

Little River Band of Ottawa Indians

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

Resolution # 03-0709-207

Authorizing the Tribal Ogema to take action and execute plan for the Temporary vacancies with in the Human Resources Department. Pursuant to Resolution # 03-0423-105

WHEREAS, the status of the Gaa Ching Ziibi Daawaa Anishinaabek (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 to under Article IV, Section 7(i) 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 did, pursuant to Resolution # 03-0423-105, direct that the Tribal Ogema freeze all new hiring until such time as a human resource process review by the Tribal Council is completed; and

WHEREAS, Resolution#03-0423-105 does authorize the Tribal Ogema to request Tribal Council authorization to hire new employment positions; and

WHEREAS, the Tribe's Ogema has requested authorization to complete the plan for the Temporary vacant positions within the Human Resource Department, and

WHEREAS, the temporarily vacant positions of the Human Resource Director & Secretary are expected to be vacant until September, 2003;

WHEREAS, the Tribal Council believes that the request of the Tribal Ogema for authorization to complete the outlined plan for the Temporarily vacant Human Resource Positions is reasonable and in the best interest of the Tribe;

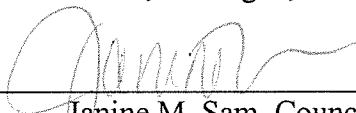
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band Of Ottawa Indians hereby authorizes the Tribal Ogema to proceed with Completing the following plan to handle the temporary vacancies in the Human Resource Department.

Human Resources Department Plan Outline

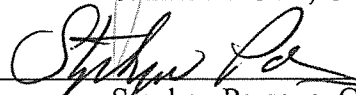
1. Director's Vacancy
 - a) Appoint Sadie Riffle as Interim Director of Human Resources.
 - b) Ms Riffle would receive an increase in pay to the "Director's" level from her current \$13/hour to \$20/hour. This is within the range found in appendix A of the Personnel Manual. This action would be retroactive from the time of Alice's absence.
2. Benefit's Coordinator Position
 - a) Recruit and hire on a shortened time line using newspaper advertising in Muskegon, Manistee and Ludington along with posting in the Tribal Buildings a person for this position. Hiring to be completed no later than July 25, 2003.
 - b) Ms Riffle would train the person hired. Sadie would train the person in Human Resources in general. This would be tied to any training, etc., from the contractor working on the wage situation.
3. Plan Closeout
 - a) Upon the return of the Human Resources Director, Ms Riffle would resign from the department.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 7 FOR, 0 AGAINST, 2 ABSTAINING, and 0 ABSENT, at a Regular Closed Session of the Little River Band of Ottawa Indians Tribal Council held on July 9, 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: