



Little River Band of Ottawa Indians

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

Resolution # 03-1220-432

*Ratification of Interim Appointments Made by the Ogema During the Operation of
Resolution 03-0423-105*

WHEREAS, the status of the *Gaá Čhíng 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 Tribe's status as a federally-recognized Indian tribe was reaffirmed and restored by Congress pursuant to Public Law 103-324, 108 Stat. 2156 (25 U.S.C. §1300k et seq.); 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 adopted resolution # 03-0423-105 which directed the review and revision of the Tribe's personnel policies as well as placed a moratorium on changes to employee's wages and positions until a complete wage/salary review could be completed; and

WHEREAS, the Tribal Council received notification from the Ogema of the need to make interim appointments in order to cover vacancies existing in current employment positions which require supervision or management; and

WHEREAS, the Tribal Council, in July, received correspondence from the Ogema indicating the policy and procedure he intended to fill those vacancies; and

WHEREAS, the Tribal Council has received notices of interim appointments from the Ogema as they have been made by the Ogema; and

WHEREAS, the Tribal Council, upon the request of a Councilor, has received notice that these actions are in violation of resolution # 03-0423-105 and desires to correct this error and provide processes by which the Ogema can make the interim appointments;and

WHEREAS, the Tribal Council has determined that interim appointments serve a limited purpose of filling a vacant supervisory or necessary employment position and should be utilized only under limited circumstances identified above and only for short periods of time.

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby retroactively approves the interim appointments made by the Ogema and the temporary salary adjustments for those employees accepting increased duties and responsibilities *during that interim appointment period.*

These people have been identified as appointed to interim positions.

<u>PERSON & POSTION</u>	<u>SALARY</u>	<u>INTER. POSTION</u>	<u>INTER. SALARY</u>
Sadie Riffel Benefits	\$13.72	Dir. of HR	\$20.00
Mark Dougher Grant Writer	\$23.68	Dir. of Grants & Cont.	\$25.00
Lee Ivinson Members Assist.	\$15.08	Dir. of Memb. Assist.	\$18.09
Jim Clements Econ. Dev. Proj.-		Dir. of Econ. Develop	
-	\$22.11	-	\$25.00
Jim Clements Econ. Dev. Proj.		Dir. of Housing	
Ryan Nash Network Admin.	\$19.34	MIS Manager	\$23.34
Brian Gibson Maint. Superv.	\$13.52	Maint. Superv	\$18.50
Gary Lewis Utility Oper.	\$13.06	Dir. of Waste Water	\$25.48

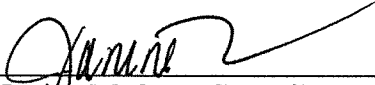
George Lawrence	\$8.97	Food Commod.	\$10.00
Food Dist. Prog. Assist.		& Dist. Coord	
Ben Hamilton	\$12.44	Janitor Superv.	\$15.00
Maint. Janitor Inspector			

IT IS FURTHER RESOLVED THAT the Tribal Council hereby authorizes the Ogema to make interim appointments *in accordance with Resolution # 03-0423-105* and is authorized to increase an interim appointment salary so long as the increase in salary does not exceed 15% of the starting salary of the position being appointed to by the Ogema.

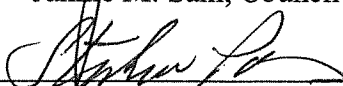
IT IS FINALLY RESOLVED THAT the Tribal Council directs that all interim appointments authorized under this resolution, if not already concluded, shall be void after March 31st.

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, 0 ABSTAINING, and 1 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on December 22, 2003, at the Little River Band's Downtown Office Doom Room 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