

Little River Band of Ottawa Indians

375 River Street
Manistee, MI 49660
(231) 723-8288

Resolution # 05-0622-277

Approving the Addition of Short-Term Disability Insurance Coverage (STD) Provided by Standard Insurance Company (Standard) as an Additional Benefit for Tribal Employees as Part of the Total Health Care Package of Benefits

WHEREAS, the status of the *Gaá Čhing Ziibi Daáwaa Aníshinaábek* (Little River Band of Ottawa Indians) as a sovereign and Treaty-making power is confirmed in numerous treaties, from agreements with the initial colonial powers on this land, to various treaties with the United States; and

WHEREAS, the Little River Band of Ottawa Indians (Tribe) is descended from, and is the political successor to, the Grand River Ottawa Bands, signatories of the 1836 Treaty of Washington (7 Stat. 491) with the United States, as reaffirmed by federal law in P.L. 103-324, enacted in 1994; and

WHEREAS, the Tribe adopted a new Constitution, pursuant to a vote of the membership on May 27, 1998, which Constitution became effective upon its approval by the Assistant Secretary-Indian Affairs on July 10, 1998; and

WHEREAS, the Tribe adopted amendments to the Constitution on April 26, 2004, which became effective upon approval by the Assistant Secretary-Indian Affairs on May 13, 2004; and

WHEREAS, the Tribal Council is authorized under Article IV, Section 7(a) to provide for the public health, peace, morals, education and general welfare of the Little River Band and its members; and

WHEREAS, the Tribal Council, pursuant to Article IV, Section 7 (i)(2) of the Constitution, has the power to manage any funds within the exclusive control of the Tribe and to appropriate such funds for the benefit of the Tribe and its members; and

WHEREAS, Hartford is the current carrier for Tribal Government employees Life, AD&D and LTD, and Standard is the current carrier for Casino employees Life, AD&D, LTD and Short-Term Disability (STD); and

WHEREAS, Tribal employees do not currently have STD as a part of their total health care benefit package; and

WHEREAS, each carrier quoted STD rates for Tribal coverage and Standard's rates were lower than Hartford's; and

WHEREAS, effective July 1, 2005, STD coverage can be added through Standard as a part of the Tribal Government employee benefits package with a coverage period of 166 days following a 15-day waiting period, on a non-contributory (no cost) basis to employees, at an estimated annual cost of \$77,436; and

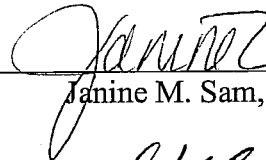
WHEREAS, eligibility for coverage will be 120 days for all full-time Tribal Government employees after exhaustion of all personal time leave; and

WHEREAS, the addition of the STD benefit does not necessitate a budget appropriation (refer to attached);

NOW THEREFORE IT IS RESOLVED THAT, effective July 1, 2005, the Tribal Council of the Little River Band of Ottawa Indians does hereby approve the addition of STD to the Tribal Government employee health care package of benefits.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 8 FOR, 0 AGAINST, 0 ABSTAINING, 0 ABSENT, and 1 VACANT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on June 22, 2005, at the Little River Band's Dome Room in Manistee, Michigan, with a quorum being present for such vote.



Janine M. Sam, Council Recorder



Stephen Parsons, Council Speaker

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