

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.

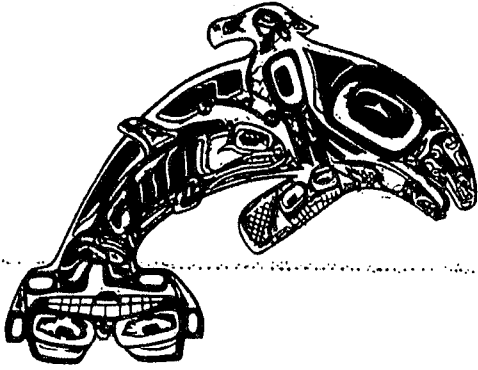
CERTIFICATION

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 22nd 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

Attested by: B. J. Peters
for James Peters, Secretary

David Whiteaker
David Whiteaker, Vice-Chairman



SQUAXIN ISLAND TRIBE

DATE: October 25, 1989
TO: Squaxin Island Tribal Council
FROM: Tribal Employees (Tax free employees)
SUBJECT: Employer paid FICA taxes

We would like you to approve the employer portion of FICA taxes be put into a retirement plan for each employee that is eligible. This is very important, especially for employees that are 100% tax free. Something needs to be set aside in a good solid plan for when we retire. A lot of employees will not be able to draw social security which could be very serious when retirement age rolls around. We would like to see this approved and set up as soon as possible.

Thank you

Council approved to set up account

EXEMPT EMPLOYEES

The Squaxin Island Tribe will contribute the FICA portion of all Temporary and Permanent Exempt Employees into a Special Fund. These funds will accrue for the six month probationary period for Permanent Employees. The accrued funds will be used to pay Life Insurance to Mass Mutual if an Exempt Employee is off work for more than 30(thirty) days and Administration Fees.

When the Exempt Employees six month probation period is up and he/she becomes permanent the FICA portion will be paid directly to Mass Mutual.