



Little River Band of Ottawa Indians

375 River Street
Manistee, MI 49660
(231) 723-8288

Resolution # 02-1016-05

Approval of Cost of Living Increase for the September 1 Period

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.); 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 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 Tribe adopted a personnel manual in 1994 and amended that document from time to time; and

WHEREAS, the personnel manual contained a *Wage Grid Policy*, adopted February 21, 1999, which identified the processes by which Cost of Living Allowance (COLA) increases would be approved; and

WHEREAS, the Tribal Council reaffirmed the *Government Operations Personnel Manual* on August 7, 2002 which consolidated the changes which have been approved since its original adoption; and

WHEREAS, the Tribal Council approved an alternative wage grid which did not identify the COLA increase processes; and

WHEREAS, the Tribal Council has approved COLA increases as recently as September of 2001 (approval of COLA increase) and March of 2002 (acceptance of no COLA increase); and

WHEREAS, the policy outlined in the February 21, 1999, policy clearly identifies how the COLA increases should be addressed such that the Tribal Council has determined that it will continue to utilize the process to identify COLA increases; and

WHEREAS, the Chief Financial Officer has forwarded the COLA computation and backup material for that computation and has identified a proposed percentage COLA increase of 1.40%;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby re-authorizes the COLA Processes as set forth below and directs the Accounting Department to identify, in a regulation, a process, consistent with the process set forth below, for forwarding the COLA information to the Tribal Council

Each year on March 1 and September 1, the Controller shall present to the Tribal Council a proposal for a cost of living adjustment to be based on the Consumer Price Indices for January and July, respectively. The Payroll Accountant, or other similar position, shall maintain all documentation regarding COLA calculations. The formula for calculating the adjustment shall be as follows:

September COLA

Step 1. July (current year) - January (current year) = Adjustment

Step 2. Adjustment/January (current year) = COLA Percentage

March COLA

Step 1. January (current year) - July (prior year) = Adjustment

Step 2. Adjustment/July (prior year) = COLA Percentage

IT IS FURTHER RESOLVED THAT the Tribal Council hereby approves the Cost of Living Adjustment of 1.40% and makes that adjustment applicable on September 1, 2002 to employee rates of pay, the Tribal Ogema's salary as set forth in resolution # 00-1111-08, and the Tribal Council's salary as set forth in resolution # 00-111-07.

July 2002 CPI - January 2002 CPI = Adjustment/January 2002 CPI = September 2002 COLA

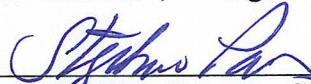
$$179.9 - 177.6 = 2.5/177.6 = 1.40\%$$

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 7 FOR, 2 AGAINST, 0 ABSTAINING, and 0 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on October 16, 2002, at the Little River Band's Community Center in Manistee, Michigan, with a quorum being present for such vote.



Charles Fisher, Acting Council Recorder



Stephen Parsons, Council Speaker

Attest:

Distribution: Council Records
Tribal Ogema
Tribal Court
Legal Department

Attachments - FYI

Memo From Jo Anne House, Attorney, October 15, 2002