

ORIGINAL



Little River Band of Ottawa Indians

1762 U.S. 31 South
Manistee MI 49660
(231) 723-8288

Resolution No. #00-0228-03

**Approving Amendments to Sections 4.4 and 4.5 of the
Tribal Government Personnel Policies**

WHEREAS, the Tribe's status as a federally-recognized Indian tribe was reaffirmed and restored by Congress pursuant to Public Law 103-324, 108 Stat. 2156 (25 U.S.C. §1300k et seq.)(hereinafter "Little River Act"); 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 Tribal Council, pursuant to Article IV, 7 of the Constitution has the power to enact ordinances and resolutions to promote the general welfare of the Tribe and its members; and

WHEREAS, the Tribal Council, pursuant to Article IV, 7(i)(2) of the Constitution, has the power to manage any funds within the exclusive control of the Tribe and to appropriate such funds for the benefit of the Tribe and its members; and

WHEREAS, the Tribal Manager, in consultation with the Human Resource Director and Bowden Associates, has presented a proposal for revising the compensation schedule and plan for employees of the Tribal government; and

WHEREAS, the revised compensation schedule and plan presented will require amendment and/or replacement of Section 4.4 and 4.5 of the Tribal Government's Personnel Policies; and

WHEREAS, the Tribal Council believes that the proposal presented by the Tribal Manager will promote more effective implementation of the Tribal Preference policies, the development of Tribal member and non-member employees, and more effective Tribal government.

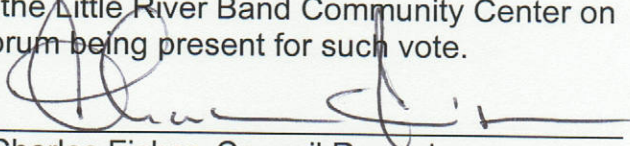
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the following revisions to the Tribal Government Personnel Policies:

- a. Replace Section 4.4, Compensation Schedule, with new Section 4.4.
- b. Adopt Appendix B-Performance Levels and Employee Expectations;
- c. Replace Section 4.5, Salary Adjustments, with new Section 4.5.

IT IS FURTHER RESOLVED THAT the Tribal Council hereby directs the Tribal Ogema to take such steps as may be required to implement the revisions approved, including making a request for sufficient appropriations to fulfill the purposes of these revisions.

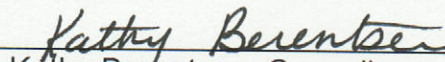
CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 8 FOR, 0 AGAINST, 0 ABSENT, and 1 ABSTAINING, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held at the Little River Band Community Center on February 28, 2000, with a quorum being present for such vote.



Charles Fisher, Council Recorder

Attest:



Kathy Berentsen, Councilor