



**Little River Band of Ottawa Indians**

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

**Resolution # 04-0526-226**

*Authorizing Gaming Commission Employee 90 day Review*

WHEREAS, the status of the *Gaá Čhíng Ziibi Daáwaa Aníshinábek* (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 under Article IV, Section 7(j), "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 directed that all positions and wages were to be frozen in their current status and shall not be changed during a human resource processes review and conclusion; and

WHEREAS the Gaming Commission has requested approval of funds to compensate an employee for losses sustained as a result of certain employment conditions which prevented a 4% wage increase at the employees 90 day review; and

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the pay rate change for James Anderson, for completion of a 90 day review, with a 4 % increase, changed from 14.75 to 15.34, effective 3-16-03; and

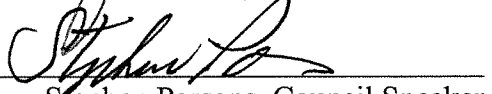
IT IS FURTHER RESOLVED THAT the Tribal Council hereby directs the Tribal Ogema to have accounting staff determine this pay rate change, and all other approved merit and cola increases that may have an effect on the employee wage and benefits, to be applied within 14 days of adoption of this Resolution, provided that the employees wage shall not exceed the salary range established for the Lead Surveillance Operator position adopted on March 3, 2004; and

**CERTIFICATE OF ADOPTION**

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 8 FOR, 0 AGAINST, 0 ABSTAINING, and 1 ABSENT, at a Regular Closed Session of the Little River Band of Ottawa Indians Tribal Council held on May 26, 2004, at the Little River Band's Conference Room in Manistee, Michigan, with a quorum being present for such vote.



Jamne M. Sam, Council Recorder



Stephen Parsons, Council Speaker

Attest:

Distribution: Council Records  
Tribal Ogema  
Tribal Court  
Gaming Commission