



HO-CHUNK NATION LEGISLATURE

Governing Body of the Ho-Chunk Nation

HO-CHUNK NATION LEGISLATURE EMPLOYEE APPRECIATION BONUS

RESOLUTION 10-21-14C

WHEREAS, on November 1, 1994, the United States Secretary of the Interior approved a new Constitution for the Ho-Chunk Nation, formerly known as the Wisconsin Winnebago Tribe; and

WHEREAS, the Ho-Chunk Nation ("Nation") is a federally recognized Indian Tribe, organized pursuant to the Indian Reorganization Act of 1934; and

WHEREAS, Article V, Section 2(a) of the Ho-Chunk Nation Constitution ("Constitution") grants the Ho-Chunk Nation Legislature ("Legislature") the power to make laws, including codes, ordinances, resolutions, and statutes; and

WHEREAS, Article V, Section 2(d) of the Constitution grants the Legislature the power to authorize expenditures by law and appropriate funds to the various Departments in an annual budget; and

WHEREAS, Article V, Section 2 (f) of the Constitution grants the Legislature the power to set the salaries, terms and conditions of employment for all governmental personnel; and

WHEREAS, Article V, Section 2(x) of the Constitution grants the Legislature the power to enact any other laws, ordinances, resolutions, and statutes necessary to exercise its Legislative powers delegated by the General Council pursuant to Article III including but not limited to the foregoing list of powers; and

WHEREAS, although best known for the Wisconsin Dells Area Ho-Chunk Casino, Hotel, and Convention Center, the Ho-Chunk Nation enterprises are comprised of a wide variety of businesses, including entertainment, tourism, healthcare, retail, and more; and

WHEREAS, the Ho-Chunk Nation is one of Wisconsin's largest employers and employs well over 3,000 employees; and

WHEREAS, the Ho-Chunk Nation Legislature has a great appreciation for all its employees have done to make the Ho-Chunk enterprises and government a success; and

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WHEREAS, the Ho-Chunk Nation Legislature has received data from the Information Technology (IT) Department on continuous years of service of the Nation's employees, and

WHEREAS, pursuant to the Ho-Chunk Nation Appropriations and Budget Process Act, the Legislature has appropriated funds in the FY 14-15 Employee Appreciation and FICA line items for this specific purpose.

NOW THEREFORE BE IT RESOLVED that the Ho-Chunk Nation Legislature, pursuant to its constitutional authority, hereby authorizes an annual employee appreciation bonus of **\$100.00** for every Limited Term Employee (LTE), permanent part-time (PT), and permanent quarter-time employee, every appointed, contracted, elected, exempt, permanent full-time (FT) employee with less than five years of service to the Nation; and

BE IT FURTHER RESOLVED that the Ho-Chunk Nation Legislature, pursuant to its constitutional authority, hereby authorizes an annual employee appreciation bonus of **\$200.00** for every appointed, contracted, elected, exempt, permanent FT, permanent PT employee, with five years of service but less than 10 years of service to the Nation; and

BE IT FURTHER RESOLVED that the Ho-Chunk Nation Legislature, pursuant to its constitutional authority, hereby authorizes an annual employee appreciation bonus of **\$300.00** for every appointed, contracted, elected, exempt, LTE PT, permanent quarter-time, permanent FT, permanent PT employee, with 10 years or more years of service to the Nation; and

BE IT FURTHER RESOLVED that the employee shall be responsible to pay all of the employee's federal withholding taxes, social security taxes, state taxes, and any other applicable taxes that result from the employee appreciation bonus other than FICA as required by the Internal Revenue Service regulations and retirement contributions; and

BE IT FURTHER RESOLVED that the Ho-Chunk Nation Department of Treasury or other Departments shall not deduct any money from the employee's appreciation bonus to pay off any debts the employee owes to the Nation; and

BE IT FURTHER RESOLVED that the Ho-Chunk Nation Department of Treasury or other Departments shall not deduct from this employee appreciation bonus nor shall the employee owe payments for insurance or other employee benefits; and

BE IT FURTHER RESOLVED that to be eligible for this employee appreciation bonus the individual must have been an employee with the Ho-Chunk Nation as of November 1, 2014; and

BE IT FURTHER RESOLVED that if an individual is no longer employed with the Nation at the time the checks are processed, that he/she shall not be eligible for this employee appreciation bonus; and

BE IT FURTHER RESOLVED that the Ho-Chunk Nation Legislature, pursuant to its Constitutional authority, authorizes the 2014 Employee Appreciation bonus for all of the Ho-Chunk Nation employees based on continuous years of service to the Nation, payable to each employee by the second week of November 2014.

CERTIFICATION

I, the undersigned, as Secretary of the Ho-Chunk Nation Legislature, hereby certify that the Legislature of the Ho-Chunk Nation, composed of **13** members of whom **13** constituting a quorum were present at a meeting duly called and convened and held on the **21st day of October, 2014**, that the foregoing resolution was adopted at said meeting by an affirmative vote of **11** members, **0** opposed, and **2** abstaining, pursuant to the Article V, Section 2 (a) and (x) of the Constitution of the Ho-Chunk Nation approved by the Secretary of the Interior on November 1, 1994, and that the foregoing resolution has not been rescinded or amended in any way. I further certify that this is a verified copy of said resolution.

Kathyleen Lone Tree-Whiterabbit
Kathyleen Lone Tree-Whiterabbit, Tribal Secretary

10.21.14
Date

