Little River Band of Ottawa Indians
375 River Street
Manistee, MI 49660
(231) 723-8288

Resolution # 03-0419-100

Establishing the Compensation for the Tribal Council

WHEREAS, the status of the *Gaá Čhíng Ziíbi Daáwaa Aníshinaábek* (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 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 has determined that establishing compensation for Councilors is an appropriate action in order to adequately compensate for the dedication of time and energy to that elected office; and

WHEREAS, the Tribal Council has determined that, on average, the Tribal Council meets in 9 scheduled meetings per week; and

WHEREAS, the Tribal Council finds that an appropriate level of compensation is $100.00 per meeting when the body meeting is vested with regulatory and/or policymaking authority; and

WHEREAS, the Tribal Council finds that this is an appropriate process for calculation of compensation that begins at $46,800.00 for a base salary for Councilors; and

WHEREAS, the Tribal Council, pursuant to Article IV, Section 6(g)(1) of the Constitution, must act only by Ordinance, resolution or motion; and

WHEREAS, the Tribal Council adopted Resolution # 00-1111-07 which set the compensation of Councilors during the term of office; and

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby establishes the compensation of the Councilors, and shall continue for that office unless changed by the Tribal Council in accordance with the Constitution, applicable receipt of the final election results presented by the Election Board and received by each newly elected Councilor upon taking the oath of office.

IT IS FURTHER RESOLVED THAT the Tribal Council hereby directs that Resolution # 00-1111-07 is superseded by adoption of this resolution.

IT IS FURTHER RESOLVED THAT the compensation of Councilors consists of salary and benefits as defined in this Resolve. 'Compensation' as used in this Resolution means the salary and benefits set forth in this Resolve. Except as identified in Section 1, Councilor refers to any member of the Tribal Council, regardless of whether or not that Councilor is also an officer.

1. *Annual Salary.* The Tribal Council consists of two officers, a Speaker and Recorder, and seven Councilors. The annual salary shall be paid in weekly installments during the term of office of the each officer and Councilor. The annual salary is accrued only for time served in the position.

    a. *Speaker.* The annual salary of the Speaker shall be $47,500.00.

    b. *Recorder.* The annual salary of the Recorder shall be $47,000.00.

    c. *Councilor.* The annual salary of each Councilor shall be $46,800.00.

2. *COLA.* The annual salary of each Councilor shall be adjusted by any Cost of Living Adjustment approved by the Tribal Council.

3. *Benefits.* Councilors shall receive, during the term of office, the following benefits. Benefits are not paid in addition to the salary identified in Section (1) above, but where time off is taken or holidays are observed, shall be paid in lieu of the salary.

    a. *Legislative Recess.* The Tribal Council shall be authorized to take three legislative recesses each year which shall be identified and memorialized by resolution of the Tribal Council.

        1. Winter Recess - the Tribal Council shall set the December Recess to be the last week of the calendar year.

        2. Spring Recess - the Tribal Council shall set the Spring Recess when the legislative calendar is set.

        3. Summer Recess - the Tribal Council shall set the Summer Recess when the legislative calendar is set.

    b. *Health, Dental, Vision Insurance.* Councilors shall be eligible to receive any insurance coverage offered by the Tribe to its employees on the same basis as that made available to employees of the Tribe.

c. *Retirement Plans - 401(k)*. Councilors shall be eligible to participate in any retirement plan offered by the Tribe to its employees on the same basis as that made available to employees of the Tribe.
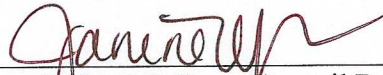
d. *Tribal Holidays.* Councilors shall be entitled to holidays observed by the Tribe.

IT IS FURTHER RESOLVED THAT, Councilors shall be reimbursed for expenses related to travel on behalf of the Tribe in accordance with the approved travel expense policy of the Tribe. Such expenses are not considered a part of the compensation of Councilors and shall be appropriately documented.
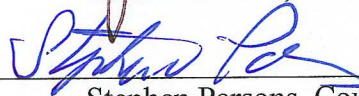
IT IS FURTHER RESOLVED THAT, that compensation identified in this resolution shall be effective on the date of the new legislative two year term for all Councilors on the 26th day of April, 2003.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with _7_ FOR, _1_ AGAINST, _1_ ABSTAINING, and _0_ ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on April 19, 2003, at the Little River Band's Community Center 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
             Legal Department