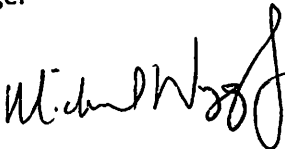


BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. Box 39 • Odanah, Wisconsin 54861

To: Bad River Tribal Employees
Cc: Bad River Tribal Council
Dee Gokee-Rindal, Tribal Operations Manager
Ashley Stone, Human Resources Manager
Chris McGeshick, Compliance Manager
Randy Samuelson, Clinic Administrator
From: Mike Wiggins Jr., Executive Director 
Date: November 23, 2021
Subject: Bad River Tribal Council Pandemic Response Incentive Program

Boozhoo,

Our Bad River Tribal Council approved a **Premium Pay of \$3.00 per hour and One Time Hiring Incentive of \$300.00** for employees of the Bad River Tribal Organization as described below, as well as a **COVID-19 Vaccine Incentive of \$1000.00** for all eligible Tribal Members living in the Bad River Health & Wellness service area, (*Ashland and Iron Counties*). The Tribe's primary goal during the pandemic is the safety of our tribal members, community, and tribal organization. As the pandemic continues, the Tribe continues to adapt and implement policies that protect our people and strengthen our organization.

Effective November 13, 2021:

- *Premium Pay of \$3.00 per hour will be applied to all employees that meet the Bad River Tribal Government employee requirements. Premium Pay will end on December 31, 2022, and only be renewed by Tribal Government action and may run annually, (January 1, 2023, through December 31, 2023, January 1, 2024, through December 31, 2024). However, the Premium Pay and Hiring Incentive of \$300.00 must end at the exhaustion of American Rescue Plan Act funds or the American Rescue Plan Act funding year of December 31, 2024.*
- *Employees working remotely are prohibited from receiving Premium Pay.*
- *Only new employees are eligible for the One Time Hiring Incentive of \$300.00.*
- *In-House Transfer and/or Employee Promotions are not eligible for the One Time Hiring Incentive.*
- *Employees who are terminated or resign are not eligible for the One Time Hiring Incentive for 12 months.*
- *Eligible employees are only eligible for the One Time Hiring Incentive once.*

Effective immediately:

- *All Bad River Tribal Members aged 5 years old and up, living in the Bad River Health & Wellness service area (Ashland and Iron Counties), are eligible for a \$1000.00 cash incentive, retroactive to when COVID-19 vaccines began through future vaccines, until April 1, 2022.*
- *All Bad River Tribal Members in the service area must provide documentation of being fully vaccinated from the Bad River Health & Wellness Center or other health care centers.*

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- *Eligible Tribal Members cannot receive the cash incentive until they are fully vaccinated, and no payments will be administered to the deceased.*
- *Eligible Tribal Members must provide enrollment verification and proof of residency within the service area.*
- *COVID-19 Vaccine Incentive Payments are expected to be released beginning January 15, 2022.*

All Tribal Organization employees must review and sign the Premium Pay and One Time Hiring Incentive Policy and return completed paperwork to the Human Resources Department by **Monday, November 29, 2021**. All Casino/Enterprises employees must review and sign the Premium Pay and One Time Hiring Incentive Policy and return completed paperwork to the Casino Human Resources Department by **Monday, November 29, 2021**. To ensure Human Resources processes paperwork accurately, *please make sure your name is legible by printing your name next to your signature.* Premium Pay is expected to be added to next week's payroll, if this is not displayed accurately, please contact the Human Resources Department no later than Monday, December 6, 2021.

Any questions regarding the Premium Pay and One Time Hiring Incentive Policy, please contact the Human Resources Department at 715-682-7111.

Any questions regarding the COVID-19 Vaccine Cash Incentive, please contact Randy Samuelson at the Bad River Health & Wellness Center at 715-682-7133.

Chi-Miigwech to our Tribal employee workforce for their dedication to the Bad River Tribe throughout the pandemic. Every employee is a significant part of our Tribe, and we sincerely thank you for staying with us. In the upcoming months, the Tribe is focused on filling vacant positions to build a stronger workforce to provide the quality care our tribal members and communities deserve. Our Tribal Council appreciates and is dedicated to supporting members of our Tribal organization and our communities throughout these challenging times. Wii'anokiitwang – We work together. Together we are Bad River Strong.