



UNITED SOUTH AND EASTERN TRIBES, INC.  
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UNITED SOUTH AND EASTERN TRIBES

RESOLUTION No. 11/94-29FL

USET BUDGET 95'-OCTOBER 1-SEPTEMBER 30, 1995

TAMPED:SWPS

- WHEREAS,** the United South and Eastern Tribes, Incorporated (USET) is an inter-tribal organization comprised of twenty-one (21) federally recognized tribes; and
- WHEREAS,** the actions taken by the USET, Inc. Board of Directors officially represent the intentions of each member tribe, as the Board of Directors is comprised of delegates from the member tribes leadership; and
- WHEREAS,** USET begins this fiscal year without debt having overcome outstanding IRS tax issues, audits, and court judgments; and
- WHEREAS,** the USET Board of Directors, the Tribes, share in the support of USET activities and require a budget for each fiscal year; and
- WHEREAS,** USET continues to work on issues for the tribes and will be increasing staffing of USET to a core staffing of four people with full fringe benefits; and
- WHEREAS,** USET has within this years budget the development of USET offices to take advantage of computer technology and to seek other grants and contracts; and
- WHEREAS,** the USET budget for fiscal year 1995 is for \$278,456, and is accompanied with a budget called "All Budgets USET FY 95' " which incorporates the sharing of all common expenses with programs and services of USET; and
- WHEREAS,** the USET Board of Directors passed a motion establishing the salary of the Executive Director at \$65,000 with full fringe benefits; and
- WHEREAS,** the USET financial, administrative and management posture was in such disarray and near bankruptcy throughout 1993-4; and
- WHEREAS,** USET credibility and accountability was in question and had to be overcome; and

*"Because there is strength in Unity"*

**WHEREAS,** the Executive Director after immersing himself, totally into USET affairs and relations, completing four years of audits, overcoming federal agency threshold conditions and restrictions, resolving IRS tax issues, and continuing to provide services requested by our tribes; and,

**WHEREAS,** the Executive Director worked endless hours over weekends, evenings, and holidays, accepted a cut in salary and fringe benefits in order to complete the job of improving USET and existing conditions even as his family under went considerable losses and debt, besides his being away from the family; and

**WHEREAS,** the USET Board of Directors determines the responsibilities and priorities for USET to be carried out by the Executive Director ; and

**WHEREAS,** the USET financial, administrative and management responsibilities are those responsibilities of the Executive Director including overseeing employees and their actions in regard to USET; and

**WHEREAS,** USET accountability was in question and had to be overcome, and the Finance Office Bookkeeper employed in February of this year worked weekends, evenings and holidays performing tasks in that office, fully dedicated to USET; and,

**WHEREAS,** the Executive Director had submitted a request for a salary increase for this position for the person who has demonstrated over these months of being capable of carrying out all financial functions of the office; and,

**WHEREAS,** since that time the responsibilities of this position was increased to encompass all financial activities and functions of this office with monthly reporting to the Treasurer, Auditor and Executive Director for an efficient and effective USET finance office; and,

**WHEREAS,** this additional responsibility fully falls on the Finance Office Bookkeeper, the Executive Director recommends as of the September 7th AOC meeting that this position be elevated to a salary of \$30,000 which is commensurate with tribal employees having the same or similar responsibilities; and

**WHEREAS,** USET Strategic Planning staff have worked weekends, evenings and holidays with extensive travel to tribes and conference sites for meetings with tribes in providing a better service and training to the Tribes; and,

**WHEREAS,** the Executive Director submitted a request for a salary increase for the Program Director who upon being hired in August 1993 is more than eligible for an increase based on the status of the grant and the success of the grant in working with the tribes demonstrated over these months.

**NOW, Therefore, Be It Resolved**, that the United South and Eastern Tribes, Board of Directors hereby accepts the "USET Budget 95' " and, authorizes the Executive Director to immediately incorporate all previously expended FY 95' resources into this budget and continue the year within the scope of this budget; and,

**Be It Further Resolved**, that the " All Budgets USET FY 95' " is accepted as a guide in diminishing the costs of USET through the payments of common costs applied to all grants, contracts and agreements; and, that the AOC shall oversee and be authorized to make all modifications and changes necessary for improving USET programs, services and staffing; and

**Be It Further Resolved**, that the United South and Eastern Tribes in full consideration and appreciation, shall live up to the intent of the motion made in regard to the salary with full fringe benefits of the Executive Director and that all salary and full fringe benefits due the Executive Director shall be paid retroactively back to the January date of when the cuts were taken, and at those previous levels, and

**Be It Further Resolved**, that the Executive Director shall hereafter receive four weeks per year annual leave, and where there has been no established annual leave time, the current Executive Director shall be credited annual leave of seven weeks and an allowance of one week of sick time (1 sick day taken, no annual leave taken) never taken over this period of time for a severance pay, and we sincerely thank the Executive Director for treating USET with the respect needed and required in order to get the job done; and

**Be It Further Resolved**, that the United South and Eastern Tribes Board of Directors supports the request of the Executive Director and that this position with the additional responsibilities of a fully operational and functional Finance Office, under a one person-position, be increased to \$30,000 commencing as of the AOC meeting date of September 7th, with the continuation of the reporting to the Treasurer, Auditor and Executive Director on a monthly basis and that all salary and full fringe benefits retroactively be paid back to that date; and

**Be It Further Resolved**, that the United South and Eastern Tribes Board of Directors supports the request of the Executive Director and that all salary and full fringe benefits of Strategic Planning Project Director retroactively be paid back to the anniversary date of employment, August 23, 1994.

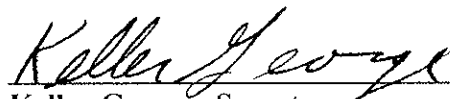
Note: This resolution combines four administrative resolutions; no action to be taken until income satisfies cost.

#### CERTIFICATION

**This resolution was duly passed at the annual board of directors meeting, at which a quorum was present, in Tampa, Florida on November 10, 1994.**



**Eddie L. Tullis, President**  
United South and Eastern Tribes, Inc.



**Keller George, Secretary**  
United South and Eastern Tribes, Inc.