



**Little River Band of Ottawa Indians**

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

**Resolution # 04-0721-309**

*Approval of Second Set of Amendment to Wage/Salary Scale and Job Descriptions to  
Current Employee and Position of the Tribal Government*

WHEREAS, the status of the *Gaa' 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 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

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 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

WHEREAS, the Tribal Council adopted Resolution # 03-0423-105 which contained three directives that identified and developed information regarding wage/salary levels and job positions of the Tribe; and

WHEREAS, the Tribal Council engaged a consulting firm to provide a proposed salary structure which resulted amendments to the wage and pay scales of the Tribe, as well as job descriptions based on those amendments; and

WHEREAS, the Ogema has presented amendments to the wage and pay scales of the Tribe, as well as job descriptions/titles, based on a review of the previously approved documents by resolution # 04-0303-89 and 04-0303-97; and

WHEREAS, the Tribal Council has reviewed the actions of the office, including the assigned duties, as well as those assumed by this employee, and has identified that the previously proposed job description contained numerous errors as submitted by the Ogema's office, including reference to coordinating and organizing of Tribal Manager's Office, that require this change to be made; and

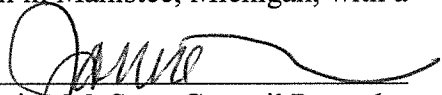
WHEREAS, the Tribal Council desires to correct this matter and make appropriate changes;

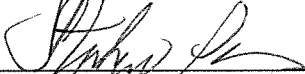
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby directs that the position of Executive Assistant to the Tribal Council shall be corrected from the pay level of 4 to a pay level 5 and to make salary changes from \$ 19.43 to \$ 20.21, effective as of March 3, 2004.

NOW THEREFORE BE IT FURTHER RESOLVED THAT, the Tribal Council directs the Recorder to make amendments to the Job Description to include prior job duties of budget management and supervision that were not incorporated into the prior proposed job description.

**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 Closed Session of the Little River Band of Ottawa Indians Tribal Council held on July 21, 2004, at the Little River Band's Conference 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