

Little River Band of Ottawa Indians
375 River Street
Manistee, MI 49660
(231) 723-8288

moved to
open 7/26/06

Resolution # 04-0901-353

Approval of Amended Job Classification System Salary Levels and Scales for the Little River Casino Resort

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

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

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

WHEREAS, the Little River Casino Resort shall "...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 Tribal Council has approved the salary levels and scales by resolution # 01-0919-08 which have been amended once by resolution # 01-0919-08, and has been affected by Cost of Living Increases as well as individual personnel affected by merit increases since its adoption; and

WHEREAS, the General Manager has approved a proposed amendment to the salary levels and scales addressing changes in the federal guidelines regarding overtime and exempt employees which requires a change on Job Grade A; and

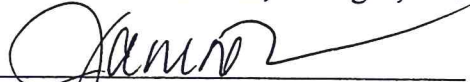
WHEREAS, the Business Board has reviewed and approved this on July 27, 2004 and directed the proposal to be forwarded to the Tribal Council for approval in accordance with the Management Agreement;


NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the Little River Casino Resort's Salary Structure and, repeals the prior version approved by Resolution # 01-0919-08.

Little River Casino Job Grades and Ranges			
Grade	Minimum	Midpoint	Maximum
R	\$181,256.00	\$226,570.00	\$271,570.00
Q			
P			
O	\$119,176.00	\$148,970.00	\$178,764.00
N			
M	\$83,995.00	\$104,945.00	\$125,935.00
L	\$76,453.00	\$95,556.00	\$114,680.00
K	\$68,140.00	\$85,175.00	\$102,210.00
J	\$60,732.00	\$75,915.00	\$91,098.00
I	\$54,128.00	\$67,660.00	\$81,192.00
H	\$48,240.00	\$60,300.00	\$72,360.00
G	\$42,996.00	\$53,745.00	\$64,494.00
F	\$38,320.00	\$47,900.00	\$57,480.00
E	\$34,152.00	\$42,690.00	\$51,228.00
D	\$30,440.00	\$38,050.00	\$45,660.00
C	\$27,132.00	\$33,915.00	\$40,698.00
B	\$25,087.00	\$30,225.00	\$35,363.00
A	\$22,360.00	\$26,040.00	\$31,250.00
	23,160	28,315	32,968
10	\$12.06	\$14.53	\$17.00
9	\$10.75	\$12.95	\$15.02
8	\$9.58	\$11.54	\$13.51
7	\$8.75	\$10.29	\$11.83
6	\$7.80	\$9.17	\$10.55
5	\$6.95	\$8.17	\$9.40
4	\$6.19	\$7.28	\$8.38
3	\$5.52	\$6.49	\$7.46
2	\$5.15	\$5.65	\$6.15
1	\$3.00	\$3.60	\$4.20

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 8 FOR, 1 AGAINST, 0 ABSTAINING, and 0 ABSENT, at a Regular Closed Session of the Little River Band of Ottawa Indians Tribal Council held on September 1, 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
 Tribal Ogema
 Tribal Court
 Little River Casino Resort