

Little River Band of Ottawa Indians

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

Resolution # 03-0423-105

Approving the Action to Request Proposals - Human Resource Consulting Services

WHEREAS, the status of the *Gaá Čhing Ziibi 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 is authorized under Article IV, Section 7(j), "to take action, not inconsistent with this Constitution or Federal law, which shall be necessary and proper to carry out the sovereign powers of the Tribe;" and

WHEREAS, the Tribal Council has requested an organizational chart of the Tribal operations and employees which has not been delivered; and

WHEREAS, the Tribal Council has requested a review of the Personnel Manual of the Tribe which would include revisions to update the policies and procedures of the Tribe which has been informally delivered to the Tribal Council for comment, but has not been finalized by the Ogema; and

WHEREAS, the Tribal Council has been made aware of errors and omissions in the position descriptions of current employees as well as lack of document control and lack of approval processes regarding new or revised position descriptions; and

WHEREAS, the Tribal Council has requested a review of the salary/wage schedule which has not been delivered; and

WHEREAS, the Tribal Council has identified that there are individuals employed by the Tribe in positions that are not in compliance with the current salary/wage scale which require correction; and

WHEREAS, the Tribal Council has received a Compliance Audit report which identified numerous personnel related issues, including lack of performance evaluations, job descriptions, salary levels, and organizational structure; and

WHEREAS, the Tribal Council has determined that comprehensive corrective action is needed in legislative form to establish a proper salary/wage scale, hiring processes, organizational structure, and other personnel related actions;

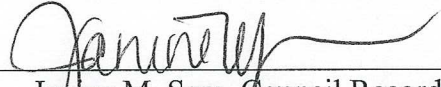
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the process of requesting proposals to provide consulting services to upgrade the Tribe's human resource processes; to identify a transition from the current processes into the new processes; to create a structure for the Tribal government operations; and to provide training for employees regarding the new processes.

IT IS FURTHER RESOLVED THAT the Tribal Council hereby directs the Tribal Ogema that all positions and wages are hereby frozen in their current status and shall not be changed during the human resource processes review and conclusion, provided that authority to make changes to positions and wages during this period may be specifically authorized by the Tribal Council upon request of the Ogema.

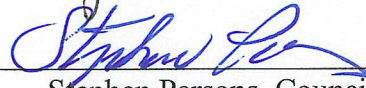
IT IS FINALLY RESOLVED THAT the Tribal Council hereby directs the Tribal Ogema that all new hiring, transfers, and promotions shall be frozen during the human resource processes review and conclusion, provided that authority to hire, transfer or promote in regards to an employment position or employee may be specifically authorized by the Tribal Council upon request of the Ogema.

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 ABSTAINING, and 1 ABSENT, at a Regular Closed Session of the Little River Band of Ottawa Indians Tribal Council held on April 23, 2003, at the Little River Band's Downtown Offices 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