

**Waganakising Odawak**  
Little Traverse Bay Bands of Odawa Indians  
**Regina Gasco- Bentley, Tribal Chairperson**  
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**Executive Directive 35-10242016-01**  
Update of Employee Government Benefits

The Little Traverse Bay Bands of Odawa Indians Tribal Constitution adopted February 1<sup>st</sup> 2005 creates the Executive Branch of the Tribal Government and the Tribal Chair is the elected official who exercises Executive Authority under the Constitution.

Article VIII, Section C, Paragraph 2 places the responsibility to execute and administer the laws and resolutions of the Little Traverse Bay Bands of Odawa Indians

Whereas Tribal Resolution 042116-03 Appropriation of funds for FY 2017 Operating Budget is administered by the Tribal Chair and


Health Insurance costs have not risen at the rate budgeted for years 2015, 2016 or 2017, and Fringe is a cost recovery pool. Cost recovery pools require we do our best to reasonably estimate costs to reach a \$0 fund balance at the end of the year. Therefore, it is necessary to reevaluate the 2017 fringe rate. As such,

The Tribal Chair authorizes and directs:

1. In effect for 2017, 2018 and 2019, Health Insurance Contributions are \$1.25 for a single person, \$3.00 for a two-person and \$3.75 for a family plan effective November 27, 2016. Contributions were set in anticipation of rising health care costs; they are reduced to accommodate the rate budgeted. In addition, to give our employees benefits stability, we will keep the current Health Insurance plan design, and employee contribution levels through November 30, 2019
2. Effective January 1, 2017 the 401k 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.
3. The Human Resources Director shall update the current Employee Handbook to reflect the alterations.
4. All departments shall update policies and office procedures to reflect these alterations.

In the event that any section, subsection or phrase of this Executive Directive is found by a court of competent jurisdiction to violate the Constitution or the laws of the Little Traverse Bay Bands of Odawa Indians, such part shall be considered to stand alone and to be deleted from this Executive Directive, the entirety of the balance of the Executive Directive is to remain in full in binding force and effect so long as the overall intent of the Executive Directive remains intact.

*This Executive Directive becomes effective October 24, 2016, and will remain in effect until rescinded by a subsequent Executive action.*

  
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Regina Gasco- Bentley, Tribal Chairperson