



**Little River Band of Ottawa Indians**

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

**Resolution # 03-1008-335**

*Amendment to Section 4.1 of the Government Operations Personnel Manual to Move to a Two Week Pay Period*

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 Ogema has requested amendments to the *Government Operations Personnel Manual* to allow for a two week pay period; and

WHEREAS, the Tribe currently pays two departments of the Tribe on a two week pay period in order to accommodate 24 hour activities of those departments; and

WHEREAS, the Ogema has determined that savings will result from a two week pay period in time allocated to payroll calculations, input, and generation; and

WHEREAS, the Ogema has identified that consistency in payroll among all employees is in the best interests of the Tribe and has identified when the change should be made to a two week pay period; and

WHEREAS, the Tribal Council has reviewed the request and has determined that it is in the best interests of the Tribe; and

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby amends Section 4.1 of the *Government Operations Personnel Manual* as follows:

**4.1 Compensation Policy.** ... ~~Salaried employees are paid in weekly installments.~~ *All employees are paid in two week installments.* ...

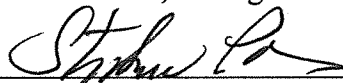
IT IS FURTHER RESOLVED THAT the Tribal Council hereby directs that the Ogema shall notify employees of the payroll date changes by placement of notice in the employee paychecks stating the date payroll changes to a two week period and when the first paycheck under the new system shall be issued.

IT IS FINALLY RESOLVED THAT the Tribal Council hereby sets the first payroll issuance date under the two week payroll period system as October 22, 2003.

**CERTIFICATE OF ADOPTION**

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 4 FOR, 2 AGAINST, 0 ABSTAINING, and 3 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on October 8, 2003, at the Little River Band's Community Center in Manistee, Michigan, with a quorum being present for such vote.

  
Israel Stone, Acting Council Recorder

  
Stephen Parsons, Council Speaker

Attest:

Distribution: Council Records  
Tribal Ogema  
Tribal Court  
Legal Department