



## Little River Band of Ottawa Indians

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

### Resolution # 05-0817-393

*Approval of Merit Increase for Eligible Tribal Government Employees for Annual Review  
Fiscal Year 2005, Retroactive to July 1, 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 reviewed the performance reviews submitted by June 1, 2005, and made final recommendations; and

WHEREAS, the Ogema submitted a request to set merit increases based on performance reviews; and

WHEREAS, the Tribal Council has amended 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* to identify a single merit increase percentage; and

WHEREAS, the Tribal Council, in accordance with the amended policy has identified an across the board merit increase for all eligible Tribal Government Employees; and

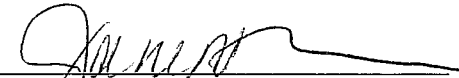
WHEREAS, the Tribal Council has reviewed the Ogema's recommendation and has determined that a 2% merit increase for all eligible Tribal Government Employees for the 2005 review period is an appropriate action;

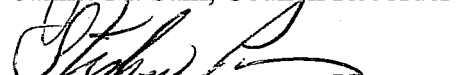
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians does hereby approve the merit increase of 2% for each eligible Tribal Government Employee to be effective on July 1, 2005.

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, 0 ABSENT, and 1 VACANT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on August 17, 2005, at the Little River Band's Dome 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