



Little River Band of Ottawa Indians

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

Resolution # 04-0721-299

Approval of Amendments to Wage/Salary Scale and Job Descriptions to Current Employees and Positions of the Tribal Government

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 Tribe adopted amendments to the Constitution on April 26, 2004, which became effective upon approval by the Assistant Secretary-Indian Affairs on May 13, 2004; 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

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WHEREAS, the Tribal Council is authorized under Article IV, Section 7(I) to take action, not inconsistent with the Constitution or Federal law, which is necessary and proper to carry out the sovereign powers of the Tribe; and

WHEREAS, the Tribal Council adopted Resolution # 03-0423-105 which contained three directives:

- a. authorization to engage consultant to conduct a comprehensive review and revision of the Tribe's employment practices, processes, documents and salary structure;

- b. freezing the status of all current employees during he review and allowing exceptions to be requested by the Ogema and approved by the Tribal Council; and
- c. prohibiting new hires during the review and allowing exceptions to be requested by the Ogema and approved by Tribal Council; and

WHEREAS, the Tribal Council engaged in consulting firm to provide a proposed salary structure of the Tribe based on a survey of Tribes, and local employers, which has been submitted and reviewed; and

WHEREAS, the Ogema has requested his management team to review the information and make final recommendations; and

WHEREAS, the Tribal Council has approved the *Wage/Salary Scale to Current Employees, #04-0303-89* and accepted the *Revised Job Descriptions for the Tribal Government, #04-0303-97*; and

WHEREAS, the Ogema has determined that pay levels and salary ranges for the pay levels presented by the management team should be brought forward for approval of amended pay levels and salary ranges and acceptance of updated job description title changes; and

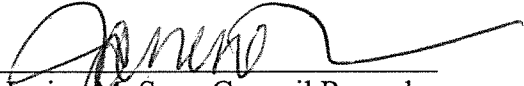
WHEREAS, the Ogema has reviewed the submission to the Tribal Council regarding the amended wage/salary levels to be applied to current employees of the Tribe and recommends its adoption; and

WHEREAS, the Ogema has reviewed the submissions to Tribal Council regarding the updated job description title changes to be applied to current employees of the Tribe and recommends its adoption; and


NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby does approve the attached amended wage/salary spreadsheet identifying amended wage/salary levels and accepts the updated job description title changes for the Tribal government employees directs application of the amended wage/salary levels with retro pay, if applicable, back to January 1, 2004.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 6 FOR, 3 AGAINST, 0 ABSTAINING, and 0 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on July 21, 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