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Dear Tribal Members, Employees, and Friends:

On December 14th, 2017, at a Special Call Tribal Council meeting, the Tribal Council passed Resolution 18-031, which approved the MBCI Employment Background Check Policy. I have heard from many concerned Tribal members and employees who have been told or read lies about this policy. I want to clear up misunderstandings and provide truthful information.

First, long before I was elected Chief, the Tribe verified employment application information on all applicants for employment. Every person who applies for a job with the Tribe fills out an employment application and signs an authorization form authorizing the Tribe to verify the information on the application. This information is kept confidential.

Only Department of Public Safety and fiduciary position applicants require a credit history in the application process. Years ago, the Tribal Council authorized these checks when they approved the Tribe's Administrative Personnel Policy & Procedures and this practice has been ongoing for a long time.

Second, the Tribe is required by Federal regulations to obtain certain background information for certain Federally-funded positions with the Tribe. If we don't follow the Federal regulations regarding background checks and employment, the Tribe will lose Federal funds. It's important to know that many services the Tribe provides to Tribal members and many Tribal employees' salaries are provided through these Federal funds.

Councilman Randy Anderson made a motion to table the Background Policy at the Special Call Council meeting. His motion failed by majority vote based on the above facts. The Council made the right decision and the only decision that truly protects our future. As leaders, it is our job to protect our Tribe, tribal members, and most importantly, our children from criminals and sexual predators.

We cannot risk losing access to Federal funds and delaying approval of this policy would not be beneficial to the Tribe. Why would anyone knowingly lie to our tribal members and oppose a policy that protects the Tribe? Fortunately, the majority of our Tribal Council understood the need for this policy and passed the resolution to approve.

If you have questions, please contact the Office of Human Resources for more information.

Thank you.

Phyliss J. Anderson
Tribal Chief