



**Little River Band of Ottawa Indians**

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

**Resolution # 04-1006-395**

*Approval of Merit Increase for eligible Tribal Government Employees for Annual Review  
July 2004/2005*

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 is authorized under Article IV, Section 7(j) to take legislative actions consistent with delegated powers; and

WHEREAS, the Ogema has requested his management team to review the performance reviews submitted by June 1, 2004, and make final recommendations; and

WHEREAS, the Ogema is requesting these submitted performance reviews be the benchmark reviews for future considerations; and

WHEREAS, the Tribal Council has accepted the *Merit Increase Policy, #04-0303-91 for SOP-600-01:HR-4*, and accepted the *Performance and Planning Review Policy, #04-0303-93 for SOP-600-01-HR-05*; and

WHEREAS, the Ogema has requested that the merit increase be effective July 1, 2004; and

WHEREAS, the Ogema has recommended an across the board merit increase for all eligible Tribal Government Employees for this period only; and

WHEREAS, the Tribal Ogema has determined that probationary employees are not Eligible; and

WHEREAS, the Tribal Ogema has determined that employees with less than one year of Employment will receive a prorated increase to start with the first full month of Employment; and

WHEREAS, the Ogema has recommended that this across the board merit increase for all eligible Tribal Government Employees to the Tribal Council which would require a budget amendment and would be applicable for the review period of July 2004/2005; and

WHEREAS, the Tribal Council has reviewed the Ogema's recommendation and has determined that a 2.5% merit increase for all eligible Tribal Government Employees for the review period of July 2004/2005 is an appropriate action;

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NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians does hereby approve the merit increase of 2.5% for each eligible Tribal Government Employee to be effective on July 1, 2004.

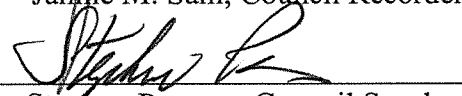
IT IS FURTHER RESOLVED THAT eligible Tribal Government Employees include any staff person employed by Little River Band, regardless of the branch of government that they are employed in, provided that the performance reviews have been completed.

**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 October 6, 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