



For Immediate Release  
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## **Wage survey results in higher pay rates for many BMIC employees**

BAY MILLS — Many employees of Bay Mills Indian Community will see a boost in their paychecks in the coming weeks.

Bay Mills Indian Community Executive Council held a special meeting on Friday, July 2 to discuss employee wages. At the meeting the Council approved a \$3 wage increase for all tribal hourly employees, both enterprise (Four Seasons, Bay Mart, Bay Mills Resort & Casino, and Northern Light Cannabis) and governmental. The move is a \$5 million investment that will impact almost 600 people.

This wage increase comes after the Executive Council completed a wage and fringe analysis over the last four months, with the goal to provide equitable hourly wage increases to all employees.

“While we are still reeling from the impacts of the pandemic and the loss of Canadian revenue due to the border closure, this was an important step to take,” said Treasurer Gail Glezen. “We know our employees have worked hard through these times and this increase is just one way to acknowledge their sacrifices during the pandemic. We wouldn’t be where we are without them.”

The wage increase will go into effect on July 4. Employees will have to wait a few weeks for the paperwork to process with payroll, but all those eligible will receive back pay dated to July 4 with the increase reflected.

Bay Mills Community College employees also saw a raise in pay after a compensation review.

According to BMCC’s Human Resources Director Stacey Walden, the goal of the compensation review was to ensure BMCC salaries were competitive and compared favorably to other employers in the job market, while ensuring internal pay equity and proper job valuation.

BMCC reviewed data from 44 different organizations including tribal college and universities.

“Based on our findings, a new grid was implemented, which resulted in a wage increase for more than 98 percent of our full time faculty and staff,” said BMCC President Duane Bedell. “This is an investment in our people and our institution.”

BMCC’s increase went into effect on July 1. Salary expenses will increase by 10.6%, while fringe expenses will increase by 13.7%.

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