



Little River Band of Ottawa Indians
2608 Government Center Drive
Manistee, Michigan 49660
(231) 723-8288

**Moved to
Open Session
11/09/16**

Resolution #16-0907-264

*Approval of Letter Engagement with Valliant Consulting to Conduct
Job Analysis and Job Description for 175 Positions within LRBOI Tribal Government*

WHEREAS, 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 Ogema is authorized under Article V, Section 5 (a)(2) to oversee the administration and management of the Tribal Government; and

WHEREAS, the Tribal Ogema is authorized under Article V, Section 5(a)(3) to consult, negotiate and execute agreements and contracts on behalf of the Little River Band, subject to approval or ratification by Tribal Council; and

WHEREAS the Tribal Council enacted Resolution #13-1030-335, accepting the 2013 Compensation Study prepared by Valliant Consulting, which included a mandate to index the wage structure by April 2015 and every two years thereafter; and

WHEREAS, the Tribal Council enacted Resolution #15-0909-275, authorizing Valliant Consulting to conduct a benchmark study of 65 positions within tribal government, in coordination with the Human Resources Department, to verify the existing wage structure as adopted by the Tribal Council is consistent with market; and

WHEREAS, the Human Resources Department had previously recommended that improving the wage grid and salary administration practices of the Tribe would include both a job analysis and implementation of an employee performance evaluation process; and

WHEREAS, the Valliant Consulting Group has prepared a proposal to conduct a complete job analysis, as well as evaluation and rewrite of 175 positions in the Tribal Government, which will enable performance evaluations to be conducted on job functions and expectations for positions as updated to 2016 Market factors;

WHEREAS, the Valliant Consulting Group has provided the scope of work, is not requiring a contract, but the total project expenditure is at the threshold requiring Tribal Council authorization, the Department requests approval.

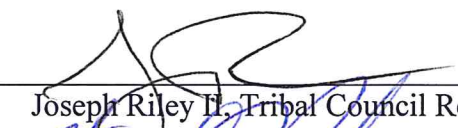
NOW THEREFORE IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby does approve the proposal from Valliant Consulting for the 2016 Job Analysis and Description project, and authorizes the Ogema to execute and carry out said project as stated in the scope of work.


IT IS FINALLY RESOLVED THAT the Tribal Council does authorize the expenditures and costs as proposed within the proposal, not to exceed \$19,800.00.

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 7, 2016, at the Little River Band's Government Center in Manistee, Michigan, with a quorum being present for such vote.

Attest:



Joseph Riley II, Tribal Council Recorder


Virgil Johnson, Tribal Council Speaker

Distribution: Council Records
Tribal Ogema
Tribal Court