



Little River Band of Ottawa Indians

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

Resolution # 04-0901-356

Approval of Tribal Council Personnel Matters Processes and Authorizations

WHEREAS, the status of the *Gaá Čhíng Ziibi Daáwaa Aniřhinaábek* (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 has engaged personnel in which to carry out the administrative functions and support activities of the Tribal Council; and

WHEREAS, the Tribal Council has determined that there has arisen a significant amount of confusion regarding the authority of the Tribal Council to take action, and to authorize that action; and

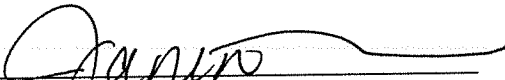
WHEREAS, the Tribal Council has determined that clarification of these matters is necessary in order to maintain smooth and consistent procedures regarding personnel and processes of the Tribal Council;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby directs that personnel matters of the Tribal Council offices, the Legal Department, the Gaming Commission and Gaming Commission Department employees, and the Elder's Committee employees shall be managed by the Tribal Council consistent with the Government Operations Personnel Manual. The following exceptions shall be as specifically set forth below.

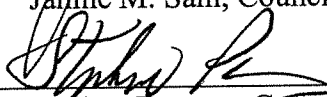
- Personnel Evaluations, merit and other increases, COLA's , disciplinary and complaint actions shall be reviewed by the Tribal Council Speaker or Recorder.
- Personnel Action Forms, and other signatures required to authorize personnel actions shall be authorized by the Tribal Council Speaker and Recorder.
- Personnel actions that are not specifically identified herein, shall be presented to the Speaker or Recorder for interpretation in accordance with the intent of this Resolution

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 September 1, 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