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[00:00:00] **Speaker 1** Myanmar. No gimnasia me, which in that I can we.

[00:00:03] **Speaker 2** All my our meal. Thank you. Oh.

[00:00:09] **Speaker 3** Please stay standing for the presentation of the colors. The Pledge of Allegiance will be offered by Alexander van Zyl Jr. Brave of Moore, Lake, Chicago and Chippewa community. You are the. Well, you are an indigent caused chaos. Well, I'm a clerk. Hire Alexander Rangel, and I'm here to say the Pledge of Allegiance. I pledge allegiance to the flag of the United States of America and to the republic for which it stands. One nation, under God, indivisible, with liberty and justice for all. Well. The first order of business is the call the role. The clerk will open the role. Have all members recorded their presence. If so, the clerk will close the roll. There are 94 members present. A quorum is present. Lady from the 78th. Thank you, Mr. Speaker. I rise to request a temporary leave of absence for the gentlelady from the 12th District. Lady from the 78th to ask unanimous consent for a temporary leave of absence for the lady from the 12th. Is there any objection hearing on this order, Gentlemen, for the 67th, I ask unanimous consent for a leave of absence for the gentlelady from the 21st. Gentlelady from the 22nd. Gentleman from the 89th. And a temporary leave for the gentleman from the 51st Gentleman from the 67th to ask unanimous consent for leave for the balance of the day, for the lady from the 21st and 22nd, the gentleman from the 89th, and a temporary leave for the gentleman from the 51st. Is there any objection? Hearing None. It is so ordered. Just two quick orders of business. First of all, any members who are here, please silence your cell phones. Second, if any members are here, I would ask to put those phones away. So we are paying attention to the folks who are actually addressing us today. We are incredibly lucky that while today is not a joint convention, we are joined by members of the state Senate, the executive branch and the state Supreme Court. Let's give them all a warm welcome. Thank you for being here today. At this time. It is my honor to welcome Wisconsin's tribal leaders and introduce today's speaker, the chairman of the Chicago chippewa Community. Robert van Zyl Jr.

[00:06:07] **Speaker 2** Good afternoon. Find a page and get started. Mujer, which means greeting an Ojibwe language. As native people, we walk in two worlds, one reflective of modern life and one based on ancient tradition and culture, where most people have one name. Ojibwe people have two one based on ancient tradition and culture. Mind being given a quote in the Ojibwe language and one being reflective of modern life. Mind being Robert van Zyl. I'm honored to stand before all of you today as chairman of the Chicago and Chippewa Community More Lake Band of Lake Superior. The Chicago community resides in a town of Nashville in what's known as Forrest County, Wisconsin. The town. The reservation is southwest of the city of Crandon, nestled among Rice Lake Mole Lake, and about 500 tribal members live on the reservation and then add additional 1000 members live off the reservation. Me go to my tribal leaders who joined us here today, speaking on behalf of the 11 nations living within what's known as Wisconsin is a great responsibility for those tribal leaders in attendance. I would be honored if you would stand and be recognized when I say your name. Bad River. Bad River Band of Lake Superior Ojibway Chairman Michael Williams. Forest County Potawatomi chairman James Crawford. Ho-Chunk Nation. Marlin White Eagle. Lakota Rally Band of Lake Superior Chippewa Vice Chairwoman Lorraine Gudger. Like the final band of Lake Superior Chippewa President. John Johnson, Senior. Menominee, Indian tribe of Wisconsin Chairwoman Gina Kirk. Oneida Nation Chairman Tracy Hill. Radcliffe Band of Lake Superior. Chippewa Chairman Christopher Boyd. Saint Croix, Chippewa Indians of Wisconsin Chairman William Reynolds. Stockbridge, Muncie, a community band of Mohican Indians President Shannon Hulsey. Also with us today is Brother to Indian Nation vice Chairwoman Jessica Ryan.

[00:10:37] **Unidentified** Where are you hiding now?

[00:10:38] **Speaker 2** Jessica There you are. Thank you all for your leadership and service. I would like to thank my tribal council for being here today.

[00:11:06] **Unidentified** Please stand to be recognized.

[00:11:10] **Speaker 2** Stand up. I'd also like to recognize the College of Menominee Nation President Christopher Caldwell, who joined us here today. Christopher. Excuse me. I'm a little nervous. Me, which means thank you to Assembly Speaker Robin Vos for the invitation invitation to address this chamber. The decisions made in this state legislature have tremendous impact on our tribal nations, and our nations have tremendous impact on the state. Which is why it's important for our nation. And legislative leaders engage in meaningful consultation beyond this day and throughout the year. To that end, one of the most important parts of our relationship with state government is participating in state legislative process. I am referring specifically to the Legislative Council Study Committee on State Tribal Relations. This is only the only study committee detailed in the state statutes and the only one created or recreated biannually. Thank you to the state legislatures for continuing the tradition of constituting the Special Committee on State and Tribal Relations every two years. This is a special committee in that it. Comprises majority minority members of the state legislature and representatives of each of the 11 federally recognized tribes in Wisconsin. There have been a number of bills unanimously proposed by the committee meant to celebrate and share knowledge of Native American tribes, both from a historical and contemporary perspective. This special Committee on State Tribal Relations and the state's 11 federally recognized tribes. I am about to thank many people. Please forgive me if I mispronounce your names. I mean no disrespect. I wish to thank Representative. Jeff. Mares Mersal So you guys know, on to. Who served as chairman. Former Senator Jana Briley Bailey. Who served as vice chairwoman. Andre Jok. Senator from Representative David Bow in. Right. Representative James Ed mining many. Representative Donna Rose are Representative Paul Tille and Representative Robin Vinny Vining. Sorry, on behalf of the tribal nations, I wish to thank you. Thank you for your services on the special Committee and thank the leaders of both Houses for appropriating and appointing these state legislatures to serve on this special committee. The Special Committee on State Tribal Relations has recommended seven proposals to the Legislative Council Committee to consider for introduction as legislative bills. These bills deal with higher education, aid and boards. American Indian Studies. American Indian language licenses, traditional tribal regalia, vital records in adding indigenous peoples to this day. Statutory list of days of observance. We respectfully encourage support for these measures. I also wanted to thank the Senate and Assembly leaders for being here today. I'm not here. Senate. Presidents. Cope. Cope again. Cope again. Cap again. Sorry. Senator. Majority Leader. Divine Lumiere. Senator. Minority Leader. Melissa Edgar. Assembly Majority Leader Tyler Auguste and Assembly Minority Leader Gretta Nürnberg and Neubauer. All right. And thank you to the Senator Patrick Tesson, President of Pro. Pro tem. Of the Senate for his recent support of cannabis bill. We believe we will benefit. The tribes will benefit as well as the state. Thank you to the Supreme Court Justice who are here today. Honorable Supreme Court Justice Annette Kingsland. SIEGLER Justice and Walsh. Bradley Justice. Rebecca Bradley Grant. Rebecca Grassley. Bradley excuse me. Justice Rebecca Frank. D'alerte Justice. Brian Hagood. Nor Justice Jill Jay Kozlowski. So pretty close. Justice. Patience Drake, Reagan, SAC also like to thank Governor Tony Evers, Lieutenant Governor. Sarah Rodriguez. Attorney General Josh Kaul and superintendent of Public Instructions Dr. Jill Underly. State Treasurer John Lieber. This administration has recognized and reinforced the treaty rights that our ancestors sacrificed blood, property and even their lives to ensure further security for Native people. Your efforts, your efforts have reminded people throughout the state of our rights to hunt, fish and gather. These rights apply not only on our reservations, but across millions of acres of ceded territory. These millions of acres were entrusted to the United States by the ancestors in exchange for our treaty rights. Through the efforts, the ongoing and regular threats to our tribal members have been somewhat reduced. Sad, sadly. Threats of physical violence. Verbal abuse remain a regular occurrence for our people. Finally, before I get into the heart of the state of the address, I would also like to recognize all of the tribal elders, youth ancestors, veterans, culture leaders, tribal members, employees and staff. You are the very foundation and the future of all we are and all we can be. Our existence is a reflect a reflective of our resilience. Tribal nations provide regional, economic, cultural and social natural resources investments benefiting all people. Tribal members are both U.S. citizens and members of their own sovereign nation. We cherish tradition. We take pride in our tribal nations, and we love our country. It should be noted that Native Americans have remained steadfast in their service and defense of the United States. A significant number of Native Americans have served in all of the nation's major conflicts, beginning with the Revolutionary War. Further, it should be noted that Native Americans served in armed forces in five times the national average. And Native Americans have the highest per capita involvement of any population to serve in the U.S. military. And recording and and recording, too. According to a 2012 report of the U.S. Department of Veterans Affairs. Native Americans also have a higher concentration of women service members than all other groups. Nearly 20% of American Indians and Alaska Alaska Natives serving in the military were women. We Gretch to all of our servicemen and women for honorably representing our tribal nation for steadfastly defending the United States. There's no greater demonstration of how our people walk in two worlds to benefit the both. He. My goal today is to bring greater awareness to challenges impacting native and non-native communities statewide. Through this shared experience, we all have an opportunity to work together to get things done. Many of you in this room are working on your budgets and your proposals. There's been a great amount of discussion statewide about shared revenue, increasing cost, catching up on investing in critical areas such as infrastructure, housing, public safety, emergency services, mental health, education, employee recruitment, retention and development, as well as clean air, clean water, and, among others, clean land. Every budget cycle, there is an opportunity for local, county and state and tribal governments to collaborate on critical services and investments to bring greater efficiency and effectiveness in the delivery of those services. I would encourage everyone with state budget responsibilities to continue to work with the tribes. We have insight into what's working and what we can, what we can be improved upon. Is there some water around here? Getting dry mouth. Well, anyway, let's tackle health care.

[00:25:12] **Speaker 3** Right here.

[00:25:14] **Speaker 2** Thank you. The Chicago and Chippewa tribe, along with many other tribes, are facing quite critical health care challenges. My tribe is located 45 minutes from any emergency care setting. With that being said, there's a large burden put on tribes to act as emergency caregivers to stabilize patients until we can get them to a facility. Many of our tribes are long distances away from emergency care facilities. The tribes face a huge barrier with recruiting and retaining medical staff. Since the pandemic, wages of health care professionals have skyrocketed. It's very difficult for a tribe to compete with the wages for health care professionals at this time. Tribes work on very limited funds from the Indian health care services, which barely covers wages, wage pressure and difficulty. Recruiting medical talent in rural areas are. Really hurting and hindering quality care for patient care. So how can the state help it law to change to allow tribes to be able to function? With nurse practitioners without physicians supervision would be very helpful in delivering quality health care. But not allowing nurse practitioners to run clinic patients are suffering and not receiving the quality care and access to health care required for a healthy population. As we all know, the cost of unhealthy people essentially functions as a tax on the state, which costs us all. Studies show nurse practitioners deliver health care outcomes comparable to those of physicians when providing primary health care and preventive services. These same studies also found similar levels of patient satisfaction in outcomes for blood pressure and blood glucose control. Health status. Health stats in emergency department visits and hospitalization when patients were treated by nurse practitioners compared with physicians. By allowing nurse practitioners to run health care in the state would help address primary care providers shortages for medically and geographically underserved populations such as those in rural areas and on reservations. This strategy would improve access to high quality, cost efficient health care desperately needed in these areas. I need to take a drink. Thank you for your patience. Although challenges. Another challenge. Challenges in insurance tribes were promised free health care by federal government in exchange for millions acres of tribal land. And I realize that the state did not make this promise. But bear with me. I believe there's an opportunity for us to work together to improve health care access and health outcomes, reducing negative impacts on the state. The amount of federal government gives the Indian Indian health services to for distribution to tribes does not even cost half half the cost of operating a tribal health care facility based on a promise made by the federal government. Tribal people should all qualify for Medicaid. There should be no poverty for tribal members. Okay, so where is the opportunity for us to work together to find a solution that benefits tribes in Wisconsin and the state of Wisconsin? I should say Wisconsin. Medicaid is a joint and federal and state program that provides high quality care coverage, long term care, and other services to millions. I'm sorry. And other services to over 1 million Wisconsin residents. Since Wisconsin Medicaid is jointly funded by the federal government and the state. It seems there is an opportunity for states to join tribes in making the case to the federal government that it has not delivered on its promise of health care for tribal members. Consider what the savings could be to the state if the federal government fully funded tribal health care. That's an interesting outcome that I believe would result in significant savings, improve population health and improve the state's finances. Significant parts of achieving a health population statewide also requires ongoing attention and investment in mental health. Mental health care. Untreated mental health challenges contribute to substance abuse, homelessness. Unemployment. To name a few areas that negatively impact all communities. There's no question that investment in mental health services accessibility will positively impact all of our communities. As it pertains to stemming the deadly wave of substance abuse. There is a desire need for greater investment in law enforcement and legal action against those supplying our communities with these substances. Far too many. Far too many families have experienced loss of loved ones. Far too many of our youth have been lost to this plague that knows no boundaries. Drugs don't discriminate by race, wholesale, or even geography. The epidemic. The opioid epidemic is ravaging communities statewide and taxing the system to manage this plague on society. We need to work together across all aspects of emergency services, treatment, law enforcement, prosecution and judiciary to win this fight. Support for our youth treatment facility in Northwoods would improve our ability to provide people battling substance abuse with treatment recovery support as they return return to their communities. We ask you to partner with us to see this through to completion. All 11 tribes have already contributed funds to for this purchase of property to locate a treatment facility in the town of Carson. I think I must say I went to Oh, well, it's a treatment facility for adolescents and we're trying to work through this. We need to states help and assistance to make this happen. We how you see the 11 tribes, we ponied up cash money to make this happen. So we're doing our part. We need your help. Through joint investments in wellness treatment, law enforcement and court solutions. We believe together tribal governments in partnership with the state, have an opportunity to help and preserve and protect our communities. The next opportunity for us to work together on involves illegal gaming state wide and its impact on taxpayers and consumers across Wisconsin. It's estimated millions of dollars of taxable revenue is not collected on the estimated 60,000 gaming machines across Wisconsin. Should I say that again? Yes, this is significant revenue being earned by taverns in competition with the tribal casinos. But this topic encompasses significant concerns with greater impact than just revenue fights. Beyond that, tribes were promised an exclusive gaming right within Wisconsin. The state has an obligation to ensure the integrity of the products being produced and offered to the Wisconsin consumer for nearly every other game and service offered to Wisconsin consumers. There are proper protections in place. Yet tavern gaming machines are a glaring example of a product that is offered to Wisconsin consumers with little or no regulations and consumer protections in place. The Wisconsin tavern gaming environment is ripe for consumers to be misled and ripped off. Equally concerning is the revenue loss that could offset the tax burden on Wisconsin taxpayers. Without proper protections in place, consumers are left to wonder if tavern gaming manufacturers, suppliers, operators are manipulating devices for personal gain. You call it dishonesty or theft? Wisconsin consumers are also knowingly and unknowingly enjoying the benefits of winning taxable payouts on tavern gaming devices without any records or requirements to pay. Appealable taxes on their winnings. There should never be a product or service allowed to be sold to are exposed to or experienced by consumers in the state of Wisconsin that significantly lack the appropriate regulations and consumer protection that are required to be in place for the benefit of Wisconsin consumers. The state of Wisconsin has a significant responsibility to either eliminate illegal tavern gaming environment or significantly and formally address the glaring lack of regulatory oversight and consumer protection that currently exist in the tavern gaming environment. Not to act on either of these options deprive the state of valuable revenue and ability to provide tax relief to its citizens. Furthermore, it exposes those same citizens to an unregulated gaming and potentially ill gotten gains from hard working men and women of Wisconsin. Beyond getting a grasp on lost revenue from illegal gaming and providing consumer protection, there is another opportunity for the state and the tribes to collaborate on casino revenues for greater impact on tribal communities. We are aware that every tribe as well as the state benefit from tribal casino revenue. Each of our tribes has casinos depending on the location. Casino revenues vary drastically. For most of us, revenue from gaming goes to help our members meet basic needs. Health, housing, heating education and more. Once those funds are exhausted, most of us fall short of providing basic services, much less having enough to invest in economic diversity, economic diversification for our tribes. To make strides toward economic selves sustainability, we must diversify our economic engines beyond casino revenue. We believe there's an opportunity and a need to reexamine and share gaming revenue as a means to facilitate tribal economic diversification efforts to meet the basic needs of our people. Similar to the state corporate tax income, the rate for casino is, on average 7 to 10%. The total amount contributed by tribes annually has averaged about $60 million. About half of that amount goes into general purpose revenue and the other half gets appropriated between state programs and tribal programs. Of the funds appropriated, about 60% go to state programs and 40% to the tribal programs. About 12 million of those dollars provides funding for 25 to 30 separate tribal programs. Funding levels for these programs have been frozen for the past 20 years. These programs are vital to our tribes, as you consider significant increased shared revenue to counties municipalities. We believe there is a greater benefit to increasing funding for important tribal programs as well. In the prior state budget and prior state budget, Governor Evers proposed a a $1 million grant to each tribe for tribal gaming revenues. Unfortunately, all those funds were not approved. But thanks to Senator Mary Fallin for Koski mine closed support in legislature, $7 million were distributed to the tribes going forward. Our hope is that the $15 million recommended by Governor Evers will be approved and distributed in an equitable way among tribes to help meet the needs of tribal communities. Switching gears, the environment. We continue to be presented with false choices. We do not need to choose between having economic prosperity and breathing clean air. Clean drinking water and cultivating uncontaminated land. Practical environmental policies and protection, creates sustainable economic progress and encourages innovation that supports a better tomorrow. Without a healthy environment, much like a healthy body, everything else is meaningless. Everywhere we look, we can see interconnected. See how we are interconnected with our own surroundings. What you see is a world that is slowly poisoning itself forever. Chemicals. Also forever. Chemicals, mercury and other poisons in our water supply are leaching into our fish and high contamination in concentrations. Some reports have concentrations in the fish at higher levels than recommended contamination levels in drinking water. This is one example of how we are slowly poisoning ourselves. There are many other examples. A recent study from Duke University Environmental Working Group researchers found large concentrations of forever chemicals in fresh water fish sampled nationwide by the EPA, too, from a 2013 to 2015, with the highest levels found in the Great Lakes. If All Consumption Advisors Inc. EPA's latest health guidance, the study found nearly all sampled fish would be considered unsafe to eat. Let's put that in. Let's. Let's put that one finding in a very real meaningful context. To the Wisconsin. Wisconsin tradition all Wisconsinites enjoy. Beloved Wisconsin Friday Fish fry. Might just require a mr. Yucca sign sticker to prevent people from poisoning themselves. That's the reality. Poison ourselves isn't motivation enough for us to produce effective environmental policies? Look no further than the value of most people's greatest financial investment their home. What is the value of a home with no water supply? A poisoned well or surface water source makes the home value zero. I would argue the value is less than zero because the health of the homeowners and their families consuming forever. Chemicals, for example, cost more money. It costs them their health and a peace of mind. With this in mind, I would encourage the state to work with tribes who for hundreds of years have lived close to the land, are experienced. Protecting and preserving our environment would be a valuable source in designing forward looking policies to ensure all the economic values generated with Wisconsin is built on solid ground for generations. There are many examples of collaboration among tribes and the state, and there could be many more. One example involves the tribes work with the Wisconsin DNR. Tribal fish hatcheries supply hundreds of thousands of Walleyes and Muskie to restock lakes, both on reservation and off reservation lakes for all to enjoy. As as great as our historic collaboration is on producing fish. I would ask you to consider this question Does those fish then contribute to the food supply and even drive tourism dollars to the state economy? If that if the water is contaminated, fish absorb the toxins and then no one can eat the poisoned fish. More collaboration certainly is required to ensure our economy is built on sustainable ground. Right now, Enbridge Energy continues to poison our environment and fight for ongoing rights to do so by running line five through the areas that impact those living in and around the Bad River Reservation. Alarmingly, Line five has a long history of unleashing environmental damages. According to studies in the last 50 years. The pipeline has 2929 spills, releasing a total of 1.1 million gallons of toxic oil into the environment. Researchers recently determined that most spills were not even discovered by Enbridge leak detector system, which Enbridge used to justify reckless pipeline routes. Why? Why do we allow systematic, slow poisoning of our resources? We are all required to live to date there. Today, there has not been an environmental impact study on the line five route nor line five impact on the Bad River watershed or the potential poisoning of the Apostle Islands region. We would encourage the state to conduct an environmental impact study on line five. We would encourage the state to consider what is the environmental impact of a pipeline that did not exist. In other words, what if we disallowed the pipeline altogether? What would be the potential environmental impact to Lake Superior, which is part of the Great Lakes, which contains 20% of the world's fresh water supply? I'd say it would stand a fighting chance to provide clean drinking water and uncontaminated fish for future generations. One final note on the environment. This year marks the 2020 year anniversary of the so-called kinship while communities effort to stop the granite mine. What's that? What's that in mind? I would offer a word of caution to all who value clean water. Clean air. Clean land mining efforts have ramping up around the world for minerals. By some estimates, the levels of minerals required to meet global demands will increase mining activities by 3 to 5 times the current amount of mineral production. Those same estimates indicate the current number of mines worldwide will not be capable of meeting global demands. This means more companies will push for more mines to be opened, resulting in even greater threat of polluting our natural resources that we all depend on for survival. And as much as our health depends on our ability to consume unconnected, uncontaminated resources, the activity of mining companies also threaten our economic prosperity. One simple example involves the billions of dollars in tourism our state enjoys, based in part on the natural resources we have for people to experience. Run those natural resources and the people or take their tourism dollars elsewhere. Now let's take a look at education in our schools. There continues to be an ongoing need for greater understanding of our culture to lessen the ugly side of human nature. When ignorance opens the door to discrimination, an important state law that grew out of the dark periods for tribal people was the passage of the Wisconsin Indian Education Act, or better known as Act 31. The intent of this legislation was to establish education objectives for teaching our young people, both Indian and non-Native, about tribal history, culture and tribal sovereignty. The law requires that schools make an effort to teach these topics to at least twice in elementary school and once in high school. I believe we all can agree that a person to evolve their understanding of the world around them. It takes more than one or two lessons. At 31 has been followed closely by some school districts and school teachers. Unfortunately, in many districts we do not think the goal, the goal of the legislation has been adequately met. For this reason, the State Tribal Relations Committee has developed legislation designed to get more schools, school officials, school teachers to carry out the original goal of the Act 31. We hope this legislation will support these bills coming before you this session. Sticking with education. Focus with the focus. We believe the state education system remains strong overall, but there remains a black cloud hanging over it. The use of Indian names, mascots and logos. Many school districts have already made what we think is right is the right decision to phase out the use of these mascots and logos over a period of time. Other school districts have also expressed an interest in changing their mascots, but they fear the cost is greater than their budget can withstand. We understand the cost concerns and we think a good way to overcome those might be to provide some one time funding for tribal from tribal gaming proceeds to share in the cost of making those changes. There may be other reasons why a school might not want to make those changes. But but at the very least, less remove cost hurdles to create a more inclusive, less offensive environment for all children to learn. We certainly view tribal mascots and logos as reflect as a reflection reflective of a lack of understanding, respect and dignity. We also believe a lack of respect and dignity plays a significant role and epidemic of impact impacting tribal women and girls. The missing murdered indigenous women's and relatives, or am I? W.R. Crisis affects everyone in our state, regardless of age, race or political party. We ask that the legislatures work with tribes to establish mandatory consultation, implementation protocols for improving identification and data collection, as well as allocation of funds and resources for victims and prevention services. In addition, we asked this legislature to approve Governor Evers proposal to create a state office dedicated to combating violence against indigenous people. Though reciprocal engagements, consultation and implementation. We believe there is an opportunity to build on our existing efforts with the state and local government. Recent decades have seen steady growth in the scope and sophistication of tribal governments in Wisconsin and elsewhere in the nation. Tribes are continuously taking on more of the standard functions of government governments and offering more services to their members. This is true in that area of law enforcement and other functions. Law enforcement is an important area where tribes have extensive interaction with the state, particularly through corporations cooperation with county sheriff's departments. For example, some tribal police officers have state arrest powers and some are deputized by the shares of the counties where the tribes are located. The services provided by specialized capabilities of the tribe. Tribal police department vary considerably, but there is some commonalities. Among them all provide basic patrol services on the reservation and of most participate in Native American drug and gang initiatives. And many have school liaisons, liaison officers. Most tribal police departments cooperate extensively with county sheriff's departments. This cooperation includes performing joint dispatch functions, assisting each other in criminal investigations, as well as participation in regional SWAT team emergency response teams and drug gang prevention teams to name a few. In addition, many tribes have cooperative law enforcement programs and mutual assistance agreements with counties. The reality of providing effective law enforcement for people living on and around a reservation have state certified officers who are cross-trained and deputized by the county sheriff also means those officers have a great deal of flexibility and seamlessly moved to a new job with with within the state of Wisconsin law enforcement system. Over the past ten years, tribal nations have experienced their officers leaving to take employment with the county or municipality and police department within a relatively short period after they have completed training. We have found that one common reason the officers leave is that they are able to participate in the Wisconsin pension system where they work for the county. Our municipal government. Tribal police officers, however, do not. Are not allowed to participate in the state pension plan. Hmm. We would we would propose a state law change that would greatly assist tribal nations with retaining tribal law enforcement officers by permitting them to participate in the Wisconsin retirement system. This proposed change would allow tribal law enforcement departments to have a similar retirement benefit. Looking to the future, we all will benefit from greater collaboration to tackle mutual concerns and cultivate opportunities. Tribes have a unique relationship and a long history of interacting with federal government. But the reality is that we are much closer to neighbors to the state. We are literally neighbors of municipalities, counties that comprise. Each state has, as United States, United States citizens and members of our respective tribal nations. We walk in two worlds because those worlds often overlap. In many cases, tribes have sat in varying degrees, have received the authority to become the delivery agents of state services for the residents of their reservations. This presents an opportunity and an obligation to work together to improve the efficient and effective delivery of services. Equitable investments in all of our communities. We believe through greater collaboration, we can achieve greater levels of mutual benefit for all. Who was who calls Wisconsin home? Thank you. Mega-Church. Now I get to talk some more. Sit back down.