



Little River Band of Ottawa Indians

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

Resolution # 05-0427-169

Approving Gaming Commission Organizational Structure Policy

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 3, 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(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 created a Gaming Commission in Ordinance No. # 02-400-04 and directed the Gaming Commission to submit their organizational chart on an annual basis; and

WHEREAS, the Gaming Commission deemed it necessary to create an Organizational Structure Policy to clearly identify the processes by which the Gaming Commission identifies the relationships between employees, including delegated Authorities to depict in the required organizational chart; and

WHEREAS, the Gaming Commission approved the Organizational Structure Policy at its regular scheduled meeting on April 12, 2005 by Resolution No. #GC05-0412-29; and

WHEREAS, the Gaming Commission is submitting the policy to the Tribal Council for approval as needed .

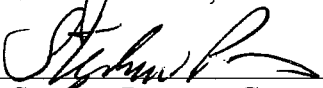
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the Organizational Structure Policy for the Gaming Commission Department.

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 April 27, 2005, at the Little River Band's Dome Room in Manistee, Michigan, with a quorum being present for such vote.



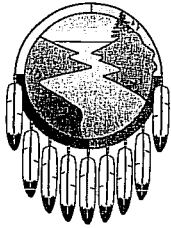
Janine M. Sam, Council Recorder



Stephen Parsons, Council Speaker

Attest:

Distribution: Council Records
Gaming Commission
Tribal Court
Tribal Ogema



LITTLE RIVER BAND OF OTTAWA INDIANS

Gaming Commission Organizational Structure Policy

Purpose: To clearly identify the processes by which the Gaming Commission identifies the relationships between employees, including delegated authorities.

Policy: It is the policy of the Gaming Commission to identify the structure by which employees are identified through position titles and by which delegated authority in the laws and ordinances of the Gaming Commission are clearly identified.

Steps:

A. Organizational Structure

1. The organizational structure of the Gaming Commission is identified through a recommendation of the Director, approved by Gaming Commission resolution and forwarded to Tribal Council for ratification by resolution.
2. The development of job descriptions, position titles, and authorized delegated authority are required to conform to the approved organizational chart pursuant to Gaming Commission Ordinance Section 6.10 Gaming Commission Employee Organization.
3. The Director and Gaming Commissioners shall review the organizational structure and job descriptions on an annual basis to determine compliance with the approved structure, and to identify recommended changes.

B. Position Titles within Organizational Structure

1. Each employee within the organizational structure shall be identified by standard job position titles as set forth in this policy. The titles listed below are in order of authority from highest to front-line employees and shall be delegated authority as identified within job descriptions guided by the laws and regulations of the Tribe and the Gaming Commission.
 - a. Gaming Commission - the highest level of authority appointed by the Tribal Ogema and confirmed by the Tribal Council and reports directly to the Tribal Council.
 - b. Director - this position oversees and directs the day to day operations of the Gaming Commission and reports to the Gaming Commission Chairperson.
 - c. Manager - this position is responsible for a program, or related programs and reports to the Director.
 - d. Supervisor - oversees an assigned staff and reports to a Manager.
 - e. Lead Staff - assists line staff with task related questions and reports to a Supervisor.
 - f. Other Staff, performs specific duties as assigned.
2. The Gaming Commission may approve additional job titles and levels of authority to meet to the needs of the Commission.

C. Authorization to Act

1. Nothing in this policy is a grant of authority to act, make representations or other actions, on behalf of the Gaming Commission.
2. This policy is set forth for the purposes of defining the structure of the Gaming Commission. Specific laws, ordinances, regulations and policies of the Gaming Commission identify authority and directives regarding the employment position and actions.