

**Little River Band of Ottawa Indians**

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

**Resolution # 04-0317-120**

*Approval of Cost of Living Increase for the March 2004 Period*

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 adopted a personnel manual in 1994 and amended that document from time to time; and

WHEREAS, the personnel manual contained a *Wage Grid Policy*, adopted February 21, 1999, which identified the processes by which Cost of Living Allowance (*COLA*) increases would be approved; and

WHEREAS, the Tribal Council adopted the *COLA Policy* on March 2, 2004 which identified the process by which a *COLA* will be calculated and approved; and

WHEREAS, the Ogema has identified the *COLA* for the March 2004 period and presented this calculation to the Tribal Council;

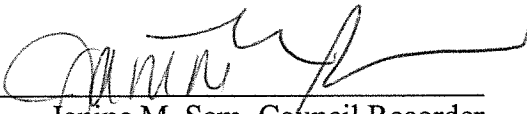
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the Cost of Living Adjustment of 1.03% and makes that adjustment applicable on March 1, 2004 to employee rates of pay, the Tribal Council's salary as set forth in resolution # 03-0419-100, and the Tribal Judges salary as set forth in resolution # 00-1220-12.

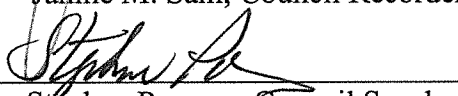
July 2003 CPI - January 2004 CPI = Adjustment/January 2004 CPI = March 2004 COLA  
 $1.83.90 - 185.80 = 1.90/183.90 = 1.03\%$

IT IS FURTHER RESOLVED THAT application of the COLA, it is retro-active application results, shall be presented no later than the March 24, 2004 payroll period.

**CERTIFICATE OF ADOPTION**

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 6 FOR, 2 AGAINST, 0 ABSTAINING, and 1 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on March 17, 2004, at the Little River Band's Dome Room in Manistee, Michigan, with a quorum being present for such vote.

  
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Janine M. Sam, Council Recorder

  
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Stephen Parsons, Council Speaker

Attest:

Distribution: Council Records  
Tribal Ogema  
Tribal Court