



Little River Band of Ottawa Indians

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

Resolution # 05-1102-566

Adoption of Corrective Amendments to the Government Operations Personnel Manual as a Result of New Employment Legislation

WHEREAS, the status of the *Gaá Čhing Ziibi Daáwaa Anišhinaábek* (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 adopted Standard Operating Procedures in 2004 which required corrective changes to the Government Operations Personnel Manual (*Manual*); and

WHEREAS, the Tribal Council adopted the Fair Employment Practices Code by Resolution # 05-1102-564, which affected the Manual and required corrective changes to be made to the Manual; and

WHEREAS, the Tribal Council adopted the Government Employment Relations Act of 2005, by Resolution # 05-1102-565, which affected the Manual and required corrective changes to be made to the Manual; and

WHEREAS, the Tribal Council has reviewed these changes and finds that re-authorization of the Manual is necessary;

NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby re-authorizes the Government Operations Personnel Manual as identified in the attached document and directs the Human Resource Department to make amended manuals available for employees no later than December 1, 2005.

IT IS FURTHER RESOLVED THAT, the amendments in the Government Operations Personnel Manual shall be effective as identified below -

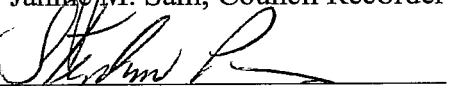
1. Changes made as a result of the Standard Operating Procedures - immediately.
2. Changes made as a result of the Government Employment Relations Act of 2005 - immediately.
3. Changes made as a result of the Fair Employment Practices Code - December 1, 2005.

CERTIFICATE OF ADOPTION

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 7 FOR, 0 AGAINST, 0 ABSTAINING, 1 ABSENT, and 1 VACANT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on November 2, 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
Tribal Ogema
Tribal Court