



Bois Forte

TRIBAL GOVERNMENT

RESOLUTION NO. 88-2025

WHEREAS, the Bois Forte Band of the Minnesota Chippewa Tribe (the “Band”) is a federally-recognized Indian tribe organized under the Indian Reorganization Act of 1934 and operating under the Revised Constitution and Bylaws of the Minnesota Chippewa Tribe; and

WHEREAS, the lawful governing body of the Band is the Bois Forte Reservation Tribal Council (“RTC”), which is authorized by the Revised Constitution and Bylaws of the Minnesota Chippewa Tribe to make expenditures for salaries, expenses and other purposes (Article VI, Section 1(b)); and

WHEREAS, the RTC has determined that the process of budgeting expenditures will be enhanced if the salaries and benefits of RTC members are established by resolution and subject to policies; and

WHEREAS, the RTC adopted Resolution #132-2002 to establish a policy that provides for a salary schedule, severance benefits, and health benefits for RTC members, which Resolution was subsequently amended through Resolutions 89-2005, 33-2006, and 70-2025; and

WHEREAS, the RTC now desires to incorporate the amendments reflected in Resolutions 89-2005, 33-2006, and 70-2025, and update policies pertaining to unemployment compensation benefits for RTC members into a comprehensive policy as outlined below.

NOW THEREFORE BE IT RESOLVED, that the RTC hereby adopts the following policies regarding RTC members’ salaries and benefits, all of which shall be subject to availability of funds:

A. Salary Schedule for Reservation Tribal Council (Base Rates)

1. Chairperson: \$100,000.00 annually
2. Secretary-Treasurer: \$95,000 annually
3. District Representatives: \$85,000 annually
4. Effective Date: The Base Rate shall apply to Council members when they assume office. Incumbents who are re-elected shall be paid at their current rate of pay or the rate of pay for the position to which they have been elected, whichever is greater.

5. Persons appointed to fill a vacancy shall be paid at the Base Rate for the position to which they are appointed. Persons appointed to fill a vacancy do not include those who temporarily fulfill the duties of a position while the position remains vacant.

B. Unemployment Compensation Benefit

1. The RTC will establish an account to which it will make contributions on a regular basis to fund unemployment compensation benefits (“benefit” or “benefits”) for RTC members.
2. Contributions to the fund shall be at a rate calculated to provide a benefit of sixty percent (60%) of an RTC member’s pay for a period not exceeding twenty-six (26) weeks, which period shall not be extended under any circumstances and shall begin on the day after the member leaves office. The member’s Annual Leave payout shall be paid in one lump sum on the next regularly scheduled payroll following the member leaving office.
3. The RTC shall establish eligibility criteria and limitations for this unemployment benefit, but in no event shall a member who has been removed from office for any reason other than physical disability or mental incapacity be eligible for this benefit. The RTC or the RTC’s delegated individual(s) shall develop an application and policies and procedures for administration of the RTC unemployment compensation benefit.
4. To be eligible for this benefit, the member must have served in office for the first four of the last five quarters completed.
5. A member who fulfills his or her term of office but chooses not to run for re-election is eligible for the benefit, provided the member satisfies all other eligibility requirements outlined herein.
6. A member eligible for this benefit must remain unemployed during the 26-week period following the member leaving office in order to remain eligible the benefit. If the member becomes employed during this period, the member must immediately notify the Director of Human Resources and shall no longer be eligible for the benefit after the date the member becomes employed. For purposes of this requirement, “employment” is defined broadly as employment in any capacity, including part-time employment, full-time employment, self-employment, temporary or seasonal employment, or other forms of employment.

7. If a member receives any benefit for which he or she is deemed ineligible by the RTC according to the rules outlined herein, the member shall return the benefit for which he or she is deemed ineligible to the Tribal Government within 30 days of a written request for return. Failure to timely return the benefit shall result in garnishment of the member's per capita payment in the amount of the debt owed.

BE IT FURTHER RESOLVED, that all RTC official business or official actions regarding RTC salaries, salary increases, or unemployment compensation benefits shall occur in an open session of a regular or special RTC meeting.

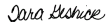
BE IT FURTHER AND FINALLY RESOLVED, that all prior Resolutions inconsistent with this Resolution are hereby repealed.

Certification

We do hereby certify that the foregoing resolution was duly presented and enacted upon by a vote of 3 for, 0 against, 0 abstaining, with a quorum of 3 being present at a Regular Meeting of the Bois Forte Reservation Tribal Council held on April 7, 2025 at Nett Lake, Minnesota.

DocuSigned by:

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Shane Drift
Vice-Chairperson

DocuSigned by:

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Tara Geshick
Secretary-Treasurer