to a maximum of 5% of gross income."

CERTIFICATION

As the Tribal Council Treasurer and Tribal Council Secretary, we certify that this Tribal Resolution was duly adopted by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of the Tribal Council held on November 3, 2016 at which a quorum was present, by a vote of 9 in favor, 0 opposed, 0 abstentions, and 0 absent as recorded by this roll call:

	In Favor	Opposed	Abstained	Absent
Frank Bernard	X			
David Harrington	X			
Beatrice A. Law	X			
Dexter McNamara	X			
Michael Naganashe	X			
Emily Proctor	X			
Marcella R. Reyes	X			
Julia Shananaquet	X			
Aaron Otto	X			

Date: 11-7-2016 
 Legislative Leader Aaron Otto

Date: 11-4-16 
 Secretary Julie Shananaquet

Received by the Executive Office on 11-7-16 by 

Pursuant to Article VII, Section D, Subsection 1 of the Little Traverse Bay Bands of Odawa Indians Constitution adopted on February 1, 2005, the Executive concurs with this action of the Tribal Council.

Date: 11-7-16 
 Regina Gasco Bentley, Tribal Chairperson