

MISSISSIPPI BAND OF CHOCTAW INDIANS
101 Industrial Road
Choctaw, MS 39350

ORDINANCE NO. 16-VVVV

AN ORDINANCE TO ESTABLISH THE EMERGENCY HEALTH POWERS CODE

WHEREAS, Section 1, Subsection (k) of Article VIII of the Revised Constitution and Bylaws of the Mississippi Band of Choctaw Indians (“MBCI” or the “Tribe”) empowers the Tribal Council to promote and protect the health, peace, morals, education, and general welfare of the tribe and its members; and

WHEREAS, Section 1, Subsection (m) of Article VIII of the Revised Constitution and Bylaws of the Tribe empowers the Tribal Council to establish and enforce ordinances governing the conduct of tribal members; providing for the maintenance of law, order, and the administration of justice; regulating wholesale, retail, commercial, or industrial activities on tribal lands; establishing a tribal court; and defining the powers and duties of that court; subject to the approval of the Secretary of the Interior where such approval is required by Federal law; and

WHEREAS, Section 1, Subsection (p) of Article VIII of the Revised Constitution and Bylaws of the Tribe empowers the Tribal Council to pass any ordinances and resolutions necessary or incidental to the exercise of any of the foregoing powers and duties; and

WHEREAS, Section 1, Subsection (q) of Article VIII of the Revised Constitution and Bylaws of the Tribe empowers the Tribal Council to do such acts of a governmental and public nature as are not prohibited by applicable laws or by this constitution and bylaws; and

WHEREAS, there exists a need for additional stringent measures to disrupt the spread of Coronavirus Disease 2019 (“COVID-19”), including isolating or quarantining individuals exposed to or infected with COVID-19; and

WHEREAS, the Tribal Council has determined that it is necessary to authorize the Chief Medical Officer of the Choctaw Health Center to issue orders for individuals to isolate or quarantine during States of Emergency declared by the Tribal Chief in response to outbreaks of infectious and/or communicable disease and to seek Tribal Court enforcement in cases of non-compliance; and

WHEREAS, the Health Committee has reviewed this Ordinance and is recommended to be forwarded to the Tribal Council for approval; now therefore be it

ENACTED, that the Tribal Council does hereby add the attached Emergency Health Powers Code as Chapter 1 of Title XIII of the Choctaw Tribal Code.

CERTIFICATION

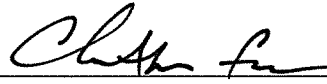
I, the undersigned, as Secretary-Treasurer of the Mississippi Band of Choctaw Indians, certify that the Tribal Council of said Band is composed of 17 members, 10 of whom, constituting a quorum were present at a Special Call meeting duly called, noticed, convened and held this the 21st day of May, 2020; and that the foregoing Ordinance was duly Enacted by a vote of 10 members in favor, 0 opposed and 0 abstaining.

Dated this 21st day of May, 2020.

ATTEST:



Cyrus Ben, Tribal Chief



Christopher Eaves, Secretary-Treasurer

MISSISSIPPI BAND OF CHOCTAW INDIANS
101 Industrial Road
Choctaw, MS 39350

ORDINANCE NO. 16-WWWW

AN ORDINANCE TO AMEND CHOCTAW TRIBAL CODE TITLE III, *CRIMINAL OFFENSES*, TO ADD §3-3-34, VIOLATION OF ISOLATION OR QUARANTINE ORDERS; TO AMEND §3-3-32; AND TO AMEND §3-8-11

WHEREAS, Section 1, Subsection (k) of Article VIII of the Revised Constitution and Bylaws of the Mississippi Band of Choctaw Indians (“MBCI” or the “Tribe”) empowers the Tribal Council to promote and protect the health, peace, morals, education and general welfare of the Tribe and its members; and

WHEREAS, Title III of the Choctaw Tribal Code, sets out the criminal offenses and provisions relating to criminal sentencing and punishment; and

WHEREAS, on March 15, 2020, the Tribal Chief issued an *Executive Order and State of Emergency Proclamation* pursuant to Ordinance 50-A in regard to the COVID-19 pandemic; and

WHEREAS, COVID-19, a respiratory disease that can result in serious illness or death, can spread easily from person to person, which the U.S. Centers for Disease Control (“CDC”) has identified as a very high public health threat; and

WHEREAS, the Tribe’s citizens have been directly affected by the impact of COVID-19, including diagnoses of positive cases among its citizens both on and off the reservation; and

WHEREAS, Title III, Criminal Offenses, requires amendment to protect the health, safety, and welfare of the general public on the reservation to include provisions involving violations of isolation or quarantine orders and exposure of infectious and communicable diseases to others; and

WHEREAS, the Tribal Council is making a continuing effort to update the *Choctaw Tribal Code* to reflect the current conditions on the Choctaw Indian Reservation; and

WHEREAS, the Judicial Affairs and Law & Order Committee has reviewed the proposed revisions to Title III and is recommended to be forwarded to the Tribal Council for approval; now therefore be it

ENACTED, that the Tribal Council does hereby amend Title III to add §3-3-34, *Violation of Quarantine Orders* as follows:

§3-3-34 Violation of Isolation or Quarantine Orders.

Any person who shall knowingly violate lawful isolation or quarantine orders issued by a Tribal, Federal, or State official pursuant to laws or regulations of that jurisdiction for the protection of public health, where that person is afflicted with an infectious and/or communicable disease, or the causative agent thereof, shall be guilty of Violation of Isolation or Quarantine Orders. For purposes of this section, the following are defined:

- (1) "Communicable Disease" means an illness caused by an infectious agent or its toxins that occurs through the direct or indirect transmission of the infectious agent or its products from an infected individual via an animal, vector, or the inanimate environment to a susceptible animal or human host.
- (2) "Infectious Disease" means illnesses caused by germs (such as bacteria, viruses, or fungi) that enter the body, multiply, and can cause infection. Infectious diseases may be categorized as:
 - (a) contagious, or communicable, which is spread from one person to another;
 - (b) spread by germs carried in air, water, food, or soil, or spread by vectors (such as biting insects) or by animals;
 - (c) emerging which means infections that have increased recently or are threatening to increase in the near future, such as a completely new infection; an infection reappearing in an area; or old infections that have become resistant to antibiotics;
 - (d) zoonotic, which are infectious disease of animals that are spread to humans by ticks, mosquitoes, or fleas or contact with animals (such as diseases spread by ticks (such as Lyme disease), mosquitoes (such as West Nile virus), by mammals (such as rabies).

Violation of Isolation or Quarantine Orders is a Class A Offense.

And be it further,

ENACTED, that the Tribal Council does hereby amend §3-3-32, from *Venereal Disease-Infecting Another*, to ***Infectious and/or Communicable Diseases-Causing Exposure to Another*** as follows:

It shall be unlawful for any person to knowingly expose another person to an infectious and/or communicable disease when that person has been diagnosed as having such a disease or has reason to know that he has been exposed to such a disease. Dependent upon the type of infectious or communicable disease, exposure includes but is not limited to contact with blood, saliva, urine, feces, seminal, or other types of bodily fluids or secretions. For purposes of this section, the following are defined:

(1) “Communicable Disease” means an illness caused by an infectious agent or its toxins that occurs through the direct or indirect transmission of the infectious agent or its products from an infected individual via an animal, vector, or the inanimate environment to a susceptible animal or human host.

(2) “Infectious Disease” means illnesses caused by germs (such as bacteria, viruses, or fungi) that enter the body, multiply, and can cause infection. Infectious diseases may be categorized as:

(a) contagious, or communicable, which is spread from one person to another;

(b) spread by germs carried in air, water, food, or soil, or spread by vectors (such as biting insects) or by animals;

(c) emerging which means infections that have increased recently or are threatening to increase in the near future, such as a completely new infection; an infection reappearing in an area; or old infections that have become resistant to antibiotics;

(d) zoonotic, which are infectious disease of animals that are spread to humans by ticks, mosquitoes, or fleas or contact with animals (such as diseases spread by ticks (such as Lyme disease), mosquitoes (such as West Nile virus), by mammals (such as rabies).

Infectious and/or Communicable Diseases-Causing Exposure to Another is a Class A offense.

And be it further,

ENACTED, that the Tribal Council does hereby amend §3-8-11, from *Assault on a Peace Officer or Judicial Officer to Assault or Battery on a Tribal Employee* as follows:

(1) A person commits the offense of Assault or Battery on a Tribal Employee if the person purposely or knowingly causes:

(a) bodily injury on a Tribal Employee who is acting in the course of their duties;

(b) reasonable apprehension of serious bodily injury by use of a weapon on a Tribal Employee who is acting in the course of their duties;

(c) bodily injury with a weapon to a Tribal Employee who is acting in the course of their duties;

(d) serious bodily injury to a Tribal Employee who is acting in the course of their duties; or

- (e) bodily fluids to make physical contact with a Tribal Employee who is acting in the course of their duties.
- (2) For the purposes of this Section, the following definitions apply:
- (a) “Tribal Employee” means an Elected Official or any employee of:
 - (i) the Mississippi Band of Choctaw Indians’ tribal government;
 - (ii) Choctaw Shopping Center Enterprise;
 - (iii) Choctaw Resort Development Enterprise;
 - (iv) Choctaw Residential Center Enterprise;
 - (v) Chahta Enterprise; or
 - (vi) any other Ordinance 56 enterprise.
 - (b) “Elected Official” means either the Tribal Chief or a member of the Tribal Council of the Mississippi Band of Choctaw Indians.
 - (c) “Bodily Fluids” means any bodily secretion, including, but not limited to, feces, urine, blood, saliva, and seminal fluid.
- (3) When the offense of Assault or Battery on a Tribal Employee is on an Elected Official, then the Elected Official shall be presumed to have been acting in the course of their duties.
- (4) Violation of this Section shall be a Class A offense. Violation of Subsections (1)(b), 1(c), 1(d), or 1(e) shall result in a mandatory six (6) months to serve in detention.

And be it further,

ENACTED, that the Office of the Attorney General shall ensure that the Tribal website has been updated to reflect these statutory changes; and be it further


ENACTED, that these amendments shall take effect immediately upon passage by the Tribal Council.

CERTIFICATION

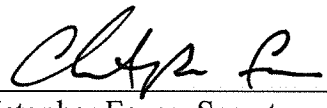
I, the undersigned, as Secretary-Treasurer of the Mississippi Band of Choctaw Indians, certify that the Tribal Council of said Band is composed of 17 members, 10 of whom, constituting a quorum were present at a Special Call meeting duly called, noticed, convened and held this the 21st day of May, 2020; and that the foregoing Ordinance was duly Enacted by a vote of 10 members in favor, 0 opposed and 0 abstaining.

Dated this 21st day of May, 2020.

ATTEST:



Cyrus Ben, Tribal Chief



Christopher Eaves, Secretary-Treasurer

MISSISSIPPI BAND OF CHOCTAW INDIANS
101 Industrial Road
Choctaw, MS 39350

ORDINANCE NO. 16-XXXX

AN ORDINANCE TO AMEND CHOCTAW TRIBAL CODE TITLE IV (4), *TRAFFIC OFFENSES*, AS TO §4-5-9 and §4-5-10

WHEREAS, Section 1, Subsection (k) of Article VIII of the Revised Constitution and Bylaws of the Mississippi Band of Choctaw Indians (“MBCI” or the “Tribe”) empowers the Tribal Council to promote and protect the health, peace, morals, education and general welfare of the Tribe and its members; and

WHEREAS, Title IV, Traffic Offenses, was enacted July 14, 1980, pursuant to Tribal Ordinance 16 and has been previously amended by Ordinances 16-XX and 16-NNN; and

WHEREAS, the Tribal Council is making a continuing effort to update the *Choctaw Tribal Code* to reflect the current conditions on the Choctaw Indian Reservation; and

WHEREAS, amendment of Title IV, Traffic Offenses, is required to protect the health, safety, and welfare of the general public of the Mississippi Band of Choctaw Indians; and

WHEREAS, the specific revisions are proposed for Section 4-5-9, *Driving Under the Influence of Intoxicating Liquor, Drugs, or Controlled Substances, or Other Substances Impairing Ability to Operate Vehicle or with Blood Alcohol Concentration Above Specified Levels; Penalties Generally; Granting Hardship Driving Privileges*, and for Section 4-5-10, *Adoption of Mississippi Traffic Rules and Regulations*; and

WHEREAS, the Judicial Affairs and Law & Order Committee has reviewed this Resolution and is recommended to be forwarded to the Tribal Council for approval; now therefore be it

ENACTED that the Tribal Council does hereby amend §4-5-9, *Driving Under the Influence of Intoxicating Liquor, etc., et al.*, as follows:

§4-5-9 Driving Under the Influence of Intoxicating Liquor, Drugs, or Controlled Substances, or Other Substances Impairing Ability to Operate Vehicle or with Blood Alcohol Concentrations Above Specified Levels; Penalties Generally; Granting of Hardship Driving Privileges

(1) It is unlawful for any person, who is under the influence of intoxicating liquor, to drive or otherwise operate any vehicle within the Choctaw Reservation, or when that person has an alcohol concentration of ten one-hundredths percent (.10%) or more for persons who are above the legal age to purchase alcoholic beverages under state law or two one-hundredths percent (.02%) or more for persons who are below the legal age to purchase alcoholic beverages under state law, in the person’s blood based upon grams of alcohol per one hundred milliliters of blood or grams of

alcohol per two hundred ten (210) liters of breath as shown by a chemical analysis of such person's breath, blood or urine administered;

(2) It is unlawful for any person who is under the influence of any drug or controlled substance, the possession of which is unlawful under the Mississippi Controlled Substances Law, to drive any vehicle within the Choctaw Reservation;

(3) It is unlawful for any person who has an alcohol concentration of four one-hundredths percent (.04%) or more, based upon grams of alcohol per one hundred (100) milliliters of blood or grams of alcohol per two hundred ten (210) liters of breath as shown by a chemical analysis of such person's blood, breath or urine, to drive a commercial motor vehicle within the Choctaw Reservation;

(4) Upon conviction of any person for the first offense of driving while under the influence of alcohol, drugs, or controlled substance under this section such person shall be guilty of a Class B offense; and the court shall order such person to attend and complete an alcohol safety education program and/or a DUI First Offender Program. The court may substitute attendance at a victim impact panel instead of forty-eight (48) hours in jail. In addition, the Choctaw Tribal Court shall suspend driving privileges of such person for a period of not less than ninety (90) days and until such person attends and successfully completes an alcohol safety education program as herein provided; provided, however, in no event shall such period of suspension exceed one (1) year.

For a first-time violation of this section the court may grant the person hardship driving privileges upon written petition of the defendant, who submitted to a chemical test (either BAC or blood/urine), if it finds reasonable cause to believe that revocation would hinder the person's ability to:

- (a) continue his employment;
- (b) continue attending school or an educational institution; or
- (c) obtain necessary medical care.

Proof of hardship shall be established by clear and convincing evidence which shall be supported by independent documentation.

(5) Upon any second or subsequent conviction in the Choctaw Tribal Court of any person for driving under the influence of alcohol, drugs or controlled substances, such person shall be guilty of a Class A offense. For purposes of this section, DUI convictions in Choctaw Tribal court that occurred five (5) years prior to the defendant's current violation shall be considered in charging defendant with a DUI second or subsequent offense.

In addition to any criminal penalties for a Class A offense, any person convicted of a second or subsequent violation shall have his driving privileges suspended for a period not less than ninety (90) days; provided however, in no event shall such period of suspension exceed one (1) year.;

And be it further,

ENACTED, that the Tribal Council does hereby amend §4-5-10, *Adoption of Mississippi Traffic Rules and Regulations.*, as follows:

§4-5-10 Adoption of Mississippi Traffic Rules and Regulations

Title 63 of the Mississippi Code Annotated 1972, as now existing or as may be hereafter amended, shall apply as the laws, rules and regulations of the Mississippi Band of Choctaw Indians, but only insofar as they do not conflict with or overlap any law, rule or procedure established in this Choctaw Traffic Code or elsewhere in the Choctaw Tribal Code, or unless the Mississippi Band of Choctaw Indians' Tribal Council shall, by resolution, specifically declare all or some part of such Mississippi laws, rules and regulations inapplicable hereunder.

Except as specifically provided by any section of this Code, or any other applicable law, rule, or regulation, it shall be a Class C offense for any person to do any act forbidden to be done under such laws, rules or regulations, or to fail to do any act required to be done under such laws, rules and regulations.

And be it further,

ENACTED, that the Office of the Attorney General shall ensure that the Tribal website has been updated to reflect these statutory changes; and be it further

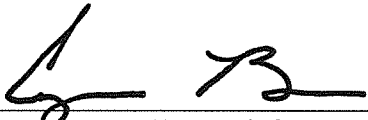
ENACTED, that these amendments shall take effect immediately upon passage by the Tribal Council.

CERTIFICATION

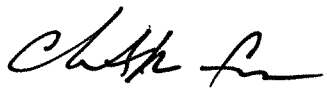
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Dated this 21st day of May, 2020.

ATTEST:



Cyrus Ben, Tribal Chief



Christopher Eaves, Secretary-Treasurer

MISSISSIPPI BAND OF CHOCTAW INDIANS

RESOLUTION CHO 20-088(B)

A RESOLUTION TO APPROVE A RESIDENTIAL LEASE FOR TONYA KINSOLVING
AND TERENCE KINSOLVING IN THE PEARL RIVER COMMUNITY

WHEREAS, Section 1, Subsection (b) of Article VIII of the Revised Constitution and Bylaws of the Mississippi Band of Choctaw Indians (“MBCI” or the “Tribe”) empowers the Tribal Council to approve or disapprove any sale, disposition, lease or encumbrance of tribal lands, interests in land, tribal funds, or other tribal assets; and

WHEREAS, Tonya Kinsolving and Terrence Kinsolving have submitted an application through the Tribe’s Real Estate Program for the construction of a permanent dwelling on the following described property:

Commencing at the SE corner of Section 20, Township 11 North, Range 10 East, Neshoba County, MS. Thence run West 562.31 feet; thence run North 449.81 feet to a Point of Beginning; thence run N 13°53’04” W a distance of 239.60 feet; thence run N 74°59’07” E a distance of 220.04 feet; thence run S 12°51’29” E a distance of 223.40 feet; thence run S 70°30’15” W a distance of 85.64 feet; thence run S 71°54’24” W a distance of 65.61 feet; thence run S 69°40’07” W a distance of 65.75 feet to the Point of Beginning of the described parcel, said parcel containing 1.15 acres, more or less, and is situated in the SE ¼ of the SE ¼ of Section 20, Township 11 North, Range 10 East, Neshoba County, MS; and

WHEREAS, the Tribal Council has the sole authority to approve leases of tribal lands for residential purposes pursuant to the Helping Expedite and Advance Responsible Tribal Home Ownership Act (“HEARTH Act”) of July 30, 2012, Pub. L. 112-151, 126 Stat. 1150, 25 U.S.C. §415, as implemented by the Mississippi Band of Choctaw Indians HEARTH Act Leasing Regulations, approved by the Department of the Interior on March 5, 2019 with notice published in the Federal Register on April 10, 2019, Vol 84, No. 69, pages 14390-14391; and

WHEREAS, the Tribe’s Office of Environmental Protection has completed an Environmental Review of the above-described property pursuant to Part 6 of the Tribe’s HEARTH Act Leasing Regulations; and

WHEREAS, a cultural and archaeological survey of the above-described property completed pursuant to Section 9(c)(7) of the Tribe’s HEARTH Act Leasing Regulations concluded that there are no known resources listed in or eligible for listing in the National Register of Historic Places which are likely to be affected; and

WHEREAS, the Tribal Council has determined that it is in the best interest of the Tribe to waive the requirement for bond pursuant Section 12(b) of the Tribe’s HEARTH Act Leasing Regulations; and

WHEREAS, the Committee on Natural Resources has reviewed this Resolution and is recommended to be forwarded to the Tribal Council for approval; now therefore be it

RESOLVED, that the Tribal Council does hereby authorize the Tribal Chief and the Secretary-Treasurer to negotiate and sign a mutually agreeable residential lease with Tonya Kinsolving and Terrence Kinsolving for a term of twenty-five (25) years subject to the Tribe's HEARTH Act Leasing Regulations; and be it further

RESOLVED, that the Tribal Council hereby waives the requirement for bond pursuant to Section 12(b) of the Tribe's HEARTH Act Leasing Regulations; and be it further

RESOLVED, that the Tribal Council does hereby authorize the Tribal Chief and the Secretary-Treasurer to sign up to two (2) extensions of the residential lease for the above-described property without further Council action.

CERTIFICATION

I, the undersigned, as Secretary-Treasurer of the Mississippi Band of Choctaw Indians, certify that the Tribal Council of said Band is composed of 17 members, 10 of whom, constituting a quorum were present at a Special Call meeting duly called, noticed, convened and held this the 21st day of May, 2020; and that the foregoing Resolution was duly Adopted by a vote of 10 members in favor, 0 opposed and 0 abstaining.

Dated this 21st day of May, 2020.

ATTEST:

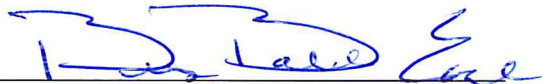


Cyrus Ben, Tribal Chief



Christopher Eaves, Secretary-Treasurer

RECOMMENDED:



Superintendent, Choctaw Agency

5-22-2020

Date

MISSISSIPPI BAND OF CHOCTAW INDIANS

RESOLUTION CHO 20-089

A RESOLUTION TO AUTHORIZE THE DEPARTMENT OF EARLY CHILDHOOD EDUCATION TO APPLY FOR SUPPLEMENTAL FUNDS FROM THE ADMINISTRATION FOR CHILDREN & FAMILIES

WHEREAS, Section 1, Subsection (a) of Article VIII of the Revised Constitution and Bylaws of the Mississippi Band of Choctaw Indians (“MBCI” or the “Tribe”) empowers the Tribal Council to negotiate with and to approve or disapprove contracts or agreements with Federal, State, or local governments, with private persons or with corporate bodies; and

WHEREAS, the Department of Early Childhood Education (“DOECE”) is an annual recipient of grant funds from the Administration for Children & Families, Office of Head Start, U.S. Department of Health and Human Services (the “Grantor”); and

WHEREAS, Grantor has made available supplemental funds from a “Supplement-COLA and Quality Improvement” grant, No. 90C19874; and

WHEREAS, DOECE desires to apply for these supplemental cost-of-living adjustment (“COLA”) and quality improvement funds, as shown in Exhibit A attached hereto; and

WHEREAS, on April 17, 2020, the Choctaw Early Childhood Policy Council approved DOECE’s request to apply for these supplemental funds in the amount of \$123,138; and

WHEREAS, the Education Committee has reviewed this Resolution and is recommended to be forwarded to the Tribal Council for approval; now therefore be it

RESOLVED, that DOECE’s grant application be made with the following stipulations:

- 1) The Mississippi Band of Choctaw Indians (“MBCI”) is a Federally-recognized Indian Tribe and pursuant to federal law, will only comply with those regulations that are specifically applicable to Indian Tribes; and
- 2) The Mississippi Band of Choctaw Indians (“MBCI”) adheres to a publicly-announced policy of Indian preference in all employment related actions including recruitment, employment, reduction-in-force, promotion, training and transfer to the maximum extent allowed by applicable law; and
- 3) The Mississippi Band of Choctaw Indians (“MBCI”) is exempt from making certification regarding or from filing Standard Form-LLL regarding lobbying per 31 U.S.C. Sec. 1352, 2 U.S.C. Sec. 1602, 40 CFR 34.105(1) and 40 CFR 34.110, as to any such activity which may have been or may be undertaken by Tribal officials or Tribal employees or where such reporting is otherwise exempted under §1352(d). The MBCI has not engaged any outside lobbyist to engage in any such activity regarding this grant which would require reporting under any of the referenced statutes; and be it further

RESOLVED, that the Tribal Council does hereby authorize the Tribal Chief or his designee, to apply for, negotiate and sign a grant application from the Administration for Children & Families, subject to adjustment and continued federal funding; and be it further

RESOLVED, that the Tribal Council does hereby authorize the Tribal Chief or his designee, to sign additional documents, forms, or contracts directly related to the continuance, amendment or extension of this grant award without further Council action.

CERTIFICATION

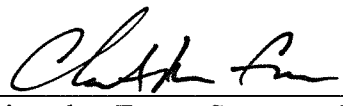
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Dated this 21st day of May, 2020.

ATTEST:



Cyrus Ben, Tribal Chief



Christopher Eaves, Secretary-Treasurer

MISSISSIPPI BAND OF CHOCTAW INDIANS

RESOLUTION CHO 20-090

A RESOLUTION TO APPROVE AMENDMENTS TO THE ADMINISTRATIVE PERSONNEL POLICY & PROCEDURES SECTION XII (C), *SICK LEAVE*

WHEREAS, Section 1, Subsection (c) of Article VIII of the Revised Constitution and Bylaws of the Mississippi Band of Choctaw Indians (“MBCI” or the “Tribe”) empowers the Tribal Council to establish procedures for the conduct of all tribal government and business operations, including the regulation of conflict of interest and nepotism; and

WHEREAS, there is currently in effect the *Administrative Personnel Policy & Procedures* handbook, last amended by Resolution CHO 20-059, which applies to MBCI Government Services Division employees; and

WHEREAS, in response to the currently-declared public health emergency posed by the novel coronavirus (“COVID-19”), it is necessary to add provisions to the *Administrative Personnel Policy & Procedures* handbook, in Section XII (12) (C), *Sick Leave*, to provide for the health and safety of all tribal government services employees to prevent the spread of infectious and/or communicable disease among the work force to confirm that employees have an affirmative duty to report to their immediate supervisor if they have reason to know they have been exposed to an infectious and/or communicable disease, or have been diagnosed with such an infectious and/or communicable disease; and

WHEREAS, a draft of the proposed amendment is attached hereto as Exhibit “A”; and

WHEREAS, the Human Resources, Training and Development Committee has reviewed this Resolution and is recommended to be forwarded to the Tribal Council for approval; now therefore be it

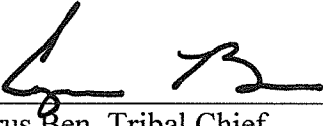
RESOLVED, that the Tribal Council does hereby approve and enact the attached Exhibit “A” to the *Administrative Personnel Policy & Procedures* to be added to Section XII(C) and to become effective immediately upon passage.

CERTIFICATION

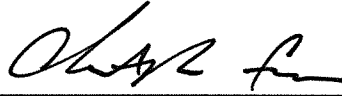
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Dated this 21st day of May, 2020.

ATTEST:

A handwritten signature in black ink, appearing to read 'Cyrus Ben', written above a horizontal line.

Cyrus Ben, Tribal Chief

A handwritten signature in black ink, appearing to read 'Christopher Eaves', written above a horizontal line.

Christopher Eaves, Secretary-Treasurer