



**MENOMINEE NATION
THE MENOMINEE TRIBAL LEGISLATURE
TRIBAL ORDINANCE 23-46
AMENDMENT IN PART TO
CHAPTER 98 GOVERNMENT PLAN ATTACHMENT 2 – MITW COMMITTEE FLOWCHART
AND ATTACHMENT 3 – ADMINISTRATIVE FLOWCHART**

FINAL APPROVAL:


BE IT ORDAINED BY THE LEGISLATURE OF THE MENOMINEE INDIAN TRIBE OF WISCONSIN:

Tribal Ordinance 23-46 Amendment in part to Government Plan is hereby enacted. Tribal Ordinance 23-46 hereby amends in part Chapter 98, Government Plan Attachment 2 – MITW Committee Flowchart and Attachment 3 – MITW Administrative Flowchart of the Code of the Menominee Indian Tribe, as attached hereto and incorporated herein as if fully reproduced here.


CERTIFICATION

We, the undersigned Officers of the Menominee Tribal Legislature, do hereby certify that the foregoing amendment in part to Menominee Indian Tribe of Wisconsin General Code, "Chapter 98 – Government Plan Attachment 2 – MITW Committee Flowchart and Attachment 3 – MITW Administrative Flowchart of the Code of the Menominee Indian Tribe" was duly adopted at a regular meeting of the Menominee Tribal Legislature held October 5, 2023, at which a quorum was present, by a vote of **8** for, **0** opposed, **0** abstentions and **0** absent.

The undersigned also certify that the foregoing amendment to Code of the Menominee Indian Tribe of Wisconsin has been posted in accordance with the Menominee Constitution and Bylaws.



**GENA KAKKAK, CHAIRWOMAN
MENOMINEE INDIAN TRIBE OF WISCONSIN**



**SPENCER GAUTHIER, SECRETARY
MENOMINEE INDIAN TRIBE OF WISCONSIN**

DATE: OCTOBER 5, 2023



MEMORANDUM

To: Menominee Tribal Legislature
From: Toni Caldwell, Legal Division Director
Date: September 8, 2023
Re: Amendment to Chapter 98 Government Plan – Changes removing Insurance from HR and PMA from Finance

Attached for your review are the documents for amendment in part to Ordinance Ch. 98 Government Plan of the Code of the Menominee Indian Tribe of Wisconsin.

The amended change of Chapter 98 Government Plan was approved at August 28, 2023 Governmental Affairs Committee meeting and seeks to do the following:

- Separate Insurance from Human Resources. There have been several foundation changes to Human Resources in the past 6 years. Human Resources and Insurance were combined in 2017 due to funding and in 2020 Human Resources was placed under the supervision of Administration. In 2021 Human Resources was placed back under the supervision of Chairman. Human Resources has had numerous staffing changes in the last 6 years. In March 2020 a majority of the workforce was sent home due to COVID19 and fundamentally changed Human Resources and the workplace. The intent of the separation is to stabilize both Human Resources and Insurance after all the changes it has encountered.
- Separate PMA from Finance. PMA was dissolved as a department in 2017 and its functions were parsed out to Finance and Administration due to funding. As funding has improved PMA positions have been gradually reinstated under the supervision of the Finance Department. It is now the intent to reinstate the department.

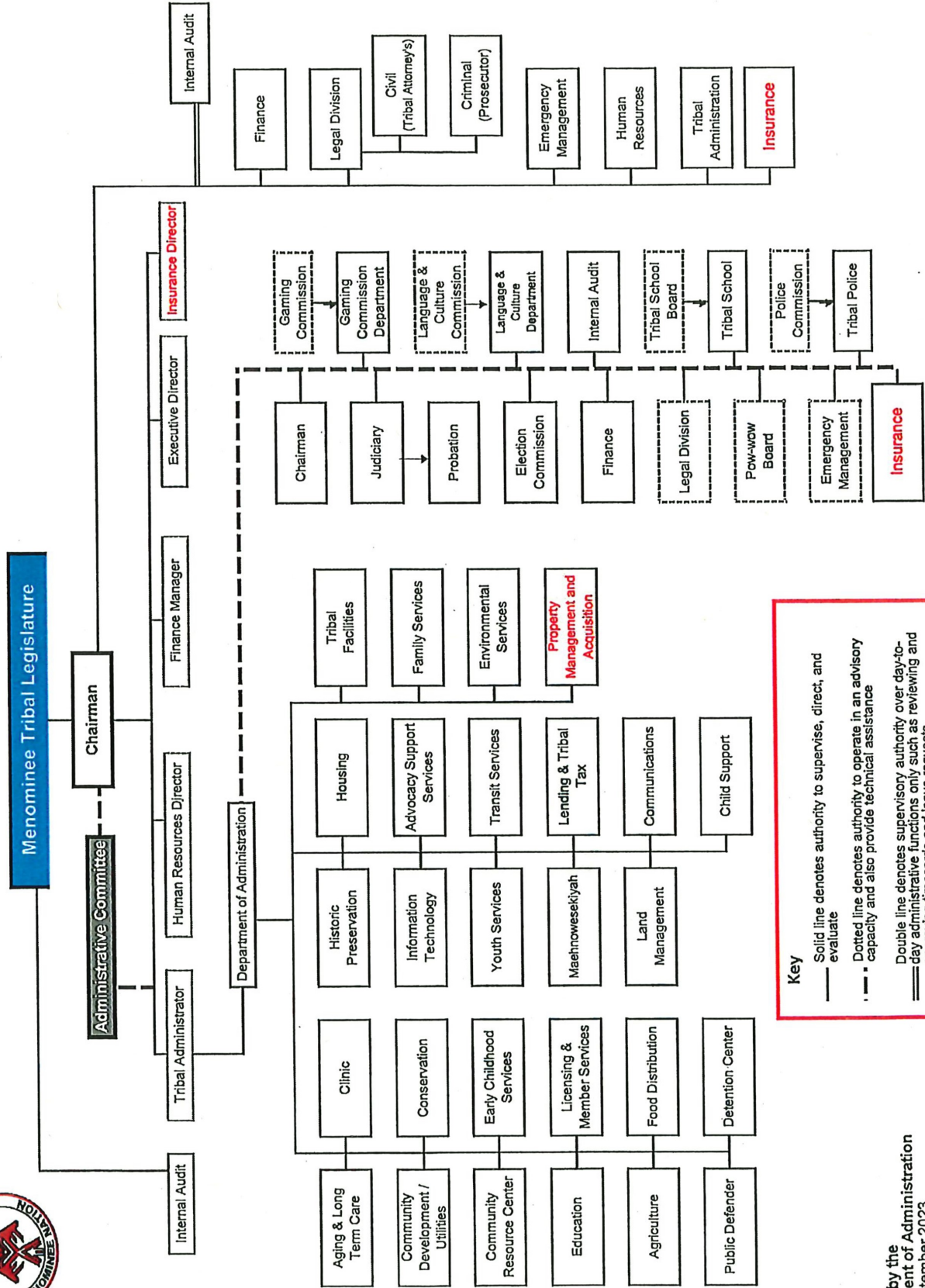
These recommended amendments in part are only to the attachments to Chapter 98 and occur in Attachment 2 Committee and Commission Flowchart and Attachment 3 Administrative Flow Chart. As recommended they would not change the body of Chapter 98.

If you have any additional questions or concerns, or would like to discuss the proposed amendments to the above referenced ordinance, please do not hesitate to contact me at tcaldwell@mitw.org or at (715) 799-5194.



MITW-Administrative Flowchart

Established Pursuant to the Government Plan (Chapter 98)



Key

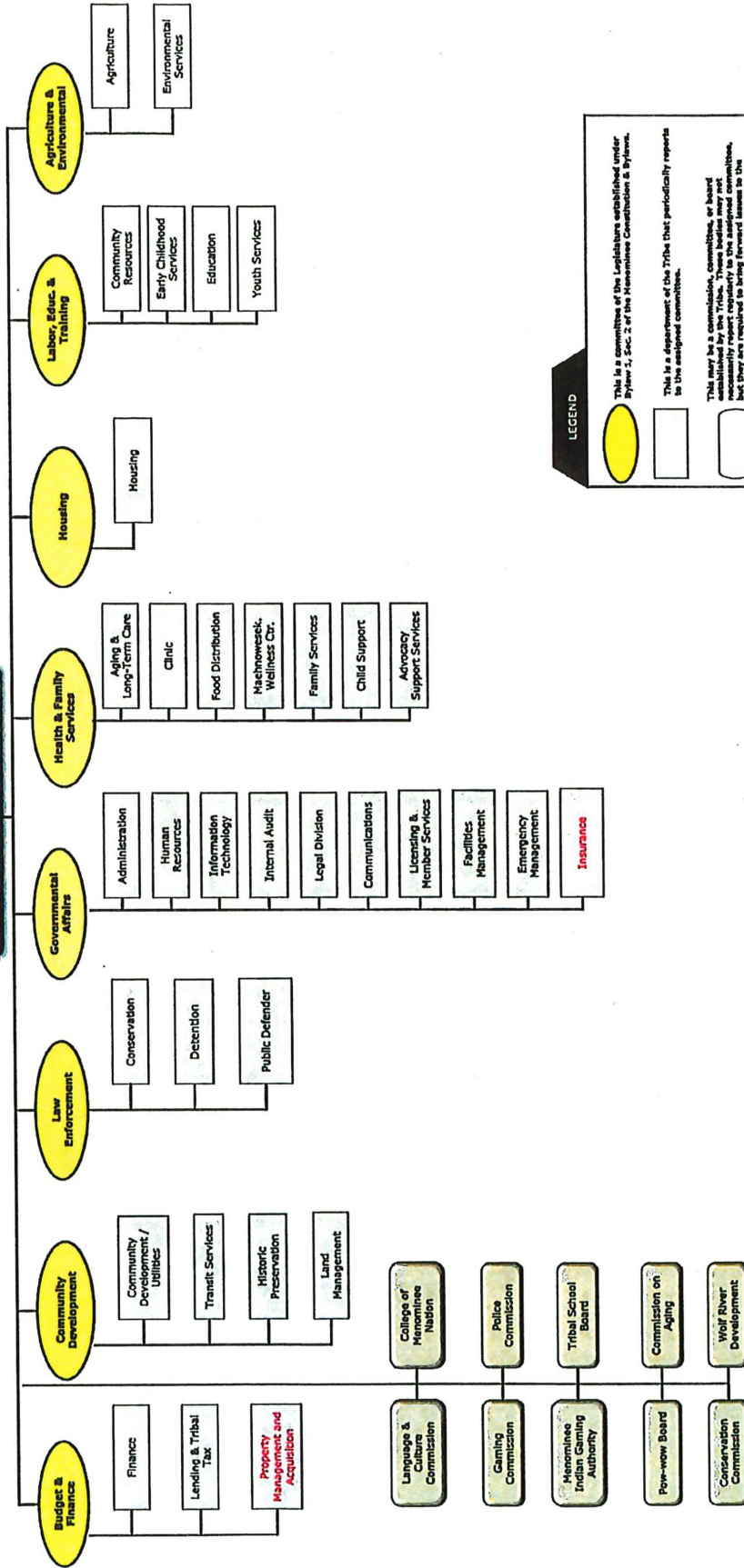
- Solid line denotes authority to supervise, direct, and evaluate
- .- Dotted line denotes authority to operate in an advisory capacity and also provide technical assistance
- == Double line denotes supervisory authority over day-to-day administrative functions only such as reviewing and approving timecards and leave requests.



MITW-Committee & Commission Flowchart

Adopted Under the Tribal Government Plan, Chapter 98

Menominee Tribal Legislature



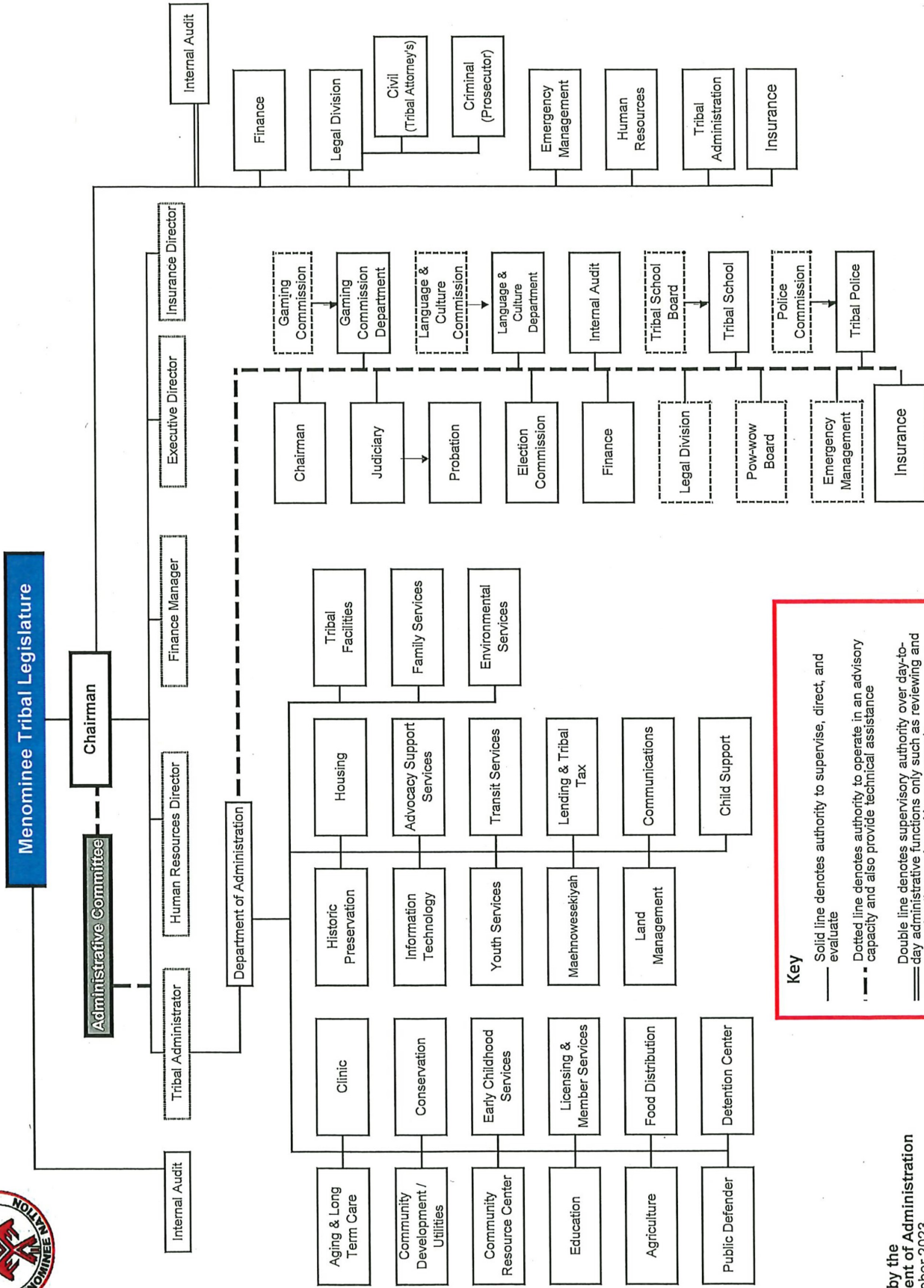
LEGEND

- This is a committee of the Legislature established under Chapter 2, Sec. 2 of the Menominee Constitution & Bylaws.
- This is a department of the Tribe that periodically reports to the assigned committee.
- This may be a commission, committee, or board established by the Tribe that periodically reports to the assigned committee, but they are required to bring forward issues to the assigned committee before presenting them to the Legislature.
- This is a commission or board established and appointed by the Menominee Tribal Legislature.



MITW-Administrative Flowchart

Established Pursuant to the Government Plan (Chapter 98)



Key

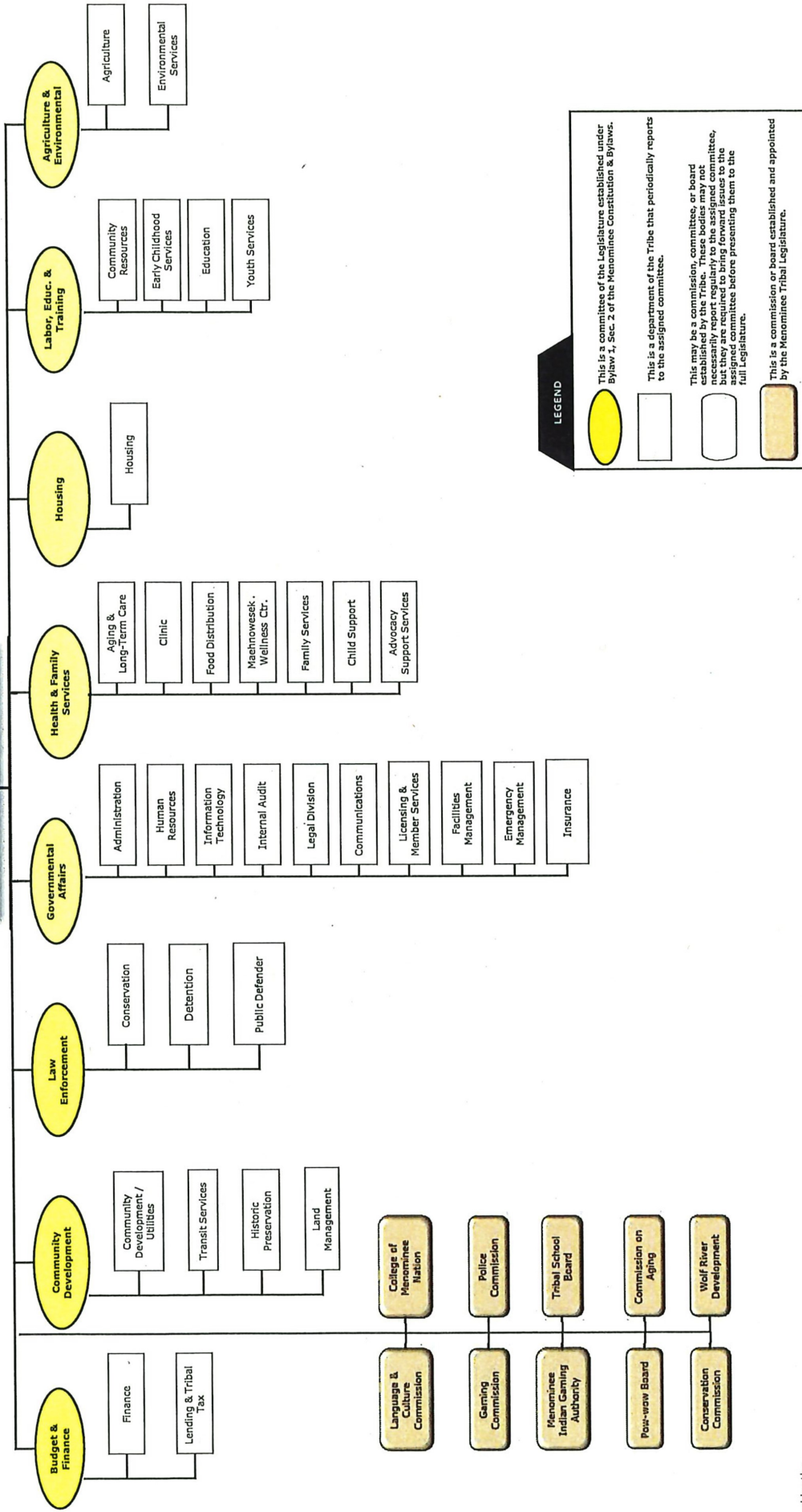
- Solid line denotes authority to supervise, direct, and evaluate
- - - Dotted line denotes authority to operate in an advisory capacity and also provide technical assistance
- ==== Double line denotes supervisory authority over day-to-day administrative functions only such as reviewing and approving timecards and leave requests.



MITW-Committee & Commission Flowchart

Adopted Under the Tribal Government Plan, Chapter 98

Menominee Tribal Legislature



LEGEND

- This is a committee of the Legislature established under Bylaw 1, Sec. 2 of the Menominee Constitution & Bylaws.
- This is a department of the Tribe that periodically reports to the assigned committee.
- This may be a commission, committee, or board established by the Tribe. These bodies may not necessarily report regularly to the assigned committee, but they must report to the assigned committee before presenting them to the full Legislature.
- This is a commission or board established and appointed by the Menominee Tribal Legislature.