



Mille Lacs Band of Ojibwe Indians
Legislative Branch of Tribal Government

August 25, 2025

To Mille Lacs Band Members and Employees:

The Band Assembly is considering amendments to Title 15, chapter 4, which governs the Band's Tribal Employment Rights Office (TERO). Please accept this letter as notice that the Band Assembly has chosen to hold a formal public hearing on the proposed amendments in accordance with Band Statute. **The hearing will be conducted in chambers and via Zoom on August 27, 2025, at 11:00 AM. To participate, please submit the public testimony form to the Parliamentarian, Danielle Smith, at danielle.smith@millelacsband.com prior to the hearing.**

In addition, the Band Assembly will be seeking public comments on the proposed amendments for a period of **30 business days following the hearing**. During this time, the proposed amendments will be made **available in each Community Center, the Government Building, and on the Mille Lacs Band website at www.millelacsband.com/government/legislative-branch.** Please submit written comments to legislation@millelacsband.com no later than **5:00 PM on October 9, 2025**, using **"Title 15 – TERO"** as the subject. Written comments may also be submitted in-person at the District 1 Legislative Office.

The Band Assembly requests that any Band employee submitting public comments state whether said comments are provided in her or his personal capacity or on behalf of a specific branch, department, office, board, or entity.

Sincerely,

A handwritten signature in blue ink, appearing to read "Sheldon Boyd".

Sheldon Boyd, Speaker of the Assembly

A handwritten signature in blue ink, appearing to read "Carolyn Beaulieu".

Carolyn Beaulieu, District I Representative

A handwritten signature in blue ink, appearing to read "Wendy Merrill".

Wendy Merrill, District II Representative

A handwritten signature in blue ink, appearing to read "Harry Davis".

Harry Davis, District III Representative

Rule 15. Formal Public Hearings.

- 15.1 After opening a formal public hearing, the Speaker shall recognize the sponsor of the bill for the purpose of giving an opening statement.
- 15.2 After the sponsor has given an opening statement, the Speaker shall recognize the remaining Members by order of district number for the purpose of giving an opening statement.
- 15.3 After all Members have had the opportunity to give an opening statement, the Speaker shall open the floor to the public.
- 15.4 Any non-member who has filled out the required public testimony form shall be recognized for a reasonable period of time, as determined by the Speaker, during which Members may interrupt to ask questions relating to the non-member's testimony.
- 15.5 All testimony and other statements must relate directly to the measure under consideration during the formal public hearing.
- 15.6 The Speaker shall keep all formal public hearings open for a minimum of fifteen (15) minutes, during which non-members shall be permitted to testify, subject to Rule 15.4. If no non-member has given testimony or no further non-members seek recognition to give testimony, the Speaker may close the formal public hearing after the expiration of the fifteen (15) minute period.
- 15.7 The Band Assembly may not proceed to any other item of business while any formal public hearing is open.

Public Testimony Form

PURSUANT TO RULE 7.8(g), non-members, meaning a member of the public, government official or employee, or any other private individual, may testify at meetings of the Band Assembly only by filing a signed copy of the Public Testimony Form (“Form”) with the Clerk. If you do not file a signed copy of this form with the Clerk, the Speaker will not permit you to testify during the meeting. This Form provides notice of the most relevant Rules for the public. However, every person seeking to testify should familiarize themselves with the entire set of Rules. (Rules 1.2(t), 7.8(g)).

Do not speak unless you have been recognized by the Speaker. The Speaker controls the meeting, and you may not testify unless the Speaker permits. The Speaker may withdraw recognition at any time, after which you may not speak any longer. You must address the Speaker, the District Representatives, and the Chief Executive respectfully. (Rules 7.3, 7.4, 7.5, 7.8, 11.1).

Identify yourself before beginning to speak. The first time you testify on any issue, you must state your name and, if it is relevant, your job title. (E.g., if you are a government employee testifying on an issue relating to your department) Every subsequent time you speak on the same issue, state your name before beginning your testimony. (Rules 7.8(a) and (b)).

Limit your testimony to the issue immediately at hand. The Band Assembly welcomes your input, but during meetings limit your comments to those directly relating to the question before the Band Assembly. The Speaker will withdraw recognition if you do not stay on topic. (Rule 7.8(c)).

Where possible, have your testimony prepared in advance. You do not need to have it written out, but plan out what you want to say ahead of time because the District Representatives may interrupt you at any time to ask questions relating to your testimony. Additionally, keep any relevant facts, figures, and supporting documents nearby for reference, just in case. (Rules 7.8(d) and (e)).

Be concise. Once recognized by the Speaker, you may speak for a reasonable period of time, as determined in the judgment of the Speaker. Psychologists say that a good rule of thumb is to speak for no longer than five consecutive minutes on any given topic. (Rule 7.8(e)).

Remain respectful at all times. Address your comments through the Speaker. You may not question the honor, integrity, motive, or personal characteristics of any Member or non-member. (Rule 7.8(d)).

You may request formal inclusion on the agenda. This is NOT NECESSARY to give testimony. This only applies to formally listing yourself as an item on the agenda. Reasons this may be desirable include wishing to speak on an issue not listed on the agenda or otherwise not under consideration by the Band Assembly. Your request must be sponsored by a District

Representative and filed with the Clerk at least five (5) calendar days before the meeting at which you wish to be included on the agenda. (Rule 9.2).

FOR REMOTE MEETINGS

Mute your microphone. Unless you are seeking recognition from the Speaker or testifying, keep your microphone muted when participating in a remote session of the Band Assembly.

Ensure that you have a strong Internet connection and are in a quiet location. The Band Assembly wants to hear your testimony, but that is often more difficult in remote sessions than when meeting in the Chamber. Unless it is unavoidable, situate yourself in a quiet location in your home or workplace and double check your Internet connection, microphone, and webcam before joining the meeting.

Turn on your camera when you testify. Just as the Band Assembly wants to hear your testimony, they want to see their constituents. This is not required, but if you have a webcam, please turn it on when you are testifying so the Band Assembly can see you.

FILE THE NEXT PAGE WITH THE CLERK

INSTRUCTIONS

Option A: To testify on a listed agenda item, fill out Section 1 and the signature block. Do not complete Section 2 or get a signature from a sponsoring District Representative.

Option B: If you wish to be listed on the agenda, fill out Section 2 and the signature block (including a signature from the sponsoring District Representative). This must be filed at least five (5) days in advance of the meeting at which you wish to be listed on the agenda.

Section 1.

On which item on the agenda do you wish to testify? _____

How much time do you request to testify? _____

Section 2.

Which District Representative sponsored you? _____

What is the subject of your testimony? _____

How much time do you request to testify? _____

On which day do you wish to be included on the agenda? _____

BY SIGNING THIS FORM, you certify that you have read the entire Form and shall abide by the provisions of the Form and the Rules. Filing this Form does not entitle you to testify during the meeting, nor does it entitle you to the full amount of speaking time requested above. The Speaker, in his or her discretion, may permit any person who filed the Form with the Clerk to testify regarding the agenda items listed on the Form and may limit that testimony in his or her judgment. Filing this Form with the Clerk is required if you wish to testify at the meeting of the Band Assembly.

Printed Name

Signature

Date

DISTRICT REPRESENTATIVE SIGNATURE
(Only Required for Option B)