Resolution # 09-1210-349

Approving One Time Christmas Bonuses for the Tribal Government Employees and Defining Criteria for Eligibility and Payment

WHEREAS, the status of the Gaá Čhing Ziibi Daawaa Aníšhinaabek (Little River Band of Ottawa Indians) as a sovereign and Treaty-making power is confirmed in numerous treaties, from agreements with the initial colonial powers on this land, to various treaties with the United States; and

WHEREAS, the Little River Band of Ottawa Indians (Tribe) is descended from, and is the political successor to, the Grand River Ottawa Bands, signatories of the 1836 Treaty of Washington (7 Stat. 491) with the United States, as reaffirmed by federal law in P.L. 103-324, enacted in 1994; and

WHEREAS, the Tribe adopted a new Constitution, pursuant to a vote of the membership on May 27, 1998, which Constitution became effective upon its approval by the Assistant Secretary-Indian Affairs on July 10, 1998; and

WHEREAS, the Tribe adopted amendments to the Constitution on April 26, 2004, which became effective upon approval by the Assistant Secretary-Indian Affairs on May 13, 2004; and

WHEREAS, the Tribal Council is authorized under Article IV, Section 7(a) to provide for the public health, peace, morals, education and general welfare of the Little River Band and its members; and

WHEREAS, the Tribal Council and Ogema recognize that the employees working for the Tribal Government are one of the Tribe’s greatest assets; and

WHEREAS, the Tribal Council and Ogema have reviewed that employees working for the Tribal Government have not received a merit increase since July 1, 2007; and

WHEREAS, the Tribal Council and Ogema have determined that a Christmas bonus for the employees working for the Tribal Government would boost morale and productivity given the financial sacrifices made by many of the employees during the year in the form a reduced work schedule;
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the payment of a Christmas bonus to all Government employees based on the following criteria and eligibility:

The payment of $500.00 is authorized for all Government employees and elected officials, excluding the election board.

All employees who have terminated employment with the Tribe prior to December 11, 2009 and interns are ineligible for participation and payment of the Christmas bonus program.

IT IS FURTHER RESOLVED THAT the payment of the Christmas bonus shall be made no later than December 18, 2009 and shall be in the form of a check for all employees as a separate and distinct payment from normal payroll.

IT IS ADDITIONALLY RESOLVED THAT the payments made shall have applicable withholding taxes taken from the payments according to federal and state withholding schedules applicable to each employee and elected official.

IT IS FINALLY RESOLVED THAT all expenses related to the payment of Christmas bonuses shall be made from the general fund as follows:

Fund 1000 – General Fund – Account 5000 – Salaries and Wages
Fund 1000 – General Fund – Account 5100 – Payroll Taxes

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 4 FOR, 1 AGAINST, 1 ABSTAINING, and 3 ABSENT, at an Emergency Closed Session of the Little River Band of Ottawa Indians Tribal Council held on December 10, 2009, at the Little River Band’s Conference Room in Manistee, Michigan, with a quorum being present for such vote.

Janine M. Sam, Council Recorder

Stephen Parsons, Council Speaker

Attest:

Distribution: Council Records
Tribal Ogema
Tribal Court
Accounting Department