



Little River Band of Ottawa Indians

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

Resolution # 04-0630-274

Amendment of Merit Increase Policy, SOP-600-01:HR-04 to Correct Merit Increase Calculation

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 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 # 04-0303-91 which accepted the *Merit Increase Policy*, SOP-600-01:HR-04, which identified the processes for planning and calculating employee merit increases; and

WHEREAS, the Ogema has presented amendments requesting simplification of the calculation of allocating merit increases after completion of performance reviews; and

WHEREAS, the Tribal Council has reviewed the proposed amendment and finds that it is an appropriate action;

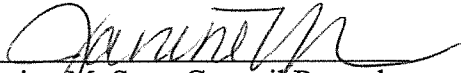
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby accepts the amendments to the *Merit Increase Policy* as follows.

C. Percentage of Merit Increase Formula

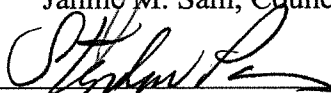
1. The results of the Performance and Planning Reviews shall be utilized to calculate the merit increase based on the following scores.
 - a. Exceptional employee receives score between 52-55, authorized to receive full approved merit increase percentage.
 - b. Employee exceeds expected criteria, receives score between 44-51, authorized to receive 75% of the approved merit increase percentage.
 - c. Employee meets expected criteria, receives score between 33-43, authorized to receive 50% of the approved merit increase percentage.
 - d. Employee meets marginal expectations and can be put on disciplinary probation for 30 day, receives a score between 22-32, authorized to receive 25% of the approved merit increase percentage if not placed on disciplinary probation, may receive 25% of approved merit increase at the end of the conclusion of the disciplinary probation if approved.
 - e. Employee performs unsatisfactorily, receives a score between 0-10, is placed on disciplinary probation for 60 days and is not authorized to receive a merit increase.

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 Session of the Little River Band of Ottawa Indians Tribal Council held on June 30, 2004, at the Little River Band's Dome 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