



**Little River Band of Ottawa Indians**  
**Tribal Council**  
2608 Government Center Drive  
Manistee, MI 49660  
(231) 723-8288

Moved to Open  
10/12/16

**Resolution # 16-1012-308**

*Establishment of a Process to Hire the General Manager of Little River Casino Resort under the Authority of the Gaming Enterprise Oversight Act of 2010, Ordinance #10-800-03*

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 Tribe adopted amendments to the Constitution on July 11, 2016 which became effective upon approval by the Assistant Secretary-Indian Affairs on August 24, 2016; 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 Gaming Enterprise Oversight Act of 2010, Ordinance #10-800-03, section 5.01 states that “the Ogema and the Tribal Council, acting in accordance with the laws and resolution of the Tribe, shall have the power to hire a General Manager for the Little River Casino Resort...”; and

WHEREAS, the Tribal Council understands the importance of securing the next General Manager as expeditiously as possible; and

WHEREAS, the Tribal Council has determined that applicable Resort Human Resource Policies and Procedures shall apply to the hiring of the General Manager; and

WHEREAS, the Tribal Council has determined the Resort shall fund the Hiring Committee activities, however, no member of the Hiring Committee shall be compensated for work done on the Hiring Committee; and

WHEREAS, the Hiring Committee shall consist of the Ogema and all Tribal Council members who possess a valid Primary Management Official license issued by the Little River Band Gaming Commission; and

WHEREAS, the Tribal Council has determined the Hiring Committee may consult and rely on applicable advice from the Resort's Human Resource Department Director, the Unified Legal Department, the Tribe's Chief Financial Officer, and the Resort's Director of Finance ; and

WHEREAS, the Hiring Committee shall obtain as much information as possible regarding each General Manager candidate; and

WHEREAS, the Tribal Council has determined that the Hiring Committee should adhere to strict standards of confidentiality regarding the hiring of the General Manager; and

NOW, THEREFORE, IT IS RESOLVED THAT the Tribal Council of the Little River Band of Ottawa Indians hereby approves the establishment of a Hiring Committee to oversee and conduct the hiring process for the General Manager of the Little River Casino Resort. The Hiring Committee shall be comprised of any and all Tribal Council Members and the Ogema who have Primary Management Official licenses issued by the Little River Band of Ottawa Indians Gaming Commission. Subsequent members of Tribal Council and the Ogema shall be added to the Hiring Committee as they receive their Primary Management Official licenses.

IT IS FURTHER RESOLVED THAT the Hiring Committee shall have all authority necessary to advertise for, post, interview, select, and make an offer of employment to the chosen General Manager candidate. Only members of the Hiring Committee may participate in advertisement, posting, interviewing, selecting, and offering the position to the chosen General Manager candidate. However, all offers of employment shall be contingent on the approval of the contract by the Ogema's signature and the subsequent ratification of the contract by Tribal Council approval.

IT IS FURTHER RESOLVED THAT all decisions of the Hiring Committee shall be made by a majority vote. The Ogema, if licensed, shall serve as the tie-breaking vote, if needed. If the Ogema is not licensed, no action may be authorized without a majority vote.




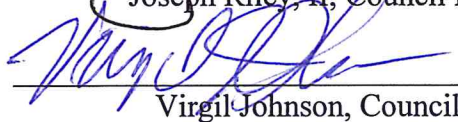
IT IS FURTHER RESOLVED THAT the Hiring Committee has authority to authorize funds on behalf of the Hiring Committee to cover expenses related to hiring the General Manger so long as such expenditures are in accordance with the Resort's Finance Department Policies and Procedures.

IT IS FURTHER RESOLVED THAT all discussions by the members of the Hiring Committee shall be strictly confidential. All notes, minutes, etc. from each meeting shall be collected at the end of each meeting and maintained in a confidential manner by the Resort's Human Resources Director until the next meeting is held. Members of Tribal Council and the Ogema shall not have access to any information from the Hiring Committee unless he or she holds a valid gaming license issued by the Little River Band of Ottawa Indians Gaming Commission.

**CERTIFICATE OF ADOPTION**

I do hereby certify that the foregoing resolution was duly presented and adopted by the Tribal Council with 9 FOR, 0 AGAINST, 0 ABSTAINING, and 0 ABSENT, at a Regular Session of the Little River Band of Ottawa Indians Tribal Council held on October 12, 2016, at the Little River Band's Government Center in Manistee, Michigan, with a quorum being present for such vote.

  
\_\_\_\_\_  
Joseph Riley, II, Council Recorder

  
\_\_\_\_\_  
Virgil Johnson, Council Speaker

Attest:

Distribution: Council Records  
Tribal Ogema  
Unified Legal Department