



Little River Band of Ottawa Indians

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

Resolution # 03-0806-242

*Authorization to Publish the Salary/Wage Scale of the Tribe and the Salaries of
Employees of the Little River Band of Ottawa Indians*

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 has determined that, as a government, open communications regarding actions of the Tribe serve the membership in understanding the directions and activities of the Tribe; and

WHEREAS, the Tribal Council has determined that in conformance with open communications that employment related information specifically regarding salaries and wages held confidential in the past has resulted in discussions and questions that are detrimental to the Tribe's programs, activities, and government; and

WHEREAS, the Tribal Council has determined that publishing this information will result in members being able to better evaluate potential employment opportunities by providing salary and wage information regarding similar positions and thus allow members a more informed decision making process when determining to apply for employment with the Tribe as well as, in many instances, incurring costs related to moving to the Tribe's Reservation to accept such employment; and

WHEREAS, the Tribal Council has determined that as a government, consistent with other governmental entities, employee salaries and wages are not considered confidential information and that this standard should be corrected by resolution of the Tribal Council;

WHEREAS, the Tribal Council has determined that publishing the salaries and wages, and requiring that such publication include the salary/wage scale of the Tribe, will result in better compliance measures with the approved salary/wage scale of the Tribe;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby directs the Ogema to prepare a list of employees, positions, salaries and the current salary/wage scale of the Tribe for publishing as a public document and authorizes an amendment to the Government Operations Personnel Manual in section 3.1 to allow such posting.

IT IS FURTHER RESOLVED THAT the Tribal Council hereby directs that such publication shall be made available in the offices of the Human Resource Department, and, along with this resolution, as requested by any member applying for employment with the Tribe.

IT IS FINALLY RESOLVED THAT the Tribal Council directs that the publication of the salary/wage scale and the employee/salary list shall be updated twice a year, on April 1 and November 1.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 8 FOR, 1 AGAINST, 0 ABSTAINING, and 0 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on August 6, 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
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Tribal Court
Legal Department