



Little River Band of Ottawa Indians

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

Resolution # 04-0602-235

Approval of Amendments to Pay Grade Levels for Little River Casino Resort Directors Positions

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 and Manistee Gaming, LLC, (*Manager*) have entered into a management contract for the purposes of operating the Little River Casino and Resort; and

WHEREAS, the *Second Amended and Restated Management Agreement* identifies the responsibilities and limitations of the Tribe and the Manager; and

WHEREAS, "...to the extent not already approved by the Board and Tribal Council, establish a job classification system with salary levels and scales which shall be submitted to the Board and the Tribal Council for approval," *Management Agreement, section 4.6.2*; and

WHEREAS, the General Manager has submitted amendments to the 'Director Pay Grade Ranges' based on studies performed by Ewing Consulting Services and supplemented by information located on the Internet at Salary.com to the Business Board; and

WHEREAS, the Business Board, on May 24, 2004, has approved the proposed amendments and forwarded those amendments to the Tribal Council for approval in accordance with section 4.6.2 of the Management Agreement; and

WHEREAS, the Tribal Council has received the proposed recommendations, along with the supporting documentation and has determined that it is an appropriate action to be taken;

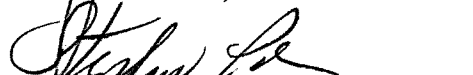
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the amendments to the Director Pay Grade Ranges as follows.

Job Title	New Minimum	New Midpoint	New Maximum
General Manager	\$181,256.00	\$226,570.00	\$271,570.00
Director of Finance	\$119,176.00	\$148,970.00	\$178,764.00
Director of Marketing	\$119,176.00	\$148,970.00	\$178,764.00
Director of Human Resources	\$76,453.00	\$95,566.00	\$114,680.00
Director of Gaming Operations	\$119,176.00	\$148,970.00	\$178,764.00
Director of Hotel Operations	\$68,140.00	\$85,175.00	\$102,210.00
Director of Facilities	\$68,140.00	\$85,175.00	\$102,210.00
Director of Security	\$60,723.00	\$75,915.00	\$91,908.00
Director of Food and Beverage	\$76,453.00	\$95,566.00	\$114,680.00

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 5 FOR, 4 AGAINST, 0 ABSTAINING, and 0 ABSENT, at a Regular Closed Session of the Little River Band of Ottawa Indians Tribal Council held on June 2, 2004, at the Little River Band's Conference 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
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