

WHEREAS, The Confederated Tribes of the Warm Springs Reservation of Oregon has maintained a Tribal Council Benefits Plan for Council members approved and adopted under Resolution No. 5541 dated July 30, 1979; and,

WHEREAS, The Tribal Council has not reviewed benefits provided for Council members since 1979; and,

WHEREAS, It is the desire of Tribal Council to update and improve benefits for former, current, and future Council members; and,

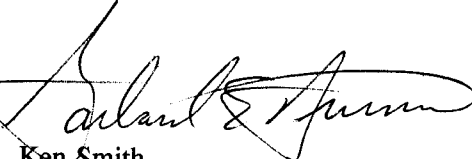
WHEREAS, The attached Tribal Council Benefits Plan provides for improvements to benefits provided for Council members, now, therefore

BE IT RESOLVED, By the Tribal Council of the Confederated Tribes of the Warm Springs Reservation of Oregon, pursuant to authority granted under Article V, Section 1 (f) and (l) of the Tribal Constitution, that the attached Tribal Council Benefits Plan be hereby approved and adopted to replace the benefit plan adopted under Resolution #5541, and that the Secretary-Treasurer is hereby authorized to carry out the provisions of such plan; and,


BE IT FURTHER RESOLVED As a result of this plan document change, the Secretary-Treasurer is hereby authorized to make a one time pension benefit "catch-up payment" on behalf of those Council members whose benefits are currently being paid monthly. The "catch-up" amount is the amount needed to fund the difference between the original \$250 benefit and the new inflation adjusted amount applicable to each year of the Tribal Council member service since 1980. The present inflation adjusted amount has grown to an \$513. Additional funding needed to cover the cost of this "catch-up" will be absorbed in the plan's present assets which are more than sufficient to meet this new obligation.

CERTIFICATION

The undersigned as Secretary-Treasurer of the Confederated Tribes of the Warm Springs Reservation of Oregon, hereby certifies that the Tribal council is composed of 11 members, of whom 7 constituting a quorum were present at a meeting thereof, duly and regularly called, noticed, and convened and held this 28th day of March, 1995, and that the foregoing resolution was passed by the affirmative vote of 6 members, the chairman not voting, and that the said resolution has not been rescinded or amended in any way.

ACTING 
Ken Smith
Secretary-Treasurer

Noted: APR 17 1995


Gordon E. Cannon
Superintendent

cc: Secretary-Treasurer
Superintendent
Administrative Service Center

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THE CONFEDERATED TRIBES OF
THE WARM SPRINGS RESERVATION
OF OREGON

TRIBAL COUNCIL BENEFIT PLAN

MAY 1, 1995

TRIBAL COUNCIL BENEFIT PLAN
Section 1

I. PURPOSE

- A. To provide Council members with benefits comparable to those benefits provided for Tribal administration employees.

II. EFFECTIVE DATE

- A. The effective date of this Plan is May 1, 1995.

III. PLAN YEAR

- A. The plan year is the 12 month period from May 1 through April 30.

IV. ELIGIBILITY

- A. All duly elected Tribal Council members of the Confederated Tribes of the Warm Springs Reservation of Oregon and Chiefs of the 3 Tribes are eligible to participate in the Tribal Council Benefit Plan during their term of active service as a Council member.
- B. Benefits, other than Pension benefits, cover only active Council members.
- C. Pension Plan benefits apply to active, former, and future Council members.

TRIBAL COUNCIL BENEFIT PLAN
Section 2

I. BENEFIT ENTITLEMENTS

A. MEDICAL-DENTAL-VISION BENEFIT

1. Each actively serving Council member is eligible to participate in the Tribal Administration employee Medical-Dental-Vision Plan and to enroll their eligible dependents. Benefits, provisions, terms, and conditions of the group medical-dental-vision plan that are applicable to tribal administration employees apply to Council members.
2. Council members are not required to contribute the employee portion of the premium to the health plan.

B. GROUP TERM LIFE INSURANCE

1. Each actively serving Council member is covered for \$50,000 life insurance under the group term life insurance policy covering Tribal administration employees. All benefits, provisions, terms, and conditions of that policy apply to Council members.
2. Those Council members that are also Tribal administration employees are covered for 2 times annual salary, and in compliance with the group term life insurance policy, or \$50,000, whichever is higher.

C. INCOME TAX PREPARATION SERVICE

1. Each Council member is provided with income tax preparation service from one qualified firm.
2. The firm chosen to provide this service must be knowledgeable in federal taxation of Tribal Council income.

D. DISABILITY

1. Each Council member is covered for a maximum of six weeks short term disability per service year. The maximum benefit period is 26 weeks cumulative. The benefit is based on a 7 day disability period at \$120/week.
2. A benefit week is the 7 day week, Sunday through Saturday, that a Council member is unable to perform his/her duties on Council due to a disabling injury, illness, or surgery. For partial weeks, \$120 will be pro-rated at \$17.14/day.
3. Disability will only be paid based on a physician's medical verification of the individual inability to perform his/her job.
4. For all other administrative rules applying to this benefit, refer to the Tribal administration Short Term Disability plan document.

TRIBAL COUNCIL BENEFIT PLAN
Section 3

I. PENSION PLAN

- A. Each Council member, upon reaching retirement at age 62, shall be entitled to an annual pension benefit for each year, or portion thereof, of service on Tribal Council.
 - 1. Retirement date is the first day of the month coinciding with or next following the members 62nd birthday.
- B. The benefit will be recalculated every three years to be effective on May 1, pro rated for each full month of a partial year, by increasing the current benefit by the lower of 5% or a percentage equal to the percent increase in the Consumer Price Index - U.S. City Average - Urban Wage Earners and Clerical Workers for the three full calendar years immediately preceding the recalculation.
 - 1. The benefit entitlement on the effective date of this plan is \$513.00 per year, or portion thereof, of service on Tribal Council.
- C. All past, current, and future Council members are eligible for pension benefits under this Plan unless and until amended.
- D. Council members who continue to serve on Tribal Council after reaching retirement age will be credited with additional pension benefits while receiving monthly pension payments for prior years of Council service.
- E. Benefit Options
 - 1. Life Only Annuity
 - a. A monthly benefit payable for the life of the member with payment ceasing at his/her death.
 - 2. Joint & Survivor Annuity
 - a. An actuarially reduced monthly benefit for the life of the member with the monthly payments continuing to the spouse or other beneficiary equal to 50% or 100% of the member's reduced monthly benefit.
 - 3. Ten Year Certain
 - a. Monthly annuity for life of the member with payment guaranteed for the first ten years to a named beneficiary if the member dies before ten years.
- F. In the event a married member dies after age of 55 but before his retirement date, and has not chosen a benefit option, his spouse is entitled to 50% of the benefit he would have received had he elected at the time of his death a 50% Joint & Survivor Annuity.
- G. In the event an unmarried member dies after age 55 but before his retirement date, and has not chosen a benefit option, his named beneficiary shall be entitled to a lump sum payment equal to the actuarial equivalent of 50% of the benefit he would have received had he elected at the time of his death a 50% Joint & Survivor Annuity.
- H. In the event that a member dies after his retirement date but before he has begun drawing his chosen pension benefit, the benefit will be paid or not paid based solely upon his benefit option choice.
- I. If a married member makes a benefit option choice other than a Joint & Survivor Benefit, his spouse must agree in writing.

TRIBAL COUNCIL BENEFIT PLAN
Section 4

I. FUNDING

- A. The Plan shall be funded under the annual operating Tribal Council budget.