



# SQUAXIN ISLAND TRIBE

RESOLUTION NO. 00- 19

of the

## SQUAXIN ISLAND TRIBAL COUNCIL

**WHEREAS**, the Squaxin Island Tribal Council is the Governing Body of the Squaxin Island Tribe, its members, its lands, its enterprises and its agencies by the authority of the Constitution and Bylaws of the Squaxin Island Tribe, as approved and adopted by the General Body and the Secretary of the Interior on July 8, 1965; **and**

**WHEREAS**, under the Constitution, Bylaws and inherent sovereignty of the Tribe, the Squaxin Island Tribal Council is charged with the duty of protecting the health, security, education and general welfare of the tribal members, and with protecting and managing the lands and treaty resources and rights of the Tribe; **and**

**WHEREAS**, the Squaxin Island Tribal council has been entrusted with the creation of ordinances and resolutions in order to fulfill their duty of protecting the health, security, education, and general welfare of tribal members, and of protecting and managing the lands and treaty resources of the Tribe; **and**

**WHEREAS**, the Tribe employs individuals in positions that the Council has deemed tax exempt or partially tax exempt; **and**

**WHEREAS**, these tax exempt employees have been covered by a life insurance policy in lieu of employer paid FICA; **and**

**WHEREAS**, after appropriate discussion and due consideration, the Tribe has determined that it is in the best interest of the tax exempt employees to roll the cash value of these policies into their individual tax exempt retirement accounts, convert cash value of these policies to a term life insurance policy or convert the policies to individual employee owned life insurance policies; **and**

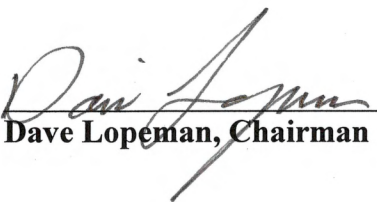
**WHEREAS**, the Tribe strongly encourages tax exempt employees to evaluate their individual insurance needs with an appropriate insurance professional.

**NOW THEREFORE BE IT RESOLVED** that the Tribe does not require tax exempt employees to participate in payroll deductions for life insurance; **and**

**NOW THEREFORE BE IT FINALLY RESOLVED** that this resolution replaces **Resolution No. 91-64** and that the Squaxin Island Tribal Council does hereby rescind Resolution No. 91-64.

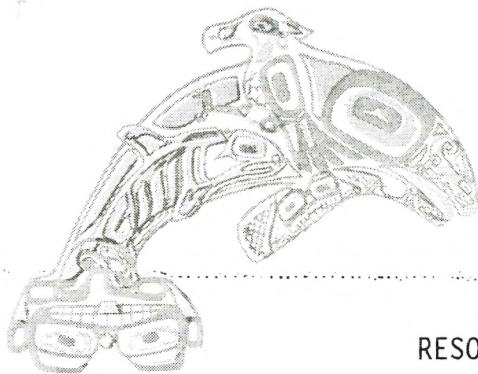
**CERTIFICATION**

The Squaxin Island Tribal Council does hereby certify that the foregoing Resolution was adopted at the regular meeting of the Squaxin Island Tribal Council, held on this 9<sup>th</sup> day of March, 2000, at which time a quorum was present and was passed by a vote of 5 for and 0 against with 0 abstentions.

  
**Dave Lopeman, Chairman**

Attested by: Sue McFarlane  
**Sue McFarlane, Secretary**

  
**Cal Peters, Vice Chairman**



# SQUAXIN ISLAND TRIBE

RESOLUTION NO. 91-64  
of the  
SQUAXIN ISLAND TRIBAL COUNCIL

**WHEREAS**, the Squaxin Island Tribal Council is the Governing Body of the Squaxin Island Tribe of Indians by the Authority of the Constitution and By-laws of the Squaxin Island Tribe, as approved and adopted by the General Body and the Secretary of the Interior on July 8, 1965; and

**WHEREAS**, under the Constitution and By-laws of the Tribe, the Squaxin Island Tribal Council is charged with the duty of protecting the health, security and general welfare of the Squaxin Island Tribal Reservation citizens; and

**WHEREAS**, the Squaxin Island Tribal Council, by resolution, determined that tax exempt employees should be covered by a life insurance policy at the rate which would be paid if covered by FICA; and

**WHEREAS**, there is a need to clarify the terms of this coverage because Mass Mutual will terminate insurance if payment is not received monthly.

**THEREFORE BE IT RESOLVED**, that the in-lieu-of FICA portion of all temporary and permanent exempt employees from date of hire shall be charged to their respective programs and the funds shall be put into a Special Exempt Fund controlled by the Tribal Council. The fund shall provide a means to continue exempt employees' life insurance and administrative fees during seasonal layoff and/or sick leave for more than thirty (30) days.

**BE IT FURTHER RESOLVED**, that when the exempt employee's six-month probation period is up and he/she becomes permanent, the in-lieu-of FICA portion will be paid directly to Mass Mutual.

**AND BE IT FURTHER RESOLVED**, that the effective date shall be retroactive to October 1, 1990, when policy first established.

## C E R T I F I C A T I O N

The Squaxin Island Tribal Council does hereby certify that the foregoing Resolution was adopted at a regular meeting of the Squaxin Island Tribal Council, held on this 22<sup>nd</sup> day of November, 1991, at which time a quorum was present and was passed by a vote of 4 for, and 0 against and 0 abstentions.

David Lopeman  
David Lopeman, Chairman

David Whitener  
David Whitener, Vice-Chairman

Attested by: James Peters  
James Peters, Secretary